ANNUAL REPORT 2022

Generation
AUSTRALIA

CONTENTS & ACKNOWLEDGEMENTS

Acknowledgement of Country

Generation Australia acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work. We pay our respect to the Custodians of this land, Elders, past, present and emerging.

Support

Generation Australia promotes a safe space for all, and we proudly support and welcome people of any gender and identity.

CHAIR MESSAGE

Generation Australia's (GA) mission of transforming the education-to-employment system remains as relevant as ever. Australian unemployment is low compared with other nations around the world – but joblessness and underemployment are worryingly high in several regions and demographics across the country. There are still many pockets in the community where there just aren't jobs for people, particularly for those from disadvantaged backgrounds. At the same time, our nation's skills base in essential future-facing areas like technology, data and sustainability-related skills risks falling short, meaning Australia will lack competitiveness in the future. It's important that Australia carefully looks at where the mismatches and market failures are occurring and solve for them. Generation's unique role here is to help link disadvantaged people – people who don't naturally have the opportunity on their own to secure jobs – to employment in those shortfall areas. Our experience shows that if you hire more inclusively, you get better diversity, a broader range of experience, stronger collaboration and overall improved outcomes. Achieving those superior outcomes is what continues to motivate the Board and the team.

GA's three impact models – which operate at the levels of direct delivery, capability transfer and system-shaping – play an important role in guiding our strategic priorities, and in 2022 our work in each model continued to advance our important mission. As a member of a global organisation present in 17 countries, we also learned from and contributed our expertise to the evolution of Generation around the world. This included exploring areas such as new funding strategies like Social Impact Bonds, new target groups like people in mid-career transitions, and emerging areas of need like sustainability-related careers.

It wasn't all smooth sailing. We faced setbacks, and I am proud to say the CEO and GA Leadership Team navigated through them, working closely with the Board. A major challenge was changes in funding allocation after the federal election. We adapted nimbly and diversified income streams. We were especially pleased to secure support from some of Australia's foremost philanthropic foundations and employers. While we ultimately finished off the year in a good place, rapidly pivoting our

fundraising activities did require a great deal of time, and came at the cost of pausing some of our strategic priorities (which we will reinvigorate in 2023).

Looking to the future, the Board's view is that with the new government there is a fresh opportunity for collaboration. The state and federal government need to work together with business, employers, funding bodies and skills providers to build the skills base that will help the nation succeed in future priority occupations, while also ensuring fewer people are disadvantaged or left behind as the world of work changes at an unprecedented pace. The government has indicated their priorities may include new areas in tech or the care economy, as well as housing, construction, environment and sustainability. We would like to see a clear link made between education and jobs, and agreement on where job demand will be the highest, and which disadvantaged groups to direct support to – for whom securing sustainable work will make the biggest difference. Australia can and should be a leader in this space, and the Board and team are ready to be part of the engine driving this work forward.

John Lydon
Chair | Generation Australia Board

CEO MESSAGE

In 2022, we celebrated a significant milestone of 1,000 graduates from our care and tech programs since our inception in 2019, and the story of each of these graduates is a demonstration of Generation Australia's mission in action. One such story is of proud young Ngarrindjeri man Jordan, now employed as an analyst by our partner Accenture. Jordan was supported through the Web Development program by our First Nations mentors, and then into employment by our Placement team. This holistic and personalised learner support together with our established industry relationships enable us to successfully launch graduates into life-changing roles. Jordan told us that because of Generation, he is able to achieve his goals and demonstrate the behavioural mindsets that will help him succeed in the industry. I look forward to hearing where his career goes next.

On the demand side of the employment equation, employers are still crying out for skilled workers for specific roles in care and tech. For example, demand for data analysts has tripled in the past five years; as a result, in 2022 we introduced a new program in Data Analytics to upskill untapped talent and create a ready pipeline for employers. Similarly, Australia is expected to require nearly 17,000 additional cybersecurity workers by 2026, which is why we started work on developing a Cybersecurity bootcamp program which will launch in 2023. Our employer partner network now numbers 230+ which reflects a positive change in industry attitude and a willingness of Australian employers to rethink their usual recruitment processes and hire people from non-traditional pathways.

In the spirit of continuous improvement, we made a number of impactful innovations to our programs in 2022. For instance, we introduced a prep course to support our learners to feel confident and prepared to participate in our tech programs. It has been such a resounding success that we will build it into our offerings into 2023 and beyond. We also adapted our Web Development and Cloud Computing programs to increase accessibility for both First Nations and neurodivergent participants. To better serve our First Nations learners, we launched a specific First Nations portfolio with dedicated roles, worked with community to co-design our approach, and reinvigorated our First Nations Advisory Board. Our efforts have been recognised by our peers: we won the TechDiversity 2022 Education category award.

When some government funding streams came to an end mid-year, we were forced to source funds for our critical work elsewhere. What seemed a great challenge at the time, turned into a golden opportunity to share our work with new people and organisations aligned with our mission. As a result, we launched a new coalition of funders with founding members Macquarie Group Foundation and Paul Ramsay Foundation. We continue to have positive conversations with the new Albanese government about new opportunities that we anticipate will come to life in 2023 and beyond.

Our major goal in 2023 is continuing to serve our diverse learner community so they can secure sustainable careers and transform their personal situations. In order to achieve that, we will continue innovating our offering, influencing employers and industry to harness and support non-traditional talent, and engaging committed and diverse funders to partner with us to enable our learners to flourish.

Thank you for the part you've played in our work in 2022, and we are excited to work with you again in 2023.

Malcolm Kinns
Chief Executive Officer ı Generation Australia

Our Mission:

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

Our Vision:

A meaningful career and sustained well-being for every person, anywhere in the world.

OUR HISTORY

Generation was launched globally in 2015 to empower people with significant barriers to employment to build thriving, sustainable careers and to provide employers the highly skilled, motivated talent they need.

Our research and observations demonstrate that traditional education systems typically:
- Fail to prepare people for real jobs
- Lack a strong connection to employers
- Are slow to react to changes in the employment landscape

At the same time, employers are still heavily reliant on academic credentials and certifications in making employment decisions. This leaves a large employment gap in most markets, with a significant proportion of people marginalised by the systems and their biases.

