20th Annual PANEL DISCUSSION

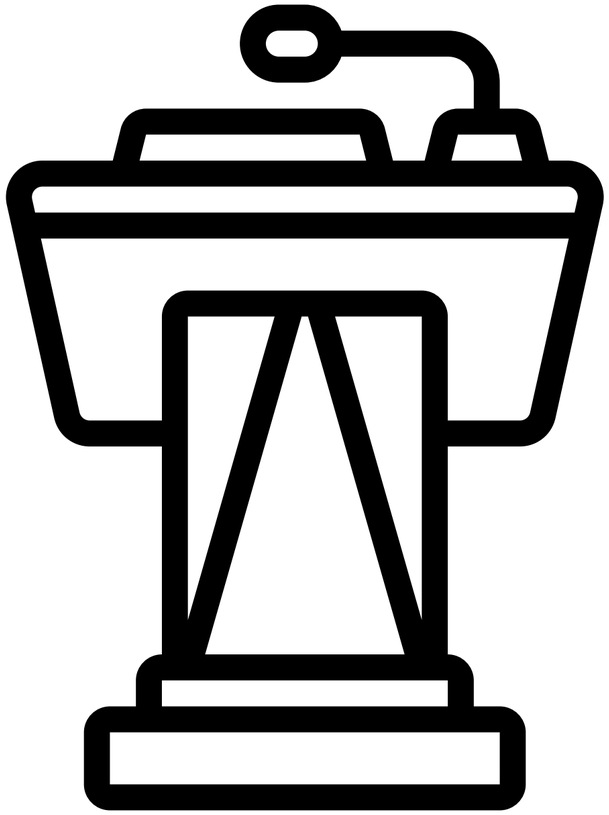
IGNITING THE FUTURE OF LANGUAGE EDUCATION

Change, Challenge, and the Future of Language Learning

TESL Ontario

Friday, November 21, 2025

9:30 a.m. - 11:30 a.m.



Allison Keown

TESL Ontario

IGNITING THE FUTURE OF LANGUAGE EDUCATION

Today's Panelists

Christine Charbonneau

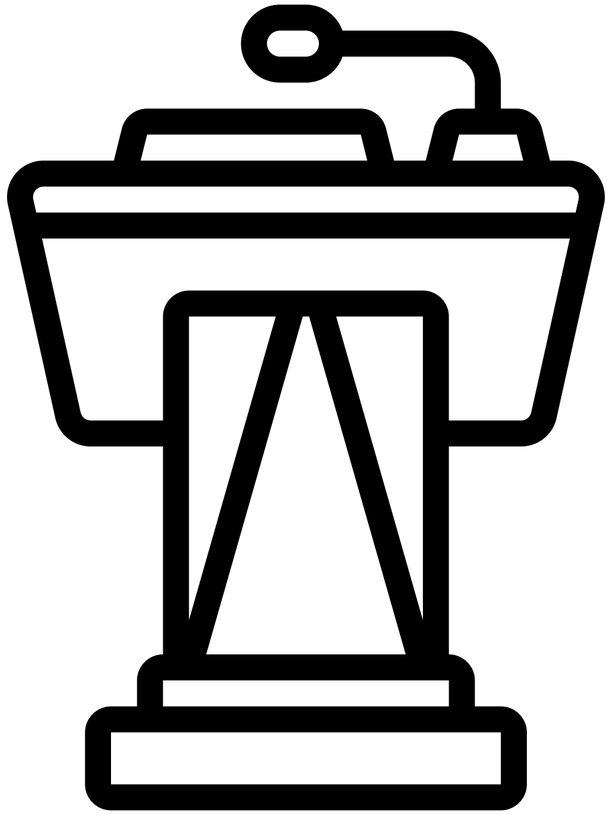
Immigration, Refugees and Citizenship Canada (IRCC)

Yvonne Ferrer

Ministry of Labour, Immigration, Training and Skills Development (MLITSD)

Pauline McNaughton

Ministry of Education



Sharon Rajabi

Moderator

IGNITING THE FUTURE OF LANGUAGE EDUCATION

Panelist



Christine Charbonneau

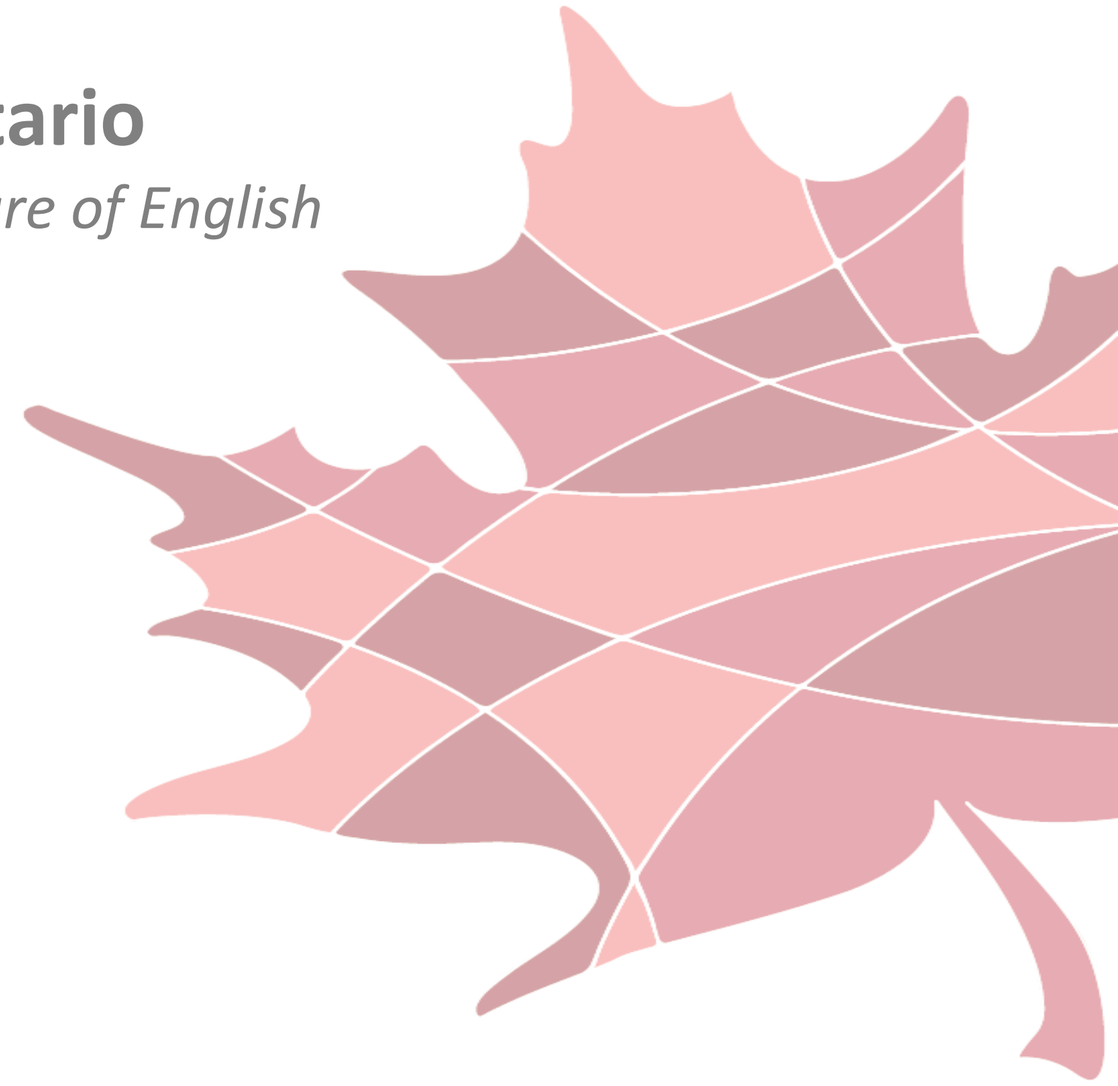
Immigration, Refugees and Citizenship Canada (IRCC)

