

**ANNUAL
REPORT**
2020–2021

BORÉAL

COLLÈGE **BORÉAL**



Our mission

Collège Boréal provides quality training and services to a wide range of clients. It is a vital part of the localities it serves and it plays a leadership role in fostering the sustainable growth and development of Ontario's Francophone communities.

Our vision

Collège Boréal is well-known and recognized for helping communities to prosper from its high quality training and customized services.

Our values

Excellence | Humanism | Respect | Engagement | Integrity

Our motto

Nurture knowledge and invigorate culture

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The 2019 — 2020 Annual Report is available online on Collège Boréal's website at www.collegeboreal.ca.

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MESSAGE FROM THE CHAIR OF THE COLLÈGE BORÉAL BOARD OF GOVERNORS



In a year fraught with uncertainty, Collège Boréal continues to stand out

On behalf of the Collège Boréal Board of Governors, I am pleased to present the 2020–2021 Annual Report. This year, our daily lives have been turned upside down like never before and COVID-19 has forced us to adapt. Despite the challenges, the entire Boréal family has worked together in recent months to ensure the continuity of our programs and services, and even to innovate to better serve all of our students and stakeholders.

As you read this report, you will see that the year has been filled with all sorts of accomplishments—a testament to the vitality of our institution. More than ever, the success of our students is a priority. In the spirit of continuous improvement and quality, we have continued our efforts so that everyone can thrive despite the circumstances. Thankfully, and not surprisingly, our work is paying off.

When I arrived at Collège Boréal in 2019, I set out to make the teams shine at each of our sites and campuses. To achieve this, Boréal's activities continue to be guided by its three areas of strategic focus and the key areas of its 2020–2025 Strategic Plan.

In September 2020, Collège Boréal marked its 25-year anniversary. Under normal circumstances, we would have celebrated this important milestone in person at the 25th graduation ceremony. But with the vagaries of the pandemic, that was not possible. Both activities have been postponed to 2021 and will have taken place by the time this report is published. I do hope you were able to participate.

Some great lessons will definitely come out of this historic moment that we are all still experiencing—on both a professional and a human level. I want to reiterate that this does not change our objective of delivering high-quality courses, programs, and services now and in the months ahead. I also want to applaud the tenacity, efficiency, and resilience of Boréal's staff, students, and partners.

Thank you for being with us and I look forward to seeing you in person!

A stylized, handwritten signature in black ink, appearing to read 'Bruneau'.

Christian Bruneau,
Chair of the Board

MESSAGE FROM THE PRESIDENT OF COLLÈGE BORÉAL



Collège Boréal has many paths to follow

As I sit down to write this year-end message, the entire province is still moving at the pace set by the COVID-19 pandemic. Most of our staff is working remotely and many of the courses we offer are delivered virtually, with the exception of some practical components in areas deemed essential. Since March 2020 when the crisis intensified in Canada, the effects are still being felt and there is still uncertainty about next fall.

And yet, Collège Boréal is buzzing with activity. Before the crisis, the College was bustling with action from every direction! While I miss my regular trips to our 38 sites, including seven campuses in 26 communities across Ontario, I can assure you that there was still some action happening at Boréal in 2020–2021!

I am proud and excited to share the accomplishments of our exceptional teams. I always say that Boréal is the best college in Ontario, and the past year has proven this beyond a doubt. And, while year after year we stand out in the government's performance indicator surveys, our real strength lies in our staff. As you read this report, you will see how, through the exceptional circumstances of the past twelve months, our college staff has been extremely productive, working tirelessly to adapt and innovate for the benefit of our students and clients.

The College saw the completion of a number of projects supporting its smooth operation: revisions and enhancements to post-secondary education, new partnerships with various community stakeholders, a multitude of applied research projects, pandemic-related supports to our communities, and free community courses and workshops. Although the results will only be released in 2021–2022, we are once again proud of the high level of achievement in our performance indicators for the 2019–2020 academic year. In addition, we have developed a variety of new hybrid courses in the fields of health, communications, and mining technologies, among others, to better serve you.

As I reflect on the past year, I would like to express my appreciation and gratitude to everyone who supports Collège Boréal. Every one of our projects, achievements, events, publications, and partnerships benefits our students, our clients, or the communities we serve. Thank you for your support, and thank you for your interest in Collège Boréal.

And as we celebrate the end of Collège Boréal's 25th year, I wish it a long life and another 25 years of accomplishments to match those of the past 25 years.

A handwritten signature in black ink, appearing to read 'Daniel Giroux'. The signature is fluid and stylized, with a large loop at the end.

Daniel Giroux,
President of Collège Boréal

Strategic Plan 2020-2025

COLLÈGE BORÉAL

Mission Collège Boréal offers quality training and services to a diversified clientele. At the heart of the communities it serves, the College provides leadership to fulfill the potential and ensure the sustainable development of Ontario's Francophone communities.

Vision Prominent and recognized, Collège Boréal enriches communities through the quality of its training and personalized services.

Motto « Nourrir le savoir et faire vibrer la culture »

Values



Structuring elements



Areas of strategic focus: directions and priorities

1

ACCESSIBILITY

Programs and services adapted to the needs of students, clients and employers.

1. Programs and services fulfill the needs of students, clients and employers.
2. The added value of learning to work in Canada's both official languages is recognized and promoted.
3. Delivery models are diversified.
4. Student mobility is valued and encouraged as a priority.

2

QUALITY

Excellent programs, services and work environments.

1. Formal partnerships are established with employers in every community served.
2. Students and clients receive standardized services in every location.
3. The organisational culture fosters a healthy and respectful environment.
4. The performance indicators set out in the Strategic Mandate Agreement with the Ministry of Colleges and Universities are achieved every year.

3

VISIBILITY

Recognized prominence and impacts in all communities served.

1. Programs, services and locations are well known in all communities served.
2. National and international markets are understood and developed.
3. Recruitment strategies are varied and adapted to various target markets.
4. The continuum of French language education is strengthened by close and productive relations with schools, school boards, other postsecondary institutions and the network of associations.

2020–2021 YEAR IN REVIEW

April 24, 2020 — A new director for Boréal's Nipissing Campus

Collège Boréal warmly welcomes Rachel Quesnel as Director of its Nipissing campus. After serving as Interim Director since 2018, Ms. Quesnel assumed her duties on April 1, 2020.

Ms. Quesnel is responsible for ensuring the development of the campus, including the Employment and Continuing Education services it offers. In addition, Ms. Quesnel will oversee the College's activities in the Temiskaming Shores, French River, and North Bay regions. As a Boréal graduate, Ms. Quesnel has over 15 years of experience in the fields of education, employability services, and community and economic development.



We're sure that Ms. Quesnel welcomes all Nipissing students with this smile!

Resources

Press release: [*Rachel Quesnel appointed director of Collège Boréal's Nipissing campus*](#)

Northern Ontario Business: [*Collège Boréal names new director for Nipissing campus*](#)

July 9, 2020 — Supporting the well-being of children in pandemic times

The Franco-Ontarian early childhood education sector was already experiencing some challenges due to a shortage of professionals in this field. The unusual circumstances brought on by COVID-19 only made the situation worse. Collège Boréal is very interested in issues related to early childhood education (ECE), as evidenced by the existence of its Social Innovation Centre for Children and Families. In collaboration with the Association francophone à l'éducation des services à l'enfance de l'Ontario (AFÉSEO), the College's Applied Research and ECE teams received funding from the Natural Sciences and Engineering Research Council of Canada (NSERC).

This funding will go toward a project focused on mitigating the negative impacts of social distancing in Franco-Ontarian early childhood education during the COVID-19 pandemic (title: "Les pratiques gagnantes pour atténuer les effets négatifs de la distanciation sociale pendant la pandémie de la COVID-19 dans le secteur de la petite enfance en Ontario français"). This project is aimed at everyone in the profession who has been affected by the measures put in place during the pandemic.

Resources

Press release: [*Applied research project to mitigate the impact of COVID-19 on the early childhood education sector staff*](#)

Le rempart: [*Boréal veut soutenir le secteur de la petite enfance dans le contexte de la COVID-19*](#)

2020–2021 YEAR IN REVIEW

August 19, 2020 — Creating a framework for socio-economic integration at Boréal's Timmins campus

Newcomers in the Timmins area can now benefit from community integration services and language training to help facilitate their socio-economic integration into the community. With well-established immigration services at its Central-Southwest campuses and sites for over 10 years, the College has recognized the importance of offering these services in Timmins and elsewhere in the northern part of the province. This expansion into Northern Ontario will allow communities to step up their efforts in welcoming newcomers, who are so crucial to the labour market.

Services in Timmins are delivered under two unique streams. First, individualized support services are provided by settlement workers to bring expertise in community integration. Second, newcomers can also benefit from support for skills development and sustainable career planning. In addition to the integration services offered in Timmins, clients can also benefit from language training tailored to people in minority situations.



Timmins settlement worker Simone Amagnamoua shows us the new office for newcomer programs and services.

Resources

Press release: [Collège Boréal to offer immigration and settlement services in Timmins](#)

Timmins Daily Press: [Collège Boréal to offer helping hand to newcomers in Timmins](#)

Timmins Today: [There are thousand reasons to feel good in Timmins: settlement worker](#)

September 1, 2020 — Protecting the agri-food sector in pandemic times

The COVID-19 pandemic has highlighted a number of issues concerning the breakdown of the food chain. Collège Boréal's Applied Research Centre for Biodiversity, led by Professor Jean-Pierre Kapongo, is trying to find innovative solutions to the challenges associated with production and commercialization practises in Northern Ontario.

In partnership with agri-food companies in Thunder Bay, Sudbury, and Guelph, this project will help provide immediate solutions to the challenges facing local northern producers. The College offers growers a multitude of virtual and face-to-face training opportunities, access to a laboratory, and greenhouses for production. Eating local food is really more accessible than we think!



Jean-Pierre Kapongo is fuelling the dream of an economic recovery focused on the regional agri-food sector.

Resources

L'Express: [Le Collège Boréal veut protéger la chaîne alimentaire en temps de pandémie](#)

2020-2021 YEAR IN REVIEW

September 7, 2020 — Back to school in pandemic times

It has been an unusual start to the academic year for Ontario college students. Collège Boréal is no exception, but it has stood out by ensuring a smooth transition to a hybrid teaching format.

