

Annual Report 2025



Strength in Community





Welcome

Over the past year, our work has been shaped by the voices of young people and the communities we serve. This summary captures key themes and progress across the Pathways network, with a focus on how we're responding to shifting realities through evidence-based action.

To read the full 2025 Annual Report, please visit annualreport2025.pathwaystoeducation.ca

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Greetings from Senior Leadership

A Message from our Board Chair and Chief Impact Officer

Dear supporters,

As we reflect on the past year, we are grateful for the generosity of our partners and supporters across the country. We simply could not do what we do without your support.

We know that young people are navigating increasingly complex challenges. The rising cost of living, increased pressures surrounding social and mental well-being, the lingering challenges from the impact of the pandemic, and gaps in academic support are making it harder for many to stay on track. We also know that the strength of the Pathways Program lies in our ability to listen, adapt and act on these evolving needs.

As the program approaches its 25th anniversary, we celebrate the successes realized through collaboration with our Program Partners and living the core values rooted in our mandate. This is also a critical time to reflect on the continued impact we hope to realize in the next 25 years.

Over the past year, we focused on listening to—and learning from—the communities we serve. Through months of deep engagement with students, families, and Program Partners, we identified where our support is having the greatest impact and where we need to evolve to remain responsive and relevant to the needs of youth.

That insight has shaped critical improvements across our organization. In this report, you'll read about just some of these efforts, including how we're implementing findings from our Program Review in response to community realities, and a refreshed Performance Measurement Framework that will help us better track and measure youth success.



You'll also see how community-driven feedback is informing our next Strategic Plan, which sets the stage for sustainable growth and positions us to thrive for the next 25 years. This plan will see us delving deeper into the systems, structures, and relationships that surround young people today, further strengthening the ethos of our vision and setting a clear route to deeper impact and future growth.

Our continued ability to evolve while staying grounded in our core mission is a reflection of the collective dedication of our staff, volunteers, partners, and supporters across the country. On behalf of the entire Pathways to Education network, thank you for believing in the potential of Pathways youth and the communities they call home.

