



# The OL Connection

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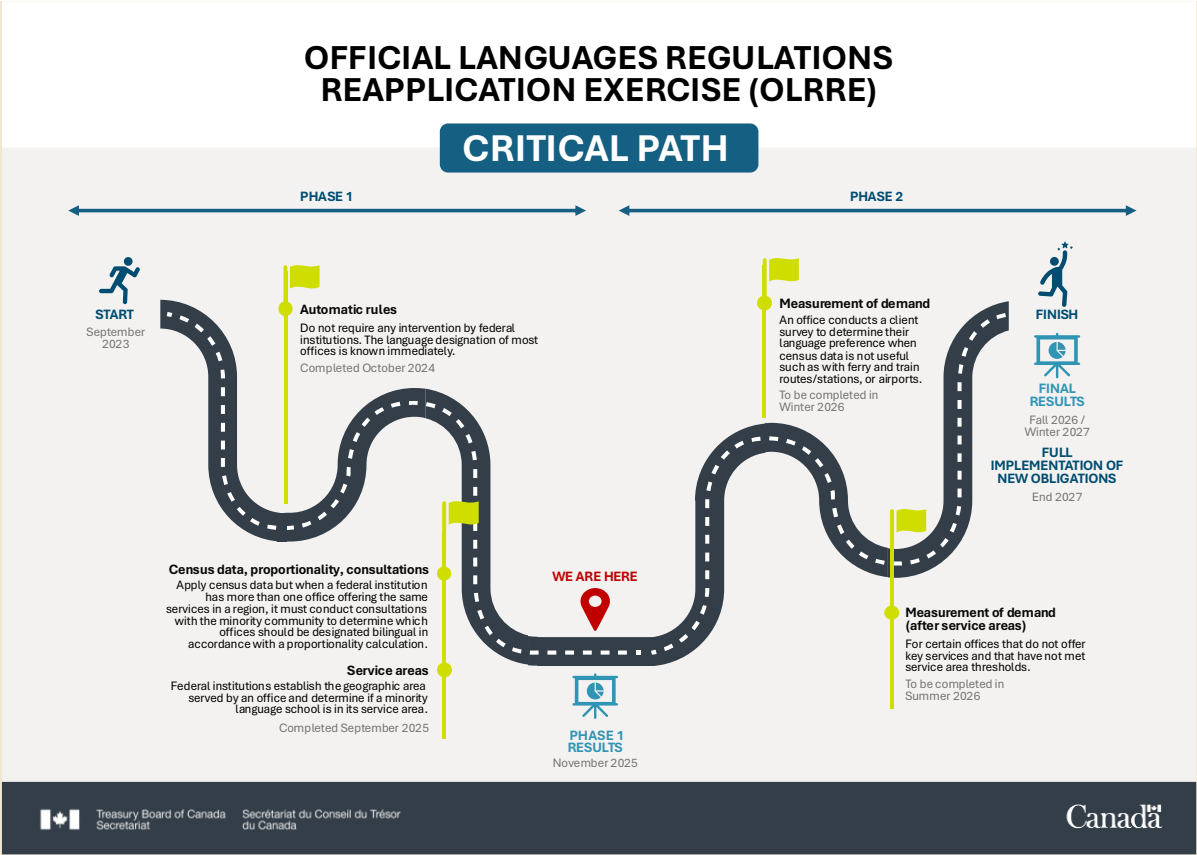
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# Headlines

## **An important milestone has been reached: Phase 1 of OLRRE results is now available!**

As you know, the OLRRE unfolds in several steps. These culminate in two distinctive phases at the end of which OLRRE results are communicated: Phase 1 – automatic and other general rules results; and Phase 2 – measurement of demand and OLRRE final results.



**Phase 1 – Results**

The first phase of OLRRE results, which includes **8,750 federal offices**, are now available [online!](#)

Total offices in the first phase of results	No change in language obligations	Newly designated bilingual offices	Newly designated unilingual offices
8,750	7,978	733	39

For full details and additional data, please visit [Results Phase 1 - Official Languages Regulations Reapplication Exercise \(OLRRE\) 2021 - Open Government Portal](#).