IGNITING THE FUTURE OF LANGUAGE EDUCATION

IRCC Language Programming in Ontario

TESL Ontario 2025 Conference: *Igniting the Future of English Language Education*

20th Annual Panel Discussion



Christine Charbonneau
Director Settlement and Resettlement Operations
Settlement and Citizens Sector, IRCC
November 21, 2025

Today’s Agenda

Overview

Overview of Call for Proposal 2024

- Investments, Services, Priorities and Changes in Language Training

Regional Landscape of Language Training

- Courses, Uptake and Pressure

The Path Forward

- Budget 2025, Immigration Levels and Program Renewal

Questions

Overview of Call for Proposal 2024

Call for Proposal 2024: Results for Ontario

Programs and Services

- Funding Period: 3 Years (2025-26 to 2028-29)
- Proposals: 328
- Organizations: 242 (12 new)
- Investments: $1.6B (over 3 years)
- Settlement: 317 Projects
- Resettlement: 17 Projects

Language

- Language Training Providers: 98
- Assessment Providers: 16
- Supports for Language Staff

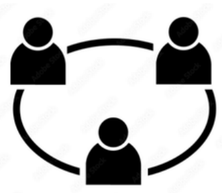
Language Training Program: CFP 2024

Priorities



Prioritize Literacy – CLB 4 Language Training

- Despite reduced immigration targets, IRCC maintains support for newcomers with the greatest needs.
- Emphasis on foundational language skills that support daily life, employment and civic engagement.



Collaboration

- Work closely with partners to ensure complementarity of service delivery.



Flexible and Digital Delivery: Expand digital options to meet evolving client needs and improve service efficiency.

Language Training Program: CFP 2024

Priorities



Right service to the right client at the right time



Improve data collection and tracking by disaggregating activities:

- General Language Instruction for Newcomers to Canada (LINC)/Cours de langue pour les immigrants au Canada (CLIC)
- LINC/CLIC for literacy learners
- Employment-related language training
- Language training adapted for French-speakers settling in Francophone minority communities.

Changes to Language Training in CFP 2024

Phase 1 April 1, 2025	Phase 2 September 1, 2025	Phase 3 September 1, 2026
Prioritize Stage 1 Literacy and CLB Level 1 – 4	**End of Stage 3 Funding** CLB Level 7 and higher	**End of Stage 2 Funding** CLB Level 5 - 6

Service Standards Introduced in CFP 2024

Language Assessment
Assessments are completed within 21 days of a client requesting the service.

Language Training
Clients are enrolled in class within 90 days of waiting.

