



**DURABLE PATHWAYS TO
ECONOMIC MOBILITY**

GENERATION IRELAND

2025 SOCIAL IMPACT REPORT

WELCOME FROM EUROPE COO

It is my pleasure to preface Generation Ireland's 2025 Annual Report highlighting progress achieved in advancing training and employment opportunities for those most in need. Over the past year, Generation Ireland has continued to deliver tangible, lasting impact - supporting unemployed and underrepresented individuals to develop in-demand skills, secure meaningful work, and contribute to Ireland's social inclusion and economic resilience.

This success is the result of strong partnerships among employers, funders, instructors, mentors, and our dedicated team, all united by a shared commitment to economic mobility. I would like to extend my sincere thanks to everyone who has contributed to this important mission and congratulate Generation Ireland on another year of achievement.



Minh Huy Lai

COO, Generation Europe

WELCOME FROM IRELAND EXECUTIVE DIRECTOR

In 2025, the context in which we work has become both more complex and more urgent.

Unemployment is rising again across Ireland - particularly among young people and older workers displaced by structural shifts in the economy. Those facing barriers to work - whether through long-term unemployment, disability, ethnicity, caring responsibilities or socio-economic disadvantage - continue to face the steepest climb back into employment.

At the same time, the labour market itself is evolving. Vacancies in some sectors, such as technology, have declined year-on-year. Rapid technological advancement, especially the accelerating adoption of AI, is reshaping skills requirements at a pace few institutions are designed to match. Access to the skills required for emerging roles is already socially unequal. Without deliberate and deliverable intervention, technological change risks entrenching and accelerating existing inequalities.

This is precisely why Generation's mission matters.

Since launching in late 2020 in Ireland, we have supported more than 800 people, enabling many to secure life-changing roles and begin their careers in the technology and green sectors. We have pioneered skills bootcamps in Ireland and strengthened our contribution to the further education and training ecosystem. Our employment-led bootcamps prepare learners for entry-level roles in areas such as data analysis, solar panel installation and IT support by combining rigorous, industry-aligned technical training with direct employer partnerships and vacancies, alongside structured development of professional skills, confidence and mindset - ensuring learners are equipped not only to secure roles, but to thrive and progress within them.

In 2025, Generation Ireland progressed from programme delivery to genuine system-level influence nationally and in Europe. We deepened strategic relationships across DFHERIS, the DSP, the Department of Community and Rural Development, and the National Skills Council, contributing to policy design, social impact frameworks, and government skills and social cohesion

events. We launched a skill report with support from McKinsey & Company Ireland, hosted by JPMorgan Chase Ireland, further progressed the Bank of America-Belfast Metropolitan all-island initiative with DFHERIS, advanced multi-year funding opportunities with SOLAS, Pobal, Rethink Ireland and many others, and submitted a comprehensive pre-budget proposal. Internationally, we strengthened Generation's EU presence by leading Irish engagement in Brussels, supporting EU Generation positioning on Public-Private-Philanthropic Partnerships, and preparing for the 2026 EU Irish Presidency via a dedicated event in October. Our brand awareness and equity grew significantly through speaking roles, sector engagement, strengthened relationships with funders, elevated LinkedIn presence, and increased media coverage. This has reinforced Generation Ireland's role as a trusted policy partner and influential voice in the skills ecosystem.

Across all of this work, one truth remains constant: talent is everywhere; opportunity is not. Our role is not to lower the bar, but to widen the gate - equipping diverse individuals facing barriers with the skills, networks and confidence to access sustainable, meaningful careers.

To our learners, alumni, employer partners, funders and supporters: thank you. Your belief, collaboration and ambition make this work possible.

The challenges facing the labour market are significant. But so too is the opportunity. If we act with urgency, evidence and partnership.

The pace of change will not slow. Our commitment to widening opportunity will not slow either.

We look forward to continuing this work - together.



Ronan Harbison

Ireland Executive Director

THE CASE FOR OUR WORK

The need for our work is as strong as it has ever been.

There are 150,000 jobseekers in Ireland and unemployment is rising.

This rising joblessness is disproportionately experienced by specific groups and those facing barriers to work. Social mobility is declining and your background and circumstances continue to impact your opportunities more than your effort and talent. When people facing barriers find work, they often end-up in low-paying work that offer little career and salary progression.

Although the overall number of vacancies has remained relatively stable, this masks significant sector variation, with industries such as tech experiencing sharp declines in available roles. At the same time, the nature of these vacancies is evolving rapidly, as AI and automation continue to fundamentally reshape workplace skills and job requirements. Moreover, despite the supply of labour, employers consistently experience challenges to find those with the right skills for their roles.

