



Ecosystem Impact Report

Q3 FY2025 Oct. – Dec. 2024



A COMMUNITY OF TECH

EST. 1997

Helping founders start, grow and succeed

Communitech was launched in 1997 by a group of visionary founders dedicated to supporting one another and making Waterloo Region a global innovation leader. Today, Communitech is a public-private innovation hub that supports a community of more than 1,000 companies, from startups to scale-ups to large global players. We do this with plenty of help from our partners in the public and private sectors. As a demonstration of our commitment to service and accountability, we are pleased to present this quarterly Ecosystem Impact Report.

The data presented in each of our quarterly Ecosystem Reports are “year to date” or “running sum” numbers, starting at the beginning of our fiscal year on April 1.

Startup support

Every tech company was once a startup. And every startup needs a helping hand. That's why Communitech provides founders with a wide range of supports designed to give early-stage ventures the best chance of taking off and succeeding over the long term. Our supports include growth coaching, access to capital expertise, awareness of government funded programs, Peer2Peer Groups, specialized programs such as Fierce Founders for women and non-binary entrepreneurs, workspace in the Communitech Hub[®], and networking events like our Startup Socials and Communitech Breakfast series.



2,217

engagements with a Growth Coach or Founder Success Manager

132

received an intro

Scale-up support

Tech companies need different supports at different stages of growth. Once a startup has a viable product, traction in the market and significant revenue, it needs to tackle new challenges associated with rapid growth—things like consistent HR, finance and sales processes; hiring leaders with experience building teams and growing sales in new markets; and longer-term strategic plans. Communitech offers growth coaching and mentorship designed specifically for scale-ups, as well as access-to-capital expertise, Peer2Peer Groups and specialized help in areas like intellectual property protection.



1,313

engagements with a Growth Coach or Founder Success Manager

8

received an intro

FROM OUR COMMUNITY

“The bootcamp gave me a chance to revisit a foundational question: “Is my project worth pursuing?” Though I’ve evaluated this question multiple times, this experience was a turning point. I confidently articulated my project’s worth in 30 seconds—a moment where I felt, for the first time, “I know what I’m doing.”

—Jiawei Xu, Founder of SnakeAI Assisted Medical Devices Inc



Community building

Community has been at the heart of Communitech's success since we launched more than 27 years ago. Built by founders for founders, we strive to create a thriving ecosystem that fosters mutually beneficial relationships and an inclusive sense of community. We do this through Peer2Peer Groups, roundtable discussions with influential decision-makers, founder retreats, networking and learning opportunities in the Hub, and special gatherings like Techtoberfest.

2,758

attendees across all events

111

roundtables, thought leadership and other events



TECHTOBERFEST

Techtoberfest isn't just any event—it's a Communitech tradition that brings the entire tech community together. We're talking founders, partners, community members and investors from throughout the Toronto-Waterloo Corridor all in one place. We hosted 240 attendees at Techtoberfest presents Investorhaus and 68 attendees at Techtoberfest After Dark.



MedTech support

MedTech is a flourishing new part of the Waterloo Region tech ecosystem. As any MedTech veteran will tell you, building a MedTech company comes with a unique set of challenges—things like clinical trials, Health Canada and FDA approvals and long product-development runways. Communitech works with specialized local and provincial partners to build supportive networks that help MedTech founders navigate the complex regulatory pathways, testing processes, lengthy development cycles and funding challenges.



285

MedTech or MedTech adjacent startup member companies

11

MedTech or MedTech adjacent scale-up member companies

8

MedTech Growth Coaches on the roster

Program participation

Communitech offers a range of innovative programming to help founders at every stage of their journey, from early stage to scale-ups and beyond. Things like growth coaching, Pro Squad experts, the employer-of-record Outposts program, Fierce Founders for women and non-binary founders, the Strategy and Planning Intensive Track, ElevateIP, advanced automotive technology support, and more.

The Fierce Founders Intensive Track program kicked off in October and will run until late February 2025. The Fierce Founders Bootcamp program launched a call for applications in Q3 and programming will begin in Q4.



10

founders participating in the Fierce Founders Uplift program

60

hires through Communitech Outposts

STARTUP BOOTCAMP

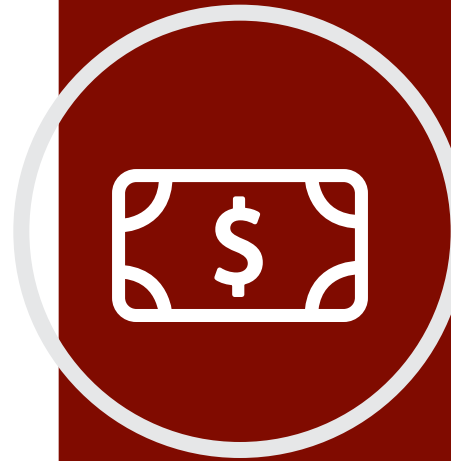
We launched a 6-week in-person Startup Bootcamp, guiding founders through essentials like customer discovery, market sizing, and defining ICP. Participants spanned industries such as Digital Media, ICT, Education, Life Sciences, and more. In Q4, our 20 graduates will be recognized at the Founder Showcase!



