

COLLEGE FACULTY BULLETIN

THE WORK ISN'T DISAPPEARING. IT'S MOVING.

This last year has been the most devastating in the history of the Ontario college system. This is not hyperbole: it is the reality we are experiencing. Faculty across the Ontario college sector are facing unprecedented layoffs, widespread program suspensions, significant institutional restructuring, and continued enrollment pressures.

But these are **not isolated events**. They are part of a larger transformation of Ontario's entire college system. College faculty and staff need to realize that this transformation is negatively impacting all of us as workers as well as our communities and students. And it's not just the post-secondary education sector: public education across at all levels is under attack.

We need to recognize what is happening and **respond as a collective**. The time for rhetoric and platitudes has passed: the time for collective action is now.

FOLLOW THE MONEY

It's crucial to recognize that governments are not reducing their investment in workforce training. Rather **they are redirecting it**.

On May 27, 2026, Ontario announced:

- **\$1.7 billion for 70,000 new seats** in health care, STEM, education, and skilled trades.
- Funding increasingly tied to employer and industry partnerships.
- Mandatory **Priority Growth Plans** that will determine where colleges grow—and where they do not.

This was not an arbitrary decision. **Bill 98: Better Schools and Student Outcomes Act, 2023** gives the Ministry more authority over K-12 educational priorities, policies, and curriculum review. The government has planned from the elementary level to steer students into skilled trades, STEM, and other “jobs of the future” pathways. The latest announcement incentivizes colleges to prioritize programming that aligns with provincial priorities, rather than focusing on the needs of their immediate community.

At the federal level, the **Team Canada Strong** strategy aims to train **100,000 new Red Seal trades workers** through investments in workforce development, contract training, infrastructure, and industry partnerships.

[Colleges Ontario](#) has positioned colleges as a key delivery system for this agenda.

— A NEW DIRECTION FOR THE COLLEGE SYSTEM

Ontario's emerging industrial and workforce development strategies—including investments in advanced manufacturing, AI, cybersecurity, defence-related industries, workforce development partnerships, and skilled trades—provide a strong indication of where government priorities are heading. Early evidence suggests colleges are increasingly aligning growth strategies with these priorities.

— THE WORK IS MOVING

Across Ontario, traditional diploma programs in Electrical, Instrumentation, Manufacturing, Business, and Community Services are being suspended, resulting in layoffs and displacement. At the same time, apprenticeship training, contract training, workforce development initiatives, continuing education, industry-funded programming, and online delivery continue to expand.

Much of this growth occurs outside traditional academic structures and often without full-time faculty positions attached to it.

While publicly-funded academic programs are cut, government-funded training activity continues to grow elsewhere. Colleges are exchanging in-house program offerings to public-private partnerships in order to access the Skills Development Fund (SDF). Since 2020, the government has already allocated **\$2.5 billion** to SDF training programs that should have been delivered by public colleges, and the government has committed to another **\$1 billion** over the next 2 years.

The work has not disappeared. It has moved.

THE COST TO FACULTY

The work has not disappeared—it has moved. Faculty, staff, students and communities are paying the price, and the impact is already significant.

Excluding 2025-2026 data—where members remain recorded for one year after leaving the bargaining unit—we estimate Ontario colleges have already lost approximately **3,000 Full-Time and Partial-Load faculty positions – a 20% reduction in one year.**

We expect the most recent year to reveal even deeper losses. These cuts are occurring alongside the expansion of workforce development, contract training, continuing education, online education and industry partnership models.

A consistent pattern is emerging across the system:

- **Cut full-time and partial-load faculty positions.**
- **Expand training through alternative delivery models.**

Layoffs, displacements, and program suspensions are not isolated events. They are symptoms of a broader restructuring of the college system. Again, academic work is not disappearing, but **faculty positions are.**

WHAT EVERY CAAT-A LOCAL SHOULD BE ASKING

Maximizing the Collective Agreement (CA) provisions of the College Employment Stability Committee (CESC) and Article 28 disclosure rights, every Local should be requesting:

- ✓ Priority Growth Plans
- ✓ Annual Budgets
- ✓ Workforce Development Funding Details
- ✓ Contract Training Activity
- ✓ Industry Partnership Agreements
- ✓ Skills Development Fund Projects
- ✓ Information on New Training Divisions and Growth Initiatives

If we focus only on program cuts and loss of faculty work, we risk missing where colleges are growing. The issue is not whether training should expand. Ontario needs more skilled workers, health professionals, and apprentices. The question is whether that work will continue to provide stable, secure, and professionally supported employment, or whether it will increasingly be delivered through fragmented and precarious models.

ORGANIZE NOW!

Every Local should have a Joint Local Organizing Committee in place. **EVERY MEMBER SHOULD JOIN IT!**

We need to:

- Identify workplace leaders
- Increase member engagement
- Build collective capacity
- Prepare for coordinated action

Information gathering and CA enforcement are both essential. However, they will not protect our work, **only organizing can**. Through on-the-ground organizing, we build our collective power so that we can mount a coordinated pushback.

COORDINATED BARGAINING IS THE ANSWER

This restructuring is not limited to one bargaining unit. Workers across **every division** face the same pressures: layoffs, increased precarity, contracting out, and the expansion of lower-cost labour models.

We cannot allow employers to replace stable, permanent jobs with precarious work that offers lower wages, fewer protections, less job security, and reduced access to benefits.

When stable work is replaced with precarious work:

- Workers lose security
- Students lose continuity
- Communities lose experienced educators

*Ontario's colleges are **access institutions** and one of the most important equalizers in our communities. The future of Ontario **cannot be built on a race to the bottom**. As the college system changes, workers across all divisions must organize together, bargain together, and fight together. This is not just about our working conditions today or about the sustainability of the programs our colleges offer. It is about the future of public education that we envision for our students.*

We are positioned to stand together like never before. The college system is now wall-to-wall union: four divisions with tens of thousands of workers who are all OPSEU/SEFPO members. Most importantly, we are all college workers with an overarching shared commitment to and investment in the Ontario college system. Faculty and staff realize that an injury to one division is an injury to all. **Our strength is in our solidarity.**

THE FUTURE OF OUR WORK IS BEING PLANNED NOW

We cannot stand by passively. Every member should be asking:

- Where is our institution headed?
- What programs are growing?
- Who will perform that work?
- How will faculty secure a place in that future?

We know it's happening: the funding is changing. The work is changing. The college system is changing—and not for the better. We are witnessing the public college system as we know it being dismantled, with devastating impacts on employment, programs, students and communities.

OUR RESPONSE MUST CHANGE TOO.

We will only meet this moment through a powerful, coordinated response. It starts now.

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