Without action, an increasingly tight and competitive labour market will increasingly exclude already disadvantaged groups, widening the gaps we already see. Access to emerging AI skills is already socially unequal: while Ireland has one of the highest AI adoption rates in the world, higher-income workers



“Existing and mainstream skilling initiatives have been insufficient to address these challenges at scale”

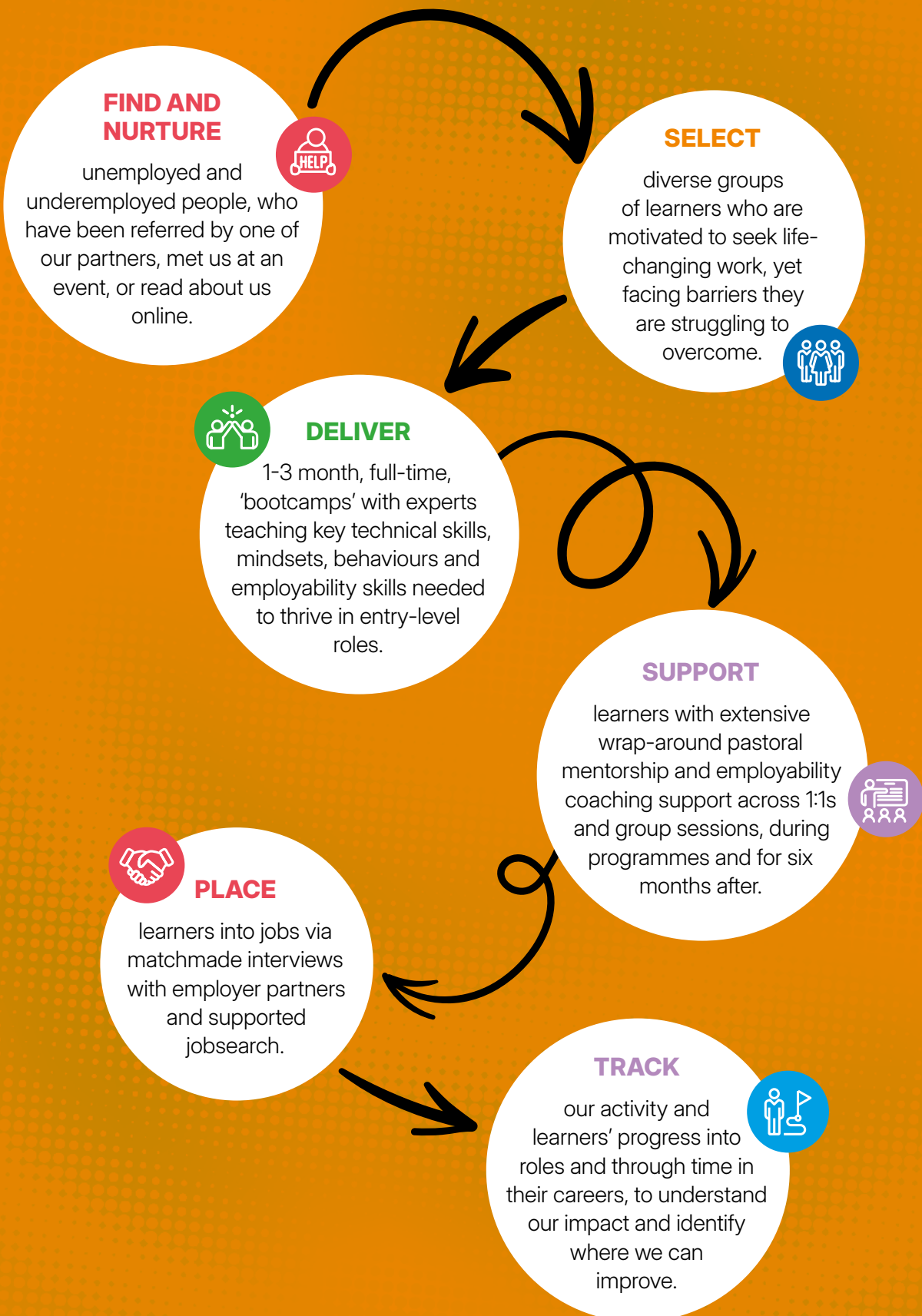
are far more likely to receive AI training, leading to a widening gap in AI skills amongst the working population. As AI reshapes jobs and productivity, this unequal access to skills risks further entrenching disadvantage in the workplace.

Existing and mainstream skilling initiatives have been insufficient to address these challenges at scale. Many have specific academic requirements for entry, do not focus on the groups that need support, and/or are slow to adapt to emerging skills needs. As the rate of change in industry-need accelerates, so does the need for skills training programmes to be agile, and to invest in ongoing updates to keep up with industry needs. The skills training system as it currently exists will not meet this need, and employers, plus those further from the labour market will suffer from these limitations.

In this context, we see a clear need for models like Generation's offering end-to-end pathways for those facing barriers into good careers, alongside an ongoing commitment to update programming to meet evolving industry needs.

