Creating Jobs
Through entrepreneurship, innovation and skills development.

Changing Lives
Through creating high-value jobs and empowering individuals to command those jobs.

Scaling Impact
Through technology, networks, and partnerships across Asia, Africa and Latin America.

Mission
Accelerating economic development in emerging economies through large-scale job creation.
Objective

Enabling the creation of 10M jobs and placement of 25M by 2030 across 20-25 emerging economies:

By 2025:
- Establish a run-rate of 1M new annual jobs through Startups and SMEs
- Enable 100K high-potential Startups, annually
- Impart entrepreneurship education to 500K students annually
- Annually train and place 2.5M students with 21st century employability skills
- Create a culture of Innovation by enabling 25K Innovation Grants through Govts
- Scale impact through Wadhwani Catalyst partners
- Enable conducive Govt. policies that accelerate job creation and fulfillment
- Open-source Wadhwani models, platforms, and tools for other organizations and Govts. to accelerate international scale
Approach

1. Program Management depth to assure outcomes through effective execution.
2. Global Technology/AI Platform to enable scale impact
   • All Wadhwani Initiatives leverage our powerful software and content technology platform, with increasing AI capabilities
3. Global Mentor Network to leverage the knowledge of experts.
Wadhwani Initiatives

Wadhwani Advantage

Wadhwani Entrepreneur

Wadhwani Opportunity

Wadhwani Innovate

Wadhwani AI - a partner program

Wadhwani Catalyst

Wadhwani Technology Platform • Wadhwani Global University • Wadhwani Market Research and Policy
Wadhwani Advantage

Accelerating the growth of tens of thousands of SMEs to create millions of new jobs

• A program for small businesses to steer them towards a hyper-growth path and high-value job creation
• Program providing growth consulting and execution support through a network of in-house and curated consultants and drive self-sufficiency through an AI-enabled knowledge and connect platform
Wadhwani Advantage Program Structure

On-going

Automated Diagnosis

Up to 12-months

Up to 36-months

SELECTION

DISCOVERY

TRANSFORMATION

ONGOING SUPPORT
Wadhwani Advantage Platform Architecture: AI/Technology-powered SME Consulting

ADVANTAGE PLATFORM
- Personalized Knowledge and Connect Recommendations
- Search / Navigation for Knowledge and Connects
- Reviews / Ratings
- Chat and Chatbots
- Q&A Forum
- Scheduling / Calendaring with Connects
- Transformation Projects Workflows and Dashboards
- SME and WF KPI Tracking

WF Advantage Team, Playbook, Platform:
Post Sourcing and Selection:
- Perform Discovery (WF Team)
- Program Manage Transformation (Platform recommends Connects Content)
- Conduct Cohort Sessions (Peer Learnings)
- Track and Manage SME KPIs
- Track and Manage WF KPIs

Frictionless, Personalized KNOWLEDGE - Wadhwani Team / Platform Recommendation
Key Industry specific business problems:
- Case Studies
- Short Videos / Podcasts / Articles
- Webinars
- Expert Talks / Workshops
- Templates, Framework, Dashboards

Frictionless, Personalized CONNECTS - Wadhwani Team / Platform Recommendations:
- Consultants / Mentors / Advisors
- Customers
- Capital
Wadhwani 4C Advantage

Access to Content, Connects, Capital Providers and Customers through AI-enabled tech platform

**CONTENT**
Deliver personalized knowledge of key concepts and problem solving frameworks and tools through videos, infographics, playbooks, articles and workshops

**CONNECTS**
Connections with our rich network of Coaches and Consultants for strategic interventions

**CAPITAL**
Introductions with Capital Providers

**CUSTOMERS**
Introductions to customers and partners
Wadhwani Advantage Value Proposition for SMEs

01

UNIQUE, FLEXIBLE ENGAGEMENT WITH END-TO-END GOVERNANCE

- Assignments range from short expert consultations, to strategic projects, to advisors & CXOs on a part-time basis
- Defined transformation roadmap mapped to SME specific measurable outcomes/milestones
- Ownership & governance: Ensuring strong execution to mitigate the risk of sub-optimal outcomes
- Strong Quality Controls

