



Keeping Students *CONNECTED*

Annual Report 2022

Pathways
to Education

WELCOME

Welcome to Pathways to Education's 2022 Annual Report—a celebration of our accomplishments, growth, milestones, and highlights throughout the last year, all thanks to your support.

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

To read the full 2022 Annual Report and learn more about the work we are doing to help students stay connected to their education and contribute to a strong and inclusive economic recovery for Canada, please visit www.pathwaystoeducation.ca/annualreport2022.

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GREETINGS

Greetings

from Our Senior Leadership



Dear Pathways supporters,

We are pleased to share that despite another challenging year in education related to the impacts of the pandemic, our organization experienced a year of continued growth, successful results, and accomplishments, thanks to your support.

Events from this past year continue to amplify barriers for students living in low-income communities, threatening to jeopardize their academic, social, and economic success. At Pathways, we remain committed to implementing innovative solutions to empower them to overcome barriers to education and equip them with the skills and competencies needed to thrive in a post-pandemic world.

This report highlights some of the work that has been accomplished throughout the last year.

Our dedicated program staff across Canada found ways to adjust to changing pandemic protocols and, most importantly, keep students connected to their education. They adapted by delivering a blend of in-person and virtual programming and effectively engaging students to ensure their most urgent needs were met. We increased our focus on technology to facilitate the virtual connections between front-line staff and students. In addition, we conducted a Youth Connectedness Survey to validate our approach by assessing how connected students felt during the pandemic—with findings confirming that Pathways students see the Pathways Program as a valued source of ongoing support.

Quinn Bingham

*Vice-President and CDO (Acting CEO)
Pathways to Education Canada*

Opening three new locations in Quebec and one in Thunder Bay, Ontario, we reached more students living in rural and Indigenous communities. We've tested various delivery models with our Program Partners and replicated the best solutions to support expanded programming.

Your commitment as a champion of the Pathways Program is critical to the success of the students we serve. We couldn't have done this work without the generosity of supporters like you. Thank you for helping us continue making a difference in the lives of youth across Canada. We truly appreciate your dedication and support of our vision to break the cycle of poverty through education.

Vincent Mercier

*Chair, Board of Directors
Pathways to Education Canada*

Spotlight on Impact & Results

Pathways By the Numbers

National Impact from the 2020-21 School Year



31

Pathways Program
locations across
Canada



6,209

students enrolled
in the Pathways
Program



19,000+

students across Canada have
received support from the
Pathways Program since 2001



800+

people volunteered
their time with
Pathways



26,000+

volunteer hours
were donated



76%

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

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



Increased adult
annual earnings by

19%



Increases
employment by

14%



Reduces reliance on
social assistance by

**more than
a third**



69%

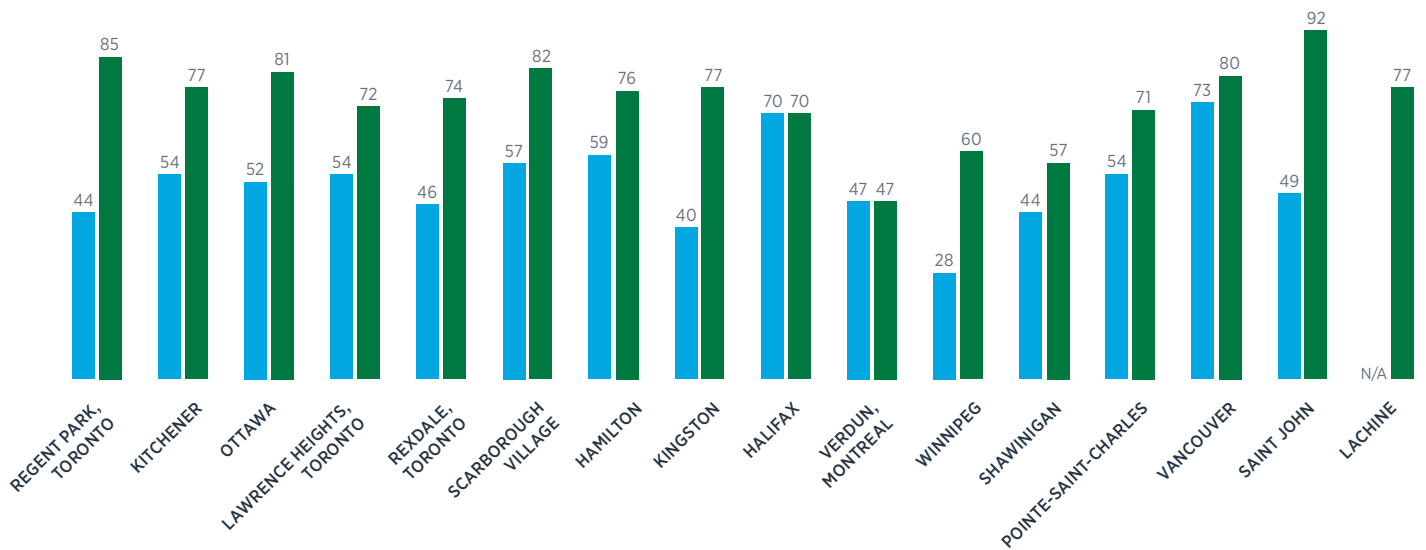
of Pathways graduates
transitioned to post-secondary
education or training*

