



Employment situation of English speakers in Québec

Provincial Employment Roundtable (PERT)



About PERT

Our mission

The Provincial Employment Roundtable (PERT) is a non-profit organization working to address the employment challenges and opportunities of the English-speaking communities across Québec. Through policy & research, development, and engagement efforts, we collaborate with diverse partners including regional and community organizations, educational institutions, employment service providers, employers, and government. PERT is dedicated to building and strengthening employment support networks and ensuring inclusion in Québec's labour market for generations to come.



Presentation overview

- Research portfolios
- Employment situation of English-speaking Quebecers
- Deep dive: Employment situation of English speakers in the regions of Québec
- Deep dive: Employment situation of English-speaking youth in Québec
- Q&A




Research portfolios

French-as-a-second-language
(FSL) training

Employment profiles of
English-speaking communities in
Québec

Employer perspectives on
integrating French-language
learners into the workplace

Pathways into the Québec
labour market



Employment situation of English speakers in Québec



Methodology

To answer the question, “**What is the employment situation of English speakers in Québec?**” we utilize:

- The **Census of Canada**, the only regular source of linguistic data
 - Limit: only administered every five years
- Qualitative data collected through **focus groups, interviews, and community surveys**



Definitions

- English speakers and French speakers are classified according to Statistics Canada's definition of **First Official Language Spoken (FOLS)**, which takes into account:
 - An individual's mother tongue
 - Their language used most often at home
 - Their knowledge of official languages
- FOLS offers **the most inclusive and practical definition**, providing a realistic count of individuals likely to use English-language services, or require other language-specific services such as French-language training.



14.9%

English-speaking Quebecers

84.1%

Francophones

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).

Fast Facts: Population

There are **1,253,578** English speakers in Québec, making up **14.9%** of the province's population

Half (**50.6%**) identify as men, and half (**49.4%**) identify as women

About one-third (**32.5%**) are immigrants, and **6.3%** are non-permanent residents

Over one-third (**35.9%**) are visible minorities

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).



Fast Facts: Population

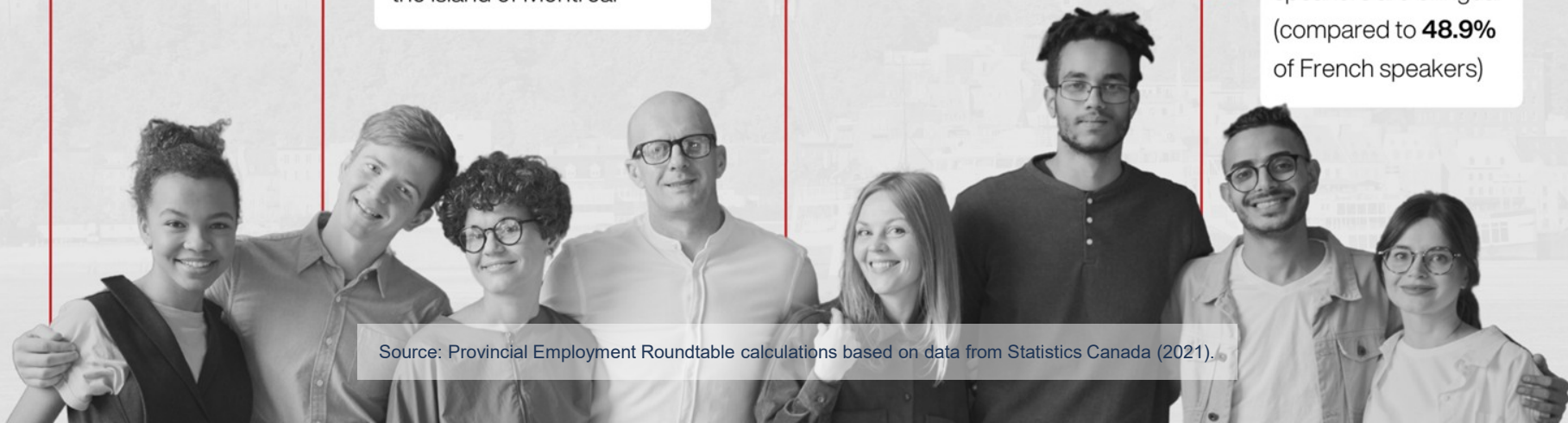
A small proportion
(4%) are Indigenous

The majority **(55.2%)** live on
the island of Montréal

There are at least **1,000**
English speakers in each of
the province's 17 regions

