

THE PATH TO A POWERFUL FUTURE



npowercanada

LAUNCHING TECH CAREERS. TRANSFORMING LIVES.

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MISSION

NPOWER CANADA CREATES PATHWAYS TO ECONOMIC PROSPERITY FOR CANADA’S UNDERSERVED YOUTH AND ADULTS BY LAUNCHING THEM INTO MEANINGFUL AND SUSTAINABLE DIGITAL CAREERS.

VISION

NPOWER CANADA ENVISIONS A DIVERSE TECHNOLOGY WORKFORCE, WHERE PEOPLE FROM ANY CULTURAL ETHNICITY, GENDER OR SOCIO-ECONOMIC BACKGROUND CAN SUCCEED IN OUR DIGITAL ECONOMY.

VALUES

IMPACT - NPOWER CANADA WORKS TOGETHER TO TRANSFORM LIVES AND STRENGTHEN COMMUNITIES.

COMMITMENT - NPOWER CANADA IS DEDICATED TO THE SUCCESS OF OUR PARTICIPANTS, TEAM AND STAKEHOLDERS.

INTEGRITY - NPOWER CANADA IS TRANSPARENT, HONEST AND ETHICAL IN ALL INTERACTIONS.

DIVERSITY - NPOWER CANADA IS COMMITTED TO EFFORTS THAT BUILD RESPECT, DIGNITY, FAIRNESS, EQUITY AND SELF-ESTEEM.

HUMILITY - NPOWER CANADA LEARNS FROM MISTAKES AND SUCCESSSES IN EQUAL MEASURE.

CEO & CHAIR'S MESSAGE

IN 2021, NPOWER CANADA EMBRACED A NEW REALITY, ADAPTING TO A VIRTUAL WORK ENVIRONMENT AND OUR INCREASINGLY DIGITALLY-ENABLED SOCIETY. AFTER A COUPLE OF YEARS OF CONTENDING WITH UNCERTAINTY, 2022 GAVE US THE OPPORTUNITY TO PUT INTO PRACTICE EVERYTHING WE HAD LEARNED AND INCORPORATE CHANGES TO OUR PROGRAM AND ORGANIZATION TO MAKE 2022 OUR BEST YEAR YET.



**JULIA
BLACKBURN**
CEO

We continued to offer our programs virtually in 2022, after evidence that the virtual model enabled us to reduce barriers to entry for Canada's most vulnerable groups and enroll more job-seekers across the country into our programs. Throughout 2022, NPower Canada welcomed six new board members to our Board of Directors, each bringing a fresh perspective and diverse voice to the Board.

We extended a warm welcome to Louise Adongo, Sue Chan, Emma Da Silva, Darian Kovacs, Shannon Pestun, and Glory Ogor, our newly elected Alumni Advisory Council Chairperson.



**STEPHEN
GARDINER**
BOARD CHAIR

In February 2022, we were excited to announce our revised mission statement:

NPower Canada creates pathways to economic prosperity for Canada's underserved youth and adults by launching them into meaningful and sustainable digital careers.

The revised statement reflected an increased demand for mid-career workers to upskill and equip themselves with digital skills, as the COVID-19 pandemic forced many to switch careers and increased demand for tech skills. After a successful pilot in 2021, in 2022, we expanded our age eligibility to accept job-seekers 31+ to enroll in our programs, whilst continuing to view youth unemployment as a main priority. As a result, we were able to help more mid-career workers acquire in-demand skills and launch digital careers in 2022.

NPower Canada also continued to expand geographically in 2022. Thanks to the support of our funders, including a transformative investment from PrairiesCan, we were able to offer our programs province wide in Alberta and increase our intake target to enroll a total of 650 Albertan participants into our programs over the next 2 years. We also began offering our programs province-wide in Nova Scotia in August 2022, thanks to generous commitments from our funders, including support from the Government of Nova Scotia and Manulife. Consequently, we were better able to serve individuals in rural and remote areas and provide them with access to quality training and education.

