



2022
ANNUAL REPORT



all in for youth
United for school completion.

BUILDING FUTURES: HIGH SCHOOL, GRADUATION, AND BEYOND



United Way of Calgary and Area's All In for Youth (AIFY) has been increasing high school completion rates (and decreasing drop-out rates) in Calgary high schools since the program's launch in 2012. Supported by innovative partners and generous donors, AIFY has evolved to address the increasingly complex barriers to success that today's youth encounter on their path to high school completion.

While much has changed in the past two years, particularly for youth and schools, the foundations of AIFY's success have not. AIFY continues to be based on positive adult-youth connections; removing barriers to success; keeping youth engaged in school; and transitioning youth to further education, training, and employment.

A year and a half into the COVID-19 pandemic, sporadic school closures were still an unfortunate fact of educational life, prompting AIFY's partner agencies to get creative and find alternative ways to connect with youth outside the school building. Community spaces, such as libraries and recreation centres, became student meeting places and two new outreach positions were created: a pilot Junior High School Navigator and a Community Coach.

In 2021-22 AIFY representatives liaised with schools to identify ways to deepen program impact, by identifying potential gaps in youth-facing programs and services and formulating response strategies. The result was the development of additional partner agency collaboratives (see "Collective Impact Highlights") and the expansion of AIFY's school-based programs and services. We have already begun to see students benefitting from the expanded programming offered by these new collaboratives in each of AIFY's three pillars of support: academics, resilience and self-care, and post-secondary opportunities.

We could not have continued to achieve AIFY's goals—for example, 4,522 positive adult-youth connections—through this second year of the pandemic without the incredible support of our AIFY education and agency partners. Thank you to the Calgary Board of Education and the Calgary Catholic School District, our donors, and community supporters. It is because of you that we have been able to consistently provide a fulsome system of supports to help Calgary youth reach their potential, and transition successfully to productive, fulfilling lives and careers.

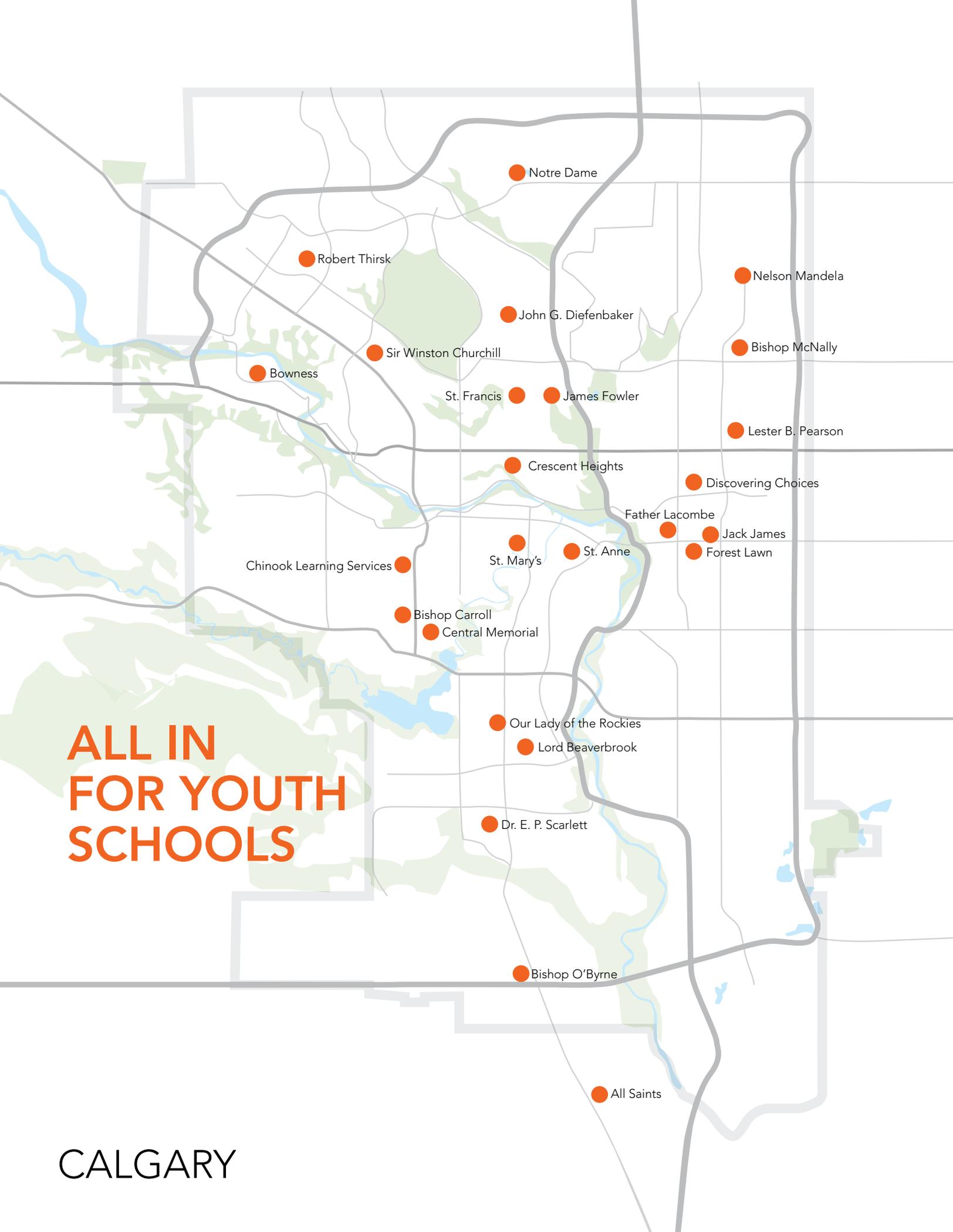
Karla Heintz
Manager, Children and Youth Initiatives, United Way of Calgary and Area

