

SHORT TERM

AI FOR TRANSLATION

1

Leads: PCO, the Translation Bureau (PSPC)

The Privy Council Office and the Translation Bureau have tested several artificial intelligence tools for translation. A technolinguistic platform will be launched in 2020–21.



EXECUTIVE LEADERSHIP

2

Lead: TBS

The Treasury Board Secretariat introduced changes to its policies and to the Management Accountability Framework, which will help increase official languages leadership among executives. Canadian Heritage created an award for excellence and leadership in official languages and developed a strategy for improving leadership among senior management.



EXPEDITED SECOND LANGUAGE EVALUATION

3

Lead: PSC

In 2019, the Public Service Commission completed the pilot project delegating the oral second language evaluation at level B to hiring managers. During the pandemic, PSC has implemented policy measures and language tests that can be administered virtually.



BUILD AWARENESS

4

Leads: TBS, PSC, PCH

TBS has optimized its communication and collaboration tools to promote information on official languages rights and obligations. TBS has created an official languages information sharing platform and is offering training to persons responsible for official languages within federal institutions. PSC is diversifying its activities to recruit bilingual employees, and has launched the Student Ambassador Initiative.



DASHBOARD ON THE STATUS OF THE LANGUAGE OF WORK RECOMMENDATIONS

MID-TERM

OL PORTAL

5

Lead: Translation Bureau (PSPC)

The launch of the Official Languages Hub® took place on September 12, 2019. This search tool centralizes official languages resources for public servants and is available on the Language Portal of Canada website.



TRAINING: OL ANNUAL PLAN

6

Lead: Interdepartmental Official Languages Learning Task Team (ESDC and IRCC)

The Interdepartmental Official Languages Learning Task Team conducted initiatives to improve language training and increase the success of learners. The task team has developed a path to mental health and a pilot project for a culturally adapted learning program for Indigenous peoples that will be launched in 2021–22.



TRAINING: STUDY AND TOOLS

7

Leads: Technical Advisory Group on Procurement Tools for Language Training (CSPS and PSPC), TBS, PSC, PCH

The Interdepartmental Official Languages Learning Task Team held consultations with experts to develop language training adapted to Indigenous culture. A Request for Standing Offers for a National Master Standing Offer for online training closed on February 1, 2021.



TRAINING: PERSONAL ACCOUNT

8

Leads: Interdepartmental Official Languages Learning Task Team (ESDC, IRCC), PCH

An interdepartmental framework to help federal institutions prioritize access to language training is now available on official languages community of practice platforms. With the support of PCH, CBC/Radio-Canada has developed Mauril, a free online platform where Canadians can learn and master English or French as a second language. Mauril will be unveiled in the winter of 2021.



MAINTAIN SECOND LANGUAGE COMPETENCIES

9

Leads: CSPS, TBS

TBS and the Canada School of Public Service have created the Working Group on Second Language Retention to propose mechanisms and actions for promoting second language use and retention. The group identified barriers to second language use and several means of overcoming those barriers.



INTER-INSTITUTIONAL SECOND LANGUAGE PROGRAM

10

Leads: PCH, TBS

The program continues to be successful in PCH's Atlantic and Prairies regions. PCH's Ontario Region has initiated the implementation process. These regions are exploring options to proceed virtually in the midst of the pandemic.



RECEPTIVE BILINGUALISM

11

Leads: TBS, PSC

TBS has completed a pilot project in collaboration with the University of Ottawa on the use of both official languages by employees of Natural Resources Canada in their work. The results support the importance of passive bilingualism in the workplace.



BILINGUALISM BONUS

12

Lead: TBS

TBS has initiated discussions with bargaining agents, given the need to achieve consensus when considering modifying benefits.



LANGUAGE STANDARDS

13

Leads: TBS, PSC

TBS developed a methodology to identify second language needs in relation to qualification standards and launched a pilot study on the frequency of use of official languages at Natural Resources Canada.



SUPERVISORS: CBC PROFILE

14

Lead: TBS

TBS studied recommendations of various stakeholders regarding second language proficiency requirements for bilingual supervisors and considered the operational impact of the COVID-19 pandemic on institutions in order to identify an operationally viable option for increasing the minimum linguistic profile requirements for bilingual supervisory positions in bilingual regions.



