



Global Alumni Survey 2024

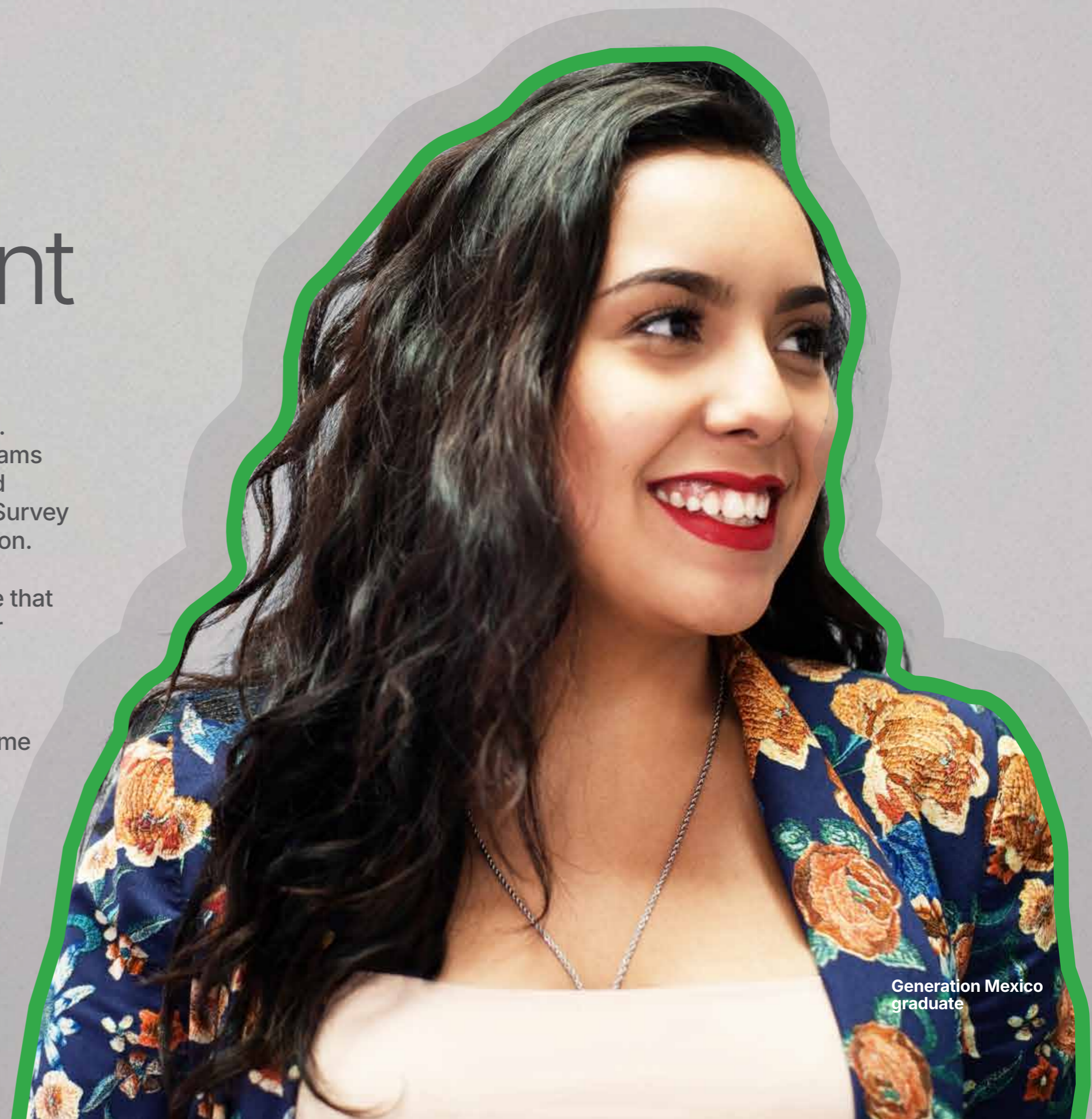
Generation

Generation drives economic mobility through employment

We train and place adults of all ages into new and life-changing careers. But placement into a job isn't enough – we want to create change that lasts. We follow up with our graduates in the years after they complete our programs to understand if they are staying employed, earning and saving money, and doing well. One of the main ways we do this is through our Annual Alumni Survey which reaches thousands of graduates. We are grateful for their participation.

