Employment Profile of English Speakers in the Laurentides

Provincial Employment Roundtable (PERT)

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ACKNOWLEDGEMENTS

Secrétariat aux relations
avec les Québécois
d'expression anglaise

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EXECUTIVE SUMMARY

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

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

Key findings:

- The population of the Laurentides is approximately 577,860, of which the English-speaking community comprises 37,555 individuals.

- English speakers make up 6.5% of the total population in the region and 6.3% of the labour force.

- Among both French and English speakers in the Laurentides, individuals aged 45-64 make up the largest portion of both the total population and the labour force.

- Among both French and English speakers, men make up a larger portion of the labour force, in both Québec as a whole, and the Laurentides region in particular.

- The top three industries in which English speakers are employed are retail, manufacturing, and accommodations and food services.

- English speakers in the Laurentides experience an unemployment rate of 8.4%, almost 2% higher than that of French speakers in the region (6.6%).

- Youth in the Laurentides experience the highest unemployment rate of any age group. French-speaking youth experience an unemployment rate of 11.7%, while English-speaking youth experience an unemployment rate almost 6% higher, at 17.5%.

- 53.7% of French speakers and 50.9% of English speakers work part-time, as opposed to full-time.

- English speakers in the Laurentides region earn a slightly lower median after-tax income compared to French speakers ($29,191 compared to $30,385).

- English speakers have a lower rate of postsecondary educational attainment than French speakers in the Laurentides region (52.7% compared to 56.4%).

METHODOLOGY & DEFINITIONS

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

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

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

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

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

Labour Force Activity
Labour force refers to all individuals aged 15 and over who were either employed or unemployed during the week of May 1st to May 7th, in 2016. The labour force excludes individuals who are institutional residents, those who are unable to work, and those who are unwilling to work. For example, retirees, stay-at-home parents, students, and discouraged workers who have stopped job-searching are not typically counted as part of the labour force. Generally, Statistics Canada does not consider those engaged in unpaid services such as community and volunteer services, or unpaid domestic services, to be part of the labour force.

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

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

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

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

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

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

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

METHODOLOGY AND DEFINITIONS

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

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

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

Population

POPULATION

Total Population

English-speaking Population

6.5%
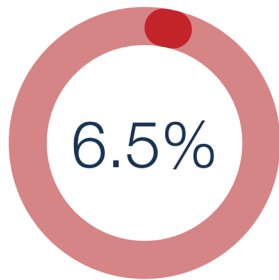
Laurentides

The population of the Laurentides is approximately 577,860. The English-speaking community comprises 37,555 individuals, or 6.5% of the region's total population.

Thérèse-De Blainville has the largest community of English speakers (12,420), followed by Deux-Montagnes (7,520). However, Argenteuil has the highest concentration of English speakers (17.2%), followed by les Pays-d'en-Haut (9.8%).

To the east of Mont Tremblant (located in the MRC of les Laurentides) lies the Mohawk Reserve of Doncaster, which belongs to the Mohawks of Kanesatake and Kahnawake. The Kanesatake Mohawks also have a settlement in Deux-Montagnes, along the north shore of the St. Lawrence River. These communities did not give permission for the census to be administered, therefore they may not be represented within the census data and this profile.

Graph 1: Total Population of the Laurentides by MRC

■ English as First Official Language Spoken (FOLS)   ■ French as First Official Language Spoken (FOLS)

MRC	French %	French #	English %	English #
Deux-Montagnes	91.9%	89,310	7.7%	7,520
Thérèse-De Blainville	91.4%	140,673	8.1%	12,420
Mirabel	96.9%	48,758	3.0%	1,515
La Rivière-du-Nord	97.2%	121,305	2.6%	3,230
Argenteuil	82.7%	26,243	17.2%	5,465
Les Pays-d'en-Haut	90.2%	37,158	9.8%	4,030
Les Laurentides	93.5%	41,878	6.5%	2,890
Antoine-Labelle	98.6%	33,443	1.4%	490
Laurentides	93.2%	538,758	6.5%	37,555
Québec	85.3%	6,795,278	13.8%	1,097,920

Percentage of the Population

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

POPULATION

Age Structure of Population

Among both French and English speakers, individuals aged 45-64 make up the largest portion of the population.

Among English speakers, individuals aged 45-62 make up 2% of the population. English speakers aged 25-44 make up 1.5% of the population, and youth make up 0.7%.

In Mirabel, there are more French speakers aged 25-44 than 45-64 (they make up 29% and 25.1% of the MRC's population, respectively). This is the only MRC where this occurs.

