

2018 ANNUAL REPORT



AVASANT
FOUNDATION





From the Chairman

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

In 2018, Avasant Foundation continued to empower youth by creating employment opportunities through skill development training programs. The courses support local education efforts in the fields of science, technology, engineering, arts, math (STEAM) and entrepreneurship. In its eighth year since incorporation, it is my pleasure to share the achievements of Avasant Foundation.

Sincerely,

Kevin S. Parikh



From the Executive Director

2018 marked a year of innovative breakthroughs in technology, reaffirming our knowledge that the economy of the future will be digitally driven. We're proud to claim success in Trinidad and Tobago's digital skills training program as we add another graduating class to our successes in Jamaica and in Haiti with our Avasant Digital Youth Employment Initiative.

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

In our Annual Report, I am pleased to share the growth of our Foundation's impact and footprint. Avasant Foundation is as 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

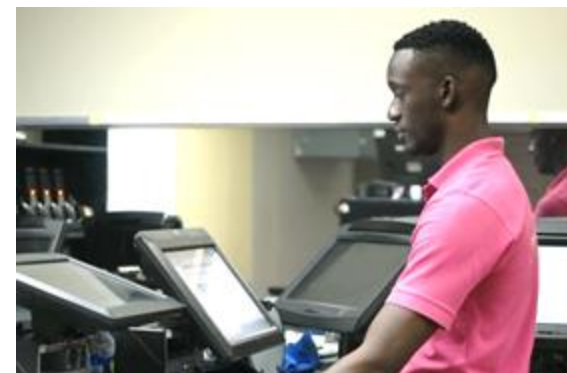
Job creation initiatives such as Impact Sourcing and enabling employment for training graduates



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:



AMERICAN
INDIA
FOUNDATION



CLINTON GLOBAL INITIATIVE



JAMPRO
TRADE & INVESTMENT JAMAICA



GIRLRISING



GLOBAL
IMPACT
SOURCING
COALITION



USAID
FROM THE AMERICAN PEOPLE



SDG
Philanthropy Platform



2018 Results

248 deserving youth ages 18-26 graduated from Avasant's Digital Youth Employment training in the Caribbean

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

16,359 Indian students in 56 public schools in Delhi and Odisha were provided access to technology with instruction



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

\$215,000 raised through 'Golf for Impact'

25+ Leading ICT employers actively support AF Impact Sourcing initiatives



Avasant Foundation's Commitment to the SDGs



SDG Philanthropy Platform

Avasant Foundation supports the United Nations Sustainable Development Goals, especially goals 1 - No Poverty, 4 - Quality Education, 5 - Gender Equality and 8 - Decent Work and Economic growth, 10 - Reduced Inequalities, and 17 - Partnerships for the Goals.

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



End poverty
in all its
forms,
everywhere



Ensure
inclusive and
quality
education
and promote
lifelong
learning



Achieve
gender
equality and
empower all
women and
girls



Promote
inclusive and
sustainable
economic
growth,
employment
and decent
work for all



Reduce
inequality
within and
among
countries



Strengthen the
means of
implementation
and revitalize
the global
partnership for
sustainable
development

Global Memberships



UN Global Compact

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

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



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

Avasant has assisted multiple governments in creating frameworks for the development of IT and BPO industries by creating the enabling frameworks of standards, policy and human capital. These engagements have earned Avasant global appreciation for its philanthropic efforts, such as recognition in the Vault Consulting Survey 2016.

Global Memberships



Global Impact Sourcing Coalition

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

Impact sourcing, also known as socially responsible outsourcing, refers to an arm of the business process outsourcing (BPO) industry that employs people at the base of the pyramid as workers. The GISC is facilitated by BSR as the secretariat and funded by the Rockefeller Foundation. Avasant Foundation alongside GISC has worked to create the Impact Source Standard.

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



Global Memberships

International Association of Outsourcing Professionals

Avasant Foundation's Executive Director, Chitra Rajeshwari, was honored in 2019 as Member of the Year by the International Association of Outsourcing Professionals (IAOP). The Foundation's span of accomplishments under her directorship have included chairing IAOP's Women's Empowerment, Leadership and Diversity chapter, active membership of the CSR and Impact Sourcing team and serving to judge for 2019's Global Impact Sourcing Award. IAOP's Member of the Year honors association members who have made exceptional contributions to the association and its members.



Debi Hamill, CEO of IAOP, remarked on Rajeshwari's unstoppable commitment to shaping the Women Empowerment Leadership and Diversity chapter into the most dynamic IAOP has seen. "Not only does she chair the Women's Empowerment chapter, and chair it well, but she is incredibly involved, and it is her destiny to promote impact sourcing as she works tirelessly in that respect," Hamill noted.

