

PROVINCIAL EMPLOYMENT ROUNDTABLE

23
24

ANNUAL REPORT



Contributors

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VISION

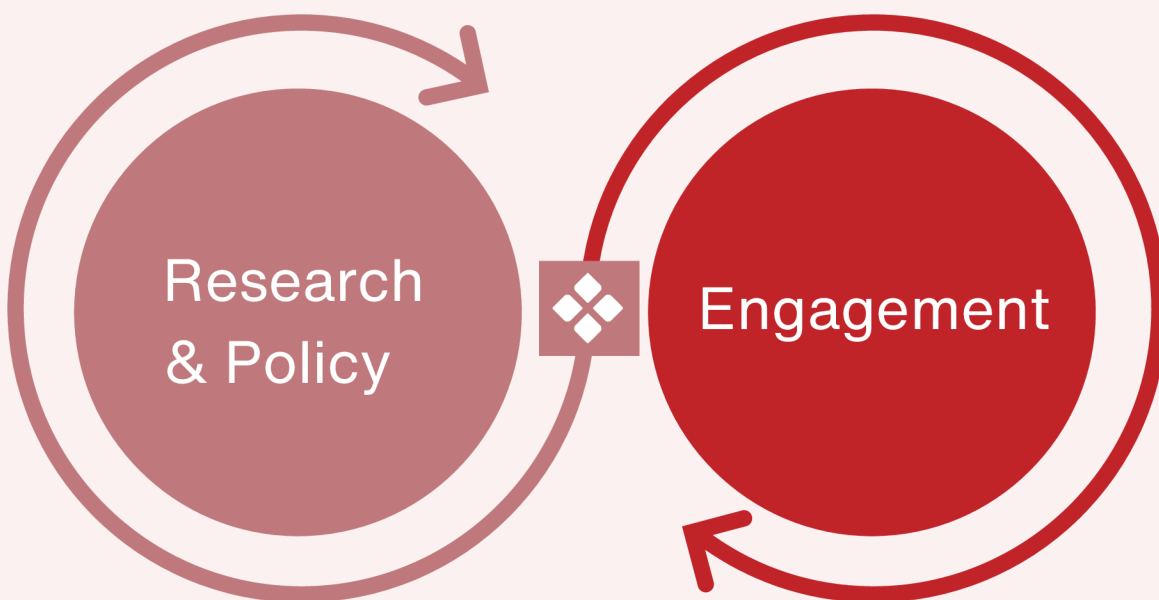
PERT's vision is of a Québec where all Quebecers are actively living, working, and thriving while making our contribution to a strong and vibrant Québec economy.

MISSION

The Provincial Employment Roundtable (PERT) is a non-profit policy, research and engagement organisation that works with employment service delivery organisations, employers, partners in education, and government to research and address employment challenges and opportunities of the English-speaking communities across Québec. PERT is dedicated to building and strengthening employment support networks and ensuring inclusion in Québec's labour market for generations to come.



PERT'S PILLARS



- Develop a deeper understanding of the challenges & problems in the employability and employment landscape.
- Identify gaps in the data and improve the availability of information.
- Develop solutions & policy recommendations.

- Foster an environment of engagement and collaboration between different stakeholder groups.
- Mobilize resources and other solutions.
- Work with governments for the benefit of stakeholders.

A WORD FROM OUR PRESIDENT

James Hughes

The last year was a time of both progress and reflection for our organisation. PERT has grown and evolved through 2023-2024, rising to meet the increasingly complex challenges faced by Québec's English-speaking community. Language policies, at the forefront of provincial and federal discussions, have shaped our work and prompted us to adapt our approach. Despite these challenges, we have achieved important milestones and reached a new level of maturity as an organisation.

Our achievements over the past year speak not only to the dedication of our team but also to the strength of our partnerships. For example, with the help of our partners, we convened hundreds of stakeholders from the government and the English-speaking community for our Unlocking Potential conference where we discussed how to tackle the employment challenges our communities face.

Our voice was also amplified through participation in numerous provincial and federal consultations. At the provincial government level, we submitted briefs on poverty, the future of the French language, and the pre-budgetary process.



At the federal level, the recognition of our work by the Honourable Ginette Petitpas Taylor during the launch of the Federal Action Plan for Official Languages 2023-2028 highlighted PERT's critical role in advocating for the employability of Québec's English speakers. Our efforts also culminated in PERT's testimony before the Federal Standing Committee on Official Languages—a pivotal moment in our policy efforts.

