



**A Study on Youth
Workers and Youth-Serving
Organisations**



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The survey was designed by the Comité d'évaluation d'Interjeunes, a non-profit network organisation, composed of other youth-serving networks from across Québec. The Committee's members are:

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TABLE OF CONTENTS

INTRODUCTION	4
1. METHODOLOGY	4
1.1. OUTREACH AND SAMPLING	4
1.2. SURVEY DEVELOPMENT AND INTERVIEW	
PROCEDURE	5
2. RESULTS	5
2.1. QUANTITATIVE RESULTS FROM SURVEY	
WITH YOUTH WORKERS	5
2.2. QUALITATIVE RESULTS FROM SURVEY	
AND INTERVIEWS WITH YOUTH WORKERS	7
2.3. QUANTITATIVE RESULTS FROM SURVEY	
WITH YOUTH-SERVING ORGANISATIONS	10
2.4. QUALITATIVE RESULTS FROM SURVEY	
WITH YOUTH-SERVING ORGANISATIONS	15
3. DISCUSSION	16
4. LIMITATIONS	17
CONCLUSION	17
BIBLIOGRAPHY	18

INTRODUCTION

This report presents the findings of a recent research project conducted by Youth 4 Youth Québec (Y4Y), which aimed to collect information about organisations serving Québec English-speaking youth (ages 12–30) and individuals working directly with these youth, referred to as “youth workers”. We employed a combination of surveys and follow-up interviews to build a profile of these organisations, their workers, and the youth they serve.

1. METHODOLOGY

Y4Y distributed two surveys throughout the summer. The first survey (n = 22) was intended to be answered by Executive Directors (or Executive Assistants) of organisations that serve Québec English-speaking youth (hereafter referred to as QESY; ages 12–30), either through direct service delivery, programming, education, mentorship, or other means. The second survey (n = 45) was for youth workers, who work directly with the English-speaking youth clientele of such organisations. Note that there was no age requirement for being a youth worker. We then conducted follow-up interviews with seven respondents of our second survey, allowing them to elaborate on their responses.

1.1. OUTREACH AND SAMPLING

For outreach, we contacted various youth-serving organisations across Québec. After providing a summary of our research and links to fill out both surveys, we asked them to forward our surveys to the appropriate parties within their organisation. We included a question on our survey for youth workers inquiring whether they would be interested in a follow-up interview. We selected our interviewees from the respondents who indicated interest, contacting them via the email they provided to schedule a virtual interview.

We used quota and snowball sampling to choose which organisations to contact. Quota sampling involves selecting participants non-randomly but in a way that ensures that the final sample meets predefined quotas of certain characteristics (Luborsky & Rubinstein, 1995). While any organisation that serves QESY was eligible to participate, we aimed to have a diverse sample with respect to the organisations’ region(s) of operation and the issues that each organisation addresses (e.g., Indigenous issues, mental health issues, etc.). Snowball sampling involves asking an initial participant to refer other potential participants who fit the study’s criteria. These referred individuals are included in the study and may be asked to refer other potential participants (Berger, 2015). We used snowball sampling by asking respondents to put us in contact with other organisations in their region who would be eligible for our surveys. Interviewees, on the other hand, were selected based on whether they could fill gaps in our data, such as by elaborating on the needs of a particular subgroup of QESY or by expanding on themes that emerged in the answers to our open-ended survey prompts.

1.2. SURVEY DEVELOPMENT AND INTERVIEW PROCEDURE

Both surveys were closely modelled on surveys distributed by La Coalition Interjeunes to organisations that serve Québec French-speaking youth, with the goal of valuing and understanding the crucial work done by all youth-serving organisations across the province. We also received and incorporated feedback on preliminary drafts of both surveys from the Community Health and Social Services Network.

Before interviewing, we developed individualised interview scripts based on each interviewee's responses to the survey questions. Interviews were conducted via Zoom and lasted between 30 minutes and 1 hour. All interviewees signed an informed consent form, releasing the information they conveyed during their interview for anonymous use in this report. No identifying details are included herein, and any names mentioned are pseudonyms.

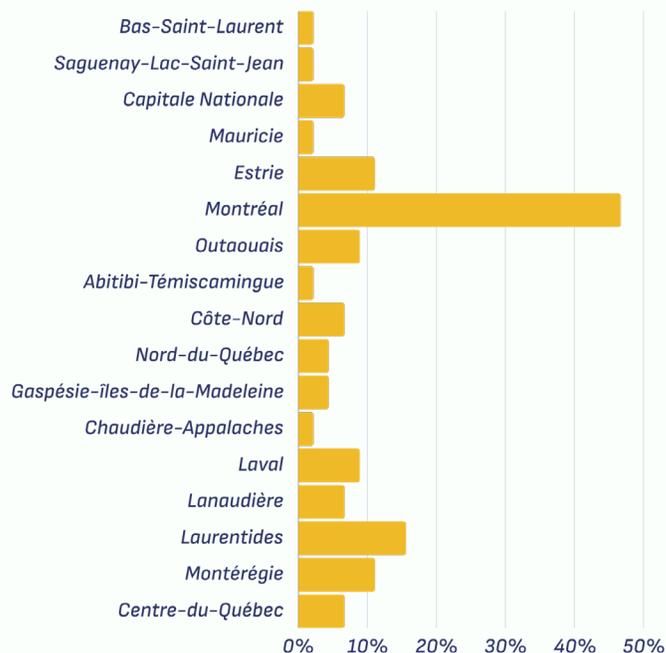
2. RESULTS

This section presents the results of both surveys and the follow-up interviews. It is divided into four sections: section one relays our quantitative results from our survey with youth workers, section two relays our qualitative results from this survey and supplements it with data from our one-on-one interviews, and section three and four present the quantitative and qualitative results from our survey with executive directors (or executive assistants) of youth-serving organisations.

