

# 2024/25 ANNUAL REPORT

The King's Trust Canada



King's Trust  
Canada

# A MESSAGE FROM OUR GLOBAL CHAIR

**The King's Trust Group is a global network of support for young people, established by His Majesty King Charles III, our Royal Founding President.**

**Our mission is to work for young people by empowering them to build the skills for a brighter future.** Together with our partners, we enable young people aged 11-30 to build the confidence, skills and experience they need to succeed in the future world of work. We do this through programmes focused on Education, Employment and Enterprise.

During 2024/25, we supported 91,000 young people across 24 countries, including in Canada. Over 70% of these young people are now in a positive outcome.

Since The Trust was founded in 1976, we have supported over 1.3 million young people - including over 500,000 in the last decade.

The King's Trust Canada is a key member of our global community. I was delighted to visit the staff team and Board of Directors in April 2025, to see first-hand how they are supporting young people to access employment through the Skills Academy, The Network and 360 programmes.



**Alison Brittain CBE**  
Chair, The King's Trust Group

In 2026, we look forward to celebrating the 50th anniversary of our foundation in the UK. Next year is also the 15th anniversary of the original establishment of The King's Trust in Canada.

I would like to send my best wishes to all those involved with The King's Trust Canada, and thank you for all you do to support young people.

We are also deeply grateful to our Global Founding Patron, His Highness the Aga Khan, and to our Global Founding Corporate Partner, HSBC, for their unwavering support.

As always, we offer our heartfelt thanks to His Majesty The King for his enduring leadership and belief in the power and potential of youth. We are inspired every day by His Majesty's bold vision that every young person deserves the chance to succeed.

# A MESSAGE FROM OUR BOARD CHAIR

**Last year ushered in an extraordinary period of transformation for The King's Trust Canada (TKTC) and the young people we serve from coast to coast to coast. On behalf of the entire Board of Directors, thank you for being by our side on this remarkable journey as we work together to uplift the lives and futures of the next generation.**

**At the heart of our mission is a commitment to working for young people, equipping them with the skills needed for a brighter, more promising future.** This is a mission shared by the entire global network of The King's Trust Group, which operates across more than 20 countries — including Canada since 2011. Collectively, The King's Trust Group has proudly supported over 1.3 million young people in their journeys toward further education, training, and meaningful employment.

The King's Trust Canada remains a vital and dynamic member of this global network.

We extend our deepest gratitude to our Global Founding Patron, His Highness the Aga Khan, whose legacy of vision and impact will live on long into the future through the success of the young people we support.

We also extend our most heartfelt thanks to our Global Founding Corporate Partner, HSBC, whose steadfast support has been invaluable, and to His Majesty The King for his enduring leadership and unwavering belief in the potential of youth.

The King's Trust Group, formerly known as The Prince's Trust Group, remains a vital and growing global network that stands united in transforming the lives of young people around the world.

None of this work would be possible without the support of our extraordinary community of supporters and champions in every part of Canada and around the world. Thank you.



**F. Mark M. Fell**

Chair, The King's Trust Canada

# A MESSAGE FROM OUR INTERIM CO-CEOS

**As we reflect on the past year at The King's Trust Canada, we are filled with pride and gratitude.**

**This has been a year of remarkable momentum,** bringing us closer to fulfilling our mission of helping 100,000 young people who face barriers increase their employability over the next decade.

It was also a year marked by the achievement of milestone after milestone.

To reach more young people and deepen our connections with the communities we support, we launched a new brand and website in 2024 that fully embrace our mission of working with and for young people. Take a look at [kingstrust.ca](https://kingstrust.ca)!

Our innovative pilot program, 360, successfully placed 12 high-potential youth into entry-level jobs with top Canadian employers such as Roche Canada and Fasken. And through our flagship initiatives—The Skills Academy and The Network—we provided over 1,300 young people with the skills they need to build strong careers and transform their futures.