Despite these successes, this year has also reminded us of the long road ahead. Our research continues to show that economic disparities are worsening. Our work is far from over; in fact, it feels like it's really just beginning. We know that our community is resilient, and with the continued support of our partners, we can—and will—drive meaningful change.

As we closed off 2023-2024, we received the good news that we are receiving funding for two major projects. The first, a mentorship project supported by Francisation Québec will connect English-speakers with Francophone mentors across the province in order to boost their confidence in speaking French. The second project, funded by the Secrétariat aux relations avec les Québécois d'expression anglaise (SRQEA) enables us to connect with employers to improve the French-language learning landscape in the workplace. Both these upcoming initiatives hold the potential to further integrate English speakers into Québec's labour market.

As we look to the future, we do so with a clear understanding of the challenges ahead. Yet, we remain optimistic. In the coming years, through our engagement, research, and development efforts, we will continue our work toward building a more inclusive labour market where all Quebecers, regardless of language, have the opportunity to thrive.

A WORD FROM OUR EXECUTIVE DIRECTOR

Nicholas Salter

We entered 2023 with strong momentum and a clear focus on addressing the complex employment challenges facing Québec's English-speaking communities via our policy efforts and engagement work.

In April 2023, we submitted a brief on the future of the French language to the Minister of the French Language, Jean-François Roberge. Later that month, PERT's work was acknowledged by the Honourable Ginette Petitpas Taylor during the announcement of the Action Plan for Official Languages 2023-2028. This recognition underscored our critical role in advocating for the employability of English speakers at all levels of government.

In May 2023, we released our *2021 Census Update: A brief review of the latest data on employment among Québec's English speakers*, which resulted in six media articles, including features in Global News and La Presse.



This momentum carried into our largest event to date: Unlocking Potential. This conference brought together over 200 stakeholders from employment services providers, government, and community organisations to tackle key labour market challenges.

Throughout the summer and into September 2023, our team worked to update our regional employment profiles while also publishing two reports on French-language training and another on the employment realities for Québec's Racialized, First Nations and Inuit, and Immigrant English-speaking communities. During this time, we also participated in a provincial consultation on poverty, submitting a brief and developing this into a new report.

As we moved into the final months of 2023, we worked to deepen our relationship with government stakeholders.

In October, we met with Eric Girard, Minister of Finance and Minister Responsible for Relations with English-speaking Quebecers, and Kateri Champagne Jourdain, Minister of Employment and Minister Responsible for the Côte-Nord Region, to brief them on the findings of our updated employment profiles and to propose solutions to address the challenges we had identified.

We continued this momentum into early 2024 by meeting with the Hon. Randy Boissonnault, Minister of Employment, Workforce Development and Official Languages of Canada, to update him on our research about the economic vitality of Québec's official language minority community.

Ending the fiscal year with a strong push, we participated in the Québec government's 2024-2025 budget lock-up in March 2024. During this event, we had the opportunity to review and analyse the budget prior to its public announcement. We leveraged this experience to quickly release a statement and publish an opinion piece in *La Presse* shortly afterward.

Despite all these great policy and engagement efforts, one thing is clear from our work this year: we need to do more to drive impactful change for our communities. Looking ahead, we are excited to do just that and build on our strong foundation. We are particularly enthusiastic about launching two new initiatives in the fall of 2024: our provincial mentorship program and our workforce development strategies program. With these development projects, PERT is even better positioned to deliver on improving the employability outcomes for Québec's English-speaking communities.

YEAR IN REVIEW



APRIL 2023

- Submitted a brief on the Avenir de la Langue Française for the Ministère de la Langue Française.
- PERT's work was recognized by the Honourable Ginette Petitpas Taylor, in the announcement of the Action Plan for Official Languages 2023-2028.

MAY 2023

- Published: *2021 Census Update: A Brief Review of the Latest Data on Employment Among Québec's English Speakers.*
- Hosted the Unlocking Potential conference.



JUNE 2023

- Published: *Learning French as an Adult: A Review of Current Best Practices in Adult French-language Training in Québec.*

JULY 2023

- Submitted a brief in the context of Québec's public consultation on the government action plan to combat poverty and social exclusion.



