



Annual Report

2023-2024

→ collegeboreal.ca





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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

A promising future for our communities

My first term as Chair of the Board of Governors of Collège Boréal was marked by a number of achievements as well as some major challenges. Nevertheless, it was a hopeful time for our entire student community, our staff and our partners.

Boréal outdid itself once again in 2023–2024 by continuing to innovate. Not only did we focus our efforts on cutting-edge learning experiences, but we also devoted ourselves to progress in all its forms by taking concrete action on equity, diversity and inclusion (EDI) and sustainable development. We stayed true to our vision and mission to serve Ontario’s Francophone community, and our openness to the world and social engagement continued to influence the practices of the changing labour market and made our college stand out. This annual report highlights the success of the Boréal teams—all of them well aware of what it means to work in a demanding, competitive world while ensuring that we put our student cohorts first by making progress on social issues in our classrooms.

This year, we continued in the Boréal tradition: staying true to ourselves as an institution known for its commitment to constantly pushing the limits of progress and modernity, relying on experienced governance well versed in the requirements of the post-secondary education sector.

In keeping with this tradition, my priority was to ensure that our college remains renowned for its high-quality teaching, unparalleled customer service and thirst for constant reinvention. As part of that, the Board of Governors and senior management worked hard to roll out our strategic vision. Together, we oversaw progress on teaching (including the announcement of our first bachelor’s degree) and on respecting our entire college community with our first EDI plan. We also encouraged a College-wide responsible business sector that adheres to the United Nations Sustainable Development Goals.

On the eve of our 30th anniversary, I am convinced that the successes of the past year will be a source of tremendous satisfaction for the Boréal community and will reaffirm our ability to meet the high standards we have set for ourselves. I would like to thank all our colleagues and partners for their dedication, commitment and contributions, which help us aim for nothing less than the best, every single day.

This 2023–2024 annual report showcases our accomplishments. I know each and every one of us will swell with pride to see your priceless contributions in these pages.



A handwritten signature in black ink, appearing to read 'Linda Dugas'.

Linda Dugas
Chair of the Board of Governors

Message from the President of Collège Boréal

Working together toward success

Boréal's 2023–2024 academic year was bursting with success and achievements, bolstering our already considerable reputation. These accomplishments include our key performance indicators published annually by Colleges Ontario. True to form, Boréal achieved the top ranking in not one but two of the four categories: graduate satisfaction rate and employer satisfaction rate.

These rankings were based on data gathered from the Ontario's 24 Anglophone and Francophone colleges, and they say a lot about the exceptional quality of our services and the excellence of our staff. Well done and a huge thank you to everyone!



At the same time, the year had no lack of challenges. More than once, current events captured the attention of the entire college and university system with sensitive questions like funding for Ontario's post-secondary sector and welcoming international students—two topics that can lead to often difficult discussions. But with the expertise of our staff and the support of our partners, we were able to make progress on strategic areas affecting Collège Boréal as well as Ontario's Francophonie as a whole.

This year, two new vice-presidents joined the ranks of Collège Boréal's senior management: Paulette Bonin and Carole Nkoa are now leading the Academic and Central-Southwest divisions, respectively. Proudly taking up the torch of their predecessors, Lyne Michaud and Lise Béland, they and their teams have already made vital contributions that helped enable us to offer our new Bachelor of Science in Nursing program and inaugurate our new Toronto campus in the historic Distillery District. Two more campuses, in West Nipissing and Kapuskasing, underwent top-to-bottom renovations.

The unanimous enthusiasm for our new facilities was driven in part by an all-new brand image, 100% developed by our very own Marketing department. But innovation at Boréal is also led by research, which earned us the honour of standing alongside prestigious universities as the only college in Canada to receive a \$1 million grant from the Weston Family Foundation for developing a way to grow berries in greenhouses year-round. Excellence at Boréal also takes multiple forms in our collegiate and recreational sports, where our teams had one of their best seasons as they topped their counterparts from all over Ontario. I was delighted to see our Vipères win another provincial soccer championship (my second-favourite sport)!

Over the course of this year, Collège Boréal has distinguished itself thanks to a collective effort from our entire community. Hearing the opinions of our students, staff and partners is deeply important to us, as the many community consultations we held for our 2025–2030 Strategic Plan reflect. Our success is yours, and I'm proud that we can work toward it together.

A handwritten signature in black ink, appearing to read 'Daniel Giroux'. The signature is fluid and cursive, with a large, stylized initial 'D'.

Daniel Giroux
President of Collège Boréal

2020–2025 Strategic Plan

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.

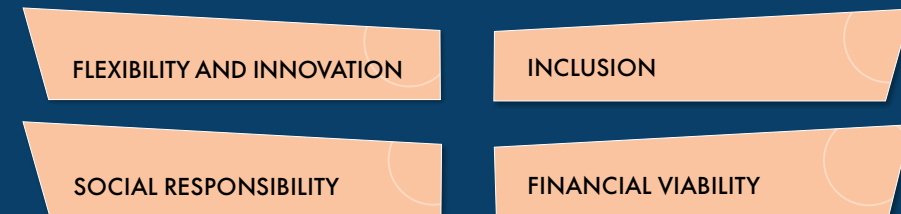
Vision Prominent and recognized, Collège Boréal enriches communities through the quality of its training and personalized services.

Motto “Nurturing knowledge and invigorating culture”

Values



Structuring elements



Areas of strategic focus: directions and priorities

1 ACCESSIBILITY

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

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

2 QUALITY

Excellent programs, services and work environments

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

3 VISIBILITY

Prominence and impact in all communities served

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

Looking back at 2023–2024

April 4, 2023 –

Visit from Sean Fraser, Minister of Immigration, Refugees and Citizenship (IRC)

At our Sudbury campus, Sean Fraser (then Minister of IRC) met with Boréal staff and took part in a work session on immigration services provided by the College and issues facing the growth of our international cohorts. His consideration for Francophone minority communities was noted.

[Read on X](#)

April 7, 2023 –

The College Quality Assurance Audit Process (CQAAP) recognizes the excellence of Collège Boréal

The CQAAP is a cyclical review process that sets six standards for Ontario colleges and provides a framework for assessing to what extent our quality assurance mechanisms meet the established standards. Boréal got the best possible rating (“mature”) on our last audit, meaning that we could begin the new assessment process with peace of mind.

[Learn more](#)



Ontario College Quality Assurance Service
Service de l'assurance de la qualité des collèges de l'Ontario

April 12, 2023 –

Supporting students' parents with French as a second language

Serving the area from Peterborough to Niagara Falls and Toronto to Georgian Bay, the Conseil scolaire catholique MonAvenir has joined forces with Collège Boréal to offer French as a second language courses to our students' parents. This promising initiative is also offered through the Sudbury-based Conseil scolaire catholique du Nouvel-Ontario.

[Learn more](#)

April 18, 2023 –

Agreement signed with the Réseau-femmes du Sud-Ouest de l'Ontario

This new memorandum of understanding will provide Francophone women in Southwestern Ontario with greater access to Collège Boréal's services and programs as well as increasing student awareness of issues related to violence against women.

[Learn more](#)

April 19, 2023 –

Large-scale drill at Collège Boréal

Greater Sudbury emergency services—including police officers, paramedics and the tactical unit—joined forces to improve the learning experience of our Paramedic and Police Foundations students and help Collège Boréal with the continuous improvement of its emergency procedures.

[Learn more](#)

May 2, 2023 –

Rendez-vous Boréal for guidance counsellors from Northern and Eastern Ontario

Guidance counsellors from Northern and Eastern Ontario attended a two-day symposium presenting our innovative programs and took part in a round table discussing linguistic insecurity and the increased flexibility of college studies in Ontario.

[Read on X](#)

May 23, 2023 –

Visit from Jean-Yves Duclos, Minister of Health, to announce \$3.8 million in funding for the CNFS – Boréal Section



At the Sudbury campus, Jean-Yves Duclos (then Minister of Health) bolstered Ontario Francophones' access to health care services by unveiling a \$15.4 million budget allocated to four Northern organizations under the Official Languages Health Program of the Consortium national de formation en santé (CNFS).

[Learn more](#)

May 24, 2023 –

Visit from Carl Bouchard, French Language Services Commissioner of Ontario

Carl Bouchard, then Acting French Language Services Commissioner of Ontario (officially appointed to the position on December 4, 2023), visited the Sudbury campus to discuss the importance of providing services in French, especially in the trades.

[Read on X](#)

June 6, 2023 –

Honorary Boréal diploma awarded to Joanne Gervais

Joanne Gervais, executive director of ACFO du grand Sudbury, was awarded an honorary Business and Community Services diploma at one of Collège Boréal's 28th graduation ceremonies.

[Read on X](#)

June 8, 2023 –

Collège Boréal's sixth annual alumni golf tournament raises nearly \$50,000



Close to 130 golfers gathered at Sudbury's Timberwolf Golf Club to participate in Collège Boréal's Sixth Annual Alumni Golf Tournament. The generous attendees raised \$49,350 in cash and in-kind donations for the Collège Boréal Foundation.

[Learn more](#)

June 13, 2023 –

Articulation agreement signed with Université de Hearst

Under this new agreement that improves access to French-language post-secondary studies, graduates of Collège Boréal and Collège La Cité will be fast-tracked for a Bachelor of Arts from Université de Hearst with a concentration or specialization in psychology.

[Learn more](#)

June 14, 2023 –

First stand-alone bachelor’s degree program at Collège Boréal

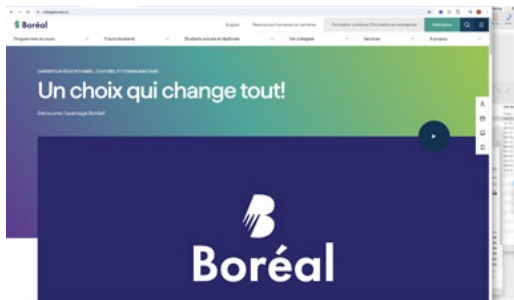


At the Toronto campus, Jill Dunlop, Minister of Colleges and Universities, Caroline Mulroney, Minister of Francophone Affairs, and Natalia Kusendova-Bashta, MPP and Parliamentary Assistant to the Minister of Francophone Affairs, announced that Boréal would offer its first four-year Bachelor of Science in Nursing degree at the Sudbury and Toronto campuses.

[Learn more](#)

June 19, 2023 –

Boréal’s new brand image and website unveiled



Boréal launched a new visual identity and website that reflects the diversity of its communities and the wide range of everything we do across our vast provincial network. Boréal’s new logo has a gradient of colours symbolizing constant evolution while also evoking the institution’s early visual identity.

