

Employment Profile of English Speakers in the Laurentides

Provincial Employment Roundtable

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 Commission des partenaires du marché du travail (CPMT), 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 Commission des partenaires du marché du travail.

With the financial support of



Authors:

Sta Kuzviwanza, Director of Policy & Research, Provincial Employment Roundtable

Ye Zin, Economic Policy Analyst, Provincial Employment Roundtable

Contributors:

Nicholas Salter, Executive Director, Provincial Employment Roundtable

Chad Walcott, Director of Engagement & Communications, Provincial Employment Roundtable

Morgan Gagnon, Policy Research Lead, Provincial Employment Roundtable

Maria De las Salas, Communications and Engagement Specialist, Provincial Employment Roundtable

Conner Mc Levy, Policy Research Intern, Provincial Employment Roundtable

For more information about this report, contact:

info@pertquebec.ca

Table of Contents

Acknowledgements	02
Executive Summary	04
Research Methodology & Considerations	08
Definitions	10
Introduction	13
Section 1: Population	14
Section 2: Economic Background	21
Section 3: Labour Force	27
Section 4: Unemployment	40
Section 5: Income	48
Section 6: Work Activity	58
Skills Profile Of English Speakers	65
Issues & Needs	72
Conclusion & Recommendations	74
References	77

Executive Summary

This report aims to contribute to the knowledge and understanding of the employment situation of Les Laurentides' English-speaking communities, who are linguistic minorities in the region. It surveys the most current and comprehensive information on their demographic and labour force conditions. Topics covered include work activity, unemployment rate, income, and educational attainment of workers to provide a more holistic picture of English speakers' employment and employability.

In addition to examining the demographics and labour force of the region's English-speaking population, this profile also examines the key characteristics of the labour market and industries in which English speakers work. The profile concludes with identifying some of the employment challenges and issues for English-speaking workers in Les Laurentides, as well as preliminary recommendations to help improve their labour market outcomes.



KEY FINDINGS:

- English speakers constitute 7.3% of Les Laurentides's labour force, and they have a labour force participation rate of 63.8% compared to 64.5% among the French-speaking majority.
- English speakers in Les Laurentides have an unemployment rate of 10.5%. This is higher than the unemployment rate of French speakers in the region (6.8%).
- English speakers earn a median after-tax income of \$35,200 and a median employment income of \$31,000. Compared to French speakers, they earn \$2,000 less in after-tax income and \$5,000 less in median employment income.
- About half of English speakers are engaged in full-time employment (50.2%), compared to 51.5% among French speakers.
- Retail trade is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Les Laurentides are 'Retail trade', followed by 'Manufacturing', 'Professional, scientific and technical services' and 'Health care and social assistance'. The top 4 leading industries for French speakers in Les Laurentides are 'Health care and social assistance', followed by 'Retail trade', 'Manufacturing' and 'Construction'.
- There are vulnerable groups within the English-speaking labour force—English-speaking youth, mature workers, women, visible minorities, and First Nations and Inuit individuals tend to face greater labour market obstacles as demonstrated by higher unemployment rates and lower employment incomes.

RECOMMENDATIONS:

Increased Funding for Work-integrated Learning Programs:

Include English speakers as a target underrepresented group in existing work-integrated learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- English speakers should be included as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME¹ and IPOP.²
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training programs.³ Particular focus should be directed to work-integrated learning programs that allow English speakers to gain both professional and French-language skills on-the-job.
 - Prioritize bridging programs that facilitate the integration of qualified workers into in-demand occupations.

Industry-Specific French-Language Training: Provide funding to improve the delivery of workforce-oriented French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
 - Better promotion and increased access for employers to enroll in subsidized workplace French-language training
 - Funding for regional organizations and adult education centres already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including construction, accommodation services, health care, and social assistance.

¹ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 5). 5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME). Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf.

² IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 17). 5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf.

³ Short-term training programs (STTP) provide extensive training opportunities to new job seekers to help achieve valuable work experience and proficiency in the respective industries. See Gouvernement du Québec. (2023). *Short-term training program to become an orderly in CHSLD and senior housing*. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>.

Targeted Employment Programs: Adapt and expand existing public employment services, skills training, and employment programs to include English speakers, who are an underrepresented group in the labour market.

- Adapt public employment services, employability programs, and complementary services to the needs of the region's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Prioritize programs that aim to help English speakers develop their job search skills like networking, interviewing and CV preparation.

English-language vocational training and postsecondary education: Improve access to English language vocational training and postsecondary education programs within the region.

- Increase availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada.⁴ The profile uses 100% and 25% sample data from the 2021 Census. The 100% data is drawn from all populations in Canadian private households while the 25% sample data is drawn from the approximately 25% of Canadian private households that received a long form questionnaire. With the exception of the data in the Population section, the data in all sections of this profile pertains to individuals aged 15 and over in private households. The data in this profile is organized by Administrative Region and Regional County Municipality (RCM).⁵ Labour force characteristics are provided for English speakers and French speakers according to three main categories - age, gender and visible minorities. Key labour force characteristics are included at the end of each section for Indigenous English speakers, whose Census populations are sometimes too small to produce reliable data for all the labour force characteristics.

In some areas, the population sample sizes were too small to generate reliable data. We suppressed unreliable data for the variables of job vacancies by occupation, job vacancies by industry, labour force participation rate, unemployment rate, low-income cut-off rate, median after-tax income, median employment income and average

weeks worked. We suppressed the data for these variables when the population sample was 100 people or less and the calculations for these variables resulted in a figure that was 0%, 100%, incalculable (i.e. 0/0), or unavailable from the source data. Otherwise, we have retained the data within the profile for general information, but suggest the reader utilize caution when interpreting figures for small populations.

Additional data is drawn from the Institut de la Statistique du Québec and the Ministère de l'Économie, de l'Innovation et de l'Énergie in order to provide an economic overview of the region.

We also conducted semi-structured focus group interviews with individuals from organizations serving English speakers in the region in the month of May 2023 to identify key employment issues, challenges and skill gaps faced by English speakers in the labour market. The responses obtained from these interviews were analyzed and sorted thematically to identify common issues for English speakers in the region. All direct quotes are from transcripts of the recorded interviews. Some quotes have been lightly edited for clarity, without changing the meaning or intent of the speaker.

⁴ It is important to note that the reference year for the 2021 Census was 2020, during which the COVID-19 pandemic took place. Therefore, the labour force characteristics of Canadians were likely impacted by the pandemic. More recent data suggests some indicators, such as unemployment rate, have decreased across most communities in Québec. However, unemployment and earnings data for English speakers in Québec over the past have remained relatively worse than French speakers'. The qualitative data collected from interviews with organizations in the regions indicates that labour market challenges for English speakers still persist in the region post-pandemic.

⁵ 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 of data on the socio-economic status of linguistic minorities in Québec by Statistics Canada, the Institut de la statistique du Québec and relevant research networks.

Linguistic Population Considerations

Statistics Canada uses various methods to measure and classify official language speakers in the Census. In this profile, we use their First Official Language Spoken (FOLS) designation to measure the number of English speakers and French speakers in Québec. 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). For individuals who fall into both English and French as their first official language category, we evenly divide them among the English FOLS and French FOLS populations.⁶

⁶ This method of counting English and French speakers is considered the most inclusive since it accounts for individuals who are plurilingual, as well as those who are not highly proficient in either official language but consider themselves more proximate to English or French, especially in terms of accessing employment and education services.



Definitions

The following section contains summarized definitions of variables and concepts that are used in this profile. Full definitions can be found in Statistics Canada's 2021 Census of Population Dictionary.⁷

After-Tax Income - refers to the total income of a person minus income taxes.

Educational Attainment - refers to the highest level of education that a person has successfully completed.

Employed - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee relationship, or who was self-employed.

Employment Income - refers to income that a person receives as wages, salaries and commissions from paid employment, including self-employment.

Indigenous - refers to people who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit), and/or those who report being Registered or Treaty Indians who are registered under the Indian Act of Canada, and/or members of a First Nation or Indian band, according to Statistics Canada.

Industry - refers to a specific sector of economic activity engaged in by a given group. The industry data is produced according to the North American Industry Classification System 2017.

Labour Force - refers to all persons aged 15 and over who were either employed or unemployed during the reference week of May, in 2021.

Labour Force Participation Rate - refers to the proportion of the working-age population (aged 15 and over) who are either employed or actively seeking employment and are therefore considered to be part of the labour force.

Low Income Cut-Off (LICO) - refers to thresholds below which people would likely have devoted a larger share of their income than average to basic necessities such as food, shelter, and clothing.

Temporarily Employed - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee contract which has an end date as opposed to permanent employment where the work contract does not usually have an end date.

⁷ Statistics Canada. (2023, June 21). *Dictionary, Census of Population, 2021*. Canada. <https://www12.statcan.gc.ca/census-recensement/2021/ref/dict/index-eng.cfm>

Unemployed - refers to a person who did not have paid work during the reference week of May 2021, but had been actively looking for paid work in the last four weeks.

Visible Minority - refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, according to the Employment Equity Act. In the Census, visible minority populations consist of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

Work Activity - refers to whether or not a person 15 years or over worked in 2020. 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 of hours.



Introduction

This profile provides an overview of the most current data available on the employment situation of English speakers in Les Laurentides region of Québec. The data included is primarily from the 2021 Canadian Census, which contains the most comprehensive information on the labour force characteristics of linguistic minority communities across Canada. Topics covered include the number of English speakers in the region's labour force, leading industries for English speakers, skills profiles of English speakers, unemployment rates, incomes, and work activity. The profile compiles the available data on English speakers' employment status with respect to their position as linguistic minorities in a majority French-language labour market. For this reason, most of the information presented in this profile is organized by the two linguistic categories of English speakers and French speakers.

This data is supplemented by information from qualitative interviews and surveys that were conducted with individuals from organizations that serve English speakers in Les Laurentides. A brief discussion of the employment issues and challenges facing English speakers in the region is provided at the end, followed by preliminary recommendations to help improve English speakers' integration in Les Laurentides's labour market.



Section 1

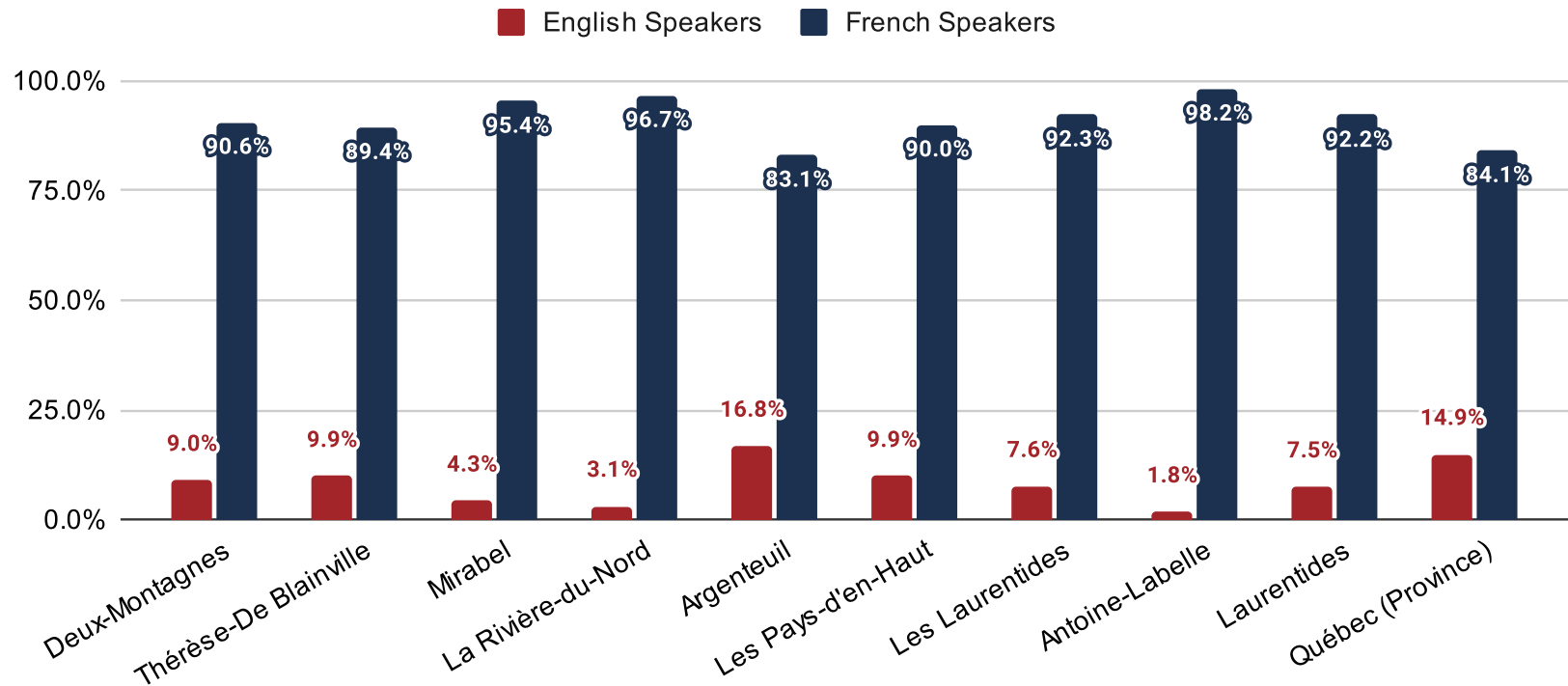
Population

Population

TOTAL POPULATION

Out of Les Laurentides's total population of 630,585, there are approximately 47,013 individuals who are English speakers and represent 7.5% of the region's population.⁸ Among these small English-speaking communities, the largest number live in Thérèse-De Blainville (16,028). However, Argenteuil has the highest population share of English speakers, with English speakers representing 16.8% of the RCM's population.

Graph 1: Share of Total Population of Les Laurentides by RCM



⁸ Total population data is based on the population estimates of all private households that are derived from the 100% sample from the 2021 Census. All other data in this profile, including subsequent population data, is derived from 25% sample data from the 2021 Census.

Table 1: Total Population of Les Laurentides by RCM

	English Speakers	French Speakers
Deux-Montagnes	9,130	92,120
Thérèse-De Blainville	16,028	144,188
Mirabel	2,650	58,225
La Rivière-du-Nord	4,293	134,603
Argenteuil	5,800	28,605
Les Pays-d'en-Haut	4,628	41,993
Les Laurentides	3,848	46,553
Antoine-Labelle	643	35,158
Laurentides	47,013	581,443
Québec (Province)	1,253,578	7,074,328

Population - Age Structure

Among English speakers, individuals aged 55-64 and 65+ tend to have the highest population shares. The same trend can also be seen among French speakers. Within both linguistic communities, youth aged 15-24 tend to make up the smallest portion of the total population of most RCMs.

Table 2.a: Age Structure of Les Laurentides' English-Speaking Population by RCM

	English Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	9.0%	0.9%	1.1%	1.7%	1.2%	1.3%	1.3%
Thérèse-De Blainville	9.7%	1.4%	1.1%	1.5%	1.4%	1.2%	1.0%
Mirabel	4.2%	0.4%	0.8%	0.8%	0.6%	0.5%	0.4%
La Rivière-du-Nord	3.1%	0.3%	0.4%	0.5%	0.5%	0.4%	0.6%
Argenteuil	16.3%	1.3%	1.6%	1.6%	1.9%	3.0%	4.6%
Les Pays-d'en-Haut	10.4%	0.6%	0.7%	1.0%	1.3%	2.2%	3.4%
Les Laurentides	7.5%	0.6%	0.5%	0.7%	0.9%	1.5%	2.6%
Antoine-Labelle	1.8%	0.1%	0.1%	0.2%	0.2%	0.4%	0.7%
Laurentides	7.4%	0.8%	0.8%	1.1%	1.0%	1.1%	1.4%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

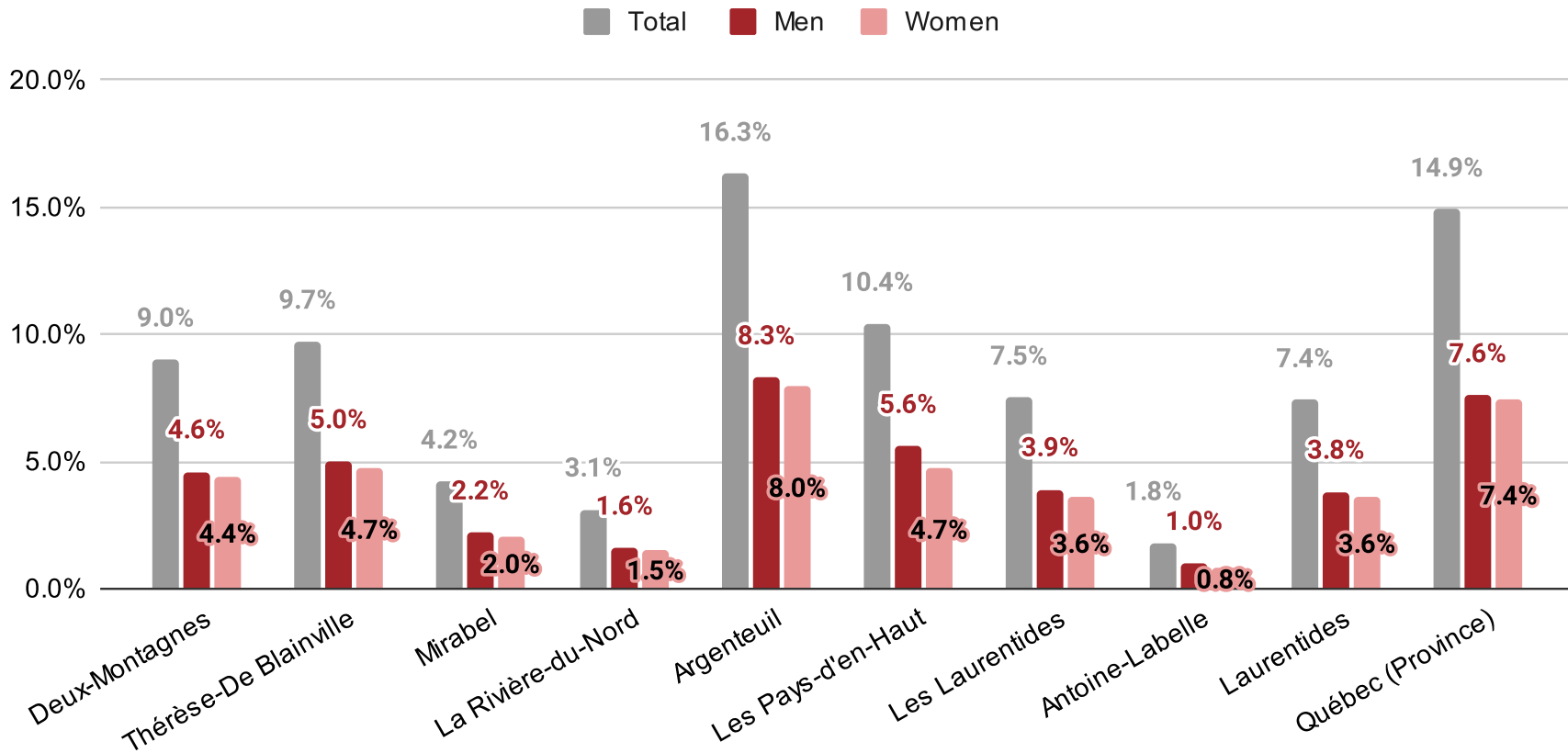
Table 2.b: Age Structure of Les Laurentides' French-Speaking Population by RCM

	French Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	90.6%	9.2%	9.8%	13.0%	12.0%	13.7%	15.7%
Thérèse-De Blainville	89.6%	10.8%	10.1%	11.1%	13.0%	14.0%	15.1%
Mirabel	95.5%	10.9%	13.9%	14.1%	12.7%	12.1%	12.0%
La Rivière-du-Nord	96.8%	9.4%	12.4%	12.7%	12.1%	15.0%	17.8%
Argenteuil	83.7%	7.1%	8.9%	9.3%	10.4%	15.9%	20.2%
Les Pays-d'en-Haut	89.6%	6.1%	7.2%	9.0%	11.2%	20.0%	25.9%
Les Laurentides	92.5%	6.6%	8.4%	10.6%	10.9%	18.9%	24.4%
Antoine-Labelle	98.1%	7.4%	8.4%	9.8%	11.0%	20.3%	29.0%
Laurentides	92.3%	9.2%	10.4%	11.7%	12.1%	15.3%	18.1%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

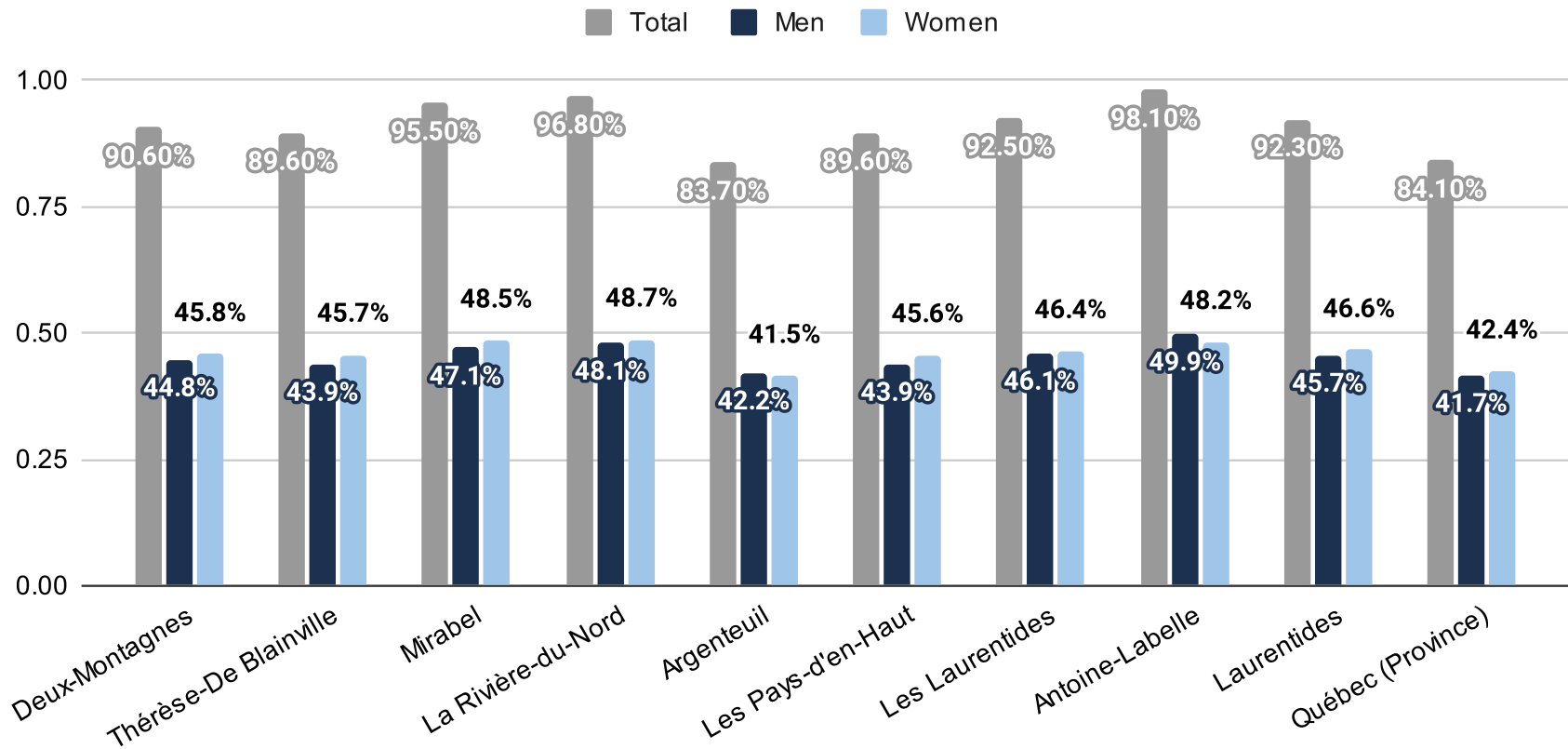
Population - Gender Structure

English-speaking women represent 3.6% of Les Laurentides's population compared to English-speaking men, who represent 3.8%. Among French speakers, women represent 46.6% of the population, while men represent 45.7%.