Lavecchia, Adam M., Philip Oreopoulos, and Robert S. Brown. 2020. Long-Run Effects from Comprehensive Student Support: Evidence from Pathways to Education. American Economic Review: Insights, 2 (2): 209-24.

* These figures represent the on-time+1 year graduation rate.

Pathways Program 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 2020-21 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, Manitoba, and New Brunswick; five years in Quebec and British Columbia), plus an additional year to complete high school. Lachine's pre-Pathways graduation rate is not available. Pathways Winnipeg's graduation rate is on-time+2.

Pathways Program Locations



Spotlight on

Supporting Students During the Height of the Pandemic

A look at how we adjusted to changing pandemic protocols and kept Pathways youth connected to their education.

Alumni Story

A flexible approach to helping students graduate



KASHIFA

Kashifa graduated from Pathways Scarborough Village in 2021 and is currently studying Life Sciences at McMaster University. After completing her undergraduate degree, she hopes to attend medical school and looks forward to exploring volunteering opportunities at Pathways.

Kashifa first came to Pathways for academic support, but with time, her needs changed. In the beginning, the program helped Kashifa become confident by seeing how much she could accomplish with good study skills and the right support system. “The more I asked for help, the more I saw myself doing better—and it made me want to aim higher,” Kashifa recalls. “Pathways encouraged me to step outside of my comfort zone, and I’ve never experienced anything or had anyone in my life like that before.”

That’s how, when schools closed due to pandemic restrictions, Kashifa was able to keep going and focus on her goal: getting into medical school. While Kashifa needed less academic support than she once did, she continued virtually attending Pathways for the social supports provided during lockdowns. “Many of us felt isolated from our friends,” Kashifa recalls. “But everyone at Pathways was online at a designated time. It reminded us that we were not alone; it gave us opportunities to interact with each other and helped me maintain my relationships.”

Like Kashifa, most students’ needs change over time. That’s why Program Directors like Debbie Engel, who leads Pathways Kitchener, prioritized

understanding how the pandemic affected their needs. Debbie and her team considered many individual students’ situations to provide well-rounded online programming. Some, like Kashifa, came to Pathways for social activities or homework help. Others suddenly needed help to access food. “Staying connected is one area in which program staff played a critical role,” Debbie explains. “The staff leveraged their relationships with students to stay connected in different ways based on individual needs.”

This diversity of needs is why the Pathways Program was designed around a holistic combination of academic, financial, social, and one-on-one supports. And it’s why program locations across the country were able to quickly respond to changing students’ needs. This allowed students like Kashifa to keep using the supports available to them and challenging themselves, even in the toughest times. Her message to other youth is unequivocal: “Take the opportunities that come knocking on your door because you never know where they can take you. If I hadn’t taken those initial steps by attending Pathways’ tutoring sessions, I wouldn’t be at McMaster University today.”

