Pathways to Education

2018 RESULTS SUMMARY

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About **Pathways to Education**

Pathways to Education is a national, charitable organization breaking the cycle of poverty through education. Its award-winning program is creating positive social change by supporting youth living in low-income communities to overcome barriers to education, graduate from high school, and build the foundation for a successful future. Through the collective power of partnerships, Pathways to Education's innovative program is preparing youth for tomorrow.

Pathways alumni featured on the front cover (from left to right): Rebekah, Daniela, Gessica

Natalia
Pathways alum

MESSAGE FROM THE PRESIDENT AND CEO

At Pathways to Education, we recognize the importance of evaluating our work to demonstrate the overwhelming success of the Pathways to Education Program. Since 2001, we've been delivering an effective model of supports proven to improve graduation rates and better prepare youth for life after high school. Inside this report, you will see these results and the successes that Pathways students across the country achieve every day. Lowering high school dropout rates is core to our vision of breaking the cycle of poverty through education. Our diverse network of supporters across Canada are champions for education who recognize that students who graduate from high school contribute to a stronger economy.

Pathways supports students who face many barriers to education as a result of poverty. When challenges present themselves to Pathways students, they are surrounded by a supportive community that provides them with guidance and encouragement. The resilience of young people in the Pathways Program is a reminder of the infinite possibilities youth can achieve when they are given opportunities to pursue their ambitions.

In order to understand our impact, we measure the rate at which graduation rates improve in the communities we serve. However, the accomplishments of Pathways students extend well beyond high school graduation. As you read the stories of Sal and Kishan, you will see how the skills they developed through the program laid the groundwork for their successes today. Sal and Kishan have emerged as young leaders in their communities and are leveraging their experiences to change the narrative for youth living in low-income neighbourhoods.

This report focuses on the pivotal role youth play in shaping the Pathways Program. As the organization's impact grows, so too does the leadership of Pathways alumni. Their voices are more important to informing the future of Pathways than ever before. From first-hand experience in the program, to post-high school reflections, Pathways alumni offer unique insight into what works best in the program and where opportunities for improvement exist. This engagement creates more inclusive dialogue and leads to more thoughtful discourse about how best to reach and support young people in diverse communities.

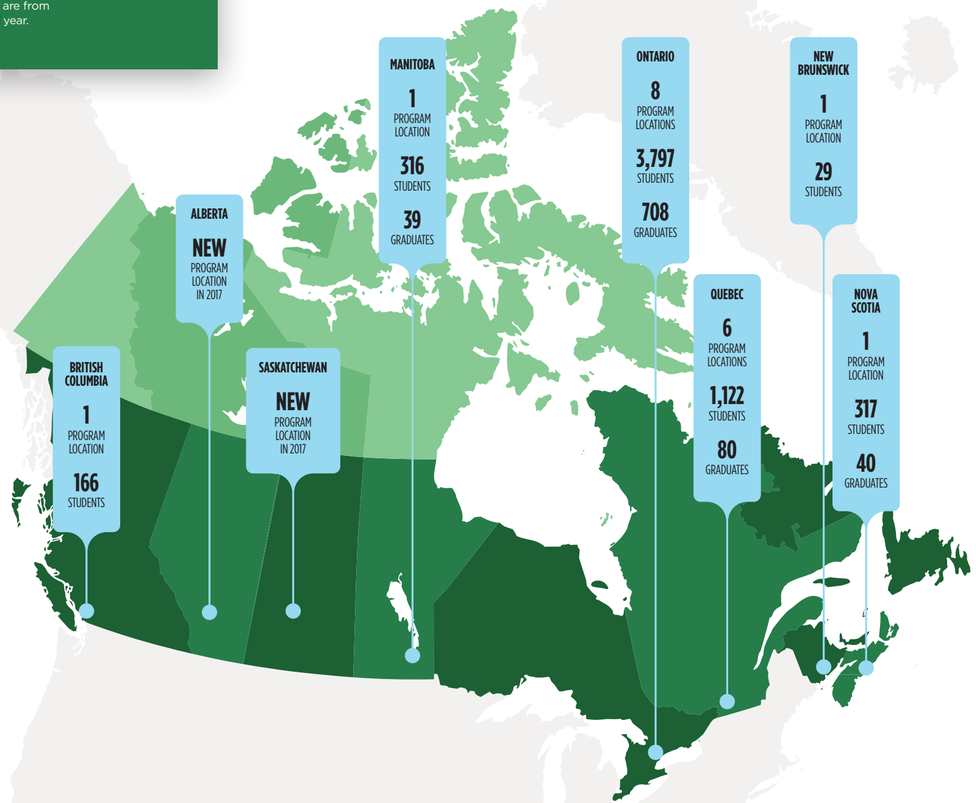
Our work continues to be possible thanks to our dedicated community of partners, staff, volunteers, and supporters who believe education has the power to level the playing field and create a more equitable world. Please continue to raise awareness of Pathways, give financially, or donate your time and help us build a Graduation Nation.

