

The background of the entire page is a photograph of two people, a man and a woman, in a meeting. The man, on the right, is wearing a grey button-down shirt and is pointing with a purple marker at a piece of paper on a whiteboard. The woman, on the left, is wearing a dark patterned top and is looking at the whiteboard. The whiteboard is covered with many colorful sticky notes (red, yellow, green, blue) and several small photographs. The entire image has a green color overlay.

ANNUAL REPORT

2022-2023

COLLÈGE BORÉAL



Contact us:

Collège Boréal | 21 Lasalle Boulevard | Sudbury, Ontario P3A 6B1 | 1.800.361.6673

This publication was prepared by Collège Boréal's Communications department.

This document is available online at collegeboreal.ca.

We certify that this annual report meets information dissemination requirements and has been approved by Collège Boréal's Board of Governors.

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Message from the Chair of the Board of Governors



Achieving excellence, day in and day out

True to its forward-thinking spirit, Collège Boréal has gone above and beyond expectations in 2022–2023, providing its students with increasingly innovative learning experiences that meet the ever-evolving needs of the job market.

Unveiling the annual report is a major event for our institution. It serves as an opportunity to showcase even more of the amazing accomplishments of our staff, who work tirelessly every day to carry forth a mission and vision in service of Ontario's Francophone community.

I take great pride in serving the values upheld by Collège Boréal and in taking on the important task of providing training programs that are firmly rooted in meeting the expectations of a demanding, competitive job market.

This fourth year of my tenure as chair of the Board of Governors builds upon the College's track record for academic and professional excellence and a robust governance structure well-versed in the requirements of post-secondary education. During this time, my priority has been to ensure that the College continues to be recognized for the rigorous teaching and impeccable customer service that has made it a leader in the field.

Over the past year, Collège Boréal's Board of Governors and senior management worked together to strengthen their long term strategic vision. As announced in October, our combined efforts helped secure \$8 million in funding from the Canadian and Ontario governments to develop new bachelor's degree programs. It was a tremendous achievement that demonstrated the expertise developed by our internal teams and the support of our community partners, who provide the Board with everything it needs to ensure Collège Boréal's ongoing success. Our combined diverse and varied expertise is a crucial asset in driving the College's initiatives and keeping us focused on future opportunities and industry and regional issues with national, if not international, implications.

Every decision made by the Board members is the result of careful consideration and reflects our most deeply shared values—the pursuit of excellence, engagement, humanism, integrity and respect. These values inform the College's approach to education, applied research and the services we provide to our substantial clientele.

There is no doubt in my mind that our accomplishments will bring immense satisfaction to the entire Boréal community and reaffirm our ability to meet the high standards we set for ourselves together, and for that, I want to thank all of you. Your commitment and contributions allow us to continuously aim higher and exceed expectations.

This 2022–2023 Annual Report serves as a compendium of our successes and will surely inspire a sense of pride in each and every one of us.

Happy reading!

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

Christian Bruneau
Board Chair

Message from the President of Collège Boréal



A year of new beginnings

After two years of hardship in Canada and around the world, 2022–2023 brought a much needed breath of fresh air to the entire post-secondary sector. Collège Boréal was able to navigate the challenges posed by the pandemic by leveraging the expertise and resilience of our staff members. Thank you to each and every one of you.

As life gradually returns to normal and travel restrictions ease, the College has resumed its role as a community leader—including by hosting special events such as La Nuit sur l'étang's 50th anniversary—and re established itself as a go-to destination for students, particularly from abroad. Our varsity and recreational sports teams also made their way back to competing against other teams across the province. I have nothing but the utmost admiration for our student community.

In spite of everything, Collège Boréal's innovative spirit has never faltered. The range of training programs and services available at our locations and across our campuses (including our virtual campus), the numerous partnerships we have forged throughout the area we serve and the cutting-edge educational experiences we provide to our students make Collège Boréal both a great place to learn and an institution that is keenly aware of the realities and expectations of the business world. It is no coincidence that the College once again holds this year's highest graduation and graduate satisfaction rates among all colleges in Ontario.

Our responsibility toward each and every one of our students and staff members comes with constant questioning of previous teachings, preconceived notions perpetuated throughout history and societal inequities. In keeping with this commitment, Collège Boréal has prioritized initiatives that promote equity, diversity and inclusion (EDI), including the 50 – 30 Challenge, through which we encourage Canadian businesses to improve their EDI practices. We also highlight the invaluable contributions of the Indigenous peoples in our community.

Collège Boréal's staff members play a significant role in shaping our institutional leadership. A comprehensive consultation was conducted with the staff, and the results will continue to guide our efforts toward continuous improvement. I'm immensely proud to be part of this team, and my gratitude for each member grows more every day. I'm eager to keep working toward making Collège Boréal the best college in Ontario.

A handwritten signature in black ink, appearing to read 'Daniel Giroux', with a stylized flourish 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 »

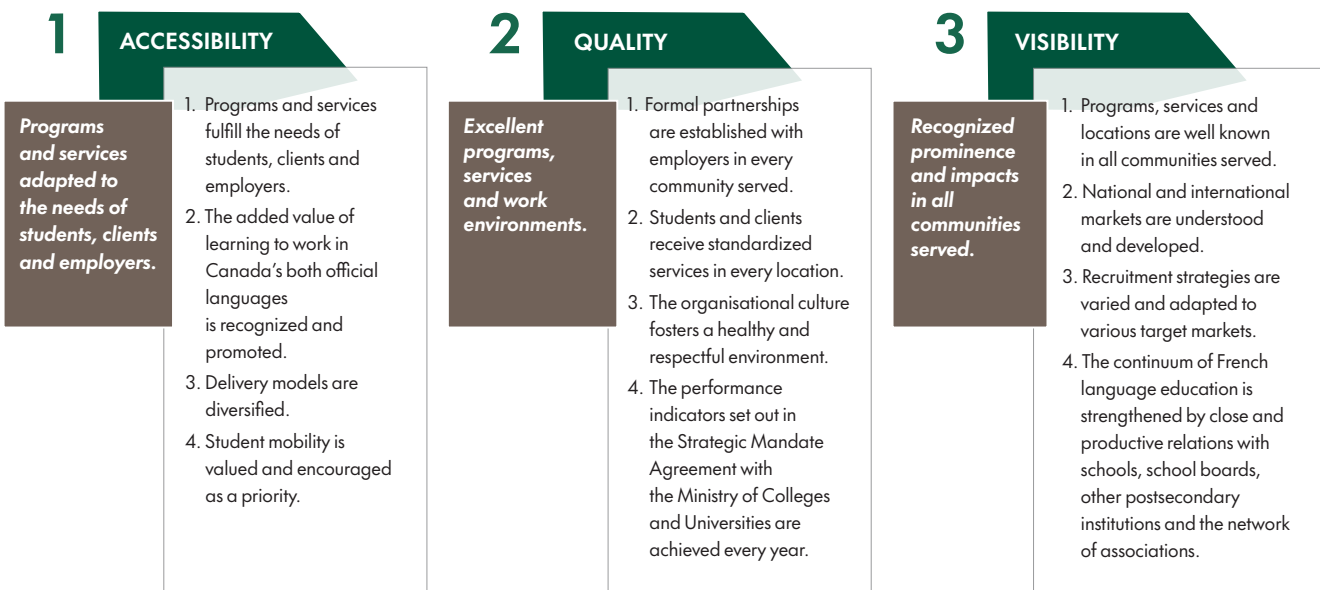
Values



Structuring elements



Areas of strategic focus: directions and priorities



Looking back at 2022–2023

April 28, 2022 – Environmentally friendly solutions to reduce the use of chemical fertilizers and combat insect pests

Our research team is working on innovative solutions to support agriculture and the agri-food sector through funding provided by the Natural Sciences and Engineering Research Council (NSERC).

Learn more

La voix du Nord (French only): [Projets au Collège Boréal pour l'essor de l'agriculture nord-ontarienne](#)

May 5, 2022 – Settlement services now available in Barrie

Simcoe County has a new drawing card for immigrants looking for a dynamic community to call home: our Barrie site now offers a range of settlement services to help them navigate the process of integrating into Canadian society.

Learn more

Press release: [Collège Boréal Now Provides Settlement Services in Barrie!](#)



Looking back at 2022–2023

May 15, 2022 –

A new free early childhood education program

Collège Boréal is one of five colleges that have joined forces to offer free pre early childhood education training.

Learn more

Radio-Canada (French only): [Nouveau programme d'introduction à l'éducation de la petite enfance en Ontario](#)

May 27, 2022 –

Collège Boréal massage therapy students work their skills at the Canadian Open golf tournament

Collège Boréal professor Yves Charette leveraged his considerable connections to help four massage therapy graduates gain relevant, invaluable career experience in sports. This marks the first time ever that the College's massage therapy students have had a hand in ensuring the success of the Canadian Open golf tournament.

Learn more

Radio-Canada (French only): [Masser les athlètes professionnels pour mettre ses connaissances en pratique](#)

See the School of Health Sciences section of this annual report.

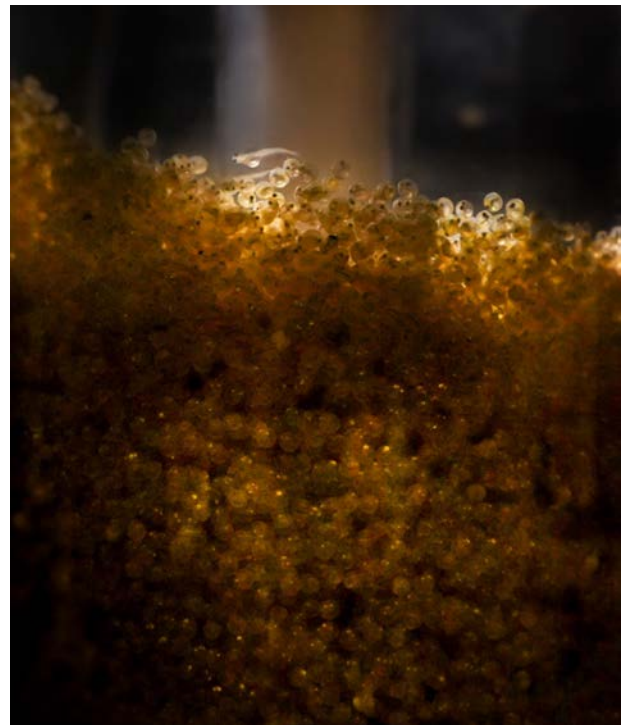
May 2, 2022 –

Collège Boréal shortlisted at the Acfas annual La preuve par l'image contest

The 13th edition of the Acfas La preuve par l'image contest featured 20 unique images created by scientists working in research institutions all across Canada.

Learn more

Radio-Canada (French only): [Présentation des images finalistes](#)



Looking back at 2022–2023

September 12, 2022 –

Desjardins contributes \$500,000 to Collège Boréal's Toronto campus

The funding received through the Desjardins GoodSpark Fund will go toward the creation of the Espace d'innovation, de recherche et d'incubation (EIRI), a space devoted to innovation, research and incubation. EIRI, which will be inaugurated at the new Distillery District facilities, will provide French-speaking creators and entrepreneurs in Toronto with the support, expertise and environment they need to succeed in their projects.

Learn more

Press release: [Major Contribution of \\$500,000 for Innovation and Entrepreneurship](#)

Le Métropolitain (French only): [Boréal reçoit une contribution majeure de 500 000 \\$ de Desjardins](#)

October 14, 2022 –

A historic announcement about upcoming bachelor's degree programs

During their visit to Collège Boréal, Nickel Belt MP Marc Serré and Sudbury MP Viviane Lapointe announced the governments of Canada and Ontario's plan to jointly fund six new bachelor's degree programs. More than \$8 million will be invested under the Canada-Ontario Agreement on Minority Language Education and Second Official Language Instruction for research to determine which fields would most benefit from new bachelor's degree programs.

