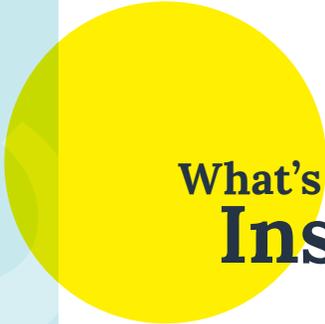


Annual Report Highlights

2020

Future 
Ready 





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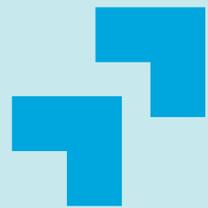
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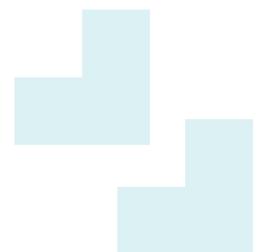
Financials and Governance



Welcome to Pathways to Education's 2020 Annual Report—a celebration of our accomplishments, milestones, and highlights over the past year.

This document is a summary of key highlights from the full report, focusing on trends from Pathways Canada, Pathways Program locations, and alumni success stories.

To read the full 2020 Annual Report and learn more about the work we're doing to help students across Canada achieve success, please visit www.pathwaystoeducation.ca/annualreport2020



Greetings

from Our Senior Leadership



As Pathways approaches almost two decades of supporting students, we're proud to celebrate another year of incredible impact across Canada—helping over 6,000 students to unlock their potential and achieve success.

However, I'd be remiss to talk about the positive impact we've made over the last 12 months without acknowledging the tremendous challenges we faced as a country during the first quarter of 2020.

The COVID-19 pandemic intensified existing social inequities and amplified barriers for youth living in low-income communities—threatening to jeopardize the future success they had been working so hard towards.

We refused to let that happen. One of our core values is adaptability, and our success lies in our ability to react to change and adapt to meet the evolving needs of young people.

From the very beginning, this value has been a key tenet of our organization, and it has been our guiding principal as we navigate our response to the COVID-19 pandemic..

Keeping students connected and providing a sense of belonging, albeit virtually, is our main priority. We reached out to students and their families to address their immediate needs and deliver support remotely.

We were also challenged to find innovative ways to minimize the impact on learning. We have been committed to leveraging emerging technologies to further our mission ever since we were founded almost 20 years ago. This solid foundation allowed us to rapidly respond to the pandemic and offer a variety of online resources to support students, including virtual tutoring and mentoring.

Although much has changed, our commitment to youth remains the same. We know that in the coming year, consistent and sustained supports will be critical to helping them stay connected to their education and continue to develop the tools they need to be successful in the rapidly evolving economy ahead.

As always, this ongoing progress is only made possible because of you. Your unwavering generosity has allowed us to invest in the success of students, year over year. Pathways youth are resilient, and with your support, they will continue to overcome obstacles—however great they may be—and go on to change the world. Thank you.

Vincent Mercier

*Chair, Board of Directors
Pathways to Education Canada*

Sue Gillespie

*President and CEO
Pathways to Education Canada*

Spotlight on Impact and Results

National Impact from the 2018-19 School Year

BY THE NUMBERS

20 
Pathways Program
locations across Canada



6,386
students enrolled in
the Pathways Program



18,000+
students across Canada
have received support
from the Pathways
Program since 2004



1,300+
people volunteered
their time with
Pathways



38,500+
volunteer hours
were donated



69%
is the average graduation
rate in Pathways communities
across the country*

According to a 2019 third-party evaluation, eligibility for the Pathways Program:



