



Annual Report

2024-2025

→ collegeboreal.ca




Boréal



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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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Land acknowledgement

Collège Boréal has many campuses and access centres located on several Indigenous territories across Ontario. We wish to respect, acknowledge and honour the history and culture of the First Nations, Métis and Inuit peoples who share these territories across Ontario. We are grateful to these Indigenous communities for having us on their land and sharing their rich heritage and teachings with us.

We reaffirm our commitment to fostering closer relationships between nations and furthering our own understanding of local Indigenous peoples and their cultures. We acknowledge the ancestral territories subject to treaties, alliances and agreements and the unceded ancestral territories of all the Inuit, Métis and First Nations people who call this land their home.

We invite you to take a moment to reflect on the mistakes of the past and the ways in which we can collectively move forward in a spirit of reconciliation and collaboration.



Message from the Chair of the Board of Governors

Hard at work for Francophone Ontario

As Collège Boréal gears up to celebrate 30 years, I know that it can always rely on its dedicated staff, ever-growing experience and committed Board of Governors, who make sure our college keeps running smoothly and meeting its strategic goals.

All of their hard work has made real inroads on what matters most to promoting Francophone Ontario and developing the Ontarian economy. Boréal has continued to grow, opening new facilities in Toronto and Nipissing last year and in Kapuskasing and Ottawa this year. For proof of this growth, just look at Collège Boréal's budget, which has grown from \$67 million to some \$130 million since 2010.

What continues to set the college apart is its diverse perspectives and vast expertise. It leverages its popular services and spirit of innovation to get the community involved. In summer 2023, we published our first equity, diversity and inclusion plan and in November 2024 we opened the Indigenous Shkode ("Heart of Fire") Pavillion, now home to the First Nations, Métis and Inuit Educational Centre.

Boréal has also led the way in acquiring cutting-edge technology, like the first ambulance simulator of its kind in Ontario, and in producing new tools for teaching staff, including the podcast "Mon choix, c'est l'inclusion" [My choice is inclusion]. Collège Boréal professor Marc Hébert even received the Ontario Minister of Colleges and Universities' Award of Excellence.

The college's success is grounded in an environment of collective synergy fostered by the 2025–2030 strategic plan, which focuses on student success and customer satisfaction. My sincerest thanks go out to our colleagues and partners who, day after day, strive for our college's excellence and help it fulfill its mission.

I hope you are proud of the incredible accomplishments contained in the pages of this 2024–2025 annual report.



A handwritten signature in black ink, which appears to read "Linda Dugas". The signature is fluid and cursive.

Linda Dugas
Chair of the Board of Governors

Message from the President of Collège Boréal

A new course set for 2030

One of the defining moments of 2024–2025 was the launch of our new strategic plan, Horizon 2030: Succeeding Together. The result of consultations begun in February 2024, the strategic plan summarizes the expectations of the communities that Boréal serves and reinforces our values: collaboration, commitment/passion, accountability, respect and openness. The 2025–2030 plan includes an updated mission and vision and zeroes in on areas of focus and measurable objectives that will help our student body and staff make an impact on our communities, keep the college agile in a changing world and ensure the longevity of our programs and services, in keeping with the United Nations' Sustainable Development Goals.



Now more than ever, Collège Boréal wants to live up to the trust its partners and especially its student body—the largest it's ever had—have placed in it. Boréal is the only college in Ontario to have seen its domestic student enrolment (the majority of whom are Ontarians) grow for three years in a row, with applications up over 50% since 2022.

In spite of new Canadian immigration policies, we have kept a stable international student body, and have even opened campuses in Tunisia and Morocco. For the first time, Boréal has over 3,000 students enrolled in post-secondary programs, thanks in large part to its first-ever stand-alone bachelor's degree in nursing. More bachelor's degree programs will be available in 2025–2026.

Collège Boréal is diversifying its offer beyond just post-secondary education, a winning strategy for overcoming the challenges facing colleges. This has made the college more financially stable by better distributing its income across immigration services, continuing education, employment services and other sectors.

Collège Boréal's expertise hasn't gone unnoticed by the government. Last October, Boréal became the Service System Manager (SSM) for Northeastern Ontario, after a competitive call for tenders from the Ministry of Labour, Immigration, Training and Skills Development (MLITSD)—proof of our leadership in training qualified workers and providing high-quality services.

Once again, Collège Boréal has had an incredible year thanks to the remarkable commitment of its community. I am proud to get to work with all of our staff, community partners and students. Together, we can reach new heights.

A handwritten signature in black ink, appearing to read 'Daniel Giroux'. The signature is fluid and cursive, written over a faint horizontal line.

Daniel Giroux
President of Collège Boréal

2025-2030 Strategic Plan



Horizon 2030: Succeeding Together

Mission

Boréal is a Francophone leader that offers high-quality training and services to a diverse clientele. It catalyzes the sustainable development of communities, from the local to the international.

Values

Collaboration
Commitment/Passion
Accountability
Respect
Openness

Motto

Nurturing knowledge and invigorating culture

Vision

Boréal is known for its enduring impact on communities through its educational programs and support services centred on the socioeconomic integration of its clientele.

Areas of Focus and Objectives



Supporting Success

The success of our students, staff and our entire clientele guides everything we do. Through its range of services, Boréal offers personalized support based on an inspiring model of socioeconomic integration.

- 1.1 We optimize the student, graduate and client experience to ensure every person is successful.
- 1.2 We prioritize the socioeconomic integration of each student, graduate and client.
- 1.3 We support members of our staff in their career growth.



Community Impact

Through its local and international presence, Boréal is a key player that unites Francophones and Francophiles to enrich the culture and development of the communities it serves.

- 2.1 We strengthen cultural outreach and community engagement.
- 2.2 We strive for academic excellence and innovation to support economic development.
- 2.3 We are committed to forging strategic partnerships with public, private and international players.



Agility

To adapt its offering and innovate, Boréal stays proactive in the face of emerging trends, unforeseen events and change. Through a culture of continuous improvement, we aim to improve operational efficiency.

- 3.1 We integrate, adapt and optimize our processes and systems.
- 3.2 We base our decision-making on solid strategic intelligence.
- 3.3 We cultivate the right environment for fluid communication and adaptation to change.



Sustainability

Boréal is committed to sustainable development across its many campuses and sites.

- 4.1 We are committed to ensuring our programs and services are relevant.
- 4.2 We are an attractive and sought-after employer.
- 4.3 We support United Nations Sustainable Development Goals (SDGs).



Decision-Making Principles

Quality | Financial Viability | Flexibility and Innovation | Social Responsibility | Efficiency



Looking back at 2024–2025

April 10, 2024 –

Grand opening of Carrefour du Nord-Est in Kapuskasing



The completely renovated campus offers a continuum of French-language studies from day one of post-secondary education, in partnership with the Conseil scolaire public du Nord-Est.

[Learn more](#)

April 17, 2024 –

The Toronto campus hosts the 4th Journée de réflexion sur la santé en français. This event was organized by the Assemblée de la francophonie de l'Ontario (AFO).

[Learn more](#)

April 19, 2024 –

Boréal awards \$100,000 in scholarships to 40 students thanks to the Mining Industry Human Resources Council. This funding provides major support to help the next generation of workers in an industry that is only getting safer and more sustainable.

[Learn more](#)

May 7, 2024 –

The Quebec-Africa Chamber of Commerce (CHAQUA) and Collège Boréal join forces to foster entrepreneurial development in Quebec and Africa. CHAQUA members now have better access to quality training to foster their growth.

[Learn more](#)

May 7, 2024 –

Sudbury campus visit by Stan Cho, then Minister of Long-Term Care. His visit included a tour of our labs and other cutting-edge facilities with the college's senior management and the Personal Support Worker program's staff.

[See on X](#)

May 14, 2024 –

Presentation by Collège Boréal researcher Morel Kotomale at the 91st Acfas conference.

His research looked at using bumblebees to sustainably control the bird cherry-oat aphid.

[See on X](#)

May 16, 2024 –

Collège Boréal professor Marc Hébert wins Ontario Minister of Colleges and Universities' Award of Excellence



This recognition highlights the major achievements of Professor Hébert, whose commitment and skills significantly enhance the experience of our students and contribute to the development of our community.

[Learn more](#)

May 30, 2024 –

Collège Boréal's Paramedic program acquires first-of-its-kind ambulance simulator in Ontario.

With then Minister of Colleges and Universities Jill Dunlop in attendance, Collège Boréal unveiled the simulator, which, alongside Boréal's innovative VR tools, will enable the next generation of paramedics to train with the latest technology.

[Learn more](#)

June 6, 2024 –

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

Thanks to the incredible generosity of Collège Boréal's partners, students in Ontario have greater access to high-quality post-secondary programs offered in French.

[Learn more](#)

June 26, 2024 –

A first memorandum of understanding signed by Collège Boréal and the Canada-Africa Chamber of Business. In attendance were the governor of the province of Lualaba, Fifi Masuka, and provincial mining, finance and economy ministers from the Democratic Republic of the Congo.

[See on X](#)

July 9, 2024 –

Jean-Yves Duclos, former Canadian Minister of Health, visits the Sudbury campus to announce the expansion of access to the Canadian Dental Care Plan.

[See on X](#)

July 14, 2024 –

Bastille Day celebrations were held on the Boréal campus in the historic Distillery district and the Consul General of France in Toronto, Bertrand Pous, made an appearance.



[See on X](#)

August 29, 2024 –

Collège Boréal unveils its new podcast on inclusivity

This initiative raises greater awareness among Boréal faculty and staff about the diverse student population at Francophone post-secondary institutions.

[Learn more](#)

September 6, 2024 –

Les Compagnons des Francs Loisirs awards Collège Boréal the Prix Roland Rochon, a prestigious honour in recognition of an organization or business's commitment to promoting and enriching Francophone culture in the Nipissing region.



September 26, 2024 –

Record-high student enrolment at Collège Boréal in 2024. The significant increase in domestic student enrolment, coupled with compliance with international student quotas set by both levels of government, highlights the renewed confidence in this Franco-Ontarian institution.

[Learn more](#)

October 3, 2024 –

Collège Boréal marks National Disability Employment Awareness Month. Collège Boréal's Inclusivity Works project highlighted the contributions of employees with disabilities across the province.

[Learn more](#)

October 23, 2024 –

Collège Boréal appointed Service System Manager (SSM) for Northeastern Ontario—an achievement that reflects the institution's commitment to fostering lasting change in employability and the communities it serves.

[Learn more](#)

November 12, 2024 –

Official opening of Collège Boréal's new Indigenous pavilion. The new Shkode "Heart of Fire" Pavilion is now home to Collège Boréal's First Nations, Métis, and Inuit Educational Centre.