[Learn more](#)

June 23, 2023 –

Visit from members of the Ontario Association of Architects

During the Annual General Meeting of the Ontario Association of Architects, Boréal welcomed a delegation of association members to visit the facilities of our Architectural Techniques and Architectural Technology programs and attend a presentation on our tiny homes projects.

[Read on X](#)

August 21, 2023 –

2023–2025 Equity, Diversity and Inclusion (EDI) Action Plan unveiled

This plan was the result of an exhaustive process of research, consultation and collaboration between sectors, groups and individuals at all levels of our college community. It contains strategies and measures to help us achieve our EDI goals and sets criteria for evaluating our progress toward concrete results.

[Learn more](#)

August 25, 2023 –

Boréal helps empower vulnerable women in Senegal

Funded by Global Affairs Canada through Colleges and Institutes Canada (CICan), the project Je suis Femme, j’Existe, je Participe (I am woman, I exist, I participate, or FEP) works to empower women in Senegal by using Prior Learning Assessment and Recognition (PLAR) to provide subject-specific and educational training and implementing a cooperation model to provide services tailored to the needs of vulnerable women.

[Read on X](#)

August 30, 2023 –

Carole Nkoa appointed Vice-President, Central-Southwest



A seasoned strategist with over 15 years of experience in communications and market development, Carole Nkoa brings unique know-how in positioning strategy and management to anchor and expand Boréal's leadership in Ontario's Central Southwest (CSO).

[Learn more](#)

September 5, 2023 –

Gearing up for growth as Boréal kicks off the 2023 school year

Our eight campuses, in Hearst, Kapuskasing, Nipissing, Ottawa, Sudbury, Timmins, Toronto and Windsor, celebrated Collège Boréal's 29th season with a rise in enrolment. Driven in part by the French-speaking countries of West and Central Africa, this significant increase can also be attributed to the enthusiasm of Canadian students. Boréal's domestic enrolment was the only one to increase among Ontario's 24 colleges last year.

[Learn more](#)

September 6, 2023 –

Timmins Chamber of Commerce elects Mélanie Dufresne as 2nd Vice-President



The Timmins Chamber of Commerce (TCC) Board of Directors recently elected Mélanie Dufresne as its new 2nd Vice-President. Dufresne, the director of Boréal's Timmins campus, took office alongside the other board members at the TCC's 74th Annual General Meeting.

September 14, 2023 –

Visit from Marc Miller, Minister of IRC, and Arielle Kayabaga, MP for London West

Our London site welcomed Marc Miller, Arielle Kayabaga and our community partners for a discussion on immigration services available in the region.

[Read on X](#)

September 15, 2023 –

Paulette Bonin appointed Vice-President, Academic



Paulette Bonin, a highly respected executive with over 14 years of management and leadership experience at Boréal, will bring her extensive skills and in-depth knowledge of the college system to strengthen the institution's Senior Management Team. Her expertise will be invaluable for fostering the personal and professional development of the student community.

[Learn more](#)

September 18, 2023 –

Provincial and federal networking in Hearst and Kapuskasing



A networking event organized by the Réseau de développement économique et d'employabilité (RDÉE Canada) and the Société économique de l'Ontario (SEO) was the perfect opportunity for Michelle Lebel, director of the Hearst and Kapuskasing campuses, and Alexya Racicot, community liaison officer, to present Boréal's accomplishments in the region to Denis Laframboise, President of the SEO, and Julie Tremblay, President of RDÉE Canada.

October 4, 2023 –

Weston Family Foundation contributes \$1 million to Collège Boréal

To address food sustainability in Canada's remote regions, Research & Innovation Boréal (RIB) received one million dollars to work with its partners on a project that will enable sustainable and commercially viable production of berries grown in greenhouses. Standing alongside prestigious universities, Boréal is the only college in Canada to receive this funding.

[Learn more](#)

October 12, 2023 –

Collège Boréal enhances professional integration for people with disabilities

With over \$1.5 million in funding from the federal government, the Inclusivity Works project enables Collège Boréal and its partners to increase awareness and support among employers regarding accessibility and inclusion in the workplace for persons with disabilities.

[Learn more](#)

October 19, 2023 –

Official opening of Collège Boréal’s new campus in Toronto



At this event, Collège Boréal unveiled its new facilities in the Distillery Historic District to community members, partners and government officials. The new campus is a state-of-the-art facility spread across four floors with a surface area of 4,500 square metres. It’s housed in a completely renovated heritage building and pairs bright, modern spaces with cutting-edge technology.

[Learn more](#)

October 20, 2023 –

Simon Goulet appointed director of the Windsor campus



Simon Goulet has been climbing the ladder at Boréal since 2016, first as an administrative assistant and the right-hand man of the former director (Frédéric Boulanger), and as a settlement services manager in Chatham and a programs and services manager (employment/settlement) in Windsor.

October 25, 2023 –

Collège Boréal’s first fall graduation ceremony



With a more flexible program offering (January start and Boréal Online, for instance), Boréal continues to increase enrolment. For the first time, we added new fall graduation ceremonies at our Sudbury and Toronto campuses. Our new graduates celebrated with Boréal staff and with their families and loved ones.

[Read on X](#)

November 3, 2023 –

Boréal Vipères win extramural provincial soccer championship

The Collège Boréal Vipères defeated the best college teams in Ontario to proudly carry home victory in a provincial extramural soccer tournament. They triumphed with a hard-won 3-to-2 win over Seneca.

[Read on X](#)

November 22, 2023 –

Visit from Bertrand Pous, Consul General of France in Toronto, and Federico Dudet, Honorary Consul of France in Sudbury

Newly appointed consuls Bertrand Pous and Federico Dudet visited the Sudbury campus and took part in a discussion on Boréal's role in Ontario and the interests of strengthened collaboration with the Consulate General of France in Toronto in fields as varied as post-secondary education, employment and research.

[Read on X](#)

December 13, 2023 –

Collège Boréal increases food security in Northern Ontario through a research project

Five regional partners are exploring Northern Ontario's agri-food supply chains to address gaps and focus on local production. The three-year project will help identify barriers to local food supply for this vast region's producers, processors and buyers.

[Learn more](#)

January 29, 2024 –

Collège Boréal delivers 200 winter kits to vulnerable residents in the Timmins area

In collaboration with the Diocese of Timmins and Newmont Porcupine, the "Let's Keep Warm This Winter" initiative helps provide people in precarious situations with free essential items to get through the winter. These kits were delivered by the Mushkegowuk Fire Keeper Patrol, a group specializing in mental health and addiction, alongside Living Space, Timmins' emergency homeless shelter.

[Learn more](#)

February 5, 2024 –

Collège Boréal supports United Nations Sustainable Development Goals

In line with Collège Boréal's values of commitment, excellence, humanism, integrity and respect, the 17 United Nations Sustainable Development Goals anchor an action plan submitted by senior management to the Board of Governors and reaffirm the College's commitment to a fairer society.

[Learn more](#)

February 7, 2024 –

Community consultations launched for Collège Boréal's Strategic Plan 2025–2030

Boréal launched some 30 consultations across the province to learn more about the expectations of local governments, staff, students and partners regarding the institution's objectives and strategic directions. The consultation revealed an increased demand in capacity for Boréal's programs and services.

[Read on X](#)

February 22, 2024 –

Grand opening of Boréal's fully renovated campus in Sturgeon Falls



Together with members of the community, Marie Claude Bibeau, Minister of National Revenue, Marc G. Serré, MP for Nickel Belt, Daniel Giroux, President of Collège Boréal, and Kathleen Thorne Rochon, Mayor of West Nipissing, formally opened our facilities, which now house all our services under one roof.

[Learn more](#)

February 28, 2024 –

2022–2023 Key Performance Indicators: Collège Boréal excels in Ontario with top-notch graduate and employer satisfaction rates

These indicators, released by Colleges Ontario and commissioned by the Ministry of Colleges and Universities (MCU), place Boréal at the top of two of the four categories assessed annually: graduate satisfaction (87.3%) and employer satisfaction (100%, tied with six other colleges).

[Learn more](#)

March 20, 2024 –

Collège Boréal broadens access to French-language personal support worker study programs

Through the Learn and Earn Accelerated Program for Personal Support Workers (PSW), the Government of Ontario is investing more than \$2.5 million in Boréal over two years to train 90 French-speaking long-term care staff to become PSWs.

[Learn more](#)

Training and services in 2023–2024

	2020-2021	2021-2022	2022-2023	2023-2024
Post-secondary education	1,578	1,436	1,753	2,334
Apprenticeship training	609	540	551	499
Academic upgrading	855	874	847	864
Immigration programs and services	2,691	3,256	5,755	5,645
Continuing education	2,703	2,532	2,036	2,095
Total:	8,436	8,638	10,942	11,437

Post-secondary education

The 2023–2024 figures for post-secondary education include both fall and winter semesters. As of November 1, 2023, a total of 1,950 students were enrolled at Collège Boréal, including 1,181 Canadian students and 769 international students. As of March 1, 2024, there were 109 additional Canadian students and 275 international students, totalling 2,334 students, including 1,044 international students, enrolled in 2023–2024.

	ENROLMENT AS OF NOVEMBER 1, 2023		
	Full-time	Part-time	Total
Canadian students			
1 st year	601	71	672
2 nd year	333	62	395
3 rd year	72	5	77
Non-cohort	0	37	37
International students			
1 st year	446	4	450
2 nd year	304	12	316
3 rd year	3	0	3
Non-cohort	0	0	0
Total:	1,759	191	1,950

	ENROLMENT AS OF MARCH 1, 2024 (COHORT STARTING IN JANUARY 2024)		
	Full-time	Part-time	Total
Canadian students			
1 st year	100	9	109
International students			
1 st year	274	1	275
Total	374	10	384

Grand total	2,133	201	2,334
1 st year	1,421	85	1,506
2 nd year	637	74	711
3 rd year	75	5	80
Non-cohort	0	37	37

First fall graduation ceremonies

In 2023–2024, we held our first fall graduation ceremonies. Thanks to our logistics experience (honed during the spring ceremonies that usually take place in late May and early June) and to technological improvements, such as streaming on Zoom, that have been the new standard for several years, the ceremonies ran smoothly.

Every year, 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 690 diplomas in 2023. We are beyond delighted to watch our graduates embark on their career journeys with triumphant confidence in the future!

Celebrating our 2023 cohort

Our 2023 graduating class of post-secondary students has every reason to be proud! The College is pleased to welcome these new graduates to the Collège Boréal alumni family:

Boréal Online	97
Hearst	15
Kapuskasing	5
Nipissing	10
Ottawa	9
Sudbury	381
Timmins	44
Toronto	121
Windsor	8

Based on year of graduation, which includes the spring and fall 2023 graduation ceremonies.