Regional Landscape of Language Training

Operational Focus



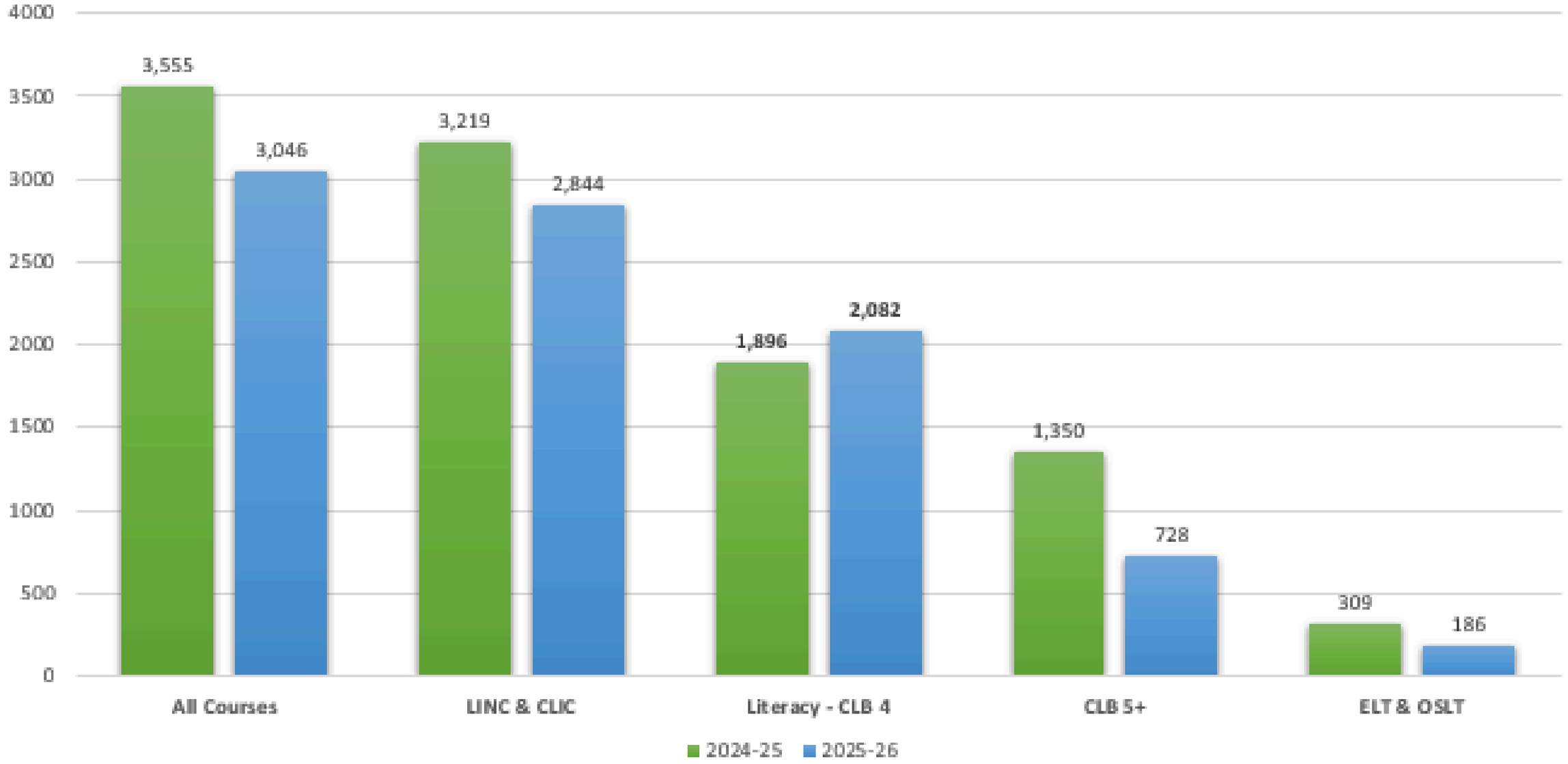
Building on last year's work, we have been working with service providers to improve access to language training:

- Provide **funding** for additional courses/seats
- Updated **guidance** to improve waitlist management
- Improved internal **data** collection, analysis and interpretation

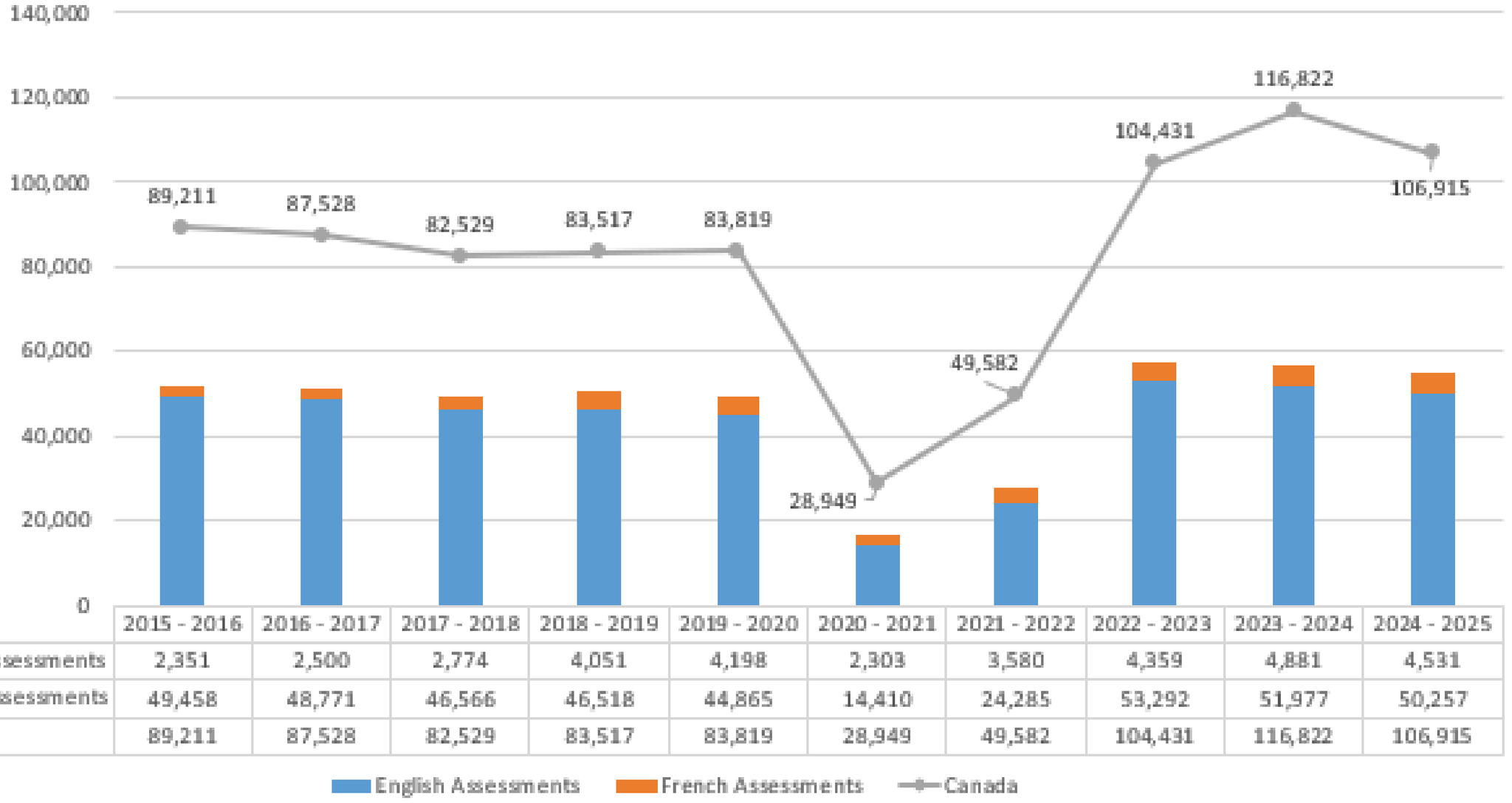


Ongoing dialogue and feedback about key issues is encouraged.