National

Adjusting to New Protocols

Students living in low-income communities continue to be disproportionately affected by COVID-19. As we've entered another year of the pandemic, we've had to continue to adapt and find ways to deliver services to students effectively. With lockdown restrictions varying by province based on the number of cases and public health measures, staff across the country had to stay flexible—providing a blend of in-person and virtual supports while adapting to sudden school openings and closings.



Together, they addressed the barriers faced by students by delivering programming centred around their health and well-being, providing food supports, creating necessary connections, and more. Overall, staff found ways to mobilize as a collective within their communities to address urgent needs and re-engage with young people while prioritizing their safety.

Last year, we conducted a Youth Connectedness Survey for Pathways students to reflect on how they felt at the start of the pandemic. The findings suggest that they see the program as a source of ongoing support. Even when offered virtually, the program generates a sense of belonging: students view time spent with Pathways as valuable, feel comfortable asking for help, and see interactions with staff as critical to achieving their personal and academic goals. The sense of connectedness to the program is clear: young people know that program staff care both about their well-being and providing relevant supports.

Community

Maintaining Relationships with Students Through Virtual Programming

The onset of the pandemic forced many locations across the country to adapt their existing approach and explore new methods of delivering core supports to ensure students continued developing the necessary skills to succeed in high school.

To recreate the in-person experience of receiving services and support, staff at Pathways Scarborough Village organized a *Cyber Lounge* hosted on Zoom. It's a safe, virtual office space for students to access—whether they need support with academic work, want to connect with staff or other peers in the program, or engage in other activities such as post-secondary planning. Breakout rooms were also established for volunteer recruitment and meetings with families and staff, quickly becoming the new norm. Having access to the Cyber Lounge created opportunities for students to stay connected to the program and each other while receiving critical supports virtually during the lockdown.

Partnerships

Scotiabank's Commitment to Newcomer and Immigrant Youth Throughout the Pandemic

Scotiabank

Young newcomers to Canada often experience feelings of isolation, language barriers, and difficulties adjusting to their life in a new country. The pandemic has also introduced additional challenges—from increased financial pressures, lack of internet access, or quiet places to study.

Through a partnership with Scotiabank, we are supporting more newcomer and immigrant students and helping make their transition to Canada easier by ensuring the optimal environment for personal development and academic success. Through ScotiARISE, the Bank's 10-year \$500 million initiative that aims to promote economic resilience among disadvantaged groups, Scotiabank's commitment is helping prepare newcomer and immigrant youth for life beyond high school and giving them the skills needed to thrive in a post-pandemic world. Scotiabank has been a partner of Pathways for 20 years, and we are proud to call them a dedicated supporter of the Pathways Program.

Spotlight on

Our Work in Technology and Transformation

How we are enhancing our program and helping students pursue careers in tech through our programming.

Alumni Story

Curiosity, Career, and Learning Go Hand in Hand for Pathways Rexdale Alum David



DAVID

David graduated from Pathways Rexdale in 2018. After internships at Pathways Canada and the Boston Consulting Group (BCG), he was hired as a Software Engineer at Loblaw Canada. David looks forward to finishing his degree in Computer Science at Toronto Metropolitan University in the fall.

A few years after graduating high school, David did an internship at Pathways Canada, where he was asked to give a speech to corporate donors. David's presentation skills and ability to network at the event impressed donors, landing him a Software Engineer job at one of Canada's largest employers. "After giving a speech for Pathways, I made a few professional connections and reached out to them," David recalls. "It's amazing how much I've learned there, through many different projects, tools, and interesting people."

But it wasn't luck. After years of building career development skills, David was prepared to make the most out of this opportunity. That journey started at Pathways Rexdale with field trips to the Boston Consulting Group, where he interacted and connected with accomplished professionals; then came internships at BCG and Pathways Canada. David kept developing his professional networking skills, an ability he attributes to his time as a Pathways student: "I wasn't that social in high school," David explains. "But through Pathways, I learned the importance of interacting with people you don't know or that aren't from your area."