We also established the Youth Council, selecting 13 exceptional young people from across the country to help guide our programs and ensure they reflect the real needs of youth.

And to bring the critical issue of youth unemployment to the forefront of national conversations in the media and among governments, we commissioned Deloitte to develop a groundbreaking economic report on the topic.

This year also marked a bittersweet farewell to our CEO, Farah Mohamed, who has been appointed to the Senate of Canada. Farah was instrumental in introducing a bold, ambitious new vision to The King's Trust Canada that has refined and accelerated our impact as we move into the future. We are incredibly proud of Farah as she takes on this exciting new role, which is a well-deserved recognition of her remarkable contributions to Canadian society and prosperity.

As we begin a national search for our next CEO, we are committed to continuing the vital work Senator Mohamed set in motion, ensuring that we remain focused on the needs of the youth we serve.

As Interim Co-CEOs, we are dedicated to advancing this important mission. We cannot do this work without the support of our incredible network of donors, partners, and our hard-working, talented team. Together, we will continue to help young Canadians build brighter futures and thrive in possibility.



**Kevin Uchikata**  
Interim Co-CEO  
The King's Trust Canada



**Cynthia Caron Thorburn**  
Interim Co-CEO  
The King's Trust Canada

# THE KING'S TRUST CANADA

Founded in 2011 by His Majesty King Charles III, The King's Trust Canada (formerly The Prince's Trust Canada), is a national charity that creates pathways to employment for young people facing barriers by providing free skills training, work experience, and networking opportunities.

We work with leading Canadian employers, community partners, and educational institutions to advance our mission of helping 100,000 young people increase their employability over the next decade. By enhancing the skills of our nation's young people— especially those facing complex barriers to stability and success—we play an integral role in strengthening Canada's workforce, promoting equity, and fostering sustainable economic growth.



## Our Mission

To help 100,000 young people facing barriers increase their employability over the next ten years.

## Our Values

Collaboration  
Ambition  
Responsibility  
Empathy

## Our Vision

A Canada where every young person—no matter their background—has the skills and opportunities to achieve meaningful employment, thereby contributing to a sustainable, prosperous, and inclusive economy and society.



# IMPACT IN 2024/2025

## ACCELERATING CHANGE AND OPPORTUNITY FOR THE YOUNG PEOPLE OF CANADA

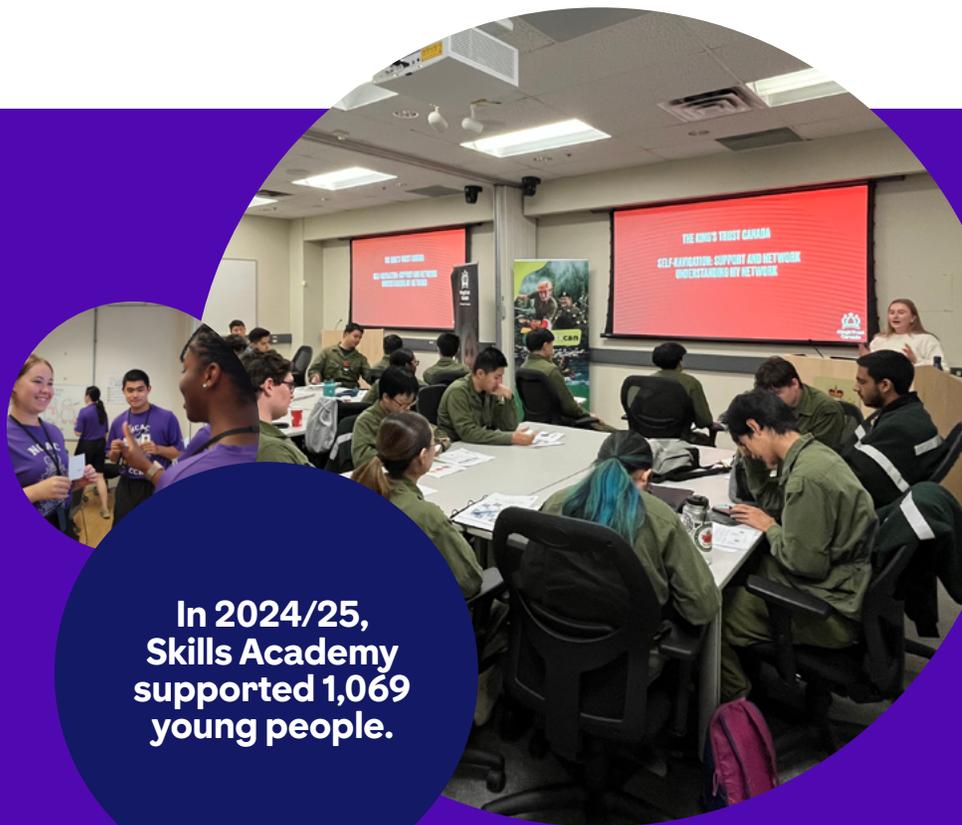
Last year, the generous support of our national community of donors, champions, and partners fueled incredible momentum for The King's Trust Canada and the young people we serve.

