REAKING BARRIERS



A MESSAGE FROM OUR CEO

Employment changes lives. We see that every day in our work, and in 2022 we moved that work forward – not with tentative steps, but with leaps and bounds – continuing to build on the strong foundation our graduates, our partners, and our team have created over the past eight years.

We achieved consistently strong employment and income outcomes to drive economic mobility for graduates and their families. We continued our transition to an online/blended delivery model, and simultaneously expanded our impact in terms of breadth, depth, and durability – the three types of metrics we track. Our growth was significant – we had over 22,000 graduates, more than double the number in 2021 – and we launched programs in Colombia, bringing our global network to 17 countries. We achieved 81% job placement for our graduates at three months post program, rising to 89% at six months. Through 2022, our graduates have earned \$630 million in wages, income that they are investing in housing, education, health care, and other important areas. And in our annual survey of thousands of alumni who are 2-6 years out from graduation, we found that 70% of them continue to meet their daily financial needs and 40% can save for the future.

We continued to expand our commitment to creating opportunities in high-growth sectors, including technology and green jobs. Our core technology programs are offered around the world, and continue to yield some of the strongest long term results. We launched green jobs programs in France, Spain, Ireland, and India, building on the success of our first green jobs program in the UK. And the early results are promising. To date, 86% of the nearly 200 graduates – about half of whom are aged 40+ – are placed into jobs within 90 days of graduation. We also were delighted to receive confirmation of and recognition for our impact. Third party assessments of our programs in India, Kenya, and France have highlighted that we are successfully placing people in work and outperforming peer programs. And we were honored to be recognized by organizations like Draper Richards Kaplan Foundation, thedotgood, and Reimagine Education.

We are endlessly grateful for the support of our generous funders and partners who enable us to pursue our mission. And, of course, for the dedication of our graduates and our team members who move us all forward each day.

And so our work continues. Too many people around the world still face systemic challenges to accessing life-changing careers. By breaking down barriers that stand in their way, we can help people transform their futures. We hope that you will join us.

Mona Mourshed CEO

WHO WE ARE

Generation is a global nonprofit network that supports adults to achieve economic mobility through a meaningful career.

MISSION: TO TRANSFORM EDUCATION TO EMPLOYMENT SYSTEMS TO PREPARE, PLACE, AND SUPPORT PEOPLE INTO LIFE-CHANGING CAREERS THAT WOULD OTHERWISE BE INACCESSIBLE

VISION: A MEANINGFUL CAREER AND SUSTAINED WELL-BEING FOR EVERY PERSON, ANYWHERE IN THE WORLD

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GLOBAL REACH

Generation comprises a global hub organization (Generation: You Employed or GYE) and a network of in-country affiliates around the world

Our global hub (Generation: You Employed or GYE) develops the products, services, and digital infrastructure that underpin our methodology, creates data and research insights, and leads network growth.

UŞA

COLOMBIA

CHILE

MEXICO .

Our Generation country affiliates deliver our programs locally, each working with an ecosystem of partners (e.g., training providers, NGOs, local and national governments) to achieve our high employment and income outcomes.



IRELAND

GYE

BRAZIL

IMPACT: MEASUREMENT

We measure impact along three fronts – breadth, depth, and durability. Our goal is to move forward on all three dimensions simultaneously and globally.

BREADTH

is our cumulative and annual number of graduates and employers.

DEPTH

is our graduate employment and income outcomes within three to six months of program completion. DURABILITY

is the employment, income, and well-being outcomes for graduates over time.

IMPACT: BREADTH

employers in 2022. We've worked with 11,000+ employers to date

22,261

graduates in 2022, which more than doubled 2021 graduate volume. We've had 80,000+ graduates since we launched in 2015



professions in tech, healthcare, customer service, skilled trades, and green jobs



of graduates employed within three months, rising to 90% within six months

\$630 million

in wages earned by graduates to date

IMPACT: DURABILITY In 2022, we surveyed alumni who completed programs two to six years ago, receiving more than 3,500 responses. These respondents represent 12 countries across our network. 70% can meet their daily financial needs feel optimistic about the future B find the Generation community valuable are able to save money





WHO WE SERVED

GENDER



DEPENDENTS



with 1 or more dependents

EDUCATION

don't have a university degree

UNEMPLOYMENT

of people were unemployed, with 51% unemployed for more than 6 months



PROFESSIONS

We offer programs to prepare and place people in 35+ professions across 5 sectors:

CUSTOMER SERVICE & SALES

- Call center agent
- Commercial salesperson
- Customer service supervisor
- Financial salesperson
- Food & beverage steward
- Hotel front-of-house staff
- Microfinance salesperson
- Retail banker
- Retail sales associate