Graph 2.a: Gender Structure of Les Laurentides' English Speakers by RCM



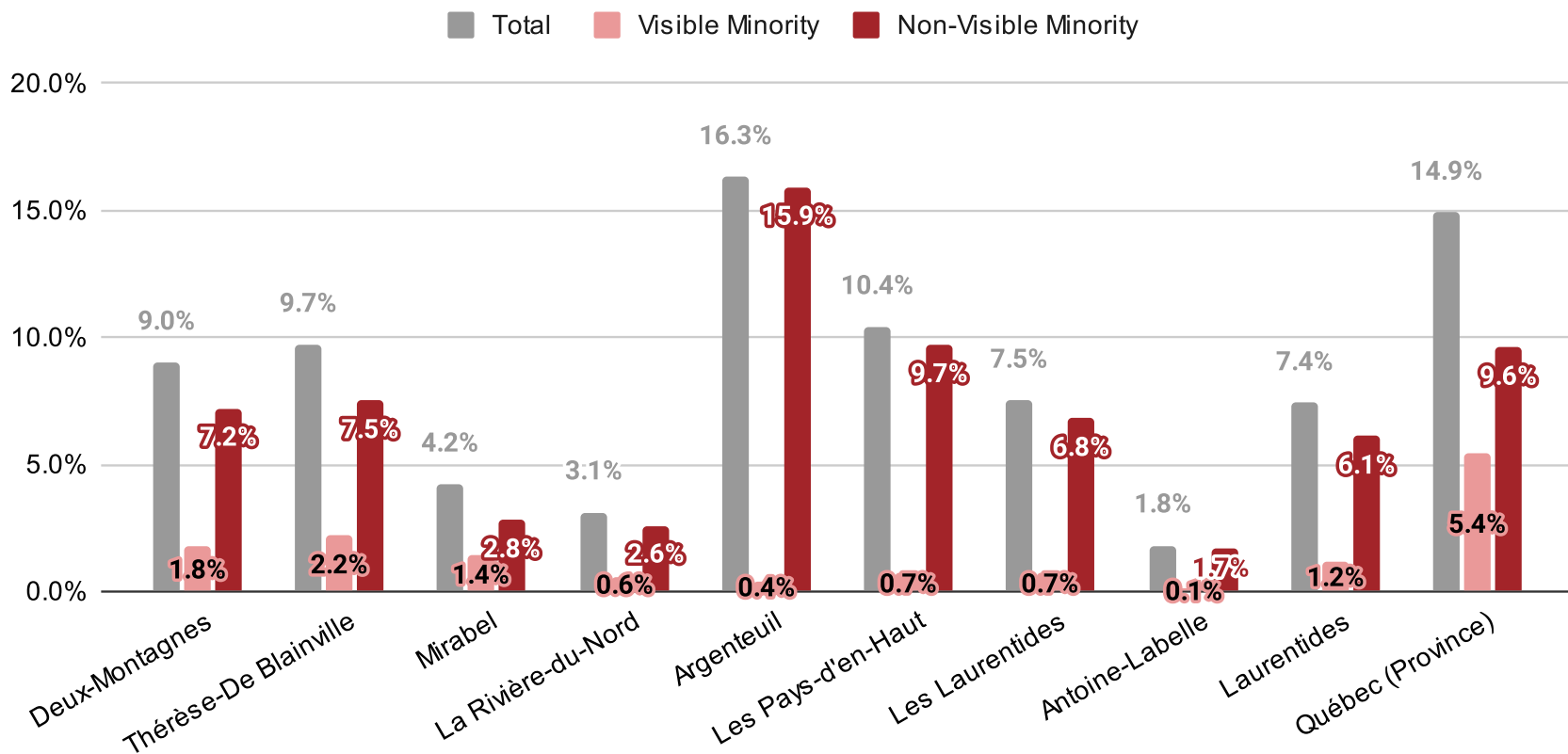
Graph 2.b: Gender Structure of Les Laurentides' French Speakers by RCM



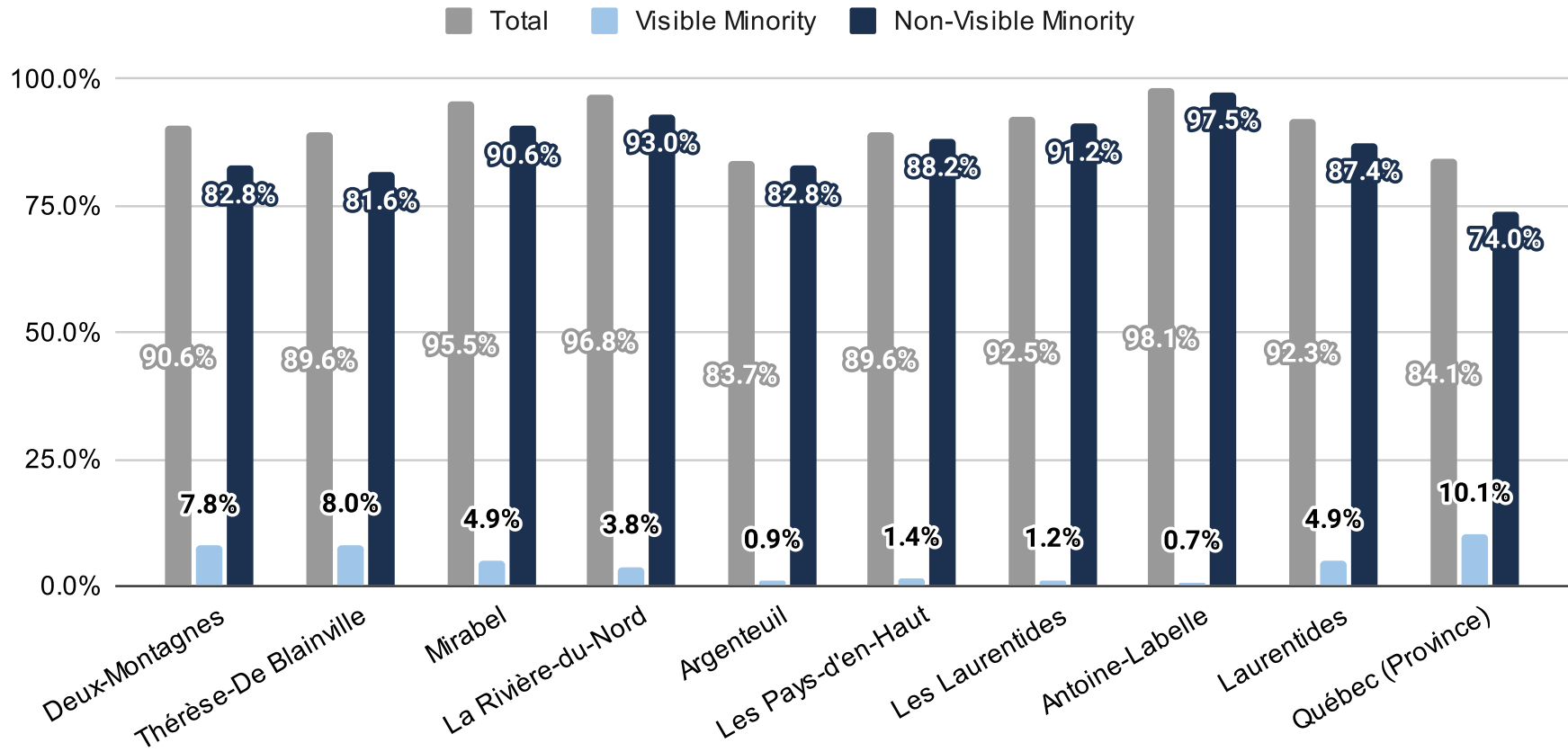
Population - Visible Minorities

English-speaking visible minorities represent 16.8% of the region's English-speaking population and 1.2% of the total population in the region. Among French speakers, visible minorities comprise 5.3% of the French-speaking population and 4.9% of the total population. Thérèse-De Blainville has the highest visible minority population share among both linguistic groups.

Graph 3.a: Visible Minority Structure of Les Laurentides' English Speakers by RCM



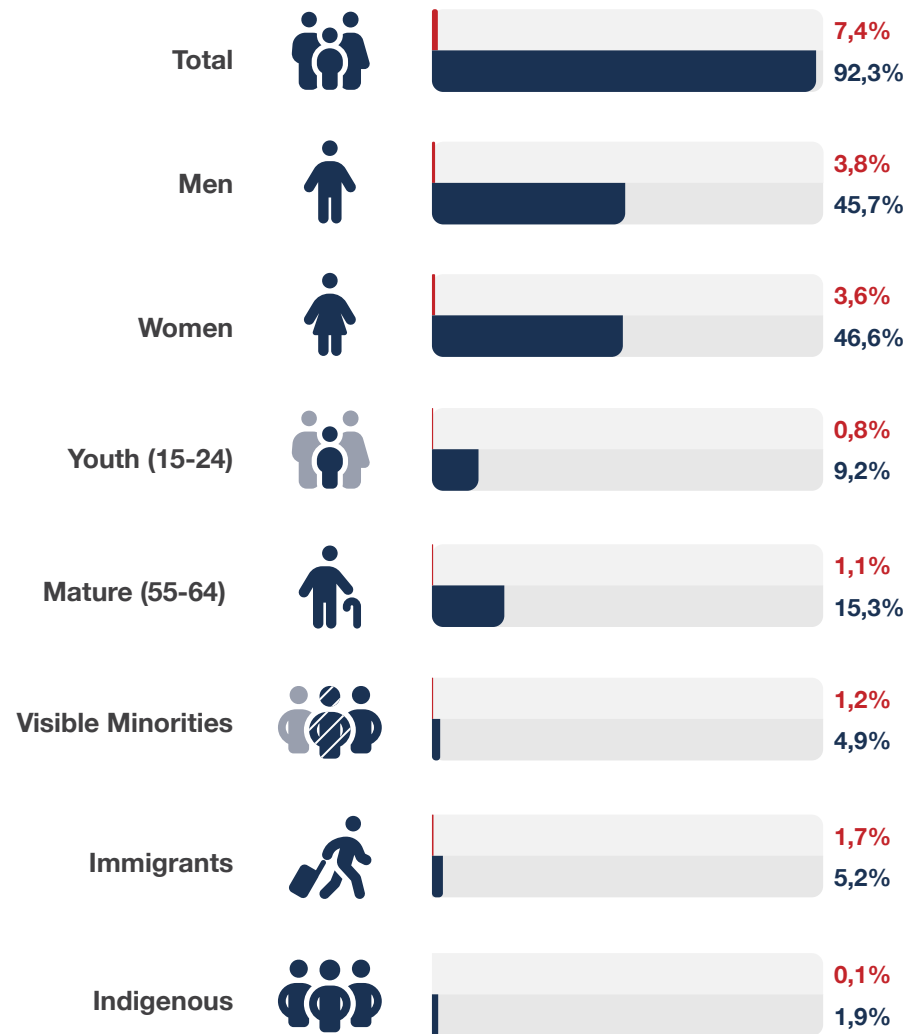
Graph 3.b: Visible Minority Structure of Les Laurentides' French Speakers by RCM



Summary of Share of Total Population for English and French Speakers in Les Laurentides

Share of Total Population⁹

Les Laurentides



■ English Speakers
 ■ French Speakers

⁹ The population data in this summary table is comprised solely of 25% sample data. Please see the Total Population section above for 100% sample data for the region's entire population.



Section 2

Economic Background

Economic Background

Les Laurentides is designated as a manufacturing-oriented region.¹⁰ Strong demographic growth influences the economy of the region, with household services and the construction industries having a notable presence.¹¹ Within the manufacturing and construction sectors, complex manufacturing of equipment and machinery, as well as residential construction, are dominant.

There are a number of other active industries in the region, indicating a diversified and resilient economy. These include ‘Agriculture’, ‘Aerospace’, and ‘Tourism’.¹² Notably, the public services sector is underrepresented in the region.¹³ Investments are also being made in the region’s ‘Forestry’ sector with plans for the construction of a wood processing plant.¹⁴

In 2022, driven by population growth, 9.9% of jobs in the region were in the construction sector, owing to a growth in residential construction

projects.¹⁵ This is higher than the provincial share of construction jobs of 6.7%. Also, in 2022, 11% of jobs in the region were in the manufacturing sector, which was lower than 11.4% for the entire province.

In 2020, Les Laurentides’s gross domestic product (GDP) amounted to \$23.4 billion, roughly 5.6% of the total GDP of Québec.¹⁶ Les Laurentides’s GDP per capita was \$37,017, which is the 4th highest GDP per capita among all of Québec’s regions.

¹⁰ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

¹¹ Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 15). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/laurentides/portrait-regional/structure-economique>

¹² Dupuis, F., D'Anjou, M., Couture, M., & Routhier, C. (2018). *Études régionales: Région administrative des Laurentides*. Desjardins. <https://www.desjardins.com/ressources/pdf/18Laurentides-f.pdf>

¹³ Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 15). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/laurentides/portrait-regional/structure-economique>

¹⁴ Routhier, C. (2021, December 15). *Études régionales: Région administrative des Laurentides*. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-laurentides.pdf>

¹⁵ Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 15). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/laurentides/portrait-regional/structure-economique>

¹⁶ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

In 2020, the region had an Economic Development Index¹⁷ of 100, ranking 4th among the regions. Its Labour Productivity Index¹⁸ was 104.8, and it scored 52.1 on Québec's Industrial Diversity Index,¹⁹ suggesting that in terms of industrial productivity, the region's economy performs at an average level compared to some of the urban regions.

Table 3: Economic Performance Indicators of Les Laurentides

Economic Indicators ²⁰ (Laurentides)	Number	Rank Among Regions (Out of 17)
Economic Development Index (2020)	100	4 th
Gross Domestic Product (2020)	\$ 23.4 (Billions)	4 th
GDP per capita (2020)	37,017 \$	15 th
Labour Productivity Index (2020)	104.8	4 th
Industrial Diversity Index (2021)	52.1	7 th

¹⁷ The Economic Development Index reflects the economic reality of the regions according to four themes: demographics, the labour market, income and education. An index greater than 100 indicates that the region has a level of economic development higher than the Québec average. The Economic Development Index is compiled by the Ministry of Economy, Innovation and Energy.

¹⁸ Gross Domestic Product (Nominal) per hour worked is used to measure labour productivity. An index greater than 100 indicates that the region has higher labour productivity than the Québec average. The Labour Productivity Index is compiled by the Ministry of Economy, Innovation and Energy.

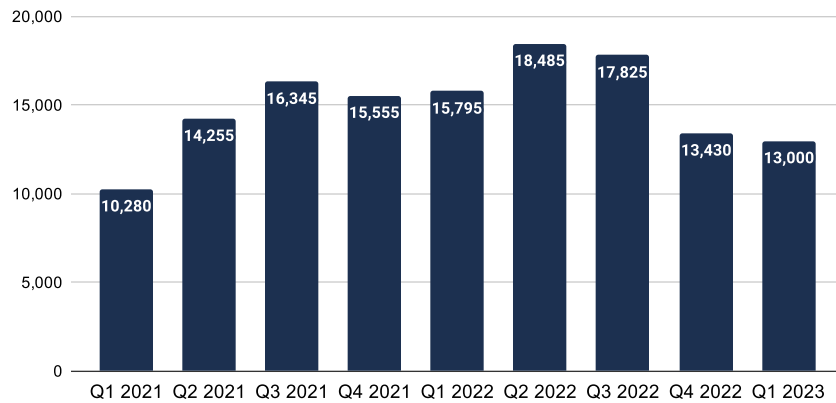
¹⁹ The Industry Diversity Index measures the similarity between the industrial structure of the region and that of Québec province. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more the region's structure differs from that of Québec. The Industrial Diversity Index is compiled by the Ministry of Economy, Innovation and Energy.

²⁰ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

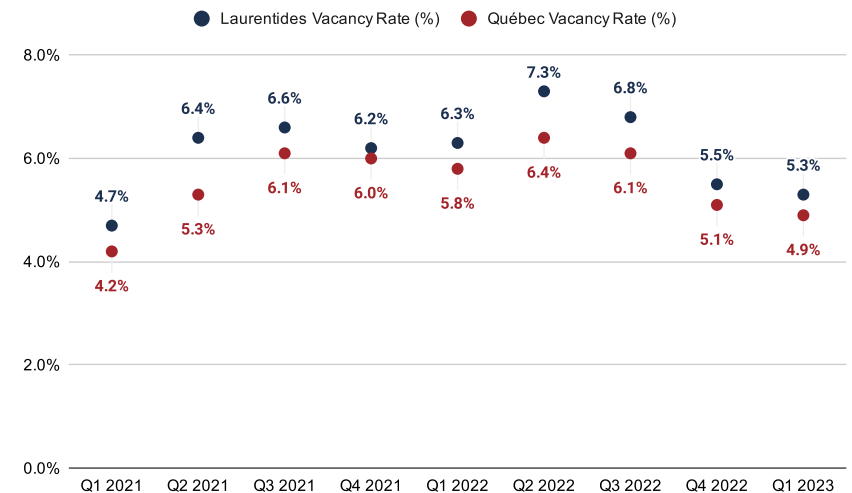
JOB VACANCY

Quarterly vacancy numbers²¹ for Les Laurentides were 10,280 in the first quarter of 2021, suggesting a recovery of the region's economy from the pandemic and the return of workers to the labour market. In the 1st quarter of 2023, Les Laurentides had 13,000 vacant positions. This is higher than pre-pandemic vacancy numbers, where Les Laurentides had 10,475 vacancies in Q4 of 2020.

Graph 4.a: Total Job Vacancies in Les Laurentides (Quarterly)²²



Graph 4.b: Job Vacancy Rate of Les Laurentides (Quarterly)

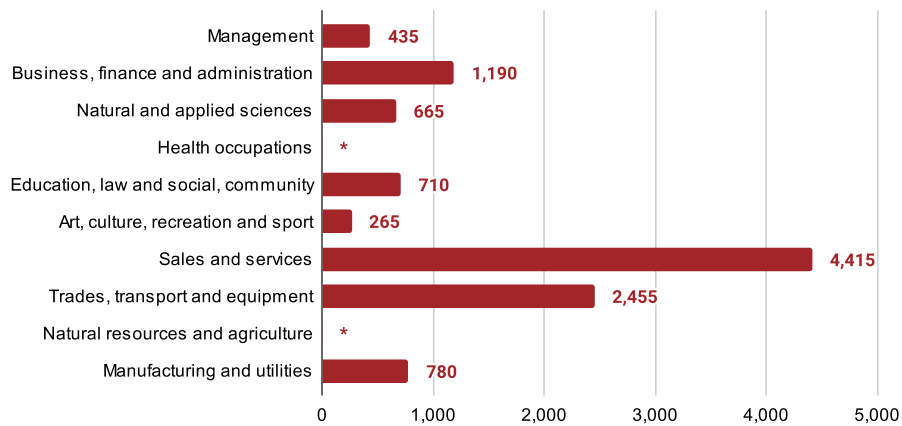


In the 1st quarter of 2023, Les Laurentides had a vacancy rate of 5.3%, higher than the provincial vacancy rate of 4.9%, suggesting a higher labour demand than the provincial average.

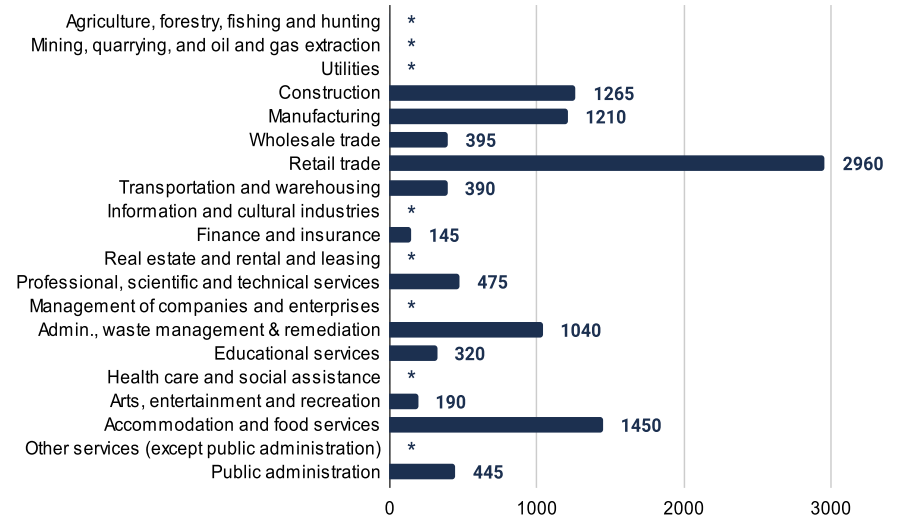
²¹ According to Statistics Canada, job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (all occupied and vacant jobs).

²² Statistics Canada. (2023, June 20). 14-10-0325-01 *Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by provinces and territories, quarterly, unadjusted for seasonality* [Data Table]. <https://doi.org/10.25318/1410032501-eng>

Graph 5.a: Total Job Vacancies in Les Laurentides by Occupation Level (Q1 2023)²³



Graph 5.b: Total Job Vacancies in Les Laurentides by Industry (Q1 2023)²⁴



Job vacancy data for Q1 2023 shows that ‘Sales and services’ occupations lead with 4,415 vacancies. This is followed by ‘Trades and transport’ occupations with 2,455 vacancies, and ‘Business and finance’ occupations rank third with slightly over 1,190 vacancies. This is compared to provincial vacancies, where ‘Sales and services’ occupations have the most vacancies (57,455), followed by ‘Trades and transport’ occupations (29,320), then ‘Health’ occupations (25,755).

When job vacancies are sorted by industry, it is found that the ‘Retail trade’ industry has the most vacancies (2,960), followed by ‘Accommodation’ (1,450), and ‘Construction’ (1,265). As a comparison, at the provincial level, the ‘Healthcare and social assistance’ industry leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and then ‘Retail trade’ (21,110).

²³ Statistics Canada. (2023, September 19). Table 14-10-0356-01 *Job vacancies and average offered hourly wage by occupation (broad occupational category), quarterly, unadjusted for seasonality* [Data Table]. <https://doi.org/10.25318/1410035601-eng>

²⁴ Some data do not appear in the graphs for certain occupations and industries. This is due to two reasons: 1) The data is deemed too unreliable to be published by Statistics Canada. 2) The data is suppressed to meet the confidentiality requirements of the Statistics Act. The occupations and industries that are affected by these limitations are presented with an asterisk in the graphs.



