



*ANNUAL REPORT*  
*2024 / 2025*



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### **The 2024–2025 year marked a significant milestone for Horizon TNL.**

Both through the scale of the projects carried out and the strength of the partnerships strengthened across the province. In a context of economic and social transformation, our organization pursued its mission with determination: to promote the integration, retention, and full participation of francophones — newcomers, permanent residents, and citizens — in the community and professional life of Newfoundland and Labrador.

Aware of the challenges and opportunities linked to digital transformation, we made the strategic decision to integrate new IT management tools and artificial intelligence into our internal processes and services. This approach aims to increase our efficiency and innovate in how we operate. We moved into new, more spacious offices and expanded both our projects and our team.

Notably, we signed a new agreement in early childhood development, which led to the creation of a support position for establishing home-based francophone daycare services — a key milestone in supporting families and strengthening the vitality of our francophone communities.

At the same time, an agreement on employment support services enabled us to set up a new team of four dedicated staff members. This initiative enhances our ability to support newcomers in their professional journey and assist employers in their recruitment and retention efforts.

Thanks to the passion and commitment of our growing team, Horizon TNL has now established itself as a key player in employability, entrepreneurship, sustainable development, and economic development.

I would like to express my deep gratitude to our community, institutional, and government partners for their trust and collaboration, as well as to our board of directors for its vision and ongoing support. A special thank you to our team, whose daily dedication brings our mission to life.

On the occasion of Horizon TNL's silver anniversary, and with the achievements of the past 25 years behind us, we fully acknowledge the challenges that lie ahead. We reaffirm our commitment to fostering the prosperity of the province's francophones, guided by our extensive experience, our confidence, and our ambition.

**Régis Guyot,**  
Executive Director



### Welcome to our Annual General Meeting and the celebration of our 25th anniversary!

Horizon TNL, formerly known as RDÉE TNL until January 2022, has been active for 25 years in the fields of community economic development, entrepreneurship, and employability in Newfoundland and Labrador. Today, we are the only provincial economic development organization offering services to francophones in minority language situations across all regions of the province.

The facts speak for themselves, and as you will see in this annual report, our community engagement continues to grow. Many entrepreneurs, job seekers, and economic stakeholders actively contribute to the economic and social well-being of the province.

We are part of an outstanding national network: RDÉE Canada, which includes nine provinces and three territories. This network plays a vital role in the development of Francophone and Acadian communities across the country. An economic study conducted in 2024 revealed that every dollar invested in this network generates \$7.30 in economic spinoffs. Nationally, 115,000 small and medium-sized Francophone businesses outside Quebec are actively contributing to Canada's growth.

In Newfoundland and Labrador, our future efforts will focus more on economic development, economic immigration, and support for SMEs, with ambitious goals to further increase our impact. We aim to expand our reach, explore interprovincial opportunities, and open export pathways for our entrepreneurs.

The Horizon TNL team works tirelessly, remains fully committed to our community, and is driven by the enthusiasm of contributing to the future of our province.

I warmly thank the team and my fellow board members for their support over the past year, and I look forward to discovering what the future holds.

Thank you,

**Cyr Couturier**  
President





## 2024

### Ottawa Travel & Vacation Show April 6, 2024

This travel show featured over 150 exhibitor booths. We participated in partnership with Tourism Southwest to promote the tourism offerings of the southwest coast of Newfoundland. Many of the more than 17,000 visitors visited our booth.



### *Salons de l'emploi et de la formation continue de Montréal* (Montreal Job and Continuing Education Fair) April 17-18 and October 2-3, 2024

We went with some twenty job offers and made over thirty contacts for each edition. Over 20,000 visitors attended, and 259 employers from RDÉE's eight provinces and territories were grouped together in the same space.



### Succession Planning for Small Business April 30, 2024

In partnership with NLOWE, Navigate and CBDC Humber, we organized this workshop for some 30 entrepreneurs, business buyers or sellers. The aim was to inform them about succession planning, explain how to maximize the value of a business before sale, and enable them to take advantage of the programs on offer.