Sue Gillespie
President and CEO
Pathways to Education Canada

BY THE NUMBERS

The following figures are from the 2016-2017 school year.

20 PATHWAYS PROGRAM LOCATIONS



5,747 PATHWAYS **STUDENTS**

5,845 PATHWAYS **ALUMNI**

1,687 **VOLUNTEERS**

41,418 VOLUNTEER **HOURS**

417 LOCAL **PARTNERSHIPS**

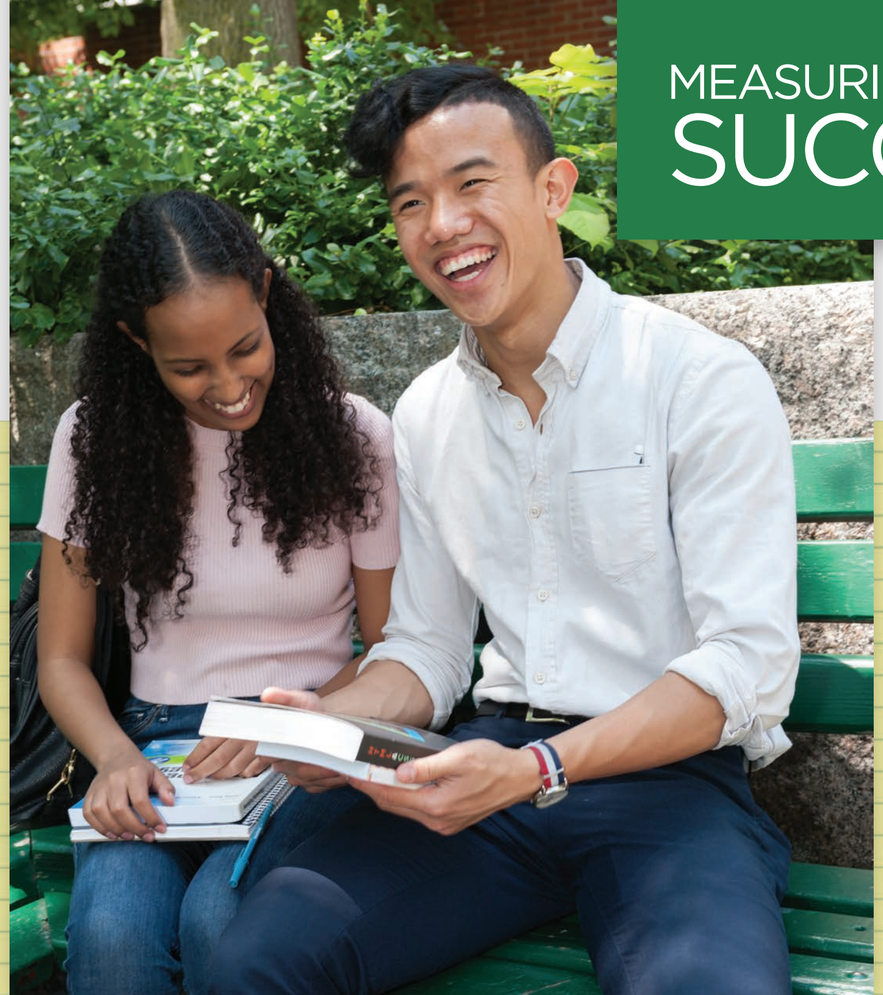
5 INDEPENDENT **REPORTS**

have been conducted to analyze the effectiveness of the Pathways Program.

Each report has concluded **positive findings**, demonstrating the proven impact of the Pathways Program.[1]

1. These external reports were conducted for Pathways to Education Canada between 2006 and 2018: The Boston Consulting Group (2006; 2011); Dr. Philip Oreopoulos/C.D. Howe (2015); Goss Gilroy Inc. (2017; 2018).

MEASURING SUCCESS



Mandeq and Michael
Pathways alumni

PERFORMANCE MEASUREMENT FRAMEWORK

Pathways to Education's Performance Measurement Framework monitors the success of the program. Within this framework, Pathways collects program-level and comparison data on indicators pertaining to high school graduation, post-secondary education, and engagement in the Pathways Program. This insight is paired with the percentage to which the Pathways Program improves graduation rates.