[Learn more](#)

November 21, 2024 –

To meet the basic needs of the electric vehicle industry, nearly 230 students from Collège Boréal's Timmins and Sudbury campuses took part in training funded by the Ontario Vehicle Innovation Network.

[Learn more](#)

November 27, 2024 –

Forty Ottawa campus students visited the Canadian Parliament's House of Commons, a one-of-a-kind experience for these students in public administration.



December 3, 2024 –

Rallying the Hearst campus for a good cause. Across Ontario, the GivingTuesday campaign brought in over \$66,000 for our student community.



December 17, 2024 –

Collège Boréal once again ranked among Canada's top 50 research colleges.

For the third year in a row, Boréal reaffirms its commitment to addressing the needs of its partners and the communities it serves.

[Learn more](#)

January 15, 2025 –

Ontario government grants \$750,000 to Collège Boréal for the Heavy Equipment Technician pre-apprenticeship training program to help Francophone women find work in specialized trades.

[Learn more](#)

January 22, 2025

Our business administration students across Ontario had the opportunity to watch Jean-François Perrault, Senior Vice-President and Chief Economist for Scotiabank, give a talk while visiting the Sudbury campus.

[See on X](#)

January 30, 2025 –

Collège Mathieu and Collège Boréal increase access to French-language post-secondary education in Saskatchewan through three new programs available entirely online.

[Learn more](#)

February 18, 2025 –

Bronze medallist Kristen Vane helps Collège Boréal's Vipères shine at the varsity badminton championships.



[Learn more](#)

February 25, 2025 –

In collaboration with the Conseil scolaire catholique Nouvelon, Collège Boréal introduced some 250 Grade 7 students to the many career opportunities available in the trades.

[Learn more](#)

February 27, 2025 –

A winning partnership between CSC Nouvelon and Collège Boréal for young Francophone hockey players spread the word about careers as an Occupational Therapist Assistant or Physiotherapist Assistant and in Massage Therapy and Fitness and Health Promotion.

[Learn more](#)

March 4, 2025 –

The Windsor campus held an event entitled “S’inspirer pour réussir” where students heard success stories about Boréal’s socio-economic integration strategy.



March 6, 2025 –

The Government of Canada granted \$932,000 to Collège Boréal to help youth overcome barriers to employment.

[Learn more](#)

March 13, 2025 –

Government of Canada investing \$386,174 in support for regional agri-food industry.

FedNor funds will help Collège Boréal support new and emerging businesses and organizations by fostering sustainability, innovation, and new technologies.

[Learn more](#)

March 31, 2025 –

Collège Boréal unveils its new five-year strategic plan: “Horizon 2030: Succeeding Together”.

To strengthen its role as a rallying force for Ontario’s French-speaking community, Collège Boréal has set ambitious goals in training, community involvement, innovation, and sustainable development.

[Learn more](#)

Training and services

	2021-2022	2022-2023	2023-2024	2024-2025
Post-secondary education	1,436	1,753	2,334	2,971
Apprenticeship training	540	551	499	434
Academic upgrading	874	847	864	877
Immigration programs and services	3,256	5,755	5,645	5,361
Continuing education	2,532	2,036	2,095	2,427
Total	8,638	10,942	11,437	12,070

Post-secondary education

The 2024–2025 figures for post-secondary education include both fall and winter semesters. As of November 1, 2024, a total of 2,358 students were enrolled at Collège Boréal: 1,301 domestic students and 1,057 international students. As of March 1, 2025, an additional 288 domestic students and 325 international students had joined the college, bringing the total number of students enrolled for the 2024–2025 school year to 2,971, including 1,382 international students.

	ENROLMENT AS OF NOVEMBER 1, 2024		
	Full-time	Part-time	Total
Domestic students			
1 st year	741	76	817
2 nd year	342	51	393
3 rd year	83	2	85
Non-cohort	0	6	6
International students			
1 st year	482	23	505
2 nd year	541	9	550
3 rd year	2	0	2
Non-cohort	0	0	0
Total	2,191	167	2,358

	ENROLMENT AS OF MARCH 1, 2025 (COHORT STARTING IN JANUARY 2025)		
	Full-time	Part-time	Total
Domestic students			
1 st year	275	13	288
International students			
1 st year	322	3	325
Total	597	16	613

Grand total	2,788	183	2,971
1 st year	1,820	115	1,935
2 nd year	883	60	943
3 rd year	85	2	87
Non-cohort	0	6	6

900 diplomas awarded

Our 2024 post-secondary program graduates have plenty to be proud of: never before has Boréal awarded this many diplomas. The college is pleased to welcome these new graduates to the Collège Boréal alumni family:

Boréal online	187
Hearst	7
Kapuskasing	4
Nipissing	5
Ottawa	70
Sudbury	441
Timmins	32
Toronto	135
Windsor	19

These numbers include both our spring and fall 2024 graduates. Graduates who earned a diploma through two study programs (such as common core programs) were counted twice, once for each diploma.

Transfer options

Boréal is committed to creating more opportunities for student development and success by innovating and working with a wide range of partners. The transfer department welcomed representatives from Saint-Paul University, Laurentian University, Université de Hearst, the University of Ottawa and Lakehead University on campus and online to present different program transfer opportunities.

A presentation and networking event for students was held on the Toronto campus to raise the profile of Boréal's own internal transfer options, especially our new bachelor's degrees. International students were also offered a webinar series as part of a strategy to increase awareness about transfer opportunities.

Tools and guides were developed to support assessors who review transfer credit (TC) and prior learning recognition (PLR) applications, thus improving accessibility, consistency and standardization of application processing. A trip was also made to Senegal to meet with different partners and discuss best practices for PLR (see Boréal International).

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

Academic partnerships

Boréal's Academic 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



On November 6 and 7, 2024, Collège Boréal welcomed 24 staff members from the Viamonde, Providence and MonAvenir school boards for the annual School-College-Work Initiative (SCWI) symposium held by the regional planning team for the Centre Sud-Ouest (RPT16). The symposium brought together guidance counsellors and teaching staff from the Ontario Youth Apprenticeship Program (OYAP), the Specialist High Skills Major program and co-op programs. Attendees learned more about SCWI and dual credit programs, took part in experiential trade apprenticeship activities, and shared best practices at the school and regional level. The event also shared more information about Level 1 apprenticeship training and fostered discussions about innovative approaches to education.

Dual credit course innovation and access

This year, the School of Trades and Applied Technology (STAT) offered “Introduction au soudage” [Introduction to welding] as a dual credit course in London for the first time. Academic Partnerships, the STAT, regional planning teams and their school boards innovated together to give students access to welding equipment in a local facility. This initiative made it possible for students to take the course directly in a work setting and get high-quality, hands-on training and feedback from experts. This Collège Boréal course prepares students in the region for a bright future in welding and helps them on their French-language post-secondary education journey.

Level 1 dual credits on the rise

In Timmins and Sudbury, 63 students took part in the Level 1 apprenticeship dual credit program from February to June 2024, a 57% jump in enrolment over the previous year.

Impact Boréal – Grades 7 and 8

Impact Boréal is a career exploration activity for Grade 7 and 8 students funded by SCWI. In 2024, over 1,125 students from Francophone school boards in Northern and Central-Southwestern Ontario took part on the Sudbury, Timmins, Nipissing, Kapuskasing, Windsor and Toronto campuses and at Saint-Joseph Wawa School.



Boréal en boîtes – Grades 9 and 10

Over 1,600 Grade 9 and 10 students from 30 high schools across Ontario participated in the “Boréal en boîtes” initiative and explored trades and technology through hands-on, interactive activities.

Head start camps – Grades 10 to 12

Head start camps give Grade 10 to Grade 12 students an enriching college experience, enabling them to attend hands-on workshops taken from a variety of programs at Boréal’s four schools:

- > 315 students in Sudbury, May 15–16, 2024
- > 125 students in Timmins, October 22, 2024



Health Challenge – Grade 10

Over 175 Grade 9 and 10 students explored careers in health care through the Health Challenge event held at the Sudbury campus. Funded by the Collège Boréal section of the Consortium national de formation en santé (CNFS) and by SCWI, the Health Challenge introduces a wide range of health care professions to students through fun, hands-on, interactive activities.

Girls Exploring Trades – Grade 10

Over 100 Grade 10 girls took part in the Girls Exploring Trades event on the Sudbury campus. The goal of the event was to raise awareness about careers in the trades and technology, pique their interest in fields that are often deemed to be “for men” and introduce them to inspirational role models. The event was funded by SCWI and Skills Ontario.

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 trainings any time they want.

Collège Boréal is a leader in remote training, boasting 14 programs, 4 micro-credentials and more than 200 online courses. Boréal Online offers a comprehensive range of training programs designed to help students achieve their career ambitions.

Finding concrete solutions

In April 2024, an exciting new project was launched in partnership with Living Classroom to address the personal support worker shortage. This initiative paired students in the Personal Support Worker program with experienced mentors to develop their skills through field placements. Project partners include five long-term care facilities: Foyer Richelieu (Welland),

North Centennial Manor (Kapuskasing), Au Château (Sturgeon Falls), Banwell Gardens (Windsor) and Hillel Lodge (Ottawa).

This initiative strengthened community relations and our partners had access to equipment, technology and funding to better support interns and give them real-world experience.

Boréal Online by the numbers

The Boréal Online program offers flexible schedules. Students can begin their programs in September or January and graduate in the fall or spring.

- Fall 2024: 396 full-time students and 64 part-time students
- Winter 2025 (new students): 219 full-time students and 11 part-time students
- Spring 2024: 103 diplomas awarded
- Fall 2024: 84 diplomas awarded

Apprenticeship programs

Collège Boréal is a top choice for apprentices in carpentry, plumbing, electrical, welding, auto mechanics, heavy equipment, truck and coach and many more trades.

The college's specialized workshops are fitted with cutting-edge technology that is continually updated to keep up with the industry. Apprenticeship programs are a dynamic way for sponsored apprentices to smoothly transition from school to the workforce by alternating between short-term courses and paid work. In 2024–2025, almost 450 apprentices in 12 different trades developed essential skills in the field of their choice.



Accessible learning for all

In addition to apprenticeship trainings, there are also multiple special initiatives in the Apprenticeship Department that allow people to learn more about pursuing a specialized trade.

Through the SCWI and the OYAP, nearly 50 Francophone high school students in Ontario learned more about the trades. Given the growing interest in Level 1 apprenticeship dual credit training with SCWI/OYAP, Collège Boréal created specialized cohorts and gave them access to the college's programs and facilities to launch their future careers.



This year, the Apprenticeship Department got involved in the community. Boréal took part in two trade fairs run through the MLITSD's Level Up! Initiative and over 3,000 Mississauga and Sudbury students checked out its interactive booth.