LONG TERM



1

Artificial intelligence for translation

For reference, see p. 22 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Tools
Leads: PCO, the Translation Bureau (PSPC)

Detailed Information

Status	Recommendation	Progress/Results	Next Steps	Additional Information (challenges/considerations)
	That the Privy Council Office’s Innovation Hub launch an official languages challenge to encourage innovative ideas to improve translation and learning tools.	<ul style="list-style-type: none"> The Translation Bureau experimented with several artificial intelligence (AI) tools for translation over the course of the year. Canadian Heritage participated in a Translation Bureau pilot project, exploring personalized linguistic service support by AI. The provision of these services is still ongoing within the department. The main conclusion is that the quality of the language data used to train the AI is the most important factor in the quality of the results. 	<ul style="list-style-type: none"> In 2020–21 the Translation Bureau will launch its technolinguistic platform GClingua, which will include an AI translation tool. It will also formalize its data strategy to support a rigorous evaluation framework. 	



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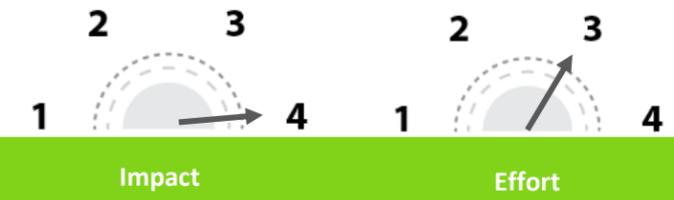
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2

Leadership : Increase the use of both official languages in the workplace

For reference, see p. 18 of report -

[The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace](#)

Theme: Leadership
Lead: TBS

Detailed Information

Status	Recommendations	Progress/Results	Next Steps	Additional Information (challenges/considerations)
	Require federal institutions to include in their official languages plan elements on the promotion of bilingualism with ambitious and measurable objectives for official languages, in particular, language of writing and of meetings.	<ul style="list-style-type: none"> TBS implemented policy changes that will require executives to have valid SLE results before being assessed as “ready for advancement” or “ready for lateral movement” in their placement on the executive talent map. TBS also increased the Management Accountability Framework target for executives with non-expired SLE results from 85% to 90%. To address the spirit of the recommendation, Canadian Heritage (PCH) created the Excellence and Leadership in Official Languages Award to reward 50 public servants and teams contributing to a culture of bilingualism in the workplace as part of the 50th anniversary of the Official Languages Act (OLA) in 2019. PCH also developed a strategy to strengthen leadership among senior management in federal institutions for the implementation of section 41 of the OLA (2020–23). 		<ul style="list-style-type: none"> Rather than include text in the letter of offer, TBS introduced policy changes requiring executives to have valid second language evaluation results before being considered for promotion or assignment.
	Include language training as part of the employee learning plan template.			
	Include a language component in the Performance Management Program for Executives and establish that a senior executive can only achieve a higher score in their performance appraisal when the language targets have been achieved and maintained.			
	Include text in the letter of offer for executives that they must at all times comply with the language requirements of their position (i.e., achieve and maintain).			
	Increase accountability for investments in training.			
	Support employees who demonstrate a commitment to learning and promoting bilingualism in the workplace.			



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3

Expedite the process of assessing second language skills

For reference, see p. 19 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Policy
Lead: PSC

Detailed Information

Status	Recommendations	Progress/Results	Next Steps	Additional Information (challenges/considerations)
	Conduct an “official languages (OL) reference check” to incorporate input from an employee’s superiors and colleagues into their language evaluation.	<ul style="list-style-type: none"> The PSC has explored potential gains to be realized by introducing an OL reference check for staffing purposes. Key considerations include impacts on assessment efficiency and validity. This review concluded that using a reference check for selection purposes would not achieve the desired outcomes. 	<ul style="list-style-type: none"> The PSC continues to explore other opportunities and innovative approaches to increase assessment efficiency. 	
	Carry out a pilot project delegating authority to hiring managers to assess oral proficiency at the B level (PSA-B).	<ul style="list-style-type: none"> The recommendation to conduct a pilot project (PSA-B) has now been completed. It ran from March 2018 to January 2019 and eleven departments participated voluntarily. Managers and candidates appreciated the speed and flexibility of the PSA-B. The PSC continues to explore various options to improve the quality of the PSA-B. In the context of the COVID-19 pandemic, the PSC has put in place strategic measures for organizations to use their own language tests. The PSC has also developed several temporary language tests that may be administered to candidates in their own homes. 	<ul style="list-style-type: none"> The PSC will continue to explore ways to adapt its assessment approach to the needs of the public service. For example, the possibility of expanding the practices put in place temporarily during COVID-19 will be closely studied. 	<ul style="list-style-type: none"> The PSC has made progress in meeting its service standards in the pre-COVID context. Since the pandemic, it has demonstrated agility and an ability to be innovative in order to continue to provide priority service to the public service in times of emergency.