PROGRAM SCANS

In 2018, Pathways to Education Canada and frontline Pathways Program staff co-created a new tool to track and analyze day-to-day programming activities. The tool provides Program Partners with a more holistic view of how the activities enable positive youth development. Through the tool, staff can tailor supports to students and strengthen the overall impact of the program on each individual's academic and personal development.

COMPETENCY DEVELOPMENT

Last year, Pathways to Education Canada made the decision to enhance the existing Performance Measurement Framework by exploring additional measures of student success and readiness for life after high school. To better assess our impact, we conducted a comprehensive scan of relevant research on competency development, identified competencies that align well with the Pathways Program, and reviewed existing measures and potential methodologies. We chose to research competency development to assess the extent to which the program helps young people acquire the skills they need to succeed in the 21st-century workplace.

A pilot study we are currently undertaking offers positive preliminary findings on competency development in the Pathways Program. Through this study, we are measuring how programming supports students to develop competencies, dispositions, and mindsets that are crucial to positive youth development. The findings suggest that Pathways students have a strong grasp on what it takes to perform well academically now and in the future, how to set goals, and how to act with a sense of agency.

ENHANCED REPORTING

Insights from the current pilot study will help us determine how to effectively report on competency development. Subsequent studies will build on this work and enhance our existing Performance Measurement Framework. This will enable Pathways to consistently report on competency development in addition to our existing program metrics (i.e., graduation rates, school attendance, credit accumulation, program participation).

PATHWAYS AND SUSTAINABLE DEVELOPMENT GOALS

Since its launch in 2001, Pathways to Education has been committed to breaking the cycle of poverty through education. This mission aligns with the United Nations Sustainable Development Goals (SDGs), a collection of 17 global goals set by the United Nations General Assembly in 2015. The goal of the SDGs is to build a better and more sustainable future, with a particular focus on improving the circumstances of underserved and marginalized populations. This reflects the focus of the Pathways Program, which aims to engage and support youth furthest from opportunities throughout Canada and equip them with competencies to succeed in high school, post-secondary education, and the 21st century labour market.

ALUMNI SPOTLIGHT

Sal

High School Graduation: **2017**
Pathways Program Location: **Regent Park, Toronto**
Post-Secondary Specialization: **Math**
Career Field of Interest: **Education**

Pathways didn't give us our voices. We already had them. But they gave us the courage and the inspiration to use them.

I immigrated to Canada with my family when I was 10 years old. It was an experience that shaped who I am today. At the time, I felt like I needed to grow up quickly because, while my parents were organizing our new lives here, I was responsible for navigating school and figuring out my future.

We settled in Regent Park, Toronto, and I quickly fell in love with the community, but I noticed there were a lot of barriers people living there faced, including the stigma of living in a low-income area. When I realized this, I wanted to make a difference and create positive change. But where to start? And how?

When high school rolled around, I ended up going to a school that was outside of Regent Park. At first, I was afraid that this would push me away from the community—something I didn't want to happen. In fact, this could have been the case if Pathways didn't exist. Pathways was the string that brought me closer to my community and my people, and my life's passion.