Increases annual
earnings by
19%



Increases
employment by
14%



Reduces reliance on
social assistance by
**more than a
Third**

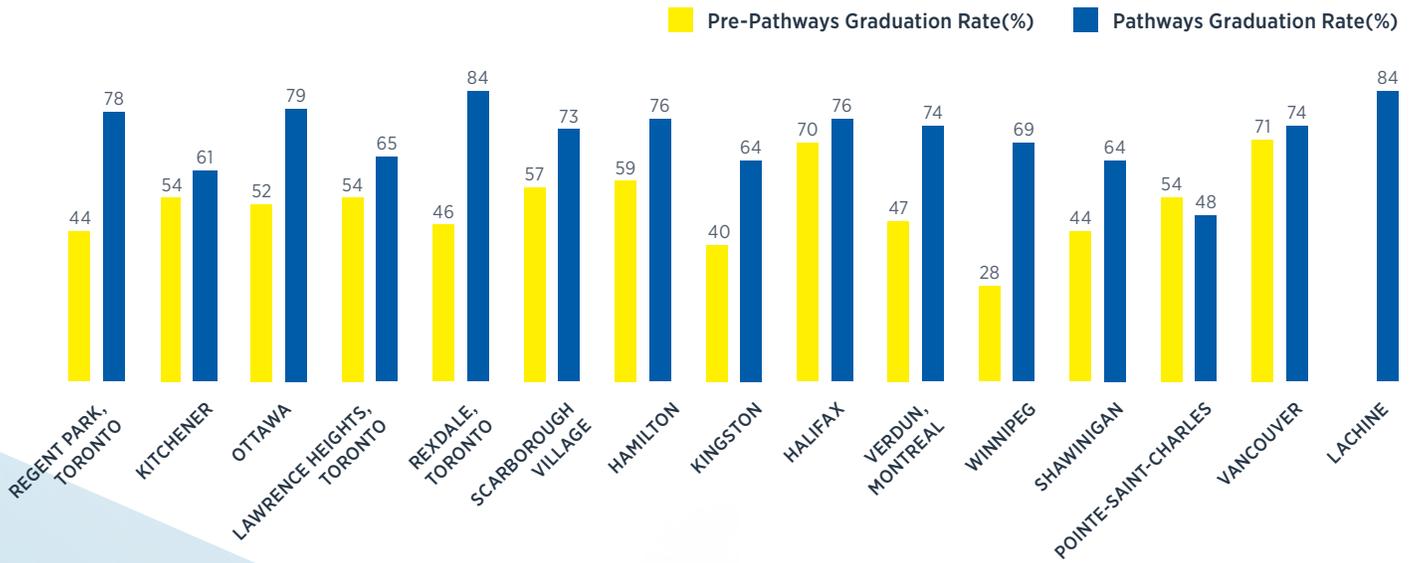


74%
of Pathways graduates
transitioned to post-secondary
education or training*

Lavecchia, A., Oreopoulos, P., & Brown, R. (2019). Long-run effects from comprehensive student support: Evidence from Pathways to Education. National Bureau of Economic Research. NBER Working Paper No. 25630.