The results of the 2024 Alumni Survey, our 5th annual survey, demonstrate that Generation programs do lead to durable change for the vast majority of our graduates: they experienced a 65 point increase in employment, 40 point increase in ability to meet daily financial needs, and 43 point increase in living wage attainment, compared with before Generation. We also see that a small number of alumni have fallen back into unemployment or become stalled in their careers, a reminder that there is still work to be done to achieve change that lasts for every Generation graduate.

We invite you to explore our 2024 Alumni Survey results, and to partner with us to continue supporting Generation learners around the world to achieve economic mobility for themselves and their families.



Generation Mexico graduate

Survey findings

Generation are on a path of upward economic mobility

They are employed in **high-quality, life-changing careers**

Financial health improves after participating in a Generation program

Alumni report **highly positive well-being outcomes**



Generation India graduate

Survey highlights

Of alumni who graduated from Generation programs 2-5 years ago:

76% continue to be in employment today compared with 11% employment before Generation. Further, over half of employed alumni (55%) have been continuously employed since their first job after Generation.

77% of employed alumni are in high-quality jobs and 75% are in jobs related to their Generation training; both are strong indicators of continued career growth, stable financial health, and well-being.

71% can meet their daily financial needs compared with 31% who could do so before Generation. 36% can additionally save money, compared with 7% before Generation.

63% of employed alumni progressed to non-entry level roles by 5 years after graduation, signaling that Generation graduates successfully transition to higher positions in their careers. For tech graduates, this increases to 79%.

58% of employed alumni globally earn above a living wage and living wage attainment increases overtime. Living wage is on average ~40% higher than minimum wage, though the range is broad.



