

SHORT TERM

AI FOR TRANSLATION

1

Leads: PCO, the Translation Bureau (PSPC)

The Privy Council Office and the Translation Bureau are working with various partners to test options for using artificial intelligence in translation with the aim of enhancing the efficiency of communicating in both OL.

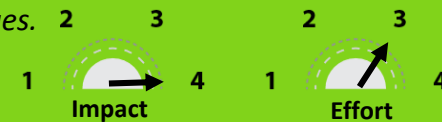


EXECUTIVE LEADERSHIP

2

Lead: TBS

The Treasury Board Secretariat is proceeding with the recommendations provided by the interdepartmental working group on leadership and will explore and develop further support tools and accountability measures to increase executive leadership in official languages.



EXPEDITED SECOND LANGUAGE EVALUATION

3

Lead: PSC

The Public Service Commission, in collaboration with eleven federal institutions, has completed the pilot project whereby hiring managers assess oral proficiency at the B level.



BUILD AWARENESS

4

Leads: TBS, PSC, PCH

The Treasury Board Secretariat is working with the Canadian Heritage and others to optimize its communication and collaborative tools to promote information related to official languages rights and obligations. The Public Service Commission is diversifying its activities to raise awareness and recruit bilingual employees.



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" will take place on September 12, 2019. This one-stop window for all official languages resources intended for public servants will be available on the Language Portal of Canada website.

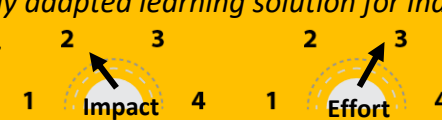


TRAINING: OL ANNUAL PLAN

6

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

The Task Team is conducting initiatives aimed at assessing and improving existing language training programs and exploring approaches to increase learner success. The Task Team conducted 5 pilot projects that focused on managing stress and anxiety and is developing a culturally adapted learning solution for Indigenous Peoples.

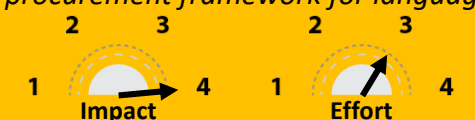


TRAINING: STUDY AND TOOLS

7

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

The Interdepartmental OL Learning Task Team developed a preliminary analysis on OL learning. Building on the work of the Task Team and the Technical Advisory Group on Procurement Tools, the Treasury Board Secretariat is undertaking a gap analysis of the current procurement framework for language training.



TRAINING: PERSONAL ACCOUNT

8

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

Canadian Heritage is continuing its efforts to establish the Canadian Cultural Program for Learning and Maintaining English and French as Second Languages, which is scheduled for public launch in 2020.



MAINTAIN SECOND LANGUAGE COMPETENCIES

9

Leads: CSPS, TBS

The Working Group on Second Language Retention met and established its mandate in April 2019. The Treasury Board Secretariat and members of the working group will work together to conduct a smart dive analysis on second language retention.



INTER-INSTITUTIONAL SECOND LANGUAGE PROGRAM

10

Leads: PCH, TBS

The program is well established and successful in Canadian Heritage's Atlantic and Prairies regions. PCH-Ontario Region plans to offer it in Fall 2019, and other regions may also follow later on. PCH headquarters will launch a pilot project in the NCR by 2019-2020.



RECEPTIVE BILINGUALISM

11

Leads: TBS, PSC

Receptive bilingualism will be addressed in the context of a modernized second language assessment framework. The Treasury Board Secretariat and the Public Service Commission are leading a pilot study in collaboration with the University of Ottawa.



BILINGUALISM BONUS

12

Lead: TBS

The Treasury Board Secretariat is assessing the feasibility and impacts of repurposing the bilingualism bonus.



LANGUAGE STANDARDS

13

Leads: TBS, PSC

The Treasury Board Secretariat and the Public Service Commission are leading a pilot study with the University of Ottawa to survey employees in one sample department to explore modernized second language assessment frameworks.