Vincent Mercier

Chair, Board of Directors
Pathways to Education Canada

Subagini Sivapatham

Chief Impact Officer
Pathways to Education Canada

Pathways by the Numbers

National Impact from the 2023-24 School Year



31

Pathways Program locations across Canada



9,000+

students enrolled in the Pathways Program



1,000+

people volunteered their time with Pathways



25,000+

students have received support from the Pathways Program since 2001



79%

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



25,000+

volunteer hours were donated

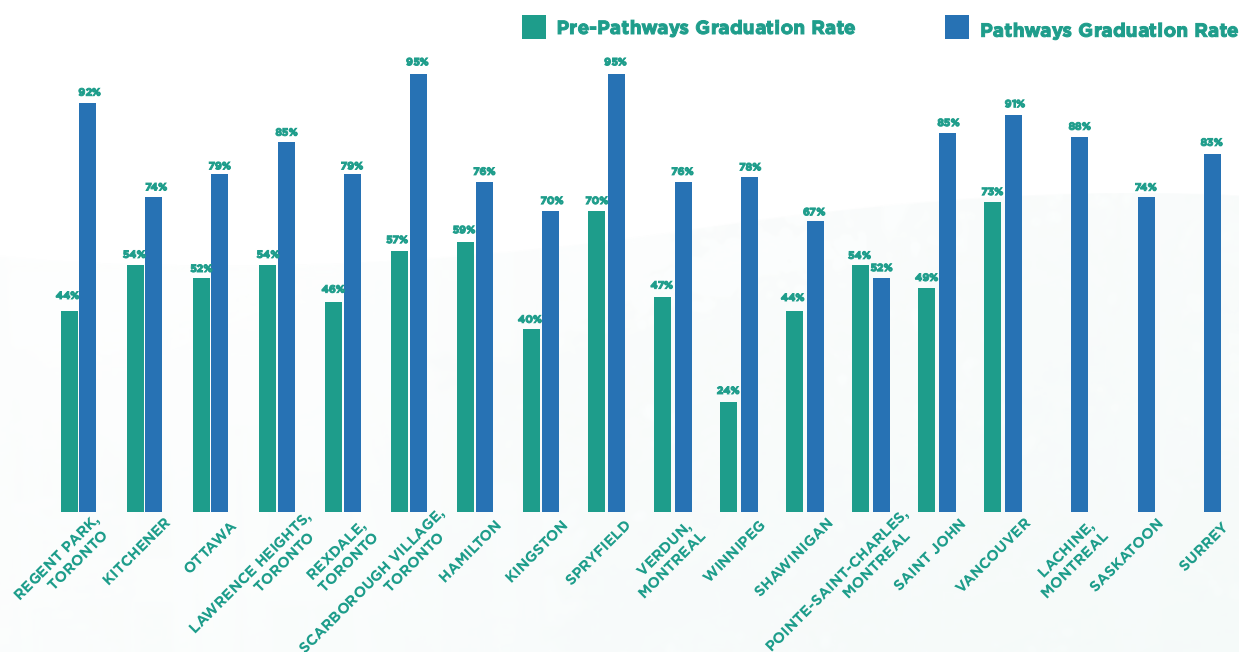


69%

of Pathways graduates transitioned to post-secondary education or training

* These figures represent the on-time+1 year graduation rate in the 2023-24 school year.

