

RCCF 2025 impact report.

unlocking potential: skill pathways to equitable youth employment

randstad

partner for talent.

letter from
the executive director.

This past year has underscored the importance of creating pathways for people to build meaningful, sustainable careers. At the Randstad Canada Charitable Foundation, we have remained focused on supporting initiatives that empower individuals with digital and technical skills, professional development, and the confidence to thrive in a changing world of work.

Through our partnerships, we are helping to remove barriers to skill development and employment, ensuring that opportunities are not limited by systemic inequities. Diversity, equity, and inclusion remain at the heart of our mission—because access to work should not depend on who you are, where you come from, or the challenges you face.

We are also committed to supporting systems-level change, working alongside like-minded organizations to address the structural issues that keep too many people on the margins of the labour market. Together, we are not only impacting individual lives but also contributing to a more equitable and inclusive workforce for all.

Thank you for believing in this vision and for walking this path with us. The stories and results in this report belong to you as much as they do to us.

With gratitude.



Brooke Cromar,
directrice générale
fondation caritative
Randstad Canada



Eileen Hipolito,
chair of the board Randstad
Canada charitable foundation

letter from the chair of the board.

To everyone who believes in the power of opportunity,
The world of work is evolving faster than ever, and with that evolution comes both challenges and possibilities. As Chair of the Board, I am proud of the Foundation's continued commitment to breaking down barriers to access—whether in skills training, education, or employment—and building inclusive pathways for all.

Our work this year has strengthened our belief that skills are the currency of opportunity. By investing in programs that develop digital, technical, and life skills, we are helping people prepare for careers that offer dignity, stability, and growth. And by fostering partnerships that advance equity, diversity, and inclusion, we are building a future in which every individual can contribute their talents and realize their potential.

On behalf of the Board, I extend heartfelt thanks to our partners, grantees, and supporters for your dedication. Together, we are not only improving lives today but also contributing to lasting systems change that will benefit generations to come.

Sincerely.

our strategic partnerships: meaningful impact across Canada.

The Randstad Canada Charitable Foundation's (RCCF) 2024 investments aimed to advance equitable employment outcomes for Canadian youth, particularly those from underserved communities. Through strategic partnerships, our funding served as a catalyst, driving progress in skill development, increasing access to work opportunities, enhancing employment pathways, and fostering broader systemic change across the country.

At the RCCF, we believe in the transformative power of opportunity. This past year, alongside our dedicated partners, we have channeled this belief into tangible action, significantly leveling the playing field for Canadian youth. The following sections detail the remarkable achievements born from these collaborations, illustrating how strategic investments in skill development, access to employment, and systemic change are building a more inclusive future for all.



empowering youth, building futures: our collective impact.

The RCCF proudly collaborates with leading organizations that serve as catalysts for youth empowerment with the goal of generating equitable employment outcomes. Our funding strategically supported eight key grantees this past year, enabling them to deliver vital programming and achieve significant milestones. These partners include: Actua, Water First Education & Training Inc, NPower Canada, CEE Centre for Young Black Professionals, YES Manitoba, Pathways to Education Canada, Africa Centre, and FORA: Network for Change.



1 skill development & employability.

Through our strategic partnerships, we enabled programs that collectively supported approximately 6,700 youth in developing vital skills for in-demand careers this past year.

Our funding equipped these young people with a mix of technical and professional abilities. For instance, programs offered certifications in fields like cybersecurity, finance, and water management.

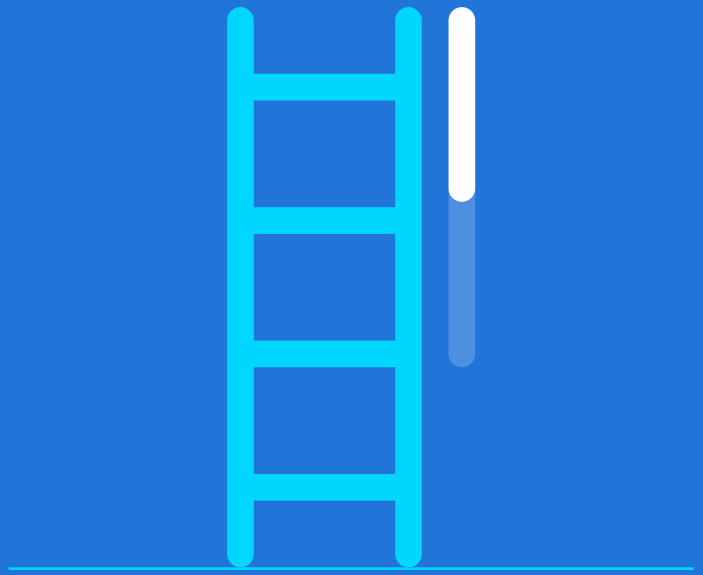
Beyond these tangible skills, our partners focused on essential career readiness and leadership development. The impact of this holistic approach is perhaps best captured by a participant in the FORA: Network for Change program, who shared that their experience «inspired the confidence in my ability to influence positive change wherever I go.»