From reaching more young people through our key programs—Skills Academy, The Network, and 360—to publishing a groundbreaking new report and collaborating with community-based partners, it was a year of unparalleled vision, progress, and impact.

### SKILLS ACADEMY

Skills Academy is a free and engaging program designed to equip young people with the essential skills employers are seeking. With the job market more competitive than ever, many employers highlight a gap in critical professional skills like communication, teamwork, and problem-solving among candidates.

This free, fun and flexible program teaches young people aged 18 to 30 the sought-after professional skills that will help them stand out to employers, land a job and excel in the workplace.



**In 2024/25,  
Skills Academy  
supported 1,069  
young people.**



**“I feel like this program is amazing. Especially for cadets like me. This is such valuable information for us that we can teach to younger cadets as well.”**

**– Program Participant**

# THE NETWORK

In today's job market, who you know matters because 80% of jobs are found through networking. That's why The King's Trust Canada created The Network—free and fun monthly events where young people, ages 18 to 30, learn how to network and make valuable career connections!

At The Network, young people learn the fundamentals of networking and meet new mentors, friends, and future colleagues with whom they can share career tips, insights, and opportunities.



**In 2024/25, The Network served a total of 334 participants through monthly events.**



“This is my second time attending a youth networking event with TKTC and I absolutely love them every single time. I appreciate that we had panel speakers who were well into their roles/careers provide us with insights and share their experiences. As someone who is actively involved with community events and youth mentorship, it was really refreshing and exciting to have panelists that were coming from spaces that I normally would not see in the youth community. I appreciate the effort the team puts into these events and look forward to future ones! What also surprised me is that some of the youth I met in the previous event, Career Connections, back in March, either now had jobs, internships, or interviews. Many of the youth I connected with mentioned that TKTC really supported them on this journey and they utilized the tips and connections provided to develop their skillsets to land these opportunities.”

**– Program Participant**

## 360

360 is an innovative, two-year pilot program that provides young people facing barriers to employment with paid work experience at top Canadian employers. The program teaches young people key professional skills that employers want, like resilience and problem solving, and then places them in paid, entry-level jobs. To support their success, The King's Trust Canada provides 360 participants with mentorship, professional development, and networking opportunities throughout the program.

**In 2024/25, 360 garnered:**

**395**

Applications

**90**

Candidates selected for employer interviews

**28**

Candidates shortlisted

**12**

In final cohort



# LAUNCHING THE TKTC YOUTH COUNCIL

While young people make up 50% of the world's population, they often feel left out, overlooked, and unprepared to move forward in their education and careers. For young people who face barriers along their journeys, these challenges are only amplified.

That's why The King's Trust Canada has created the TKTC Youth Council and recruited 13 remarkable young Canadians as the founding members.

The TKTC Youth Council is an incredible opportunity for young people facing barriers to have their voices heard, gain valuable leadership experience, and help change the future for other young people looking for pathways to fulfill their dreams.

