



AVASANT
FOUNDATION

Avasant Foundation Case studies



Social Impact



AVASANT FOUNDATION

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



AF's Impact Aligned to the Sustainable Development Goals



Digital Skills and Employment Opportunities for Displaced Workforce in The Bahamas

SOLUTION: *Designed and rolled out Digital/Entrepreneurship Skills Training for over 500 Bahamians by the end of 2023|Currently +320 graduates| 85% retention rate| 95% job placement | 100% geographical Inclusion*

Approach:



Developed a national labor market need analysis to understand the skill gap need for Bahamians to participate and compete in the digital economy. It included the consultation of local and international organizations seeking to expand or upskill the workforce.



Designed and delivered digital skills training curriculum based on main findings of the need analysis and validation workshop with industry stakeholders.



Identified partners, local and international management team, and candidates based on the training requirements.



Designed and roll out of a 100% virtual learning platform during the Covid-19 pandemic



Connected unemployed and underemployed Bahamians with new employment and entrepreneurial opportunities

Partnerships



Department of Labour



242 Jobs

AVASANT



Digital Skills Training for Youth – Guyana

SOLUTION: Addressed the skills gap at a critical point in the country's economic and social transformation by delivering Digital Skills Training for over 530 youth | 98% retention rate| 95% job placement | 100% Diversity and Inclusion

Approach :



Preparatory work to initialize administration of training design and execution including identification of partners and local training requirements.



Designed of a holistic curriculum which includes high demand skills in the market: soft skills to succeed in corporate environments and technical skills modules in Office 365, project management, UX design, mobile applications, web design and development, master data management and entrepreneurship.



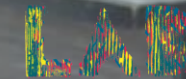
Engaged candidates aged **18-32** from low-income communities in and around Guyana's capital, in digital skills training and job placement within local private sector firms



Designed and roll out of a 100% virtual learning platform during the Covid-19 pandemic



Partnerships



UNIVERSITY of GUYANA



AVASANT

Jamaica Skills Development for Global Service Sector

Solution: Updated the soft skill curriculum | Created Digital Skills curriculum | Trained twenty-five master trainers with digital skills who in turn to train one thousand trainers to support the training of 24000 candidates.

Approach :



Establishment of Job Readiness Standards

- Review of current available job-readiness Program outline (soft skills) and curricula within HEART- Trust/NTA.
- Presentation of a user guide for the update/new curricula and a training plan for trainers to deliver the training of the new curricula for job readiness.
- Delivery of the train the trainer program. Also assess and certify the participants.



Training Needs Analysis & Digital Skills Curriculum

- Create digital skills Module based on a training need analysis and findings.
- Carry out of validation workshop with industry stakeholders
- Provision of guidance for certification, both for trainers trained in the delivery of the updated curriculum as well as for trainees.



Partnerships



AVASANT

Jamaica Avasant Digital Youth Employment Initiative

SOLUTION: The Digital Skills Training program graduated 800+ deserving youth from disadvantage backgrounds | Over 93% of trainees secured employment with leading IT/BPO service providers within three months.

Approach:



Improved the skills development system to provide the Global Service Sector with upgraded skilled youth, particularly in higher value-added jobs and to strengthen Jamaica's investment attraction and increase exports.



Designed and rolled out of a job readiness skill training s encompassed soft skills (effective communication, teamwork and persistence), cognitive skills (numeracy and literacy) as well as foundational digital skills to assist candidates to enter the labor market.



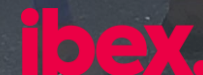
Identified partners, local and international management team, and candidates based on the training requirements.



Connected candidates with new employment within the GSS ecosystem



Partnerships



Global Services Sector Project- Trinidad and Tobago

Solution: *Created and delivered a customized training to bridge the skill-gap to develop the IT/ITES sector | 50 youth were trained in on-demand skills | Spillover benefits of maturing certain services and the larger business ecosystem within T&T | Enhance T&T export potential*

Approach:



The Preparatory work to initialize administration of training curriculum, including workforce skill assessment, IT/BPO industry needs assessment, International best practice and training content development.



Candidates' recruitment process included outreach campaign, CV reception, candidates' assessment and selection.



Program roll out and execution which included the delivery of a six-month training to fifty participants inclusive of certifications.



Partnerships



AVASANT

Global Services Sector Project- Haiti

Solution: *Created and delivered a customized training to bridge the skill-gap to develop the IT/ITES sector | 30 youth were trained in on-demand skills | Spillover benefits of maturing certain services and the larger business ecosystem within Haiti | Enhance Haiti's export potential*

Approach:



Curriculum design which included workforce skill assessment, IT/BPO industry needs assessment, International best practice and training content development.



Candidates' recruitment process included outreach campaign, CV reception, candidates' assessment and selection.



Program roll out and execution which included training delivery to thirty participants inclusive of certifications.



Partnerships



Digicel

AVASANT

AVASANT DIGITAL SKILLS TRAINING USA REGION

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



Designed and rolled out a 100% virtual training for candidates ages of 18-28



Implementation of soft and technical skills taught by subject matter experts using content created by Avasant consultants



Workshops: Resume writing, mentorship and career guidance



Fast track the candidates for job opportunities.



Case Study: Rockefeller Foundation – Promotion of Impact Sourcing (IS) for Digital Jobs



THE GOAL: To identify scalable models for impact sourcing

APPROACH & OUTCOME:



Avasant conducted a comprehensive global policy benchmarking analysis and highlighted alternative models of training and skill development in emerging countries. Avasant organized a series of workshops for buyers and sellers of outsourcing services to educate and share knowledge about IS. Conducted in-depth training for service providers and received a commitment for IS



Designed & delivered a 4-week training program for youth in Jamaica, South Africa & Haiti. Influenced service providers to hire these students after graduation



Designed & delivered 4-week Trainings for youth in Jamaica, South Africa & Haiti. Socialized the concept of Impact sourcing with 30+ service providers across the globe. Enabled recruitment of 3000+ high potential underprivileged youth in the IT/BPO sector





AVASANT
FOUNDATION

KEVIN S. PARIKH
GLOBAL CEO & CHAIRMAN

CHITRA RAJESHWARI
EXECUTIVE DIRECTOR

Kevin.Parikh@avasant.com

(310) 6433030

Chitra.Rajeshwari@avasant.com

(415) 2449941