2.1. QUANTITATIVE RESULTS FROM SURVEY WITH YOUTH WORKERS

The mean and median age of the youth workers surveyed were 35.5 and 30, respectively, though there was significant variability, with a standard deviation of 12.5 years. Some of those surveyed reported working for the same organisation. 33 different organisations employed the 45 respondents. There were at most 4 respondents originating from any single organisation. There was considerable variance in the role that each respondent reported within their respective organisation; to name a few, these roles included "social worker", "school nurse", "research assistant", and "outreach worker". As for which region(s) of Québec these organisations are located in, see Fig. 1. We are happy to report that there is at least one respondent from each administrative region.

Fig. 1 – % of Respondents per Each Region of Québec



Respondents specified how long they worked for their current organisation and how long they had been working in the community. Almost half (46.7%) of respondents indicated that they have worked for their organisation for 3 or more years, and roughly 2 out of every 3 respondents (67%) said they have worked within their community for 3 or more years. Respondents were also asked, "If you're comfortable saying so, for how much longer do you plan to stay in the community sector?". A plurality (36.4%) stated that they did not know, while 27.4% said they plan to spend all of their remaining career in the community sector. See Fig. 2-4 for a more detailed breakdown of each of these questions.

Fig. 2 – How long have you worked for your organisation?

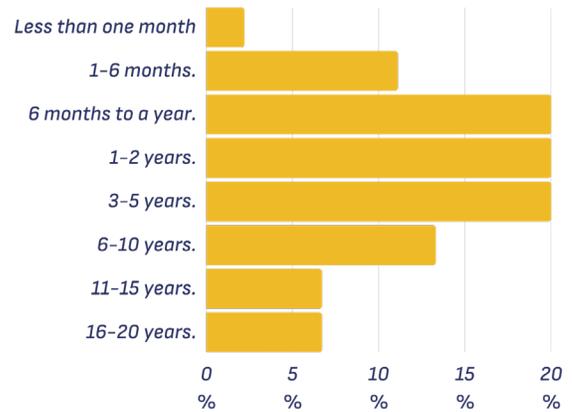


Fig. 3 – How long have you been working in the community sector?

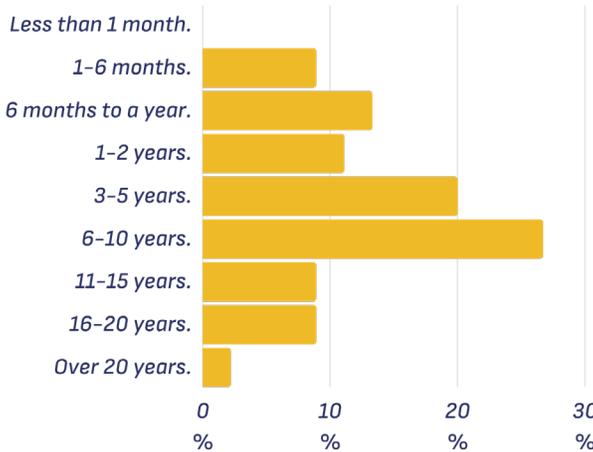
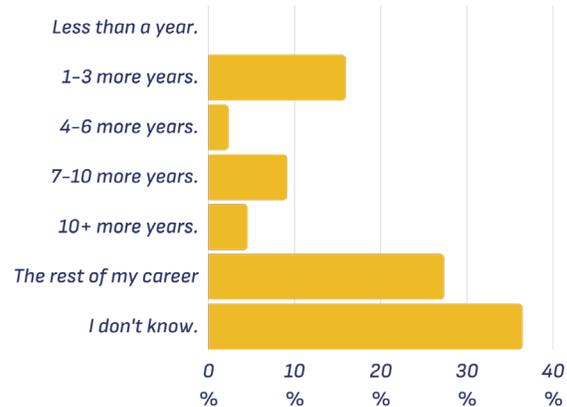


Fig. 4 – For how much longer do you plan to stay in the community sector?



We asked respondents to rate their competence in their job, appreciation for their job, and their knowledge of youth issues on a scale of 1-5. For competence, the vast majority of respondents (88.9%) rated themselves a "4" or a "5", and the remaining respondents (11.1%) rated themselves a "3". Over half of respondents (62.2%) rated their appreciation for their job a "5", while around 1/3 rated themselves a "4". Only a few participants scored themselves a "2" and "3". As for knowledge of youth issues, a majority (60.7%) scored themselves a "4". The rest were split between "3" (24.4%) and "5" (15.6%). See figures 5, 6, and 7:

Fig. 5 – How competent do you feel in your job?