02

CURATED CONSULTANTS AND ADVISORS

- 75,000+ professionals (All India presence)
- Well scrutinized pool of quality, independent consultants & flexible talent
- Delivered over 500+ projects for over 600 Startups/SMEs

03

CURATED AND PERSONALIZED CONTENT

- Differentiated, actionable, and personalized content
- Videos, playbooks, articles and infographics authored by WF
- Content of external authors to help SMEs learn more about business management and accelerate their growth

AI-enabled Wadhwani Advantage Technology Platform
Wadhwani Entrepreneur

Inspiring, educating, and enabling
Startup entrepreneurs

• **Wadhwani Venture Fastrack (WVFT)** maximizes success rates of early-stage startups
• **Wadhwani NEN (WNEN)** empowers students with knowledge and skills to create high-potential startups
• **Wadhwani Inspire** establishes a culture of entrepreneurship at a national level
Wadhwani Venture Fastrack (WVFT)

A structured program to fast-track and scale thousands of global startups.

- Developing strong city-based entrepreneurial ecosystems
- Delivered through Partners (incubators, accelerators, investors, co-working spaces)
- Expert sessions, connects to domain/functional experts & mentors
- Partner (Incubators, Mentors, Angel Investors) training and enablement
- AI-enabled Wadhwani Technology Platform for on-demand customized access to knowledge resources and mentor/expert/customer connects

Business Traction • Funding Opportunities • Higher Success Rate
Aspiring and Practicing Entrepreneurs

WE STARTUP APP
• Personalized Knowledge and Connect
• Search / Navigation
• Chat / Chat bots, Q&A Forum
• Scheduling / Calendaring with Connects
• Reviews / Ratings
• Workflows, calendaring, rating & recommendation
• Remote meetings

WADHWANI'S ONGOING SUPPORT PROGRAM CONTENT THROUGH THE WE APP
• On demand Short videos, case-studies
• Downloadable Templates, Tools, Guide

AI-ENABLED ON DEMAND EXPERT CONNECTS THROUGH WE APP
• Mentors, Experts, Consultants, Service Providers, Customers and Investors
• Peer and expert networks : chats

WE MOBILE APP
Ongoing Support Content
Master Structured Program
Aspiring and Practicing Entrepreneurs
Wadhwani Mentor Hotline
Personalized Connects

INSPIRED BY:
• Wadhwani Takeoff - TV Appearance (ET NOW in India) and similar program globally across Latin America and Africa (Silicon Valley Trip) ; Wadhwani App globally
• Corporate Challenges and Idea Bank
• Mobilized by:
  - TV and Print Ads (via Times Partnership)
  - Social Media / Website / College Postings

SUPPLEMENTED BY WADHWANI MENTOR HOTLINE
• Live WF Coaches / Mentors support via email, chat/chatbot, phone
• Peer and Mentor connects via WE App

• Quantum Assessment: Diagnostic tool for assessing entrepreneur's needs
• Customized program based on entrepreneur needs
• Toolkits with videos, workshops, case-studies, templates
• Guided by Venture Coaches
• Milestone checklist to measure progress

AI-ENABLED ON DEMAND EXPERT CONNECTS
• Mentors, Experts, Consultants, Service Providers, Customers and Investors
• Peer and expert networks : chats

WVFT Platform Architecture: AI/Technology- powered Enablement
Wadhwani NEN: College Program for Students

TARGET SEGMENT:
1. Aspiring student entrepreneurs
2. Existing student entrepreneurs at Idea Stage/Business Model

DELIVERY MODEL:
1. Institutes (D2F)
2. Direct to Classroom (D2C)
3. Direct to Student (D2S)

Orientation & Diagnostic Tool*

Foundational Course

Advanced Course or Startup Labs

WF PLATFORM
On demand Content, Connects and Advisory Lifecycle

HiPOs

MAXIMAL PHASE
PRACTICE VENTURE

POTENTIAL REAL VENTURE

VALIDATED REAL VENTURE

• The Practice Venture (PV) is the seed to entrepreneurship and job creation
• Essence of WF curriculum with emphasis on ‘Do’ pedagogy through videos, activities and assignments and PV pitches
• Lays a clear road-map for venture creation right at the college-level
• Instills confidence in thinking deeply on the identified problem and motivates in converting into a business opportunity