SUPERVISORS: CBC PROFILE

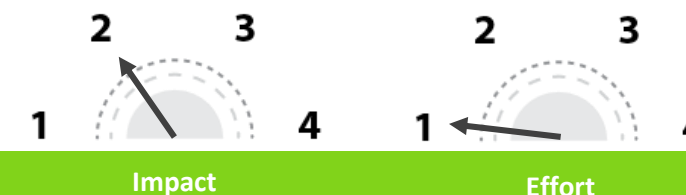
14

Lead: TBS

The Treasury Board Secretariat is developing options to respond to the recommendation to raise the linguistic profile for bilingual supervisory positions. Options explored could range from supporting federal institutions to maintain the upward trend towards CBC for bilingual supervisory positions to modifying official languages policy instruments.



LONG TERM



1

Artificial intelligence for translation

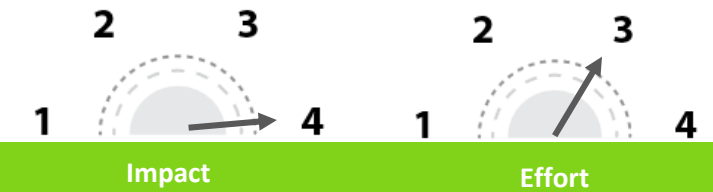
For reference, see p. 22 of report -

[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 (BtB) continues the work engaged with the Privy Council Office (PCO) and the Treasury Board Secretariat (TBS) on the “Open By Default” pilot project to test the application of emerging Artificial Intelligence (AI) technologies in the translation workflow. Canadian Heritage is now participating in a translation pilot project to determine the BtB’s future business model for a 6-month period, with the possibility of extension based on initial results. With the help of the Deputy Ministers Task Force on Public Sector Innovation’s Government of Canada Entrepreneurs, BtB have: <ul style="list-style-type: none"> Initiated a discussion on the increasing demand for translation services in government and the role of AI in translation services; Finalized a project charter on testing neural network machine translations; and, Designed and evaluated various prototypes to inform the adoption of AI in translation services. 	<ul style="list-style-type: none"> Pilot projects and other underlying initiatives will be conducted over the next several months to test options and ensure that tools developed will include the necessary language quality gates and comply with accessibility standards and the <i>Official Languages Act</i>. The preliminary results of the Open-by-Default pilot project as well as outcomes and lessons learned from both BtB and TBS will be presented over the Fall at the Committee of Assistant Deputy Ministers on Official Languages. 	



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"> The Leadership Working Group examined the feasibility of building on practices already in place in some federal institutions to strengthen ties between performance/talent management and the promotion of an environment conducive to the use of both official languages. TBS is proceeding with the working group recommendations to take measures to strengthen accountability and support tools. TBS added a question in the Review on Official Languages which asks federal institutions to indicate the extent to which senior management communicates in both official languages with employees on a regular basis. 	<ul style="list-style-type: none"> The Leadership Working Group will explore and develop additional support tools and accountability measures. 	<ul style="list-style-type: none"> Successful implementation of leadership recommendations will require culture change within institutions with senior leaders leading by example to ensure that the concerns raised in the report are addressed.
	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.			



Timeline: Short term (2017–2019)



