



pathways

WWW.PATHWAYS TO EDUCATION.CA

Spring 2009

New Pathways Sites Off to a Great Start

Early Evaluation Results Worth Getting Excited Over!

At Pathways, we integrate ongoing evaluation into everything we do. After all, it's only from measuring our results and carefully examining the lessons learned that we can best determine how to move forward, and share the knowledge we've gained.

The Regent Park program's proven results have earned plenty of recognition and have won several awards. So when we opened our first new sites in September 2007, we applied our research principles from day one. We needed to know whether or not our success in Regent Park could be replicated in new communities, and we're pleased to report that the answer is "Yes!"

Initial results for the first group of students in each of the new sites are comparable to those of the first groups of Regent Park students. This data confirms the strength of the program and the value of providing support to young people in these neighbourhoods.

There are three measures by which we can demonstrate a positive impact on the communities after just a single year of the Pathways program; they are absenteeism, credit accumulation and the rate of participation.

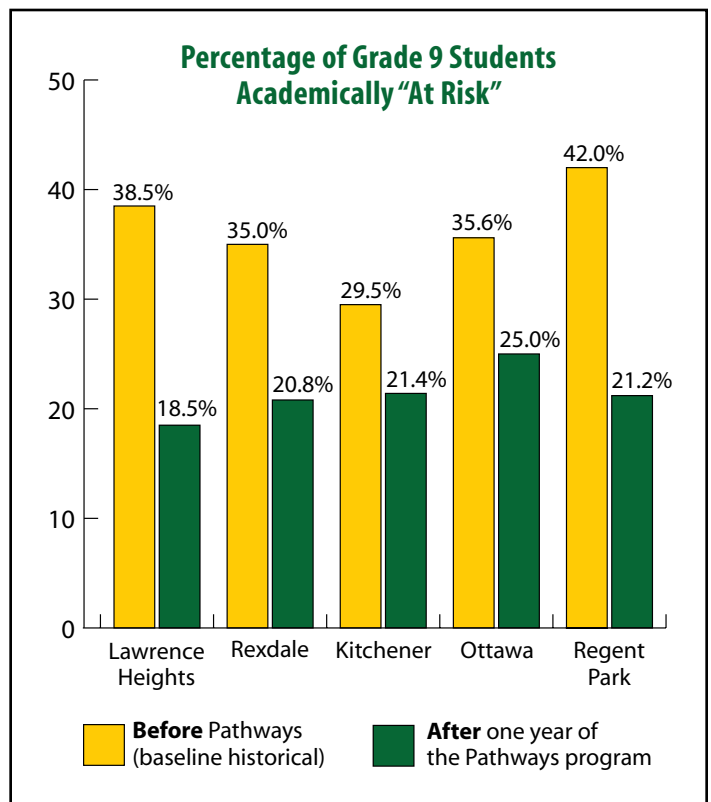
Credit Accumulation is Up in All Communities

The number of credits earned in Grade 9 is used to determine whether or not a student is at risk of dropping out. Six or fewer credits earned (out of a standard eight) is the measure adopted by the Toronto District School Board. The impressive results from our new communities compare well with the first group in Regent Park. [Verdun's results are not included here, as Quebec operates

under a very different system where credits are not awarded until the second year of the first secondary school cycle.]

Absenteeism is Down in All Communities

Absenteeism is another important measure. Students who are absent 15 percent or more of the time are at greater risk of dropping out. In this first year, the proportion of students in this category declined in each community compared with their respective pre-Pathways groups. And the rate of participation in the Pathways program is 85 percent.



First-Year Replication Results are in: Pathways is Making an Even Bigger Difference, Thanks to You!



When we first developed the Pathways to Education Program™, our goal was to reduce the dropout rate in a single community — Regent Park. Over the years, as we proved that this was possible, other communities came knocking at our door. And, eager to make an even bigger difference, we set up Pathways Canada to replicate the program in other communities.