*Under development
In Startups or SMEs

INTERNSHIPS & CORPORATE CHALLENGES

Bridging relationships with corporates to bring in corporate challenges that can bring in interesting real-world challenges/problems for entrepreneurs to solve

Will also open-up doorways within corporates for internships

DAY TRIPS

Day trip to nearby companies and startups

Day / weekend trips to meet entrepreneurs / companies where managers teach through real-life experiences

FORTNIGHTLY ENTREPRENEUR SESSIONS

Either live face-face sessions or web organized in campuses

To invite both successful and failed entrepreneurs so beneficiaries can learn from both Practice Ventures to be supported through mentoring

INTERNSHIPS

In Startups or SMEs

GLOBAL COMMUNITY BUILDING

For faculty and students

Exchange of best practices globally

Cross-border peer-to-peer learning

Opportunity for faculty members to be mentors

Enhanced student and faculty learning

Wadhwani NEN: Real world learning

Supplementing the HiPO Enabler Program
Wadhwani NEN: 360-degree student transformation

Enabling knowledge and skills through Courses and Startup Labs in Colleges to create HiPOs

**WNEN APP:**
- Personalized Connect
- Startup Case studies/Videos/Articles
- Templates, Framework, Checklists
- Search / Navigation
- Chat / Chatbots, Q&A Forum
- Scheduling / Calendaring with Connects
- Reviews / Ratings
- Supporting PV functionality like group formation, feedback and tracking of PV’s

**CORE – Foundational & Advanced Courses:**
- Orientation/Psychometric test
- 4-5 months of a Practice Venture based structured course offered twice a year through faculty led classroom or D2C
- Pedagogy: Watch-Think-Do
- Assignments are centered around the PV

**Supplemented by Start-up Labs:**
- Advanced Course delivered through Start-up Labs in colleges
- Run by Startup Lab Managers
- Combination of guided and self-service content

**Supplement - Real-world exposure:**
- Daytrips to local startups
- Entrepreneurs/Master Faculty deliver scheduled sessions
- Internships
- Corporate Challenges
- Idea Bank
- Global community building

**Inspired by:**
- Wadhwani Takeoff reward of Silicon Valley Trip
- TV Appearance (ET NOW in India, WF App globally

**Mobilized by:**
- TV and Print Ads (via Times Partnership)
- Social Media / Website / College Postings

**Enhanced by Personalized CONNECTS:**
- Faculty
- Coaches
- Peers
- Mentors/Advisors
Wadhwnani Inspire

Wadhwnani Inspire aims to evangelize and champion entrepreneurship globally

TV and Streaming media driven knowledge and reality show elements

• **The Winning Pitch:** Shark Tank’’ inspired investor pitch by growth-stage startups and SMEs

• **Wadhwnani Takeoff:** Pitch competition aimed to galvanize early-stage startups, globally with top eight leaders to ‘takeoff’ to pitch to Silicon Valley Angel Investors

• **Wadhwnani Advantage:** Providing knowledge capsules in TV and streaming media episodes that enable startups and SMEs to take ‘advantage’ of key learnings and advice by Wadhwnani Experts to survive and grow
Wadhwani Innovate

Accelerating innovation through partnership with Govts. for providing innovation grants to SMEs

- Accelerates world-class innovation and catalyzes critical sectors in emerging economies through their local small businesses, scientists, and researchers
- Pilot program planned with 7 Indian Ministries; to be expanded to 15 Ministries and 5K Grants/year
Wadhwani Innovate Research Centers

**WADHWANI INVENT**
Building world-class innovation and entrepreneurial ecosystem in critical sectors through Startup and Small Business Invent grants to foster disruptive novel technologies.

**SWCCNR**
Shanta Wadhwani Center for Cardiac and Neural Research located at NCBS, Bangalore aimed at understanding the role of stem cells in neuroscience and cardiomyopathies.