OUR MODEL

To achieve our mission we operate with the same model we have since launching.



OUR IMPACT IN IRELAND

Since our launch, we've delivered impact that is...

BROAD

Supporting a rapidly growing number of beneficiaries...



>800
learners enrolled



~90%
graduation rate



35+
bootcamps



250+
hiring employers

DEEP

...facing barriers to employment, for whom we achieve life-changing employment outcomes...



475+
job placements



~50%
of learners unemployed for longer than 6 months



~€31,000
average yearly starting salary



35%
of learners unemployed for longer than 12 months

DURABLE

...with ongoing benefits to their wellbeing and economic mobility



82%
retention at one year



95%
feel more confident in their future on course completion

OUR IMPACT GLOBALLY

Generation operates in 17 countries globally, with each country affiliate delivering our programmes locally, working with an ecosystem of local partners (e.g., training providers, NGOs, governments) to achieve our high employment and income outcomes.

Global impact:

- **18 countries globally**
- **Broad:** >150,000 graduates globally, across 18 countries, since launching in 2015
- **Deep:** 83% of graduates placed in jobs within 6 months of programme completion
- **Durable:** 2-5 years after graduation - 76% continue to be employed

OUR PLANS

"2025 marked a defining year for Generation"

For the first time in our history, we secured funding from SOLAS, Ireland's state agency responsible for further education and training. This milestone represented a significant step in embedding our programmes within the national skills ecosystem and strengthened our long-term sustainability.



With SOLAS funding, we delivered bootcamps in partnership with multiple regional Education and Training Boards (ETBs), deepening our integration into Ireland's further education and training infrastructure. Building on this momentum, we plan to expand the partnership in 2026 by launching four additional SOLAS-funded bootcamps in collaboration with four new regional ETBs. Continued engagement with key stakeholders across the education, policy, and employer landscape remains central to our mission.



Alongside programme delivery, we initiated our 2026-2028 Three-Year Strategy process.

This work is focused on defining a clear vision and roadmap for the charity's next phase of growth. Key areas under exploration include geographic expansion, innovation in delivery models, and building a more scalable, agile, and financially sustainable operating model. We are also formalising functions that were previously developed on an ad hoc basis, including marketing and public policy, to ensure a stronger institutional foundation. Drawing on expertise from colleagues, partners, and external advisors, we aim to establish a bold and credible vision for the years ahead.

In parallel, Generation Ireland joined fellow Generation EU organisations in engaging with the European Commission in Brussels, convening public, private and philanthropic stakeholders across the skills and education ecosystem to advocate for a new funding framework. The 4Ps model - Public-Private-Philanthropic Partnerships - reflects our belief that unlocking opportunity at scale requires coordinated action and shared investment to ensure those furthest from opportunity are not left behind.

A further milestone this year was our partnership with McKinsey & Company to co-author Bridging Ireland's Tech Skills Gap through Social Mobility. The report examined Ireland's economic and labour market performance relative to European peers, highlighted international best practice in technology training systems, and set out practical, actionable recommendations to close the tech skills gap in a way that is both socially inclusive and economically sustainable.

As we look ahead, our focus remains clear: driving strong employment outcomes for learners while continuing to innovate, adapt, and lead in an evolving skills landscape.

All of this work would not be possible without support from our supporters, funders and partners:

OUR FUNDER PARTNERS

SOLAS

An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority

Skillnet
IRELAND

pobal
government supporting communities



Rialtas na hÉireann
Government of Ireland



Arna chomhchistiú ag
an Aontas Eorpach

Co-funded by the
European Union



**Tionól Réigiúnach an
Oirthir agus Lár Tíre**
**Eastern and Midland
Regional Assembly**

CORPORATE PHILANTHROPY PARTNERS

JPMorganChase

BANK OF AMERICA



Microsoft

**RETHINK
IRELAND** Our
Social
Innovation
Fund

accenture

LinkedIn

cognizant

KKR

Coca-Cola

indeed

COLLABORATING PARTNERS



**City
of Dublin**
Board of Education and Training



Jobcare
WORKING MATTERS



GOVERNMENT & GOVERNMENT AGENCY PARTNERS



**An Roinn Breiseoidachais agus Ardoideachais,
Taighde, Nualaochta agus Iolaiochta**
Department of Further and Higher Education,
Research, Innovation and Science



An Roinn Coimisce Sóisialaí
Department of Social Protection



**An Roinn Forbartha
Tuaithe agus Pobail**
Department of Rural and
Community Development



**An Roinn Caiteachais Phoiblí Bonneagair
Athchóiriúcháin Seirbhíse Poiblí agus Digitíocháin**
Department of Public Expenditure Infrastructure
Public Service Reform and Digitalisation

**Enterprise
Ireland**

IDA Ireland

Generation