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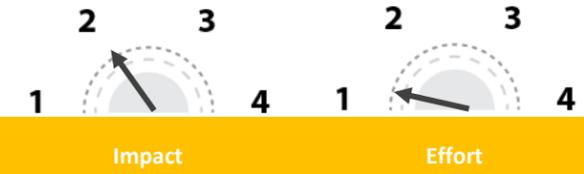
Awareness

For reference, see p. 20 of report - [The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace](#)

Theme: Culture
Leads: TBS, PSC, PCH

Detailed Information

Status	Recommendations	Progress/Results	Next Steps	Additional Information (challenges/considerations)
	Launch an awareness campaign to raise the number of students who know and support federal language of work requirements and are taking concrete steps to improve their second language skills.	<ul style="list-style-type: none"> The PSC has developed informative videos for the public to demystify language requirements and the benefits of being and remaining bilingual in the public service. The Student Ambassador Initiative was launched in the fall of 2019. Twenty-one Deputy Minister University Champion departments participated at 23 universities, and 25 total student ambassadors were hired. They held office hours, offered information sessions and shared social media posts to promote and demystify careers in the public service, including raising awareness of the language requirements of positions as well as best practices for improving and maintaining skills in your second official language. 	<ul style="list-style-type: none"> The videos are being finalized prior to release in virtual information sessions and on the PSC website and social media. A year-end report on the Student Ambassador initiative has been drafted. It will include results of Year 1, and provide options and recommendations to senior management for Year 2. 	<ul style="list-style-type: none"> During the annual consultations of the Committee of Assistant Deputy Ministers on Official Languages with Official Language Minority Communities (OLMCs) in February 2020, the career opportunities for young Anglophones in Quebec were discussed and courses of action and collaboration were identified.
	Develop a recruitment strategy to increase recruitment of bilingual employees and promote official languages on public service recruitment sites to make it easier for job seekers to find positions with language profiles that correspond to their current or future skills.	<ul style="list-style-type: none"> In 2019–20, the PSC participated in 48 external events related to OLMCs across Canada. These included career fairs at bilingual or OLMC academic institutions, and information sessions with OLMC organizations and business groups. Approximately 4,476 participants were present at these events. The PSC conducts consultation and networking activities with OLMC associations and academic institutions across Canada through the above-mentioned outreach events. Many of the issues raised by OLMC students and potential candidates were similar to those mentioned by the general public; questions were related to the lack of knowledge about the federal public service as an employer and the application and recruitment processes. The PSC has developed a series of videos explaining the application process which also includes a section on official languages in the federal public service. The videos will be disseminated in 2020–2021 through their website as well as through information sessions. 		<ul style="list-style-type: none"> PCH is continuing its various awareness, communication and official languages promotion activities to foster the development of OLMCs. For example, the tool developed in collaboration with the communities on the guiding principles for the OLMC consultation process is now available on canada.ca and has been widely promoted within the public service.
	Design and implement a mandatory component for all orientation programs for new staff to familiarize them with their language rights and obligations.	<ul style="list-style-type: none"> TBS launched a GCwiki page and created a newsletter to provide Persons Responsible for Official Languages (PROLs) with a reliable platform for information sharing. In addition, the TBS Official Languages Centre of Excellence is offering PROLs training on official languages to support them in helping their respective institutions meet their official languages obligations. 		
	Incorporate automated prompts and reminders on the rights and linguistic obligations of public servants in IT tools that they routinely use.	<ul style="list-style-type: none"> Given the shift to remote work during the COVID-19 pandemic, TBS provided departments with screen backgrounds that can be used on MS Teams during bilingual meetings to encourage and promote the use of both official languages. 		