AUGUST 2023

Published: *A Snapshot of Poverty Among Québec's English-Speaking Communities.*

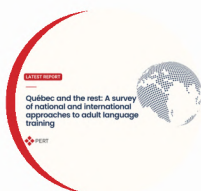


SEPTEMBER 2023

- Hosted our Annual General Meeting, and welcomed two new members to our board: Trina Belanger, and Heather Halman.

OCTOBER 2023

- Published: *Mapping Employment Supports for Québec’s Racialized and Immigrant English-speaking Communities.*
- Meeting with Eric Girard, Minister of Finance and Minister Responsible for Relations with English-speaking Quebecers, alongside our partners at the Regional Development Network (RDN).
- Meeting with Québec’s Minister of Employment, Kateri Champagne Jourdain.



NOVEMBER 2023

- Published: *Québec and the rest: A Survey of National and International Approaches to Adult Language Training.*

DECEMBER 2023

- Testified at the Federal Standing Committee on Official Languages.





JANUARY 2024

- Met with The Hon. Randy Boissonnault, Minister of Employment, Workforce Development and Official Languages of Canada.
- Presented PERT's research findings on the economic vitality of Québec's English speakers at the Regional Development Network's (RDN) forum.

FEBRUARY 2024

- Hosted a launch event for our mature workers report, in partnership with La Passerelle, to share the preliminary findings of our joint research project entitled *Supporting the Economic and Community Integration of Mature English Speakers in Québec*.



MARCH 2024

- Attended the Québec Government 2024-2025 Budget announcement in Québec City.
- Published an opinion piece in La Presse: *Le succès du Québec passe par celui de sa population anglophone*.

POLICY RESEARCH



AT A GLANCE

↑ **23**

Reports completed

↑ **4**

Briefs published

↑ **83**

Research participants
and subject matter
experts interviewed

↑ **200+**

People surveyed

↑ **5**

Conference
presentations

↑ **1**

New staff member
hired

PERT'S POLICY PROJECTS

An overview of PERT's policy projects 2023-2024

French for the Workforce Final Evaluation Report

PERT completed the third and final installment of its three-year evaluation of YES's French for the Workforce Program. Our evaluation focused on the program's effectiveness and relevance for various English-speaking clients, including those living in the regions.

A Snapshot of Poverty Among Quebec's English-speaking Communities

This report presents a snapshot of poverty rates within Québec's English-speaking communities, utilizing data from the 2021 Census of Canada. The report also puts forth policy and programming recommendations to effectively address poverty and promote social inclusion among English speakers in Québec.

Beyond Stereotypes: Understanding English-speaking Mature Workers and Ageism in Québec

This project, funded by the Department of Canadian Heritage, used mixed research methods to highlight the situation and needs of English-speaking mature workers and the institutional needs of organisations that provide employability supports to them. It is a project that PERT conducted in partnership with La Passerelle.

User Journeys of Language Learners Navigating Québec's French-Language Training Ecosystem

This research project, funded by the SRQEA, maps the user journeys of different English speakers in Québec during their French-language learning for employment progression and deepens the understanding of second-language acquisition for adult English-speaking Quebecers and employment.

Understanding Learning Timelines for Adults in Second Language Training

This research project, funded by the SRQEA, deepens our understanding of second-language acquisition for adult English-speaking Quebecers, focusing on the time and effort required to achieve competency for employment.

Employment Profiles (2021 Census)

This project, funded by the Ministère du Travail, de l'Emploi et de la Solidarité sociale (MESS) and the Commission des partenaires du marché du travail (CPMT), provides updated employment profiles highlighting the socioeconomic situation of English speakers in each of Québec's 17 regions and the province as a whole, using the latest (2021) census data from Statistics Canada. The project also utilizes qualitative data collected from interviews, focus groups, and conference discussions with various organisations catering to English-speaking communities in all 17 regions of Québec.

Ongoing Projects

A Study of Community Devitalization and Revitalization Among English Speakers In Gaspésie-Îles-De-La-Madeleine

This project, funded by MESS and the Conseil régional des partenaires du marché du travail de la Gaspésie-Îles-de-la-Madeleine, is collecting additional information on the employment situation of English speakers across Gaspésie-Îles-de-la-Madeleine, as it relates to community vitality and revitalization through the distribution of a survey to the distinct communities in the region. It is a project that PERT is collaborating on with the Committee for Anglophone Social Action (CASA), Vision Gaspé-Percé Now, and the Council for Anglophone Magdalen Islanders (CAMI).

