



oncat
Ontario Council on
Articulation and Transfer

ANNUAL REPORT 2024 2025





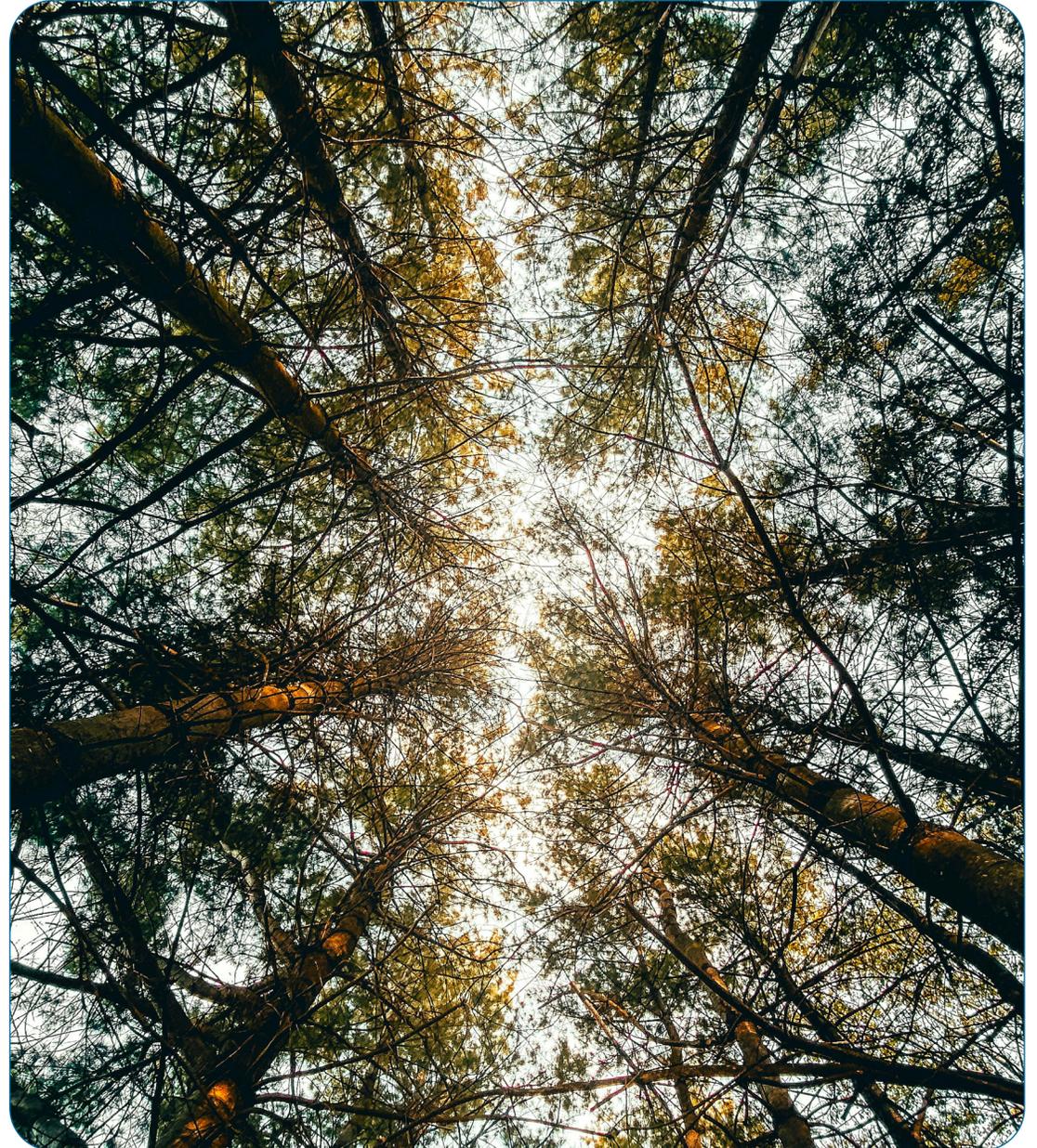
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Land Acknowledgement

ONCAT is located on the traditional territory of many Indigenous nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. We would also like to acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. This land continues to be home to many diverse First Nations, Inuit, and Métis peoples.

We recognize the enduring presence, resilience, and contributions of Indigenous peoples—past, present, and future—and commit to honouring their stewardship of this land.