Section 3

Labour Force

Labour Force

Labour force participation is an important metric for understanding the levels of activity of individuals and communities in the labour market.

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

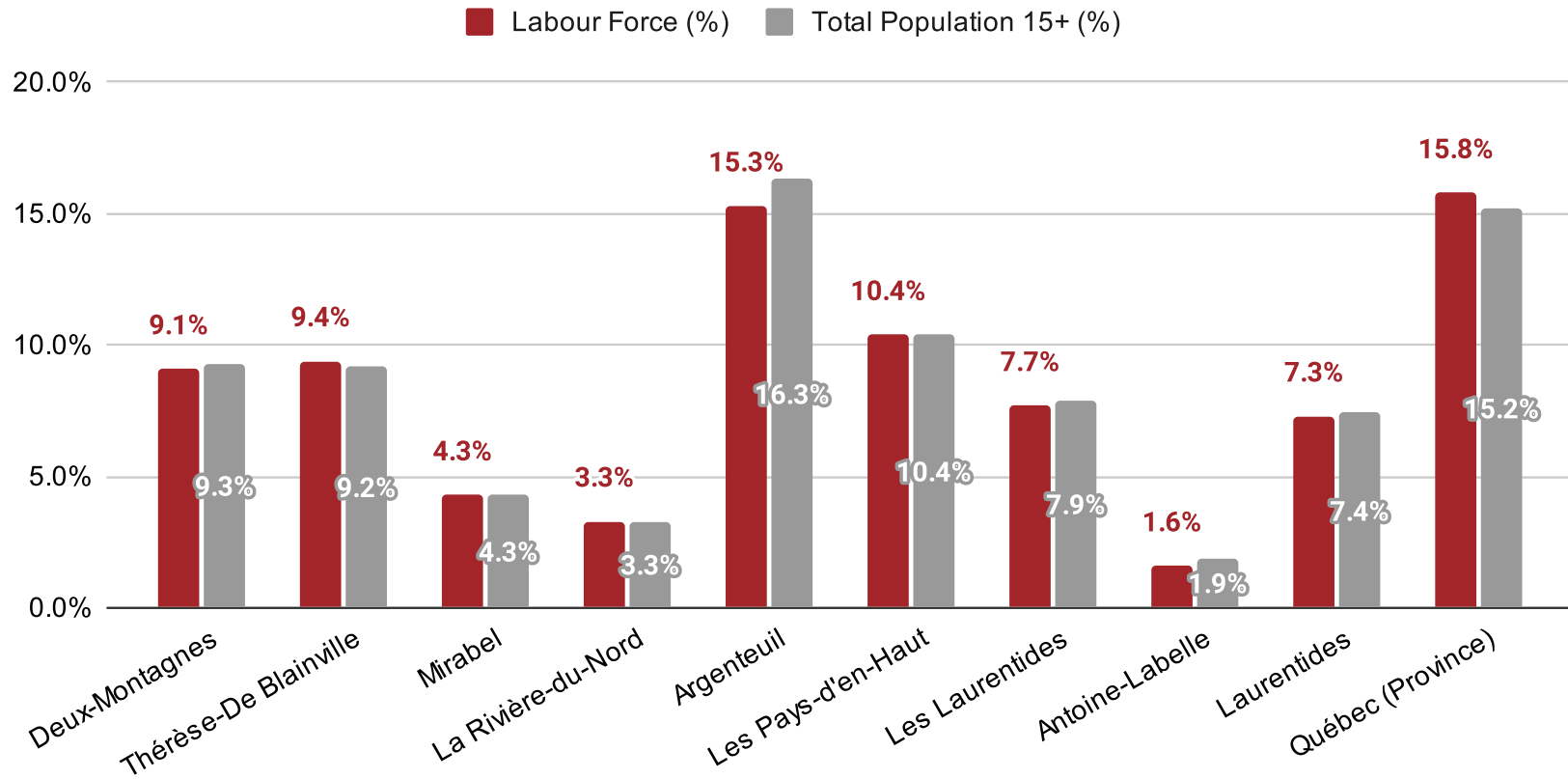
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have
- The income that individuals are earning

TOTAL LABOUR FORCE

There are 333,745 individuals in Les Laurentides's labour force, an increase from 312,945 in the 2016 Census. English speakers continue to occupy a moderate share of Les Laurentides's labour force (7.3%), similar to their population share (7.4%). There are 308,993 French speakers in Les Laurentides's labour market, making up 92.6% of the labour market.

English speakers occupy a significant share of Argenteuil's labour force (15.3%), significantly higher than the regional average. Antoine-Labelle recorded the lowest labour force share for English speakers (1.6%).

Graph 6.a: Labour Force of Les Laurentides' English Speakers by RCM



Graph 6.b: Labour Force of Laurentides' French Speakers by RCM

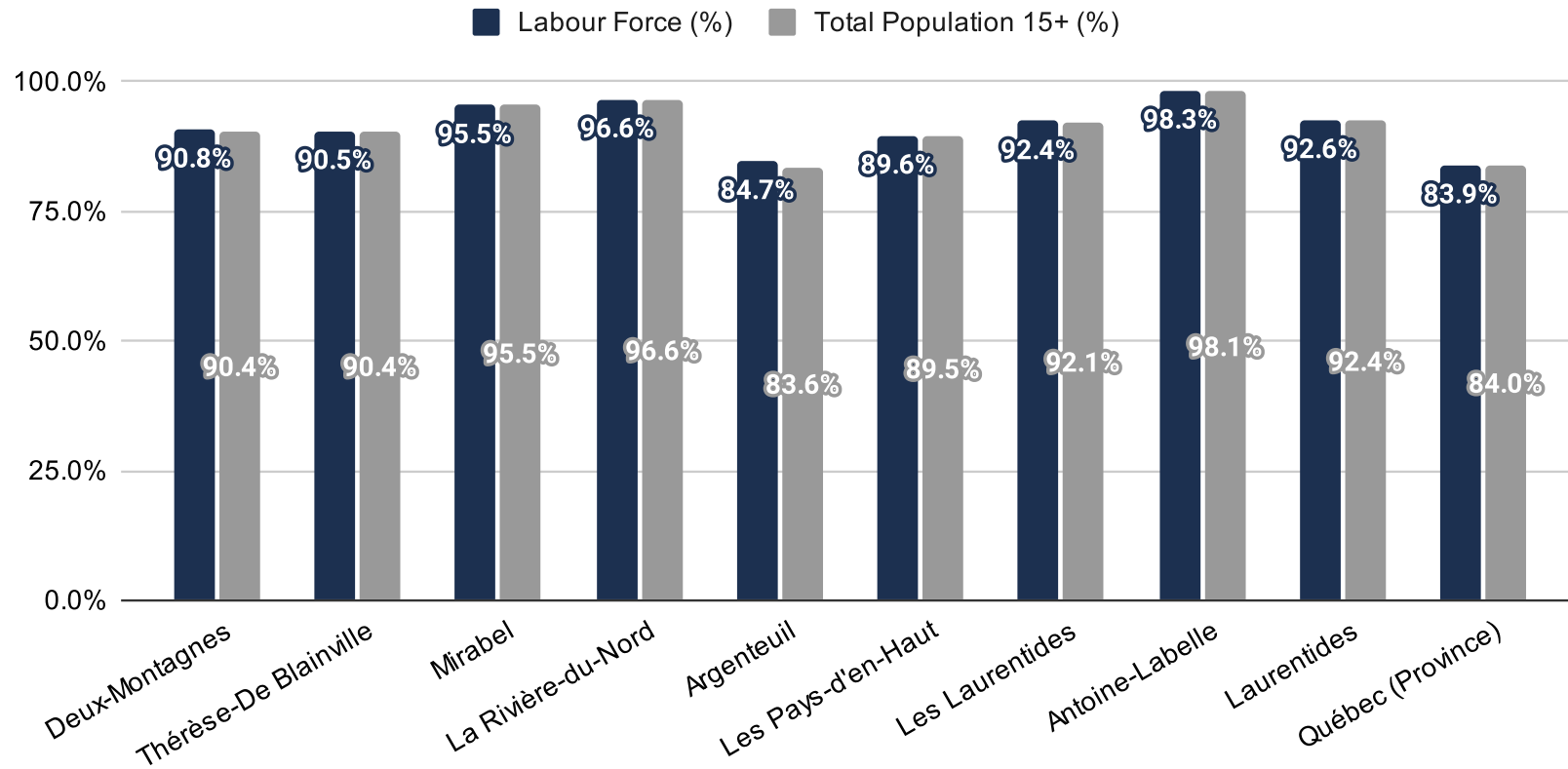


Table 4: Total Labour Force of Les Laurentides by RCM

	English Speakers	French Speakers
Deux-Montagnes	5,005	49,900
Thérèse-De Blainville	8,468	81,423
Mirabel	1,540	33,970
La Rivière-du-Nord	2,423	70,598
Argenteuil	2,480	13,770
Les Pays-d'en-Haut	2,418	20,773
Les Laurentides	1,900	22,860
Antoine-Labelle	260	15,710
Laurentides	24,493	308,993
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

Youth (15-24) and mature workers (65 and over) tend to represent the smallest shares of the labour force for both linguistic communities. Among French speakers, mature workers aged 45-54 have a significant share of the labour force.

Table 5.a: Age Structure of Les Laurentides' English-Speaking Labour Force by RCM

Labour Force Share (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	9.1%	0.8%	1.7%	2.6%	1.9%	1.6%	0.4%
Thérèse-De Blainville	9.4%	1.3%	1.7%	2.4%	2.1%	1.6%	0.3%
Mirabel	4.3%	0.4%	1.1%	1.2%	0.8%	0.7%	0.1%
La Rivière-du-Nord	3.3%	0.4%	0.7%	0.7%	0.7%	0.5%	0.2%
Argenteuil	15.3%	1.8%	2.9%	2.6%	3.0%	3.5%	1.4%
Les Pays-d'en-Haut	10.4%	0.6%	1.4%	1.6%	2.2%	3.0%	1.6%
Les Laurentides	7.7%	0.7%	0.9%	1.3%	1.6%	2.3%	0.9%
Antoine-Labelle	1.6%	0.2%	0.2%	0.2%	0.4%	0.4%	0.2%
Laurentides	7.3%	0.8%	1.3%	1.7%	1.6%	1.4%	0.5%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

Table 5.b: Age Structure of Laurentides' French-Speaking Labour Force by RCM

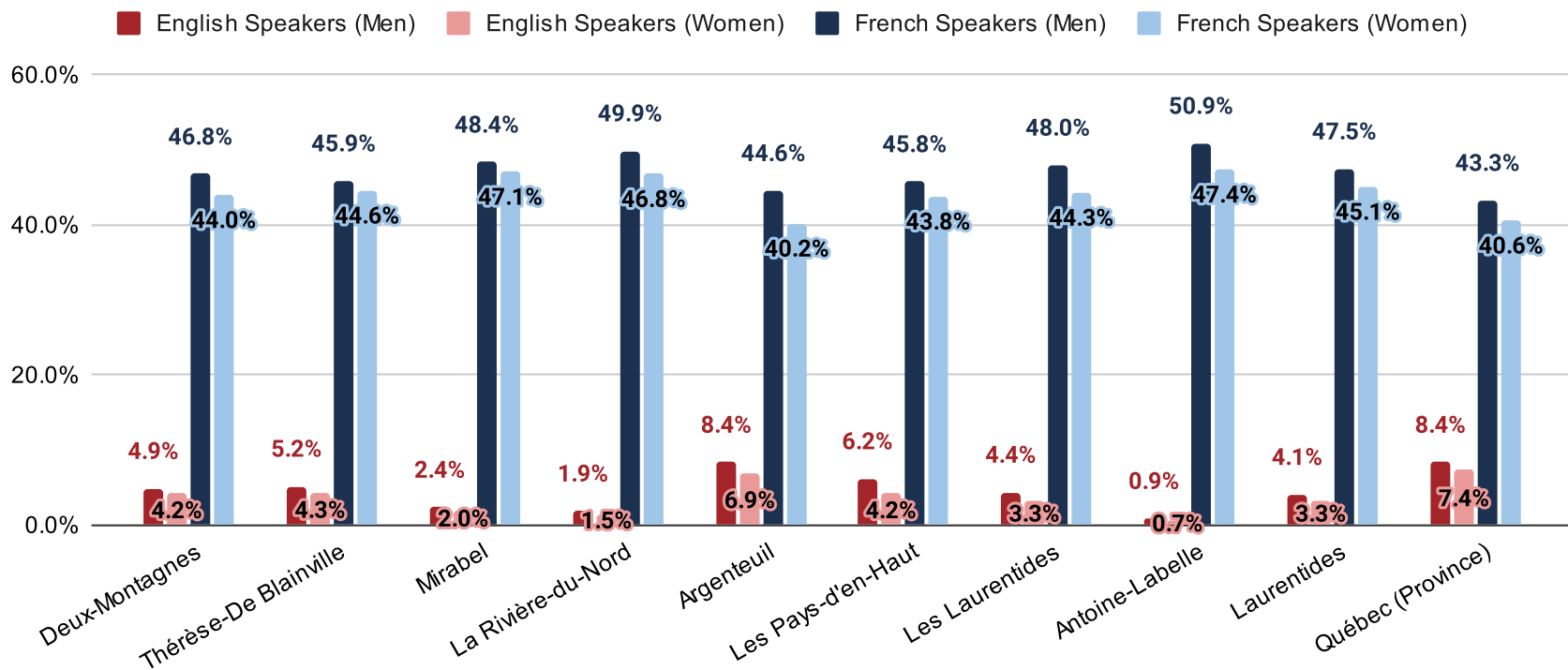
Labour Force Share (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	90.8%	11.4%	15.9%	22.0%	20.2%	17.0%	4.3%
Thérèse-De Blainville	90.5%	13.2%	16.3%	18.3%	21.3%	17.5%	4.0%
Mirabel	95.5%	13.8%	22.0%	22.5%	19.9%	14.3%	3.1%
La Rivière-du-Nord	96.6%	12.6%	20.5%	21.6%	20.1%	17.7%	4.2%
Argenteuil	84.7%	9.6%	15.6%	16.2%	18.2%	19.9%	5.3%
Les Pays-d'en-Haut	89.6%	8.5%	12.7%	16.1%	19.1%	24.4%	8.7%
Les Laurentides	92.4%	8.8%	14.7%	19.4%	19.0%	23.0%	7.4%
Antoine-Labelle	98.3%	11.0%	15.6%	19.0%	19.6%	25.5%	7.6%
Laurentides	92.6%	11.9%	17.3%	19.9%	20.1%	18.5%	4.8%
Québec (Province)	83.9%	10.9%	17.2%	18.9%	17.1%	15.6%	4.2%

Labour Force - Gender Structure

Among both English and French speakers, women tend to have a lower labour force share than men in the region. This is the case in most regions and for the province as a whole.

Whereas English-speaking men make up 4.1% of the labour force, English-speaking women make up 3.3% of the labour force. A similar trend is observed among French speakers, where men represent 47.5% of the region's labour force, and women represent 45.1%.

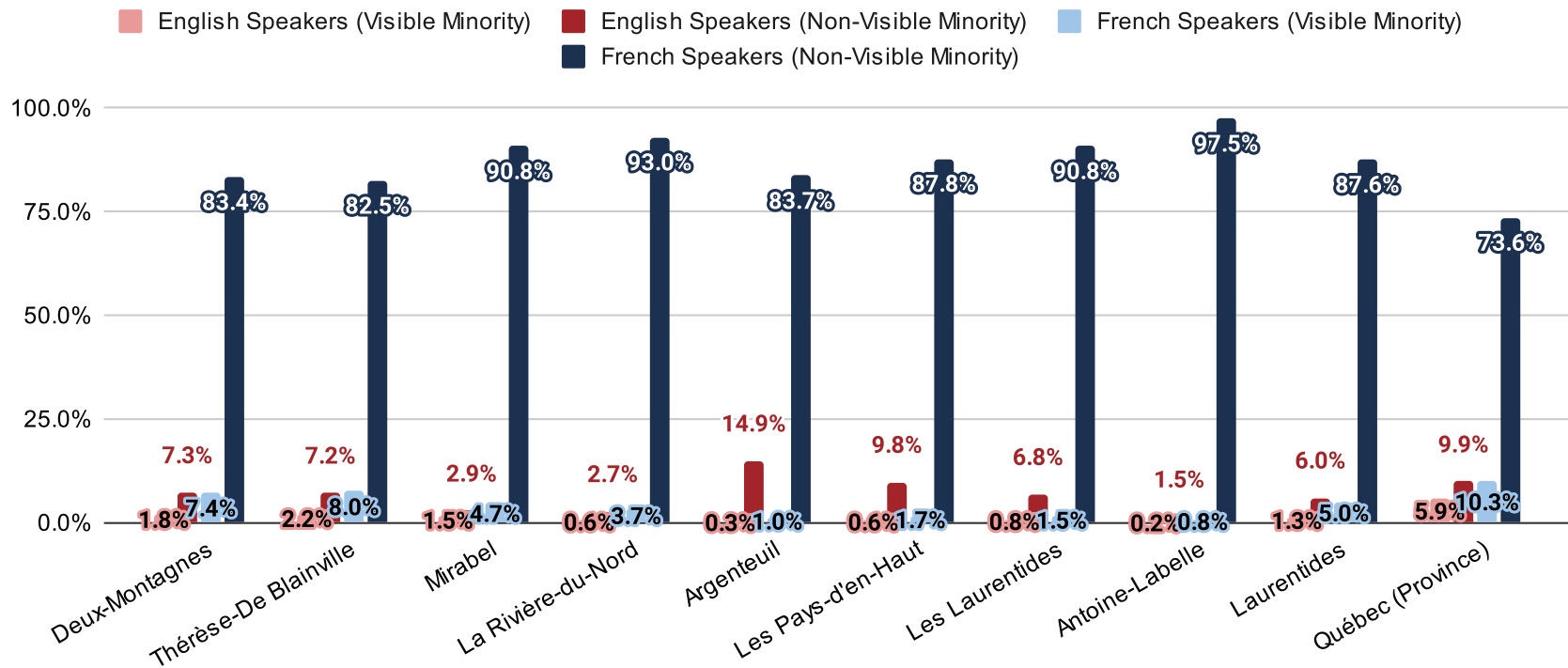
Graph 7: Gender Structure of Les Laurentides' Labour Force by RCM



Labour Force - Visible Minorities

English-speaking visible minorities represent 1.3% of the total labour force in the region. French-speaking visible minorities make up 5% of the total labour force. Among the RCMs, Thérèse-De Blainville has the highest visible minority labour share for both linguistic groups, followed by Deux-Montagnes.

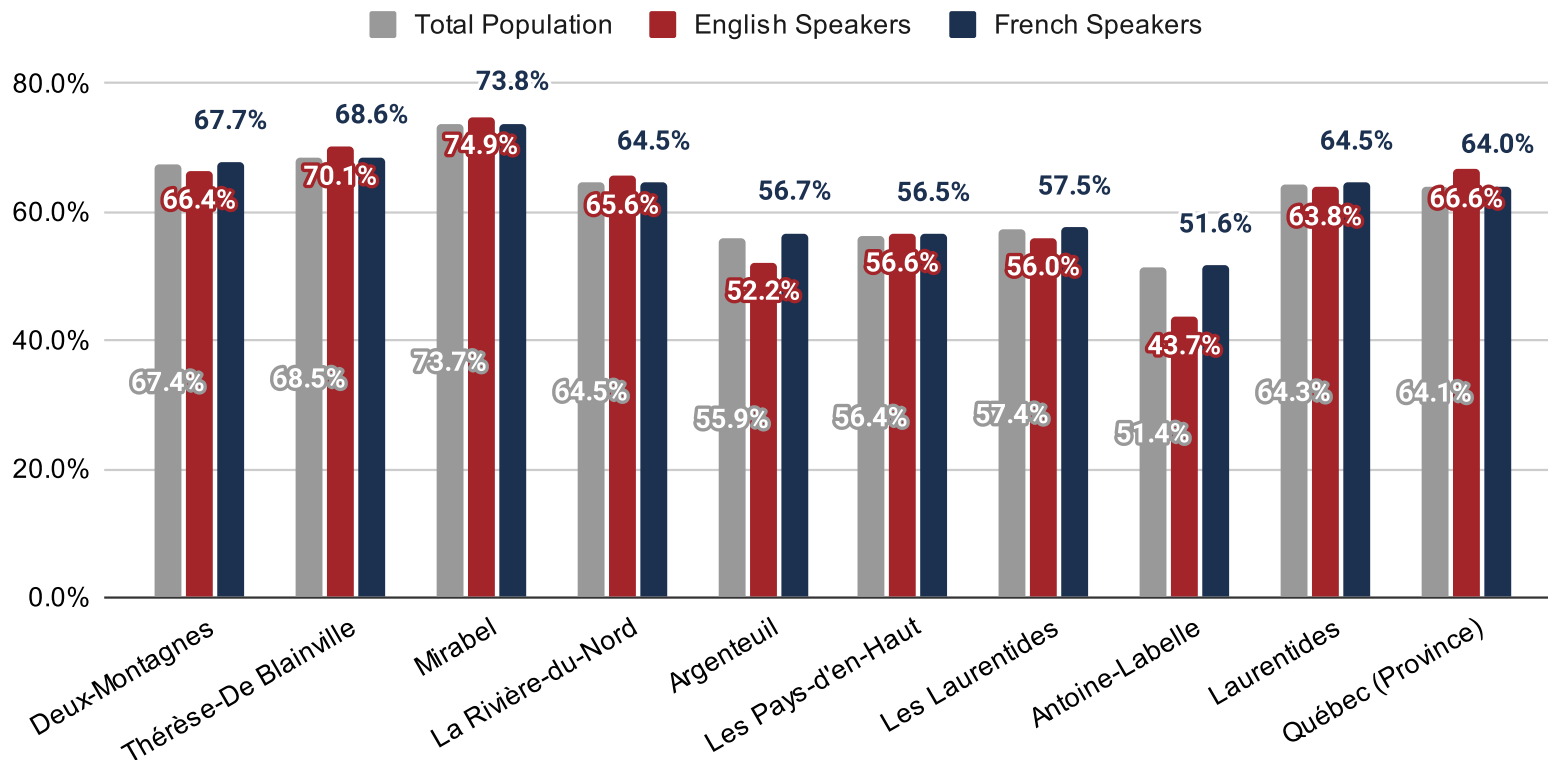
Graph 8: Visible Minority Structure of Les Laurentides' Labour Force by RCM



LABOUR FORCE PARTICIPATION RATE

Labour force participation is relatively high among English speakers in Les Laurentides. The labour force participation rate of English speakers in Les Laurentides is 63.8%, but this is slightly lower compared to 64.5% among French speakers in Les Laurentides and 66.6% for English speakers across the province. Labour force participation is highest among English speakers in Mirabel (74.9%) and lowest among English speakers in Antoine-Labelle (43.7%).

Graph 9: Labour Force Participation Rate of Les Laurentides by RCM



Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature workers aged 65 and over tend to have the lowest labour force participation rates; a similar trend is observed at the provincial level. However, English-speaking youth aged 15-24 have a labour force participation rate of 57.4%, which is significantly lower than the labour force participation rate of French-speaking youth (69.3%).

