

Employment Profile of English Speakers in Nord-du-Québec

Provincial Employment Roundtable (PERT)

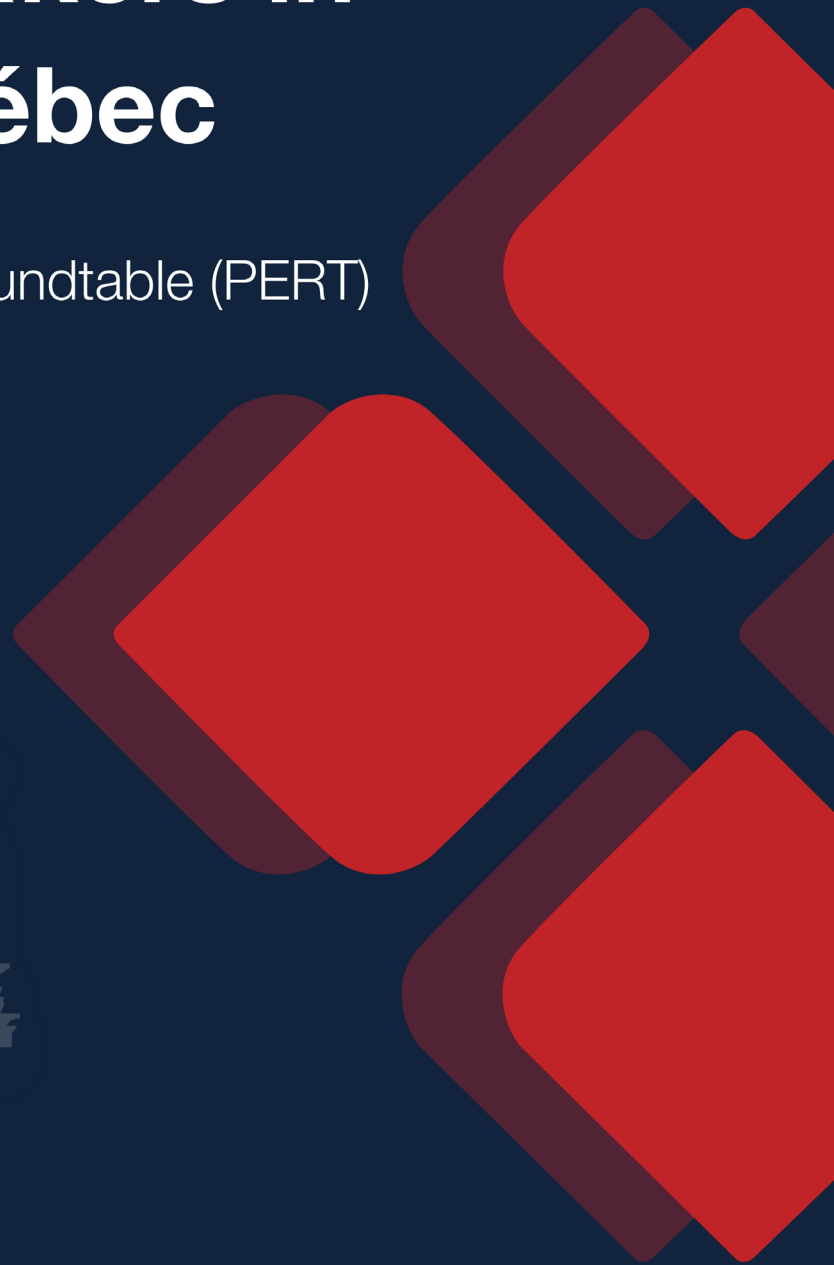


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ACKNOWLEDGEMENTS

We are thankful for the insights shared by the organizations who met with us and provided invaluable input that contributed to the creation of this profile.

Special thanks to the Secrétariat aux relations avec les Québécois(es) d'expression anglaise (SRQEA), whose financial support made this work possible.

The views expressed herein are those of the Provincial Employment Roundtable. They do not purport to reflect the views of the Secrétariat aux relations avec les Québécois d'expression anglaise.

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

Québec 

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EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Nord-du-Québec's English-speaking communities by surveying the most comprehensive information on the demographic and labour force conditions of English speakers in the region. The profile compiles the available data on English speakers' employment status with respect to their position as linguistic minorities in majority French-speaking communities. For this reason, most of the information presented in this profile is organized by the two linguistic categories of English speakers and French speakers.

In addition to examining the demographics and labour force of the English-speaking population, this profile also surveys Nord-du-Québec's economic structure, as well as the work activity, income, and educational attainment of workers with the goal of providing a more holistic picture of employment and employability.

Key findings:

- The English-speaking community comprises 23,340 individuals within Nord-du-Québec's total population of 43,895. Nord-du-Québec is the only region with a higher percentage of English speakers than French speakers (53.2% compared to 40.4%).
- The majority of individuals living in Nord-du-Québec are Cree and Inuit, and speak an indigenous language as their mother tongue.
- English speakers make up 51.9% of the labour force in Nord-du-Québec, which is less than their weight in the region's total population. This is not uncommon - in three out of five resource-oriented regions, English speakers are underrepresented in the labour force.
- Individuals aged 25-44 make up the majority of the labour force in Nord-du-Québec, irrespective of linguistic identity.
- Among English speakers, there are more women than men in Nord-du-Québec's labour force (26.1% compared to 25.7%). There are only three other regions where this is the case, all of which are also resource-oriented (Abitibi-Témiscamingue, Côte-Nord, and Gaspésie-Îles-de-la-Madeleine).
- The top industries in which English speakers are employed are healthcare, public administration, and education.
- The unemployment rate in Nord-du-Québec is almost double the provincial unemployment rate (13% compared to 7.2%). The unemployment rate among English speakers (16.6%) is the third highest rate experienced by any English-speaking community in the province. French speakers have an unemployment rate of 9.1%.
- Youth aged 15-24 experience the highest unemployment rate of any age group. English-speaking youth have an unemployment rate that is almost double (26.8%) that of French-speaking youth (14.2%).
- English-speaking men have the highest unemployment rate of any sex-linguistic group (20.6%) in Nord-du-Québec. French-speaking women have the lowest unemployment rate of any sex-linguistic group (6.6%).
- English speakers in Nord-du-Québec earn a significantly lower median after-tax salary than French speakers (\$28,969 compared to \$36,428). This is the largest income disparity observed in the province.
- English speakers in Nord-du-Québec have the lowest rate of postsecondary attainment in the province (30.4%), and the highest rates of no formal educational attainment (56.1%) in the province.

METHODOLOGY & DEFINITIONS

Methodology

This profile relies primarily on data from two sources: the 2016 Census of Canada and the Institut de la statistique du Québec.¹

The profile uses 25% sample data from the 2016 Census. The 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire.

The data in this profile is organized by administrative region and regional county municipality/municipalité régionale comté (RCM/MRC). Administrative regions and regional county municipalities serve to organize the allocation and delivery of government services in Québec.

Language

English speakers and French speakers in this profile are classified according to Statistics Canada's definition of First Official Language Spoken (FOLS).² Individuals who speak both English and French as their first official language are evenly divided among English and French speakers. FOLS designation is a derived concept, taking into account a person's knowledge of Canada's two official languages, their mother tongue, and their home language (i.e. the language they speak most often at home).

Sex

Sex in this profile refers to sex assigned at birth, as indicated in the 2016 Census. Sex is typically assigned based on a person's reproductive system and other physical characteristics. The 2016 Census data exclusively utilizes the concept of sex, and particularly the categories of male and female. Data regarding the distinct concept of gender was collected for the first time in the 2021 Census, and will be made available in those datasets.

Labour Force Activity

Labour force refers to all individuals aged 15 and over who were either employed or unemployed during the week of May 1st to May 7th, in 2016. The labour force excludes individuals who are institutional residents, those who are unable to work, and those who are unwilling to work. For example, retirees, stay-at-home parents, students, and discouraged workers

who have stopped job-searching are not typically counted as part of the labour force. Generally, Statistics Canada does not consider those engaged in unpaid services such as community and volunteer services, or unpaid domestic services, to be part of the labour force.

Employed/Unemployed Person

An employed person is an individual who, during the week of May 1st to May 7th, 2016, did paid work in the context of an employer-employee relationship, or who was self-employed. The term also refers to individuals who did unpaid family work, which is defined as work directly contributing to the operation of a farm, business, or professional practice owned by a relative in the same household (this does not include unpaid domestic services like childcare and household maintenance). The definition also includes individuals who had employment but were temporarily absent from work during the reference period due to events such as illness, disability, vacation, or labour dispute.

An unemployed person is an individual who did not have paid work during the week of May 1st to 7th, 2016, but had either been actively looking for paid work in the last four weeks, had been temporarily laid-off, or had definite plans to start a new job within four weeks.

Unemployment Rate

This refers to unemployment expressed as a percentage of the labour force in the week of May 1 to 7, 2016. The unemployment rate for a particular demographic (i.e. age, sex) is the number of unemployed in that group, expressed as a percentage of the labour force for that group.

Work Activity

Work activity refers to whether or not a person 15 years or over worked in 2015. For those who worked, this refers to the number of weeks they worked for pay or in self-employment during the reference year, even if they only worked for a couple hours. It provides a wider portrait of an individual's engagement in work over the period of a year.

After-tax Income

After-tax income refers to the total income of a person less income taxes. Income taxes refers to the sum of federal

1. Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. There is a need for more frequent data collection and publication on the socio-economic status of linguistic minorities by Statistics Canada, the Institut de la statistique du Québec and relevant research networks.

2. Statistics Canada. "First official language spoken of person," (2021, November 02). Government of Canada. Retrieved from: <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=34004>

METHODOLOGY AND DEFINITIONS

income taxes, provincial and territorial income taxes, less abatement where applicable.

Educational Attainment

Refers to the highest level of education that a person has successfully completed.

Industry

Industry refers to the specific economic activity engaged in by a given group. An activity, in turn, is the combination of labour, capital, and goods in order to produce new goods and/or services. The industry data are produced according to the North American Industry Classification System 2012.

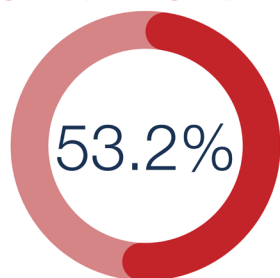
Population



POPULATION

Total Population

English-speaking Population



Nord-du-Québec

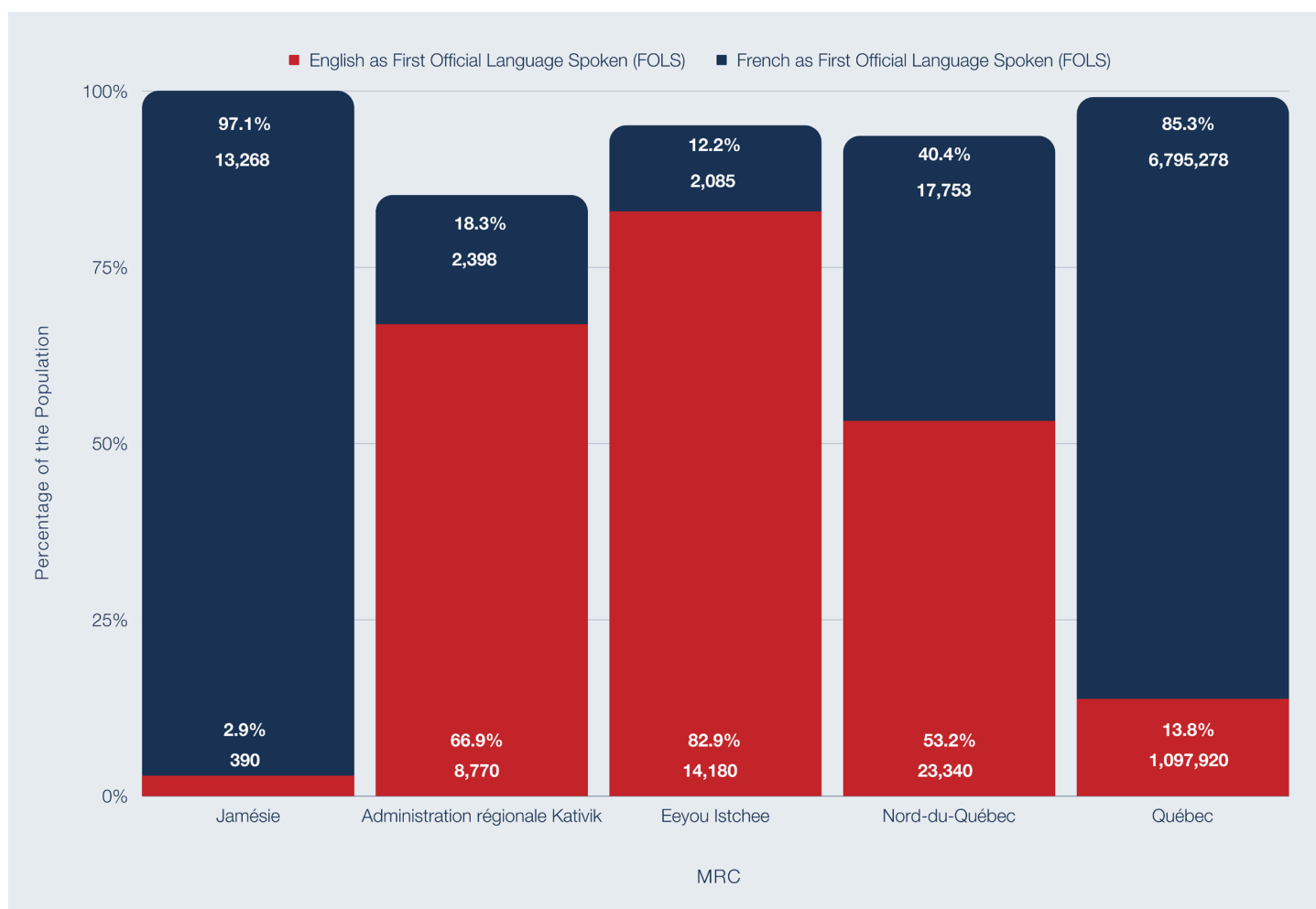
Nord-du-Québec is the largest region in Québec by geographic area, but smallest by population. In 2016, the total population of the region was 43,895, which is 0.6% of the province's total population.

The English-speaking community comprises 23,340 individuals, or 53.2% of Nord-du-Québec's total population. This is the largest proportion of English speakers in any region in Québec.

97.1% of individuals in Jamésie are French speakers, while 66.9% of individuals in the Administration régionale Kativik and 82.9% of individuals in Eeyou Istchee are English speakers.