Message From the Board Co-Chairs

Throughout Ontario, postsecondary institutions are rising to today's challenges by deepening their collaboration and reaffirming their commitment to advancing learner mobility. Today's learners are increasingly looking to add credentials, retrain, or upskill, often across multiple institutions. That's why it's more important than ever to support transparent, efficient, and flexible pathways. Through its funding, research, and tools, ONCAT plays a crucial role in helping institutions collaborate to support learners as they manage these transitions and pursue their goals.

We continue to be inspired by the collaborative spirit driving ONCAT's initiatives. Shared tools and knowledge, the development and adoption of best practices, and cross-sector partnerships are helping ensure that Ontario's postsecondary system is responsive, agile, and student-focused.

Now, more than ever, learner mobility matters. It empowers individuals to shape their educational journeys and prepares them to meet the needs of a dynamic labour market. As co-chairs of ONCAT's Board of Directors, we are proud to support this vital work.

We look forward to continuing to work alongside institutions, sector leaders, and learners to build a connected and equitable postsecondary system in Ontario.



Dr. Lesley Rigg
President and Vice-Chancellor,
Brock University



Kevin Weaver
President and CEO,
Georgian College

Message From the President and CEO

Ontario's postsecondary sector has always put students first, and though the past year has been a difficult and challenging one for the sector, this dedication to students has not wavered. A rapidly changing labour market has underscored the need for a postsecondary sector that embraces learner mobility and removes barriers, so learners can find the academic pathway that supports their career goals. I want to acknowledge and commend the resilience and commitment of the colleges, universities, and Indigenous Institutes in Ontario, as they continue to collaborate and innovate to support learner mobility.

It has been especially gratifying to see the tangible impact of ONCAT-funded projects across the province. These initiatives are driving learner-focused policies, practices, and pathways—whether through supporting prior learning and recognition (PLAR) efforts or expanding transfer pathways from engineering technology diplomas to accredited engineering degrees. ONCAT-funded projects directly contribute to student success and labour market readiness, reinforcing the value of our collaborative work.

Looking ahead, ONCAT upholds its commitment to innovation. We're introducing two essential tools, PathwAI and the Ontario Transfer Credit System, designed to enhance assessment and facilitate more seamless credit transfer. We are also ramping up efforts to support military-connected learners and will offer new funding opportunities to help institutions develop other workforce-aligned pathways.

Now more than ever, ONCAT remains steadfast in its commitment to putting learners first. I am profoundly grateful to our exceptional Board of Directors and the ONCAT team for their unwavering dedication and expertise, and to the Government of Ontario for their financial support. Together, we remain focused on strengthening learner mobility across Ontario and supporting student success.



Dr. Adrienne Galway
President and CEO, ONCAT

About ONCAT

The Ontario Council on Articulation and Transfer (ONCAT) puts learners first by making it easier to navigate and succeed in Ontario's postsecondary system. ONCAT manages [ONTransfer.ca](https://ontransfer.ca), a trusted resource for exploring pathways and transfer options across colleges, universities, and Indigenous Institutes. As a convener and sector partner, we collaborate with institutions to advance learner mobility and recognition of prior and non-formal learning. ONCAT supports pathway development and streamlined credit transfer, while fostering innovation through shared tools, project-based funding, research, and the exchange of best practices. Funded by the Government of Ontario, ONCAT is building a more seamless, student-centred postsecondary system.

Vision

A postsecondary education and training system that empowers learners to build upon their previous education and work experience to achieve their personal, educational, and professional goals.

Mandate

ONCAT drives innovation to help postsecondary learners get where they want to go, no matter where they begin. We do this as a vital partner and convener of the postsecondary education and training sectors, maximizing opportunities for institutional collaboration to create academic pathways, facilitating recognition of prior learning, and supporting learner transitions and entry into the labour market.

Values

Grounded in a commitment to equity, diversity, access, and inclusion, we are guided by the following values: Learner-Centred; Impact; Adaptability; Collaboration; Knowledge Sharing.

Strategic Priorities



Make Pathways Through Postsecondary Education and Training and Into the Labour Market More Transparent



Improve Opportunities for Learner Mobility



Understand Learner Mobility



Raise Awareness of Learner Mobility

See [ONCAT's 2023–26 Strategic Plan](#) for more information.