Graduates who earned a diploma through two study programs (such as core curriculum programs) were counted twice, once for each diploma.

Transfer options

Boréal is committed to innovating and working with a variety of partners to offer its students a wide range of options that encourage their development and empowerment. In 2023–2024, Boréal reached several transfer credit and prior learning recognition (PLR) goals. The College currently offers 611 transfer pathways, including 393 general pathways, 124 articulation agreements and 29 internal pathways. In addition, 63 programs are eligible for PLR, 2 of them for full-program prior learning recognition (FPPLR).

A number of initiatives have been rolled out to promote these options. This year, for example, the transfer department developed and published a database of all transfer pathways at Boréal, making those pathways more visible for our partners and enabling staff to provide students with additional support as they explore their academic journey. We also made it easier to book an appointment with the transfer department, and we hosted representatives from Saint Paul University, Laurentian University and Lakehead University to help our students learn about the transfer pathways linked to those universities’ programs. These awareness activities were a success, with a 41% increase in unique visits to our transfer website between 2022–2023 and 2023–2024.

Other initiatives were launched to improve the processing of transfer and PLR applications. These initiatives included a glossary to standardize the terminology used, a new online application form, information and awareness sessions for staff, a new feedback survey for the Self-Service Portal and an FAQ section to make it easier to find available services. As a pioneer in FPPLR, Collège Boréal worked with Cegep Marie-Victorin to develop an FPPLR best practices guide. FPPLR tools and training are available through the CLIP to help Francophone students get their work experience recognized in their post-secondary program.

There are many benefits to transfers, including faster graduation, tuition savings through credits, and recognition of past work experience in the student’s field of study.

School Partnerships Office: A key player in strengthening the continuum of French-language studies

Boréal's School Partnerships Office partners with Ontario's 12 French-language school boards and is funded by various ministry initiatives. The Office creates opportunities for students of these school boards to explore potential careers and available post-secondary programs.

Annual SCWI symposium at the Sudbury campus



On November 7 and 8, 2023, Collège Boréal welcomed 28 staff members from the Conseil scolaire public du Nord-Est de l'Ontario, the Conseil scolaire de district catholique des Aurores boréales, the Conseil scolaire catholique de district des Grandes Rivières and the Conseil scolaire catholique Franco-Nord for the annual School-College-Work Initiative (SCWI) symposium held by the northern regional planning team (RPT3). School guidance counsellors and Ontario Youth Apprenticeship Program (OYAP), Specialist High Skills Major and co-op program teachers learned more about the SCWI and dual credit programs. The event also shared more information about Level 1 apprenticeship training, hosted experiential trade apprenticeship activities and was an opportunity to share best practices at the school and regional level. .

Dual credit courses: Innovating for increased access

This year, the School of Trades and Applied Technology (STAT) offered the Electricity 1 dual credit course remotely to high school students for the first time. The course is usually taught in person, but School Partnerships, the STAT and the northern and central-southwest regional planning teams (RPTs) were flexible and innovative in making the course accessible to students who would otherwise not have been able to attend. Kits full of materials and equipment were prepared and sent to the schools. The remote Electricity 1 course was offered in locations including Chapleau, Blind River, Wawa, Longlac, Windsor and London—just one more example of how Collège Boréal provides increased access to post-secondary education in French.



Support for OCAS

Boréal's School Partnerships manager is active in SCWI's three Francophone regional planning teams. In December 2023, she worked with the Ontario College Application Service (OCAS) on a presentation coordinated by the Ministry of Education for the province's Francophone guidance counsellors. The presentation showcased OCAS initiatives and services that can help education partners support their students' applications to Boréal.

Other School Partnerships activities

› Impact Boréal – Grades 7 and 8

Impact Boréal is an interactive career exploration activity organized by the SCWI for Grade 7 and 8 students. More than 1,125 students from northern and central-southwestern French-language school boards took part in Impact Boréal sessions held at our Sudbury, Timmins, Windsor and Toronto campuses, as well as at La Vérendrye Catholic High School in Thunder Bay.

› Boréal en boîtes – Grades 9 and 10

This year, 3,370 Grade 9 and 10 students in 60 high schools across Ontario participated in the “Boréal en boîtes” initiative, in which students can explore a specialized field.

› Head start camps – Grades 10 to 12

Head start camps give Grade 10–12 students an enriching college experience. Students gain experience through a selection of practical workshops in line with the programs at Boréal’s four schools.

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 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 14 distance learning programs, 4 micro-credentials and more than 200 online courses. Boréal Online offers a comprehensive range of distance learning training programs designed to help students achieve their career ambitions.

Finding concrete solutions

A major project with the Association des collèges et universités de la francophonie canadienne (ACUFC) came to an end on March 31, 2023. This project worked to combat the shortage of qualified early childhood education staff by enabling staff without a degree to enrol in an accelerated French-language distance learning program while continuing to work. This year, 24 students graduated with an Early Childhood Education diploma.

Boréal Online by the numbers

The Boréal Online program offers flexible schedules. Students can begin their programs in September or January and graduate in October or May.

- 2023 (only): 265 full-time students and 60 part-time students
- 2023–2024: 333 full-time students and 54 part-time students
- August 2023: 71 graduates
- December 2023: 38 graduates

Boréal’s apprenticeship programs: A booming field

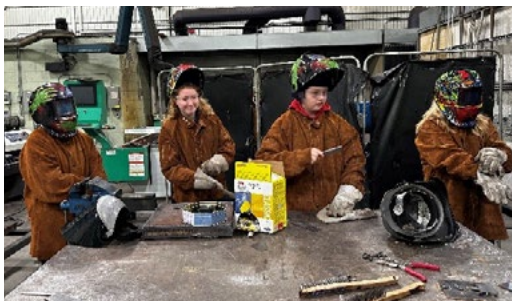
Collège Boréal offers cutting-edge training in a variety of trades, including carpentry, plumbing, electrical, welding and many more. Our specialized workshops are equipped with the latest technology to match industry standards. Our apprenticeship programs combine training and paid work, and lay out a dynamic, smooth path to a successful career. In 2023–2024, Boréal had nearly 500 apprentices across 12 different trades.

Accessible learning for all

In addition to traditional apprenticeship programs, Boréal offers a number of special project opportunities to make the trades accessible to everyone. Through the SCWI and the OYAP, nearly 80 young people from Ontario's French-language secondary schools took part in apprenticeship programs and earned Level 1 dual credits—an OYAP record. Nearly 100 students also took part in five pre-apprenticeship programs, two of which focused specifically on women in trades.

The Apprenticeships department also worked hard to promote trades in the community this year. At the "Level Up" initiative, a series of career fairs for skilled trades organized by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), more than 3,000 students used Boréal's interactive booth at two fairs in Mississauga and Sudbury. Boréal also participated in the University of Ottawa's STEM Mobile tournament, funded by Destination réussite, to promote skilled trades in nearly 10 French-language schools in northwestern Ontario through an interactive electricity workshop. And through our partnerships with Skills Ontario and the Ontario Vehicle Innovation Network (OVIN), the Boréal campuses in Sudbury and Timmins hosted four weeks of summer camp, where more than 400 young people between the ages of 10 and 14 took part in various skilled trades workshops.

Women made for the trades!



Collège Boréal is a key partner in including women and girls in the trades. Boréal is an active participant in ConnectHER, a nationwide mentorship program for women, and launched two pre-apprenticeship programs especially for women.

These programs include a welding course at the Timmins campus in partnership with the CWB (Canadian Welding Bureau) Foundation, and an electrical program funded by the Ministry of Children, Community and Social Services. The Apprenticeships department also supported a variety of initiatives, including International Day of the Girl, organized by Skills Ontario (at Science North, Sudbury), Girls in Skilled Trades, organized by OYAP in North Bay, and Filles dans les métiers in Sudbury and Timmins, through the financial support of Destination réussite.



Coming up next year!

Boréal will introduce a new Developmental Services Worker (DSW) pre-apprenticeship program at the Sudbury campus. Level 1 will be offered for free. The department also plans to extend its programming over the coming year with Levels 2 and 3 in welding, Level 1 in electricity and a potential new trade.

Academic upgrading

The Adult Upgrading Centre (AUC) offers a vast array of free services, including Literacy and Basic Skills (LBS) and Academic Career Entrance (ACE). The AUC's personalized approach helps its students upgrade their skills. The LBS program facilitates the transition to work, post-secondary education, apprenticeship programs and a return to secondary school while fostering students' independence. The AUC also offers services including information, orientation, assessment, training and learning plan development. In 2023–2024, the AUC exceeded the MLITSD's targets for satisfaction, service coordination, effectiveness and efficiency rates.

Partnership with the Canada Revenue Agency

For a few years now, we have been offering professional development courses to Canada Revenue Agency (CRA) employees who want to improve their oral and written communication skills in French to help make their organization more bilingual. In January 2024, we solidified this partnership by establishing an annual plan. Eighteen CRA employees attended a series of eight-week oral communication workshops starting in early March. In October 2024, a new series of workshops will focus on written communication, and we are expecting more than 20 CRA employees to enrol.

In the new fiscal year, AUC management will approach the City of Greater Sudbury and Health Sciences North Hospital to explore a potential partnership. Our goal would be to provide their Francophone staff with French communication upgrading courses.

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 especially popular during the 2023–2024 school year: over 210 students needed to take an upgrading course (PRP3002 – Cours préparatoire débutant anglais [Preparatory English for Beginners]) and more than 270 others had to complete a preparatory English course (ENG1008 – Preparatory English in the Workplace) to gain access to the English courses and internships in their respective programs. This increase 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 was also very busy administering equivalency tests. Between April 2023 and March 2024, more than 200 tests were administered at the 12 Adult Upgrading Centres. These tests help students meet admissions criteria for post-secondary programs more quickly. We offer equivalency assessments in French, English, math, biology, chemistry and physics.

Business development

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. The 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.

For example, in partnership with the Conseil scolaire catholique du Nouvel-Ontario (North) and the Conseil scolaire catholique MonAvenir (Central-Southwest), Boréal gave Anglophone parents the opportunity to take French as a second language (FSL) classes this year. The parents practiced their French skills in a warm and friendly environment, boosting their confidence in their ability to speak French to their children.

For the 2023–2024 school year, there were 2,095 enrolments in Continuing Education.

Industrial partnerships and community engagement

Several key partners availed themselves of Boréal's services, including by using rooms or specialized labs for training and to create new products designed to encourage the development of a qualified workforce.

