

A stylized graphic of a globe, composed of several overlapping, curved blue bands of varying shades, creating a sense of motion and global connectivity. The globe is positioned on the left side of the page, partially overlapping the text.

GLOBAL ALUMNI SURVEY 2023

Generation

**GENERATION BELIEVES
IN THE POWER OF
EMPLOYMENT TO
CHANGE LIVES.
NOWHERE IS THAT MORE
EVIDENT THAN IN THE
LIVED EXPERIENCES OF
OUR ALUMNI.**

Generation is an employment nonprofit network that creates opportunities for economic mobility. We train, place, and support people into life-changing careers across 18 countries, and we advocate for new approaches that will open up opportunities to everyone. To date, more than 100,000 people have graduated from our programs around the world, together earning more than \$980M in wages.

As an organization centered on data, Generation systematically collects employment, financial, and well-being feedback from our graduates. This helps us to better understand our impact and areas of opportunity to support our graduates. Four years ago, we introduced the Generation Global Alumni Survey to help us assess if we are achieving our goal of durable outcomes for graduates and laying a foundation for lasting positive change in their lives.

In our 2023 Global Alumni Survey, we surveyed alumni who graduated from Generation programs between 2 to 5 years ago, receiving responses from more than 3,100 alumni across 14 countries. The survey shows positive outcomes in employment, financial health, well-being, and community engagement for our alumni – and those results are true across professions, genders, and socio-economic backgrounds. There are also strong indicators of improved economic mobility for our alumni.

The results of our 4th Global Alumni Survey not only inform how we do our work but provide insights into the lives of thousands of individuals around the world.

SURVEY FINDINGS

GENERATION ALUMNI EXPERIENCE UPWARD ECONOMIC MOBILITY

across all countries

OUR PROGRAMS HAVE OUTCOMES THAT DRIVE IMPROVED PARITY

across gender and education backgrounds, and tech programs are particularly positive

