

ANNUAL REPORT

2021-2022

PROVINCIAL EMPLOYMENT ROUNDTABLE





TABLE OF CONTENTS

2 ABOUT PERT

Mission & Vision

3 WELCOME

Words from our President & Executive Director

5 TRAJECTORY

A Year in Review

7 POLICY RESEARCH

Our Research

11 ENGAGEMENT

Employment Strategy Conference, Bill 96 & Sectoral Tables

15 COMMUNICATIONS

Communication Impact & Media Impact

19 OUR TEAM

Board of Directors & Staff

21 STATEMENT OF OPERATIONS

22 FUNDING



ABOUT PERT



MISSION

The Provincial Employment Roundtable (PERT) is a non-profit multi-stakeholder initiative focused on addressing the employment and employability challenges facing Quebec's English-speaking community.



VISION

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

**James Hughes,
President**



Provincial Employment Roundtable

The Provincial Employment Roundtable (PERT) is a non-profit multi-stakeholder initiative whose main goal is to act in addressing issues of employment and employability facing the English-speaking community in Quebec. PERT accomplishes this through researching the major challenges facing the community, supporting partners in developing and implementing employment responses, and engaging with government stakeholders to increase awareness of issues.



WORDS FROM OUR PRESIDENT

With Quebec currently facing a major labour shortage, now more than ever, the creation of PERT is an important piece of infrastructure that will not only support the English-speaking community when it comes to employment, but also develop the necessary policy recommendations to ensure that our community is able to make our full contribution to the Quebec economy.

Having a strong Board of Directors and membership is crucial to the success and health of any non-profit organisation. This is all the more important for a newly formed organisation like PERT. Over the last year, we not only had the honour of expanding our Board by adding three new and talented candidates, but we also created three sectoral tables, which added over 30 new additional members to our organisation.

PERT's sectoral tables bring together employment service providers, employers, and educators, and have already played a crucial role in providing guidance and feedback on PERT's research and policy agenda.

However, they will also be key in collectively mobilising the recommendations and solutions we need to ensure our community is able to meet and overcome its employment challenges.

And our community continues to face many employability challenges. With lower median incomes and higher unemployment rates than the Francophone majority, much needs to be done to ensure English-speakers are better integrated in Quebec's labour market. The changing legislative landscape will not make the challenges any easier.

However, I am confident that in PERT, now in its 3rd year of full operation, we have the right combination of experienced and dedicated members who, working alongside our intelligent and energetic staff, will be able to ensure our community not only weathers the uncertainty to come, but is able to eventually turn the tide when it comes to our employability. We are an amazingly resilient bunch and will find a way to continue to build our province as we have in the past.



**Nicholas Salter,
Executive Director**

WORDS FROM OUR EXECUTIVE DIRECTOR

This was my first full fiscal year behind the helm at PERT. Having all that time to drive PERT's mandate forward was a welcome relief. It also created more space to work on building out PERT and meeting our ambitious deliverables.

After hiring two first-class Directors at the end of last fiscal year, the team was expanded with the addition of two policy researchers, a communications and engagement specialist, and an office coordinator.

In consolidating PERT's team, we were able to deliver an extensive research agenda. This included over 20 reports ranging from regional employment profiles, to an examination of English-language Vocational and Technical Training in Quebec, to a French-second language inventory.

This latter report was a key part of PERT'S first major project: *Vers le développement des compétences en français langue seconde en milieu de travail pour les Québécois d'expression anglaise.*

This fiscal year, we were also able to continue to support the CCQEA, the consultative committee as part of the Commission des partenaires du marché du travail. This advisory committee for English-speakers will undertake important work within the structure of the ministère du Travail, de l'Emploi et de la Solidarité sociale, and it's our pleasure to provide administrative assistance for this committee's important work.

This year was also an important opportunity to engage with the government. We held our first in-person event since becoming our own organisation. The Employment Strategy Conference was held in December 2021 with the Regional Development Network (RDN) and the Consortium of English-Language CEGEPs, Colleges and Universities of Quebec. This event gathered 100 stakeholders from the business, education and employment service sectors, community groups from all regions of Quebec as well as stakeholders from the English-speaking community. It was an occasion for us to share 2021-22 research research initiatives and some of our preliminary findings.