Graph 2a: Age Structure of the Laurentides' Population by MRC

English Speakers

Legend: 15-24 (grey), 25-44 (red), 45-64 (navy)

MRC	15-24	25-44	45-64
Deux-Montagnes	0.9%	2.2%	2.4%
Thérèse-De Blainville	1.3%	2.1%	2.2%
Mirabel	0.2%	1.1%	0.9%
La Rivière-du-Nord	0.2%	0.7%	0.9%
Argenteuil	1.7%	3.0%	5.3%
Les Pays-d'en-Haut	0.6%	1.3%	3.8%
Les Laurentides	0.3%	1.0%	2.1%
Antoine-Labelle	0.0%	0.2%	0.5%
Laurentides	0.7%	1.5%	2.0%
Québec	1.8%	4.0%	3.8%

Percentage of the Population (y-axis); MRC (x-axis)

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

POPULATION

Graph 2b: Age Structure of the Laurentides' Population by MRC

French Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

MRC	15-24	25-44	45-64
Deux-Montagnes	10.3%	23.6%	27.2%
Thérèse-De Blainville	13.0%	21.5%	28.6%
Mirabel	12.0%	29.0%	25.1%
La Rivière-du-Nord	11.1%	25.2%	28.9%
Argenteuil	8.1%	17.7%	28.4%
Les Pays-d'en-Haut	6.9%	16.0%	33.5%
Les Laurentides	8.3%	19.1%	32.4%
Antoine-Labelle	8.9%	18.7%	35.0%
Laurentides	10.7%	22.3%	29.1%
Québec	9.7%	21.7%	25.1%

Y-axis: Percentage of the Population (0% – 40%)
X-axis: MRC

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

POPULATION

Sex Structure of Population

English-speaking men make up 3.4% of the total population in the Laurentides region, while English-speaking women make up 3.1%.

Among French speakers, there are more women than men. French-speaking women make up 47.1% of the population, and French-speaking men make up 46.2%.

In Argenteuil and Antoine-Labelle, there are more French-speaking men than women.