Learn more

Press release: [Governments of Canada and Ontario Provide More Than \\$8 Million to Collège Boréal](#)

Radio-Canada (French only): [Le Collège Boréal développera de nouveaux programmes de baccalauréat](#)

November 9, 2022 –

Gisèle Chrétien Beauchamp receives the Pilier collégial francophone award

During its 29th annual convention, the Réseau des cégeps et des collèges francophones du Canada (RCCFC) awarded its Pilier collégial francophone award to two worthy recipients: Gisèle Chrétien Beauchamp, Collège Boréal's second ever president, and Francis Kasongo, the CEO of Collège Mathieu in Saskatchewan. Our erstwhile president's achievements include leading the expansion of the College's mandate to Central-Southwestern Ontario, spearheading the adoption and implementation of the Garantie Boréal initiative, and establishing one of the College's first student mobility agreements with Laurentian University in 2003.



Learn more

Press release (French only): [29^e Congrès annuel 2022 du RCCFC](#)

Looking back at 2022–2023

November 10, 2022 – 20 organizations come together at the Toronto campus

During National Francophone Immigration Week, approximately 20 community organizations gathered at Collège Boréal's Toronto campus for the 12th edition of the annual community services fair. Six social work students successfully secured internships during the event.

Learn more

ChoqFM (French only): [Les organismes communautaires à l'honneur au Collège Boréal](#)

November 15, 2022 – Taking up the 50 – 30 Challenge

Collège Boréal is now one of the many Canadian organizations participating in the 50 – 30 Challenge, an initiative led by Innovation, Science and Economic Development Canada (ISED) that aims to promote diversity in the workplace. The College has become one of five national hubs for equity, diversity and inclusion (EDI) under the 50 - 30 Challenge. Colleges and Institutes Canada (CICan) has partnered with ISED to provide grants to five Canadian colleges to create and maintain national EDI hubs across the country. Collège Boréal will be joining Fanshawe College, Northern College, Northern Lights College and Cégep Marie-Victorin in establishing an EDI hub.

Learn more

Collège Boréal: [EDI news](#)

Radio-Canada (French only): [Le Défi 50-30 pour l'équité en milieu postsecondaire](#)

November 17, 2022 – Collège Boréal opens new London location

This change of location will help breathe new life into the College with its larger, brighter classrooms equipped with state-of-the-art educational technology. The new site will provide better visibility for the College and ensure that it can continue to deliver and develop its programs and services, now located at the Talbot Centre.

Learn more

Press release: [A New Location in London for Collège Boréal](#)

December 5, 2022 – New partnership with Université de Hearst

Université de Hearst and Collège Boréal signed a student mobility agreement so that students in their Business Administration programs can more easily transfer between the two schools.

Learn more

Radio-Canada (French only): [Une entente à l'avantage des étudiants de l'Université de Hearst et du Collège Boréal](#)

December 6, 2022 – Working together to end violence against women

Oasis Centre des femmes came to Collège Boréal's Toronto campus for a panel discussion to mark the National Day of Remembrance and Action on Violence Against Women. The College president took part in Oasis's committee of male allies.

Learn more

l-express.ca (French only): [Les hommes alliés d'Oasis témoignent](#)

Looking back at 2022–2023

December 8, 2022 –

Boréal des tout-petits visits the Louis-Riel Centre

Our tiny tykes from the College's Sudbury campus daycare centre came down to the Louis-Riel Centre to visit the Indigenous pavilion as part of the Nature and Forest Daycare Project. There, they had an enlightening experience that included a teepee, a smoke purification ceremony (smudging), and traditional Indigenous musical instruments and clothing. You can read all about their discoveries on the Nature and Forest Daycare Project's new blog.

Learn more

Nature and Forest Daycare Centre blog: [A Year in Review: Adventures, Discoveries and Connections With Our Community](#)

December 13, 2022 –

Minister Jill Dunlop visits our Sudbury campus

Ontario Minister of Colleges and Universities Jill Dunlop stopped by our Sudbury campus to meet with our president, tour our facilities and learn about the exciting programs we offer.

« Thank you President Daniel Giroux for showcasing the talent & great work happening on campus! »

[Twitter](#)

December 21, 2022 –

An author and activist in our midst

Toronto campus language training manager Karine Boucquillon moonlights as a writer in her spare time. Her first novel, *Souviens-toi des femmes de Turtle Island*, was chosen as one of ONFR+'s five must-read books for the holidays.

Learn more

ONFR+ (French only): [Cinq livres à lire pendant le temps des Fêtes](#)

Radio-Canada (French only): [Karine Boucquillon publie son premier roman](#)

January 10, 2023 –

Minister Ginette Petitpas Taylor visits our Toronto campus

"I couldn't be in #Toronto without visiting @collegeboreal's campus. The students we met are the bilingual workforce of tomorrow and your work makes all the difference. Thanks for the tour and laughs!"

[Twitter](#)

January 25, 2023 –

Outstanding results in Colleges Ontario's key performance indicators

Collège Boréal kept its spot at the top of the podium, ranking first once again for two of the four indicators: Graduate Satisfaction (for the 17th time in 23 years, with an unprecedented rate of 94%) and Graduation Rate (for the 20th time in 23 years, with a rate of 75.2%). These outstanding results put the College ahead of the pack of other colleges in Ontario in those two categories.

February 7, 2023 –

Mentorship for the integration of Toronto newcomers

The first Intégration 360 mentoring session was held in collaboration with the Club Canadien de Toronto. Eight mentors from four different fields spoke to the 30 or so newcomers in attendance. The event followed a virtual workshop on civil engagement.

Learn more

Club canadien de Toronto (French only): [Intégration 360](#)

Looking back at 2022–2023

February 9, 2023 – Kapuskasing's health sector in great shape

Kapuskasing campus's new Community Health Hub now makes it easier for the College to forge innovative partnerships with key regional health stakeholders and take advantage of state-of-the-art equipment and facilities. Collège Boréal, Sensenbrenner Hospital and the Kapuskasing Local Education Group have signed an agreement to provide enhanced training and clinical experience opportunities. This agreement aims to support the education of local and regional students and the professional development of doctors, hospital staff, and other health professionals.



Learn more

Press release: [New health partnership between Collège Boréal, Sensenbrenner Hospital, and Kapuskasing Local Education Group](#)

Radio-Canada (French only): [Une entente pour améliorer la formation en santé dans la région de Kapuskasing](#)

March 6, 2023 – The CWB Welding Foundation chooses the Timmins campus for its Women of Steel™ program

This free program opens up new career opportunities for women in Northern Ontario, giving them the opportunity to earn up to six Canadian Welding Bureau (CWB) certifications.

Learn more

Radio-Canada (French only): [Le Collège Boréal offre un programme de soudage gratuit aux femmes](#)

Northern Ontario Business: [Timmins college offering pre employment welding program for women](#)

March 6 and 7, 2023 – Preliminary reports on the socio-economic integration of Windsor newcomers unveiled

Our colleagues at the Windsor campus went to Hamilton and London to present the first findings of their report on the socio-economic integration of newcomers to Canada. Our team draws on the College's 25-year track record as a successful one-stop shop to promote the adoption of new strategies that would significantly reduce the number of years required for the professional integration of individuals in need of such services. It's an innovative, efficient model that could greatly benefit the business world.

Learn more

Le Régional (French only): [Projet de recherche sur l'intégration socioéconomique des nouveaux arrivants](#)

Looking back at 2022–2023

March 20, 2023 –

Toronto’s Francophonie Week

Collège Boréal’s president was in Toronto to deliver one of the inaugural speeches at the annual International Francophonie Day celebrations. Several members of our team were in attendance, including Board member Dada Gasirabo. Collège Boréal is proud to be a sponsor and a member of the organizing committee for this event.

[*Twitter*](#) (French only)

March 21, 2023 –

Happy hour with the Assemblée de la francophonie de l’Ontario (AFO)

After a three-year absence due to the pandemic, the AFO brought together MPs, senators, senior officials, leaders from the Franco-Ontarian community and dignitaries from member countries of the International Organisation of La Francophonie for a networking event in Ottawa. The Honourable Ginette Petitpas Taylor, Minister of Official Languages, and Collège Boréal were among those represented at the event.

[*Twitter*](#)

March 24, 2023 –

Saint Paul University’s new lease: A major expansion of our Ottawa site

Collège Boréal and Saint Paul University signed a new 10 year lease agreement that builds on their existing partnership in order to create more French-language education opportunities in Ontario. Students in the Veterinary Care Technician and Public Administration programs will get to be the first to take advantage of this agreement.



Learn more

Press release: [Saint Paul University and Collège Boréal Expand Partnership with New Lease Agreement](#)

Looking back at 2022–2023

March 27, 2023 –

Coming together to help Windsor’s vulnerable Francophones

The Windsor campus and Downtown Mission announced a new agreement to help reduce or eliminate the systemic barriers faced by vulnerable or at-risk individuals. Through this partnership, Collège Boréal will be able to share its training resources and provide invaluable volunteering and hands-on experience to its students.

Learn more

Radio-Canada (French only): [Entente entre le Collège Boréal et Downtown Mission](#)

Windsor Star: [Downtown Mission, College Boreal partner for new youth program](#)

March 28, 2023 –

Collège Boréal contributes to future of Canada’s immigration system

When the federal government holds consultations on its immigration systems, Collège Boréal is sure to be in the mix. Representatives of the College attended the invitation only event to share their insights on issues related to justice and equity in the department’s decision making processes with Deputy Minister of Immigration, Refugees and Citizenship Canada (IRCC) Christiane Fox.

[Twitter](#) (French only)

Training and services in 2022–2023

	2019-2020	2020-2021	2021-2022	2022-2023
Post-secondary education	1,569	1,578	1,436	1,753
Apprenticeship training	674	609	540	551
Academic upgrading	896	855	874	847
Immigration programs and services	3,339	2,691	3,256	5,755
Continuing education	3,128	2,703	2,532	2,036
Total	9,606	8,436	8,638	10,942

Post-secondary education

The 2022–2023 figures for post-secondary education now include both fall and winter semesters. As of November 1, 2022, a total of 1,467 students were enrolled at Collège Boréal, including 1,069 Canadian students and 398 international students. As of March 1, 2023, an additional 102 Canadian students and 184 international students have joined the College, bringing the total number of students enrolled for the 2022–2023 school year to 1,753, including 582 international students.

Enrolment as of November 1, 2022			
	Full-time	Part-time	Total
Canadian students			
1 st year	563	81	644
2 nd year	288	36	324
3 rd year	84	5	89
Non-cohort	0	12	12
International students			
1 st year	242	1	243
2 nd year	150	0	150
3 rd year	5	0	5
Total	1,332	135	1,467

Additional students enrolled as of March 1, 2023 (cohort starting in January 2023)			
	Full-time	Part-time	Total
Canadian students			
1 st year	83	19	102
International students			
1 st year	183	1	184
Total	266	20	286

Grand total	1,598	155	1,753
1 st year	1 071	102	1 173
2 nd year	438	36	474
3 rd year	89	5	94
Non-cohort	0	12	12

Training and services in 2022–2023

Graduation rates were up in 2022!

In 2022, we saw the return of in-person graduation ceremonies. Thanks to technological improvements made during the pandemic, the whole graduating class was able to have the opportunity and pleasure of experiencing these moving, proud moments remotely.

Every year, Collège Boréal's graduates leverage their skills and passion to make the world a better place. This new workforce will enter the job market, diploma in hand, armed with the knowledge they need to succeed and ready to face new challenges. In these past few months, our graduates learned to always dig deeper, adapt to changes with flexibility, and fearlessly rise to the challenges that lay ahead.

All in all, Collège Boréal awarded **709 diplomas in 2022**. We are beyond delighted to watch our graduates embark on their career journeys with confidence and conviction!

Celebrating our 2022 cohort

Our post-secondary programs class of 2022 has every reason to be proud! The College is pleased to welcome these new graduates to the Collège Boréal alumni family:

- 345 Sudbury campus graduates
- 13 Hearst campus graduates
- 11 Kapuskasing campus graduates
- 17 Nipissing campus graduates
- 38 Timmins campus graduates
- 109 Toronto campus graduates
- 31 Windsor campus graduates
- 23 Ottawa campus graduates
- 122 Boréal Online graduates

These numbers are based on the 2022 graduation year, which spans from September 1, 2021, to August 31, 2022. Graduates who earned a diploma through two study programs (such as core curriculum programs) were counted twice, once for each diploma.