ALUMNI SEE SUSTAINED EMPLOYMENT AND FINANCIAL HEALTH IMPROVEMENTS

2-5 years post-program for all age groups

ALUMNI REPORT HIGHLY POSITIVE WELL-BEING OUTCOMES

and the vast majority want to give back to Generation in some way

WHO RESPONDED TO THIS YEAR'S SURVEY

14

GENERATION COUNTRIES REPRESENTED

3,134

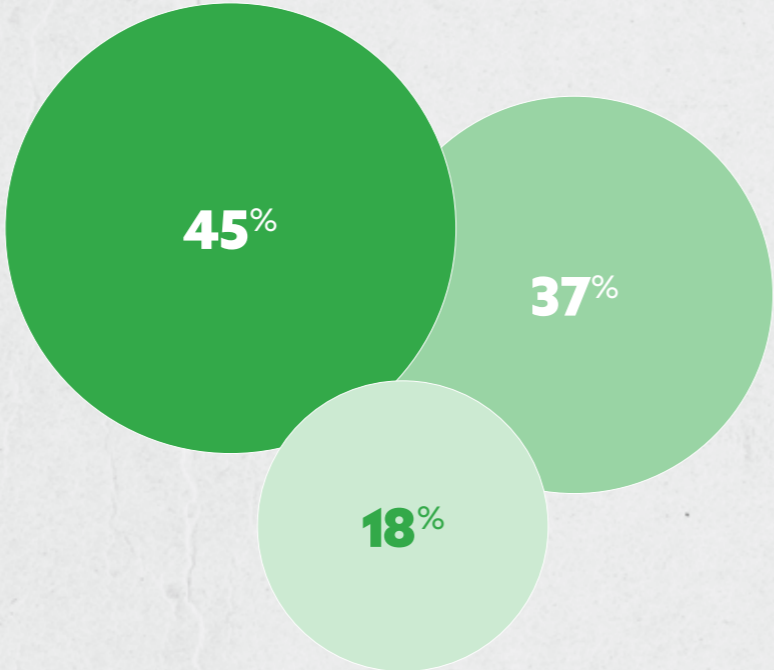
RESPONSES



WHO RESPONDED TO THIS YEAR'S SURVEY

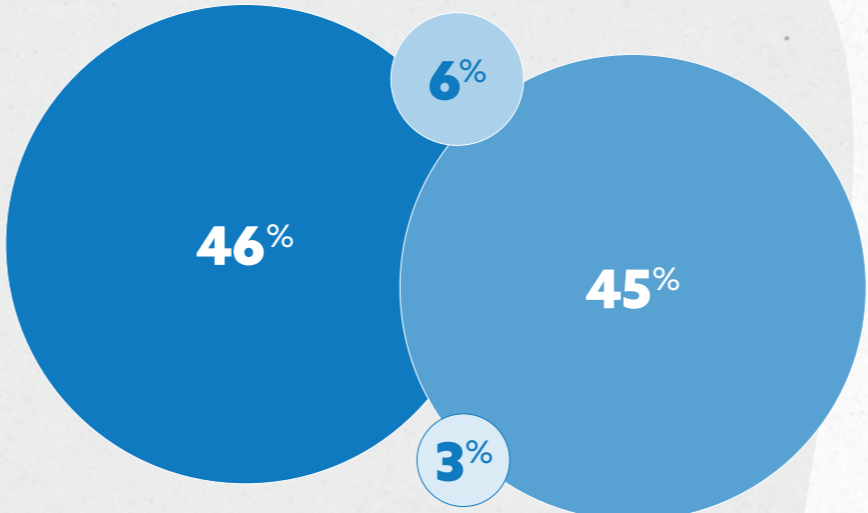
This year's survey was sent to alumni who graduated from Generation programs between 2 to 5 years ago (May 2017–May 2021)

Country income group*



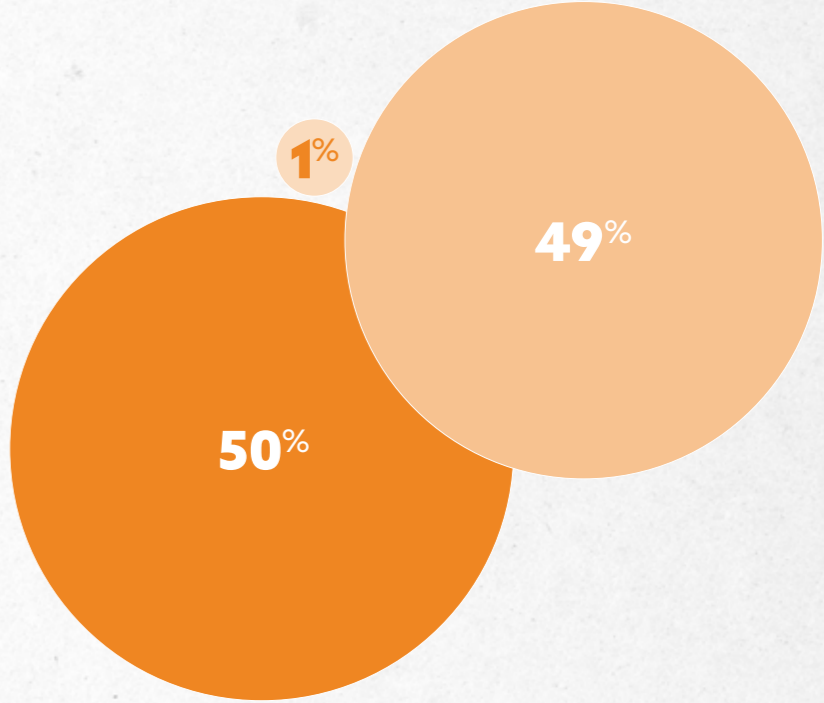
- HIGH-INCOME COUNTRIES
- LOWER-MIDDLE INCOME COUNTRIES
- UPPER-MIDDLE INCOME COUNTRIES