The majority of the population in the region is Cree or Inuit. According to the 2016 census, there are approximately 16,000 Cree and 11,880 Inuit in Nord-du-Québec, and the majority of the population speak an Indigenous language as their mother tongue.

Graph 1: Total Population of Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

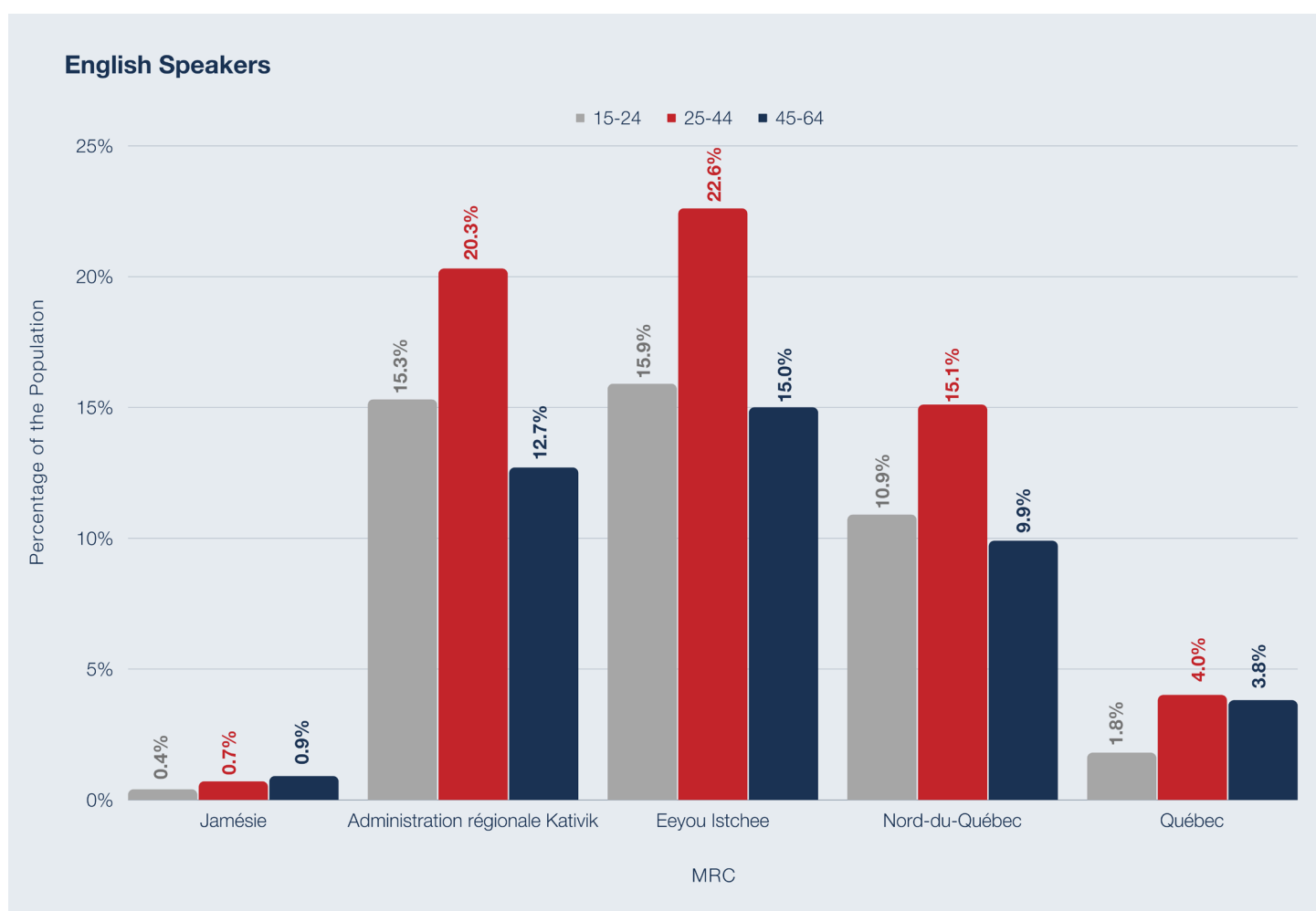
Age Structure of Population

Among English speakers, individuals aged 25-44 make up the largest portion of the population (15.1%), followed by youth (10.9%). In the majority of regions, youth (particularly English-speaking youth) make up the smallest portion of the population.

Among French speakers, individuals aged 45-65 make up the largest portion of the population (11.7%), closely followed by individuals aged 25-44 (11.4%).

There are significantly more English-speaking youth than French-speaking youth (10.9% compared to 5.3%).

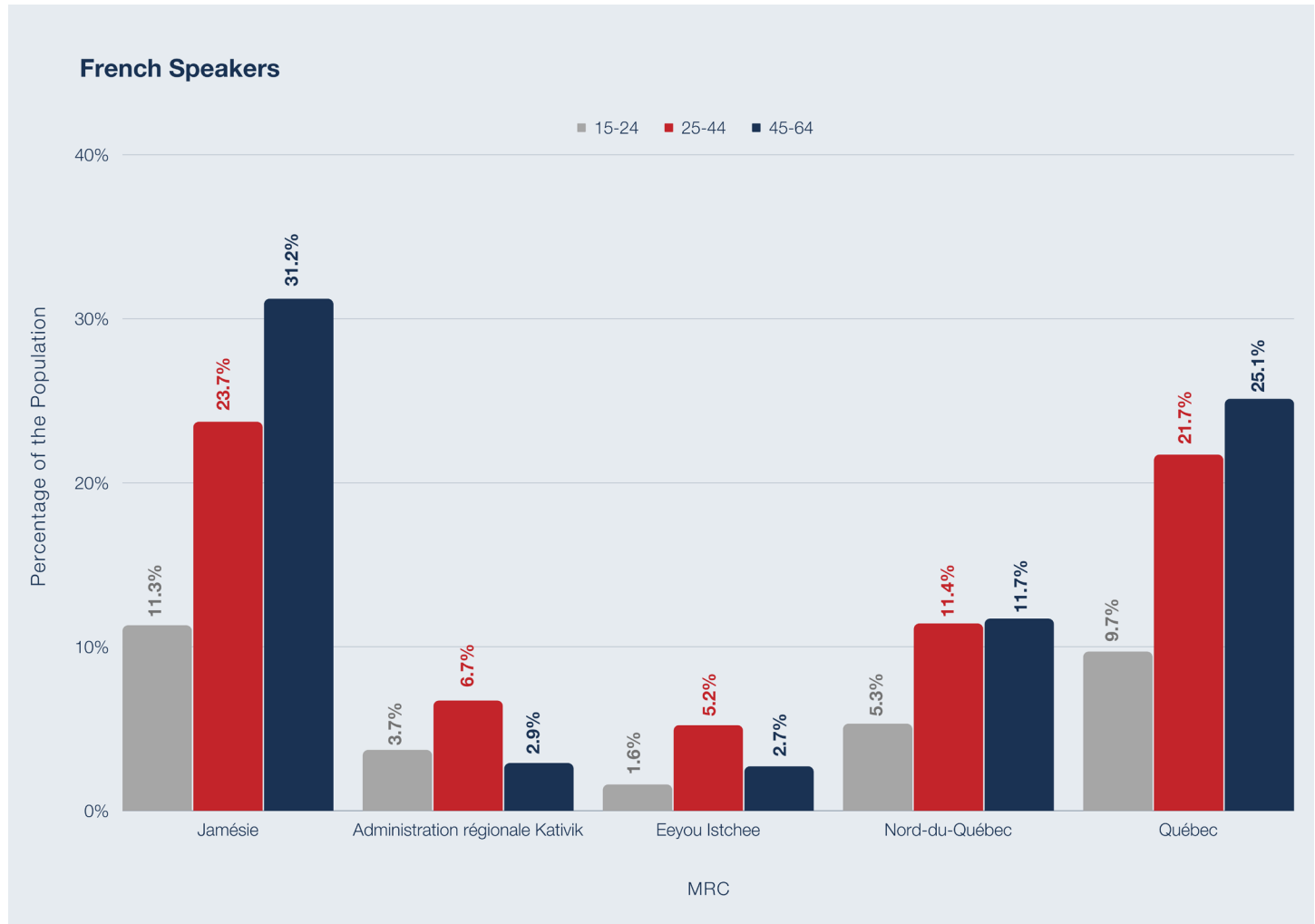
Graph 2a: Age Structure of the Nord-du-Québec's Population by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Graph 2b: Age Structure of Nord-du-Québec's Population by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Sex Structure of Population

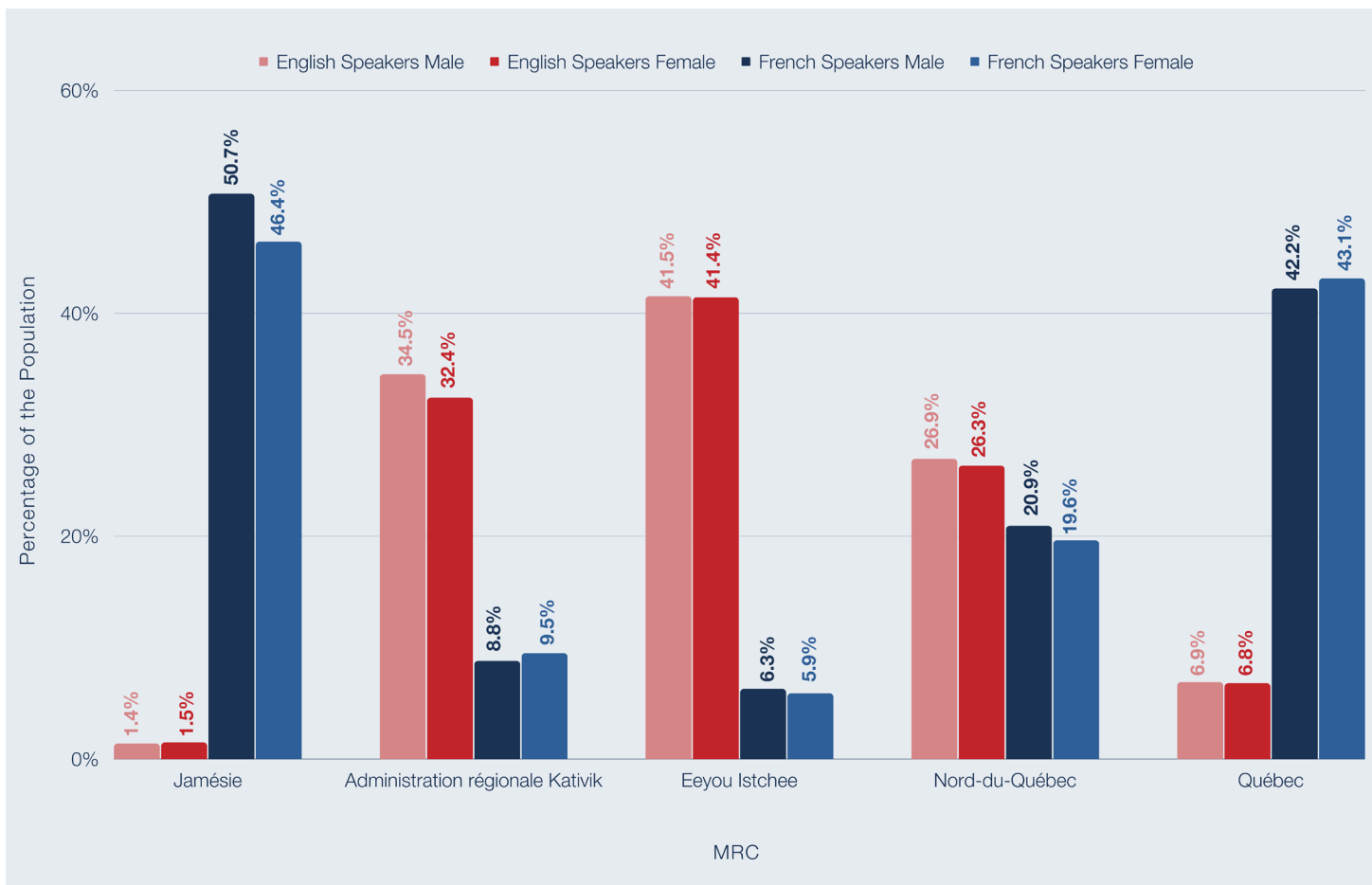
Among both French and English speakers there are more men than women in the total population.

English-speaking men make up 26.9% of the total population, while English-speaking women make up 26.3%. French-speaking men make up 20.9% of the population while French-speaking women make up 19.6%.

In Jamésie, there are marginally more English-speaking women than men (1.5% compared to 1.4%).

In Administration régionale Kativik there are more French-speaking women than men (9.5% compared to 8.8%).

Graph 3: Sex Structure of Nord-du-Québec's Population by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Economic Structure



ECONOMIC STRUCTURE

Nord-du-Québec is designated as a resource-oriented region according to Québec's Economic Development Index.³ As of 2018, Nord-du-Québec has a score of 93.7, an increase of 1.6 points from its 2013 score, which indicates economic growth in the region.⁴ Indeed, this is the second-highest score of the resource-oriented regions (behind Abitibi-Témiscamingue).

Economic activity varies across the region, but is largely oriented towards the primary industry, which involves the extraction of natural resources. The major industries are mining, forestry, and hydroelectricity,⁵ as well as associated processing (several mines, for example, are currently expanding their operations).⁶ Others include health care and social assistance, public administration, and education. In addition, a tourism incubator investing \$8 million over three years has been set up to increase tourism north of the 49th parallel.⁷

From 2013-2017 sales of manufactured goods produced in the region increased by an average of 13.7% per year, compared to a provincial yearly growth rate of 3%. Following this period (2017-2021), private investment in Nord-du-Québec decreased by an annual average of 12.6%, compared to a provincial growth in private investment of 3.7% annually.⁸ This decrease is linked to lower capital expenditures in construction. Ongoing and upcoming projects (which are primarily publicly-funded) include the Northern Action Plan, which will inject \$1.4 billion across Nord-du-Québec and Côte-Nord, as well as the James Bay Highway between Matagami and Radisson (\$334 million).

3. This index analyzes the economic reality of the region according to four components: demographics, labour market, income, and education. A score of more than 100 indicates that a region is above average, while the increase of a score over time indicates better performance in comparison with other regions.

4. Frédéric Hamelin. "Portrait économique des régions du Québec," (2020). Ministère de l'Économie et de l'Innovation. Retrieved from: https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/20200322-PERQ-2020.pdf, page 18.

5. Ministère des Affaires municipales et de l'Habitation. "Organisation territoriale: Nord-du-Québec (région 10)," (2021). Retrieved from: <https://www.mamh.gouv.qc.ca/organisation-municipale/organisation-territoriale/regions-administratives/nord-du-quebec/>

6. Chantal Routhier. "Études régionales: Région administrative de la Côte-Nord et du Nord-du-Québec," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21CotenordNordduquebec-f.pdf?resVer=1632330202000>, page 7.

