## **ESDC Dialogue Day with Representatives of the**

## **Francophone minority Communities**

## **November 12, 2025**

**Objective:**

Discuss the evolving needs and priorities of francophone minority communities (FMCs) and positive measures to better address their needs.

**Discussion Topics:**

1. Labour market integration of FMC members:

* Mismatch between available skills and labour market needs
* Upskilling, reskilling, and skills renewal
* Interprovincial and interterritorial mobility of the Francophone workforce in minority settings
* Recognition of foreign credentials
* Entrepreneurship and workforce development in early learning and child care: creation of spaces, training, internships, recruitment

1. Integration of the OLMC lens into the policy-to-service continuum, especially in calls for proposals and in federal-provincial-territorial (FPT) agreements
2. Interactive dashboard of online job postings in OLMCs with bilingualism requirements

**Participants and Observers:**

The lists of [OLMC participants](#_POTENTIAL_PARTICIPANTS) and [other government participants](#_POTENTIAL_OBSERVERS) can be found below the draft

**Format:** Virtual

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| **Agenda** | | | |
| 9:00 – 9:30 | **Virtual Registration** | OLCE Part VII | Plenary Room |
| 9:30 – 9:35 | **Welcome and Overview of Day**  Territorial acknowledgement, Dialogue Day agenda and event logistics | Facilitator  Firmin Andzama  Director, Part VII Centre of Expertise | Plenary Room |
| 9:35 – 9:45 | **Opening Remarks – Assistant Deputy Minister, Strategic and Services Policy Branch**  Recognition of the importance of OLMC engagement  Recognition of participants, such as acknowledging the expertise and mix of perspectives at the event.  Set tone for the day emphasizing openness, collaboration, and the importance of hearing directly from OLMC representatives.  Strategic framing and overview of the theme, i.e., labour market integration, economic development of English-speaking Communities of Quebec.  Share key achievements and priorities, such as key ESDC successes and positive measures taken in 2024-2025. | Speaker  Paul Thompson  Deputy Minister of Employment and Social Development | Plenary Room |
| 9:45 – 10:00 | **Participant Introductions**  ESDC Participants  OLMC Representatives  OGD Participants and Observers | Facilitator  Firmin Andzama, Director, Part VII Centre of Expertise | Plenary Room |
| 10:00 – 11:00 | **Morning Plenary Session** | | |
| **Panel Discussion**  Panel discussion featuring FMCs representatives addressing key issues facing their members, including a discussion on key ESDC initiatives. The roundtable will be followed by a Q&A period.  Format:  Moderated panel discussion (25 minutes) followed by Q&A segment (20 minutes)  Discussion topics:  How federal programs can better respond to the realities of OLMCs and more effectively integrate the OLMC lens into the policy-to-service continuum, particularly in calls for proposals and in federal-provincial-territorial (FPT) agreements. | Moderator  Elisha Ram  Senior Assistant Deputy Minister, Strategic and Service Policy Branch  Panellists  Catherine Demers  Associate Assistant Deputy Minister,  Skills and Employment Branch  Alain Dupuis  Director General, [Fédération des communautés francophones et acadienne du Canada](https://fcfa.ca/) (FCFA)    Yan Plante  President - Director General, [Réseau de développement économique et d’employabilité](https://rdee.ca/) (RDÉE Canada) | Plenary Room |
| 11:00 – 11:15 | **Health Break** | | |
| 11:15 – 12:15 | **Breakout Sessions** Sessions run concurrently | | |
| **Breakout 1**  *Labour Market Integration*  *Upskilling and Skills Renewal*  Format:  Moderated discussion (30 minutes) followed by Q&A segment (30 minutes)  Discussion topics:  The mismatch of skills and its impact on the economic participation of FMC members in the labour market (existing gaps, impact on different client groups, etc.)  Skills development, retraining, and renewal, with an emphasis on solutions, necessary partnerships, etc. | Moderator  Elisha Ram  Senior Assistant Deputy Minister, Strategic and Service Policy Branch  Panellists  Denis Desgagné  Director General, [Réseau pour le développement de l’alphabétisme et des compétences](https://resdac.net/) (RESDAC)  Josée Vaillancourt   Director General, [Fédération de la jeunesse canadienne-française](https://fjcf.ca/) (FJCF)    Marie-Éve Michon  Director,  [Réseau de développement économique et d'employabilité du Nouveau-Brunswick (RDÉE NB)](https://rdee-nb.com/) | Breakout Room #1 |
| **Breakout 2**  *Integration into the labor market*  *The professional integration of immigrants*  Format:  Moderated discussion (30 minutes) followed by Q&A segment (30 minutes)  Discussion topics:  Challenges related to the recognition of immigrants' foreign credentials in FMCs. Interprovincial and interterritorial mobility of Francophone workers in minority communities | Moderator  Erin Connell  Executive Director to the Apprenticeship and Sectoral Initiatives Directorate, Skills and Employment Branch  Panellists  Soukaina Boutiyeb  Director General, [Alliance des femmes de la francophonie canadienne](https://affc.ca/) (AFFC)    Aissa Nauthoo  Vice President, Legal Aid, Employment and Settlement, [Centre francophone du Grand Toronto](https://www.centrefranco.org/)    François Afane  Director General  [Conseil de développement économique des Territoires du Nord-Ouest (CDÉTNO)](https://cdetno.com/) | Breakout Room #2 |
|  | **Breakout 3**  *The Early Childhood Sector"*  Format:  Moderated discussion (30 minutes) followed by Q&A segment (30 minutes)  Discussion topics:  Support for entrepreneurship in the creation of Francophone daycare centres.  Levers to improve access to training for early childhood educators, including internships.  Challenges in recruitment and retention. | Moderator  Elizabeth Casuga  General Director of the Federal Secretariat on Early Learning and Child Care, Income Security and Social Development Branch  Panellists  Marie-Andrée Asselin  Director General, [Commission nationale des parents francophones (CNPF)](https://cnpf.ca/)    Irving Lewis  Director of the Education Continuum, [Association des collèges et universités de la francophonie canadienne (ACUFC)](https://acufc.ca/)    Kouamé N’Goandi  Director General  [Conseil Économique et Coopératif de la Saskatchewan (CÉCS)](https://cecs-sk.ca/fr/) | Breakout Room #3 |
| 12:15 – 12:45 | **Synthesis of the Morning**  Summary of Discussions  Takeaways  Next Steps  Brief roundtable discussion allowing key ESCQ representatives and each ADM to briefly reflect (2 to 3 minutes each) on the takeaways (what they heard, what surprised them, and what they will report to their teams) and next steps. | Moderator  Elisha Ram  Senior Assistant Deputy Minister, Strategic and Service Policy Branch  Panellists  Elizabeth Casuga  Director General, Early Learning and Child Care, Income Security and Social Development Branch  Julie L’Allier  Manager for The Enabling Fund for OLMCs, Skills and Employment Branch    Alain Dupuis  Director General, [Fédération des communautés francophones et acadienne du Canada](https://fcfa.ca/) (FCFA)    Yan Plante  President-Director General, [Réseau de développement économique et d’employabilité](https://rdee.ca/) (RDÉE Canada) | Plenary Room |
| 12:45 – 1:45 | **Lunch** | | |
| 1:45 – 2:45 | **Afternoon Session** | | |
| **Interactive dashboard: an opportunity to better understand workforce needs in OLMCs**  *Presentation of ESDC's interactive dashboard on online job postings in OLMCs*  Format:  Hands-on interactive demonstration of the dashboard (15 min), followed by a guided discovery activity in small groups in breakout rooms (20 min), followed by scenario-based feedback (25 min).  Discovery activity:  i) Each group will conduct research specific to a given region.  ii) A representative from each group will provide feedback on the research process, identifying any obstacles and suggesting areas for improvement, once back in the plenary session. | Moderator  Christopher Chevrier  Director at the Labour Information Market Directorate, Competencies and Employment Branch | Plenary Room |
| 1:45 – 1:50 | Closing Remarks | Facilitator  Firmin Andzama, Director, Part VII Centre of Expertise | Plenary Room |