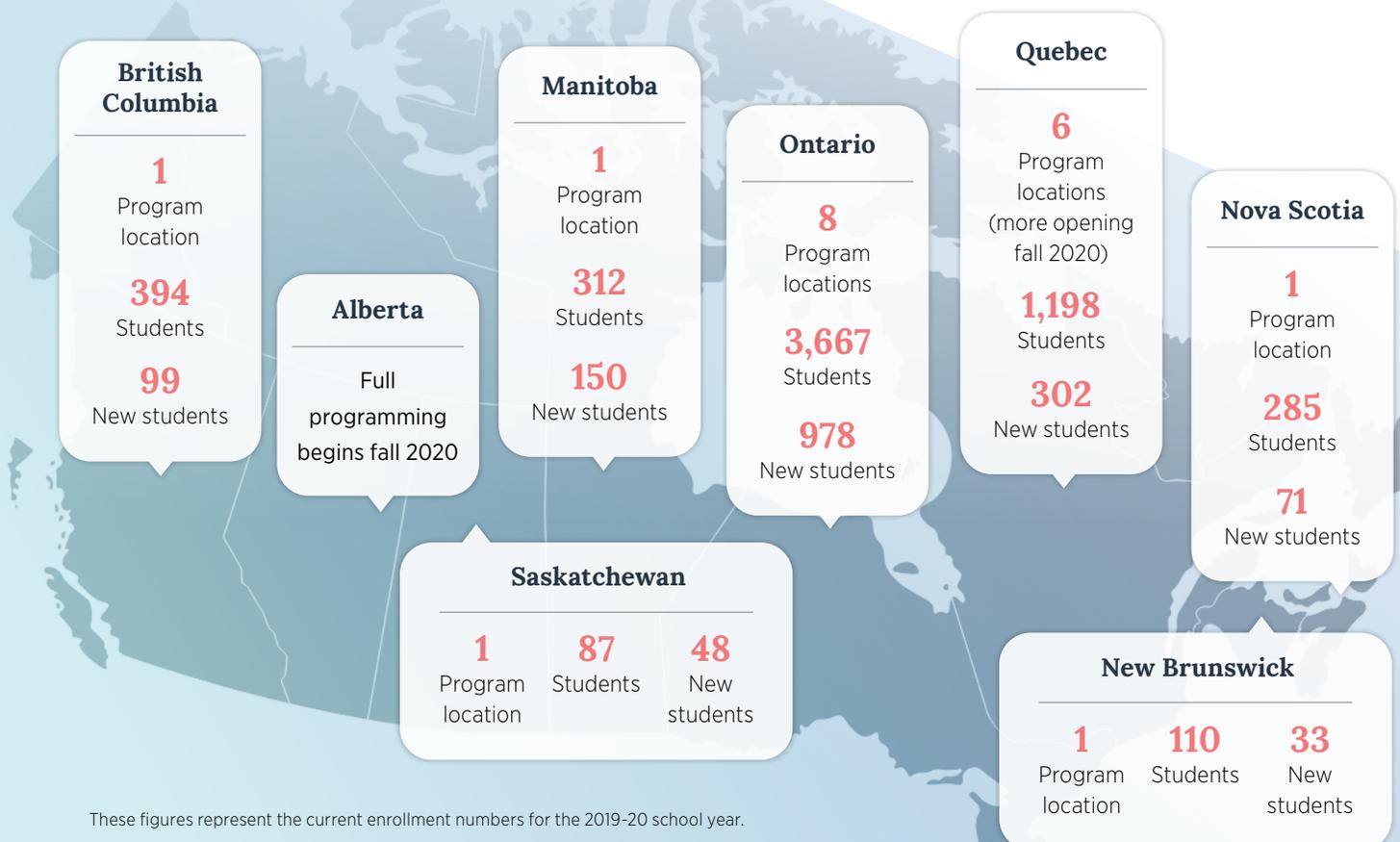
* These figures represent the on-time+1 year graduation rate in the 2018-19 school year

PATHWAYS PROGRAM RESULTS



These figures represent the on-time+1 year graduation rates for pre-Pathways and Pathways for the 2018-19 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; four years in Ontario and Manitoba; five years in Quebec), plus an additional year to complete high school. Additionally, the on-time graduation rate for Pathways Vancouver and Pathways Lachine are reflective of their first graduating cohorts in the 2018-2019 school year. Lachine's pre-Pathways graduation rate is not available. Pathways Winnipeg's graduation rate is on-time+2.

PATHWAYS PROGRAM LOCATIONS



These figures represent the current enrollment numbers for the 2019-20 school year.

Spotlight on

Technology and Innovation

ALUMNI STORY

Finding Success in Tech



Adnan

Adnan graduated from Pathways Kitchener in 2011. After high school, he went on to study at Wilfrid Laurier University and now works in the tech sector.

As a child, I was always thinking about the present. I was a really ambitious kid, but always had a bit of self-doubt because of my circumstances. I was so focused on getting through each day, I never really gave any thought to my future.