Training and services in 2022–2023

Transfer options

Collège Boréal aims to give its students a wide range of choices and opportunities for growth and development. To do so, the College continues to prioritize fostering innovation and new partnerships in order to expand the range of options available to its students.

In 2022–2023, Collège Boréal was able to reach several of its credit transfer and prior learning recognition (PLR) goals. The College currently offers 136 articulations and more than 700 transfer pathways. Two new 2+2 agreements were also added to the 24 previous ones. The first agreement, made with Université de Hearst, gives our students in Business and Business Administration – Accounting the option to complete a 3 year bachelor’s degree in management or a 4-year bachelor’s degree in business administration. Additionally, a new articulation agreement allows our Public Administration graduates to pursue a specialized bachelor’s degree in Social Innovation at Saint Paul University.

The College also introduced new links between two of its programs, allowing students in the Social Services Worker and Child and Youth Care programs to take advantage of equivalencies between each program and earn a double degree, i.e., two qualifications.

This academic year was also marked by the introduction of the College’s first Full-Program Prior Learning Recognition (FPPLR) opportunities. The FPPLR assessments allow students in the Personal Support Worker and Early Childhood Education programs to request an overarching assessment of their prior learning, including their work experience.

Transferring credits offers a number of advantages, including being able to fast-track earning a diploma, spending less money on tuition fees thanks to credit courses/internships, and having prior experience in the field recognized.

Learn more at: <https://collegeboreal.ca/en/current-students-and-graduates/credit-transfer-options>

Boréal Online

Platforms like Brightspace and video conferencing applications like Zoom have made it possible for people to enhance their knowledge at their own pace and availability, whether it’s at home, at work or anywhere else! Students enrolled in Boréal Online programs and courses only need an internet connection to gain access to a wide range of training and programs any time they want.

Collège Boréal is a leader in online training, boasting 5 distance learning programs, 4 micro-credentials and more than 214 online courses. Boréal Online offers comprehensive, diverse distance learning training designed to help students achieve their career ambitions.

The never-ending pursuit of quality

The College debuted two new distance learning programs in the fall of 2022: Social Services Worker and Pre-Health Sciences Pathway to Certificates and Diplomas.

In September 2022, 37 students started their distance learning journey in the Social Services Worker program. This training program, specifically designed to address the shortage of professionals in the field, will be offered in six semesters over two years instead of the four semesters usually required for in-person courses.

Boréal Online by the numbers

Boréal Online’s programs offer greater flexibility, particularly in terms of scheduling. Our students have the option to start their program in either September or January. They can also choose to attend one of two graduation ceremonies, held in December or May.

- 2022 (only): 204 full-time students and 42 part time students
- 2022–2023: 221 full-time students and 49 part-time students
- August 2022: 71 graduates
- December 2022: 27 graduates

Training and services in 2022–2023

Collège Boréal's apprenticeship programs: Choosing excellence

Collège Boréal is an excellent choice for apprentices in all fields. The College's specialized workshops are filled with cutting-edge equipment. Students in carpentry, plumbing, welding, automotive mechanics, heavy-duty equipment or truck and coach programs have access to the best equipment in the business in both the classroom and experiential learning settings. For those entering the workforce and who have the opportunity to be sponsored, apprenticeship programs provide a dynamic, effective way to ensure a successful school to work transition. Apprentices can alternate between short-term courses and paid work, allowing them to develop the skills they need to get the job done.

In 2022–2023, Collège Boréal had nearly 400 apprentices and more than 100 pre-apprentices across 12 different trades. The School College Work Initiative (SCWI) and students from the Ontario Youth Apprenticeship Program (OYAP) have made it possible for more than 50 youths from French-language high schools across Ontario to take advantage of our apprenticeship programs and earn Level 1 apprenticeship dual credits.

Learning in your own backyard

Missions Boréal's apprenticeship challenges ("Défis apprentissage") are a series of activities funded by Destination Réussite to support students as they transition to the workforce and demystify the apprenticeship process. These challenges have been highly successful in our feeder schools, giving nearly 1,000 ninth- and twelfth-graders across Northern Ontario the opportunity to explore different concepts, strategies and resources that will help them prepare for their post high school future. This year, in response to requests from various schools, our Apprenticeship Department developed the Défi Apprenti, an escape room style game in which students get to leverage their transferrable skills to solve a series of challenges, open a padlocked box, and deepen their understanding of trades and apprenticeship pathways.

Our Apprenticeship Department has been very active in Ontario's communities this year. Through the Level Up! initiative organized by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), members of our Apprenticeship Department and expert professors attended three trade fairs, where more than 3,000 students from London, Toronto and Sudbury got the chance to check out Collège Boréal's interactive booth. Skills Ontario has also partnered with Collège Boréal's Sudbury and Timmins campuses to host one-week summer camps. Over 30 people attended dynamic, hands-on workshops in all kinds of trades. Lastly, Collège Boréal was identified as a key partner in the implementation of the International Day of the Girl, held at Science North in Sudbury. More than 50 young Francophone women took part in Skills Ontario's electrical workshop, which was hosted by three former female students from trades programs at Collège Boréal.

Training and services in 2022–2023

Coming up next year!

Collège Boréal's college-level pre-apprenticeship programs continue to generate considerable interest! Unlike apprenticeship programs, pre-apprenticeship programs give individuals the opportunity to build their skills to eventually enter into a specialized trade apprenticeship program. Best of all, the College's pre apprenticeship programs are free of charge!

The department is continuing to expand the number and scope of its programs, having gotten the green light for each of its funding requests. The department has received more than \$1 million to support the design and delivery of its programs.

The four following programs will soon be added to the roster:

- Educational Assistant, in Sudbury and Nipissing
- Educational Assistant, in Toronto and Mississauga
- Child Development Practitioner, in London/Hamilton and the surrounding areas
- Women in Electrical, in Sudbury

Thanks to a new partnership with the CWB Welding Foundation, the Timmins campus will be offering free welding training for women. Women of Steel™: Forging Forward is an initiative funded in part by the Government of Canada's Women's Employment Readiness (WER) pilot program to encourage more women to choose careers in welding and welding-related industries.

Academic upgrading

The Adult Upgrading Centre (AUC) offers a host of free services, such as the Literacy and Basic Skills (LBS) and Academic Career Access (ACA) programs.

The AUC offers essential services with a personalized touch, providing one-on-one support to help its students upgrade their skills. Students can also make use of Collège Boréal's LBS program to successfully transition into employment, post-secondary education, an apprenticeship or their preferred high school, while gaining independence at the same time.

The AUC has a wide array of services, including information, orientation, assessment and training services, and also helps students develop learning plans.

For 2022–2023, the AUC set out to provide high-quality services to its students through its LBS/ACA programs. As a result, we were able to exceed the efficiency, effectiveness, service coordination and satisfaction rate targets set by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD).

Five centres set to take on pilot projects in 2023–2024!

In April 2021, Employment and Social Development Canada (ESDC) announced that it would be investing a total of \$298 million in its Skills for Success (SFS) program. The MLITSD plans to allocate \$31 million of the program's budget to the LBS program over 2022–2023 and 2023–2024. Five centres (Timmins, Sudbury, London, Hamilton and Welland) will be participating in Phase 2 SFS initiatives, sharing over \$250,000 in funds to continue building their capacity through pilot projects designed to improve the LBS's employment outcomes. These pilot projects will allow an additional 65 candidates to be recruited at our centres.

Training and services in 2022–2023

Testing Centre

The Adult Upgrading Centre's language tests play a crucial role in deciding the personal, academic and career paths that will be taken by a diverse range of students. The English placement test, which assesses English writing ability, is required to access the English courses in each program as well as the internships. The test is an hour long and can be taken on campus or online (for Boréal Online students).

The Testing Centre was very busy during the 2022–2023 school year: over 175 students needed to take an upgrading course (PRP3002 – Cours préparatoire débutant anglais [Preparatory English for Beginners]) and more than 200 others had to complete a preparatory English course (ENG1008 – Preparatory English in the Workplace) to gain access to the English courses in their respective programs.

These numbers can be explained by the growing number of international students who choose to enrol at Collège Boréal, many of whom often require English upgrading. The Testing Centre team and the Office of the Vice-President, Academic have taken on the task of revamping the English curriculum to better meet the needs of students who may not be proficient enough in English to successfully complete their college program.

Continuing Education

In today's rapidly changing world, continuing education is more crucial than ever in helping a diverse range of students pursue their careers and professional goals. Collège Boréal's Continuing Education department, which is part of the Business Development department, offers a range of short-term development activities and recognized programs in a number of fields. These activities allow students to acquire new skills or update the skills they have.

In 2022–2023, 2,036 students were enrolled in Continuing Education programs and 1,979 students were enrolled in Corporate Training programs.

A new memorandum of understanding signed with the CWB Welding Foundation

A new memorandum of understanding was signed between Collège Boréal and the CWB Welding Foundation to host the Foundation's Igniting Bright Futures workshop on supporting training for skilled trades in Ontario. Multiple workshops were delivered to welding instructors from French- and English-language high schools across the province.

Training and services in 2022–2023

Greater access to the Test d'évaluation de français (TEF) in Northern Ontario

The Sudbury and Timmins campuses have both been approved as accredited test centres for the Test d'évaluation de français (TEF), a French proficiency test developed by the Paris Île de-France Chamber of Commerce and Industry's Le français des affaires service, a pioneer in the certification, assessment and training of French for professionals. The TEF is an international benchmark test that measures French knowledge and skills. There are two types of TEF assessments: one for immigration and another for citizenship. This test is required by IRCC.

A smooth integration

Newcomers to Canada may find it difficult to integrate socially and economically into their new communities. Luckily, the College's preparatory program, Programme préparatoire Boréal, can help international students integrate into living and studying in Canada and at Collège Boréal in particular. This 12-week program allows them to take stock of their core skills to better prepare them to join the workforce. Their job-specific, technological and language skills will be assessed to ensure their socio economic integration.

The Centre for Leadership and Academic Innovation

Collège Boréal's Centre for Leadership and Academic Innovation (CLIP) is dedicated to supporting continuous improvement in teaching and providing guidance to Collège Boréal's teams in order to foster student success and aid in the development of high-quality training programs.

Here's what the CLIP was up to in 2022–2023:

Implemented a curriculum development system (year 1 of a multi-year initiative), which involved:

- Selecting a service provider
- Developing a work plan to transfer existing course outlines to the new curriculum development system
- Presenting the implementation plan to various groups
- Meeting with the learning support committee, the faculty, the IT Service Centre, the Admissions Office and Registrar (AOR), the Education department, and the Office of Quality Assurance, Corporate Research and Strategic Planning (BQRIPS) to ensure the course outlines meet the needs of the students
- Updating the course outline templates in order to comply with the accessibility standards outlined in the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and include inclusive language

Developed new Ontario College Certificates for the following apprenticeship programs:

- Child Development Practitioner
- Welder
- Developmental Services Worker

Training and services in 2022–2023

Developed bachelor's degree programs, which involved:

- Revamping the CLIP's structure
- Conducting market studies
- Meeting with the Ministry of Colleges and Universities (MCU) and the Postsecondary Education Quality Assessment Board (PEQB) to better understand the parameters for decisions about the bachelor's degree programs in question
- Initiating the development of course content for the optional courses that will be offered online as part of the bachelor's degree programs
- Conducting a financial analysis for each bachelor's degree program

Diversified the College's program delivery methods, which involved:

- Attending various conferences about instructional support technology, diversified delivery methods, etc.
- Collaborating on a common definition of hybrid-flexible (HyFlex) teaching
- Developing new training programs, in cooperation with the IT Service Centre, for full-time and part-time faculty on teaching using diverse methods, particularly video conferencing
- Conducting 32 training sessions for more than 300 part-time and full-time faculty members

- Troubleshooting over 500 technical support requests via tickets and one-on-one discussions
- Developing the French versions of open educational resources: *Conception de cours et stratégies d'enseignement comodales* [HyFlex course design and teaching strategies] and *Approche holistique à l'incapacité* [A holistic approach to disability]
- Updating the content of the online version of the Educational Assistant apprenticeship program
- Participating in Phase II of the Northern Colleges Collaborative Programming Project (NCCP)

Reinforced the College's values of reconciliation and equity, diversity and inclusion (EDI), which involved:

- Proceeding with the integration of EDI principles that align with the new standards of the Dental Hygiene, Personal Support Worker, Child and Youth Care and Early Childhood Education programs
- Developing an Indigenous module for the Language Instruction for Newcomers to Canada (LINC) program
- Conducting an analysis of EDI practices related to teaching at other post-secondary institutions

Training and services in 2022–2023

Employment services – Employment Options

Collège Boréal's Employment Services department has a commendable mission: to facilitate the development of employability skills, provide services that help individuals find jobs and integrate into the workforce, and support access to the labour market. The Employment Options teams provide personalized coaching, support and assistance services in both official languages. They can be found at numerous Boréal sites across the province, helping their clients seamlessly transition into the job market.