For the first time, many of the new provisions introduced during the 2019 review of the [Official Languages \(Communications with and Services to the Public\) Regulations](#) (the Regulations) have been applied. This achievement has led to **more than 700 newly designated bilingual offices** across Canada, significantly expanding access to services in both official languages.

The offices and their linguistic designation have been published on [Burolis](#). For offices subject to service area and proportionality rules, institutions have **until September 30, 2026**, to:

- implement their new obligations in cases of newly designated bilingual offices; or
- in cases of new unilingual offices, to inform the minority language population served by the office of the date on which bilingual services will no longer be available, and where they can receive services in their preferred official language from now on. Bilingual services must be maintained in the meantime.

In addition to the above-mentioned Open Government Portal link, you can also obtain a list of your institution’s newly designated bilingual offices or newly designated unilingual offices, please access the **OLRRE module** of the [System for Official Languages Obligations](#) and select “**Generate Reports**”, followed by **OLRRE**. The **OLRRE Results – Details** tab will provide you with initial and the new language designations.

The OLCE would like to thank all contributors for their collaboration and efforts in achieving this important milestone of the exercise.

## Phase 2

The last steps of the OLRRE, which are part of the second and final phase of the results, are currently underway. In accordance with the [Directive on the Implementation of the Official Languages \(Communications with and Services to the Public\) Regulations](#):

- the deadline to complete the measurement of demand for offices where demographic data is not relevant is **February 27, 2026** (applies to offices required to measure demand under sections 5(3), 6(1)(a), (b), (d), (e), (f), 7(1), and 7(2) of the Regulations);
- the deadline to complete the measurement of demand for offices offering non-key services that did not meet thresholds after establishing the service area is **August 27, 2026** (applies to offices required to measure demand under sections 5(1)(d), (k), and (n) of the Regulations).

We invite you to consult the OLRRE module in the System for Official Languages Obligations (SOLO) to confirm if your institution has any tasks related to a pending measurement of demand.

Final aggregated OLRRE results will be shared at the end of the exercise, in 2027.

## 2024 Public Service Employee Survey (PSES)



In June 2025, the Treasury Board Secretariat's Office of the Chief Human Resources Officer released the results of the 2024 Public Service Employee Survey, which was conducted from October 28 to December 31, 2024, and included five

questions on the use of official languages. [Click here to view results.](#)

The survey reveals strong overall support for bilingualism but also highlights significant differences in experiences between anglophones and francophones. Overall, lack of access to second official language training impacted career progression in the federal public service across various regions over the past 12 months.

In bilingual regions, both Anglophone and Francophone public servants observed that not enough senior managers address their employees in both official languages in their interactions. In some institutions, conducting meetings systematically in both official languages is still a challenge in those regions.

Federal organizations and agencies can take action through a multi-level approach to encourage the use of both official languages among their employees. In order to establish their own diagnosis, they can extract their results from cross-referenced data by following the instructions in this [Excel document \(Community of Official Languages/References - wiki\)](#) that focuses only on the five questions related to the use of official languages.

If you have any questions about data extraction, please do not hesitate to contact the Official Languages Centre of Excellence at [OLCEInformationOLCE@tbs-sct.gc.ca](mailto:OLCEInformationOLCE@tbs-sct.gc.ca).

## Tabling of the 2023–2024 Annual Report on Official Languages

We are pleased to inform you that the President of the Treasury Board tabled the [36th Annual Report on Official Languages](#) in Parliament on December 9, 2025, in accordance with section 48 of the *Official Languages Act* (the Act). This report presents an evaluation of the governance and implementation of official languages programs across all federal institutions. It covers Parts IV (Communications with and Services to the Public), V (Language of Work), VI (Participation of English-speaking and French-speaking Canadians), and VII (Advancement of Equality of Status and Use English and French) of the Act.

It highlights the work carried out by federal institutions and by the Treasury Board Secretariat (TBS) since the royal assent of the modernized Act in June 2023.

The Treasury Board now plays an enhanced role in monitoring and auditing federal institutions with respect to their official languages obligations. These now include the obligation to take positive measures, as set out in section 41 of Part VII of the Act: *Advancement of Equality of Status and Use of English and French*.