In September 2007, five new communities in Ontario and Quebec launched Pathways to Education programs with great success. On average, 87 percent of eligible students in all sites signed up and took part in the program! Now, after analyzing the data from the first year in the new communities, we are delighted to report that the results are comparable with the first year of the program in Regent Park. We've passed our second milestone of replication!

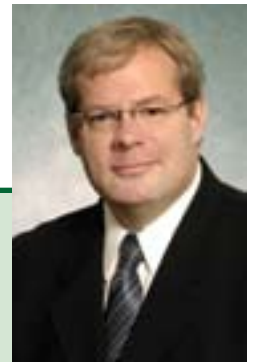
Regent Park also had some exciting results to report recently about the success of students beyond high school. The skills our participants learned are transferable to post-secondary studies and have had a positive impact. Significantly more Pathways students stay in university (92 percent) or college (90 percent) than the national average (84 and 75 percent respectively). We are extremely encouraged by these results as we look forward to growing our program even more over the coming years.

We are also eagerly anticipating our upcoming Pathways Student Conference, which will bring together students and alumni from all the sites, allowing them to share their experiences — learning from one another as they gain insights from the guest speakers.

All in all, 2009 is shaping up to be an exciting year, and there are a variety of ways you can get involved. Why not consider participating in one of our programs including take your kids to work (p. 4) and summer internships (p. 5)? Or help us to raise funds by teeing up for the annual golf tournament (p. 10)? After all, the positive impact you'll read about in this newsletter shows that your investment in Pathways and the young people we support is making an important difference. Thank you. We couldn't do it without you!

Sincerely,

Carolyn Acker
Chief Executive Officer
Pathways to Education Canada



A New President for Pathways

David Hughes Bring a Wealth of Experience and a Passion for Social Change

Pathways is pleased to announce that David Hughes has joined Pathways to Education Canada as president on January 12, 2009. David's strength is using a business approach to address social issues. He will be taking responsibility for day-to-day operations, allowing Carolyn Acker to focus on building relationships with communities and key external stakeholders.

For the past seven years David served as president & CEO of Habitat for Humanity Canada, during which time the organization expanded its presence throughout Canada and experienced

unprecedented growth in revenues, brand and issue awareness, and the number of families who moved into new, affordable housing. Prior to that, David spent 10 years in foreign postings in the senior ranks of the SOS Children's Villages in Europe, Africa, Asia, the United States and at the United Nations. He has also served as a board member and advisor to several other social change organizations.

Pathways is currently providing the program to over 1,700 students in two provinces and with David's appointment we are building our capacity to reach out to more communities and to help more kids build a better future.

The Cynthia Lee Gray Pathways to Education Centre

A Living Tribute to a Woman of Character and Heart



Glenn Hadden recently gave Pathways Canada an extraordinary gift in honour of his wife Cynthia, who passed away in August 2007. In memory of this remarkable woman and the strong relationship Cynthia and Glenn have had with Pathways to Education since the organization's earliest days, a special event was held on Friday evening, September 21, 2008, in which the Pathways centre in Regent Park was re-named The Cynthia Lee Gray Pathways to Education Centre.

Over the years, Cynthia and Glenn supported hundreds of students, both financially and by giving generously of their time. Through their commitment, they also inspired others to follow their lead. Cynthia had an especially great impact on Pathways in her role as a volunteer. She worked on the Development Committee at a time when Pathways was a small, unknown organization. She helped to establish early relationships with funders—relationships that have grown enormously since that time.

The replication of the Pathways program, rooted in the experience and knowledge of Regent Park, will make the Cynthia Gray Centre the preeminent location upon which future replication will be based. But, most importantly, the centre will be a vibrant, living tribute to Cynthia Lee Gray's legacy.



Inscription

Cynthia Gray was a true leader.
From the early years of Pathways to Education
She worked tirelessly on behalf of the youth in Regent Park.
She was passionate about the Program and deeply committed
to the success of every Pathways student.
Cynthia believed that education is the key to success in life.
The example of her hard work, dedication, and kindness to others
inspired those around her to achieve their full potential.
Cynthia's spirit and commitment to Pathways lives on
in the vision that all can achieve their hopes and dreams,
and make their community a better place to live.