Graph 3: Sex Structure of the Laurentides' Population by MRC

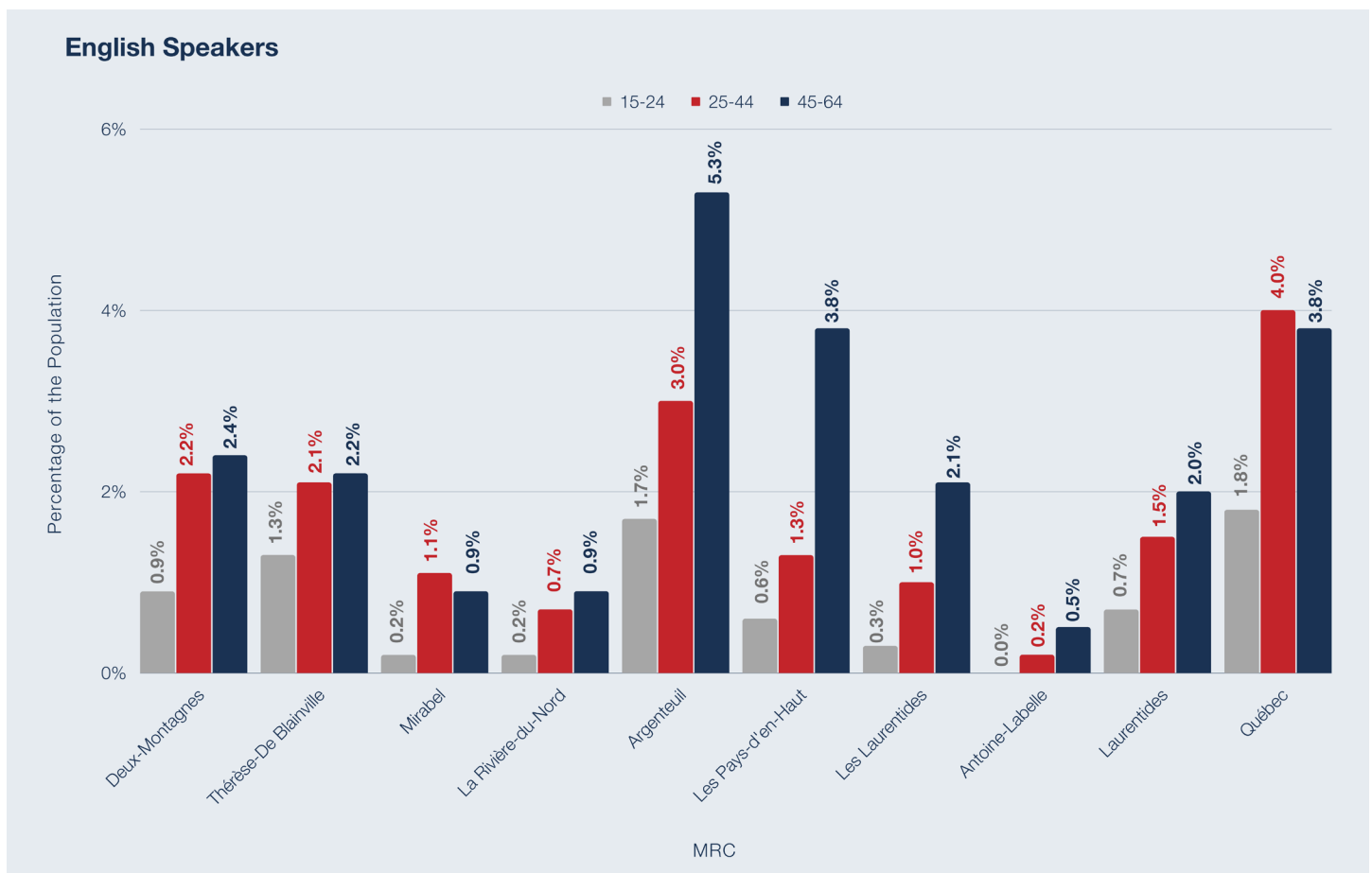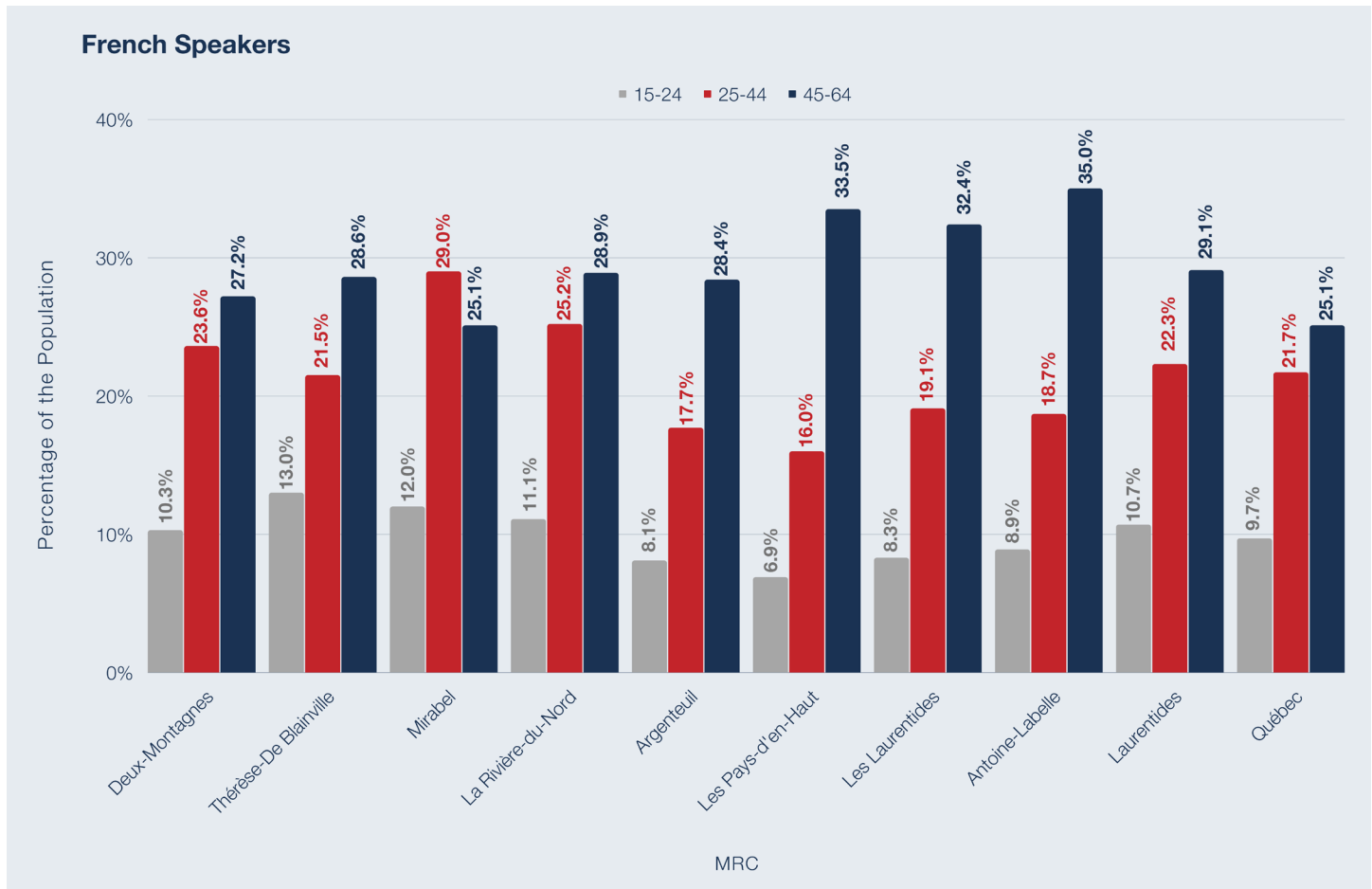