Throughout 2022–2023, the Employment Options teams were able to help both employers and job seekers navigate the post pandemic recovery. They provided services to businesses in dire need of more workers and to job seekers struggling to overcome new or increasing barriers to entering the workforce. Despite the circumstances, the teams remained resolute in their commitment to ensuring their clients' success, rising up to these challenges by leading multiple initiatives and other worthwhile activities throughout the year.

In 2022–2023, Collège Boréal's Employment Services department spent over \$1.6 million to support its clients and partner companies. This funding is essential to the services we provide and demonstrates our commitment to serving a wide range of clients, including individuals from vulnerable demographics who face additional barriers to entering and staying in the workforce.

With members at 13 sites across Ontario, Collège Boréal's dedicated team is characterized by its innovation and commitment. This year, the employment centres served more than 15,000 visitors. Among them, 7,000 people actively participated in workshops and nearly 3,500 received personalized employment services to help them enter and stay active in the workforce.

Employment services and programs	Number of clients
Individual visits to a service centre	16,364
Clients served	3,418
Employment workshop attendees	7,205
Ontario Works program	594
Ontario Disability Support Program (ODSP)	182
Youth Job Connection (YJC) program	120
Youth Job Connection Summer (YJCS) program	70

The Employment Services department continues to see increased funding, specifically funds provided by Employment and Social Development Canada (ESDC). The federal government's Youth Employment Initiative (YEI), offered in Sudbury and Barrie, has achieved outstanding results since its launch at the end of 2021. The initiative's funding has since been extended until March 2024, allowing the College to serve even more young people facing employment barriers by helping them improve their general skills, enter the job market and access recognized training opportunities.

Training and services in 2022–2023

The department also received funds from ESDC under the Opportunities Fund for Persons with Disabilities (OFPD) to launch “Inclusivity Works,” a new project that will be implemented province wide until March 2026. The project aims to integrate specialized services into the College’s activities, with the goal to work with local businesses to encourage the adoption of policies and practices that promote inclusivity and accessibility in the workplace. In addition to promoting and encouraging better opportunities for students and external clients looking for work, the project will also help strengthen connections between various sectors, including employment services, student services, the 50 – 30 Challenge and internal EDI initiatives. Formal partnerships were also formed with ODEN, STRIDE and NorQuest College to support key components of the project.

Employment Ontario’s transformation is in full swing throughout Central and Southwestern Ontario. The College’s Hamilton and Peel sites played a vital role during the prototype phase of this transformation and continue to showcase the success of the new service delivery model. At the tail end of last year, the MLITSD announced new service system managers (SSMs) for our Barrie, London and Windsor sites: Serco, the City of London and the City of Windsor. Collège Boréal is delighted to have the opportunity to work closely with these new SSMs to provide even more innovative services to job seekers and businesses. This transformation has led to new partnerships and encouraged the adoption of best practices across the employment services network, particularly when it comes to promoting access to French-language services in Ontario. In the North, the College has continued to work on building and strengthening its position as a potential SSM for Northeastern Ontario.

Immigration programs and services

Collège Boréal serves as a leader in the immigration sector by providing socio-economic integration services to newcomers. These services are in line with Collège Boréal’s vision to create a highly qualified bilingual workforce that contributes to the sustainable development of the communities it serves.

In 2022–2023, most of our programs and services returned to being provided in person. The Settlement and Integration teams and the language classes resumed their activities on site, with distance and hybrid options still in the mix. The year also saw a significant influx of Ukrainian temporary residents and Afghan refugees. Collège Boréal’s devoted teams stepped up to the plate to continue to meet the needs of newcomers to Canada, leveraging the College’s immigration programs and services to help and serve a total of 5,755 students and clients across all our services and sites. This is a 77% increase from last year’s numbers, and the highest number of clients served in the department’s history.

A new chapter of leadership

In March 2023, Collège Boréal announced that Frédéric Boulanger would be replacing Baptiste Bourquardez as Director of Immigration Programs and Services. Under Bourquardez’s leadership, our Immigration department was able to build a new, strengthened administrative structure and solidify its service model to help newcomers quickly and successfully integrate into social and economic life in Canada. His vision and leadership allowed the department to grow without compromising the high-quality programs and services provided to its clients—even throughout these challenging past few years.

Boulanger’s appointment ensures a continuity of the department’s positioning as a catalyst for excellence that allows each newcomer to reach their full potential in Canada. The leadership, vision and tireless dedication to innovation he demonstrated in his previous role as Director of the Windsor campus was instrumental in reshaping the College’s immigration services. He notably created the Career Coach and Socio-Economic Integration Navigator positions, with the latter having become pivotal to the Immigration department’s service model.

Training and services in 2022–2023

Collège Boréal expands its provincial programming

Another significant event in 2022–2023 was the ratification of a new agreement (2022–2027) between our Immigration department and the MLITSD. This new project, known as the Newcomer Settlement and Language Training Program, expands the College's settlement services and adds new socio-economic integration planning services to the College's provincial programming. Previously, settlement services were available in Mississauga, London-Sarnia and Windsor, but, thanks to provincial funding, comprehensive settlement services are now being offered in Windsor Chatham, London-Sarnia, Hamilton, Mississauga-Toronto, Barrie, Sudbury and Timmins. Collège Boréal's settlement staff and socio-economic integration navigators can now serve all newcomers and their dependents, regardless of their immigration status, including permanent residents, naturalized citizens, provincial nominees, refugee claimants, temporary foreign workers or international students.

The College's settlement specialists provide orientation, information and support services to help our clients adapt to their new lives in Canada. Our navigators are also available to give them useful tips and help them develop a personalized integration plan based on their career goals and ambitions. Our settlement specialists and navigators work together to meet our clients' needs and give their all to make sure they quickly and successfully integrate into Canadian society.

Public launch of a new preliminary report: Promoting the Full Socioeconomic Potential of Newcomers

In March 2023, Collège Boréal held the Think Big, Dream Bigger conference in London, where it launched the preliminary report *Promoting the Full Socioeconomic Potential of Newcomers*. This report presents the initial findings of the "Catalyzing the Newcomer's Full Socio Economic Potential" research project funded by the Natural Sciences and Engineering Research Council of Canada (NSERC) and conducted in partnership with Research and Innovation Boréal, the College's Immigration department, the Sociocultural Association of the Rwandan Community of Windsor, the Burundian Community of Windsor and the Congolese Community of Windsor-Essex.

This project was devised to assess, improve and innovate the model for providing integrated services to newcomers in Canada. The research team compared the trajectories of newcomers who had not made use of settlement services, those who had made use of such services and those who had a socio-economic integration plan. The goal of the research project was to develop a proven intervention model that can be adopted or adapted by other service providers and design a newcomer recruitment and retention model for small and medium-sized municipalities.

Programs *	
LINC – CLIC	1,669
OSLT – FLAP	85
ELT	15
ALINC – CLICA ASSESSMENT CENTRE	197
ALINC – CLICA	44
SETTLEMENT AND INTEGRATION (ON)	696
SETTLEMENT AND INTEGRATION (IRCC)	2,883
JOB-RELATED SERVICES	138
BRIDGING	28

* 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: Enhanced Language Training

IRCC: Immigration, Refugees and Citizenship Canada

Training and services in 2022–2023

The Office of Quality Assurance, Corporate Research and Strategic Planning (BQRIPS)

In January 2021, Collège Boréal officially established the Office of Quality Assurance, Corporate Research and Strategic Planning (BQRIPS). Since its inception, the BQRIPS team has been working with the College and the community, providing strategic information to various programs within the College and continuously improving the quality of its data to help inform decisions.

The BQRIPS's goal is to support the strategic development and positioning of the College through crack team of dynamic individuals perfectly suited to the task. In 2022, the BQRIPS team was made up of the following:

- Manager, Quality Control Management
- Manager, Corporate Writing
- Manager, Accreditation
- Researcher
- Technologists
- Data and Governance Advisor
- Head of Quality Assurance,
Corporate Research and Strategic Planning

The BQRIPS is a driving force in promoting and implementing a decision-making culture based on reliable, relevant insight and data and on innovative analytical and business practices. The BQRIPS uses the strategic plan to guide its work, incorporating key values such as commitment and integrity in its reporting and accreditation work. Its informative reports and studies are also characterized by their flexibility, innovation and, through the Corporate Writing department's continuous efforts, financial viability.

Quality: It's more than just a buzzword

Collège Boréal provides a wide range of over 70 cutting edge post secondary and apprenticeship programs tailored to the current needs of its students and a diverse clientele across the communities it serves. The BQRIPS is tasked with ensuring the quality of these programs in partnership with the College's different departments, assisting them in the development and ongoing improvement of their programs and services. It is also involved in the periodic assessment of the College's programs and the satisfaction of all College stakeholders.

Collège Boréal leads the way in SMA3 performance

In August 2020, each of Ontario's 45 publicly funded colleges and universities signed a third strategic mandate agreement (SMA3) with the province, outlining their priorities for 2020–2025. This marks a shift from the previous agreements, which each covered a three-year span (2014–2017 and 2017–2020). Until 2020–2021, most of the operating funding had been based on enrolment. The new agreement introduces a new performance-based funding model, with indicators focusing on student and economic outcomes. Institutions are encouraged to invest in economically viable initiatives that help students successfully enter the job market. Performance-based funding was not implemented for 2020–2021, 2021–2022 and 2022–2023 of the strategic mandate to provide greater financial stability and predictability during the COVID-19 pandemic. Otherwise, all other aspects of the new funding model, including data collection, evaluation and publication, were in effect during these years. Despite these challenges, Collège Boréal excelled in each of the 10 key performance indicators assessed during the SMA3 Annual Evaluation for 2022–2023. The College achieved a performance of 93% or higher in 4 out of the 10 indicators and pulled in a perfect score of 100% in the 6 remaining indicators.

Training and services in 2022–2023

Collège Boréal still on top in provincial key performance indicators

Since 1998, the Ontario government has required the province's 24 colleges to annually collect and report data in four key areas designated as key performance indicators (KPIs): graduate satisfaction rate, employer satisfaction rate, graduate employment rate and graduation rate. Collège Boréal has consistently excelled in these evaluation criteria for more than 20 years. It's the only college to have ranked first in two or more KPIs in the same year, a distinction it has achieved 20 times in the 23 years that the KPIs have been tracked. Collège Boréal is also the only college to have secured the top rank in three to four KPIs between 2015 and 2021. The data from 2021–2022 confirms that the trend is here to stay, despite the challenges posed by the pandemic.

The 2021–2022 data confirm Collège Boréal's consistent excellence:

- For the 17th time in 23 years, the College had the highest graduate satisfaction rate in Ontario, scoring 94% (a first in the history of the KPI program).
- For the 20th time in 23 years, the College had the highest graduation rate in the province, with a rate of 75.2%.
- The data shows that 90.6% of Collège Boréal students were able to find a job within six to nine months after graduation (ranked 4th in the province; provincial average: 83.4%).
- Collège Boréal's 2021–2022 outcomes were above the provincial average and showed improvements in each of the KPIs measured.