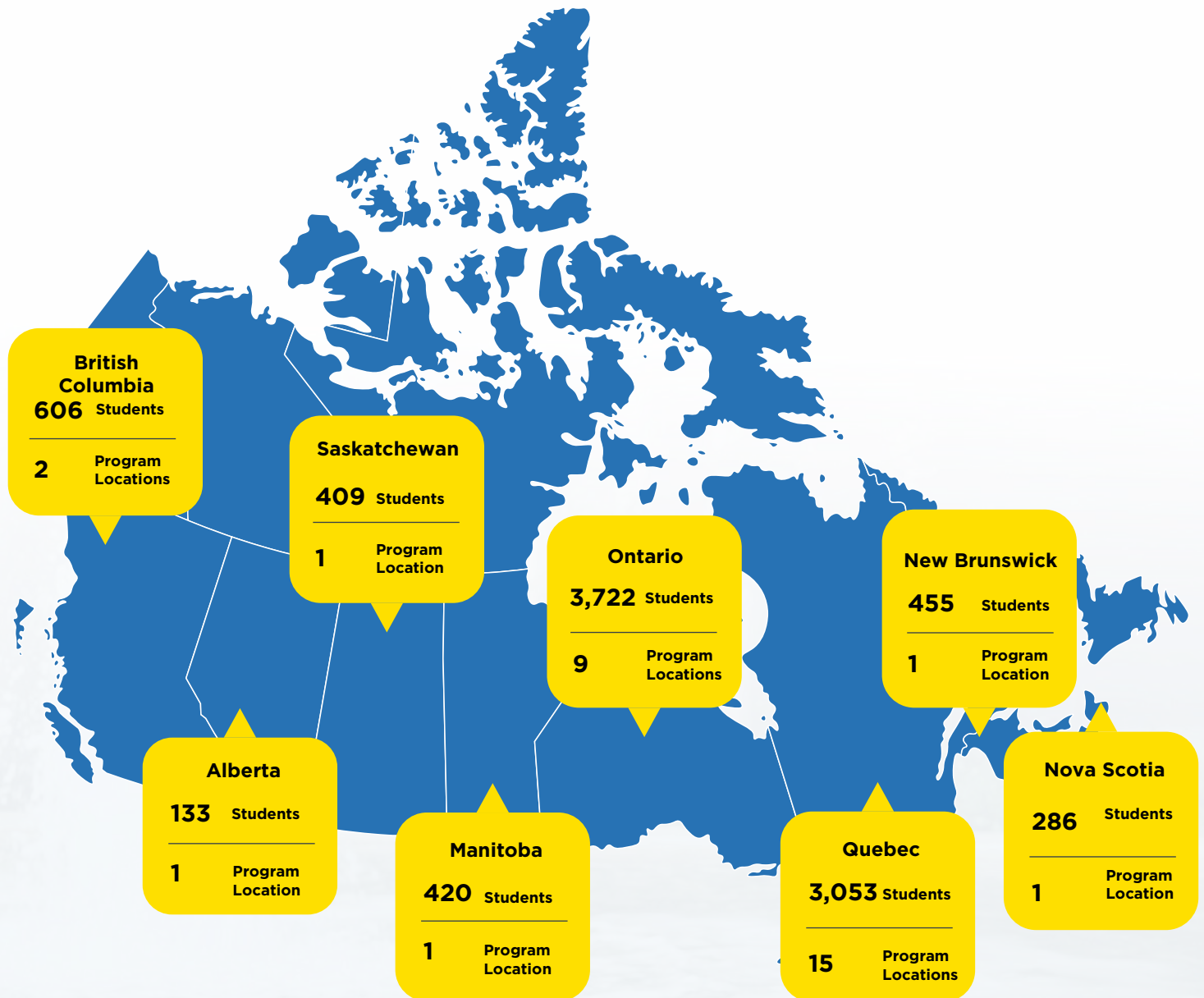
Pathways Graduation Rates Across Canada



* These figures represent the on-time+1 year graduation rates for pre-Pathways and Pathways for the 2023-24 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

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.



*These figures represent current Pathways Program enrolment numbers



Spotlight on Supporting the Whole Student

A look at how we're evolving our program to meet the full range of students' academic, social, and emotional needs.

Key Focus

Understanding Community Needs: Findings from the Program Review

Our inaugural Program Review set out to understand how the needs of young people have changed, and how we must evolve to meet them. We also wanted to identify successful local practices that could be scaled and uncover opportunities to strengthen our support as students transition to and from high school.

Over four months, we held 96 focus groups with 442 participants across Pathways locations, including 251 students, 131 staff members, 27 alumni, and 33 parents and caregivers.

Their insights painted a vivid picture of how much has changed since the pandemic. Academic challenges are deepening, mental health needs are growing, and families are facing more financial stress than ever before.

Young people voiced the importance of one-on-one support and shared how Pathways staff often serve as some of the only trusted adults in their lives. Youth also expressed a desire to have a greater voice in shaping the services and supports they receive, which reinforces our belief that long-term impact is only possible when solutions are built alongside youth and their communities.

This feedback is already informing the next phase of our work.

While the academic and financial needs of youth will continue to be core to our program, we know that to be truly effective today, we must increase our support of their social and emotional well-being.

We identified several successful, community-led initiatives already happening across Pathways locations. Some are offering programming focused on emotional regulation and healthy relationships.

Others are focused on creating strong partnerships with community organizations to provide wraparound supports and referrals to other mental health resources. In many locations, youth are actively involved in creating solutions to support their peers and community.

Looking ahead, we are exploring new ways to both strengthen and test the efficacy of this area of support across all 31 Pathways locations. We are building on existing local efforts by increasing knowledge-sharing of effective strategies across locations and working with youth and partners to co-create meaningful supports that meet their needs.

Community

Building Stronger Support Networks for Youth in Longueuil

At Pathways Longueuil, building strong partnerships has been essential to supporting students' social and emotional well-being. First opened online during the pandemic, Pathways Longueuil quickly adapted to a decentralized, in-person model, connecting with students across five local high schools. As many youth struggled with academic setbacks and rising anxiety after returning to school, the Longueuil team focused on strengthening the support network around them.

One of the most impactful strategies has been partnering with local outreach centers and youth-serving organizations to offer students access to a wider circle of caring adults. Mentoring activities are hosted within the community, and program staff often accompany students to build rapport with additional counsellors and social workers. This co-ordinated approach helps youth feel supported beyond the classroom, especially those dealing with learning difficulties or challenges forming social connections. Through these partnerships, Pathways Longueuil ensures that students have multiple touchpoints for social-emotional support.

