

Annual Report 2023

A Path Forward



Pathways
to Education

Welcome

Welcome to Pathways to Education's 2023 Annual Report: a celebration of our accomplishments, milestones, and highlights throughout the last year—all thanks to your support.

This document summarizes key highlights from the full report, with a focus on trends from the work happening across the Pathways network.

To read the full 2023 report, please visit www.pathwaystoeducation.ca/annualreport2023.

What's Inside

- 03** Greetings
 - 04** Impact and Results
 - 06** Spotlight on Program Growth
 - 08** Spotlight on A Youth-led Approach
 - 10** Spotlight on Career-Readiness Skills
 - 12** Our Community of Supporters
 - 14** Financials and Governance
- 

Greetings

from Our Senior Leadership



A Message from our Board Chair

Dear Pathways supporters,

As we reflect on our achievements from the past year, we are humbled by the tremendous support we have received from donors, partners, and volunteers.

In this report, you will read just some of the highlights from another year of impact at Pathways. We continued to engage with youth to ensure their voices and perspectives are incorporated into the programming they receive. We also leveraged technology to explore new ways to increase operational efficiencies and strengthen our support of youth, and increased our focus on career-readiness programming to prepare students for success in today's evolving labour market.

Thank you for the role you played in making this impact possible. Because of you, more students nationwide are one step closer to achieving their dreams.

Vincent Mercier
Chair, Board of Directors
Pathways to Education Canada



Welcoming our new President & CEO

In March 2023, we welcomed Tracey Taylor-O'Reilly as the new President and Chief Executive Officer of Pathways to Education Canada.

Tracey joins us from York University, where she founded the internationally award-winning School of Continuing Studies—launched in 2015 to address Canada's largest labour market gaps. Under Tracey's strategic guidance, the School revolutionized an approach to upskilling and reskilling the modern workforce, resulting in York University's emergence as a global leader in the continuing education space.

As a trailblazing social entrepreneur, Tracey has been recognized for her visionary leadership; in 2021, she was honoured with the WXN Top 100 Most Powerful Women in Canada award and was named Female Executive of the Year at the prestigious Stevie Awards in the government and non-profit category.

Tracey's track record of pioneering breakthrough programs to drive social change will be critical as she works to refine the strategy for Pathways' evolution and growth.

Impact and Results



National Impact from the 2021-22 School Year



31

Pathways Program locations across Canada



6,879

students enrolled in the Pathways Program



78%

is the average graduation rate in Pathways communities across the country*



900+

people volunteered their time with Pathways



32,000+

volunteer hours were donated



64%

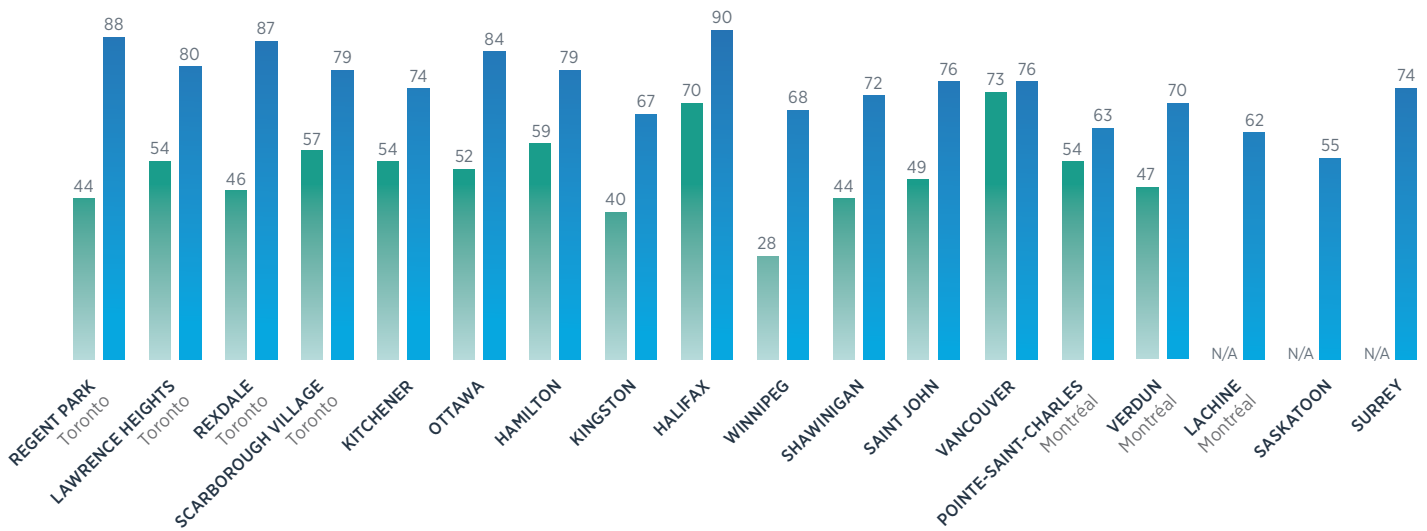
of Pathways graduates transitioned to post-secondary education or training*