Moreover, 97% of graduates said they would recommend Collège Boréal to their friends or others who are interested, and 95% would also recommend the program they took.



"I believe employers are surely the greatest benefactors of Collège Boréal's impressive graduate satisfaction rate. Year after year, they can hire Boréal's graduates knowing that they have the skills needed to perform well in the work environment. Happy students, happy graduates, happy employers —that's what we want!"

Daniel Giroux — President of Collège Boréal



"Given all the challenges we faced due to COVID-19 during the academic year covered by this survey, not least of which were the constantly changing rules and guidelines, I am truly impressed by these results. Our students, with the help of our dedicated staff, buckled down, adapted, and had the highest graduation rate in the province. Wow! Not only that, but we achieved the highest graduate satisfaction rate ever seen in the province since we started collecting this data. I am at a loss for words to express the pride I have in our team and our students."

Daniel Giroux — President of Collège Boréal

Training and services in 2022–2023

Always on the lookout for funding opportunities

The BQRIPS and its corporate writing department work with other Collège Boréal teams to coordinate the development and oversight of a multitude of requests for funding from government agencies at all levels and private partners. Although the College focuses primarily on large-scale provincial and federal funding initiatives that are in line with its mission, it is always on the lookout for new partnerships and sources of funding.

In 2022–2023, the College's efforts resulted in a substantial grant from CICan as part of the 50 – 30 Challenge, crucial infrastructure grants for the Ottawa and Toronto sites, and significant gains in new technologies and settlement services. The intergovernmental funding of the Carrefour de la réussite is also highly promising, as it will allow the College to provide an enhanced educational experience through a major redesign of its documentation and learning areas.

The BQRIPS provides direct support to the vice presidents and assists teams from various sectors within the College (research; health; equity, diversity and inclusion; continuing education; international affairs), focusing on understanding the nature of specific funding opportunities and program requirements and mobilizing the necessary expertise and knowledge to optimize the impact of funding requests.

The BQRIPS contributes to ongoing institutional improvement by:

- Providing support in the evaluation of projects, including by preparing analyses and developing systematic questionnaires
- Analyzing data to support the strategic direction of funding requests
- Preparing internal performance reports and exploring ways to streamline funding requests

Accreditation management: A vital part of quality insurance

The accreditation manager, hired in the summer of 2022, plays a vital role in the accreditation process by maintaining collegial relationships with accreditation bodies. She is also in charge of coordinating work related to the accreditation and certification of post secondary programs. As a key figure in supporting the College's programs and departments during the data collection process, she actively participates in program quality assurance committees within the college system.

Training and services in 2022–2023

Marketing and Communications

The Marketing and Communications teams, while operating as two separate entities, work closely together, organizing outreach and recruitment activities and drafting corporate documents to showcase the outstanding work of our diverse institutional teams and departments. Both teams amassed a string of accomplishments in 2022–2023.

The Communications and Media Relations department ensures compliance with our Language Planning Policy, which advocates for the use of high quality French in instruction and in the College's other activities and communications. The department is also in charge of translating and revising documents, including course and program descriptions, advertising copy and reports. Every year, they receive around 500,000 words to translate or revise across all of the College's departments, services and activities.

The Marketing and Liaison department is responsible for both enhancing Collège Boréal's local, provincial, national and international visibility and recruiting prospective students from across Ontario and Canada.

Noteworthy figures from 2022–2023:

- Mentioned 3,972 times in media articles (print and web)
- Disseminated more than 40 memos and 23 press releases
- Published over 1,200 social media posts (Twitter, Facebook, Instagram, LinkedIn)
- Amassed 26,793 social media followers
- Received 1,038,737 views on our YouTube channel
- Hosted more than 185 workshops, webinars, information sessions and presentations for schools and communities
- Attended more than 75 trade shows, fairs and forums
- Organized over 80 guided tours and Student for a Day visits

Research and Innovation Boréal (RIB)

Research is a priority at Collège Boréal: it plays a crucial role in the social and economic development of our communities and provides our staff, our faculty and our scientific community with invaluable opportunities for professional growth, not to mention the stimulating educational experiences it offers for our students.

RIB boldly aspires to:

- Develop research talent and skills and the next generation of researchers, by:
 - Igniting a passion for innovation and applied research
 - Promoting the talent and skills of RIB researchers, students and community partners
- Enhance Collège Boréal's research capacity and support innovation in all its forms, by:
 - Prioritizing collaborative research projects and innovative initiatives
 - Providing access to the College's cutting edge infrastructure, expertise and tools
- Accelerate and amplify the mobilization of knowledge and the commercialization of innovation, by:
 - Galvanizing the innovation commercialization ecosystem
 - Fostering partnerships and support from local businesses and partners through early adoption and integration of innovations

A fruitful 2022–2023

For the first time since it began its research efforts, the Collège Boréal was listed as one of Canada's Top 50 Research Colleges in 2022.



Research and Innovation Boréal (RIB)

Research and Innovation Boréal also secured \$1 million in funding through the Natural Sciences and Engineering Research Council of Canada's Mobilize grant program to bolster RIB's research initiatives. This five-year funding program will help Collège Boréal support research projects that address the needs of our partners across our various campuses. The funds will also help the College both more quickly meet the research and innovation needs of businesses and increase learning and training opportunities for all individuals enrolled in our programs.

We would be remiss not to mention the 20 or so students actively involved in RIB research projects, particularly the contribution of Morel Kotomale, a second-year Agricultural Techniques student who took part in the CIGan on the Hill's student showcase and Acfas-Nouvel-Ontario's Journée des sciences et du savoir [Science and knowledge day].

RIB participated in several conferences and events in 2022–2023, including a tour of aquaculture sites in Northern Ontario organized by Fisheries and Oceans Canada in 2022, MineConnect's AGM and Sudbury Roadshow networking event, the Canadian Greenhouse Conference, and the Summit on Food Security led by the Ministry of Agriculture, Food and Rural Affairs. RIB also presented its work at the Sudbury Research Showcase hosted by the Ontario Centre of Innovation and entered the Communities in Bloom competition in partnership with Cambrian College.

This academic year, RIB once again organized several activities, most notably a networking event for the agricultural and agri-food sectors. This event brought together around 85 attendees, including students from agricultural programs and stakeholders from the private, public and non-profit sectors. The team presented its projects and opportunities for potential research partnerships in the agri-food sector. Additionally, RIB held its 2022–2023 annual showcase, a one-hour event in which various research teams presented the projects they had been working on throughout the year. The showcase attracted 92 external partners, as well as staff members and community members, both in-person at our Sudbury campus and online.

15 major research projects in 2022–2023

An in-depth study: Developing construction standards for tiny houses as a solution to bring fast, affordable and sustainable housing to communities in Northern Ontario

This three-year applied research project will help design and build a tiny home prototype and evaluate its effectiveness as a sustainable, affordable, and eco responsible housing option in Northern Ontario.

Field(s): Architecture, construction, social innovation

Campus: Sudbury

Partner(s): City of Greater Sudbury, Tiny Town Association

Funder(s): NSERC

3 Sisters: Symbiotic culture of three complementary native species

The purpose of this study is to explore the value of the three sisters to soil fertility, plant health and productivity, and insect communities.

Field(s): Agriculture

Campus: Sudbury

Partner(s): University of Guelph, University of Manitoba

Funder(s): Ministry of Agriculture, Food and Rural Affairs and Northern Ontario Farm Innovation Alliance

Research and Innovation Boréal (RIB)

Evaluation of a biological control method for managing downy mildew in greenhouse cucumbers

This project is aimed at assessing the effectiveness and resistance of a new biocontrol method as a means to combat fungal diseases such as mildew in greenhouse cucumbers.

Field(s): Agriculture

Campus: Sudbury

Partner(s): Leisure Farms

Funder(s): NSERC

The Nature and Forest Daycare Project: A case study in Northern Ontario

The goal of this study is to establish a forest education camp and measure its impact on the well-being of children and educators.

Field(s): Early childhood

Campus: Sudbury

Partner(s): Carrefour Francophone

Funder(s): Employment and Social Development Canada

Developing a new sustainable product: Wood ash recycling as soil amendment

The purpose of the project is to conduct a feasibility study on the agglomeration of wood ash into granules in order to develop a new product for the rehabilitation of acidified soil.

Field(s): Forestry, biodiversity

Campus: Sudbury

Partner(s): Pellettec Canada

Funder(s): NSERC

Adapting to change: Introducing ethnic specialty vegetables in Northern Ontario

Develop growing protocols for a variety of ethnic vegetables that will be specific to Northern Ontario by (1) measuring the adaptability of different ethnic vegetables to the region's climate, (2) determining the yield and profitability compared to other local crops and (3) demonstrating their potential as new alternative vegetables.

Field(s): Agriculture

Campus: Sudbury

Partner(s): Leisure Farms, Rocha Farm, Adagio Farms, Truly Northern Farms, Rubber Boot Farm

Funder(s): NSERC

Testing the effectiveness of various novel nurse crops in supporting the germination and survival of native seeds

The goal of this project is to test the effectiveness of various novel nurse crops in supporting the germination and survival of native seeds to develop a new seed mix recipe for Northern Wildflowers.

Field(s): Agriculture

Campus: Sudbury

Partner(s): Northern Wildflowers

Funder(s): NSERC

Research and Innovation Boréal (RIB)

New biological control of an emerging strawberry pest in Northeastern Ontario

The purpose of this study is to identify a pest control method that will reduce cyclamen mite infections while preserving biodiversity.

Field(s): Agriculture

Campus: Sudbury

Partner(s): Leisure Farms

Funder(s): NSERC

Implementation of environmentally friendly techniques in the control of aphids on oats in Northern Ontario

This project will evaluate new biological pest management techniques to identify the most efficient and environmentally friendly pest control strategy for farmers in Northeastern Ontario.

Field(s): Agriculture

Campus: Sudbury

Partner(s): TECC Agriculture Ltd.

Funder(s): NSERC

Aquaculture of lake whitefish for commercial purposes in Northern Ontario

The research team is studying the feasibility of raising lake whitefish in cages from egg to adult stage for commercial purposes.

Field(s): Aquaculture

Campus: Sudbury

Partner(s): New North Fisheries

Funder(s): NSERC

Constraints on northern aggregate pit reclamation and novel reclamation strategies for enhancing biodiversity and ecosystem functioning

The goal of this project is to create commercially viable protocols for the production of aggregates and the mining sector, specifically focusing on the gradual and permanent closure and restoration of extraction sites.

Field(s): Soil rehabilitation, mining services, aggregate services, forestry

Campus: Sudbury

Partner(s): Laurentian University, The Ontario Aggregate Resources Corporation (TOARC), Ethier Sand & Gravel, Pioneer Construction and Glencore Sudbury INO

Funder(s): NSERC

Catalyzing the newcomer's full socio-economic potential

This project seeks to evaluate, improve and innovate the model for delivering socio-economic integration services to newcomers.

Field(s): Immigration, socio-economic integration

Campus: Windsor

Partner(s): The Sociocultural Association of the Rwandan Community of Windsor, the Burundian Community of Windsor and the Congolese Community of Windsor-Essex

Funder(s): NSERC

Research and Innovation Boréal (RIB)

Understanding the Canadian way of death by advancing and strengthening innovations in services, rituals and human resources in Ontario's post-COVID-19 bereavement sector

The goal of the project is to develop additional bilingual mental health and educational resources, including a province-wide virtual peer support network to support the ongoing mental health and well-being of bereavement sector professionals.

Field(s): Funeral services, mental health and well-being

Campus: Sudbury

Partner(s): The Ontario Association of Cemetery and Funeral Professionals

Funder(s): NSERC

Professional and cultural isolation in the early childhood education sector in Francophone Ontario

The research team is studying the effectiveness of virtual professional learning communities as a strategy to mitigate the negative impacts of social distancing and professional and cultural isolation.

Field(s): Early childhood, health and well-being

Campus: Sudbury

Partner(s): Association francophone à l'éducation des services à l'enfance de l'Ontario

Funder(s): NSERC

Industrial residues in Northern Ontario: Wood ash

The research team is examining the viability of using a wood ash treatment to remediate acidified soil resulting from smelting operations; wood ash can not only increase soil pH but also reduce the need for artificial fertilizers.