These partners included Glencore, Epiroc, Vale, the City of Greater Sudbury, Nipissing First Nation and Timmins and District Hospital, along with Oasis Centre des Femmes and Garderie Petit Baobab in Central-Southwestern Ontario.

Special events

In line with its commitment to serve the community, Boréal regularly opens its doors to community-based agencies wherever it operates. Many events took place on Collège premises in partnership with various organizations including La Nuit sur l'étang, Magnetawan First Nation and the Ontario Disability Employment Network (ODEN), to name a few.

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 2023–2024:

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

- Selected a service provider
- Developed a plan to transfer existing course outlines to the new curriculum development system
- Presented the implementation plan to various groups
- Met with several units, including the learning support committee, the faculty, the IT Service Centre, the Registrar, 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,
- Improved course outlines by using inclusive language in accordance with the *Accessibility for Ontarians with Disabilities Act (AODA)*

Developed new post-secondary programs:

- Ontario College Certificates for the following apprenticeship programs:
 - › Child Development Practitioner
 - › Welding Techniques
 - › Developmental Services Worker

Created bachelor's degree programs:

- Revamped the CLIP's structure
- Conducted market studies for the following programs:
 - › Business Administration
 - › Public Administration
 - › Computer Science
 - › Social Work
- Conducted concept studies for:
 - › Agroforestry
 - › Mining sector
- Meetings with the MCU and the Postsecondary Education Quality Assessment Board (PEQAB) to better understand the decision criteria for bachelor's degree programs
- Preliminary development of optional online courses for bachelor's degree programs
- Preliminary financial analysis for each bachelor's degree program

Diversified delivery methods:

- Attended various conferences about instructional technology, diversified delivery methods, etc.
- Collaborated on a common definition of hybrid-flexible (HyFlex) teaching
- Developed training programs, together with the IT Service Centre, for full-time and part-time faculty on diversified teaching, particularly via video conferencing
- Organized 32 training courses for more than 300 full-time and part-time professors
- Troubleshooted more than 500 requests for support and individual consultation
- Developed open educational resources in French: Conception de cours et stratégies d'enseignement modales [HyFlex course design and teaching strategies] and Approche holistique à l'incapacité [A holistic approach to disability]
- Updated the content of the online Educational Assistant apprenticeship program
- Participated in Phase II of the Northern Colleges Collaborative Programming Project (NCCP)

Including the values of equity, diversity and inclusion and Indigenous Relations (EDI-IR)

- Began integrating EDI-IR principles into the following programs: Dental Hygiene, Personal Support Worker, Child and Youth Care, Early Childhood Education
- Developed an Indigenous module for the Language Instruction for Newcomers to Canada (LINC) program
- Began an analysis of EDI-IR practices in teaching at other post-secondary institutions

Employment Services – Employment Options

The mission of Collège Boréal's Employment Services department is to improve employability, provide services that help individuals find jobs and integrate into the workforce, and facilitate access to the labour market. The Employment Options teams operate out of several sites across Ontario and provide personalized coaching, support and assistance services in both official languages to help guide students toward a smooth career transition.

In 2023–2024, our teams effectively met employers' and job seekers' needs in a transforming environment. They supported businesses facing higher labour needs and individuals facing multiple complex barriers to joining the labour market. The department invested more than \$2.1 million to support its students and partners, with a focus on vulnerable groups. A new centralized call centre was opened to take calls and book online appointments.

With members at 14 sites across Ontario, our team is characterized by its innovation and commitment. This past year, our employment centres served more than 20,000 visitors. Among them, more than 7,800 participated in workshops, and nearly 3,800 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	20,775
Clients served	3,819
Employment workshop attendees	7,899
Ontario Works program	656
Ontario Disability Support Program (ODSP)	132
Youth Job Connection (YJC) program	125
Youth Job Connection Summer (YJCS) program	93
Call centre – Number of calls	8,529
Call centre – Number of appointments	1,948

The Youth Experience Program (YEP), funded by Employment and Social Development Canada (ESDC) and offered in Sudbury and Barrie, has achieved outstanding results since its launch in late 2021. Funding has been extended until June 2024, enabling the College to support even more young people facing employment barriers by helping them improve their general skills, enter the job market and access recognized training opportunities. The program has already helped over 93 young people, and we are planning to renew the program for another three years, with the potential for province-wide expansion. We are eagerly awaiting an update in July 2024.

Employment Ontario's transformation is ongoing throughout the central-southwestern part of the province, with sites in Hamilton, Peel and—since January 2024—London, Windsor, Barrie and Bruce County. Our teams are adapting well to the change and have successfully implemented the new service model.

The MLITSD announced the new service system managers for our Toronto and Northeast sites: WCG and Collège Boréal. We are delighted to be working with these new system managers and continue to innovate in the service of people looking for work and businesses looking for staff.

Inclusivity Works

The Inclusivity Works project is booming, and its team is working hard to reach its targets. Inclusivity Works aims to provide employers and employment services workers with the knowledge, skills and resources they need to recruit, onboard and support employees with disabilities. Awareness sessions were held in English and French on the fundamentals of inclusion, diversity, equity and accessibility (IDEA) in the workplace, with a focus on onboarding people with disabilities. Since the initiative was launched in December 2023, six virtual sessions have been held. The team strives to deliver the tools needed to create a diverse, inclusive workplace that fosters opportunities, accessibility and equity for people with disabilities. Five in-depth training sessions are also being developed to address inclusive leadership, inclusive recruiting and onboarding, workplace accessibility, neurodiversity and mental health. The workplace mental health and substance abuse training, developed by Stride, was launched in January 2024 in both English and French. The other training courses will be rolled out over the course of 2024. The Inclusivity Works team has made remarkable progress and continues to highlight equitable and inclusive employment opportunities for everyone.

Service system management

Boréal's new Service System Management (SSM) department is working on developing employability in Northeastern Ontario. The SSM department will provide integrated services and is positioned to strategically supervise and strengthen the employment services network.

We are proud to have been chosen as the SSM for the Northeast, which is a testament to our commitment to education, innovation and community service. By drawing on our solid network, we aim to provide effective services tailored to varied needs. An innovative proposal that met Employment Ontario's standards was key to our success.

Starting on March 1, 2024, our objectives have included recruitment, contract management, infrastructure assessment and event planning. The SSM should be fully integrated in March 2025, after a 12-month transition period. We will be planning strategically and working closely with our partners, and are determined to achieve our goals and serve our community effectively.

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 our vision to train a highly qualified bilingual workforce that contributes to the sustainable development of the communities it serves.

Training and services in 2023–2024

The 2023–2024 school year was marked by growth and consolidation in our service offering, including:

- Sustained rollout of English and French language training in London, Hamilton, Barrie and Sudbury
- International rollout of our settlement and socioeconomic integration services through the Planning for Canada project with CICan, reaching more than 450 clients in 50 countries
- Microcertificates available to newcomers in partnership with 19 Canadian community colleges and CICan
- Extension of our agreement to offer adapted LINC and CLIC courses (\$676,000) and the service offering at our Barrie site (\$287,000) for 2024–2025
- In-depth analysis of our language training courses

Strengthening and positioning

We also strengthened our positioning in the immigration sector in preparation for the call for proposals for the settlement and resettlement assistance programs that was launched in November 2023.

Our activities include:

- Dialogue sessions with Francophone immigration networks and local and provincial partners
- Organizing the "Think Big, Dream Bigger" conference in Toronto and North Bay, spotlighting the launch of the "Empowering Newcomers to Unleash their Full Socio-Economic Potential" research report
- Helping to organize a workshop at the Pathway to Prosperity conference on language training for educational and career transitions to facilitate newcomers' socioeconomic integration; we were supported by our partner New Language Solutions, which is recognized by IRCC for its expertise in language training for newcomers
- A mission to Senegal, in alliance with Collège Maisonneuve, to speak to 23 employment and entrepreneurship hubs about the concepts of socioeconomic navigation and integration and establishing strategic partnerships

Future outlook

Currently, our services are available at over a dozen sites across Ontario (Timmins, Sudbury, Barrie, Mississauga, Toronto, Hamilton, Kitchener, London, Sarnia, Chatham and two in Windsor), generating more than \$8,000,000 in annual income.

For the future, we suggest a service offering structured around four pillars:

1. Accelerated settlement and socioeconomic integration of newcomers that leverages their career, education and personal experiences as much as possible
2. A coordinated, complementary service offering in collaboration with community partners
3. A language integration pathway optimized by strengthening partner capacity
4. Support for sustainable economic development and growth of Ontario communities by maximizing newcomers' human potential

In short, we reaffirm our commitment to service excellence, strategic partnerships and community engagement as a leader in accelerating the socioeconomic integration of newcomers to Ontario.

PROGRAMS*	
LINC – CLIC	1,298
OSLT – FLAP	65
ELT	20
ALINC – CLICA Assessment	30
ALINC – CLICA	141
Settlement and integration ON	1,071
Settlement and integration IRCC	2,786
Employment – IRCC	197
Transition – supply chain (logistics)	37

*LINC: *Language Instruction for Newcomers to Canada*
 CLIC: *Cours de langue pour 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*

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

In May 2022, 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 a 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, Accreditations
- Project Manager, Corporate Writing
- Officer
- Researcher
- Technologists
- 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

The BQRIPS oversees the quality of more than 70 Collège Boréal programs in partnership with the College's various departments. It assists the teams in the development and ongoing improvement of their programs and services and is involved in the periodic assessment of the College's programs and the satisfaction of all Boréal 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. Unlike previous agreements, the new agreement introduces a new performance-based funding model, with indicators focusing on student and economic outcomes. Although this funding was not applied from 2020 to 2023 due to the COVID-19 pandemic, all other aspects of the new funding model, including data collection, evaluation and publication, were in effect during these years.

Still #1 in Ontario!

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 21 times in the 24 years that the KPIs have been tracked.

In 2022–2023:

- For the 18th time in 24 years, Boréal is #1 in Ontario for graduate satisfaction (87.3%).
- For the 5th time in 24 years, Boréal is #1 (tied with 6 other colleges) in employer satisfaction (100%).
- Boréal's graduation rate (71.3%) is the second-highest of Ontario's 24 colleges.
- Boréal exceeds the provincial average for three of the four key performance indicators.

Moreover, 96% 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.

"Since its creation, Collège Boréal has continued to renew itself by constantly improving the quality of its programs and services while ensuring their alignment with the realities of the job market.

Today, our efforts are once again rewarded, with our graduate satisfaction rate topping the province for the 18th time in 24 years, and employers unanimously affirming the relevance and excellence of post-secondary studies at Boréal, as reflected in their 100% satisfaction rate.

Thank you to our students, past and future, for their trust in our institution, and to our staff, whose dedication and skills are second to none."