The majority of programs have included a virtual classroom component (with Zoom), with some having an in-person component on campus. With a presence across the province, Collège Boréal had no problems delivering its courses in hybrid mode, since it was already using new videoconference and remote connection technologies.



The president welcomes new students in virtual mode.

Resources

L'Express: [*La rentrée au postsecondaire: plusieurs étudiants attendront à l'an prochain*](#)

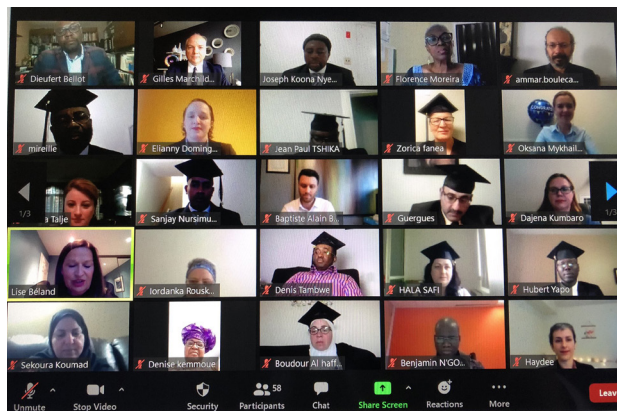
ONFR+: [*La rentrée collégiale à l'ère de la COVID*](#)

September 30, 2020 — Collège Boréal's bridging programs are all the rage

Boréal's Toronto campus recognized the graduates of its three bridging programs with a virtual ceremony.

This year, the 48 graduates of the three bridging programs joined the 200 other professionals who followed this path at Collège Boréal. The Supply Chain and Logistics (FRCA), Leadership and Management (FRGP), and Health Navigator (FRNS) programs were offered.

According to Baptiste Alain Bourquardez, Director of Immigration Programs and Services, the certificate ceremony is a great opportunity for graduates to take pride in their accomplishments and to congratulate themselves on a job well done! In addition to their achievements, some graduates have been able to benefit from an Ontario government scholarship.



Lise Béland (vice-president, Central-Southwest) and Baptiste Alain Bourquardez with the 48 graduates at the virtual certificate ceremony.

Resources

[*grandtoronto.ca: Une cérémonie de remise de diplômes réussie pour le Collège Boréal de Toronto*](#)

2020–2021 YEAR IN REVIEW

October 7, 2020 — Boréal partners with two regional construction companies for innovative projects

The COVID-19 pandemic, a recurring theme for 2020–2021. . .

Even though COVID-19 is not yet behind us, we are already thinking about the post-pandemic economic recovery. Collège Boréal knows innovation, like the innovative small and medium-sized enterprises that work with us.

Professor Denis Ouimette, Coordinator of the Architectural Technology and Technician programs, has a wealth of ideas to help the construction industry. In an effort to move toward green building practices, Denis and his team have joined forces with Construction La Ray and Tooketree Passive Homes.

Construction La Roy has decided to partner with researchers at Collège Boréal to develop an insulated shutter that will reduce heat gain and loss, energy consumption, and greenhouse gas emissions. Boréal's teams will also be working with Tooketree Passive Homes to use renewable materials to build an Eco-Digital Wall, which is a structural insulated panel.



Not too heavy, Denis Ouimette?

Resources

Press release: [*College partners with two builders to conduct applied research projects in green construction*](#)

October 14, 2020 — A distinguished guest at Collège Boréal

On October 14, 2020, Collège Boréal had the privilege of welcoming the Honourable Elizabeth Dowdeswell, the 29th Lieutenant Governor of Ontario, to its Sudbury campus. She had the opportunity to meet various students and team members while discovering our spectacular main campus. The Queen's representative had great discussions with our president and many of the College's teams. During her visit, she was able to learn more about apprenticeship programs, take a guided tour of our greenhouses, and conclude with a visit to the Minshall Museum.

The day's discussions and activities were so friendly and enjoyable that we look forward to welcoming Her Honour back to our campus!



Our president seems to be in awe of the Lieutenant Governor of Ontario. We would be too, if we were you, Mr. Giroux!

2020–2021 YEAR IN REVIEW

October 18, 2020 — A new dean for the School of Business and Community Services

Taking on new challenges and responsibilities? No problem for Jean Cotnoir, the newly appointed Dean of the School of Business and Community Services at Collège Boréal.

Mr. Cotnoir is in charge of the planning, deployment, and ongoing evaluation of the School of Business and Community Services' programs. With a bachelor's degree in education and a specialization in special education, Mr. Cotnoir has more than 20 years of experience in the field. A member of the Boréal family since 2010, he has distinguished himself in a number of roles, including that of Director of Marketing and Liaison since 2014. He assumed his new duties on November 2, 2020.



Jean Cotnoir, a new dean for the Boréal family

Resources

Press release: [Jean Cotnoir Appointed Dean of the School of Business and Community Services](#)

October 28, 2020 — Christian Bruneau re-elected as Chair of the Collège Boréal Board of Governors

Christian Bruneau has already completed one year as Chair of the College Board of Governors, and now a new one is starting!

At its 193rd regular meeting on June 4, 2020, the Board reappointed Mr. Bruneau as Chair for a second consecutive year. At a subsequent meeting, the Board welcomed Mélisa Sonia Touchi as student representative and Daniel Brisson as support staff representative.

The Collège Boréal Board of Governors now includes eight women and seven men with varied professional and geographic profiles.



The board of governors of a dynamic and innovative institution requires a Chair of equal calibre. Who better than Mr. Bruneau?

Resources

Press release: [Collège Boréal adds two new members to its Board of Governors for 2020–2021](#)

2020–2021 YEAR IN REVIEW

Boréal takes action

In response to the COVID-19 pandemic, Collège Boréal has taken action to offer an accelerated training program in the health field. Boréal's Personal Support Worker (PSW) program welcomed 18 students to its Kapuskasing campus for the 2020–2021 winter semester. The project aims to address the shortage of professionals in the region and is offered in 12 weeks instead of the traditional 28 weeks.



They're definitely smiling under their masks!

In an effort to continue to expand health care services in our communities, Collège Boréal will be offering the Practical Nursing program—currently available at the Sudbury, Timmins, and Toronto campuses—at all of its campuses beginning in September 2022. This two-year program will be delivered through virtual teaching methods. However, practical components such as internships and laboratories will remain classroom-based. (Editor's note: a subsequent announcement states that the Practical Nursing program will be offered in Hearst and Kapuskasing as early as September 2021.)



An intense gaze. . . these students could definitely win a staring contest!

Resources

Press release: [Collège Boréal Launches an Accelerated Training Program for PSWs](#)

Press release: [Collège Boréal to offer Practical Nursing program in Hearst, Kapuskasing, Nipissing and Windsor](#)

Niagara This Week: [Foyer Richelieu offers six students chance to become PSWs](#)

My Kapuskasing Now: [Collège Boreal and Sensenbrenner Hospital team up for a unique program](#)

Timmins Today: [Collège Boréal expands practical nursing program](#)

ONFR+: [Préposés, des piliers du système de soin en renfort de la première ligne](#)

2020–2021 YEAR IN REVIEW

January 15, 2021 — A new Battery Electric Vehicle Maintenance program for Boréal's Continuing Education

From February 9 to March 23, 2021, Collège Boréal welcomed its first cohort to Continuing Education's Battery Electric Vehicle Maintenance program. This new training program is designed to meet the demands of the mining industry, which is adopting new, less polluting practices. This 40-hour online course is the first of three components in this training program. The last two will be offered in the classroom and in the workshop to provide necessary



hands-on experience.

Electric vehicles are heavy, but our teams are doing their best to lighten the load!

Local collaborations in the name of innovation!

Collège Boréal has partnered with the mining company Epiroc to provide a high level of expertise to clients of the Battery Electric Vehicle Maintenance program. Partnering with a company specialized in mining technology and equipment guarantees a direct connection with the mining field. This collaboration benefits both parties: the College will be able to stay current with the best practices developed internationally and Epiroc will be able to support the electrification of mining operations through the College's expertise in customized training.

Resources

Press release: [First Customized Training Course in Battery Electric Vehicle Maintenance Begins February 9, 2021](#)

Press release: [Collège Boréal Partnering with Epiroc to Deliver its Battery Electric Vehicle Maintenance Program](#)

The Sudbury Star: [Collège Boréal partners to deliver battery electric vehicle maintenance course](#)

Canadian Mining Journal: [Epiroc partners with Collège Boréal on BEV maintenance program](#)

Education News Canada: [Collège Boréal Partnering with Epiroc to Deliver its Battery Electric Vehicle Maintenance Program](#)



Daniel Giroux et Julie Nadeau (directrice du Développement des affaires) accueillent les gestionnaires régionaux de l'entreprise Epiroc au campus de Sudbury.

2020–2021 YEAR IN REVIEW

March 20, 2021 — A 20th annual Francophone Week like no other!

The 20th edition of the Semaine de la francophonie, which should have taken place in March 2020, was delayed by a year because of the pandemic. Holding it in virtual mode had the advantage of attracting participants from all over the province to the Toronto event. Lise Béland, Boréal's vice-president of the Central-Southwest region, chaired the organizing committee for the fourth year in a row. The organizing committee was responsible for proposing a schedule and program, preparing a traditional opening cocktail, and organizing a family day and at least one show. This colossal task was carried out with enthusiasm by Boréal staff and with the hard work of Francophone partners in Toronto.

Resources

Press release: Toronto's Francophonie Week returns in March 2021 with virtual programming

Les Rendez-vous de la francophonie: from March 1 to 31, 2021

Education News Canada: Toronto's Francophonie Week returns in March 2020 with virtual programming



COVID-19

Recognizing the ongoing efforts of Boréal's teams in facing the challenges of the pandemic

It is a day that many will remember. On Friday, March 13, 2020, Collège Boréal made the most difficult and heartbreaking decision to suspend its activities and all in-person classes, right in the middle of the winter semester.

Now here we are, more than a year later, and the situation has not improved. Provincial lockdowns and health restrictions vary from one region to another, while the only constant is change. There's no doubt that there is a glimmer of hope with the acceleration of vaccination, but we have to admit that we were hoping for a return to normalcy a lot sooner.

Few of us can say — without batting an eyelash — that we haven't suffered from the imposed isolation, the required physical distancing, and the many changes that have disrupted our lives over the past year. As we know, the physical and psychological consequences are not to be dismissed. Fortunately, we were able to get together virtually, laugh, sing, or share travel stories together thanks to our wellness committee, for which I am grateful.