Through all these activities, PERT is now positioned more than ever to deliver results for the English-speaking community when it comes to employment.



TRAJECTORY

A YEAR IN REVIEW

2021-2022



APRIL 2021

- PERT's first Director of Research & Policy & PERT's first Director of Engagement & Communications begin their work.
- Work on PERT's *Vers le développement des compétences en français langue seconde en milieu de travail pour les Québécois d'expression anglaise* project begins.



JUNE 2021

- Significant additions are made to PERT's core team, including the hiring of two policy researchers and an office coordinator.
- First session of the French for the workforce language training program.



JULY 2021

- Completion of PERT's Virtual Regional Tour.
- First meeting of the CCQEA .
- YES Employment Services Roundtable is transformed into the PERT Employment Services Sectoral Table.



AUGUST 2021

- PERT's core team is complete with the hiring of a Communications and Engagement Specialist.



NOVEMBER 2021

- First meeting of PERT's Employment Services Sectoral Table.
- Creation of PERT's Employers Sectoral Table.
- Beginning of our analysis of Bill 96 and its impacts on employment.



DECEMBER 2021

- PERT 2021 Employment Strategy Conference.
- First meeting of PERT's Employers Sectoral Table.



FEBRUARY 2022

- Creation of of PERT's Education Sectoral Table.
- Submitted our Bill 96 brief to the parliamentary commission reviewing the Bill.

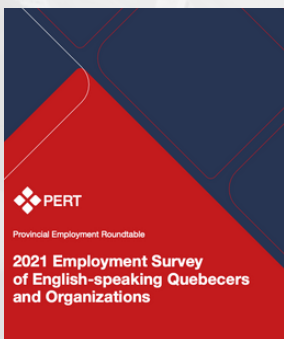


MARCH 2022

- First meeting of PERT's Education Sectoral Table.
- Completion of all our F2L reports: F2L inventory assessment, professional orders report, evaluation of the French for the workforce program.
- Completion of the regional profiles, employment needs, and vocational education report.
- Renewal of our *Vers le développement des compétences en français langue seconde en milieu de travail pour les Québécois d'expression anglaise* for an additional two years for a total of \$998,000.
- Expansion of the F2L for the workforce program with YES and now RDN as a partner.

POLICY RESEARCH

The last year was an opportunity for PERT to develop, test, and refine its research capacity. We researched and wrote over 20 reports and we are proud to have completed the following projects this fiscal year:



2021 Employment Survey of English-speaking Quebecers and Organizations

This research project surveys and assesses 259 English speakers and 29 organizations on the employment and employability issues facing the English-speaking community, as well as the needs that arise from these.

Employment to Employability in Quebec's English-speaking Black Community

PERT partnered with the Black Community Resource Centre to explore the experiences of English-speaking Black youth in secondary school in Quebec, particularly the impacts of “academic streaming,” and the related effects (if any) on educational and career pathways.



English-Language Vocational Training in Québec

This research project catalogues the English-language vocational and technical training programs available in Québec, as well as examines the underlying structures that impact the availability of this education.



EMPLOYMENT PROFILES



18

Employment Profiles



FRENCH-SECOND-LANGUAGE LEARNING



French-language training for the workforce in Quebec

This report examines the status of French-language workforce programs (FLWPs) in Quebec. FLWPs consist of language learning that is specifically designed to increase the integration of language learners into the labour market by focusing

on the vocabulary and language skills they need to improve their employability. In this report, we conducted an inventory of FLWPs that are available to French-language learners and identified the key needs, gaps, and areas for improvement in the ecosystem.

French-Language Support For Quebec's English-speaking Professionals

This report examines the status of French-the language supports that are available for prospective and current members of professional orders in Québec. The report also describes the current French-language policies in Québec's professional orders system and identifies challenges for English speakers and other linguistic minorities who require this type of French-language training.



Program Evaluation: French for the workforce language training program

PERT conducted an evaluation of YES' French-for-the-workforce program. The report provides key findings, results, and recommendations that could be used to improve the program. These insights will serve to further strengthen the design and implementation of future FFTW programs for English speakers in the Quebec labour market.



