

Pathways
to Education

Annual Report

2024

New Beginnings



Welcome to Pathways to Education's 2024 Annual Report

This report celebrates our successes and accomplishments over the past year as we work toward our mission of breaking the cycle of poverty through education.

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 2024 report, please visit annualreport2024.pathwaystoeducation.ca

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Greetings from Senior Leadership



A Message from Our President & CEO and Board Chair

Dear Pathways supporters,

Our organization operates on the principle that the greatest challenges facing students today can only be solved through collaboration—and the collective power of our partners, volunteers, donors, and government funders has fueled another transformative year at Pathways. We're proud to report that we are serving more students than ever before, with record-high enrolment rates exceeding our pre-pandemic numbers.

Last year, we looked inward and optimized the structures, systems, and practices required for organizational excellence and sustainable growth. We invested in our people and our program, including the development of an innovative data management platform that will streamline program delivery across the 31 communities we serve in Canada. The long-term impacts of the program were also reinforced through continued internal research, in-depth independent reports, and countless student success stories—some of which you will read in this report.

But the year was not without its challenges, and demand for our program is far outpacing our ability to support. Learning loss, a shifting labour market, and increasing unaffordability continue to widen the achievement gap.

We know we must evolve to keep up.

We embarked on a new *Impact Plan* designed to strengthen our support of youth—the first step being a market analysis to help us better understand future growth potential for the program. We are conducting a comprehensive review of our program to ensure it continues to meet the evolving needs of students and assess priority areas for new or enhanced programming.

We also continued to provide career-readiness programming to equip students with the skills to succeed in today's workforce, and reinforced our commitment to providing holistic community supports to help young people build the competencies and social capital they need to navigate the multifaceted challenges they face.

We are proud to be at the forefront of shifting the paradigm for low-income communities and improving social and economic outcomes across the country. With your support, we are confident that we can build a better, brighter future for youth.