Women made for trades!



Collège Boréal is well-known as a key partner in getting women involved in specialized trades.

Whether its through electrical and hairstyling workshops for more than 150 Francophone Grade 9 girls on International Day of the Girl, or

through Girls Exploring Trades, where over 100 young women discovered the welding, carpentry, electrical and heavy equipment trades, Boréal continues to encourage women to enter traditionally male-dominated fields.

Collège Boréal also supports women in trades by joining committees and attending events such as the World of Choices summit, organized by Junior Achievement (JA) Canada and sponsored by the RBC Foundation. At this summit, Boréal led a talk with two women, one a graduate of the Construction Engineering Technician – Civil and Mining program and the other a Level 2 apprentice electrician. These discussions introduced over 300 Grade 7 and 8 students to different professional opportunities in the trades.

Lastly, the province has earmarked an investment of \$750,000 through the Women's Economic Security Program over a three-year period. The program provides training in specialized trades to low income Francophone women in Sudbury, including in the Heavy Equipment Technician Pre-Apprenticeship Program at Collège Boréal.



Coming up next year!

Collège Boréal received approval from MLITSD to offer an Industrial Mechanic Millwright (IMM) apprenticeship program.

To get students started, a brand-new IMM pre-apprenticeship program will be offered at the Sudbury campus.

This program will allow students to enroll in Level 1 IMM training for free and to hone their skills to find an apprenticeship.

The department will continue to grow its offering next year with the addition of a Level 2 electrical training.

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 2024–2025, the AUC exceeded the MLITSD's targets for satisfaction, service coordination, effectiveness and efficiency rates.

New equivalency tests, a fast-track to university

Since August 2024, the AUC has offered equivalency testing for admission to bachelor's degree programs. These tests are available for French, English, math (two tests), biology and chemistry. They've been a real success and allowed many adults to complete their applications for the Bachelor of Science in Nursing, paving the way for new educational and career opportunities.

Next year, there will be a third math test available for differential calculus and vectors in order to meet the admission requirements for, and expand access to, the bachelor's degree in computer science.

Testing Centre

The Adult Upgrading Centre offers language tests to help its diverse client base pursue their personal, educational and professional goals. The one-hour English placement test assesses English writing ability and is required to enrol in each program's English courses and internships. It is available on campus or online (Boréal Online).

New exemptions

As of January 2025, anyone who has completed a Grade 12 English class or equivalent (ACE1010, passing pretest or other) is exempt from this assessment. Since then, there have been 17 exemptions granted, and that number will only go up in September 2025.

The Testing Centre was especially popular during the 2024–2025 school year: over 313 students signed up for an upgrading course (PRP3002 – Cours préparatoire débutant anglais [Preparatory English for Beginners]) and more than 714 others for a preparatory English course (ENG1008 – Preparatory English in the Workplace).

This jump in enrolment reflects the growing number of international students in need of academic upgrading.

The Centre also administered over 470 equivalency tests across the 12 AUCs between April 2024 and March 2025. These assessments (French, English, math, biology, chemistry and physics) help students gain admission to post-secondary programs.

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.

Across Ontario, partnerships with school boards such as Nouvelon, Grand Nord, Franco-Nord and MonAvenir offer Anglophone parents the opportunity to take French as a second language (FSL) classes, so they can stay in the loop with their children's schooling and become more confident expressing themselves in French.

In partnership with Entité 4 and the Chigamik Community Health Centre, Collège Boréal's Barrie Site obtained funding from Ontario Health to offer FSL classes to approximately 100 primary care workers in the Simcoe region to improve the active offer of French-language services in the health care sector.

Funding from the Ministry of Long-Term Care also enabled Boréal to launch the

Learn and Earn Accelerated Program for Personal Support Workers (PSW), a free distance-learning training program provided to approximately 40 Francophone employees in long-term care homes across Ontario.

For the 2024–2025 school year, there were 2,427 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, Ontario Northland, Timmins Youth Wellness Hub, La Maison (emergency housing for French-speaking women in Toronto) and École secondaire catholique Père-René-de-Galinée, in Cambridge.

Special events

In line with its commitment to serve the community, Boréal regularly opens its doors to organizations wherever it operates. Boréal played host to many events put on in conjunction with various groups such as the Fédération de la jeunesse franco-ontarienne (FESFO), MineConnect, and Immigration, Refugees and Citizenship Canada. The Toronto campus also hosted an evening in honour of International Francophonie Day.

Centre for Leadership and Academic Innovation (CLIP)

CLIP is dedicated to supporting excellence in teaching and fostering student success through the development of educational resources, technological innovations, and quality assurance.

CLIP activities in 2024-2025:

Pedagogical support for teaching staff

- A training series created for the start of the Fall 2024 and Winter 2025 terms, including two bootcamps for new teachers. New trainings include "Transformer l'évaluation : l'impact de l'IA générative" [Transforming assessment: the impact of generative AI] and "Cultiver l'intégrité intellectuelle" [Cultivating academic integrity], as well as a document containing tips for supporting student success when starting the semester late.
- Sixteen workshops offered to the teaching staff during the year.
- Trainings attended by 96 part-time and full-time members of the teaching staff.
- A partnership with Eductive to offer the teaching staff and the rest of the college's staff two trainings on simple and complex AI prompts, with a special focus on correcting assessments.

Other activities

- Created and launched reusable AI prompts to develop and improve ways to learn soft skills (e.g., communication, teamwork, problem-solving and other professional and interpersonal skills)
- Reviewed the self-paced training on academic integrity for students
- Produced 10 podcast episodes for “Mon choix, c’est l’inclusion”, in partnership with Boréal International, the Office of Equity, Diversity, Inclusion and Indigenous Relations (EDI-IR) and the Communications department
- Troubleshooted 525 requests for support and individual consultation via CLIP’s TOPDesk
- Coordinated community trainings on Indigenous cultures in Francophone minority communities
- Organized the second Colloque franco-canadien en pédagogie collégiale in Ottawa on February 20 and 21, 2025, which included establishing the themes, recruiting specialists and handling logistics for 30 participants from the college

Support for the College Quality Assurance Audit Process (CQAAP)

- Worked with the revision department to update 11 directives and 5 procedures, thus supporting the CQAAP and strengthening cross-departmental collaboration at the college.

Curriculum development

- Ministerial letters of consent received for:
 - › Bachelor of Business Administration (3 years)
 - › Honours Bachelor of Business Administration (4 years)
 - › Bachelor of Computer Science (3 years)
 - › Honours Bachelor of Computer Science (4 years)

- Approval by the PEQAB of the pathway between the Practical Nursing program and the Bachelor of Science in Nursing
- 82 course outlines developed or revised
- 18 program modification requests processed
- Approval and automatic insertion of textbooks and other educational materials in course outlines on the Simple Syllabus platform, following the annual program quality review
- Replaced the required resources section with required textbooks section
- Published price of textbooks in the course outlines, in keeping with ministerial requirements

Micro-credential and online course content development

- Developed 22 online courses
- Designed new course models that involve a brand-new process, account for artificial intelligence and rely on new tools; reformatted course-specific guide for easier use
- Full-time support for the teaching staff, including a user-friendly template that allows professors to add content on their own
- Made two new tools available for design and verification in the Learning Management System (Brightspace): YuJa, to improve content accessibility, and Virbo, an AI-powered video solution to make more engaging, appealing content
- Teamed up with the Business Development department to create three online micro-credentials for Phase VI of the Northern Colleges Collaborative Programming Project on:
 - › Automation and Intelligent Systems
 - › Digital Transformation
 - › Operational Efficiency

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. Our teams operate out of 14 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 2024–2025, 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. More than \$1.6 million was invested to support the department’s students and partners, with a focus on vulnerable groups. With members at 14 sites across Ontario, our team is characterized by its innovation and commitment. This past year, our employment centres served some 14,844 visitors. Among them, more than 4,600 participated in workshops, and nearly 4,700 received personalized employment services to help them enter and stay active in the workforce.

2024–2025 Employment Options activity report

PROGRAMS AND SERVICES AVAILABLE	PARTICIPATION INDICATORS
Visits to our employment sites	14,844
Services provided	4,691
Employment workshops	4,613
Ontario Works program	632
Ontario Disability Support Program (ODSP)	608
Youth Job Connection (YJC) program	88
Youth Job Connection Summer (YJCS) program	32
Calls received by call centre	13,971
Call centre appointments booked	7,374

New initiative: Youth Employment and Skills Strategy (YESS)

Funded by Employment and Social Development Canada (ESDC), YESS has been available in Kapuskasing and Barrie since January 2025. This program helps young people overcome barriers to employment by improving their skills and helping them enter the job market or access recognized training. This initiative comes with \$932,000 in funding over three years.

In Kapuskasing, Barrie and elsewhere, many young people have so much potential, but face systemic barriers like living in remote locations, disability, mental health issues or precarious housing. At Boréal, we believe that these challenges should never define a young person’s future. We work closely with governments, employers and community-based agencies to provide personalized solutions that create inclusive, accessible pathways. These investments are proof of the power of our partnerships and our collective commitment to building a future where all young people can thrive.

Employment Ontario transformation

The Employment Ontario transformation is underway in all our regions, with the addition of new sites in the North—Sudbury, Chelmsford, Val Caron, Elliot Lake, Noëlville, Sturgeon Falls, Timmins and Kapuskasing—on March 1, 2025. Our teams have successfully implemented the new service delivery model and offer more effective, accessible services that are tailored to each individual’s needs, in perfect harmony with Collège Boréal’s values.

Inclusivity Works

Inclusivity Works provides employers and employment services workers with the resources they need to recruit, onboard and support employees with disabilities. Since the initiative was launched in December 2023, 15 awareness sessions have been held online in English and in French. Three new in-depth trainings on inclusive leadership, inclusive recruiting and onboarding, and workplace accessibility were also launched in both official languages. Trainings on neurodiversity and cognitive differences in the workplace will be available at the start of the next financial year. Practical resources have also been created and others are being developed to support employers as they create more accessible and inclusive workplaces. The team also represented Inclusivity Works at several conferences and events across the province, growing Collège Boréal's visibility and contributions to improving workplaces for all.

Service System Manager (SSM)

The SSM sector and network are strategically positioned to meet workforce development needs in Northeastern Ontario. The SSM relies on close regional coordination and a robust network of 37 access points run by 21 service providers to help job seekers find long-term work by fostering an accessible, easy-to-navigate service environment. The sector actively supports the region's socio-economic resilience by building the network's capacity to plan ahead for the changing labour market.

Rollout of integrated employment services model

In 2024–2025, Boréal continued to roll out the integrated employment services model in Northeastern Ontario.