When I joined Pathways in Grade 8, that all changed. I remember my mom just being so grateful that there was something like this. I knew that I was stepping through a door that was going to lead me to bigger and better things.

I met so many role models who showed me just how much I could accomplish. Growing up in my community, it was easy to start going down the wrong roads, so having people to influence you and make sure you're staying on the right path was important. It helped me to see that there are other people who have come from where I've come from who are doing well now.

After high school I got accepted into Wilfrid Laurier University's school of Business Administration and from there my career took off. I now work for Shopify, and it's exciting to bring my unique experience to Canada's thriving tech industry. Growing up, I never really saw tech as an option for me, and I still feel like there's a gap where a lot of people don't feel like they belong.

Now, I'm determined to inspire others to get involved, and I know I'm not alone in that feeling. I know so many Pathways alumni who run their own community initiatives to support women and people of colour entering the tech sector. Pathways creates this feeling—this drive in all of us—to want to do better and want to help other people do better.



Growing up, I never really saw tech as an option for me, and I still feel like there's a gap where a lot of people don't feel like they belong.

COMMUNITY

Programming the Future at Pathways Halifax



The technology we create today helps design the world we'll live in tomorrow. So, when youth take part in tech-based programming, they're not only gaining essential skills that will equip them for success in the modern job market, they're also

learning how to build the future they want to see.

Pathways Halifax is helping students realize their potential through programming that immerses them in makerspaces—encouraging students to explore tech-based interests, such as coding and robotics. In partnership with Brilliant Labs, this program is a catalyst for students discovering their love of tech from an early age, sparking an interest in innovative design thinking and laying the foundation for a career in the tech industry.

NATIONAL

Our Commitment to Innovation

We have a proven track record of designing and delivering innovative educational programming to youth across Canada. In 2013, our work in this area was recognized with a World Innovation Summit for Education (WISE) award—the first Canadian organization to receive this accolade.

Today, we remain committed to accelerated growth through innovation in order to further our support of youth. We employ a continuous cycle of feedback to assess emerging needs of students and are focused on building internal

capacity that will allow us to rapidly respond to these needs in real-time.

We are constantly exploring new avenues for innovation within the Pathways Program, from developing mass communication tools that improve program updates for students to streamlining data analytics using artificial intelligence. This commitment to digital transformation will ensure we are positioned to take advantage of emerging technologies in the coming years to help us scale for impact and reach more youth across the country—regardless of geographic location.

PARTNERSHIPS

Powering Up with Salesforce

Salesforce and Pathways have partnered to ensure that youth across Canada are prepared for the opportunities of today and tomorrow.

Through this partnership, Salesforce has committed to ensuring that over 6,000 young people have access to the award-winning Pathways Program. Salesforce's investment in Pathways is aligned with their Future Ready strategy, which aims to create a more inclusive and global workforce.

Together, we are leveling the playing field for youth in low-income communities and ensuring they are equipped with the skills they need to thrive in the 21st century.



Spotlight on ⁷ Supporting Long-Term Success

ALUMNI STORY

Unlocking the Potential Within



Emma

Emma is an alum from Pathways Winnipeg. She graduated from high school in 2011 and today, she is fulfilling her dream of becoming a Young Adult author.

When my family first moved to Winnipeg's North End neighborhood, I was thrown into a new school, a new environment, and had to try and make new friends all over again. As an introverted kid, it was really difficult going through that.

I was relentlessly bullied and didn't feel like the system was doing enough to stop it, so I started lashing out physically as a solution. Eventually I was getting suspended almost every couple of weeks. At one point I was just ready to be done with the school system. It seemed like it wanted to be done with me, so why bother trying?

Then one day, a friend told me about the Pathways Program. At first, I was nervous. I liked being by myself, and I just wanted to go straight home after school. But the more my friend talked about how great it was, the more interested I became. I started going every single day, even if I didn't have a particular

need. It gave me a support network, and it was like a second home for me—a place to be when I didn't want to be anywhere else.