2024–25 ONCAT Highlights



Make Pathways Through Postsecondary Education and Training and Into the Labour Market More Transparent

ONTransfer.ca enhancements to better support learners:

31,000+ unique pathways

269,000+ course equivalencies

10 institutions submitting non-Ontario pathway information



Improve Learner Mobility

Support for projects that advance learner mobility at postsecondary institutions:

\$1.9 million awarded; **27** projects

Support for projects that advance learner mobility at Indigenous Institutes:

\$150,000 awarded; **2** projects

Support for programs that enhance transfer and mobility opportunities for military and connected learners:

\$150,000 awarded; ONCAT participation in pan-Canadian programs



Understand Learner Mobility

Development of evidence-based recommendations to improve learner mobility:

9 research reports published on oncat.ca

9 research presentations led by the ONCAT team

\$348,000 awarded to six projects led by external researchers



Raise Awareness of Learner Mobility

Student reach:

200,000+ unique ONTransfer.ca users

22 student fairs attended

Partner reach:

139 individuals enrolled in ONCAT's [Essentials in Transfer and Student Mobility](#) course

200+ attendees engaged at ONCAT-hosted professional development events

BY THE NUMBERS	2023–24	2024–25
# of course equivalencies on ONTransfer.ca	250,000+	269,000+
# of unique pathways on ONTransfer.ca	25,000+	31,000+
# of institutions submitting non-Ontario pathway information	3	10
# of unique ONTransfer.ca users	180,000+	200,000+
# of searches performed on ONTransfer.ca	1,000,000+	1,700,000+
# of student events attended	18	22

“

ONTransfer.ca was like a roadmap—it allowed me to explore different pathways and discover options I didn't even know I had.

— ONTransfer user

”

Priority One:
Make Pathways
Through
Postsecondary
Education and
Training and Into
the Labour Market
More Transparent





[ONTransfer.ca](#), Ontario's Transfer and Pathways Guide, allows learners to explore and identify their pathway and transfer options to make informed decisions during their education-to-employment journeys.

To better support students and postsecondary institutions in Ontario, ONCAT continues to develop ONTransfer.ca and engage with partners to provide the most relevant and up-to-date information possible.

In spring 2024, ONCAT launched a new AI-powered search tool that helps students more easily explore the pathway database of **31,000+** unique pathways using natural, conversational language. Experience the upgraded search functionality [here](#).

ONCAT proudly partners with publicly assisted universities, colleges, and Indigenous Institutes in

Ontario to support student mobility. ONCAT is grateful for their continued collaboration in sharing data, which is essential for the effectiveness of ONTransfer.ca. Since August 2023, partner participation has increased by **28%** across all four key data sets that power the platform and help students explore their transfer options.

Key institutional data powering ONTransfer.ca:

1. Course calendars
2. Course equivalencies
3. Institution profile updates
4. Pathway information



ONTransfer.ca was instrumental in helping me navigate a new postsecondary pathway—it helped me get to where I wanted to be.

— ONTransfer user



Key Initiatives

PathwAI

Assessing programs and courses across institutions is a labour-intensive process requiring detailed comparison of syllabi and learning outcomes. To streamline this, ONCAT partnered with Lakehead University to develop PathwAI, an AI-driven tool that analyzes natural language in course learning outcomes to support curriculum assessments. This centralized resource supports administrative processes and reduces the assessment burden for subject matter experts across the sector. PathwAI was soft launched in Fall 2024 with a pilot group of institutions, with a full roll-out planned for 2025.

Ontario Transfer Credit System

Many Ontario institutions currently manage course equivalency requests and decisions through institution-specific systems, resulting in duplicated technology and resource costs across institutions. To streamline the process and improve transparency for students, ONCAT is adapting a model from British Columbia, where all course equivalencies are maintained on a centralized, publicly accessible platform. In partnership with the [B.C. Council on Admissions & Transfer](#), ONCAT is developing an Ontario version of the [B.C. Transfer Credit System](#). Scheduled to launch in Fall 2025, this shared platform will enhance efficiency through common technology, shared data, and reduced development costs.

Priority Two: Improve Opportunities for Learner Mobility



To help publicly assisted colleges, universities and Indigenous Institutes in Ontario achieve their ambitious plans for supporting learner mobility, ONCAT provides funding for projects that bolster administrative capacity and foster productive collaboration.