Take Your Kids to Work Day at RBC

Pathways Students get a Glimpse of Life in the Financial Sector



Thanks to the Urban Financial Services Coalition (UFSC) Toronto Chapter, eleven Pathways students recently experienced a day in the life of a Royal Bank of Canada (RBC) employee. UFSC—a trade organization dedicated to promoting the growth of minority professionals in all areas of financial services and to increasing our community's awareness of personal finance—partnered with the bank to allow the students to participate in Take Your Kids to Work Day along with 230 other kids who attended with their parents, relatives or friends.

The day began with presentations made by RBC staff covering such topics as preparing a resumé for the financial sector, the working culture at RBC and possible career paths in the financial sector. The Pathways students were then paired up with their staff partners and whisked away to the inner sanctum of RBC where they had the opportunity to attend business meetings, spend one-on-one time with their staff partner, attend three tours throughout the day and test ATMs.

During the lunch break students learned about summer opportunities with the bank, the value that is placed on diversity at RBC and which volunteering activities would be useful for them to participate in to potentially secure employment at RBC in the future.

"[The students] were all delightful, and I hope they got to enjoy themselves as much as the sponsors enjoyed having them," says David LeGrand, Manager, EIM Data Warehouse at RBC. The youth, in turn, appreciated the efforts the staff made to ensure they had a worthwhile and enjoyable visit. In fact, a few of them are hoping to return to RBC in the future. "I loved my experience at RBC," said student Mohamed Jirde Omar. "I think I want to work there one day."

Thank you to UFSC and RBC for providing Pathways students with this exciting opportunity!

For more information, visit www.ufsc-toronto.org and www.rbc.com

Pathways Student Conference 2009

Our first annual Pathways Student Conference is scheduled for June 20, 2009. The conference is designed to bring together current Pathways students and program alumni in an event where they can build their networks and celebrate their achievements. There are also workshops that will help them build the skills they need to succeed as they transition between schools and careers.

Participants will include both alumni and current students. More details to come! For information, contact O'neil Edwards at oedwards@pathwayscanada.ca

New Pathways Sites

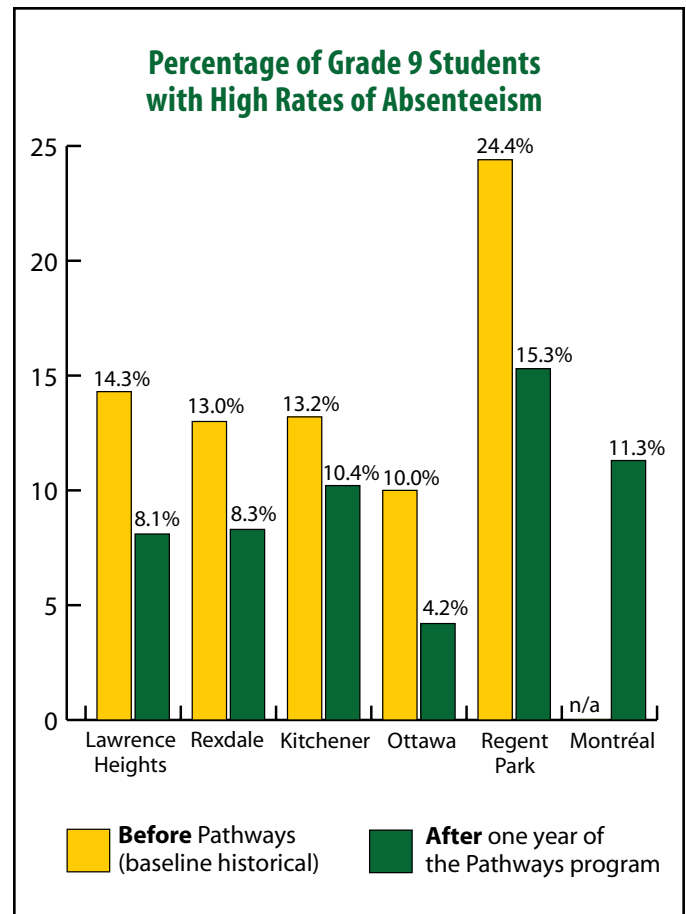
Continued from page 1

The Regent Park Results Just Keep Getting Better!