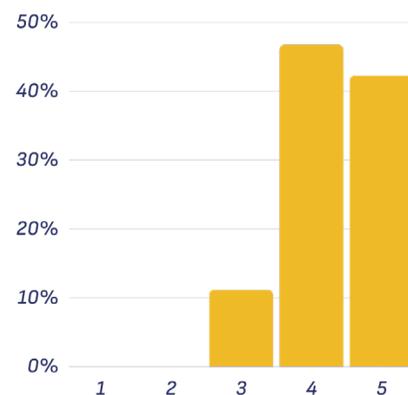


Fig. 6 – How much do you appreciate your job?

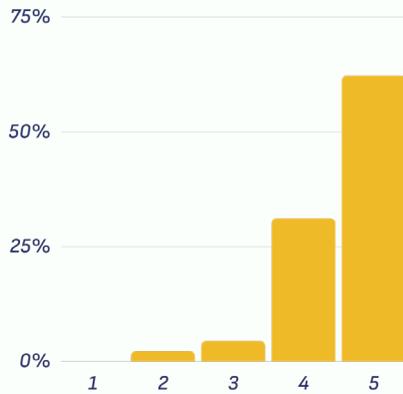
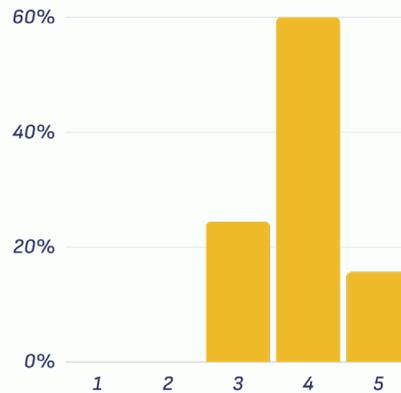


Fig. 7 – How would you rate your knowledge of youth issues?



Two sets of questions asked respondents whether they had been, are currently, or will be involved with the school or health networks. For the former, 65.6% of respondents said they work there currently (either as part of their job or in addition to it), 34.4% previously worked for the school network, and 25% would like to work with the school network in the future. For the latter, 40.9% currently work for the health network, 50% worked there previously, and 59.1% would like to work there in the future.

Our final quantitative question presented participants with miscellaneous statements about how they started working in their current sector, community, or organisation. "I came to the non-profit sector through an internship", (2) "I started my career in the community that I currently work in", (3) "I attended or used the services of my organisation before working there", (4) "I've already worked for or used the services of an organisation similar to mine", (5) "I have one or more other jobs", and (6) "I started working here after having made a career elsewhere." Fig. 8 shows the percentage of respondents to which each statement applied.

Fig.8

Question	% - Yes	% - No
"I came to the non-profit sector through an internship"	12.2%	87.8%
"I started my career in the community that I currently work in"	36.6%	63.4%
"I attended or used the services of my organisation before working there"	17.1%	82.9%
"I've already worked for or used the services of an organisation similar to mine"	29.3%	70.7%
"I have one or more other jobs"	31.7%	68.3%
"I started working here after having made a career elsewhere"	53.7%	46.3%

2.2. QUALITATIVE RESULTS FROM SURVEY AND INTERVIEWS WITH YOUTH WORKERS

This section provides each open-ended question from our survey with youth workers and summarises their responses, supplementing the responses with details from our one-on-one interviews. It also includes answers to questions—marked by an asterisk—that were exclusively asked in the interviews.

Q1. What are the advantages of working in the community sector?

Advantages appeared in various forms. Respondents consistently highlighted the intrinsic rewards of working in the community sector, emphasising the profound fulfilment derived from positively impacting the lives of community members in need. The expressions of gratitude from those they serve and the meaningful relationships they built with them stood out as a rewarding aspect of their work. Collaboration, networking, and the sense of belonging within a supportive community-oriented environment were also commonly cited advantages. Less bureaucratic management and flexibility in schedules and project management were mentioned as well. Interviewees' responses significantly overlapped survey responses for this question.

Q2. What are the disadvantages of working in the community sector, if there are any?

Respondents frequently discussed issues related to compensation, including low salaries, unstable contract terms, and limited benefits. Additionally, many respondents expressed concerns about high turnover rates, which may make maintaining a stable team and continuity of services challenging. Other concerns include the lack of adequate funding, the emotional demands of the work, and the limitations in career advancement opportunities. Participants also indicated language barriers and difficulties with professional boundaries as challenges. Despite these difficulties, it is worth noting that some respondents did not perceive any disadvantages in their current roles. Again, interviewee responses largely coincided with survey responses.

Q3. What do you like best about your job?

The responses to this question considerably overlapped with the answers to Q1. E.g., respondents highlighted the meaningful connections they have built with the youth they serve, community members, and their coworkers, as well as the flexibility their job grants them. Many respondents felt enthusiastic about their work's dynamic and ever-changing nature, which challenges them to think creatively and find innovative solutions to various issues within the community. They also cited the sense of accomplishment derived from seeing the positive impact of their activities, such as students' growth and development or successful project outcomes. As one interviewee who felt similarly put it, "helping youth reach their full potential... [is] really refreshing". Another interviewee emphasised their flexibility in scheduling and in "creating projects that we want that resemble us". In other words, their flexibility in tailoring their projects according to their personality and what they think they can bring to the community.