7. Ibid.

8. Ministère de l'Économie et de l'Innovation du Québec. "Région Nord-du-Québec: Secteur des entreprises," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/nord-du-quebec/portrait-regional/secteur-des-entreprises/>

Industries



INDUSTRIES

Top Industries for Total Population

Primary industries account for 9.4% of jobs within the region, compared to 2.3% in the province as a whole.⁹

The main primary industries in the region are mining, forestry, and hydroelectricity.

Manufacturing accounts for 11.8% of jobs in the region, compared to 11.6% at the provincial level.

The service sector accounts for the greatest share of jobs in the region (72.5%), as it does within the province (79.9%).

Primary Sector



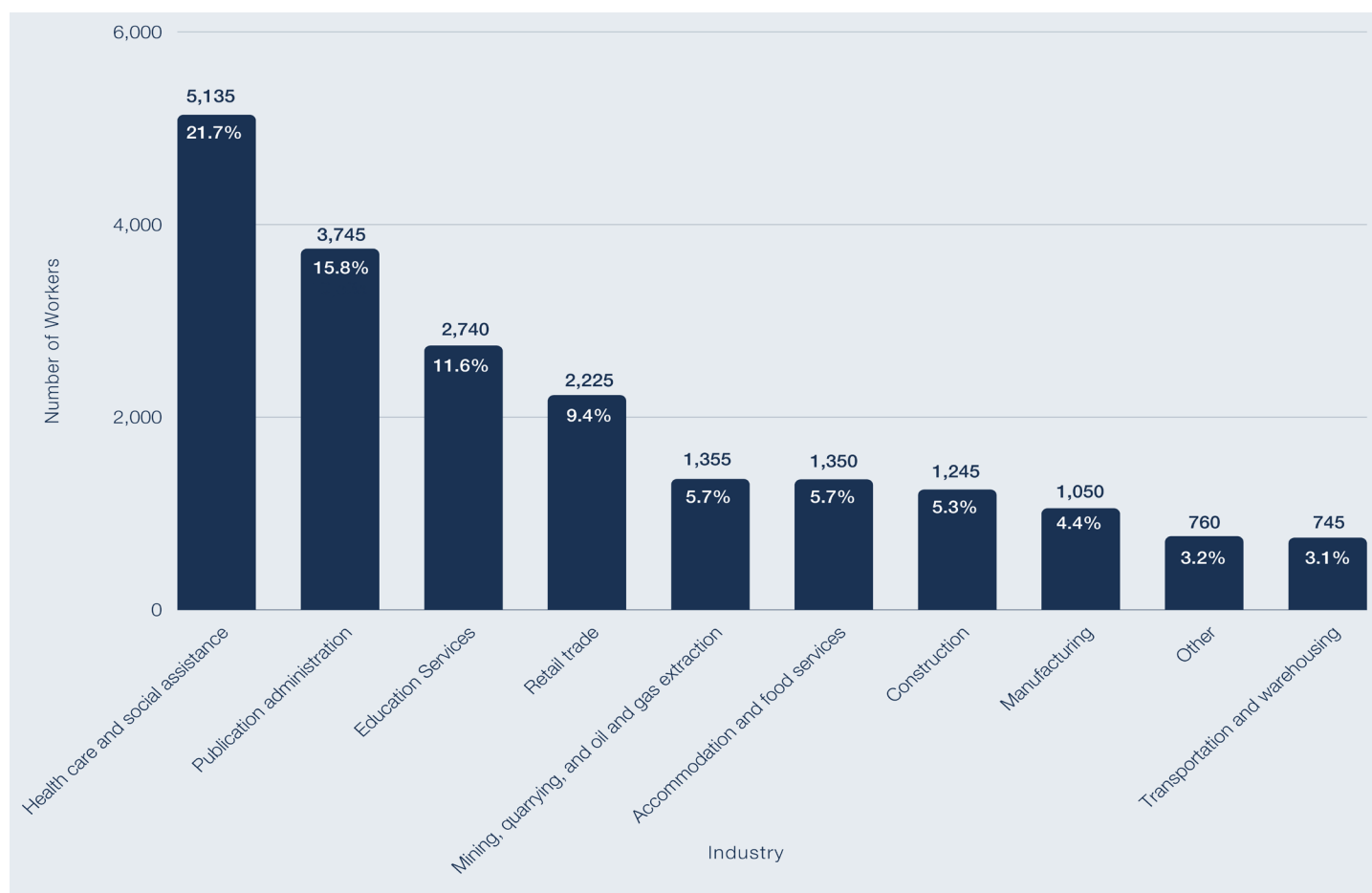
Manufacturing



Services



Graph 4: Top 10 Industries in Nord-du-Québec for Total Population



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

9. Ministère de l'Économie et de l'Innovation du Québec. "Région Nord-du-Québec: Structure économique," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/nord-du-quebec/portrait-region/structure-economique/>

INDUSTRIES

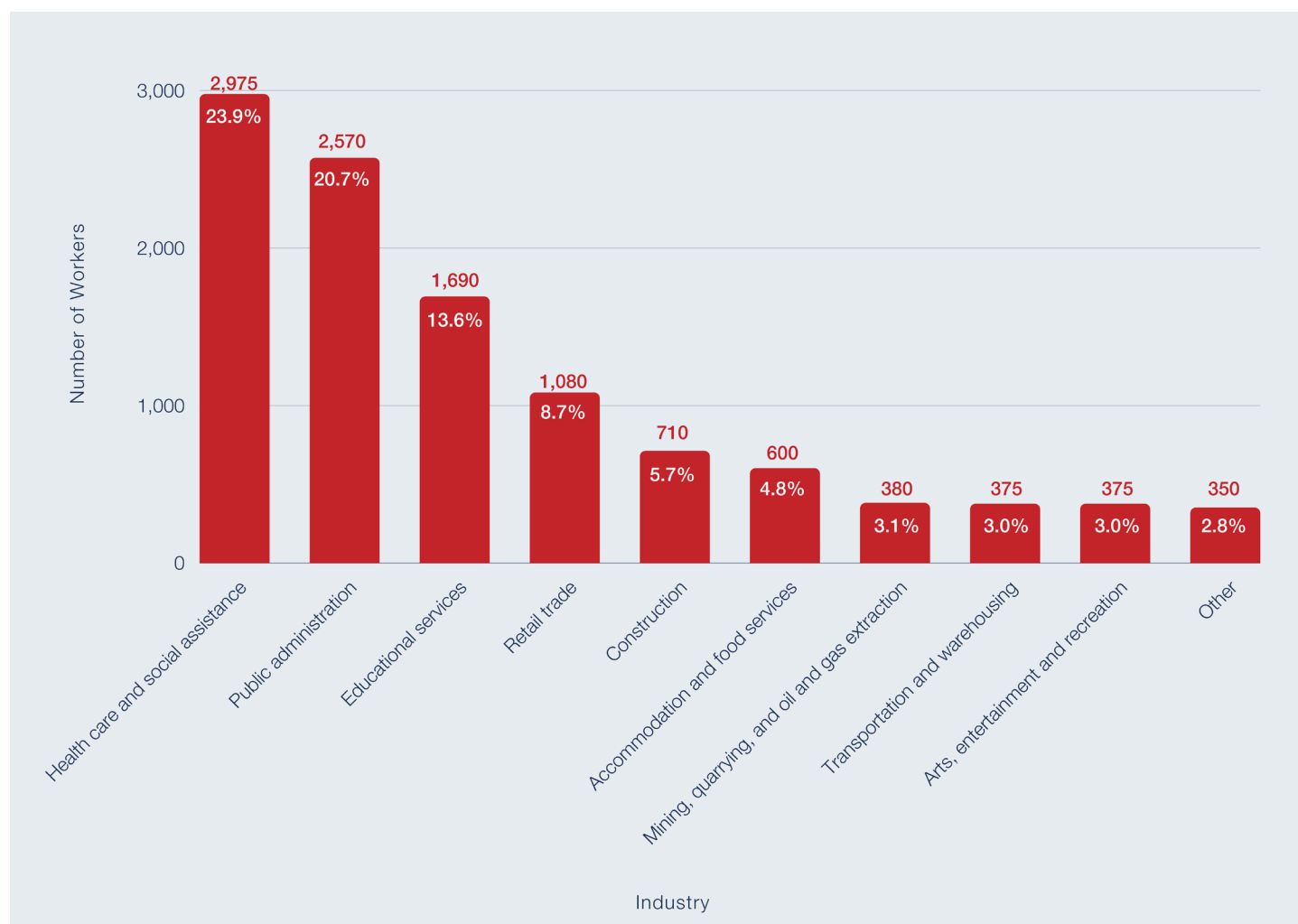
Top Industries for English Speakers

The main industries in which English speakers work are similar to those of the total population.

Typical health care and social assistance occupations include doctors, nurses, dentists, orderlies, early childhood educators and social workers.

Public administration occupations include provincial legislative roles, protection and corrections, human resources and administrative roles.

Graph 5: Top 10 Industries in Nord-du-Québec for English Speakers by Number of Worker

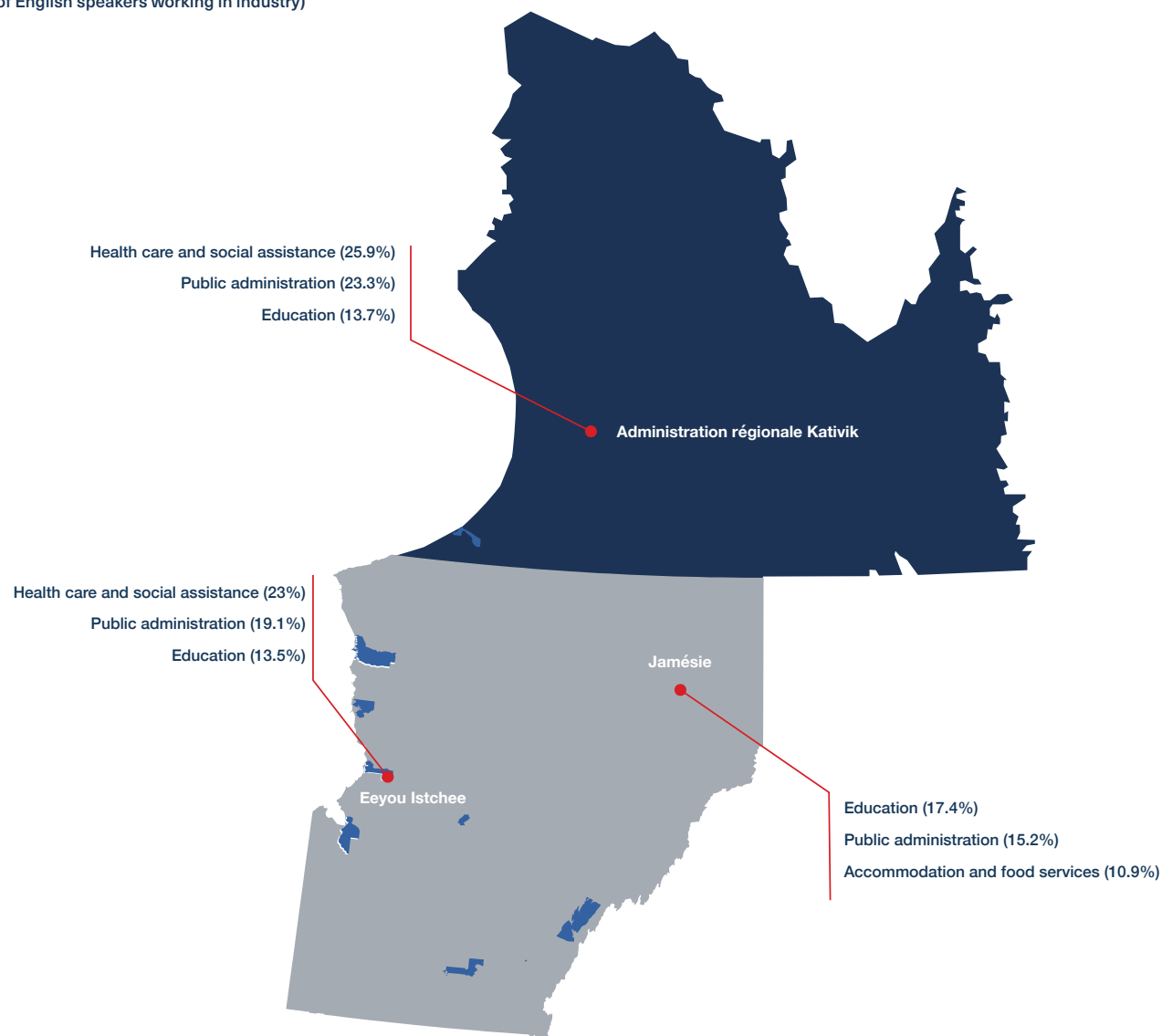


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

INDUSTRIES

Map 1: Top Industries in Nord-du-Québec for English Speakers

Industry (Percentage of English speakers working in industry)



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Labour Force



LABOUR FORCE

Total Labour Force

The labour force includes individuals who are employed and those who are unemployed, but actively seeking employment and available for work. Labour force participation is an important metric for understanding the employment and economic status of communities because it indicates the levels of activity in the labour market.