**WADHWANI AI - a partner program**
A first of its kind AI research institute in the world; a non-profit dedicated exclusively to applying AI for social good with solutions in agriculture, health, education, financial inclusion, language and infrastructure.

**WR CB**
The Wadhwani Research Centre for Bioengineering at IIT Bombay is focused on low cost biosensors and devices & drug delivery and bioinformatics.
Wadhwani Opportunity empowers students to acquire, sustain and progress in family supporting jobs by providing them on-demand, AI-enabled access to high quality skilling.

- Integrates skilling with shop-floor training for vocational careers
- Enables employers, vocational trainers, and academic Institutes adopt employability programs for superior outcomes
Wadhwani Digital Skilling Model

With “Student” as the centrepiece

MOBILISATION
Make an informed decision
Various sectors Information
Job growth and competencies required
Overview of “where are the jobs”

COUNSELLING
What am I best suited for
Passion vs capability
Join the right course

TRAINING
Learn & Practice the competencies
Active participation in activities
Being confident to face Interviews

PLACEMENT & POST PLACEMENT
Apply for the right Job
Join the right Job
Be the best among peers
Confidently progress in life
Wadhwani Opportunity Skilling Pyramid

700+ hours of mobile and video-centric content on cloud, facilitated by engagement analytics

Key Features

- Experiential learning model
- Cloud/mobile based solution
- Scenario-based simulations
- Employer-centric content
- Collaborative/synergistic Activities
- Continuous Assessments
- Progressive Methodology
- 24*7 Digital Assistance
- Analytics to the last mile
- 360° Scorecard
- Global multilingual content

Methodology

- Client Specific Skills: Delivered by Industry
- Job Role Skills (256Hrs): Role-specific domain skills in various sectors
- Sectoral Employability Skills (105 Hrs): Sector-specific core and professional skills
- 21st Century Core Employability Skills: Sector agnostic core and professional skills

Way Forward

- Sectorial, Macro, and Job Role Skills to be aligned with JW2 Core Employability Skills,
- Develop - Scorecard, Vibrant Quizzes, Continuous retention, Digitized Support System and Videos (Sectorial, Day in life of, Success Stories)

Programs

- Job Ready
- Job Rise
Wadhwani Opportunity: 21st Century Competency Clusters for Employability

After surveying 1100+ companies, we derived the Top-10 Clusters

Importance of various soft skills

<table>
<thead>
<tr>
<th>Soft Skill</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Solving</td>
<td>5.76</td>
</tr>
<tr>
<td>Self Management</td>
<td>5.58</td>
</tr>
<tr>
<td>Teamwork</td>
<td>5.56</td>
</tr>
<tr>
<td>Communication</td>
<td>5.53</td>
</tr>
<tr>
<td>Customer Centricity</td>
<td>5.32</td>
</tr>
<tr>
<td>Digital Literacy</td>
<td>5.08</td>
</tr>
<tr>
<td>Workplace Awareness</td>
<td>4.96</td>
</tr>
<tr>
<td>Entrepreneurs</td>
<td>4.64</td>
</tr>
</tbody>
</table>

Problem Solving, Self Management, Teamwork and Communication key soft skills where employers focus

Survey of 1104 companies | * Ranking of 1 to 7
Creating a personalized learning platform for Wadhwani beneficiaries and intermediaries

**Beneficiaries’ Development Programs**
- Clarity of concepts
- Contextual linkages with real-life situations
- Cloud and mobile based platform for learning-delivery
- Processes for better learning experience viz. assessments, assignments etc.
- Proficiency on experiential pedagogy in a blended learning environment

**Intermediary Developmental Programs**
- Be a Mentor, Be an Angel Investor, Manage Your Incubator / Accelerator, Be an Entrepreneur Faculty, Innovation and Leadership, Micro-Masters Series
Wadhwani Knowledge & Technology Platform: Common Capabilities

AI-enabled technology and multi-media content is a key enabler for scaling the Wadhwani Initiatives