* These figures represent the on-time+1 year graduation rate in the 2021-22 school year.



Pathways Graduation Rates

■ Pre-Pathways Graduation Rate (%) ■ Pathways Graduation Rate (%)



These figures represent the on-time+1 year graduation rates for pre-Pathways and Pathways for the 2021-22 school year. The on-time+1 year graduation rates refer to the standard high school term as set by each province (three years in Nova Scotia and Saskatchewan; four years in Ontario, Manitoba, and New Brunswick; five years in Quebec and British Columbia), plus an additional year to complete high school. Lachine, Saskatoon and Surrey's pre-Pathways graduation rates are not available. Pathways Saskatoon and Surrey's graduation rate is on-time since this is their first year graduating cohort and on-time+1 is not yet available. Pathways Winnipeg's graduation rate is on-time+2.

Pathways Program Locations across Canada



Spotlight on Program Growth

A look at new approaches to scaling our reach.

NATIONAL

Using Technology to Further our Impact



Challenges such as learning loss and increasing unaffordability mean young people must navigate through an increasingly complex environment. Our organization is uniquely positioned to respond to these challenges by evolving the core Pathways Program and expanding our reach through intuitive, innovative, and measurable solutions.

Many recent projects involved working closely with Pathways Program Partners across Canada to respond to evolving needs of students and incorporate new technologies to mitigate learning disruptions. For example, embedding e-tutoring and online mentoring into core programming allowed program location staff to keep students connected to their education during school closures.

Looking ahead, we continue to explore new ways to strengthen our support of youth. We have embarked on a number of pilot projects designed to test different approaches to program delivery and build our capacity to make data-informed decisions. Based on learnings from these pilots, we have accelerated the development of a technology platform that will increase operational efficiencies and support the delivery and management of our services. This platform will support the evolution of the Pathways Program, including the delivery of hybrid programming, and create new ways to engage with youth and communities.

COMMUNITY

Leveraging Partnerships to Increase Supports

Pathways Kitchener is focusing on building and expanding partnerships to maximize their support of youth. One approach encompasses a community model of support to provide students from Kitchener, Waterloo, Cambridge, and neighbouring townships with access to tutoring services through a program initially funded by the Waterloo Region District School Board.

Another partnership between Pathways Canada and chat-based platform Paper.co allows Pathways students in Kitchener and other locations to access virtual, on-demand tutoring services 24/7 as part of a pilot designed to give students greater flexibility in accessing supports. These initiatives are helping to mitigate learning loss as a result of the pandemic by providing students with the academic supports they need to successfully transition to post-secondary education, training, or employment.