Breakdown of IRCC Courses
2024-25 vs 2025-26

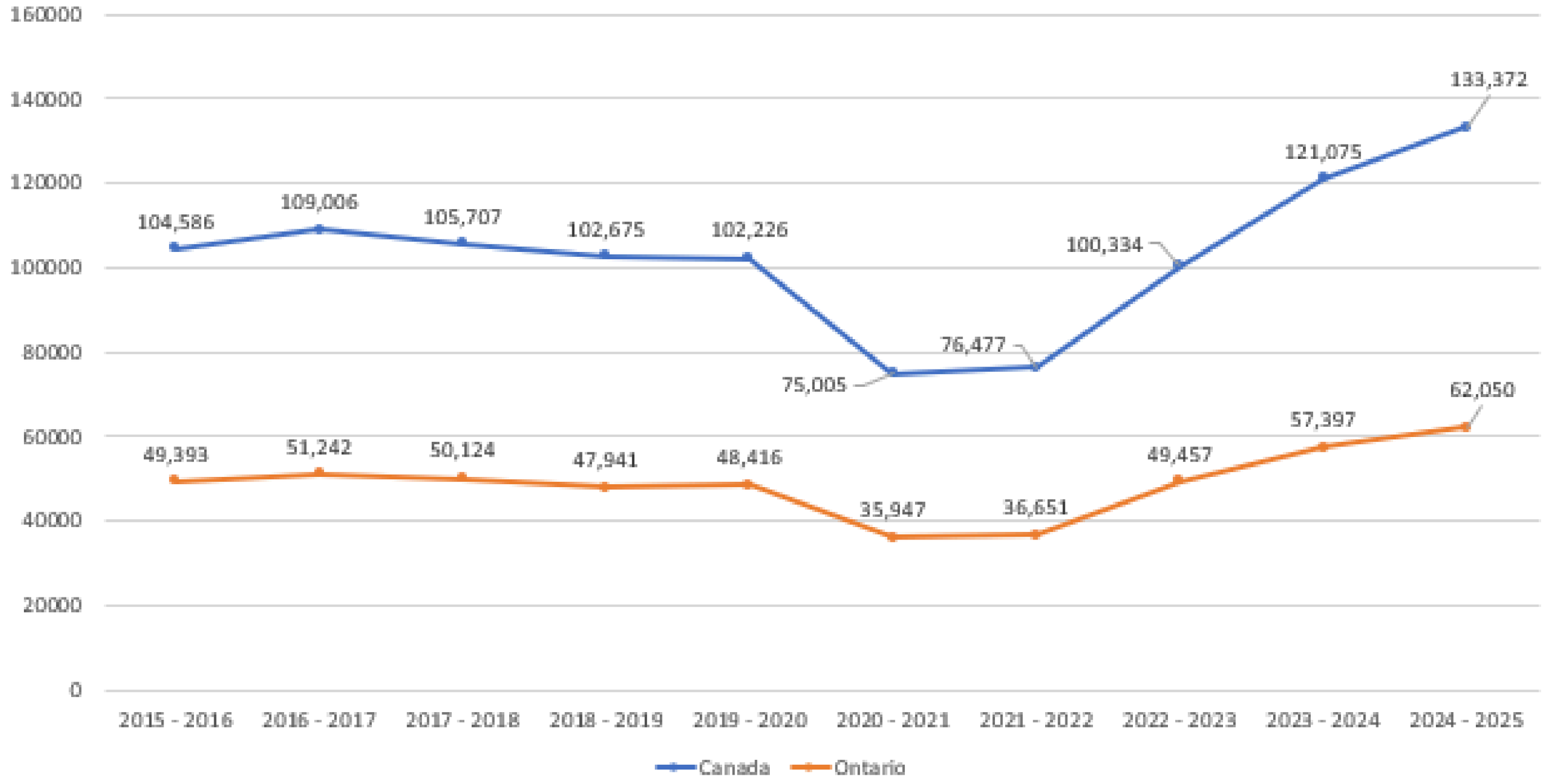


Language Assessment: Uptake Over 10 Years



	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025
French Assessments	2,351	2,500	2,774	4,051	4,198	2,303	3,580	4,359	4,881	4,531
English Assessments	49,458	48,771	46,566	46,518	44,865	14,410	24,285	53,292	51,977	50,257
Canada	89,211	87,528	82,529	83,517	83,819	28,949	49,582	104,431	116,822	106,915

Language Training: Uptake Over 10 Years



Francophone Integration Pathway
and Language Training in Support of FIP

Francophone Integration Pathway

- Enhancing the vitality of Francophone and Acadian communities is an integral part of IRCC's mandate.

- facilitates linkages between French-speaking newcomers and Francophone communities and strengthens the delivery of quality settlement services "by and for Francophones".

Language Training in Support of FIP

Formal language training

1. Cours de langue pour les immigrants au Canada (CLIC)
2. Continuation of Formation linguistique adaptée pour les nouveaux arrivants

The Path Forward!

Budget 2025: Permanent Resident Admissions

A Look Ahead

Permanent Residents Admissions ***(2025 Annual Report to Parliament on Immigration or Levels Plan)***	2025 **from the 2024 Report*	2026	2027	2028
Economic Immigration	232,150	239,800	244,700	244,700
Family Reunification	94,500	84,000	81,000	81,000
Refugees, Protected Persons, Humanitarian and Compassionate, Other	68,350	56,200	54,300	54,300
Total	**395,000**	**380,000**	**380,00**	**380,000**