Q4. What would you change about your job, if anything?

In response to this question, many respondents expressed a desire for higher pay and better benefits, highlighting financial concerns. Others conveyed the need for more support, whether it is administrative assistance, collaboration with non-profit organisations, or team spirit within their organisations, especially from their boards of directors. Some participants also mentioned the challenge of obtaining stable funding for their programs, leading to concerns about job security. Additionally, a

few respondents noted that they wished their roles were better understood and valued within their organisations or by external bodies. Despite these concerns, a few felt content with their roles and would not change anything.

While most interviewees gave answers like those just discussed, some described feeling pressured to fill gaps left by the health and social service systems: “there is a huge gap, and when people... are working in the community, they aim to fill those gaps... It’s not really possible and it’s not sustainable.” They suggested that this contributes to the burnout in community sector work.

Q5. Are there any needs of the English-speaking youth that you serve that you think aren’t being adequately addressed? If so, what are they?

Respondents and interviewees identified several unmet needs of the QESY they serve. A lack of access to health services (mainly mental health services) and educational resources in English was a recurring concern. Other unmet needs include a lack of job security and difficulty in the job search due to a lack of proficiency in French. Some highlighted the need for more programs tailored to neurodivergent, LGBTQ2IA+, and BIPOC youth. One interviewee and several respondents discussed how youth coming to Montréal from the regions are not prepared to live on their own in a new, bustling city. Overall, there was a common call for both better French language education and training as well as for more English-focused resources in various domains, such as “business startup info”, “recreation programming”, and “career development courses”.

Q6. In the past year, have you noticed an increase in certain challenges facing English-speaking youth? If so, what are they?

Respondents and interviewees raised several key challenges facing English-speaking youth in the past year, notably an alarming increase in mental health issues (especially anxiety), which was attributed to a lack of accessible mental health services and the pandemic. Some added that youth’s opportunities for employment and education have been impeded by barriers related to language proficiency, precisely the imposition of additional French courses in CEGEP programs. One interviewee explained that vaping was highly prevalent among the youth in their area, preventing youth from engaging in the classroom. That being said, several participants indicated that they had not noticed any increase in any challenges facing QESY.

***Q7. Are there any unique advantages or disadvantages that come with being a youth who serves youth?**

For advantages, interviewees spoke about relatability in the sense of being able to relate the experiences of the youth to your own experiences and thereby having more valuable insight into their situation. Most participants seemed to think that this advantage outweighed any disadvantages. For disadvantages, some respondents reported feelings of “tokenization”, which (as they were using the term) refers to uncertainty about whether one is genuinely invited to participate as a decision-maker or included only as a front-facing young representative to maintain appearances. Another disad-

vantage was overidentifying with the youth one works with, such that they overlook important dissimilarities. In the words of one participant, “sometimes I’m looking at this person as a 19-year-old [me]... but we’re different in ways that are important to recognize...”.

***Q8. Do you feel that there is an adequate amount of collaboration between the various youth-serving organisations in your region?**

Most interviewees agreed that there was adequate collaboration; only a few suggested otherwise. One interviewee explained that there was not an adequate amount of collaboration due to time constraints. Nonetheless, they felt that collaboration is crucial to see “which partners can bring what... [and] collaboratively tackle whatever the issue is”. A second interviewee agreed that time constraints often lead to a lack of cooperation, but they added that the high turnover rate of the staff of potential partners compounds this. Another interviewee attributed the lack of collaboration to worries about whether funding would be cut. Indeed, organisations may hesitate to cooperate in fear of weakening their capacity to prove their value to their funders.

The two interviewees who claimed that there was an adequate amount of collaboration still seemed to think that there could be more. One such interviewee maintained that although there was an adequate amount of collaboration, there was not enough exposure in that youth workers (and youths themselves) are often unaware of all the projects geared towards helping young people.

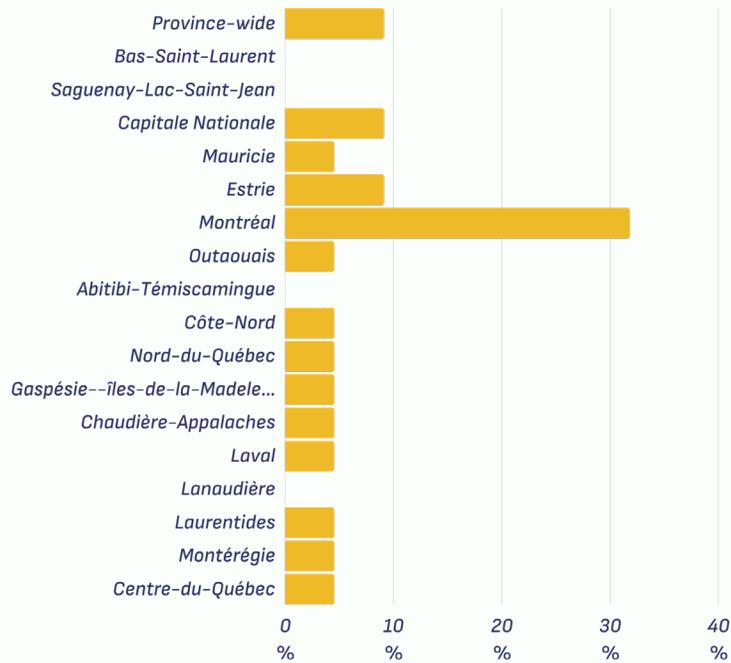
***Q9. Is there anything that you think that the government (provincial, federal, or local) could be doing to help you better serve youth?**