Program Industry



- CUSTOMER SERVICE & SALES
- TECH
- HEALTHCARE
- SKILLED TRADES

Gender



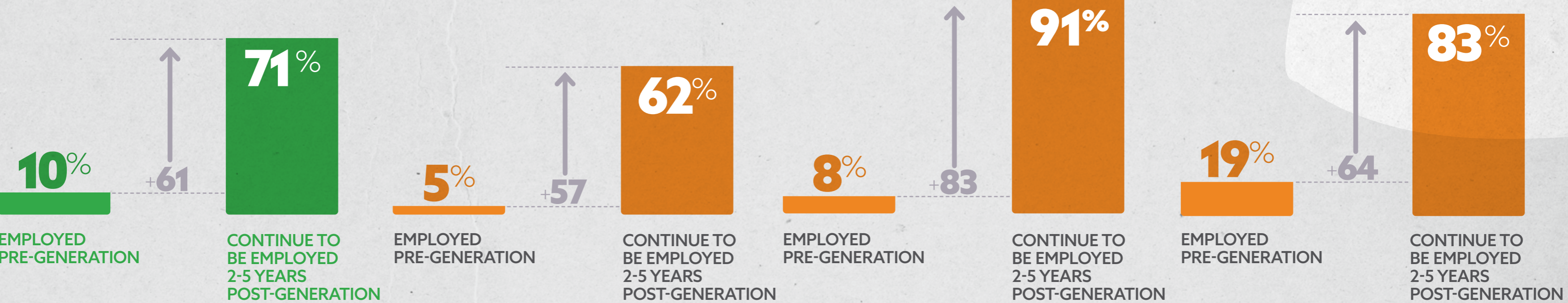
- MALE
- FEMALE
- PREFER NOT TO SAY / SELF DESCRIBE

*We analyze results based on country income groupings as defined by the World Bank—low, lower-middle, upper-middle, and high-income countries. Our network countries fall in three groups: lower-middle income (e.g. India, Kenya), upper-middle income (e.g. Brazil, Mexico), and high-income (e.g. Australia, France). We take this approach in recognition of the fact that Generation learners from different countries have different starting points and trajectories in their economic mobility journeys.

GENERATION BOOSTS ALUMNI EMPLOYMENT ACROSS ALL OF OUR COUNTRIES

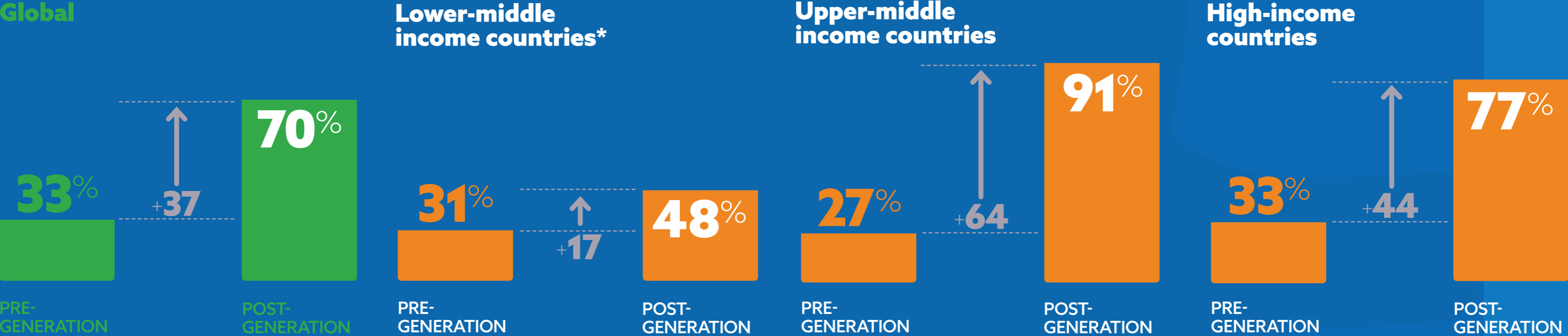
Our graduates continue to be employed 2-5 years post-program