– Daniel Giroux, President of Collège Boréal

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 2023–2024, the College's efforts resulted in a multi-year grant from FedNor for applied agriculture research, ongoing infrastructure grants for the Ottawa and Sudbury campuses, and progress on language services and continuing education. Corporate Writing worked with the teams involved to identify concrete opportunities for program development and service offerings over the coming years.

The BQRIPS helps the College's departments (RIB, Health, EDI, Continuing Education, Boréal International) by directly supporting the vice-presidents and teams in identifying relevant sources of funding and by drawing on the expertise needed to maximize our applications' impact. The work of the BQRIPS includes supporting project assessments, analyzing data to direct funding applications, producing internal performance reports and continually refining the process to streamline funding applications.

Accreditation management: A vital part of quality insurance

In 2023, our accreditation manager was seconded to the Ontario College Quality Assurance Service (OCQAS) and participated in two audits: the College Quality Assurance Audit Process (CQAAP) and the Standards of Practice for International Education (SPIE). She also worked closely with the School of Business and Community Services to accredit the bachelor's degree in social work.

Marketing and Liaison

The Marketing and Liaison departments are now working under the same roof to promote Collège Boréal Ontario-wide. Their role is to raise awareness among secondary school students about the programs and services available at Collège Boréal and to showcase our values and brand image to the communities we serve. Marketing and Liaison recruit future students province-wide and nationally while raising Collège Boréal's profile on the local, provincial, national and international scene.

Marketing

The Marketing department manages the creation of various campaigns and promotional tools and, together with the Liaison and Communication departments, oversees the College's social media.

Boréal's official accounts that are mainly intended for secondary school students (and occasionally their parents) include 11 Facebook pages (three sites and one per campus), plus Instagram (@collegeboreal), YouTube (Collège Boréal) and TikTok (@collegeboreal95).

On the corporate side, we also use LinkedIn (Collège Boréal) and X (@collegeboreal), mainly to reach the College's community and government partners.

COLLÈGE BORÉAL'S SOCIAL MEDIA VISIBILITY			
Plateforme	Subscribers	Posts	Impressions*
Instagram	5,253	310	319,064
Facebook	25,936	+900	1,664,705
LinkedIn	7,304	254	262,536
X	4,736	+150	63,697
Total	43,229	+1,614	2,310,002

* Impressions represent the number of times a piece of content was displayed on a news feed.

Video platform	Subscribers	Posts	Views**
YouTube	2,860	438	1,234,054
TikTok	382	30	36,779

** Les vues tiennent compte du clic sur une vidéo et de sa durée de visionnage.

In 2023–2024, there were over 1,600 posts on all social media networks and a total of 46,486 subscribers.

Liaison

The Liaison team provides support before, during and after the Collège Boréal admission process. Many activities were organized in 2023–2024, including:

- 136 recruitment, awareness (for Grade 10 students) and conversion presentations in 108 Ontario French-language secondary schools
- Participation in over 110 conferences, symposia and job fairs in Ontario, Quebec and New Brunswick
- EXPO Boréal, an activity for secondary school students, during which over 400 Francophone students explored the College
- Health Challenge, a new activity attended by some 100 immersion students from Greater Sudbury schools (see the School of Health Sciences)
- 75 guided tours at Boréal campuses and participation in the Student for a Day activity

Communications and Media Relations

Translation and revision

The Communications and Media Relations department ensures compliance with the Language Planning Policy, which advocates for the use of high-quality French in instruction and in the College's other activities and communications. This department is also in charge of translating and revising documents, including course and program descriptions, advertising copy and reports. In 2023–2024, it processed some 425 requests from Boréal's self-service portal, comprising 213,411 words submitted by the entirety of the College's departments and activities. Other requests of varying priorities are processed externally or written by this department, for a total of approximately 500,000 words produced, revised or translated each year at Collège Boréal.

Media relations

In 2023–2024, the Communications and Media Relations department also coordinated the preparation and logistics of more than 60 media interviews on various local, regional, provincial and national platforms (radio, television and internet). To organize these interviews, the department had to find the right specialists for a given topic, write briefing notes and find relevant supporting documents for current news items.

This year, Collège Boréal garnered 1,940 radio and television mentions, plus 3,180 additional media mentions (hard copy and online).



Corporate writing

The 2023–2024 school year also saw a new communications policy approved by the Board of Governors and a new directive submitted to Boréal's management committee. In addition to these reference documents, the Communications and Media Relations department worked with the Marketing department to produce INFOBoréal, a monthly newsletter for our staff and partners highlighting the achievements of the College's departments and campuses across Ontario.

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 and promoting the talent and skills of our researchers, students and community partners
- › Enhance our research capacity by prioritizing collaborative research projects and innovative initiatives and providing access to cutting-edge infrastructure, expertise and tools
- › Accelerate and amplify the mobilization of knowledge and the commercialization of innovation by galvanizing the innovation commercialization ecosystem and fostering partnerships with local businesses and partners

A year of growth



In 2023–2024, RIB consolidated its team, which now consists of one manager, one project manager, two technologists and one officer. As well, for the second consecutive year since it began its research efforts, Collège Boréal was listed as one of Canada's Top 50 Research Colleges in 2023.

Boréal is continuing its expansion into agriculture through its role in the five-year Common Ground Canada Network project, which aims to create a collaborative network to research agriculture that is socially, economically and environmentally stable across Canada.

We also received \$1 million in funding from the Weston Family Foundation to develop a new system to grow berries in remote arctic areas of Northern Ontario over an 18-month period. This initiative is one of 11 projects selected across Canada; Boréal is the only college among the prestigious universities that received funding.



15 major research projects in 2023–2024

Achieving sustainable and commercially viable greenhouse strawberry production in extreme climates with integrated and innovative infrastructure, equipment and methods

The research team's goal for this 18-month project is to promote sustainable and commercially viable greenhouse strawberry production in extreme climates with integrated and innovative infrastructure, equipment and methods.

Field(s): Agriculture, industrial design, welding and manufacturing

Campus: Sudbury

Partner(s): Rural Agri-Innovation Network (RAIN), Truly Northern Farms and AgriTech North

Funder(s): Weston Family Foundation



Photo 1: Research team in front of a growing shelf they invented, designed and manufactured. Left to right: Line Trudeau, welding techniques and manufacturing student; Guy Lachapelle, professor and program coordinator; and Kuny Laurin, electricity and electronics professor



Photo 2: Strawberry seedlings growing on the growing shelf at the Applied Research Centre for Biodiversity, Sudbury campus

[Learn more](#)

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

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 de Sudbury

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): Pelletec 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

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

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

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): Ontario Association of Cemetery and Funeral Professionals

Funder(s): NSERC

Enhancing Northern Ontario Agri-Food Supply Chains through Place-Based Local Procurement

This project aims to identify barriers that prevent local food procurement at the producer, processor and procurer levels in Northern Ontario; develop and test interventions that bridge the gap between these market stakeholders; and promote an economically sustainable food production chain.

Field(s): Agriculture, social innovation

Campus: Sudbury

Partner(s): Northern Ontario Farm Innovation Alliance (NOFIA), Rural Agri-Innovation Network (RAIN), Greater Sudbury Food Policy Council, Thunder Bay + Area Food Strategy (TBAFS)

Funder(s): NSERC

Aquaculture research and training to support the Anishinaabeg of Kabapikotawangag Resource Council initiatives in promoting sustainable native fish populations in Kabapikotawangag

This research project aims to support the Anishinaabeg of Kabapikotawangag Resource Council (AKRC) to identify and compare different genetic populations of lake whitefish in the Lake of the Woods region to determine their potential for aquaculture, to share knowledge and develop training on commercial rearing of lake whitefish, and to evaluate and develop resources on black crappie rearing methods.

Field(s): Aquaculture, social innovation

Campus: Sudbury

Partner(s): Anishinaabeg of Kabapikotawangag Resource Council (AKRC)

Funder(s): NSERC

Other notable events

RIB also took part in a number of conferences and events. The Indigenous Research Symposium: Weaving Knowledge, World Views and Research Methods taught and shared knowledge about research by and for Indigenous communities. At the Agri-Innovation Network Conference in Ottawa, RIB presented its research activities in that field. The CICan Applied Research Symposium in Ottawa was an opportunity to network and share knowledge with colleagues and institutions from across Canada. The goal of a study day at the Université de l’Ontario français examining new research partnerships was to create ties between higher education institutions in the Canadian Francophonie and the network of Quebec universities. Discussions focused on challenges in Francophone research and potential solutions.

This year, RIB also organized a research week that included a virtual mini-conference on research projects developed in the Improving Practices Through Research course, part of the New Teacher Induction Program led by the CLIP. The week also included the 2023–2024 Annual Showcase, in which 132 external partners, staff members and members of the student community registered virtually and at the Sudbury campus. The 90 minute event, in which research teams presented the projects they worked on throughout the year, was a huge success.

Boréal International

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.

Recruitment activities

In 2023–2024, Boréal increased its visits to target markets with a special focus on mature markets, which make up more than 90% of its international student population. The College's heightened presence and visibility considerably improved communication with applicants and potential applicants.

During the same period, Boréal attracted more than 670 new international members, 72% of whom are from mature markets, including Democratic Republic of the Congo, Côte d'Ivoire, Cameroon, Morocco and Senegal. Two emerging markets, Algeria and Guinea, also put up significant figures, jointly representing 33% of some 10 emerging markets.

This year, OCAS's International Application Service replaced the manual international student application management process, simplifying the process through its improved design.



International cohort services

In compliance with the Standards of Practice for International Education, Boréal International's student

services department held training and awareness activities for international students. Workshops were held before their arrival, when school began and throughout the year, addressing essential topics like travel preparedness, discovering Ontario and its climate, personal finance management, technical immigration status topics and how to find housing. More than 23 hours of webinars and presentations were offered in all, with a cumulative audience of 1,006 people.

The mentorship program has entered its second phase, with an increased presence on all campuses with international students. Mentors were trained and given tools to help them continue their activities. New means of communication were put in place so participants could choose how they wanted to take the classes. Mentors were contacted by international students more than 350 times to discuss topics as varied as transportation and finding housing to questions about health insurance and administrative documents.

Student mobility

This year, two groups of Collège Boréal students went on study abroad trips as part of the Global Skills Opportunity program, funded by Employment and Social Development Canada.

Five students from the Architectural Technician and Architectural Technology program visited several cities in Spain (Madrid, Bilbao, San Sebastian, Barcelona) to study local architecture. Accompanied by their program coordinator, Denis Ouimette, and several local architects, students learned about different architectural styles (traditional, modern, postmodern, etc.) and useful techniques for their future careers.