Pathways helped me gain a new perspective. When you're an angsty teenager, you feel like you have no impact on anything that goes on in your life. Realizing I had the ability to change my life and make a lasting impact was a real epiphany for me. I knew the only one who was going to fail or succeed was me, so I had some choices to make.

When it was time to graduate, that's when it all came together for me. Not only did I do well, I was valedictorian of my class. I had so many people rooting for me and they were all crowded together in one room cheering and applauding. It just felt like all of the struggle and hardship was worth it.

Right now, I'm balancing a double major in English and Rhetoric, Writing, and Communication, and I work full-time at Pathways Winnipeg. I'm also really proud to have achieved my goal of becoming a published author—my first book, *The Fairy King*, was released in 2019, and I have so many more projects planned. I can't wait to see what my future holds!



When you're an angsty teenager, you feel like you have no impact on anything that goes on in your life. So, realizing I had the ability to change my life and make a lasting impact was a real epiphany for me.

COMMUNITY

Verdun Students Get Career-Ready



Trying to navigate the many options available for life after high school can leave some students feeling overwhelmed, but by providing opportunities for knowledge and

skill development, the Pathways Program empowers young people to take control of their future.

At Pathways Verdun, students are taking part in career-readiness workshops in partnership with the Boston Consulting Group (BCG). Through these workshops, students learn practical skills, such as resume-building, networking, and interview best practices. This type of programming helps to build a generation of career-ready graduates prepared for success in today's competitive labour market.

NATIONAL

Developing Competencies for the Workplace

Since the inception of Pathways in 2001, we have been committed to rigorous measurement and reporting of our impact on student performance and post-graduation success.

True to that commitment, we have recently started enhancing our Performance Measurement Framework to include a new set of tools to help us understand how—and to what extent—the Pathways Program is helping young people gain critical competencies and employability skills.

While this competency development research is still in its preliminary stages, pilot projects have already generated positive findings. For example, results show that Pathways students graduate with strong self-regulation skills, persistence, adaptability, and agency. These are competencies that play a key role in preparing Pathways alumni for the 21st-century labour market and will continue to support them well into the future.

PARTNERSHIPS

Scotiabank's Commitment to Newcomer and Immigrant Youth

Over the past 16 years, Scotiabank and Pathways have partnered to support young people and foster inclusive communities across Canada. This past year, Scotiabank furthered its investment in Pathways through a commitment to newcomer and immigrant youth enrolled in the Pathways Program.

Young newcomers to Canada often experience feelings of isolation, language barriers, and difficulty navigating an unfamiliar school system—challenges that often leave them at risk of dropping out of high school and can limit their future potential. Scotiabank's pledge will give Pathways students access to a network of support, including English language tutors, settlement services, and employment skills training. With Scotiabank's support, we are transforming the lives of thousands of newcomer and immigrant youth and setting them up for long-term success in Canada.

Scotiabank[®]

Spotlight on ⁷ Creating a Culture of Giving Back

ALUMNI STORY

A Career in Helping Others



Xiang

Xiang is a Pathways alum from Regent Park. After graduating from high school in 2012, he pursued post-secondary education in nursing and currently works in the neurology unit at Toronto Western Hospital.

I got involved with Pathways through a summer program in middle school. I joined when I got to high school and right away, the financial support for public transit was most impactful for me because my school wasn't close to where I lived. That helped alleviate a lot of stress from worrying about how I would get to school every day.

I also really enjoyed the mentoring aspect. I remember feeling encouraged because there was always someone investing in my success. I started to feel accountable for my grades because I didn't want to let my mentor down, so I was working harder.

Overall, the Pathways Program encouraged me to become a more empathetic person. I always knew I wanted to help people, so after high school I pursued a career in nursing. I love interacting with patients and being a part of their story—it's a really rewarding job.