- Mobile and web products focused on user experience and personalization
- Video-centric, cloud-based, mobile consumed, experiential learning content
- Platform to connect Start-up and SME entrepreneurs to a rich global network of ecosystem partners (mentors, investors, customers and other support services)
- One-stop source for accessing all personalized learning resources
- Online learning platform for faculty and students of entrepreneurship and skilling courses
Proposed policy reforms to trigger job growth

For Small Business:
• Enable 25K Govt. funded Innovation Grants to SMEs
• Establish and operate a global SME Advisor/Mentor Platform for Startup and SME Growth
• Establish Small Business Investment Corporations to expand venture capital in 100 cities
• Provide tax credits to SMEs based on the net new jobs they create
• Enable SMEs to get debt from banks and non-banks with soft collaterals
• All government agencies and large enterprises to buy at least 30% of their needs from SMEs
• All government agencies and large enterprises to pay their payables to SMEs in 30 days

For Startups:
• Enable Incubators to pay “Entrepreneurs-in-Residence” while they are incubating the startups
• Make Entrepreneurship a mandatory part of curriculum in Intermediate and College Education

For Skilling:
• Make ‘Skills for Jobs’ training a mandatory part of curriculum in High School & Intermediate Education
• Make a 3-month Internship Mandatory in Intermediate (Class 11 & 12) and a 6-month Apprenticeship Mandatory in ITIs & VTIs
• Establish CoE for Vocational Training in high job-growth sectors through CSR and operated by Industry
Programs in India – Wadhwani Advantage & Entrepreneur

Wadhwani Advantage - Small Businesses - 2019

- Scale to support few hundred companies in India
- Pan India pilots to support ~200 SMEs
- South India cohort discovery kicked off in May, West India cohort kicked off in July and North India cohort kicked off in August

Wadhwani NEN Partnerships

- 650 institutes
- Students enrolled since July 2016: 70,000
- Trained Faculty: 700
- Startup Clubs: 490
- E Leaders: 2,450

Wadhwani NEN Partner Program

TN-EDII

- 350 Institutes
- 23,000 students
Programs in India – Wadhwani Opportunity

**Schools**

Partnership with Govt. of India to mainstream Employability Courses in High Schools:
- 6,000 Vocational schools
- 27 states
- 12,000 teachers
- 0.8 million students

**Vocational Training Providers (VTPs)**

- 100+ NSDC partners
- 50K students
- 300 trainers

**Skill Universities**

- Partnership with 3-residential Universities
- 4K students

**Employers**

- Partnership with AICTE-NEEM: 500 students in first pilot
- Large Employer Engagement: 1K students (Shahi Exports, Maruti, CCD, Muthoot etc)
Programs in Latin America

Wadhwani Entrepreneur

- 50 top Institutes licenced institutes
- 4,000 students finalized courses in 2019
- Launch of Pitch Fest festival in 4 countries with 350 Practice Ventures
- ‘Takeoff’ Challenge launched in Mexico and Brazil

Wadhwani Advantage

- 90 Companies completed the program in Mexico and Brazil
- 400 High Value jobs created on the first cohorts
- 300 agnostic mentors in the region
- First version of Advantage App in Spanish launched with more than 1,000 expert assets
- Scalathon (Scale Marathon) deployed in Mexico in Collaboration with EY and Santander Bank
- Expansion to 3 cities in Mexico and 3 in Brazil on the first half of 2020

Wadhwani Opportunity

- First Pilot launched at Nestle Mexico with very positive results engaging on scaling process in 2020
- 1000 Students impacted with the XXI Century Skills and expectation to reach 10X scale in 2020
Programs in Africa

East Africa – Kenya, Uganda, Tanzania, Rwanda

Wadhwani NEN Partnerships
• 12 Institutes
• 1400+ students enrolled /42 faculty

Wadhwani Opportunity Partner Network

Southern Africa – S Africa, Botswana, Namibia

Wadhwani NEN Partnerships
• 8 Institutes – 28 faculty
• Targeting 800 students

Wadhwani Opportunity Partner Network
• Polytechnic rollouts with Govt. in Namibia – 400 students; pilot roll out with Govt. of Western Cape with 400 students

West Africa – Nigeria & Ghana

Wadhwani NEN Partnerships
• 10 Institutes by End 2019 in Nigeria and Ghana
• 400 Students enrolled by End 2019