Generation Brazil graduate

Countries included in this year's survey

USA

Mexico

Brazil

Ireland UK

France

Spain

Italy

Pakistan

India

Kenya

Hong Kong

Singapore

Australia

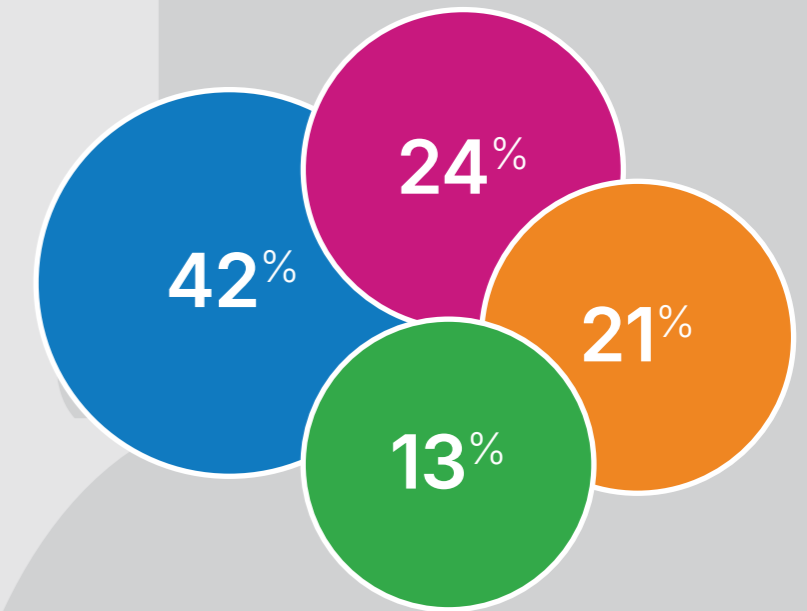
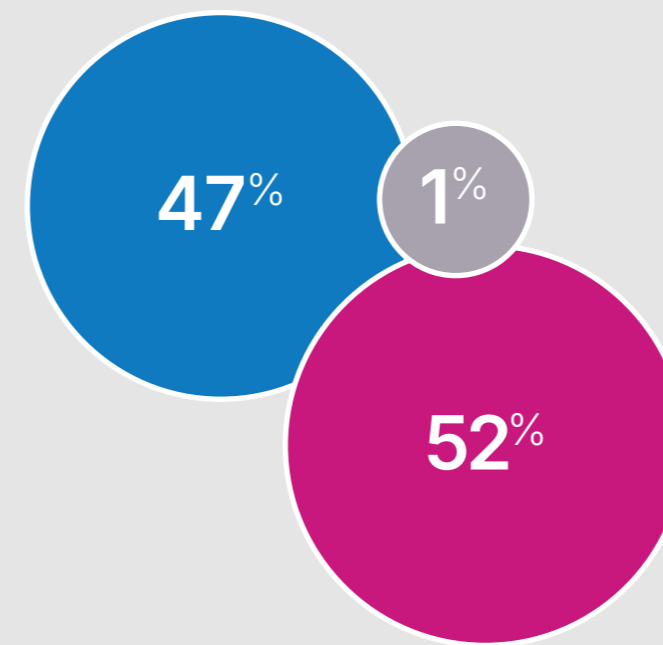
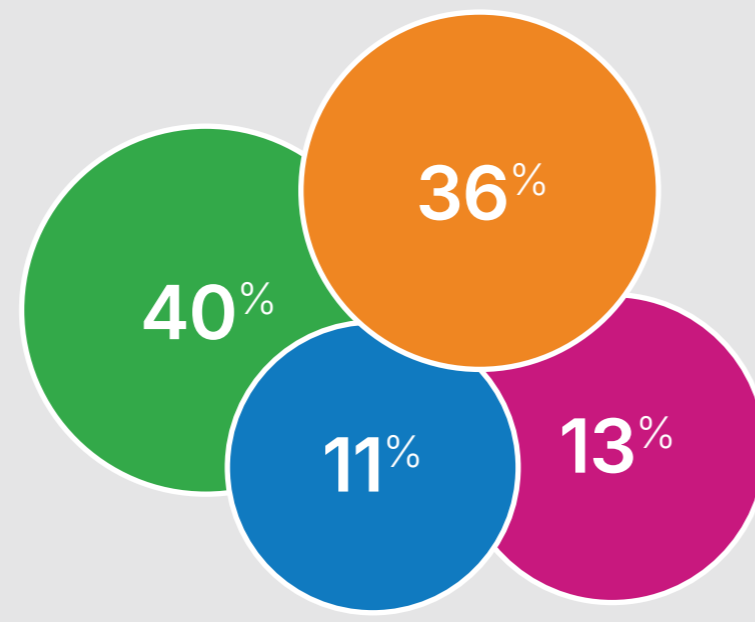
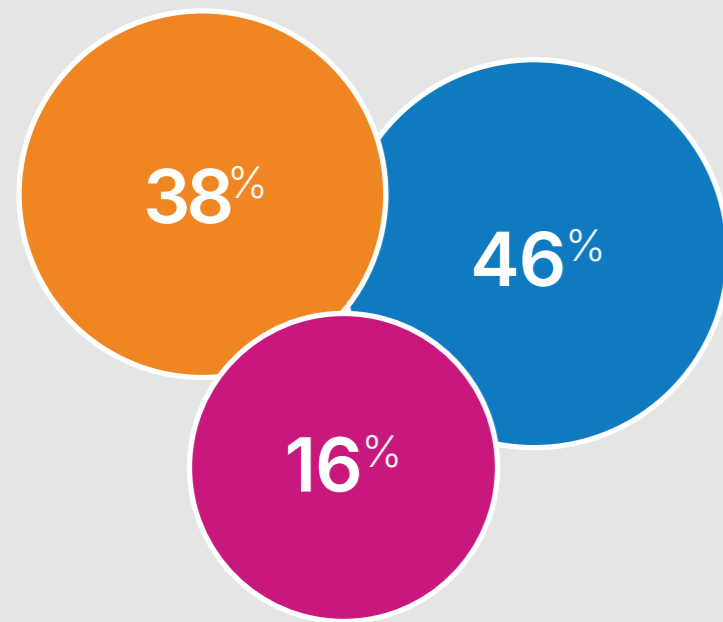
14 Generation
countries
represented