Generation Australia was launched in 2019 to help people across Australia to enter a meaningful career and long-term employment. The launch followed a feasibility study undertaken in partnership with Macquarie Group Foundation and McKinsey & Company that validated the need for a Generation program in Australia and highlighted unemployment and under-employment as a growing concern.

Through our programs, adults of all ages and backgrounds — whether unemployed, underemployed, or in need of a career change — can successfully gain employment in a career-building role for which they have passion.

As Generation moved into our 4th year of operations in Australia, we celebrated a historic milestone of supporting 1,000 graduates. We hope to serve thousands more into the future.

1 Jobs and employer engagement from the start

2 Recruit learners based on intrinsics, effort and employment standards for the profession

3 4-12 weeks of profession-specific technical, behavioural, mindset training while providing social support (e.g. mentorship)

4 Interviews with employer partners for immediate job placement

5 Mentorship after the program and an alumni community that follows graduates into the workplace

6 Return on investment for employers, graduates, and society

7 DATA AT THE CENTRE

OUR HOLISTIC METHODOLOGY

A seven-step methodology is used by every Generation program

OUR VALUES

Go further, together
We are better together. We collaborate with and help others, both inside and outside of Generation.

Solve problems that matter
We work on activities that do the most to advance our mission and rigorously measure our impact to guide where we spend our time and resources.

Better our best
We will never be perfect, and we always have more to learn. As long as we use data, experience and dialogue to grow and improve, we are moving in the right direction.

Empower & support
We know that people do their best when treated with kindness and respect. We support and develop each other personally and professionally, allowing our unique talents and capabilities to flourish.
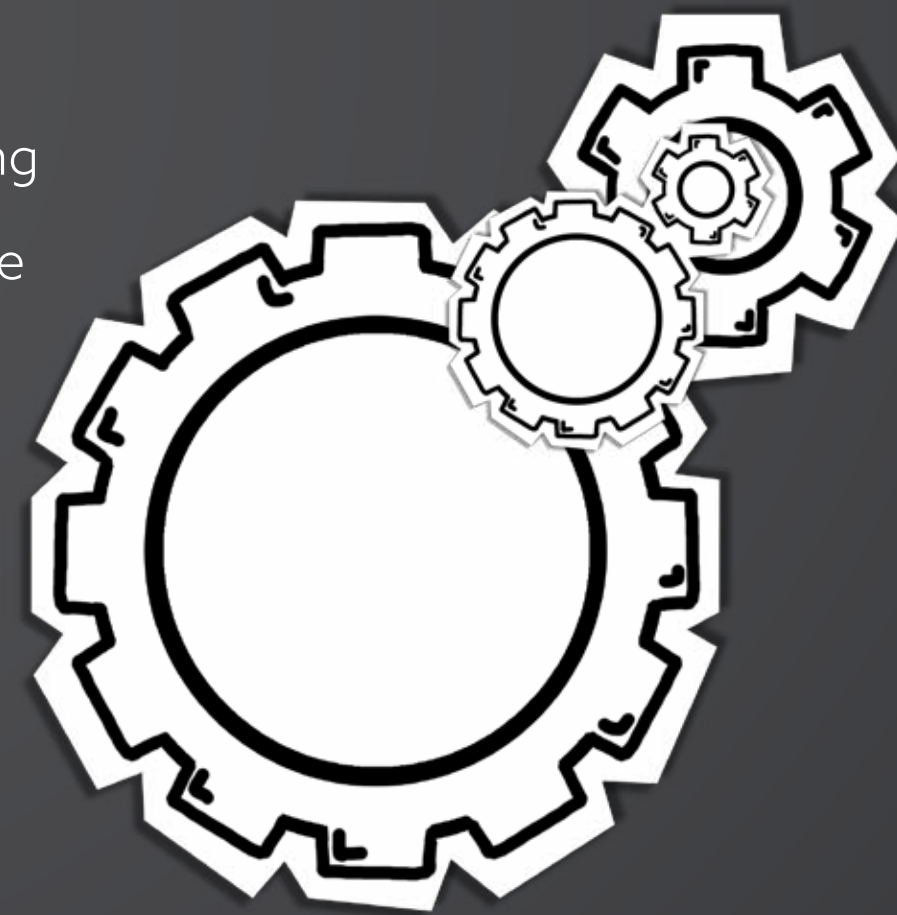
Here to serve
We commit to enabling the learning and growth of our participants, and to providing great talent for our employer partners. One alone is not enough, our success depends on serving both groups.

Be open & transparent
We believe in honest sharing. We welcome diverse perspectives, opinions and ideas.

OUR SECTOR-LEADING IMPACT

BREADTH
The scale and reach of our programs.

DEPTH
Our graduate employment and income outcomes within three and six months of program completion.

DURABILITY
How these employment and income outcomes last over time - we follow the financial and personal well-being of our alumni for up to five years after they graduate.

BREADTH

1,000+
graduates from inception to end of 2022

230+
employers, from start-ups to SMEs to Fortune 500 companies

5
professions across care and tech

DEPTH

~80%
job placement within 6 months of graduation

3x
average increase on pre-Generation income

57%
of our employed graduates were hired by repeat employer partners in past 12 months

DURABILITY

78%
feel optimistic about their future

75%
feel confident about their future

WHO WE SERVE

Our Diverse Learner Community

Our goal is to support people who have been systematically disadvantaged – those who face significant barriers to employment and for whom our programs would make the biggest difference. As a result, we support some of Australia's most vulnerable communities including youth, women, First Nations people, Culturally and Linguistically Diverse (CALD) people and people living with disabilities.

56%
Women

51%
Dependents

56%
CALD background

19%
Youth (under 30)

OUR IMPACT MODELS

We operate under three different models to support as many people as possible to access careers that would have otherwise been inaccessible, and to catalyse systems change.

Firstly, we directly deliver accelerated training programs to people facing barriers to employment. We recruit job-seekers who are motivated to start a new career and provide them with training, mentorship and job placement support.

Beyond direct delivery, we have two innovative models to share our methodology and scale our impact: Powered By Generation and Influenced By Generation.

Our Powered By model focuses on transferring capabilities to other delivery partners who will use our methodology to train, prepare and place disadvantaged job-seekers into new careers.