ENGAGEMENT

Engagement with stakeholders is a key reason PERT was created. Over the last year, we had the opportunity to shore up our membership by developing our sectoral tables. We also had the chance to hold a virtual regional tour, engage around Bill 96, support the CCQEA, and organise a major in-person event.



VIRTUAL REGIONAL TOUR

In order to connect with regional groups and discuss the preliminary data we researched for our series of regional profiles, we organised a virtual regional tour. During this tour, we completed 17 presentations covering the following regions:

- Bas-St-laurent,
- Capitale-Nationale (Quebec City),
- Mauricie,
- Estrie,
- Outaouais,
- Abitibi-Témiscamingue,
- Côte-Nord,
- Gaspésie-Îles-de-la-Madeleine,
- Chaudière-Appalaches,
- Lanaudière,
- Laurentides,
- Montérégie.

The presentations were attended by important stakeholders and organisations working in the regions, with a total of 49 people attending across all the presentations.

A significant amount of qualitative data and feedback was collected, which will guide PERT's future research work with the regions and provide PERT with a better understanding of both the unique realities of each region, as well as the universal themes across the province.

PERT 2021 EMPLOYMENT STRATEGY CONFERENCE

On December 3rd, 2021, PERT hosted its second conference as well as its first conference as an independent organisation, in collaboration with the Regional Development Network (RDN) and the Consortium of English-Language CEGEPs, Colleges and Universities of Quebec. The event, which took place in a hybrid format, brought together 100 stakeholders from the business, education and employment service sectors, community groups from all regions of Quebec, as well as stakeholders from the English-speaking community. The event enabled PERT and its partners to showcase their 2021-22 research initiatives as well as some preliminary findings.



SECTORAL TABLES

Over the course of our 2021-22 year, our team was able to grow our membership and create and operate 3 sectoral tables:

- The Employment Services Sectoral Table
- The Education Sectoral Table
- The Employers Sectoral Table

These tables will provide PERT's team with important insights into their specific sectoral priorities and difficulties as they pertain to English speakers in the workforce. They will also provide invaluable feedback on PERT's research initiatives and findings.

BILL 96

Due to the potential impact on the employment and employability opportunities for English-speaking Quebecers, PERT analysed Bill 96. This analysis led us to produce a brief including 9 recommendations. Early in 2022, we submitted this brief to the parliamentary commission reviewing the Bill and met with government officials to discuss our concerns.



**Vers un projet de loi 96 plus efficace:
Inclusion des Québécois d'expression anglaise dans
la promotion et la protection de la langue française via
l'emploi**

Présenté par la Table ronde provinciale sur l'emploi (PERT)



We continue to support the CCQEA, which seeks to promote the employability interests of English-speaking Quebecers by proposing solutions to improve employment retention and access to the labour market within the Commission des Partenaires du marché du travail structure. The CCQEA is made up of 9 voting members and 3 non-voting members and draws its membership from experts in employment and economic development, but also employers and unions. PERT acts as fiduciary and provides administrative support to this committee.



