

# Holland Bloorview's Employment Pathways

Long-term outcomes: ~ 2 years after program participation



## A pathway approach

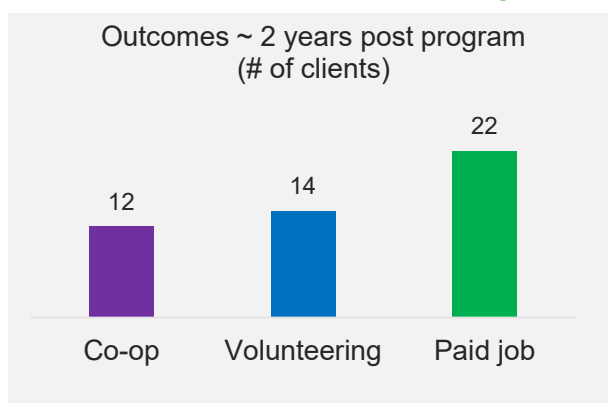
Early work experiences (chores, volunteering, jobs) are related to lifelong employment participation. The Employment Pathway supports youth and families in starting their employment journeys.

We survey clients and families 2 years after program participation to understand program impacts and make improvements. In 2024, 13 youth, 7 caregivers and 5 caregiver-youth dyads participated in a long-term outcomes survey (total of 25 surveys, 25.5% response rate).



## 92% of youth achieved 1 or more relevant next step

Outcomes ~ 2 years post program  
(# of clients)



## 92% of youth had looked for a paid job

Top reported challenges to finding a paid job:

- not having the work experience required
- not knowing the type of job wanted

## Of those who had looked for a paid job, 96% had found a paid job

- As most survey respondents had completed the final step of the employment pathway, most jobs were found through Holland Bloorview's Ready to Work program.
- Other jobs were found through family, friends & networking and by youth on their own (e.g., job finding board).



## Satisfaction

100% were happy or very happy with the general experience and results of the employment programs.



"I gained a lot of skills and experience from it, and that helped me shape where I'm going in terms of a career in the real world in the future." (Client)

## Feedback & Suggestions

- The caregiver component is highly valued. Caregivers want to build capacity in supporting youth to develop essential work life skills.
- Clients and families experience many challenges after finishing high school (including and in addition to securing employment) and spoke of navigation difficulties, service gaps, waitlists and more.

## How will we use this information?

**Quality assurance & improvement:** Clients and families were generally satisfied with their experiences. Youth who completed the employment pathway got a start on paid employment. We aim to increase our survey response rate to better understand the outcomes of clients and families who may not have completed all stages of the employment pathway.

**Advocacy:** Our findings highlight the importance of early youth employment experiences and need for personalized supports. We will continue to work with employers and policy makers to advocate for young people to have access to supported employment experiences while in high school and the right mix of services and supports into young adulthood to ensure their long-term success.