PARTNERSHIPS

Serving More Youth in Quebec with Support from The Rossy Foundation

The Pathways Program has seen incredible growth in Quebec over the past few years, and even as the pandemic continues to disproportionately affect students living in low-income communities, strong commitment from regional donors has ensured that the province’s program locations continue to grow. An investment from The Rossy Foundation has enabled successful program expansion at Pathways Verdun, increasing access to critical supports and allowing us to serve a greater number of students in increasingly innovative ways.



IMPACT

A Full-Circle Experience for Abdul

In his role as the Manager of Solutions Architecture at Pathways Canada, Abdul is responsible for designing and developing solutions to help the organization work more efficiently. The end goal? Streamlining the work of staff so more time can be dedicated to supporting youth.

“It’s hard to serve more students if we have processes that are highly manual,” says Abdul. “How do we make things more efficient? How do we use technology more effectively? And how do we automate some of our processes? The more I focus on that, the more time staff have to focus on scaling the organization and increasing our impact.”

For Abdul, exploring new technologies to improve the Pathways Program isn’t just part of his job description—it’s part of his story. Abdul was part of the Pathways Program in Regent Park and credits his Pathways mentor for helping him to graduate from high school in 2011. “I was behind after taking some time out of school in Grade 10, so my Pathways support worker helped me plan the courses I needed to take to catch up. It really helped to have that one person who knew your unique situation and then could work with you to help you out of it.”

Today, Abdul is passionate about helping the next generation of Pathways youth, using his personal experience to bring a human lens to product design. “A unique part of the Pathways Program is the focus on each student’s individual needs. It’s important to keep that in mind as we develop things and as we scale. We have to keep listening to staff and students to make sure we’re developing tools they’ll actually use.”



Spotlight on a Youth-led Approach

A look at how students are informing the future of the Pathways Program.

NATIONAL

Centering Youth Voice in our Work



Young people bring critical perspectives to strengthening the Pathways Program for greater impact, and we are committed to ensuring youth are actively engaged in the planning, implementation, and decision-making of our services.

Last summer, we partnered with Three Things Consulting, an Indigenous-owned firm specializing in youth and community engagement, leadership development, and healing programming. Together, we designed and facilitated *Listen Up*—a three-month youth voice pilot that engaged Pathways students from across Canada to share their experiences in the program.

Over 250 youth from across the country participated in activities, including in-person gatherings, virtual meetups, online surveys, and social media challenges. The in-person gatherings were designed to celebrate achievement and excellence in education. Youth were invited to talk about why the Pathways Program mattered to them and how it could be strengthened to enhance community building and youth support systems.

We will continue listening to youth and learning from their perspectives through these important conversations to ensure their voices continue to shape our programming and guide future solutions to current challenges.

COMMUNITY

Co-designing Virtual Services with Youth

Pathways Ottawa is tapping into students' imagination through *Design Sprint*—a project to encourage young people to co-design virtual services with their fellow students as the end user in mind. Participating students engaged in human-centered design techniques and processes to identify issues experienced by their peers and conceptualize virtual solutions that could support youth success. Participants then presented their design concepts to a panel of external experts and received live feedback. This project shed valuable insight on the needs of young people and the real-life challenges they face while helping to reinforce their agency in creating positive community growth.



PARTNERSHIPS

The Joyce Family Foundation's Multi-Year Commitment to Students

The Joyce Family Foundation is a vital supporter of the Class Champions program, a new approach to student support that sees donors investing in a full cohort of Pathways students over the course of their four-year high school journey. For the Class of 2027, the Joyce Family Foundation has generously provided a matching gift, meaning any contributions up to \$2 million will be matched for over four years. As these students enter what may be the most challenging transition period of their lives, this trailblazing multi-year commitment is helping them cultivate a strong belief in their own mastery and equipping them with the skills and mindsets they need to achieve long-term success.



IMPACT

Giving Back by Speaking Up

Neha's journey in youth engagement started with busy Tuesday evenings in Grade 9. Basketball practice at school meant that she had to miss some of the Pathways Kitchener events that took place on the same evening. "I told one of the Pathways staff members that I had some feedback," Neha recalls. "They really listened to me."

