Update on the Language Training Framework

Presentation to the Best Practices Forum on Official Languages

February 9, 2024

Objectives

1   Provide an overview of the consultations on the language training framework

2   Provide an overview of the language training deliverables

3   Discussion and next steps

Consultations 2022-2023

List of stakeholders that were consulted

- Interdepartmental Working Group on Second Language Learning
- Regional committees and interdepartmental working groups on official languages
- Committee of Assistant Deputy Ministers on Official Languages
- National Joint Council: committee on official languages and employment equity
- Departmental and Crown Corporation Advisory Committees on Official Languages
- Council of the Network of Official Languages Champions
- Designated Senior Officials for Employment Equity, Diversity & Inclusion Community of Practice Presentation Confirmation
- Committee of representatives of equity-seeking groups
- Human Resources Council
- HR Community Engagement Hub Meeting
- National Managers' Community
- Chief Human Resources Officer External Advisory Forum

Issues Raised

- **Quality and accessibility**
  - No governance or leadership in place to ensure quality and effectiveness
  - Lack of expertise to support the development of standing offers
  - Lack of clarity on responsibilities between employees and employers.
  - Lack of centralized data on actual quality and costs.

- **Maintenance and use of skills in the second language**
  - The culture in place does not promote a work environment conducive to the use and maintenance of second language skills, which leads to linguistic insecurity and a cycle of training, testing and re-testing.

- **Meeting diverse needs**
  - Standardised delivery of language training does not meet the diverse needs of employees.
  - Bilingualism is seen as an obstacle to career progression.

- **Qualification standards**
  - The qualification standards have not been revised since their publication in 1984.

Language Training Framework - Deliverables

An inclusive language training framework that is effective, flexible, accessible, learner-driven and considers the needs of equity-seeking groups, to support a culture that promotes bilingualism in the workplace as well as ongoing learning and the regular use of second official language skills.

Available now

CSPS Coaching Circles and Leadership workshops on Linguistic Security

Facilitating the Transition from Linguistic Insecurity to Linguistic Security (TRN403)

Overcoming linguistic insecurity with resilience (TRN449)

Guide for managers – Supporting your employees' second official language learning Journey

Includes best practices to support managers in fostering a workplace conducive to the use and learning of both OL.

Second Official Language Learning Journey – A Shared responsibility

Includes free basic self-study tools for learners of all levels (beginner, intermediate, advance).

Guide for institutions – Planning access to second official language learning

Provides guidance to institutions and managers to help them plan and prioritize access to language training

Four deliverables in 2024

Guidelines on second official language training

Supports federal institutions in providing equitable access to inclusive and standardized language training approaches.

Handbook on second official language training

Includes best practices to support institutions and managers in fostering a workplace conducive to the use and learning of both OL.

Playbook

Provides various tools and resources to support second language learning and retention in a variety of organizational contexts. This will include the *Risk-taking Passport to Linguistic Security*

Qualification standards in relation to official languages

Undergoing focused review to reduce diversity and inclusion barriers or bias without making substantive changes to the standards.

Guidelines on Second Official Language Training - Highlights

Sections included in the Guidelines

1. Establishing a culture of bilingualism	2. Selecting the type of language training that best meets employees needs	3. Supporting the duty to accommodation in second official language training	4. Planning access to second official language training	5. Collecting and tracking language training data

Guidelines on Second Official Language Training - Highlights

Establishing a culture of bilingualism

Maintaining skills

Help employee maintain their language skills

Shared responsibility

Second language learning is a shared responsibility

Early discussion

Discuss second language skills at the beginning of an employee's career

Agreement

Agreement for language training in which the employee and the manager agree to fulfill their respective responsibilities

Handbook on Second Official Language Training (SOLT) - Highlights

1. Defining the role and responsibilities of the person responsible for SOLT in your institution

- Represent their institution at community of practice meetings.
- Share the information presented at community of practice meetings within their institution to ensure that the TBS guidelines are properly implemented.

2. Fostering a culture of bilingualism

A shared responsibility between the employer and the employee:

- How management can support their employees on training and promote linguistic security;
- How employees can be fully engaged in learning and using their 2nd OL.

3. Selecting the types of SOLT that best meet employees' needs

- When and how to use formal and informal SOLT approaches;
- Examples of each type of SOLT approach.

4. Ensuring an inclusive SOLT approach

Addressing issues that are specific to employment equity groups:

- How to ensure equitable access;
- How to create a safe learning space for all employees;
- How to facilitate accommodation requests.

5. Collecting and tracking SOLT data

Obtaining meaningful data about learners and their behaviours to better meet their needs.

- Enrollment rates;
- Attendance;
- Employment equity representation;
- Spending.

6. Sharing best practices on SOLT initiatives

Some institutions have shared best practices when it comes to an equitable and inclusive offering of language training.

- Equitable access to language training;
- Language coaching;
- Scholarship programs.

GCwiki – Language Traning Hub – new January 2024

Language Training Hub - wiki (gccollab.ca)

Discussion and next steps

Discussion:

➢ Suggestions, questions, concerns?

Next steps:
➢ Share the tools published in January with institutions - winter 2024
➢ Launch of the Language Training Framework (guidelines, handbook and playbook) - spring 2024
➢ Communication of the Language Training Framework to institutions - spring 2024

Questions:

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