## TIMELINE



### Tourism Luncheons

June 6 and October 26, 2024

Organized in partnership with the Long Range Small Business Committee and Tourism Southwest, these meetings bring together operators and support agencies to foster collaboration and information sharing in preparation for the summer tourism season.

In June, 39 people attended, and in October, 66.

### FAM Tour

July 3, 2024

The main objective of this familiarization tour of the Port au Port peninsula is to educate those working on the front line of the tourism industry about its rich cultural heritage, so that they can offer informed recommendations to tourists.

With 35 participants from key players in the tourism community.



### Tourism Consultation

September 23, 2024

Interactive presentation at Compas to identify newcomers' needs and expectations in terms of tourism resources and information, in order to define the services to be created to foster francophone mobility in the province.

8 participants with various statuses attended.





## Long Range Small Business Awards October 26, 2024

As part of Small Business Week, the event honored small businesses and non-profit organizations in St. George's Bay, the Port au Port peninsula and Burgeo.

The winner of our Horizon TNL 2024 Award of Excellence, the Mainland Heritage Committee, was selected for its commitment to providing meaningful employment opportunities for Mainland's bilingual students. Nearly a hundred people were present for the occasion.



## Workshop on the foundations of the cooperative model October 23, 2024

We held a workshop as part of Small Business Week in response to interest from West Coast artisans and boutiques in forming a cooperative to share resources, expand sales opportunities and strengthen networking.

15 participants attended.



# 2025

## Labrador Mission January 19-23, 2025

We met with members of the francophone community in Labrador City and Wabush who contribute to the region's economic and community development. We discussed their economic challenges and assessed how Horizon TNL can support them in the areas identified.





## TIMELINE



### HNL

March 11-12-13, 2025

At this edition of Hospitality NL in St. John's, the Department of Tourism announced financial support for the development of culinary tourism. In terms of francophone tourism, the provincial government would like to use our services to introduce NL to travel agents, and to accompany groups of francophone travel agents exploring the province in the future.



### Destination Canada Mobility Forum

February 14-16, 2025 Paris, France

February 17-20, 2025 Douala, Cameroon

March 3-7, 2025 online

First in Paris, Destination Canada then took the Horizon TNL delegation to Douala, an officially bilingual English and French-speaking city in Central Africa. We met over 850 candidates for immigration to Canada in both cities. The TNL government and health agency, as well as the FFTNL, were present in Paris.



### West Coast Mission

March 23-27, 2025

A strategic tour of Corner Brook, Stephenville, Port-au-Port and Norris Point to meet the francophone artisans and entrepreneurs who contribute to the local economy: meeting with the Bay St-George Chamber of Commerce, networking at Coin Franco, then a visit to Green Head Growers, a hydroponic farming company in Mainland.





## EMPLOYABILITY



During various recruitment events, we represented a total of **63** employers from the province:

At the 2 Montreal Job Fairs in 2024: **635** candidates showed interest in the **92** job postings.

At Destination Canada: **6,183** candidates showed interest in the **73** job postings.

**In total**, we have identified approximately **6,883** candidates expressing interest in our job opportunities.



To follow up on this interest, we worked with candidates who met one or more specific criteria:

- **122** candidates eligible due to immigration status and/or citizenship.
- **163** candidates with profiles of interest or in high demand in the province.
- **235** other candidates with strong interest but without immigration status.