Wadhwani Opportunity Partner Network
• Polytechnic rollouts with Govt. in Namibia – 400 students; pilot roll out with Govt. of Western Cape with 400 students

MENA and Turkey

Wadhwani NEN Partnerships
• Tie-up with 11 Institutes in Cairo & Alexandria
  [1000 engaged students engaged and 40 trained faculty]

Wadhwani Opportunity Partner Network
• 3 polytechnic training centres in Egypt [100 students, 7 faculty trained]
Programs in South East Asia

**Indonesia**

Wadhwani NEN Partnerships
- Tie-up with 8 Institutes
- 1,000+ students enrolled
- 20+ Faculty

**Philippines**

Wadhwani NEN Partnerships
- Tie-up with 11 Institutes
- 5,000+ students enrolled
- 50+ Faculty

Wadhwani Opportunity Partner Network
- Piloting at two campuses with 4,000+ students

**Malaysia**

Wadhwani NEN Partnerships
- Tie-up with 2 institutes
- Targeting 10+ Faculty and 150+ students enrolled

**Bangladesh**

Wadhwani Opportunity Partner Network
- Discussions with 5 Polytechnics/colleges targeting
  - 5K students
- BRAC & SIAC (VTP’s)
- 4 Colleges – 2K students
- CKH Network – Direct to Classroom model
Wadhwani Partners

Multiple global partnerships in entrepreneurship, skills development and innovation to achieve the mission of job creation at scale
Wadhwani Funding

The Foundation is solely funded by the philanthropy of its Founder and Chairman, Dr. Romesh Wadhwani who has committed a billion dollars to the Foundation till date.

Eventually, Dr. Wadhwan has committed 80% of his wealth to the Foundation.

Our Philosophy

The Foundation takes no external funding. This is done with the explicit and determined intent to not dilute the Foundation's mission.
Dr. Romesh Wadhwani

Founder and Chairman

- Silicon Valley entrepreneur and philanthropist
- Until 1999, built three successful companies, last of which was exited at over $9 billion
- Founding Chairman and CEO of $3.5 billion Symphony Technology Group
- Founder and Chairman of Wadhwani Foundation (2003)
- Founding Chairman of PE firm Symphony AI (2018)
- Member of the Gates Buffet Giving Pledge
- President Obama appointee to the Board of Trustees of the John. F. Kennedy Center
- Board Member of Center for Strategic and International Studies, Washington, D.C.
• Expanded Foundation’s initiatives across 20 countries and enabled over $100M of Govt. investment during the past eight years
• Scaled startup Symphony Services to $175M with eventual exit at $780M
• Grew AutoCAD business from $170M to $850M during 10 years at Autodesk
• PhD research on computer graphics lead to multi-million dollar products at GE and Autodesk
• B-Tech, IIT Bombay, India and Ph.D from University of Rochester, USA
Wadhwnani Board of Directors:
India

Harsh Mariwala
Chairman, Marico Limited

Sanjeev Bikhchandani
Founder & Vice Chairman, Naukri.com

Ganesh Krishnan
Chairman, Portea Medical

Musthafa P.C
CEO & Co-founder, iD Fresh Food
Wadhwani Leaders

Handpicked from the best talent having distinguished career profiles, and cutting across diverse competencies and experience
Recent Wadhwani Wins

- Awarded $1.5M by Gates Foundation to upskill hundreds of Govt. of India funded Incubators
- Multi-million dollar partnership with Govt. of India to fund hundreds of innovation grants to startups and SMEs
- Appointed by National Skill Development Corporation of India to provide employability skills to all their Training Partners
- Appointed by Govt. of India to deliver employability skills to 12,000 Govt. high schools
- Wadhwani Institute for Artificial Intelligence, a non-profit dedicated exclusively to applying AI for social good:
  - Awarded a $5M grant by the Gates Foundation for use of AI in managing & reducing the incidence of TB
  - Selected by Google as the winner of their X-Prize of $2M for use of AI in improving yields of cotton farming
THANK YOU!

www.wfglobal.org