

Generation

Global Alumni Survey 2025



A path to economic mobility

We know that a life-changing career is more than just a job—it's the first step on a journey toward economic mobility and sustained well-being. At Generation, we train and place adults of all ages in new careers, and we are committed to ensuring the change we create lasts. We follow up with our graduates in the years after they complete our programs to understand their progress, from staying employed and earning more to meeting their financial goals and thriving. Our Annual Alumni Survey is a cornerstone of this effort, reaching thousands of graduates around the world.

The results of our 2025 Alumni Survey, the 6th of its kind, demonstrate that Generation programs are indeed a clear path to durable change. Our graduates experienced a 65 point increase in employment, a 49 point increase in their ability to meet daily financial needs, and a 58 point increase in living wage attainment, compared to before Generation. While these results show significant progress for the vast majority of our alumni, we also recognize there is more work to be done, as a small number have fallen back into unemployment or have become stalled in their careers.

We invite you to explore the findings of our 2025 Alumni Survey and join us in our mission to support every Generation learner on their journey to economic mobility and a life-changing career.



Survey findings

Generation alumni are on a path of upward economic mobility

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

They are making strides towards breaking intergenerational poverty

Alumni report highly positive well-being outcomes



Countries included in this year's survey

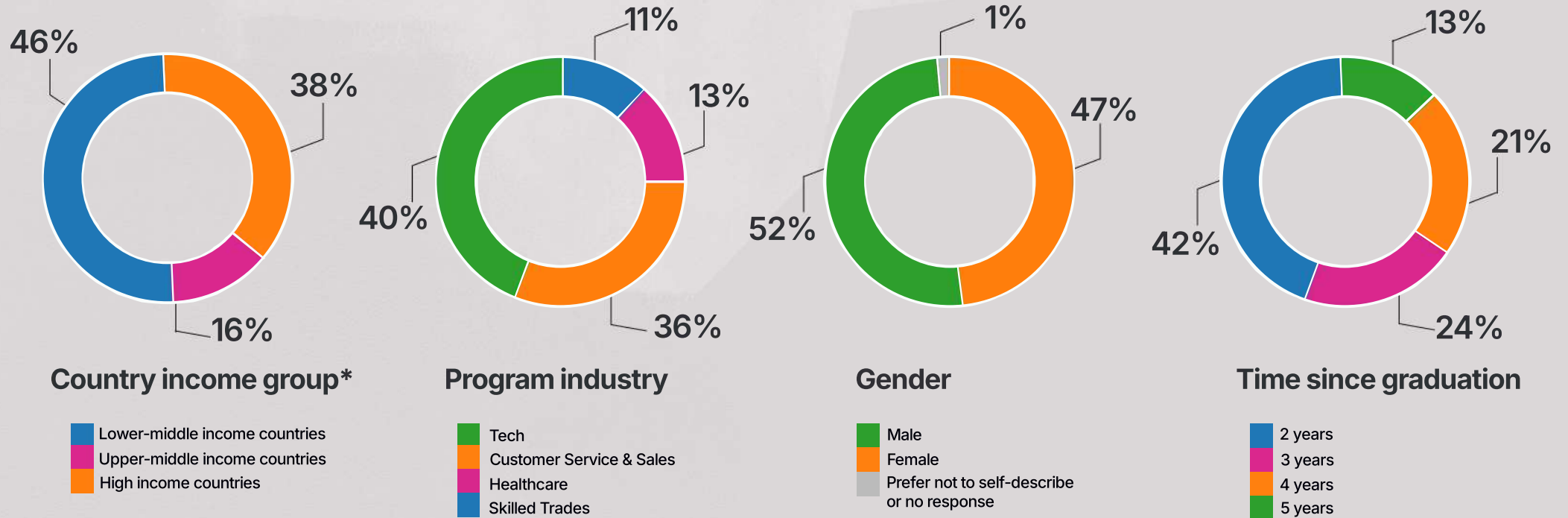
15 Generation
countries
represented

4,691
Responses



Who responded to this year's survey

Survey was sent to people who graduated from Generation programs between April 2019 and April 2023



* 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), Upper-middle income (Brazil, Colombia, Mexico, Thailand), High income (Australia, Chile, France, Hong Kong, Ireland, Italy, Singapore, Spain, UK). 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 graduates are employed in high-quality, life-changing careers

At 2-5 years post graduation, our alumni have sustained employment in high quality job roles, which is a strong indicator of continued wellbeing and career growth



76%

are employed 2-5 years post program, with 44% employed continuously since their first job after Generation



79%

are working in roles related to their Generation training



78%

are satisfied with their work experience since finishing the Generation program



83%

are working in high quality jobs*



“ I received an offer straight after the interview, which is not common. I thought Generation would just equip me with the necessary skills. I never thought it would lead me to a job that suited me so well. Generation has been instrumental in my career transition! ”

Minikay | Hong Kong

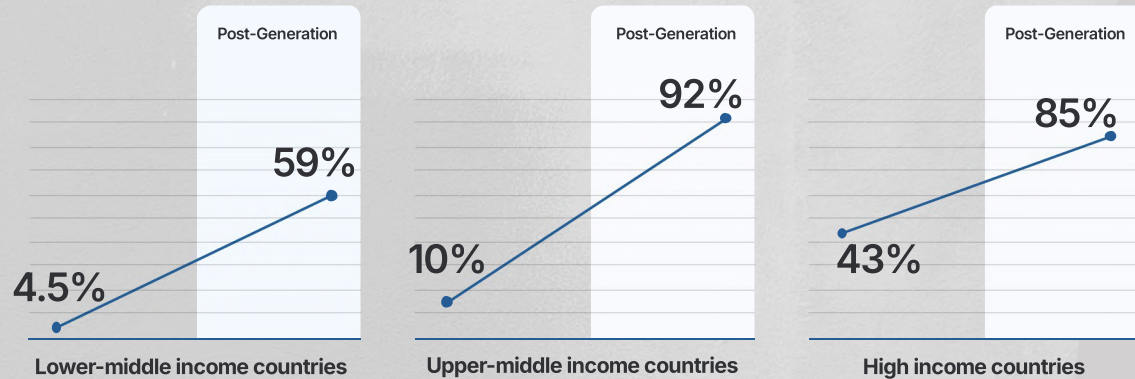
* Full time hours, stable contracts, earning above living wage, clear sense of purpose and belongingness to workplace community