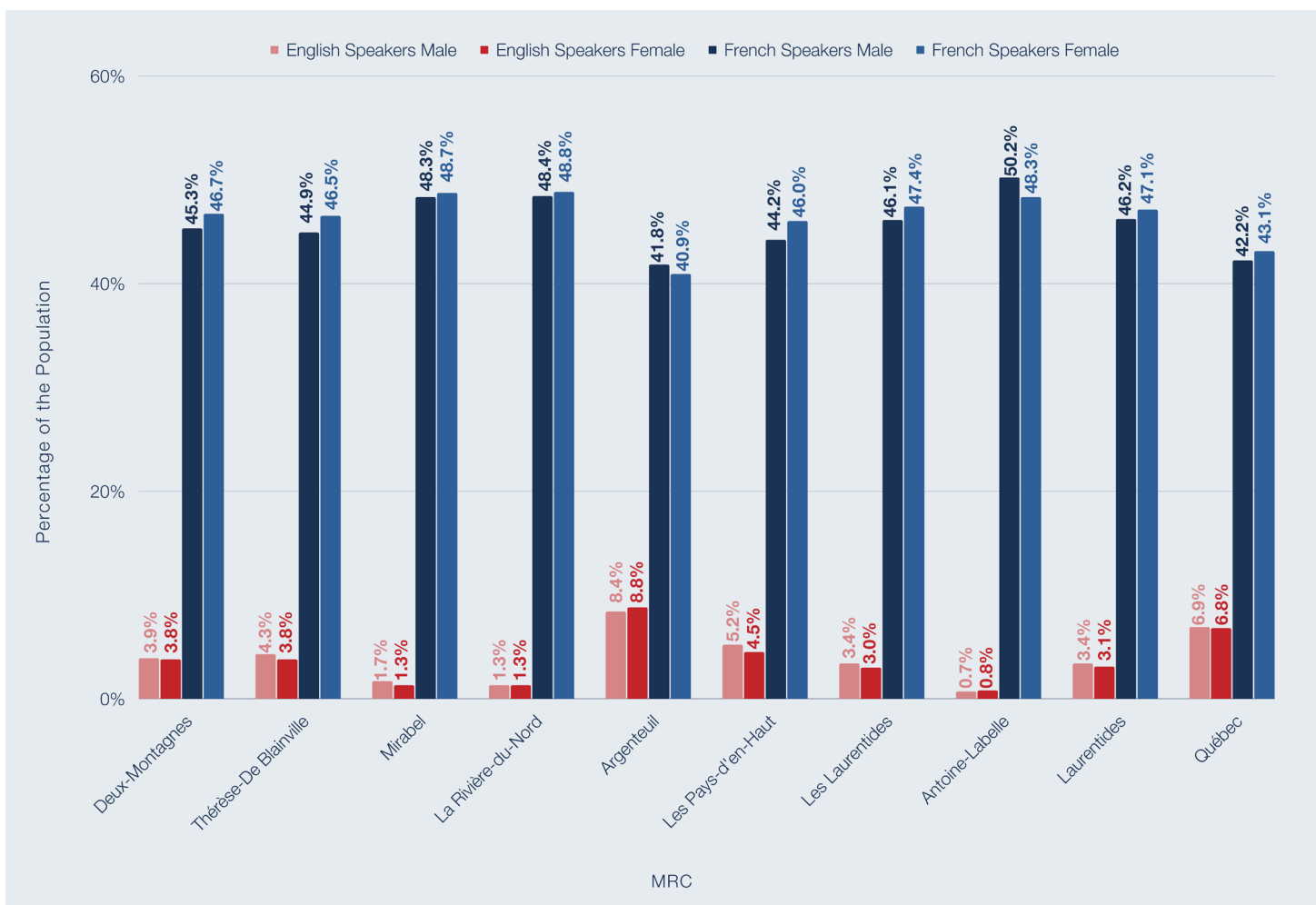Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Economic Structure