Likewise, Annie Séguin, the program coordinator of the Veterinary Care Technician program in Ottawa, accompanied a group of eight students from Sudbury and Ottawa to an animal centre in Costa Rica, where they used their skills to care for exotic animals.

On these trips, both groups learned new professional techniques, developed intercultural skills and improved their language skills.

Collège Boréal's international development projects

Collège Boréal is involved in several international development projects funded by CIGan:

Senegal

Building the capacity of the Pôles emploi et entrepreneuriat pour les jeunes et les femmes (PEEJF) to help women and young people find work in seven regions in Senegal : Dakar, Thiès, Saint-Louis, Diourbel, Kaolack, Kédougou and Ziguinchor. The team is working with Boréal's Immigration Programs and Services (Frédéric Boulanger, director, and Martin Junior Itanioua, project manager) to help PEEJF centres improve their services. This 18-month project is in partnership with Collège Maisonneuve.

As part of the **Mille femmes : Je suis Femme, j'Existe, je Participe (One Thousand Women: I am woman, I exist, I participate)** project, or FEP, Collège Boréal is supporting the Lycée technique professionnel François Xavier Ndione (LTP-FXN) in Thiès as they implement experiential learning recognition in a variety of training programs. This initiative will boost LTP-FXN's ability to help the most vulnerable women in Senegal increase their independence in two areas (social and economic development), with a special focus on access to training leading to formal employment or self-employment, and active citizenship in their communities.

Kenya

Through the **Kenya Blue Economy Skills Training Program**, Collège Boréal, Fanshawe College and Cégep de Trois-Rivières are supporting three Kenyan institutions from the Lake Victoria region (Bumbe Technical Training Institute, Busia Township Vocational Training Centre and Namasali Vocational Training Centre) to implement training programs in aquaculture, hospitality, food service, agri-food processing and plumbing. Building the capacity of trainers from these three institutions will improve their teaching and technical skills in their respective fields, integrate gender equity and promote integration into the workforce. This four-year, government-funded project is being implemented by CIGan.

Tunisia

The **Education for Employment Tunisia Al-Najah** program was launched in February 2021 and was completed in December 2023. In partnership with Cégep de Jonquière, this project enabled us to help our partner, the Institut supérieur des études technologiques de Médenine, to implement a co-developed renewable energy degree through a competency-based approach. This project was a resounding success and a successful demonstration of the partnership.

Program relocation

Boréal is broadening its international influence through strategic partnerships, with a particular focus on strict quality control and training in high-demand fields to ensure students have the skills they need to succeed in their careers. Official Boréal diplomas are a mark of recognition and excellence, strengthening the College's reputation and students' trust in their post-secondary journey.

New education opportunities in Tunisia and Morocco starting in September 2024 will be a promising step for the future of higher education.

École canadienne de Tunis – ECT (Tunis, Tunisia)

- Business
- Computer Technical Support
- Computer Systems Technician



Institut supérieur de management, d'administration et de génie informatique – ISMAGI (Rabat, Morocco)

- Business
- Early Childhood Education
- Computer Systems Technician

Office of Equity, Diversity, Inclusion, and Indigenous Relations

At Collège Boréal, the values of equity, diversity and inclusion and relationships with Indigenous peoples are at the heart of our mission and culture. To guide our initiatives in these areas, we created the Office of Equity, Diversity, Inclusion, and Indigenous Relations, or the EDI-IR Office.

Mission and team



The EDI-IR Office is tasked with promoting decolonization and applying EDI perspectives and Gender-based Analysis Plus (GBA Plus). Our six-member team provides a wide range of services, including training and tool development, consulting services, alignment with EDI principles and the Indigenous Education Protocol, and support for policies, tailored training courses, and recruitment, internationalization and research projects..

Achievements in 2023–2024

Prior to the creation of the EDI-IR Office, we unveiled our first EDI Action Plan in August 2023. This year was marked by some significant achievements:

- Unconscious bias and recruitment training for staff
- Launch of the “Respect the Difference” movement
- Hosting the Courage Tour to celebrate the resilience of queer, trans and non-binary people

- Mental health workshops adapted to various communities
- Launch of the “Diversi-thé” activity for inclusive discussions
- Creation of EDI videos about human rights
- Development and launch of a new EDI and anti-racism policy
- Workshops on violence against women to raise awareness and promote solutions
- Consultations with various sectors of the college community to ensure an inclusive approach
- Development of resources, including a reference framework to integrate the EDI perspective
- Establishment of successful partnerships with organizations like FrancoQueer Ontario, Public Health and NOSM

These achievements are signs of our ongoing commitment to EDI. We continue to strive to create a more inclusive college environment that respects diversity in all its forms.



Indigenous Relations

In 2023–2024, Collège Boréal consolidated its ties and commitments toward Indigenous peoples through a series of meaningful actions and partnerships:

- Signed the [Indigenous Education Protocol](#) and established new partnerships with organizations including the Canadore’s First Peoples’ Centre, the N’Swakamok Native Friendship Centre and the Wabnode Centre for Indigenous Services
- Took an active part in provincial and local Indigenous committees and circles
- Reviewed the structure of our internal Indigenous Education Council (IEC)
- Organized awareness events and activities, including open-doors meetings, workshops and conferences on crucial topics such as violence against Indigenous women and truth and reconciliation
- Supported Indigenous-led research initiatives, such as the Anishinaabeg of Kabapikotawangag Resource Council’s project promoting sustainable native fish populations



50 – 30 Challenge

In 2022, Collège Boréal was designated a CIGan 50 – 30 challenge hub. This year, we became a program services centre.

[Learn more](#)



This year, we organized more than 250 individual consultation sessions with organizations participating in the 50 – 30 Challenge. The consultations helped them make progress on their EDI action plans, review their policies, directives and procedures, and improve their recruitment and retention processes, from senior management to operational teams.

We held 39 online training sessions and webinars that brought together more than 1,248 participants from across Canada.

Together with our partners in the post-secondary sector, we organized 10 in-person sessions for the Think Big, Dream Bigger event in Ontario, attracting more than 275 participants.

The Development Office

The Collège Boréal Foundation and the Development Office share a mission to make higher education accessible to all by mobilizing the necessary resources. We aim to ensure that everyone has the opportunity to undertake enriching post-secondary studies, contributing to human experience and potential.

The Foundation fulfills its mission by ensuring all raised funds go to supporting the success of our students, communities and partners. We are also working to create a better future through projects that help strengthen the economy and society while improving access to high-quality education and encouraging the next generation of Francophones in Ontario and around the world.

The Collège Boréal Foundation

In 2023–2024, the Collège Boréal Foundation awarded nearly 2,000 scholarships to Collège Boréal students, totalling \$1,450,749.

SITES AND CAMPUSES	NUMBER OF SCHOLARSHIPS	AMOUNT
London	1	400,00 \$
Hearst	36	16 100,00 \$
Nipissing	36	21 200,00 \$
Kapuskasing	29	23 350,00 \$
Windsor	63	32 250,00 \$
Timmins	71	71 017,04 \$
Ottawa	223	112 891,00 \$
Toronto	252	137 388,47 \$
Boréal en ligne	311	214 811,60 \$
Sudbury	900	821 340,45 \$
Total	1 982	1 450 748,56 \$

Major gifts to support our students

Mining Industry Human Resources Council scholarships: \$100,000



Through the financial support of the Mining Industry Human Resources Council (MiHR Council), Collège Boréal granted more than \$100,000 in scholarships to 40 students in post-secondary mining programs.

Sensenbrenner Hospital: \$80,000



An agreement with Sensenbrenner Hospital led enriched clinical experiences and training, supporting teaching and professional development in local and regional health care.

Tisdale Bus Lines Limited: \$35,000



Tisdale Bus Lines generously provided an MCI coach bus valued at \$25,000 to support the Motive Power Technician – Truck and Coach program.

Northern Allied Supply Steel Service Centre: \$16,000



Northern Allied Supply Steel Service Centre donated an International Prostar transport truck valued at \$16,000, also in support of the Motive Power Technician – Truck and Coach program.

Desjardins Ontario Credit Union: \$15,000

Desjardins Ontario Credit Union donated \$15,000 to the GivingTuesday campaign, helping surpass our initial \$40,000 goal and reach a total of \$60,400 raised.

Collège Boréal's schools

In 2023–2024, Collège Boréal's schools led numerous collaborations and innovative projects. Our schools increase the amount of training opportunities across all our campuses and internationally (see Boréal International) and use experiential learning opportunities to strengthen the quality of our programs and ensure they remain relevant to the labour market.

The School of Business and Community Services

Early Childhood Education

On November 2, an education classroom-lab was inaugurated at the Franco-Sol daycare in Windsor's Sainte-Thérèse school. This project is the result of a partnership between the Conseil scolaire catholique Providence, the City of Windsor and our Windsor campus.

[Learn more](#)



The Sudbury campus also established an early childhood education partnership with the Carrefour francophone de Sudbury for their Nature and Forest Daycare Project. The initiative provides hands-on experience and, through the involvement of the Louis-Riel Centre, teaches young children about Indigenous cultures and traditions.

[Learn more](#)

Police Foundations

Our Police Foundations cohorts devoted many volunteer hours to community-based agencies, including the food bank, the Blue Door Soup Kitchen and the Santa Claus Parade. They also set up a mentorship program with students at École St Joseph in Sudbury. This experience strengthened their leadership skills while promoting a stimulating career in law enforcement.

Law Clerk

Students in the Law Clerk program visited the Small Claims Court in Toronto, an enriching experience that spotlighted the unpredictable nature of civil affairs. Their discussions with court staff helped them gain a better understanding of how the legal system operates and the essential roles within the court.

Second-year students also observed the work of Provincial Offences Court clerks as part of their Initiation au processus judiciaire course. This activity helped them gain a better understanding of the concepts taught in class and connect them with the realities of legal work.



Business Administration



The Business Administration – Accounting program worked with the Sudbury Community Service Centre to set up a tax clinic. The clinic helped fill out 58 tax returns.

Information

Three Computer Systems Technician students worked with CSI to develop an artificial intelligence that can inform users about the programs and services available at Boréal. This initiative was inspired by their experiences and needs when they came to Canada from abroad.

The School's other achievements include the fact that 100% of Office Administration students are Microsoft-certified, and that the Social Services Worker program purchased virtual reality headsets to provide its students with customer service simulations.