4,718
Responses*

*This represents a 41% survey response rate, up from 27% in 2023; in Kenya and India the response rate was closer to 60%. Alumni Survey results are in line with our third-party impact assessments.

Who responded to this year's survey

Survey was sent to graduates from between April 2018 - April 2022



Country income group*

% of respondents, N=4,718

- Lower-middle income countries
- Upper-middle income countries
- High income countries

Program industry

% of respondents, N=4,718

- Tech
- Customer Service & Sales
- Healthcare
- Skilled Trades

Gender

% of respondents, N=4,718

- Female
- Male
- Prefer to self-describe or no response

Time since graduation

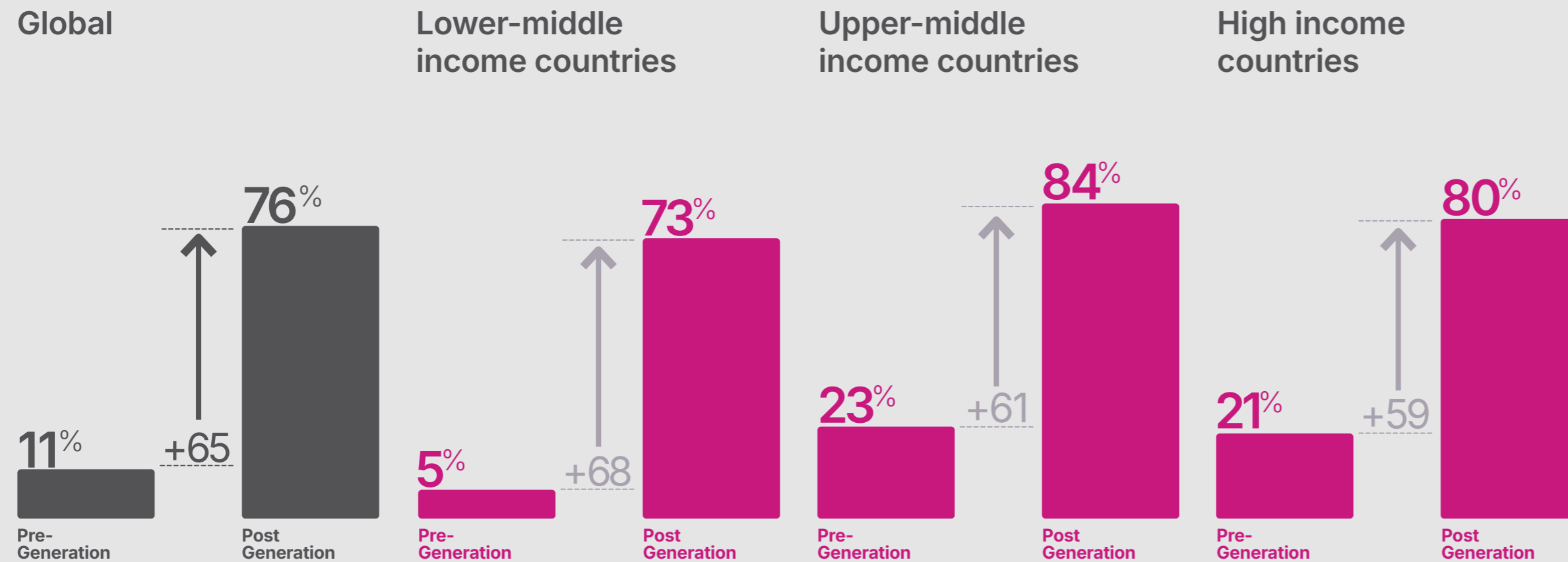
% of respondents, N=4,718

- 2 years
- 3 years
- 4 years
- 5 years

*We analyze results based on country income groupings as defined by the World Bank. Our network countries fall in three groups: Lower-middle income (India, Kenya, Pakistan), Upper-middle income (Brazil, Mexico), High income (Australia, France, Hong Kong, Ireland, Italy, Singapore, Spain, UK, US). 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 alumni find employment and stay employed for years