Table 6.a: Age Structure of Les Laurentides' Labour Force Participation for English Speakers by RCM

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	66.4%	53.1%	82.9%	85.5%	85.3%	69.0%	15.2%
Thérèse-De Blainville	70.1%	54.9%	85.6%	86.9%	86.2%	74.9%	18.8%
Mirabel	74.9%	62.1%	83.2%	90.3%	88.2%	75.6%	17.6%
La Rivière-du-Nord	65.6%	74.4%	83.8%	87.6%	85.4%	63.4%	17.2%
Argenteuil	52.2%	63.7%	85.6%	80.3%	77.3%	56.3%	14.7%
Les Pays-d'en-Haut	56.6%	47.9%	93.4%	82.1%	84.4%	68.4%	24.4%
Les Laurentides	56.0%	62.9%	86.7%	90.4%	90.2%	72.5%	16.9%
Antoine-Labelle	43.7%	66.7%	*	63.6%	93.3%	42.9%	12.5%
Laurentides	63.8%	57.4%	85.1%	85.7%	85.1%	68.3%	17.9%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

Table 6.b: Age Structure of Les Laurentides' Labour Force Participation for French Speakers by RCM

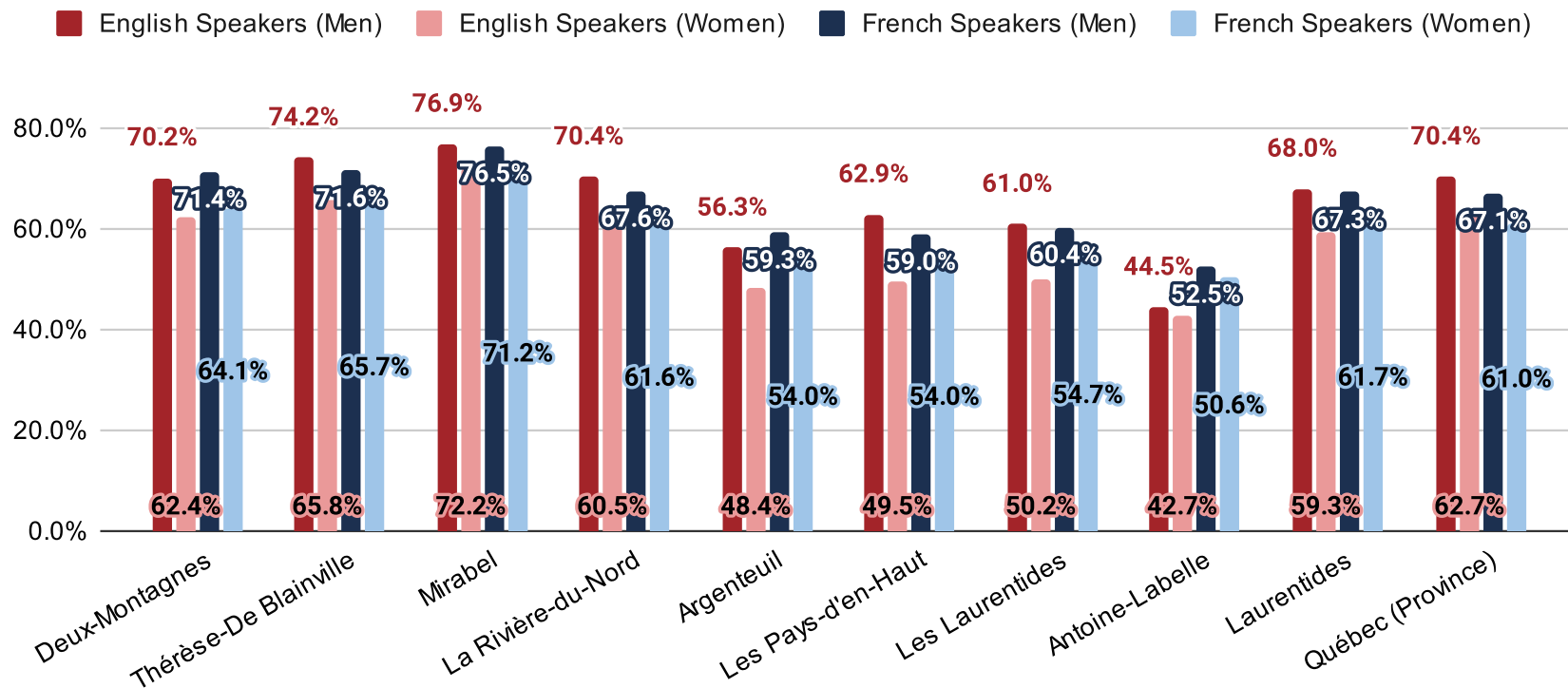
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	67.7%	67.9%	88.9%	92.4%	91.9%	67.7%	15.1%
Thérèse-De Blainville	68.6%	68.3%	90.2%	92.6%	92.0%	70.2%	14.8%
Mirabel	73.8%	74.4%	92.2%	93.4%	91.8%	68.9%	15.0%
La Rivière-du-Nord	64.5%	70.9%	87.8%	90.0%	88.1%	62.5%	12.5%
Argenteuil	56.7%	65.5%	83.5%	83.3%	83.6%	60.3%	12.5%
Les Pays-d'en-Haut	56.5%	69.4%	88.7%	90.1%	85.3%	61.1%	16.8%
Les Laurentides	57.5%	66.3%	87.1%	90.5%	86.7%	60.5%	15.1%
Antoine-Labelle	51.6%	67.2%	83.2%	87.5%	80.5%	56.5%	11.8%
Laurentides	64.5%	69.3%	88.7%	91.1%	89.3%	64.7%	14.2%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

Labour Force Participation - Gender Structure

Generally, men tend to have higher labour force participation rates than women in both linguistic groups. In the region, English-speaking men reported a labour force participation rate of 68%, which is higher than that of English-speaking women (59.3%).

Deux-Montagnes, Thérèse-De Blainville and Mirabel reported high labour participation rates among English-speaking men and women, while the lowest labour force participation rate for English-speaking men and women is reported in Antoine-Labelle (44.5% and 42.7%, respectively).

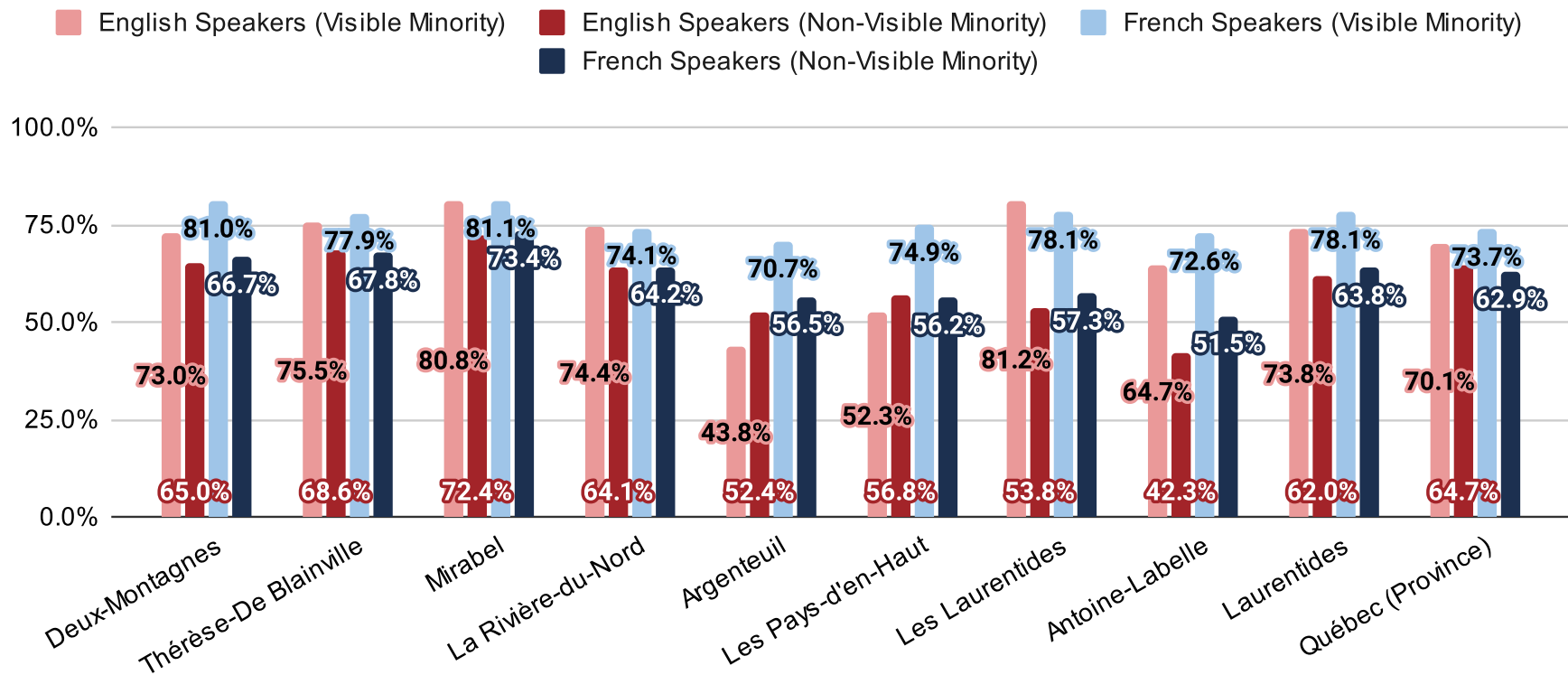
Graph 10: Gender Structure of Les Laurentides' Labour Force Participation by RCM



Labour Force Participation - Visible Minorities

Among English speakers and French speakers, visible minorities have significantly higher labour force participation rates than non-visible minorities. English-speaking visible minorities in Les Les Laurentides have a labour force participation rate of 81.2%, significantly higher than the average of 73.8% for English-speaking visible minorities in the region and 70.1% at the provincial level.

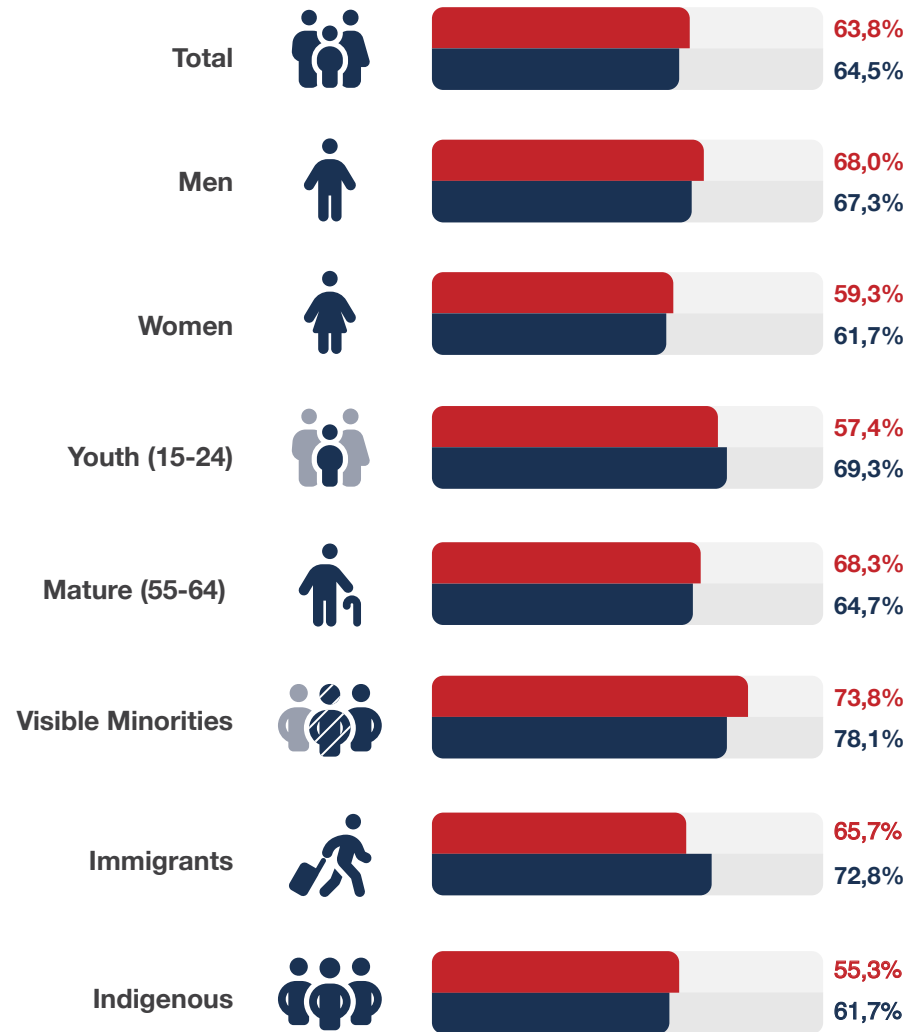
Graph 11: Visible Minority Structure of Les Laurentides' Labour Force Participation Rate by RCM



Summary of Labour Force Participation Rate for English and French Speakers in Les Laurentides

Labour Force Participation Rate

Les Laurentides



English Speakers French Speakers

The image is a landscape photograph of a forest with a lake. The left side of the image is covered by a semi-transparent red overlay. The right side shows a clear view of a dense forest of tall evergreen trees, with a body of water in the foreground reflecting the trees and the sky. The sky is overcast and grey. The water is calm, with some lily pads visible in the lower right. The overall scene is serene and natural.

Section 4

Unemployment

Unemployment

Unemployment rate serves as an official measure of performance of the labour market and can shed light on the labour market inclusion, income, purchasing power, and socio-economic well-being of communities. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2021.

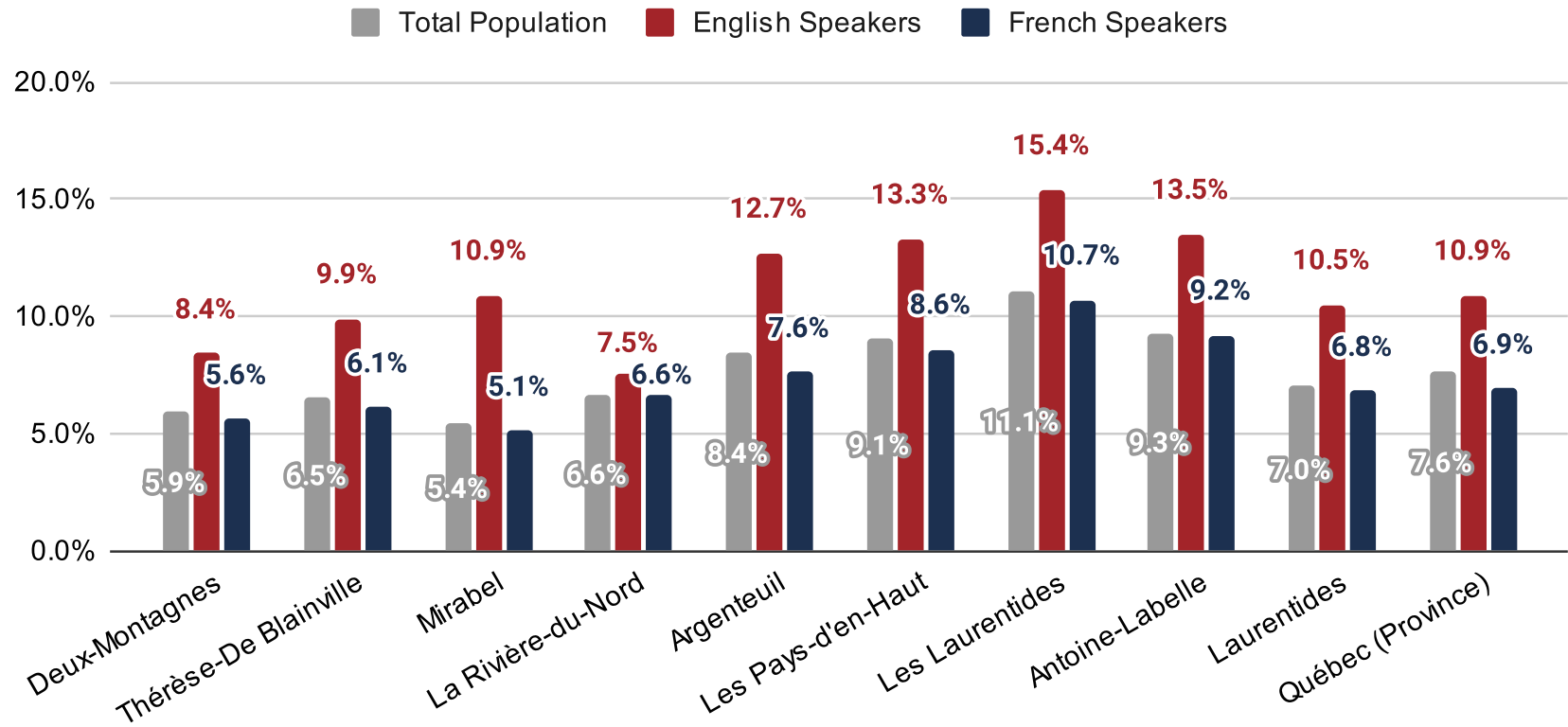
The unemployment rate, however, has its limitations. The unemployment rate does not capture:

- Those who work seasonal occupations and have less access to 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 experience

UNEMPLOYMENT RATE

Unemployment rates in Les Laurentides are relatively similar to those at the provincial level for both English and French speakers. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is 10.5% in Les Laurentides. French speakers in the region have lower unemployment rates (6.8%) than English speakers and experience lower unemployment rates in all the RCMs. English speakers in the RCM of Les Les Laurentides experience the highest unemployment rate among the RCMs at 15.4%.

Graph 12: Unemployment Rate of Les Laurentides by RCM



Who are the Unemployed English Speakers?

In the Les Laurentides region, an estimated 2,575 English speakers were reported to be unemployed in May 2021 when the Census was conducted. Below are the main characteristics of these unemployed English speakers:

- There is a higher proportion of men than women in the unemployed English-speaking population in the region (54.9% compared to 45.1%)
- Roughly a quarter of the unemployed group are immigrants (28.7%)
- A small share identify as Indigenous (2.3%)
- Almost one-fifth of the unemployed group are visible minorities (18.3%)
- A significant share of this population is found to have attained postsecondary level education (51.8%)
- Over half of the unemployed English-speaking population reported to have worked part-time previously before they were unemployed (63.5%)
- Thérèse-De Blainville has the largest unemployed population among English speakers in the region (32.6%) while Antoine-Labelle reported the smallest unemployed English-speaking population (1.4%)
- A majority of the unemployed English speakers who have worked part-time previously come from Thérèse-De Blainville, Deux-Montagnes and Les Pays-d'en-Haut.



Unemployment Rate - Age Structure

An age group comparison of unemployment rates in the linguistic communities shows that English speakers generally experience higher unemployment rates than French speakers.

Among English speakers, individuals aged 45-54 experience the lowest regional unemployment rate (7.4%). This is also the case among French speakers; French speakers aged 45-54 experience an unemployment rate of 4.5%.

Among English speakers, youth aged 15-24 experience the highest regional unemployment rates, at 15.6%, which is significantly higher than that of French-speaking youth (9.4%). Mature workers aged 55-64 and 65+ also tend to experience high unemployment rates. English-speaking mature workers aged 55-64 have a regional unemployment rate of 12.8% compared to 7.6% among French-speaking mature workers.

English-speaking youth in the RCM of Les Laurentides experience one of the highest unemployment rates (23.3%).

Table 7.a: Age Structure of Les Laurentides' Unemployment Rate for English Speakers by RCM

Unemployment Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	8.4%	15.4%	9.9%	6.6%	3.8%	11.3%	10.1%
Thérèse-De Blainville	9.9%	16.5%	8.9%	9.5%	7.8%	8.8%	9.5%
Mirabel	10.9%	11.1%	11.4%	8.0%	13.3%	8.6%	25.0%
La Rivière-du-Nord	7.5%	4.7%	4.1%	5.5%	6.5%	15.4%	14.5%
Argenteuil	12.7%	22.8%	16.8%	4.7%	5.1%	15.9%	15.2%
Les Pays-d'en-Haut	13.3%	13.8%	15.7%	11.3%	12.1%	15.3%	13.2%
Les Laurentides	15.4%	23.3%	22.0%	6.1%	8.9%	17.9%	18.6%
Antoine-Labelle	13.5%	*	33.3%	*	14.3%	16.7%	*
Laurentides	10.5%	15.6%	11.1%	7.7%	7.4%	12.8%	14.0%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

Table 7.b: Age Structure of Les Laurentides' Unemployment Rate for French Speakers by RCM

Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	5.6%	8.9%	4.6%	3.1%	3.7%	6.9%	17.5%
Thérèse-De Blainville	6.1%	10.3%	5.2%	4.4%	3.6%	6.1%	16.3%
Mirabel	5.1%	7.3%	4.9%	3.4%	3.7%	5.6%	15.5%
La Rivière-du-Nord	6.6%	8.5%	5.7%	4.3%	4.5%	7.6%	22.1%
Argenteuil	7.6%	8.6%	6.1%	5.5%	6.3%	8.3%	19.9%
Les Pays-d'en-Haut	8.6%	11.7%	7.3%	7.0%	5.3%	8.8%	17.1%
Les Laurentides	10.7%	12.9%	8.8%	8.5%	8.4%	11.6%	21.6%
Antoine-Labelle	9.2%	9.9%	6.0%	6.1%	6.4%	10.2%	25.6%
Laurentides	6.8%	9.4%	5.6%	4.6%	4.5%	7.6%	19.1%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

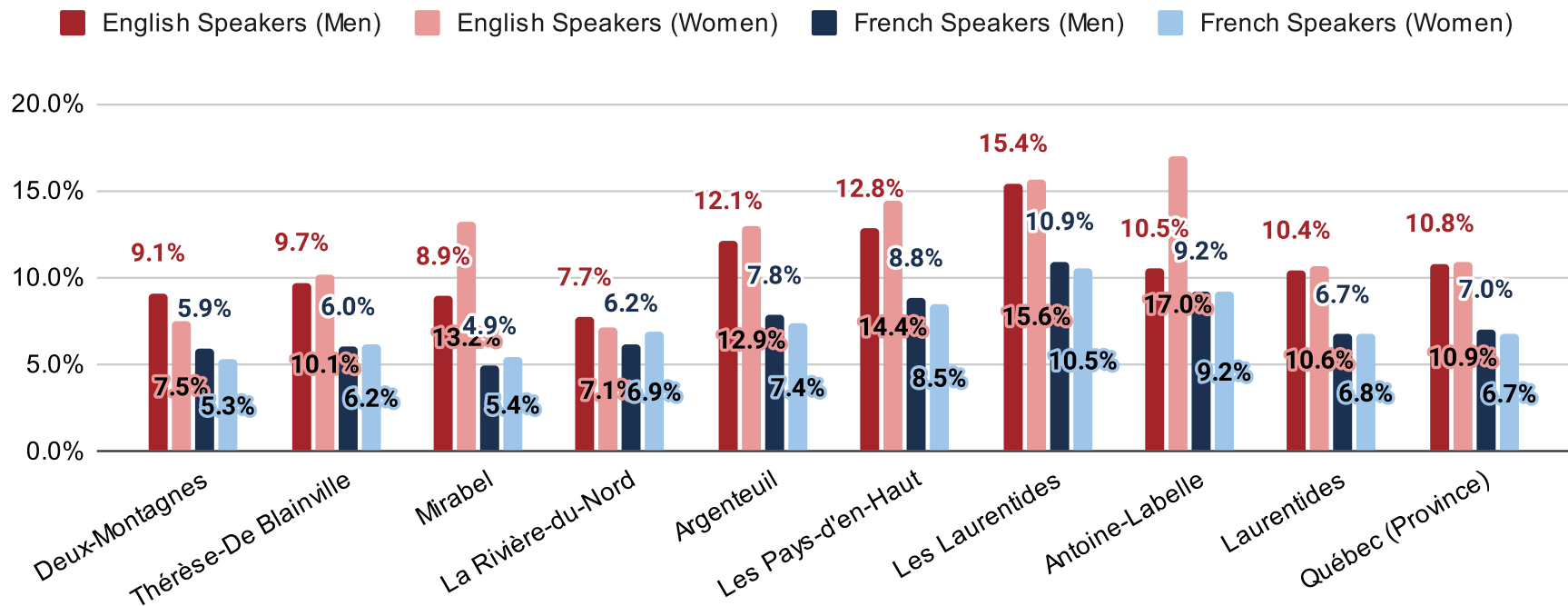
Unemployment Rate - Gender Structure

Among English speakers in Les Laurentides, women experience a higher unemployment rate than men (10.6% compared to 10.4%).