Neha shared ideas to improve programming, like using new social media platforms to reach students. Her feedback was so valuable that she was invited to join the local Youth Advisory Committee and work on a youth engagement framework. "We went through months of talking about what a good, accessible program would look like," Neha recalls. "For example, how can programs consider students' scheduling and access to transportation? Then, the recommendations we made were implemented to improve the Pathways Program and other services offered to youth in the community."

That same year, Neha was accepted to the University of Waterloo. That opened many new doors, like sitting on the 100 Women in Finance steering committee and working with a local foundation to help them involve youth in their grant decision-making process. Now, Neha is working with the university's social entrepreneurship incubator to turn her youth engagement experience into a consultancy. She was recently granted the Youth Council Entrepreneurship award by the City of Kitchener. It's a long way from giving feedback to Pathways about her busy Tuesday evenings, but the vision is the same. "There's so much value in listening to young people and their experiences," Neha shares. "More and more organizations are realizing it, and I'm excited to do my part in encouraging that shift."

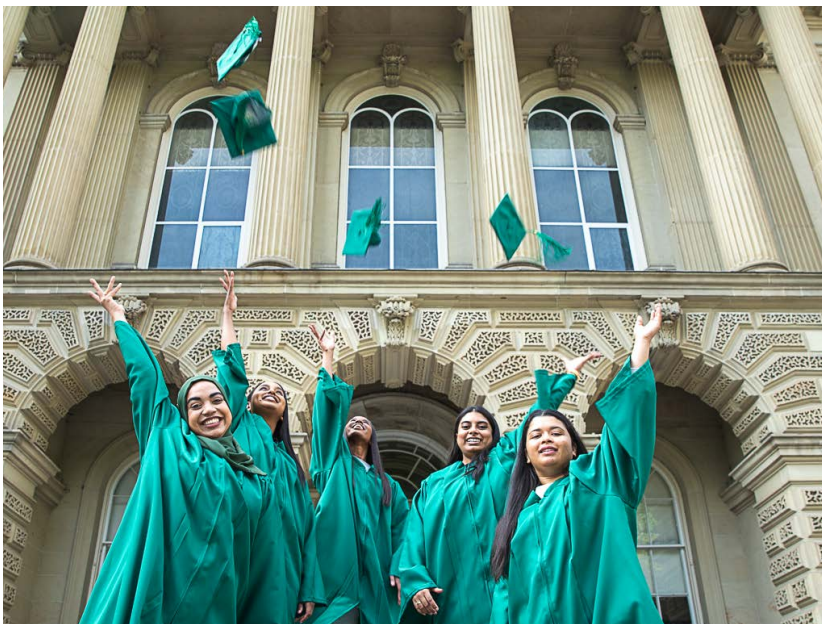


Spotlight on Career-Readiness Skills

A look at how we're preparing youth for success beyond high school.

NATIONAL

Fueling the Long-Term Success of Pathways Alumni



Over 20,000 students have graduated from the Pathways Program across Canada since 2004, but their journey with Pathways doesn't end with high school graduation. We're committed to supporting the ongoing success of program alumni through meaningful opportunities that assist their personal and professional growth.

In the last year, we launched an online job board for alumni to access exclusive employment and internship opportunities. The job board aims to open doors for alumni in various career fields, including employment opportunities with our dedicated network of corporate partners nationwide.

We also offer alumni paid internship roles at Pathways Canada, giving them opportunities to give back to the program while gaining tangible work experience to help them on their journey to success.

COMMUNITY

Supporting the Transition to Work

Students at Pathways Lawrence Heights participated in a workshop called *Congratulations! You Got the Job, Now What?* During this activity, students gained practical knowledge of fundamental employment rights, tips on maintaining professionalism in the workplace, and strategies for resolving conflicts at work. This type of programming helps to build a generation of career-ready graduates prepared for success in today's competitive labour market.