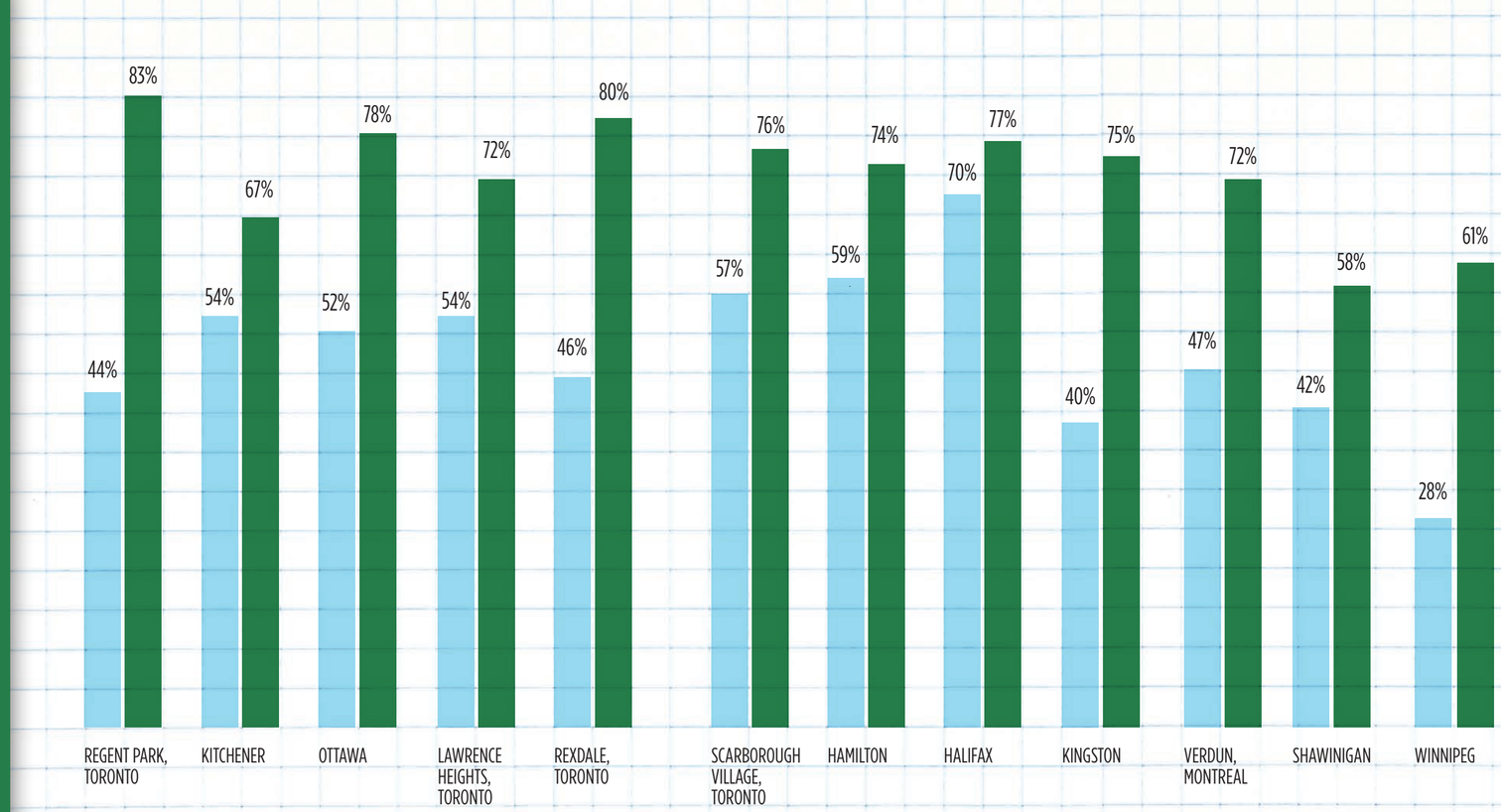
Pathways showed me the world above and beyond high school. When I was in Grade 9, I was awarded the Pathways Excellence Award. It was the motivation and encouragement I needed to start my own non-profit organization, called Youth Gravity, to provide a platform for other young leaders in Toronto. I'm proud to say that my organization is still going strong today and hundreds of other young people like me have been connected through it.

My journey with Pathways is far from over. In 2018, I was honoured to be nominated for the National Pathways Alumni Ambassador Program as a representative of Regent Park. This opportunity has opened so many new doors for me, including meeting fellow Pathways Alumni Ambassadors from across Canada. We share our stories and talk about the similarities in our experiences growing up in low-income neighbourhoods. After meeting this group of young people, I realized that we are the leaders of our communities and we can overcome the obstacles in our way and keep moving forward. Thank you, Pathways, and all of the generous donors, for believing in us.

BUILDING A GRADUATION NATION

Graduating from high school is a milestone achievement for Pathways students, their families and friends, and their communities. When Pathways students graduate, we celebrate their achievements and are one step closer to becoming a Graduation Nation.

In the 2016-2017 school year, 867 Pathways students graduated from high school, prepared to succeed in their chosen paths. Of these graduates, 64 per cent went on to post-secondary education or training, while others obtained meaningful apprenticeships, internships, and employment. All of these graduates joined Canada's growing economy and will contribute significantly as active members of their communities.



Graduation Rates[2]

PER PATHWAYS PROGRAM LOCATION

PRE-PATHWAYS GRADUATION RATE

PATHWAYS GRADUATION RATE

THANK YOU

to our incredible donors and supporters across the country who helped to make this another successful school year.

2. These figures represent the on-time+1 year graduation rates for pre-Pathways and Pathways for the 2016-2017 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 Shawinigan is reflective of their first graduating cohort in the 2016-2017 school year. Pathways Winnipeg's graduation rate is on-time+2.

   The pre-Pathways graduate rates for Verdun and Halifax have been updated to reflect more accurate and relevant comparisons for these two communities.

POST-SECONDARY SUCCESS

Where are Pathways to Education alumni now?[3]

TOP AREAS OF STUDY IN COLLEGE, UNIVERSITY, AND TRAINING PROGRAMS

3. Field of Study/Percentage of Total. Universities Canada data from the 2016-2017 school year.

ALUMNI SUCCESS STORY

Jin

As a high school student, becoming a lawyer was my biggest dream. However, I grew up in a poor household and I had come to think that my dream was unattainable as someone from humble origins and few resources. But thankfully, Pathways to Education was there for me. They believed in me when no one else did.