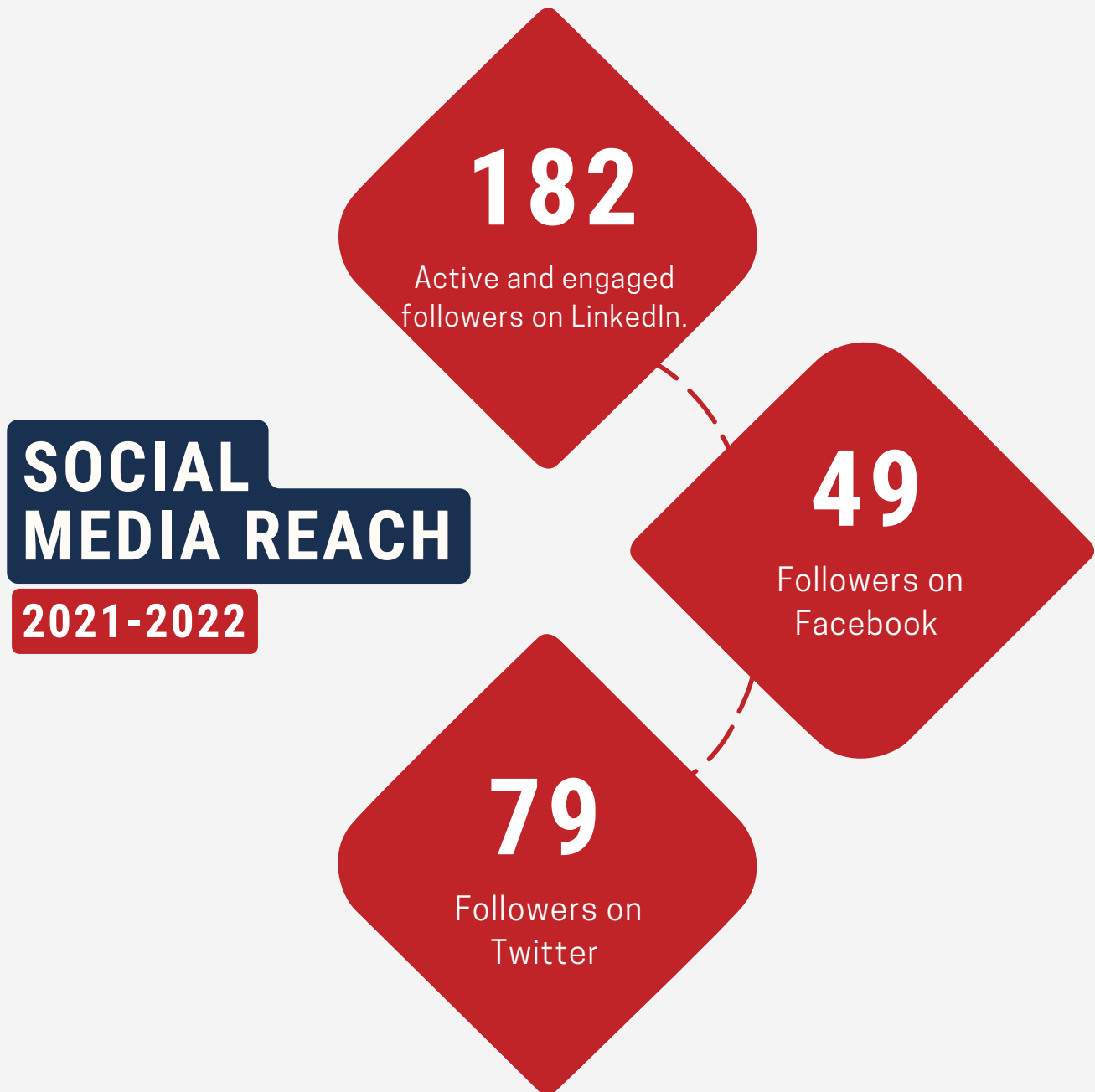
COMMUNICATIONS

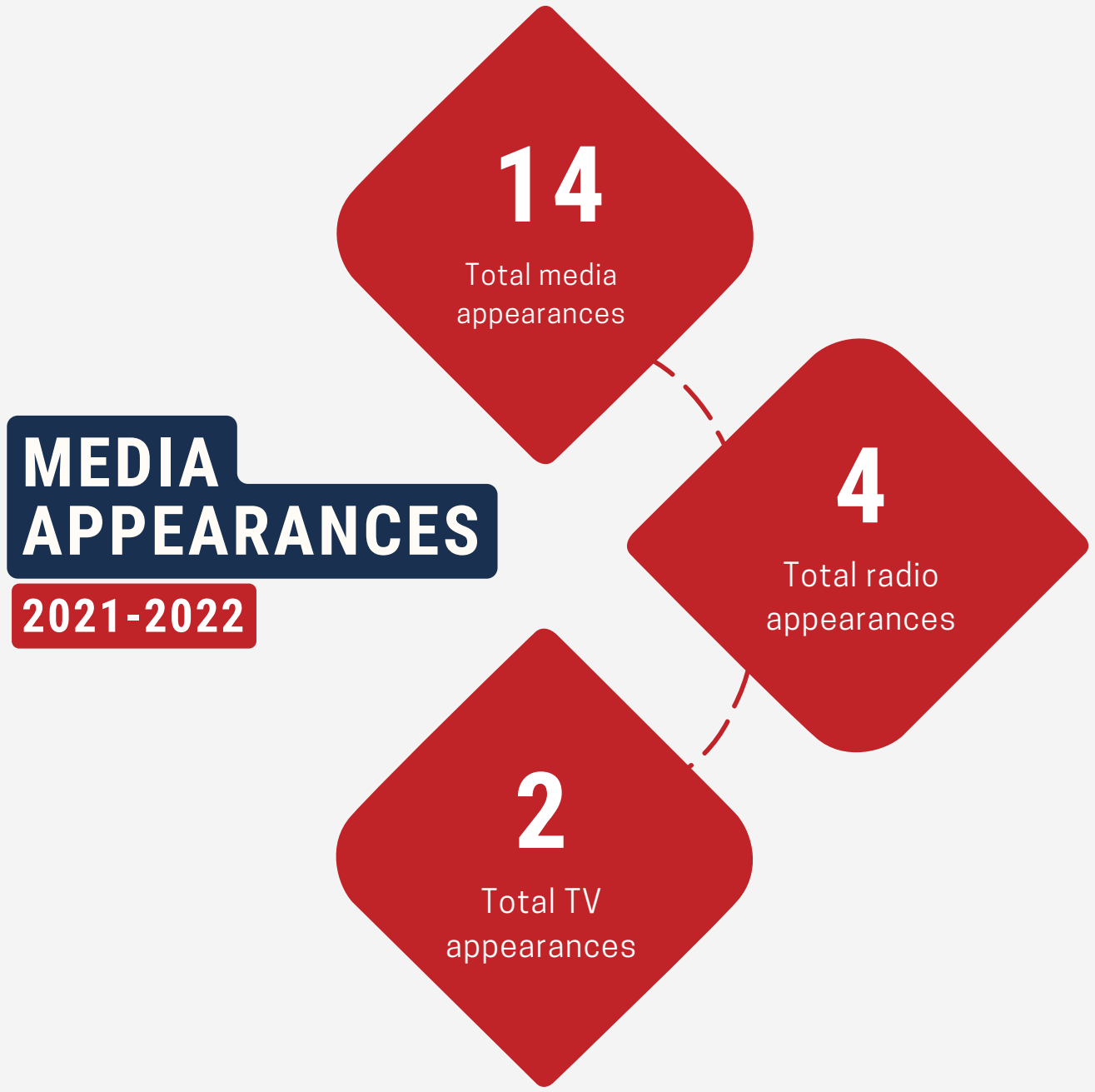
Effective communications are an integral part of mobilising PERT's research and policy recommendations. Over the last year we launched our social media channels, distributed newsletters, sent out press-releases, and conducted media interviews. These were all important milestones in developing our communications function, with many more innovative communications strategies and tactics to come.



IMPACT

Since launching our social media in June 2021 and up to March 2022 PERT had accumulated:





❖ MEDIA IMPACT





OUR TEAM

BOARD OF DIRECTORS



JAMES HUGHES
EXECUTIVE DIRECTOR,
OLD BREWERY MISSION



DARLENE HNATCHUK
DIRECTOR, CAREER
PLANNING SERVICES