Global
80% were employed within 3 months of graduation



GENERATION ALUMNI EXPERIENCE UPWARD ECONOMIC MOBILITY ACROSS ALL OF OUR COUNTRIES

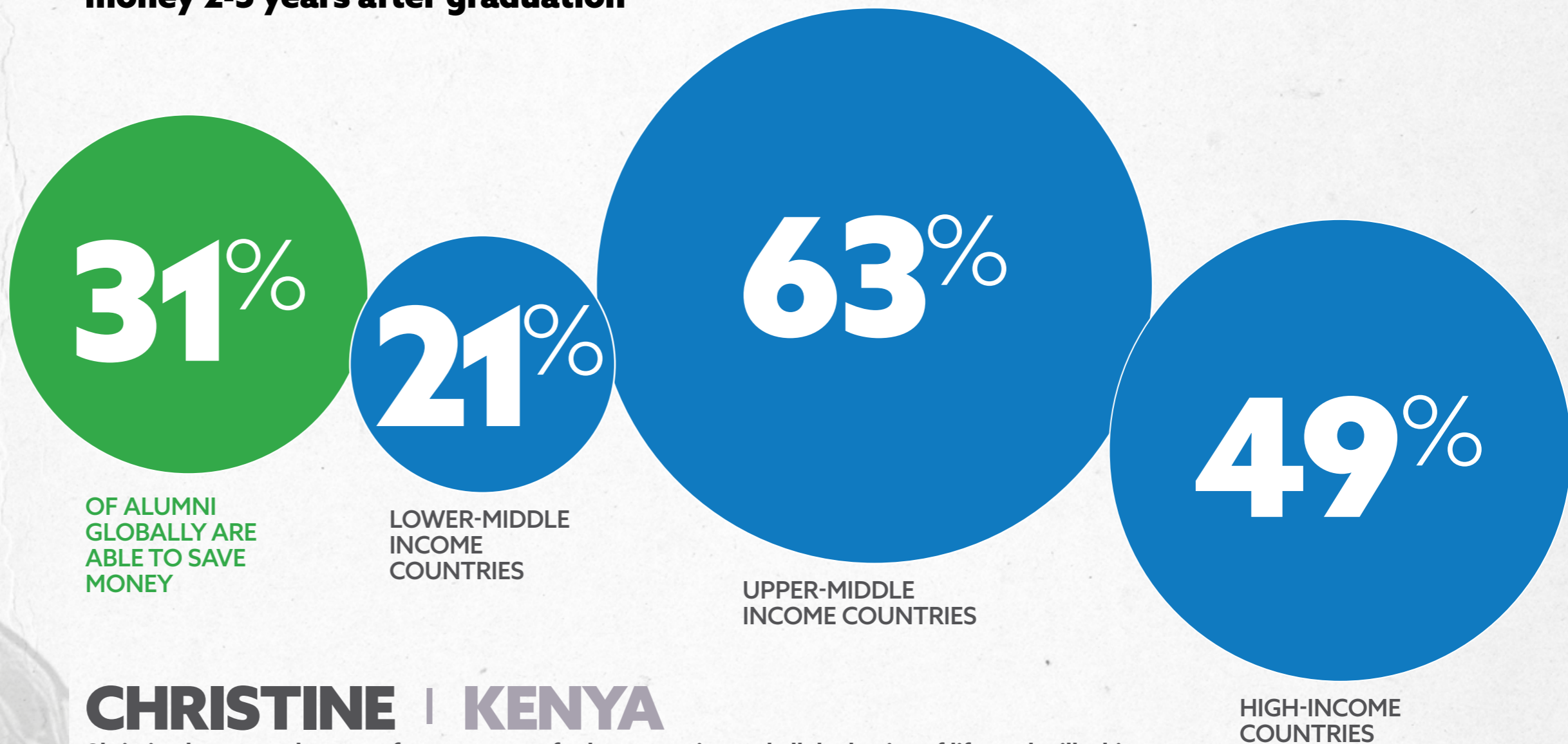
Percentage of alumni that can meet their daily financial needs pre-Generation compared with 2-5 years after program completion



*Of note, outcomes in India and Kenya (our lower-middle income countries), while positive, are lower, and we hypothesize that this is due to the different starting points of learners relative to the rest of the network as they tend to be younger, have a lower level of education attainment, and a larger household size.

