
HORIZON
TNL
ANNUAL REPORT
2025 I 2026

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The year 2025-2026 was marked by sustained growth and several important milestones in the development of Horizon TNL.

Over the past year, we moved into new premises, better located and better suited to welcome our clients. This move makes it easier for Francophones across the province to access our services and allows us to offer a level of service that matches the needs of the community we serve.

This period was also marked by renewed momentum for our organization, notably through the addition of new departments, including early childhood and employment assistance services. These additions broaden our range of services and allow us to continue our development in a stable and efficient manner, while remaining true to our mission of advancing the economic progress of Francophones in Newfoundland and Labrador.

In our ongoing effort to improve our services, we have also integrated artificial intelligence into our practice. We use it to better serve our clients, while paying close attention to using it as sustainably as possible. It is important to note that artificial intelligence does not replace people within our organization. It remains a tool that supports our team and offers guidance, while the support we provide to our clients continues to rely on the expertise and human relationships that are the strength of Horizon TNL.

I would like to warmly thank our board of directors for the trust they place in us and for their constant support throughout this year of transformation. I would also like to express my deep appreciation to the Horizon TNL team. The work accomplished this year is remarkable, and the capacity for transition and adaptability shown by every team member, in a context of significant organizational change, deserves recognition. It is thanks to this collective commitment that we were able to navigate this period of growth with such stability and efficiency.

Horizon TNL continues to evolve in service of its community, and it is with pride that I look back on the progress made this year, and with confidence that I look forward to what comes next.

Régis Guyot
Executive Director



Dear members and guests of Horizon TNL,

It is with great pleasure that I welcome you to our 26th AGM. The past year (our 25th year in business) has been marked by change and growing success in our efforts to support the Francophone minority community in the areas of entrepreneurship, employability, economic immigration and more. You will see these results in the annual report, and I hope you will agree that they are moving in the right direction.

One of the major changes in 2025-2026 was the expansion of our offices, staff and reach across the island, in order to better serve the community. In addition, we renewed important partnerships with several provincial organizations, a regional funder and a few federal departments that share our vision. We can only thank our ED and his team for the excellent work accomplished. Now that the team is running at full capacity, we expect this year to be even more successful, for our clients, our partners and our province.

Congratulations to one of our clients, CB Nuit, who received a prestigious national small business award at the SME awards ceremony held recently in Ottawa as part of the National Summit on Canadian Francophone Economic Development. Very well deserved!

In closing, I would like to thank my colleagues, all volunteers on the board of directors, for their dedication to supporting the organization, guiding the team, and their constant willingness to help beyond what is asked.

Sincerely,

Cyr Couturier
President
Horizon TNL

TIMELINE

2025



Open House
September 10, 2025

Following the relocation of our organization in July 2025, we organized an open house to engage with the Francophone community and our partners, and to showcase our new premises, which now house additional services.



Liaison Tour
September 16, 2025

This year's liaison tour was held in Corner Brook with the objective of meeting employers to promote Horizon TNL's services as well as Immigration, Refugees and Citizenship Canada (IRCC)'s programs. The tour also aimed to mobilize partners, including BIM and RDÉE Canada, to support businesses in their recruitment efforts.

Montreal Job Fair
October 8, 2025

Participation in the Montreal Job Fair aimed to recruit candidates interested in employment opportunities in Newfoundland and Labrador.

The event highlighted the growing interest among individuals with temporary status in mobility opportunities, due to stricter welcoming and working conditions in Quebec.



TIMELINE



Workshop Series

Throughout the year, several workshop series were delivered, beginning on October 7, 2025, with a session for individuals interested in working independently in the early childhood sector, particularly regarding the opening of home-based daycare services.

Additional workshops included employability sessions offered by Employment Assistance Services, entrepreneurship workshops for artists seeking to strengthen their financial and marketing skills, and digital literacy workshops for Francophone newcomers.

In total: 29 workshops.

Speed Jobbing
October 27–31, 2025

We participated in this virtual RDÉE Canada event, which allowed participants to meet leading employers across Canada online and access hundreds of job opportunities through 15-minute express interviews with recruiters.