Regional French-language Needs Assessment

This project aims to examine the current French-language proficiency of English speakers across the regions of Québec, as well as the types of French-language learning programming that would best meet their needs. The cornerstone of the project is a survey that, to date, has received more than 700 responses. This project is a collaboration between PERT and RDN.

Pathways and Experiences of Black Entrepreneurs in Québec from Business Concept to Operational Success

This project, funded by the Government of Canada through the Black Entrepreneurship Knowledge Hub program, centres on the experiences, motivations, and attitudes of Black entrepreneurs in Québec with the goal of tracking the determinants of entrepreneurial success, from initial concept development to sustained and thriving business owners. This project is a partnership between PERT and the Community Service Initiative (CSI) of the John Molson School of Business at Concordia University.

Briefs Submitted

Public Consultation for the Government Action Plan to Combat Poverty and Social Exclusion

This brief sheds light on the challenges faced by English-speaking communities regarding poverty and employment. It puts forth insightful policy and programming recommendations to effectively address poverty and promote social inclusion among English speakers in Québec.

Pre-Budget Consultation 2024-2025

This brief summarizes PERT's research findings, particularly the employment challenges facing the English-speaking community in Québec, and advances recommendations for the next budget that will address these challenges and help create a more productive, inclusive, and prosperous Québec for all.

Written Submission for the Pre-Budget Consultations in Advance of the Upcoming Federal Budget

This brief outlines key recommendations intended to strengthen the Federal government's investment in employability and employment supports for Québec's English-speaking communities and ensure that all Quebecers can participate fully in our economy.

Public Consultation on the Government's Action Plan for Youth Policy in Québec

This brief utilizes 2021 census data to provide an overview of the employment situation of English-speaking youth aged 15 to 24 and 25 to 34 in Québec. It additionally draws on qualitative research to discuss issues and needs among English-speaking youth, and advance recommendations to the Government of Québec.

COMMUNICATIONS



AT A GLANCE

↑ **48%**

Increase in social media growth

↑ **12**

Article appearances

↑ **177%**

Increase in newsletter subscriptions

↑ **27k**

Website page views

↑ **70%**

Increase in LinkedIn impressions

↑ **2.3k**

Report downloads

↑ **33k**

LinkedIn views

↑ **93%**

Increase in Facebook reach

MEDIA AT A GLANCE

TOP FEATURES



2



3



2



1



1



1

TOP FEATURES IN FRANCOPHONE MEDIA



1



1

Media Appearances



April 26, 2023

- CBC NEWS | Federal Government's Action Plan for Official Languages 2023-2028



May 17, 2023

- CJAD 800 | Mulcair: There are more English-speaking Quebecers but but they are less wealthy



May 17, 2023

- City News | Unemployment gap between English and French speakers in Quebec doubled: new census data



May 17, 2023

- Global News | 'The data is shocking': Anglophones falling behind Francophones in standard of living



May 18, 2023

- CBC | Do Quebec anglophones have higher unemployment rates than francophones?



May 18, 2023

- Montreal Gazette | Unemployment gap between French, English speakers increases in Quebec



September 7, 2023

- Montreal Blog | English-Speaking Quebecers Are Twice As Likely To Live In Poverty, A New Study Finds



September 7, 2023

- Journal de Montréal | Au moins 10% des Québécois anglophones vivraient dans la pauvreté



September 12, 2023

- Montreal Gazette | Allison Hanes: Affluence? Anglos are more economically vulnerable than people think



October 4, 2023

- Global News | Quebec’s English-speaking racialized communities face higher unemployment rates, study says



March 11, 2024

- Montreal Gazette | Parties, groups put their 2 cents in as Eric Girard prepares spring budget



March 18, 2024

- La Presse | Le succès du Québec passe par celui de sa population anglophone

SOCIAL MEDIA AT A GLANCE

LinkedIn

+47K

IMPRESSIONS

+4K

CLICKS

1054

TOTAL FOLLOWERS

11.51%

AVERAGE ENGAGEMENT RATE

Industry standard for good engagement: 2%

174

TOTAL POSTS

X (Twitter)