3

Expedite the process of assessing second language skills

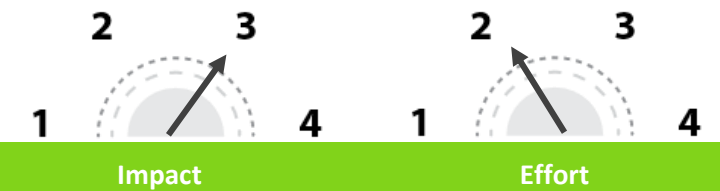
For reference, see p. 19 of report -

[*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 "OL reference check" to incorporate input from an employee's superiors and colleagues in their language evaluation.	<ul style="list-style-type: none"> The PSC explored potential gains to be realized by introducing an OL reference check (RC) for staffing purposes. Key considerations included impacts on assessment efficiency and validity. This review concluded that using an RC 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 intended to increase assessment efficiency. 	
	Carry out a pilot project delegating authority to hiring managers to assess oral proficiency at the B level.	<ul style="list-style-type: none"> The recommendation to conduct a pilot project (PSA-B) is now completed. It was carried out from March 2018 to January 2019 and eleven departments participated voluntarily. In early 2019, PSC analyzed the pilot data and reported the findings to senior management, participating departments, the Assistant Deputy Minister Committee on Official Languages (March 27, 2019) and Office of the Commissioner Official Languages (April 26, 2019). Managers and candidates appreciated the speed and flexibility of the PSA-B, however there were notable differences in the quality of the English and French assessments. 	<ul style="list-style-type: none"> The PSC plans to share the pilot findings with other external stakeholders who were consulted in the planning of the pilot. The PSC will not implement the PSA-B as-is given concerns about quality. The PSC will continue to explore opportunities to adapt the assessment approach to current needs. 	<ul style="list-style-type: none"> Hiring managers still have the option of using the PSC's Test of Oral Proficiency. PSC has made progress on meeting its service standards.



4

Awareness

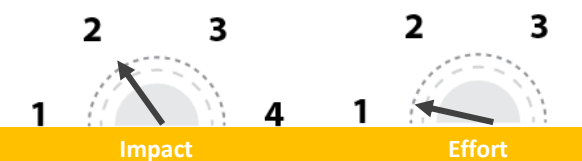
For reference, see p. 20 of report -

[*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"> In collaboration with federal institutions and Deputy Minister Champions for University Relations, the PSC is pursuing its nationwide awareness activities with educational institutions and community associations, while working on a strategy targeting high school students. These activities reached more than 30,000 students in 2018–2019. The PSC uses several methods to illustrate to students the benefits of being bilingual in the public service, such as videos adapted for their level of education. It also added language self assessment tests to its website to reassure students of their level. 	<ul style="list-style-type: none"> The PSC will develop informative videos for the public to demystify language requirements and the benefits of being and remaining bilingual in the public service. A new Student Ambassador initiative will be launched in fall 2019. These students will be trained by the PSC to promote public service career opportunities and programs in educational institutions, and raise awareness of the language requirements of positions as well as best practices for improving and maintaining skills in the second official language. 	
	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"> The PSC developed a 2-year outreach plan for recruiting OLMC and bilingual candidates. The focus will be on partnerships with federal institutions, OL interdepartmental committees, as well as with academic institutions. The PSC presented this recruitment strategy at OL interdepartmental committees across the country to inform, and better understand departmental needs and build partnerships. In 2018–2019, the PSC offered 40 information sessions to organizations supporting OLMCs nationwide, reaching more than 3,890 participants. The PSC developed an interactive map showing the distribution of OLMCs to support the recruitment of individuals from OLMCs. The “Speed Staffing” event held in Montreal on November 3, 2018, by the PSC in collaboration with the Quebec Federal Council, resulted in 13 hires that very day, and pools were created for future needs. 	<ul style="list-style-type: none"> The PSC adapts its external promotion and information programs to better promote bilingualism and attract bilingual candidates and candidates from OLMCs by holding awareness events such as career fairs and information workshops. The PSC will attempt to identify mechanisms and indicators to measure the actual impact of these activities on the recruitment of bilingual individuals. 	
	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 is currently optimizing its communication and collaborative tools, exploring the use of various media (automated prompts, video clips, etc.) to promote awareness, participation and communication in official languages. These tools will help to familiarize new staff with their language rights and obligations. 	<ul style="list-style-type: none"> TBS will engage with Persons Responsible for Official Languages in early 2019 to build on orientation programs already in place across federal institutions. 	
	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"> Improved tools will be launched in September 2019. 	



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 is creating a one-stop window for all official language resources intended for public servants. This window will take the form of a search engine and will be housed on the Language Portal of Canada website, which is consulted more than 6 million times a year. The Working Group, which includes 7 federal institutions, has finished pooling resources from the departments and agencies involved in the first phase of the project. The Working Group members jointly decided to call the one-stop window “the Official Languages Hub.” 	<ul style="list-style-type: none"> The Official Languages Hub will be launched as part of Linguistic Duality Day, on September 12, 2019. A promotional strategy will be implemented to spread awareness of the Official Languages Hub and encourage public servants to use it in their daily activities. 	<ul style="list-style-type: none"> Resources will include: official languages promotion and awareness tools, best practices, policy instruments, resources to learn French or English 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 and will link to many linguistic tools across the Portal’s different modules.