As a guiding principle, ONCAT prioritizes support for institutional projects that:

- Facilitate pathway agreements and policy recommendations at the system level.
- Can be implemented at other institutions or scaled across the entire postsecondary sector.
- Support government priority areas.
- Support programs that respond to labour market needs.
- Support programs and pathways with demonstrated student interest.
- Support collaborative programs that expand opportunities for students by facilitating the sharing of institutional resources to deliver programs more efficiently.

Delivering on ONCAT's 2023–26 Strategic Plan, the scope of funding programs for institutional projects was expanded to support learner mobility throughout the education-to-career journey, including the recognition of prior learning, the connection to labour market needs, and the consideration of military-connected learners.

In 2024–25, ONCAT awarded **\$1.9 million** in funding for **27** projects led by colleges and universities throughout Ontario, and **\$150,000** in funding for two projects led by Indigenous Institutes.

Many of these projects involve collaborative ventures between multiple partners that not only provide learners with wider options for continuing their education but also help postsecondary institutions deliver programs with greater efficiency.

ONCAT-funded projects supported the following types of initiatives:

- Developing PLAR activities, resources and policies.
- Creating or expanding pathways between institutions.
- Improving administrative processes for transfer and mobility.
- Increasing access to communities that are underrepresented at postsecondary institutions.
- Providing academic and non-academic services for transfer students.

See [Appendix A: 2024–25 ONCAT-funded institutional projects](#) for more information.

Project Spotlight

Building Pathways: Kinesiology to Massage Therapy

Lead institution

Ontario Tech University

Partner organization

Durham College

Project summary

Builds pathway opportunities from Kinesiology to Massage Therapy programs. By developing new course materials, the pathway will reduce the time required to complete a second program—helping learners enter the labour market sooner.





Priority Three:
Understand
Learner Mobility

Research activities play a vital role in shaping the policies, practices, and pathways that help learners reach their academic and professional goals.

ONCAT's team conducts research activities that investigate learner mobility, student transfer experiences, academic achievement, labour market outcomes, and other topics related to our core mandate. In addition, ONCAT collaborates with external partners to produce research deliverables that contribute to a greater understanding of the postsecondary education sector and transfer system in Ontario.

As a guiding principle, ONCAT prioritizes research activities that:

- Focus explicitly on transfer and learner mobility.
- Highlight practical recommendations to improve Ontario's transfer system and help students reach their educational and professional goals.
- Inform the development and implementation of learner-centric policies, practices, and pathways at publicly assisted colleges, universities, and Indigenous Institutes in Ontario.

In 2024–25, ONCAT published **nine** research reports that provided evidence-based recommendations to expand transfer and mobility opportunities for Ontario learners. In addition, ONCAT delivered **nine** research presentations that articulated the importance of helping learners move between postsecondary institutions and receive recognition for their prior learning and experiences.

During this time, ONCAT also awarded **\$345,000** in funding to six projects led by external researchers. These projects focus on creating more opportunities for underrepresented groups in Ontario's postsecondary sector, including Francophone learners, learners living in rural areas, newcomers, and mature students.

See [Appendix B: 2024–25 ONCAT-funded research projects](#) for more information.