Field(s): Soil rehabilitation, mining services, forestry

Campus: Sudbury

Partner(s): Glencore Sudbury INO

Funder(s): NSERC

Boréal International

Collège Boréal continues to rank among the top colleges in the world. As the administrative entity in charge of coordinating our global activities, Boréal International has a systemic impact through three key areas of focus: international student recruitment, international cooperation projects (including student mobility projects) and business development.

Collège Boréal seeks support from and recruits local and international professionals to foster an intellectually and culturally diverse environment that is highly enriching to our students, a growing number of whom are from abroad.

Enrolment still on the upswing

Collège Boréal continued to be a top destination for international students in 2022–2023, with international enrolment more than doubling compared to the previous year. A total of 550 students from 29 different countries have joined our community, bringing a wealth of diversity to the College's classrooms.

Post-pandemic recruitment

After being forced to slow down for several years due to the pandemic, the Boréal International team has resumed its in-person recruitment activities with renewed vigour and a strong desire to meet thousands of prospective students hoping to study in Canada, and at Collège Boréal in particular. The team took part in successful recruitment efforts in Mauritius, Morocco, Tunisia, Senegal, Côte d'Ivoire and Cameroon.

Mentoring project

Boréal International took inspiration from a model developed in collaboration with members of the Réseau des cégeps et des collèges francophones du Canada (RCCFC) to establish a mentoring project to support its new international students. Second- and third-year international students from the Sudbury, Toronto and Timmins campuses and the Ottawa site were chosen to serve as mentors to their new peers. These mentors attended welcome and orientation activities, helped new students acclimate to their new environment, assisted them with tasks essential to their integration (such as grocery shopping, opening a bank account and getting a social insurance number) and reassured many of them that they made the right choice in choosing to study at Collège Boréal. The relationships forged throughout the mentoring project greatly contributed to fostering a sense of belonging among the new students and had a positive impact on their well being and academic success. The project also gave the mentors the chance to develop valuable skills that will serve them well in their future professional lives in Canada or their home countries after completing their studies.



Boréal International

Student mobility

Four students from the Architectural Technician and Architectural Technology programs, accompanied by their program coordinator, Denis Ouimette, took a trip to Tunisia to study the local architecture and take a watercolour class. Two of the students decided to extend their stay to participate in an applied research internship focused on photovoltaic energy.



Likewise, Katelyn Robinson, the program coordinator of the Veterinary Care Technician program in Sudbury, accompanied a group of six students from Sudbury and Ottawa to Guatemala to volunteer at an animal shelter. This two-week humanitarian trip (from May 30 to June 14, 2022), made possible through a Global Skills Opportunity (GSO) grant secured by Boréal International, allowed students to practice a wide range of medical techniques on exotic animals not typically found in Canada. They also got the opportunity to develop intercultural skills that will benefit them in their future careers and gain new perspectives on potential career opportunities available to them after graduation.

Collège Boréal expands its programming to Tunisia

Collège Boréal and École canadienne de Tunis (ECT) signed a relocation agreement enabling ETC to offer computer science training programs to its students starting in September 2024. ECT staff will be trained by Collège Boréal to meet program standards, especially when it comes to skills assessment. Pedagogical training will also be provided to those who need it.

Fruitful agreements

The skills of various stakeholders from Collège Boréal's Education, Communications and Student Services departments have been harnessed to ensure the success of the following projects. Here's an overview of what they have achieved:

- Chile, Colombia, Peru and Mexico: Provided support to establish mining industry organizations and wrote a guide in Spanish
- Chile: Exchanged good practices for student services and employability services, wrote a guide and collaborated with Chile's ministry of education and two Chilean post-secondary institutions
- Tunisia: Set up a renewable energy degree program at the Institut supérieur des études technologiques (ISET) in Medenine



The Development Office

The Collège Boréal Foundation and the Development Office share a mission to make higher education accessible to all by providing the necessary resources to ensure everyone can pursue post-secondary studies that enrich the human experience and unlock human potential.

The Foundation fulfills its mission by ensuring all raised funds go to supporting the success of our students, communities and partners. It also contributes to creating projects that strengthen the economy and society, while providing access to high-quality education and encouraging the next generation of Francophones across the province and around the world to thrive.

The Collège Boréal Foundation

In 2022–2023, the Foundation awarded 2,338 scholarships to Collège Boréal students, totalling a value of \$1,469,864.

Campus	Number of scholarships	Amount
Hamilton	10	\$2,915.00
Ottawa	146	\$72,515.68
London	11	\$3,745.00
Windsor	89	\$50,773.38
Hearst	77	\$55,685.21
Boréal en ligne	242	\$118,073.66
Kapuskasing	47	\$34,046.11
Nipissing	59	\$34,646.62
Timmins	121	\$149,518.82
Toronto	301	\$135,225.00
Sudbury	1,235	\$812,720.14
Total	2,338	\$1,469,864.62



LA FONDATION
du COLLÈGE BORÉAL

The Development Office

Hefty donations, in every sense of the word!

The Development Office and the Foundation gladly welcome all types of donations, especially when they come in the form of equipment that can benefit our student apprentices! This year, Lopes Ltd. donated a truck valued at \$79,000, a highly appreciated contribution that should certainly prove very useful!



In 2022–2023, Epiroc also donated \$250,000 worth of equipment to support our Battery Electrical Vehicles (BEV) program.



The Collège Boréal Foundation received a contribution of \$500,000 from the Desjardins GoodSpark Fund to create the Espace d'innovation, de recherche et d'incubation (EIRI) at the new Collège Boréal campus in Toronto. In September, top executives from Desjardins Group, Desjardins Ontario Credit Union and Collège Boréal, along with students from our business administration programs, gathered at a restaurant in the Distillery District to celebrate the first semester at our brand-new Toronto campus.



Collège Boréal's schools

The School of Business and Community Services

Volunteer work in our community

This year, students from the Police Foundations program tried out a new component of the community policing course by volunteering in the Sudbury community. They pledged their time to support events and organizations such as the Santa Claus Parade, Crime Stoppers, the Sudbury Food Bank and the Blue Door Soup Kitchen. This initiative not only shows our future police forces the importance of giving back to the community in which they live and work but also helps them gain the valuable hours and experience that police departments look for on resumé. The organizers were incredibly grateful to our volunteers and are eager to welcome the Collège Boréal team back in the fall. Starting in September 2023, students in the Police Foundations program will be required to do volunteer work throughout the four semesters of their studies.

Volunteering within the community and interacting with vulnerable populations have been and will continue to be humbling experiences for our future police officers, reinforcing the importance of compassion and empathy toward all members of their community in their profession.



Collège Boréal's schools

New technologies for the Police Foundations program

Starting in the fall of 2023, our Police Foundations students will have the opportunity to use our new VR headsets to enrich their learning experience. The headsets were purchased in March, and our second-year groups have already had the chance to explore virtual police scenarios. Given that we always like to be at the forefront of the latest advances in teaching, virtual reality scenarios seemed like the next logical step in enhancing the learning experience of future graduates. Although some students were a tad disappointed to be graduating just as the new headsets were being implemented, they were nonetheless amazed by the quality and realism of the scenarios they tried. The headsets came with 19 community engagement scenarios at the time they were purchased, and we plan to add three new scenarios every three months. This innovative tool will undoubtedly provide our aspiring police officers with a rich and diverse learning experience that will keep them abreast of current trends in the field.



The Police Foundations lab has also undergone a game changing transformation thanks to the Marketing department. The lab is now much more welcoming with its encouraging messages and inspiring images depicting the career that awaits our future police officers.



This year, in addition to benefitting from new technologies and revamped facilities, our Police Foundations and Social Work students had the privilege of taking part in a realistic accident simulation organized by the School of Health Sciences, providing them with a unique, innovative learning experience that allowed them to apply the knowledge they had gained in class. Additionally, six Sudbury high school students took part in a self-defence techniques course from February 15 to April 6, 2023, earning dual credits in the process.

Collège Boréal's schools

New programs at the School of Business and Community Services

Social entrepreneurship in Toronto

The Toronto campus welcomed the first two cohorts in the new Social Entrepreneurship program, one in the fall of 2022 and the other in the winter of 2023. The program prepares students to become social entrepreneurs who use innovative, responsible practices to make a significant impact in the non-profit sector, the cooperative movement and the business world.

Public Administration in Ottawa

The Ottawa site also welcomed two new cohorts in its Public Administration program, one in the fall of 2022 and the other in the winter of 2023. The two cohorts exceeded turnout expectations, requiring a room change to accommodate the greater number of students. The new program will allow them to develop their skills in communication, policy analysis, resource management, project planning and management, public finance, governance, leadership and risk management related to community service delivery.

New winter intake for the business and computer science programs

In response to significant demand from both the job market and the student community, Collège Boréal now offers a winter intake option for its business and computer science programs at the Sudbury and Toronto campuses. This increased demand meant that classrooms and labs were at max capacity, requiring the purchase of new furniture and equipment and the creation of new positions to meet the need for additional faculty.

The Toronto campus Early Childhood Education program welcomed its first group of students in the winter of 2023. The campus launched a pilot project to offer a hybrid option for the program in order to better meet students' needs by giving them the option to attend in person or remotely via video conferencing.

Academic degrees

Our counterparts at English-language colleges have been offering university degrees in the form of bachelor's degrees for many years. In October 2022, Collège Boréal received \$8 million to follow suit and develop bachelor's degrees of our own!

The School of Business and Community Services has taken initial steps, including conducting market research and setting up expert and advisory committees, to offer four degree programs that will complement our wide variety of existing programs and increase student flexibility and mobility. Given that we already have university-level articulation agreements that validate the quality of our courses, teaching and graduating cohorts, expanding our degree offering is a natural progression in a rigorous process to provide our students with the best post secondary programs possible. In addition to having access to our high-quality personalized services and experiential learning opportunities, students will soon be able to earn degrees in a French-speaking environment, with the caring support of our faculty and staff.

Collège Boréal's schools

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

SP100 Wildland Firefighter Training

The second-year students in the Forestry and Wildlife Technician program underwent a 40-hour SP100 FireRanger training as part of the forest protection course. The SP100 training course is mandatory for FireRangers working for the Ministry of Natural Resources and Forestry and the private companies it contracts. The safety-focused training covers topics such as fire behaviour, how to operate and maintain equipment like power pumps, and the proper use of suppression hand tools and communications equipment.



Tropical vegetables grace the table of Ontario dignitaries at Queen's Park

Responding to Colleges Ontario's call to action, on March 21, 2023, three Agricultural Techniques students showcased their talents during College Day, wowing the crowd with an applied research project using typically exotic foods. Dignitaries, including ministers and MPPs, got the opportunity to taste exotic dishes prepared by our students as part of a project involving growing tropical plants—first in greenhouses, then in open fields—to determine their growth parameters, cultivation constraints, and yield per plant and per hectare. The goal was to assess how well the plants would adapt to the environment and ecology of the Sudbury region and surrounding areas and determine their yield and profitability compared to other, locally grown crops.

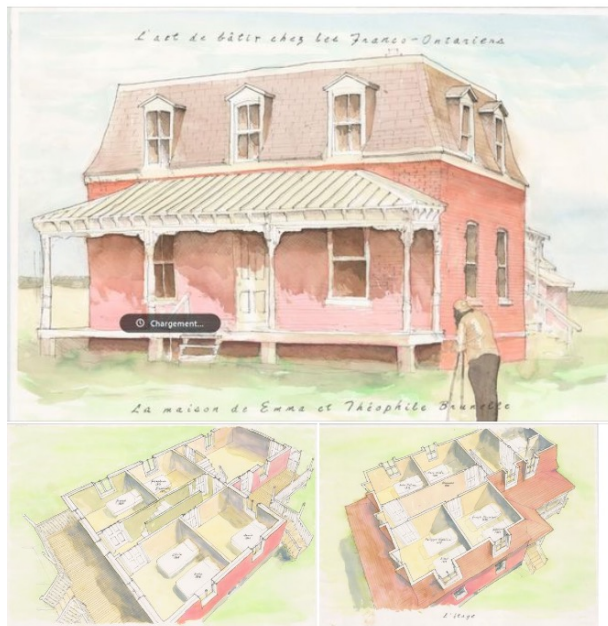
Whether these alternative vegetables will make their way onto our plates relies heavily on whether farmers and consumers will be open to eating and incorporating them into their meals—hence why recipes were also featured as part of Collège Boréal's College Day showcase.