Completed



In progress



Adjusted



Not started



6

Training – Annual Official Languages Plan

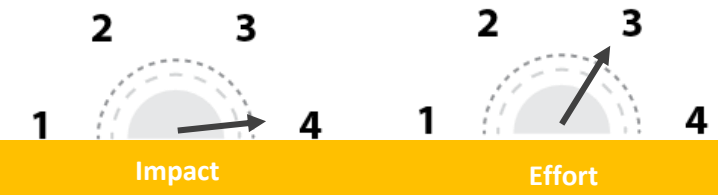
For reference, see p. 21 of report -

[*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 supports recommendations number 6, 7, 8, and 9, which includes various initiatives aimed at improving OL learning service offerings, as well as exploring approaches to better support learners and increase learner success. The Task Team piloted 5 different learning solutions that focused on managing stress and anxiety related to learning and using a second official language. A Mental Health Path is under development to equip second-language learners with tools to promote mental health and well-being. This initiative also supports recommendation 7. The Task Team is also developing a culturally adapted learning solution for Indigenous Peoples. A language training program that would meet the needs of the Indigenous Peoples as well as meet the standards required to successfully attain the language profile of either BBB or CBC will be piloted starting in 2019-2020. For additional information on this initiative, please see recommendation 7. 	<ul style="list-style-type: none"> A Mental Health Path is under development based on the pilot learning projects. 	<ul style="list-style-type: none"> The working group is chaired by two co-chairs (one representative from Employment and Social Development Canada and one representative from Immigration, Refugees and Citizenship Canada).



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, particularly taking into account the needs of members of employment equity groups.	<ul style="list-style-type: none"> The Interdepartmental OL Learning Task Team is developing a culturally adapted learning solution for Indigenous peoples. Many consultations were conducted with institutes and subject matter experts, experienced in second language education and in teaching languages to Indigenous learners, in an effort to establish partnerships and opportunities for collaboration. As a result, a list of potential Indigenous institutes experienced in second language education, and in teaching languages to Indigenous learners was provided to the Deputy Minister Task Force on Reconciliation on January 28, 2019. The Task Team also presented a preliminary analysis on official languages learning to the Committee of Assistant Deputy Ministers on Official Languages on January 23, 2019 outlining the evolution of language training in the public service since 2003 and gaps and issues related to the current language training framework. 	<ul style="list-style-type: none"> In 2019-2020, a language program will be piloted to meets the needs of Indigenous peoples and the standards required to successfully attain the language profile of BBB or CBC. New standing offers for classroom language training have been implemented or will soon be implemented in the NCR and regions (except for the Western Region). 	<ul style="list-style-type: none"> Departments involved in the design and development of the pilot include Environment and Climate Change Canada, CSPS, PCO, Indigenous Services Canada, Natural Resources Canada and Fisheries and Oceans. A contract was established with the Université du Québec à Chicoutimi and a neurolinguistics subject matter expert in teaching French as a second language to Indigenous learners to contribute an initial design and development of learning activities.
	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"> Building on the work of the Task Team and the Technical Advisory Group on Procurement Tools for Language Training, TBS is undertaking a gap analysis of the current procurement framework for language training. Services from a third party was retained and interviews were conducted with public service executives. 		<ul style="list-style-type: none"> The Technical Advisory Group is chaired by PSPC and the CSPS. See recommendation 8 regarding the Canadian Cultural Program for Learning English and French as Second Languages .