Our Influenced By model seeks to drive the Diversity, Equity and Inclusion agenda by collaborating with employers, governments and other organisations to shape the overall employment system in Australia.

Combined, our three impact models framework will deliver at scale our mission to transform education-to-employment systems and place people into life-changing careers.

OUR IMPACT MODELS

Generating impact through three
different methods

DELIVERED...
BY GENERATION

- We design & build accelerated employment programs to prepare people for work

- We recruit job-seekers, train them, mentor them and help them find a job

Job-seekers graduate from Generation with skills & confidence to launch a new career

POWERED...
BY GENERATION

- We partner with other education & training institutions to customise our curriculum & methodology for their organisations

- Partners deliver the 'Powered By' program – recruiting job-seekers, training them and supporting them into work

- We build partners' capability in all aspects of the Generation approach, and provide ongoing quality assurance & support

Strong impact and employment outcomes across the education & training sector

INFLUENCED...
BY GENERATION

- We work with goverment, business, and other key stakeholders to shape the overall education-to employment system

- We facilitate collaborative systems design processes, provide advisory services and publish thought leadership on transforming the education-to-employment pathways

A more diverse & inclusive Australia, with meaningful employment for all

DELIVERED BY

DISABILITY SUPPORT WORK

WEB DEVELOPMENT

DATA ANALYTICS

CLOUD COMPUTING

SALESFORCE DEVELOPMENT

In 2022, we offered a suite of 5 accelerated training programs in care and tech that supported learners to rapidly upskill and secure employment. Our intensive programs run online full-time or part-time for 7-16 weeks and are free to participants thanks to the support of our generous funders. All participants are provided with personalised mentoring, wraparound support and post-program guidance to navigate employment.

They are designed with industry input for graduates to upskill, enter in-demand roles in the market, and earn an income.

HIGHLIGHTS

Celebrated 1000 graduates since our inception

Ran a successful pilot program in Data Analytics in partnership with Microsoft and Factset, which will now be rolled out as part of our full suite in 2023

Adapted our Web Development program for neurodivergent and First Nations learners, making them more accessible for these groups

Launched a brand new 'pre-program' to help learners feel confident and prepared for our online learning environment, and hit the ground running

Funded by the Department of Social Services to continue our work strengthening employment outcomes for people with disabilities

FIRST NATIONS

The Dyilya Project: Boosting First Nations participation in the tech sector

Access to education continues to contribute to Australia's high rates of First Nations unemployment, but at Generation Australia, we are working to turn that around. After piloting our approach in 2021, we established the Dyilya Project which encompasses all our work strengthening employment pathways for First Nations people into the tech sector.

This year, we set up a dedicated First Nations team consisting of our Community Engagement Manager and Industry Engagement Manager to steer the project, raise awareness across First Nations communities, and bring their own lived experience to the work we do. We ran a series of consultations and workshops directly with the community to understand their challenges and co-create solutions that address the gaps in education for First Nations people.

The outcome of this work was the end-to-end adaptation of our Web Development program to better meet the needs of First Nations learners. We redesigned the bootcamp with a part-time model to ensure learners had space to manage their social and cultural obligations, and offered personalised mentorship from a First Nations mentor. We also created a new pre-program component to help learners adjust to the online environment and set them up for success in the bootcamp. We launched the adapted Web Development program in August 2022, and enrolled 7 First Nations learners. After 16-weeks of technical training, soft skills training and employability skill-building, we had five successful graduates emerge. We are proud to be partnering with Accenture and Avanade to offer employment opportunities for our First Nations graduates.

Our First Nations work this year was supported by Bank of America who provided a very generous $2.5 million commitment over 3 years, allowing us to build a strong operational foundation to scale. We also thank the Australian Government's Department of Employee and Workplace Relations (DEWR) for their contribution.

12 First Nations learners supported through all tech programs

1 Program was fully adapted to improve the First Nations learner experience and employment outcomes

35+ Community organisations, philanthropic organisations and Workforce Australia providers serving First Nations people were engaged

10+ Potential tech employers engaged about current and future employment opportunities for First Nations graduates

Liam is a proud First Nations man living on Kaurna land. At 27 years old, he had been in and out of work for five years, dabbling in different jobs and courses, and moving around a lot. Liam had been in the Centrelink system for years, and had no solid study under his belt. He had an interest in tech but no real experience. Tauondi College, a key community partner for Generation in South Australia, recommended Liam to look at our tech bootcamps.

Since graduating from the Cloud Computing course, Liam now works at Generation Australia's employer partner Avanade.

"I have the most incredible experience with my employer now and I wouldn't be here without Generation. The respect to Country, land ownership and Indigenous people was really genuine and I appreciated that. I'm excited to build my tech skill set, keep building, and see how far I can advance in my career, and help with better representation of First Nations people in the tech sector."

Liam | Kaurna land

NEURODIVERSITY

Unlocking neurodivergent talent for greater diversity in the workforce

Neurodivergent people bring unique perspectives and traits to workplaces, yet continue to face challenges entering employment. Our work in this area is two-fold: supporting neurodivergent people to upskill for a career in the tech sector, and mobilising employers to hire and develop neurodiverse talent.

We first launched this work in 2021, in partnership with leading neurodiversity services provider Xceptional, and supported by the Federal Government's Department of Social Services Information Linkages and Capacity-Building (ILC)

program. In 2021, we adapted our Cloud Computing program to be more accessible for neurodivergent people, and built in-house capability by hiring a Specialist Instructor & Mentor to guide our approach and support learners directly.

In 2022, we focused on making improvements across our training delivery, mentorship and wraparound support, and adapting our Web Development program for neurodivergent learners. This involved clarifying the structure of and support within our programs to

neurodivergent applicants during our program recruitment phase, and evolving our training delivery model to help learners be 'workplace-ready' upon graduation. Our Specialist Instructor & Mentor also upskilled our Instructor team with new classroom management and teaching strategies for neurodiverse learning environments.

Neurodivergent graduates of our tech programs have been hired by major employers such as WiseTech Global and the NSW Government Department of Customer Service.

We are committed to continue working with Australian employers to adapt their hiring processes and create inclusive spaces for neurodivergent talent to thrive.