However, several factors must be considered when looking at labour force figures including:

- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have

- The income that individuals are earning

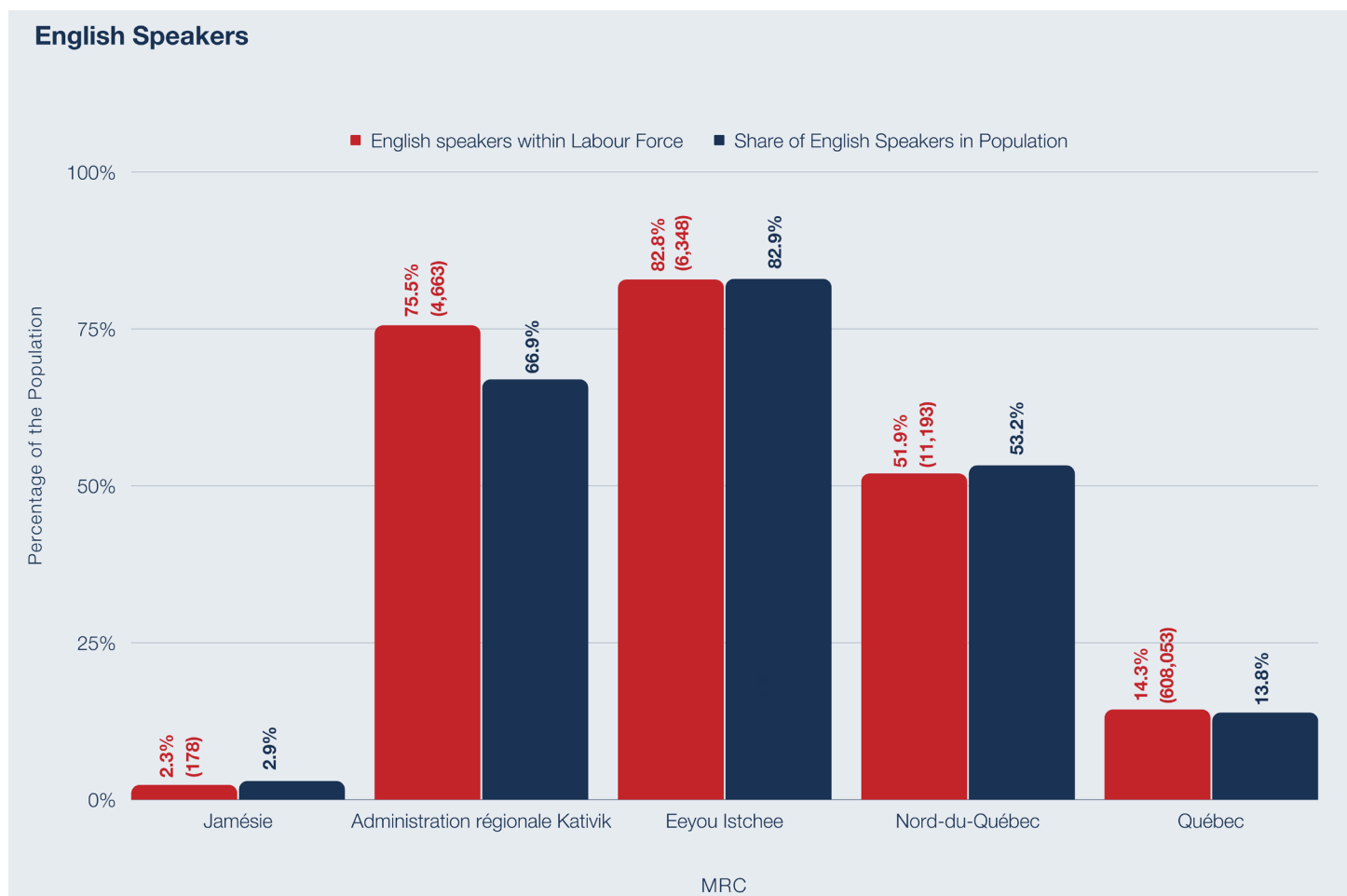
The English-speaking community in Nord-du-Québec accounts for 53.2% of the total population and 51.9% of the labour force in the region. English speakers constitute 11,193 individuals within the 21,560-person labour force.

The proportion of English speakers in the labour force is lower than the proportion of English speakers in the total population, which is a trend across several resource-oriented regions in the province.

French speakers make up 47.6% of the labour force but 40.4% of the population.

In Administration régionale Kativik, English speakers make up 75.5% of the labour force and 66.9% of the population.

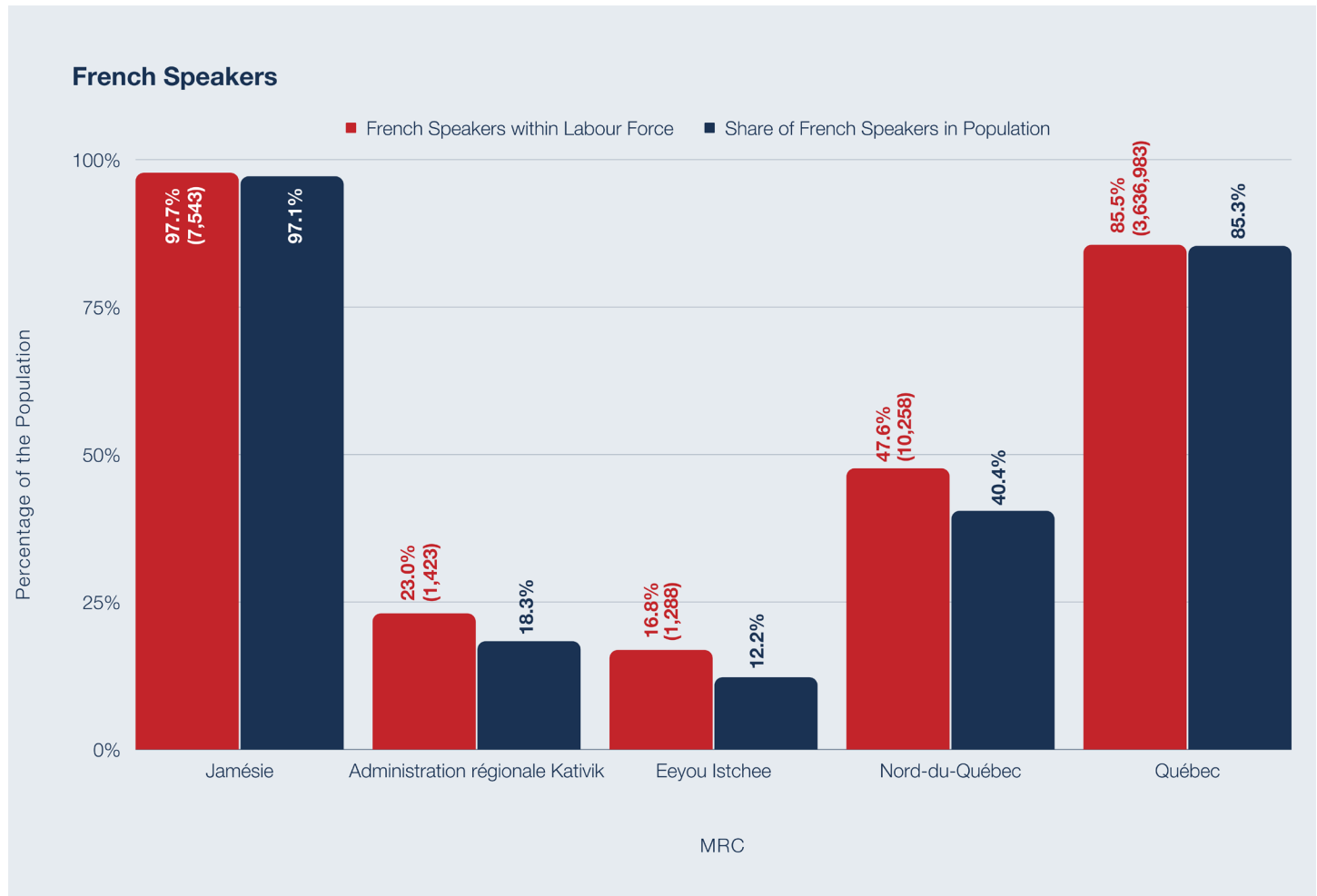
Graph 6a: Labour Force of Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 6b: Labour Force of Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

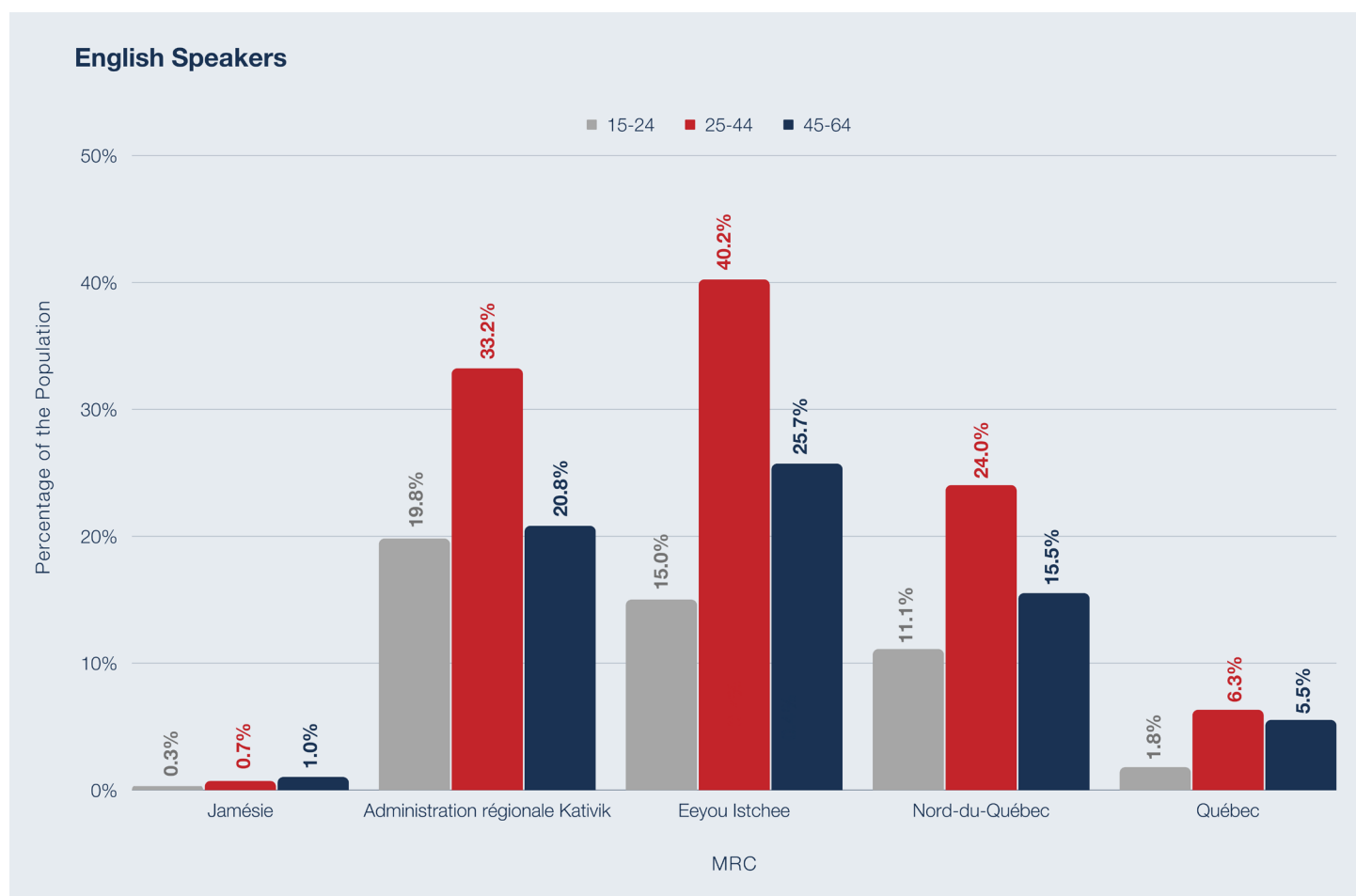
LABOUR FORCE

Age Structure of Labour Force

English speakers aged 25-44 make up the largest portion of the labour force (24%). English speakers aged 15-24 make up the smallest portion of the English-speaking labour force, despite accounting for a larger portion of the population than English speakers aged 45-64.

Among French speakers, individuals aged 25-44 make up the largest portion of the labour force (20.9%).

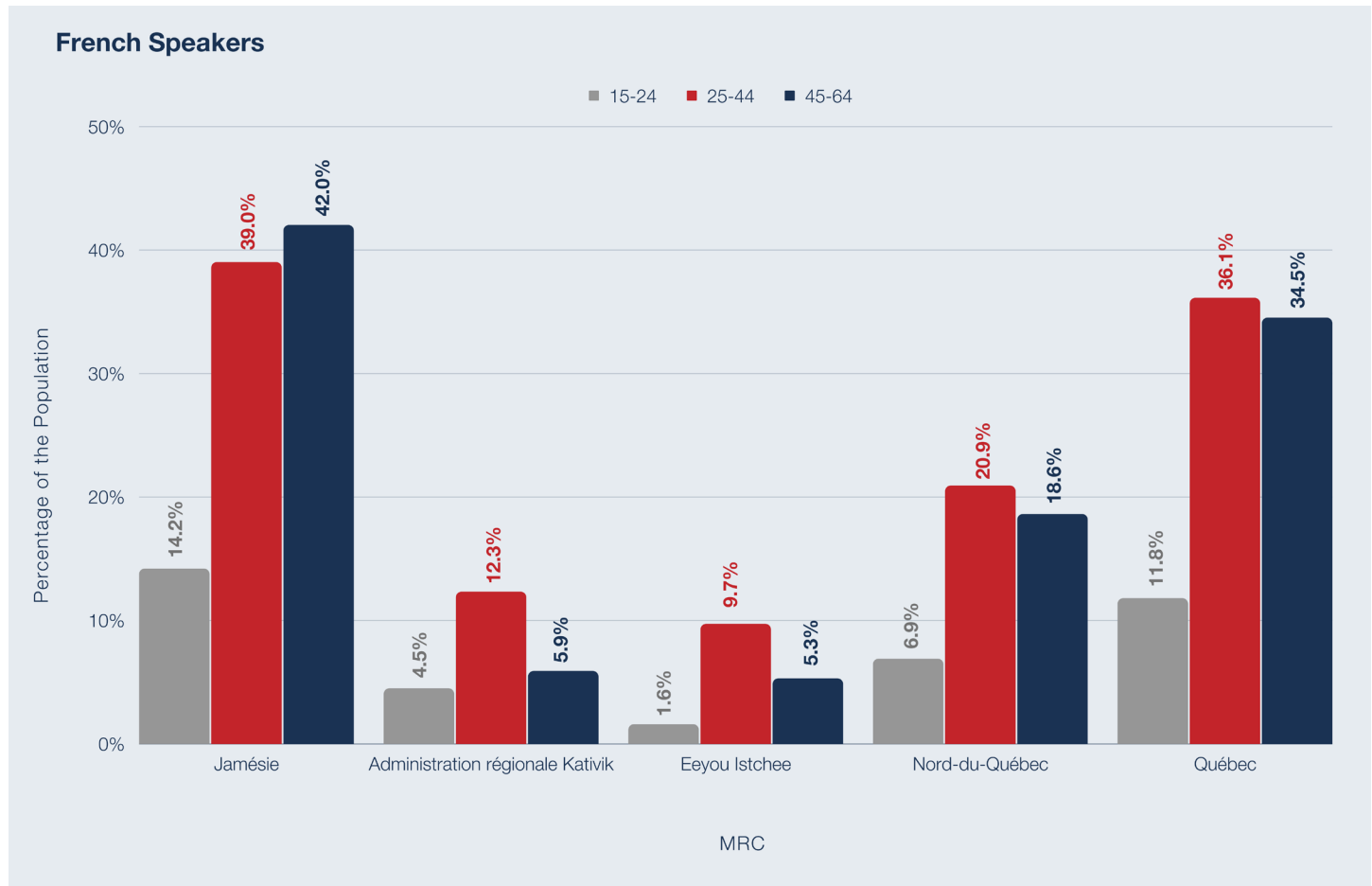
Graph 7a: Age Structure of the Nord-du-Québec's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 7b: Age Structure of Nord-du-Québec's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