In 2018, I graduated from Osgoode Hall Law School and was called to the Ontario bar. I attribute my success to Pathways to Education and the numerous and selfless Pathways staff, volunteers, and donors that I have met along the way. Thank you very much.

Today, Jin is a family law practitioner.

YOUTH ENGAGEMENT HIGHLIGHTS

Rebekah and Gessica
Pathways alumni

From leading conferences to taking civic action, Pathways youth are transforming their education through the countless examples of experiential learning activities. Here is a selection.

Student Advisory Committees were formed at Pathways Ottawa and Pathways Rexdale to provide students with a leadership platform. Members of both committees participate in program planning, implementation, and evaluation work year-round.

Pathways Winnipeg's annual student conference is curated by and for students. Conference themes reflect student concerns, questions, and future aspirations.

As part of the mentoring program at Pathways Saint John, one Grade 10 student joined the National Child Rights Committee, where they facilitated and hosted a United Nations Convention on the Rights of a Child workshop for Grade 9 students. The workshop concluded with a reflective sharing circle and a data collection form, which was sent to the National Child Rights Committee to inform national policy.

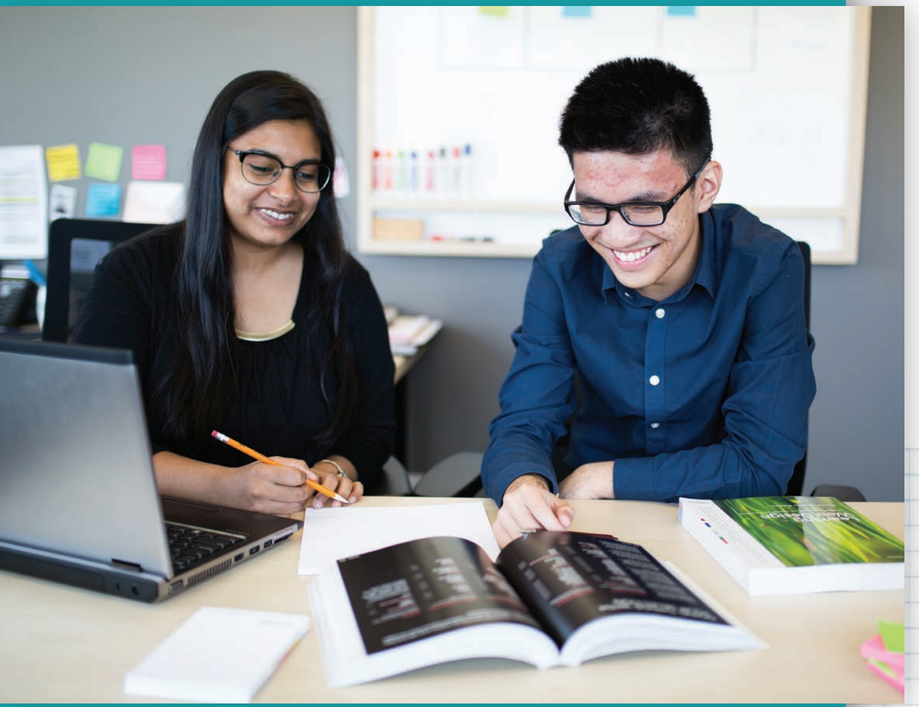
Students from Pathways Halifax created "Spryfield to You," a local community placemaking project to address food security in the community. The group's vision is to build upon the community's existing assets and potential to improve local food security.

Pathways Lachine opened its volunteer program to senior high school students in the community in an effort to provide peer mentorship opportunities. Younger students are receiving necessary academic support and expanding their peer networks, while the student tutors are enhancing their skill sets and applying their knowledge in a practical setting.

As a part of an ecological initiative organized by the City of Verdun, a dozen Pathways Verdun students took part in making the riverbanks a more welcoming space and learned how they can continue to support important environmental awareness and protection movements.

Grade 9 students at Pathways Vancouver organized a conference for incoming Grade 8 students. The conference was an opportunity for all students to learn practical organizing skills, develop their peer connections, and introduce students to the Pathways Program.

SPOTLIGHT ON LEARNING



Hamshaa and Jinson
Pathways alumni

National

A look at the power of engaging youth in the Pathways Program, and some of the initiatives happening year-round at Pathways Canada.

Local

Six Pathways alumni conducted an evaluation of the Pathways Program in Scarborough Village by seeking feedback from other alumni.

Individual

Kishan, a Pathways alum and one of the Pathways Scarborough Village evaluators, shares his views on how young people in his community are contributing to its success.

