Annual Report 2020

Letter from the Founder & CEO

Seven years ago I dreamed about this new idea for networking and growth. I was a young professional, career driven and motivated. Seeking professional and personal development and growth opportunities to enhance my skills. I was always on a journey to strive to find the information necessary to help me excel. Always eager to adapt from my humble "working class" beginnings.

I was born into the generation of young professionals, raised by TV and technology. Access to these tools, lead to unlimited access to information. The choice of how we use this information separates us by either achieving our goals or taking no action. We can transform our dream goals into real achievements. Or, without action, our dreams can remain only as our dreams. Hard work transforms access to information and big dreams into great career and personal achievements. As a child of an athlete and coach, my father instilled the importance of practice and training. These developmental values built the genetic makeup of the woman I have become today. Consistent practice and skills development also propel my career advancement.

It was leaders, like Hamilton County Commissioner Alicia Reece, who taught me the importance of networking. To increase my network to increase my net worth. With the power of networking, I opened doors early in my career. My network helped me launch Generation NOW Cincinnati Network six years ago. Our LinkedIn Networking Happy Hour events were the start of this amazing organization. These monthly events grew from a crowd of 50 to 300 young professionals. We highlight businesses across the country, locally and regionally. We lend sponsorships with Cincy's top Fortune 500 companies, such as P&G. We award young professionals for their career achievements.

Join our organization in our next strategic transition. From hosting events to offering training opportunities and education for young professionals. Our organization now provides access to resources through membership. We continue to plan and grow with the launch of longer cohort programs and courses.

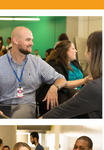
WHAT WE DID in 2020

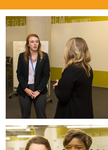
300 attendees participated in virtual events.

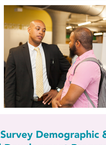
75 volunteers participated in our program survey.

PAYCOR, ST. ELIZABETH HEALTHCARE, AND P&G sponsored our events and services.

33 Catalyfes volunteers supported our initiatives through our grant from the Catalyfes Foundation.

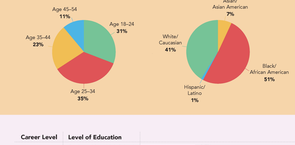


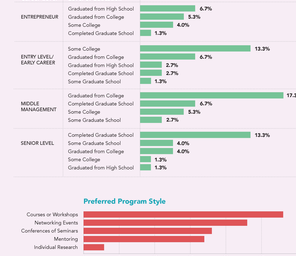




Survey Demographic & Professional Development Program Dashboard

Total Surveyed	Percentage Interested
75	92%





Why we do what we do & How we are filling in the gaps

Building Critical Skills and Competencies for the Organization

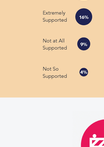
Cited by 58% of HR leaders

"We don't know what skill gaps our current employees have." 38%

"We don't effectively integrate learning into employee development." 33%

"We can't create skill development programs that enough to meet our HR skill needs." 31%

Workplace & College



Main Reason for Development

Primary barriers to lack of advancement of underrepresented talent

1 Unclear career paths and steps to advancement
2 Not enough exposure to senior leaders
3 Lack of mentors or career support

1 = 1st Barrier
Source: 2020 Gartner Advancing Diverse Talent Survey

COVID-19 has worsened the reskilling challenge

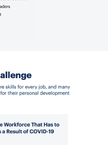
Traditional ways of predicting skill needs aren't working. Employees need more skills for every job, and many of those skills are new. Many employees aren't learning the right new skills — for their personal development or the benefit of the organization.

Data shows the total number of skills required for a single job is increasing year-over-year by **10%**

33% of the skills that were present in an average job posting in 2017 won't be needed by 2021.

Sources: 2020 Gartner Skilling Skills Survey for HR Executives; Gartner "SmartSource"[1]

Percentage of the Workforce That Has to Use New Skills as a Result of COVID-19



1 113 learning & development (L&D) professionals
Source: Gartner Coronavirus Polling on L&D

Leadership Lacks Diversity

Organizations that use diversity networking programs, compared to those that do not, are...

1.3x likely to report they are effective at increasing diverse employee engagement.

2.0x likely to report they are effective at improving organizational inclusion.

3.4x likely to report they are effective at increasing opportunities for talent mobility.

n = 113 HR leaders
Source: 2020 Gartner Advancing Underrepresented Talent Survey

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