As an SSM, we are strengthening our strategic regional coordination role, guaranteeing equitable access, operational efficiency and continuing improvement of services in the five sub-regions of Cochrane–Timiskaming, Nipissing–Parry Sound, Sudbury–Manitoulin, Algoma, and Greater Sudbury.

Investing in employment services

Collège Boréal received over \$28.5 million to invest in its service supplier network in the Northeast, enabling our team to coordinate the delivery of employment services for 11,326 job seekers, 82% of whom were members of priority groups. This investment is part of a larger ministerial funding plan and is a testament to our commitment to effectively supporting communities and employers in the region.

Our three key pillars to success

- **Strategic and contractual relationships:** Maintained strong connections with service providers to properly support their sites, fostered strategic alignment and contract development, and ensured effective partnership management.
- **Performance assessment and evaluation:** Rolled out a transparent, equitable model, ensured rigorous performance tracking, selected and implemented an integrated case management system, and continuously assessed system efficiency and effectiveness.
- **Community development and engagement:** Launched a Boréal Portal for suppliers to facilitate access to strategic network information, and developed long-term community partnerships reflective of the region, with a focus on social service providers and priority groups, including young people, Francophones, Indigenous peoples and people with disabilities.

INDICATORS	2024-2025 RESULTS
Total invested in employment services in the Northeast	\$24,747,538.99
Investment in employer and client support	\$3,791,994.79
Total number of clients served*	11,326
Percentage of clients who are members of priority groups	81.76 %

* Includes Employment Options clients and services

Looking forward to a new phase of development

While the transition period may be drawing to a close, the employment services model only began to be completely integrated in March 2025. The solid groundwork laid over the past year will serve us well as we stride into this new phase, fulfilling our collective commitment with a network that is driven to offer ever more effective, equitable services tailored to the needs of Northeastern communities.

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 we serve.

Overview

2024–2025 was a pivotal year for Collège Boréal's Immigration department. The national service provider network has had to quickly adapt to the recent shift in federal priorities and the significant reduction of funding from Immigration, Refugees and Citizenship Canada (IRCC). In the face of these challenges, Collège Boréal has stood firm in its commitment to the sustainable, successful integration of newcomers in Ontario, by continuing to innovate, coordinate and build upon services it offers that bring significant added value.

Strategic reorganization and continuation of essential services

In December 2024, IRCC announced major funding cuts and several program closures taking effect in April 2025. The college took swift action, closing certain services, redistributing positions, streamlining priority services across the 10 regions where it works and concentrating its efforts on its language trainings programs (LINC and CLIC) and its socio-economic integration services. The synchronous virtual LINC and CLIC classes were expanded to all of Ontario.

Research and innovation

In the interest of diligence and transparency, the college also led an independent evaluation of its socio-economic integration navigation program with the help of community partners and the Natural Sciences and Engineering Research Council of Canada (NSERC). The study found that Boréal's model makes a positive impact: 85% of participants said they saw an improvement in their well-being, motivation and integration in school or the workforce. The navigation model is built on three pillars—language, training, employment—and was identified as an effective way to accelerate success, in particular for immigrants in their first three years in Canada.

Strategic partnerships and pre-arrival services

Through its partnership with Colleges and Institutes Canada (CICan), Boréal took part in the Planning for Canada program, helping clients from over 50 countries. We also signed a new two-year agreement in February 2025 to strengthen this partnership, proof of Boréal's top-notch, one-of-a-kind approach to pre-arrival services.

Future outlook

Boréal's immigration services are preparing to reposition strategically based on six strategic areas of focus:

1. Strengthen our integrated services model across our regions
2. Build upon our agreements with employers, ethnocultural groups and local immigration groups
3. Grow the impact of our synchronous language trainings and tailor their content to specific client needs
4. Focus on immigrants' transferable skills in individualized integration planning
5. Train internal teams on and support community partners with accelerated integration
6. Roll out an integrated qualitative and quantitative indicators system to ensure continuous improvement and accountability

Boréal's immigration department has emerged stronger from this year of transformation. It has proven its resilience to budget cuts and its commitment to a vision of inclusive, sustainable human-centred integration. Its robust partnerships, deep Ontarian roots and dedicated teams have helped Collège Boréal continue to stake its spot as an undisputed leader in welcoming and supporting newcomers to the province. Big things are on the horizon for 2025–2026!

PROGRAMS*	
LINC–CLIC	2,297
OSLT – FLAP	104
ELT	25
ALINC – CLICA Assessment	9
ACLIC – CLICA	228
Settlement and integration ON	927
Settlement and integration IRCC	2,921
Employment – IRCC	208
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)

The BQRIPS is a multidisciplinary team that supports Collège Boréal's strategic development and positioning by supplying programs with crucial information and continually improving data quality for better-informed decision making.

Boréal ends SMA3 on a high note — next step, SMA4!

The third strategic mandate agreement (SMA3) took effect in August 2020 and wrapped up on March 31, 2025. The SMA3 was an agreement between the Ontario government and the province's 45 public colleges and universities, setting priorities for a five-year term. Boréal has already signed a preliminary agreement for the SMA4.

2023–2024 key performance indicators

Each year, Colleges Ontario publishes key performance indicators (KPIs) for the 24 colleges in the province as commissioned by the Ministry of Colleges, Universities, Research Excellence and Security. The 2023–2024 KPIs have not yet been published due to the provincial elections on February 27, 2025; however, Boréal has been the only college in over two decades to rank first in two or more KPIs each year, a distinction it's earned 21 times in 24 years.

For the most recent results, visit collegeboreal.ca/en/about-us/key-performance-indicators/.

Always on the lookout for funding opportunities

The BQRIPS works with its Corporate Writing department and Boréal's many teams to produce and track a wide range of funding requests. 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 2024–2025, the BQRIPS's efforts made it possible for the college to secure funding for program development, services, and equipment purchases needed to continue offering high-quality educational and community programming. We worked with our colleagues in immigration to obtain multi-year funding to expand our settlement and integration services. With the help of the School of Health Sciences, we successfully secured CERF funding to upgrade our instructional dental equipment.

The BQRIPS supports departments across the college by identifying relevant funding opportunities and leveraging the expertise needed to submit the most impactful funding requests. 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.

Quality assurance and accreditation management

The team worked with the Education, Corporate Services and different program departments to complete several accreditation and audit processes. During the College Quality Assurance Audit Process (CQAAP), which takes place every five years, Boréal created an innovative, interactive quality assurance report (QA report) to increase efficiency. Through the Ontario College Quality Assurance Service (OCQAS), the BQRIPS helped develop the QA report with other colleges, sharing its innovations with the rest of the college system.

There are still accreditation and continuous improvement efforts underway, and significant progress has been made in accreditation management by leveraging MS Planner.

The BQRIPS is an active participant in provincial working groups, consults new databases and assesses validation tools to optimize how Boréal handles quality assurance.

Marketing and Liaison

The Marketing and Liaison departments work together to promote Collège Boréal Ontario-wide. Their role is to raise awareness among secondary school students about our programs and services, showcase our values and build up our brand image in 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.

In addition to their awareness-raising work, Marketing and Liaison also work closely with teaching staff and guidance counsellors to put on events and presentations that highlight the opportunities Boréal offers. They also attend education forums to get face-to-face time with students and their families, answer their questions and help them with the application process.

Marketing

Between April 2024 and March 2025, the team processed over 565 marketing requests, such as for the creation of visuals, digital campaigns, radio spots, digital signs, promotional tools and indoor and outdoor signs. Marketing also handled 1,500 requests for changes to the website and 1,200 social media requests, and managed paid campaigns, marketing materials, promotional events and publication plans sent to different campuses and departments.

SOCIAL MEDIA STATISTICS (APRIL 1, 2024 TO MARCH 31, 2025)

Platform	Subscribers	Posts	Impressions*
Instagram	6,104	2,894	2,812,000
Facebook	33,085	1,105	10,835,016
LinkedIn	9,805	309	408,766
TikTok	1,236	24	506,560
X	4,687	150	1,349,591
YouTube	3,581	447	1,298,958
Total	58,498	4,929	17,210,891

* Impressions: The number of times a piece of content was displayed on someone's screen, whether or not they interact with it.

Liaison

The Liaison team supports students before, during and after the admissions process. The team's 2024–2025 activities included:

- 150 recruitment, awareness (for Grade 10 students) and conversion presentations in 109 Ontario French-language secondary schools
- Participation in over 110 conferences, symposia and job fairs in Ontario, Quebec and New Brunswick
- EXPO Boréal, an event in which over 200 French-language high school students explored the college
- 80 guided tours at Boréal campuses and participation in the Student for a Day activity
- The signing of an agreement with the Conseil scolaire catholique Nouvelon (Hockey Canada Skills Academy program, or HCSA), in collaboration with Academic Partnerships, to educate students about health care-related careers in the world of hockey;
- Open houses on the Sudbury campus that:
 - › Brought in 175 students and their families
 - › Resulted in 20 applications with fees waived
 - › Let 5 admitted students accept their program spot

Communications and Media Relations

Translation and revision

The Communications and Media Relations department ensures compliance with our Language Planning Policy, which advocates for the use of high-quality French in instruction and in the college's other activities and communications. The department makes sure all internal and external presentations, policies, directives, procedures, online publications and social media posts are written well and provides the tools the college needs to maintain its language standards as a post-secondary French-language institute.

The Communications and Media Relations department is in charge of revising and translating course and program descriptions, advertising copy, reports and more. In 2024–2025, it processed some 558 translation and revision requests—or 342,482 words—submitted by the college's departments through the Boréal self-service portal. Nearly 600,000 words were produced, revised or translated this year when accounting for priorities and internally and externally handled requests.

Media relations



In 2024–2025, Communications and Media Relations coordinated the preparation and logistics for nearly 60 interviews on local, regional, provincial and national radio, television and online platforms. To organize these interviews, the department has to find the right specialists, draft briefing and feedback notes and find supporting documents. This year, Boréal was mentioned 2,023 times on radio and television broadcasts and 2,516 times in the print and digital press.



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 community partners highlighting the achievements of the college's departments and campuses across Ontario.

2024–2025 innovations

- In September 2024, Communications and Media Relations released the *Guide de rédaction du personnel* [Style guide for staff], a new reference tool to support Boréal staff in their day-to-day work. This thirty-plus page guide includes tables and explanations of Boréal's inclusive writing conventions, an overview of the challenges of writing in French in Canada, and more.
- In partnership with the Marketing department, Communications and Media Relations designed the first infographic based on data from the annual report to provide a quick, clear overview of Collège Boréal's activities in Ontario, the services available to its clients and its impact on the communities it serves.
- To make it easier to access its in-house and in-demand tools, Communications and Media Relations designed a new intranet site that centralizes access to communications news and corporate documents. News items shared on the intranet site also appear on the staff intranet landing page.
- The INFOBoréal newsletter is now produced and distributed via the college's customer relationship management software, making it possible to reach more readers (staff and community partners) and perform analytics (email open rates, clicks, unsubscribe requests, etc.).

