This presentation outlines the Canadian Defence Academy’s (CDA) approach to English and French language education and training within the Canadian Armed Forces (CAF), emphasizing the balance between standardization and adaptability. Rooted in the Official Languages Act, which mandates bilingualism across federal institutions, the Department of National Defence (DND) has developed a robust Second Official Language Education and Training (SOLET) system to ensure personnel can perform effectively in both of Canada’s official languages.

Historically, language training was centralized, limiting access for personnel in remote or operational settings. In response to a 2005 audit, DND adopted a decentralized delivery model while maintaining centralized management to ensure consistency and quality. Language training is now integrated into the Individual Training and Education (IT&E) framework, with CDA serving as the Training Authority. As Subject Matter Experts (SMEs), Language Programs developed a comprehensive suite of tools and resources using the CFITES model—a six-phase system (analysis, design, development, conduct, evaluation, validation) that ensures alignment with operational needs.

The Military Second Language Training Programme (MSLTP) is a cornerstone of SOLET. It includes over 2000 hours of “paper” curricula per language, a full-fledged online platform (ALLIES Web), placement tests, progress assessments (enabling checks), grammar resources, and teacher guides. Course options and delivery formats—ranging from full-time to part-time, in-person to virtual, and self-paced—are designed to accommodate diverse learner needs.

The presentation concludes by highlighting the success of this blended model, with rising student success rates and ongoing efforts to address challenges such as failure management and support for non-commissioned officers.