64.8% of English
speakers are bilingual
(compared to **48.9%**
of French speakers)

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).



What we know: Employment outcomes

English speakers make up **14.9%** of Québec's total population, but **22.7%** of the unemployed population

English Speaking Population

14.9%

English Speaking Unemployed Population

22.7%

English-speaking Quebecers have an unemployment rate of 10.9%, **4 percentage points higher** than that of French speakers (6.9%)

Unemployment Rate

10.9%

English Speakers

6.9%

French Speakers

English speakers have a higher labour force participation than French speakers (**66.6% compared to 64%**)

Labour Force Participation

66.6%

English Speakers

64%

French Speakers



What we know: Economic outcomes

English speakers make **\$5,200** less in median employment income (**\$32,000** compared to **\$37,200**)

Median Employment Income

\$32,000

English Speakers

\$37,200

French Speakers

Approximately **9.3%** of English speakers live below the low-income cut-off (LICO), almost double the proportion of French speakers (**4.8%**)

Low-income Cut-off (LICO)

9.3%

English Speakers

4.8%

French Speakers



Deep dive: Employment situation of English speakers in the regions of Québec



Regional labour force participation

Overall trend:

- Across Québec, **English speakers tend to have higher labour force participation rates** than French speakers, particularly in urban regions

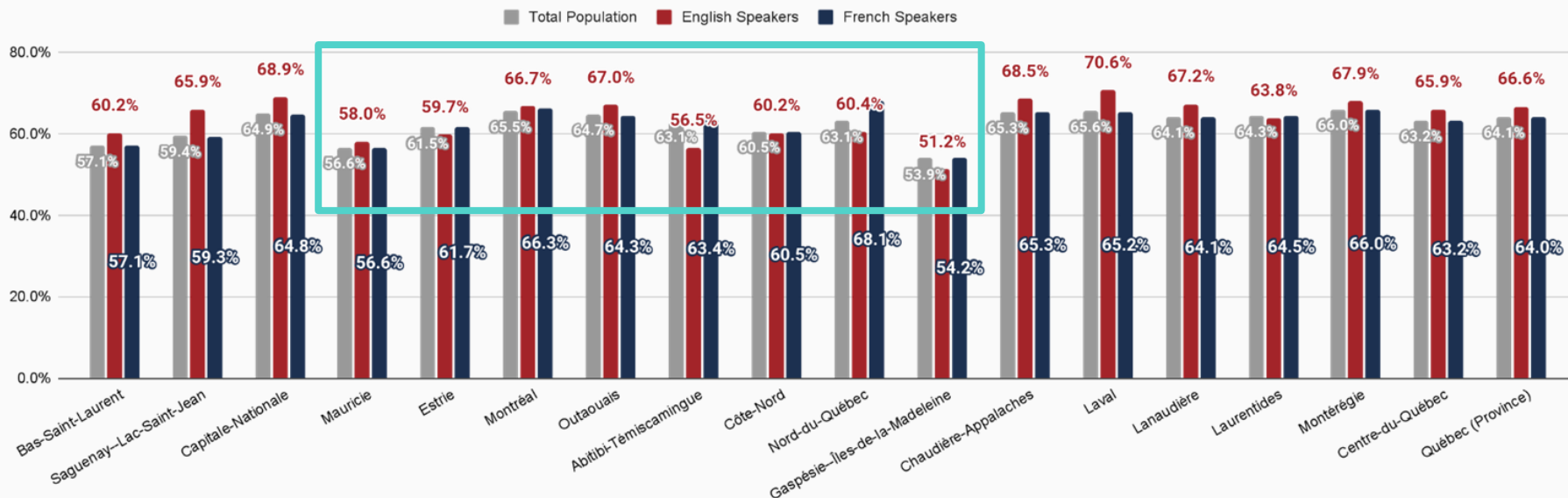
Regional reality:

- Non-urban regions have lower labour force participation rates in general
- **English speakers tend to have lower labour force participation rates** than French speakers in non-urban regions
 - **Lowest in resource-oriented regions** like Gaspésie-Îles-de-la-Madeleine, Abitibi-Témiscamingue, Mauricie, and Côte-Nord



Regional labour force participation

Labour force participation rate of Québec by administrative region





Regional unemployment

Trend:

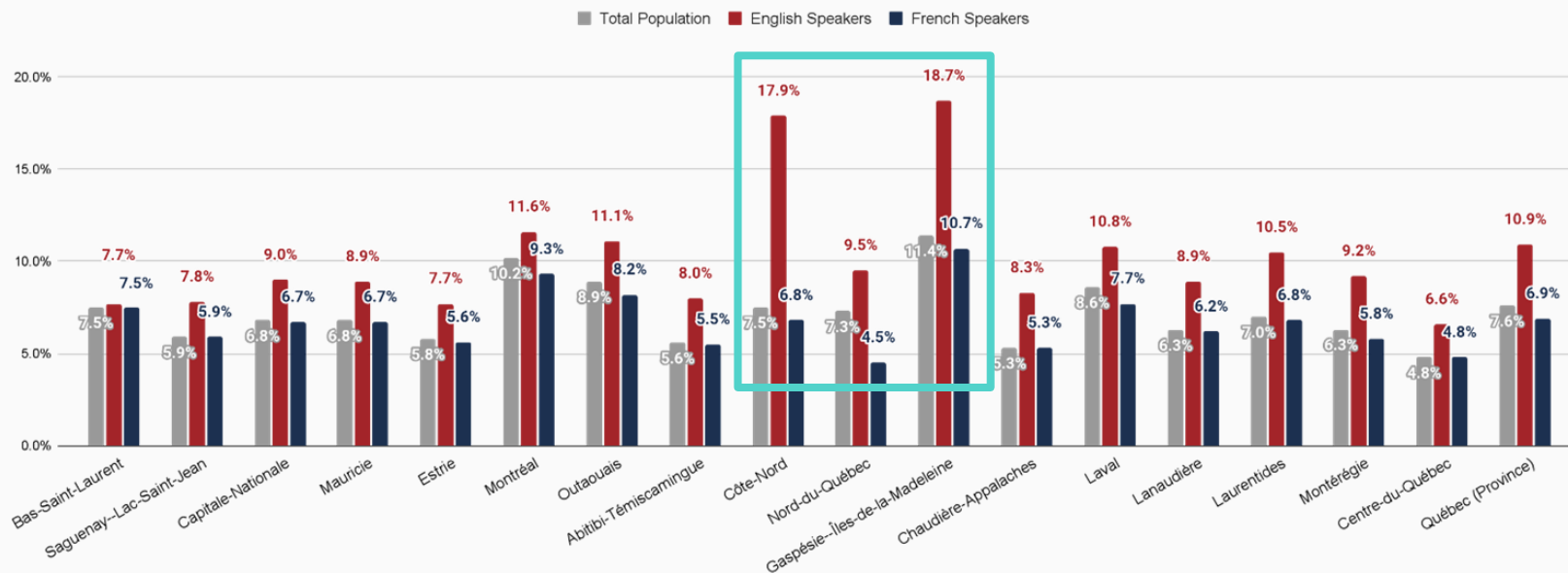
- **English speakers have higher unemployment rates in every region of Québec**