The Regent Park program continues to show impressive results as well. Looking at the first four graduating classes we found:

- The average dropout rate is now less than 10 percent.
- 80 percent of Pathways graduates have moved on to post-secondary education. Of these students approximately 60 percent are attending university, 38 percent are in college and 2 percent are in apprenticeship programs.
- 20 percent of students are still in school — taking five or six years to complete their high school education rather than dropping out.
- The rate of attrition from college and university among Pathways students is less than 2 percent for university students and less than 10 percent for college students which is significantly lower than the national averages of 16 and 25 percent respectively.

These are indeed impressive results, and are certainly a testament to the hard work and dedication of the staff, volunteers, and — most importantly — the young women and young men of each community.



For more results, please see our website:
www.pathwaystoeducation.ca/results.html

It's Never too Soon to Start Thinking of Summer...

For the past four summers, Pathways Regent Park has partnered with organizations to provide summer positions to students. In the summer of 2008, 18 organizations helped 40 students and recent graduates gain real job experience, polish skills and build their resumé for future employment.

Sponsoring organizations consistently report that they are pleased with their interns — so pleased, in fact, that most continue to take part in the program year after year.

Here's how your business can get involved:

We're looking for internship opportunities in a variety of sectors so we can offer choice and value both to our students and to the interested companies.

Your company will offer:

- paid summer internship, beginning as early as mid-June 2009;

- valuable work experience for Pathways youth, including industry exposure and opportunities for growth.

Pathways will offer:

- student support and employment preparation through recruitment support, registration, presentations, training workshops, site visits, resumé writing and interview scheduling;
- a specialty mentor who will act as a liaison, maintaining regular contact with the internship supervisor and the student.

For more information or to find out how your company can participate, contact:

Rudhra Persad, Mentoring Program
 Facilitator, Employment and Internships,
 Pathways Regent Park
 416-642-1570 ext. 266
RudhraP@regentparkchc.org

Paying it Forward Three Times Over!

Pathways Students Give Each Other a Hand Up through Tri-mentoring

As students begin post-secondary education, they face a time of academic and social change. For many, the experience can be more than a little intimidating. Peter Wanyenya knows this firsthand. Three years ago, he felt the same way. Now, as one 144 students who are part of the Tri-mentoring program at Pathways, he helps other Pathways students who were once in his shoes.

The program is based on the Ryerson University Tri-mentoring program and was developed to smooth the transition for Pathways students who are moving on to post-secondary education. It's called tri-mentoring because it's carried out at three levels: A Pathways alumni—like Peter—who is currently in their fourth or graduating year at a post-secondary institution mentors a first-year post-secondary Pathways alumni student, who then mentors a Grade 11 or 12 Pathways student, who in turns helps a Grade 9 or 10 Pathways student. As the students help one another, they also help themselves by taking on an active role in their community and learning important leadership skills along the way.

Currently enrolled in the Business Management program at the University of Windsor, Peter makes time once a month to communicate via e-mail or phone with a Pathways graduate who is starting his or her first year at the university. He acts as a mentor on school procedures, academics, extra-curricular activities, required



skills for success, campus resources and leadership development. "It's a great one-on-one program," explains Peter. "I'm like them. I came from the same background and I'm not much older, so it's easier for them to relate to me."

But the program doesn't just help students. There's often a significant language barrier between parents and the school system in areas like Regent Park and, according to Peter, the program is also making a difference to parents. "If I can help their kids with the school transition, then they can go back and explain it to their parents."

Josie L'Heureux, the Mentoring Program Facilitator for the Tri-mentoring program, adds that the program is a fantastic way to encourage students at all levels to take what they've





learned and pay it forward. She's seen firsthand how Pathways alumni are giving back to their communities. "It's their turn now," she explains, "and it's a great way for them to be connected to Pathways."