TECHNOLOGY

- Cloud support engineer
- Cybersecurity analyst
- Data analyst
- Data engineer
- Digital customer support
- Digital marketing analyst
- Front-end developer
- Game developer
- IT support specialist
- Java developer
- Junior full-stack developer
- Mobile app developer
- .NET developer
- Quality assurance tester
- Robotic process automation tech
- Software developer
- Salesforce developer
- Tech support specialist

GREEN JOBS

- Bike repair maintenance
- Junior retrofit advisor
- Solar PV installer

HEALTHCARE

- Administrative medical assistant
- Disability support practitioner
- Nursing assistant

SKILLED TRADES

- Machine operator
- Sewing machine operator

THIRD PARTY IMPACT ASSESSMENTS

As we grow, third party evaluations help assess our program impact for learners, graduates, and employers, so that we can continue to improve and expand our programs.



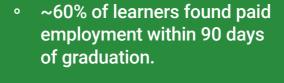
NOVEMBER 2021 - MARCH 2022

- ~66% of learners found employment within 90 days of graduation, substantially higher than 21% in the comparison group.
- 85% of Generation learners found employment that was related to their training, while only 51% in the comparison group were able to.
- Generation learners earned 15-35% more than their peers in other training programs.
- Worked with Mathematica, and have plans to complete a Phase 2 assessment in India in 2023.



NOVEMBER 2021

- MARCH 2022



- ~75% found employment related to their training.
- Employers recognized that Generation learners with no prior experience are able to fill roles which typically require more experience.
- Worked with Mathematica, and have plans to complete a Phase 2 assessment in Kenya in 2023.





- Generation graduates are over 2 times more likely to be employed within 6 months of graduation compared to other job seekers in training (68% vs 30% employment rate).
- 43% of learners are in long term unemployment before entering the Generation program, compared to 18% in other training programs.
- 72% were earning above 1,200 Euro per month after the program – the minimum wage in France – compared to only 36% who earned this amount prior to joining the program.
- Worked with Koreis on the assessment.

RECOGNITION

We were honored to be recognized in 2022 by external organizations.

We were recognized as one of the top 200 social good organizations in the world by thedotgood, which has been ranking the world's most impactful nonprofit organizations since 2012 in an effort to showcase the best practices and newest ideas in the nonprofit sector.

We received the 'Global EdTech Award' and 'Gold Award in Nurturing Employability' as part of the Reimagine Education Awards - an annual conference sponsored by the Wharton School and QS, with more than 1000 organizations competing in 16 categories.

Our CEO, Mona Mourshed, was selected to join the Draper Richards Kaplan Foundation's community of social entrepreneurs.

Learn more about our awards on our website.









THE ALFRED WEST JR. LEARNING LAB

FINANCIALS

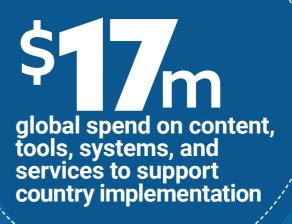
Generation's global budget and spend reflect the global entity and country affiliates (local entities we created to launch and operate Generation in each of our countries) funded through various streams.

REVENUE \$66,514,109 EXPENSES \$66,157,667

Note that audited financials will be available on our website later in 2023.



\$155 in-kind revenue and direct to partner contribution



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LEADERSHIP

GLOBAL LEADERSHIP

Mona Mourshed Chief Executive Officer Juliano Allegrini Global Director of Marketing Elaine Barr Global Director of HR Services Kelly Cassaro Chief of Learning Alma Merino Cedeno Global Director of Digital **Goldie Chow** Global Director of Data & Impact Mat Constantine Director of Online Learning Shalini Dwivedi Global Director of Instruction Jastine Klink Global Financial Planning and Analysis Director Jeremy Fox Chief Executive Officer, Asia-Pacific Jihane Berrada Global Director of Partnerships Ali Jaffer Chief Operating Officer Kat Kelley Global Director of Learner Engagement Annie Kim Global Director of Compliance and Risk Minh Huy Lai Chief Operating Officer, Europe Dana Lee Regional Director, Curriculum & Instruction, USA and Latin America Gillian McKenna Chief People Officer Patrick Morton Chief Operating Officer, SAMEA Alyssa Owens Regional Director, Curriculum & Instruction, SAMEA Gabriela Paranhos Chief Operating Officer, Latin America Catalina Posada Regional Director of Growth, Latin America Guli Ruzmetova Chief Financial Officer Jennifer Sikes Chief Communications Officer Bonni Theriault Chief Partnerships Officer