MANY GENERATION ALUMNI ARE ABLE TO SAVE FOR THE FUTURE

Percentage of alumni who are able to save money 2-5 years after graduation

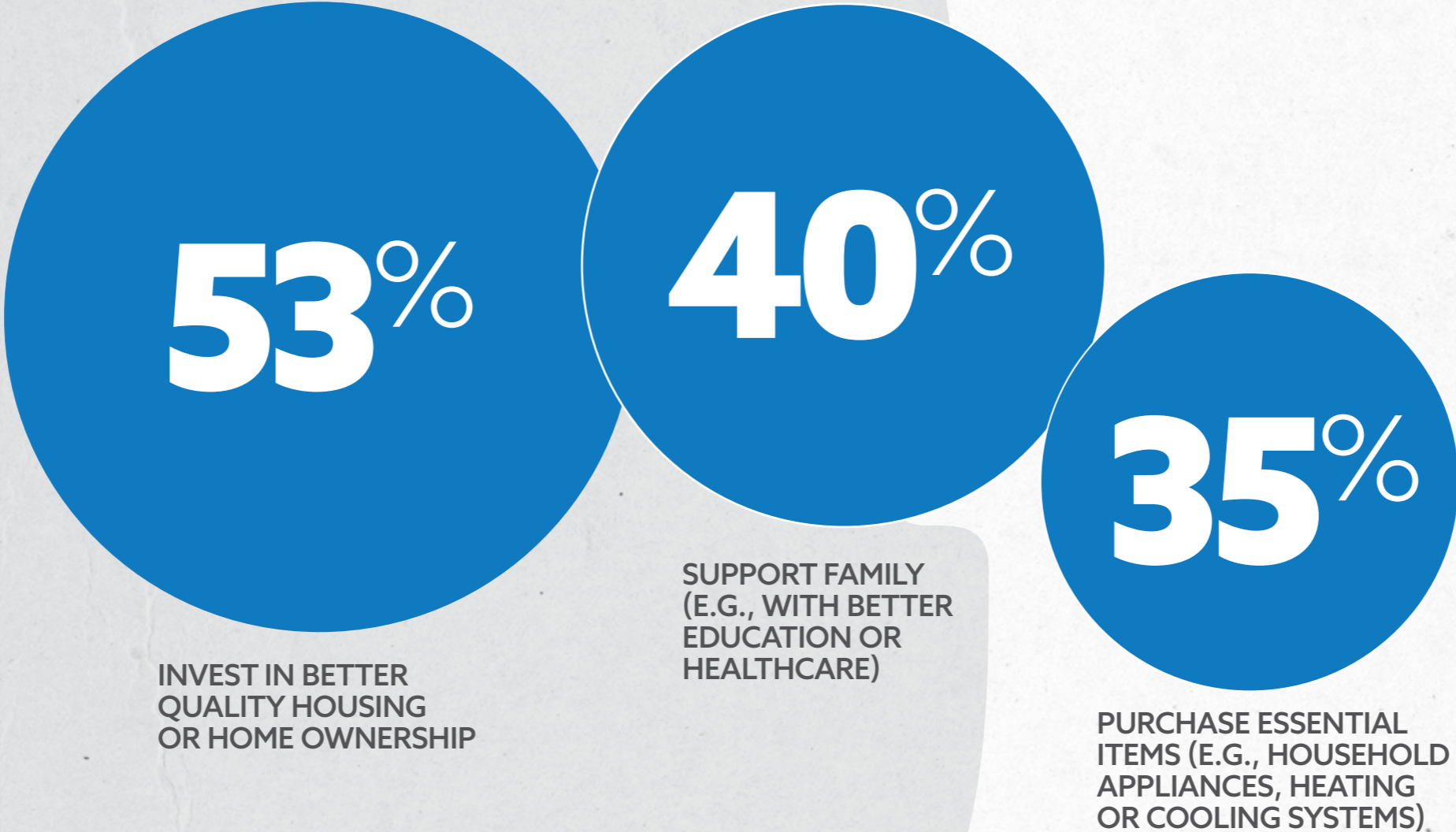


CHRISTINE | KENYA

Christine has enough money for rent, to pay for her groceries and all the basics of life, and still a bit left over to add to her savings. She's now earning twice as much as she was before the pandemic. Moreover, she now has the requisite skills she knows are in demand and feels confident she can find work easily on her own anytime she needs to. She says, "Now I tell anyone who is struggling to find work, go and talk to Generation. They will train you and they will place you into a job. Generation is what got me here. Generation has my heart and I'm so grateful to be a part of it!"