Once Josie has matched up the mentors and mentees, a training session is held. Participants attend presentations and have discussions about how to deal with confidentiality issues, how to communicate effectively and what it takes to be a good mentor or mentee. Every month of the academic year, the mentors provide a report to Josie outlining their meetings with their mentee.

And not only are the students learning and benefitting from one another's experience, it's also a wonderful way for them to stay connected with Pathways as they graduate and move on. Soon Peter will be on his way to France on a student internship, but he will stay committed to the Tri-mentoring program and will continue to communicate with his mentee. "The program is beneficial," Peter explains, "you can stay with the community, while being outside."

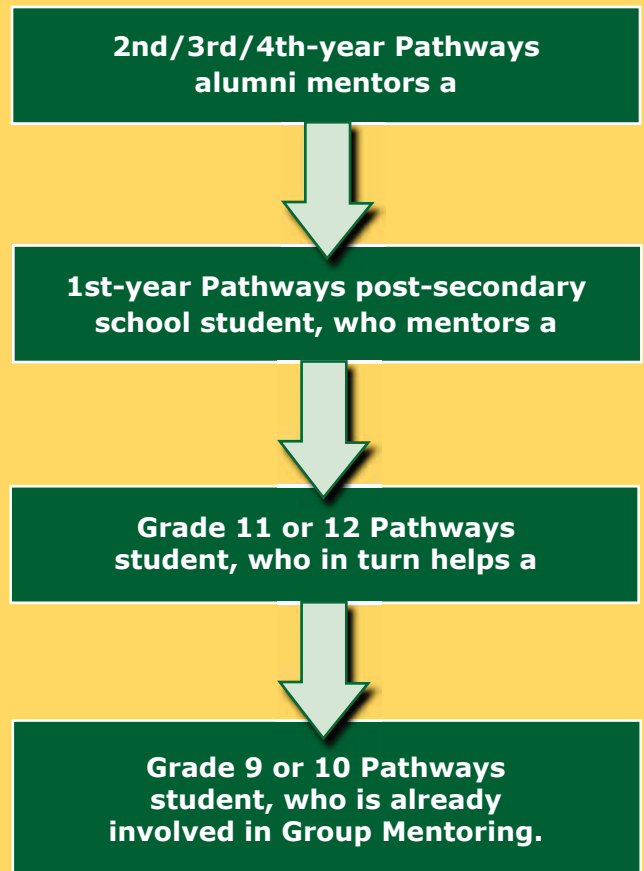
Perhaps most importantly, the program is helping to keep more kids in school. "It's another vehicle to help with retention of students in post-secondary," says O'neil Edwards, Director of Post-Secondary, Mentoring & Alumni Relations at Pathways Canada. In his view, the program brings a culture of success to Regent Park and to those who are moving on to post-secondary education.

Pathways gratefully acknowledges the leadership investment in the Tri-mentoring program made by the W. Garfield Weston Foundation.

What is Mentoring?

Mentoring involves sharing wisdom, skills and knowledge with a less-experienced person. A mentor is a voluntary guide or advisor who, through this exchange, makes a difference in someone else's life.

Tri-mentoring Program Outline:



Why Have a Tri-mentoring Program?

- To assist students (specifically culturally and linguistically diverse students) with their transition into their first year of high school or college/university life and career-related employment upon graduation.
- To specifically address and support the unique needs of first-generation Canadians, first-generation university students, and students with English as a second language.
- To encourage community involvement and the development of leadership skills.

Thank You to our Donors

For your continued commitment & generosity

Pathways to Education publishes this roster to recognize the generosity of individuals, corporations, foundations and other organizations and agencies.

All gifts to Pathways Canada are greatly appreciated. However, due to space limitation, only cumulative giving of \$1,000 or greater is acknowledged in this roster.

In the event of an error or omission please contact Deirdre Gomes at 416-860-3731.

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Collaboration and Creativity in Action

RBC Dexia and Pathways Work Together to Support Post-Secondary Students

Last summer, RBC Dexia Investor Services — a global provider of investor services to institutions worldwide — hired several Pathways students as interns and provided them with extensive mentoring. They were so impressed with the students that they have since worked with Pathways to create a program to provide even more career mentoring — and they've made a leadership investment of \$100,000 to make it possible!