Partnership

Supporting Every Step of the Journey with the William and Nona Heaslip Foundation

The William and Nona Heaslip
FOUNDATION

The William and Nona Heaslip Foundation has long believed in the power of education to create lasting change. Their support of the Class Champions donor program reflects this commitment. The program provides a cohort of Pathways students with consistent, multi-year support to help them navigate their entire high school journey—from the first day of Grade 9 through to graduation. This sustained investment helps create stability during a time of significant transition in a young person's life.

In 2024, the Foundation generously stepped up to support the Class of 2028. Their gift ensures students have access to all areas of the Pathways Program, including academic, social, and financial supports as well as the skills and resources they need to strengthen their social and emotional well-being.

With this gift, the Class of 2028 will enter high school with the stability and wraparound care they need to build confidence, stay on track, and plan for their future.

Impact

Fatima's Story

Fatima is a graduate of Pathways Pointe-Saint-Charles, Class of 2022. She is currently in college and working as a pharmacy assistant.

Thousands of students every year credit Pathways for changing their lives. But for Fatima, she credits Pathways for not just changing her life, but saving her life.

"I had a lot going on—family issues, struggles with friends, and my own mental health. There were times I wanted to give up, but Pathways never let me," Fatima explained. High school wasn't easy for her either. She recalled sitting in parent-teacher meetings, feeling discouraged by teachers telling her that she wouldn't pass the school year because of her grades. "I remember my mom crying. All I wanted to do was prove the teachers wrong."

Feeling lost, Fatima turned to her Pathways support worker. "She told me, 'All you can do is give it your best. Sometimes, in life, you may fall, but the important thing is that you get back up.' Everyone really supported me."



Fatima showed up every day after school for tutoring. "I struggled with anxiety, and focusing [on homework] was really hard for me. But my support worker found ways to help. She'd bring me into a quiet room, check in on me every few minutes, and remind me to take breaks." She also connected Fatima to resources for therapy, helping her take positive steps towards improving her mental health. "Once I followed through with that, things started getting better. I gained confidence in myself."

Through determination and Pathways' support, Fatima graduated from high school. "It was a day to remember—my mom cried tears of joy this time. And I felt so proud of myself. I couldn't have done this without Pathways. They believed in me when no one else did."



Spotlight on Co-Creating Futures with Purpose

Building long-term strategies that prepare young people to lead with purpose in their communities and beyond.

Key Focus

Charting our Future Strategic Direction

Our deep engagement efforts over the past year have confirmed that the needs of young people are growing more complex. Challenges related to mental health, financial hardship, and academic success are deeply interconnected. Addressing them requires a coordinated approach that allows for flexibility and responsiveness at the community level. At the same time, we know we must maintain consistency and quality across the national network.

To prepare for these challenges and opportunities ahead, we're charting a new organizational strategic direction to deepen our impact and ensure we remain responsive, resilient, and relevant in the coming years.

In 2024, we kicked off a strategic planning effort that was grounded in collaboration. We brought together Program Partners, youth voices, and industry experts to examine trends and shape a shared understanding for what's next. Each stakeholder group shared insights that were vital in identifying the emerging needs of youth and the conditions required to support their success in this evolving social, economic, and political landscape.

What emerged is a need for constant adaptation, with a strong focus on partnership and collective impact.

We are currently finalizing a new, community-informed Strategic Plan that will allow us to respond to this changing external environment while staying grounded in what youth and communities tell us they need. The multi-year plan sets out a clear commitment to continuous learning through a cycle of designing, testing, evaluating, and iterating that will continue to inform our work and deepen our impact. It also affirms our commitment to embedding equity in every aspect of our work to ensure our organization reflects the communities we serve.

A full version of the Strategic Plan will be available later this year.

Community

Kitchener Students Turn Ideas into Impact

To help youth realize their agency in creating positive community change, Pathways Kitchener is amplifying opportunities to build advocacy and leadership skills.