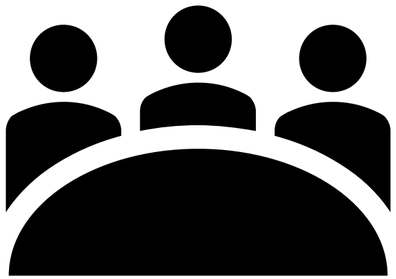
Potential Impact

- *Not known at this time.*

National Settlement Coordination Meetings

Thematic Meetings

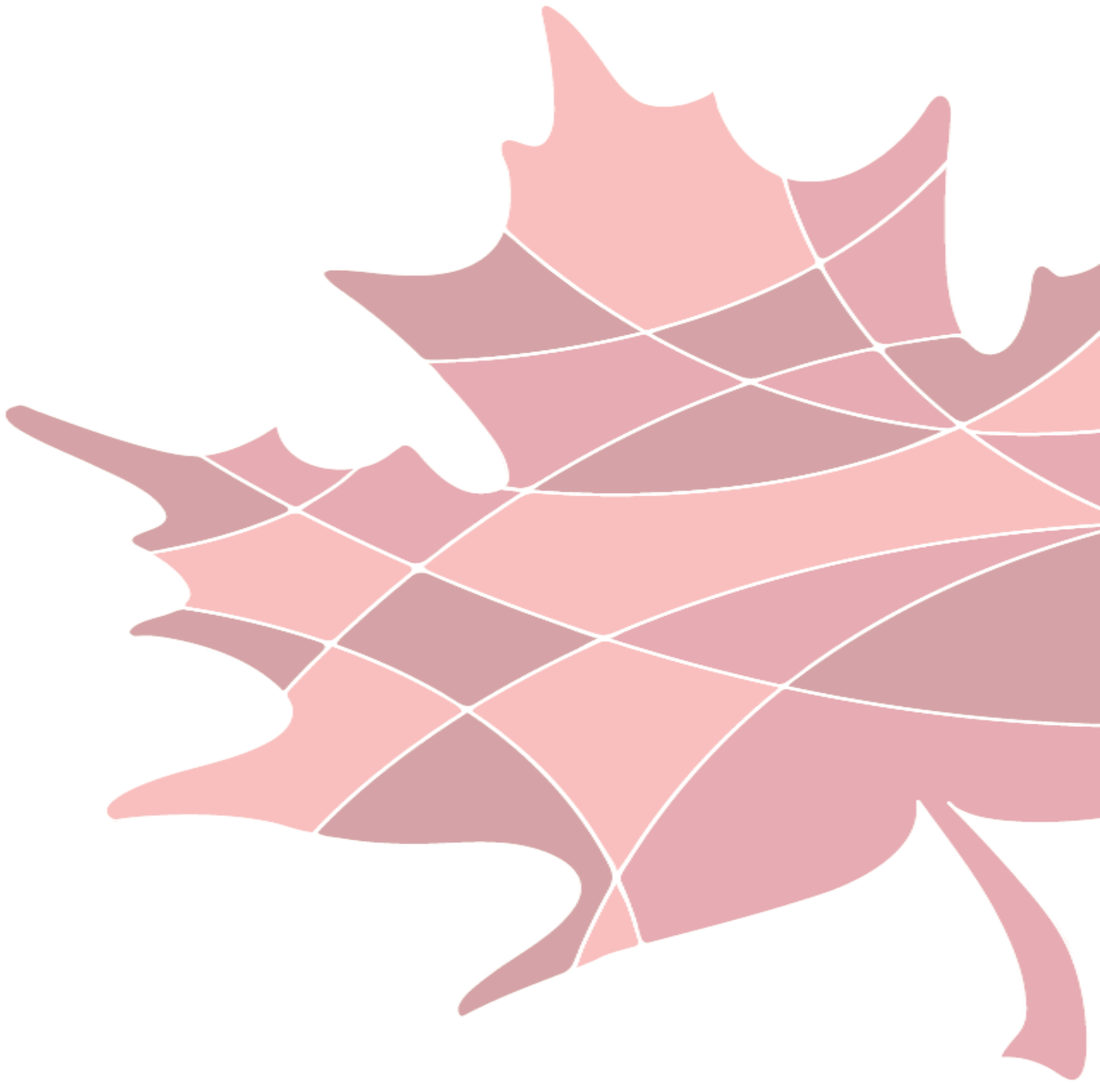
1. Case Management
2. Small Centers
3. SWIS/TÉÉ



Literacy (Pre-CLB Stage 1)

1. The purpose of the session is to engage the sector in operationally focused and data-driven discussions to build communities of practice, share innovations, and enhance consistency and efficiency in service delivery.

Questions and Comments



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Ministry of Labour, Immigration, Training and Skills Development (MLITSD)

IGNITING THE FUTURE OF LANGUAGE EDUCATION

Ministry of Labour, Immigration, Training and Skills Development

Adult Language Training Program

TESL Ontario Conference

November 21, 2025

Ontario

Ministry of Labour, Immigration, Training and Skills Development

Immigration Context

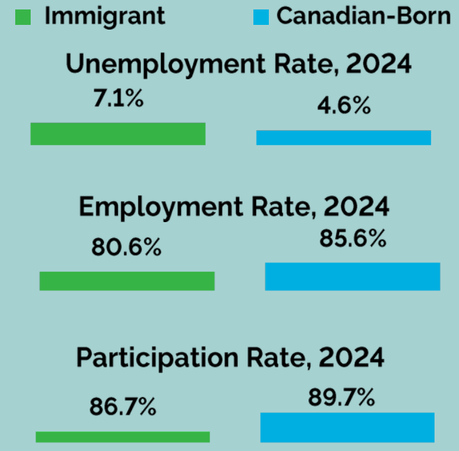
Ontario Immigration 2022-24

- **Significant increase in permanent and temporary immigration**
- **~43%** of national immigrant admissions settled in Ontario
- **Asylum claimants** grew from 26,505 in 2022 to over **90,000 in 2024**
- Rapid growth of migrant population has created **significant pressures on provincial service systems**
- Immigrants make up **30%** of population and **33%** of the labor force

Well-educated but Underutilized

- Newcomers bring **strong educational credentials** and labour market assets but are **not utilized to their full potential.**
  - **64%** of working-age immigrants have a post-secondary degree, compared to **33.8%** for the Canadian-born.

Labour Market Integration Challenges



Official language ability is the single largest determinant of employment outcomes.