"We were very pleased to work with Pathways to create the Post-Secondary Access and Transition Support program," says José Placido, CEO of RBC Dexia. "As an organization, we wanted to go beyond 'cheque-book' charity and really collaborate with Pathways to see where we could truly make a difference."

The new program builds on the Grade 11 and 12 career mentoring component of the Pathways

program by continuing to support students as they pursue post-secondary studies.

"The transition from high school to a post-secondary institution is a daunting step for any young person, and can be particularly so for these kids," says Placido.

One of the program's key elements was the creation of the new position of Director of Post-Secondary Access, Mentoring and Alumni Relations. O'neil Edwards, the staff person in this role, directs the program, which helps students to stay connected with the organization while providing them with ongoing advice and mentorship.

"I think this program is an excellent example of collaboration and creativity in action, two of RBC Dexia's guiding principles," asserts Placido.

Get your Team Together and Tee Up for a Great Cause!

The Fifth Annual Pathways Charity Golf Classic

The Canadian Auto Workers' union (CAW), Chrysler Canada Inc. and Pathways to Education invite you to join us on Thursday, June 18, 2009 for the Fifth Annual Charity Golf Classic at Lionhead Golf & Country Club.



The tournament includes breakfast, a 19th hole reception, lunch, a silent auction and, of course, prizes. The format is a four person team scramble and prizes will be awarded for both team scores and individual skills contests. Golfers of all abilities are welcome.

You'll spend a day in the beautiful outdoors, supporting a great cause as you enjoy Lionhead's landscaped grounds, which incorporate the natural beauty of meadows, wetlands, forests and natural foliage. The Masters course was recently voted best hidden gem in the city by the Toronto Star. Covering 520 acres of land, the course has more than 100 well-placed bunkers, nine ponds and two rivers, making each hole distinctive.

In the past, this event has proven to be great fun for all, and has also raised approximately \$150,000 over the last four years for Pathways. If you or someone you know is interested in participating in a foursome, in sponsoring a hole, or both, please contact: Deirdre Gomes at 416-860-3731 or dgomes@pathwayscanada.ca, or visit our website www.pathwaystoeducation.ca/events.html to download a brochure.

The Chrysler Foundation



Inspiring Digital Dreams

Sky's the Limit Gives Kids Computers and a Whole Lot of Hope

According to Lara Tavares, there's a digital divide in Canada: those who have access to technology and those who don't. "It is a huge need that nobody is addressing," Lara explains. And it's the reason why she started Sky's the Limit (STL), an organization that raises funds to buy refurbished computers for students in under-resourced communities.

Lara was surprised at first to discover that many families in Regent Park did not have home computers. "Regent Park is only a hop, skip and jump away from Bay St., a busy, technology-driven area," she says.

For this reason, the organization's first project was to supply 100 computers to Regent Park families. "We decided to piggyback on Pathways, since they were already expanding nationally," Lara says. To date, STL has supplied 947 computers to Pathways students in Regent Park, Rexdale, and Lawrence Heights in Toronto; and in Pinecrest-Queensway in Ottawa. In total, the organization has placed 1465 computers across Canada, each loaded with MS Windows XP and Internet-ready features.



The major benefit of refurbished computers is the price point—approximately one third of the cost of a similarly equipped new PC. Refurbished units are very current, will run all of the necessary applications and have less environmental impact.

The organization has received hundreds of thank you letters from Pathways students, explaining how the equipment has helped them. "I just want to say that I'll never forget what you've done," wrote one student. "I also want to say thanks for giving me hope, because having a computer has now given me a wide variety of chances."

Yes, I believe education has the power to change everything!

I'd like to make an investment in Pathways to Education

I would like to make a one-time donation of \$ _____ OR I'd like to make a monthly donation of \$ _____ /month for the next _____ months.

Please process the first monthly donation on ____/____/____ (dd/mm/yy).

I wish to donate by Cheque (payable to the Pathways to Education Program)

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