NATIONAL

The Power of Youth Engagement

At every level of the organization, youth are invited to participate, contribute, and lead important decision-making conversations that impact their lives and the lives of their peers. When youth are invited to participate and share their voices, they strengthen their problem-solving skills and further develop their sense of purpose.

Providing students with autonomy is a critical element of the Pathways Program. When students first begin programming, they are required to review and sign an agreement outlining their commitment to their education. This includes agreeing to attend programming regularly and being an active participant in mapping out their future with the support of dedicated staff.

Engaging youth in programming is essential to ensure long-term sustainability of the Pathways Program. The adaptable program model is designed to meet students' needs in real-time; therefore their feedback, as students and as alumni, is invaluable.

Supporting Diverse Communities

Young people living in low-income communities across the country face barriers to education that are disproportionate to their peers. While they represent a significant portion of the population, these individuals are often underrepresented in our economy. By engaging, supporting, and listening to these young people, Pathways provides them with a platform to meaningfully engage with their communities, strengthen their confidence, and enhance their representation.

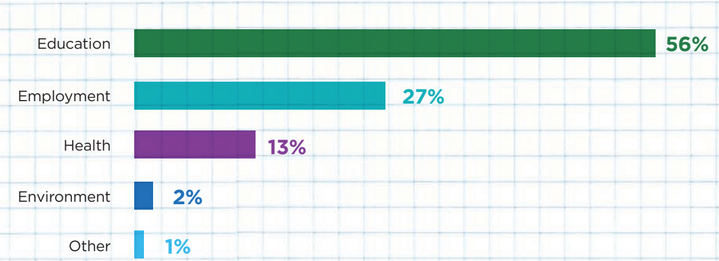
Advising on Canada's First-Ever Youth Policy

Through our partnership with the Government of Canada, more than 100 Pathways youth were invited to participate in shaping the new policy's development. Providing feedback to the Government of Canada was inspiring for the participants and helped to validate that their voices do matter and can make an impact.

We would like to thank the Government of Canada for including the voices of Pathways youth in the discussion.

Education is Top of Mind for Youth

Youth participating in the policy's development were asked:
"What policy area has the biggest impact on your day-to-day life?"



SPOTLIGHT ON LEARNING

NATIONAL

Alumni Leadership

The national Pathways to Education Board of Directors and Campaign Cabinet consist of leaders from diverse sectors who lend their expertise to the organization's mission. Within these governance and leadership teams, Pathways alumni serve as representatives. The Alumni Advisory Committee also exists at the national level to steer alumni engagement activities and program guidance from an alumni perspective.

Nisita

BOARD MEMBER
& PATHWAYS ALUM

"Having experienced the Pathways Program from the standpoint of a student, it is an honour to give back to the initiative that helped foster my strengths.

The National Pathways to Education Alumni Ambassador Program

In 2018, the National Alumni Ambassador Program was formed to support the rapidly growing network of alumni. Through the program, communities with a graduating cohort now have a dedicated alumni ambassador who creates local engagement opportunities for fellow alumni.

Alumni Ambassadors receive special training to support their initiatives, including how to develop their personal brand, public speaking, and event organizing.

Pathways Alumni Ambassadors

Career Opportunities

Career exploration is most impactful when offered throughout a student's high school journey. Students feel more prepared and less overwhelmed in later grades when they have opportunities to receive career mentoring and internships from the beginning of high school. Many of Pathways' corporate partners provide these levels of support to students and engage them during their academic and professional journeys.

Pathways to Education Canada currently employs four alumni as full-time staff members, and offers two annual rotating internships exclusively for alumni.

SPOTLIGHT ON LEARNING

LOCAL

Pathways Scarborough Village Youth-Led Evaluation

In 2017, a group of Pathways Scarborough Village alumni built upon Pathways' commitment to youth participation by developing a year-long study. This study evaluated how students and alumni in Scarborough Village feel about Pathways, and its overall impact on the community since it began in 2009. Their report examines the impact of the Pathways Program on the academic, personal, and professional lives of alumni.

Thank you to the following Pathways Scarborough Village alumni evaluators for conducting this valuable research: Kishan, Lavanya, Louna, Oniza, Vanessa, and Zoohra.

About the Community

The majority of Scarborough Village residents are newcomers or first-generation immigrants who are ethnically and linguistically diverse. The Scarborough Village area is also densely populated, with a high proportion of single-parent, low-income, and minority families. Many residents face socioeconomic issues related to poverty that include, but are not limited to:

- Unemployment
- Education
- Affordable housing
- Immigrating to a new country
- Family breakdown
- Lack of commercial and community services
- Transportation access.

Close to 400 high school students are supported at this Pathways Program location annually.

