



Decade of Impact

Key Findings

For 10 years, McDonald's Archways to Opportunity has offered educational programs to eligible employees at participating restaurants, helping them earn a high school diploma, get money to help pay for college, receive free educational and career advising services, and improve their English skills. **Archways to Opportunity opens up economic opportunities by helping people further their education, acquire new skills, develop more confidence** in the skills they already have, and advance their careers – whether they move up at McDonald's or move on to opportunities in a new field or industry.

90K+

participants

\$240M+

in tuition assistance

83%

of participants say it is extremely valuable that the program made it financially feasible for them to further their education

Participants identified the following as the top barriers to furthering their education

76% lack of money and/or financial resources

47% lack of free time

31% lack of information



"The encouragement, having someone to believe in you did more for me than I can explain. It was more than a check to pay for my diploma. It was a team of people who were rooting for me."

- Participant, 30, Tucson, AZ

46% of participants who got a college degree were first generation students. Among this group...

95% are employed (after McDonald's)

81% have a feeling of job satisfaction

48% have been promoted in their current job

75%

say Archways to Opportunity helped them pursue a career in a new field or industry and 70% say they plan to enroll in further education

Participants go on to pursue careers in top fields

Healthcare (19%)

Education (9%)

Business/Accounting (9%)

IT (7%)

Government (6%)

Archways to Opportunity Participant Survey: We surveyed 501 current and former participants online from March 9-25, 2025. Respondents were incentivized. Margin of error: +/- 4.4 pts.

Disclaimer: Most McDonald's restaurants are operated by independent franchisees who are independent employers that set their own employment policies and practices, including pay and benefits, for the people working in their restaurants. Franchisees are the exclusive employer of their employees and are solely responsible for all employment-related matters in their restaurants. McDonald's does not control independent franchisees' employment policies and practices and does not employ individuals working at franchised restaurants. The programs or benefits described here are available at McDonald's-owned restaurants and the restaurants of participating franchisees. McDonald's and its franchisees are equal opportunity employers committed to efforts that help support a diverse and inclusive workforce.