As a result of the strong outcomes achieved in our first 18 months of this project, we are pleased to share that the Department of Social Services has extended our ILC funding to enable us to continue delivering this important work until June 2024. We would also like to acknowledge Xceptional for their continued partnership and collaboration, which has been integral to our success supporting neurodivergent Australians.

75
neurodivergent learners participated in our tech programs in 2022

1
additional program (Cloud Computing) modified for neurodivergent learners, with 10% neurodivergent representation in the first modified cohort of this program

75%
of graduates secured employment within 180 days of graduating

28
Employers engaged and upskilled on benefits of a neurodiverse workforce

NEURODIVERSITY

Christy Dodge is the Specialist Instructor and Mentor at Generation Australia. Christy was diagnosed with Classical Ehlers-Danlos Syndrome (connective tissue disorder) when she was 19 years old, and recently became a wheelchair user due to the damage incurred to her joints over time. She is exceptionally qualified for this role: Christy was a Special Education Teacher for 18 years, and has worked as a local area coordinator in partnership with the NDIS, supporting people with disabilities in Australia. Christy has 2 Masters degrees in Education and Special Education, and a PhD in Education/Learning, Teaching and Social Policy, among other tertiary qualifications.

Sam identifies as autistic and is a graduate of our Salesforce Development program. While he had a wealth of experience in his home country of Qatar, he struggled to crack the local job market in Australia. He expressed concern that he would be ineligible for our programs due to his neurodiversity and his age, however Generation Australia exists to help people like Sam. After completing the Salesforce program, Sam decided he wanted to embark on further study, so we helped place him into further learning with Cognizant for their Mulesoft program.

"I have had the great pleasure of working with brilliant people who identify as neurodiverse and have experienced barriers to employment. I've supported a wide variety of highly intelligent students who have been both inexperienced and extremely experienced, yet were unable to find employment. They encountered disadvantage by organisational systems in place. However, through our programs they were able to develop their employability skills in addition to their tech skills, receive support with employment and have gained successful, meaningful and life changing careers. It has been wonderful to witness the growth mindset of students and the amazing outcomes achieved."

"The program at Generation Australia was well-structured and inclusive, providing a supportive environment. I felt comfortable discussing my autism and received a comprehensive education beyond just technical skills. Sharing my experiences helped break down barriers and promote inclusivity in a meaningful way. Participating in the program made me more well-rounded and empathetic. Generation Australia helped me enhance my Salesforce skills and employability as a neurodiverse individual."

MENTORING

Mentorship helps remove barriers to program completion and employment

Some of our learners have complex needs and responsibilities that have impacted their ability to find employment or participate in education and training programs. Many have not participated in formal study at all, or not for a long time, and often lack confidence in online platforms. Others have caring responsibilities; most have dependents. People from Culturally and Linguistically Diverse backgrounds and recent migrants may face language barriers. The long-term unemployed may feel disheartened about their ability to ever find work.

Our Mentorship service is designed to help learners feel confident while participating in a Generation program, remove barriers to program completion and ultimately increase their ability to enter into and remain in employment. Mentors work with learners so they are able to identify any risks or challenges that might lead them to drop out of the program, and to proactively create solutions to get themselves back on track.

In 2022, we designed and implemented a new mentoring model to serve learners beyond graduation and through to employment.

We brought on board Employment Mentors who offer tailored employment support to graduates for 4 weeks post-graduation. The support includes 1:1 sessions to enable learners to approach job applications, the job search and interviews with confidence. It also includes regular group drop-in sessions that cover a series of employment topics to help learners nail their job applications and prepare to tell their "story" in interviews.

6,000
hours of personalised mentoring provided in 2022 to help learners remove barriers to program completion and employment

JOB PLACEMENT SUPPORT

Placing our graduates in sustainable employment

HIGHLIGHTS

EXPANDED
our network to 230+ employer partners

ACHIEVED
approx 20% market share of Accenture graduate tech roles, making Generation Australia their single largest talent partner

ENGAGED
Corporate volunteers from companies such as Cloudera, MYOB, Michael Page, Telstra, McKinsey & Co, Tennis Australia and many more who presented opportunities and information on career pathways for learners to consider, and assisted learners with interview preparation in the form of 'mock interviews'

Our Placement team supports graduates with their employment search upon completion of their Generation program. They help graduates develop CVs, practice for interviews and ultimately feel prepared and confident to search and apply for roles. The team works directly with a large and growing network of employer partners to help match our graduates to open roles. Many graduates go on to be employed by these companies, and likewise, many employers look to Generation Australia as a key source of talent.

Invitation to employers: if you're interested in learning more about hiring Generation graduates and boosting the diversity of your workforce, please contact our Head of Partnerships and Business Development Dylan Turnbull at dylan.turnbull@generation.org

2023 PROGRAMS

Looking to the future of our core programs

We have major plans in 2023 from launching new programs, to improving our training and mentorship model, to new employer and industry opportunities. Our goals for our programs in 2023 include:

- Launching a pilot program in Cybersecurity
- Expanding our programs supporting individuals into careers in the care sector
- Continuing to improve support for First Nations and neurodivergent learners
- Rolling out a new mentoring model that puts more control in the hands of learners to access mentoring that is highly tailored to their goals and at the intensity and frequency they want
- Engaging and expanding our employer partner network, securing dedicated employment opportunities for Generation Australia graduates and supporting employers with their diversity, equity and inclusion goals
- Continuing to explore new program opportunities in partnership with industry and in line with employer needs

POWERED BY

Upskilling the education & training sector in the Generation methodology

The Powered By Generation model is a unique approach in which Generation Australia partners with training organisations to build and tailor elements of the Generation methodology for their use. We strongly believe in sharing our methodology and learnings with the education and training sector to bolster national employment outcomes and scale Generation's impact.

In 2021, we commenced a pilot of the Powered By model with Catalyst Education, in which we co-created a purpose-built Aged Care Employment Program and worked with Catalyst to embed relevant parts of the Generation approach into their operations. The new program consisted of a short, intensive aged care foundations program, followed by a nationally-recognised qualification (Certificate III in Individual Support) and traineeship, allowing participants to develop their skills and earn while they learn. In 2022, we completed the full pilot, which supported 65 individuals from vulnerable backgrounds through the program. Over 85% of eligible graduates went on to start a traineeship in the sector, demonstrating the efficacy of this approach.