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

COMIT 2024 is back in person

For the 2024 edition of the Challenge optimal des métiers, innovations et technologies (COMIT), Boréal welcomed 54 students from 14 schools in Northern Ontario's six French-language school boards. Funded by Destination réussite and sponsored by several businesses, COMIT is an innovative competition that gives Grade 11 and 12 students a unique platform to showcase their skills in various trades and technologies and prepare for the annual

Skills Ontario Competition. Eight professions were represented: architecture, carpentry, hairstyling, industrial design, electricity, aesthetics, auto mechanics and welding.



Rising enrolment in the trades

Skilled trades programs—especially welding programs—saw a strong increase in student numbers, both Canadian and international. Students honed their skills with hands-on projects and earned several permits from the Canadian Welding Bureau (CWB). They put their knowledge into practice by seeing multiple hands-on projects through from design to fabrication. They also helped produce prototypes for applied research projects, including a project funded by the Weston Family Foundation (see Research and Innovation Boréal).



Industrial immersion in Strathcona

Our Mechanical Millwright Technician cohort visited Glencore's Strathcona Concentrator in Levack. The visit included a detailed presentation on the workings of the mill, rolling mill and ball mill shutdowns, and a visit to the workshops. Students gained practical knowledge and a better understanding of current practices in the field.

Innovative industrial electricity and electronics projects

Ten Electrical Engineering Technology and Electronics Engineering Technology students did the College proud in their year-end industrial project. Their knowledge of control systems, communications, instrumentation, automation and programming resulted in a variety of projects: portable solar power for camping, automatic drink dispensers, can recycling machines, electromagnetic levitators and a pool water quality management system. These young adults are ready to excel in the workforce, flying the College’s flag through their knowledge and innovative thinking.



Practical environment programs

Students in the Forestry and Wildlife Technician and Forestry Technology programs participated in various field trips and immersive educational activities. They took forest inventories, studied plant taxonomy, took part in survival camps and helped with the Fur Harvesters Auction in North Bay. Students helped measure the lumber volume at Chartrand Lumber and inventory owls with the Ministère des Richesses naturelles et des Forêts. They also became certified in electrofishing on Manitoulin Island through a partnership with Manitoulin Streams. This practical experience and certification are important assets for our graduates.



Raising awareness of the trades with the School Partnerships Office

The School of Trades and Applied Technology (EMTA) actively supports initiatives that raise awareness about the trades in partnership with the Francophone school boards in Northern and Central-Southwestern Ontario. This partnership starts in Grades 7 and 8 with Impact Boréal, funded by the School-College-Work Initiative (SCWI).

Additionally, as part of the “Boréal en boîtes” initiative organized by the School Partnerships Office, the School of the Environment and Natural Resources and the School of Trades and Applied Technology sent 3,370 learning kits to secondary schools so students could build electrical circuits to study Ohm’s Law, design mousetraps and learn about heavy equipment. Some electricity and electronics professors also designed an interactive stationary bicycle model with a generator to promote fun and competitive learning about electric energy production. Lastly, more than 30 teachers and guidance counsellors attended a SCWI forum where they learned about skilled trades and the college pathway.

The School of Health Sciences

Quality programs and services

Our accreditation was renewed for our programs in Veterinary Care Technician, Practical Nursing, Medical Radiation Technology and Diagnostic Medical Sonography, and our student dental hygiene clinic was rated Gold in the CommunityVotes Sudbury forum.

Funding for the Personal Support Worker program

The Government of Ontario granted more than \$2.5 million to Boréal to train 90 Francophone long-term care home employees. The employees, mainly support staff and dietary aides, will be trained to become personal support workers (PSWs) under the Learn and Earn Accelerated Program for PSW.

International health programs

In addition to the Costa Rica trip taken by eight Veterinary Care Technician students and their professor (see Boréal International), Suzanne Lemieux, Dean of the School of Health Sciences, took part in two recruitment fairs in Morocco and established partnerships with post-secondary institutions in Morocco and Tunisia.



Interprofessional work and simulations

Our simulation specialists worked with Cégep de Chicoutimi to develop a simulation user guide, with funding from the Réseau des cégeps et des collèges francophones du Canada (RCCFC).

Students in the Paramedic program took part in two simulations with students from the Northern Ontario School of Medicine University (NOSMU). Our Dental Hygiene students also worked on one of the simulations that required paramedical care, for a unique interprofessional learning experience.



Community involvement

Dean Suzanne Lemieux took part in the Dancing with Easter Seals Stars event to promote our health programs and support the community. Paramedic students offered their services, and members of the teaching staff networked with Sudbury professionals. The School of Health Sciences and the Marketing department also organized the Health Challenge, in which some 100 students visited the health labs and joined in some fun challenges.

Community visibility

The Consortium national de formation en santé (CNFS) organized a series of events to increase the visibility of the School of Health Sciences. Several of our school labs were decorated for Halloween during our open house in Sudbury, with short TikTok videos starring Frankenstein as our program presenter. We also joined in for Capreol's Santa Claus parade, helping to promote our school before the holidays. TikTok videos starring the Grinch were created to present our programs. The CNFS and the Marketing department also took part in the Sudbury Wolves bilingual match to showcase our programs. Last but not least, two exclusive VIP evenings were organized in Sudbury and Toronto so our future students could learn about Boréal's excellent health programs.



Student Services

With its unfailing commitment and incredible adaptability, the Student Services team is a pillar of our institution. This year, progress was Student Services' main concern. In response to the growing student population and the introduction of new programs, Student Services management began reviewing its services. In the fall of 2023, an ambitious service improvement plan was presented to the management committee for all Boréal campuses and post-secondary sites. This work will continue in the coming months and will include housing initiatives. Student Services has assembled a dedicated team that works together to meet our students' growing needs. The team is always listening and growing, and is an essential part of the Boréal student experience.

Multi-faith rooms

Our student community, with its diverse cultural needs, is always growing. At Boréal, we understand the importance of creating or improving the multi-faith spaces on our campuses. Several of the College's post secondary locations now have spaces dedicated to reflection and spirituality. The team is passionate about the need to create space for all students to practice their faith and meditate in a calm, respectful environment.

Food banks: A growing need

In response to a growing number of students facing food insecurity, Student Services increased access to food banks. In Sudbury, the food bank moved to make management more effective, while the Timmins campus set up a food bank specifically for the student community. These initiatives, carried out in partnership with the Collège Boréal Foundation, helped support more people in need.

Caution: Work in progress!

The Student Services space in Sudbury is currently being renovated to serve students better. This transformation began in March 2024 and will be revealed in late August 2024.

Carrefour de la réussite

The Centre de ressources Alphonse-Desjardins will become the Carrefour de la réussite, with the IT department, the technology support coach and the learning support service all in one place to create a hub supporting success. This new space will provide seven additional study rooms and a quiet room with privacy partitions for a peaceful workspace.

Wellness centre

The Student Services centre will be transformed into a dedicated wellness centre focusing on students' mental, physical and emotional health. This change will include a new food bank and workspaces specially designed for adapted testing.

Counselling and accessibility services

Responsible use awareness week

In January 2024, Boréal organized an awareness week about responsible alcohol and drug use that brought together more than 300 people in Sudbury and online. Activities included booths, a treasure hunt and raffles, all addressing the consequences of alcohol, cannabis and illicit drug use. A booth hosted by the Réseau ACCESS Network attracted some 100 people and provided them with information on harm reduction, HIV screening and how to administer naloxone.

Mental health initiatives

Our mental health strategies department is committed to supporting the entire Boréal community. On January 24, 2024, 14 students and 2 employees took part in a safeTalk workshop in Sudbury to improve their ability to recognize and assist members of the Boréal community who are at risk of suicide. On February 8 and 9, 2024, 6 employees and 6 students completed Applied Suicide Intervention Skills Training (ASIST) to help at-risk individuals.

Violence Threat Risk Assessment training

Efforts were made to provide staff with Violence Threat Risk Assessment (VTRA) training. In February, six staff members completed Level 1 VTRA training, and in April, 10 others received VTRA from an Indigenous Perspective training.

Wellness for the international community well

Over the past year, Boréal has worked with other Francophone post-secondary institutions in Ontario on the Mieux-être pour la communauté internationale project. The project aims to broaden wellness programming for Francophone international students with workshops on stress reduction, financial management, interpersonal relationships, employment and adapting to Canadian winters.

New resources

To facilitate the work of the entire Boréal community, the Centre de ressources created research guides for fields including agriculture, health and IT. These guides include a variety of resources, such as books, digital publications and websites. The Centre also developed a guide for educational resources and research sites intended for professors. At the same time, our technology support coaches continued to add virtual resources to our video library.

Academic success

Help is just a call away

In 2023–2024, the Student Services team launched the “J’appelle, j’écoute” campaign aiming to contact all first-semester students at all Boréal sites, and send a postcard to the previous semester’s students with a link to a service request form. The initiative’s goal was to hear how the students were doing, offer them personalized support and strengthen community spirit at Boréal.

Pre-orientation and welcome to campus

To help new students integrate into campus life, the orientation team developed a series of informational videos and two self-guided training courses: Découverte Boréal and La préparation à la vie au Canada. These resources are complemented by on-site orientation days and prepare students for a successful transition to post-secondary studies.

College Life

Boréal’s College Life team offers a wide range of entertaining activities, from cultural activities and sports to community involvement. In addition to these activities, the team regularly organizes inclusive events that bring the entire Boréal community together, allowing students, staff members and parents to meet, share and celebrate together.

Student Association (AGEE)

Membres élus de l'AGEE 2023-2024

Hearst

- Marie-Pier Vachon – Director (Business Administration – Accounting)
- Alexe Plamondon – Social Representative (Business)
- Maria Fernanda Herrera Vanegas – Sports Representative (Practical Nursing)

Kapuskasing

- Nathaniel Hettinger – Director (Practical Nursing)
- Maude Bergeron – Social Representative (Business Administration – Accounting)
- Joshua Fortier – Sports Representative (Business Administration – Accounting)

Nipissing

- Julie Bigras – Director (Social Services Worker)
- Janelle Brulé – Social Representative (Office Administration – General)

Ottawa

- Ismaïl Gharbi – Director (Public Administration)
- Chantal Massembo – Social Representative (Public Administration)
- Mouad Ramoud – Sports Representative (Public Administration)

Sudbury

- Amenan Anne-Prodige Emmanuella N'Guessan – Director (Early Childhood Education)
- Areelie Mutima Ngawol – Communications Officer (Social Services Worker)
- Nouhayla Benkirane – Intercultural Representative (Business Administration – Accounting)
- Davina Kasongo Galu – Social Representative (Social Services Worker)
- Exaucée Kubuana Nkenko – Sports Representative (Business Administration – Accounting)

Timmins

- Maxime Cloutier – Director (Social Services Worker)
- Arold Hardaway Nwambo – Sports Representative (Motive Power Technician – Truck and Coach)
- Guy Florian Tame Kamguia – Social Representative (Motive Power Technician – Truck and Coach)

Toronto

- Djiddou Hissein Hissein – Director (Business)
- Simane Miyir – Social Representative (Social Services Worker)
- Yacine Ndiaye – Sports Representative (Business)

Windsor

- Dieudonné Ngouop – Director (Early Childhood Education)
- Nesrine Bouasida – Social Representative (Social Services Worker)
- Herguitta Ouattara – Sports Representative (Early Childhood Education)

AGEE activities in 2023–2024

AGEE activities strengthen Boréal students' motivation and feeling of belonging. Here is a brief overview of the activities organized on our campuses over the past year.