TKTC Youth Council members receive an honorarium to advise the CEO directly, attend meetings, act as ambassadors on behalf of TKTC, and address the issues that matter most to young people today.





## GROUNDBREAKING REPORT COMMISSIONED BY TKTC REVEALS HEAVY COST OF YOUTH UNEMPLOYMENT

In 2024, youth unemployment in Canada reached 14.5% —the highest it's been since 2012, barring the pandemic.

This means that more than 850,000 young people are not working, not in school, and not in training. Unemployment among young people is linked to decreased earning potential, poor mental health, increased crime, and increased substance abuse. Research shows that these conditions are exacerbated for young people who face barriers.

At the same time, despite significant investment in postsecondary education, Canadian graduates consistently lack the dynamic professional skills employers say they are looking for, including adaptability, communication, and a willingness to learn.

To help address the consequences of Canada's youth unemployment crisis, in 2024 The King's Trust Canada commissioned a report from Deloitte called *Failure to Launch*, the report found that reducing youth unemployment would add 228,000 jobs and \$18.5 million to the Canadian economy by 2034.

The report gained widespread attention from Canada's media landscape and was distributed to elected officials across the country. It put youth unemployment on the map and established The King's Trust Canada as a leading voice on youth unemployment.



[Read the full report here](#)

# OUR SUCCESS STORIES

In 2024, we connected with several remarkable young individuals who have thrived through The King's Trust Canada programs.



## **Aisha Sidiqi: Gained a Global Presence**

When Aisha Sidiqi first arrived in Canada, she faced the difficult challenge of navigating a new country and job market. Working full-time as a customer service representative, Aisha struggled to build connections and meet people. Thankfully, The King's Trust Canada (TKTC) provided a welcoming and safe space where she could ask questions and make connections with like-minded young people, which proved to be transformative.

Aisha participated in over a dozen TKTC programs, and helped co-develop the Working in Canada 101 video series. These experiences helped her develop essential skills in communication, networking, and personal branding. Aisha's LinkedIn network grew from 300 to over 4,000 connections, opening doors to new career opportunities.

Joining the TKTC Youth Council in 2024 was a pivotal moment for Aisha. Through her passion about youth empowerment and leadership, she was able to connect with inspiring peers and mentors while gaining insights into the challenges faced by young people across Canada. This experience gave her the international exposure and confidence to represent Afghan youth at the Global Business Symposium in Turkey and as a delegate at Harvard Medical School.

Aisha's journey with TKTC has been marked by growth and transformation. She learned to showcase her achievements, stand out in the job market, and build long-term relationships. Her newfound confidence and networking skills helped her secure a job aligned with her values.



## **Faye Hue: Made an Empowering Career Shift**

Faye Hue's journey with The King's Trust Canada (TKTC) began at a pivotal moment in her life. After quitting her job in aerospace, she felt lost and unsure about her next career steps. After coming across a TKTC Instagram ad, she took the leap of faith to attend her first TKTC in-person event in collaboration with KPMG – marking the beginning of an inspiring journey.

Faye participated in several TKTC programs, including The Network and Skills Academy. These diverse experiences provided her with the skills and confidence needed to navigate the ever-changing and ever-competitive tech industry. The impact of these programs helped her learn several industry-specific tools, create a portfolio, and even win a group project – all of which solidified her passion for UX design.

The support and guidance from TKTC mentors were crucial to her growth. Through TKTC's networking events, Faye was able to practice interviews, connect with industry professionals who provided insights into the tech field, and build a strong network.

Faye exemplifies that TKTC's programs offered more than just technical skills. They provided a platform for her to develop new social skills, learn job search strategies, and build meaningful connections.

# REACHING MORE YOUNG PEOPLE WITH COMMUNITY PARTNERS

To reach as many young people as possible in every part of Canada, we are deeply committed to building and deepening partnerships with community-based organizations nationwide. Here are just a few highlights of the incredible work we undertook in collaboration with key community partners in 2024/25.