In these difficult times, I would like to express my solidarity with all the members of the Boréal family, as well as my undying gratitude for your unwavering perseverance.

Thanks to our outstanding staff, we were able to mobilize quickly and adapt to offer quality courses and services. Innovation is in Boréal's DNA, after all. Students and clients alike showed patience and understanding when faced with last-minute changes and a more limited variety of delivery methods than usual. Our partners also rolled up their sleeves by organizing all kinds of virtual events such as job fairs, accreditation visits, and simulations.

Our projects and operations have been focused on the needs of our communities and we have made sure that our staff, students, and clients have access to the necessary technologies to minimize disruptions. Important services such as employment services and language training for newcomers are now offered online, an opportunity no one could have predicted. However, thanks to the safety measures that have been put in place, people who need to visit one of our sites or campuses can also access them safely.

Teaching, learning, and working — even having fun — in virtual or hybrid mode is not exactly natural. I know that this past year has not been without its challenges. It hasn't been easy for me either. I would like to applaud everyone's efforts and assure you that we will be ready to resume in-person operations as soon as possible, and to continue innovating in the meantime. **Together** we have made it through this year, and **together** we will forge the next step in the history of Collège Boréal.

Daniel Giroux, President of Collège Boréal

TRAINING AND SERVICES IN 2020–2021

| | 2017 – 2018 | 2018 – 2019 | 2019 – 2020 | 2020 – 2021 |
|-----------------------------------|--------------|--------------|--------------|--------------|
| Post-secondary education | 1,342 | 1,317 | 1,470 | 1,413 |
| Apprenticeship training | 651 | 622 | 674 | 609 |
| Academic upgrading | 889 | 976 | 896 | 855 |
| Immigration Programs and Services | 2,475 | 2,874 | 3,339 | 2,691 |
| Continuing Education | 3,604 | 3,352 | 3,128 | 2,703 |
| Total | 8,961 | 9,141 | 9,507 | 8,271 |

Post-secondary education

Collège Boréal had 1,413 registered students as of November 1, 2020, of which 1,278 were domestic and 135 were international.

| Enrollment as of November 1, 2020 | | | |
|-----------------------------------|--------------|------------|--------------|
| | Full-time | Part-time | Total |
| Domestic students | | | |
| 1 st year | 607 | 92 | 699 |
| 2 nd year | 438 | 42 | 480 |
| 3 rd year | 95 | 4 | 99 |
| International students | | | |
| 1 st year | 67 | 6 | 73 |
| 2 nd year | 56 | 3 | 59 |
| 3 rd year | 3 | 0 | 3 |
| Total | 1,266 | 147 | 1,413 |
| 1 st year | 674 | 98 | 772 |
| 2 nd year | 494 | 45 | 539 |
| 3 rd year | 98 | 4 | 102 |

655 diplomas were awarded in 2020.

TRAINING AND SERVICES IN 2020–2021

In 2020, graduation ceremonies were deeply affected at most post-secondary institutions nationwide. Some institutions decided to postpone the event in hopes of celebrating in person while others decided to celebrate in virtual mode. After surveying the graduating class, whose members said they preferred an in-person ceremony, the College decided to postpone its graduation ceremonies until 2021, hoping that they could be held in person. Unfortunately, this was not possible, and a virtual ceremony was held on May 25, 2021.

Despite being unable to have a formal ceremony in 2020, Collège Boréal handed out 655 diplomas. We are very proud of our graduates' achievements.

Let's celebrate our 2020 graduates!

Our 2020 graduates have much to be proud of! The alumni family enthusiastically welcomes:

- 406 graduates from the Sudbury campus
- 3 graduates from the Hearst campus
- 9 graduates from the Kapuskasing campus
- 15 graduates from the Nipissing campus
- 22 graduates from the Timmins campus
- 104 graduates from the Toronto campus
- 41 graduates from the Windsor campus
- 20 graduates from the Ottawa campus
- 31 graduates from the Boréal Online programs

TRAINING AND SERVICES IN 2020–2021

Approval of new programs

Collège Boréal is adding a brand new Accelerated Training Program for Personal Support Workers (PSW). This program has been modified to allow for remote delivery via Boréal Online. The accelerated PSW program has been available since the 2021 winter semester.

Student mobility

Student mobility allows students to benefit from a variety of academic pathways. As of winter 2021, Collège Boréal offers students 641 transfer pathways, which means that they can switch from one program to another without starting their studies all over again. Among these pathways, 279 are internal and 362 are external.

In the 2020–2021 academic year, a new articulation agreement — another type of transfer pathway — was signed between Seneca College and other post-secondary institutions.

Agreement 1 — Seneca College

- **Pathway 1:** Early Childhood Education, Diploma (Boréal) to Bachelor's Degree (Honours) in Child Development (4 semesters)
- **Pathway 2:** Child and Youth Worker, Advanced Diploma (Boréal) to Bachelor's Degree (Honours) in Child Development (4 semesters)
- **Pathway 3:** Social Services Worker, Diploma (Boréal) to Bachelor's Degree (Honours) in Community Mental Health (5 semesters)
- **Pathway 4:** Child and Youth Worker, Advanced Diploma (Boréal) to Bachelor's Degree (Honours) in Community Mental Health (5 semesters)
- **Pathway 5:** Police Foundations, Diploma (Boréal) to Bachelor's Degree (Honours) in Crime and Intelligence Analysis (4 semesters)
- **Pathway 6:** Business Administration – Accounting, Advanced Diploma (Boréal) to Bachelor's Degree (Honours) in Business – Accounting and Finance (6 semesters)
- **Pathway 7:** Business, Diploma (Boréal) to Bachelor's Degree (Honours) in Business – Business Management (5 semesters)

- **Pathway 8:** Business Administration – Accounting, Advanced Diploma (Boréal) to Bachelor's Degree (Honours) in Business – Human Resources Management (3 semesters)
- **Pathway 9:** Business, Diploma (Boréal) to Bachelor's Degree (Honours) in Business – International Business Management (5 semesters)
- **Pathway 10:** 3-year Advanced Diploma (Boréal) to Bachelor's Degree (Honours) Interdisciplinary Studies (5 semesters)
- **Pathway 11:** Advanced 2-year diploma (Boréal) to Bachelor's degree (Honours) Interdisciplinary Studies (4 semesters)
- **Pathway 12:** Fitness and Health Promotion, Diploma (Boréal) to Bachelor's Degree (Honours) Therapeutic Recreation (4 semesters)

Implementation of a new five-year plan

With the adoption of a new five-year plan, 117 new projects are on the horizon for the student mobility team! The team is planning:

- 48 new projects in 2021–2022
- 28 new projects in 2022–2023
- 21 new projects in 2023–2024
- 20 new projects in 2024–2025

These projects include a variety of activities such as creating new transfer agreements, bringing some programs online, developing Prior Learning Assessment and Recognition (PLAR) for all programs, creating a number of courses leading to microcredits, and a promotional plan, among others.

TRAINING AND SERVICES IN 2020–2021

Boréal Online

Online training programs have become a global standard in 2020. The possibility of completing an entire program through distance education is very attractive to students, and in the case of Boréal, it can all be done in French. Online programs offer great flexibility, making it possible to target a larger clientele that might not otherwise benefit from the Boréal experience, such as people with full-time jobs. With a hybrid mode of delivery, students are able to learn using only a computer, a headset, and an Internet connection. The hybrid mode allows students to follow part of the program online and complete the rest live through evening web conferences with their professors.

A new addition to Boréal Online programs!

As of 2019–2020, the College already had 12 Boréal Online programs. This year, a new program is being added to its line-up. As of January 2021, the PSW program is delivered in hybrid mode in response to an appeal from the Ontario government citing a shortage of professionals in this field.

The online PSW program is a three-semester training program that teaches the skills necessary to provide care that meets the physical and emotional needs of individuals residing in long-term care facilities or hospitals. What makes Boréal's PSW program different online? Students do not need to travel to any of the seven campuses offering this program in person. The laboratory and clinical components are done directly with a sponsor in a long-term care facility or hospital.

TRAINING AND SERVICES IN 2020–2021

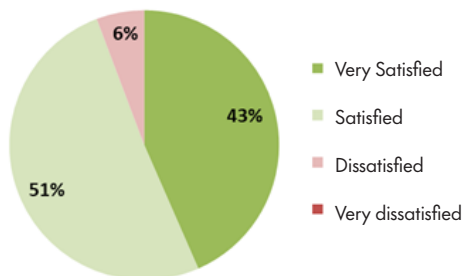
With quality at the heart of its performance, in January 2021 Collège Boréal hired the Centre de Leadership et d'évaluation (CLÉ) to conduct an assessment of Boréal Online's virtual campus. This initiative will undoubtedly allow the Boréal Online team to continue to enhance its program offerings in the years to come. In fact, according to a recent survey, 94% of students said that they were satisfied with Boréal Online's programs and 100% of graduates were satisfied and would recommend them to others.

Resources

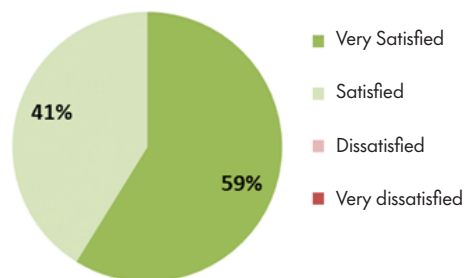
grandtoronto.ca: *Connaissez-vous quelqu'un qui voudrait une bourse de 1000 \$ pour faire des études en PSSP en ligne?*

The majority of those surveyed felt that Boréal Online's programs are well suited to their needs!

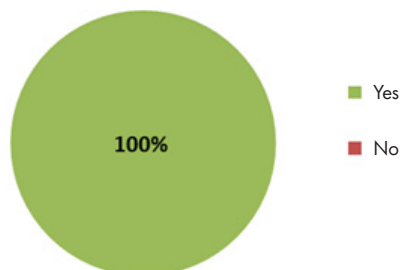
Overall, how satisfied were you with the delivery of this online program?



Overall, how satisfied were you with the delivery of this online program?



Would you recommend Boréal Online to others?



Collège Boréal offers 4 micro-certificates in one of its online programs!