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 and faculty with invaluable opportunities for professional growth, not to mention the stimulating educational experiences it offers for our students.

First-ever article in scientific journal *Frontiers*

Collège Boréal, for the second time in its history, published a scientific article on one of its research projects. Under the supervision of Professor Jean Pierre Kapongo (PhD) and research associate Morel Kotomale, the agricultural research team presented its groundbreaking work on sustainable control of the bird-cherry oat aphid (*Rhopalosiphum padi* L.) using bee vectoring technology. Published in the prestigious journal *Frontiers*, this article offers up an eco-friendly, effective way to protect crops and the environment. This NSERC-funded project puts Collège Boréal's commitment to scientific innovation and sustainable agricultural development on full display. This is a very proud moment for our college and a major milestone that goes to show how we can shape modern agricultural practices for the better.

[Read the article](#)



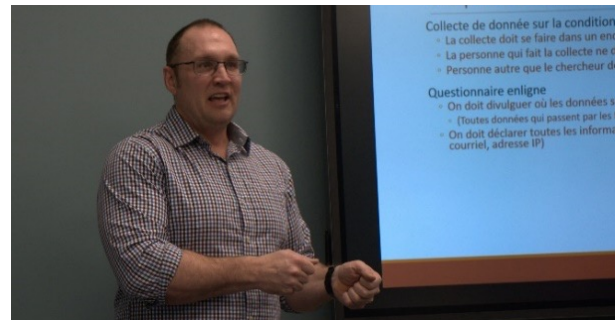
Research associate in agriculture, Morel Kotomale, working in the Sudbury campus innovation greenhouse

First-time funding from the Secretariat on Responsible Conduct of Research (SRCR)

RIB received its first SRCR Education and Training Support funding, which has enabled it to design and run three hybrid mini-trainings on ethical research, available to the entire Boréal community:

- La recherche éthique avec des êtres humains [Ethical research involving humans]
- La gestion des données de recherche [Data management in research]
- Le rôle et le fonctionnement du comité d'éthique [The role of an ethics committee and how it works]

This initiative reflects our commitment to promoting rigorous, ethical research practices at Collège Boréal.



Patrick Timony (PhD), facilitator of the workshop on data management in research.

New grant for the innovation greenhouse

Collège Boréal received \$178,887 from the NSERC's Research Tools and Instruments grants program (which has a 28% success rate, i.e., 34 of 122 applicants were selected). This grant will make it possible to purchase a new space management system for the Sudbury campus innovation greenhouse, which will be completely revamped to meet the highest standards in agricultural research.

3rd year in a row in Canada's Top 50 Research Colleges

CANADA'S TOP
50
RESEARCH
COLLEGES

RIB is proud to announce that Collège Boréal has ranked as one of Canada's Top 50 Research Colleges for the third year in a row. This is all thanks to our students' and specialists' hard work, which sets us apart in the Canadian research world.

Boréal research all across Canada

The RIB team got the word out about the college by attending several key scientific and economic events in Canada, including:

- The TAC Innovate 2024 forum hosted by Tech-Access Canada in Montréal, which fosters exchanges among Canada's 67 technology access centres
- The 91st Acfas Conference, where our specialists presented their findings on college research challenges and successes
- A roundtable with Intellectual Property Ontario (IPO), highlighting our desire to make innovation a vector for regional economic development

These are just some of the ways we are committed to bringing together applied research, innovation and societal and industry issues, while strengthening our strategic partner network.

11 major research projects in 2024–2025

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

Objective: Over three years, 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

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

Objective: 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, Glencore Sudbury INO

Funder(s): NSERC

Catalyzing the newcomer's full socio-economic potential

Objective: Evaluate, improve and innovate the model for delivering socio-economic integration services to newcomers to Canada.

Field(s): Immigration, socio-economic integration

Campus: Windsor

Partner(s): The Sociocultural Association of the Rwandan Community of Windsor, the Burundian Community of Windsor, 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

Objective: Develop bilingual mental health and educational resources, including a province-wide virtual peer support network to support 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

Objective: Identify barriers to 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

Objective: Help identify and compare populations of lake whitefish in the Lake of the Woods region and determine their potential for aquaculture; share knowledge; develop training on commercial rearing; 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

Supporting community management of pet populations in Northern Ontario

Objective: Work with five Indigenous partners to address the specific challenges facing pet population management in Northern Ontario, by encouraging partners to take part in decision-making processes to establish a baseline understanding of animal populations, identify challenges, and create educational resources and best practices.

Field(s): Veterinary care, community services

Campus: Sudbury

Partner(s): Couchiching First Nation, Constance Lake First Nation, United Chiefs and Councils of Mniidoo Mnising, Mississauga First Nation, Ontario SPCA

Funder(s): NSERC

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

Objective: Promote sustainable, cost-effective 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, AgriTech North

Funder(s): Weston Family Foundation

Raising awareness of the correlation between food waste and greenhouse gas: Turning food waste into organic substrate

Objective: Implement a pilot project that uses a dehydrator to turn cafeteria food waste into organic substrate and test its soil amendment properties for forestry and farming.

Field(s): Agriculture, environment

Campus: Sudbury

Funder(s): CIGan

Proposing accessibility and accommodation tools and resources for French-language nursing programs

Objective: Review the current state of accessibility and accommodation processes in French-language nursing programs and develop innovative tools to assist in this review; propose concrete, tailored solutions that improve inclusion and accessibility in nursing programs.

Field(s): Health care, nursing

Campus: Toronto, Sudbury

Funder(s): CNFS

Comparing organic phosphate fertilizer (OPF) and chemical fertilizer in vegetable production: A case study on sweet peppers

Objective: Assess the viability of OPF versus chemical fertilizer by analyzing how each fertilizer impacts plant physiology (roots, leaves, buds), productivity (pepper yield and quality, in particular yellowing), and risks to human health (applicators) and the environment (biodiversity); scientifically inform the transition to sustainable agriculture by proposing a safe, effective organic alternative.

Field(s): Agriculture, environment

Campus: Sudbury

Funder(s): NSERC

Boréal International

Boréal International plays an essential role in coordinating the college's activities around the world. Boréal's position as a French-language institute of higher education is all the stronger thanks to its student mobility initiatives, international cooperation projects and international student recruitment and services.

In 2024–2025, the college made major progress and tackled real challenges, proof positive of its commitment to an inclusive, intellectually stimulating environment.

Recruiting in Francophone Africa

Boréal held almost 50 recruitment events across Francophone Africa, and saw a 146% spike in applications over the previous year. Despite IRCC's announcements about the International Student Program and the Post-Graduation Work Permit, Boréal's applicant pool remains sizeable and its reputation intact, all thanks to its strategic recruitment activities and the high levels of satisfaction among international graduates.

Nearly 1,400 international students enrolled for the 2025 winter term across our eight Ontario campuses, bolstering Boréal's position in French-language higher education outside of Quebec and demonstrating its ability to draw in diverse clients.

Services

In 2024–2025, the IRCC imposed caps on the number of study permits and post-graduate work permits it would issue, which impacted Boréal's international clients and applicants. Multiple training and information sessions were held to support these members of the Boréal community with the immigration process and provide structured support in uncertain times.

The peer mentorship program provided local, top-tier services, taking over 600 unique actions to assist with issues such as insurance and housing, to improve the experience and well-being of international students.

Program relocation

Boréal welcomed its first cohorts in Computer Technical Support at the École Canadienne de Tunis (ECT) and in the Business and Computer Systems Technician programs at the Institut Supérieur de Management d'Administration et de Génie Informatique (ISMAGI) in Morocco. Several of the college's departments (the Registrar, Academic Affairs, Boréal International) worked with partners to ensure a top-notch program offering.

Student mobility

This year, 30 students went on study abroad trips as part of the Global Skills Opportunity program, funded by Global Affairs Canada (GAC):

- Annie Séguin, Veterinary Care Technician program coordinator in Ottawa, accompanied a group to Costa Rica to develop care techniques for exotic animals.
- Seven students in dental hygiene helped out at a dental clinic in Costa Rica, under the supervision of Monique Perrin.
- Professor Michel Mainville led a humanitarian mission to Guatemala, where seven students helped build houses.
- Eight students in the Forestry and Wildlife Technician program studied forest management in Finland with their professor, Marc Hébert.

These international experiences empower our students to develop global perspectives and skills that enrich their careers.

International cooperation projects funded by CICan

Senegal

Pôles emploi et entrepreneuriat pour les jeunes et les femmes (PEEJF) initiative: Capacity building in seven regions in Senegal: Dakar, Thiès, Saint-Louis, Diourbel, Kaolack, Kédougou and Ziguinchor. The Boréal International team, led by Yannick Cabassu, helped the PEEJFs develop a procedural guide and implement a gender equity policy to improve their services. This project in partnership with Collège de Maisonneuve will wrap up in December 2025.

Mille femmes: je suis Femme, j'Existe, je Participe (FEP, or One Thousand Women: I am woman, I exist, I participate) project: Boréal is supporting the Lycée technique professionnel François Xavier Ndione (LTP-FXN) in Thiès as they implement Prior Learning Assessment and Recognition (PLAR) across various programs. This initiative builds LTP-FXN's capacity to empower vulnerable women in Senegal, by fostering social and economic development through access to training that leads to formal employment or self-employment and by encouraging them to become active members of their community. Boréal hosted the LTP-FXN team on the Toronto campus in September 2025 and has taken part in multiple interventions in the field.

Mille femmes project at the Senegal-Japan Vocational and Technical Training Center (CFPT-SJ in the French acronym) in Dakar: This two-year project led by Boréal and Cégep de Jonquière supports the development of PLAR-based programs. Several visits to CFPT-SJ have resulted in the development of a working plan, the implementation of a support service for labour market integration for female students and the creation of a gender equity group. Nicole Dubuc-Charbonneau trained our partners in PLAR and adult education principles. Ali Lienaux from the Toronto campus will help with the development of support techniques for vulnerable students.

Mille femmes project at the Lycée Technique et Commercial El Hadj Abdoulaye Niass (LTCEAN) in Kaolack: This project is a joint effort with Cégep de Jonquière and Cégep de Trois-Rivières to develop four PLAR-based trainings to empower vulnerable women in the Kaolack region through a professional certificate in a specialty. Over the course of several visits, we have helped develop work plans for groups supporting workforce integration and equity and inclusion. Nicole Dubuc-Charbonneau trained our partners in PLAR and adult education principles.