All the suggestions offered by interviewees revolved around establishing greater continuity of funding. Participants explained that funders tend to want to finance new projects, so pre-existing projects are mistakenly “assumed to not need special project funding anymore. It’s assumed that that will become part of the [organisation’s] general budget... but that piece of funding doesn’t get that much bigger.” Similarly, some interviewees emphasised that the government needs to focus more on helping community organisations “scale up” or maintain their existing projects rather than “creat[ing] a whole new branch.”

2.3. QUANTITATIVE RESULTS FROM SURVEY WITH YOUTH-SERVING ORGANISATIONS

22 different organisations across Québec responded to the Survey with Youth-Serving Organisations. Though these organisations were concentrated in Montréal (31.8%), we observed an otherwise well-balanced distribution across the regions of Québec. See Fig. 9.

Fig. 9 – % of Respondents per Each Region of Québec



Several questions aimed to create a portrait of the youth served by these organisations. Refer to Figures 10, 11, and 12 for our initial questions in this regard. As depicted in Fig. 10, respondents checked off each age group their organisation reaches (“0-5”, “6-11”, “12-17”, “18-24”, “25-30”, and “31+ years”). For each age group except “0-5 years”, over half of respondents reported serving them. Respondents were also asked how many youths they reach annually—see Fig. 11. Notably, a plurality (40.9%) serve over 200 youths per year.

Fig. 10 – Which age group(s) does your organisation reach?

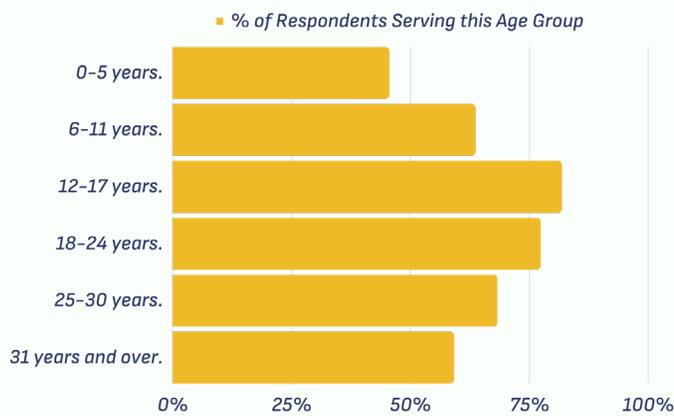
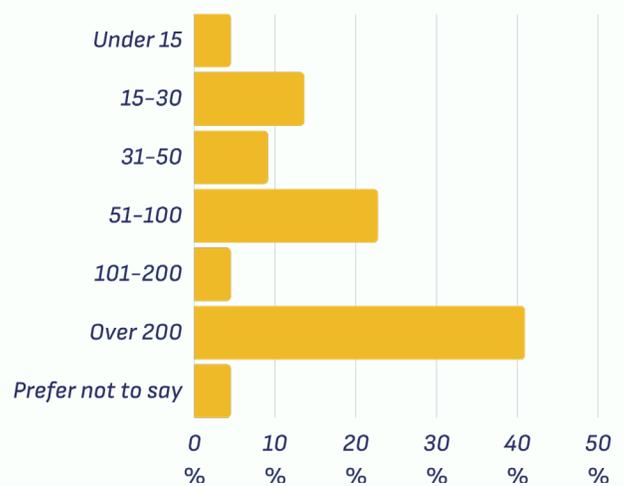
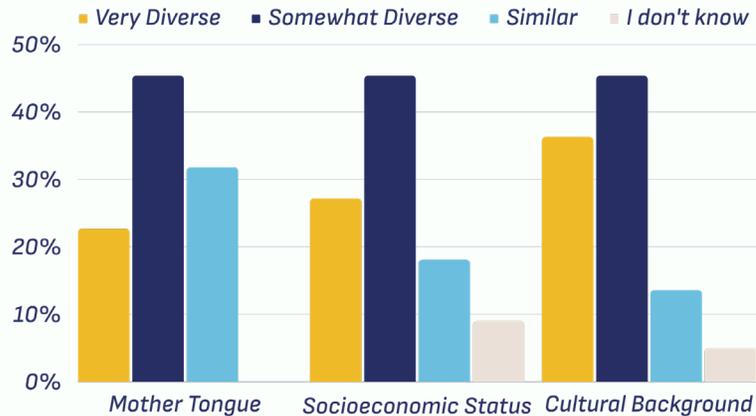


Fig. 11 – Around how many different youth (ages 12-30) do you reach per year?



Respondents indicated—shown in Fig. 12—whether the youth they reach are “Very Diverse”, “Somewhat Diverse”, or “Similar” with respect to their “mother tongue”, “socioeconomic status”, and “cultural background”. The most common answer across all three characteristics was “Somewhat Diverse”. It is worth highlighting that 36.3% felt that the youth they reach are very diverse with respect to cultural background, compared to 27.2% and 22.7% for socioeconomic status and mother tongue. As well, 31.8% felt that they were similar regarding their mother tongue, compared to 18.1% and 13.6% for socioeconomic status and cultural background.