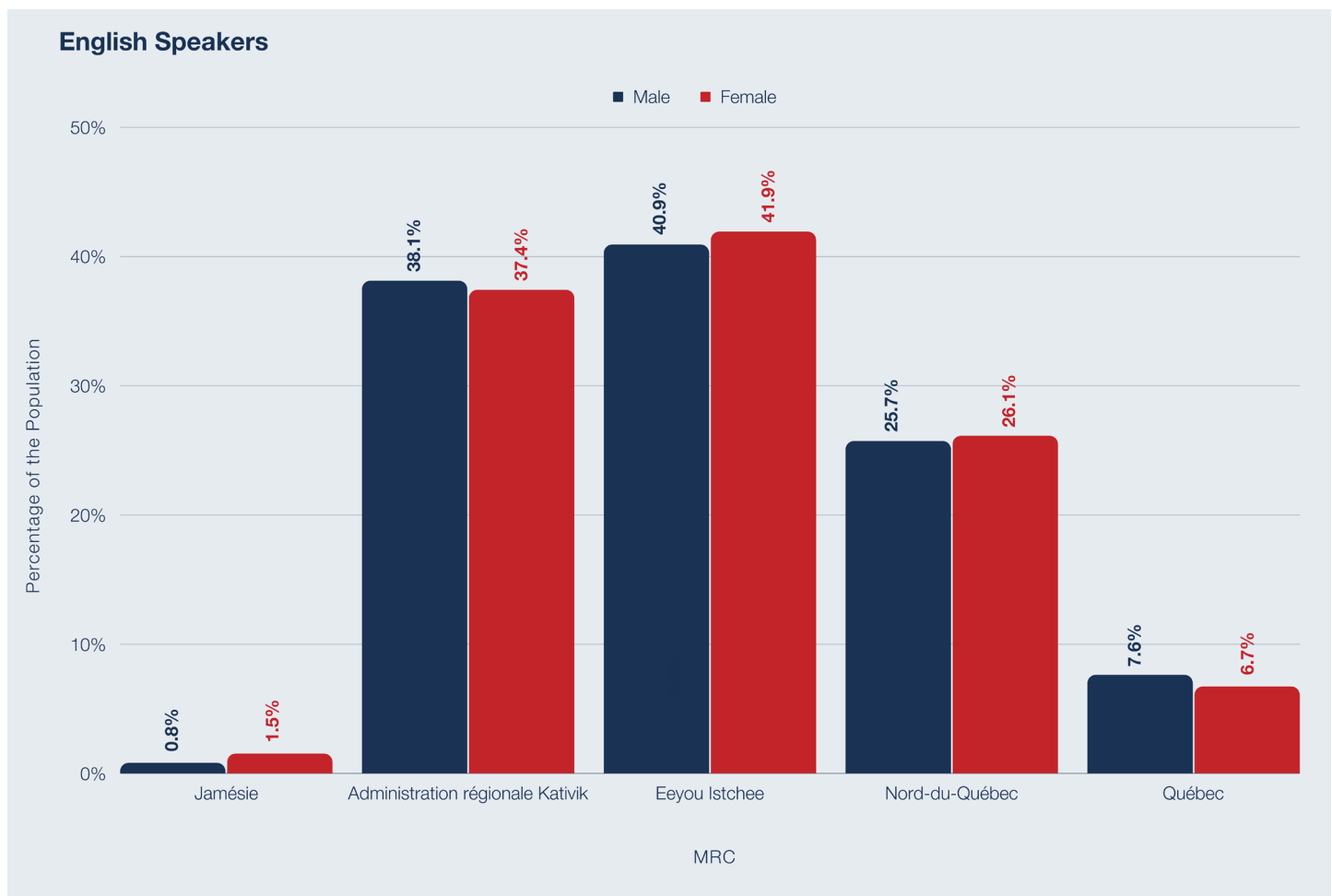
LABOUR FORCE

Sex Structure of Labour Force

Among English speakers, women account for 26.1% of the labour force, while men account for 25.7%. There are only three other regions where this is the case: Abitibi-Témiscamingue, Côte-Nord, and Gaspésie-Îles-de-la-Madeleine.

Among French speakers, men account for 25.5% of the labour force, while women account for 22.1%.

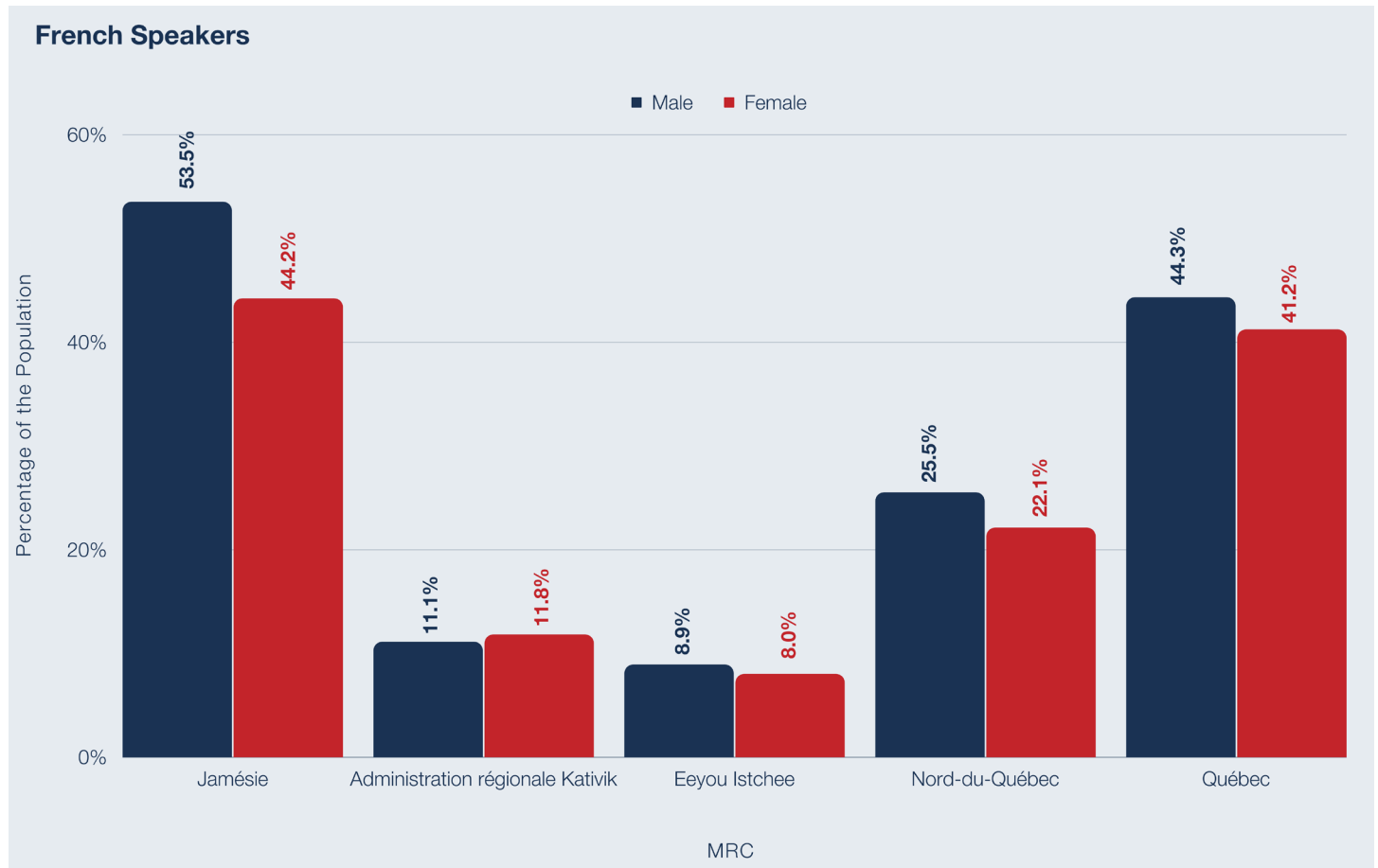
Graph 8a: Sex Structure of Nord-du-Québec's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 8b: Sex Structure of Nord-du-Québec's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Unemployment Rate



UNEMPLOYMENT RATE

Total Unemployment Rate

The unemployment rate represents the percentage of individuals in the labour force who do not have paid work and are looking for work. Unemployment rate serves as an official measure of performance of the labour market and can shed light on the income, purchasing power, and socio-economic well-being of communities.

The unemployment rate, however, has its limitations. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2016.

The unemployment rate may not account for:

- Those who work seasonal occupations and have less work or no work during the winter months
- Those who have been out of work for a long time and have stopped actively looking for work
- The quality of work that individuals have.

While the unemployment rate may not capture the precariousness of part-time, temporary, and low-wage work, it remains an important official measure that indicates the lost wages, reduced economic growth, and difficulties that communities face due to joblessness.

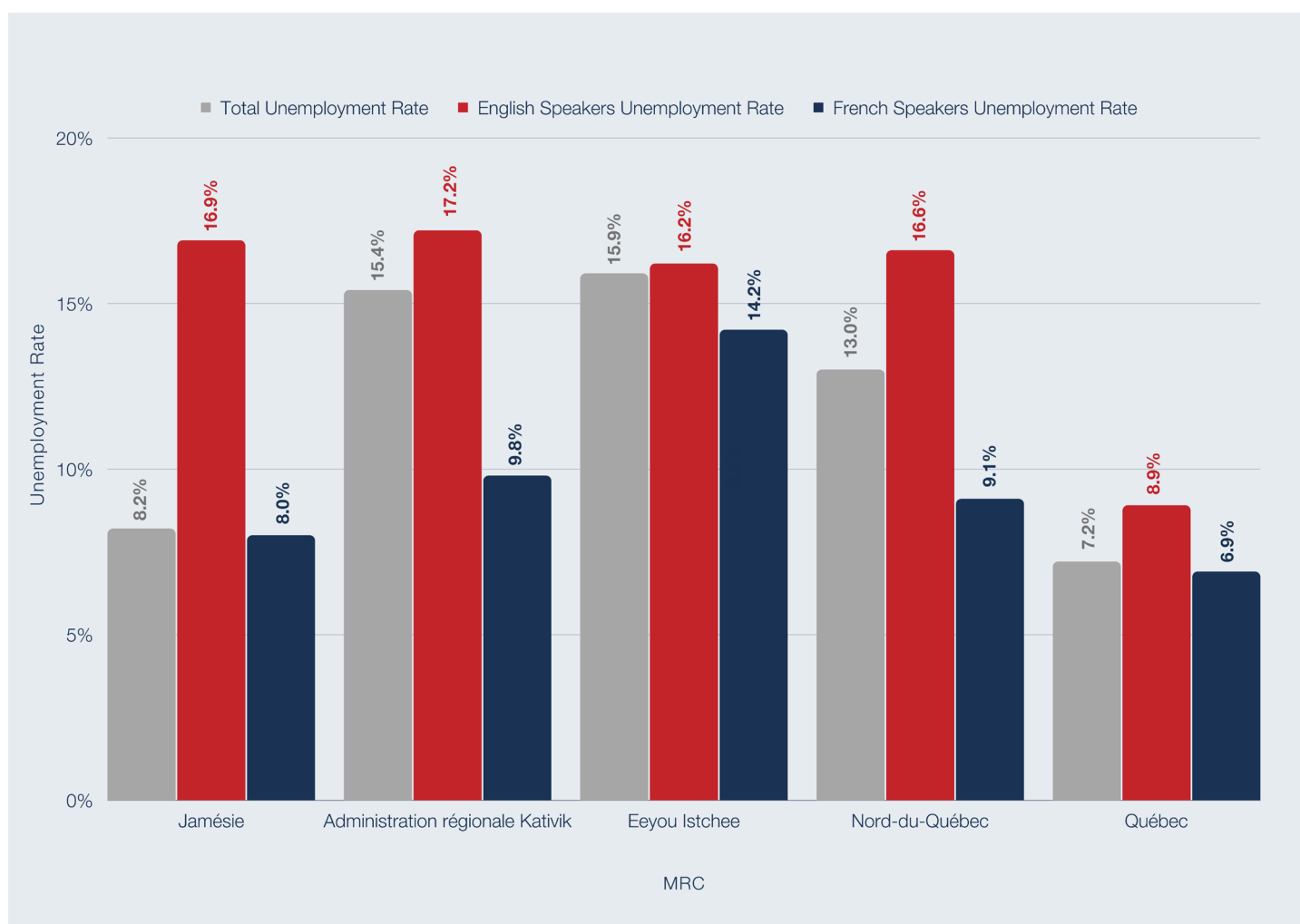
Due to a small population sample size in some MRCs, the unemployment rates for English speakers may appear as either 0%, a very high figure (e.g. 100%), or incalculable. These figures may not be representative of communities, suggesting the need for further research.

UNEMPLOYMENT RATE

The unemployment rate in Nord-du-Québec is almost double the provincial unemployment rate (13% compared to 7.2%). The unemployment rate among English speakers is higher still, at 16.6%. In comparison, French speakers have an unemployment rate of 9.1%.

The gap in unemployment rates between French and English speakers is narrowest in Eeyou Istchee (2%), with French speakers experiencing a relatively high unemployment rate (14.2%). English speakers in this MRC have an unemployment rate of 16.2%.