Accolades

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

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

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

2016 - Avasant Foundation receives the CGI recognition for a second year in a row for the Avasant Digital Youth Employment initiative in Haiti.

2015 - Avasant Foundation gets a grant from the Rockefeller Foundation for their DJA (Digital Jobs Africa) Initiative and works for promotion of Impact Sourcing.

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

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

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

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



Accolades

Clinton Global Initiative (CGI)

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



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

Highlights by Region - Latin America and the Caribbean

In 2018, AF scaled its **Avasant Digital Youth Employment Initiative**, skills training in the Caribbean, graduating 480 deserving youth from disadvantaged backgrounds in **Jamaica**. Over **90%** of trainees secured employment with leading IT/BPO Service Providers within weeks of finishing their training.



"Without a doubt, the training helped me in successfully marketing myself and getting a job... It brings me great joy to mention that to date I am happily employed still utilizing all that I learnt from Avasant Digital Youth Employment Initiative, to pave my way forward in the BPO world."

- Fabian Wynter, Jamaica



In **Trinidad & Tobago**, AF has won a Global Skills Grant to bridge the prevailing skill-gap in the ITes sector in T&T with a trained workforce. 50 youth will be trained in on-demand skills for a period of 18 months with AF's ADYEI in partnership with CTS College of Business and Computer Science and the Massy Group. The objective the Global Skills Grant is to develop the IT/ITES sector and enhance its export potential in T&T.



Further, the specialized training will help candidates understand the shifting business services landscape and attain industry standard certification levels. Additionally, the program could also have spillover benefits of maturing certain services and the larger business ecosystem within T&T. The project starts in April 2018 and will end in November 2019.



In conjunction with the Clinton Global Initiative, AF also plans to collaborate with the World Bank and other organizations to digitally transform underdeveloped and historically disadvantaged regions in the Caribbean, including Dominica, and the US Virgin Islands.

Highlights by Region - 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 2017 effort involved advising the Rwandan government on how to optimize its investments in ICT for job creation and development.

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



Highlights by Region – Middle East: Palestine

Avasant was engaged by HM Department for International Development (“DfID”), UK, in July 2018 to consult on its Palestine Market Development Program (“PMDP”) for the Occupied Palestinian Territories (“oPt”). The UK Government’s PMDP is designed to build institutional and human capacity, and business linkages with the UK market to drive economic development in the troubled region with the IT sector being one of its key pillars.

This initiative is key to the overall development of the oPt, both by itself, and within the overall context of the political firmament of the region. Whilst overall economic development has been recognized as key to driving peace in troubled regions across the world, the IT sector plays a pivotal role in Palestine’s development. The sector has a young demographic, its workforce largely below 35 years old and absorbs close to 3,000 graduates from Palestine’s universities each year.

With growing digital penetration in the Palestinian society, this sector plays a significant role in shaping the future aspirational psyche of the Palestinian youth, helping move them away from the historical political challenges that has plagued the region. Further, women constitute just a fifth of the overall workforce despite a 96% literacy rate. This sector’s growth, in size and breadth, is key to empowering Palestinian women through economic independence. There is early evidence of this with the ICT sector driving a growth in women’s registration to STEM and business management courses in local universities and women entrepreneurship.

Avasant crafted a broad value proposition for the ICT sector in Palestine, highlighting the availability of surplus talent & skills to support remote delivery of digital services and developed marketing collateral. The team also advised on the content of a promotional film being developed within the broader PMDP. Avasant helped create a broad ecosystem of potential target buyer community in the UK comprising large corporates, not-for-profit sector, small and medium enterprises and start-ups. Avasant shared this proposition with close to 70 UK organizations in the ecosystem to elicit interest in the Palestinian ICT sector. Opportunities emanating from this interaction are now being pursued by the DfID to provide continuity to the progress made on the engagement. Avasant’s engagement was termed as “a first, but very significant milestone in the long journey to creating sustainable economic development in the region.”



Highlights by Region – Eastern Europe: Moldova

In 2018, Avasant worked with USAID in partnership with the Government of Moldova to create an ICT strategy, master plan, and implementation roadmap for stimulating accelerated growth in technology. A thoughtful combination of analysis and assessment of global growth trends, market research, disruptive technologies and non-linear growth potential in specific products and services defined an investment promotion roadmap for the IT industry covering capacity development, infrastructure and business environment. A detailed digital marketing strategy was also designed for destination-specific approaches to engage potential investors in markets across Africa and Asia. Outcomes included improvements to the Moldovan government's national IT strategy and increased access to funding from developmental organizations to support future interventions in the ITeS and Digital Services Sector.