Sidra, Fowzi, Jade
Pathways alumni

The Evaluation

6
Pathways Alumni Evaluators

300+
Pathways Alumni Engaged in the Evaluation[4]

70+
Surveys and Interviews Conducted

5
Areas of Focus:

Tutoring and Academic Support

Financial Assistance

Pathways Staff and Volunteers

Mentoring

Post-Pathways Experience

4. Pathways alumni from the 2013, 2014, 2015, and 2016 graduating cohorts.

STUDENT VOICES MATTER

Participants of the evaluation helped to reshape programming elements and maximize impact by sharing their insights and feedback.

98%
of respondents indicated that they had a positive relationship with Pathways staff and volunteers throughout their time in the program.

86%
of alumni surveyed said that the Pathways Program prepared them for life after high school.

77%
of alumni responded that the tutoring support, including the tutors themselves, contributed to their overall success.

89%
of respondents indicated that short-term financial support in the form of transit fare motivated them to not only go to school, but to also attend all of their classes.

Respondents in the evaluation indicated how important it is to have mentors who have shared experiences with the students.

65%
of alumni said that the Pathways alumni network keeps them connected but that it can be too large to navigate on their own.

38%
expressed interest in having more quiet spaces for tutoring.

In 2017, Pathways Scarborough Village dedicated one of the tutoring rooms to be a quiet space.

In 2018, based on recommendations from students, Pathways Scarborough Village integrated financial literacy learning into their summer programming.

7
alumni are currently employed at Pathways Scarborough Village.

With the launch of the Alumni Ambassador Program, Pathways Scarborough Village now has a dedicated Ambassador to help bridge the network and facilitate more community engagements for alumni.

Meet Pathways Scarborough Village's Alumni Ambassador, Kishan, in the next section.

SPOTLIGHT
ON LEARNING

INDIVIDUAL

Kishan

Kishan is one of six alumni evaluators who conducted the Pathways Scarborough Village evaluation in 2017. He is also an Alumni Ambassador for the community and a part-time staff member at Pathways Scarborough Village. Kishan completed his bachelor's degree in psychology in 2016 and is now completing a bachelor's degree in social work. He speaks about his journey in the Pathways Program and the important role he believes youth play in his community.

Financial Support

"I joined the Pathways Program because my parents learned of the free transit fare students were given, which alleviated a huge financial burden on our family at the time. Not having to pay for transit fare meant more money for food and other necessities."

Academic Support

"My parents are immigrants so they weren't entirely familiar with the education structure in Canada, but they knew Pathways was. It was a big relief for them and, to be honest, it was for me as well. It was awesome to have support at Pathways and have people in addition to my family and friends to bounce ideas off of and figure out my path in school."

Belonging and Social Support

"I was introverted in high school and didn't always feel comfortable interacting with other students. I did, however, feel at ease with the staff, which has come full circle for me now in my part-time role. I recognize myself in a lot of the students and they see themselves in me because I'm an alum of the program. This creates a relationship based on trust and shared experiences, which cannot be undervalued, especially for youth living in marginalized communities who may lack these relationships or outlets."

Community Engagement

"I was humbled to be nominated as the Pathways Alumni Ambassador for Scarborough Village. This community and this program mean so much to me. Building community succession motivates a lot of the work that I do and I see it happening all the time at Pathways. I have a younger brother who has graduated from the program and another brother who is currently a participant. Like many of my peers, I see the impact Pathways has had on our family, becoming a household name, and I believe we are creating a generational shift in our community."

Post-Secondary Success

"During my first year in university, I thought often about the support Pathways provided me in high school. From the tutoring to the financial support, to just daily conversations, Pathways got me through my day-to-day activities and also prepared me for the future. Being able to participate in the Pathways Scarborough Village evaluation was an opportunity for me to give back and continue my commitment to Pathways. I know firsthand how one conversation with a staff member at Pathways can change a student's life. Bringing students into program planning and evaluation only helps to increase the chances of those conversations happening."

Baspana
Pathways alum

NETWORK OF SUCCESS

Pathways Canada works with diverse community organizations and leaders in education, youth development, and career readiness to help guide Pathways Program development. These organizations work in collaboration with Pathways Program Partners who deliver programming directly to students. Pathways Program Partners provide community expertise to ensure programming initiatives meet the individual needs of the students they serve. They also bring with them an array of community partnerships to support programming. The collective impact achieved by combining each partner's unique strengths promotes youth success in the community.

Pathways has more than 400 formal and informal partnerships across Canada that support programming. Thank you for your commitment to breaking the cycle of poverty through education.