Starting in September 2020, an interprovincial project will give students the opportunity to enroll in 4 micro-certificates in the Early Childhood Education Administration post-diploma program:

- Early Childhood Human Resource Management
- Early Childhood Communication and Public Relations
- Early Childhood Education Leadership
- Early Childhood Leadership and Governance

TRAINING AND SERVICES IN 2020–2021

Apprenticeship programs

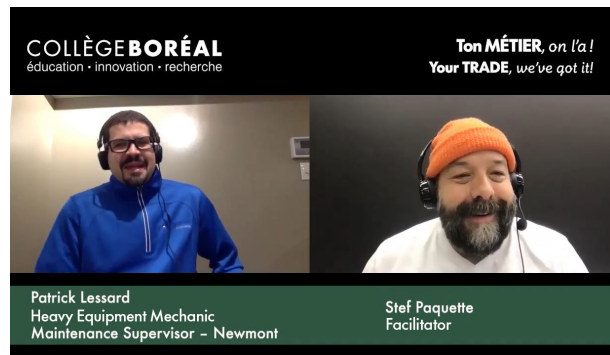
Your trade, we've got it!

Apprenticeship programs provide hands-on training for people who want to acquire vocational training while working in their field. Courses offered at Collège Boréal all have a practical component. Training is primarily offered in the workplace by an employer (a sponsor), but it also has a theoretical component.

The 2020–2021 academic year was a successful one, with the Apprenticeship Team welcoming 609 apprentices in 14 different trades.

Exploring trades is about exploring the world of work!

Need help figuring out if one of the trade programs offered at Collège Boréal is for you? No problem! The Boréal Apprenticeship Team organized a week-long series of activities in collaboration with various Franco-Ontarian school boards and the organization "Destination réussite." Participants were able to do virtual tours of the College and its trade workshops, and had the opportunity to explore, watch instructional videos, view the range of programs available, and listen to advice from four expert speakers during a panel discussion. The effort was definitely worth it, as the activity generated over 500 enrollments from 23 schools in Boréal's apprenticeship programs!



Sudbury singer and comedian Stef Paquette's humour captivates students during the panel discussion!

TRAINING AND SERVICES IN 2020–2021

OUR SITES AND CAMPUSES — Carpentry training for women only at the Sudbury campus

Whoever said that carpentry was a “man’s job”?
Definitely not the Boréal teams!



Equal opportunity is a motto that resonates with these women
who are proud of their apprenticeship choices!

Trades such as carpentry, welding, plumbing, automotive maintenance, and heavy equipment maintenance or operation have traditionally been dominated by men, but they are gradually giving way to include more women!

For several years, Collège Boréal, in partnership with the Ontario Ministry of the Status of Women, has been offering traditional trades pre-apprenticeship programs geared exclusively to women.

In March 2021, ten women completed a pre-apprenticeship carpentry program at the Sudbury campus. “At first I wasn’t sure, but now I feel confident that I can work on a job site,” said one participant. The ten women who completed the program now have Level 1 carpentry qualifications and are ready to enter the workforce.

Students in the program are required to complete an eight-week placement in construction, carpentry, cabinet making, and framing.

TRAINING AND SERVICES IN 2020–2021

Academic upgrading

The Adult Learning Centre offers programs in Literacy and Basic Skills (LBS) and Academic and Career Entrance (ACE) for people who have not obtained their Ontario Secondary School Diploma (OSSD).

The Learning Center is proud of its results for the 2020–2021 academic year. In total, the Centre welcomed over **855 learners** in a variety of programs offered at 12 sites across the province. Needless to say, this has been a special year for the Learning Centre as it has had to adapt during this period of isolation and lockdowns. Since the majority of Collège Boréal's programs were offered remotely, the Learning Centre adopted hybrid teaching methods to continue to serve its clients. Learners received their materials directly by e-mail and also had the option of sending their assignments and key questions electronically directly to their instructors.

The Learning Centre teams have made tremendous efforts to be able to continue offering the same range of services during the pandemic. These efforts have clearly paid off, **with a 99% satisfaction rate at all 12 sites.**

The Adult Learning Centre and Boréal Online work hand-in-hand

In order to meet the College's admission requirements, learners have the opportunity to take an equivalency assessment from the Testing Services Center. The following subjects are offered: French, English, Mathematics, Biology, Chemistry, and Physics. Our Testing Services Center welcomes all first-year college students, including those in Boréal Online programs, for their English placement assessment.

OUR SITES AND CAMPUSES — In Hamilton, a success story for Mélanie Megankam Sakoué

Originally from Cameroon, Mélanie Megankam Sakoué arrived in Canada in 2017 with her son, who suffers from a serious illness, in hopes that he would receive the best possible health care. An aspiring professional with an interest in early childhood education, Mélanie enrolled in the Child Development Practitioner program at Collège Boréal. The program requires an ACE certificate as a prerequisite, so she enrolled in the Adult Learning Center at the Hamilton site in February 2019. Mélanie earned her certificate in 2020 and hopes to enter the Child Development Practitioner apprenticeship program in the fall of 2021!



"What allowed me to succeed and obtain this precious 'sesame' — the ACE certificate — is my motivation and desire to work."

— Mélanie Megankam Sakoué

TRAINING AND SERVICES IN 2020–2021

Continuing Education

Collège Boréal's Business Development sector offers a variety of training programs that are adapted to allow people to learn and strengthen their skills throughout their career. Whether through Continuing Education, customized training, French as a second language (FSL) courses, industry training, or online program options, Continuing Education has training for everyone.

Registrations in this sector totalled 7,272 in 2020–2021.

Exceptional part-time offer through Continuing Education

A first-ever offering of its kind, the PSW program was launched by Continuing Education in part-time mode. As another way to address the PSW shortage, it allows participants to learn a new trade while working.

Resources:

CHOQ FM: Le Collège Boréal lance une nouvelle formation ACCÉLÉRÉE et GRATUITE pour les futur(e)s PSSP

Réseau des cégeps et des collèges francophones du Canada: Plus de 200 soignants francophones pour renforcer les soins de longue durée

It's a start for the first cohort of the Battery Electric Vehicle Maintenance program!

Boréal is proud to be the first college in Ontario to offer training in battery electric vehicle maintenance. This specialized training was designed in collaboration with many partners in the mining industry. The first cohort completed the first in a series of three courses on March 23, 2021, with tremendous success. Each participant works directly on the maintenance of batteries.

"Courses like this one help us meet our skilled labour needs and accelerate the adoption of battery electric vehicles in our mining operations."

— Luke Mahony, Global Head of Geology, Mining Engineering, Geotechnical and Technology & Innovation, Vale Mining

Resources:

Press release: First customized training course in Battery Electric Vehicle Maintenance begins February 9, 2021

TRAINING AND SERVICES IN 2020–2021

A leader in language training!

Always on the cutting edge of FSL training, we provide classes to officials from the Office of the Premier of Ontario, and our agreement has been renewed for another two years. Also, throughout the year more than 35 public servants from various government departments in Toronto, Oshawa, and Ottawa successfully perfected their French skills with us.

The College also won top recognition in the 2020 Hamilton Spectator Readers' Choice Awards in the categories of *French Lessons* and *Learning Centre*.

Essential workers are important to us!

To show our appreciation to the essential workers who protected our families during the pandemic and in an effort to increase the capacity of health care facilities to provide services in French, we offered our FSL courses free of charge to all essential workers for one full session. Thank you!

"Staying home by opening windows to knowledge" is the motto of the "Boréal@Home" program that was launched to encourage learning during the pandemic. The Continuing Education and Corporate Training teams offered two free online micro-courses for a quarter of the year. Participants could choose two soft skills courses from the 16 that were offered. We are proud to serve our communities.

TRAINING AND SERVICES IN 2020–2021

Centre for Leadership and Academic Innovation

The Centre for Leadership and Academic Innovation (French acronym: CLIP) brings together a dynamic multidisciplinary team of experts in pedagogy, technology, distance education, and French language skills development. To support our professionals in course management, the CLIP is offering training as well as virtual support resources starting in the 2020–2021 academic year.

Training, training, and more training!

Each year, the CLIP offers a variety of training programs to help College employees enhance their skills and professional development. In the past year, the CLIP team provided training to **245 individuals for over 1,220 hours of training**. The CLIP Bootcamp once again made an appearance, with the team offering two bootcamps focusing on distance education. An additional 13 separate training courses were offered to complement the Bootcamp.

Program development and quality

Program design and development follows a specific path, requiring validation and support from the Ministry of Colleges and Universities (MCU). While the College's teams are always on the lookout for new program designs, this process can sometimes result in a waiting period before approval. That said, the CLIP team has submitted two new programs to the Credentials Validation Service and MCU. Validation was also maintained at the post-secondary level, with the CLIP successfully completing 103 course outlines. The CLIP also revised two programs this past year.

And still more training!

Since the majority of the College's courses were offered remotely, the CLIP team took the opportunity to adapt some courses and training programs to a virtual format. In total, the CLIP successfully completed:

- 32 modules of the Cours de langue pour immigrants au Canada (CLIC) training program
- 32 modules of the Language Instruction for Newcomers to Canada (LINC) training program
- 7 courses in the Office Administration — Executive program
- 4 courses in the Personal Support Worker program
- 1 general education course
- 4 legislated courses
- 2 courses on intercultural skills
- 1 course for FSL instructors
- 2 virtual internships that were adapted because of the pandemic (Office Administration—Executive programs and Social Services Worker)
 - the integration of the Battery Electric Vehicle Maintenance and Emergency Livestock Response Plan for First Responders programs on Brightspace
 - the revision of 9 courses in the Early Childhood Education Administration program and 14 courses in the Early Childhood Education program to reflect the new MCU standards

In total, the CLIP team produced 92 courses on the Brightspace platform and revised 76 additional courses for this platform.

TRAINING AND SERVICES IN 2020–2021

Services d'emploi

Le Collège Boréal offre des services d'emploi bilingues destinés au grand public sur l'ensemble de son territoire par le biais des sites d'Emploi Ontario. Répartis sur 15 sites, les services d'emploi accompagnent les personnes dans la recherche d'un emploi et travaillent en partenariat avec les employeurs afin de déterminer leur besoins, dresser un plan de service, garantir l'accès aux services et renseignements requis et offrir des services d'emploi directs.

L'arrêt des activités économiques a été difficile pour de nombreux secteurs. Malheureusement, les Services d'emploi n'ont pas fait exception à la règle et ont été particulièrement touchés par les défis posés par la pandémie. Une interruption partielle des services d'emploi a nécessité une transformation qui n'a pas toujours été simple, notamment avec l'offre des services en mode hybride et une telle flexibilité au niveau des équipes.