Kenya

Kenya Blue Economy Skills Training Program (KBEST): Collège Boréal, Fanshawe College and the Cégep de Trois-Rivières provide support to three Kenyan schools in the Lake Victoria region (Bumbe Technical Training Institute, Busia Township Vocational Training Center and Namasali Vocational Training Centre). These establishments have programs in aquaculture, hotel and restaurant management, agrifood processing and plumbing.

Office of Equity, Diversity, Inclusion and Indigenous Relations

At Boréal, the EDI-IR office makes sure that the values of equity, diversity and inclusion (EDI) and Indigenous relations (IR) are at the heart of our mission and culture.



Mandate

Be an authentic changemaker with an innovative vision and holistic approach. We are the hub for steering EDI-IR efforts in developing policies and practices that aim to break down barriers related to sexism, racism, poverty, ableism, accessibility and other forms of oppression for marginalized communities. We apply an EDI and GBA+ lens and take a decolonial approach to fostering systemic, organization-wide change and long-lasting partnerships.

2024–2025 achievements

- 98 requests for consultation through our self-service portal since May 2024 (EDI and IR)
- Over 300 visits to the First Nations, Métis, and Inuit Educational Centre (FNMIEC) (virtual and in-person)
- Over 100 people from all over Ontario attended Racines et rituels [Roots and rituals] (monthly educational workshops about First Nations, Métis and Inuit history, cultures and traditions offered since September 2024)
- 10 consultations with equity-deserving groups around the province
- Provincial overview to update EDI and IR objectives
- Over 70 visits during the open house, leading to 2 new partnerships
- 16 active community and institutional partners
- Wellness workshop with therapy dogs



Other highlights this year

- **Inauguration of the Shkode Pavillion:** A space for knowledge, sharing and reconnection with Indigenous cultures
- **Signing of CICan's Indigenous Education Protocol**
- **Toward a better understanding of Indigenous realities and applying knowledge on the ground:** Immersive workshops for students in nursing, Fitness and Health Promotion, Child and Youth Care and for Police Foundations and the Daycare Service at the Sudbury Carrefour francophone
- **Adoption of new EDI and anti-racist policies and practical guidelines**
- **Inclusion of territory acknowledgments in Brightspace and online courses**

Strategic development and organizational transformation

2024–2025 was a year full of capacity-building decisions that strengthened Boréal's commitment to EDI and sustainable relationships with Indigenous peoples.

- **Modernization of institutional policies:** Developed and approved an EDI and anti-racism policy, added guidelines on relationships with Indigenous peoples and reviewed internal procedures for a more inclusive governance that accounts for present realities
- **Strengthened internal structures:** Created an equity, diversity and inclusion committee (EDIC) and an Indigenous education committee (IEC) to encourage more transparency in recruitment, better representation and actions in alignment with community needs
- **Long-term planning:** Structured consultations with staff, students and partners for the 2025–2030 strategic plan, incorporating perspectives from equity-deserving groups (e.g., Indigenous communities)

- **Integration of best provincial and national practices:** Strategic alignment with the Indigenous Education Protocol (2024) and the Canadian Centre for Diversity and Inclusion (CCDI) references to improve the college's standards and solidify its spot as a leader in inclusive governance
- **Strategic support for program development:** Support for developing new programs, course outlines, quality audits and accreditation applications that include a focus on EDI and decolonization
- **Increased visibility and accessibility:** Launch of dedicated intranet programming and web pages

Special projects underway

- **GBA+, 50-30 Challenge, Inclusivity Works:** Government-funded strategic projects
- **Partnership with CLIP** to develop a truth and reconciliation training
- **Launch of an EDI micro-certification**
- **Launch of an Indigenous humility training**
- **Creation of a [YouTube video](#) series** to support all departments

What's in store for 2025–2026: Building the future

- **Strategic alignment** with new Collège Boréal plan and continuation of community consultations
- **Recruitment and retention** of EDI and Indigenous talent
- **Strengthening of partnerships** with Indigenous communities
- **Development of inclusive infrastructure and resources** that meet the needs of all

The EDI-IR office works with all departments, staff members, students and partners to make Collège Boréal a welcoming, equitable environment that is engaged in real reconciliation and social transformation: a space where everyone belongs and feels welcomed.

The Development Office

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

The Foundation fulfills its mission by ensuring all raised funds go to supporting the success of our students, communities and partners, all while working to create a better future through projects that strengthen social and economic development, improve access to high-quality education and encourage the next generation of Francophones in Ontario and around the world.

The Collège Boréal Foundation

In 2024–2025, the Collège Boréal Foundation awarded nearly 3,300 scholarships to Collège Boréal students, totalling \$1,689,633.

SITES AND CAMPUSES	NUMBER OF SCHOLARSHIPS	AMOUNT
London	19	\$ 19,778.44
Hearst	30	\$32,406.88
Nipissing	32	\$17,627.48
Kapuskasing	26	\$16,358.94
Windsor	122	\$44,930.00
Timmins	67	\$57,814.48
Ottawa	477	\$271,811.69
Toronto	385	\$173,655.77
Boréal Online	693	\$224,124.00
Sudbury	1,426	\$831,125.20
Total	3,277	\$1,689,632.88

Major gifts in kind to support our programs

Used LT350 scooptram donated by Vale Base Metals, valued new at \$600,000

[More information](#)



MOSS (Miner Operated Survey System) monitoring system from NSS Canada, valued at \$212,000

[More information](#)



Sofvie software platform from Sofvie Inc., valued at \$15,000 to \$25,000 annually

[More information](#)



**CoreLift logging table,
valued at \$45,000**



**Mining Jumbo donated by Technica Mining,
valued at \$75,000**



**Underground scissor lift truck donated by
Walden Equipment Ltd., valued at \$200,000**

[More information](#)



GivingTuesday campaign

This campaign outreased our goal by more than 10%, bringing in an impressive **\$66,585.27**, all of which will go to helping Collège Boréal students.

We received over 900 donations, nearly 20% of which came from Boréal staff. Major corporate donors included Technica Mining, Desjardins, Hatch Engineering, Newmont Gold, and the Sudbury Food Bank.



A huge thank you to all our donors for their incredible generosity!

Collège Boréal's schools

In 2024–2025, Collège Boréal's schools doubled down on collaborations and innovative projects. The schools opened up more training opportunities on campuses at home and abroad (see Boréal International), encouraging more hands-on learning to enhance the quality of the programs and ensure they meet the demands of the job market.

The School of Business and Community Services

Public Administration

There are so many first-hand accounts of Boréal's top-notch trainings and follow-up with placement partners.

This feedback is just confirmation of the latest Colleges Ontario KPIs, which revealed a 100% employer satisfaction rate with Boréal graduates.

Business Administration

In keeping with their community-focused mandate, our Business Administration cohorts organized a tax clinic on the Sudbury campus, and filled out 75 tax returns to help their fellow students and members of the community.



Social Services Worker

In March, students from the Social Services Worker program celebrated Social Work Week by running a community-building week for first- and second-year students in the program.



Computer Systems Technician

Students helped develop a mobile app for Hope Land Congo Canada Inc., an organization that promotes sustainable agriculture, the environment, entrepreneurship and innovation.

This socio-economic initiative gave students an opportunity to flex their programming, design and project management muscles, while gaining real-world experience that will give them a leg up in the job market.



FAST FACTS

- Our Early Childhood Education cohorts attended "L'architecture du cerveau" [Brain architecture], a fun, interactive workshop on brain development run by Public Health Sudbury & Districts.
- Our Professional Services in Early Childhood Education program received \$760,490 in funding over three years from ACUFC to develop a certificate program made up of three micro-credentials that meet current industry needs. Thanks to a partnership with the City of Toronto, our Toronto campus and early childhood services will offer four workshops each year for French-speaking educators to develop their skills and meet the needs in the classroom.
- The Police Foundations program obtained a camera system for its scenario lab to record simulations, review procedures and build upon students' skills.

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

Farm to table: A rewarding experience in agricultural techniques

Our Agricultural Technician students took part in multiple hands-on experiences with local farmers, gaining essential skills in cattle breeding (vaccination, artificial insemination, dehorning, ear tagging), in compliance with the proAction program and Code of Practice standards. They also gained experience with the entire horticultural production cycle, from sowing to selling. Our botany, marketing and sales courses give students the chance to grow their own products in the greenhouse and sell them at the local Sudbury public market, giving them real insight into what to expect from a career in agriculture. Final internships included making haskaps (small fruit from northern Ontario) into artisanal jam and developing an ice cream from local products, which is now for sale in the college's cafeteria. Projects like these showcase our students' creativity and the value of agri-food.



Experiential learning in architecture, carpentry, plumbing and electrical engineering

Funding from Co-operative Education and Work-Integrated Learning (CEWIL) made it possible for students from the Carpentry and Renovation Techniques and Technician programs and the Architectural Technology program to visit a mass timber construction site—a first in Sudbury! This site was initially designed to use steel, but was redesigned during the pandemic to use more affordable and innovative materials.



Plumbing Technician students visited a residential construction site for two houses to see waste water and aeration systems, cross-linked polyethylene (PEX) water lines and a hydronic heating system.

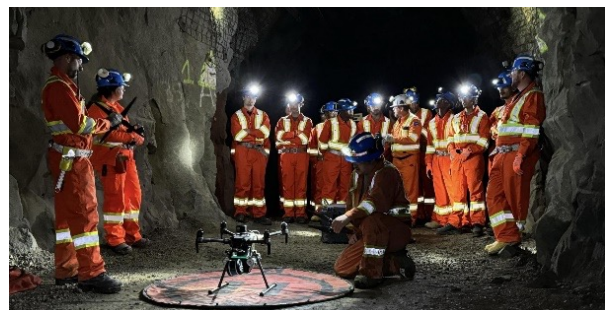


Specialized training for the mining industry

Thanks to funding from the Ontario Vehicle Innovation Network (OVIN), 226 students across trades programs on the Sudbury and Timmins campuses attended workshops and specialized courses on current cutting-edge technology in mining.

Students had the chance to use the NORCAT underground centre training facilities and received basic confined space training recognized by the Canadian Centre for Occupational Health and Safety.

[More information](#)



FAST FACTS

End-of-year course in electrical and electronics engineering

Fourteen Electrical Engineering Technology and Electronics Engineering Technology students did the college proud in their industrial project, leveraging their knowledge of control systems, communications, instrumentation, automation and programming to design, build and manage all aspects of their capstone. Some of their impressive achievements include:

- A powerful compost monitor that can be accessed online
- An air hockey table that automatically tracks your score
- A Bluetooth-controlled Bradley smoker
- A conveyor with automated counting and selecting systems
- An automated irrigation system
- An automated fishing hut

Welding program launched at Timmins

In January 2025, 11 students started the Timmins campus Welding Technician program. The welding shop has been expanded and its ventilation system updated, now offering ten welding stations and a cutting table. Students also enhanced their learning with on-site visits to welding businesses, including the world-class Bucket Shop.

