



# The OL Connection

July 2025

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# Headlines

## Changes to the Directive on Official Languages for People Management

On June 20, 2025, two changes to the [Directive on Official Languages for People Management](#) (Directive) came into effect.

The first change aims to align the Directive with a new provision in the modernized [Official Languages Act](#), which gives all federal employees in bilingual regions the right to be supervised in the official language of their choice, regardless of the linguistic identification of their position, as of June 20, 2025.

This means that as of June 20, an employee occupying a unilingual English essential or unilingual French essential position located in a bilingual region for language-of-work purposes has the right to be supervised in the official language of his or her choice. This change could affect the linguistic designation of supervisory positions as **most positions responsible for supervising employees in bilingual regions must be designated bilingual** to ensure that employees' right to be supervised in the official language of their choice is always respected.

The second change increases the minimum second-language proficiency requirements for bilingual positions responsible for supervising employees in bilingual regions. The Directive has been amended to raise these minimum requirements from BBB to CBC for departments forming part of the core public administration, and to an equivalent level for institutions not required to use the [Qualification Standards in Relation to Official Languages](#).

This change could affect the linguistic profile of positions as **all vacant positions and new appointments to bilingual positions responsible for supervising employees occupying positions in bilingual regions will have to be identified, as a minimum, at the CBC (or equivalent) level.**

Please refer to the [Community of Official Languages](#)' GCwiki page for tools to support the implementation of these new requirements. If you have any questions, please do not hesitate to contact the person responsible for official languages in your institution.

## Official Languages Regulations Reapplication Exercise (OLRRE)

In the [System for Official Languages Obligations](#) (SOLO), institutions have completed the tasks concerning offices subject to the service area and proportionality rules of the [Official Languages \(Communications with and Services to the Public\) Regulations](#) (the Part IV Regulations).

From June 1<sup>st</sup> to September 30, 2025, the Treasury Board of Canada Secretariat Official Languages Centre of Excellence (TBS-OLCE) will be publishing a list of those offices with their updated language designation in [Burolis](#), the public-facing interface of SOLO which provides information on offices offering services in English, French or both official languages.

**As such, the one-year deadline for offices subject to the service area and proportionality rules will begin on September 30, 2025. Institutions will therefore have until September 30, 2026, to implement the requirements of the [Directive on the Implementation of the Official Languages \(Communications with and Services to the Public\) Regulations](#) (the Directive) which stipulates that newly designated:**

- bilingual offices have a maximum of one year to implement the measures needed to fulfill their language obligations.
- unilingual offices (that are no longer required to provide services in both official languages) have a maximum of one year to inform the minority population served of the date the bilingual services will no longer be provided at that office and where they can receive services in their preferred official language.

Once the timelines set out in the Directive have elapsed, TBS-OLCE will use annual reviews as the primary mechanism to verify compliance.

The [Policy on Official Languages](#) and the [Directive on Official Languages for Communications and Services](#) provide more details for implementing bilingual obligations within institutions.

## Discover the new Partnerships to Strengthen Part VII of the Official Languages Act website!

Canadian Heritage and the Treasury Board of Canada Secretariat are pleased to announce the launch of the Partnerships to Strengthen Part VII of the *Official Languages Act* (OLA) initiative's website. This joint initiative of \$20.6 million over 5 years was announced in April 2023 in the *Action Plan for Official Languages 2023- 2028*.

Its main objective is to foster progress towards the substantive equality of English and French in Canadian society. The partnerships are built on a vision of collaboration, engagement, and ongoing dialogue with official language minority communities, provinces and territories, as well as with federal partners.

As part of the efforts to strengthen the implementation of positive measures by federal institutions and to meet the new requirements of the modernized OLA, this site is a resource that provides information about the duties and responsibilities of the two partner institutions, summaries of dialogue sessions, and other relevant documents stemming from the initiative.

We invite you to consult the website to better understand the roles and the progress of this crucial initiative, which actively contributes to the federal government's coordinated action on official languages.

Thank you for the continued collaboration and commitment to official languages.

Visit the [website](#) now!

For any questions, please contact:

Canadian Heritage – Official Languages Branch:  
[partieviicollaborationpartvii@pch.gc.ca](mailto:partieviicollaborationpartvii@pch.gc.ca)

Treasury Board of Canada Secretariat – Official Languages Centre of Excellence:  
[olceinformationcelo@tbs-sct.gc.ca](mailto:olceinformationcelo@tbs-sct.gc.ca)

## Canadian Heritage's Annual Report on Official Languages 2023- 2024

Canadian Heritage's [Annual Report on Official Languages 2023–2024](#) was recently tabled in Parliament by the Honourable Steven Guilbeault, Minister of Canadian Identity and Culture and Minister responsible for Official Languages.

The report outlines the Government of Canada's efforts to promote and enhance the two official languages throughout the 2023–2024 fiscal year.

One of the major achievements of the year was the granting of Royal Assent to Bill C-13, *An Act for the Substantive Equality of Canada's Official Languages*, providing Canadians with a modernized and strengthened *Official Languages Act*. In 2023– 2024, the Government also advanced implementation of the resulting new legislative and administrative provisions.

Fiscal year 2023–2024 marked the first year of implementation of the initiatives of the *Action Plan for Official Languages 2023–2028: Protection-Promotion-Collaboration*, backed by an investment of \$4.1 billion, including \$1.4 billion in new funds. The report presents the results of numerous initiatives and the ongoing work of federal institutions in favour of Canada's official languages and official language minority communities.