We continue to seek out opportunities to work with the education and training sector on industry-led, employment outcomes-focused programs and approaches.

INFLUENCED BY

Our Influenced By Generation model aims to create systemic change within the education-to-employment space in Australia. In 2022, we were pleased to be recognised by government and our industry peers for our work.

WORKING WITH GOVERNMENT TO ACHIEVE ECONOMIC MOBILITY AT SCALE

Collaborating with government is an important and effective way to drive change at scale, and we are convinced that our methodology and approach can help solve Australia's skills shortages and improve workforce participation of people from vulnerable backgrounds.

We met with a number of Ministers' Offices to raise awareness of Generation Australia, and we've been pleased with the positive reaction to our holistic approach and track record. These included the Office of the Hon. Tony Burke MP, Minister for Employment & Workplace Relations, the Office of the Hon. Brendan O'Connor MP, Minister for Skills, the Office of the Hon. Ed Husic MP, Minister for Industry and Science and the Office of the Hon. Anika Wells, Minister for Aged Care.

We also submitted recommendations about the education-to-employment system and the importance of non-traditional education pathways within the overall education system in order to address labour shortages to the Treasury's Employment White Paper. We will continue discussions into 2023 about our role in helping shape the future of inclusive education and work in Australia.

"On behalf of the Department of Employment and Workplace Relations I would like to thank you, your team and Generation Australia for your involvement in the Local Jobs Program. In addition to the successful employment and education outcomes, the Tech based training project provided valuable opportunities for participants to build their confidence, develop vocational and non-vocational skills and plan for their future. Your team also developed effective and innovative strategies to overcome barriers and challenges and ensured all participants were supported throughout the project. In particular, we acknowledge the engagement and successful outcomes for the Aboriginal and Torres Strait Islander participants. We congratulate you on the outcomes that were achieved for the participants, their families and the local community."

Tricia Hennessy | State Manager | Department of Employment and Workplace Relations, Australian Government

SCALING DIGITAL SKILLS

PARTNERING WITH THE DIGITAL SKILLS ORGANISATION TO CREATE NEW TECH TRAINING APPROACHES FOR VET

Generation Australia and the Digital Skills Organisation (DSO) have shared goals of accelerating digital skills development, reducing tech skills shortages and increasing the quality of digital & technology training across Australia. We partnered with the DSO in 2021 to raise the profile of employer-led education, and make it easier for training organisations to use skills-based approaches. We created comprehensive frameworks, tools and processes to help VET institutions deliver high quality digital & technology training, and focus on creating sustainable employment pathways into the tech sector.

In 2022, we continued working with the DSO to embed these approaches through Networks of Digital Excellence, or 'NoDEs'. NoDEs bring training providers and employers together to apply employer-led, skills-based approaches. To test these approaches, the DSO ran over 10 digital pilots with their partner organisations. We helped the DSO to codify learnings and best practices across the pilots, and identify ways to scale. Plans are now in place to scale the NoDEs, uplift the capability of training organisations and surface agile and adaptable forms of training.

We are excited to continue partnering with the DSO in 2023 to ensure the Australian tech sector can access a high quality, job-ready workforce.

"The importance of finding scalable approaches to digital skilling which can be designed and delivered quickly to reflect employer needs is the key to meeting the digital skills gap. The DSO has benefitted from partnering with Generation Australia to learn about what constitutes best practice in this area. Going forward, VET and private providers must come together to share information and approaches if we are to close the digital skills gap as quickly as possible."

Patrick Kidd OBE OAM | CEO of the Digital Skills Organisation

AWARDS

RECOGNITION AMONG INDUSTRY PEERS

Non-profit alliance TechDiversity believes that a fundamental shift in the tech sector is required to bolster diversity, equity, accessibility and inclusion. Their TechDiversity Awards program aims to highlight organisations and initiatives across Australia that are leading the DEI agenda. Generation Australia was very proud to be the 2022 winner in the Education category, for how we "demonstrated leadership and embraced inclusion by raising awareness and promoting diversity initiatives and programs." The award also put a spotlight on our sector-wide systems change with which has two goals: that holistic and end-to-end approaches are available to support all types of diverse and often marginalised groups into training and employment, and that there is a holistic shift in attitudes and full understanding of the benefits of diversity across all dimensions to create a truly inclusive workforce of the future.

INDUSTRY PARTNERSHIPS

GA created new and deeper industry connections at a number of high profile events throughout the year. For instance we were proud to partner with Google on the launch of their Google Career Certificate, alongside major employers Canva and Australia Post as well as Minister for Industry and Science the Hon Ed Husic MP, the Tech Council of Australia, the Business Council of Australia and other industry bodies and employers. As part of the launch's roundtable event, we informed the discussion with a specific lens about how employers can connect into skilling initiatives, and the importance of providing holistic support to ensure initiatives create the deepest impact possible.

We were also represented at the Tech Council of Australia's launch of their landmark report which was prepared together with Accenture: a roadmap to achieving the government's goal of having 1.2 million tech workers in Australia by 2030. Our Head of Strategy and Projects Jessica Dharmasiri and Head of Business Development and Partnerships Dylan Turnbull attended the event at Parliament House. On other occasions, to share our approach to creating greater diversity in tech, Jessica featured as a panellist at tech employer Cloudera's Evolve panel discussion on "Tech Skills Gap & Diversity" and at the Salesforce World Tour 2022 on "Growing our Digital Skills". These opportunities to showcase our methodology and outcomes to industry decision makers are essential to achieving traction and adoption of our holistic approach.

MEDIA COVERAGE

Profiling our thought leadership on diversity and inclusion

We shared our thought leadership more widely through features in mainstream and industry publications, and blogs hosted by our major Australian employers from our network. These activities help raise the profiles of the organisation and our leadership team, and offer opportunities for employers to learn how we can help them be more inclusive and diverse.

As seen in...