ECONOMIC STRUCTURE

The Laurentides region is designated as a manufacturing-oriented region according to Québec's Economic Development Index.[3] The region's score increased from 99.4 in 2013 to 100.6 in 2018, marking it as one of five regions that are above average.[4] It is notably the only region that crossed the 100-point threshold owing to an increase in score; it surpassed Outaouais, which experienced a decrease in score from 100.5 to 98.7.

The economy in the Laurentides is driven in large part by the manufacturing and construction industries. Within these, the major sub sectors are transportation equipment manufacturing and residential construction (the latter owing to sustained population growth in the region), respectively.[5] There are a number of other active industries in the region, however, indicating a diversified and thus resilient and healthy economy. These include agriculture, transportation, and tourism (specifically surrounding Mont Tremblant and skiing).

From 2013-2017 sales of manufactured goods produced in the region increased by an average of 8.7% per year, compared to a provincial yearly growth rate of 3%. Around the same period (2017-2021) private investment in the Laurentides increased by an annual average of 12.2%, compared to a provincial growth in private investment of 3.7% annually.[6] Upcoming construction projects include a 1000+ unit housing development in Saint-Jérôme, as well as urban condos. At the same time, $165 million will be invested by the Ministry of Education to renovate schools, and $144 million will be invested by Transport Québec to support road infrastructure.[7]

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

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

5. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative des Laurentides," (2019). Desjardins. Retrieved from: https://www.desjardins.com/ressources/pdf/19Laurentides-f.pdf?resVer=1576089350000, page 4.

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Laurentides: Secteur des entreprises," (2021). Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/laurentides/portrait-regional/secteur-des-entreprises/

7. Dupuis, D'Anjou, and Routhier. "Études régionales: Région administrative des Laurentides," 9. https://www.desjardins.com/ressources/pdf/19Laurentides-f.pdf?resVer=1576089350000 (p. 9)

Industries

INDUSTRIES

Top Industries for Total Population

The Laurentides region has a considerable construction industry, accounting for 10.9% of jobs in the region, compared to 6.2% of jobs within the province.

The manufacturing industry also accounts for a larger share of jobs within the region (12.7%) than it does within Québec as a whole (11.6%).

The main source of employment within the region is the service sector, accounting for 74.5% of jobs, compared to 79.9% of jobs provincially.[8]

Construction
10.9%

Manufacturing
12.7%

Services
74.5%

Graph 4: Top 10 Industries in the Laurentides for Total Population
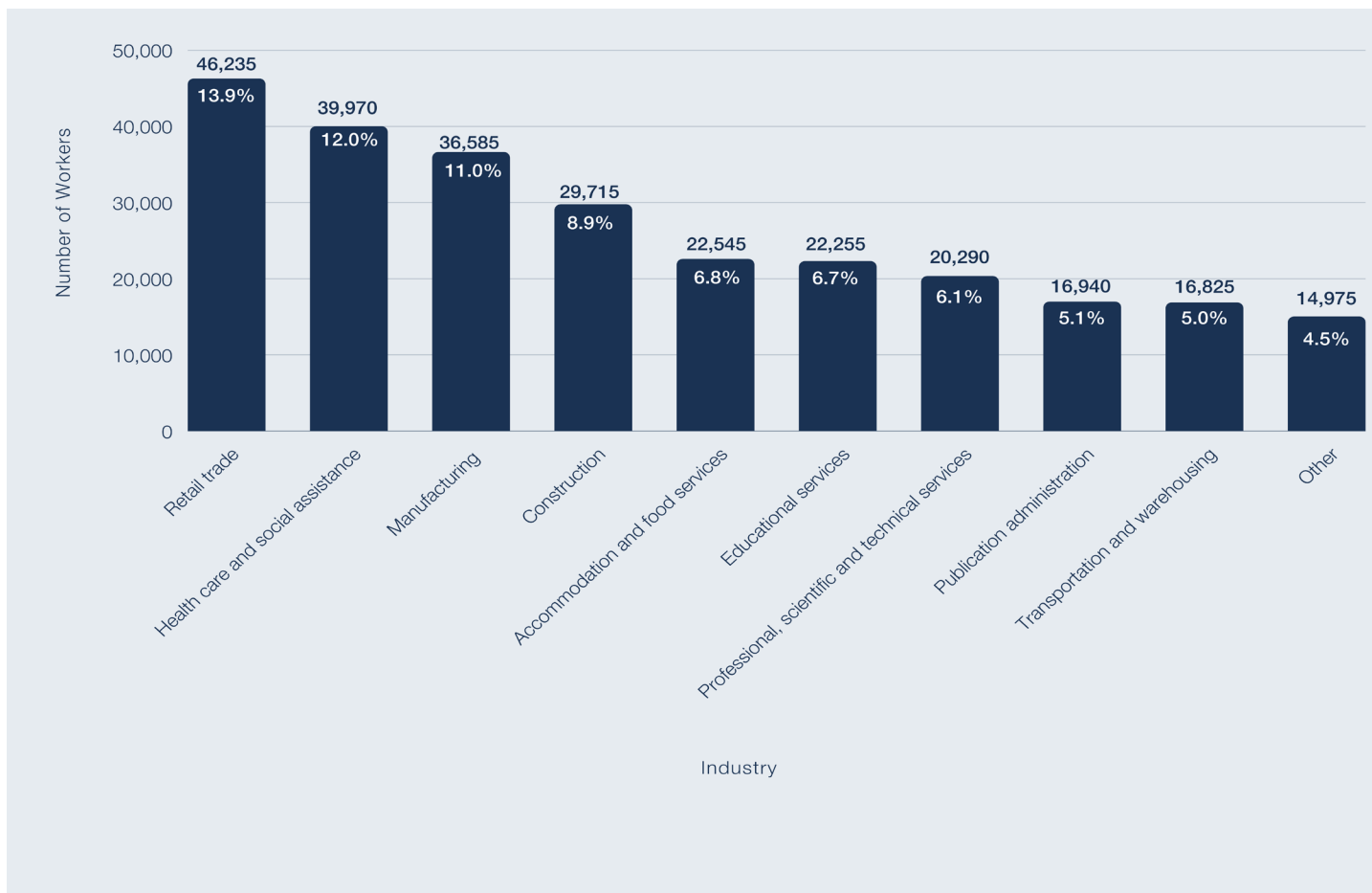
Industry	Number of Workers	Percentage
Retail trade	46,235	13.9%
Health care and social assistance	39,970	12.0%
Manufacturing	36,585	11.0%
Construction	29,715	8.9%
Accommodation and food services	22,545	6.8%
Educational services	22,255	6.7%
Professional, scientific and technical services	20,290	6.1%
Publication administration	16,940	5.1%
Transportation and warehousing	16,825	5.0%
Other	14,975	4.5%