32.7K

IMPRESSIONS

276

CLICKS

417

LIKES

5.3%

AVERAGE ENGAGEMENT RATE

Industry standard for good engagement: 1%

204

TOTAL TWEETS

Website

27K

PAGE VIEWS

9

BLOG POSTS

2,236

REPORT
DOWNLOADS

YouTube

20.5

HOURS OF
WATCH TIME

473

VIDEO VIEWS

14

NEW
SUBSCRIBERS

Newsletter

20

NEWSLETTERS
SENT

841

TOTAL
SUBSCRIBERS

ENGAGEMENT



AT A GLANCE

↑ **90**

Sectoral table members

↑ **9**

New partnerships

↑ **2**

New board members

↑ **9**

Meetings with government stakeholders

↑ **+200**

Event participants

↑ **24**

Sectoral table meetings

CONFERENCE PRESENTATIONS

QUESCREN Strength in Communities Symposium - Roundtable discussion participant

Research on Linguistic Minorities: Myths, Realities, Framing, and Politics

Date: May 25, 2023

Presenters: Sta Kuzviwanza, Director, Policy & Research

Unlocking Potential Conference - Presentation

Employment Situation of English speakers in Québec

Date: May 31, 2023

Presenters: Sta Kuzviwanza, Director, Policy & Research

PROCEDE Annual Conference - Presentation

Tackling Employment Challenges of English-speaking Quebecers through Vocational Training

Date: October 19, 2023

Presenters: Morgan Gagnon, Policy Research Lead, and Nicholas Salter, Executive Director

QUESCREN Education and Vitality Forum 2023 - Presentation

Best practices French second-language Acquisition for integration into Québec's labour market

Date: November 3, 2023

Presenters: Sta Kuzviwanza, Director, Policy & Research

The Professional Institute of the Public Service of Canada (PIPSC) AGM - Panel Discussion

Working While Black

Date: November 25-29, 2023

Presenters: Sta Kuzviwanza, Director, Policy & Research

Y4Y Youth Forum - Panel Moderation

Employment/job-readiness panel

Date: March 15, 2024

Presenters: Sta Kuzviwanza, Director, Policy & Research

Seniors Action Québec - Webinar Series

Portrait of English-speaking Mature Workers

Date: March 26, 2024

Presenters: Sta Kuzviwanza, Director, Policy & Research

STRENGTHENING OUR NETWORK

Sectoral Tables

PERT's sectoral tables offer our team crucial perspectives on sector-specific priorities and challenges for English speakers in the workforce and also provide valuable feedback on PERT's research efforts and impact.

6

Number of Meetings



16

Membership

Employer
Sectoral Table

5

Number of Meetings



30

Membership

Employment Services
Sectoral Table

4

Number of Meetings



25

Membership

Education
Sectoral Table

4

Number of Meetings



31

Membership

Regional
Sectoral Table

GOVERNMENT ENGAGEMENT

Providing Testimony to the Federal Standing Committee on Official Languages

On December 11, 2023, PERT was invited to submit a brief and provide testimony before the Federal Standing Committee on Official Languages. Our intervention focused on the economic development challenges in Québec's English-speaking communities, particularly in employment and employability.

During our testimony, we emphasized the necessity for coordinated efforts between the federal and Quebec governments to develop English-language employment services, skills training, and French-language learning programs tailored to the diverse needs of our community.

Québec Budget 2024-2025

On March 12, 2024, our Executive Director, Nicholas Salter and our Director of Communications & Engagement, Chad Walcott, were in Québec City for the announcement of Québec's 2024-2025 provincial budget.

We arrived in Québec City hopeful that this year's provincial budget would correct the historic underfunding of employment services for Québec's English speakers. However, we left disappointed by the absence of any targeted employment measures.



EVENTS ORGANIZED

Unlocking Potential: Creating Opportunities for Quebec’s Workforce

On May 31 and June 1, 2023, PERT, in partnership with RDN and the Consortium of English-language CEGEPs, Colleges, and Universities of Quebec, convened leaders from diverse sectors to tackle employment challenges and explore solutions to improve employment opportunities for English-speaking Quebecers while helping to move Québec’s economy forward.

The event provided a platform for more than 200 professionals working to improve labour market integration for English-speaking Quebecers to share solutions to existing challenges.