Top Employment Industries for Pathways Alumni

22.8%

Business, finance,
and administration

21.4%

Education, law, social,
community, and government

16.8%

Sales and services

The percentage of alumni in full-time employment and not enrolled in education. Source: Pathways Canada Alumni Impact Survey, April 2023.

PARTNERSHIPS

Preparing Tomorrow's Workforce with Support from RBC Future Launch

For over 20 years, the RBC Foundation has been helping Pathways youth broaden their career potential through meaningful career-readiness programming. Together, we have supported thousands of students in the Pathways Program to access a range of activities designed to strengthen their resilience, confidence, and employability skills.

With the future of work changing rapidly, the RBC Foundation's support through RBC Future Launch has been critical in preparing Pathways students for life beyond high school and teaching them the skills they need to navigate the world around them.



Foundation
Fondation

IMPACT

Strong Relationships are Key to Success

Tyler is a Youth Outreach Worker at Pathways Vancouver. Tyler and his team first introduce the idea of career planning to students in Grade 9 to help build confidence early on, and encourage students to aim for occupations, schools, or scholarships that might have once seemed out of reach.

Helping them get there all comes down to building trust and a solid relationship, according to Tyler. "Every time we meet a youth, from the very beginning of the program, we check in around school. And then, we'll talk about health, relationships, hopes and dreams. That's what makes it possible for us to do good work with young people. If you have the relationships, the rest falls into place."

These solid relationships can be the springboard for long-term success for many students. "Once we've worked with a youth from Grade 8 to Grade 11, writing a reference letter about the awesome things they do in their life or helping them write an essay about what they've overcome becomes very easy."

In 2021, seven students from Pathways Vancouver were awarded prestigious Beedie Luminary Scholarships. And in 2020, a student from the same program location was chosen as a Loran Scholar—a highly competitive process that attracts top students across Canada. It's a testimony to the abilities of these young people, but also the result of years of relationship-building and skilled guidance from dedicated staff members like Tyler.



Our Community of Supporters

Our national impact is made possible thanks to the generous support of public and private funders across the country.

We are proud to acknowledge the following individuals, organizations, and government partners whose generous contributions to Pathways are equal to \$25,000 or more from April 1, 2022, to March 31, 2023.

For a full list of our supporters, please visit www.pathwaystoeducation.ca/annualreport2023.

GOVERNMENT PARTNERS

Canada 

Ontario 

Québec 

Manitoba 

NOVA SCOTIA 

\$1,000,000+

The Azrieli Foundation*,
National Innovation Partner

\$500,000–\$999,999

HSBC Bank Canada*
The Joyce Family Foundation*
Shawn Kimel & Kate Schatzky*
RBC Foundation*
Rio Tinto*,
Quebec Program Champion

\$100,000–\$499,999

American Express Foundation*
BridgeGreen Fund—a division
of the Minto Foundation*
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Centraide of Greater Montréal**
The Chamandy Foundation*
CIBC Foundation*
Desjardins*
Enbridge Gas Inc.
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Foundation*
T.R. Meighen Family
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The Catherine and Maxwell
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Bruce & Vladka Mitchell*
The Morrison Foundation*
The Four Oaks Foundation*
Northbridge Financial
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Lori & Hugh Pearson
Rideau Hall Foundation
Salesforce Foundation*
Scotiabank*
Frank & Debbi Sobey*
Symcor*
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\$25,000–\$99,999