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

8. Ministère de l'Économie et de l'Innovation du Québec. "Région Laurentides: Structure économique," (2021). Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/Montréal/portrait-regional/structure-economique/

INDUSTRIES

Top Industries for English Speakers

The main industries in which English speakers work are similar to those of the total population. However, English speakers have a higher engagement in the manufacturing industry, and lower engagement in the healthcare industry.

Typical retail occupations include sales associates, cashiers, and customer service.

Graph 5: Top 10 Industries in the Laurentide for English Speakers by Number of Workers

Number of Workers (y-axis)

Industry	Number of Workers	Percentage
Retail trade	2,430	11.7%
Manufacturing	2,420	11.6%
Accommodation and food services	1,725	8.3%
Transportation and warehousing	1,720	8.3%
Health care and social assistance	1,645	7.9%
Professional, scientific and technical services	1,550	7.5%
Educational services	1,500	7.2%
Construction	1,415	6.8%
Wholesale trade	1,240	6.0%
Administrative and support, waste management and remediation services	1,100	5.3%

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

INDUSTRIES

Map 1: Top Industries in the Laurentides for English Speakers

Industry (Percentage of English speakers working in industry)

Hébergement et services de restauration (14,7 %)

Soins de santé et assistance sociale (11,8 %)

Construction (8,8 %)

Fabrication (15,8 %)

Commerce de détail (10,1 %)

Transport et entreposage (9,8 %)

Hébergement et services de restauration (14,4 %)

Commerce de détail (11,8 %)

Services professionnels, scientifiques et techniques (9,5 %)

Antoine-Labelle

Les Laurentides

Services professionnels, scientifiques et techniques (12 %)

Commerce de détail (10,4 %)

Hébergement et services de restauration (9,7 %)

Les Pays-d'en-Haut

La Rivière-du-Nord

Argenteuil

Thérèse-de-Blainville

Mirabel

Fabrication (16,8 %)

Commerce de détail (12,2 %)

Transport et entreposage (10,2 %)

Fabrication (10,5 %)

Transport et entreposage (10,5 %)

Commerce de détail (10,2 %)

Deux-Montagnes

Fabrication (12,1%)

Commerce de détail (11,8%)

Commerce de gros (9%)

Fabrication (13%)

Commerce de détail (12,9 %)

Enseignement (8,9 %)

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

Labour Force

LABOUR FORCE

Total Labour Force

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

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

• The proportion of individuals in the labour force who are unemployed

• Cyclical conditions and the time of year when labour force data is collected

• The types of occupations that employed individuals have

• The income that individuals are earning

English speakers account for 6.5% of the total population in the Laurentides, and 6.3% of the labour force in the region. That is, 19,688 people out of the 312,945-person labour force are English speakers.

In Deux-Montagnes and Mirabel, English speakers make up a slightly larger share of the labour force than the total population.

Argenteuil is the MRC with the largest gap between English speakers' representation in the labour force and population: English speakers make up 17.2% of the population but 16% of the labour force.