25th Anniversary Celebration
November 13, 2025

This landmark event highlighted the longevity and impact of our organization within the Francophone community and across the province. Throughout the day, presentations showcasing the full range of our services were held at the Delta Hotel in St. John's.

The celebration continued in the evening with a convivial networking reception, followed by a festive banquet enhanced by a musical performance. This special occasion brought together partners, friends, and clients in a warm and inclusive atmosphere.

TIMELINE

Succession Planning for Small Business
November 18, 2025

This event aimed to equip entrepreneurs in Rocky Harbour with tools related to business succession planning by providing resources and guidance - including Horizon TNL's Succession Solutions - while emphasizing the importance of a structured approach.

Approximately fifteen participants benefited from testimonials shared by a panel of buyers and sellers discussing their experiences with business transitions.



2026



Destination Canada
February 2–14, 2026

We participated in the 21st edition of Destination Canada – Mobility Forum, organized by Immigration, Refugees and Citizenship Canada (IRCC). This initiative aimed to promote employment opportunities within Francophone communities across Canada.

Our delegation, composed of RDÉE Canada and its provincial members, took part in the various components of the event, including a virtual segment as well as missions in Tunis and Paris.

HNL
February 24, 2026

The Hospitality NL 2026 conference highlighted the strategic priorities of tourism in Newfoundland and Labrador: connectivity, international attractiveness, and the influential role of sector stakeholders. Despite lower attendance, the event enabled ExploreTNL to strengthen its institutional positioning and develop new key partnerships for Francophone tourism. Francophonie also captured the interest of the Minister of Tourism, the Honourable Andrea Barbour, who expressed strong interest in our projects and their economic contribution, particularly with respect to human resources.



TIMELINE

Labrador Mission
March 3–6, 2026

Our team conducted a four-day mission to Labrador City and Wabush to promote our services and gain a deeper understanding of local realities. Meetings were held with municipalities, organizations, schools, and employers.

Marked by a community evening event, the mission highlighted a dynamic Francophone community despite certain challenges and led to the creation of new connections. Approximately forty individuals were met during the mission.





Sustainable Development and Entrepreneurship Reception
March 11, 2026

Horizon TNL organized a reception at the ALT Hotel to showcase the sustainable initiatives of Francophone and bilingual organizations and businesses across the province. The evening, inspired by a traditional sugar shack theme, also provided the opportunity to present the **2026 IMPACT Award to Upper Humber Settlement** - an agrotourism enterprise recognized for its commitment to regenerative agriculture, responsible tourism, and local development in Newfoundland and Labrador.

Tourism Award
March 10, 2026

ExploreTNL was among the recipients of the Corporate Vision Magazine Awards 2026, receiving the **Excellence in Tourism Promotion Award**. Corporate Vision is an English-language digital magazine based in London, recognized for its international coverage of the business world.

This distinction represents meaningful recognition and confirms the vitality and promising future of Francophone community tourism.



EMPLOYABILITY

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

At the Montreal Job Fair: **635** candidates interested in the **56** job postings published.

At Destination Canada: **4,820** candidates interested in the **82** job postings published.

In total, we recorded around **5,705** candidates expressing interest in our job opportunities.

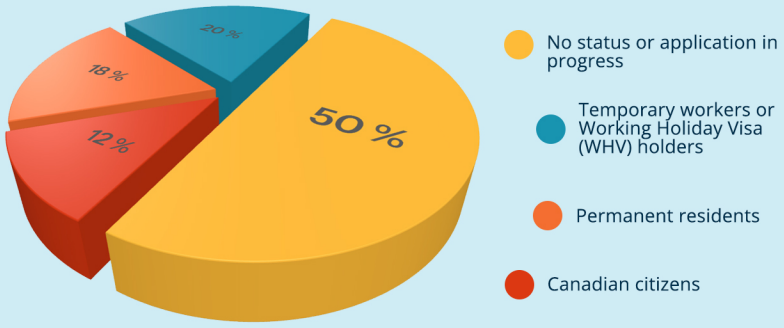
Following up on this interest, we worked with candidates who met one or more specific criteria:

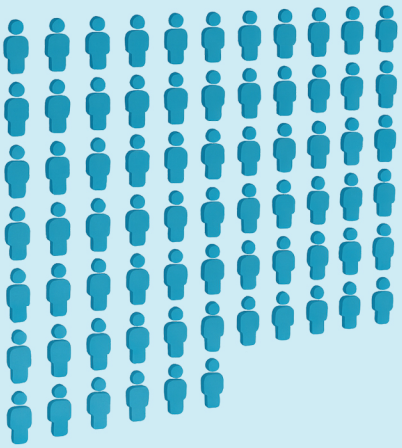
- **132** candidate eligibilities with migratory and/or citizenship status.
- **173** candidates with a profile of interest or in high demand in the province.
- **215** other candidates with strong interest but no migratory status.

OVERVIEW OF SERVICES PROVIDED

- **137** instances of support for resume and cover letter writing
- **1,320** periodic job offer mailings based on profile
- Participation in / organization of **7** virtual or in-person job fairs
- **22** instances of support for entrepreneurs with business plans

STATISTICS ON CLIENTS SUPPORTED





All in all, during the period from April 2025 to March 2026, **72** Francophone clients found employment thanks to Horizon TNL.

REACH

HORIZON TNL

Développement économique
Economic Development

WEBSITE

www.horizonTNL.ca

13 931 unique visitors | 42% Canada | 20% USA | 13% Others | 23 822 page views

SOCIAL MEDIA

1 604 followers on Facebook
8% increase

1 333 followers on LinkedIn
16% increase







ExploreTNL

WEBSITE

www.exploreTNL.ca

93 247 unique visitors | 76% Canada | 12% USA | 5% France | 175 278 page views

SOCIAL MEDIA

3 418 followers on Facebook
5.7% increase

1 303 followers on Instagram
4.9% increase

WHO ARE WE ?

BOARD OF DIRECTORS

Cyr Couturier, President
Paul Doucet, Vice-President
Michael Clair, Treasurer
Nawal Krouchan, Secretary
Dieudonné Keumegne, Administrator
Anastasia Tiller, Administrator
Kevin Bouna Djeumo, Administrator
Christophe Doussot, Administrator
Danielle Morin, Administrator

EMPLOYEES

Régis Guyot, Executive Director
France Bélanger, Administrative Assistant & Finances
Hortense Sabdano, Administrative Assistant
Eric Tremblay, Communications Coordinator
Alyson Judd, Economic Development Advisor - East Coast
Rémy Perrier, Economic Immigration Manager
Sofia Kabir, Economic Immigration Officer - West Coast
Pascal Irandagiye, Economic Integration Coordinator
Justin Warren, Coordinator of the Employment Assistance Service
Axel Belgarde, Sustainable Development Advisor
Yann Loquet, Employment Assistance Service Manager
Lía Barón, Employability Advisor – SAE – East Coast
Emma Butler, Employability Advisor – SAE – West Coast and Labrador
Alexandre Modi, Early Childhood Advisor
Marie-Renée Guérette, Economic Development and Women in Business Advisor - West Coast and Labrador
Étienne Beaulieu, Entrepreneurship Advisor
Valérie Saltel, Francophone Tourism Development Coordinator of Newfoundland and Labrador

FUNDING PARTNERS

Funded by the Government of Canada | Financé par le gouvernement du Canada | Canada
Immigration, Refugees and Citizenship Canada | Immigration, Réfugiés et Citoyenneté Canada
Atlantic Canada Opportunities Agency | Agence de promotion économique du Canada atlantique | Canada
Secrétariat aux affaires intergouvernementales canadiennes Québec
Newfoundland Labrador

PARTNERS

Tourism SOUTHWEST.ca
HOSPITALITY NEWFOUNDLAND & LABRADOR
futurpreneur canada moteur de la jeune entreprise
ARCO
LE COIN FRANCO
CBDC HUMBER
LONG RANGE SMALL BUSINESS COMMITTEE
RDÉE Canada
NLOWE NEWFOUNDLAND & LABRADOR ORGANIZATION OF WOMEN ENTREPRENEURS
Newfoundland-Labrador Federation of Co-operatives
WOMEN in Resource Development Corporation
CAFFÉ
technNL