Among other things, the report highlights the launch of the Official Languages Regulations Reapplication Exercise (ERAR) in September 2023, which is expected to lead to the new bilingual designation of 700 offices and service points by 2027. It also highlights two initiatives to support federal public servants in learning their second official language:

- the launch, in February 2024, of the Language Training Hub, a one-stop shop for all matters related to language training; and
- the development of a second official language training framework that provides effective, flexible and accessible learning options that are learner-centered, and responsive to the needs of equity-seeking groups.

With regard to federal institutions as a whole, they have made significant progress that deserves to be highlighted in several key areas during the 2023–2024 fiscal year. Despite this progress, however, challenges remain that require sustained effort on several fronts. This report is a valuable resource to support the management of the official languages program within your institution. Its tabling is an opportunity to encourage your deputy head and management team to review your institution's performance. We hope this will help you examine any shortcomings, where they exist, develop a corrective action plan, and monitor progress made.

If you have any questions about the report, please do not hesitate to contact us at: [OLReview-BilanLO@tbs-sct.gc.ca](mailto:OLReview-BilanLO@tbs-sct.gc.ca)

## Official Languages Reviews: Taking Stock

We wish to thank all the institutions that participated in the 2024-2025 annual Official Language Reviews! Your collaboration is essential to advancing linguistic duality within the public service.

The OLCE team continues to review the responses submitted, and the results will be presented in the 2024-2025 Annual Report on Official Languages.

### **2025-2027: New cycle, new name**

In 2025, we are beginning the **2025-2027 biennial cycle** with a new feature: the Annual Official Languages Review Exercise is changing its name to the **Annual Monitoring Exercise on Official Languages**.

Why the change? For greater clarity: While the exercise has always included **reviews and statistical data**, this was not obvious to everyone. The new name better reflects the actual scope of the exercise.

**What you need to know**

- The list of institutions required to submit their reports for 2025-2026 and 2026-2027 will soon be available on the [Reporting wiki page](#).
- This page will be updated regularly to help you plan your activities.
- Stay tuned: the launch of the new exercise is approaching!

**Annual reviews... why are they important?**

Annual reviews are not just an administrative exercise: they allow us to paint a picture of the progress made by the federal public service in terms of official languages. They are also essential for preparing the annual report on official languages that the President of the Treasury Board must table in Parliament, in accordance with the *Official Languages Act*. Thanks to this data, we can:

- **Identify strengths and challenges** in implementing linguistic obligations;
- **Direct actions and resources** to improve service delivery and bilingual workplaces;
- **Ensure transparency and accountability** to Canadians.

In short, these reviews are essential for promoting linguistic duality and continuing to build an inclusive and exemplary public service.

## Toolbox

### Making Your 2026 Resolution Stick: Integrating Official Language Learning Daily



The beginning of the year is the perfect time to set new resolutions, and learning an official language is one that is growing in popularity. To achieve this goal, the Mauril application from CBC/Radio-Canada is the essential tool to help you take action.

To turn this good intention into lasting success, consistency is key. Mauril invites you to take on the 30-Day Challenge, an initiative designed to keep you motivated by suggesting one linguistic activity per day. This 30-day challenge is available for beginner, intermediate, and advanced levels. Start the [30-Day Challenge](#) now.

To help you succeed in this challenge and embed learning into your routine, here are a few practical strategies:

- **Tie Learning to Existing Daily Habits:** Take advantage of specific times of the day, such as during your commute or while preparing coffee, to listen to the radio or a podcast in the target language and immerse yourself effortlessly.
- **Use Downtime:** Use coffee breaks or waiting periods to read or listen to relevant content. The Mauril application fits perfectly into micro-learning periods, thanks to its access to authentic video and audio content.
- **Target Professional Vocabulary:** Focus on words and expressions specific to your field of work. This will increase professional efficiency and boost confidence in workplace communications.
- **Find a Language Partner:** Communicate regularly with a colleague or friend to practice. This concrete and less intimidating practice helps consolidate what you've learned.

Sustained success starts with easy access. Institutional installation of Mauril is an excellent way to encourage language practice and simplify access for all employees. For any questions about this process, you can contact the Canadian Heritage team at

[partieviicollaborationpartvii@pch.gc.ca](mailto:partieviicollaborationpartvii@pch.gc.ca).