Highlights by Region - Asia



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



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



Highlights by Region – United States

Avasant Foundation supported in 2018 **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.



In 2018, 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.

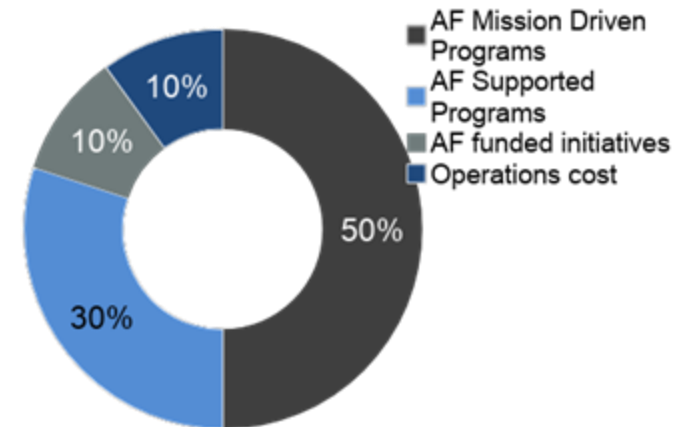


Project Hand Up helps people experiencing poverty or homelessness raise money for their needs, such as housing, food or medical expenses.

Financial Contributions

TOTAL FUNDS
RAISED IN 2018
\$869,955

AVASANT
CORPORATE
INVESTMENT
\$726,400



TATA CONSULTANCY SERVICES



University of Technology,
Jamaica

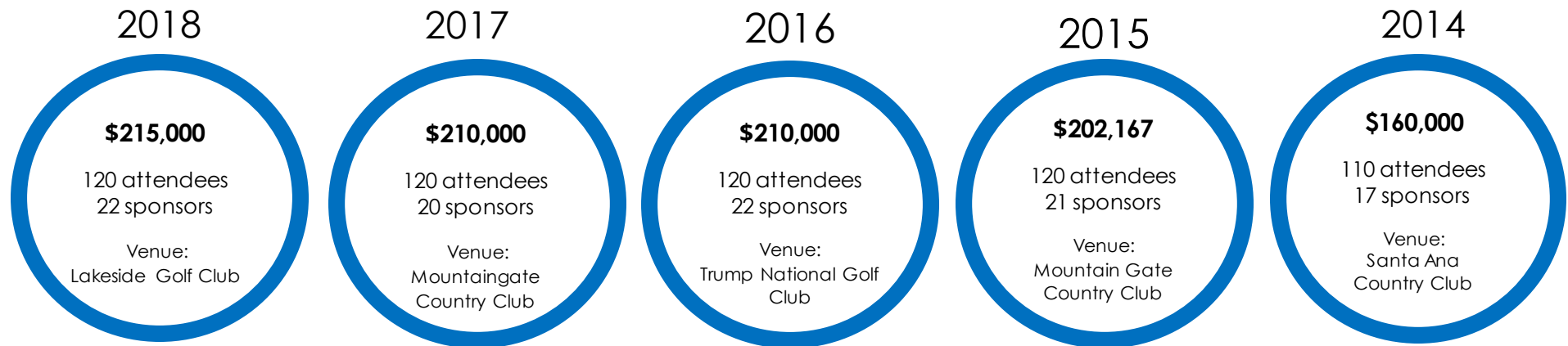


Golf for Impact

Avasant Foundation hosts an annual charity golf tournament to fund its initiatives since 2014. 2018's event was held on April 2018 at Lakeside Golf Club. The entire golf course and club facility was reserved exclusively for this event. Thank you to our 22 sponsors who helped raise \$215,000 for youth employment and skills development programs.

Total Money raised- \$997,167

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



Our Team



Avasant and Avasant Foundation believe that our inherent strength lies in the intellectual and cultural diversity of our workforce. As an equal opportunity employer and firm believer in women's empowerment, Avasant's workforce contributes towards the firm's goal of guiding its clients through often difficult, uncertain and ambiguous situations through their extensive knowledge, implicit understanding and passion and contributing their time towards charitable objectives through Avasant Foundation. The firm, through its policies, upholds human and employee rights and strongly believes in acknowledging and respecting individuals' dignity, rights and ambitions.

Some words from our supporters...



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

-Diane Edwards, President, Jampro

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

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



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

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

Our Graduates