Research Spotlight

Indigenous Prior Learning, Assessment and Recognition: Discussion Paper

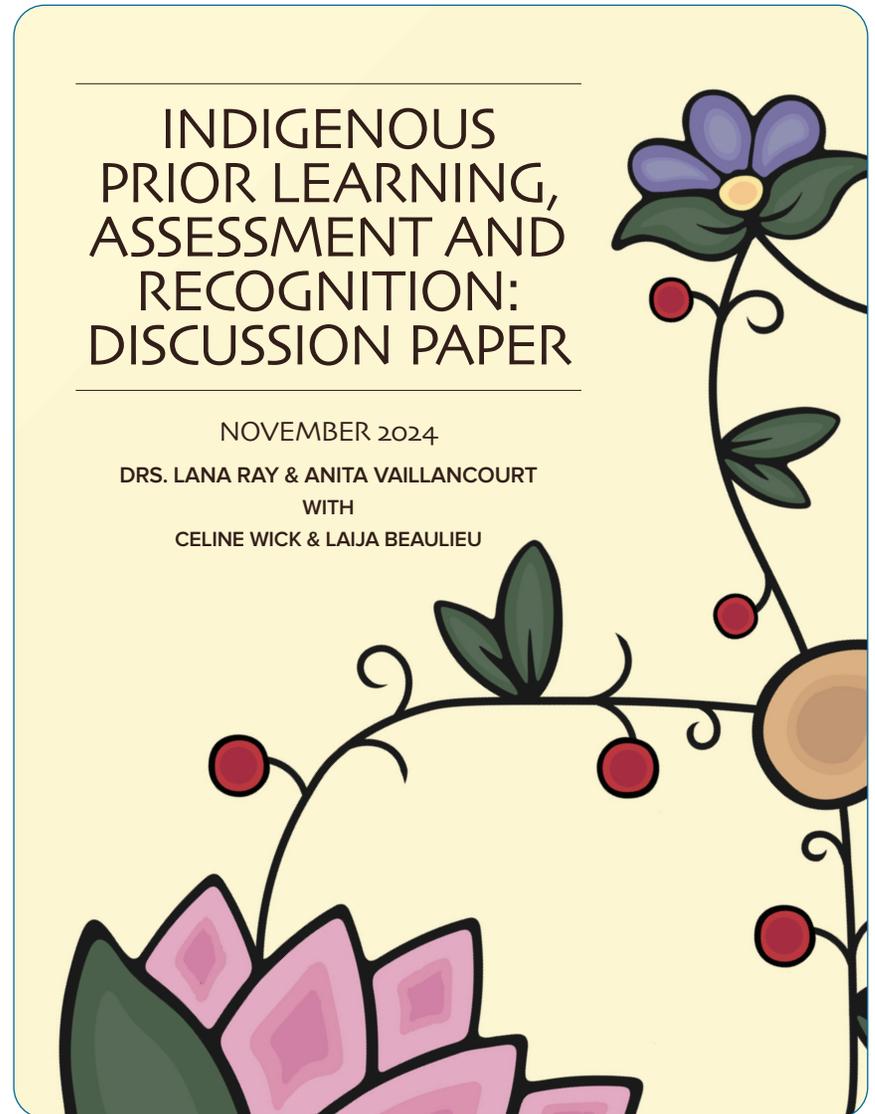
Lana Ray (Athabasca University) and Anita Vaillancourt (Lakehead University), with Celine Wick and Laika Beaulieu.

This report examines possibilities and considerations of Indigenous PLAR in postsecondary institutions in Ontario. The report explores three key areas: the role of PLAR in improving access to postsecondary education for Indigenous students, identifying equivalencies between Indigenous community knowledge and accredited learning, and culturally responsive assessment methods that honour Indigenous ways of knowing. Read the [report](#).

INDIGENOUS PRIOR LEARNING, ASSESSMENT AND RECOGNITION: DISCUSSION PAPER

NOVEMBER 2024

DRS. LANA RAY & ANITA VAILLANCOURT
WITH
CELINE WICK & LAIKA BEAULIEU



A photograph of three diverse students walking on a campus path. In the foreground, a young woman with long dark hair, wearing a red and white striped shirt and a tan bag, smiles broadly while holding several books and wearing white headphones. Behind her, a young man in a red t-shirt and a backpack smiles, holding a laptop. To the left, a young woman with long blonde hair, wearing a denim jacket over a green shirt, also smiles. The background shows a blurred building and trees, suggesting a university setting. The lighting is warm, indicating late afternoon or early morning.

Priority Four:
Raise Awareness
of Learner Mobility

Engagement, communication, outreach, and knowledge sharing with ONCAT's stakeholders and partners are essential to raising awareness of learner mobility.

Our efforts target a broad range of audiences, including high school students and their parents, guidance counsellors and teachers, learner mobility professionals and staff at postsecondary institutions, postsecondary students, and researchers. By fostering connections across these groups, ONCAT strengthens understanding of learner mobility and promotes pathways that support student success.

Key Initiatives

ONTransfer Outreach

The ONTransfer team continued to connect with students, attending **22** fairs (up from 18 in 2023–24). Team members engaged with over 3,500 students, fielding transfer and pathway questions, and offering live ONTransfer.ca demonstrations.



ONCAT's Transfer Professional Development Day

In May 2024, ONCAT convened a productive day of professional development and networking activities that brought together 50 transfer and mobility professionals from postsecondary institutions across the province. This in-person event showcased ONCAT's resources and research to inspire sector-wide implementation of promising practices at other institutions and across the entire postsecondary sector.