Graph 9: Unemployment Rate in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

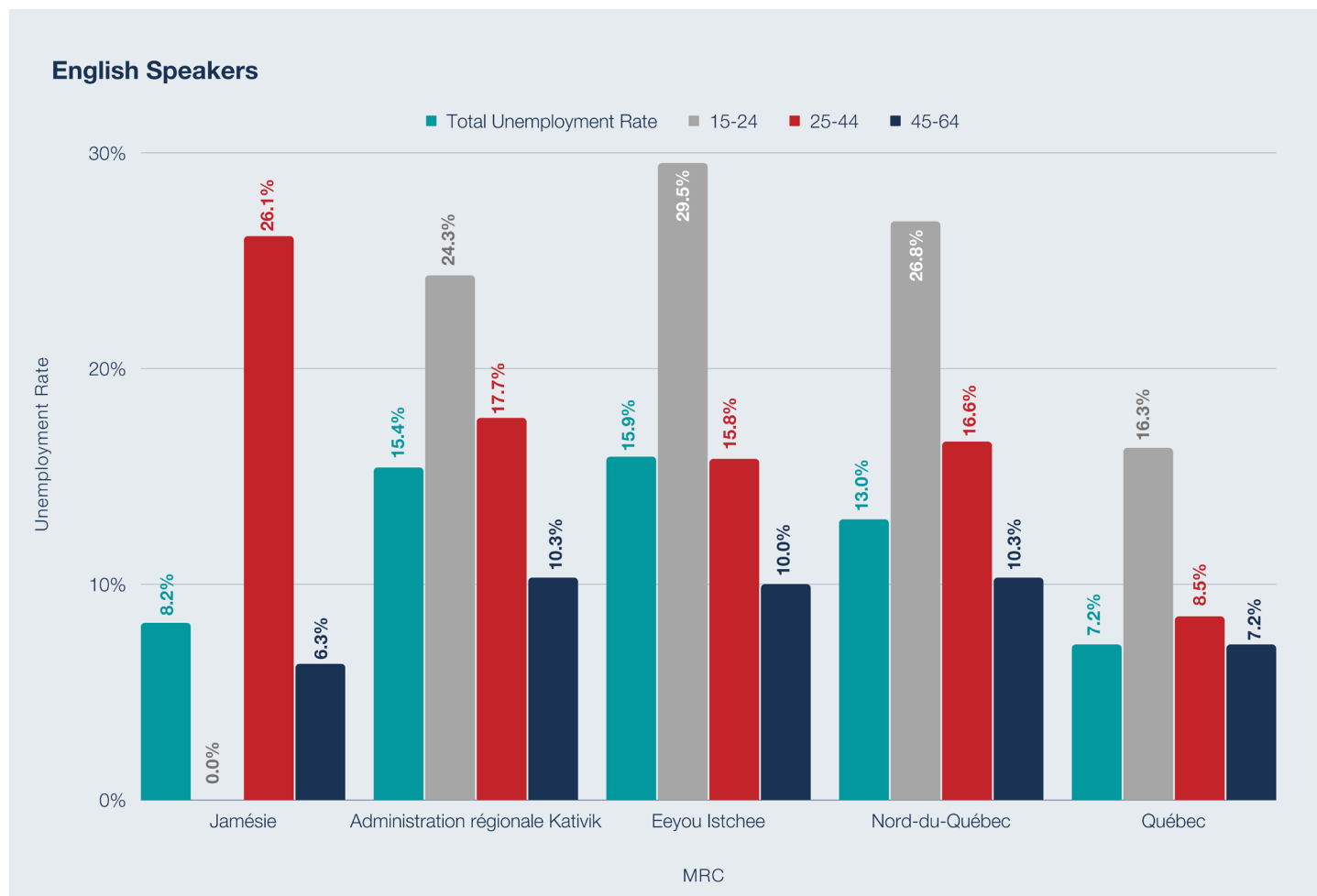
English- and French-speaking youth experience the highest unemployment rates of any age group in their respective linguistic communities. This is a trend across the province. However, English-speaking youth experience an unemployment rate almost double that of French-speaking youth (26.8% compared to 14.2%)

Among English speakers, the unemployment rate decreases as the age range increases, such that individuals aged 45-64 have the lowest unemployment rate (10.3%).

Among French speakers, unemployment rates are lowest for the 25-44 age group (7.7%).

English-speaking youth in Eeyou Istchee experience the highest unemployment rate, at 29.5%.

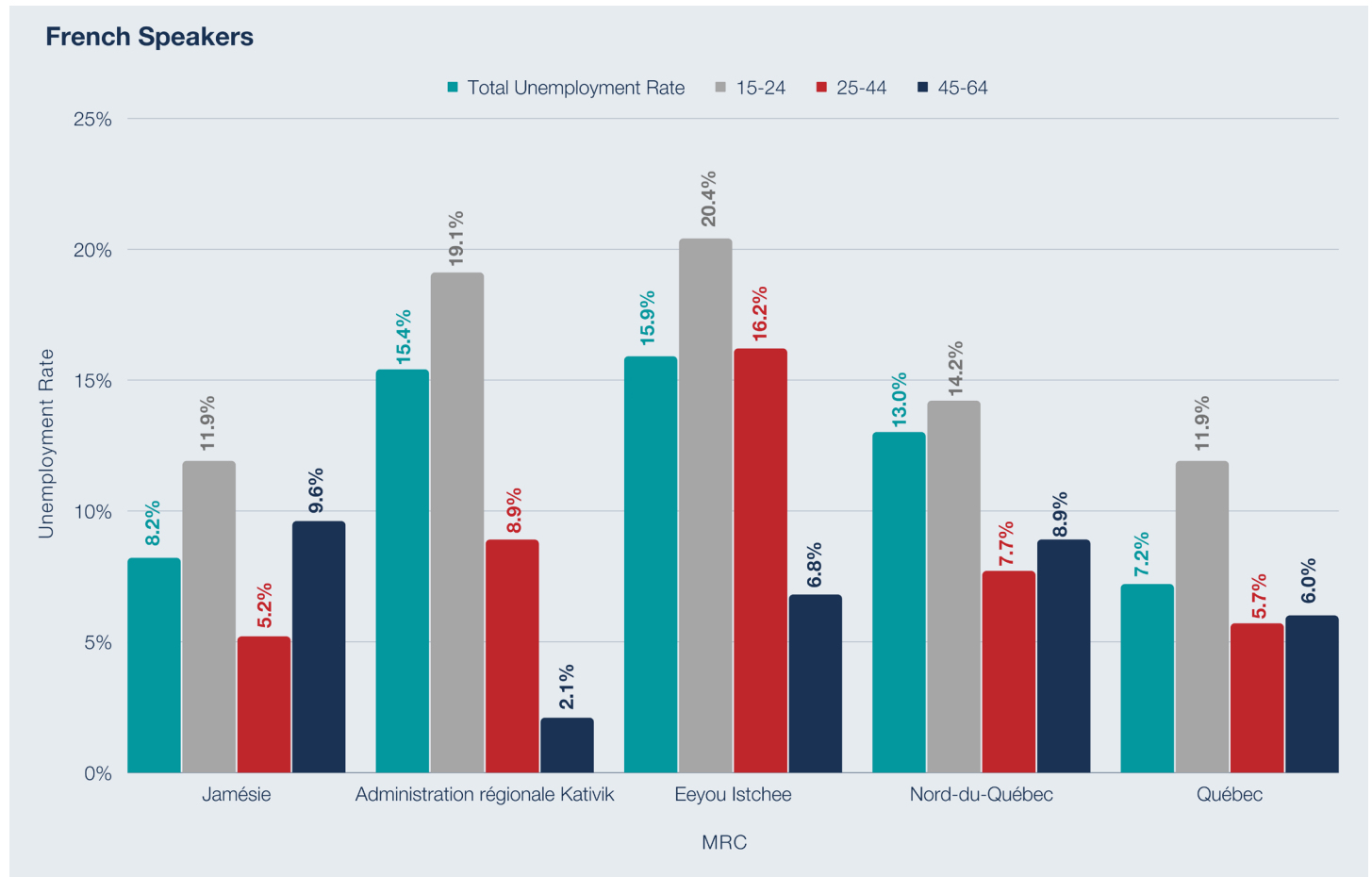
Graph 10a: Age Structure of Unemployment Rate in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

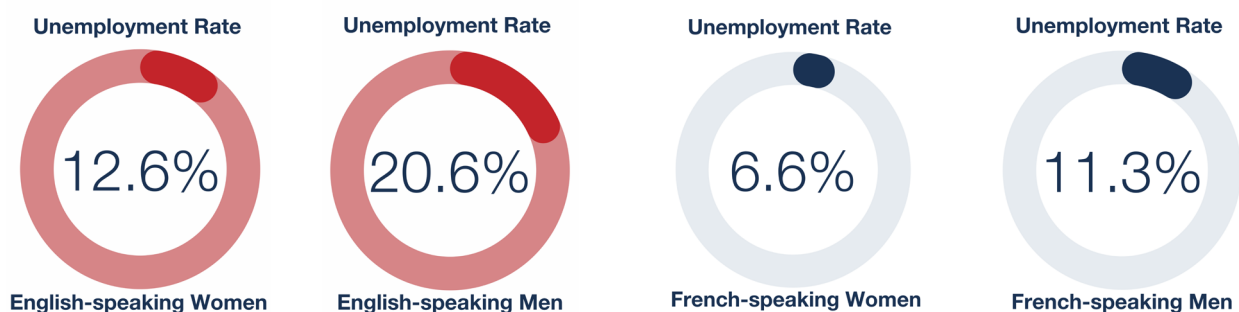
UNEMPLOYMENT RATE

Sex Structure of Unemployment Rate

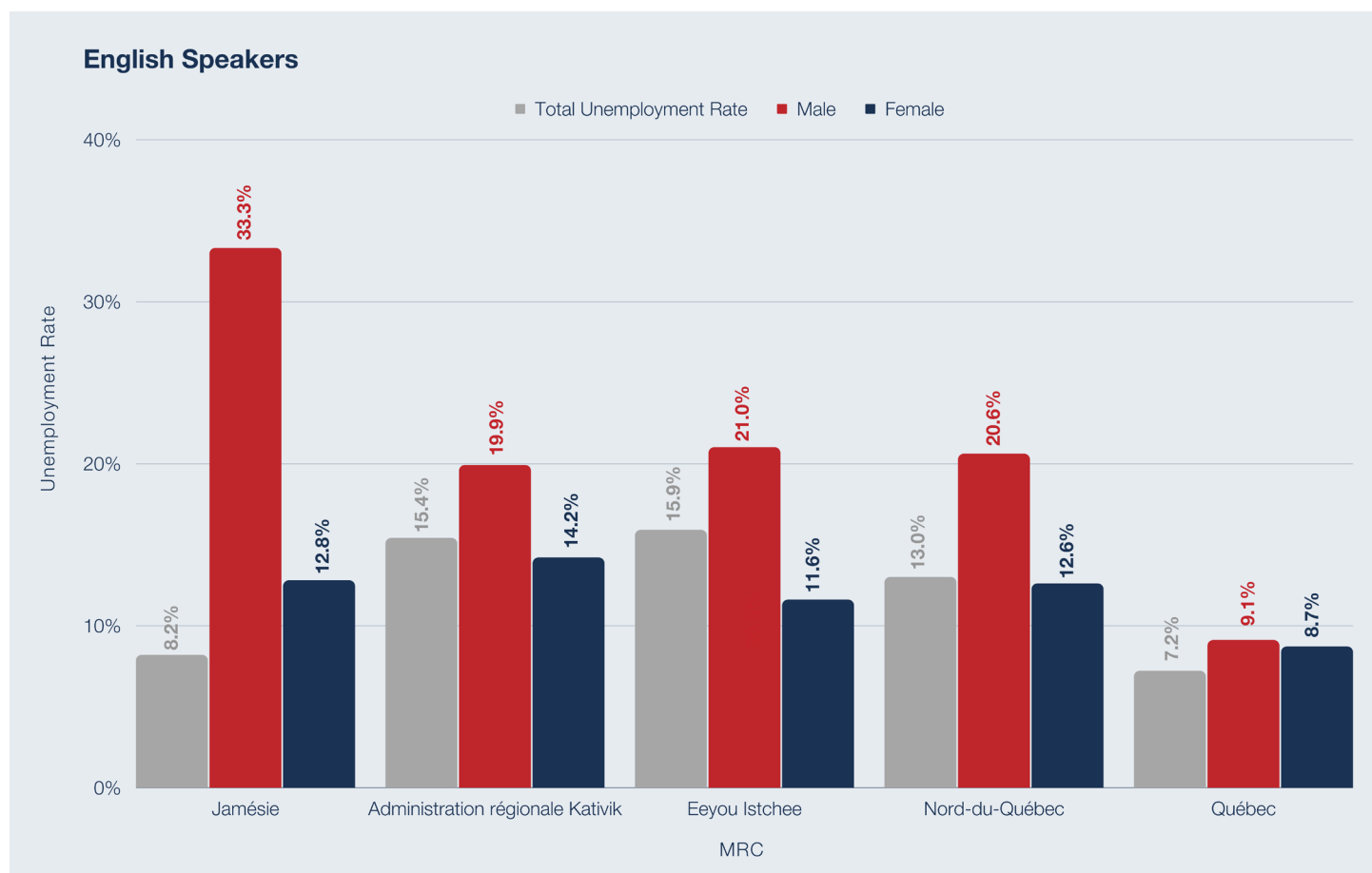
Among both French and English speakers, women experience lower unemployment rates than men.

English-speaking men have the highest unemployment rate (20.6%), followed by English-speaking women (12.6%), French-speaking men (11.3%), and lastly French-speaking women (6.6%).

Of the MRCs with population sample sizes large enough to generate representative data, English-speaking men in Eeyou Istchee experience the highest statistically significant unemployment rate (21%). French-speaking men in Eeyou Istchee experience a similarly high unemployment rate, at 19.5%.