Anonymous (4)
Acuitas Therapeutics, Inc.
Airlie Foundation
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Educational Foundation
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The Clearview Foundation
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Aubrey & Marla Dan Foundation
Stephen Dent & Janet MacLaren
Empire Life
EY*
Fidelity Investments Canada
Google Inc.
The William and Nona
Heaslip Foundation
Henkel Canada Corporation
The Hodgson Family
Foundation
iA Financial Group
The Kiessling/Isaak Family*
The Henry White
Kinnear Foundation
Kinross Gold Corporation
Sarah & Cary Lavine
Family Foundation
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Vincent A. Mercier &
Kirsten Halpin
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Tim & Frances Price
The Rossy Foundation*
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TD Securities
Mike Lord & Leah Temerty-Lord
Unifor*
United Way of Kingston,
Frontenac, Lennox
and Addington*
VetStrategy
Weston Family Foundation
Whitmer Trudel Charitable
Foundation
The Windsor Foundation*
The Winnipeg Foundation
YMCA of Québec

* Denotes members of our
Graduation Nation Council,
whose cumulative financial
commitment to Pathways to
Education totals \$500,000
or more.

† Centraide of Greater
Montréal directly supports
the Pathways Program
Partner in Verdun, Montréal.

Class Champions

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The Class Champions program brings together generous and dedicated supporters who make a multi-year commitment to Pathways youth by collectively supporting an entire cohort of students from the time they enter high school until they graduate and beyond.

We are especially grateful to our matching gift donors whose substantial initial commitments have significantly contributed to the growth of the Class Champions initiative.

CLASS OF 2025

Matching Gift Donor:
Johnson Scholarship Foundation

Sherry & Sean Bourne Family Charitable Foundation
The Brophy Family Foundation
The Four Oaks Foundation
Shawn Kimel & Kate Schatzky
Rick & Michelle Keilhauer
Steve Keilhauer
Vanessa Morgan
Elias Mulamoottil
Ray Nissan Family Foundation
Nathan & Lily Silver Family Foundation
Will & Porsha Troost

CLASS OF 2026

Matching Gift Donor:
Shawn Kimel & Kate Schatzky

Brad & Heni Ashley
Andrew, Frankie, Jackie, & Michael Babin
Daniel Babin & Alexa Aiken
Edward Babin
Justin Babin
Paul Barber Foundation
David Binet
David Chernos & Lesley Bruce
Crawford Family
Barbara Crawford
Suzanne Crawford
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Jane Gavan

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David & Susan Lucas
Robert & Susan McDonald
Patti McFarlane
Linda Plumpton & Krista Hill
The Quarin Family Foundation
Cathy Rober
Frank & Debbi Sobey
Peter Tolnai & Emily Murray
Richard Willoughby

Financials and Governance



Thanks to ongoing government support, along with generous corporate and private donors, in FY2023, Pathways Canada surpassed \$38 million in funding to deliver the Pathways Program and reach more students than ever.

The support Pathways is fortunate to have from across Canada reinforces a commitment to transforming lives and delivering better outcomes for students, and in turn, contributes to a healthier society and stronger economy.

This past fiscal year, Pathways achieved its goal to expand support into new communities across Canada, but the year was not without its obstacles. Economic instability and shifting priorities for many Canadians saw charitable giving at a record low. Against this backdrop, Pathways fell short on its private donor fundraising target. The lingering effects of the pandemic, along with high inflation and a competitive post-pandemic labour market with increasing demand for hybrid and remote work, also impacted some areas of Pathways' working approach.

Overall, Pathways is celebrating a return to in-person learning and acknowledges the tremendous support and unwavering commitment from its many Program Partners.

Thanks as well to the prudent financial management of reserves and spending, there is a stable financial outlook for Pathways to deliver on its mission and reach enrolment targets.

Pathways continued to spend the majority of its funds in areas directly impacting students and their families. Grants to Pathways Program Partners totalled \$21.4 million, with an additional \$1.8 million going directly toward student scholarships. Pathways also strategically invested in areas to achieve increased impact and reach, with the total investment in program growth, expansion, and innovation increasing by \$7.3 million in FY2023.

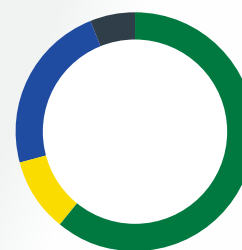
Looking ahead, Pathways remains committed to stewarding the financial resources it is entrusted with and maintaining the long-term sustainability of its program, while continuing to provide stakeholders with transparent, evidence-driven results that demonstrate impact.