A promotional kit has also been developed to facilitate the promotion of this tool and contribute to the support of linguistic duality. It includes key messages, visuals, and posters (to display in the office, for example). Download the Promotional Kit [Here](#).

Ready to put your resolution into action? Download Mauril on the App Store or Google Play Store, or visit [Mauril.ca](http://Mauril.ca) today.

## The Language Training Hub: Your One-Stop Shop for Language Learning!



Looking to boost your second official language skills but not sure where to start? The **Language Training Hub** is here to simplify your learning journey.

Think of it as your **gateway to everything language training in the public service**—from [support to institutions](#) and [best practices](#) to [learning paths and self-directed learning tools](#).

Whether you're aiming for CBC proficiency or just want to feel more confident in meetings, the Language Training Hub has what you need. Plus, it's constantly updated with new resources to keep your learning dynamic and effective.

**Ready to take the next step?** Explore the [Language Training Hub](#) today and discover resources to support your career progression and your confidence.

## Correspondence and addresses: Clear rules all in one resource

The [Language Portal of Canada](#) provides the public service and all Canadians with recommendations on language and writing conventions. The Portal team recently published a new [section on correspondence and addresses](#). Use it to easily find all the essential rules best practices on correspondence all in one place.

This section includes articles in English and French on:

- [elements that appear in a letter or on an envelope](#), along with [a clickable model letter and envelope](#)
- [addresses within Canada and in other countries](#), including recommendations on translating Canadian addresses, in accordance with Canada Post's guidelines
- [points of language related to correspondence](#)

These tips will help you standardize how you draft correspondence within your organization. Add them to your favourites to simplify your communications!

# Community

## A look back at the 2025 Official Languages Symposium



A huge thank you to everyone who participated in the Official Languages Symposium on the theme of “Artificial Intelligence in Support of Official Languages”. Your enthusiasm and engagement made this event a resounding success. More than 2,000 people joined one or more activities throughout the week of November 17, 2025. Thank you to each and every one of you!

Check out the [executive summary](#) we’ve prepared to help you revisit key highlights from the Symposium. Enjoy!



## Non-imperative appointments and deployments – Reminder

As per the Public Service Commission’s (PSC) [Appointment Delegation and Accountability](#) (ADAI) – Annex D, your organization must report every year to the PSC on the use of the [Public Service Official Languages Exclusion Approval Order](#) (PSOLEAO), the [Public Service Official Languages Appointment Regulations](#) (PSOLAR) and the number of non-imperative appointments.

When a person who enters into an agreement to become bilingual to be appointed or deployed on a non-imperative basis to a bilingual position, this person has an initial period of 2 years to meet the linguistic profile of the position. In order to remain compliant with regulatory provisions and merit-based appointment principles, any extension of the initial period of the agreement to become bilingual

**must be approved and signed before the end date of the initial agreement period.**

Have additional questions on the non-imperative staffing and reporting requirements? Contact your [Staffing Support Advisor](#) at the Public Service Commission.

### **Update to the guidance product “Selection of employees for retention or lay-off (SERLO): Guide for managers and human resources specialists”**

The Public Service Commission has added a new question and answer to the [Selection of employees for retention or lay-off: Guide for managers and human resources specialists](#), addressing the application of acquired rights for incumbents of unilingual positions supervising employees in bilingual regions, under section 36(3) of the [Official Languages Act](#).

This update clarifies the conditions under which these acquired rights may apply in the context of a SERLO process.

### **Establishment of a New Community for Persons Responsible for Language Training**

At the [Human Resources Council meeting held on December 16](#), the Official Languages Centre of Excellence (CELO) within the Office of the Chief Human Resources Officer (OCHRO) announced the establishment of a new community of practice for Persons Responsible for Language Training (PRLT). This community aims to foster the exchange of best practices and strengthen collaboration among institutions. Its official launch is planned for March 2026, and it will be composed of persons working in the field of language training in various federal institutions. Each institution may appoint one or two people to represent them in the new community.



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Questions or comments? E-mail us at [OLCEInformationCELO@tbs-sct.gc.ca](mailto:OLCEInformationCELO@tbs-sct.gc.ca)

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