The School of Health Sciences

Visibility efforts

The School of Health Sciences worked with the CNFS to launch multiple initiatives to raise awareness about careers in health care and to increase the school's visibility throughout Ontario.

Health Challenges were held on the Sudbury, Toronto and Windsor campuses, engaging Grade 9 through 12 students with interactive workshops, hands-on challenges and inspiring conversations with our teaching staff and our student ambassadors. High schoolers walked away from the Health Challenges with their interest piqued by the wide range of careers in health care.



In Sudbury, a VIP evening gave guests a chance to learn more about our programs through exclusive tours of our state-of-the-art labs, stimulating discussions with teaching staff, and an overview of the pathways available at Collège Boréal.



During a trip north, our students visited 12 health care establishments in communities including North Bay, Temiskaming, Timmins and Chapleau. This was an amazing opportunity to get to know real clinics and learn about the opportunities they provide for internships and careers.



The Specialist High Skills Major program put together a medical terminology-themed escape room for students at the École secondaire Thériault in Timmins. This activity was paired with a simulation on patient ambulation and lifting, which roused interest in careers in health.

Knowledge sharing

Our expertise in simulations was recognized at the SIMaginate symposium, where three of our workshop ideas were selected. The first dealt with reconciliation in nursing care, in collaboration with Richard Meilleur, an Indigenous Elder at Collège Boréal. The other two were about innovative approaches to simulation. The symposium was a great way to showcase our knowledge on the national stage!



FAST FACTS

Boréal keeps on innovating to meet the needs of the health care sector:

- A partnership with four long-term care centres (Kapuskasing, Nipissing, Welland and Windsor) is letting students in the Personal Support Worker program learn in a living classroom, combining online classes, mentoring and real-world experience.
- New free classes, funded by Ontario, are offering flexible, adapted training to help internationally educated nurses become licensed practical nurses or registered nurses.
- The Bachelor of Science in Nursing kicked off its first year with an event where our Indigenous Elder led a cleansing ceremony and our president welcomed the first cohort.

Student Services

Boréal's Student Services is a province-wide team committed to student success and well-being. The team helps students develop essential skills and reduces obstacles to personal and academic growth throughout their college careers. Each interaction and each initiative aims to create an environment for success.

Unveiling the Carrefour de la réussite

The Student Services facilities in Sudbury have been completely redesigned to better serve the student body. The space underwent a major transformation, starting in March 2024, and was unveiled in August 2024.

- The Centre de ressources Alphonse-Desjardins became 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. There are 14 study rooms and a quiet room with carrels.
- The Student Services centre was also transformed into a **wellness centre** focusing on mental health and accessibility. It includes a food bank and assessment space for students with specific needs. This revamp is a reflection of the college's renewed commitment to student success and well-being.

New health care partnership

A new partnership with the Primacy medical clinic at the Real Canadian Superstore in Sudbury means that students and their loved ones now have greater access to health care. The clinic offers general care and a vaccination clinic that is open on evenings and weekends (ideal for students working internships or overtime). The goal of the partnership is to effectively meet the medical needs of the Sudbury student community.

Mental health policy

In January 2025, Boréal adopted a new mental health policy, confirming its commitment to its student body's well-being. The policy makes it easier to access resources, encourages a culture of kindness and includes support services across all departments. The policy focuses on prevention, intervention and support to create a more inclusive environment that encourages personal and academic fulfilment.

Housing department

The housing department is continuing to develop to better support students in their search for safe, affordable housing. Its members now have access to personalized guidance, including resources, advice and partnerships with trusted landlords. The housing department makes it easier for students to settle in and contributes to their well-being.

Welcoming and integrating students

Orientation is key to fostering student integration and success at Boréal. On top of the usual activities, a new orientation plan was rolled out for the start of the Winter 2025 term. This plan focused on our campuses and available services. This initiative included immersive guided visits, interactive presentations and meetings with the Student Services team to make adjusting to college life easier for students. The accessibility services also expanded their transition program to better meet the needs of students with specific needs. Personalized programs like these make the transition to post-secondary that much smoother.

Continuing improvement

From October to November 2024, several trainings were offered to develop student and staff intervention skills. In October 2024 and February 2025, 30 people completed the **safeTalk** training on recognizing when someone is thinking about suicide and connecting them with further support. In October 2024, 15 people also took part in the two-day **ASIST training program on suicide intervention**.

In November, 10 staff members attended the "**Dialogue to Action**" talk at the Centre for innovation in Campus Mental Health. Lastly, 9 employees from the Sudbury campus took the **VTRA** training on preventing violence. These initiatives are proof of an ongoing commitment to the safety and well-being of the Collège Boréal community.

Student Association (AGEE)

AGEE Elected Members 2023–2024

Hearst

- Mouhamadou Lamine Malan – Director (Pre-Health Sciences Pathway to Certificates and Diplomas)
- Aly Badara Sissoko – Social Representative (Business)
- Mouhamadou Mouhameth Fall – Sports Representative (Business)

Kapuskasing

- Audrée Dallaire – Director (Business)
- Brianna Laberge – Social Representative (Business Fundamentals)
- Ashton Paquette – Sports Representative (Business Fundamentals)

Nipissing

- Mohamed Yafir – Director (Business)
- Ashley Bélanger – Social Representative (Practical Nursing)
- Thom Junior Bakala Foutou – Sports Representative (Business)

Ottawa

- Mouhamadou Sarr – Director (Public Administration)
- Mariam Ouattara – Social Representative (Public Administration)
- Ronnie Nsungani – Sports Representative (Public Administration)

Sudbury

- Exaucée Kubuana Nkenko – Director (Business Administration – Accounting)
- Milezou Marie-Yolande Dalicia Assassy – Social Representative (Business)
- Ndoumbe Dikoume Claude Marcel – Sports Representative (Welding Technician)
- Benadi Kaby Mbombo – Communications Officer (Practical Nursing)
- Nadia Assetou Kabore – Intercultural Representative (Business)

Timmins

- Daouda Camara – Director (Social Services Worker)
- Gueye Thiendou – Social Representative (Motive Power Technician – Truck and Coach)
- Mamadou Lamine Diallo – Sports Representative (Motive Power Technician – Truck and Coach)

Toronto

- Loic Achille Simo Nogue – Director (Computer Systems Technician)
- Severine Sedjibo Lehi Epse Dobo – Social Representative (Business)
- Aminata Yacine Sow – Sports Representative (Business)

Windsor

- Assiélou Raoul Koffi – Director (Practical Nursing)
- Laure Kahambu Wannu – Social Representative (Business)
- Chris Bryan Dapnet Tindo – Sports Representative (Business)

AGEE activities

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

- **Themed events**
 - › Halloween: Costume contest and treats
 - › Christmas: Breakfast on campus, gift draw/contest, party with Université de Hearst
 - › Valentine's Day: Quiz and prize draw
 - › Black History Month: Free lunch
 - › KPI campaign: Poutine lunch, free coffee/hot chocolate/donuts, tickets to a Lumberjacks hockey game
- **Equipment**
 - › Purchases: PS5 console + games, fridge and snacks for the student lounge, instant camera, sports pinnies with Vipers logo
- **Sports and recreation**
 - › Free gym access and free swimming
 - › Ice skating activity
 - › Created a soccer team and held a friendly against Université de Hearst
 - › Tickets for a multi-cultural show (Conseil des Arts)
 - › Socials and PS5 tournament with prizes

Kapuskasing

- **Access, wellness and events**
 - › Free access to Cardi-O Centre gym Surprise gift bags (Halloween, Valentine's Day)
 - › Tickets: Kapuskasing Flyers hockey match, shows at the Centre régional de Loisirs culturels
- **Purchases and equipment**
 - › Snacks, weekly coffee/tea, school supplies, decorative plants for the study lab, Polaroid camera to create a photo wall in the student lounge

Nipissing

- **Wellness and sports**
 - › Passes to the pool, sports centre and community gym
- **Themed events and activities**
 - › Halloween: Campus decorations, candy (for students and community), surprise gift bags, costume contest
 - › Christmas: Campus decorations, gingerbread houses, parade, lunch, gifts
 - › Valentine's Day: Red theme
 - › Saint Patrick's Day: Green theme, prize draw
 - › Contests: '70s, Hawaiian, Olympics (for prizes)
 - › Contests: drawing (mascot), photography and video (student life)
 - › Quiz with prize and treasure hunt (April Fool's Day)
- **Meals and snacks**
 - › Pizza lunch, subs (Bell Let's Talk)
 - › End-of-year lunch/activity or gift
 - › Film screening and popcorn
 - › Smile Cookies
- **Outings**
 - › Hockey tickets (Lynx)
 - › Carnaval des Compagnons tickets

Ottawa

- **Welcome events and community**
 - › Orientation days (including breakfast, corn husking)
 - › Various meals: Surprise shawarma, pizza, Remembrance Day breakfast
 - › Group fast-breaking
- **Outings and excursions**
 - › Rideau River cruise
 - › Visit to Parliament
 - › Extramural soccer tournament (Toronto)
- **Themed celebrations and social activities**
 - › Valentine's Day evening
 - › Women's Day and Francophonie Day
 - › Cultural night and karaoke
 - › Hockey game watch party
 - › Paint & Sip
 - › Video game tournament
 - › Workshops: Job search, CV drafting
 - › Student lounge upgrade

Timmins

- **Wellness and physical health**
 - › Rehab Plus gym membership
 - › Tubing outing – Mount Jamieson
- **Snacks and meals**
 - › Coffee, hot chocolate and donuts each month, as well as during safety week
 - › Dances and movie night on campuses (treats/drinks included)
 - › Free snacks and meals
- **Themed activities and socials**
 - › Halloween: Candy, costume contest and pumpkin carving (for a prize)
 - › Christmas: Free dinner, community parade (floats, decorations) with hot chocolate, donuts and gifts
 - › Valentine’s Day: Candy
 - › Franco-Ontarian Day: Discussions and free poutine
 - › Bowling night and treasure hunt
- **Equipment, decor and awards**
 - › Purchases for game room: Billiard cues, ping-pong paddles, boot hockey sticks, new PS5 controllers and FIFA 2025 game
 - › Egg chair for the Coup de pouce room
 - › \$500 award: Graduation ceremony

Toronto

- **Outings and excursions**
 - › Canada’s Wonderland, Niagara Falls, CN Tower, Museum of Toronto, Coup de Cœur show, Raptors game (against Chicago),
 - › Hockey game in Ottawa
 - › Skating
- **Social and cultural events**
 - › Salon du livre, Black History Month Gala (Centre francophone du Grand Toronto), 40th anniversary gala for the Conseil des organismes francophones de la région de Durham (COFRD)
 - › End-of-term gala
 - › Valentine’s Day (meal and flowers)
 - › Free lunchtime concert
 - › Cultural day and student talent show
 - › PlayStation tournament and movie day