"As United Way's first Signature Initiative (2012), All In for Youth holds a special place in my heart. Completing high school on time sets youth on a path to continuing academic and life success in a way that nothing else does. AIFY's Success Coaches play a key role. The coaches liaise with AIFY program youth, helping them identify and overcome barriers to school completion as they visualize and work towards bright futures. We're very grateful for a recent transformational gift that means we can introduce Success Coaches into more schools in the 2022-23 school year and help more Calgary youth build valuable skills and achieve their educational and career goals. That's something to get excited about, knowing that All In for Youth is helping youth thrive for generations to come."

- Karen Young, President & CEO, United Way of Calgary and Area

ALL IN FOR YOUTH SCHOOLS

CALGARY



COLLECTIVE IMPACT HIGHLIGHTS

All In for Youth unites charitable organizations, community agencies, and partners with innovative and evolving programs and concepts to help youth overcome barriers to academic and career success.



Junior High Navigator

Through the support of Catapult Canada, an initiative of the Rideau Hall Foundation, we piloted a three-year **Junior High School Navigator** position. Recognizing that there is a measurable pre-grade 10 drop-out rate, this position supports students as they transition into high school.



AIFY's new partner agency collaborative

With the goal of maximizing impact in year two of the COVID-19 pandemic, AIFY partners and stakeholders met to talk and explore new ideas, beginning with identifying opportunities for improvement in school-based student support programs and services.

Subsequent conversations with agencies providing services in those areas resulted in the addition of the following 17 agencies (offering 40 programs) to **AIFY's new partner agency collaborative**:

- Apar Initiative
- Roots 2 STEM
- Calgary Women's Emergency Shelter
- Calgary Immigrant Women's Association (CIWA)
- Kindred (formerly Catholic Family Services)
- Hull Services
- Lionheart Foundation
- Miskanawah Community Services Association
- NSTEP
- Sankofa Arts & Music Foundation
- Wood's Homes
- comIT
- Community Futures Treaty 7
- JA Southern Alberta (A member of JA Canada)
- Joy To Job
- Momentum
- Prospect



Community Coach

Over the last ten years, AIFY's 10 Success Coaches have identified several effective youth engagement strategies that result in increased high school graduation rates. During the 2021-22 school year, these engagement strategies were adapted and applied to the next phase of youths' lives, via a new **Community Coach** position. Operating out of the greater Forest Lawn area and serving youth who were enrolled in the AIFY program during high school, the Community Coach supports and guides recent high school graduates as they plan their future post-secondary education, employment, and training opportunities.