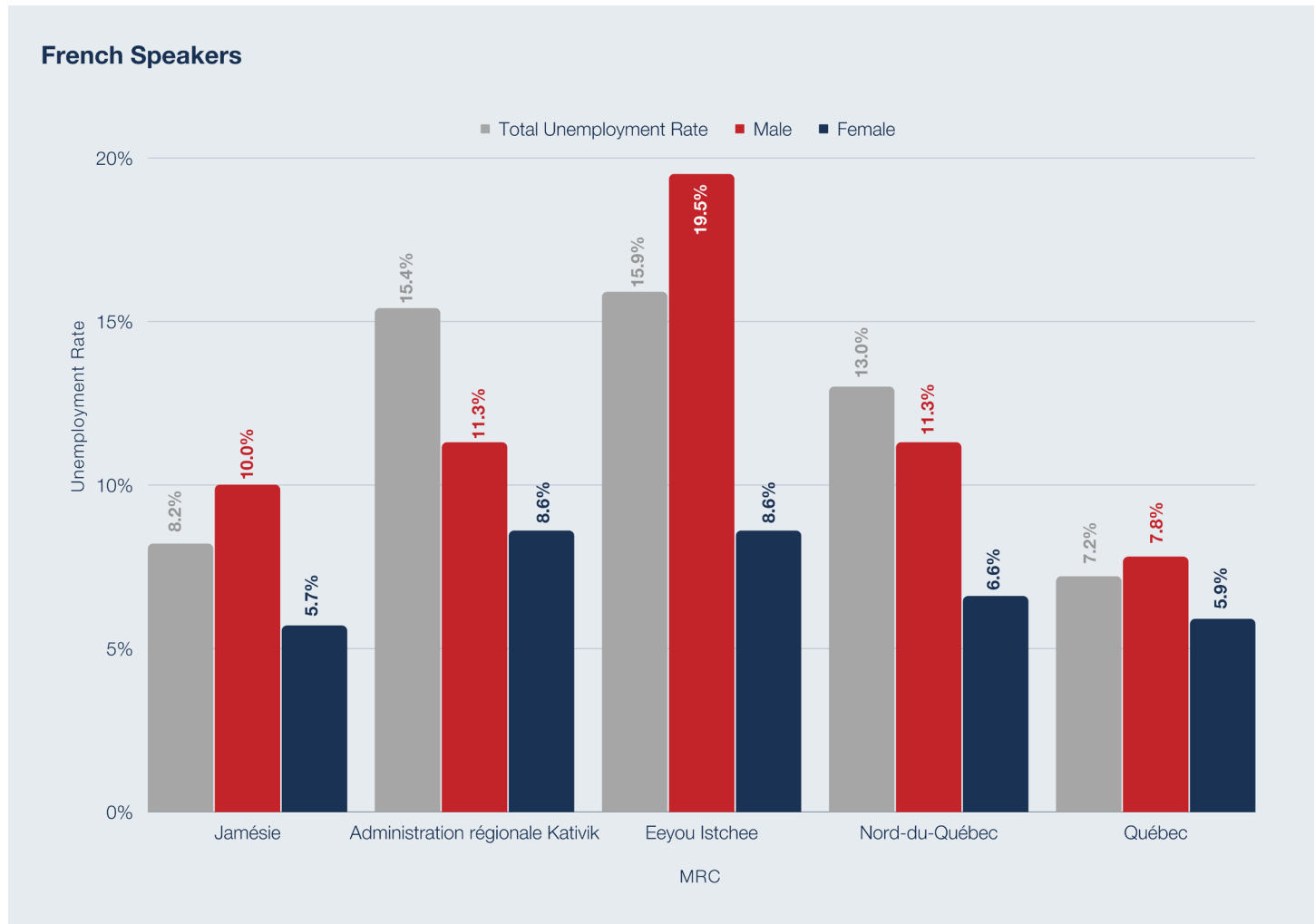
Graph 11a: Sex Structure of Unemployment Rate in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Work Activity

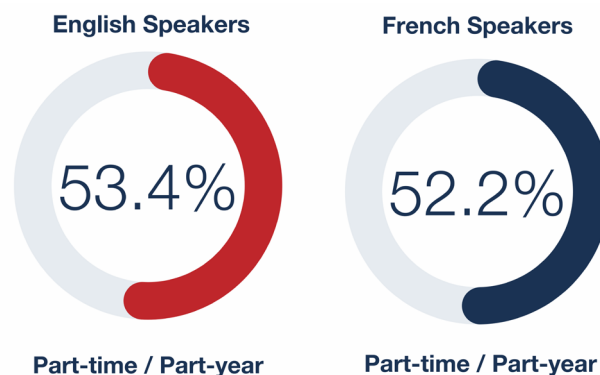


WORK ACTIVITY

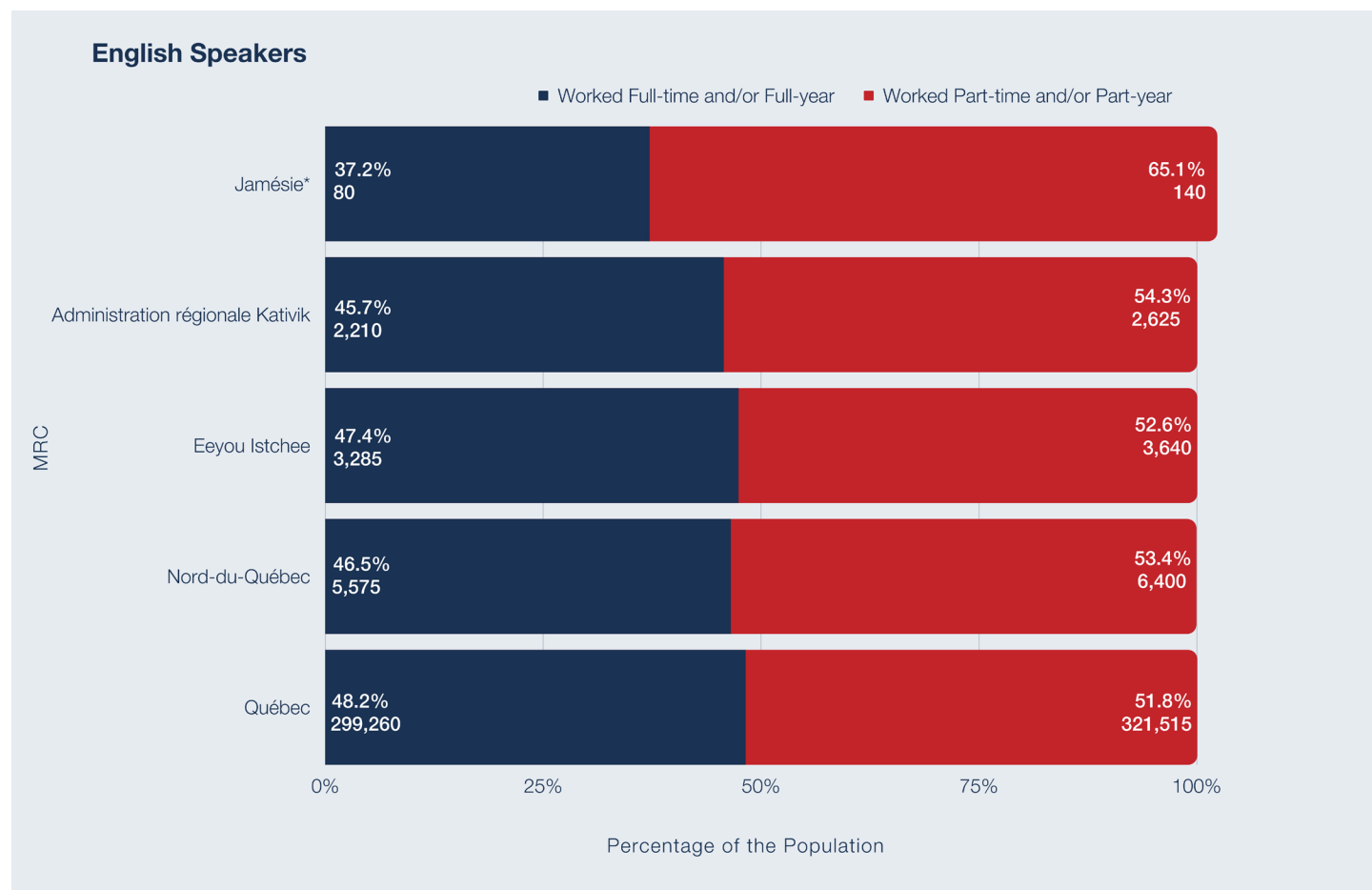
Engagement in Part- and Full-time Work

The majority of both English and French speakers in Nord-du-Québec are engaged in part-time, as opposed to full-time, work. English speakers are engaged in part-time work at a slightly higher rate compared to French speakers (53.4% compared to 52.2%).

English speakers in Jamésie have the highest engagement in part-time work, at 65.1%.



Graph 12a: Work Activity in Nord-du-Québec by MRC

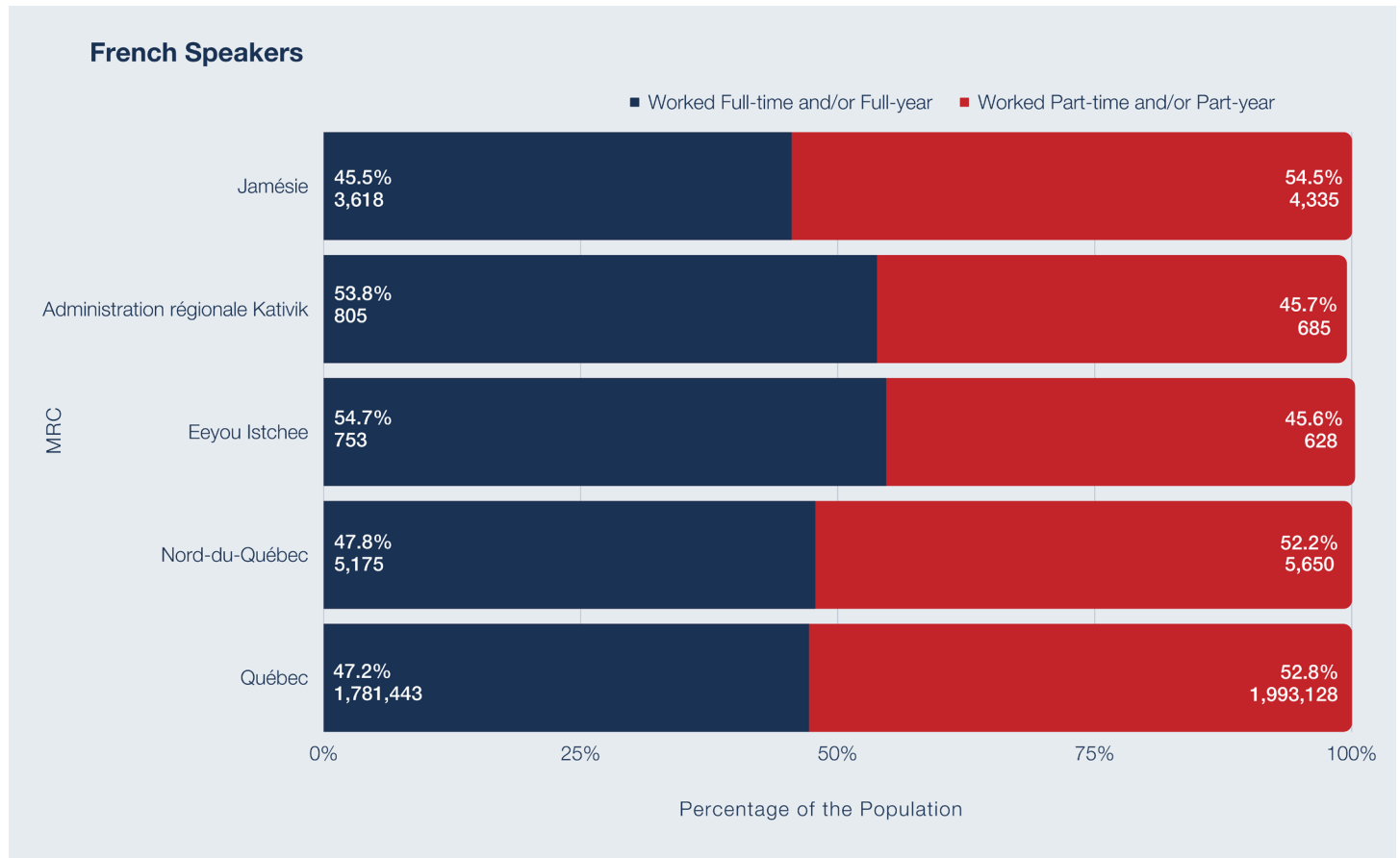


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*Owing to the small population sample size of English speakers in this MRC, figures may not be wholly representative.

WORK ACTIVITY

Graph 12b: Work Activity in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

WORK ACTIVITY

Average Weeks Worked

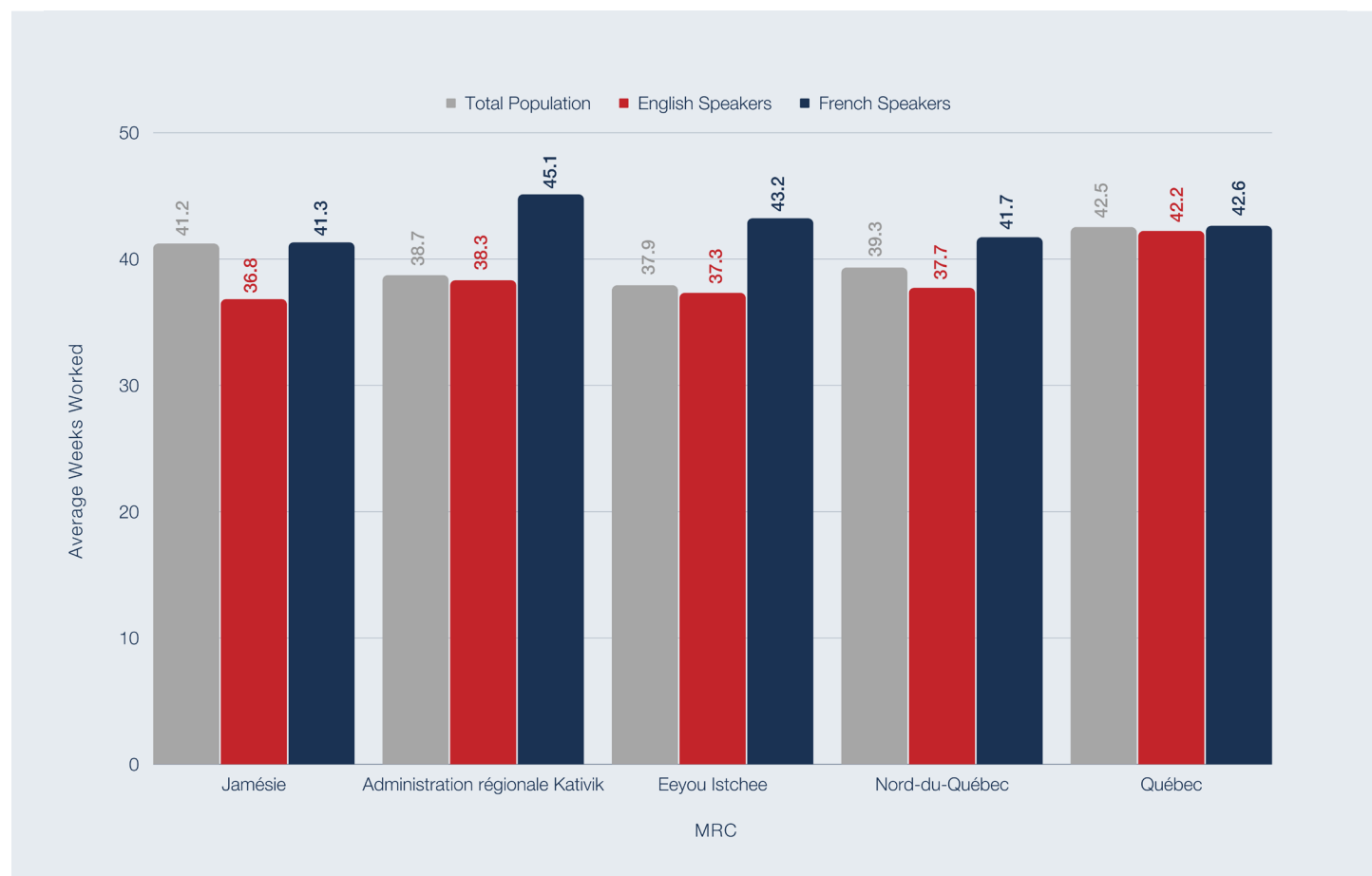
English speakers work fewer weeks per year, on average, than French speakers in Nord-du-Québec (37.7 compared to 41.7).¹⁰

English speakers in Jamésie work the fewest average weeks per year, at 36.8.