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 French or English, 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"> 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 will be promoted by TBS on its improved OL online platform. The improved platform will be launched in September 2019 (see slide 4). PCH is pursuing its efforts to establish the Canadian Cultural Program for Learning and Maintaining English and French as Second Languages. This free online and mobile learning service will help all Canadians advance their second official language proficiency at their own pace. 	<ul style="list-style-type: none"> A first Agreement-in-Principle was signed with the CBC / Radio-Canada to produce a short video to be presented on May 27, at the Symposium on Official Languages. This video will show the objective and the origin of the project. <i>The Mauril</i> was chosen as a name for this tool to honor Mauril Bélanger, MP. An Agreement in Principle will be signed between PCH's Official Languages Branch and the CBC / Radio-Canada for the development of the Program. 	<ul style="list-style-type: none"> The Canadian Cultural Program for Learning and Maintaining English and French as Second Languages 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 free online and mobile service may be used in addition by federal officials wishing to maintain their second language. The public launch of the program is scheduled for 2020.
	Ensuring that all employees have access to a spell checker and grammar checker on their computer that is integrated with word processing and email software to improve their writing in both official languages.		<ul style="list-style-type: none"> A discussion with the Persons Responsible for Official Languages will take place early in 2019 to explore which applications are already in use in federal institutions. 	



9

Maintain second language competencies

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: CSPA, 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 CSPA and the TBS have established a Working Group on Second Language Retention to identify best practices and innovative approaches to maintaining second language skills and meeting language requirements. The Working Group on Second Language Retention met and established its mandate in April 2019. 	<ul style="list-style-type: none"> TBS and members of the newly established Second Language Retention working group will be conducting a SMART dive analysis to identify what employees at all levels can do to support and maintain second language proficiency. 	



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)
	<p>That the Treasury Board Secretariat and Canadian Heritage support the improvement and maintenance of employees' French or English skills by creating and managing an inter-institutional second language practice program. This program should enable employees of an institution to participate in short 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</p>	<ul style="list-style-type: none"> The Atlantic Federal Council, supported by PCH, Atlantic Region, is now offering the program for the fourth consecutive year, and the next language internships will take place starting in September 2019. To date, 25 public servants from nine federal institutions have taken part in language internships within 12 Francophone community organizations in all Atlantic provinces. PCH, Prairie Region, is deploying the program for the second consecutive year. The three provinces have shown a keen interest in the next micro-missions set for the summer of 2019. To date, eight public servants from seven federal institutions have taken part in micro-missions within eight Francophone community organizations in the Prairies. The program is being developed by PCH, Ontario Region, which works in conjunction with the Assemblée de la Francophonie de l'Ontario to identify interested community organizations. The first micro-missions are planned for the fall of 2019. PCH Headquarters is planning to launch a pilot project in the National Capital Region in the fall of 2019. 	<ul style="list-style-type: none"> The Pacific Federal Council is considering the possibility of launching a similar program in British Columbia. 	<ul style="list-style-type: none"> PCH, Northwest Territories Region, is facing some challenges in recruiting public servants. At the PCH Headquarters, the program will be renamed "Official Languages Community Micro-missions Program" to reflect the community aspect.



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 <i>receptive bilingualism</i> 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"> TBS and the PSC are leading a pilot study in collaboration with the University of Ottawa that will survey employees in one sample department to explore modernized second language assessment frameworks. Please see recommendation 13 for additional information. The results of the pilot study will address receptive bilingualism in the context of a modernized second language assessment framework. 		



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 is assessing the feasibility and impacts of repurposing the bilingualism bonus. 		



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 a distinct measure for basic oral and written comprehension.	<ul style="list-style-type: none"> TBS and the PSC are leading a pilot study in collaboration with the University of Ottawa that will survey employees in one sample department (Natural Resources Canada) to explore modernized second language assessment frameworks that are better aligned to the work employees do. 	<ul style="list-style-type: none"> The results of the needs assessment will be presented to the CADMOL in fall 2019. 	<ul style="list-style-type: none"> The study will also consider ways to promote receptive bilingualism within the public service (linked to recommendation 11). An enterprise-wide modernization of the Official Languages Qualification Standards will require substantial time and effort as well as additional funding.



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 has analyzed enterprise wide data on the linguistic profile of supervisory positions for language of work purposes. The data shows that a number of employees in supervisory positions identified as level BBB already have linguistic profiles of CBC or higher. Based on this information, TBS is developing various options with an impact analysis. The options could range from supporting federal institutions to maintaining the upward trend towards CBC for bilingual supervisory positions to modifying official languages policy instruments. 	<ul style="list-style-type: none"> TBS will be proposing options to address this recommendation based on data analysis results. 	<ul style="list-style-type: none"> Implementing this recommendation will have an impact on language training costs.