DONOR SPOTLIGHT

In the 2021-22 school year, All In for Youth received support from many generous community donors and partners, including the following:



Staples

Staples donated \$140,000 in backpacks filled with school supplies. With the kind help of volunteers from Symcor, over 2,000 backpacks were filled, organized, and distributed to Calgary Board of Education schools and the Calgary Catholic School District. Additionally, Staples provided backpacks to over 150 children who had newly arrived in Calgary from Ukraine, to help them settle into their new schools.

"We care. We want to create and build relationships with our community and help support kids in need, so their education does not suffer."

- Staples representative



ATB Financial

ATB Financial donated 53 Chromebooks distributed to children and youth in schools in both the Calgary Catholic School District and the Calgary Board of Education. These laptops continue to help remove educational barriers for young learners.

"This Chromebook has not only impacted me personally, but my entire family. In my family I have two younger siblings who also require the use of a home computer and finding time to share with everyone is very difficult. Thank you from the bottom of my heart; this makes a difference for me and my family."

- All In for Youth student



Fluor Canada Inc.

In celebration of National Engineering Month in March, Fluor engineers volunteered to facilitate educational outreach sessions for youth, helping them build strong science, technology, engineering, and math (STEM) skills.



As part of the Fluor Engineering Challenge, 30 students in YMCA Calgary's Tutoring Table program were given the supplies needed to solve a STEM design challenge. Ten projects were completed, and two groups of students won gift bags generously donated by Fluor.

MAKING PROGRESS

"I have improved in my attendance, since one of the reasons I came to school was to meet with my Success Coach, and my grades became better. I developed communication skills, I stopped feeling like I was hopeless since my coach started helping me with my family, life, and school needs. She is a coach, a friend, a teacher, and she is my role model. I want my sister to have someone like her when she gets to high school."

– All In for Youth student

Positive adult-youth connections

247

youth were helped by AIFY's Success Coaches, in collaboration with **Trellis Society**, to help them achieve success in school and life.

83%

of students felt they gained the skills needed for academic success.

Removing barriers to success

\$66,711

in **Barrier Removal Funds** enabled 3,239 students from 15 high schools to access basic needs, transportation, medical services, and school supplies. 50% of these funds went to food security.

91

students were assisted through the **Burns Memorial Fund High School Bursary Program**.

This program provides a basic living allowance to Grade 12 students who are within two semesters of graduating high school and are in need of financial assistance to cover expenses such as rent, food, or transportation.

The **YMCA Calgary Tutoring Table** offers free, after-school math tutoring to small groups of students. 622 students participated in the YMCA Calgary Tutoring Table, helped greatly by 148 volunteer tutors, who donated 4,528 hours of their time.

88%

of students were satisfied with the positive effect of tutoring on their academic progress.

"Because of this program, for the first time in my life graduating with my diploma actually seemed possible. Without this program I don't think I would have got my diploma and I don't think I would have the motivation and discipline that I have now from receiving the monthly living allowance. I'm happier now and more fulfilled than ever, and extremely grateful I was given the opportunity to be a part of the Burns Memorial Fund!! Thank you!!! You have changed my life!"

– All In for Youth student

"I just wanted to thank you for always being so responsive and all the work you do to make this program run so seamlessly. I cannot properly express how helpful and appreciated this program is, to not only the students but also the parents. You and your tutors are nothing short of amazing."

– All In for Youth student

In addition, Success Coaches provided **366** one-time supports, including mental health referrals, addressing food security, and other outreach.

83% of youth addressed barriers to school completion by working on goal planning with their success coach.

"The support has helped me find opportunities I didn't know existed. There's still a lot of work to do, as the future always takes a lot of work, but because of supports set in place I feel confident in my ability to do so. I know that if I need someone to talk to regarding important matters, there will be someone. I've also gotten help with funding, recreation passes, and Fair Entry applications. I am, and will always be, so incredibly thankful."

– All In for Youth student

Transitioning youth to further education, training, and employment

266 youth took part in the **NPower Canada Junior IT Analyst Program**.