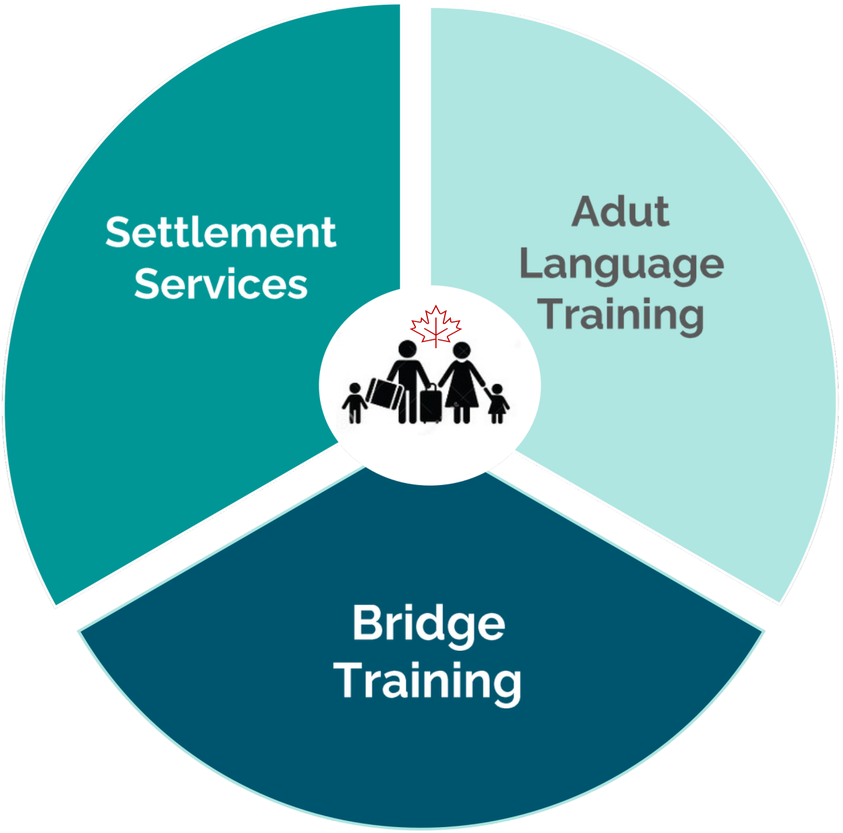
- Newcomers without official language ability struggle to transfer their education and experience to skills commensurate employment.
- Strong language skills and employer connections significantly improve employment prospects, earnings and occupational attainment of immigrants.

Ontario

Ministry of Labour, Immigration, Training and Skills Development

Ontario's Settlement and Integration Programs

MLITSD invests **$100M** annually to support the social and economic integration of newcomers through the delivery of comprehensive settlement services that serve **180,000 newcomers.**



Newcomers gain knowledge and skills that are key to integration, access social supports, and develop connections to the labour market.

Newcomers gain official language communication skills for effective community and labour market participation.

Skilled newcomers find employment commensurate with their international qualifications.

Ontario

Ministry of Labour, Immigration, Training and Skills Development

Adult Language Training

Language Assessments	English and French as a Second Language	Workplace Language Training

Client Profile (SY2024-25)

Immigration Breakdown

Asylum Claimants	49%
Permanent Residents	35%
Other	16%
Total	**100%**

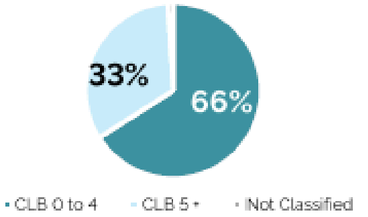
Client Profile

- **58%** Female
- **87%** Working age (25 to 64)
- **77%** Less than 5 years in Canada
- **57%** Have post-secondary education

Top 3 Countries of Origin

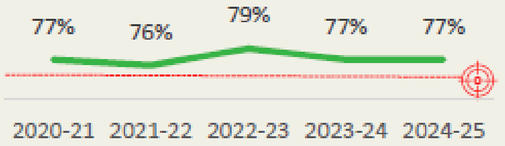
- Iran 9%
- Bangladesh
- China 7%

Proficiency Level



Outcomes (SY2024-25)

Over **63,000** newcomers served.



77% of learners who completed **over 200 hours of training** advanced at least one level in language skill.

96% of courses have employment-related content at all language benchmark levels.

85% of courses have established connections with an employment and training service provider.

Workplace Language Training

- **Occupation-specific language and communication skills in priority sectors:**
  - healthcare
  - personal support work
  - skilled trades, childcare
  - customer service
  - hospitality
  - manufacturing
- **Connections to employers and work experience**



Over **75%** of learners who completed occupation-specific language training **obtained employment**

CICS
Centre for Immigrant and Community Services

Personal Support Work (PSW)

- Partnership with Yee Hong Centre for Geriatric Care
- Training in healthcare terminology
- Communication skills in Canadian healthcare context
- Job shadowing
- Employment supports

CENTRE FOR SKILLS DEVELOPMENT

Skilled Trades Stream

- Trades-specific language training
- Construction/safety terminology and training
- Employer connections & job supports

Customer Service Stream

- Sector terminology
- Training on customer interactions and conflict resolution

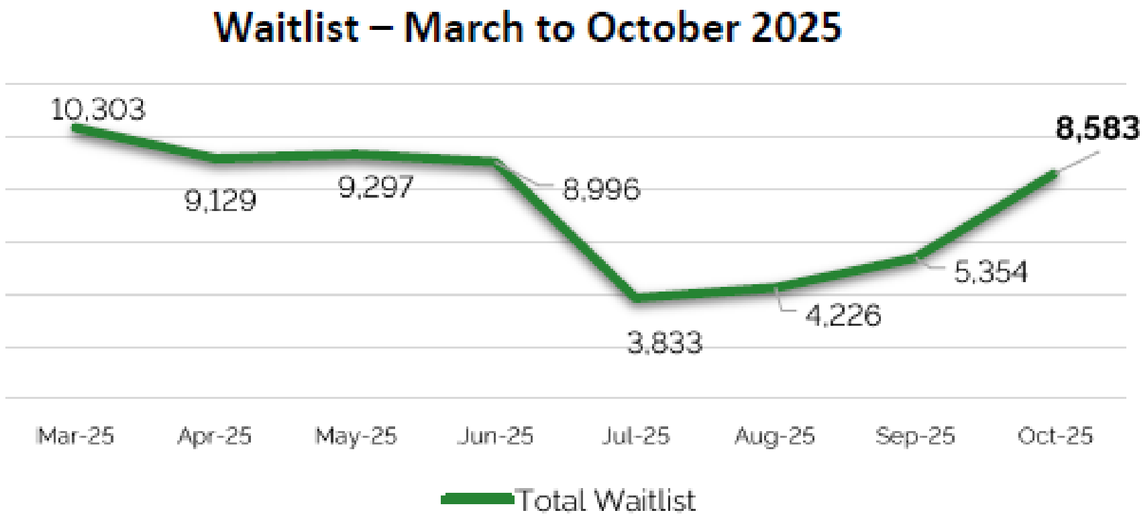
COSTI

Healthcare and Childcare Streams

- Sector terminology and communications
- Career planning and job supports
- **Healthcare stream:** professional standards, managing medical information, and effective client interaction.
- **Childcare stream**: communication with parents/families.