Graph 6a: Labour Force of the Laurentides by MRC
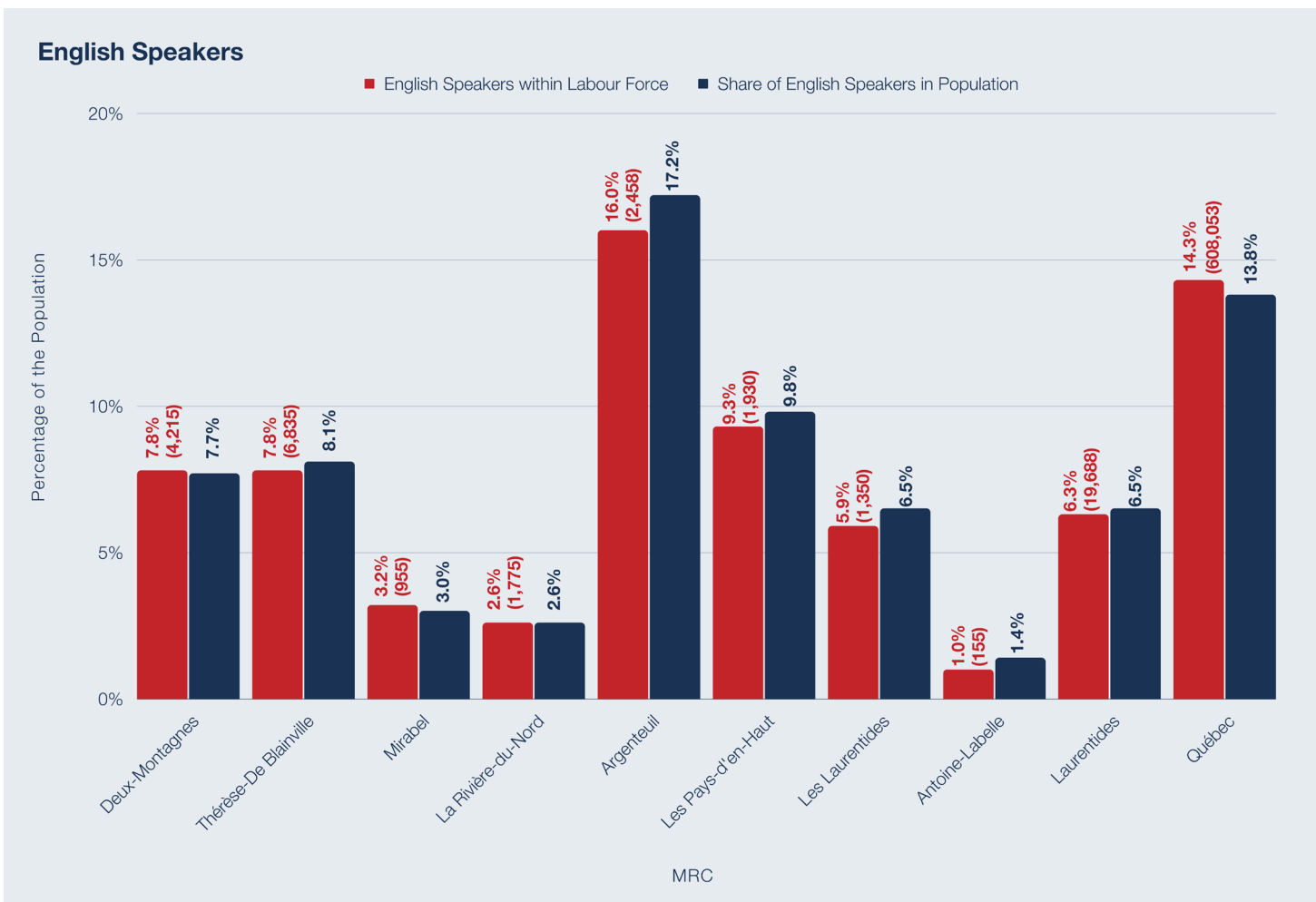
English Speakers

■ English Speakers within Labour Force   ■ Share of English Speakers in Population

MRC	English Speakers within Labour Force	Share of English Speakers in Population
Deux-Montagnes	7.8% (4,215)	7.7%
Thérèse-De Blainville	7.8% (6,835)	8.1%
Mirabel	3.2% (955)	3.0%
La Rivière-du-Nord	2.6% (1,775)	2.6%
Argenteuil	16.0% (2,458)	17.2%
Les Pays-d'en-Haut	9.3% (1,930)	9.8%
Les Laurentides	5.9% (1,350)	6.5%
Antoine-Labelle	1.0% (155)	1.4%
Laurentides	6.3% (19,688)	6.5%
Québec	14.3% (608,053)	13.8%

Percentage of the Population (y-axis)

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

LABOUR FORCE

Graph 6b: Labour Force of the Laurentides by MRC

French Speakers

■ French Speakers within Labour Force   ■ Share of French Speakers in Population

MRC	French Speakers within Labour Force	Share of French Speakers in Population
Deux-Montagnes	92.0% (49,730)	91.9%
Thérèse-De Blainville	92.2% (80,880)	91.4%
Mirabel	96.7% (28,590)	96.9%
La Rivière-du-Nord	97.3% (65,650)	97.2%
Argenteuil	84.0% (12,908)	82.7%
Les Pays-d'en-Haut	90.7% (18,880)	90.2%
Les Laurentides	94.0% (21,365)	93.5%
Antoine-Labelle	98.9% (15,010)	98.6%
Laurentides	93.6% (293,023)	93.2%
Québec	85.5% (3,636,983)	85.3%

Percentage of the Population (y-axis: 0%, 25%, 50%, 75%, 100%)

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

LABOUR FORCE

Age Structure of Labour Force

Among both French and English speakers, individuals aged 45-64 make up the largest portion of the labour force.