The same curiosity that kept David engaged as a Pathways student led him to look for learning opportunities in internships—with, of course, a particular interest in tech. Today, David is as interested in learning new programming languages as he is in meeting new people. "As an intern at BCG, I learned to work with others to find the information I needed," David explains. "I also worked with software at BCG and Pathways Canada, which gave me great experience for my resume."

With strong career development skills and extensive work experience acquired before graduating from university, David is focused on picking up new programming skills that will solve the problems of future generations. This commitment to learning connects the dots between David's time as a student at Pathways and his new career in tech, one that he would recommend to current Pathways youth. "As long as you enjoy learning new things, you'll do well in any tech job," David reflects. "It's a great career option for young people today."

National

Enhancing Program Delivery and Reach by Leveraging People, Process, Data, and Technology

We continually test our programming delivery to ensure we remain relevant to students. With a commitment to enhancing current programming and reaching more youth, we work closely with communities across the country to address the challenges and opportunities they're facing. By consulting and co-creating potential solutions with students, Pathways Program staff, and other community partners, we're learning how best to leverage people, process, data, and technology to achieve our goals.



We are currently piloting an on-demand text-based tutoring service in multiple Ontario Pathways Program locations to provide increased flexibility for students who are busy with part-time jobs or other commitments. Insights gained from utilization data and focus groups with participants will help inform decision-making around potential scaling across Canada.

Another pilot, a virtual-only Pathways Program in Vancouver and Surrey, allows students to access tutoring, mentoring, and one-on-one support online. Together we are collaborating to identify technology solutions that can enhance this delivery approach, collect the required data, and evaluate the overall impact in the next three years.

All pilots are assessed against expected outcomes and lessons learned, which helps to inform future pilots. In this way, we have reignited our capacity as a truly social innovation.

Community

Helping Students Develop Skills in Technology and Leadership

Across the country, Pathways Program locations are engaging youth in tech-based programming. These program activities foster curiosity and creativity and equip students with the practical skills needed to enter the current job market.

In partnership with Kids Code Jeunesse, the *Code Club Mentorship Program* at Pathways Ottawa is designed to provide youth with coding and leadership skills and opportunities to give back to their community in a meaningful way. Youth are trained in coding and facilitation skills before being placed with partner agencies to help facilitate coding workshops for younger students. Students who participated in the workshop expressed feeling more confident in their coding skills and their ability to facilitate workshops.

Partnerships

The Newlands Family Foundation and Shawn Kimel & Kate Schatzky Step Up to Support Future Pathways Students

Pathways recently launched a new giving program: Class Champions. The first Class Champions supporters have made a four-year commitment to help ensure that this past year's Grade 9 students, the future graduating class of 2025, have the support and resources needed to graduate from high school and transition to post-secondary education and meaningful employment. Part of this investment will provide students with access to programming that incorporates new technologies and fosters creativity and curiosity, equipping them with the competencies and skills to succeed in the 21st century job market.

By supporting this program, Class Champions demonstrate their belief in the potential of youth and an understanding of how important it is to help them reach it. We are especially grateful to The Newlands Family Foundation and Shawn Kimel & Kate Schatzky for their substantial commitments to support the Class Champions program.

Spotlight on

Expanding the Pathways Program

An overview of our work towards improving access to the Pathways Program throughout the country and building connections with students.

Alumni Story

How Changes Became Opportunities for Pathways Graduate Milca-Grâce



MILCA-GRÂCE

Milca-Grâce graduated from Pathways Pointe-Saint-Charles in 2018. She is currently pursuing a degree (AEC) in management and accounting at Collège Rosemont. After college, Milca-Grâce looks forward to exploring opportunities in entrepreneurship and being a changemaker for her community in Montreal and her home country of Congo.

Milca-Grâce joined Pathways right as she started high school after her mother received a flyer about the program in the mail. “She said, ‘Milca, join this program. They’ll help you pay for your studies later,’” Milca-Grâce explains. “My mother saw an opportunity, and she helped me discover Pathways.”