COUNTRY LEADERSHIP

Khadija Haleem Chief Operating Officer, Foundation for Youth Employment Pakistan

Fatène Ben-Hamza Chief Executive Officer, Generation France
Adriana Carvalho Chief Executive Officer, Generation Brazil
Brian Cheng Chief Executive Officer, Generation Hong Kong
Mercedes de la Maza Chief Executive Officer, Generation Mexico
Magdalena Fernandez Interim Operations Director, Generation Chile
Prateek Hegde Chief Operating Officer, Asia-Pacific and Chief
Executive Officer, Generation Singapore
Michael Houlihan Chief Executive Officer, Generation Australia
Corrinne Ngurukie - Yamo Chief Executive Officer, Generation Kenya
Oscar Pasquali Chief Executive Officer, Generation Italy
Phunyanuch Pattanotai (Aom) Chief Executive Officer, Generation India
Mercedes Valcárcel Chief Executive Officer, Generation Spain

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Eduardo Kassner Chief Technology Officer and Partner Success Team, Microsoft Corporation

PHILANTHROPIC & PUBLIC FUNDERS

- Admiral Group Plc
- Admiral
- Amazon Web Services 0
- American Express
- **Annie E. Casey Foundation**
- Arymax Foundation
- Ascendium Education
- **Axis Bank Foundation**
- B3 Social
- Barclays
- Bank of America Foundation 0
- BlackRock Foundation
- **Boys & Girls Clubs of Puerto Rico**
- CareerSource Northeast Florida
- Citi Foundation
- Clayton, Dubilier & Rice (CDR) Foundation
- Cloudera
- Communities Foundation North Texas
- Credit Suisse APAC Foundation
- Dentons USA 0
- Dentons Canada
- D.H. Chen Foundation
- **Draper Richards Kaplan Foundation**
- Escuela de Organización Industrial (EOI)
- ESF Greater London Authority

- Eversheds Sutherland USA
- FactSet
- Fidelity Foundation
- Fondazione Cassa Depositi e Prestiti
- Fremavi (Epsor)
- Garcia Family Foundation
- Gerson Lehrman Group (GLG)
- Google.org
- Greater Manchester Combined Authority - Digital Skills Partnership
- Ho Foundation
- Hilton Foundation
- Hong Kong Jockey Club Charities Trust
- IKEA Foundation
- Incvde
- Infocom and Media Development Authority (IMDA)
- Institute of Technical Education (ITE)
- Intesa Sanpaolo
- Jim Moran Foundation
- JP Morgan Chase Foundation
- Latham & Watkins Spain
- Latham & Watkins France
- League of Southeastern Credit Unions
- LinkedIn

- Macquarie Group Foundation
- Mastercard Foundation 0
- McKinsey & Company (founder) 0
- Menon Garg
- Meta Platforms. Inc. 0
- MetLife Foundation 0
- Microsoft
- **Paul Ramsey Foundation** 0
- Pure Good Foundation
- **Regions Bank Foundation**
- **RippleWorks Inc.** 0
- **Rockefeller Foundation**
- **Schultz Family Foundation**
- Santander 0
- Shell International Limited
- SMEIDS
- Splunk
- Stand Together Foundation
- Standard Chartered Foundation
- Starbucks Foundation 0
- Swedish International Development **Cooperation Agency (SIDA)**
- Telles Foundation
- Temasek Holdings Advisors India **Private Limited**

- Thai Ministry of Higher Education, Science, **Research and Innovation**
- The Learning Agency
- TIAA Bank
- TrustLaw via Thomson Reuters Foundation 0
- UK Government Department for Education
- Unibail-Rodamco Westfield
- United Way of Northeast Florida
- United Services Automobile Association (USAA)
- Unity
- Vanguard Charitable
- Verizon
- **VRB** Social 0
- Walmart National Giving 0
- West Midlands Combined Authority – Digital Skills Partnership
- WeWork
- Workday
- World Health Organization

We would also like to thank the employer partners and individuals who support our work.

LOOKING AHEAD

We continue to learn and evolve every day, as we work towards our mission – we innovate our approach and the tools and systems that enable it, we advocate for the policies and practices that will create more equitable opportunity, and we grow our work to reach more people.

In 2023, among other plans, we will continue to support high-quality programs around the world, we will launch programs in Ghana (our 18th country) through a remote model, and we will release two new research reports focused on entry-level tech roles and midcareer worker challenges.

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Read more about our 2023-25 strategy at the following link.

THANK YOU FOR YOUR CONTINUED SUPPORT!

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