Tracey Taylor-O'Reilly
President and CEO
Pathways to Education Canada

Vincent Mercier
Chair, Board of Directors
Pathways to Education Canada

Impact and Results

National Impact from the 2022-23 School Year



31

Pathways Program locations across Canada



7,962

students enrolled in the Pathways Program



79%

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



1,000+

people volunteered their time with Pathways



28,000+

volunteer hours were donated



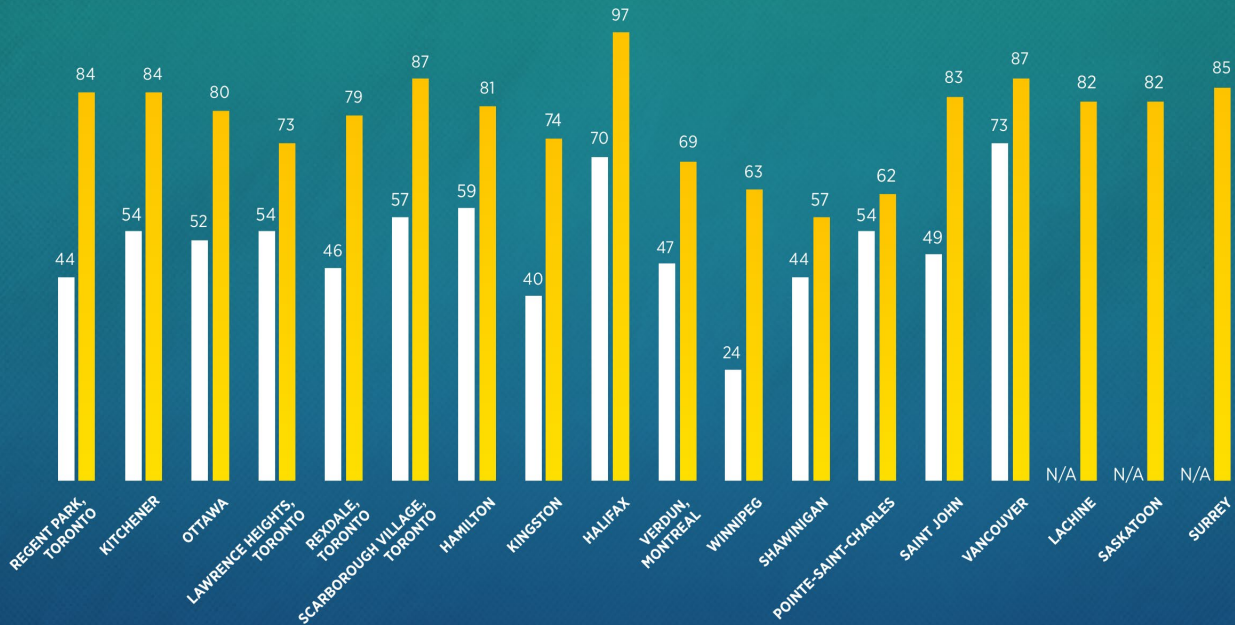
63%

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

* These figures represent the on-time+1 year graduation rate in the 2022-23 school year.

Pathways Program Location Results

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



These figures represent the on-time+1 year graduation rates for pre-Pathways and Pathways for the 2022-23 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 Winnipeg's graduation rate is on-time+2.

Pathways Program Locations across Canada

The Pathways Program is delivered to students living in low-income communities across Canada through our dedicated network of Program Partners, who leverage their expertise and knowledge of their local community to help students overcome the barriers they face and achieve long-term success.



Spotlight on Addressing Youth Needs in a Changing World

NATIONAL

Evolving our Program for Greater Impact

Since the inception of the Pathways Program in Regent Park in 2001, much has changed. Foundational changes to urban planning, including gentrification and social housing dispersion, have altered the density of low-income households within communities. Coupled with changes in immigration, this has shifted community demographics and needs. More recently, the lingering effects of lockdowns and remote learning during the pandemic have significantly impacted youth, with research showing declines in standardized math, reading, and science scores and an increased demand for mental health and other supports.

In response, we are committed to evolving the Pathways Program and innovating delivery to best meet the needs of today's youth through the introduction of a new *Impact Plan* designed to engage stakeholders locally and globally to contribute and ensure maximized impact.

As part of the *Impact Plan*, a comprehensive program review will help us understand students' changing needs and identify opportunities to better address them. By examining research, best practices, and the experiences of students, alumni, and partners, we will pinpoint priority areas for new or enhanced programming and highlight successful local strategies that can be scaled. This will be done in collaboration with our partners across Canada.

Other components of the *Impact Plan* will focus on increasing our reach and effectiveness. For instance, a market analysis will provide a deep understanding of where and how much growth is possible for the Pathways Program, enabling us to build robust cases for funding to meet the needs of currently unreached youth. Additionally, an environmental scan will offer key learnings from large organizations worldwide on how they have increased their impact.

We will continue to prioritize youth and community voices and leadership in developing scalable, sustainable solutions as we strive to make a bigger impact in breaking the cycle of poverty in Canada.



COMMUNITY

Personalized Programming for Spryfield Youth

At Pathways Spryfield in Halifax, the team is committed to continuously innovating program supports to address students' unique needs.

Last year, they launched a new mentoring group designed to foster deeper engagement with students who are on a non-traditional learning path at school. Many of the students have an adjusted curriculum based on their learning needs, meaning they have fewer opportunities to socialize during tutoring. To address this challenge, staff created personalized engagement plans to enhance these students' learning experiences at Pathways.

The mentoring group, called *To Be Determined*, meets weekly to participate in team-bonding activities in a quiet setting. It's an accessible solution for youth to build peer support systems while also creating a channel of communication for the team to better understand their interests. This group has been fundamental for shaping new discussions about students' career goals and post-secondary plans, and in providing mentoring opportunities to bolster their independent living skills.

