

# Holland Bloorview's Employment Pathways

Participation outcomes: 2024-2025 Fiscal Year



## Knowledge for equity

By understanding who we are serving, we can explore the equity in our services and consider how we might reach groups that face additional barriers to education in addition to disability.



## A pathway approach

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



## 69 youth participated across EP programs

in one or more program during the 2024/2025 fiscal year



## 94% of youth achieved their personal goals

calculated using the Canadian Measure of Occupational Performance (COPM)



## 84% of youth met or exceeded program goals

calculated using Goal Attainment Scaling (GAS)

### Examples of goals include:

#### Phase 1

- ✓ I build work life skills by getting work experience;
- ✓ I learn what helps me be a good worker

#### Phase 2

- ✓ I know how to search for a position and have the marketing / job search materials I need;
- ✓ I have started to take steps to find a position

#### Phase 3

- ✓ I am ready to be introduced to a potential summer employer;
- ✓ I work in a paid job



## Satisfaction

**97% agreed** with the statement: "My experience in this program was valuable - it helped me meet my goals regarding volunteering or employment"

**100% agreed** with the statement: "As I continue on my journey towards the workforce, I feel better prepared after participating in this program."



## Long-term outcomes

In 2024, we surveyed 25% of clients and families who completed an EP program 2+ years prior. Since then, youth reported the following relevant next steps:



## Feedback

"I feel better about getting a job in the future and this experience taught me **how to do harder tasks without having a fixed mindset.**" - Youth

"Now [YOUTH] sees she is going to go to school and **wants to get a job**, and she did not have that vision before the program. It gave her a sense **and an opportunity to see what it would be like.**" - Parent



## Impact

By tracking information & outcomes, we:

- ✓ Action the knowledge equity and pathway approaches above
- ✓ Lay the groundwork for a long-term research, evaluation, and quality assurance strategy for our programs.

# Holland Bloorview's Employment Pathways

Participation demographics: 2024-2025 Fiscal Year

## Who do we serve?



### Demographics

**69 youth** participated in EP programs this fiscal year

**Age: 100% of youth were age 21 or younger**, and 36% were 17 years and younger

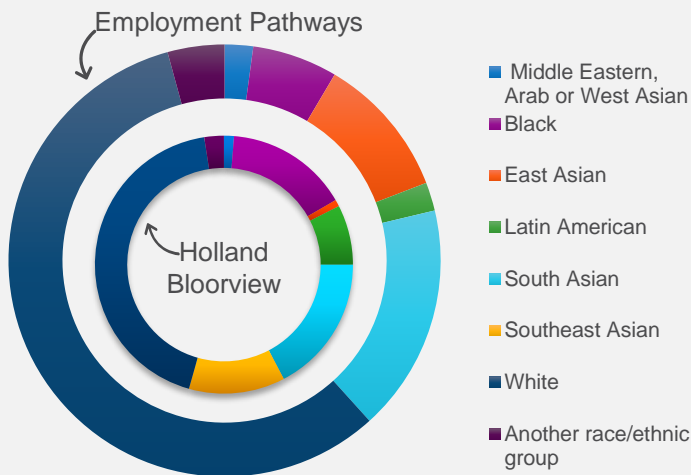
Participant age



**Gender:** 47% of youth identify as boys/men; 39% as girls/women; 4% as genderfluid or genderqueer; 2% each as questioning or unsure or nonbinary. This compares to broader Holland Bloorview responses of 58% for boys/men; 37% for girls/women; and 2% genderfluid, genderqueer, questioning, unsure or nonbinary.

Based on 46 responses, reported annual family income ranged from below \$20,000 to above \$150,000, with **the average income of approximately \$90,000**

**Racial group:** 42% of clients identified as being from a racialized group, as compared to 60% from the broader hospital. The majority of youth identified as White, South Asian, or East Asian



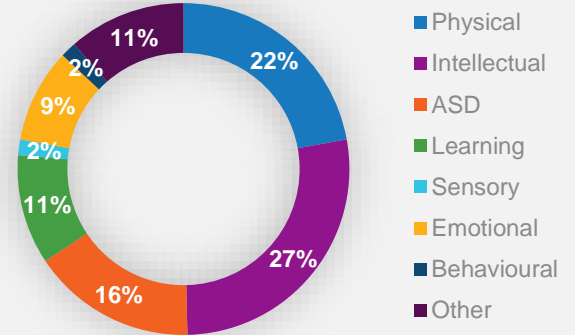
**20%** identified as being **newcomers to Canada**, **89%** arriving **≥5 years ago**



### Disability characteristics

Youth in our programs self-report having **various disability types** and characteristics

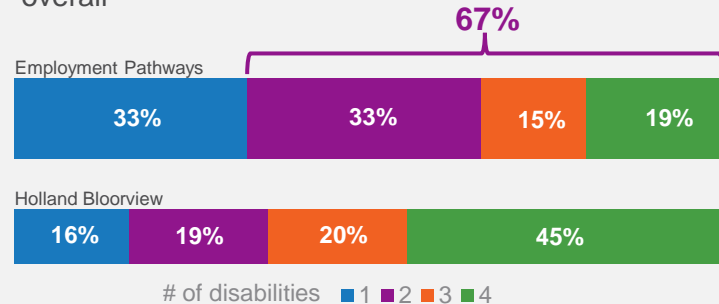
Type of disability



**25%** of youth use a **mobility device**

**13%** of youth access **attendant care services**

**67%** of youth reported having **2 or more disabilities**, compared to 84% of HB clients overall



### Education

**46%** of participants were in Ontario Secondary School Diploma (OSSD) streamed education; **54%** were in other school completion certificate streams