5

Establish an “OL: What Works” portal for the Public Service

For reference, see p. 18 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Leadership
Lead: Translation Bureau (PSPC)

Detailed Information

Status	Recommendation	Progress/Results	Next Steps	Additional Information (challenges/considerations)
	That the Public Service Commission of Canada, the Canada School of Public Service and the Treasury Board Secretariat build on existing work to establish an “OL: What Works” portal for the public service to coordinate the dissemination and exchange of best practices and intervention tools that are currently in use.	<ul style="list-style-type: none"> The Working Group on the Centralization of Official Language Resources, which includes representatives from seven federal organizations, launched the Official Languages Hub® on September 12, 2019. This search engine is available on the Language Portal of Canada website, which was consulted over 8 million times in 2019–2020. The names “Carrefour des langues officielles®” and “Official Languages Hub®” were officially registered in spring 2020. The Official Languages Hub® was promoted in a government-wide campaign coordinated by the Language Portal of Canada. In addition to highlighting the tool in presentations and at kiosks, the Language Portal team prepared a bilingual promotional toolkit for federal organizations that would like to help the Portal promote the Hub. Several federal organizations have used content from the toolkit in their internal communications and on their social media accounts. 	<ul style="list-style-type: none"> Promoting of the Official Languages Hub® is a key part of the Language Portal’s promotional activities. The next phase of the project began in fall 2020 in partnership with the Council of the Network of Official Languages Champions. 	<ul style="list-style-type: none"> Resources from seven federal organizations can be accessed through the Official Languages Hub®, including: official languages promotion and awareness tools, best practices, policy instruments, and resources to learn English or French as a second language and to help maintain second language competencies. The Canadian program for learning English and French as second languages (see Recommendation 8) will eventually be accessible on the Language Portal.



Completed



In progress



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Not started



6

Training – Annual Official Languages Plan

For reference, see p. 21 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Training
Lead: Interdepartmental OL Learning Task Team (ESDC and IRCC)

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That all federal institutions be required to have an annual official languages plan to improve the language skills of its employees, including employees at offices based in unilingual regions and those who belong to employment equity groups.	<ul style="list-style-type: none"> The Interdepartmental Official Languages Learning Task Team addressed recommendations 6, 7, 8, and 9 comprehensively by supporting initiatives aimed at improving second language training, better supporting learners, and increasing learner success. The Task Team developed the Mental Health Path to equip second-language learners with tools to promote mental health and well-being. This initiative also supports Recommendation 7. The Task Team has also developed a culturally adapted learning program to meet the needs of Indigenous Peoples while helping them successfully attain a second language profile of BBB or CBC. Due to COVID-19, a pilot of the program aimed at helping learners achieve BBB has been delayed until 2021–2022. For additional information on this initiative, please see Recommendation 7. 	<ul style="list-style-type: none"> Launch of second language learning Mental Health Path. Indigenous Language Learning Pilot for BBB level (2021–2022). 	<ul style="list-style-type: none"> The Task Team developed a decision tree to help federal institutions to prioritize access to language training – the tool is available to institutions on TBS official languages community platforms (see Recommendation 8).



Completed



In progress



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Not started



7

Training – Study and Tools

For reference, see p. 21 of report -

[The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace](#)

Theme: Training
Leads: Technical Advisory Group on Procurement Tools for Language Training (CSPS and PSPC), TBS, PSC, PCH

Detailed Information

Status	Recommendations	Progress/Results	Next Steps	Additional Information (challenges/considerations)
	That the Canada School of Public Service conduct a comparative effectiveness study of the various second language teaching methods that are or could be offered to employees, taking into account the needs of members of employment equity groups.	<ul style="list-style-type: none"> The Interdepartmental Official Languages Learning Task Team developed a culturally adapted language learning solution for Indigenous Peoples based on extensive consultations with subject matter experts on second language education and on teaching languages to Indigenous learners. A pilot of the second language learning program to help Indigenous learners achieve a BBB level will start in 2021–2022. 		
	That Public Services and Procurement Canada work collaboratively with the Canada School of Public Service to develop tools and offer language training in all regions of Canada, including the adoption of new approaches and innovative technologies.	<ul style="list-style-type: none"> TBS completed the third-party study on the future of procuring second language training for the public service. The procurement study suggested the path forward for a new governance (TBS-CSPS-PSPC) to ensure a consistent government-wide approach for procuring and offering language training. Given the need for remote second language teaching, an RFSO for a National Master Standing Offer for online training closed on February 1, 2021. A new standing offer for classroom language training will be implemented in the Western Region in the fall of 2021. 		