At Pathways, Milca-Grâce took advantage of the academic and financial supports available and participated in arts programming. One year into her Pathways journey, Milca-Grâce and her family moved to a different neighbourhood. Faced with this change, she decided to find a way to stay in the program and worked closely with program staff to find a solution. “I changed high schools, but I wanted to stay in Pathways because I liked the people and received a lot of help,” Milca-Grâce recalls. “The staff were very engaged and helped me grow. On top of that, the financial help for school supplies and transportation made it easier for my parents.”

Despite living further from the Pathways Program location she attended, Milca-Grâce was able to complete the program, graduate from high school, and pursue post-secondary education. She initially picked a CEGEP program in social sciences and business before changing courses and heading towards a professional degree—a change of school, which, this time, was of her own volition. “When I finished high school, I wasn’t too sure of what I wanted to do, so I went to talk to some guidance counselors,” Milca-Grâce explains. “Shortly after, I realized that I wanted to become an entrepreneur and that I would start by acquiring more knowledge and studying accounting.”

Milca-Grâce experienced several changes in her life—some voluntary and some outside her control. What she learned, in both cases, is to ask others for help and take time to come up with a new plan, as she was able to do by working closely with Pathways Program staff when she moved. It’s a valuable skill that she’ll carry forward as she works towards a career in entrepreneurship. In the meantime, Milca-Grâce has a simple message for youth who could benefit from the Pathways Program: “Go for it! It’s the best thing to do. Pathways helped me pay for college and create long-lasting supportive relationships. Just go for it!”

National

Expanding our National Footprint

In 2019, as part of the Government Action Plan for Economic and Social Inclusion (PAGIEPS), the Quebec government delivered on its promise to support youth living in low-income communities across the province by investing in the expansion of the Pathways to Education Program™. This investment allows us to continue supporting existing Program locations addressing the unique needs of students in Quebec communities and offer programming in new communities to reach more students.



While the pandemic presented some challenges to community engagement with local partners, we adapted a blended approach of virtual and in-person outreach. As a result, we successfully started three new Pathways Program locations—in Matane, Matapédia, and Sept-Îles. We are excited to collaborate with our new local partners to successfully grow the program and help students in Quebec succeed beyond high school.

We also focused on Indigenous communities in Canada by exploring the need for a Pathways Program location in Thunder Bay, Ontario. The goal was to re-engage students and work towards ensuring their needs and expectations could be met by providing academic resources and mentoring support. After successful community engagement, Pathways Thunder Bay has been launched with virtual tutoring. Once restrictions are lifted, in-person mentoring will be included.

Community

Bonding Through Outdoor Activities

To support the building of healthy habits and resiliency in youth, Pathways Program locations across the country deliver programming designed to support and nourish students' physical and mental well-being.

During the summertime, students at Pathways Laval went to an outdoor camp, *Camp Plein Air Lanaudière*, located in Saint-Côme, Quebec. The purpose of this activity was to encourage students to socialize with one another while participating in fun summer activities. They had the opportunity to join in paddleboarding, kayaking, archery, hiking, singing, and roasting marshmallows by the fire. For some students, it was their first time going camping, making it both an exciting and practical learning experience.

Partnerships

Improving Program Access in Quebec with Support from Desjardins and Chamandy Foundation



As the COVID-19 pandemic continues to disproportionately affect students living in low-income communities in Quebec, the Pathways Program has received support to ensure that Pathways students across the province continue to develop the necessary skills needed to succeed in high school.

We are proud to highlight two partners helping to expand the Pathways Program across the province: Desjardins Group and Chamandy Foundation. Their investment, along with many other committed supporters, including the Government of Quebec, enables Pathways to significantly broaden our reach in the province, support more Quebec youth to graduate from high school, and build the foundation for a successful future.

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 provide us with the vital resources needed to help thousands of students in Canada overcome barriers to education and graduate from high school. This year, their support was more critical than ever.



We believe the education of youth is the most sustainable contributor to progressive change in our society. Pathways breaks down barriers for students who need it most, by providing them with necessary supports and leveling the playing field, and that's why we support the program.