### SUMMARY OF SERVICES PROVIDED

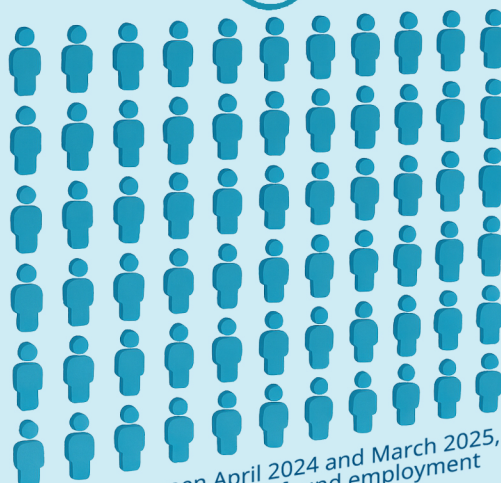
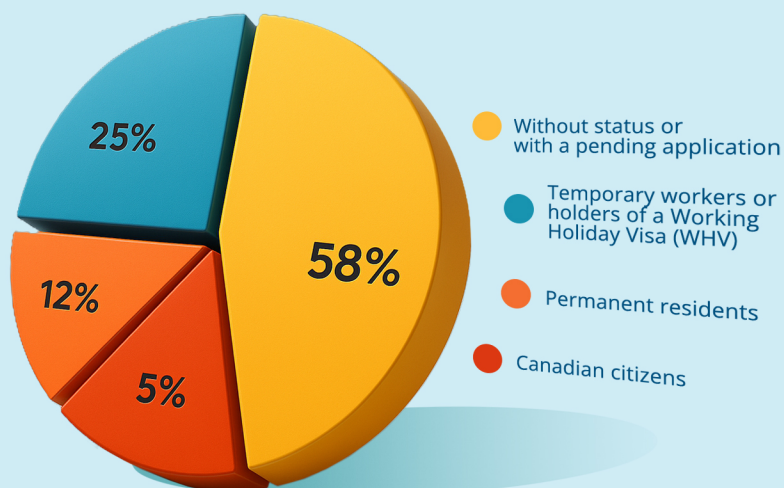


- **115** support sessions for writing résumés and cover letters
- **1 450** periodic job offer mailings tailored to profiles



- Participation in / organization of **7** virtual or in-person job fairs
- **18** support sessions with entrepreneurs for business plans

### STATISTICS ON SUPPORTED CLIENTS



Overall, between April 2024 and March 2025, **67** Francophone clients found employment thanks to Horizon TNL.

REACH



Développement économique  
Economic Development

## WEBSITE

9095 unique visitors | 44% Canada | 20% USA | 3% France | 20 222 page views

[www.horizonTNL.ca](http://www.horizonTNL.ca)

## SOCIAL MEDIA

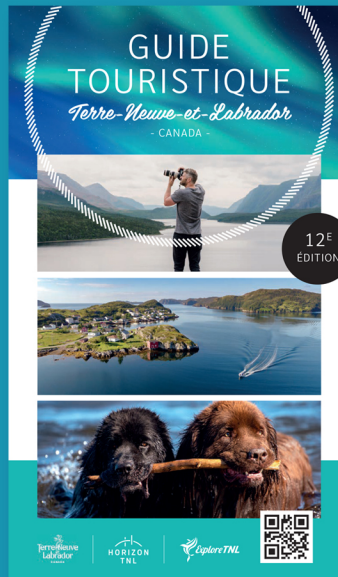


1 482 followers on Facebook  
9.5% increase



1146 followers on LinkedIn  
22% increase

New 2024 Tourism Guide



ExploreTNL

## WEBSITE

81 220 unique visitors | 75% Canada | 12% USA | 5% France | 174 621 page views

[www.exploreTNL.ca](http://www.exploreTNL.ca)

## SOCIAL MEDIA



3 234 followers on Facebook  
2.4% increase



1 242 followers on Instagram  
1.6% increase



## BOARD OF DIRECTORS

**Cyr Couturier**, President  
**Paul Doucet**, Vice-President  
**Michael Clair**, Treasurer  
**Nawal Krouchan**, Secretary  
**Dieudonne Keumegne**, Administrator

## EMPLOYEES

**Régis Guyot**, 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  
**Rémy Perrier**, Economic Immigration and Employability Manager  
**Yanis Akrou**, Liaison Officer  
**Justin Warren**, Economic Immigration and Employability Assistant  
**Léonidas Ndabazaniye**, Sustainable Development Advisor  
**Yann Loquet**, Sustainable Development Advisor  
**Marie-Renée Guérette**, Women in Business Advisor  
**Étienne Beaulieu**, Entrepreneurship Advisor  
**Valérie Saltel**, Francophone Tourism Development Coordinator of Newfoundland and Labrador  
**Mohamed Hiscock**, Economic Development Officer - Special Projects

## FUNDING PARTNERS



## PARTNERS





# 25 YEARS IN PICTURES





# 25 YEARS IN PICTURES