Our scaling efforts also saw the launch of a new site in Québec in November 2022. Québec represents our fifth regional site and first bilingual site, allowing us to also serve both francophone and anglophone job-seekers and help fill the growing number of tech roles in the province.



Through conversations with our employer partners and industry council members, we reaffirmed the need for robust professional development components to our model to prepare our job-seekers for digitally-enabled roles in diverse fields.



Thanks to our corporate partners, we hosted over 30 professional development sessions, and had 234 mentors involved in our 1:1 mentorship program (five times as many mentors as in 2021). While we continue to offer our program and these events primarily virtually to reach more job-seekers, as we saw demand for some in-person components, we were able to organize two in-person professional development events in 2022 with Okta and Deloitte. We will continue to listen to the needs and wants of our participants in 2023.

2022 was all about refining the changes that were made during the COVID-19 pandemic to ensure that our program is preparing job-seekers for the future of work in Canada. While change is constant at NPower Canada, this year provided us with space to reflect and improve on the shifts we made over the past two years.

Thank you to our staff, Board of Directors, industry council, funders and partners, for continuing to adapt to changes in 2022 and help us to reach even more deserving job-seekers across the country.

METRICS & OUTCOMES

2022 PROGRAM METRICS & OUTCOMES (DATA AS OF MAY 31ST, 2023)

TOTAL ENROLLEES IN 2022:	2,598
PARTICIPANTS WHO GRADUATED FROM OUR PROGRAMS:	2,141
PARTICIPANTS EMPLOYED AND/OR IN EDUCATION AT 12 MONTHS POST PROGRAM:	82%
PERCENTAGE OF GRADUATES WHO EARN ONE OR MORE INDUSTRY CERTIFICATIONS:	96%
AVERAGE HOURLY WAGE OF AN EMPLOYED PROGRAM GRADUATE:	\$21.79

ENROLLEES

2022 PROGRAM ENROLLEES

PARTICIPANTS FROM RACIALIZED COMMUNITIES AND/OR INDIGENOUS:	82%
PARTICIPANTS IDENTIFYING AS FEMALE, TRANSGENDER AND/OR NON-BINARY:	53%
PARTICIPANTS WHO ARE NEW CANADIANS:	56%
PARTICIPANTS IDENTIFYING AS PERSONS WITH DISABILITIES:	11%
PARTICIPANTS IDENTIFYING AS LGBTQ2S+:	8%

BOARD OF DIRECTORS



STEPHEN GARDINER
BOARD CHAIR,
SR. MANAGING DIRECTOR,
STRATEGY & DIGITAL
TRANSFORMATION
ACCENTURE CANADA



DR. WENDY CUKIER, PH. D.
BOARD TREASURER,
DIVERSITY INSTITUTE FOUNDER,
ACADEMIC DIRECTOR OF THE
WOMEN ENTREPRENEURSHIP
KNOWLEDGE HUB AND
RESEARCH LEAD OF THE
FUTURE SKILLS CENTRE
TORONTO METROPOLITAN
UNIVERSITY



LOUISE ADONGO
EXECUTIVE DIRECTOR
INSPIRING COMMUNITIES



EMMA DA SILVA
VICE PRESIDENT,
MARKETING & OPERATIONS
MICROSOFT CANADA



JEFFREY MADDOX
PRESIDENT
NOKIA CANADA, INC.