– Brian Bimm and Margaret Lynch



As the current Vice-Chair of the Alumni Advisory Committee, I strongly believe in the work Pathways has been doing in low-income communities across Canada. As an alum of the Pathways Regent Park location, I have experienced firsthand the profound impact the program has on young people. I donate because I believe education is the vital key to breaking the cycle of poverty in communities.

– Montaha Zaman



As an educator, I strongly believe in the transformational power of education. Pathways is making a significant difference in the lives of young people. As a Pathways supporter, I had the opportunity to witness the dedication of volunteers at several Program locations across the country. This instilled more confidence in my support towards Pathways' initiatives, as it leads many youth to reach their fullest potential and paves their way to a promising future.

– Vimla Luchmun-Kunthasami

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, 2021, to March 31, 2022.

For a full list of our supporters, please visit www.pathwaystoeducation.ca/annualreport2022

Government Partners

Canada 

Ontario 

Québec 

Manitoba 

NOVA SCOTIA 

\$1,000,000+

The Azrieli Foundation*,
National Innovation Partner
Shawn Kimel & Kate Schatzky*[§]
President's Choice Children's Charity*,
National Nutrition Partner
Rio Tinto*, Quebec Program Champion

\$500,000-\$999,000

Desjardins*
HSBC Bank Canada*
RBC Foundation*
Salesforce Foundation*

\$100,000-\$499,000

Anonymous (3)
Canada Life*
Centraide of Greater Montreal**
The Chamandy Foundation*
Epic School
EY*
Peter Gilgan Foundation*
Allan & Gill Gray Philanthropy*
Johnson Scholarship Foundation*
The Joyce Family Foundation
The Kiessling/Isaak Family*
Jim Meekison & Carolyn Keystone*
The Catherine and Maxwell
Meighen Foundation*

Bruce & Vladka Mitchell*
The Morrison Foundation*
The Newlands Family Foundation*[§]
Northbridge Financial Corporation*
NPower Canada
Rideau Hall Foundation
Scotiabank*
Symcor*
TD Bank Group*

\$25,000-\$99,000

Anonymous
Airlie Foundation
Robert & Mary Pat Armstrong
J.P. Bickell Foundation
Brookfield
Hugh & Linda Brown
Educational Foundation*
Caisse de dépôt et placement
du Québec
CAPREIT
CCL Industries
Stephen Dent & Janet MacLaren
Empire Life
Enbridge Gas Inc.
Global Growth Assets Inc.
Henkel Canada Corporation
iA Financial Group
Kinross Gold Corporation

Sarah & Cary Lavine Family Foundation
David Lucas
The McCain Foundation
Vincent A. Mercier & Kirsten Halpin
Vanessa Morgan*
Lori & Hugh Pearson
Tim & Frances Price
J & L Rogers Charitable Foundation
The Rossy Family Foundation*
Frank & Debby Sobey
TD Securities
Unifor*
United Way of Kingston, Frontenac,
Lennox, and Addington*
VetStrategy
Whitehorse Liquidity Partners
Whitmer Trudel Charitable Foundation
The Windsor Foundation*
Robert Wright CM & Joan Wright*
Christine & John Yip

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

[§] Recognizes members of our *Class Champions* program who have each made a four-year commitment to support students through their high school journey.

[†] Centraide of Greater Montreal directly supports the Pathways Program Partner in Verdun, Montreal.

Spotlight on

Financials and Governance

Message from the Treasurer and Vice-President, Finance and Operations

In a year that continued to present challenges related to the pandemic, we received tremendous support from our donors and government partners. With a combined investment of more than \$33.9 million, our supporters have demonstrated their confidence in the power of the Pathways Program and the essential role it plays for youth living in low-income communities. Thanks to this generous response, Pathways Canada has maintained a positive financial outlook.

In FY2022, we spent 85 per cent of funds in areas directly impacting students and their families. Grants to Pathways Program Partners—which provide academic, financial, social, and one-on-one supports to Pathways students—totalled \$19.5 million, with an additional \$2.1 million spent on student scholarships.

We remain committed to innovation to reach more young people across the country. We continued to invest in alternative program delivery models and increased effectiveness by leveraging new technology and processes to help keep youth connected to their education. Our total investment in program growth, expansion, and innovation increased in FY2022 to \$5.5 million.