2 access to work & education.

Our partnerships go beyond simply providing skills—they are designed to open doors to meaningful employment and educational opportunities for young people. Finding a job is a significant challenge for today's youth, with unemployment rates often more than double the national average. In this competitive landscape, our partnerships collectively placed at least 1,899 youth in employment, internships, or direct leadership positions in 2024. These placements are not just jobs; they are comprehensive pathways to a more equitable world of work.

Our partners recognize that a job alone is not enough to counter systemic barriers. The youth finding new roles through our funded programs often receive crucial additional support, such as mentorship, culturally competent care, and financial aid to help them through their first weeks of work. Beyond this immediate support, the programs are designed to build the strong professional networks that are vital for long-term career success. For example, one partner offers workshops on professional networking, while another's instructor program helps participants expand their industry connections.

This comprehensive approach is where our funding makes a profound difference. As a scholarship recipient supported by the Africa Centre noted, the support «made my transition from high school to university incredibly smooth. Instead of worrying about tuition...I could focus on my studies,» highlighting how our funding removes financial barriers to long-term career success. In addition, the long-term impact is equally significant, with research showing that graduates of the Pathways to Education Canada program experienced a 14% increase in employment and 19% higher earnings compared to their peers. Immediate placements, supportive networks, and lasting financial stability all work to create a more inclusive and prosperous future.



3 equity in action: strengthening communities through representation.

A fundamental theme across our partnerships is the explicit commitment to building a workforce that truly reflects the diversity of our communities. To achieve this, we proudly partner with organizations that are not only devoted to serving diverse populations but are also led by members of the communities they serve. This intentional approach ensures that programs are culturally competent and directly address systemic inequities from within.

Our partners are actively committed to equitable representation, not just within their programs, but within their own leadership and the broader workforce. In the past year, our funding contributed to programs that collectively supported approximately 1,700 racialized and Indigenous youth. We also extended our reach to other key groups, including newcomers, gender-diverse youth, individuals living with disabilities, and those from low-income households.

For instance, in one program supported by our partner NPower Canada, over 60% of participants were newcomers, while another reported that a significant portion of its participants identified as women and gender-diverse. These examples demonstrate a proactive commitment to building a more inclusive and representative talent pipeline for the future.



4 a holistic approach to youth empowerment.

The impact of our partners' work goes beyond skill development and job placement to address the real-world barriers youth face, a critical step in building a truly equitable workforce. Many of our funded programs provide essential wraparound services that acknowledge and support the whole person. This includes mentorship and career coaching, as well as culturally relevant care and mental wellness support. In one program, a participant from the CEE Centre for Young Black Professionals shared, «The support I received...made all the difference,» emphasizing how this comprehensive approach was key to their success.

Our partners provided a range of tangible supports to youth this year. This included over 420 hardship supports, such as financial aid and professional clothing, as well as hundreds of counselling and mental health sessions, and over 30 laptops to help youth in their training and job search. This focus on providing personalized support and fostering human connection, particularly in the face of ongoing economic challenges, is a defining strength of the programs we support. It is through this holistic approach that we are truly helping to dismantle systemic disadvantages and set youth on a path to long-term success.





conclusion.

At the Randstad Canada Charitable Foundation, we are deeply proud of our partners, whose impactful work annually empowers tens of thousands of youth across Canada. Their collective efforts have created a powerful network of support, providing individuals with the skills and opportunities needed for a strong start to their careers. We are grateful to be a part of this vital work and look forward to expanding our reach together.

The significant and multi-faceted benefits of these partnerships are clear. By preparing youth from underserved communities for meaningful employment and advanced education, we are actively working to dismantle systemic barriers, build community capacity, and foster long-term equitable outcomes. This collective success in skill development, job placement, and a strong equity focus underscores the profound positive influence of the Foundation's support on Canada's youth and its future workforce.

looking ahead: a growing impact.

The Foundation is committed to deepening its contribution by creating even more tangible connections between our partners, our company, and the young people we serve. We are actively working to grow our collaboration with Randstad Interim Inc. to create direct pathways to employment for grantee program participants. This ensures that the skills they gain are matched with meaningful career opportunities, and that our clients have access to a diverse pool of talented candidates.

Beyond funding, we are building new ways for Randstad employees to volunteer and engage directly with our partners. This work is already underway and gaining momentum. In recognition of our efforts, we were honoured to receive the «Employer of the Year» award from NPower for our work placing their graduates in roles across the country. In 2025, we took another step forward by welcoming a FORA Rise on Board program participant to our own Foundation Board, providing a young leader with direct governance experience and a voice in our strategic direction.



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