Cinq-à-sept: Supporting the economic and community integration of mature English speakers in Québec

On February 22, 2024, we hosted a cinq-à-sept, in partnership with La Passerelle, to share the preliminary findings of our joint research project entitled *Supporting the Economic and Community Integration of Mature English Speakers in Québec*. The event's centrepiece was an exhibit featuring photos and images created by research participants to illustrate their experiences as mature workers (age 45+) in the province. Our researchers additionally presented statistical data as well as key themes from the focus groups they conducted as a part of the project.





PARTNERSHIPS

SUPPORTING THE CCQEA

About the CCQEA

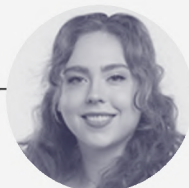
The Comité consultatif des Québécoises et des Québécois d'expression anglaise works to promote the employability interests of English-speaking Quebecers and propose solutions to improve their integration into the labour market and retention within their profession.

As a member of the Commission des partenaires du marché du travail (CPMT) network of eight advisory committees, the CCQEA is a privileged interlocutor of the CPMT working to promote the interests of English-speaking Quebecers in the labour market and to support their integration, reintegration, and job retention.



The CCQEA is supported by:

Staff



JULIA CROWLY
Coordinator



ABBIE MCGUGAN
Coordinator

Voting members



JOHN BUCK
President and CEO,
Community Economic
Development and
Employability Corporation



CATHY BROWN
Executive Director,
Regional Development
Network



NICHOLAS SALTER
Executive Director,
Provincial Employment
Roundtable



**MICHAEL FORIAN-
ZYTYSKY**
Government Relations
Director, Keurig Dr Pepper
Canada



CELINE COOPER
Managing director,
Consortium of English-
language CEGEPs, Colleges
and Universities of Québec



**ISABELLE-LINE
HURTUBISE**
Conseillère à l'action
professionnelle et social,
Centrale des syndicats du
Québec (CSQ)



AKI TCHITACOV
Executive Director,
Youth Employment Services

Non-voting members

LUCE MERCIER

Conseillère en intervention sectorielle,
Ministère de l'Emploi et de la Solidarité sociale - MESS (DDCIS)

LOUIS-PIERRE LÉGARÉ

Directeur,
Secrétariat aux relations avec les Québécois d'expression anglaise

CCQEA ACHIEVEMENTS

↑ **14**

Infographics created

↑ **1**

Avis submitted to CPMT and MESS

↑ **2**

Briefs submitted to CPMT

↑ **26**

Events attended

↑ **6**

Committee meetings

↑ **5**

Executive committee meetings

↑ **2**

Webinars

↑ **1**

Published report

COLLABORATIVE PROJECTS

Completed Projects

Beyond Stereotypes: Understanding English-speaking Mature Workers and Ageism in Québec

This project was a collaboration between PERT and La Passerelle. PERT researchers worked together with La Passerelle consultants to collect qualitative data through interviews and an arts-based methodology called “photovoice.” Together, the organisations presented the results at a joint exhibition and presentation.



Upcoming Projects

A Study of Community Devitalization and Revitalization among English Speakers in Gaspésie-Îles-De-La-Madeleine

This project is a collaboration between PERT, CASA, Vision, and CAMI. In collaboration with the regional organisations, PERT researchers drafted a community survey that was then distributed by each organization to their respective communities.

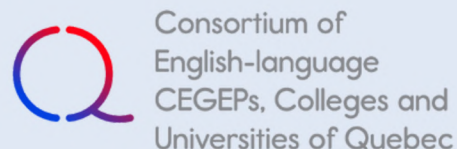
Regional French-language Needs Assessment

This project is a collaboration between PERT and RDN. PERT drafted the research tools in collaboration with RDN, and RDN mobilized their vast stakeholder network to distribute the survey and reach more than 700 responses.

Pathways and Experiences of Black Entrepreneurs in Québec from Business Concept to Operational Success

This project is a partnership between PERT and the Community Service Initiative (CSI) of the John Molson School of Business at Concordia University. PERT is collaborating with the CSI, as well as early career Black researchers, to interview 30 Black entrepreneurs in Québec to better understand their experiences, needs, and pathways to success.

PARTNERS



THE TEAM



BOARD OF DIRECTORS



JAMES HUGHES

President and CEO,
Old Brewery Mission



CATHY BROWN

Executive Director,
Regional Development Network



DAVE MCKENZIE

Founder and Coordinator,
Community Service Initiative,
John Molson School of Business



JOHN BUCK

President and CEO, *Community Economic Development and Employability Corporation*



PINO DI IOIA

CEO,
Beaver Tails Canada Inc. & Moozoo Cremery



CHUCK HALLIDAY

Coordinator of
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New Frontiers School Board



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Manager of Regional
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Regional Development Network (RDN)



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Executive Director,
Youth Employment Services



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LINA ARISTEO, LL.B.