ONCAT'S Essentials in Transfer and Student Mobility Course

The [Essentials in Transfer and Student Mobility Course](#) was introduced at ONCAT's Transfer Professional Development Day and was officially launched in June 2024. Thus far, **139** individuals have either completed or are enrolled in the course.

Financial Report



Our audited financial statements for 2024–25 can be found [here](#).

ONCAT Team



Adrienne Galway
President and CEO



Nick Hanson
Vice-President, Programs,
Research and External
Relations



Shauna Love
Director of Operations



Andrew Wilson
Director of IT,
Data and Transfer
Services



Daphne Bonar
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Engagement



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Data Services Manager



Sienna Stock
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Student Services



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Zexi Fan
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Ceara Khoramshahi
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Data Analyst



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Communications



Stephanie McLean
Digital Communications
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Meryl Borato
Knowledge Mobilization
Manager



Beth Abraham
Knowledge Mobilization
Coordinator



Sanja Pavlovic
Event and Programs
Specialist



Allison Maldonado
Business Systems
Analyst



Amy Ozziel
Operations Specialist



Inna Yeranosyan
Grants and Projects
Specialist



Victoria Nickerson
ONTransfer Services
Coordinator



Andrea Bayuelo
ONTransfer Services
Coordinator



Abdullah Mushtaq
Governance/Executive
Coordinator

Board Members

Dr. Lesley Rigg *(Co-Chair)*
President and Vice-Chancellor,
Brock University

Kevin Weaver *(Co-Chair)*
President and CEO,
Georgian College

Dr. Cebert Adamson
Vice President, Academic,
Mohawk College

Baris Berber
Student Representative,
Seneca College

Dr. Malcom Campbell
Provost and Vice President, Academic,
Laurentian University

Darran Fernandez
Registrar,
McMaster University

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Superintendent of Education,
School and System Operations,
York Region District School Board

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Dr. Chris McGrath
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Niagara College

Jen McMillen
Vice Provost, Students,
Toronto Metropolitan University

Jeannette Miron
Registrar and Senior Director,
Enrolment and Student Services,
Canadore College

Alexandra Roy
Student Representative,
Trent University

Surranna Sandy
External Representative, CEO,
Skills for Change

Ex-Officio Members

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Colleges Ontario

Heather Lane
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Shannon Lipskie
Interim President &
CEO, OCAS

Robert Luke
CEO, eCampusOntario

Marny Scully
Vice President of Policy
and Strategy,
Council of Ontario
Universities

Our Partners

Proudly partnering with publicly assisted universities, colleges, and Indigenous Institutes in Ontario.



Appendix A: 2024–25 ONCAT-Funded Institutional Projects

ONCAT-funded institutional projects showcase innovative approaches to enhancing learner mobility across Ontario’s postsecondary sector. In 2024–25, ONCAT awarded funding to 29 projects.

[ONCAT Collaboration Grants](#) support the development and implementation of learner-centric policies, practices and pathways across multiple postsecondary institutions or the entire postsecondary sector.

Expanding Pathways for Engineering Technology and Engineering Programs

Lead institution: Queen’s University
Partner organizations: University of Windsor, York University

Creating Engineering Pathways for Military-Connected Learners

Lead institution: Lakehead University
Partner organization: Georgian College

Developing Degree Completion Pathways

Lead institution: Conestoga College
Partner organizations: Algonquin College and the participation of multiple colleges

Building Pathways: Kinesiology to Massage Therapy

Lead institution: Ontario Tech University
Partner organization: Durham College

Expanding Pathways for Education-Related Programs

Lead institution: Lakehead University
Partner organizations: Confederation College, Georgian College

Building Frameworks for Degree Pathways and Work Experience Recognition

Lead institution: Conestoga College
Partner organizations: Algonquin College and the participation of multiple colleges

Developing Pathways for Architecture Programs

Lead institution: Laurentian University
Partner organization: Collège Boréal

Actualizing Indigenous Prior Learning Assessment and Recognition

Lead institution: Lakehead University
Partner organizations: Six Nations Polytechnic, Canadore College, Kiikenomaga Kikenjigewen Employment & Training Services

ONCAT Capacity Grants support the development and implementation of learner-centric policies, practices and pathways at a single postsecondary institution.