## Launching Working in Canada 101 with The Future Ready Initiative and Canoo

In collaboration with TKTC's lead partners, The Future Ready Initiative - an agency of the Aga Khan Council for Canada and Canoo, we co-hosted the Newcomer Networking Event: A Celebration of Connection and Community on March 18, 2025 at The Ismaili Centre, Toronto.

With more than 100 young newcomers in attendance, this event celebrated the launch of the Working in Canada 101 series—an engaging video series developed in close partnership with The Future Ready Initiative - an agency of the Aga Khan Council for Canada that aims to support young newcomers as they navigate Canadian workplace culture and build essential employability skills.

An evening of inspiration, storytelling, and meaningful connections between young people, community leaders, and passionate partners, the event laid the groundwork for continued collaboration—and we look forward to building on this momentum in the year ahead.



## Collaborating with Onyx Initiative

Onyx Initiative is a national organization dedicated to closing the systemic gaps in the hiring, retention and promotion of black college and university students and recent graduates. With scholars located from Nova Scotia to British Columbia, Onyx Initiative is committed to ensuring anyone seeking meaningful employment and advancement has an equal opportunity to do so.

In 2024/25, TKTC continued collaborating with Onyx, delivering eight skills development workshops to their scholars in the first three quarters of the year. Each session complimented the series of coaching sessions and mentorship opportunities Onyx provides to their scholars, adding a solid foundation for their continued professional development.

The fiscal year concluded with TKTC being honoured at the 2nd annual Onyx Gala, where Onyx presented TKTC with the Community Partner award for the year in recognition of our ongoing collaboration. This award highlights the strong and growing partnership between the two organizations. In 2025/26, TKTC will continue to support Onyx scholars by delivering regularly scheduled programming for their new cohort.

## Helping young people transition into the workplace with JVS Toronto

JVS Toronto is a leading nonprofit organization that has been helping people achieve their educational and employment goals since 1947. In 2024/25, With deep expertise in career development and workforce integration, JVS supports thousands of clients each year through tailored services and community partnerships.

JVS Toronto has been a long-standing and trusted community partner of The King's Trust Canada over the years, helping to deliver impactful programming that prepares youth for meaningful careers. In 2024/25, JVS played a key role in working with employer partners to help young people successfully transition into the workplace.

As we look ahead to 2025/26, JVS Toronto will continue to deliver Skills Academy workshops with TKTC, ensuring that even more young people gain the essential skills they need to explore career opportunities and succeed in a rapidly changing job market.



## Building leadership, citizenship, and community service with the Cadet Program

The Cadet Program is one of Canada's leading youth development initiatives, engaging over 50,000 young people across the country in leadership, citizenship, and community service.

TKTC was excited to embark on a new relationship with the Cadets in 2024/25, which started with delivery of our Skills Academy workshops to their National Cadet Advisory Council at the Cadet Training Centre in Vernon, British Columbia. These workshops aimed to help participants build confidence and the ability to articulate and celebrate the achievements and skills they acquired from the Cadet Program—strengths that will empower them to build pathways into their future careers. TKTC also collaborated with the Cadets' Advanced Leadership Program (ALP) pilot by delivering sessions to their Toronto region participants.

In the year ahead, we look forward to continuing to collaborate with the Cadet Program to develop a customized curriculum for their senior Cadets and reach more French-speaking young people by delivering sessions in French.

# CELEBRATING OUR DONORS AND PARTNERS

None of our work would be possible without the steadfast commitment of our donors and partners. This year, we're proud to highlight the extraordinary generosity of leading supporters who are powering unprecedented progress toward a brighter future for every young person in Canada.

## The Hilary and Galen Weston Foundation

The Hilary and Galen Weston Foundation (HGWF) was created with the goal of contributing to charities whose bold ideas shape a better future for everyone. Since its founding in 2019, the foundation has been a champion for women's equality; the arts; humanitarian relief; medical research and support; and a healthy environment, among other worthy causes.