English-speaking women have generally higher unemployment rates than men among the RCMs, except in Deux-Montagnes and La Riviere-du-Nord.

English-speaking women in Antoine-Labelle experience the highest unemployment rate of 17% among the RCMs.

Graph 13: Gender Structure of Les Laurentides' Unemployment Rate by RCM

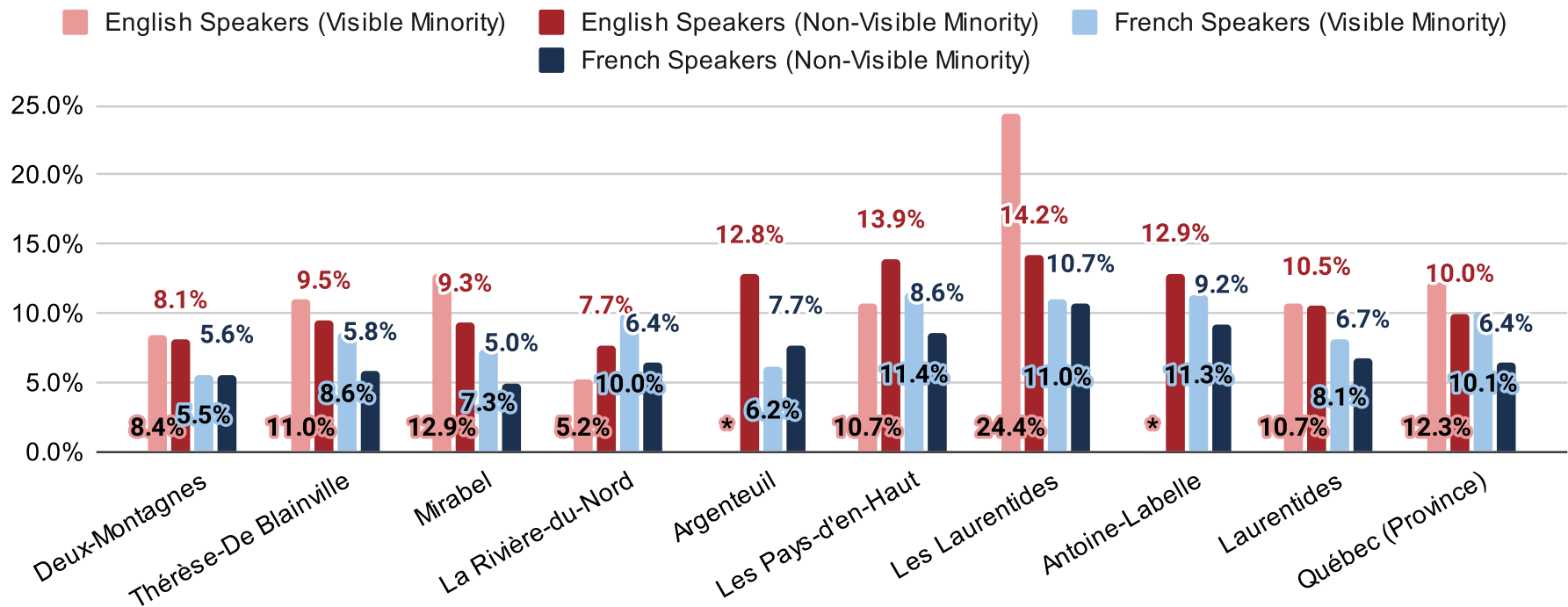


Unemployment Rate - Visible Minorities

English-speaking visible minorities in Les Laurentides experience an unemployment rate of 10.7% in the region, which is slightly higher than the unemployment rate of non-visible minorities (10.5%). The trend is fairly similar to what is observed at the provincial level, where English-speaking visible minorities experience a higher unemployment rate than other non-visible minorities and French speakers.

Within the RCMs, unemployment rate trends tend to vary significantly. The RCM of Les Laurentides reported the highest unemployment rates for both English-speaking visible minorities (24.4%) and non-visible minorities (14.2%).

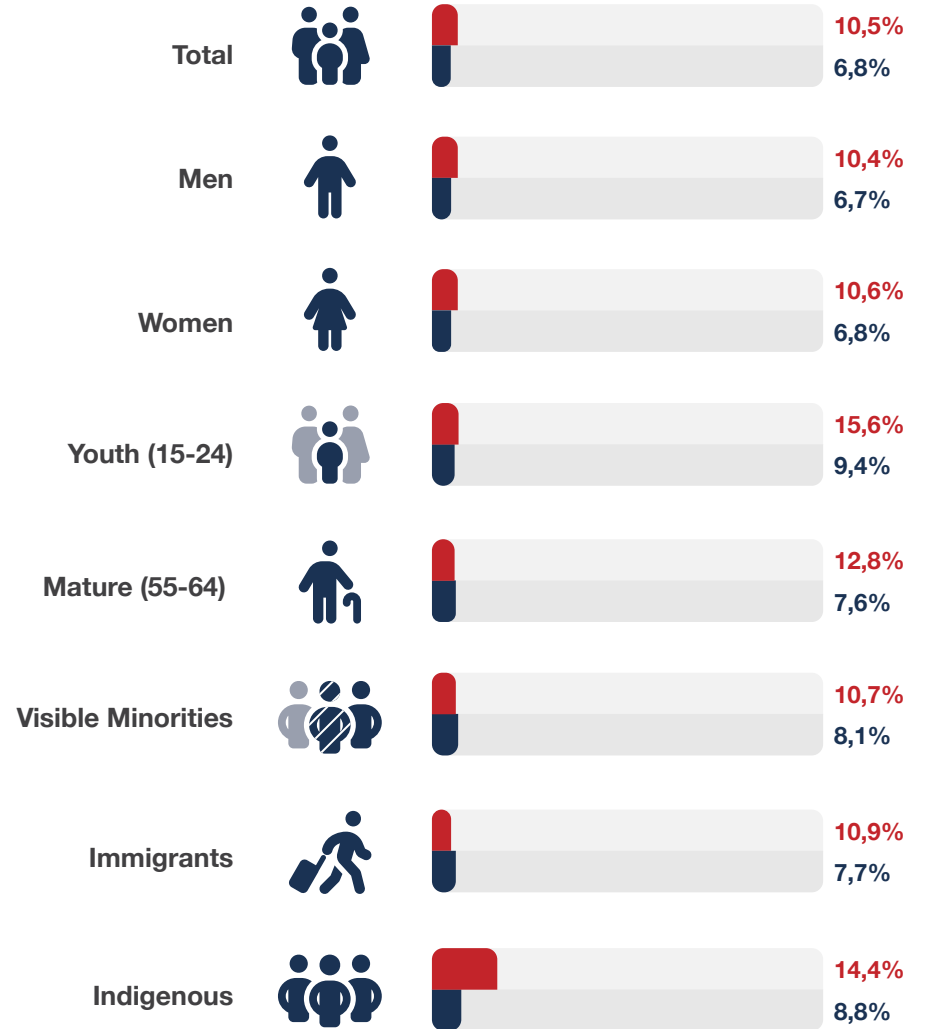
Graph 14: Unemployment Rate by Visible Minority Status in Les Laurentides by RCM



Summary of Unemployment Rate for English and French Speakers in Les Laurentides

Unemployment Rate

Les Laurentides



English Speakers French Speakers



Section 5

Income

Income

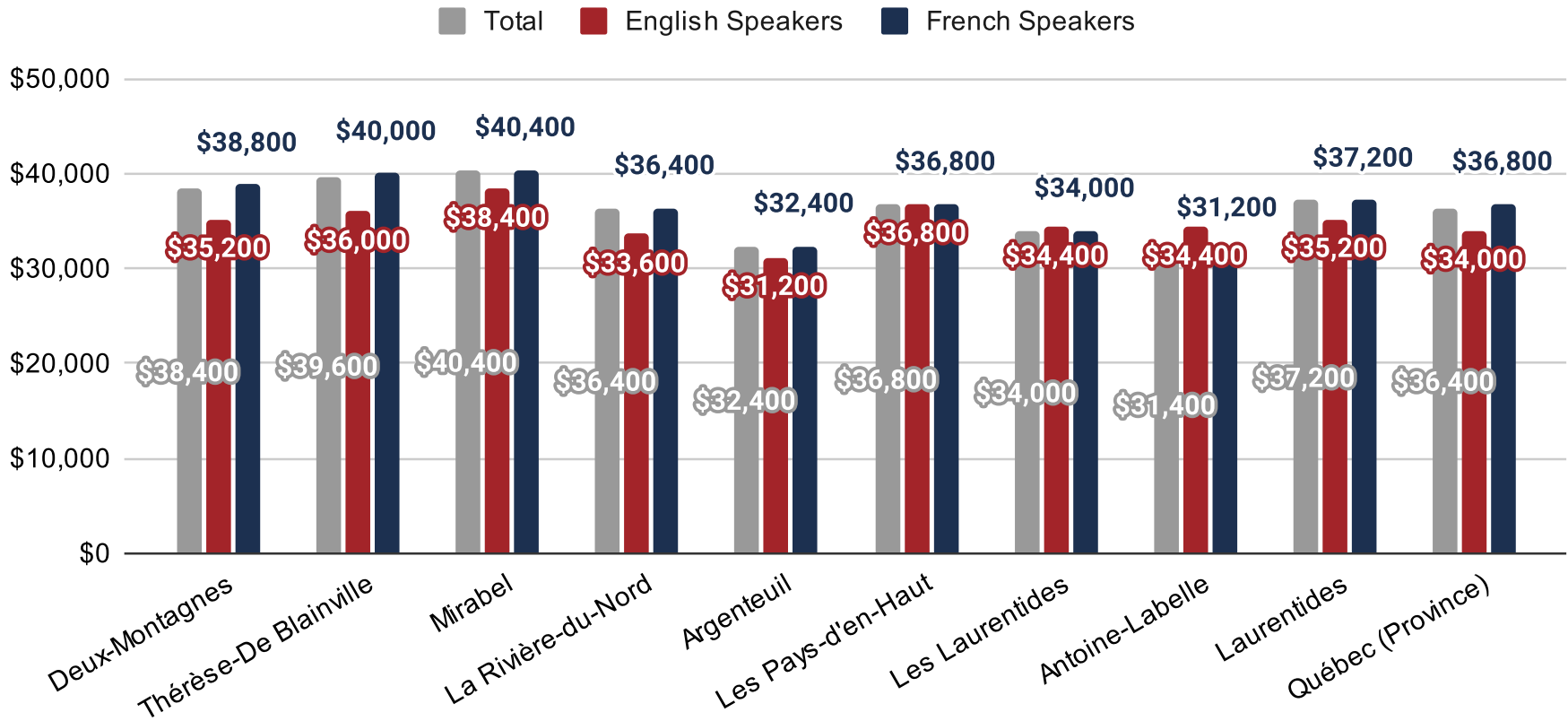
Similar to the trend observed at the provincial level, English speakers in Les Laurentides tend to earn lower median after-tax incomes and lower median employment incomes than French speakers.²⁵ This could be explained by the higher unemployment rate that English speakers face, as well as the higher tendency of English speakers to engage in temporary, seasonal and part-time opportunities.

AFTER TAX-INCOME

English speakers in the Les Laurentides region earn a median after-tax income of \$35,200, roughly \$2,000 lower than that of French speakers (\$37,200). English speakers have lower median after-tax income than French speakers across all the RCMs (with the small exception of the RCM of Les Laurentides) in the region.

²⁵ The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language; this is due to limitations in the data available.

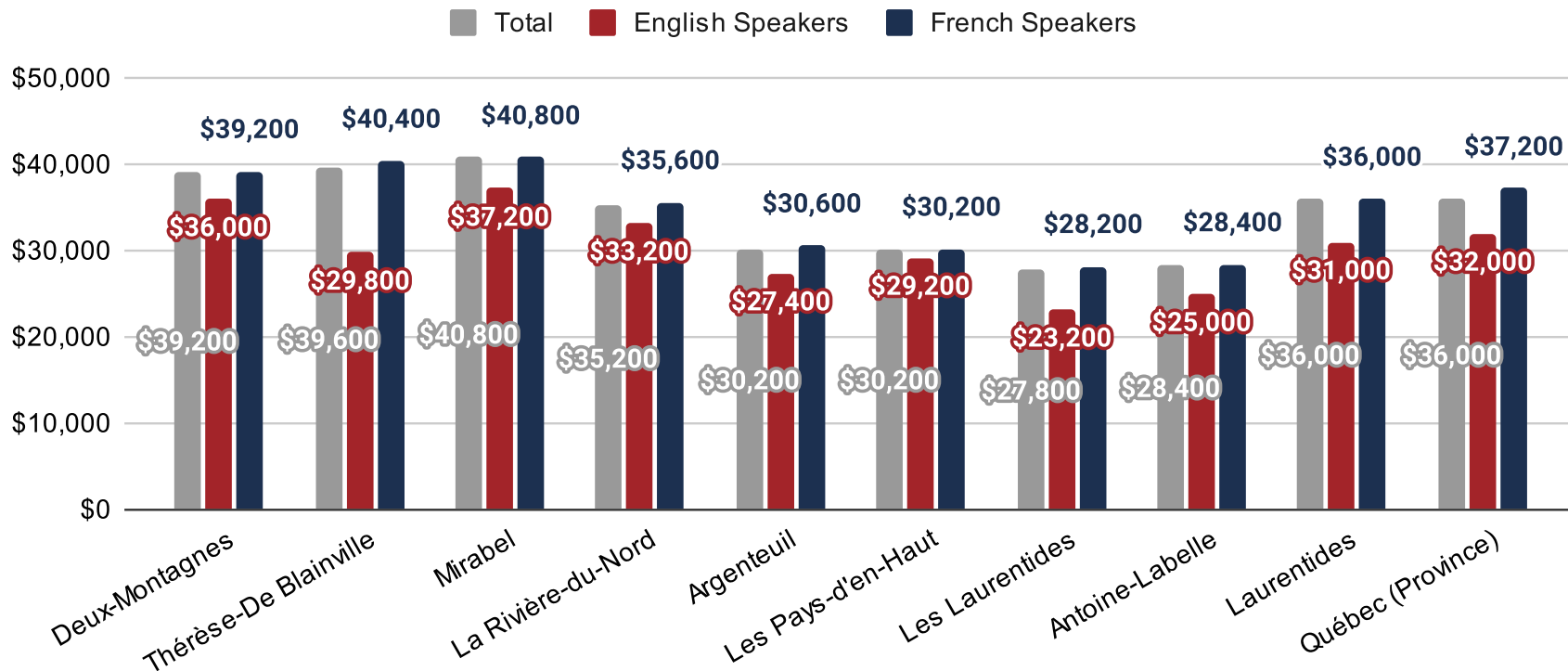
Graph 15: Median After-Tax Income in Les Laurentides by RCM



EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Les Laurentides earn a median employment income of \$31,000, which is lower than that of French speakers (\$36,000) of approximately \$5,000. English speakers experience the highest employment income gap in Thérèse-De Blainville compared to French speakers (\$29,800 compared to \$40,400).

Graph 16: Median Employment Income in Les Laurentides by RCM



Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 65+ tend to earn significantly lower median employment incomes than the other age groups. This trend is seen in both the English-speaking and French-speaking populations, though English-speaking youth aged 15-24 earn \$1,100 less than French-speaking youth aged 15-24. English speakers aged 65 and over have a median employment income of \$6,200, higher than their French-speaking counterparts earning \$4,560.

Table 8.a: Age Structure of Les Laurentides' Median Employment Income for English Speakers by RCM

Median Employment Income (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	\$36,000	\$11,300	\$37,600	\$46,800	\$50,400	\$39,200	\$5,280
Thérèse-De Blainville	\$29,800	\$10,100	\$32,800	\$44,400	\$50,800	\$44,000	\$11,100
Mirabel	\$37,200	\$8,400	\$40,800	\$40,000	\$54,400	\$37,600	\$1,520
La Rivière-du-Nord	\$33,200	\$15,600	\$33,200	\$43,600	\$54,400	\$43,600	\$1,700
Argenteuil	\$27,400	\$10,100	\$37,600	\$34,800	\$42,400	\$37,200	\$4,760
Les Pays-d'en-Haut	\$29,200	\$5,840	\$36,000	\$33,600	\$47,200	\$44,800	\$11,000
Les Laurentides	\$23,200	\$6,650	\$19,800	\$40,000	\$48,400	\$29,200	\$7,450
Antoine-Labelle	\$25,000	*	*	\$18,200	\$50,800	\$28,200	\$1,050
Laurentides	\$31,000	\$10,200	\$34,800	\$42,000	\$49,600	\$38,800	\$6,200
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

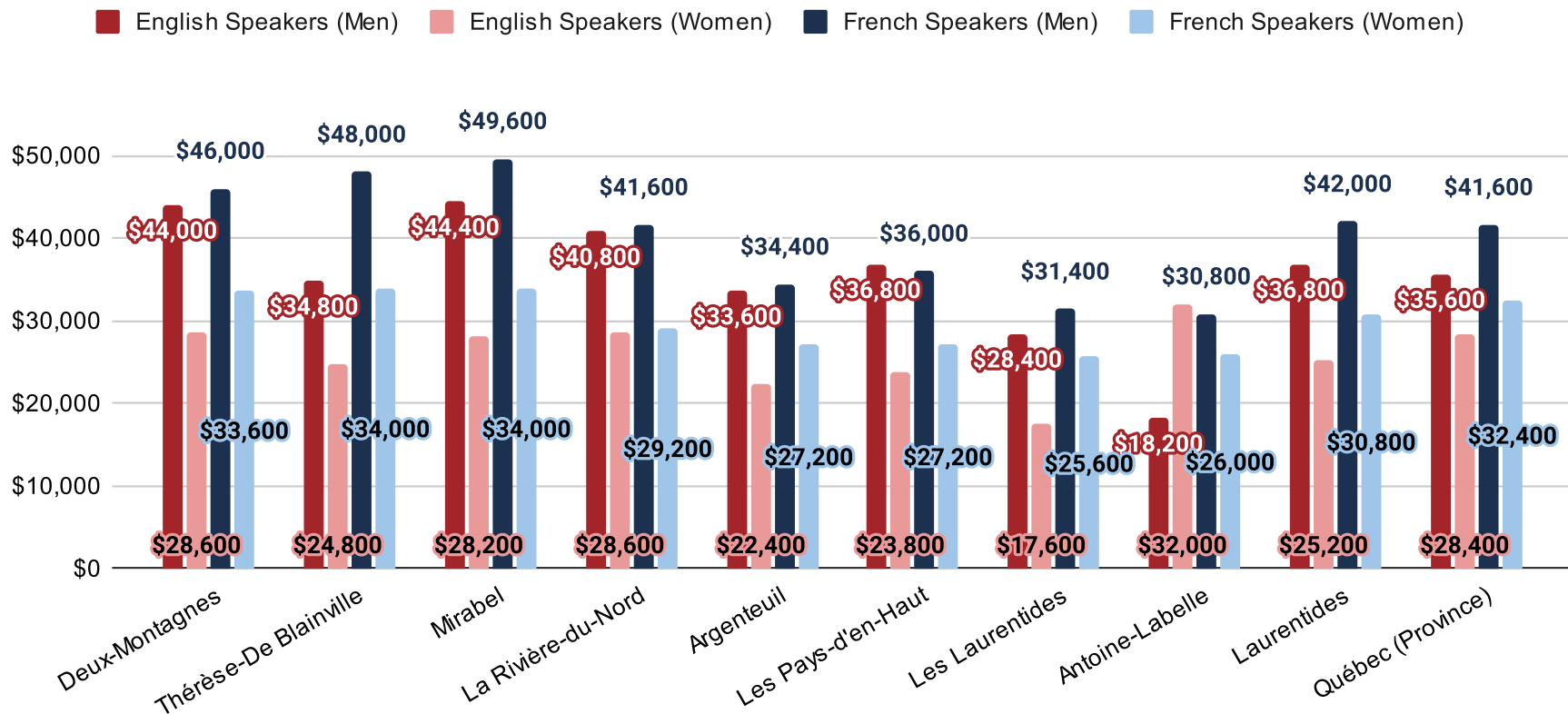
Table 8.b: Age Structure of Les Laurentides' Median Employment Income for French Speakers by RCM

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Deux-Montagnes	\$39,200	\$11,100	\$40,000	\$56,000	\$57,200	\$42,000	\$4,320
Thérèse-De Blainville	\$40,400	\$10,600	\$40,800	\$55,600	\$64,000	\$49,200	\$5,640
Mirabel	\$40,800	\$12,300	\$42,800	\$57,200	\$58,800	\$39,600	\$3,760
La Rivière-du-Nord	\$35,600	\$12,600	\$37,600	\$50,000	\$50,400	\$37,600	\$3,240
Argenteuil	\$30,600	\$13,900	\$32,400	\$43,200	\$45,200	\$33,600	\$3,160
Les Pays-d'en-Haut	\$30,200	\$9,500	\$38,400	\$46,400	\$54,000	\$34,400	\$4,760
Les Laurentides	\$28,200	\$10,300	\$32,000	\$40,000	\$43,200	\$29,000	\$5,560
Antoine-Labelle	\$28,400	\$11,100	\$33,200	\$39,600	\$41,600	\$30,200	\$5,000
Laurentides	\$36,000	\$11,300	\$38,800	\$51,600	\$54,400	\$38,800	\$4,560
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

Employment Income - Gender Structure

Men in Les Laurentides earn a significantly higher median employment income than women in the region, with French-speaking men earning the highest regional median employment income of \$42,000. English-speaking women earn the lowest regional employment income of \$25,200, with English-speaking women in the RCM of Les Les Laurentides earning a median employment income of only \$17,600.