Saving money has a considerable impact in the lives of our graduates, their families, and their communities. Here is what alumni told us they are most saving for:



ABU | PAKISTAN

A month after beginning his new job, with a salary that allows Abu to meet all his basic needs as well as to save money, a catastrophe happened. His father suffered a debilitating stroke. Because Abu had savings, he was able to immediately send a large sum of money home, so that his father could get the best treatment at a private hospital. He says, *"After I got the job my father had a stroke, but when I received my salary, I told my father to go to the best hospital and doctor in town, and because of the medical treatment my salary enabled him to get, he is feeling better now."*

LIVING WAGE ATTAINMENT IMPROVES AFTER GENERATION

Living wage* is a key indicator of economic mobility. We find that in 11 of our 17 countries, 70% or more of employed graduates are earning above a living wage within one year of graduating from Generation

Employed alumni earning above a living wage 2-5 years post-program

58%

LOWER-MIDDLE INCOME COUNTRIES

98%

UPPER-MIDDLE INCOME COUNTRIES

74%

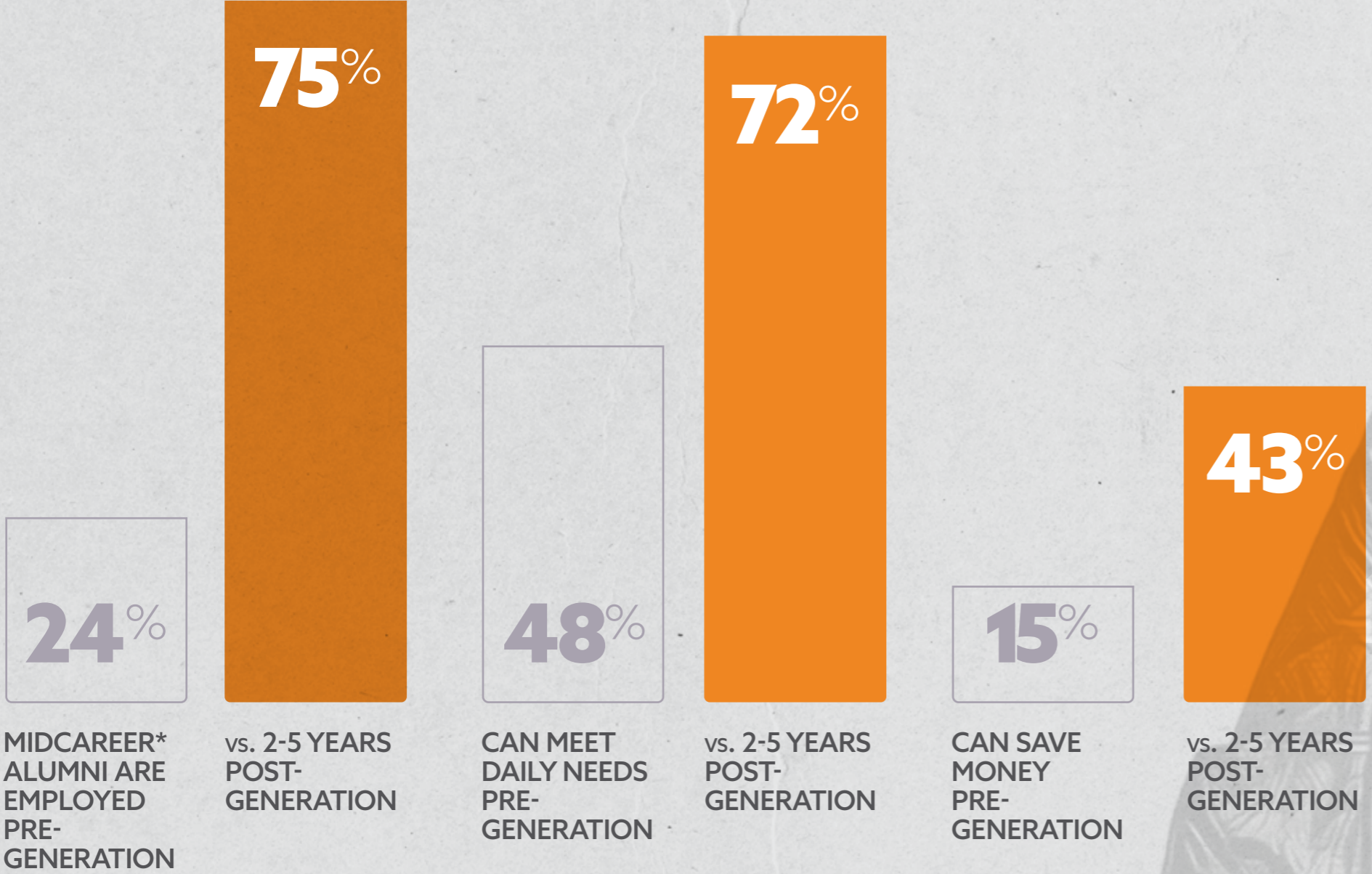
HIGH-INCOME COUNTRIES

*According to the Global Living Wage Coalition, living wage is a remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Outcomes in lower-middle income countries, while positive, are lower, and we hypothesize that this is due to the different starting points of learners relative to the rest of the network as they tend to be younger, have a lower level of education attainment, and a larger household size.