In partnership with the Smart Waterloo Region Innovation Lab, Pathways students had the opportunity to pitch solutions to local social challenges. Youth recently competed with over 100 youth from other local organizations for a chance to turn their idea into reality. One winning idea came from a group of Pathways Kitchener students to introduce recently immigrated families to new channels of success. With the funding, the group developed a program to connect newcomer youth with opportunities in the trades. This experience helped students deepen their leadership and advocacy skills, empowering them to take an active role in shaping their own communities.

The team at Pathways Kitchener also provides additional in-house volunteer opportunities for youth to gain transferable skills and inspire civic engagement. For example, the team offers peer tutoring opportunities that partner Grade 9 students with Grade 12 mentors, helping to further the sense of belonging in program spaces.

Partnership

Rideau Hall Foundation Supports our Next Phase of Impact



Since 2021, the Rideau Hall Foundation has been helping Pathways evolve to meet the changing needs of youth. With a shared commitment to innovation, the Foundation was among the first to invest in the evolution of our programming through a commitment to support the development of our Impact Plan. That plan, based on input from hundreds of students, families, and partners, is guiding a major shift in how we measure, deliver, and enhance the Pathways Program.

This year, the Foundation deepened that commitment by contributing an additional grant to continue advancing this work. Their support will help ensure that youth voice remains central as we develop our new Strategic Plan and act on the findings of our national Program Review. These efforts are strengthening our ability to co-create relevant programming and deliver meaningful outcomes that matter most to youth.

Impact

Talon's Story

Talon is a graduate of the Pathways Program in Vancouver, Class of 2021. He is currently an Entrepreneur running his own property service business.

Support, community, and education—these words come to Talon's mind when he thinks of Pathways. "School didn't always come easy to me growing up. But it felt reassuring to have support with subjects I was struggling with. The staff helped me take school more seriously."

Talon always had a strong work ethic, starting with volunteering at a community centre in the Downtown Eastside of Vancouver. Some of his volunteer work included leading sports activities, teaching students how to cook, and leading a Boys Club.

Talon hadn't thought about his career plans until Grade 11, when a tradesperson visited his class and talked about his experience and the options available to students.

"Working in trades wasn't something I decided on my own. I was intrigued by the presentation and told myself to try it out for two weeks and see how I feel." Pathways helped him take the first step in his trades journey by helping him explore his options after high school. After some consideration, he decided to pursue plumbing.

In Grade 12, Talon enrolled in a trades apprenticeship program. This experience was a new challenge for him.



"It was tough at first, but I found it eye-opening. Getting used to a new schedule and dealing with different personalities helped me develop thicker skin."

After graduation, he continued working as a plumber while going to college. Things went well until he hit a roadblock—in 2022, he was laid off from his job. But with hard work and motivation, Talon bounced back by forming his own property service business. "I just picked up my cleaning tools and got to work."

When Talon isn't working with his hands, he makes hip-hop music. "Being Indigenous and growing up in the Downtown Eastside of Vancouver, I've been exposed to a lot of poverty, violence, and addiction in my community and my own family. Writing about it makes me feel better."

Talon feels grateful to have the opportunity to take risks and tap into different avenues despite his environment. "Pathways is part of my story; I wouldn't be who I am today without it. I'm proud to call myself a first-generation tradesman, musician, and entrepreneur. I'm breaking all the cycles."

Spotlight on Amplifying Community Voices

Honouring the knowledge of communities to strengthen impact from the ground up.



Key Focus

A New Platform to Power Program Efficiency

Last year, we took a major step forward in modernizing our operations with the release of a new platform designed to support the management and delivery of program services. The platform is called Connex, a name suggested by a program staff member that reflects both our collaborative culture and the connections at the heart of the program. At the time of publication, Connex is being piloted at eleven of our 31 Pathways locations to support student registration, with full deployment planned across all partner locations in the next two years.

Connex is being developed in-house to respond to real, on-the-ground requirements gathered directly from Program Partner staff. It addresses core frontline functions in areas where staff previously had to navigate time-consuming manual processes, such as student registration and caseload assignment.