Collège Boréal's schools

Collège Boréal's architecture programs contribute to Franco-Ontarian heritage

When the decision was made to demolish the home once owned by Théophile Brunelle, an important figure in the legend of the Lafontaine wolf, for health and safety reasons, the future architects at Collège Boréal jumped into action to help preserve it and the Franco-Ontarian heritage it represents. The team of students, accompanied by the architecture program coordinator, Denis Ouimette, travelled to Tiny Township in Simcoe County for a lesson on the art of building, the Franco-Ontarian way. Their project involved using a state-of-the-art FARO 3D scanner to digitize the building. The result was an enriching learning experience for the team and a beautiful tribute to Franco-Ontarian heritage.



Innovations in electrical engineering

The students from the Electrical Engineering Technician program showcased their expertise by designing their own devices to facilitate automation in the industry.

The picture below shows Yanik Laurin operating a remotely programmable robot arm.



Collège Boréal's schools

Skilled trade training provided in school boards

Through a project funded by the Ontario Skills Development Fund, the team behind Collège Boréal's welding programs (the Welding Techniques and Welding Technician programs) partnered with the CWB (Canadian Welding Bureau) Welding Foundation to offer a series of specialized training and outreach activities for welding trades in school boards across the province, over half of which were French-language school boards. More than 100 teachers and 200 education and career advisors attended these training sessions. This initiative was a major success story in our efforts to address the shortage of skilled labour in specialized trades. It also gave Collège Boréal the opportunity to strengthen its ties with Ontario's school boards and cement its position as a key partner for post-secondary education in skilled trades in Ontario.



The School of Health Sciences

Paramedic simulations more real than reality

On June 30, 2022, our Paramedic program received a grant from Colleges and Institutes Canada (CICan) to participate as a providing institution in the Virtu-WIL project, a work-integrated learning (WIL) project. This project, led by CICan in collaboration with Simulation Canada, uses virtual simulations to enhance health care education. Educators across the country have access to over 130 virtual simulations designed to give students in nursing, medical laboratory sciences, and paramedicine innovative hands-on learning experiences to acquire practical competencies. Students from our Paramedic program had the opportunity to try out three simulations: one involving obstetrics (complicated childbirth), one involving neurology (convulsions) and another involving communication (high-risk patient refusal), which simulates a scenario in which a patient refuses to be transported to a hospital.



Collège Boréal's schools



On September 22, 2022, our School of Health Sciences received \$500,000 from the College Equipment and Renewal Fund (CERF) to purchase equipment for the Paramedic program, including an ambulance and an ambulance simulator. Our College is the fourth post secondary institution in Canada and the first in eastern Canada to have such a sophisticated simulator, which can replicate road conditions and simulate bumpy roads using a hydraulic system under the rear cabin. This tool, which is scheduled to be delivered next year, will ensure our students learn under more realistic conditions and are better prepared to drive during emergencies and adapt to unpredictable vehicle behaviour.

We began construction of our first virtual reality room in December 2022 and completed construction in January 2023. This VR room is specially designed to provide highly immersive simulated experiences. We also received our first set of 18 HTC VIVE Focus 3 headsets. The room is equipped with folding tables and wheeled chairs so the space can be quickly customized.



Collège Boréal's schools

Massage Therapy students get a one-of-a-kind experience

From June 6 to 12, 2022, Émilie Charette, Sophie Beaudry, Rosalie Ménard and Mélanie Trottier —four graduates from our Massage Therapy program —took their skills to the RBC Canadian Open golf championship held at St. George's Golf and Country Club in Toronto to provide massage therapy services to the professional golf players and caddies at the tournament. Although the days were very long (7:00 a.m. to 7:30 p.m.), time flew by as they applied their expertise to taking care of professional golf's top players. Émilie, Sophie and Rosalie followed this unique, memorable experience with a trip to the CP Women's Open at the Ottawa Hunt and Golf Club in Ottawa from August 22 to 28, 2022, where they gained even more invaluable experience, trying out their new skills on a different set of golfers and caddies.

Students in action

First- and second-year students from the Fitness and Health Promotion program organized and led a leadership training camp in order to enhance their leadership skills. The camp, which took place at Camp Wilabosca from September 21 to 23, 2022, brought together students from six French-language high schools in Greater Sudbury.

On November 30, 2022, they also organized and hosted Top Cop, which included a physical fitness competition and an escape room for students in the Police Foundations program. Overall, the activity provided a platform to help the students develop their team spirit.

Accreditations

On November 30, 2022, the Occupational Therapist Assistant / Physiotherapy Assistant program received full accreditation for six years, that is, until November 30, 2028.

On December 15, 2022, the Medical Radiation Technology program was accredited by Accreditation Canada (EQual) until June 30, 2025. Both the program and its status now feature on Accreditation Canada's list of educational programs (accredited and registered).

Student Services

The Student Services team was once again recognized for its commitment and passion for ensuring that students at Collège Boréal have the tools they need to succeed, have access to wellness resources, feel represented and enjoy their time as a student.

Collaboration has been a guiding force behind the Student Services team's success and achievements. Together, the President's Office, senior management and a Student Services manager visited all the Collège Boréal campuses and sites to meet with first-year students and inform them about the various services available to them. The Student Services team also made phone calls to each first-year student to see how they were doing.

A plan to standardize services across the College is currently being developed in collaboration with all the campuses. This year, several services have undergone standardization, including the Coup de pouce learning support centres, the technology support coach service for students, resources centres, and orientation and transition services. As part of the initiative, a new branch of the Student Association (AGEE) was created in Ottawa.

A third example of the Student Services' cooperative efforts involved the restructuring and development of the food bank in collaboration with the Admissions Office and Registrar. The food bank's processes were improved to better serve our student community and make it easier for them to access this critical service.

We are also incredibly grateful to our members working across Collège Boréal's campuses and sites, our Student Services and our health and safety services for the ongoing support they provide to our growing student body. Through our teamwork, the College has been able to give much needed assistance to students with significant support needs.

Counselling and accessibility services

On November 24, 2022, Public Health Sudbury & Districts came to Collège Boréal to give a presentation about addiction and safe substance use as part of National Addictions Awareness Week. The presentation was held both in person at the Sudbury campus and online through Zoom, ensuring the entire Collège Boréal community could attend.

The College also participated in Bell Let's Talk Day on January 25, 2023, to engage in discussions about mental health and wellness with members of our student and staff communities. Various activities on the topic were organized at each campus: a wellness painting workshop was held at the Toronto campus, while other events took place in Sudbury. More than 200 mental health wellness kits were distributed as part of the initiative, and three students received mental health services from dedicated booths available throughout the day.

Our mental health strategies department is committed to expanding its mental health safety net across the entire Collège Boréal community. On February 23, 2023, a safeTalk workshop was organized for Boréal International student mentors and over 20 staff members from various services and departments at the Sudbury campus, including staff from the Admissions Office and Registrar, Human Resources, the Security Service, the Collège Boréal Residence, the Sports Centre and the Academic Success service. The event increased the number of people at the College who are able to recognize and assist members of the Collège Boréal community who might be at risk of suicide. Additionally, on March 16 and 17, 2023, 10 staff members completed Applied Suicide Intervention Skills Training (ASIST) to learn how to effectively help individuals with suicidal ideation.

We also made continuous efforts to provide staff members with Violence Threat Risk Assessment (VTRA) training. In January, 15 staff members completed Level 1 VTRA training, and 10 others received VTRA from an Indigenous Perspective training on March 25 and 26.

Student Services

The Louis-Riel Centre

Therapy dogs

The Louis-Riel Centre, working alongside the Student Association, Counselling services and Boréal des tout petits (the Carrefour francophone's daycare centre located on the Sudbury campus), held a therapy dog session on February 14, 2023. This holistic approach gave approximately 300 students and staff members the opportunity to interact with a rotation of around 20 therapy dogs.

Indigenous art

The Louis-Riel Centre added an Indigenous touch to the Student Services facilities by installing three Indigenous artworks created by local artist Jessica Somers. The goal was to celebrate and highlight Indigenous culture in a way that not only makes our spaces more beautiful but also ensures Indigenous people at the College feel seen, represented and included.

A fireside gathering

The Louis-Riel Centre partnered with the Student Association to hold two events for people to chat around a campfire. Hundreds of students and staff members came together on September 23, 2022, and March 9, 2023, to relax, have some fun and share their music, food, stories, experiences, insights and jokes. The event brought together people from a wide range of cultures with the common goal of leaving their differences behind in pursuit of education and training.



Student Services

Academic Success service

Help is just a call away

Our Student Services team is there to listen. The proof is in the pudding: In the first semester of the 2022–2023 academic year, the team led a helpline campaign called “J’appelle, j’écoute” to reach out to all students across the province. The previous semester’s students also received a postcard at their home address with a link to a Student Services request form, which they could use if they wanted someone to listen to them, see how they are doing and offer personalized support and guidance. If you need any more proof that family spirit is alive and well at Collège Boréal, then look no further!

Academic success

In the fall, our Resource Centre announced the official launch of Page 1+, an intuitive, accessible and practical new platform developed by College Libraries Ontario (CLO). Thanks to Page 1+, students can now conduct research using resources from 18 college libraries across Ontario. The new platform’s user friendly design and powerful search engine make it easier than ever to access both physical and electronic collections.

The Student Services team launched new initiatives under the Ontario Postsecondary Access and Inclusion Program funded by the Ministry of Colleges and Universities. These initiatives aim to help our students access post-secondary education, assist their transition into college life and encourage them to stay in school. Additionally, a new tool—D2L’s Insights—was implemented to proactively identify students who are at risk of failing or dropping out.

At the beginning of the winter semester, the orientation team scheduled a wide range of activities at every campus in the province to welcome the new cohort of students. The schedule included activities designed to help incoming students prepare for life in Canada, transition into college life and orient their studies, as well as a host of social activities.

A new technology support coach was hired by the College before the start of the 2023 winter semester in order to help meet the needs of our Toronto campus students and ensure prompt service for all students across the province. Technology support coaches help students use technology based learning tools and software like Brightspace, the MonBoréal portal and Microsoft Office.

A short training course was developed at the Centre francophone d’évaluation et de ressources de l’Ontario to help professionals and educators better understand the needs of students with learning disabilities and attention deficit disorders.

The Alumni Office

The 5th alumni golf tournament spells a resounding success for the Foundation

Collège Boréal’s 5th alumni golf tournament took place on June 17, 2022, and raised over \$40,000. We were pleased to see a large number of attendees, sponsors, partners and volunteers come out to the annual tournament for an afternoon of fun and games. This highly anticipated event was capped off with a lovely dinner and an award ceremony.



Student Services

College Life

The College Life team offers a wide range of entertaining activities to suit all tastes. Whether you're looking to develop a new talent, have fun or just meet new people, the team has got you covered!

In addition to planning cultural, sports and engagement activities, the College Life team regularly organizes inclusive events that bring the entire Collège Boréal community together, allowing students, staff members and parents to mix and mingle, get to know one another and celebrate together.