Capital

Access to capital is essential for growing companies. Communitech supports founders through investment-readiness sessions, VC Office Hours, introductions to investors, investor-founder events, awareness of government funding programs, and our Team True North™ initiative for high-performing companies.

The Investment Readiness Intensive Track program, which aims to ensure founders are well-prepared to attract investors, launched a call for applications in Q3. Communitech selected 10 companies to participate in the program. The program officially began in Q4.



29

total introductions made

\$101,901,400

capital raised by all
Communitech member firms

Talent

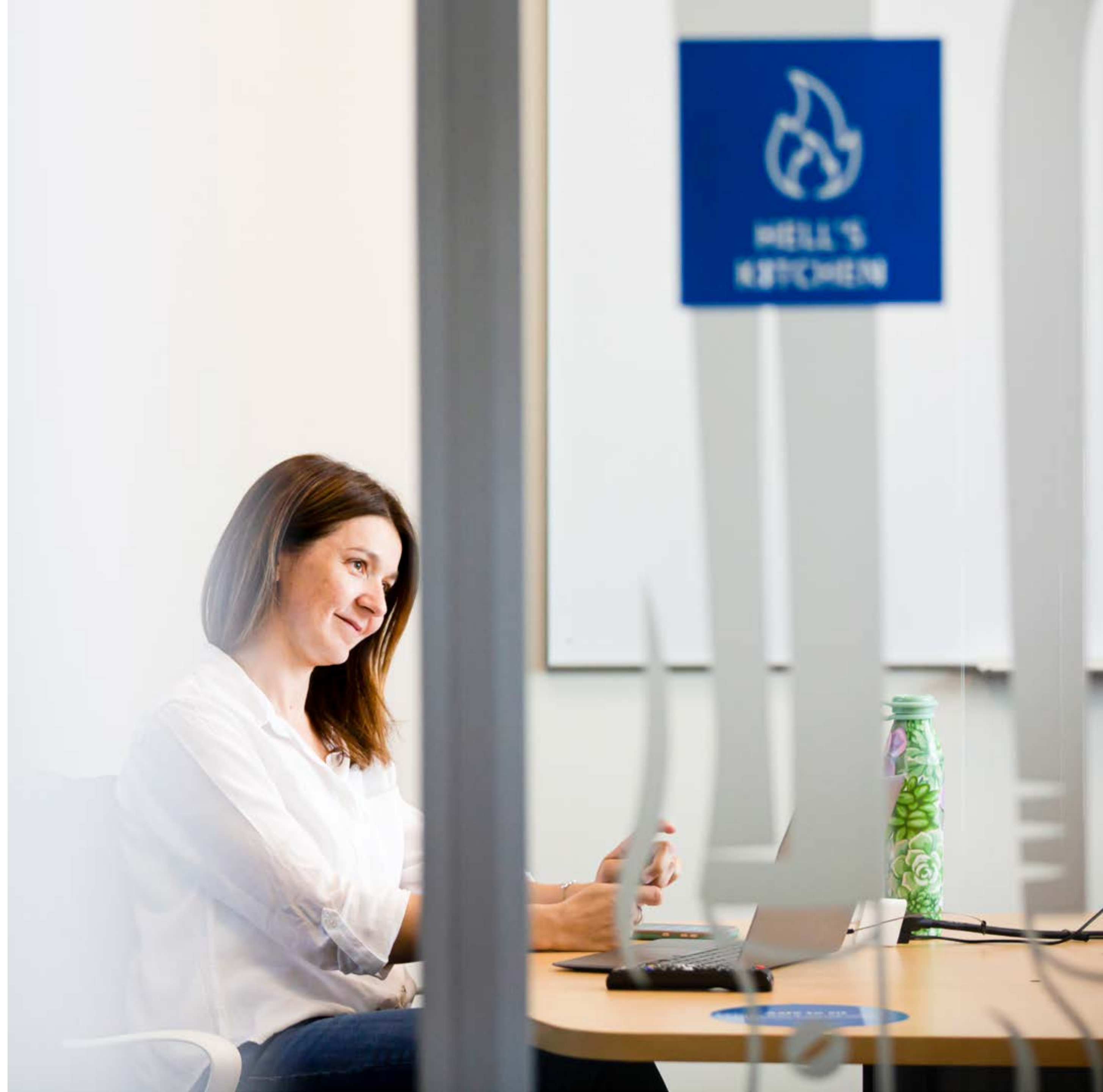
Attracting and retaining tech talent remains one of our founders' most pressing challenges. Communitech helps address this need through our national Work in Tech job board, our employer-of-record Outposts program, and talent-data initiatives such as the eIMPACT dashboard, which helps Canadian tech hubs understand talent movement trends across the country.