If I had to describe my experience with Pathways in one word, I guess I would say "comforting." It made me feel like I was part of something bigger. It was a cornerstone of my experience in high school and my journey to where I am today. The support was unconditionally felt, and I was very lucky to be part of it.



Pathways made me feel like I was part of something bigger. It was a cornerstone of my experience in high school and my journey to where I am today. The support was unconditionally felt, and I was very lucky to be part of it.

COMMUNITY

Inspiring Volunteerism at Pathways Vancouver

From starting their own fundraisers to volunteering their time, students in the Pathways Program are encouraged to give back to their communities.

At Pathways Vancouver, students were given the opportunity to tackle an important issue many people in their neighbourhood are facing: food insecurity. Through a partnership with local non-profit, Quest Food Exchange,

students volunteered their time to organize food donations and distribute them to local families in need. The experience allowed students to build self-esteem and connect with members of their community in a meaningful way. The program was so successful that several students continued to volunteer their time on a regular basis during the summer break.

NATIONAL

Engaging Graduates Beyond the Diploma

Over 7,000 students have graduated from the Pathways Program across Canada, but their journey with Pathways didn't end with high school graduation. Whether it's as a volunteer, staff member, or donor, Pathways alumni continue to demonstrate their motivation to give back and increase our impact across the country.

As members of the Pathways alumni network, alumni are connected to a national community of support beyond high school. Being part of this network gives alumni access to exclusive opportunities to connect with fellow alumni, students, corporate partners, and supporters of Pathways.

By joining the Alumni Ambassador Program, graduates get the opportunity to build on their leadership skills by representing Pathways in their local communities. From hosting local events to participating in media interviews, Alumni Ambassadors lead by example to raise awareness of the Pathways Program.

Alumni also have the opportunity to join the Alumni Advisory Committee, a group that represents Pathways alumni at the national level and helps to inform decision-making at Pathways Canada. The Alumni Advisory Committee is critical to representing the alumni voice—their valuable insight allows us to better support alumni through relevant and authentic engagement opportunities.

PARTNERSHIPS

CAPREIT Employees Give Back

In 2019, Pathways and CAPREIT joined forces in celebration of our shared belief in the power of youth.

Since the launch of this national partnership, CAPREIT's Building Futures Committee—made up of executives, management, and employees from across the country—has worked tirelessly to support Pathways students.

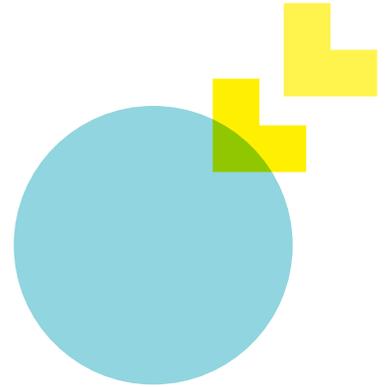
CAPREIT is dedicated to inspiring their staff, residents, and stakeholders to contribute towards Pathways' mission. Over the last year, staff have held paint nights, potlucks, silent auctions, and other engaging initiatives to build awareness and raise funds for the Pathways Program. By championing the cause, CAPREIT is ensuring that every young person in Canada has the opportunity to realize their full potential.



Spotlight on

Our Community of Supporters

Our national impact is made possible thanks to the generous support of public and private funders across the country. Their financial investments have provided us with the critical resources needed to help thousands of Canadian youth overcome barriers to education and graduate from high school.



I donate to Pathways because I believe graduation not only opens opportunities in post-secondary education and work, but more importantly it builds confidence. That confidence combined with education is a foundation on which youth can grow and build a future for themselves and a stronger community for all of us.

- Dee Dee Milner



I think Pathways is really important. I've been a volunteer tutor at Pathways Ottawa for more than five years, and I see firsthand the difference it makes. But I wanted to do more. I see kids who need snacks and pens and calculators, so I know donating money is a really good way to help. Being able to contribute financially to something that means this much to me is really meaningful.