PARTNERSHIP



Symcor's Evolving Support Keeps Students on Track

For close to a decade, Symcor has demonstrated its strong commitment to helping youth overcome the barriers they face by offering varied and flexible support to Pathways. Through investments in scholarships, community event sponsorship, and national program delivery, Symcor's partnership has allowed us to continue to work closely with our Program Partners to develop programming that ensures young people receive the help they need to succeed.

Most recently, Symcor expanded its support through the provision of digital mail services. This adapted support has enabled us to streamline our operations and innovate our administration processes, allowing more resources to be directed toward program delivery for youth. Symcor and its dedicated network of staff across the country continue to demonstrate their deep commitment to the Pathways' mission by providing support to both our organization and the youth we serve across Canada.

IMPACT

Queenisha Gives Back to her "Home Away from Home"

Growing up, Queenisha struggled to make connections in school, so joining the Pathways Program gave her a space to open up when she needed it. "I understand how hard my mom was working and trying to take care of us, so I didn't want to burden her whenever school might not be going so great. Many times, Pathways was that anchor for me—it was a home away from home."

What Queenisha enjoyed the most about Pathways was the mentoring. One support worker, Sewit, made a significant impact on her. "It felt great having someone who simply cared."



One of Queenisha's most memorable moments at Pathways was attending a career fair, where she met a social worker. "I had the opportunity to learn more about her role and the different aspects of social work. After talking to her and picking her brain, I thought, 'Okay, now this is what I want to do!'"

Pathways staff worked with Queenisha on creating a plan to go to university, helping her with the application process and applying for scholarships. Today, she is in her final year at York University studying Social Work.

Queenisha is currently doing a placement at the exact Pathways Program location she went to in Lawrence Heights—working with Sewit, who is now the Program Director.

Queenisha works with Pathways students who face some of the same struggles she did, and she strives to provide a safe space for them. But she also notices the differences between what today's students experience and what she experienced as a former student. Following the pandemic, she finds that students are relying on Pathways staff for additional social support with certain tasks, such as writing an email or checking their school application status online. "The pandemic has had a huge impact on these students, but we have to understand that some of them have been isolated for a while and will need more time to adapt and slowly learn how to do things on their own."

Spotlight on Closing the Workforce Skills Gap

NATIONAL

Addressing Canada's Skills Shortage

Both new and long-term trends in the workplace have led to increasing demand for advanced education or training in areas such as emerging technologies and the skilled trades, as well as a stronger emphasis on soft skills. Yet, youth living in the communities we serve often have limited access to mentors and networks to advance their professional growth. These barriers often reduce their likelihood of finishing high school and moving on to post-secondary education or training, further entrenching their economic disadvantage.

In response, we continued to deliver career readiness and employability programming to equip students with the required knowledge, training, and 21st-century skills to succeed beyond high school and contribute to a strong Canadian workforce. Youth across the country regularly participate in structured programming designed to expose them to new career paths and support them in obtaining the skills to succeed in the modern job market.

In addition, Pathways alumni have expressed the need for increased transition supports after high school. The youth we serve face many challenges that continue to limit their success beyond high school, and frontline staff have shared that alumni often return to the program for additional support after graduation. To address this challenge, we are exploring formalized post-secondary education transition supports as part of our comprehensive program review taking place this year.

In the meantime, we continue to engage alumni nationally to support their personal and professional success beyond high school. We've implemented a refreshed alumni engagement strategy to explore adaptations in how we reach Pathways graduates and support their long-term professional development. This includes facilitating local events, networking opportunities, and professional development activities to help alumni build social capital and develop employment networks to bolster their future success.

COMMUNITY

Preparing Rexdale Youth for Success Beyond High School

To succeed in Canada's increasingly competitive job market, youth living in low-income communities need clear, practical guidance to navigate high school and maintain a strong vision of future career opportunities.