Hearst

- Halloween: campus decorations, costume contest, party with karaoke and games
- Financial support for community events
- Special events for Valentine's Day and Easter
- Video game tournament with prizes

Kapuskasing

- Cardi-O-Centre gym memberships
- New ping-pong table in the student room
- Special activities for Halloween and Easter
- Free meals and Christmas dinner

Nipissing

- Pool and sports centre membership
- Halloween and Christmas activities
- Purchase of gloves, toques and socks for the campus generosity tree
- Student forum and gift day
- Participation in community events

Ottawa

- Cultural visits and sports trips (Canadian Museum of History, soccer game...)
- Festive events like the ceremony of lights and end-of-semester celebration
- Subscriptions to Africa Cup of Nations soccer matches
- Interprovincial zipline and other trips

Sudbury

- Trips and cultural outings (Canada's Wonderland, Blue Jays baseball game, etc.)
- On-campus recreational activities such as game nights and yoga classes
- Broadcasting the Africa Cup of Nations and intramural soccer tournament
- Indigenous lunch for Louis Riel Day
- Cabaret and African lunch for Black History Month
- Monthly student forums

Timmins

- Theme nights including the "Rock and Bowl" bowling night
- Celebration of holidays and special events including Halloween, Christmas, Valentine's Day and Easter
- Sports and competitions
- Franco-Ontarian Day
- Rehab Plus gym membership

Toronto

- Trips and cultural outings, including to Ripley's Aquarium, the Arcadia Earth museum and a Raptors NBA game
- Parties and theme days with meals and fun activities
- Black History Month celebrations
- Tours of the new campus and neighbouring restaurants at the start of term
- End-of-term galas

Windsor

- Special activities for Halloween and Christmas
- Sports and culinary activities
- Cultural celebrations including Black History Month and Ramadan

Summary of financial statements

Consolidated for the period from April 1, 2023 to March 31, 2024

Consolidated Balance Sheet as of March 31, 2023*

Assets

Current assets:

Cash	28,561,820	
Accounts receivable	11,245,243	
Prepaid expenses	2,988,075	
Instalment on long-term accounts receivable	315,000	
		\$ 43,110,138
Investments	13,312,147	
Capital assets	85,547,254	
Long-term accounts receivable	3,128,359	
		\$ 145,097,898

Liabilities and Fund Balance

Current liabilities:

Accounts payable and accrued liabilities	17,508,082	
Deferred contributions – Expenses of subsequent periods	9,179,354	
Instalments on long-term debt		514,000
	\$ 27,201,436	
Post-employment benefits and compensated absences	1,986,435	
Deferred contributions – Capital assets	64,714,213	
Asset retirement obligations	883,772	
Long-term debt	7,134,027	
	\$ 101,919,883	

Net assets:

Unrestricted	14,382,252	
Internal restriction	6,800,000	
Capital investments	12,301,242	
Endowment fund	8,843,727	
	\$ 42,327,221	
Accumulated remeasurement gains	850,794	
	43,178,015	
	\$ 145,097,898	

*The 2023–2024 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:

2023–2024 Business Plan (French only):

https://collegeboreal.ca/wp-content/uploads/2023/06/plan_activites_2023-2024.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

2023–2024 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 2023–2024 are available on the Collège Boréal website:

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

Appendix C

2022–2023 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.

Student satisfaction is a top priority for us as a college. That's why Boréal decided to survey our student population again in 2022–2023 despite the government's 2019 decision to remove student satisfaction from the KPIs it compiles.

The results of the 2022–2023 Key Performance Indicators were published on February 28, 2024:

Graduate satisfaction rate

- 87.3% of graduates stated that they were satisfied or very satisfied with their overall college experience (highest rank; provincial average: 76.8%)

Graduation rate

- 71.3% of students enrolled at Collège Boréal obtained a diploma (ranked 2nd; provincial average: 65%)

Graduate employment rate

- 84.4% found a job within six months of graduating from Collège Boréal (ranked 18th; provincial average: 85.8%)

Employer satisfaction rate

- 100% of employers of Collège Boréal graduates were satisfied or very satisfied with their employees (highest rank, tied with six other colleges; provincial average: 91.8%)

Appendix D

Summary of advertising and marketing complaints

No advertising and marketing complaints were filed in 2023–2024.

Appendix E

2023–2024 Board of Governors



Linda Dugas
Board Chair



Emily Low



Daniel Giroux
President of Collège Boréal



Daniel Brisson
Support Staff Representative



Richard Cousineau



Richard Diotte



Dada Gasirabo



Ismail Gharbi
Member of the Student Body



Camille Lemieux
Academic Staff Representative



Justin Lemieux



Roma Levesque



Olivier Malaba
Administrative Staff Representative



Joelle Malette



Marie-Josée Martel



Gisèle Seguin



Danielle Talbot-Lariviere

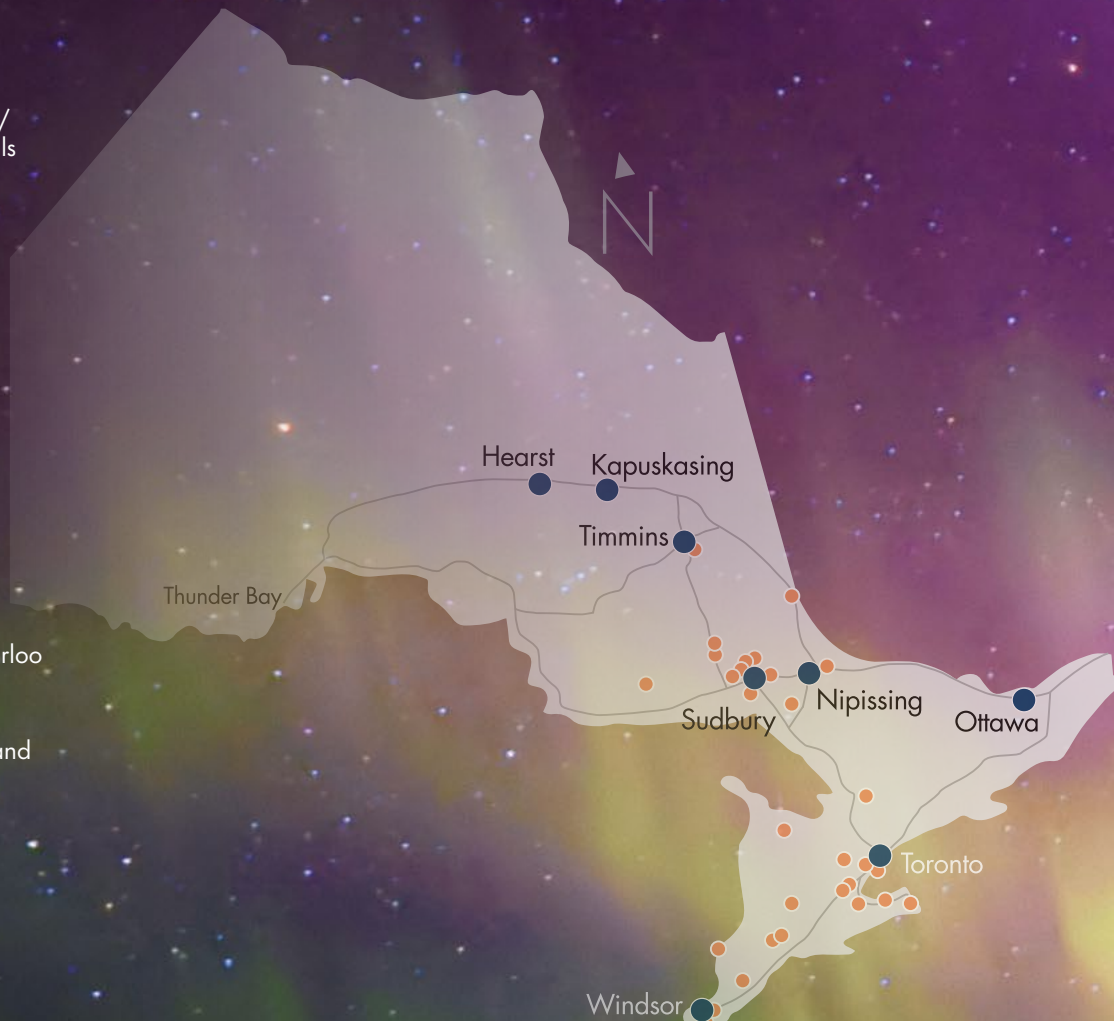
Boréal 2023–2024: 37 sites (including 8 campuses) in 27 communities

Campuses

Hearst
Kapusking
West Nipissing /
Sturgeon Falls
Ottawa
Sudbury
Timmins
Toronto
Windsor

Sites

Barrie
Bruce County
Capreol
Chatham
Chelmsford
Dowling
Elliot Lake
Hamilton
Kitchener-Waterloo
Lively
London
Niagara/Welland
Noëlville
North Bay
Onaping
Peel
Sarnia
Témiskaming
Val Caron



Main campus

21 Lasalle Boulevard Sudbury
ON P3A 6B1
Tel.: 705-560-6673
Fax: 705-560-7641

Hearst

64 9th Street P.O. Box 818
Hearst ON P0L 1N0
Tel.: 705-362-6673
Fax: 705-362-5460

Kapusking

3 Aurora Avenue
Kapusking ON P5N 1J6
Tel.: 705-337-6673
Fax: 705-337-5434

West Nipissing

96 Main Street
Sturgeon Falls ON P2B 1N3
Tel.: 705-753-5420
Fax: 705-753-2304

Ottawa

233 Main Street
Ottawa ON K1S 1C4
Tel.: 613-722-6673

Timmins

395 Thériault Boulevard
Timmins ON P4N 0A7
Tel.: 705-267-5850
Fax: 705-267-6673

Toronto

60 Distillery Lane
Toronto ON M5E 1E5
Tel.: 416-289-5130
Fax: 416-289-5139

Windsor

7515 Forest Glade Drive
Windsor ON N8T 3P5
Tel.: 519-948-6019