



HORIZON TNL

ANNUAL REPORT
2022 • 2023



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MESSAGE FROM THE DIRECTOR



Dear colleagues and members of Horizon TNL,

We are pleased to share with you the highlights of the year 2022-2023. The presentation of our annual report is an important moment for our organization. It always leads me to step back and admire our many accomplishments.

But every year, as I write this introductory message, I worry that I'm leaving out some key elements, and that I'm not sufficiently highlighting all the achievements of Horizon TNL's employees, board members and collaborators.

I'm proud of the progress we've made, the new projects we've launched, our ability to adapt, the creativity of our stakeholders, and all the other things that make us what we are today. Proud, too, that our organization is now the recipient of a sustainable development certification for its day-to-day operations, a new string to our bow that we soon hope to deploy to support our partners who also wish to take this path.

And what a journey it's been! Speaking of hindsight, I'm already in my fourth year as Executive Director. When I look back over the past 4 years, however, my greatest source of pride is that not only have we achieved the objectives we set ourselves in our 2019-2023 strategic plan, but that we've far exceeded the expected results by a factor of 3, thanks in large part to our employability services ... and all this with a pandemic as an obstacle!

As we approach the presentation of a new strategic plan for the next 4 years, I'd like to take this opportunity to give you a sneak preview of the new objectives it will attempt to articulate: we'll be talking about seizing the opportunities offered by green energies, international recruitment, increased visibility for our province through tourism, and so on. Your comments on our future objectives are always welcome, and I thank you for your commitment.

I wish us all another successful year!

Diego Toledo
Executive Director

MESSAGE FROM THE PRESIDENT



Dear colleagues and members of Horizon TNL,

Our team has done a fantastic job this year in realizing our common goal of improving economic immigration in one of Canada's most beautiful, yet challenging demographic representations of the French-speaking minority.

Congratulations to Diego and our team for the excellent work accomplished over the past year, and indeed the past four years. The impact of Horizon TNL has not gone unnoticed at the provincial and national levels, but there is still much to be done in all regions of the province. There will always be more to do to ensure the influence of our French-speaking community.

I'm pleased with the partnerships we've forged with local, regional and national organizations over the past few years, and especially with the fact that we're working more and more with our small community. I'm sure the members of our Board of Directors fully share this sentiment.

As our Executive Director pointed out in his message, we are always looking to improve the delivery of services that are part of our mandate, such as economic immigration, job creation and our many economic development initiatives. There are also new opportunities in the high-tech sector, essential minerals, green energy, tourism and food production that our organization will seek to include in our future economic development activities. Not to mention that Horizon TNL will certainly have a critical role to play in countering labour shortages in the health and education sectors.

Since the federal government recently committed to financially support our organization for the next five years, our role will also be to maintain and enhance our social and economic program for francophones in Newfoundland and Labrador.

I look forward to working with my colleagues on the Board of Directors to support our team in ensuring the success of this endeavour.

Cyr Couturier
President



At this job fair which gathered 200 employers and 4600 visitors, we were able to see that competition for bilingual candidates is fierce. A virtual version of the vent was online from May 12 to 20.

April 27 and 28, 2022



As part of that week, we helped organize a business luncheon in Stephenville for tourism operators from the Port au Port peninsula, Bay St. George South, Burgeo, and Ramea, to help them coordinate for the tourism season.

May 29 to June 4, 2022



April 5 to 7, 2022

After COVID, tourism operators and representatives of NL's tourism promotion organizations gathered at the Delta Hotel in St. John's for the 1st time in 2 years for the HNL conference and trade show.



Employability Workshops

We offered a series of free workshops from ABC Life Literacy UP Skills for Work program, aimed at developing social and employability skills such as stress and time management, communication and teamwork.

July 2002 to February 2023



VIRTUAL JOB FAIR

Organized annually by RDÉE Canada and its partners, this Virtual Job Fair is a time-saver for job seekers and employers looking for qualified candidates. We were online this year with 36 job offers at our booth and 9 employers represented, resulting in 29 job applications.

October 12, 2022



October 19, 2022

Speed Interview with RBC

We organized a speed interview session to help RBC Bank fill their many positions. Our employability agents first helped the 20 candidates who participated optimize their profile and navigate the virtual platform.