Our strong financial results from the past year have also resulted in a surplus, which has allowed us to contribute \$1.2 million to reserve funding. As we look to sustainability and growth in a post-pandemic world, this reserve funding will help ensure the program's short- and mid-term sustainability and support our continued investment in innovation. This funding comes at a critical time for Pathways youth. Pathways makes a 3- to 5-year commitment to students in the Pathways Program, and we know that in the months and years ahead, they will face even more significant barriers to success that will require increased support to ensure they stay connected to their education.

As always, we remain committed to providing our stakeholders with transparent, evidence-driven results. We have a strong, independent Audit, Investment, and Risk Committee whose key responsibilities include oversight of the financial audit, budgets, investments, and risk management.

Despite the ongoing impacts of the pandemic this past fiscal year, our prudent financial management provided stability both for our staff and Program Partners. We remain committed to stewarding the financial resources entrusted to us, growing the organization's financial health, and expanding the available opportunities to serve more youth. We are deeply grateful for your continued support, which allows us to reach more young people and help them build the foundation for a brighter future.

Noreen Corcoran

*Vice-President, Finance and Operations
Pathways to Education Canada*

Katherine Gibson

*Treasurer, Board of Directors
Pathways to Education Canada*

Summarized Financial Statements for the Fiscal Year Ending March 31, 2022

STATEMENT OF FINANCIAL POSITION	2022	2021
ASSETS		
Unrestricted cash and investments	6,384,964	2,353,483
Restricted cash and investments	24,151,193	23,031,008
Other assets	1,475,614	2,110,227
	32,011,771	27,494,718
LIABILITIES AND NET ASSETS		
Current liabilities	2,005,595	1,048,008
Deferred contributions	14,351,193	14,231,008
Long-term deferred contributions	2,250,000	-
Net assets	13,404,983	12,215,702
	32,011,771	27,494,718
STATEMENT OF REVENUES AND EXPENSES	2022	2021
REVENUE		
Government funding	23,360,159	25,393,027
Donations and grants	11,534,193	6,567,409
Investment income	135,401	199,947
	35,029,753	32,160,383
EXPENSES		
Pathways to Education Program™ delivery	19,539,584	17,385,472
Program growth, expansion, and innovation	5,478,083	4,052,942
Student scholarships and post-secondary support	2,056,165	1,372,836
Program development, research and evaluation	1,729,070	666,167
	28,802,902	23,477,418
Fundraising and awareness	2,964,293	1,889,614
Operations and administration	2,073,277	2,246,155
	33,840,472	27,613,187
EXCESS OF REVENUE OVER EXPENSES	1,189,281	4,547,196

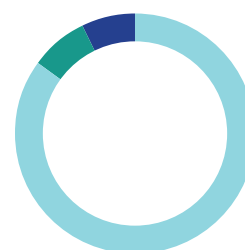
The financial information in this summary is drawn from Pathways Canada's audited financial statements. Copies of detailed financial statements are available upon request at pathwaystoeducation.ca/accountability.

Source of Funds



- 67% – Government
- 8% – Corporations
- 20% – Foundations and agencies
- 5% – Individuals

Pathways Program Spending Breakdown



- 85% – Academic, social, and one-on-one supports
- 8% – Short-term financial supports
- 7% – Scholarships and post-secondary support

Expense by Activity



- 58% – Pathways to Education Program™ delivery
- 6% – Student scholarships and post-secondary support
- 16% – Program growth, expansion, and innovation
- 5% – Program development, research, and evaluation
- 9% – Fundraising and awareness
- 6% – 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 and Founder,
Kingsdale Advisors

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

Brett Marchand
CEO, Plus Company

Fabrice Morin
EVP, Canadian Operations,
Canada Life

Jad Shimaly, former Treasurer
Chair & CEO, EY Canada

Lara Skripitsky
VP, Chief Technology & Operations
Support Officer, McDonalds

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.

 /pathwayscanada

 /pathwayscanada

 /pathwaystoeducationcanada

 /company/pathways-to-education-canada

Pathways
to Education

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