Regional reality:

- **The unemployment disparities between English and French speakers are biggest in the resource-oriented regions of Gaspésie-Îles-de-la-Madeleine and Côte-Nord**
 - However, English speakers in Montréal have the third highest unemployment rate

Regional unemployment

Unemployment rate of Québec by administrative region





Regional employment income

Trend:

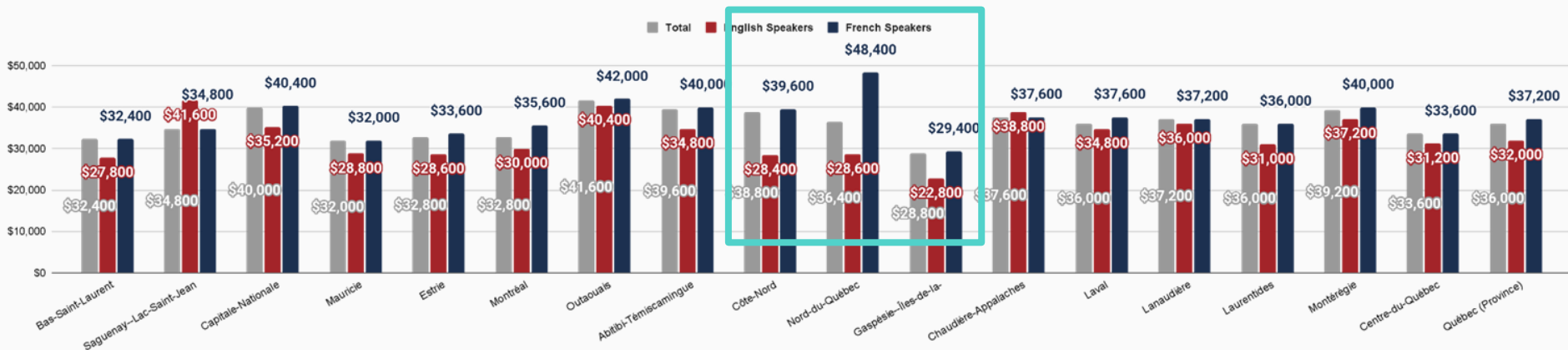
- **English speakers tend to earn lower median employment incomes** compared to French speakers
 - Exceptions: Saguenay-Lac-Saint-Jean and Chaudière-Appalaches

Regional reality:

- **Income disparities are greater in rural and remote regions** like Nord-du-Québec, Côte-Nord and Gaspésie-Îles-de-la-Madeleine

Regional employment income

Median employment income in Québec by administrative region





How do we make sense of this?

- **Linguistic proficiency and linguistic (in)security**
- **Prominence of primary industries**
 - Examples include fishing, forestry, and mining
 - Subject to fluctuation which can affect working hours and income
- **Prevalence of seasonal work**
 - Examples include fishing, construction, tourism
 - Subject to fluctuation which can affect working hours and income
 - Time of census administration
- **Labour force dynamics in regional industries**
- **Access to English-language vocational and post-secondary education opportunities**



Deep Dive: Employment situation of English-speaking youth in Québec

Fast Facts: Population

There are **159,410** English-speaking youth aged 15-24 in Québec

About half (**51.7%**) identify as men and half (**48.3%**) as women

Less than one-fifth (**16.7%**) are immigrants and **12.9%** are non-permanent residents

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).

Fast Facts: Population

More than two-fifths (**42.4%**)
are visible minorities

A small proportion are (**5.3%**)
Indigenous

The majority (**59.4%**)
live in Montréal, followed
by Montérégie (**13.9%**),
Laval (**8.4%**), Outaouais
(**5.4%**) and Nord-du-
Québec (**3.1%**)

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).



A faint, light gray map of the province of Quebec is visible in the background on the left side of the image.

57.7%

Labour force participation rate of English-speaking youth

67.1%

Labour force participation rate of Francophone youth

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).