Lawyer



HEATHER HALMAN

Director, Vocational Training,
Sir Wilfrid Laurier School Board



TRINA BELANGER

Coordinator,
Centre de Recherche d'Emploi de Pointe-Claire (CREPC)



LINTON GARNER

Revenue Generation and
Grant Writing Officer,
Québec Community Newspaper Association

OUR STAFF

Executive Team



NICHOLAS SALTER
Executive Director



SO YOUNG PARK
Executive Assistant

Policy Research Team



STA KUZVIWANZA
Director, Policy & Research



MORGAN GAGNON
Policy Research Lead



CIMMINNEE HOLT
Policy Researcher



YE ZIN
Economic Policy Analyst



CONNER MC LEVY
Policy Research Intern



MELISSA O. RIVERA
Policy Research Intern

Communications & Engagement Team



CHAD WALCOTT
Director,
Communications &
Engagement



MARIA DE LAS SALAS
Communications &
Engagement Specialist



PIERS YOUNG
Engagement Coordinator



SARA ANIA PUSTOL
Policy Engagement
Specialist



**NAOMI LEGORRETA-
LATREILLE**
Communications Intern



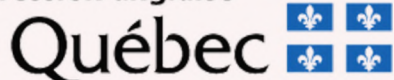
JESSICA HABYAKARE
Communications Intern



FUNDERS

SPECIAL THANKS TO OUR FUNDERS:

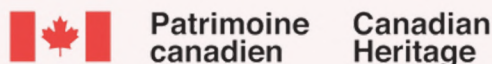
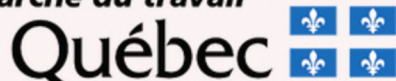
**Secrétariat aux relations
avec les Québécois
d'expression anglaise**



**Ministère de l'Emploi
et de la Solidarité
sociale**



**Commission
des partenaires
du marché du travail**



STATEMENT OF OPERATIONS

REVENUES	2024	2023
Government grants		
- Secrétariat aux relations avec les Québécois d'expression anglaise		
- Operating	\$341,735	\$233,304
- Project	\$500,000	520,174
- Ministère de l'Emploi et de la Solidarité sociale		
- CPMT - project regional profiles	\$165,455	\$26,153
- CPMT - project Gaspé	\$31,155	\$26,923
- Magnet Student Work Placement Program - wage subsidy	-	\$2,940
Advisory Committee for English-Speaking Quebecers		
- CPMT - Operating	\$165,276	\$156,335
- CPMT - Project	\$48,194	\$18,453
Canadian Heritage	\$80,000	\$72,300
Project management fee income	\$70,881	\$41,000
Black Entrepreneurship Knowledge Hub (BEKH)	\$45,246	-
Report fees	\$44,400	\$81,411
Dialogue McGill	\$23,446	-
Cost recoveries	\$15,000	\$30,000
Other	\$175	\$1,547
Donations	-	\$1,000
	1,530,963	1,211,540
EXPENSES		
Salaries and fringe benefits	\$792,702	\$633,962
Partnership fees and expenses	\$204,880	\$251,081
Subcontractors	\$173,990	-
Rent	\$71,184	\$65,290
Advertising and promotion	\$65,644	\$11,045
Project management fee expense	\$64,881	\$40,500
Communications and outreach	\$25,335	\$16,827
Unrecovered sales taxes	\$20,908	\$12,607
Travel	\$19,016	\$25,321
Research and development	\$15,510	\$6,463
Membership dues	\$8,537	-
Amortization	\$7,456	\$9,722
Office supplies and stationery	\$6,829	\$15,053
Professional fees	\$4,975	\$13,450
Telecommunications	\$4,837	\$3,282
Insurance	\$4,598	\$3,367
Interest and bank charges	\$2,996	\$211
Web hosting	\$442	\$34
Conferences	-	\$1,230
Miscellaneous	-	\$37
	\$1,494,720	\$1,109,482
EXCESS OF REVENUES OVER EXPENSES	\$36,243	\$102,058



PROVINCIAL EMPLOYMENT ROUNDTABLE

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