Sports

- › Extramural soccer tournament (OCR)
- › Dance and music night for Thanksgiving: buffet, contest, games and prizes

Meals and snacks

- › Various meals and snacks

Workshops

- › Workshops: CV drafting, interview techniques, peer mentoring
- › Information session for international students
- › Volunteering: Cinéfranco and Heritage nursing home

Windsor

Events and celebrations

- › End-of-year gala
- › Thanksgiving activity
- › Valentine’s Day:
- › Campus decoration, sweets
- › Black History Month: Posters and decoration Campus decoration and Ramadan fast-breaking dinner

Meals and snacks

- › Pizza, coffee, donuts, popcorn, snacks, drinks and sweets

Sports and wellness

- › Soccer training
- › Inter-program friendly soccer, video game and ping-pong tournaments (with prizes)
- › Treasure hunt with prize Movie night
- › Zumba day

Games and recreational items

- › Various games and PS5 games
- › Equipment for sports room – \$20,000

Sudbury

- **Welcome and free meals**
 - › Boréal shirts for the entire student body
 - › Orientation days: DJ, games, free meals
 - › Various free lunches and dinners: poutine, crêpes, pizza, spaghetti, rice, burgers, quick breakfast, popcorn
 - › AGEE integration evenings, masked ball, start-of-term party
 - › Valentine's day dinner, themed nights at the Pub (music, karaoke, painting)
 - › Black History Month dinner (flag exhibit, tickets for the African Cabaret at the Sudbury intercultural centre)
- **Outing and cultural events**
 - › Outings: Canada's Wonderland, Science North, Urban Air Adventure Park
 - › Matches: Raptors, Toronto FC, Wolves, Sudbury Five
 - › Visits: Parliament, campus escape room
 - › Tickets: La Nuit sur l'Étang, African Cabaret
 - › Halloween party (contest, treats, decorations)
 - › Carnival day, campfire, horse-drawn sleigh ride
 - › Collaboration with Coop Boréal: themed nights at the Pub
 - › Sports game watch parties at the student lounge and the Pub (Champions league, football)
- **Extramural sports –Vipers teams**
 - › Soccer: 2 co-ed teams, 1 men's team (league and exhibition games), 1 women's team (friendlies)
 - › Basketball: men's and women's, tournaments and games against Cambrian College, men's league (Cambrian Basketball League)
 - › Hockey: men's and women's, tournament, rink rental
 - › Powerlifting club started
 - › Soccer Dome rental, transportation, lodging, coaching staff salaries, daily fees
 - › Equipment, uniform and sports kit purchases
 - › 95 student athletes (a record number)
 - › Sports scholarships (18 extramural awards at the Vipères Gala)

- **Facilities and services improvements**
 - › Upgrade of student lounge
 - › Bell satellite services (lounge and Pub), sports subscription
 - › Curtain repairs at the Pub
 - › Purchases: PS5 + games, foosball, furniture for student housing, billiard cues, hygiene kits, table for the Shkode Pavilion
 - › Mural for student housing
- **Wellness and development activities**
 - › Yoga, dance at the Sports Centre
 - › Music club, video game day

Collège Boréal Alumni Association

Annual Alumni Golf Tournament – June 6, 2024, Sudbury

More information

- 150 attendees at Timberwolf Club
- \$50,645 raised (cash and in-kind donations) for the Boréal Foundation to support access to French-language post-secondary studies in Ontario
- Our generous partners, employers and community members made it possible to award:

Bourse de perseverance

[Perseverance scholarship]

- › Bourse de l'Association des anciennes et des anciens [Alumni Association scholarship] (awarded at graduation)
- › Bourse pour personne à charge d'anciennes ou d'anciens [Alumni dependants scholarship]
- › The Boréal + scholarship (studying at Boréal for the second or third time)

Athletic sponsorships

- › Sudbury Five basketball game – Saturday, January 18, 2025
- › Sudbury Wolves hockey game – Wednesday, March 5, 2025

Partnership

- › Established an affinity partnership with TD Insurance for small businesses

Summary of financial statements

Consolidated for the period from April 1, 2024 to March 31, 2025

Consolidated Balance Sheet as of March 31, 2025*

Assets

Current assets:

Cash	27,935,409
Accounts receivable	15,164,499
Prepaid expenses	2,232,960
Instalment on long-term accounts receivable	331,000
	\$ 45,663,868
Investments	14,404,554
Capital assets	88,985,708
Long-term accounts receivable	2,797,569
	\$ 151,851,699

Liabilities and Fund Balance

Current liabilities:

Accounts payable and accrued liabilities	21,236,589
Deferred contributions – Expenses of subsequent periods	11,009,006
Instalments on long-term debt	539,000
	\$ 32,784,595
Post-employment benefits and compensated absences	2,337,066
Deferred contributions – Capital assets	64,080,284
Asset retirement obligations	913,820
Long-term debt	6,521,489
	\$ 106,637,254

Net assets:

Unrestricted	11,054,432
Internal restriction	6,800,000
Capital investments	16,931,115
Endowment fund	8,943,727
	\$ 43,729,274
Accumulated remeasurement gains	1,485,171
	45,214,445
	\$ 151,851,699

* The 2024–2025 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 – 2023–2024 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:

2024–2025 Business Plan (French only):

https://collegeboreal.ca/wp-content/uploads/2024/06/plan_activites_juin_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 – 2024–2025 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 2024–2025 are available on the Collège Boréal website:
<https://collegeboreal.ca/en/about-us/governance-and-administration/>*

Note: This link will be updated once the 2024–2025 financial statements have been approved by the college’s Board of Governors.

Appendix C – 2023–2024 Key Performance Indicators Report

As mentioned earlier, the 2023–2024 KPIs for Ontario’s 24 colleges have not yet been released due to the February 27, 2025, provincial elections.

As a reminder, 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 most recent 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 (second rank; provincial average: 65%)

Graduate employment rate

- 84.8% 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 2024–2025.

Appendix E – 2024–2025 Board of Governors



Linda Dugas
*Chair of the Board
of Governors*



Daniel Giroux
*President of
Collège Boréal*



Emily Low
Vice-Chair



Natalie Aubin



Alioune Badara Fall
Student Representative



Daniel Brisson
*Support Staff
Representative*



Dave Champagne



Richard Cousineau



Richard Diotte



Marc Lauzier



Camille Lemieux
*Academic Staff
Representative*



Justin Lemieux



Roma Levesque



Olivier Malaba
*Administrative Staff
Member*



Marie-Josée Martel



Gisèle Seguin

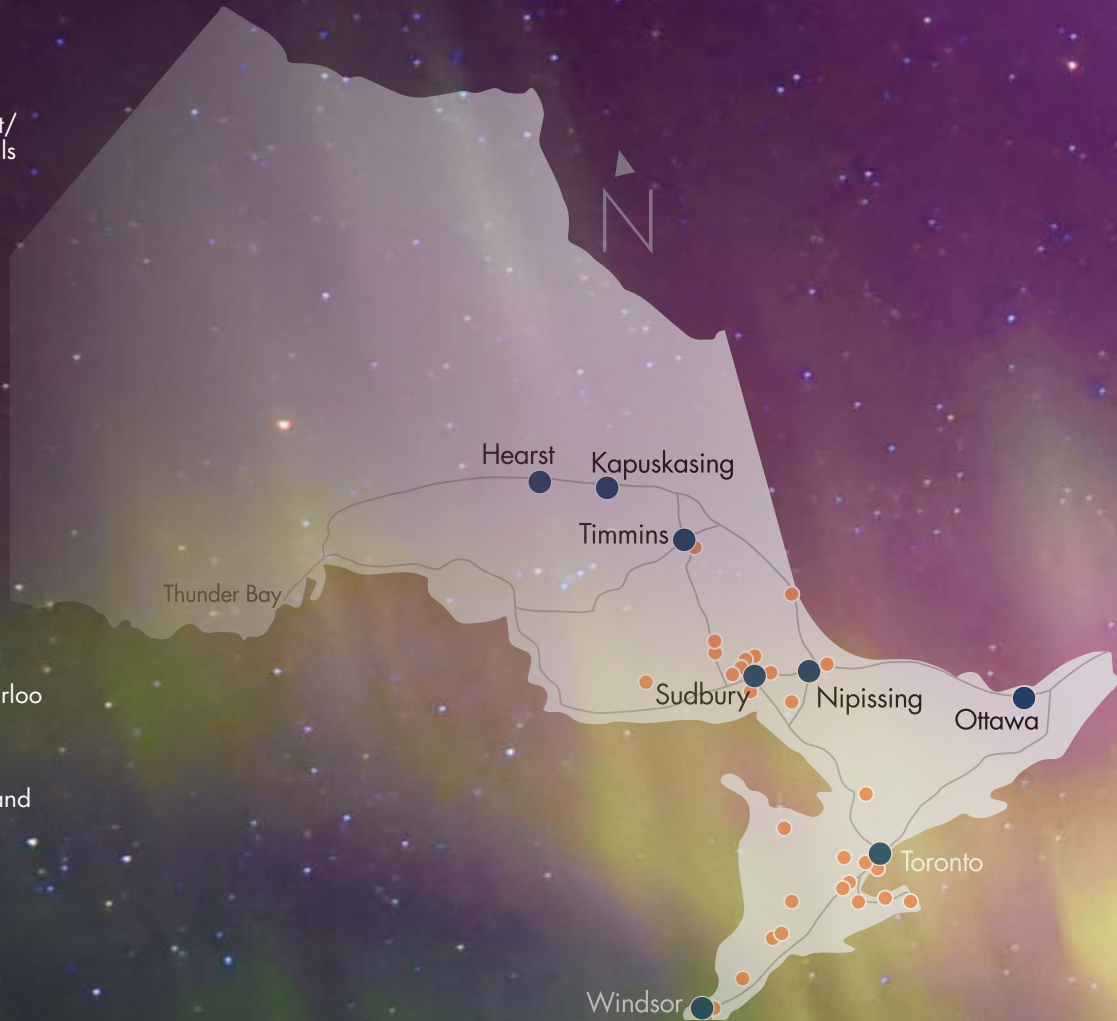
Boréal 2024-2025: 37 sites (including 8 campuses) in 27 communities

Campus

Hearst
Kapuskasing
Nipissing-Ouest/
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



Sudbury

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

Kapuskasing

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

Ottawa

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

Toronto

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

Hearst

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

Nipissing-Ouest

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

Timmins

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

Windsor

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