Pathways Rexdale staff supported Grade 10 and 11 students by organizing a program called *Grade 12 & Beyond*, featuring information sessions covering various fields of study in post-secondary education and related career paths.

The sessions discussed career paths and required skills, salaries, and entry requirements for post-secondary programs, with a second in-person event focused on skilled trades. Students also had the opportunity to connect with post-secondary facilitators to gain insights into university or college life. For participating students, these sessions exposed them to diverse career options and provided valuable insights for their future career planning.

PARTNERSHIP

Helping Students Develop Skills for the Workplace with Mazda Canada

In the past year, Pathways welcomed a new long-term partnership with Mazda Canada, with the mutual objective of building a social responsibility program that equips youth from low-income communities with lifelong skills through mentoring, one-on-one support, and enriching programming.

Given today's competitive labour market, this partnership will also address the growing skills gap through the delivery of programming that focuses on building employability skills in the areas of science, technology, engineering, the arts, and mathematics (STEAM fields). Together, Pathways and Mazda Canada are preparing youth for life beyond high school and developing necessary skills needed to thrive in the modern workplace.



IMPACT

How Pathways Helped Vaksan Navigate his Career Journey

Throughout high school, Vaksan volunteered as a math tutor for other students, earning over 1,000 volunteer hours during his time there.

While he knew he wanted to pursue a career in the business and finance fields, he was still figuring out the steps to get there. That's where the Pathways Program came in. Pathways staff had organized a trip to Queen's University in Kingston, Ontario, for students to learn more about the school and the programs offered. He also met with another Pathways alum who attended Queen's, which helped him picture himself at the school.

Even after deciding on a school, Vaksan faced a few obstacles along the way. Navigating the application process was challenging, particularly when it came to applying for financial aid. Once again, Pathways was there to help. Vaksan attended workshops focused on applying to post-secondary and finding available financial aid, and thanks to this support, he was the recipient of multiple scholarships. "If I didn't have access to these supports, I would have felt very lost. I am forever thankful to my support worker for his guidance and encouragement."

Vaksan is now set to complete his final year at the Queen's University Smith School of Business and to graduate with a Bachelor in Commerce. Although it's been a few years since he graduated from high school, he stayed connected with the Pathways Alumni Network by subscribing to our monthly newsletter. It was through this newsletter that he learned about an exclusive internship opportunity for Pathways alumni at Northbridge Financial. He applied immediately and, before he knew it, he was hired. What started as a summer internship quickly turned into an extended full-time position due to his strong work ethic and positive feedback from his colleagues.

Today, Vaksan works as a premium accountant at Northbridge Financial. He credits much of his professional success to the skills he learned at Pathways, whether it was teamwork through sports-related programming with his peers or leadership skills from acting as a peer math tutor at Pathways Scarborough Village. His experience in Pathways also taught him the importance of community and giving back. "I was surrounded by people of diverse backgrounds and cultures, and we always looked out for one another. I look forward to giving back to my community and making an impact. Just like Pathways did for me."



Spotlight on Building a Community of Support for Youth

NATIONAL

Fostering Community Connections

We know that young people flourish when they have access to meaningful relationships with caring adults, access to a safe space where they belong characterized by a culture of high expectations, and opportunities for meaningful participation and engagement. The facilities that young people have access to, including community centres, libraries, and playgrounds, are also critical to their positive development and future prospects.

The Pathways Program creates spaces of belonging in schools and communities for youth and further equips them with the confidence and competencies they need to overcome the barriers they face.

This past year, we've renewed our commitment to strengthening community connections by helping young people connect with a broader support network and providing them with critical opportunities to build social capital.

In Montreal, Pathways Lachine, Pathways Pointe-Saint-Charles, and Pathways Verdun organized a combined graduation ceremony wherein students from each of these different program locations had the opportunity to connect over their achievements and shared experiences. The event allowed students to build peer relationships and find support through a community beyond high school.