- Australian Financial Review. (20/3/22). Think beyond your bias to address skills crisis
- Academy Xi Blog. (8/3/22). Celebrating diversity in tech
- Microsoft Blog. (26/7/22). Microsoft partners with non-profit Generation Australia to supercharge the tech industry with diverse new talent
- Salesforce blog. (28/7/22). How Salesforce is increasing access to tech jobs
- Fast Company. (21/10/22). Enough about quiet quitting and the Great Resignation. We need to talk about job opportunity

- Smart Company. (3/11/22). Tech sector voices concern after in-demand skills pulled from visa priority list
- Inside Ageing. (24/11/22). More than pay rises: To address the talent shortage in aged care, we need alternative training and hiring
- Macquarie Group Foundation blog. (2022). How GenerationAustralia is reinventing training-to-employment services
- HR Daily. (2022). New pathways are bridging tech talent gaps
- CFO Tech. (27/10/22). Cloudera announces partnership with Generation Australia
- Dynamic Business. (14/11/22). Added support needed to reduce barriers to aged care employment

MYTHBUSTING

✕ MYTH

MORE MIGRATION WILL SOLVE AUSTRALIA'S LABOUR SHORTAGE

✓ FACT

There is already plenty of skilled international talent here in Australia. The problem many migrants face in seeking a job is getting through the screening process, which is traditionally discriminatory against migrants and other disadvantaged groups. This culture of racial discrimination in the workforce persists to our detriment: missed opportunities for employers to harness experienced workers and close the gap on job vacancies. Among GA learners are recent migrants who despite solid work experience (particularly in tech) in their home countries, aren't being hired by Australian employers. By completing a GA program, recent migrants gain Australian experience to put on their CV. They also access an alternative route to get in front of GA's network of employers who are willing to hire people from non-traditional pathways. We estimate 20% of GA graduates fall into this category, and go on to earn a starting salary of $80,000+. In addition to the technical skills, these learners have told us that GA programs have reignited their "spark" for their career, and benefited them in many ways: increasing their confidence, connecting them with a network of like minded individuals and peers, and increasing their wellbeing through the opportunity to pursue a career which is more aligned with their experience and knowledge. On the employer side, GA works with companies to ensure their recruitment processes are more inclusive, so they don't miss the chance to hire someone with a wealth of experience and for whom having a job will make an immense difference to their finances, health, wellbeing and ability to contribute to society.

When experienced IT worker Sreekanth arrived in Australia in 2020, he found himself stuck on the wrong side of a hiring freeze thanks to the pandemic. To make ends meet, Sreekanth skipped around jobs, but remained focused on his end goal – to establish a career in the Australian tech sector. With limited local knowledge or experience in the Australian workforce, this was a significant challenge. Since graduating from our Salesforce Developer program in October 2022, Sreekanth's trajectory has changed dramatically. He secured a role at Telstra, instantly tripling his earning power, and boosting the organisation's diversity.

"Generation Australia teaches participants about behaviours that go alongside technical skills. This was not only a very interesting aspect, but also an important one when it came to getting a job here in Australia. I gained a better understanding of corporate behaviour in Australia and enjoyed the presentations by guest speakers and group discussions with my peers."

**Sreekanth Manoharan** | Salesforce graduate

OUR PARTNERS

Partnerships elevate Generation's offering and networks

We partner with a range of organisations who are aligned with our mission of transforming the education-to-employment system, and who share our interest in solving Australia's skills and labour shortages. They include employers, Employment Service Providers, community organisations, and industry bodies. Each brings their own expertise to the partnership, including: market research to understand current and future skills needs, expert input into curriculum design, co-delivery of our bootcamp programs, learner referrals and recruitment, agreements to interview and/or hire our graduates, and financial contributions to support our core programs and growth.

Training and Delivery Partners

Academy X[i]

Cerebral Palsy ALLIANCE

Mr & Mrs Cloud

Tauondi Aboriginal College

Xceptional
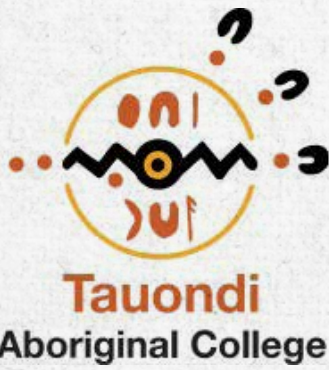
Global Coalition

BlackRock.

McKinsey & Company

Microsoft

verizon✓

Key Employer Partners

- Accenture
- ANZ
- Avanade
- Capgemini
- Department of Customer Service, NSW Government
- Department of Jobs, Skills, Industry and Regions, Victorian Government
- Infosys
- Mantel Group
- NAB
- Telstra
- The Co Group

CASE STUDY: MICROSOFT

In the last two and a half years of working together with Microsoft, we have shared a commitment to upskilling and supporting people into the tech sector, and making sure they are job-ready from Day 1. In particular, Microsoft has generously funded the development of our Web Development and Cloud Computing programs which have since gone on to support hundreds of learners into life-changing careers. In 2022, Microsoft played an integral role in identifying future skills gaps in Australia, subsequently working with GA to co-design our new Data Analytics program, and establish the foundations for a new Cybersecurity program, launching in 2023.

Microsoft's expert input during our curriculum design process means our programs are designed to cover the technical and soft skills required for entry-level tech roles in a matter of weeks, while creating real business value for employers. This means prospective employers can be confident in the holistic skillsets of our bootcamp graduates, and take advantage of our alternative, reliable and diverse talent pipeline. We continue to work closely with Microsoft to unlock thousands of employment opportunities across their customer and partner ecosystem.

"We know that businesses with diverse workforces outperform their counterparts, but diverse groups are still underrepresented in the Australian tech sector. We also know that there is a huge need for technology talent in Australia right now, but it is becoming increasingly hard to find this talent. Alternative employment pathways and skilling programs, like that of Generation Australia, are critical to address these challenges at scale. We value our partnership with Generation Australia as it provides accelerated and tailored skilling opportunities for all learners and allows us, and our ecosystem, to find talent in new ways.

For the most recent programs in Data Analytics and Cybersecurity, it has been impressive to be involved in the co-design process. Generation Australia is playing a leading role in developing the future workforce through collaboration and partnerships; this method is the best way to prepare learners and satisfy employer needs in the shortest possible timeframe."