What makes Connex unique is how closely it is shaped by the people who use it and those who will benefit from it. Program staff play a central role in its design, defining ongoing requirements and validating current and upcoming features that reflect the realities of their day-to-day work. It is also being developed by team members who are Pathways alumni, and tested by current students and graduates to ensure the platform reflects real youth needs.

This multi-year project represents Pathways' approach to innovation: listen to the people closest to the work and co-create tools that make their jobs easier and their impact greater. As we prepare to scale Connex across all Pathways locations in the next two years, the proprietary platform is expected to deliver a significant reallocation of staff time from manual administrative work to direct student support

The system will reduce risks related to data security and improve the quality of information we collect. With a more intuitive design experience for staff, Connex is also expected to reduce onboarding time and increase consistency in reporting.

Community

Honouring Tradition and Student Voice at Pathways Winnipeg

The beginning of a new year at Pathways Winnipeg opened with a Pipe Ceremony led by Elder Lionel Houston, inviting youth to smudge and participate in a communal prayer and set positive intentions for students' wellbeing. The inclusion of this practice is significant to strengthen ties to traditional ways of knowing and being for the large Indigenous student population at Pathways Winnipeg, as well as supporting cross-cultural understanding for youth of all backgrounds. Students were invited to ask questions and learn about the importance of smudging and Indigenous medicines, building a sense of community.

With the program off to a strong beginning, the Pathways Winnipeg team also planned a series of events shaped by student voices. During program orientation, youth gave input on rules of conduct and expectations, building a shared sense of accountability and respect within the space. Students were also provided backpacks, school supplies, and bus tickets at orientation, ensuring they had all the resources they needed for a successful new year.

Partnership

A Collective Commitment from Power Corporation of Canada, Canada Life, and IGM Financial



POWER CORPORATION
OF CANADA

Power Corporation of Canada, Canada Life, and IGM Financial share a deep belief that strong futures start with investing in young people.

Canada Life has been a proud partner of Pathways since 2003. Their most recent donation alongside Power Corporation of Canada and IGM Financial will provide direct support to Pathways students and staff across the country, as well as tailored support based on local community needs. This generous collective gift of \$1.5 million reflects a long-standing shared commitment to the success of young people in Canada.



"Together, we are proud to support Pathways to Education in building a more equitable future for all young people in Canada, regardless of their circumstances. Through its grounded and people-focused approach, the program has a real and lasting impact in our communities," said Claude G  n  reux, Executive Vice-President of Power Corporation of Canada.

Impact

Darlene's story

Darlene Lanceley is a Cree woman and band member of the Mistawasis Nehiyawak First Nation, a lifelong educator, student advocate, and activist in Indigenous rights and education. After supporting four cohorts of Pathways graduates, Darlene recently retired from her position as Program Manager at Pathways Saskatoon.



Graduating with her teaching degree in 1984, Darlene entered a system where Indigenous teachers were rare, and culturally relevant curriculum was absent. She began her career at a First Nations daycare and sat on the Youth Council for the creation of a high school that would address the gap in culturally relevant classrooms for Indigenous students in urban Saskatoon. Today, that high school, Osk  yak, is one of Pathways Saskatoon's partners.

Since Pathways Saskatoon opened in 2017, Darlene has helped to reach Indigenous students across 58 neighbourhoods in Saskatoon. What began with 42 students has grown to 350, with more than 200 graduates. This year alone, 61 students will graduate—many being the first in their families. "Without Pathways, these students wouldn't have been able to dream that they could achieve this," Darlene reflects. "When you look at what we've been able to do at Pathways Saskatoon, our students are graduating on time. That's powerful."

Darlene's own journey has also been about breaking cycles. A child of the Sixties Scoop, she was one of many Indigenous children who were forcibly taken from their own homes and communities. "My mother was a residential school survivor, and I was able to locate her residential school file. She was number 383. And number 383 wanted to be a nurse." Through her work at Pathways Saskatoon, Darlene now carries that dream forward by creating healing through education.