NATALIA | COLOMBIA

Thanks to the salary she now earns from a job she enjoys, Natalia's quality of life has massively improved. She can now also improve her son's quality of life who she's raising by herself: pay for his school, improve his nutrition, while still having enough money left in the bank to be able to support her parents and grandmother financially. She says, "*Generation changed everything! It changed my way of thinking. It changed my whole point of view of what's possible, and it enabled me to dream much bigger and to be able to fulfill those dreams. It's been a huge blessing!*"

MIDCAREER ALUMNI SEE LARGE, SUSTAINED IMPROVEMENTS IN EMPLOYMENT & FINANCIAL HEALTH



SHARON | SINGAPORE

Sharon had been in content writing and development for over two decades, doing freelance work. With help from Generation, she's found a job in the tech sector, which enabled her to have the stability she was longing for, as well as an exciting career that she can continue to grow in for many years to come. She says, "The tech world moves so fast, so the learning never stops, and that's what excites me the most about it. I feel blessed to be where I am today thanks to Generation!"

*We define "midcareer" as individuals aged 40+.

GENERATION TECH PROGRAMS CAN DRIVE PARITY BETWEEN MEN & WOMEN, & ALUMNI WITH DIFFERENT EDUCATIONAL LEVELS

Tech program outcomes are strong and sustained

88%

TECH GRADS IN PAID WORK

57%

TECH GRADS ABLE TO MEET DAILY NEEDS & SAVE MONEY

WOMEN TECH GRADS IN PAID WORK

84%

MEN TECH GRADS IN PAID WORK

88%

NON-DEGREE HOLDING TECH GRADS IN PAID WORK

82%

DEGREE-HOLDING TECH GRADS IN PAID WORK

88%

WOMEN TECH GRADS ABLE TO MEET DAILY NEEDS AND SAVE

55%

MEN TECH GRADS ABLE TO MEET DAILY NEEDS AND SAVE

61%

NON-DEGREE HOLDING TECH GRADS ABLE TO MEET DAILY NEEDS AND SAVE

49%

DEGREE-HOLDING TECH GRADS ABLE TO MEET DAILY NEEDS AND SAVE

64%

SIDRA | UK

At first, Sidra thought tech wasn't really for her, since it's a very male-dominated sector. However, through Generation, she discovered that there's actually quite a lot of women joining the tech industry, you just don't hear about them. That got her thinking, if they can do it, why can't she be given the opportunity? She says, "If I had remained in healthcare, bringing a child into this world would have been quite expensive. But now, since I am working in the tech sector, I can afford anything for my child. Generation really changed my life! This has been a dream come true."

ALUMNI WELL-BEING & ENGAGEMENT REMAINS HIGH YEARS AFTER GRADUATION

86% OF ALUMNI ARE CONFIDENT IN THEIR ABILITY TO ACHIEVE THEIR GOALS

86% OF ALUMNI ARE OPTIMISTIC ABOUT THE FUTURE

84% OF ALUMNI WANT TO GIVE BACK TO GENERATION IN SOME WAY*

SEBASTIAN | AUSTRALIA

As one of Generation's inaugural cohort of Alumni Ambassadors, Sebastian is particularly excited that he is now in a position to give back, helping folks who are today in a similar situation to what he once faced discover Generation's programs. He said, "*These programs have been impacting the lives of many, many people across the world. And I feel so lucky that I am now part of Generation.*"

*Alumni who want to recommend someone to a Generation program, give a testimonial about their experience, hire Generation graduates at their organization, mentor future learners, or support the alumni network.



**WE TRANSFORM EDUCATION TO EMPLOYMENT
SYSTEMS TO PREPARE, PLACE & SUPPORT PEOPLE
INTO LIFE-CHANGING CAREERS THAT WOULD
OTHERWISE BE INACCESSIBLE.**

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