This program equips participants with a diverse range of technology career options through a curriculum delivered in partnership with Google. Within seven months of program completion, 79% of participants found IT-related employment and/or enrolled in post-secondary education.

"I had recently arrived in Canada as a new immigrant and did not have any Canadian experience under my belt. Enrolling in the NPower Canada program turned out to be a game-changer for me as I not only developed new technical skills, but the professional development area of the program also helped me to polish my resume and cover letter and played a key role in helping me get interviews and land my very first role in Canada."

– All In for Youth student

16 youth in grades 11 and 12 participated in the **SAIT Turning Points** program.

This program creates awareness of prospective careers, post-secondary programs, and SAIT's support system, while also helping students feel confident and hopeful for their futures. 100% of participants felt well prepared for the workforce after participating in the program.

"I think SAIT Turning Points is a really well-made program that can help many students that are unsure of their future, like me."

– All In for Youth student

IMPACT BY THE NUMBERS

2021-2022

25 high schools

4 key community partners

40 programs and initiatives

5 education and systems partners

2012-2022

23 individual philanthropists

16 corporate partners

3 government partners

3,996 volunteers who gave

127,915 hours of their time

29,151
meaningful positive
adult-youth connections



NPOWER CANADA: TECH TRAINING AND SO MUCH MORE

In a rapidly changing and unpredictable world, it has become increasingly challenging to prepare youth for their post-graduate futures. After completing high school, individuals frequently face barriers to obtaining employment, particularly if the college/university route is not a viable option. Additionally, in-demand digital skills evolve so quickly that a four-year degree is not always the most suitable path to employment.

With their free technical skills, personal and professional training, NPower Canada offers programs to underserved youth and adults, while helping connect program participants to new and rewarding career opportunities with some of Canada's largest employers. Through consultation with employers, NPower Canada's comprehensive curriculum ensures participants are equipped with the technical and professional skills and abilities most sought after by industry.

NPower Canada provides employers with access to a diverse, enthusiastic, and work-ready pool of talent. To ensure continued success in their careers, NPower graduates receive ongoing support and coaching for five years post-graduation. Even with pandemic-exacerbated labour disruptions, NPower Canada continued to achieve their 80% six-month, post-program job placement target. Support in both areas – skills training and job placement – is vital in helping youth successfully transition into adulthood.

Before joining the NPower Canada Junior IT Analyst Program, Andrea* was having trouble securing employment. She faced a number of obstacles, including a lack of confidence, a fear of uncertainty, and the worry that it was too late to try something new. The lack of Indigenous representation in tech also made it difficult for Andrea to envision herself pursuing a tech career: Indigenous peoples comprise only 2.2% of the Canadian tech workforce. NPower Canada is committed to ensuring appropriate resources and cultural supports are available to all of their program participants.

"I am Aboriginal and NPower Canada asked me if I wanted to take part in a Sharing Circle where we would talk about all things important and about ourselves," recalls Andrea. "We once had an Elder who told us stories, and the kind-hearted speaker for each Sharing Circle would sing traditional songs and teach us about traditional practices."

Being able to learn and share more about herself helped Andrea gain confidence and develop both skills and pride in areas she had previously struggled with, including public speaking, job interviews, and managing time. Andrea hadn't expected a tech program to provide so much more than IT-related skills, but she is so grateful that it did.

"This program was perfect for gaining skills to get a job," says Andrea. "I would say, if you have the means to do it and you're interested in it, even slightly, this program will offer you a lot of help in all of those areas."

"My advice is to always reach out if you need help, in any way. People care about you and your success, and if you work hard in life, regardless of where you are now, you will find yourself somewhere that you're really proud of."

*Name has been changed to protect the privacy of the individual

LOOKING FORWARD

Growing AIFY's Success Coach program

AIFY will be expanding its Success Coach program in the upcoming 2022-23 school year. To develop AIFY's school outreach and support more youth through graduation, the advancement of their education, and their skill and career development, four new positions will be added to the current 10 Success Coach positions. An investment from local philanthropists, David and Leslie Bissett, made the development of these positions possible. We extend a heartfelt thank you to the Bissetts—strong supporters of AIFY since its inception in 2012—for their generous and transformational gift.