DARIAN KOVACS
FOUNDING PARTNER
JELLY DIGITAL MARKETING & PR



VIK NAIK
SVP, GLOBAL GTM STRATEGY
& REVENUE OPERATIONS
ECOVADIS



SALIM JIVRAJ
SVP, TRANSFORMATION AND
SHARED SERVICES
TD INSURANCE



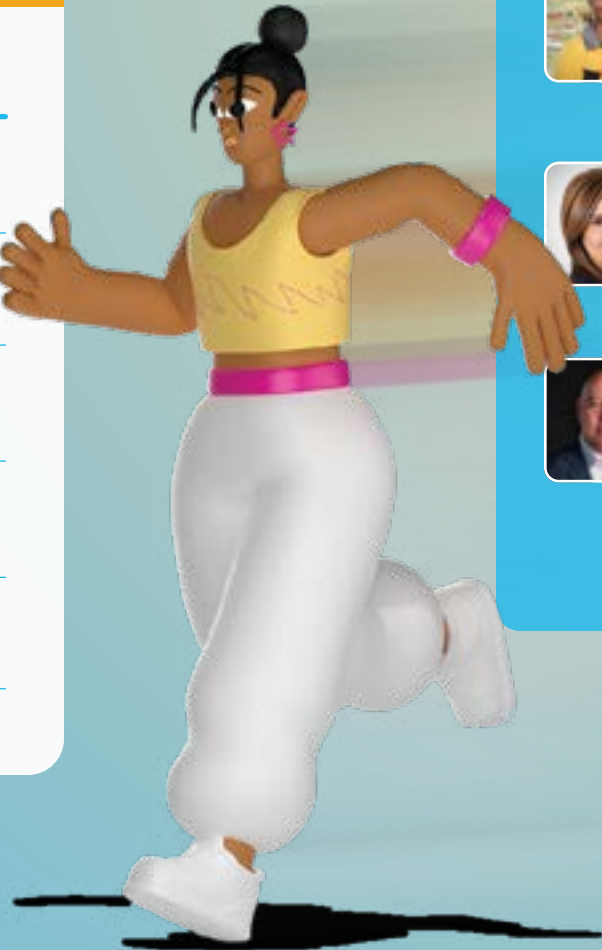
CHARLES MONGEON
VICE PRESIDENT, IT OPERATIONS
TRANSFORMATION
SOBEYS



SHANNON PESTUN
CEO, PESTUN CONSULTING INC.
CO-FOUNDER
THE FINANCE CAFE



GLORY OGOR
YOUTH ADVISORY COUNCIL
CHAIR, SENIOR BUSINESS
SYSTEMS ANALYST
LULULEMON



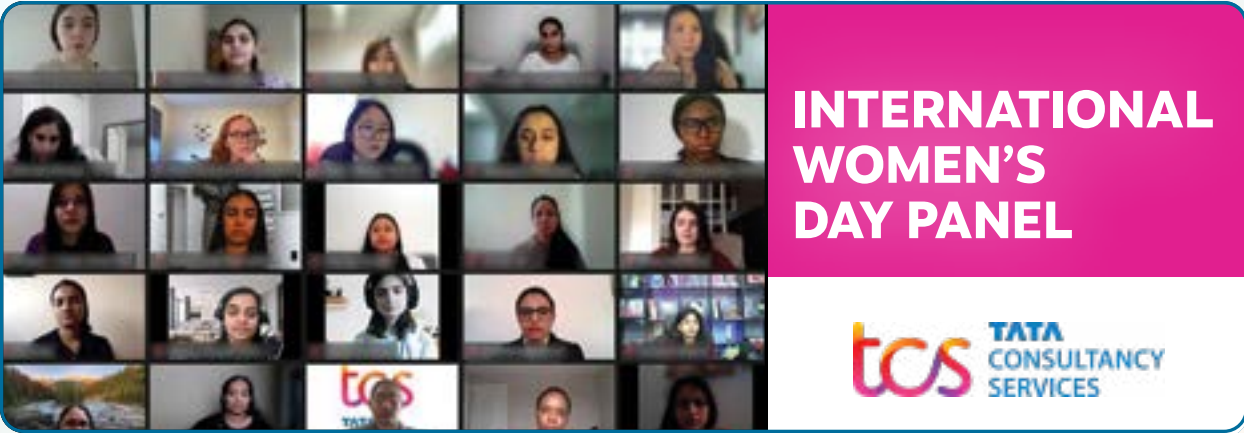
WINTER HIGHLIGHTS

SPRING HIGHLIGHTS

INTERNATIONAL WOMEN'S DAY PANEL

In March, to celebrate International Women's Day, NPower Canada and TCS held a career panel with four female senior leaders from TCS and invited female-identifying and non-binary participants (current and alumni) from all of our program sites. Panelists engaged in an inspiring and

uplifting conversation, encouraging our participants with their professional and personal development aspirations. The panel was hosted by an NPower Canada alum, and was attended by over 120 NPower Canada participants and more than 300 TCS staff.