Youth labour force participation

YOUTH LABOUR FORCE PARTICIPATION RATE			
Province of Québec			
ENGLISH SPEAKERS		FRENCH SPEAKERS	
TOTAL:	57.7%	TOTAL:	67.1%
MEN:	56.7%	MEN:	65.9%
WOMEN:	58.9%	WOMEN:	68.5%
VISIBLE MINORITY:	56.5%	VISIBLE MINORITY:	57.0%
IMMIGRANT:	54.9%	IMMIGRANT:	56.9%
INDIGENOUS:	48.8%	INDIGENOUS:	60.1%

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).



17.4%

Unemployment rate of
English-
speaking youth

10.9%

Unemployment rate of
Francophone youth

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).

Youth unemployment

YOUTH UNEMPLOYMENT RATE			
Province of Québec			
ENGLISH SPEAKERS		FRENCH SPEAKERS	
TOTAL:	17.4%	TOTAL:	10.9%
MEN:	18.3%	MEN:	11.4%
WOMEN:	16.5%	WOMEN:	10.3%
VISIBLE MINORITY:	17.2%	VISIBLE MINORITY:	17.0%
IMMIGRANT:	18.4%	IMMIGRANT:	16.8%
INDIGENOUS:	18.8%	INDIGENOUS:	13.1%

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).



\$8,800

Median employment income of English-speaking youth

\$10,900

Median employment income of Francophone youth

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).

Youth employment income

YOUTH MEDIAN EMPLOYMENT INCOME			
Province of Québec			
ENGLISH SPEAKERS		FRENCH SPEAKERS	
TOTAL:	\$8,800	TOTAL:	\$10,900
MEN:	\$9,200	MEN:	\$11,700
WOMEN:	\$8,400	WOMEN:	\$10,300
VISIBLE MINORITY:	\$8,800	VISIBLE MINORITY:	\$8,500
IMMIGRANT:	\$8,800	IMMIGRANT:	\$8,400
INDIGENOUS:	\$8,100	INDIGENOUS:	\$10,600

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2021).



How do we make sense of this?

- **Linguistic proficiency and linguistic (in)security**
- **Access to English-language vocational training and postsecondary opportunities**
- **Access to English-language employment supports and bridging opportunities**
 - Examples include job search support, career guidance
 - Integration into majority Francophone workplaces
- **Access to wraparound supports**
 - Examples include mental health resources, public transit
- **Macro trends: high youth unemployment across Canada**



Situating youth within the broader English-speaking community

Issues:

- Lack of **French language proficiency** and linguistic insecurity; lack of **French-language learning** resources
- Lack of **English-language employment services** and bridging programs
- Brain drain, lack of **employment and educational opportunities**
- Lack of **wraparound services**
 - Mental and physical health support
 - Childcare
 - Housing



Situating youth within the broader English-speaking community

Needs:

- Diverse **French-language training programs**
- Targeted **English-language employment services** and bridging programs
- Increased **English-language vocational training** and post-secondary education programs
- Increased **wraparound supports** and **access to essential services in English**

Upcoming Projects



Research project: English-speaking youth employment issues & needs

➤ **Research objective:**

- In partnership with Y4Y Québec, this project will create an updated profile of the employment situation and needs of English-speaking youth in Québec

➤ **Methods:**

- In-person and online consultations of 50 English-speaking youth across six regions
- Online survey targeting 200 English-speaking youth in Québec

➤ **Funder:**

- Department of Canadian Heritage

LINGUISTIC MENTORSHIP

Are you or do you know someone who is proficient in French and would be interested in sharing their work experience and knowledge to help others enter and thrive in Québec's labour market?

This fall we are launching a linguistic mentorship initiative designed to help English speakers improve their fluency and confidence in French to help them enter, remain, and advance in Québec's workforce.

SCAN TO

LEARN MORE





Thank you!

With the financial support of:

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Québec 

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