SÉRIE D'ATELIERS			
HORIZON TNL			
SUR LES COMPÉTENCES POUR L'EMPLOI 2022-23			
DATE	HORAIRE	THÈME	FORMAT
20 juillet 2022	18h00 - 19h30	Multiculturalisme au travail	HYBRIDE
10 août	18h00 - 20h30	Gestion du stress	HYBRIDE
18 août	18h00 - 20h30	Gestion du temps	HYBRIDE
25 août	18h00 - 20h30	Communication	HYBRIDE
27 septembre	18h00 - 19h30	Recherche d'emploi en ligne	EN LIGNE
29 septembre	18h00 - 19h30	Courriel et médias sociaux	EN LIGNE
10 octobre	18h00 - 20h30	Travail d'équipe	HYBRIDE
27 octobre	18h00 - 20h30	Une bonne attitude	HYBRIDE
10 novembre	18h00 - 20h30	Assurance	HYBRIDE



Small Business Week

The purpose of this annual event is to recognize the contribution of small businesses to West Coast communities. We organized a 2nd Tourism Coordination Luncheon. The week closed with a public awards ceremony, recognizing the contribution of award-winning businesses to the local economy.

October 17-21, 2022



October 21 to 23, 2022

3rd Atlantic edition of the virtual entrepreneurship competition for bilingual immigrants, aimed at preparing them to start a business. With RDÉE Canada and representatives of all Atlantic RDÉEs, as well as a dozen of volunteer coaches. The mission: form teams, design prototypes with the support of coaches to structure them and, finally, present the businesses. The main prize: a year of mentoring. 36 entrepreneurs in all.



Paris: November 17 to 19
Rabat (Morocco): November 22 and 23

As in previous years, Horizon TNL, traveled to recruit qualified candidates. Over 5,000 visitors attended this event organized by IRCC.

Virtual edition from November 28 to 30

We received around 14,000 applications for various positions.

November 17 to 30



January 26, 2023

Our West Coast agent, Andrew Hibbitts, was a panelist for a session on the evolution of work organized by NLOWE, an organization of women entrepreneurs in Corner Brook. He was invited to speak about the remote work explosion and to promote our "Grow Remote Stephenville" group set up to support to support it on the Port au Port Peninsula.



The purpose of our presence at the *Outdoor Adventure Show* in Montréal was to promote Newfoundland and Labrador as a tourist destination. This year, 8 booths were reserved by the provincial government's tourism delegation, including Explore TNL and Tourism Southwest, which we represented for the occasion. Over 1,000 copies of our French tourism guide were distributed.

March 25 and 26, 2023



March 27 and 28, 2023

MISSION ON THE WEST COAST

The purpose of this tour was to develop our client base in the region, raise awareness of the benefits of hiring a bilingual workforce, and encourage French-speaking entrepreneurs to contact us. This was achieved through two luncheons in Stephenville and Corner Brook. During this tour, we also exhibited at the Youth Future Fair in Corner Brook to showcase our many services.

EMPLOYABILITY



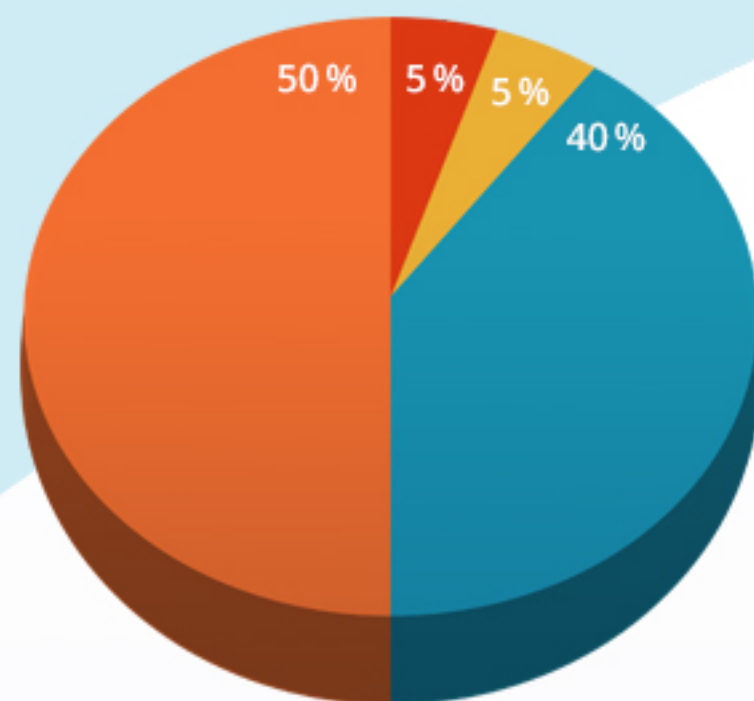
At various recruitment events, we represented a total of 78 employers in the province:

- Destination Canada: **13,000** candidates interested in **53** job offers.
- RDÉE Canada's Virtual Job Fair: **610** candidates interested in **38** job offers.
- In total: around **13,610** candidates showed interest.

In response to this interest, we worked with candidates who met one or more specific criteria:

- **130** candidates with migratory and/or citizenship status.
- **263** candidates with a profile of interest or in high demand in the province.
- **60** other candidates with a strong interest, but without migratory status.

STATISTICS ON ACCOMPANIED CANDIDATES



- Canadian Citizens
- Permanent residents
- Temporary Workers or Working Holiday Permit holders
- Without status or with an application in progress

SUMMARY OF SERVICES OFFERED

- **75** cases of assistance with resume building and cover letter writing
- **1500** periodic mailings of job offers according to profile
- Participation in / organization of **2** virtual job fairs
- **16** coaching sessions with entrepreneurs for business planning

All in all, from April 2021 to March 2022, **80** French-speaking clients found work thanks to Horizon TNL.



REACH



Développement économique
Economic Development

WEBSITE

www.horizonTNL.ca

12 773 unique visitors | 35% Canada | 24% USA | 6% Algeria | 26 080 page views

SOCIAL MEDIA



1,280 Facebook followers
19% increase



846 LinkedIn followers
43% increase



Horizon TNL Prix
D'excellence
Award 2022

Recipient:
Green Head Growers

Sponsored By:
Horizon TNL



Small Business Week



Destination Canada



NLOWE Symposium



Mission on West Coast



WEBSITE

www.exploreTNL.ca

69 722 unique visitors | 77% Canada | 11% USA | 6% France | 161 751 page views

SOCIAL MEDIA



3 105 Facebook followers
14% increase



1 179 Instagram followers
15% increase



BOARD OF DIRECTORS

Cyr Couturier, President
 Michael Clair, Vice-President
 Sophie Thibodeau, Treasurer
 Paul Doucet, Secretary
 Dwight Cornect, Administrator
 Jordan Wright, Administrator
 Alice Gaudet, Administrator
 Nawal Krouchan, Administrator
 Chawki Mannai, Administrator
 Fairouz Benbelkacem, Administrator

EMPLOYEES

Diego Toledo, Executive Director
 France J. Bélanger, Administrative Assistant & Finances
 Eric Tremblay, Communications coordinator
 Andrew Hibbitts, Economic Development Officer, Western region
 Alyson Judd, Economic Development Officer, Eastern region
 Régis Guyot, Director of Employability and Economic Immigration Department
 Imane Boualam, International Talent Lead
 Sohil Pramij, Economic immigration and employability assistant
 Justin Warren, Economic development and immigration assistant
 Sabine Adjinakou, Sustainable Development Advisor
 Valérie Saltel, Francophone Tourism Development Coordinator of Newfoundland and Labrador

MISSION

The economic progress of Francophones in Newfoundland and Labrador.

VISION

Using French as a catalyst for economic development.

ADDED VALUE

Horizon TNL creates and supports initiatives to vitalize the economic development of Francophones in Newfoundland and Labrador.

FUNDING PARTNERS

Funded by the Government of Canada
 Financé par le gouvernement du Canada



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



Atlantic Canada Opportunities Agency

Agence de promotion économique du Canada atlantique

Secrétariat aux relations canadiennes
 Québec

PARTNERS