Fig. 12 – What is the profile of the youth you reach according to these characteristics?



Respondents stated, to the best of their ability, the number of positions their organisation had in the past year for each of the following categories: Permanent, full-time (28 hours and more); Permanent, part-time (27 hours and less); Contractual, full-time (28 hours and more); Contractual part-time (27 hours and less); and Interns. Fig. 13 presents the median and standard deviation for each category:

Fig. 13 – Number of Team Members per Position

Position	Median	Standard Deviation
Permanent, full-time.	4	5.4
Permanent, part-time.	2	2.8
Contractual, full-time.	0	2.4
Contractual, part-time.	1	2.1
Interns.	0.5	3.6

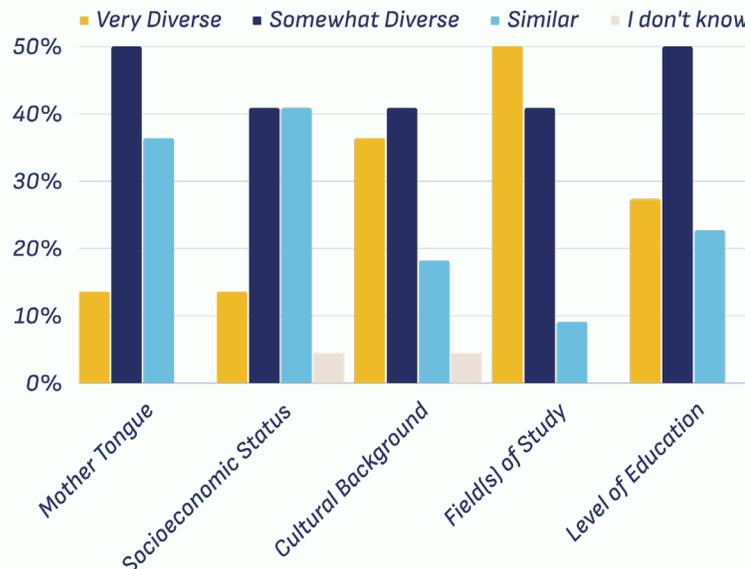
We received data on the number of people working for each organisation for “less than 1 year”, “1-4 years”, “5-10 years”, “11-20 years”, and “21+ years”. As above, Fig. 14 displays the median and standard deviation for each category.

Fig. 14 – Number of Team Members per Period of Employment

Period of Employment	Median	Standard Deviation
Less than 1 year.	3	4.5
1-4 years.	4	4.7
5-10 years.	1	1.9
11-20 years.	0.5	1.4
21+ years.	0	1.1

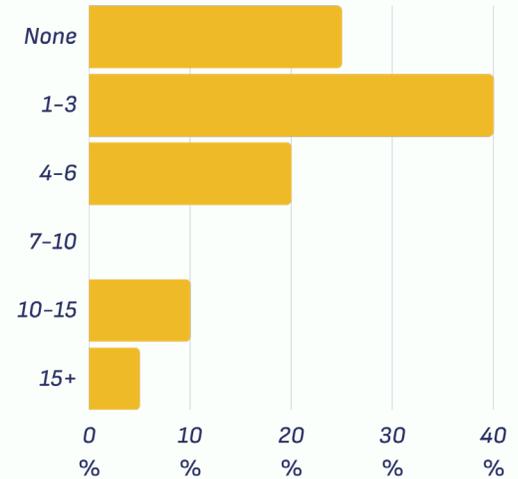
We asked the organisations surveyed about the profile of their team according to the following characteristics: mother tongue, socioeconomic status, cultural background, field(s) of study or expertise, and level of education. They reported whether they were “Very Diverse”, “Somewhat Diverse”, or “Similar” concerning each attribute. Fig. 15 illustrates their responses. The mother tongue and socioeconomic status of staff were most frequently rated as similar (36.3% and 40.9%) and least frequently rated as very diverse (13.6% and 13.6%). Field(s) of study or expertise was, by a decisive margin, most commonly rated as very diverse (50%) and least widely rated as similar (9%).

Fig. 15 – What is the profile of your organisation's team according to these characteristics?



Respondents confirmed whether there are youth in decision-making positions in their organisation and how many youths work for their organisation. For the former, we explained that examples of such positions include management roles, assistant roles, and project coordinating roles. 68.2% have youth in such decision-making roles, while 31.8% do not. For the latter (displayed by Fig. 16), over half (59.1%) said they have three or fewer youth working in their organisation, with 22.7% expressing that no youth currently work for them.

Fig. 16 - Approximately how many youth work in your organisation?