5,835

Jobs on the Work in Tech job board at the end of the quarter

2,547

new hires made by member firms



Integrated markets

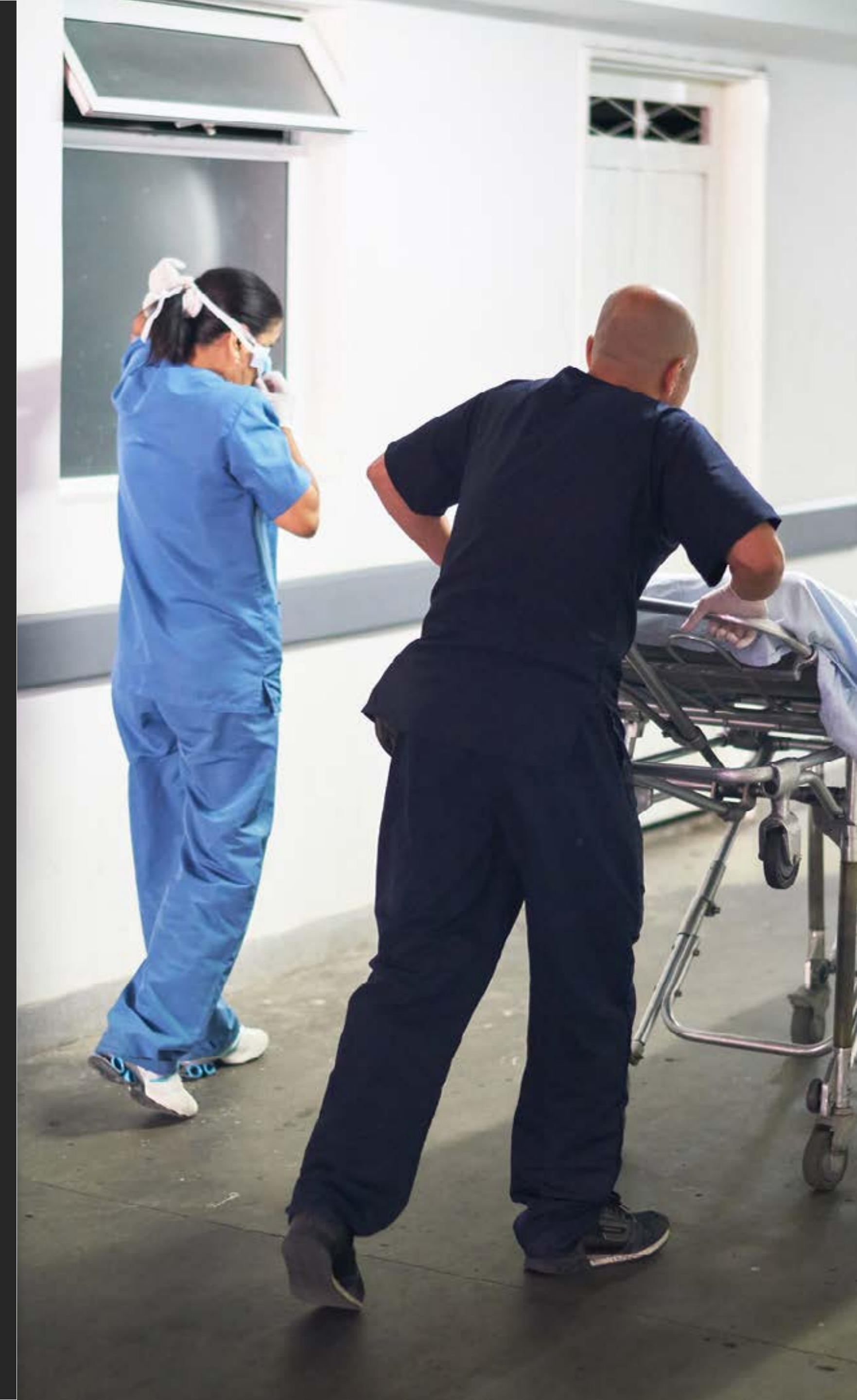
Canadian tech companies often have difficulty finding Canadian buyers, especially for those all-important first sales. Communitech is helping to solve this problem through our Fast Track collaboratives, which use ecosystem engagement to connect founders with potential customers to drive the adoption of made-in-Canada innovations. To date, we've established successful collaborations in health care and cities. We're also entering the national security field with the Canada-Ukraine Security Innovation Challenge, a bilateral competition to identify innovative solutions that strengthen the safety and technological expertise of both countries.

5

Fast Track Health challenges

85

Fast Track Health responses



THANK YOU TO OUR
FOUNDATIONAL SUPPORTERS



In conclusion

Communitech's mission is simple: to help founders start, grow and succeed. To do that, we need to stay close to the founder community and our partners. This quarterly Ecosystem Report is a reflection of our commitment to maintain and strengthen those relationships. Thanks to all of you for making Waterloo Region and Canada a global leader in innovation.