We couldn't do it without you

It may be a cliché but if so, it's a true one: Youth are our future. They should have every opportunity—and face no barriers—to achieve a good education as the basis of a fulfilling, productive career and life. Unfortunately, that's often not the case. Circumstances arise that prevent youth from completing high school and, as a result, future opportunities are diminished.

That's where initiatives like AIFY step in, providing long-term value and benefits that are recognized and respected by AIFY's many partners and philanthropists. We know that AIFY isn't 'just' an initiative that increases high school completion rates and decreases drop-out rates, but that it sets youth on a path to life success, based on the so-necessary building block of education.

After two-and-a-half years of extraordinary challenges that in many ways continue, particularly for Calgary's youth, AIFY is as strong as ever, thanks to its donors and partners. We have come a long way this past decade, expanding AIFY to 25 partner schools, building on the power and passion of career role models, and continuing to generate thousands of positive adult-youth connections. From the successful foundation of helping youth overcome barriers to educational growth and advancement, to skill-building and career development, we are excited to see AIFY grow and develop over the years.

ALL IN FOR YOUTH PARTNERS

SCHOOL PARTNERS

All Saints High School
Bishop Carroll High School
Bishop McNally High School
Bishop O'Byrne High School
Bowness High School
Central Memorial High School
Chinook Learning Services
Crescent Heights High School
Discovering Choices High School
Dr. E. P. Scarlett High School
Father Lacombe High School
Forest Lawn High School
Our Lady of the Rockies High School
(formerly Bishop Grandin H.S. and
Haysboro Catholic High School)
Jack James High School
James Fowler High School
John G. Diefenbaker High School
Lester B. Pearson High School
Lord Beaverbrook High School
Nelson Mandela High School
Notre Dame High School
Robert Thirsk High School
Sir Winston Churchill High School
St. Anne Academic Centre
St. Francis High School
St. Mary's High School

COMMUNITY PARTNERS

Burns Memorial Fund
NPower Canada
Trellis Society
YMCA Calgary

EDUCATION AND SYSTEM PARTNERS

Calgary Board of Education
Calgary Catholic School District
Bow Valley College
Education Matters
SAIT Polytechnic

GOVERNMENT PARTNERS

The following government partners
have supported All In for Youth at
various points in its lifetime:

The Government of Alberta
The Government of Canada
The City of Calgary

CORPORATE PARTNERS

All In for Youth has benefitted greatly
from partnerships with the following
corporate and foundation donors at
various points in its lifetime:

PILLARS OF PHILANTHROPY

\$500,000 - \$1M

Devon Canada Corporation
(founding Corporate Partner)
RBC
Staples Canada

INNOVATOR'S CIRCLE

\$350,000 - \$500,000

Fluor Canada Ltd.
(founding Corporate Partner)
Imperial
(founding Corporate Partner)
TransAlta Corporation

CHAMPION'S CIRCLE

\$200,000 - \$350,000

The Calgary Flames Foundation
Catapult Canada, an Initiative of
the Rideau Hall Foundation
Pembina Pipeline Corporation
Shaw Charity Classic

CORPORATE PARTNERS

\$50,000 - \$200,000

Enerplus
Intact Insurance
Macquarie Capital Markets
Canada Ltd.
Nordstrom
Symcor Inc.
Trilogy Energy Corporation

INDIVIDUAL PHILANTHROPISTS

Thank you to the generous, individual
donors who have supported All In for
Youth with contributions of \$100,000 or
more since the program's beginnings
in 2012:

R.W. "Bill" Andrew
David and Leslie Bissett
Hugh and Lauren Borgland
Rick F. Braund
Carrera Foundation
Michael and Heather Culbert
and family
Patricia and Lorne Gordon
Jim and Susan Hill
Rebecca Hotchkiss
Kanovsky Family Foundation
Ron Mathison
Michele and Bob Michaleski
Barry and Val Munro and family
Norrep Foundation
Poelzer Family Foundation
Terry and Marion Poole
Clay Riddell
Mike and Sue Rose
Vera A. Ross
Bill and Sharon Siebens
Mac and Susan Van Wielingen
Two Anonymous Donors



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