Completed



In progress



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Not started



8

Training – Personal account

For reference, see p. 21-22 of report -

[The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace](#)

Theme: Training and Tools
Leads: Interdepartmental Official Languages Learning Task Team (ESDC and IRCC), PCH

Detailed Information

Status	Recommendations	Progress/Results	Next steps	Additional information (challenges, considerations)
	That all federal institutions be required to create a personal language training account, enabling all employees to receive a certain number of hours of language training, in English or French, as a first or second language. For some employees, this could also include American Sign Language, Langue des signes québécoise, or an Indigenous language.	<ul style="list-style-type: none"> For the implementation of a free online service for learning and maintaining English and French as a second language, <i>Mauril</i> was the name chosen, in tribute to MP Mauril Bélanger, defender of Canada's official languages. A memorandum of understanding was signed between the Official Languages Branch of PCH and CBC/Radio-Canada for the development of the online and mobile educational tool. The development and testing stages of the application have been completed. TBS has published on its official languages (OL) community platforms the Interdepartmental Framework (decision tree) that was developed by the Interdepartmental OL Learning Task Team to help federal institutions to prioritize access to language training. 	<ul style="list-style-type: none"> <i>Mauril</i> will be publicly launched in the winter of 2021. Once the mobile application is deployed, <i>Mauril</i> will also be available on tablets and on the Web in the spring of 2021. 	<ul style="list-style-type: none"> Enriched with entirely Canadian cultural content, <i>Mauril</i> will help sustain the achievements of young adult immersion graduates and provide a larger pool of bilingual Canadians for public service recruitment. In addition, this service may be used as a complement by federal officials wishing to maintain their second language at their own pace.
	Ensuring that all employees have access to a spell-checker and grammar checker on their computer that is integrated into word-processing and email software to improve their writing in both official languages.	<ul style="list-style-type: none"> Most departments have spell-checkers and grammar checkers integrated into email and word-processing software. In addition, the Language Portal of Canada offers tools and resources to help employees improve their writing skills in both official languages. 		



Completed



In progress



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9

Maintain second language competencies

For reference, see p. 19 of report -

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Theme: Policy
Leads: CSPS, TBS

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That federal institutions take measures to ensure that all employees in bilingual positions maintain their second language skills and meet the requirements of their positions.	<ul style="list-style-type: none"> The Working Group on Second Language Retention has identified barriers to the use of an employee's second official language and some 50 means of overcoming these obstacles. The working group is now consulting OL networks on its findings. Approximately 95% of employees in bilingual positions meet the linguistic requirements of their position. 	<ul style="list-style-type: none"> The Working Group on Second Language Retention will continue its work by: <ol style="list-style-type: none"> Developing a strategy and mechanisms to promote the use and maintenance of second official language skills. Establishing an accountability framework to identify the responsibilities shared by employees, managers and executives. Presenting the results to the Committee of Assistant Deputy Ministers on Official Languages. 	



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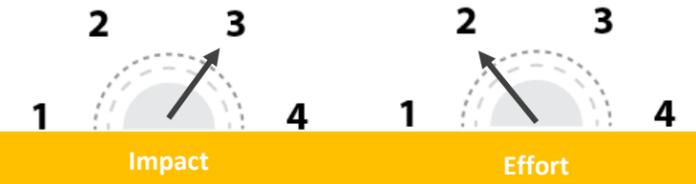
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10

Inter-institutional second language practice program

For reference, see p. 21 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Training
Leads: PCH, TBS