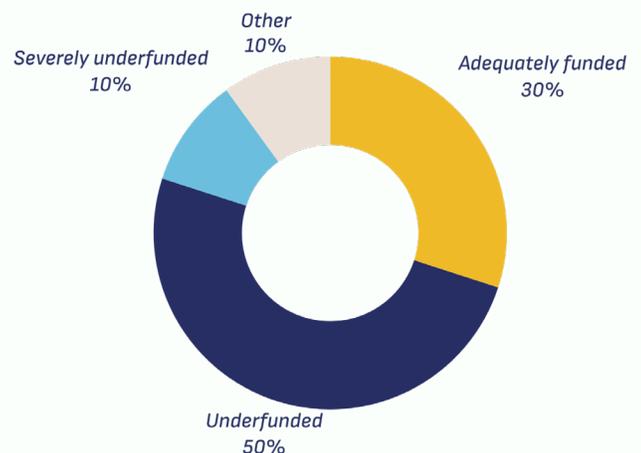


31.8% noted that some employees left in the past year for reasons relating to salary, with 13.6% specifying that only one such employee left and the remaining 18.1% indicating that two or more left. 36.4% said they currently have open positions that they cannot fill, while the other 63.6% said they do not.

One set of questions asked respondents about their volunteers. 86.4% confirmed they had volunteers (excluding their board of directors). As for the age of these volunteers, over half affirmed that they have volunteers between 18 to 30 years old (54.5%), 30-65 years old (59.1%), and 65+ years old (54.5%). Comparatively, 31.8% had volunteers who were 17 years or under. Respondents were asked which of the following statements, if any, best represents their reality: (1) "Our organisation could not function without volunteers", (2) "Some of our activities and services depend on the participation of volunteers", and (3) "Volunteers primarily help us during activities or special events." 45.5% chose (3), with the rest of the respondents (40.9%) equally divided between (1) and (2), excluding those (13.6%) who refrained from answering.

The next set of questions aimed to understand the financial needs and funding sources of those surveyed. When asked about the total amount of funding (grants, self-funding, donations, and other) received in the past fiscal year, 35% received over \$750,000, another 35% received between \$501,000 to \$700,000, 10% received between \$251,000 to \$500,00, and the remaining 20% received \$250,000 or less. Our next question presented respondents with a list of statements and asked them to choose that which best reflects their organisation's financial needs. These statements included: "Our organisation is adequately funded", "Our organisation is underfunded", and "Our organisation is severely underfunded". Fig. 17 shows our results for this question.

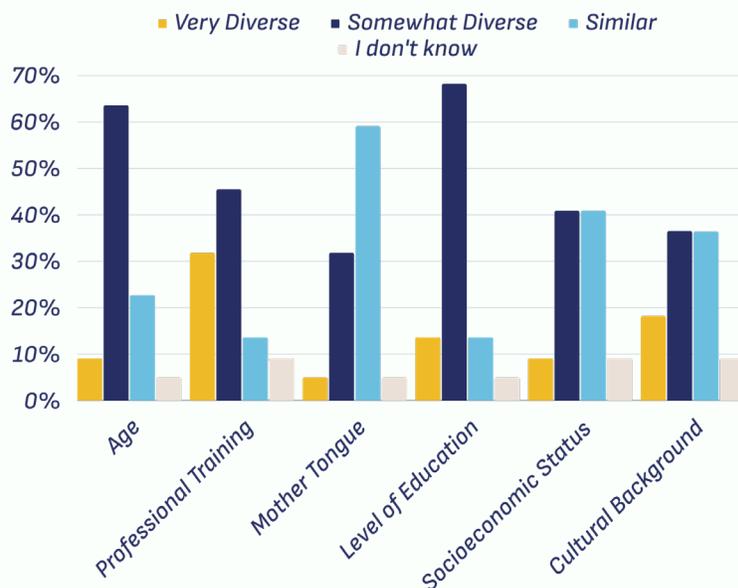
Fig. 17 - Which of the following statements best reflects your organisation's financial needs?



The next question asked respondents to indicate their funders: 77.3% listed the “Provincial Government”, 77.3% listed the “Federal Government”, 72.7% listed “Foundations and Philanthropic Organisations”, 31.8% listed the “City or MRC”, 18.2% listed “Private Companies”, and 9% listed “Private Individual Donations”. For our last question in this section, 40.9% stated that, in the past year, they held a fund-raising event or did a self-funding fundraising campaign, while the remaining 59.1% reported that they had not.

Our final set of questions concerned youth engagement. Over half of respondents (66.7%) said they had youth on their board of directors, and even more (81.0%) said that there were youth present at their previous Annual General Meeting. Respondents also indicated—see Fig. 18—whether their board members were “Very Diverse”, “Somewhat Diverse”, or “Similar” with respect to their “Age”, “Professional training”, “Mother tongue”, “Level of education”, “Socioeconomic status”, and “Cultural background”. Board members were most frequently rated as “Similar” with respect to mother tongue (59.1%). Additionally, only 5% of respondents said that their board was “Very Diverse” with respect to their mother tongue. Level of education and age were most commonly deemed “Somewhat Diverse” (63.6% and 68.1% respectively), and professional training was most frequently considered “Very Diverse”.

Fig. 18 - What is the profile of your board members according to these characteristics?



2.4. QUALITATIVE RESULTS FROM SURVEY WITH YOUTH-SERVING ORGANISATIONS

In this section, we will provide each of the open-ended questions from our survey with youth-serving organisations, before summarising the responses.

Q1. In the past year, have you noticed an increase in certain challenges facing your community? If so, what are they?