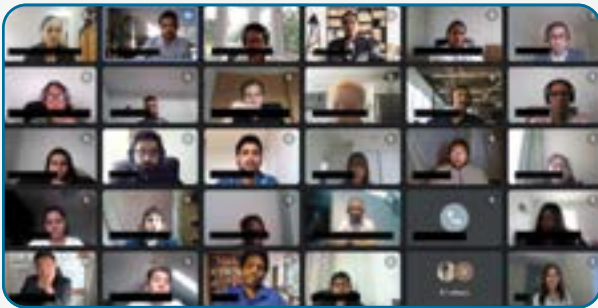


ALUMNI PROGRAMMING

Thanks to the generous support of our partners, in 2022, NPower Canada announced expanded offerings as part of its Alumni Education Program. In addition to offering Google Project Management, AI 900: Microsoft Azure AI Fundamentals, and CompTIA A+, NPower Canada began collaborating with Jelly Digital Marketing and PR and Hootsuite to provide two new offerings to graduates. These expanded offerings enable NPower Canada alumni to further upskill and advance their careers.

In collaboration with Jelly, NPower Canada began offering free tuition, valued at \$4,000, to 20 graduates who enroll in Jelly Academy, a digital marketing learning program that includes six weeks of live training, and numerous hours of Masterclass access.

In partnership with Hootsuite, NPower Canada also began offering alumni free access to Hootsuite's Platform Certification, Social Marketing Certification, and their Advanced Social Advertising Certification. The partnership gives NPower Canada alumni the opportunity to learn social media strategy and earn certifications that will give them an edge in the digital domain.



PRIDE MONTH TD EVENT

On June 29th, NPower Canada and longstanding corporate partner, TD, came together to host a speed mentoring event in celebration of Pride Month. During this session, 23 volunteers from TD welcomed NPower Canada's LGBTQ2S+ participants and allies, to create a safe space for attendees to engage in a group Q&A as well as 1:1 professional development and networking conversations. The discussion highlighted TD's diversity priorities and how we can all work towards building more inclusive workplaces in the future.



CIBC JOINS CANADIAN TECH TALENT ACCELERATOR PROJECT

In June 2022, long standing partner, CIBC, renewed their financial commitment to NPower Canada by committing \$100,000 to our Canadian Tech Talent Accelerator (CTTA) Project. The CTTA project was announced in 2021, in collaboration with Microsoft and the Digital Technology Supercluster, to help accelerate the expansion of NPower Canada's workforce development program across Canada, including rural, remote, Northern and

Indigenous communities. CIBC's commitment will help NPower Canada to upskill 1,520 underserved job seekers over the next year, and will facilitate expansion of the project into new areas, including NPower Canada's newest delivery site in Québec.

SUMMER HIGHLIGHTS

FALL HIGHLIGHTS

INCLUSION OF MID-CAREER WORKERS IN NPOWER CANADA'S PROGRAMS ACROSS ALL REGIONS

Based on feedback from our Industry Council and Board of Directors, as well as overwhelming demand from mid-career job-seekers, NPower Canada expanded the age eligibility of our workforce development program to include job-seekers 31+ across Canada. By expanding the age eligibility of our programs, we are able to help growing numbers of low-income, diverse job-seekers, including those impacted most by the COVID-19 pandemic, as well as other disruptive labour market forces including automation and digitization, transition into the digital workforce.