Alumni in employment 2-5 years post-Generation, compared with pre-Generation



"This job is a privilege, and I am so grateful for this opportunity! I work from home; I feel heard, valued, and respected. I learn from colleagues I admire and I have the chance to give back to Generation."

Mariana | Mexico | Java Full Stack Developer Program

The employment rate remains stable for alumni 2-5 years post-graduation, and 55% of employed alumni have been continuously employed since their first job after Generation

Generation alumni work in high-quality jobs and achieve career growth

77%

of employed alumni work in high-quality jobs, based on a comprehensive analysis of five employment and wellbeing factors*

75%

are employed in a role related to their Generation training, which positively impacts career growth and financial health

63%

have progressed to a non-entry level role by 5 years after graduation

*high quality jobs have at least four of the following five factors: living wage, stable contract, full time work, clear sense of purpose, and sense of belonging in the workplace

Spotlight on Generation Tech alumni

82% of employed alumni in a high-quality job

80% in a role related to their Generation training

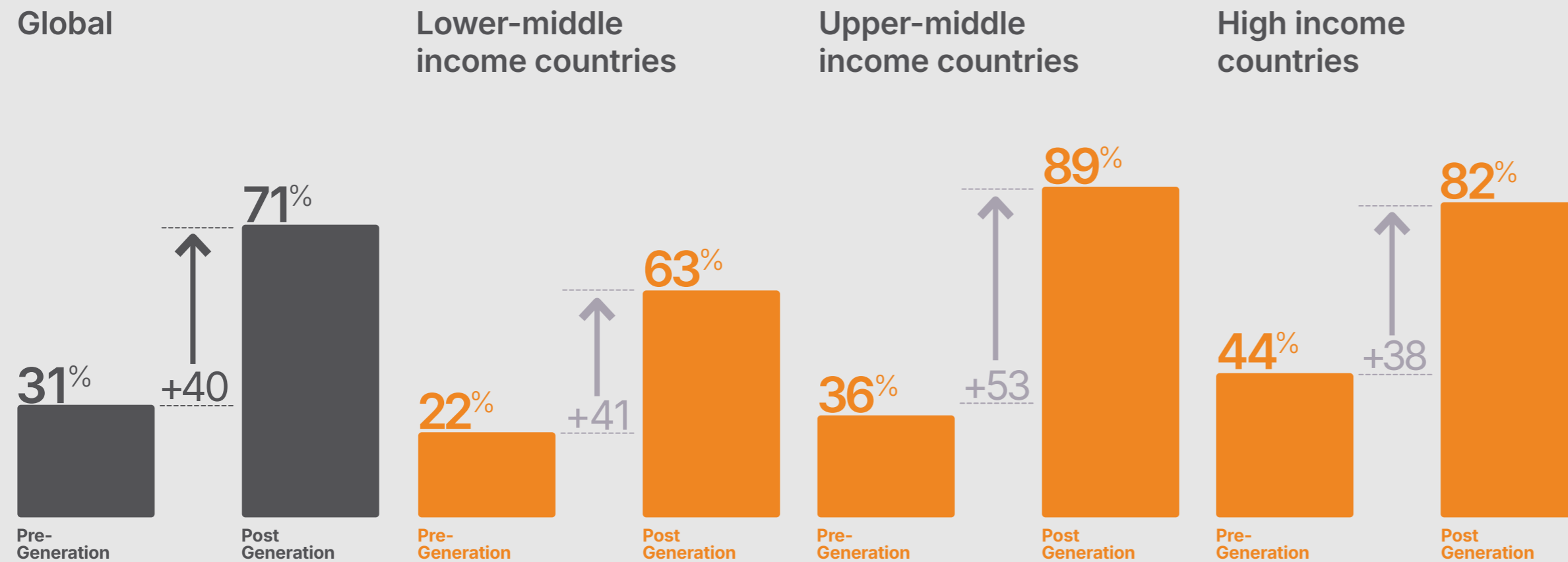
79% in a non-entry level role



Generation Spain graduate

Around the globe, Generation alumni are able to meet their daily needs

Alumni who can meet their needs 2-5 years post-Generation, compared with pre-Generation



"When they paid me the first time, it was emotional. The salary was more than I expected. One of the first things we did was go to buy groceries and food to fill the pantry, which was something we hadn't done in a long time."

Akari | Mexico | Web Developer Program

Spotlight on Generation Tech alumni
82% can meet their daily needs

Many Generation alumni are able to save for the future

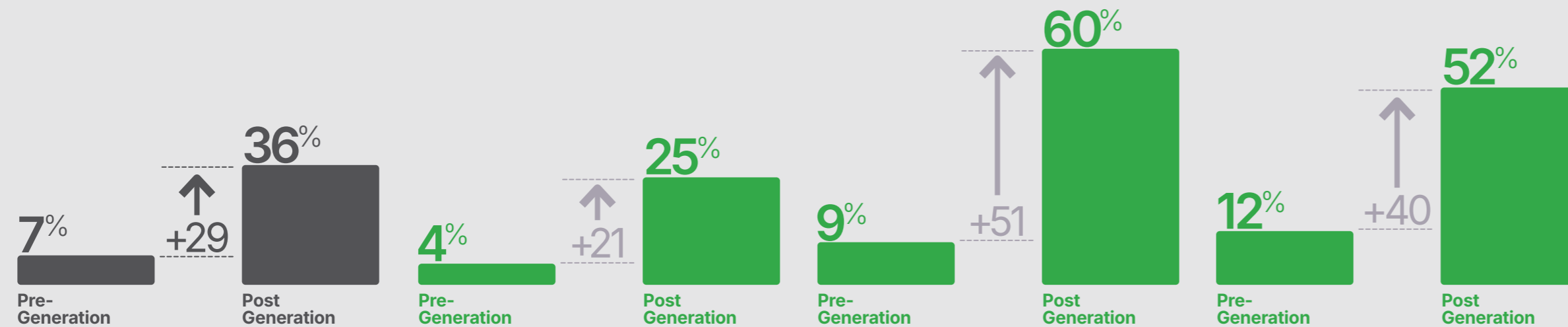
Alumni that can save money 2-5 years post-Generation, compared with pre-Generation