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That the Treasury Board Secretariat and Canadian Heritage support the improvement and maintenance of employees' English or French skills by creating and managing an inter-institutional second language practice program. This program should enable employees of an institution to participate in short-term exchanges (micro-assignments) in offices where the predominant official language is different from their own and enable employees to take part in a structured language mentoring or coaching system.	<ul style="list-style-type: none"> The Atlantic Federal Council, supported by PCH's Atlantic Region, has been delivering the program for the past 4 years, and some 30 public servants have benefited from it. In 2019–20, 12-federal public servants from 5 federal institutions enrolled in the program. Eight public servants were matched with the same number of Francophone community groups in the four Maritime provinces. Four public servants were waiting for an internship at the beginning of the pandemic when the program was suspended. The Atlantic Federal Council will only hold virtual internships for the 2020–21 fiscal year. A call for interest was issued to public servants in late summer 2020. PCH's Prairies and Northern Region has completed a second round of internships. In 2019–20, nine public servants from five federal institutions completed an internship with eight Francophone community organizations in the three provinces. As a result of the pandemic, some internships were terminated prematurely. Options will be explored to continue the project in the current context. In collaboration with the Assemblée de la francophonie de l'Ontario, PCH's Ontario Region surveyed the interest of Francophone community organizations in 2019. PCH's Ontario Region contacted those interested to begin implementing the program. The region is developing a strategy to launch a round of virtual internships. 	<ul style="list-style-type: none"> This initiative has now been implemented and continues to progress. In the context of the pandemic, options for continuing the initiative in virtual form are being explored. 	<ul style="list-style-type: none"> Additional efforts to promote the program have been made in the Northwest Territories. PCH's Prairies and Northern Region has encountered the same challenges in recruiting bilingual federal public servants, who are few in number and have not expressed an interest.



Completed



In progress



Adjusted



Not started



11

Receptive bilingualism

For reference, see p. 20 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Culture
Leads: TBS, PSC

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That federal institutions promote “receptive bilingualism” by hiring people who demonstrate a basic ability to follow conversations and read documents in their second official language, or by offering and encouraging employees to participate in basic language training to achieve this level of comprehension.	<ul style="list-style-type: none"> In collaboration with the University of Ottawa, TBS completed a pilot study in one federal institution (Natural Resources Canada) on the use of both official languages by employees in the context of their work. Findings from this pilot study support the need to give more importance to oral comprehension as a receptive language skill and to better help employees to participate more fully in bilingual meetings while lessening anxiety on the part of some. 		<ul style="list-style-type: none"> Further progress on this recommendation would require modifications to the qualification standards, which are dependent on additional funding.



Completed



In progress



Adjusted



Not started



12

Repurpose the bilingualism bonus for the development of language skills

For reference, see p. 21 of report -

[The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace](#)

Theme: Training
Lead: TBS

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That the Treasury Board Secretariat initiate discussions with the National Joint Council to repurpose the bilingualism bonus to establish a new fund to be used exclusively for the development of non-executive employees' language skills, and co-managed with the bargaining agents.	<ul style="list-style-type: none"> TBS has initiated discussions with bargaining agents, given the need to achieve consensus when considering modifying benefits. 	<ul style="list-style-type: none"> Continue analysis of considerations. 	



Completed



In progress



Adjusted



Not started



Timeline: Long Term (as of 2021)



13

Modernization of the Official Languages Qualification Standards

For reference, see p. 19 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Policy
Leads: TBS, PSC

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That the Treasury Board Secretariat, in consultation with the Public Service Commission of Canada modernize the language qualification standards for bilingual positions to ensure that the standards align with the functional expectations for daily tasks, and allow for a concrete way to assess basic oral and written comprehension.	<ul style="list-style-type: none"> TBS developed a methodology to identify second language needs in relation to the qualification standards and conducted a pilot study on the frequency of use of official languages at Natural Resources Canada. 		<ul style="list-style-type: none"> Further progress on this recommendation is dependent on additional funding.



Completed



In progress



Adjusted



Not started



Timeline: Long Term (as of 2021)



14

Linguistic profile for supervisory positions

For reference, see p. 19 of report -

[*The Next level: Normalizing a culture of inclusive linguistic duality in the Federal Public Service workplace*](#)

Theme: Policy
Lead: TBS

Detailed Information

Status	Recommendation	Progress/Results	Next steps	Additional information (challenges, considerations)
	That the Treasury Board Secretariat, in consultation with the Public Service Commission of Canada take action to increase the linguistic profile for bilingual supervisory positions to a superior proficiency level (e.g., CBC or equivalent).	<ul style="list-style-type: none"> TBS studied recommendations from the Official Languages Commissioner, the report called <i>The next level</i> and the Senate report on the issue and worked with departments seeking to proactively implement CBC for bilingual supervisory positions in bilingual regions. 	<ul style="list-style-type: none"> Consider policy options for implementation. 	



Completed



In progress



Adjusted



Not started