MCGILL UNIVERSITY



DAVE MCKENZIE
FOUNDER AND COORDINATOR,
COMMUNITY SERVICE
INITIATIVE AT JOHN MOLSON
SCHOOL OF BUSINESS



CATHY BROWN
EXECUTIVE DIRECTOR,
REGIONAL DEVELOPMENT
NETWORK



JOHN BUCK
PRESIDENT AND CEO,
COMMUNITY ECONOMIC
DEVELOPMENT AND
EMPLOYABILITY
CORPORATION



PINO DI IOIA
CEO, BEAVER TAILS
CANADA INC. & MOOZOO
CREMERY



LINTON GARNER
REVENUE GENERATION
AND GRANT WRITING
OFFICER, QUEBEC
COMMUNITY NEWSPAPER
ASSOCIATION



CHUCK HALLIDAY
COORD. OF COMMUNITY &
BUSINESS, NEW
FRONTIERS SCHOOL
BOARD



RACHEL HUNTING
MANAGER OF REGIONAL
DEVELOPMENT,
REGIONAL DEVELOPMENT
NETWORK



ANDRÉ ROUSSEAU
GENERAL MANAGER,
CIBLE RETOUR À L'EMPLOI



VALÉRIE ROY
EXECUTIVE DIRECTOR,
ALLIANCE DES CENTRES-
CONSEILS EN EMPLOI
(AXTRA)