NPOWER CANADA REACHED GENDER PARITY

For the first time since we opened our doors in 2014, NPower Canada reached gender parity in our program enrollment. During its June – September 2022 cohort, 50% of participants self identified as female or gender-diverse. NPower Canada is pleased to report that the organization has maintained gender parity in every cohort that followed. This achievement is a testament to our commitment to providing underserved and underrepresented populations, such as women, with access to digital education, mentorship, and job placement opportunities required to find success in today's digital economy.

LAUNCH OF NPOWER CANADA'S FIRST BILINGUAL SITE

In November 2022, NPower Canada launched its first bilingual program delivery site in Québec. The site represents our fifth provincial site in Canada and first to offer the organisation's skills training programs in French. As a result of the unique market in Québec, NPower Canada has adopted a new umbrella term "ParcoursTech," to reflect our training streams to better appeal to Franco-phone job-seekers and employer partners in Québec. The inaugural cohort enrolled a total of 55 Québec residents into our programs in both English and French.

INVESTMENT FROM THE GOVERNMENT OF QUÉBEC

In November, NPower Canada was generously awarded funding from the Government of Québec's Ministère du Travail, de l'Emploi et de la Solidarité Sociale to fund the launch of our newest program delivery site in Québec. This partnership with the Government of Québec has empowered NPower Canada to meet the growing need for rapid reskilling and job placement support for both English and French Québec residents for the first time.



ALUMNI STORIES



OLENA KOTELNYKOVA

Province: Nova Scotia

Program: Junior IT Analyst

Graduation Date: December 2022

Role: Financial Clerk

“In one day, we lost everything we had, everything we invested into, everything we loved, built and hoped for. We saved our family, the most important resource, and looked towards a new life in a safer place: Canada. I jumped into learning about IT, building new social and professional networks, and finding myself in an entirely new community.”

Olena was successfully running a number of small family businesses in the Ukraine when the war began. Overnight, Olena and her family found themselves in danger from the war in Ukraine. With her husband and two kids, Olena fled to Nova Scotia to find safety and security. Once in Canada, Olena began to consider her options and heard about NPower Canada. During the program, Olena not only learned new digital skills, but began to form connections to peers and staff, which made her feel more welcome in Canada.



DUSTIN WOODS-TURNER

Province: Ontario

Program: Junior Security & Quality Assurance

Graduation Date: May 2022

Role: IT Support Specialist

“Being queer, neurodiverse, isolated, unemployed, homeless, and with no family during the pandemic was a scary experience for me. I was searching for somewhere I could go to learn in a safe and supportive environment, and after being recommended to NPower Canada by three different sources, I knew I had to give them a shot, and I’m so happy I did.”

The pandemic took a personal and professional toll on Dustin. They were struggling with homelessness and mental health issues when their career was halted due to the pandemic. Dustin enrolled in our program and found a safe, supportive, and nonjudgmental space where they could learn new technical skills, work on professionalism, and develop their personal skills in teamwork, communication, and empathy.



JODI SAUCIER

Province: Alberta

Program: Junior IT Analyst

Graduation Date: December 2022

Role: Insurance Agent Trainee

“If I can advocate for anything, IT education and NPower Canada can really help rural Canada. As industry dies out here, and commuting costs grow, IT allows us to stay close to home, stay rural. It can also help a generation of older Canadians lost in their careers- those that have a lot of amazing soft skills, but not necessarily the tech skills to secure ‘the job’.”

At 50 years old, Jodi found herself needing to switch careers. She had tried her hand as a freelance horticulturist, but living in a rural area made agricultural ventures difficult. As a proud member of the Metis Nation of Alberta, living east of the Treaty 7 lands of the Blackfoot, staying local was important to Jodi.

Jodi enrolled in our Junior IT Analyst program as a mature learner, and took advantage of the wraparound supports NPower Canada offers Indigenous participants. “I participated in much-needed Indigenous Sharing Circles, and was able to smudge, which in Blackfoot is part of Aatsimoyihkaan.”