Graduates are making strides towards breaking intergenerational poverty

90% of our alumni were unemployed prior to Generation

Share of unemployed alumni earning above living wage*

(Pre-Generation vs 2-5 years post-Generation)



“Financially, it’s been life-changing. My first wage was double what I received on benefits. I’m now able to start saving for my child’s future and think about moving to a better area. I wake up excited every day. I’ve never felt like this about a job before. I finally feel like I’m building something for myself and my child. Generation gave me that.”

Codie | UK

* Living wage is the remuneration received that is sufficient to afford a decent standard of living for a worker and their family. For the US, UK and Ireland, we use public in-country sources. For all others, we use WageIndicator’s publicly available benchmarks for living wage, pro-rated for a single adult. On average, living wage is ~40% higher than minimum wage, though the range is broad.

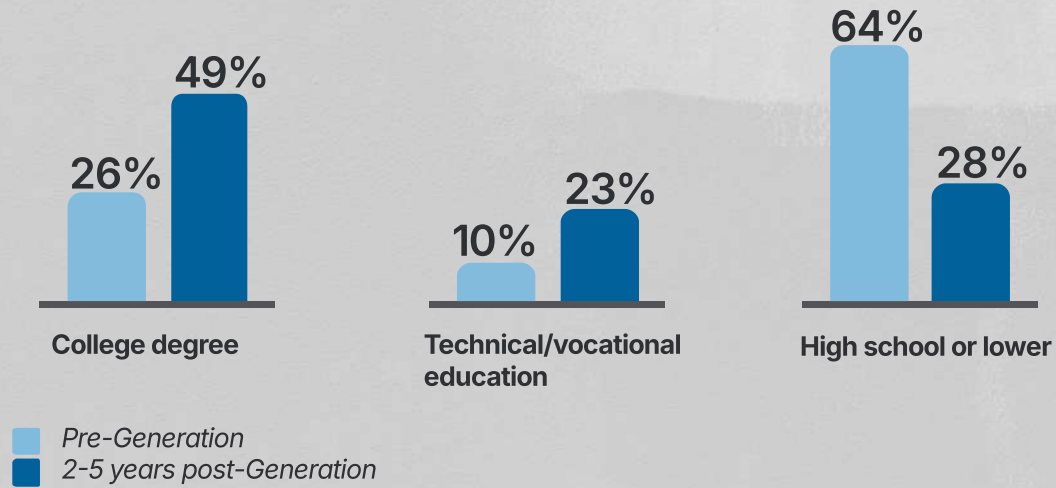
1. For lower-middle income countries, 96% of our learners are unemployed when joining Generation and are earning zero income. Of the 4% who were employed prior to Generation, 4.5% were earning a living wage.
2. For upper-middle income countries, 87% of our learners are unemployed when joining Generation and are earning zero income. Of the 13% who were employed prior to Generation, 10% were earning a living wage.
3. For high income countries, 85% of our learners are unemployed when joining Generation and are earning zero income. Of the 15% who were employed prior to Generation, 43% were earning a living wage.

Note: Our network countries fall in three World Bank economy types: lower-middle income (India, Kenya), upper-middle income (Brazil, Colombia, Mexico, Thailand), and high income (Australia, Chile, France, Hong Kong, Italy, Ireland, Singapore, Spain, the UK).

Alumni are advancing in their own educational attainment and supporting the next generation to do so

25% of alumni report investing in further education for themselves. In households with children, 40% of alumni paid for education of children in their family

Share of alumni with various education levels



“To this day, I eat thanks to Generation, I pay my children’s school fees thanks to Generation, I pay my rent thanks to Generation. If it weren’t for Generation, I don’t know where I would be. But because of Generation, I have a story to tell. Generation played a very crucial role in my life! ”

Stanley | Kenya

Our graduates are earning salaries they use to make ends meet and for savings, housing, healthcare, and more

74% of alumni believe that participating in a Generation program improved their financial situation

Alumni are supporting their households in becoming more financially stable...

...and advancing their living standards.



49%

contributed to financial expenses of their family



31%

paid for better housing for their family



25%

helped pay down family debts



26%

built savings for their family



21%

paid for better healthcare for their family



“ 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

Alumni report highly positive well-being outcomes

89% feel confident about ability to achieve professional goals

89% feel optimistic about the future

80% want to give back to Generation in one or more ways



"I regained so much confidence through Generation. I value myself now, and I can provide for my family. My girlfriend and I are enjoying things we couldn't before. We can finally see our future in a positive light, thanks to Generation."

Felipe | Chile

There is more to be done to help every Generation graduate

42%

of alumni are still employed in entry level roles

20%

of alumni have breaks in employment (voluntary or involuntary)

12%

switch to roles unrelated to their Generation training



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.

“Generation gave me skills I never thought I could gain outside a university. I became confident with the help of my mentor, I had a direction, and a new career path.”

Emily | Ghana



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

www.generation.org

© 2025 Generation: You Employed, Inc.

Generation