AKI TCHITACOV
EXECUTIVE DIRECTOR,
YOUTH EMPLOYMENT
SERVICES

 **OUR STAFF**



NICHOLAS SALTER
EXECUTIVE DIRECTOR



STA KUZVIWANZA
DIRECTOR, POLICY AND
RESEARCH



CHAD WALCOTT
DIRECTOR, COMMUNICATIONS AND
ENGAGEMENT



MARIA DE LAS SALAS
COMMUNICATIONS AND
ENGAGEMENT SPECIALIST



MORGAN GAGNON
POLICY RESEARCHER



PIERS YOUNG
POLICY RESEARCHER



KATHERINE MCINTOSH
EXECUTIVE ASSISTANT



STATEMENT OF OPERATIONS

FOR THE YEAR ENDING MARCH 31

Revenues	2022	2021
Government grants (Secrétariat aux relations avec les Québécois d'expression anglaise)		
Operating	\$313,989	\$90,748
Project	\$504,826	-
Commission des partenaires du marché de travail	\$79,452	-
Project management fee income	\$53,500	-
	\$951,767	\$90,748
Expenses	2022	2021
Salaries and Fringe Benefits	\$486,756	\$24,080
Consulting Fees	\$204,967	\$49,977
Project management fee expense	\$53,500	-
Unrecovered sales taxes	\$20,573	\$3,090
Research and development	\$20,499	-
Communications and outreach	\$18,189	-
Office supply and stationery	\$17,807	\$30
Web hosting	\$15,315	-
Advertising and promotion	\$11,939	\$4,776
Rent	\$11,484	-
Professional fees	\$10,023	\$2,623
Amortization	\$9,350	\$106
Travel	\$3,051	-
Telecommunications	\$2,817	\$166
Interest and bank charges	\$1,727	\$779
Insurance	\$1,661	-
Miscellaneous	\$558	-
Computer equipment	-	\$1,688
Translation	-	\$1,080
Conferences	-	\$770
	\$893,216	\$89,165
Excess of Revenue over Expenditures	\$58,551	\$1,583

FUNDING

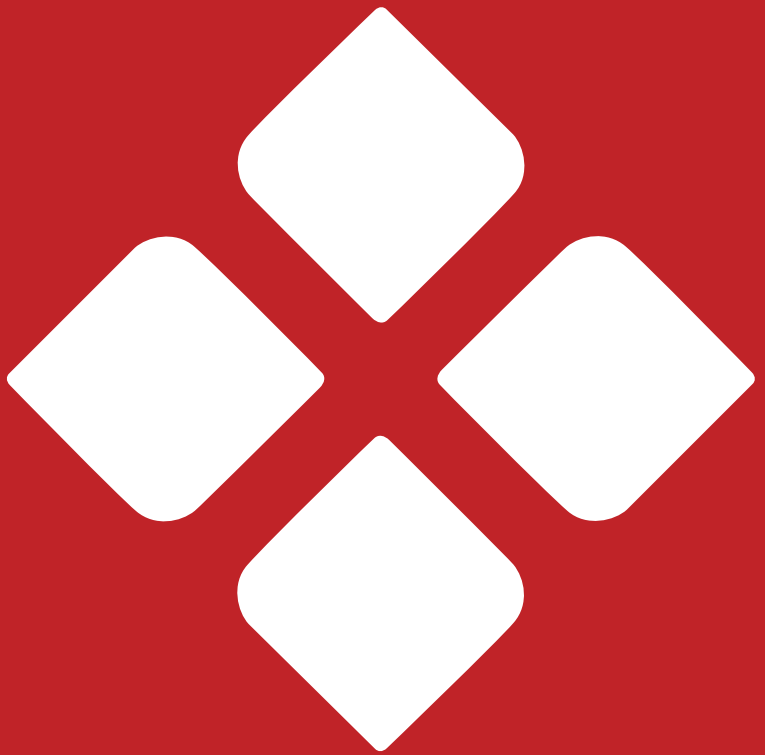
Special thanks to our funders:

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

Québec 

***Travail, Emploi
et Solidarité sociale***

Québec 



PROVINCIAL EMPLOYMENT ROUNDTABLE

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