French speakers in Administration régionale Kativik work the most weeks per year, at 45.1.



Graph 13: Average Weeks Worked in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

10. The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

Income



Income

Median After-tax Income

English speakers tend to earn a lower median after-tax income than French speakers. This could be explained in part by the higher unemployment rates that English speakers experience.¹¹

Low incomes can also be explained by the type of work that English speakers have, such as seasonal, part-time, and lower-wage work. This work can have fluctuations in income throughout the year and a lack of career advancement.

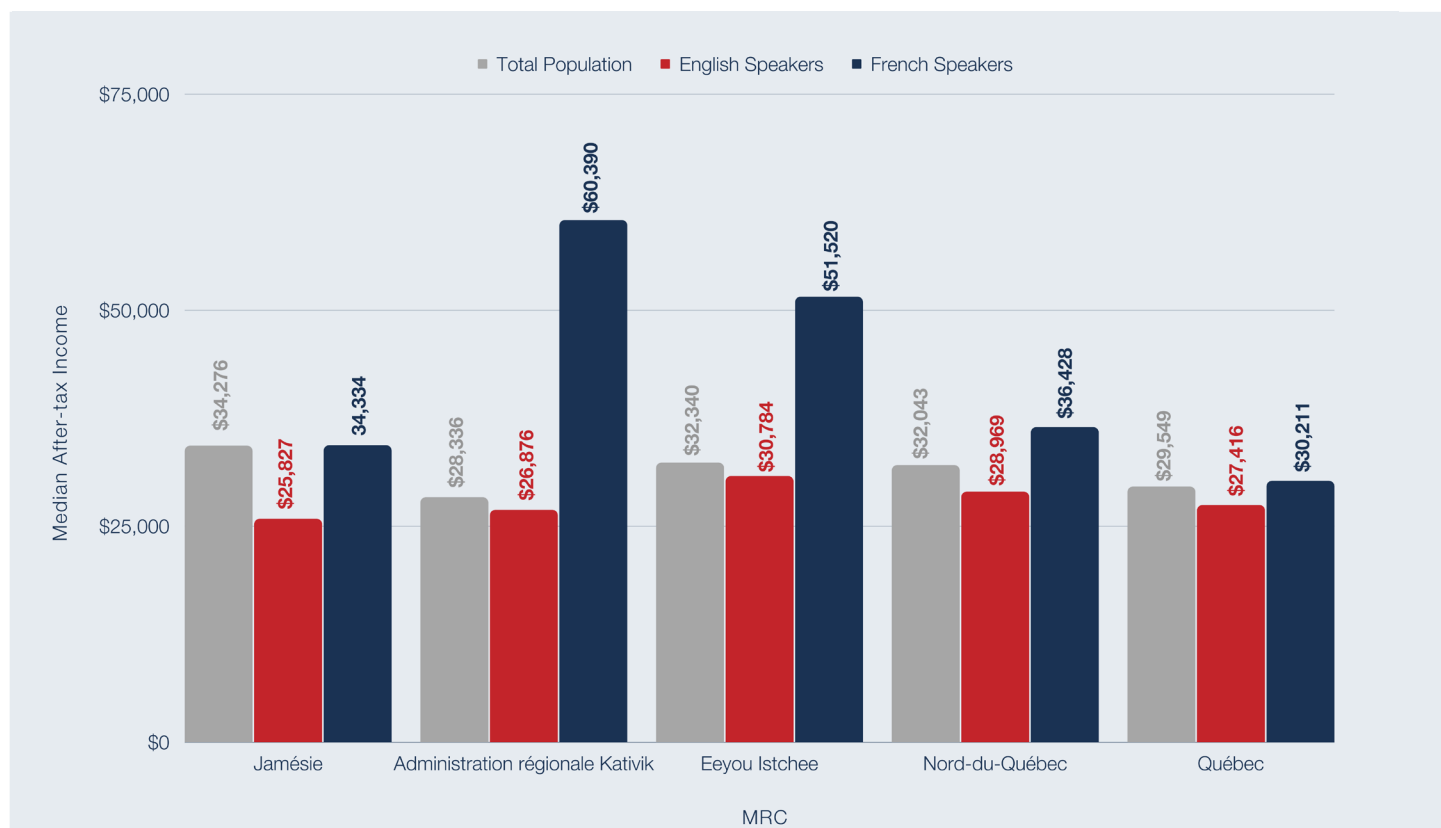
English speakers in Nord-du-Québec earn a significantly lower median after-tax salary than French speakers (\$28,969 compared to \$36,428). This is consistent with English speakers' higher unemployment rates, greater presence in

the part-time sector, and lesser number of weeks worked in comparison to French speakers.

English speakers' median after-tax income is slightly higher than the provincial median for English speakers. French speakers' median after-tax income is significantly higher than the provincial median for French speakers.

In Administration régionale Kativik, French speakers earn a median after-tax income of \$60,390, and in Eeyou Istchee they earn a median after-tax income of \$51,520. These are among the highest median after-tax incomes in the province, and are more than \$20,000 more than English speakers' median after-tax income in the same MRCs.

Graph 14: Median After-tax Income in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

11. The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

Education



EDUCATION

Educational Attainment

In most developed countries, employment, earnings, and labour productivity rise with educational attainment. Education provides the skills and training that are useful for labour market entry and advancement. In Québec, French is taught within the primary and secondary education systems, providing the opportunity for English-speaking Quebecers to learn French. However, like many skills taught within the standard education system, additional or supplementary training might be needed in order to prepare learners for the labour market. For English speakers with lower levels of French-language proficiency as well as those who did not receive French-language training in Québec, French-language training for the workforce can bridge the language gap and reduce the obstacles they face in obtaining and retaining employment.

Educational attainment remains a key determinant in individuals' employability and employment prospects, although the relationship between education and employment differs for English speakers across Québec.

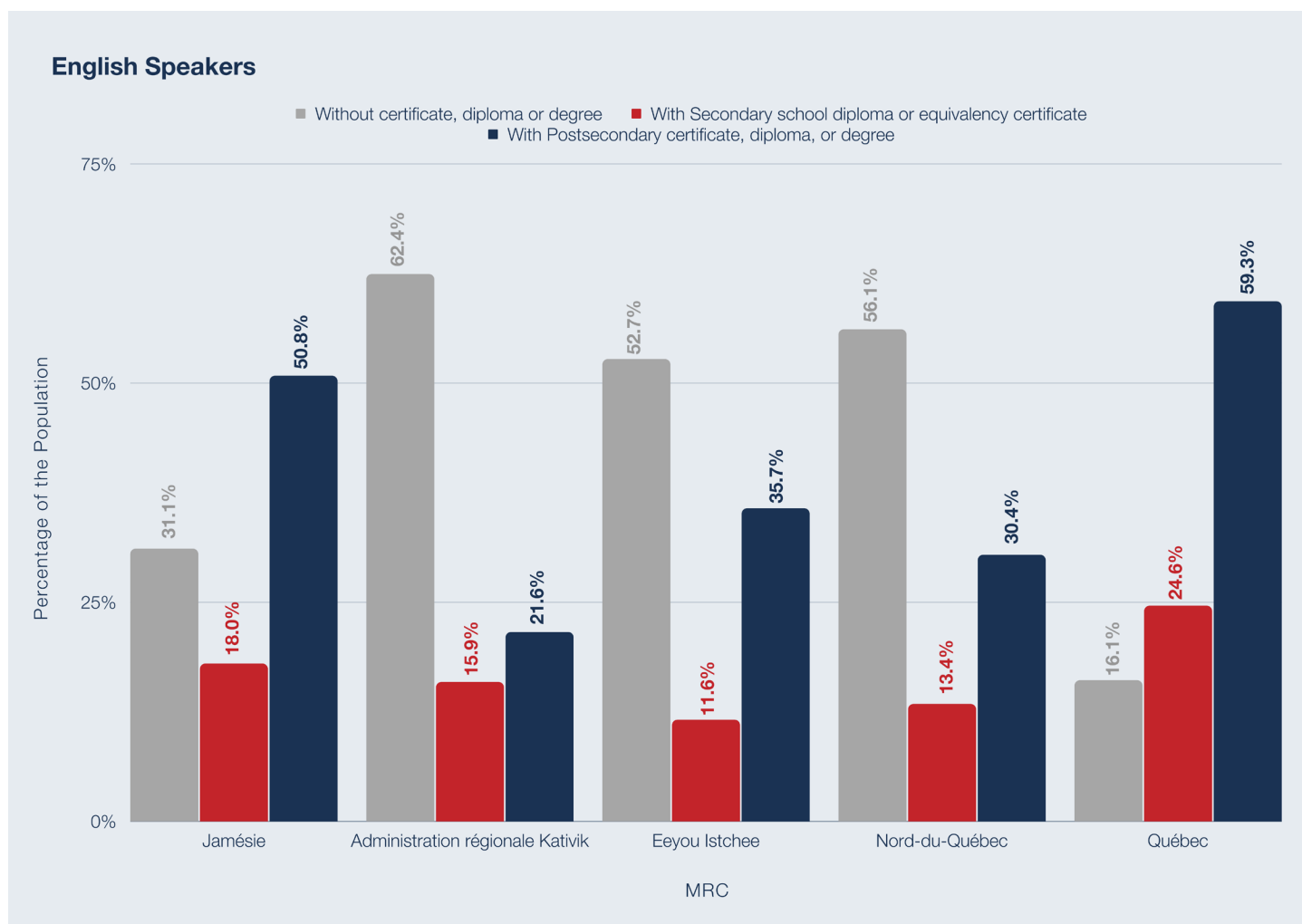
EDUCATION

English speakers in Nord-du-Québec have the lowest rate of postsecondary attainment in the province (30.4%), and the highest rates of no formal educational attainment (56.1%) in the province.

Postsecondary attainment rates among English speakers are highest in Jamésie (50.8%), and lowest in Administration régionale Kativik (21.6%).

French speakers in Nord-du-Québec have a postsecondary attainment rate of 53.8%, which is lower than the provincial rate of postsecondary attainment for French speakers (58.8%).

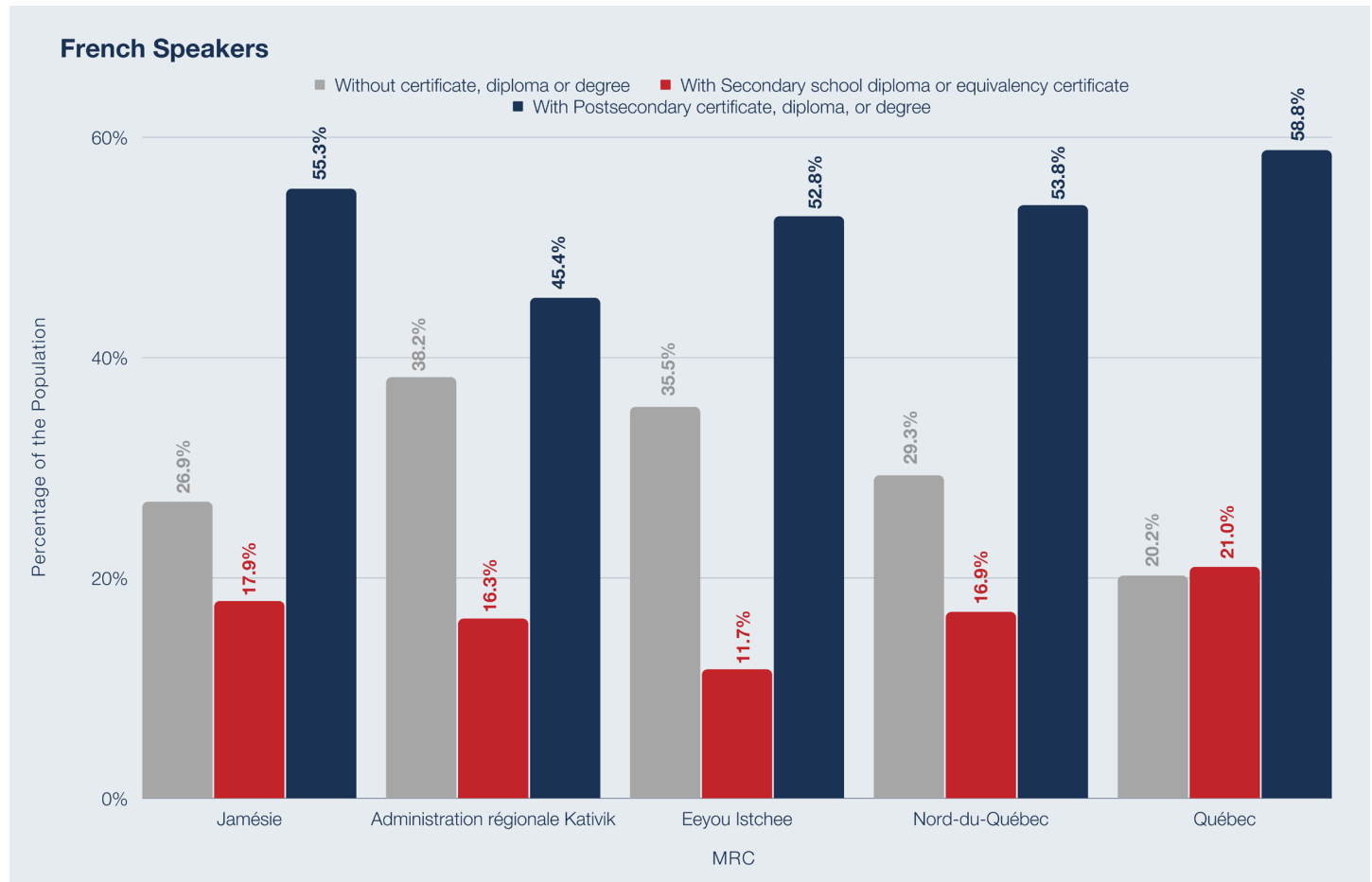
Graph 15a: Educational Attainment in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

EDUCATION

Graph 15b: Educational Attainment in Nord-du-Québec by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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