We've also strengthened our Alumni Ambassador program, increasing the number of local ambassadors that support community and youth engagement efforts across the country. As Pathways alumni continue on their path to post-secondary education or training and to meaningful employment, they become mobilizers of positive change for the next generation of youth, creating a ripple effect toward stronger and healthier communities.

COMMUNITY

Addressing Food Insecurity Through Partnerships in Scarborough Village

To extend their capacity to address community priorities, Pathways Scarborough Village focuses on creating wraparound services by building partnerships.

To address food insecurity, YouthLink, Pathways' Program Partner in Scarborough Village, connected with Second Harvest to host a donation table in the program space, providing canned food and non-perishable goods for families to take home.

This semester, the team is also organizing cooking programming on the same evenings as tutoring, so that students can learn how to make healthy snacks and share them with their peers.

PARTNERSHIP

Rio Tinto's Support of Indigenous Youth in Quebec

Since 2011, Rio Tinto has been an incredible champion of Pathways youth in Quebec. Rio Tinto is specifically passionate about creating access to supports for youth in Pathways Mashteuiatsh—our only on-reserve program location in Canada. Through flexible funding addressing the greatest needs for students in Mashteuiatsh, Rio Tinto ensures Indigenous students have access to culturally affirming programming to help them connect to their community and their culture.

Pathways Mashteuiatsh recently celebrated their 10-year anniversary in a ceremony attended by Rio Tinto leadership, demonstrating the deep-rooted relationship between the two organizations and a long-standing commitment to fostering community spirit.



IMPACT

How Mental Health Advocacy Builds Stronger Communities in Kingston



Petra joined Kingston Community Health Centre (KCHC) in 2008 and enjoys the close-knit connections she's fostered over the years.

In 2010, when the new Pathways Program location was opening in Kingston through a partnership with KCHC, she knew she could make a difference by engaging her community and encouraging them to register. The school year started with 60 students, and Petra began working full-time as a Student Parent Support Worker. The close rapport that she had developed with the families in her community brought perspective to her role. "I already knew some of the families and students and their worries, fears, and excitement about going into high school."

Now, as the Lead of Student and Family Advocacy at Pathways Kingston, Petra is there to help students stay engaged in school. By establishing trusted partnerships throughout the years, Petra has helped young people overcome the stigma of accessing mental health supports. "Especially with COVID, we recognize that mental health has been a huge barrier to academics. In hand with our KCHC social worker, we've introduced programming so that students develop the strategies to manage strong emotions and have delivered Dialectical Behaviour Therapy to those who need it," Petra explains.

Petra and the KCHC team are strengthening connections between Pathways families, external mental health service partners, and school boards to provide youth with a wraparound community of care. To address gaps in students' individual learning needs, Petra also works closely with schools to champion other opportunities for students to learn beyond the classroom. "It's about celebrating neurodiversity, that there isn't a right way of learning," Petra reflects. "By honouring each student's goals and where they see their life going, we can make that difference. And hopefully, because we've been part of their lives, it's made a positive impact in their path, and can help break that cycle of hereditary poverty."

Our Network of Supporters

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

We proudly acknowledge the following individuals, organizations, and government partners whose generous contributions to Pathways are equal to \$25,000 or more from April 1, 2023, to March 31, 2024.

We also extend our sincere thanks to the thousands of additional supporters who generously donated throughout the year—every dollar contributes to the success of Pathways students across Canada.