Malgré cela, en 2020 – 2021 les services d'emploi du Collège Boréal ont accordé **1 513 829 \$** en soutien à leurs clients et clientes et à leurs employeurs partenaires.

| Employability services and programs | Number of clients |
|--|-------------------|
| Individual job site visits | 17,181 |
| Clients — Assisted services | 2,381 |
| Participation in employment workshops | 6,612 |
| Ontario Works Program | 278 |
| Ontario Disability Support Program (ODSP) | 369 |
| Youth Job Connection Program | 122 |
| Youth Job Connection Summer Program (YJCS) | 107 |

Employment Ontario changes

As of January 1, 2021, employment sites in the Peel and Hamilton-Niagara regions operate under new service system managers. The College is actively involved in the implementation of new Employment Ontario service programming in these two regions.

A happy job seeker!

It's not always easy to find a new job in the midst of a pandemic. However, Najwa Znini managed to do so and sent a thank you note to Boréal's Toronto-Mississauga Employment Services for their support and motivation. She credits the work of Jean-Marc Ngom in particular, as his "help and professionalism have been invaluable to me."



Helpful tips from our employment services—Najwa seems confident in front of her audience.

TRAINING AND SERVICES IN 2020–2021

Immigration programs and services

Collège Boréal offers programs and services for newcomers to Ontario in the areas of settlement, orientation, language skills assessment, language training, and professional integration assistance.

The year 2020–2021 has been an exceptional one for Boréal's Immigration sector given the circumstances related to COVID-19. The border restrictions imposed in mid-March 2020 had a significant impact on immigration, which dropped by almost half in Ontario. As a result, participation in federally and provincially funded programs and services for newcomers has been severely impacted. In spite of this, Collège Boréal's Immigration sector managed to quickly transition its programming to effectively serve **2,691 students and clients across all of its services and all 12 sites**. This represents a 19.41% decrease from the previous year.

| Programs | |
|---|---------------------|
| LINC* | 1,083 registrations |
| Adapted LINC–CLIC* | 145 registrations |
| ESTABLISHMENT (Immigration Canada stream) | 1,091 clients |
| ESTABLISHMENT (Immigration Ontario stream) | 177 clients |
| BRIDGING PROGRAMS | |
| • Leadership and Management: 26 | 68 students |
| • Health Service Navigator: 24 | |
| • Logistics and supply chain: 18 | |
| OSLT–FLAP* | 94 students |
| ELT* | 21 students |
| ASSESSMENT CENTRE* | 26 clients |

* LINC: *Language Instruction for Newcomers to Canada*
CLIC: *Cours de langue française pour les immigrants au Canada*

OSLT: *Occupation-Specific Language Training*
FLAP: *Formation linguistique axée sur les professions*
ELT: *Employment Language Training*

Consolidating the organizational structure of the Immigration Sector

To support growth and standardization efforts in systemic issues and to better align with the College's strategic plan, the Immigration Programs and Services sector initiated an organizational review for a new, coherent, stable, and strengthened structure beginning in April 2021. The process created 16 new permanent positions, including 62.5% support positions and 37.5% administrative positions.

Resources

Radio-Canada: *Maintenir l'appui et l'intégration socio-économique des nouveaux arrivants*

TRAINING AND SERVICES IN 2020–2021

Success with the adapted LINC-CLIC language training program

The year 2020–2021 marked the second year of the Adapted LINC-CLIC provincial program, which provides English and French language training for eligible newcomers. This Immigration, Refugee and Citizenship Canada (IRCC) funded program allows people who are unable to take full-time courses due to work, family obligations, or geographic location to take self-paced, distance learning courses. With 145 registrations, the project has exceeded expectations. The College was invited by the federal government to participate in a panel discussion on official languages at the Teachers of English as a Second Language Association of Ontario (TESL)—Ontario 2020 Conference with Yves Saint-Germain, Director of Language and Francophone Policy at IRCC. Over 125 people attended the presentation of this holistic approach to flexible language training and accelerated socio-economic integration for newcomers to Canada.

A new point of service in Timmins!

Collège Boréal has opened new settlement services in Timmins, following Sudbury in 2017 and Sarnia in 2018. Thanks to IRCC funding, Boréal delivers services to newcomers to Timmins in two main ways: personalized assistance to settle and adapt to their host society (including housing, health, and community life) and support for skills development and sustainable career planning by socio-economic integration navigators. The Honourable Marco Mendicino, Minister of IRCC, marked the event with these words:

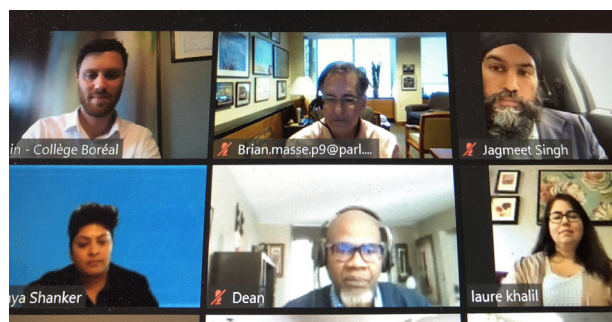
“Newcomers to Canada help drive our economy, and give our businesses the skills they need to thrive abroad so they can create jobs right here at home. Our government is supporting the good work of organizations like Collège Boréal so that newcomers can more easily adjust to their new environment and help our communities to thrive.”

TRAINING AND SERVICES IN 2020–2021

COVID-19 challenges haven't slowed down the Immigration teams!

Dialogue and representation

The year was marked by requests for media coverage and calls from the political world to gain a better understanding of the challenges of integrating newcomers during a pandemic. The first was an invitation to testify before the House of Commons Standing Committee on Citizenship and Immigration (CIMM) on the effects of the health crisis on the recruitment processes of international students and on the settlement and integration processes of newcomers to Canada. Next was a discussion with the Honourable Jagmeet Singh, leader of the New Democratic Party, about the many programs and services offered by the College. He was also interested in our model for sustainable socio-economic integration of newcomers and strategies for attracting and retaining immigrants in rural communities.



The Honourable Jagmeet Singh was with us to discuss the socio-economic challenges for newcomers due to the pandemic.

Innovative entrepreneurship

This is the story of a great encounter and a unique alliance between two institutions of education and excellence: HEC Montréal, whose reputation extends beyond the borders of Quebec for its expertise in research and entrepreneurship, and Collège Boréal, a community leader in providing programs and services to newcomers for over 15 years. With funding from the Quebec Secretariat for Canadian Relations, the two institutions have launched a new free training course for Francophone immigrant entrepreneurs in Ontario focusing on the business model matrix, tailored to the current Canadian context. The first two cohorts attracted over 60 entrepreneurs who were new to Ontario.

Integration 360

This year, the Club canadien de Toronto, in partnership with Collège Boréal, offered newcomers a “total immersion” experience in Ontario’s social, economic, cultural, associative, and political environment through the Integration 360 project. Through a series of practical workshops and events, the project provided a 360° view of Canadian society in general and Franco-Ontarian society in particular. It also provided employers with best practices and tools to facilitate the integration and retention of Francophone employees in a multicultural environment. With a curriculum of 10 videoconference workshops offered between December 1, 2020, and the end of March 2021, as well as a job fair and mentoring sessions, the event attracted over 540 participants! This project was supported by the Government of Ontario through the 2020–2021 Francophone Community Grants Program.

QUALITY AT THE HEART OF EVERYDAY LIFE

Collège Boréal recognizes the importance of quality and continuous improvement, striving for excellence in the planning, design, and delivery of its programs and services. Boréal's approach extends beyond strict compliance with external regulations and requirements to advance its mission, regularly undertaking new initiatives including surveys, articulations, reviews, and internal process improvements, among others.

The Continuous Quality Improvement Committee has continued its work into 2020–2021!

In spring 2019, the Office of the Vice-President, Academic established a Continuous Quality Improvement Committee (CQIC) to lead, monitor, and evaluate the College's quality practices. This committee met several times during the 2020–2021 academic year to discuss critical items leading to continuous quality improvement.

The establishment of a standing College Quality Assurance Audit Process (CQAAP) subcommittee provides leadership for the communication, planning, development, and implementation of action plans, among other things. The CQAAP audit process consists of several steps beginning with the submission of the College's program list followed by self-evaluations and site visits, culminating in the submission of the final audit report. This audit, which takes place every 5 years, was completed in 2020.

In the last three audit processes, including the one completed in 2020, Collège Boréal achieved a "Mature Effort" rating, which demonstrates its commitment to quality and to a quality assurance system where all standards and requirements are met, thus meeting or exceeding expectations. The implementation of the recommendations is ongoing as the College prepares its 18-month follow-up report to highlight the institution's progress in continuously improving its programs and services.

Collège Boréal signs the 2020–2025 Strategic Mandate Agreement

Through the government, the MCU is committed to implementing the 2020–2025 Strategic Mandate Agreements (SMA3) and the performance-based funding model approved in the 2019 Budget for colleges and universities.

On August 31, 2020, the College signed the SMA3 with the MCU, allowing it to work on performance-based fundraising activities. This model goes into effect in 2020–2021, with our institution's performance calculations based on 10 separate criteria. More specifically, 5 indicators were activated for Collège Boréal in 2020–2021 and the results of the annual SMA3 assessment indicate that **our institution has met or exceeded 100% of the targets set by the province.**

RESEARCH AND INNOVATION BORÉAL

This year, the Boréal research teams have also been creative in adapting their research to better meet the immediate needs of communities.

In March 2021, Collège Boréal celebrated the first anniversary of Research and Innovation Boréal (RIB), its applied research centre.

The festivities highlighted Collège Boréal's intention to continue to contribute its applied research expertise to the communities it serves and in so doing, support their economic vitality and sustainable development. Whether it's for new agri-food technologies or early childhood education, our research projects focus on priorities identified in collaboration with RIB partners in response to emerging opportunities.



Lyne Michaud, Sabine Bouchard, Robin Craig, and Daniel Giroux were proud participants of the Virtual Showcase on March 25, 2021.

New research projects to address the impacts of the COVID-19 pandemic

COVID-19 has changed the way we work, but it has also allowed us to develop projects that we hope will have a positive impact on our communities.