Improving Program Delivery to Enhance Learner Mobility

Lead institution: St. Clair College

Updating Transfer Credit Databases, Processes and Resources

Lead institution: University of Ottawa

Enhancing Transfer Pathways and Course Equivalency Database

Lead institution: Georgian College

Developing Evidence-Informed Practices for Prior Learning Assessment and Recognition

Lead institution: Humber Polytechnic

Transfer Credit Database Expansion

Lead institution: Durham College

Continuing Education to Support Learner Mobility and Labour Market Outcomes

Lead institution: Canadore College

Continuing Studies: Transfer Credits and Prior Learning Assessment and Recognition

Lead institution: University of Guelph

Expediting Transfer Assessments for Healthcare Programs

Lead institution: Michener Institute at UHN

Developing a Toolkit for Prior Learning Assessment and Recognition

Lead institution: Fanshawe College

Empowering Transfer Students: Strategies for Academic and Social Integration

Lead institution: Trent University

Innovation in Prior Learning Assessment and Recognition

Lead institution: Université de Hearst

Developing Healthcare-Related Pathways

Lead institution: George Brown College

Engaging Faculty to Support Prior Learning Assessment and Recognition

Lead institution: Loyalist College

Highlighting Postsecondary Pathways for Francophone and Bilingual Students

Lead institution: Collège La Cité

Embracing A Two-Eyed Seeing Approach to Prior Learning Assessment and Recognition

Lead institution: Brock University

Improving Transfer Opportunities for Francophone and Bilingual Students

Lead institution: Laurentian University

Academic Transition Program Review and Development

Lead institution: University of Guelph

Building Campus Capacity to Support Transfer Students

Lead institution: York University

Pathways to Postsecondary through Community-Based Prior Learning Evaluations

Lead institution: Mohawk College

Indigenous Institutes Transfer Grants support the development and implementation of learner-centric policies, practices and pathways at a single Indigenous Institute.

Strengthening University Partnerships to Support Learner Mobility

Lead institution: Six Nations Polytechnic

Developing Frameworks for Admissions and Assessment

Lead institution: FNTI

ONCAT Engagement Grant

During the 2024–25 fiscal year, ONCAT administered an additional grant to support research activities related to military-connected learners.

Best Practices for Military Education and Training Within the Ontario Postsecondary System

Principal Investigator: Suzette Brémault-Phillips (CMVF3C)



Appendix B: 2024–25 ONCAT-Funded Research Projects

ONCAT-funded research projects contribute to a greater understanding of Ontario’s postsecondary education sector. In 2024–25, ONCAT awarded funding to six projects.

[ONCAT Research Grants](#) support the generation of new insights about issues related to learner mobility.

Exploring Student Mobility in Hamilton

Principal Investigator: Karen Robson (McMaster University)

Learner Mobility Opportunities and Outcomes for Francophones

Principal Investigator: Leslie Nichols (Laurentian University)

Paths to Indigenous Student Success in Business Schools

Principal Investigators: Mark Dockstator, Christine Brown, Carolee Cosgrove and Robin Quantick (Trent University)

Investigating Ontario’s Academic Upgrading Program and Learner Mobility to PSE

Principal Investigator: Paula Elias (Brock University)

[ONCAT Resource Grants](#) support the identification and collection of new information related to learner mobility that can enrich ONCAT’s ongoing research activities.

Using AI-Powered Tools for Prior Learning Assessment and Recognition (PLAR)

Principal Investigator: Matt Foran (KnowMeQ)

OCAS Transfer Supplement Research Project

Principal Investigator: Karen Lee (Academica Group)



Moving Student Mobility Forward

The Ontario Council on Articulation and Transfer (ONCAT) puts learners first by making it easier to navigate and succeed in Ontario's postsecondary system. ONCAT manages [ONTransfer.ca](https://ontransfer.ca), a trusted resource for exploring pathways and transfer options across colleges, universities, and Indigenous Institutes. As a convener and sector partner, ONCAT collaborates with institutions to advance learner mobility and recognition of prior and non-formal learning. We support pathway development and streamlined credit transfer, while fostering innovation through shared tools, project-based funding, research, and the exchange of best practices. Funded by the Government of Ontario, ONCAT is building a more seamless, student-centred postsecondary system.

**Ontario Council on Articulation and Transfer/
Conseil Ontarien pour l'articulation et le transfert (ONCAT/CATON)**
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