GOVERNMENT PARTNERS



\$1,000,000+

The Azrieli Foundation*
The Joyce Family Foundation*

\$500,000-\$999,999

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

\$100,000-\$499,999

Anonymous*
American Express Foundation*
BridgeGreen Fund—a division of the Minto Foundation*
Canada Life*
CAPREIT
Centraide of Greater Montréal*†
The Chamandy Foundation*
CIBC Foundation*
Desjardins*
Enbridge Gas Inc.
Fidelity Investments Canada
The Four Oaks Foundation*
George Weston Limited
Peter Gilgan Foundation*
Government of Canada under the Community Services Recovery Fund*
IG Wealth Management*

Johnson Scholarship Foundation*
T.R. Meighen Family Foundation*
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The Morrison Foundation*
Northbridge Financial Corporation*
PwC Canada Foundation
RBC Capital Markets
Salesforce Foundation*
Scotiabank*
Stephen Smith & Diane Blake
Symcor*
TD Bank Group*

\$25,000-\$99,999

Anonymous (4)
Acuitas Therapeutics, Inc.
Airlie Foundation
Alida
Robert & Mary Pat Armstrong
Paul Barber Foundation
J.P. Bickell Foundation
Brookfield*
Hugh & Linda Brown Educational Foundation
Lesley Bruce & David Chernos
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EY*
FGS Longview
The Flanagan Foundation
Halifax Youth Foundation
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David & Susan Lucas
Lundin Mining Corporation
Mazda Canada Inc.
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Stellantis
TC Energy
Unifor*

United Way of Kingston, Frontenac, Lennox and Addington*
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Waterloo Region Community Foundation
Whitmer Trudel Charitable Foundation
The Windsor Foundation*
The Winnipeg Foundation
Robert Wright, C.M. & Joan Wright*

* Denotes our Graduation Nation Council members, whose cumulative financial commitment to Pathways to Education totals \$500,000 or more.
† Centraide of Greater Montreal directly supports the Pathways Program Partner in Verdun, Montreal.

For a full list of our supporters, please visit annualreport2024.pathwaystoeducation.ca

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
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Linda Plumpton & Krista Hill
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Frank & Debbi Sobey
Peter Tolnai & Emily Murray
Richard Willoughby

Class of 2027

**Matching Gift Donor:
The Joyce Family Foundation**

BridgeGreen Fund—a division of the Minto Foundation
Rod Davidge
Jeremy Fraiberg
Katherine Gibson
Peter Gilgan Foundation
Stacey Grant-Thompson
The Kiessling/Isaak Family
Jeff Lloyd & Barbara Henders
Robert & Susan McDonald
Vincent A. Mercier & Kirsten Halpin
Bruce & Vladka Mitchell
Fabrice Morin & Alexandra Bonnefoy
Kevin Morris
Jeff & Cathy Palmer
Lori & Hugh Pearson
The Polivy-Herman Family
Simcoe Learning
Dennis & Denny Starritt

Financials and Governance

A Message from Our Chief Operating Officer and Treasurer

Pathways to Education is thrilled to report a year of financial growth, thanks to the generous ongoing support of our government funders and donors across the country. Their combined investment of more than \$41 million in FY24 demonstrates their continued belief in the Pathways Program and its ability to equip youth living in low-income communities with the supports they need to achieve success.

Like many other non-profit organizations, we continued to weather a challenging donor landscape with overall charitable giving continuing to decline in 2023. Despite this hurdle, last year Pathways saw an increase in private donations compared to the previous fiscal year—a strong indication of donor confidence in our mission.

This support allowed us to continue to spend the majority of funds in areas directly helping the students we serve and strategically invested in priority areas that are necessary for program sustainability. Our goal this year was to increase enrolment at existing program locations, and we saw an increase in grants to Pathways Program Partners totalling up to \$23.1 million, with an additional \$1.6 million allocated to student scholarships. We also invested \$3.4 million in program growth, expansion, and innovation—including the development of technology designed to streamline program delivery and create efficiencies for program staff in communities across the country. As a result of this strong financial stewardship, student enrolment numbers are at an all-time high.

We look forward to continuing this momentum through careful and strategic fiscal planning as we continue to support more young people living in low-income communities to build the foundation for a stronger future.