Best practices for mitigating the negative impacts of social distancing in Franco-Ontarian early childhood education during the COVID-19 pandemic

The Franco-Ontarian early childhood education sector is feeling the full force of the COVID-19 crisis. Compounded by a shortage of qualified French-speaking workers, the situation has become even more difficult given social isolation and health concerns in the workplace. In partnership with AFÉSEO, Collège Boréal's research team will present innovative solutions to support the sector in strengthening the well-being and cultural engagement of the profession, as well as promoting staff retention to maintain its stability beyond the pandemic. The results of the project will provide unprecedented data on how the sector is adapting in times of crisis in ways that have never been tried before.

RESEARCH AND INNOVATION BORÉAL

Understanding the impacts of the COVID-19 outbreak on the agricultural sector and adaptation strategies in Northeastern Ontario

The COVID-19 pandemic will have had at least one positive impact in Northeastern Ontario: the growing demand for locally grown and produced food. While the demand is being felt among agri-businesses, meeting it comes with many challenges. In collaboration with the University of Guelph, the Rural Agri-Innovation Network (RAIN), the Northern Ontario Farm Innovation Alliance (NOFIA), and the Greater Sudbury Food Policy Council (GSFPC), this applied research project will help to quickly identify the emerging needs of agri-businesses in Northeastern Ontario and adapt their role to support the sector.

Understanding the impact and mitigation strategies of the COVID-19 outbreak on the agricultural sector in Northeastern Ontario



Innovation in pandemic times?
No problem for the Boréal RIB team.

Collège Boréal stands out by conducting green construction projects

Sustainable construction has made remarkable progress over the past few years. Recent advances have brought environmental sustainability into the mainstream of residential construction, leading many small and medium-sized companies to adopt green approaches and technologies. Working with two construction companies, Professor Denis Ouimette, coordinator of the Architecture programs, has developed a high-performance window pane that will reduce heat loss, prevent overheating, and reduce energy consumption and greenhouse gas emissions. He has also designed an innovative insulated structural panel that will improve the energy performance of buildings while reducing construction waste.



Student and research assistant Joanita Alowedou takes temperature readings for the insulated shutter project.

RESEARCH AND INNOVATION BORÉAL

11 major research projects in 2020–2021

Energy-efficient shutters

This project is a feasibility study for the development of energy efficient shutters, an innovative product that aims to improve the physical performance of windows.

Field(s): **Architecture**

Campus: **Sudbury**

Partner(s): **Construction La Ray**

Funder(s): **NSERC**

Amount: **\$25,000**

Team: **Denis Ouimette, Jérémie Roy, Alex Létourneau, Danika Courchesne, and Joanita Alodewou**

Reducing construction waste with the Eco-Digital Wall

This project's objective is to design and develop a new state-of-the-art sustainable product: the Eco-Digital Wall, a building insulation panel that will reduce construction waste and improve the energy efficiency of buildings.

Field(s): **Architecture**

Campus: **Windsor**

Partner(s): **Tooketree Passive Homes**

Funder(s): **NSERC**

Amount: **\$25,000**

Team: **Denis Ouimette, Jérémie Roy, Alex Létourneau, Danika Courchesne, and Joanita Alodewou**

The economic potential of plant growth promoters

This project's research team attempted to determine how to market new plant growth promoters (PGPs) for the commercial horticulture sector.

Field(s): **Agriculture**

Campus: **Sudbury**

Partner(s): **BioNorth Solutions**

Funder(s): **NSERC**

Amount: **\$25,000**

Team: **Jean-Pierre Kapongo, Ph.D., Josée Côté, Cara Long, Kaelyn Charron, Bafing Keita, Maxime Gagné-Drouin**

Unlocking the socio-economic potential of newcomers

This project aims to evaluate and improve the delivery model for services to newcomers through innovation.

Field(s): **Immigration, social work, community services**

Campus: **Windsor**

Partner(s): **The Windsor-Essex Congolese Community, the Windsor Burundian Community, and the Rwandan community of Windsor's Socio-Cultural Association**

Funder(s): **NSERC and Social Sciences and Humanities Research Council (SSHRC)**

Amount: **\$346,116**

Team: **Robin Craig, Frédéric Boulanger, Marie Cifende Aganze, Mariette Kalanga, Suzanne Lemieux, Simon Goulet, Julie Edwards, Diane Richer, Nathalie Kalinga, and Spes Hakizimana**

RESEARCH AND INNOVATION BORÉAL

Design, construction, and evaluation of a prototype for a safe and ergonomic storage trolley

This project aims to commercialize a prototype for a storage trolley to be used in Canada's mining exploration and extraction sector.

Field(s): **Manufacturing, welding, mining services**

Campus: **Sudbury**

Partner(s): **DHL Machine Work and Vale**

Funder(s): **NSERC**

Amount: **\$25,000**

Team: **Guy Lachapelle, Jenna Butler, Abdelaziz Chihi, and Arona Mane**

Rehabilitation of mining soils and biodiversity in the Sudbury Basin

This project examines the effects of wood ash for the treatment and rehabilitation of mining soils degraded by industrial waste.

Field(s): **Forestry, soil sciences, biodiversity**

Campus: **Sudbury**

Partner(s): **Atlantic Power, Glencore Sudbury**

Integrated Nickel

Funder(s): **NSERC**

Amount: **\$281,506**

Team: **Marc Hébert, Marc Nellis, Roch Rochon, Olivia Baudet, Nathan Basiliko, Graeme Spiers, Alexandre Roy-Guay, Fateh Anabi, Chantal Frescura, and Valérie Poisson**

An experiment in the commercial production of caged-aquaculture whitefish in Northern Ontario

This project examines the feasibility of raising whitefish from spawn to adulthood for commercial purposes.

Field(s): **Aquaculture**

Campus: **Sudbury**

Partner(s): **New North Fisheries**

Funder(s): **NSERC**

Amount: **\$282,585**

Team: **André Ferron, Roch Rochon, Aaron Turek, Jeff Turek, Olivia Baudet, Nicholas Isabelle, Claire Binette, Brianna Gervais, Emma Maurice, and Danny-Elle Henri**

Improving quality of life through physical activity in an Indigenous community

This project aims to: 1) create a culturally relevant physical activity program based on the Indigenous community's approach to physical activity; 2) develop a lifelong commitment to sports activities among members of the community; 3) affirm and strengthen the cultural identity of the Indigenous community.

Field(s): **Indigenous Studies**

Campus: **Sudbury**

Partner(s): **Dokis First Nation,**

Shkagamik-Kwe Health Centre

Funder(s): **NSERC, SSHRC**

Amount: **\$224,450**

Team: **Randy Battochio, Natasha Mayer, Mallorie Leduc, Tana Roberts, Andrea Dokis, Charlene Restoule, Paige Restoule, and Eric Dupuis**

RESEARCH AND INNOVATION BORÉAL

A training model for early childhood educators and its impact on Franco-Ontarian identity-building

The research team aims to create and evaluate an effective training model for transmitting Francophone culture in early childhood to professionals, parents, and children.

Field(s): **Early Childhood Education**

Campus: **Sudbury**

Partner(s): **AFÉSEO**

Funder(s): **NSERC**

Amount: **\$238,560**

Team: **Josée Latulippe, Louise Legault, and Catherine Carbonneau**

Professional and cultural isolation in Franco-Ontarian early childhood education

This project aims to identify best practices in order to mitigate the negative effects of social distancing and professional and cultural isolation caused by the COVID-19 pandemic in French-speaking Ontario's early childhood sector.

Field(s): **Early Childhood Education**

Campus: **Sudbury**

Partner(s): **AFÉSEO**

Funder(s): **NSERC**

Amount: **\$75,000**

Team: **Josée Latulippe, Louise Legault, and Catherine Carbonneau**

Understanding the impacts of the COVID-19 outbreak on the agricultural sector and adaptation strategies in Northeastern Ontario

This applied research project intends to quickly identify the emerging needs of agri-businesses in Northeastern Ontario in an effort to adapt their role in supporting the sector.

Field(s): **Agriculture**

Campus: **Sudbury**

Partner(s): **University of Guelph, RAIN, NOFIA, and GSFP**

Funder(s): **NSERC**

Amount: **\$75,000**

Team: **Robin Craig, Jean-Pierre Kapongo, Sabine Bouchard**

BORÉAL INTERNATIONAL

As the voice of Collège Boréal on the international scene, Boréal International is an administrative body that educates and mobilizes staff members on all its campuses and sites to enable them to carry out international activities in three areas:

- 1) Recruitment of international students
- 2) International cooperation projects (including student mobility)
- 3) Business development

This year, activities included the implementation of the Internationalization Plan, the recruitment of international students, and the realization of international projects.

Implementing the Internationalization Plan

Collège Boréal has a five-year Internationalization Plan (2020–2025), the result of an undertaking that included input from all of the College's sectors. Implemented by the Internationalization Committee, this plan meets the expectations of both Boréal's 2020–2025 strategic plan and its 2020–2025 Strategic Mandate Agreement. It is divided into four priority themes:

1. Support and success for international students

To provide a range of support services for international students, from application to graduation, that promote a welcoming environment, an effective transition, and economic, social, and cultural integration and success.

2. Recruitment of international students

In line with national and international labour needs, to attract an increasing number of students from outside Canada.

3. Intercultural competence

To increase the intercultural competence of Collège Boréal's faculty, staff, and students through training, education, and facilitation activities.

4. International and community engagement

Establish international partnerships and experiences to more fully integrate our international activities into the fabric of our internal and external communities, while respecting the sustainable development goals of the United Nations.

International student recruitment still going strong!

Collège Boréal had 171 international students in 2020–2021, **an increase of over 20% from the previous year**. These results can be attributed to a number of factors, two of which are particularly worth noting:

Collège Boréal participated in a dozen virtual recruitment activities.

Notably, the teams participated in meetings with candidates from 40 countries: France, Belgium, Martinique, Tuvalu, Morocco, Algeria, Senegal, Ivory Coast, Luxembourg, Guadeloupe, Brazil, Switzerland, Mexico, Colombia, Tunisia, United States, Cameroon, Togo, Benin, Jamaica, Italy, Madagascar, Guinea, Chad, DRC, Congo, Mauritania, Mali, Gabon, Burkina Faso, Haiti, Kenya, South Africa, Niger, Nigeria, Egypt, Mauritius, Ghana, Canada, United Arab Emirates, etc.