PATHWAYS PROGRAM PARTNERS

Canadian Native Friendship Centre (Edmonton, Alberta)

Carizon Family and Community Services (Kitchener, Ontario)

Carrefour jeunesse-emploi Marquette (Lachine, Montreal, Quebec)

Carrefour jeunesse-emploi Shawinigan (Shawinigan, Quebec)

Community Education Development Association (Winnipeg, Manitoba)

Chebucto Connections (Halifax, Nova Scotia)

Kingston Community Health Centres (Kingston, Ontario)

Maison Jeunes-Est (Sherbrooke, Quebec)

North Hamilton Community Health Centre (Hamilton, Ontario)

Pacific Community Resources Society (Vancouver, British Columbia)

Pinecrest-Queensway Community Health Centre (Ottawa, Ontario)

Puakuteu-Comité de femmes de Mashteuiatsh (Mashteuiatsh, Quebec)

Regent Park Community Health Centre (Regent Park, Toronto, Ontario)

Rexdale Community Health Centre (Rexdale, Toronto, Ontario)

Saskatoon Tribal Council (Saskatoon, Saskatchewan)

Teen Resource Centre (Saint John, New Brunswick)

Toujours ensemble (Verdun, Montreal, Quebec)

Unison Health and Community Services (Lawrence Heights, Toronto, Ontario)

Les YMCA du Québec (Pointe-Saint-Charles, Montreal, Quebec)

YouthLink (Scarborough Village, Toronto, Ontario)

VOLUNTEERS

Volunteers are integral to the success of Pathways. They donate their time to help young people in their communities achieve success. They also contribute their voices as advocates of the Pathways Program and spread awareness about its proven impact.

Pathways is fortunate to work alongside more than 1,400 volunteers, many of whom support tutoring and mentoring programming across the country. The volunteers at Pathways help to build communities and act as role models for Pathways students, demonstrating the importance of volunteer work.

Pathways alumni donate their time through the Alumni Advisory Committee, Alumni Ambassador Program, and by attending events to share their experiences in the program, and the incredible things they are up to today.

The national Board of Directors consists of volunteers who are progressive leaders in their career sectors and provide strategic guidance to the organization. Their governance helps Pathways increase its capacity to support more young people across Canada.

As a non-profit organization, Pathways relies on volunteers to support fundraising initiatives, including major campaigns. Members of the Pathways National Campaign Cabinet leverage their networks to meet the fundraising goals of the organization. Fundraising volunteers help to steer funding directly to those who need it most: Pathways students.

1,429
PROGRAM **VOLUNTEERS**

213
ALUMNI ATTENDED 23 EVENTS IN SUPPORT OF PATHWAYS

41,818
VOLUNTEER **HOURS**

45
LEADERSHIP AND FUNDRAISING **VOLUNTEERS**

Catherine and Ines
Pathways alumni

VOLUNTEER SPOTLIGHT

Sim

Pathways Program Location: **Ottawa, Ontario**
Volunteering Since: **2013**
Area of Support: **Career Mentoring**

> I have been inspired by how a local initiative can make a positive difference in our communities.

Sim's journey with Pathways began in 2013 when she partnered with the Program location in Ottawa to launch a volunteer-led career mentoring program for students in Grades 11 and 12. During the five-week program—which Sim developed with the support of her RBC colleagues and Pathways Ottawa staff—Pathways students took part in weekly sessions led by Sim and her fellow RBC colleagues. Drawing from their work experience, the team of RBC volunteers covered a range of topics, from careers and entrepreneurship, to interview skills and resume building, to financial literacy and budgeting.

"The first round of the program was a huge success," says Sim. "It was a new experience for many students to have one-on-one exposure with working professionals to help them with their life path."

Building off its initial success, Sim, who now lives in Toronto, is working with Pathways Canada and her fellow RBC colleagues to pilot the program in other Program locations. With a balance between conversation and workshops, the program provides a space for Pathways students to complete career-skills worksheets, review their resumes one-on-one with an RBC volunteer, and discuss the importance of youth perspectives with RBC employees.

Each year, the program concludes with the names of participating Pathways students being passed on to RBC's hiring team for consideration as prospective candidates for summer student placements in Ottawa.

"This experience has taught me that knowledge is power and, by sharing it at no cost, it has had a tremendous influence on the future success of these youths."

Thank you, Sim and RBC, for leading this initiative as part of the RBC Future Launch Program, which is committed to helping young Canadians prepare for the jobs of tomorrow.

From sharing your career experiences with Pathways students to contributing your voice as an advocate of the Pathways Program, there are many ways that you can lend your support as a volunteer with Pathways to Education. To learn more about volunteering with Pathways, visit our website: pathwaystoeducation.ca/volunteer.

Pathways to Education

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Samuel
Pathways alum

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