Pauline Yick

*Chief Operating Officer
Pathways to Education Canada*

Katherine Gibson

*Treasurer, Board of Directors
Pathways to Education Canada*

Summarized Financial Statements for the Fiscal Year Ending March 31, 2024

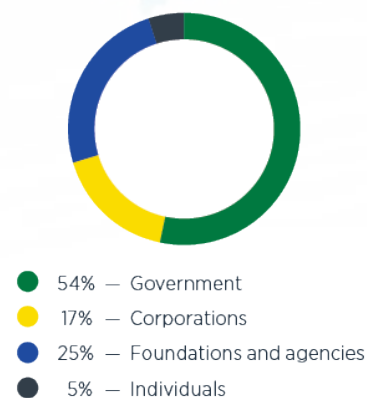
STATEMENT OF FINANCIAL POSITION	2024	2023
ASSETS		
Unrestricted cash and investments	5,205,991	3,258,193
Restricted cash and investments	13,666,197	19,763,096
Other assets	2,963,086	3,000,836
	21,835,274	26,022,125
LIABILITIES AND NET ASSETS		
Current liabilities	1,508,527	1,246,488
Deferred contributions	3,866,198	9,963,097
Long-term deferred contributions	522,870	1,407,557
Deferred capital contributions	262,500	-
Net assets	15,675,179	13,404,983
	21,835,274	26,022,125

STATEMENT OF REVENUES AND EXPENSES	2024	2023
REVENUE		
Government funding	21,517,760	22,732,489
Donations and grants	18,694,425	14,685,090
Investment income	891,973	844,151
	41,104,158	38,261,730
EXPENSES		
Pathways to Education Program™ delivery	23,854,457	21,423,209
Program growth, expansion, and innovation	3,479,381	7,259,571
Student scholarships and post-secondary support	1,688,891	1,797,009
Program development, research, and evaluation	2,971,165	1,628,777
	31,993,894	32,108,566
Fundraising and awareness	3,049,458	4,070,697
Operations and administration*	3,790,610	2,082,467
	38,833,962	38,261,730
Excess of revenue over expenses	2,270,196	-

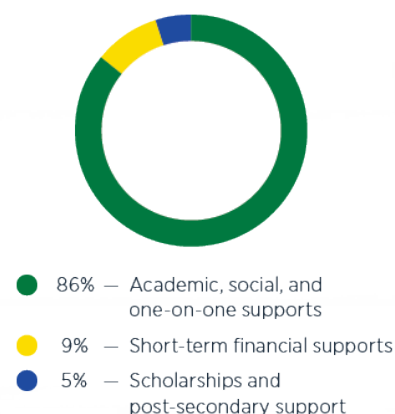
*The increase in Operations and Administration spending represents a recoding of expenses of transformative projects, which were previously allocated to *Program Growth, Expansion, and Innovation*.

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

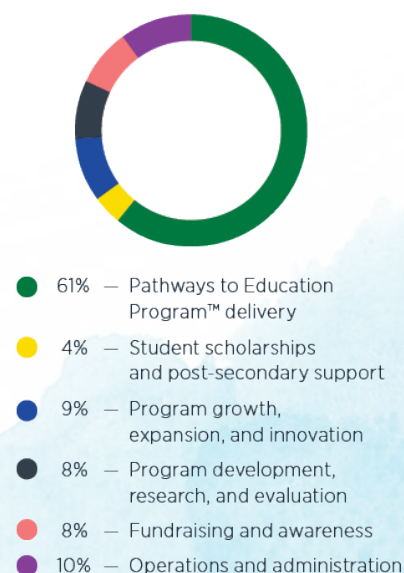
Source of Funds



Pathways Program Spending Breakdown



Expense by Activity



Board of Directors

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

Managing Partner & COO,
Brookfield Corporation

Katherine Gibson, Treasurer

SVP Finance & Controller, RBC

Bassem Shakeel

VP, Corporate Secretary and Associate
General Counsel of Magna International,
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Managing Partner, Egon Zehnder

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Director of Education,
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Stacey Grant-Thompson

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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.

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Pathways
to Education



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