The Student Association (AGEE)

Elected Student Association Members

Sudbury

- **Loïc Datouloumy Algoto** – Director (Electrical Engineering Technician)
- **Areelie Mutima Ngawol** – Communications Officer (Social Services Worker)
- **Houssam Eddine Benciba** – Intercultural Representative (Business)
- **Amenan Anne-Prodige Emmanuella N'Guessan** – Social Representative (Early Childhood Education)
- **Jihad Noukri** – Sports Representative (Electrical Engineering Technician)

Toronto

- **Sabrina Abib** – Director (Practical Nursing) / **Yao Japhet N'Dry** (Business)
- **John Maibwe** – Social Representative (Business)
- **Cedrick Ngandu Kalaki** – Sports Representative (Business)

Ottawa

- **Emmanuel Yaovi Assogbavi** – Director (Public Administration)
- **Ghita Chergui** – Social Representative (Public Administration)
- **Believe Tshamala Kayembe** – Sports Representative (Public Administration)

Windsor

- **Serge Gobou Pipaud** – Director (Social Services Worker)
- **Nesrine Bouasida** – Social Representative (Social Services Worker)
- **Ruth Derline-Galan** – Sports Representative (Business)

Hearst

- **Etelina Mitron** – Director (Social Services Worker)
- **Erika Thurber** – Social Representative (Practical Nursing)
- **Fatoumata Djiby Sy** – Sports Representative (Pre Health Sciences Pathway to Certificates and Diplomas)

Kapuskasing

- **Cassandra Morgan** – Director (Office Administration – Executive Secretary)
- **Nathaniel Hettinger** – Social Representative (Practical Nursing)
- **Cameron Paquette** – Sports Representative (Business)

Timmins

- **Mohamed Nouyous** – Director (Motive Power Technician – Truck and Coach)
- **Judicaël Mindessou Amoussou** – Social Representative (Motive Power Technician – Truck and Coach)
- **Victoire Mfutila** – Sports Representative (Motive Power Technician – Truck and Coach)

Nipissing

No members elected this year

Student Services

Promoting student engagement through fun activities

Now more than ever, fun activities play a crucial role in enhancing our students' sense of belonging and motivation. That's why the Student Association members at our different campuses organize activities and events that promote Collège Boréal's student culture and diversity.

Here is a quick rundown of some of the activities and events they organized over the past year:

Sudbury

- Meal and musical performances for Black History Month
- A winter carnival featuring horse-drawn sleigh rides and snowshoeing
- Yoga, Zumba and Afro Dance classes
- Workout circuit
- Monthly student forums
- Bowling activities as part of Orientation Day
- Free visit to Science North
- NHL hockey game: Montreal Canadiens vs. Ottawa Senators

Nipissing

- Christmas dinner with door prizes
- Coffee, donuts and pizza for World Day for Safety and Health at Work
- Gifts and hot chocolate bar for Valentine's Day
- YETI cooler purchased as a donation for a fundraising auction held by volunteer firefighters in Northern Ontario
- Free membership to the West Nipissing Community and Recreation Centre
- Purchase of new chairs for the renovated classrooms
- End-of-year feast

Ottawa

- October 2022: Establishment of the Ottawa Student Association
- December 14, 2022: End-of-year celebration featuring gift cards, trivia games and a performance from a guest artist
- Valentine's Day gift giveaway
- Room fitted with a big screen for students to watch FIFA World Cup games
- January 9, 2023: Orientation Day with icebreaker activities and prize draws

Hearst

- Halloween costume contest
- Presentation about Partners for Employment Centre with a JBL speaker prize draw for attendees
- Christmas party featuring a DJ, games, dinner and Nintendo Switch prize draw
- Safety and Health Week presentation with campus decorations, candy and popcorn, and snack time

Kapuskasing

- Draw for an entry pass to the Kap River Farms corn maze
- Free Cardi-O-Centre membership for the entire school year
- Christmas dinner, including building a gingerbread house
- Purchase of gift cards and personal care products for the staff for Valentine's Day
- Weekly snacks
- Pizza for student forums

Student Services

Timmins

- November 12: Christmas parade
- Franco-Ontarian Day, featuring cakes, poutine, music and singing in the cafeteria
- Purchase of a large Bluetooth speaker for the game room
- Pyjama day and movie night in the cafeteria, with popcorn, candy and beverages
- Purchase of a PS5, a new high-definition projector and a portable screen for activities and events held in the cafeteria

Windsor

- Establishment of a recreational soccer team in November
- Training sessions every Saturday at the campus gym
- Extramural tournament
- Renovation of the Student Association office
- Flowers and chocolates given to all women on campus on International Women's Day
- Popcorn Tuesdays
- 1,000-piece jigsaw puzzle assembly activity with a draw for a \$100 gift card
- Kindness Day and Valentine's Day celebrations

Toronto

- Establishment of a recreational soccer team in collaboration with Franco Foot
- Visit to Canada's Wonderland
- PlayStation and foosball tournaments
- Night out at the Théâtre français de Toronto
- La Compagnie Créole concert
- Black History Month celebration featuring presentations promoting cultural diversity and African food tastings
- Holiday campus decoration
- Purchase of a PS5, games and accessories

The Vipères

The Collège Boréal Vipères have a strong tradition of athletic excellence. The College is well aware of the incredible sacrifices our student athletes have made and the long hours of training they put in throughout the year. We take great pride in celebrating their victories and recognize the special place that sports hold in the Collège Boréal community.

Our Vipères are leaders in both sports and active living. Our goal with our varsity sports team is to provide opportunities for competition, to celebrate and promote excellence, and to build attachment and visibility for the Vipères brand. After two years of the pandemic, our team was finally able to play a full season in 2022–2023.

Collège Boréal hosted the Ontario Colleges Athletic Association (OCAA) East Regional Badminton Championship on February 3 and 4, 2023, where our varsity athletes showcased their skills against teams from four other Ontario colleges (Centennial, George Brown, St. Lawrence and Seneca). We also organized our first badminton tournament on March 10 and 11.

The College's recreational sports teams also had some notable achievements: an intramural soccer team made up of Sudbury campus students placed first in the Greater Sudbury Soccer Club's community league championship, and our Vipères futsal (indoor football) team won their first-ever extramural tournament in Kitchener. Well done!

Student Services

Get to know our varsity athletes

Our volleyball and badminton teams are the darlings of the Collège Boréal community! Our athletes work incredibly hard, and their achievements should be celebrated.

Women's volleyball

- **Mélan Ouellette-Destin** – Massage Therapy
- **Maddison Soulliere** – Police Foundations
- **Madison Loiseleur** – Child and Youth Care
- **Alissa Plourde** – Dental Hygiene
- **Mélanie Noël** – Early Childhood Education
- **Lexine Moyle** – Electrical Engineering Technology
- **Sarah Plourde** – Forestry and Wildlife Technician
- **Janie Goudreau** – Practical Nursing
- **Zoé St-Jean** – Occupational Therapist Assistant and Physiotherapy Assistant
- **Isabelle Wallace** – Dental Hygiene

Men's volleyball

- **Alexandre Léger** – Electrical Engineering Technology
- **Kevin Watson** – Electronics Engineering Technology
- **Samuel Saumure** – Business
- **Yanik Laurin** – Electrical Engineering Technician
- **Kalan Payzant** – General Arts and Science Program
- **Loïc Datoloumby Algoto** – Electrical Engineering Technician
- **Jacob Démoré** – Business Administration – Accounting
- **Quentin Nzunogera Wege** – Police Foundations
- **Tyler Roussel** – Electrical Engineering Technician
- **Franck Alex Yameogo** – Architectural Technology
- **Koutouan Marcel Levi N'wovo** – Plumbing Technician

Women's badminton

- **Kristen Vane** – Architectural Technician

Men's badminton

- **Jérémy Lamothe** – Sonography
- **Jacob Lefebvre** – Paramedic
- **Domenic St-Aubin** – Fish and Wildlife Management Technology
- **Nicholas Degagné** – Computer Systems Technician

SUMMARY OF FINANCIAL STATEMENTS

CONSOLIDATED FOR THE PERIOD
FROM APRIL 1, 2022, TO MARCH 31, 2023

Consolidated Balance Sheet as of March 31, 2023*

Assets

Current assets:

Cash	35,141,348
Accounts receivable	9,209,799
Prepaid expenses	1,506,468
Instalment on long-term accounts receivable	299,000
	\$ 46,156,615

Investments	12,474,526
Capital assets	85,680,733
Long-term accounts receivable	3,443,371
	\$ 147,755,245

Liabilities and Fund Balance

Current liabilities:

Accounts payable and accrued liabilities	22,945,890
Deferred contributions – Expenses of subsequent periods	8,820,324
Instalments on long-term debt	487,000
	\$ 32,253,214

Post-employment benefits and compensated absences	1,881,724
Deferred contributions – Capital assets	65,053,750
Long-term debt	7,605,446
	\$ 106,794,134

Net assets:

Unrestricted	12,496,971
Internal restriction	6,800,000
Capital investments	12,705,532
Endowment fund	8,843,727
	\$ 40,675,232

Accumulated remeasurement gains	285,879
	40,961,111
	\$ 147,755,245

* The 2022–2023 Summary of Financial Statements was awaiting approval from both the Audit Committee and the Board of Governors at the time this report was published.

APPENDIX A – 2022–2023 MULTI-YEAR ACTION PLAN REPORT

The multi-year agreements provide an overview of how each institution uses its overall operating budget. The information is outlined in the annual business plans and the five-year strategic mandate agreement available on the Collège Boréal website:

2022–2023 Business Plan (French only):

<https://collegeboreal.ca/wp-content/uploads/2023/04/plan-dactivite-2022-2023.pdf>

2020–2025 Strategic Mandate Agreement (French only):

<https://collegeboreal.ca/wp-content/uploads/2023/04/entente-de-mandat-strategique-2020-2025.pdf>

Appendix B – 2022–2023 Financial Statements Approved by the Board

The consolidated financial statements show the revenue and expenses, changes in net assets and cash flows at the end of the fiscal year.

The consolidated financial statements for 2022–2023 are available on the Collège Boréal website:

<https://collegeboreal.ca/en/about-us/governance-and-administration/>

Appendix C – 2021–2022

Key Performance Indicators Report

The Government of Ontario collects data on the College's performance in four areas: graduate satisfaction, employer satisfaction, graduate employment rate and graduation rate.

Collège Boréal is deeply concerned with student satisfaction, which is why we still chose to include this indicator in our 2021–2022 student survey, despite the government's decision to not include student satisfaction in the 2019 Key Performance Indicators.

The results of the 2021–2022 Key Performance Indicators surveys were published on January 25, 2023:

Graduate satisfaction rate

- 94% of graduates stated that they were satisfied or very satisfied with their overall college experience collégiale (highest rank, a first in the history of the KPI program; provincial average: 75.4%)

Graduation rate

- 75.2% of students enrolled at Collège Boréal obtained a diploma (highest rank; provincial average: 65.2%)

Graduate employment rate

- 90.6% found a job within six months of graduating from Collège Boréal (ranked 4th; provincial average: 83.4%)

Employer satisfaction rate

- No employer satisfaction data available in 2021–2022

Appendix D – Summary of advertising and marketing complaints

No advertising and marketing complaints were filed in 2022–2023.

Appendix E – 2022–2023 Board of Governors



Christian Bruneau
Board Chair



Linda Dugas
Vice-Chair



Daniel Giroux
*President of
Collège Boréal*



Bryan Neeley



Camille Lemieux
*Administrative
Staff Representative*



Dada Gasirabo



Daniel Brisson
*Support Staff
Representative*



Danielle Talbot-Lariviere



Emily Low



Gisèle Seguin



Joelle Malette



Justin Lemieux



Marie-Josée Martel



Mehdi El Fella
*Member of
the Student Body*



Olivier Malaba
*Administrative
Staff Member*



Richard Diotte



Roma Levesque



37 SITES IN 27 COMMUNITIES

Barrie
 Bruce County
 Capreol
 Chatham
 Chelmsford
 Dowling
 Elliot Lake
 Hamilton
Hearst
Kapuskasing
 Kitchener-Waterloo
 Lively
 London
 Niagara/Welland
 Noëlville
 North Bay
West Nipissing / Sturgeon Falls
 Onaping
 Ottawa
 Peel
 Sarnia
Sudbury
 Témiskaming
Timmins
Toronto
 Val Caron
Windsor



List of Collège Boréal campuses and sites in 2022–2023.

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

1.800.361.6673

Campus

Hearst

Kapuskasing

Nipissing

Sudbury

Timmins

Toronto

Windsor

Site

Ottawa

Campus Virtuel

Boréal en ligne

... et 29 sites additionnels
partout en province.

COLLEGE **BOREAL**.CA