Ontario

Challenges



- Demand is heavily concentrated in Toronto, Ottawa, Peel, York and Halton.
- **Refugee claimants are driving demand for language training.**
  - In 2024 25, they represented nearly **50%** of learners, compared to **33%** in 2022 23.
  - Priority is to help claimants improve their official language skills so they can access job training and labour market supports

Strategies to Optimize Class Seats

Periodic review of program data to monitor and manage waitlist and enrolment

- Prioritized learners who are only eligible for provincial language training
- Paused referrals of Permanent Residents to ESL/FSL if a course waitlist exceeds three months.
- Updated minimum and maximum class size guidelines.
- Automated waitlist management and requirement for waitlisted learners to confirm their interest at 30 day intervals.
- Made ***Avenue*** available to all provincially funded language training providers and promoted awareness among newcomers about online class options.

Ontario

Ministry of Labour, Immigration, Training and Skills Development

Ontario Bridge Training Program

Bridge Training helps skilled newcomers **find employment commensurate with their international qualifications** through specialized training and employment supports designed to address skill, knowledge and competency gaps

Program Streams

Getting a Job	Getting a License
Projects that provide occupation-specific and technical training, workplace culture and communication skills, employer connections, work placements, mentoring and assistance to find a job.	Projects that prepare participants for licensure/registration exams and support to navigate registration processes and to find employment in health and non-health regulated occupations

Mandatory Service Components

- Occupation focused recruitment, competency assessment and services
- Technical and essential skills training
- Partnership with employers in program design and facilitating access to work experience (i.e., job/clinical placements, internships) and jobs
- Engagement of regulatory bodies in design of training
- Service navigation support through the credential registration process
- Occupation specific employment and retention supports

Project Sectors



Healthcare [36%]
- 14 projects, 2,067 participants



Skilled Trades [22%]
- 9 projects, 1,085 participants



STEM [24%]
- 11 projects, 1,277 participants



Education [12%]
- 6 projects, 1,015 participants



Other [24%]
- 3 projects, 3,280 participants
- (includes occupations in supply chain)

Ontario

Priorities

- **Continue to drive efficiencies to optimize program capacity** (attendance and waitlist management, optimize class sizes, focus on priority learner groups with greatest needs).

- **Strengthen and expand workplace language training** and employment pathways for learners to support labour market integration.

- **Identify opportunities for improvement and innovation** to modernize program delivery.

- **Collaborate with key partners and service providers** to monitor trends and respond to evolving needs, where feasible.

Questions?

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Pauline McNaughton

Ministry of Education

IGNITING THE FUTURE OF LANGUAGE EDUCATION

Supporting Adult Learners in Ontario

Pauline McNaughton
Senior Manager, Enhancement Programming Unit
Skills Development and Apprenticeship Branch
Student Achievement Division

Ministry of Education

November 2025

Ontario

Adult Credit Programs

For adults who want to earn high school credits towards their Ontario Secondary School Diploma (OSSD) or need academic credits to enter postsecondary education or apprenticeship training.
*Available through school boards and TVO Independent Learning Centre.

- Flexible Adult Credit Delivery Options
- Continuous intake
- Semesters / Quadmesters
- Up to 6 terms per year (September – August)

- In-person
- Remote Learning
- Online Learning
- Self-Study / Correspondence
- Cooperative Education

Prior Learning Assessment and Recognition (PLAR) for Mature Students

***Available through school boards and TVO Independent Learning Centre.**

PLAR is a process whereby the knowledge and skills adults acquired, in both formal and informal ways outside secondary school, are recognized for credit

- This is a formal evaluation process, conducted by the principal, by which adults can earn up to **26 of 30** credits required for an Ontario Secondary School Diploma (OSSD)
- This policy is outlined in Policy/Program Memoranda No. 132: Prior Learning Assessment and Recognition (PLAR) for Mature Students

Pre-Employment / Pre-Apprenticeship Training offered within Adult Credit programs

- Basic Military Training (Co-op)
- Culinary Arts
- Custodial Services
- Childcare Assistant
- Hairstyling
- Ontario Youth Apprenticeship Progr
  (OYAP)
- Personal Support Worker (PSW)



Personal Support Worker Initiatives

In **fall 2023,** The Ontario government announced an investment of over $300M over 3 years to help thousands of people launch careers as Personal Support Workers.

Personal Support Worker (PSW) Student Bursary

- Through an investment by the Ministry of Long-Term Care, **school boards currently receive up to $2,000 per student for the purpose of waiving PSW program student activity fees** that are ordinarily paid by the student. School boards also receive an allocation of funding to support student retention and success in the PSW program.
- 2025-26 is the last confirmed year of funding for the PSW Bursary.