- Nadine Adam



I am fortunate to be in a position to donate resources back to the community that helped me achieve so much personal and professional growth over the years. As a Pathways alum, donating to Pathways is a way of saying 'thank you' for all the help and hard work throughout the years.

- Shub Sengupta



We are proud to acknowledge the following individuals, organizations, and government partners whose generous contributions to Pathways are equal to \$5,000 or more from April 1, 2019 to March 31, 2020.

For a full list of our supporters, please visit www.pathwaystoeducation.ca/annualreport2020

GOVERNMENT PARTNERS

Canada 

Manitoba 

Ontario 

Québec 

NOVA SCOTIA
NOUVELLE-ÉCOSSE 

\$1,000,000+

The Azrieli Foundation*, National Innovation Partner
President's Choice Children's Charity*, National Food Partner
Rio Tinto*, Quebec Program Champion

T.R. Meighen Family Foundation*
The Catherine and Maxwell Meighen Foundation*
Bruce & Vladka Mitchell*
The Morrison Foundation*
J & W Murphy Foundation*
Northbridge Financial Corporation*
The Rossy Family Foundation*
Scotiabank*
Symcor*
TD Bank Group*
The Windsor Foundation*

Crabtree Foundation
Stephen Dent & Janet MacLaren
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Peter Jeewan & Christine Johnston
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Vanessa Morgan
The Motz Family Endowment at Kitchener Waterloo Community Foundation
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J & L Rogers Charitable Foundation
Shopify Inc.
Frank & Debbi Sobey
TD Securities Underwriting Hope
Unifor*
United Way of Kingston, Frontenac, Lennox and Addington*
Whitmer Trudel Charitable Foundation
The Winnipeg Foundation
Robert Wright, C.M. & Joan Wright*

\$500,000 - \$999,999

HSBC Bank Canada*
RBC Foundation*
Salesforce Foundation*

\$100,000 - \$499,999

Anonymous*
Canada Life, Lead Innovation Sponsor*
The Chamandy Foundation*
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EY*
Peter Gilgan Foundation*
Allan & Gill Gray Philanthropy*
Ethel Harris*
Johnson Scholarship Foundation*
The Kiessling/Isaak Family*
Nancy & Jon Love, C.M.*
Jim Meekison & Carolyn Keystone*

\$25,000 - \$99,999

Anonymous
Airlie Foundation
Robert & Mary Pat Armstrong
Beutel Goodman Charitable Foundation
Brookfield*
Hugh & Linda Brown Educational Foundation
Jesse M. Burns
Caisse de dépôt et placement du Québec
CAPREIT
CCL Industries
Centraide of Greater Montreal*
Citi Foundation*

* We are pleased to recognize members of our Graduation Nation Council, 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.

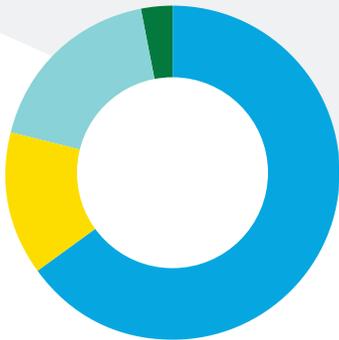
Spotlight on ⁷ Financials and Governance