Tim Allen | Skills for Employability Lead, ANZ Microsoft Philanthropies

CASE STUDY:
ACCENTURE IS THE GOLD-STANDARD PARTNERSHIP FOR HIRING GA GRADUATES

In the context of a shared commitment with the Australian government and industry to achieve 1.2 million tech jobs in Australia by 2030, GA's collaboration with Accenture is the gold-standard example of a corporate-community partnership that works. Our partnership has evolved over three years, starting with co-designing GA's Cloud Computing program in 2020. Accenture provided subject matter expertise and a pro-bono team to help design a Cloud program that would produce job-ready graduates. The following year, Accenture hired its first 4 graduates from GA tech programs into Technology Architecture Delivery and Graduate Analyst roles. They also provided pro-bono support for the build of GA's Salesforce Development program.

In 2022, Accenture invited 20 GA learners into its Technology Bootcamp program, and established its first ever job ad which was exclusively for our graduates. From this initiative, Accenture offered Tech Analyst roles to 33 Generation graduates. We are very proud of our ongoing work with Accenture, and look forward to continuing our partnership to help build tech talent of the future.

"At Accenture, we are committed to fostering an inclusive workforce that reflects the full diversity of our clients and communities. Through our partnership with Generation, we identify untapped high-potential talent who do not have access to traditional educational qualifications or work experience often required in conventional recruiting channels. The overall diversity of the candidates is what makes the program attractive to us; we value the broad range of backgrounds, skills and experiences that we see in the graduates. Recently, we've seen a higher percentage of female candidates – which is a priority for us – plus we've always found the candidates to be strong performers because of the foundational tech skills they gain from the bootcamp style training."

Claire McCaffery | HR Lead | Accenture Australia and New Zealand

OUR SUPPORTERS

We are grateful to our supporters for sharing our mission to transform the education-to-employment system in Australia, and for contributing financially to help bring that transformation into place. Our supporters include government agencies, the corporate sector, and foundations.

GOVERNMENT AGENCIES
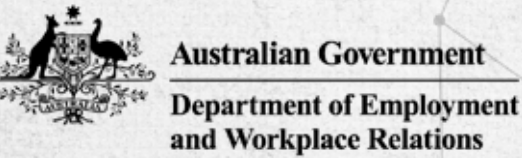
CORPORATE

FOUNDATIONS

COALITION OF FUNDERS

An evolution of foundational funding from 2017 to today

Macquarie Group Foundation played an integral role in the establishment of Generation in Australia: our launch here followed a feasibility study undertaken in partnership with the Foundation and McKinsey & Company. The study validated the need for a Generation program in Australia.

We have been fortunate to receive funding from the Macquarie Group Foundation since our establishment, allowing us to build and scale Generation's internationally-tested model in the Australian market. In 2022, MGF recognised the impact they were having by funding our work, and renewed their financial commitment in our core operations for a further 3 years.

This commitment unlocked a new opportunity to work with the Paul Ramsay Foundation, another leading philanthropic organisation in Australia. PRF has committed $1.8 million over 3 years to support our core operations as well as our mentorship for learners for whom barriers to completing the program will be the greatest.

Together, this 'coalition' of funders is supporting Generation Australia to grow our impact with the most vulnerable populations, innovate our delivery model, and share learnings with the broader education to employment ecosystem.

" At the Macquarie Group Foundation, we recognise that there continues to be a gap between people looking for work and employers looking for skilled workers. We've been impressed by Generation's methodology to help bridge this gap, working with both employers and jobseekers to ensure that jobseekers are trained in the skills that employers need."

Lauren O'Shaughnessy
Global Director of Impact | Macquarie Group Foundation

"Generation Australia's demand-led approach is unique in Australia and is what attracted PRF to the partnership. They've been able to create great employment outcomes for people overcoming barriers to work by collaborating with Australian employers to connect people (workforce supply) and jobs (demand)."

Josephine Khalil
Transitions to Employment portfolio lead | Paul Ramsay Foundation

CASE STUDY:
GOOGLE.ORG LIFTS UP WOMEN IN TECH

Google shares our goals of closing the digital skills gap and improving gender diversity in the tech sector, where less than one-third of the tech workforce is made up of women. They recognised our commitment to increasing female participation in tech by awarding us $600,000 funding via the Google.org Impact Challenge for Women and Girls to train and place 150 women in tech careers by the end of 2024, and we are well on track to achieving this goal.

Kamini migrated to Australia in search of a new life however after a 5 year career break to raise children, she struggled to find work. Kamini has two degrees in Electrical Engineering and worked as an Assistant Professor in her home country, but her CV was outdated and she had lost confidence. She enrolled in GA's Web Development program to forge a new pathway to employment. With Australian training now under her belt, Kamini lined up 7 job interviews and several compelling job offers and began work for a major tech employer as a Technical Support Engineer.

"Generation Australia has both the vision and the know-how to equip women from all backgrounds with the skills, and the confidence, to make the most of Australia's digital economy. Tech career opportunities have the potential to transform lives – providing women with stability, financial independence, and mobility. We're proud supporters of the work Generation Australia does, and look forward to seeing them help many more women to overcome barriers and participate in tech."

Annie Lewin | Senior Director | Google.org Asia Pacific

"I thought it was great that the program was free and fully online because as a mother with young kids, it's hard to study outside of the home and it's expensive to put kids in childcare. It allowed me to restart my career and still be available for my children. I loved learning the behavioural skills like growth mindset, persistence and team work. Most of the interview questions I had were behavioural-based and I felt really prepared."

Kamini Garg | Web Developer graduate

FINANCIALS: REVENUE

3%
Other

65%
Foundations & Philanthropic Organisations

11%
Employer Contributions

21%
Government

GA is excited to accept donations through our website now, thanks to a grant from Google. In just 3 months, generous individual donors gave ~$16,000 to help our learners build thriving, sustainable careers. Google has extended the grant into 2023, allowing us to further explore how to engage the Australian public in our mission.

FINANCIALS: EXPENSES

New Program Development

2.5%

Cross Program Delivery & Operating Costs

48.1%

Direct Program Delivery

49.4%

For more information, and to view our latest Financial Report, please visit the Australian Charities and Not-for-profits Commission website here

LOOKING AHEAD

Generation Australia's unique and holistic offering will serve and support the country's future workforce to succeed.