The teams are expanding the network of recruiters. To target more potential candidates, Boréal International has increased its contacts with international agents. Connections were made with 12 agents in 10 different countries over the past year. The countries of establishment of these agents are:

- Canada, Morocco, Mauritius, Senegal, Cameroon, Gabon, United States, Madagascar, Burkina Faso, Democratic Republic of Congo.

INTERNATIONAL DEVELOPMENT

PROMA'CT training pathway: "Promotion through activity"

Boréal International is carrying out a new project aimed at entrepreneurs in small and medium-sized businesses (SMEs) and very small businesses (VSEs) in Senegal.

Funded by Global Affairs Canada through Colleges and Institutes Canada (CICan), this project was carried out in partnership with the Vocational and Technical Training Fund (3FTP) and eight Senegalese high schools. Boréal International teams produced skills sheets and training plans that will serve as reference tools to provide continuing education for SMEs and VSEs. The courses offered were in four main areas:

- 1) business management;
- 2) financial management;
- 3) leadership, life skills or "soft skills" acquisition; and
- 4) occupational health, safety, and environment (OHSE).

Leadership in student mobility

With Collège Boréal offering most of its courses remotely, several teams are in the process of increasing the number and quality of courses offered. Thanks to the funding received through CICan, the Boréal International team carried out a second international project, developing a course to prepare students for international mobility.

Major projects continue

Due to COVID-19 restrictions, Collège Boréal remotely and successfully carried out its projects in Mexico, Mali, Tunisia, and South America (Chile, Colombia, and Peru). This success was the result of the willingness of Collège Boréal and its partners to adopt instructional approaches that encourage participation and that are based on realistic, measurable, and motivating learning objectives.

DEVELOPMENT OFFICE

The mission of the Foundation and of the Development Office is to make higher learning accessible by providing resources so that everyone can pursue a post-secondary education that can enrich the human experience and potential.

The Foundation carries out its mission by ensuring that the funds that are raised contribute to the success of our students, our communities and our partners, and help build a better future by creating projects that contribute to quality.

The Boréal Foundation

In 2020–2021, the Boréal Foundation awarded 1,065 bursaries to Collège Boréal students for a total of more than \$857,297.

| Campus | Number of bursaries | Amount |
|--------------------|---------------------|---------------------|
| Distance Education | 54 | \$50,240.00 |
| Hamilton | 11 | \$10,550.00 |
| Hearst | 22 | \$17,550.00 |
| Kapuskasing | 35 | \$18,269.00 |
| London | 11 | \$9,100.00 |
| Mississauga | 11 | \$8,400.00 |
| Nipissing | 60 | \$44,238.00 |
| Ottawa | 11 | \$9,655.00 |
| Sudbury | 541 | \$477,766.75 |
| Timmins | 75 | \$59,158.82 |
| Toronto | 187 | \$131,369.74 |
| Windsor | 50 | \$21,000.00 |
| Total | 1,065 | \$857,297.31 |

The Boréal Foundation receives \$50,000 from Newmont Porcupine

Newmont Porcupine, a Timmins-based mining company, has donated \$50,000 to the Collège Boréal Foundation. Since 2009, the company has contributed more than \$310,000 to the Foundation for acquiring equipment used in the College's training programs. The mining company also benefits by continuing to promote excellence in post-secondary education in its region and by hiring Boréal graduates!



Apprenticeship programs at the Timmins Campus will benefit from new trucks thanks to Newmont Porcupine!

Resources

Press release: [Newmont Porcupine donates \\$50,000 to the Collège Boréal Foundation](#)

Northern Ontario Business: [Newmont donates \\$50K to College Foundation](#)

Timmins Daily Press: [Newmont Porcupine donates \\$50,000 to Collège Boréal Foundation](#)

CTV News: [Newmont Porcupine donates \\$50,000 to Collège Boréal Foundation](#)



DEVELOPMENT OFFICE

Generosity doesn't take a break during a pandemic

Post-secondary institutions and foundations have also suffered from the effects of the pandemic. Despite an uncertain economy, the Foundation has never forgotten its mission to make higher education accessible. Although the majority of courses have been offered remotely, there are still associated costs and some students have experienced difficult times. Thanks to generous donors, the Foundation was able to establish a temporary assistance fund for those directly affected by the pandemic. In a matter of months, the Foundation has awarded more than 415 emergency grants for a total of approximately \$187,000.

Resources

Initiative de journalisme local: [COVID-19 ou pas, les donateurs font preuve de générosité envers les institutions postsecondaires](#)

Alumni Association

The Association provides opportunities for alumni, who are now professionals, to meet and exchange ideas with current students. Beyond the simple prospect of creating a mutual aid network, this makes it possible to uphold common values and promote our great Boréal family.

The Association celebrates its 5th anniversary!

To mark its 5th anniversary, the Alumni Association launched a campaign on its Facebook page where community members can share memories, stories, and news.

OUR SITES AND CAMPUSES — It's cold outside for our Timmins team

Collège Boréal is committed to humanitarian projects. On February 20, 2021, our Humanitarian Project team in Timmins participated in the Coldest Night of the Year Walk, a fundraiser to assist individuals and families experiencing homelessness, suffering, and hunger. The Timmins team even exceeded its \$1,000 target, raising a total of \$1,600!



They may be cold in the nose, but they are warm in the heart!

COLLÈGE BORÉAL'S SCHOOLS

School of Business and Community Services

Educational partnerships are rewarding!

Boréal's Child and Youth Worker (CYW) program trains professionals to work with children and youth with emotional and social difficulties, so that they can help educate parents and act as advisors to promote better understanding between the various people involved. To address the shortage of qualified teaching staff, Collège Boréal has signed an agreement with Sudbury's French Catholic school board (CSCNO) for the CYW program in 2021. This agreement allows the program's interns to complete three days/week of paid substitute work as unqualified CYWs. The other two days are spent in an unpaid placement, allowing students to gain additional work experience while completing the program requirements.

Students in the Business program are hard at work!

During the pandemic, students in the Business program were able to speak with potential employers and participate in recruitment sessions. Almost all of our students have secured internships, which are required for credit. The effort was well worth it as five of the eight students completing their final semester were successful in finding employment in their field.

School of Trades and Applied Technology and School of the Environment and Natural Resources

Donations in pandemic times: a bargain for all!

At the beginning of the pandemic, when relatively little was known about the virus, some institutions refused to accept donations in order to stop its spread. When it was determined that accepting donations was safe, the College's Agricultural Technology program, in collaboration with the Boréal RIB team, worked with the Greater Sudbury Food Bank to share the fruits (and vegetables) of their labours with those most in need in our community. Using a variety of techniques including direct irrigation by automated systems and fertilization, our students and researchers are producing a variety of edible products in our greenhouses. What a great experience to be able to help the disadvantaged while learning!



Peekaboo Josée, you're well hidden among those tomato plants!

LES ÉCOLES DU COLLÈGE BORÉAL

College staff: ready for action during the pandemic!

Kuny Laurin was inspired to support community members in these pandemic times. Seeing the need for personal protective equipment in the community, the professor at the Sudbury campus's School of Trades and Applied Technology set out to produce 3D printed visors from the comfort of his home. Due to keen interest in the product and the high volume of production, operations were quickly moved on-site to the College. He and a student were able to print approximately 1,100 visors two at a time, an operation requiring two hours per production run. That's a lot of hours! The visors were donated to Northern Ontario communities and to the staff of Health Sciences North Hospital (HSN) in Sudbury!



Visors, the new fashion trend for 2020–2021!

School of Health Sciences

Adapting infrastructure to accommodate new oral procedures

This year, Collège Boréal's Dental Hygienist program also had to adapt so it could safely provide services to external clients visiting the dental clinic.

The College invested substantially in renovations including the construction of four individual treatment rooms to control the transmission of aerosols. Equipped with air purifiers and air exchangers, the rooms are hermetically sealed with sliding doors, and there are no longer any openings between the rooms. In addition, the College installed Plexiglas panels in the reception area and added disinfectants, soap, and touchless towel dispensers.

In response to the situation and to comply with College of Dental Hygienists of Ontario (CDHO) requirements, the staff updated client care protocols, completed COVID-19 training, increased the frequency of cleaning and disinfection in the clinic, and enforced strict infection prevention and control monitoring, while making personal protective equipment available to staff and clients.



Newly renovated treatment rooms to welcome clients safely!

LES ÉCOLES DU COLLÈGE BORÉAL

Giving back in pandemic times!

Collège Boréal's School of Health Sciences donated medical equipment and supplies to support HSN with setting up a site at the Clarion Hotel. Among other things, it donated 19 medical beds, some bedside tables, and CPR boards. The programs have also significantly adapted their teaching methods by investing in new technologies, including software to support virtual learning techniques and practices normally taught in laboratory or clinical settings. The College has been successful in implementing these initiatives while complying with the guidelines of the various professional bodies. For example, Labster, a simulated and virtual lab software program, made it possible to work in the lab without interruption. The school also purchased vSim, a virtual and interactive tool that allows students in the Practical Nursing program to be projected into comprehensive and realistic client assessments. These means allowed Boréal students to reach the learning objectives of their program and of the accreditation agencies in a safe environment. Staff in this area have been creative and innovative in providing students with a high-quality education despite the current context.

Accessing veterinary care is challenging during a pandemic, but Collège Boréal has a solution!

Faced with this unprecedented crisis, the Boréal teams did not hesitate to adapt and put their expertise to work for the students. In a collaborative project between the simulation technologist and the staff of the Veterinary Care Technician program, a Zoom room was created based on the surgery room of the veterinary clinic. Using a camera, students in the program were able to view the techniques presented by the College's veterinarian and continue their learning before taking part in live animal surgeries. Additionally, students from the Paramedic and Practical Nursing programs recently assisted with the COVID-19 vaccination clinics. The College is very proud of all these efforts.



Teaching hands-on demonstrations to a group of students and having the entire lab to yourself!