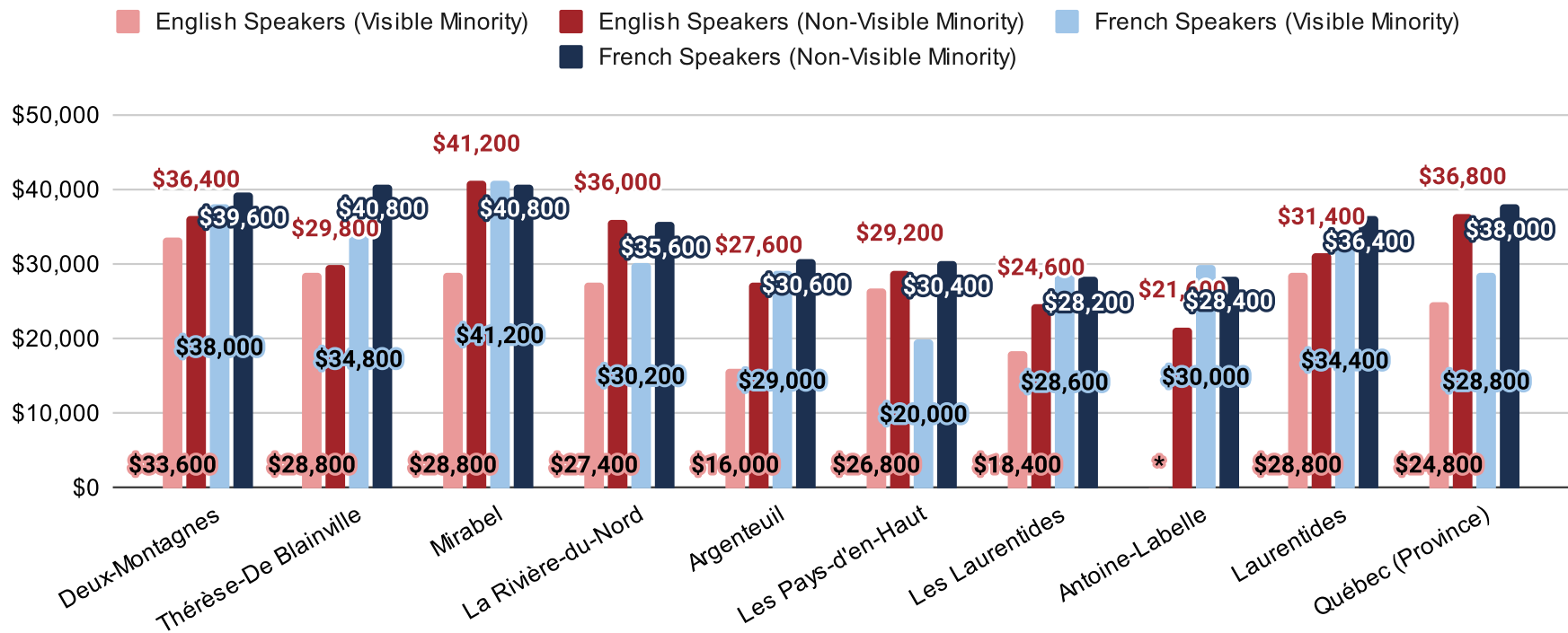
Graph 17: Gender Structure of Les Laurentides' Median Employment Income by RCM



Employment Income - Visible Minorities

English-speaking visible minorities earn a significantly lower median employment income than French-speaking visible minorities (\$28,800 compared to \$34,400) in the region. Deux-Montagnes reported the highest median employment income for English-speaking visible minorities (\$33,600), and Argenteuil has the lowest median employment income for visible minority English speakers (\$16,000).

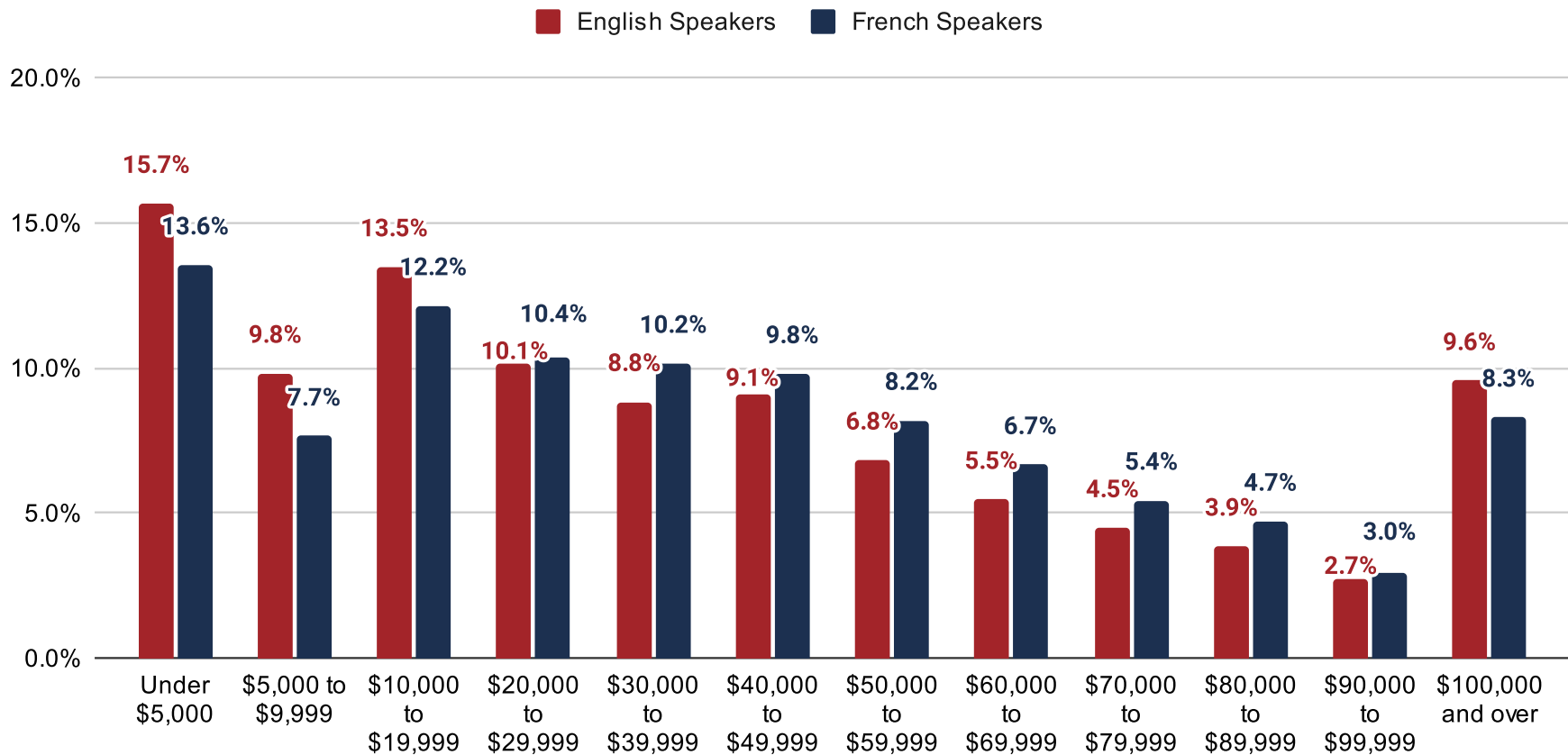
Graph 18: Visible Minority Structure of Les Laurentides's Median Employment Income by RCM



Employment Income Distribution

Employment income distribution data shows that roughly 39% of English speakers and 33.4% of French speakers earn an employment income under \$20,000. At the higher end of the distribution, roughly 20.7% of English speakers and 21.4% of French speakers earn \$70,000 and over.

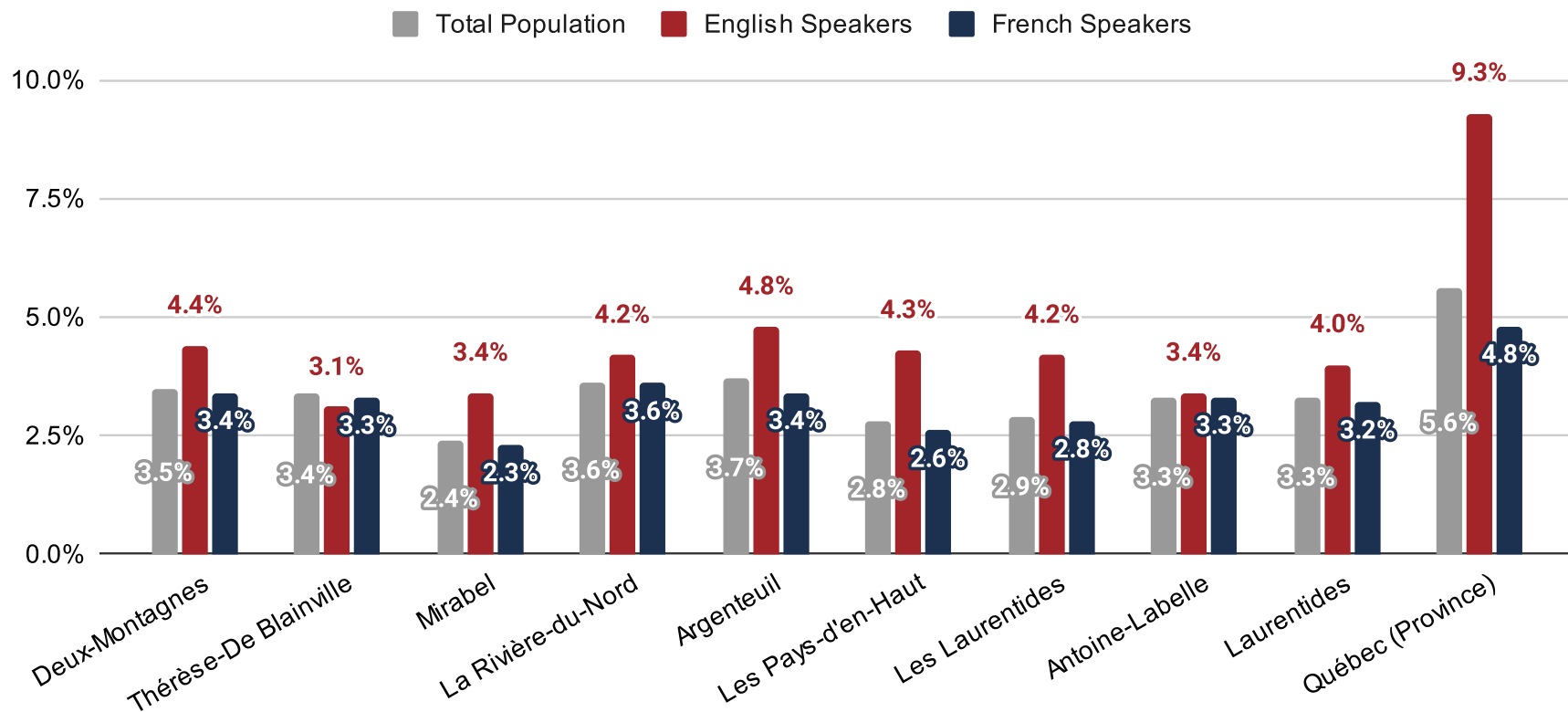
Graph 19: Distribution of Les Laurentides' Employment Income



LOW INCOME

Low income data reveals that in Les Laurentides, a slightly higher proportion of English speakers are below the after-tax low income cut-off LICO (4%) compared to French speakers (3.2%) in the region. In all the RCMs, with the exception of Thérèse-De Blainville, a higher proportion of English speakers live below the LICO. The highest proportion of English speakers (4.8%) living below the LICO is in the RCM of Argenteuil.

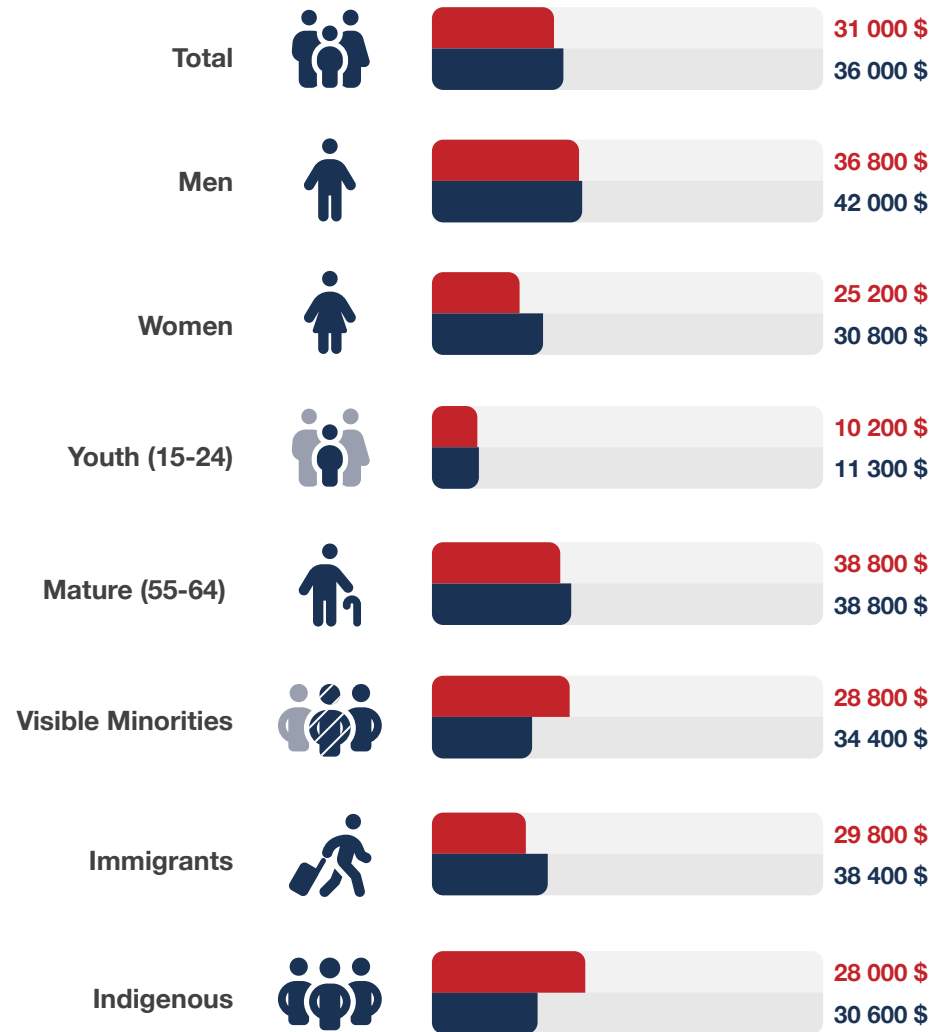
Graph 20: Low Income Rate (LICO-AT) in Les Laurentides by RCM



Summary of Median Employment Income for English and French Speakers in Les Laurentides

Median Employment Income

Les Laurentides



English Speakers French Speakers

Section 6

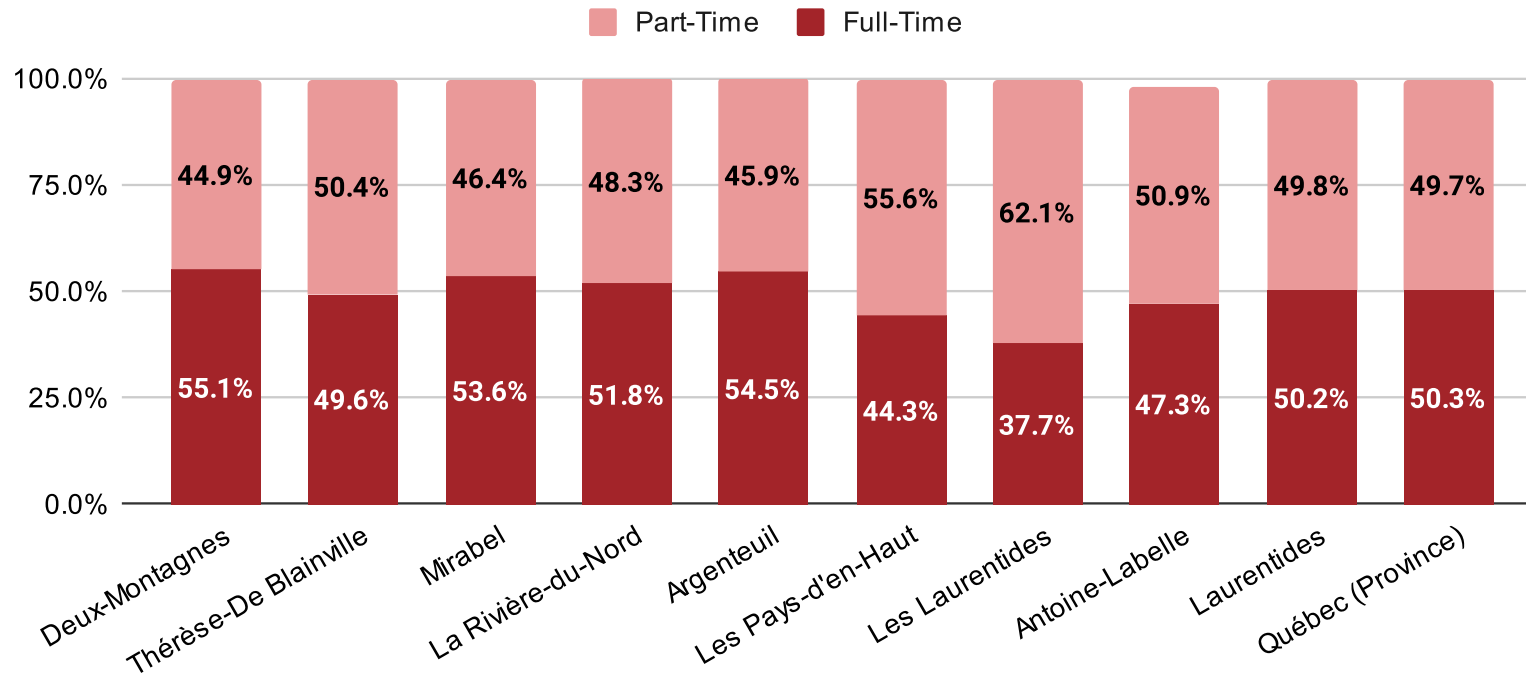
Work Activity



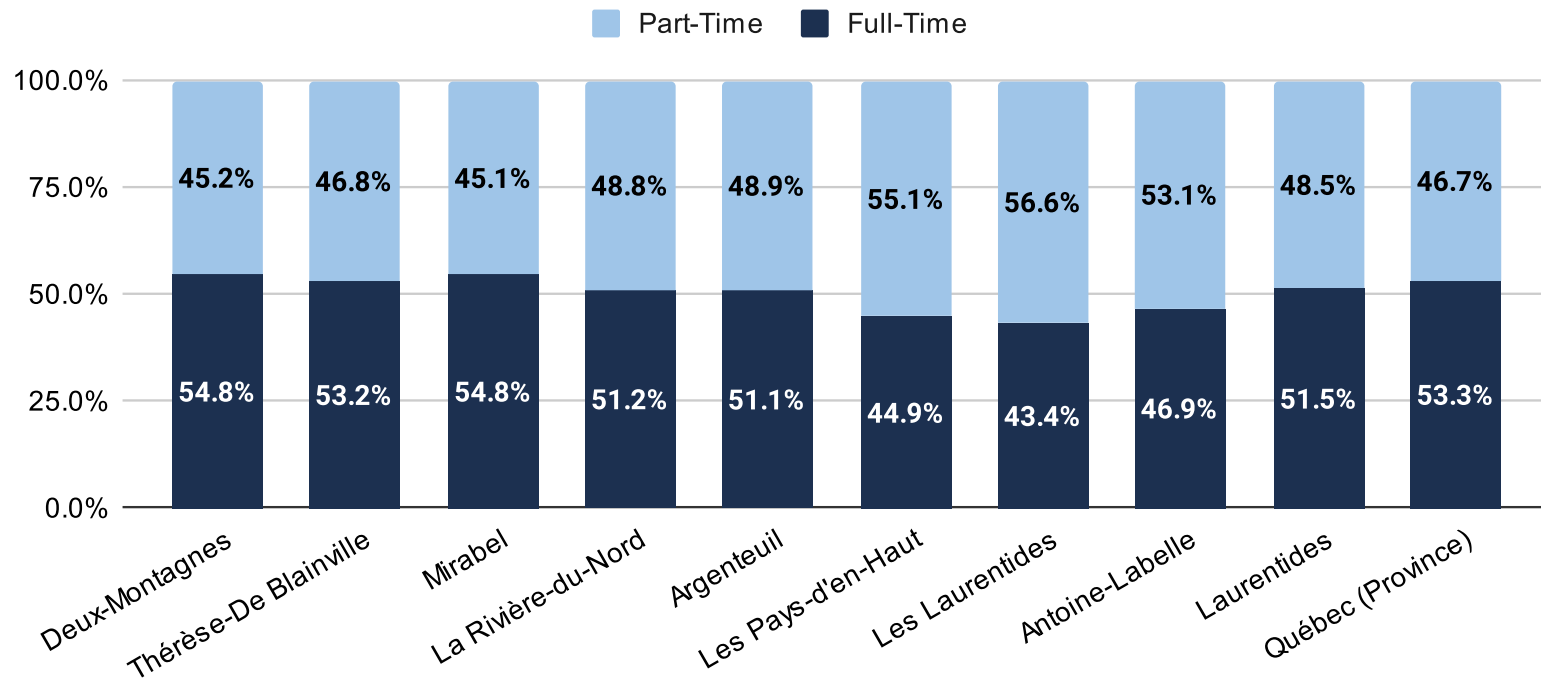
Work Activity

Approximately 49.8% of English speakers engage in part-time or part-year work compared to 48.5% of French speakers. The RCMs of Les Laurentides and Les Pays-d'en-Haut have the highest levels of part-time or part-year work in the region, with 62.1% of English speakers in the RCM of Les Laurentides working part-time or part-year.