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| **OLMC Participants** | |
| Organization | Scope |
| Fédération des communautés francophones et acadienne du Canada (FCFA) | National |
| Le Réseau de développement économique et employabilité (RDÉE Canada) | National |
| Fédération de la jeunesse canadienne-française (FJCF) | National |
| La Commission nationale des parents francophones (CNPF) et Fédération des aînées et aînés francophones du Canada (FAAFC) | National |
| Fédération des associations de juristes d’expression française de common law (FAJEF) | National |
| Fédération nationale des conseils scolaires francophones (FNCSF) | National |
| Fédération culturelle canadienne-française (FCCF) | National |
| Réseau des cégeps et des collèges francophones du Canada (RCFFC) | National |
| Réseau.Presse | National |
| Société Santé en français (SSF) | National |
| Association des collèges et universités de la francophonie canadienne (ACUFC) | National |
| L’Alliance des femmes de la francophonie canadienne (AFFC) | National |
| Réseau pour le développement de l'alphabétisme et des compétences (RESDAC) | National |
| Assemblée francophone de l’Ontario (AFO) | Provincial |
| Fédération des francophones de la Colombie-Britannique (FFCB) | Provincial |
| Collège La Cité | Academic |
| Assemblée communautaire fransaskoise (ACF) | Provincial |
| Association canadienne-française de l’Alberta (ACFA) | Provincial |
| Association des francophones du Nunavut (AFN) | Territorial |
| Fédération acadienne de la Nouvelle-Écosse (FANE) | Provincial |
| Fédération franco-ténoise (FFT) | Territorial |
| Fédération des francophones de Terre-Neuve et du Labrador (FFTNL) | Provincial |
| Société de l’Acadie du Nouveau-Brunswick (SANB) | Provincial |
| Société de la francophonie manitobaine (SFM) | Provincial |
| Société acadienne et francophone de l’Île-du-Prince-Édouard | Provincial |
| Association franco-yukonnaise (AFY) | Territorial (FCFA) et RDÉE |
| Carrefour Nunavut | Territorial RDÉE |
| Conseil de développement économique des municipalités du Manitoba (CDEM) | Provincial RDÉE |
| Conseil économique et coopératif de la Saskatchewan (CÉCS) | Provincial RDÉE |
| Horizon TNL | Provincial RDÉE |
| Le Réseau de développement économique et d’employabilité (RDÉE-NB) | Provincial RDÉE |
| Société Économique de l’Ontario (SÉO) | Provincial RDÉE |
| Parallèle Alberta | Provincial RDÉE |
| Conseil de développement économique des Territoires du Nord-Ouest (CDÉTNO) | Territorial RDÉE |
| Conseil de développement économique de la Nouvelle-Écosse (CDÉNÉ) | Provincial RDÉE |
| Société de développement économique de la Colombie-Britannique (SDÉCB) | Provincial RDÉE |
| Le Réseau de développement économique et d’employabilité (RDÉE Île-du-Prince-Édouard) | Provincial RDÉE |
| Sociopol | Research and consulting organization |

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| **Other Government Participants** |
| Organization |
| Foreign Affairs Canada |
| Canadian Heritage |
| Innovation, Science and Economic Development Canada |
| Immigration, Refugees and Citizenship Canada |
| Treasury Board Secretariat |
| Health Canada |