Global

Lower-middle income countries

Upper-middle income countries

High income countries



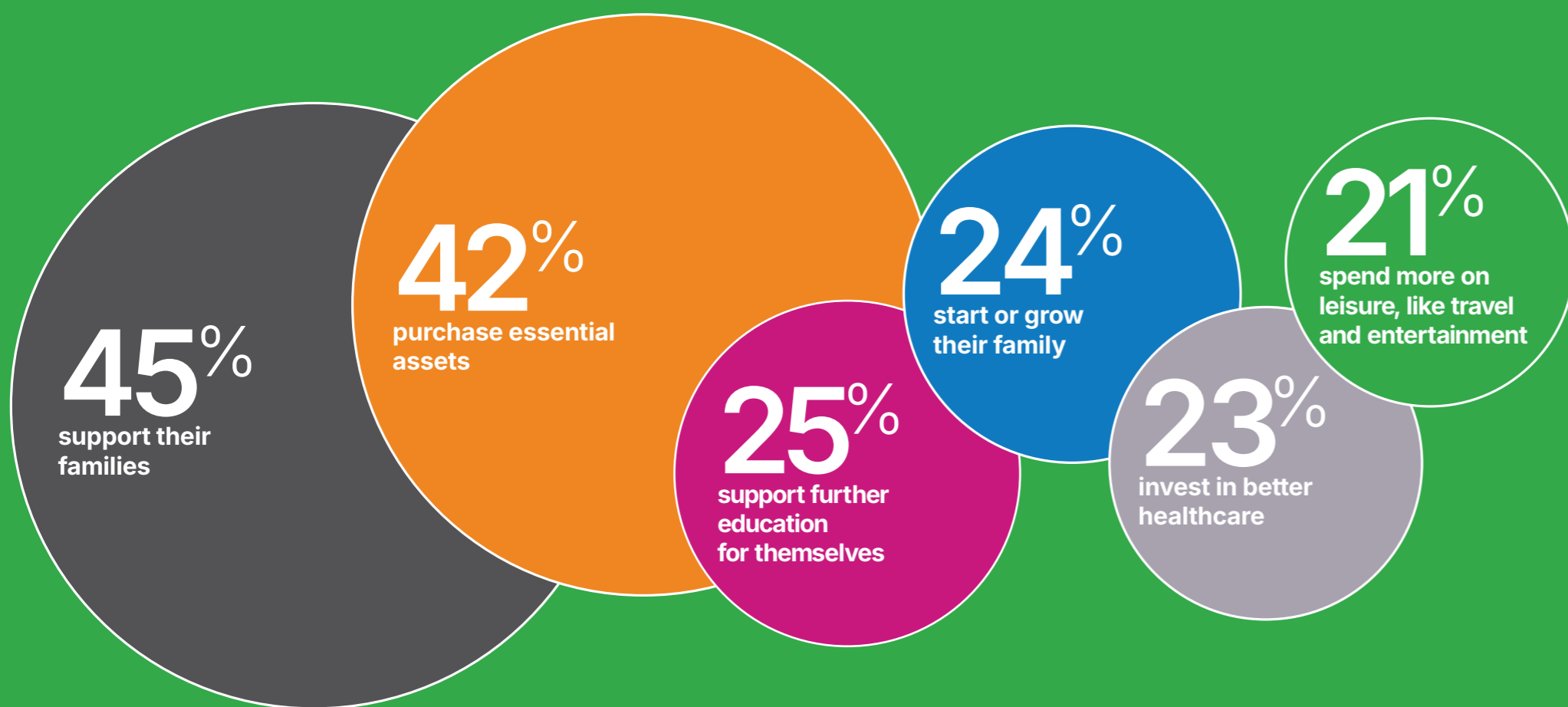
"I'm able to support my family in a much better way, and without being worried that if I support them, then I wouldn't have enough for my own needs."

Jeisson | Australia | Cloud Computing Program

Spotlight on Generation Tech alumni
52% can save money

Alumni use their earnings to create real change in their lives and the lives of their families

Alumni told us they have been able to do the following since graduation:

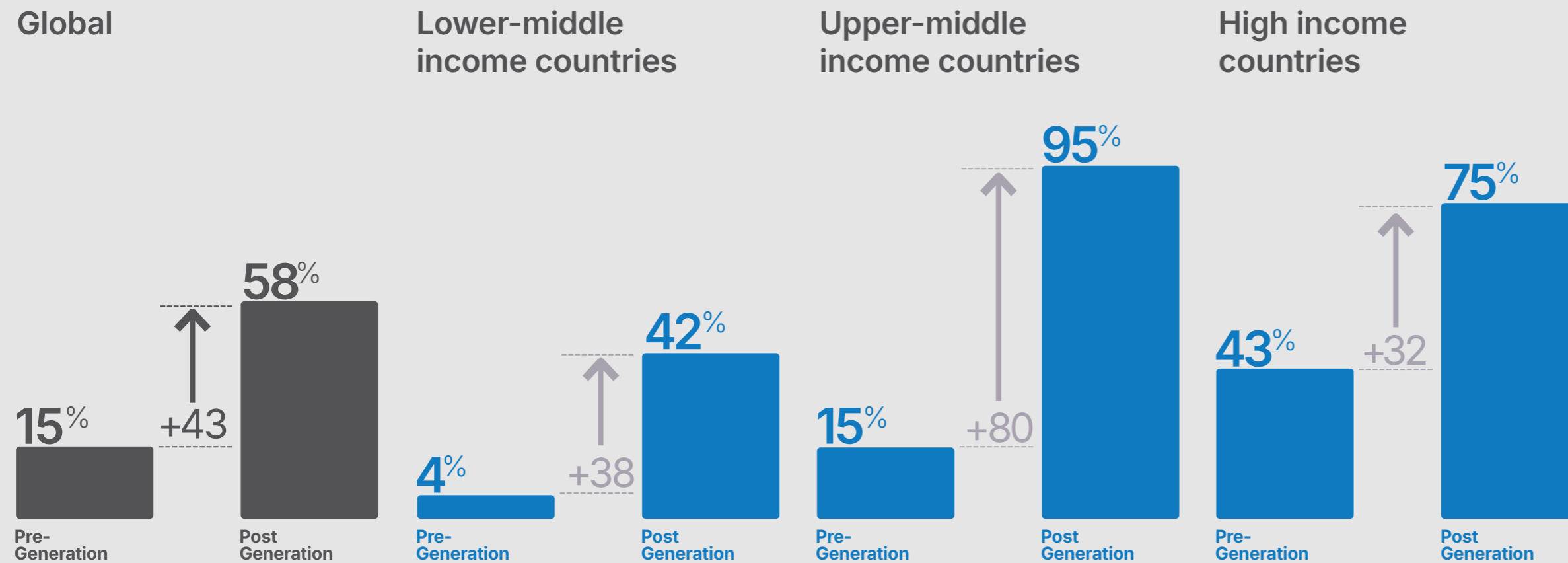


"My job is amazing. My quality of life has massively improved. I can improve my son's quality of life; for example, I can pay for his school, improve our nutrition. And I still have money left over to be able to help my parents financially and my grandmother."

Natalia | Colombia | Unity Game Developer Program

Living wage is a key indicator of economic mobility

Employed alumni earning above a living wage 2-5 years post-Generation, compared with pre-Generation



"Financially speaking, I don't have to worry anymore. Now my husband and I can live comfortably on my salary alone, if we had to."

Tia | UK | Sustainability Project Officer Program

*Living wage is a key indicator of economic mobility. Definition of Living Wage from the Global Living Wage Coalition is "Remuneration received for a standard workweek by a worker in a particular place is sufficient to afford a decent standard of living for the worker and her or his family". We have done significant work to develop living wage benchmarks for our global network, and we measure durability against these. Living wage is on average ~40% higher than minimum wage, though the range is broad.

Spotlight on Generation Tech alumni
79% earn a living wage

Alumni report positive well-being outcomes

86% of alumni feel optimistic about the future

83% of alumni feel confident about ability to achieve professional goals

82% of alumni want to give back to Generation

"Being able to give back to [Generation] is really fulfilling. There's a sense of camaraderie and curiosity within Generation that is unique. It truly feels like a community, which is hard to find elsewhere!"

Jonathan | Singapore | Junior Data Engineer Program





There is more to be done to help every Generation graduate

8%

of alumni have remained unemployed since graduation

8%

of alumni gained employment after graduation, but have now been unemployed for more than one year

35%

of employed alumni earn below a living wage, 4-5 years after graduation

Our vision is a meaningful career and sustained well-being for every person, anywhere in the world

Join us to help change the lives of Generation graduates and their families around the world.

"I would encourage you to join and to see your future become brighter."

Dorothy | Ghana | Digital Customer Service Program

Early Generation graduates reflect on their journeys in celebration of our 10th anniversary here:

[🔗 10 years | Generation](#)



We transform education to employment systems to prepare, place, and support people into life-changing careers that would otherwise be inaccessible.

www.generation.org

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