Summarized Financial Statements for the Fiscal Year Ending March 31, 2023

STATEMENT OF FINANCIAL POSITION		
	2023	2022
ASSETS		
Unrestricted cash and investments	3,258,193	6,384,964
Restricted cash and investments	19,763,096	24,151,193
Other assets	3,000,836	1,475,614
	26,022,125	32,011,771
LIABILITIES AND NET ASSETS		
Current liabilities	1,246,488	2,005,595
Deferred contributions	9,963,097	14,351,193
Long-term deferred contributions	1,407,557	2,250,000
Net assets	13,404,983	13,404,983
	26,022,125	32,011,771
STATEMENT OF REVENUES AND EXPENSES		
	2023	2022
REVENUE		
Government funding	22,732,489	23,360,159
Donations and grants	14,685,090	11,534,193
Investment income	844,151	135,401
	38,261,730	35,029,753
EXPENSES		
Pathways to Education Program™ delivery	21,423,209	19,539,584
Program growth, expansion, and innovation	7,259,571	5,478,083
Student scholarships and post-secondary support	1,797,009	2,056,165
Program development, research, and evaluation	1,628,777	1,729,070
	32,108,566	28,802,902
Fundraising and awareness	4,070,697	2,964,293
Operations and administration	2,082,467	2,073,277
	38,261,730	33,840,472
Excess of revenue over expenses	-	1,189,281

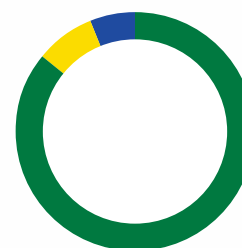
The financial information in this summary is drawn from Pathways Canada's audited financial statements. Copies of detailed financial statements are available upon request at pathwaystoeducation.ca/accountability.

Source of Funds



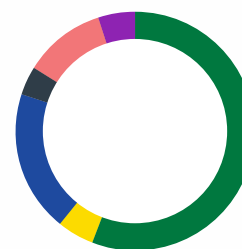
- 61% — Government
- 10% — Corporations
- 23% — Foundations and agencies
- 6% — Individuals

Pathways Program Spending Breakdown



- 86% — Academic, social, and one-on-one supports
- 8% — Short-term financial supports
- 6% — Scholarships and post-secondary support

Expense by Activity



- 56% — Pathways to Education Program™ delivery
- 5% — Student scholarships and post-secondary support
- 19% — Program growth, expansion, and innovation
- 4% — Program development, research, and evaluation
- 11% — Fundraising and awareness
- 5% — Operations and administration

Our Leadership

As the governing body of Pathways Canada, the National Board of Directors oversees our policy development, sets our strategic direction, and monitors our performance against our goals.

Vincent Mercier, Chair
Partner, Davies LLP

Lori Pearson, Vice-Chair
Sr. Managing Partner & COO,
Brookfield Asset Management

Katherine Gibson, Treasurer
SVP Finance & Controller, RBC

David Ain
Managing Partner, Egon Zehnder

Darren Googoo
Director of Education,
Membertou First Nation

Stacey Grant-Thompson
Director

Wes Hall
Executive Chairman & Founder,
Kingsdale Advisors

Myriam Legault
Educator, B.Ed., M.Ed., D.E.A.

Fabrice Morin
EVP, Canadian Operations,
Canada Life

Pamela Sugiman
Dean, Faculty of Arts,
Toronto Metropolitan University

Nisita Tappata
Integrations Ecosystem, POAP Inc.
(Pathways to Education Canada Alum)

Thank You!


We hope this report demonstrates how your support is addressing the urgent needs of youth and generating countless possibilities for young people living in low-income communities at a time when it is needed most. Together, we're breaking down barriers to education—because a better future for Canada starts with high school graduation.

Pathways
to Education

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