From tutoring and job training to ribbon skirt-making, beading, and engaging in ceremonies like the Sun and Horse Dance, Darlene and her team have helped students reconnect with their culture and embrace their futures.

After supporting four cohorts of graduates at Pathways Saskatoon, Darlene will be retiring after this year's graduation ceremony. Her hope for today and tomorrow's students is clear: "I want them to continually thrive. To say, 'I deserve better'"

Spotlight on Our Network of Supporters

The generosity of our supporters provides us with the vital resources to help thousands of students across Canada overcome barriers to education and build the foundation for a brighter future. This year, their support is more critical than ever as barriers facing youth continue to evolve.

We proudly acknowledge the following individuals, organizations, and government partners whose generous contributions to Pathways equal \$20,000 or more from April 1, 2024, to March 31, 2025.

We would also like to sincerely thank the thousands of additional supporters who generously donated between April 1, 2024, and March 31, 2025. For a complete list of our supporters, please visit annualreport2025.pathwaystoeducation.ca

Government Partners



\$1,000,000+

The Azrieli Foundation*
The Joyce Family
Foundation*

\$500,000-\$999,999

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

\$100,000-\$499,999

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Government of Canada under
the Community Services
Recovery Fund*
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Corporation*
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TD Bank Group*

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Frontenac, Lennox and
Addington*
Whitmer Trudel Charitable
Foundation
The Windsor Foundation*
Woods Family 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.

Class Champions

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

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Crawford Family

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James Doris

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Richard Willoughby

Class of 2027

*Matching Gift Donor: The
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BridgeGreen Fund – a division
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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

Fabrice Morin & Alexandra

Bonnefoy

Kevin Morris

Jeff & Cathy Palmer

Lori & Hugh Pearson

The Polivy-Herman Family

Simcoe Learning

Dennis & Denny Starritt

Class of 2028

Grenadier Foundation

The William and Nona Heaslip
Foundation

Daniel Herman

The Lang Family Foundation

Meighen Family Foundation

J & W Murphy Foundation

The Windsor Foundation

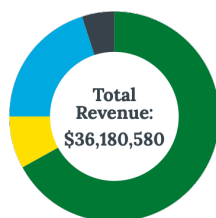
Financial Highlights

From the Fiscal Year Ending March 31, 2025

We are thankful for the continued trust of our funding partners, who made it possible to deliver meaningful support to students across the country despite a year of economic and political uncertainty. Your support allowed us to respond to growing program demand while maintaining a strong focus on impact and sustainability.

We know that every dollar donated represents a choice to believe in the potential of young people. That is a responsibility we take seriously, and we remain committed to careful stewardship to ensure every investment yields real and lasting change for the students we support.

Source of Funds



- 62% – Government
- 13% – Corporations
- 20% – Foundations and agencies
- 5% – Individuals

Expense by Activity



- 67% – Pathways to Education Program™ delivery
- 5% – Student scholarships and post-secondary support
- 5% – Program growth, expansion, and innovation
- 7% – Program development, research, and evaluation
- 4% – Fundraising and awareness
- 12% – Operations and administration

Pathways Program Spending Breakdown



- 86% – Academic, social & one-on-one supports
- 9% – Short-term financial supports
- 5% – Scholarships and post-secondary support

Please see our audited financial statements for more details upon request or at pathwaystoeducation.ca/accountability/

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 & Treasurer

Vice Chair Human Resources, Brookfield Corporation

Katherine Gibson

Chief Financial Officer, RBC

David Ain

Managing Partner, Egon Zehnder

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President and COO, Canada Life

Bassem Shakeel

VP, Corporate Secretary and Associate General Counsel of Magna International, Inc.

Pamela Sugiman

Professor, Toronto Metropolitan University

Nisita Tappata (Pathways Canada Alum)


Integrations Ecosystem, POAP inc.

Thank you

We hope this report demonstrates how your support is addressing the urgent needs of youth and generating countless possibilities for young people 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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