Graph 21.a: Work Activity of English Speakers in Les Laurentides by RCM



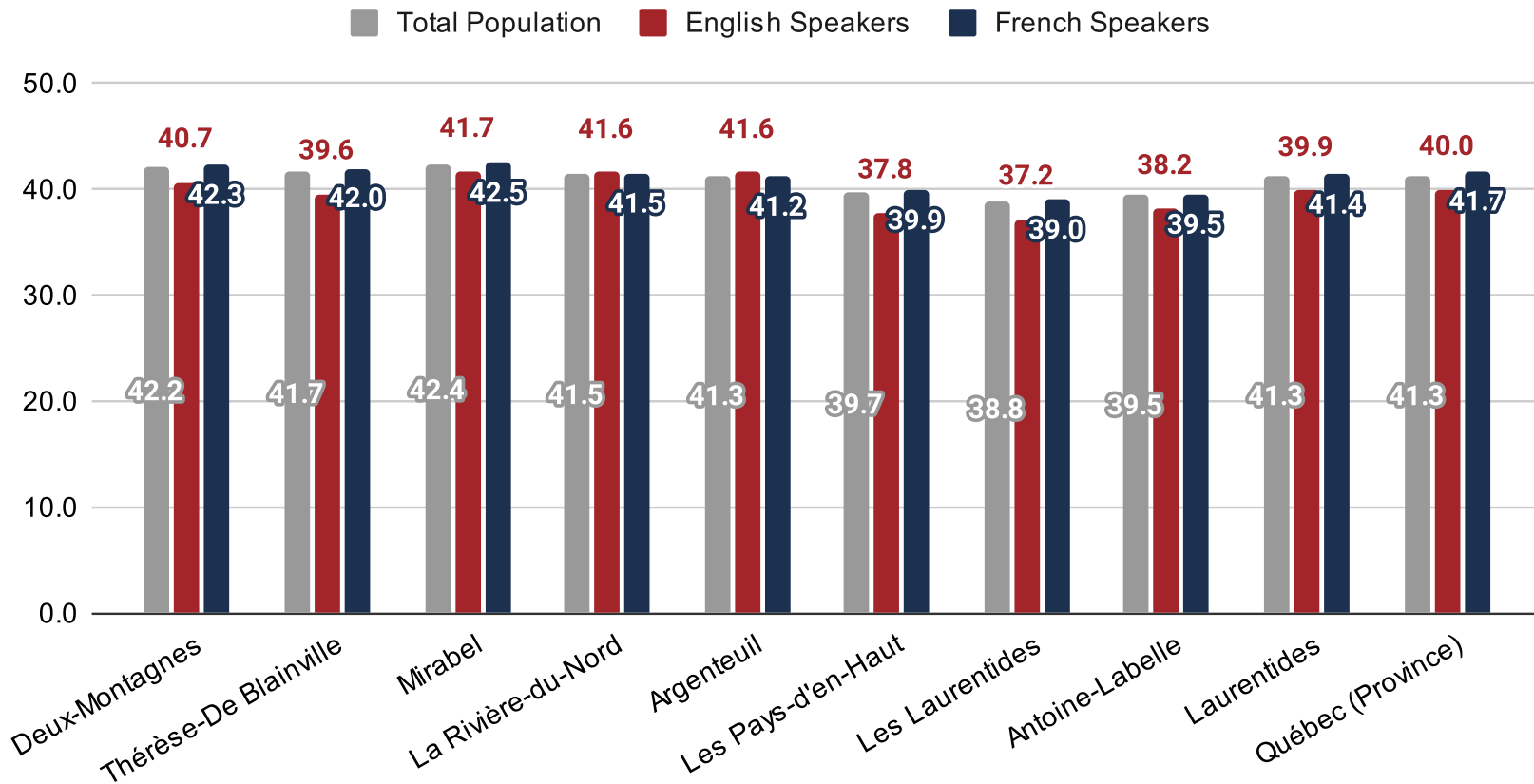
Graph 21.b: Work Activity of French Speakers in Les Laurentides by RCM



Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (39.9) than French speakers (41.4). English speakers in the RCM of Les Laurentides worked the fewest weeks on average (37.2) in the year 2020.²⁶

Graph 22: Average Weeks Worked in Les Laurentides by RCM

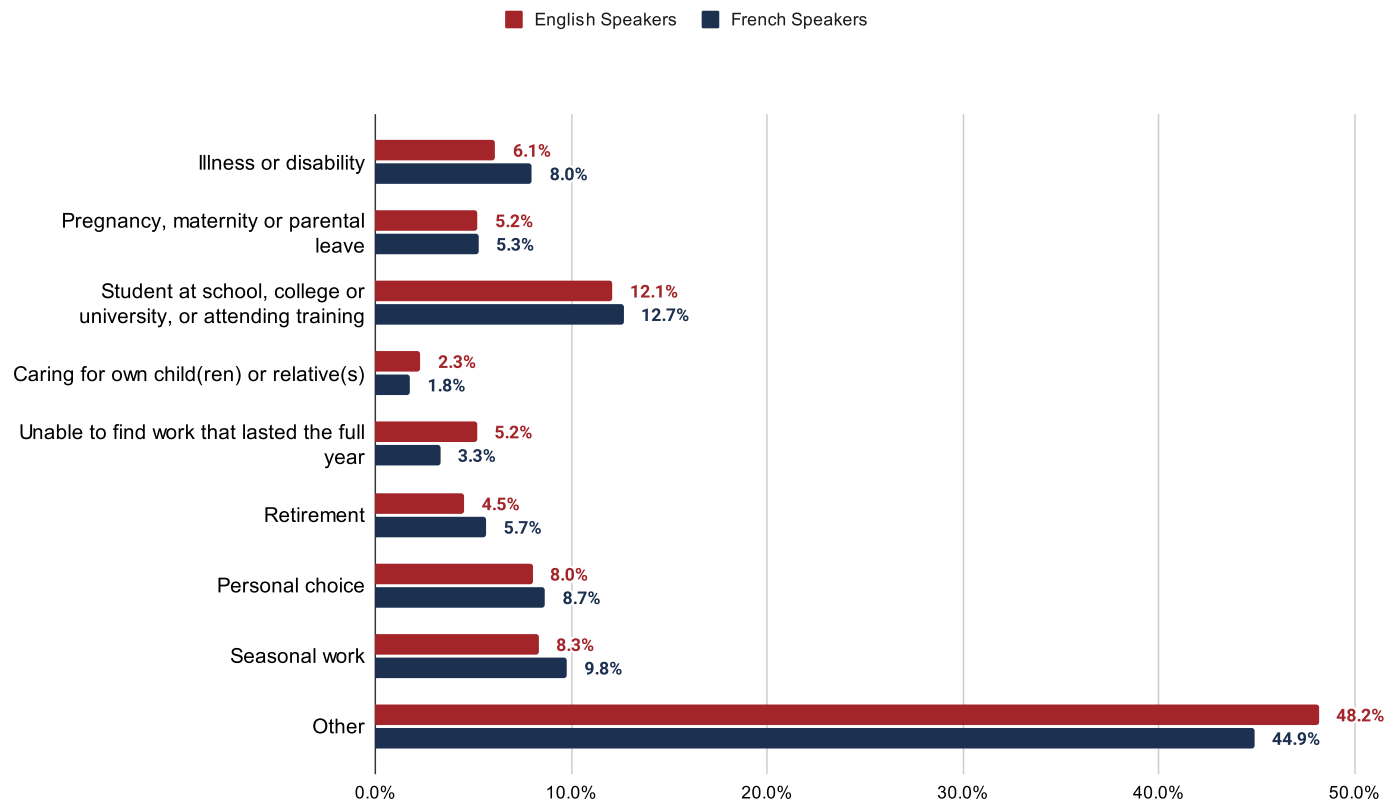


²⁶ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available..

Main Reasons for not Working Full-time / Full year²⁷

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Les Laurentides was 'Other' reasons, with 48.2% of English speakers surveyed indicating this response. Approximately 5.2% of English speakers indicated they had been unable to find work that lasted the full year, compared to 3.3% among French speakers.

Graph 23: Main Reasons for not Working Full-Time/Full-Year in Les Laurentides in 2020



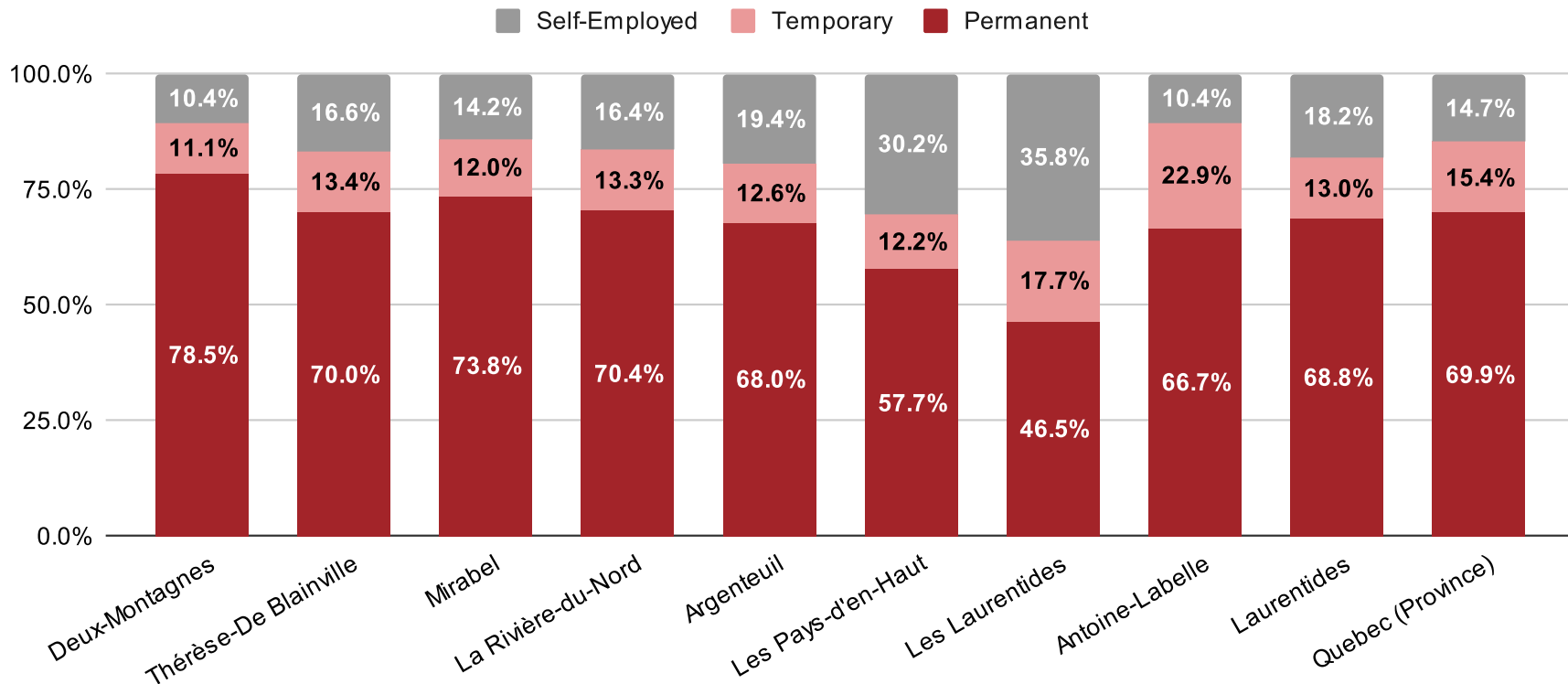
²⁷ In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

Types of Workers

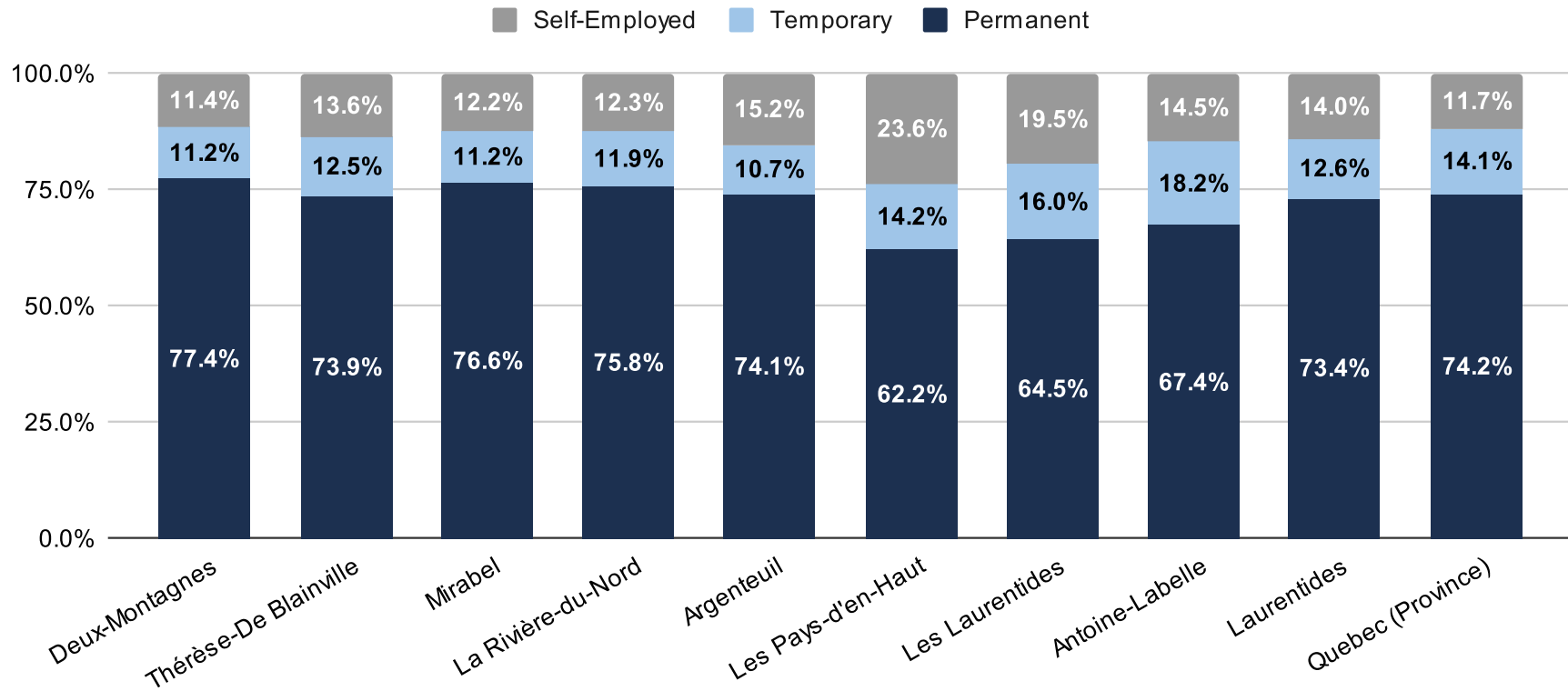
Approximately 13% of English speakers reported having temporary work compared to 12.6% of French speakers. Roughly 68.8% of employed English speakers in the region hold permanent positions, and 73.4% of French speakers hold permanent positions.

English speakers in Antoine-Labelle (22.9%) reportedly had the highest share of temporary work. Deux-Montagnes had the highest percentage of permanent workers (78.5%) among the English-speaking population.

Graph 24.a: Type of Workers in Les Laurentides' English-Speaking Labour Force by RCM



Graph 24.b: Type of Workers in Les Laurentides' French-Speaking Labour Force by RCM



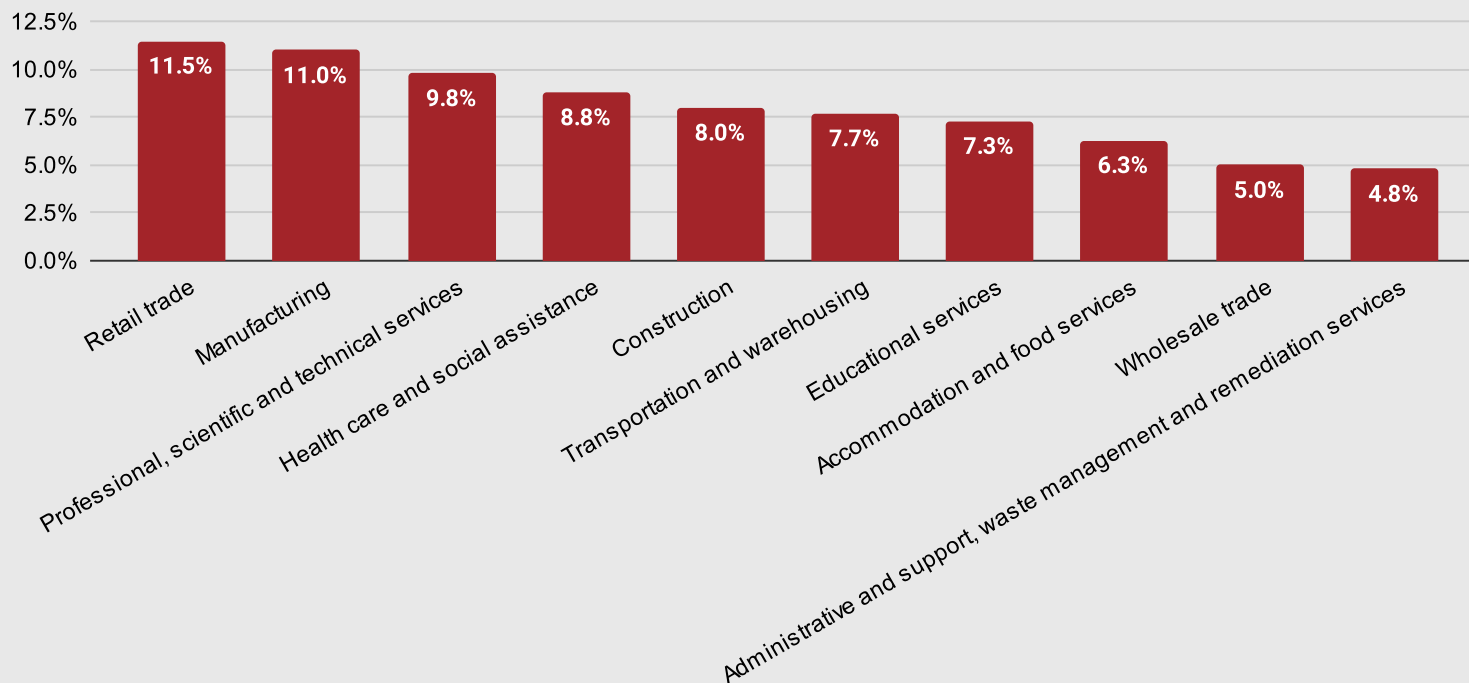
Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Les Laurentides region. There is limited public data available on the skills within the population. Industry, educational attainment, and bilingualism data from the Census provides insight into workers' work experience and professional skills in the labour market.

TOP INDUSTRIES

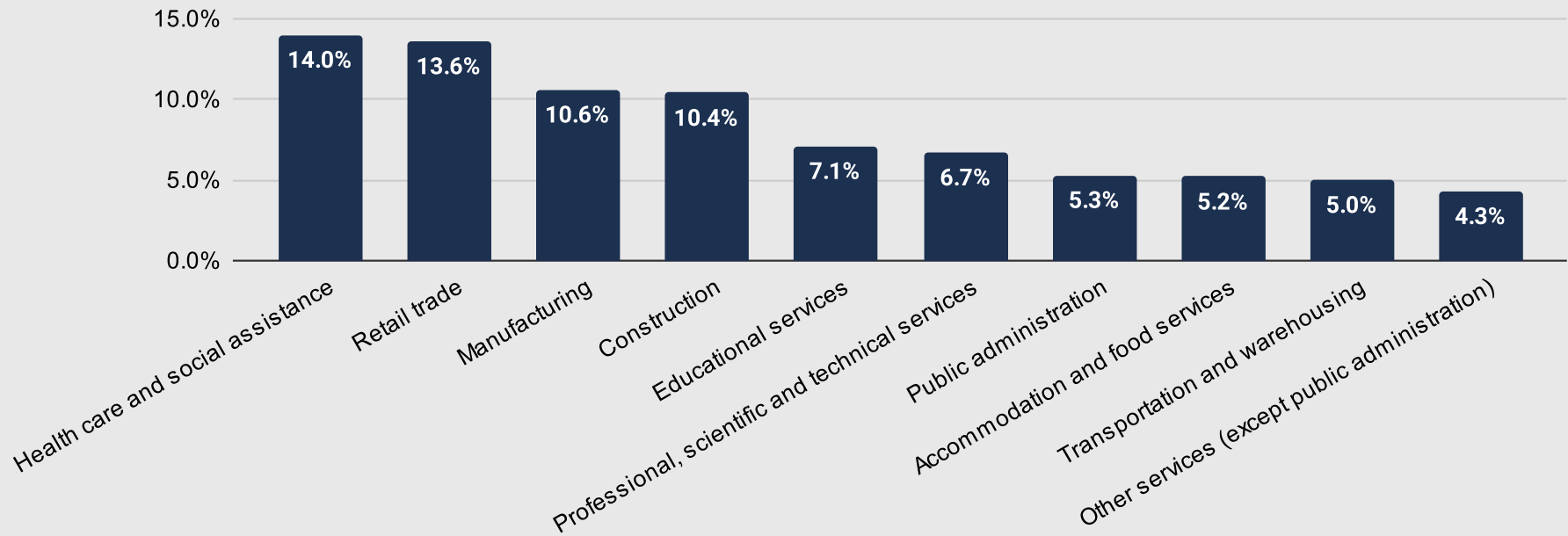
Across the region, the top industries for employment are 'Health care and social assistance', 'Retail trade' and 'Manufacturing'. The highest share of English-speaking workers in Les Laurentides work in 'Retail trade', where 11.5% of English-speaking workers are employed, followed by 'Manufacturing' (11%) and 'Professional, scientific and technical services' (9.8%).

Graph 25.a: Top 10 Industries of English Speakers in Les Laurentides



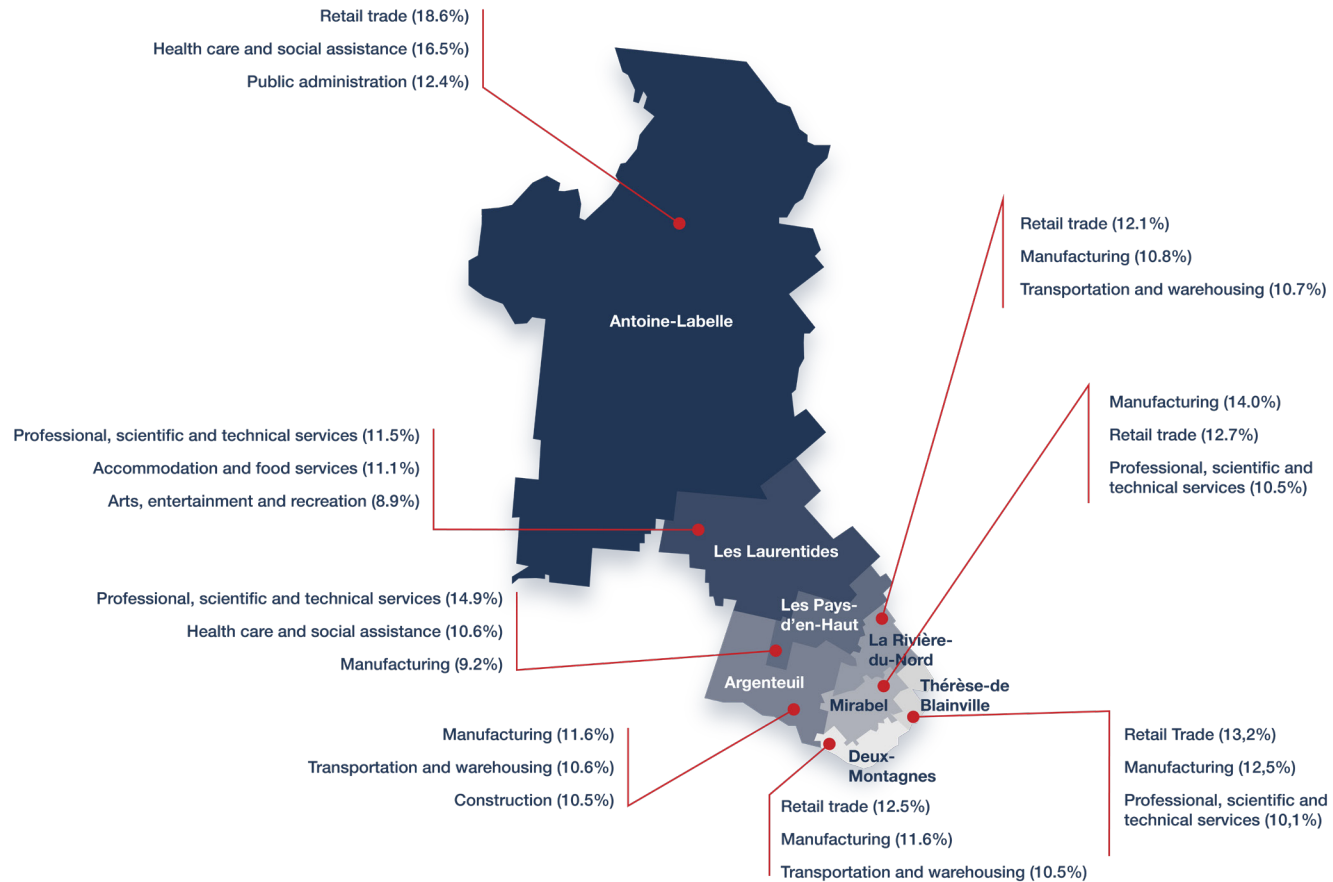
Conversely, 'Manufacturing' is the 3rd leading industry for French speakers, who have the highest engagement in 'Health care and social assistance' (14%), followed by 'Retail trade' (13.6%) and 'Manufacturing' (10.6%).