COLLEGE LIFE

Student Association representatives

Hearst

- Director: **Macha Plamondon**
- Social representative: **Noémie Dumas**
- Sports representative: **Jasmine Pelletier**

L'AGEE de Hearst




Noémie Dumas
Représentante sociale



Macha Plamondon
Directrice



Jasmine Pelletier
Représentante des sports

2020-2021

Kapuskasing

- Director: **Kaylee Marceau**
- Social representative: **Katelin Kozlovich**

L'AGEE de Kapuskasing




Katelin Kozlovich
Représentante sociale



Kaylee Marceau
Directrice

2020-2021

Timmins

- Director: **Christopher Wright**
- Social representative: **Ariane Laberge**

L'AGEE de Timmins




Christopher Wright
Directeur



Ariane Laberge
Représentante sociale

2020-2021

Sudbury

- Director: **Lentini Louis**
- Social representative: **Alexandre Denis**
- Sports representative: **Abdelaziz Chihi**
- Intercultural representative: **Abdoul Rachid Dialla**
- Communications officer: **Raissa Feza Galu**

L'AGEE de Sudbury




Louis Lentini
Directeur



Alexandre Denis
Représentant social



Abdelaziz Chihi
Représentant des sports



Raissa Feza Galu
Responsable des communications



Abdoul Rachid Dialla
Représentant interculturel

2020-2021

COLLEGE LIFE

Nipissing

- Director: **Sandy St-George**
- Sports representative: **Charles Trinh**

L'AGÉE de Nipissing



2020-2021



GEE
COLLÈGE BORÉAL
ASSOCIATION GÉNÉRALE DES
ÉTUDIANTS ET DES ÉTUDIANTES

Charles Trinh
Représentant des sports

Sandy St-Georges
Directrice

Windsor

- Director: **Lamine Kouyate**
- Social representative: **Kelly Sancartier**
- Sports representative: **Hervé Singuila**

L'AGÉE de Windsor



2020-2021



GEE
COLLÈGE BORÉAL
ASSOCIATION GÉNÉRALE DES
ÉTUDIANTS ET DES ÉTUDIANTES

Kelly Sancartier
Représentante sociale

Lamine Kouyate
Directeur

Hervé Singuila
Représentant des sports

Toronto

- Director: **Papy Abdoul**
- Social representative: **Christelle Kindeki**
- Sports representative: **Isaac Mbemba**

L'AGÉE de Toronto



2020-2021



GEE
COLLÈGE BORÉAL
ASSOCIATION GÉNÉRALE DES
ÉTUDIANTS ET DES ÉTUDIANTES

Christelle Kindeki
Représentante sociale

Papy Abdoul
Directeur

Isaac Mbemba
Représentant des sports

BORÉAL VIPÈRES

They adapt to the court as well as they adapt their training methods! Our Vipère athletes were very engaged in the alternative delivery of intercollegiate sports programs.

To accomplish this, Collège Boréal hired two head coaches to help our athletes stay in shape while providing mental health services and support during the pandemic. They also had to prepare for a possible return to the competition, which unfortunately did not happen. Collège Boréal was able to hire two of its alumni:

- **Julien Bélanger**, badminton
- **Patrick Boileau**, men's and women's volleyball and programming for the Strength & Conditioning course

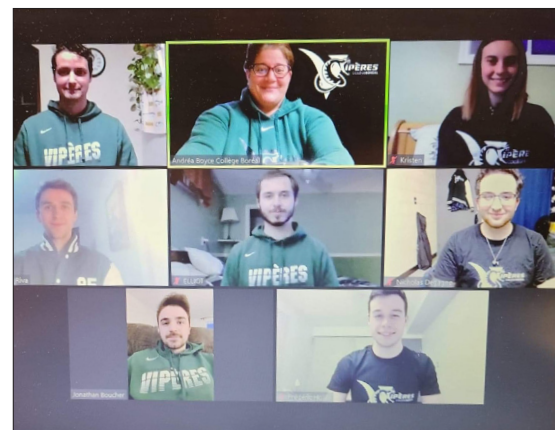


Phew, it's not easy to train with a mask!

Our athletes are passionate about sports!

In addition to the weekly orientations and practices that took place remotely, the College Life team was able to accomplish the following:

- Lend a **training kit** to athletes so they could train at home
- Share a license for **Coach Me Plus** software to promote physical activity through technical recordings, tasks, and measurement of progress
- Continue the sports massage therapy clinics so athletes could be treated by the program's students on a weekly basis
- Match the **Fitness and Health Promotion** program with the Vipères athletes, which gives students in the Sports Coaching course the opportunity to assess a coach during practice and then choose a sport and run a practice independently



5 grams of feathers and a ton of emotions for our badminton athletes!

SUMMARY OF FINANCIAL STATEMENTS

CONSOLIDATED FOR THE PERIOD
FROM APRIL 1, 2020 TO MARCH 31, 2021

Consolidated Balance Sheets as of March 31, 2021

Assets

Current assets:

| | |
|---|---------------------|
| Cash | 30,067,354 |
| Accounts receivable | 3,891,563 |
| Prepaid expenses and other | 1,347,115 |
| Instalment on long-term accounts receivable | 269,000 |
| | \$35,575,032 |

| | |
|-------------------------------------|---------------------|
| Investments | 12,462,408 |
| Capital assets | 81,482,673 |
| Long-term accounts receivable | 4,027,184 |
| Deferred charges — Nipissing campus | 63,158 |
| | \$98,035,423 |

\$133,610,455

Liabilities and Fund Balance

Current liabilities:

| | |
|---|--------------|
| Accounts payable and accrued liabilities | \$15,696,767 |
| Instalment on long-term debt | \$439,000 |
| Post-employment benefits and compensated absences | \$1,740,332 |

Deferred contributions:

| | |
|----------------------------|---------------------|
| Subsequent period expenses | 7,453,791 |
| Capital assets | 59,572,812 |
| | \$67,026,603 |

| | |
|-----------------------|--------------------|
| Long-term debt | \$8,559,792 |
|-----------------------|--------------------|

Net assets:

| | |
|----------------------|---------------------|
| Unrestricted | 10,613,962 |
| Internal restriction | 6,800,000 |
| Capital investments | 12,911,069 |
| Endowment fund | 8,843,727 |
| | \$39,168,758 |

| | |
|--|----------------|
| Accumulated remeasurement gains | 979,203 |
|--|----------------|

\$133,610,455

APPENDIX A

2020–2021 MULTI-YEAR ACTION PLAN REPORT

The purpose of the multi-year agreements is to provide an overview of how each institution will use its total operating budget.

A copy of the 2019–2020 Multi-Year Action Plan is available on the Collège Boréal website:

<https://www.collegeboreal.ca/en/about-boreal/who-we-are/policies-information-and-documentation>

APPENDIX B

2020–2021 AUDITED FINANCIAL STATEMENTS

The Audited Financial Statements show the revenues and expenses, changes in net assets, and cash flows for the end of the fiscal year.

A copy of the 2019–2020 Audited Financial Statements is available on the Collège Boréal website at:

<https://www.collegeboreal.ca/en/about-boreal/who-we-are/policies-information-and-documentation>

APPENDIX C

2019–2020 KEY PERFORMANCE INDICATORS REPORT

Since 1998, the Ontario government has been collecting performance data in five areas: graduate satisfaction, student satisfaction, employer satisfaction, graduate employment rates, and graduation rates.

Due to the pandemic, only four indicators were assessed: graduate satisfaction, employer satisfaction, graduate employment rate, and graduation rate.

The results of the 2019–2020 Key Performance Indicators were released on May 12, 2021.

Graduate satisfaction rate

- 90.2% of graduates were satisfied or very satisfied with their college experience (ranked 1st / provincial average: 78.9%).

Graduation rate

- 74.9% of students enrolled at Collège Boréal graduated (ranked 1st / provincial average: 66.4%).

Graduate employment rate

- 87.9% of Collège Boréal graduates found a job within six months of graduation (ranked 8th / provincial average: 85.0%).

Employer satisfaction rate

- 100.0% of employers who hired a Collège Boréal graduate were satisfied or very satisfied with the person they hired (ranked 1st / provincial average: 91.1%).

APPENDIX D

SUMMARY OF ADVERTISING AND MARKETING COMPLAINTS RECEIVED

No advertising and marketing complaints were filed
in 2020–2021.

APPENDIX E

2020–2021 COLLÈGE BORÉAL BOARD OF GOVERNORS



Christian Bruneau
Board Chair



Daniel Brisson
Support staff representative



Richard Diotte



Linda Dugas
Vice-chair



Dada Gasirabo



Daniel Giroux
*President of
Collège Boréal*



Bululu Kabatakaka
*Administrative staff
representative*



Renée Kowa



Vincent Lacroix



Roma Levesque



Emily Low



Michael Manirakiza



Bryan Neeley



Josée St-Jean
*Academic staff
representative*



Danielle Talbot-Lariviere



Mélisa Sonia Touchi
*Student
representative*



38 SITES IN 26 COMMUNITIES

Barrie
 Capreol
 Chatham
 Chelmsford
 Dowling
 Elliot Lake
 Hamilton
Hearst
Kapuskasing
 Lively
 London
 Mississauga
**Nipissing-Ouest /
 Sturgeon Falls**
 Onaping
 Ottawa
 Niagara/Welland
 Noëlville
 North Bay
 Sarnia
 Scarborough
Sudbury
 Témiskaming
Timmins
Toronto
 Val Caron
Windsor



List of Collège Boréal's campuses and access centres in 2020-2021

BORÉALSUDBURY
MAIN CAMPUS
 21 Lasalle Boulevard
 Sudbury ON P3A 6B1
 Tel. 705.560.6673
 Fax. 705.560.7641

BORÉALHEARST
 64 9th Street, P.O. Box 818
 Hearst ON P0L 1N0
 Tel. 705.362.6673
 Fax. 705.362.5460

BORÉALNIPISSING
 96 Main Street
 Sturgeon Falls ON P2B 1N3
 Tel. 705.753.5420
 Fax. 705.753.2304

BORÉALTORONTO
 1 Yonge Street, 3rd floor
 Toronto ON M5E 1E5
 Tel. 416.289.5130
 Fax. 416.289.5139

BORÉALKAPUSKASING
 3 Aurora Avenue
 Kapuskasing ON P5N 1J6
 Tel. 705.337.6673
 Fax. 705.337.5434

BORÉALTIMMINS
 395 Thériault Boulevard
 Timmins ON P4N 0A7
 Tel. 705.267.5850
 Fax. 705.267.6673

BORÉALWINDSOR
 7515 Forest Glade Drive
 Windsor ON N8T 3P5
 Tel. 519.948.6019

COLLEGE**BOREAL**.CA

1.800.361.6673

Campus

Hearst

Kapuskasing

Nipissing

Sudbury

Timmins

Toronto

Windsor

Site

Ottawa

Virtual Campus

Boréal en ligne

... et 30 sites additionnels
partout en province.