Last year, HGWF announced a gift of \$5 million in a four-year commitment to support the development and launch of 360, TKTC's comprehensive youth employment program, which began in March 2025. Because of the generosity of HGWF, program research and design were completed and 360's twelve pilot cohort participants are currently on a 2-year journey to meaningful employment. Following the pilot, HGWF's support will help us apply learnings and expand the program, supporting many more young people over the years ahead.

We want to give additional thanks to TKTC's Chair Emerita, The Honourable Hilary M. Weston, CM, CVO, OOnt, who not only co-founded our charity in Canada but who has remained steadfast in her remarkable support of our mission.

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## RBC Foundation

RBC Foundation is a Canadian Registered Charity and Private Foundation dedicated to positively impacting communities across Canada. Through strategic philanthropy and partnerships, RBC Foundation is focused on equipping people with skills for a thriving future, driving more inclusive opportunities for prosperity and supporting the transition to a net-zero economy.

As part of these commitments, RBC Foundation has supported TKTC's youth employment programming since its inception in 2012 through financial support that has helped champion skills development and provided expertise and career guidance through employee volunteerism. Most recently, RBC Foundation made a two-year commitment to the development and design of 360, which recently came to life with the program's formal launch. This gift also supported the development of the Skills Academy, now used across all TKTC programming. We want to thank RBC Foundation for believing young people deserve the opportunity to build skills and thrive.

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## Employer Partners of 360

In early 2025, we were thrilled to officially launch our 360 program—a vision realized with the support and collaboration of our remarkable employer partners, who made it all possible.

Through their unwavering commitment, our first cohort of 12 young people have been placed in paid positions and are pursuing unparalleled skill-building opportunities as they realize their goals and dreams. These opportunities mean more than just creating more jobs for young people; they unlock access to meaningful growth, real-world skill-building, and a network of support—all within inclusive and dynamic workplaces.

Together, we are laying the foundation for both professional and personal development while empowering the next generation to succeed.

We extend our deepest gratitude to Canada Life, Deloitte, Fasken, Lallemand, Maple Lodge Farms, Roche Canada, and Wynford Group for your commitment and tireless support. We are proud and deeply grateful to be on this journey together as we build a future where everyone can thrive.



# THANK YOU TO OUR GENEROUS SUPPORTERS!

We extend our deepest gratitude to all of our generous donors and supporters.

## Founding Patron and Chair Emerita

- The Hon. Hilary M. Weston, CM, CVO, OOnt

## Global Patron

- His Highness the Aga Khan

## Corporate Supporters

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- The Lewis and Ruth Sherman Foundation
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- Mark & Dawn Fell
- The Right Honourable Stephen Harper
- Chethan Lakshman and Heather Dunn
- Don Ludlow
- The Honourable Farah Mohamed
- Terry Smith

# BOARD OF DIRECTORS

Our Board of Directors is comprised of experienced leaders who are deeply committed to uplifting the lives of futures of young people across Canada.



**F. Mark  
M. Fell**  
Chair



**The Hon. Hilary  
M. Weston**  
Chair Emerita



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Embiricos**  
Board Member



**Ameerally  
Kassim-Lakha**  
Board Member



**Chethan  
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**Cynthia Caron  
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Brotten**  
Board Member



**Raj  
Kothari**  
Board Member



**Tania  
Carnegie**  
Board Member





# King's Trust Canada

## Get Involved!

### SUPPORT US

Please support the work of our national charity. Donate online by scanning the QR code or contact us at [fundraising@kingstrust.ca](mailto:fundraising@kingstrust.ca).

### PARTNER WITH US

Join our network of partners to advance employment opportunities, engage your employees, and invest in the youth of Canada.

### VOLUNTEER WITH US

Make a lasting impact by working directly with young people as a mentor or community partner. For ways to get involved, email us at [info@kingstrust.ca](mailto:info@kingstrust.ca).

### FOLLOW US

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