Other PSW Initiatives

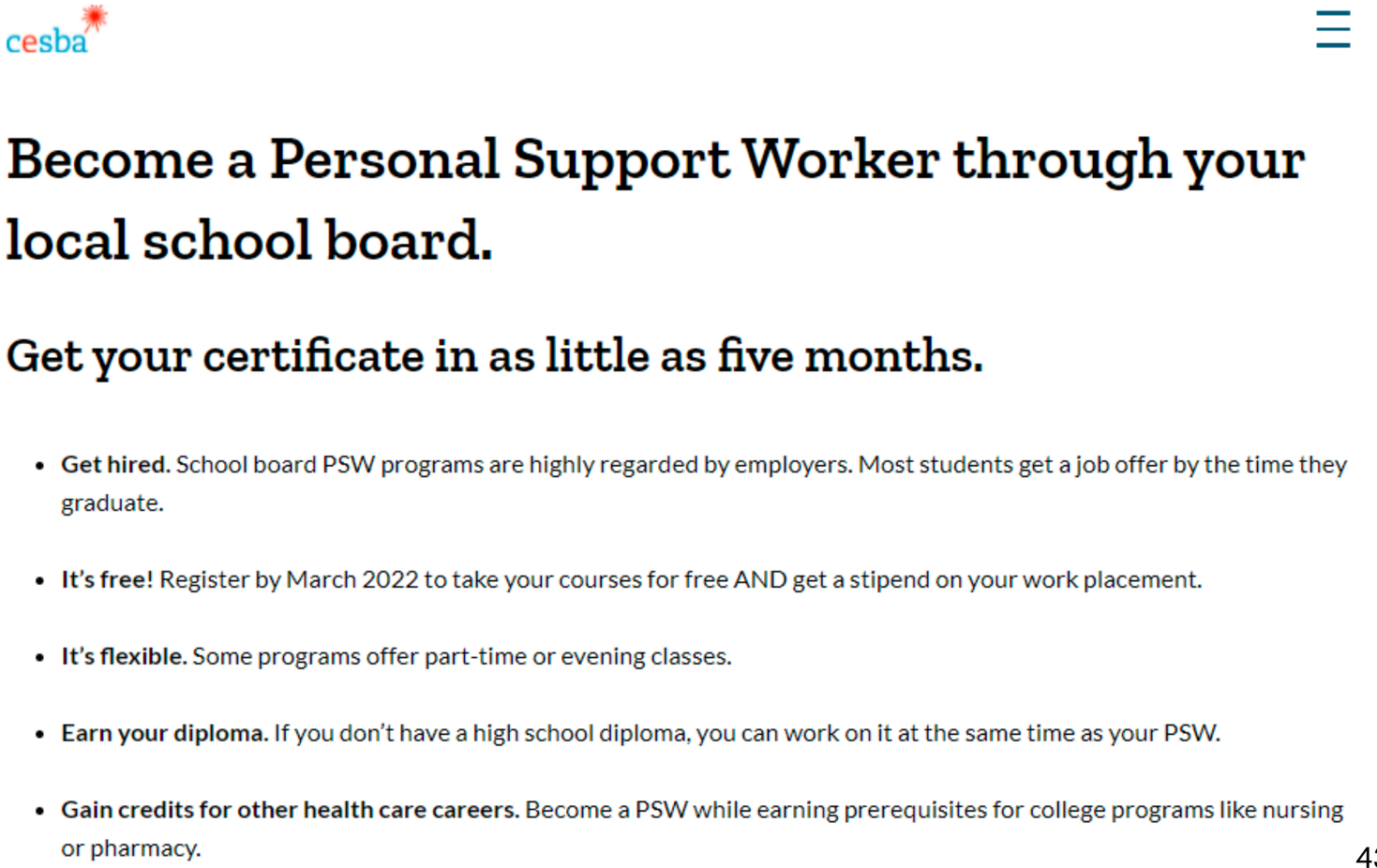
- In addition to funding for the school board PSW Bursary Program, the Ministry of Long Term Care provides financial incentives in order to attract individuals to the PSW profession, including:
  - Recruitment Incentive of $10,000;
  - Relocation Incentive of $10,000 for relocation costs to a rural, remote, or northern community;
  - Rural, Remote and Northern Incentive of $10,000 to eligible PSWs recruited to a rural, remote or northern community.
- In 2024-25 and 2025-26, through funding from the Ministry of Long-Term Care, the Ontario Association of Adult and Continuing Education and School Board Administrators (CESBA) is delivering the PSW Career Navigator Program, to help support PSW students to find careers in Long-Term Care.

CESBA: Ontario Association of Adult and Continuing Education School Board Administrators (CESBA)

GET MY PSW.ca
Ontario School Boards

Visit this website to find out about PSW offerings at school boards in your community

www.getmypsw.ca



The Canadian Adult Education Credential (CAEC)

For adults who require a credential as proof of high school level knowledge.

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Why TVO ILC What We Offer Explore Courses How to Apply **Apply now**



Earn the Canadian Adult Education Credential (CAEC)

On May 3, 2024, the new Canadian Adult Education Credential (CAEC) replaced the General Education Development (GED®) high school equivalency assessment.

Available in English and French, this new credential is a high-quality, made-in-Canada education credential that meets industry standards as a replacement for the GED®.

Register for CAEC Testing

Dual Credit Program

Dual credit programs | ontario.ca

Learn how adult high school students can take college courses or apprenticeship training that counts towards high school graduation.

Dual credit programs allow eligible students in high school to take college or apprenticeship courses that count towards:

- their Ontario Secondary School Diploma
- a postsecondary certificate, diploma, degree or a Certificate of Apprenticeship

Student Eligibility

Adults who need the additional support to achieve their goal of earning their Ontario Secondary School Diploma and making a successful transition to postsecondary education (college or apprenticeship).

After Adult Dual Credits

Participants have access to one-on-one and group support from a college advisor, and funding to cover Ontario post-secondary institution application fees.

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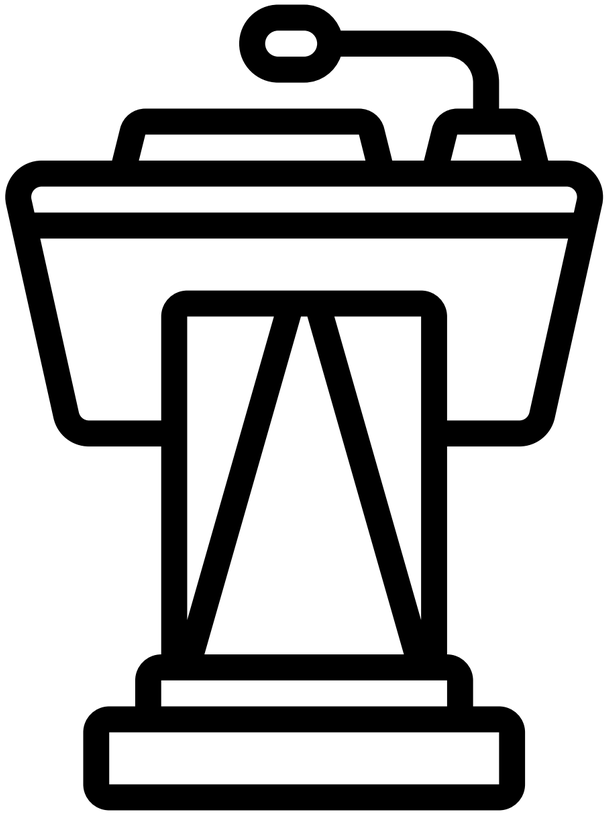


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Question & Answer

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Final Remarks

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Thank You!

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