Graph 25.b: Top 10 Industries of French Speakers in Les Laurentides



Top Industries of English Speakers by RCM

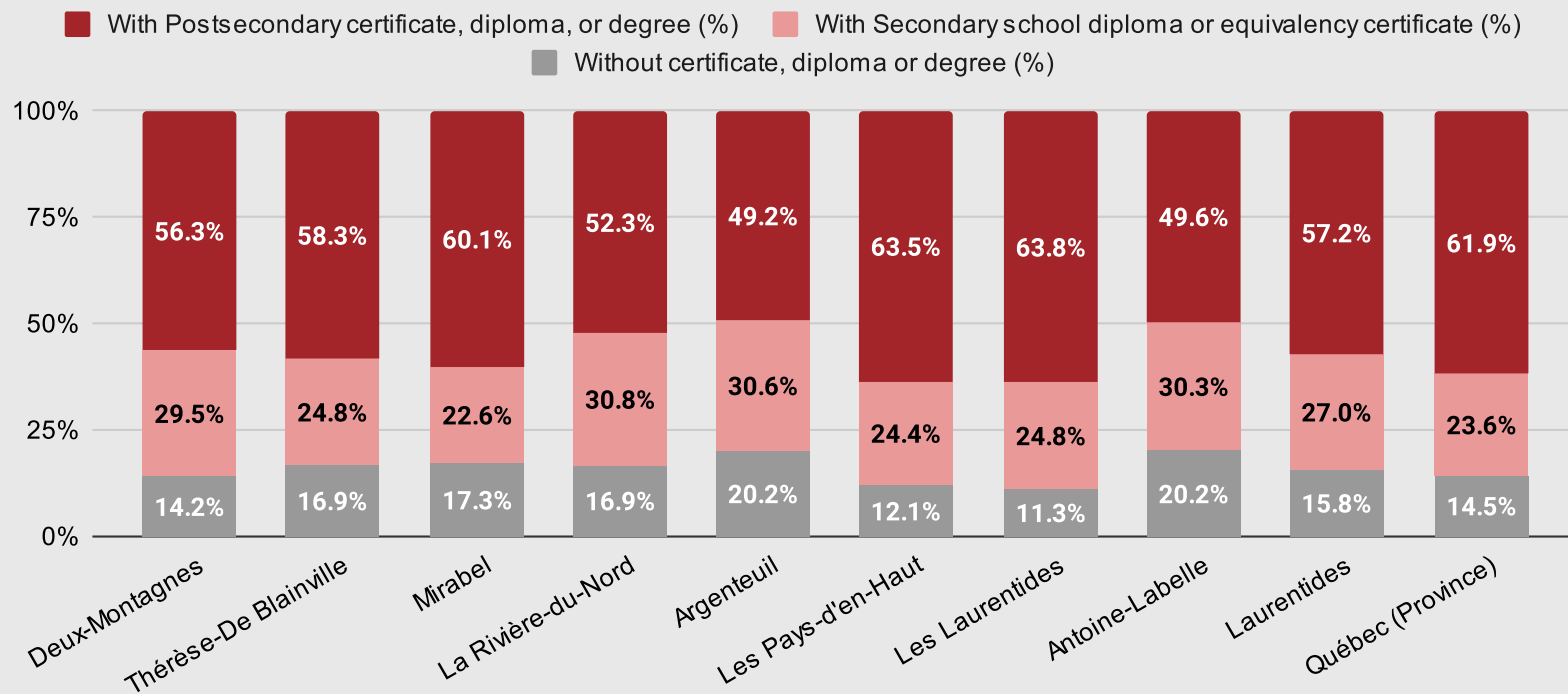
Within the RCMs, English speakers tend to work in 'Manufacturing' and 'Retail trade'. Notably, 18.6% of English speakers in Antoine-Labelle work in 'Retail trade'.



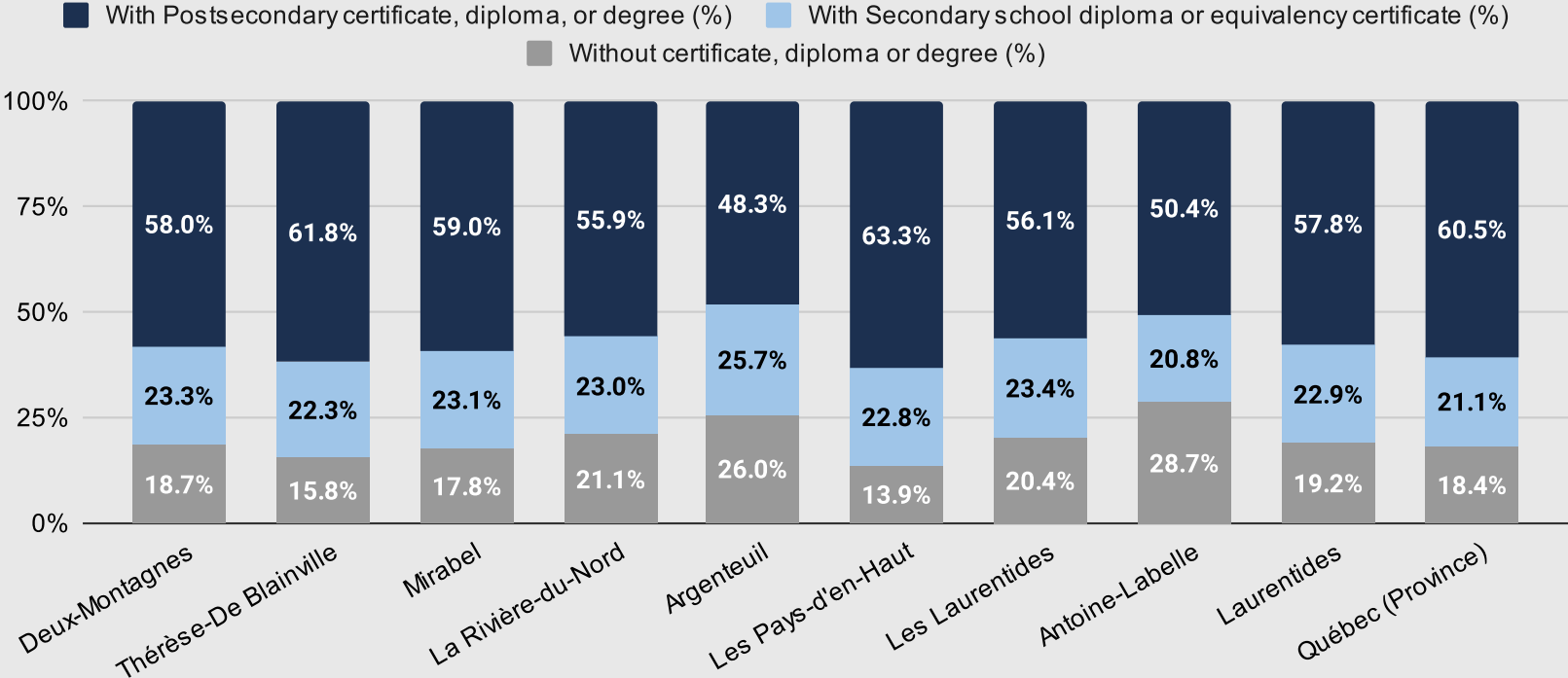
EDUCATIONAL ATTAINMENT

Post-secondary educational attainment rates in Les Laurentides are relatively lower than those at the provincial level. Most English speakers in Les Laurentides have a postsecondary degree (57.2%), which is similar to the postsecondary attainment rate of French speakers in the region (57.8%).

Graph 26.a: Educational Attainment of English Speakers in Les Laurentides by RCM



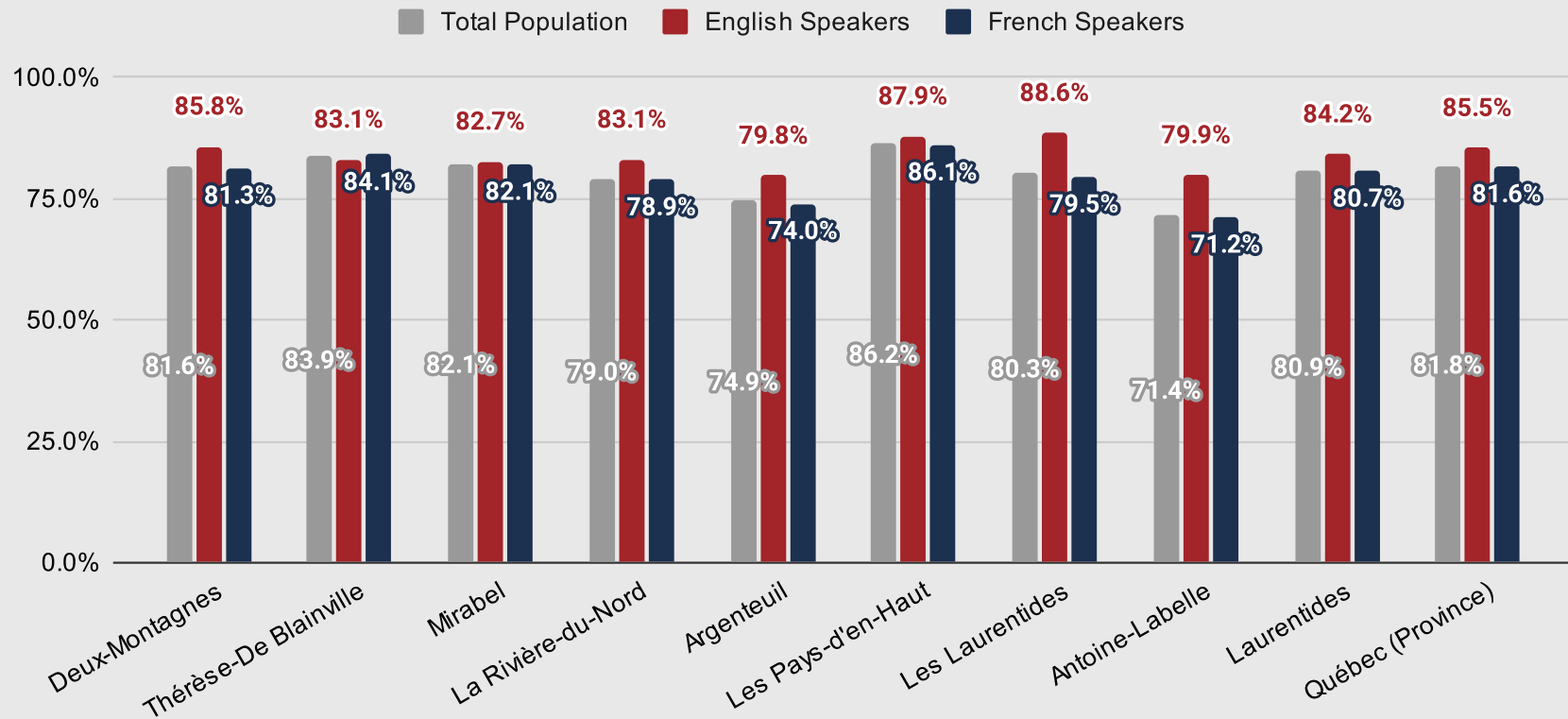
Graph 26.b: Educational Attainment of French Speakers in Les Laurentides by RCM



Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Les Laurentides have a relatively high secondary educational attainment rate of 84.2%, compared to 80.7% from French speakers. Secondary educational attainment levels are highest among English speakers in the RCM of Les Laurentides (88.6%) and lowest among English speakers in Argenteuil (79.8%).

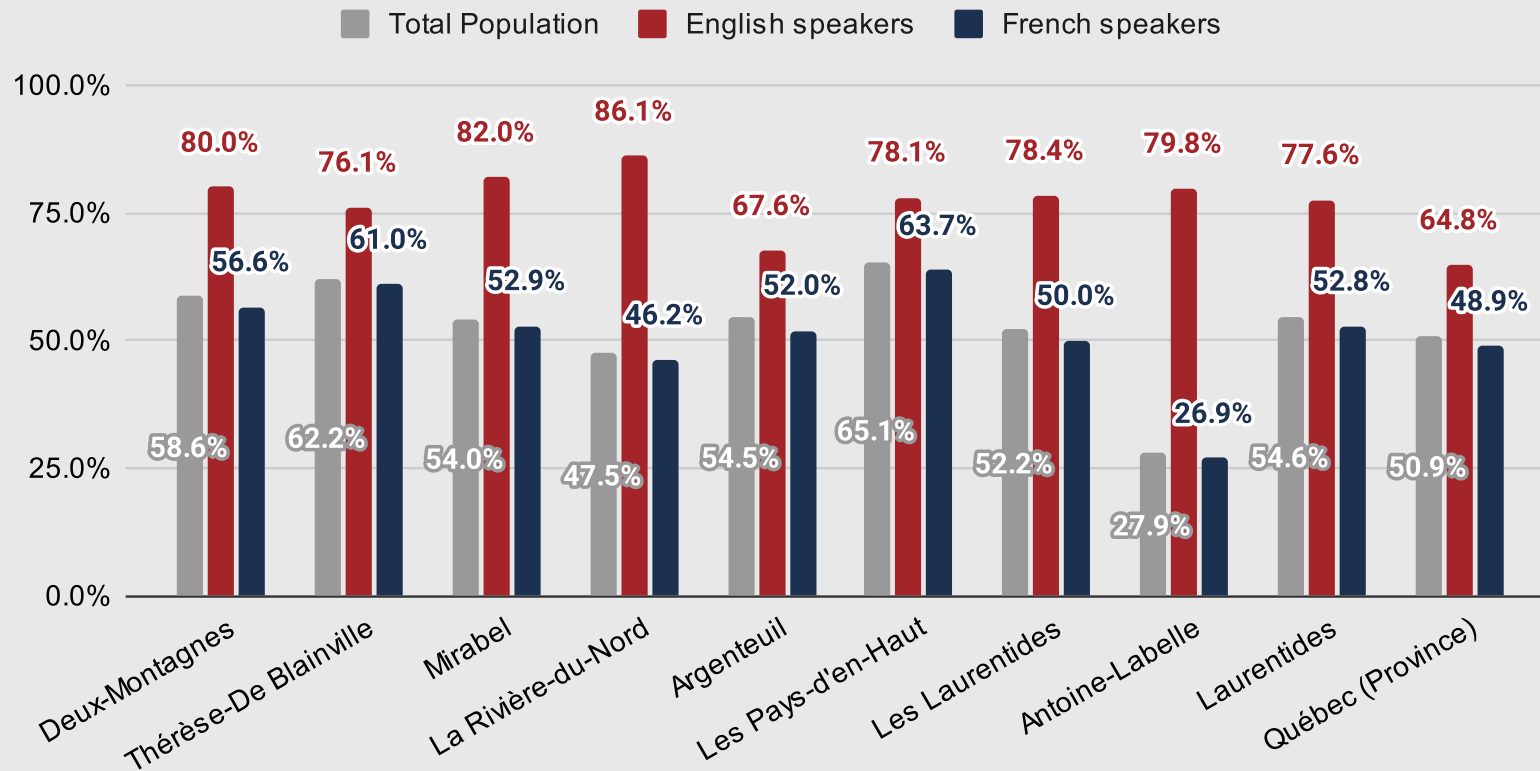
Graph 27: Minimum Secondary Education Attainment in Les Laurentides by RCM



ENGLISH-FRENCH BILINGUALISM

In Les Laurentides, English speakers have higher bilingualism rates than French speakers (77.6% compared to 52.8%).²⁸ English speakers in La Rivière-du-Nord reported the highest bilingual rate (86.1%), while English speakers in Argenteuil reported a bilingualism rate of 67.6%, the lowest among English speakers in the region.

Graph 28: English-French Bilingualism Rates in Les Laurentides by RCM



²⁸ Statistics Canada utilizes the term “knowledge of official languages” in reference to whether an individual can conduct a conversation in English only, French only, in both or in neither language. This is used to measure bilingualism. It should be noted that this metric relies on self-reported data, and primarily measures conversational ability. For this reason, it captures a broad spectrum of bilingualism, ranging from intermediate to full fluency.

Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Les Laurentides's labour market based on online focus groups and interviews with individuals from organizations serving English speakers in the region. Interviews were conducted in May 2023. In the same month, we conducted in-person consultations with relevant organizations in order to further identify issues and needs. The participants were questioned on the employment challenges facing English speakers, skill needs and employability needs. Responses were transcribed and sorted thematically to identify key themes.

Skills Needs

Practical French-language proficiency and bilingualism are key skills that English speakers need to succeed in job interviews and enter the labour market in the Les Laurentides. Participants emphasized the importance of learning opportunities where English speakers are able to practice their French in everyday contexts and apply their skills in the real world. Participants also discussed the need for English speakers to develop more confidence and feel comfortable in conversational and workplace French. Participants also noted that youth tend to have higher levels of French-language proficiency, while there is a greater need to support French-language skills acquisition among older generations.

Other skills needed among English speakers in the region include job-searching skills, such as interviewing and networking.

Training Opportunities

There are a handful of adult education and vocational training options available in the Les Laurentides, but for a wider array of options, or to pursue an English-language CEGEP or university degree, English speakers must leave the region. Depending on their location within the region, English speakers may be able to commute to Laval or Montréal for some English-language post-secondary options, although the commute can be very long. Otherwise, English speakers have to relocate entirely in order to pursue higher education.

Work Opportunities

The Les Laurentides has a significant tourism sector where bilingualism is an asset. This can benefit English speakers with a moderate or high level of French-language skills, as their English-language skills become an asset, but English speakers with lower levels of French-language proficiency may struggle to find work in this sector.

“...we do have a lot of activity in tourism. It needs a lot of workers, but you need to speak both French and English, which is very useful because we’ll have tourists from all over the world. So it’s good to be bilingual. But if you are not, and you only speak English, you’ll have some challenges even though you’re super skilled...»

– Participant

In rural and northern areas of the region, job opportunities are more limited and tend to require proficiency in French.

“If you’re in a more rural part, like up north, you might have very limited access to good jobs, and most of them might be in French.”

– Participant

Participants noted that COVID-19 and the subsequent shift to remote work have significantly altered the work patterns in the region. Previously, there were many industries (e.g. law, technology) for which individuals would have moved to Montréal, as it housed a hub for these sectors. Now, individuals are able to work in these sectors remotely from home. Further, participants suggested that work-from-home capabilities can cut down on individuals’ commute time, allowing them to have a better work/life balance. However, participants indicated that the increase in access to remote work has led to more English speakers choosing work outside of the region, and that there is a need for more work opportunities within the region for those who cannot secure remote positions.

“And then again, COVID kind of changed it all because people can do distance. It may be easier to just go to Montreal for two days a week for work. A lot of people are deciding not to do a four-hour traffic day.”

– Participant

Conclusion & Recommendations

In our review of the available data on linguistic groups in the Les Laurentides region, we found that English speakers tend to have a high rate of labour force participation despite occupying a small share of the region's population. 'Retail trade', 'Manufacturing', and 'Professional, scientific and technical services' tend to be the leading industries for English speakers to work in. English-speaking women are found to have a similar unemployment rate but a lower median employment income compared to English-speaking men. English-speaking visible minorities, immigrants and Indigenous individuals are also found to have higher unemployment rates and lower median employment incomes compared to the total English-speaking population in the region. There are also disparities found among youth in the region; English-speaking youth have a significantly lower labour force participation rate and higher unemployment rate compared to French-speaking youth.

Based on the findings in this employment profile, we offer the following recommendations for regional and provincial policymakers, as well as local stakeholders, with the aim of improving the labour market outcomes of English speakers and linguistic minorities in Les Laurentides region:

Increased Funding for Work-integrated Learning Programs:

Include English speakers as a target underrepresented group in existing work-integrated learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- English speakers should be included as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME²⁹ and IPOP.³⁰
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training programs.³¹ Particular focus should be directed to work-integrated learning programs that allow English speakers to gain both professional and French-language skills on-the-job.
 - Prioritize bridging programs that facilitate the integration of qualified workers into in-demand occupations.

Industry-Specific French-Language Training: Provide funding to improve the delivery of workforce-oriented French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
 - Better promotion and increased access for employers to enroll in subsidized workplace French-language training
 - Funding for regional organizations and adult education centres already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including construction, accommodation services, healthcare, and social assistance.

²⁹ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 5). 5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME). Québec. https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

³⁰ IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 17). 5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Québec. https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³¹ Short-term training programs (STTP) provide extensive training opportunities to new job seekers to help achieve valuable work experience and proficiency in the respective industries

See Gouvernement du Québec. (2023). Short-term training program to become an orderly in CHSLD and senior housing. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>

Targeted Employment Programs: Adapt and expand existing public employment services, skills training, and employment programs to include English speakers, who are an underrepresented group in the labour market.

- Adapt public employment services, employability programs, and complementary services to the needs of the region's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Prioritize programs that aim to help English speakers develop their job search skills like networking, interviewing and CV preparation.

English language vocational training and postsecondary education: Improve access to English language vocational training and postsecondary education programs within the region.

- Increase availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

References

- Adapted from Statistics Canada. (2021). Population in private households aged 15 years and over by age (7), first official language spoken (5), gender (3), immigrant status (4), Indigenous identity (3), knowledge of official languages (5), selected demographic, cultural, educational, labour force and income characteristics (124) and visible minority (15), for the Province of Québec, the RCMs of the Province of Québec and the administrative Regions of the Province of Québec, 2021 Census - 25% Sample Data, [custom table].
- Dupuis, F., D'Anjou, M., Couture, M., & Routhier, C. (2018). *Études régionales: Région administrative des Les Laurentides*. Desjardins. <https://www.desjardins.com/ressources/pdf/18Les-Laurentides-f.pdf>
- Gouvernement du Québec. (2023). *Short-term training program to become an orderly in CHSLD and senior housing*. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>
- Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf
- Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 15). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/Les-Laurentides/portrait-regional/structure-economique>
- Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 5). 5.10 – *Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME)*. Québec. https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf
- Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 17). 5.10 – 5.10.1 – *IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel*. Québec. https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf
- Routhier, C. (2021, December 15). *Études régionales: Région administrative des Les Laurentides*. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-Les-Laurentides.pdf>
- Statistics Canada. (2023, June 20). 14-10-0325-01 *Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by provinces and territories, quarterly, unadjusted for seasonality* [Data Table]. <https://doi.org/10.25318/1410032501-eng>
- Statistics Canada. (2023, June 21). *Dictionary, census of population, 2021*. Canada. <https://www12.statcan.gc.ca/census-recensement/2021/ref/dict/index-eng.cfm>
- Statistics Canada. (2023, September 19). Table 14-10-0356-01 *Job vacancies and average offered hourly wage by occupation (broad occupational category), quarterly, unadjusted for seasonality* [Data Table]. <https://doi.org/10.25318/1410035601-eng>