Summarized Financial Statements for the Fiscal Year Ending March 31, 2020

STATEMENT OF FINANCIAL POSITION	2020	2019
ASSETS		
Unrestricted cash and investments	1,117,069	1,554,392
Restricted cash and investments	10,517,085	10,864,587
Other assets	2,019,459	1,908,949
	13,653,613	14,327,928
LIABILITIES AND NET ASSETS		
Current liabilities	268,022	594,835
Deferred contributions	5,717,085	6,064,587
Net assets	7,668,506	7,668,506
	13,653,613	14,327,928
STATEMENT OF REVENUES AND EXPENSES		
REVENUE		
Government funding	20,639,625	20,279,074
Donations and grants	10,854,917	9,544,760
Investment income	244,164	201,562
	31,738,706	30,025,396
EXPENSES		
Pathways to Education Program™ delivery	20,672,115	20,796,000
Student scholarships and post-secondary support	1,803,360	1,804,410
Program growth, expansion and innovation	1,842,171	1,504,651
Program development, research and evaluation	1,221,740	1,424,632
	25,539,386	25,529,693
Fundraising and awareness	3,256,254	3,014,516
Operations and administration	2,943,066	1,481,187
	31,738,706	30,025,396
EXCESS OF REVENUE OVER EXPENSES		
	0	0

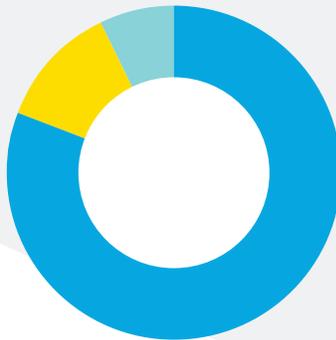
The financial information in this summary is drawn from Pathways Canada's audited financial statements. Copies of detailed financial statements are available upon request or at pathwaystoeducation.ca/accountability.

Source of Funds



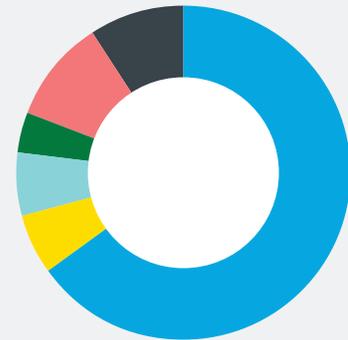
- 65% - Government
- 14% - Corporations
- 18% - Foundations and Agencies
- 3% - Individuals

Pathways Program Spending Breakdown



- 81% - Academic, Social & One-on-One Supports
- 12% - Short-Term Financial Supports
- 7% - Scholarships and Post-Secondary Support

Expense by Activity



- 65% - Pathways to Education Program™ delivery
- 6% - Student scholarships and post-secondary support
- 6% - Program growth, expansion and innovation
- 4% - Program development, research and evaluation
- 10% - Fundraising and awareness
- 9% - 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 Ward Phillips and Vineberg LLP

Lori Pearson, Vice-Chair

Managing Partner and COO, Brookfield Asset Management

Jad Shimaly, Treasurer

Chairman and CEO, EY

David Ain

Partner, Egon Zehnder

The Honourable Gloria J. Epstein

Reviewer - Independent Civilian Review into Missing Person Investigations

Katherine Gibson

SVP Finance and Controller, RBC

Wes Hall

Executive Chairman and Founder, Kingsdale Advisors

John James

NCO, RCMP (Retired)

Myriam Legault

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

Brett Marchand

CEO, Blue Impact Inc. Executive Chairman, Cossette

Theresa McLaughlin

Global Chief Marketing, Citizenship and Customer Experience Officer, TD

Pamela Sugiman

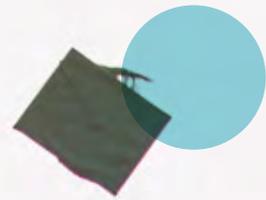
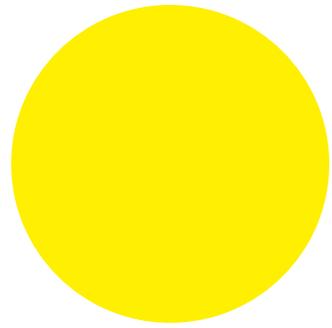
Dean, Faculty of Arts, Ryerson University

Nisita Tappata

(Pathways Alum) Digital Strategy Innovator, Oxford Properties Group

Lara Skripitsky

Vice-President and Chief Technology Officer, McDonald's Canada



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pathwaystoeducation.ca/annualreport2020