Responses varied, but a few key themes emerged. Youth mental health was the most prevalent concern by a wide margin, with respondents noting feelings of “anxiety”, “insecurity”, “loneliness”, “persecution”, and a “lack of motivation”. Some attributed this to the pandemic and the lack of access to mental health services. A few respondents also noted that they found it difficult to reach youth or attract them to use their services. Other respondents said they struggled to find activities to keep youth busy and interest them. Employment issues were also mentioned, focusing on the lack of job opportunities for English-speaking youth, which was most commonly attributed to not knowing enough French to meet the expectations of employers.

Q2. Are there any new realities that the youth your organisation serves are facing? If so, what are they?

Issues relating to Law 96 were highlighted by several participants, especially in relation to the perception that there would be fewer educational options for youth. For example, one respondent explained that:

A number of [the youth we serve] do not have access to publicly-funded English language education and will not be able to access a pathway to a Québec high school diploma in a timely way as they are [subject] to the French school service centres which will not recognize their learning unless it is assessed through a French language examination.

Youth mental health remained a prominent concern, particularly regarding heightened feelings of anxiety. Again, some attributed this to the pandemic. One respondent linked it to “climate change and an increasingly uncertain future”. Other respondents briefly raised worries about housing affordability and the rising cost of living. One participant feared that “rents and mortgages may be out of reach for many”.

3. DISCUSSION

We set out to build a profile of youth-serving organisations, youth workers, and the youth they serve. This section will highlight some key takeaways relating to youth engagement, motivations for youth workers, and unmet needs.

We measured youth engagement in terms of youths’ presence on organisations’ boards of directors, volunteer base, staff, and AGM audience. We found that 33.3% of respondents (of our survey for youth-serving organisations) did not have youth on their board of directors and that “Age” was the least likely characteristic (compared to “Professional Training”, “Mother Tongue”, etc.) to be rated as ‘Very Diverse’ regarding the profile of an organisation’s board members. Additionally, of those organisations that have volunteers, 36.8% do not have volunteers between 18–30, and 63.2% do not have volunteers who are 17-years-old or under. As for the staff of the organisations surveyed, over half (59.1%) have three or fewer youth on their staff, and 22.7% have no youth on their team at all. Finally, 19% of organisations reported no youth present at their last AGM. These findings underscore the importance of fostering greater youth involvement in various facets of youth-serving organisations, from governance to volunteerism and staffing, to ensure a more inclusive and representative approach to serving the needs of English-speaking youth in Québec.

Our results touch on youth workers’ motivations and concerns for working in the community sector and with youth. Naturally, all results referred to in this paragraph are from our survey with youth workers. Motivations were mixed and presented in Q1 and Q3 in section 2.2. In sum, youth workers professed a sense of fulfilment derived from directly influencing the lives of community members in need, particularly youth. The expressions of gratitude from those they served and the

meaningful relationships they fostered with youth (and their coworkers) stood out as emotionally rewarding aspects of their work. They appreciated the flexibility in setting their schedule and project management. Respondents also reported high levels of competence, appreciation for their jobs, and knowledge of youth issues. This reflects a dedicated and skilled workforce. However, they expressed concerns about compensation, job stability, and limited career advancement opportunities. These concerns highlight the need for improved support and recognition of the vital work of youth workers in maintaining pre-existing projects.

Youth workers presented unmet needs on behalf of the organisations they work for and the youth they serve. For the former, interviewees almost unanimously felt that they needed a greater continuity in funding as funders tended to prioritise financing new projects, which can leave existing projects underfunded. Most interviewees also agreed that there is not adequate funding between the youth-serving organisations in their region(s), which can limit their ability to provide comprehensive support to the youth they serve. For the latter, youth workers identified several unmet needs. These included a lack of access to essential health services, particularly mental health services, and issues related to job security, with many English-speaking youth facing challenges in their job searches due to limited proficiency in French. Additionally, there was a recognised need for tailored programs catering to neurodivergent, LGBTQ2IA+, and BIPOC youth, and for improved support for newcomers to Montréal, who may find the transition challenging. There was a clear request for improved French language education and training, alongside a strong desire for increased availability of resources tailored to English-language needs in fields like business startup support, recreational programs, and career development courses.

4. LIMITATIONS

There are three limitations to this report worth mentioning. The first is that the sample sizes of both surveys, though particularly the survey for youth-serving organisations, were relatively small ($n = 45$ and $n = 22$), which could impact the generalizability of the findings to the broader population of QESY organisations and youth workers in Québec. The second is that this research was conducted during the summer, so many individuals who work directly with QESY were unavailable to be surveyed or interviewed. The third limitation is that though there was a reasonably well-balanced distribution across the regions of Québec for our respondents to our survey for youth-serving organisations, we did not have any respondents from the following regions: Bas-Saint-Laurent, Saguenay–Lac-Saint-Jean, Abitibi–Témiscamingue, and Lanaudière. This inhibits the generalizability of our data to these regions.

CONCLUSION

This report provides new information on the landscape of youth-serving organisations and the dedicated youth workers serving English-speaking youth in Québec. Through our surveys and follow-up interviews, we shed light on, among many other issues, the levels of involvement of QESY in youth-serving organisations, the motivations and concerns of youth workers, and how youth workers perceive the needs of the youth they serve and the organisations they work for. We hope this report inspires continued research, dialogue, and action to build upon the insights presented here.

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