Please consult this edition of the report to learn more about the achievements of the Department of Canadian Heritage and other federal institutions in support of official languages and official language minority communities throughout Canada.

Enjoy the read!

## Toolbox

### Spotlight on the second official language training framework tools: How to be successful in self-directed learning



The Treasury Board of Canada Secretariat's Official Languages Centre of Excellence (TBS-OLCE) is pleased to launch [a new tool](#) on its [Language Training Hub](#)! This hub is your one-stop shop for second official language training.

Under the “Playbook” tab, in the Informal Language Training section, you'll find a new tool that provides support for public servants who are learning their second official language on their own. An [accessible version](#) is also available.

You'll find practical tips such as:

1. Find a purpose
2. Determine your learning styles
3. Identify your strategy
4. Adopt retention methods
5. Apply your knowledge
6. Reflect on your progress

Whether you're just starting out, maintaining your skills, or looking to refresh your knowledge, this tool will support your self-directed learning journey. Explore the new tool today and take the next step in mastering your second official language!

## Community

### Register now for the Official Languages Day 2025 event!



We are pleased to invite you to the **Official Languages Day 2025** flagship event, which will be broadcast virtually on September 11, from 1:30 to 3:00 p.m. (ET), under the inspiring theme: **“Uniting around Canadian books.”**

Organized by the Council of the Network of Official Languages Champions, in partnership with the Treasury Board of Canada Secretariat and the Department of Canadian Heritage, and with the collaboration of the Canada School of Public Service and the Linguistic Duality Network, Official Languages Day is a unique opportunity to celebrate our official languages and strengthen the ties that unite us from coast to coast to coast.

The virtual event, open to the public, will showcase the diversity of Canadian voices and the importance of literature in discovering, learning, and building bridges between our two official language communities. You can register on the Canada School of Public Service Web page: [Official Languages Day: Uniting around Canadian books](#).

We're counting on your support to promote the event in your institution and your networks. Visual tools and ready-to-share messages are waiting for you on the 2025 [Official Language Day Web page](#).

### Share your initiatives!

Your activities and projects could inspire or benefit other institutions and regions: we invite you to [share them with us](#) so we can help promote them.

We look forward to celebrating with you and discovering your inspiring initiatives!

## Artificial Intelligence (AI): Some Tips from the Translation Bureau

As a centre of linguistic expertise, the Translation Bureau is your authority on the most effective translation technologies. Its goal is to serve its clients more effectively by bringing together the power of technology and the expertise of its staff to produce work of the highest quality that fully respects linguistic rights.

That's why it's working with the Treasury Board of Canada Secretariat to implement the [AI Strategy for the Federal Public Service 2025–2027](#). The Translation Bureau is responsible for the Strategy's first lighthouse project: Public Services and Procurement Canada (PSPC). Translation, an artificial intelligence (AI)-powered translation tool trained exclusively on the Bureau's corpora to guarantee data sovereignty and make sure translations are consistent and high quality. It also serves as a Protected B environment, with its data being safely stored on a cloud service based in Canada. This project is currently in the pilot phase and available to some PSPC employees. Once the pilot has ended, the Bureau will assess the possibility of implementing a self-serve language hub accessible government-wide – stay tuned to know more!

Are you already using AI to meet your translation needs? Having access to AI to help you with translation so that you can comply with the *Official Languages Act* is more important than ever.

That said, AI isn't perfect. AI-generated translations need to be revised, and certain documents should always be translated by a professional. Ask yourself the following questions to determine whether you should use the Translation Bureau's services.

Could a poor translation:

- harm your organization's reputation or the Government of Canada's reputation;
- jeopardize the quality of services to the public;
- result in complaints or legal action;
- be hazardous to health and safety; or
- violate the *Official Languages Act*?

If you answered yes to any of these questions, call on the [Translation Bureau's linguistic expertise](#).

Here are a few types of documents in which a translation error could have serious consequences:

- Memoranda, submissions and reports to Cabinet or the Treasury Board of Canada
- All documents for public distribution:
  - posters and banners
  - speeches and news releases
  - official web pages and social media posts
  - health and safety advisories
  - calls for tenders and contracts

Whether you want effortless translation services that combine technological efficiency with human expertise or need to have output from your own machine translation tools revised, the Translation Bureau is your partner when it comes to linguistic expertise.



## Share best practice at the 2025 Official Languages Symposium!

The organizing committee is seeking your exemplary practices to complete the Symposium's programming and to contribute to a collection of best practices - in all areas of official languages – that will be available and promoted on the [Symposium's event page](#).

Do you have a best practice, tool, initiative, video or other resource that you would like to showcase? If so, [please complete this submission form](#) no later than **August 5, 2025**.

Contact the organizing committee if you have any questions:  
[OLCEInformationCELO@tbs-sct.gc.ca](mailto:OLCEInformationCELO@tbs-sct.gc.ca).

## End of temporary measure on use of alternative methods for assessing oral proficiency (measure 3)

As the Public Service Commission has the capacity to meet current evaluation needs for second language oral testing and respond to any rapid increases in demand, the use of alternative methods for assessing oral proficiency (measure 3) will end effective October 1, 2025. The following changes will take effect:

- alternative assessment methods for oral proficiency will no longer be permitted;
- results from alternative assessment methods for levels A and B will no longer be transferable between departments and agencies;
- existing results from alternative assessment methods for oral proficiency (levels A, B, and C) that are less than 5 years old may be used for appointments within the department or agency, at the discretion of the hiring manager.

Our [questions and answers for human resources specialists](#) and the guiding principles have been updated to reflect this change.



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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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