Generation Australia continues to remain distinctive in our field: the holistic education-to-employment pathway we offer is unlike any other. Over the coming months and years, we will keep evolving to best serve and support the country's future workforce to succeed. For example, we will:

- Build awareness about our unique methodology by sharing more success stories and engaging champions of our work

- Deepen employer partnerships to shift the needle on diversity and inclusion in the workplace

- Launch programs in new industries and via new delivery models to serve more learners and employers

- Leverage data on graduate outcomes for continuous improvement across all our products

- Engage strategically with government to support investment in the capacity of Australian workers, and to address critical skills shortages.

Our work is two-fold – supporting individuals facing significant barriers to employment to secure sustainable jobs, and at a systemic level by influencing others to make the workforce more diverse and inclusive. Both objectives will significantly contribute to our nation's progress and growth in the coming years.

OUR BOARD

John Lydon | **Chair 2018 – present**

John is the Chairperson of Generation Australia. After starting his career at Citibank in London, John spent 25 years at McKinsey where he advised clients on strategic growth and operational opportunities and also held leadership roles including founding McKinsey Implementation globally, Managing Partner of McKinsey Australia & New Zealand, and leading Social Responsibility across Asia Pacific. John currently holds a number of roles linked to his purpose to help businesses create positive social and environmental value. In addition to his role at Generation Australia, these include Economic Commissioner, Greater Cities Commission and Co-Chair of Australian Climate Leaders Coalition. John is a member of NSW Net Zero Emissions and Clean Economy Board and an Industry Professor at UTS Business School. John has an MBA from INSEAD, France, and a BA from the University of London.

Abi Cleland | **Director 2022 – present**

Abi has extensive global experience in strategy, M&A, digital and running businesses. This has been gained from senior executive roles in the industrial, retail, agriculture and financial services sectors, including with ANZ, Amcor, Incitec Pivot and as Managing Director of 333 Management, after starting her career at BHP. From 2012 to 2017, Abi established and operated an advisory and management business, Absolute Partners, focusing on strategy and building businesses leveraging disruptive change for large corporates and entrepreneurial businesses. She holds a number of board director positions, including for Coles Group Ltd, Computershare Limited, Methodist Ladies College Victoria, Probe CX, and Orora. Previously she held board director positions at Sydney Airport Limited, Swimming Australia (Audit Chair), and Planwise Australia (also Chair).

Isabel Domingues | **Director 2018 – present**

Is the Regional Director of Finance for Asia at McKinsey & Company. As a member of the senior leadership team, she oversees the finance functions across the region and enables holistic and sustainable growth across Southeast Asia, Japan, India, Korea and Australia & New Zealand. She joined McKinsey shortly after completing her Business Degree at the University of Technology Sydney more than twenty years ago. During that time, she has held several leadership roles before moving into a regional role in early 2022. She is a FCPA with extensive Finance, Accounting and Business Management expertise. Isabel is passionate about using her business experience to have a positive impact on society and break down systemic barriers to employment and was one of the first directors of Generation Australia.

Dr Jeremy W. Fox | **Director 2018 – present**

Jeremy is CEO, Generation Asia-Pacific, and has over 20 years' working experience in the region. He was with McKinsey & Company for a decade, as a consultant and as Head of Professional Development for Asia-Pacific. Jeremy founded Fox C-Suite Advisors, consulting for SMEs and Fortune 500 companies, and coaching CEOs, and other C-Suite executives. He founded and ran a multi-disciplinary research and advisory think-tank for health policy challenges in Asia with Singapore's National University and Ministry of Health. He was a founding director of the Variety Children's Charity of Singapore, an advisory board member for the Centre for Global Health at Massachusetts General Hospital, and currently holds several board positions around the region. Jeremy has a B.S. in Genetics and Development from Cornell University (New York) and a Ph.D. in Genetics from Harvard Medical School (Massachusetts), and is a Certified Coach with Marshall Goldsmith Stakeholder Centered Coaching.

OUR BOARD

Ivan Power | **Director 2018 – present**

Ivan works with early-stage companies and social ventures, and advises government departments and agencies. Ivan previously spent over 20 years at Macquarie Group in Sydney and London, has advised various government departments on matters during COVID-19 responses, and has served as founding chair and director of social enterprises in Sydney and London. He is a qualified organisational coach, an active Bronte lifesaver, a member of Lifesavers with Pride, and father to four children. He is a graduate of Parramatta Marist High, UTS, the Institute of Chartered Accountants Australia, Macquarie University and London Business School.

Freeke van Son (LL.M., GAICD) | **Director 2018 – present**

Freeke is a seasoned Governance & Risk professional, with more than 25 years of experience in the international banking industry. Since 2019, Freeke has been Head of Risk Governance at Macquarie Group. She started her career in private legal practice in the Hague, later moving to the Legal Department at ABN AMRO Bank in Amsterdam. Since then, she has held senior roles in regulatory compliance with ABN AMRO, Macquarie Group and Westpac Banking Corporation, spanning across Sydney, Hong Kong and Singapore. As Head of Supervision & Remuneration Compliance, she was tasked with Westpac's Compliance Program to implement the Banking Executive Accountability Regime ('BEAR'). Freeke is also a volunteer Ethics teacher, accredited to deliver Ethics education to Primary school students as part of the NSW Primary Ethics Program.

OUR ADVISORY BOARDS

THE GENERATION AUSTRALIA FIRST NATIONS ADVISORY BOARD

Josh Cubillo	University of Melbourne
Holly Johnson	Macquarie Group
Annette Lamb	Transport for NSW
Brenz Saunders	Garu InfoTech

THE GENERATION AUSTRALIA ADVISORY BOARD

Romain Cardon	Macquarie Group
Lee Cooper	ThinkPlace, RADICALBOX
Kai Graylee	Paul Ramsay Foundation
John Lydon	Greater Sydney Commission, Australian Climate Leaders Coalition
Rachael McLennan	People for Purpose
Josh Nester	SEEK
Tim Reed	Business Council of Australia, Potentia Capital
Sam Sayers	Origin Energy
Christie Whitehill	Tech Ready Women, INTU WELLNESS
Josh Wiseman	Batyr