ALPHA VO

Province: British Columbia

Program: Junior Data Analyst

Graduation Date: September 2022

Role: Junior Web Developer

“I can confidently say that I owe my success to NPower Canada. The staff guided me by improving my knowledge, accountability, discipline, grit, and confidence. I am on a new journey as a developer, and I am not alone. I have my family, friends, mentor, and NPower Canada to guide me along my way.”

Prior to the pandemic, Alpha was a professional dancer, but opportunities were few and far between due to COVID-19, pushing him to enroll in our Junior Data Analyst program. He learned new concepts quickly and was able to take his certification exams earlier than expected.

Alpha showed tremendous growth throughout the program, and was selected as the graduate speaker for our September 2022 Graduation. At the event, he shared that he had landed a role as a Junior Web Developer at the Hockey Shop, where he continues to work today.

ALUMNI STORIES



JOSEPH HONORÉ WAMBA

Province: Québec

Program: Junior IT Analyst

Graduation Date: February 2023

Role: Tech Support Specialist

“NPower Canada opened the door for me to tech and towards my first employment in the field. I think with a few professional experiences in tech, combined with additional certifications I can gain, I will definitely be able to achieve my dream job in the next ten years.”

Joseph came to Canada from Cameroon in 2022. Back in Cameroon, he had been working as a Data Analyst, but when he came to Canada, he was unable to find work in his field. To make ends meet, he got a job as a Fruit Clerk at a grocery store, but Joseph wanted more.

First, Joseph needed to refresh his knowledge, learn the most in-demand tech skills, and gain Canadian experience. He enrolled in our inaugural Junior IT Analyst program in Québec and quickly became a star performer.

After graduating from our program, Joseph was invited to multiple interviews and was able to secure his first tech role in Canada, as a Tech Support Specialist for Isaac Instruments.

FUNDERS: VISIONARIES (\$500K+)



Funded by the Government of Canada's Youth Employment Skills Strategy | **Canada**



With the support of: **Canada**

Avec la participation financière de : **Québec**



INNOVATORS (\$150K+)

BUILDERS (\$50K+)



BlackRock

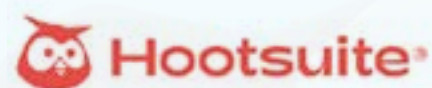


COLLABORATIVE
FUNDERS TABLE

**METCALF
FOUNDATION**



ALLIES (UP TO \$50K+)



FINANCIALS

STATEMENT OF FINANCIAL POSITION

As of December 31st

	2022	2021
Assets		
Current Assets		
Cash	\$ 2,261,764	\$ 3,501,797
Grants Receivable	1,345,303	954,316
HST rebate recoverable	92,512	107,293
Pre-paid expenses	245,173	107,263
	3,944,752	4,671,019
Capital Assets	154,168	183,778
	4,098,920	4,854,797
Liabilities		
Current Liabilities		
Accounts payable and accrued liabilities	409,628	445,809
Deferred contributions	3,118,743	3,896,350
	3,528,371	4,342,159
Net Assets		
Unrestricted	570,549	512,638
	4,098,920	4,854,797

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

Year ended December 31st

	2022	2021
Revenue		
Grants	\$ 15,759,209	\$ 12,380,078
Other	23,006	12,599
	15,782,215	12,392,677
Expenditures:		
Salaries and benefits	12,296,754	8,714,783
Program	845,841	689,238
Office and general	812,050	724,786
Professional fees	789,661	653,750
Classroom rentals	432,755	864,385
Gifts to Qualified Donees	276,658	154,777
Computer equipment and software	112,000	425,000
Amortization	110,937	80,690
Supplies	47,648	34,557
	15,724,304	12,341,966
Excess of revenue over expenditures for the year	50,911	50,711
Net assets, beginning of the year	512,638	461,927
Net assets, end of year	\$ 570,549	\$ 512,638



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