In Deux-Montagnes and Mirabel, there are more English speakers aged 25-44 than 45-64 in the labour force.

In Argenteuil, les Pays-d'en-Haut, les Laurentides, and Antoine-Labelle, there are approximately double the amount of English speakers aged 45-64 than those aged 25-44 in the labour force.
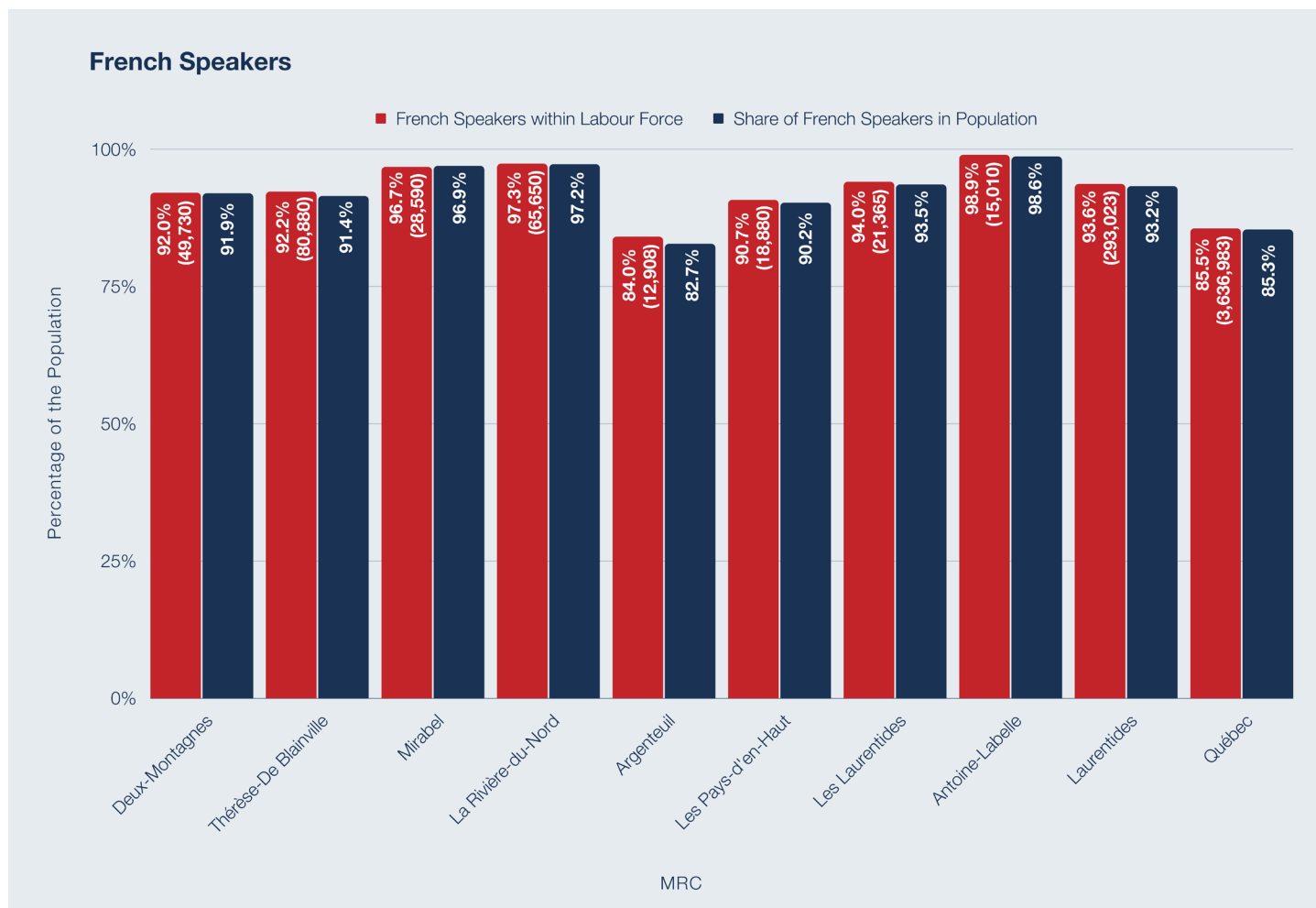
Graph 7a: Age Structure of the Laurentide's Labour Force by MRC

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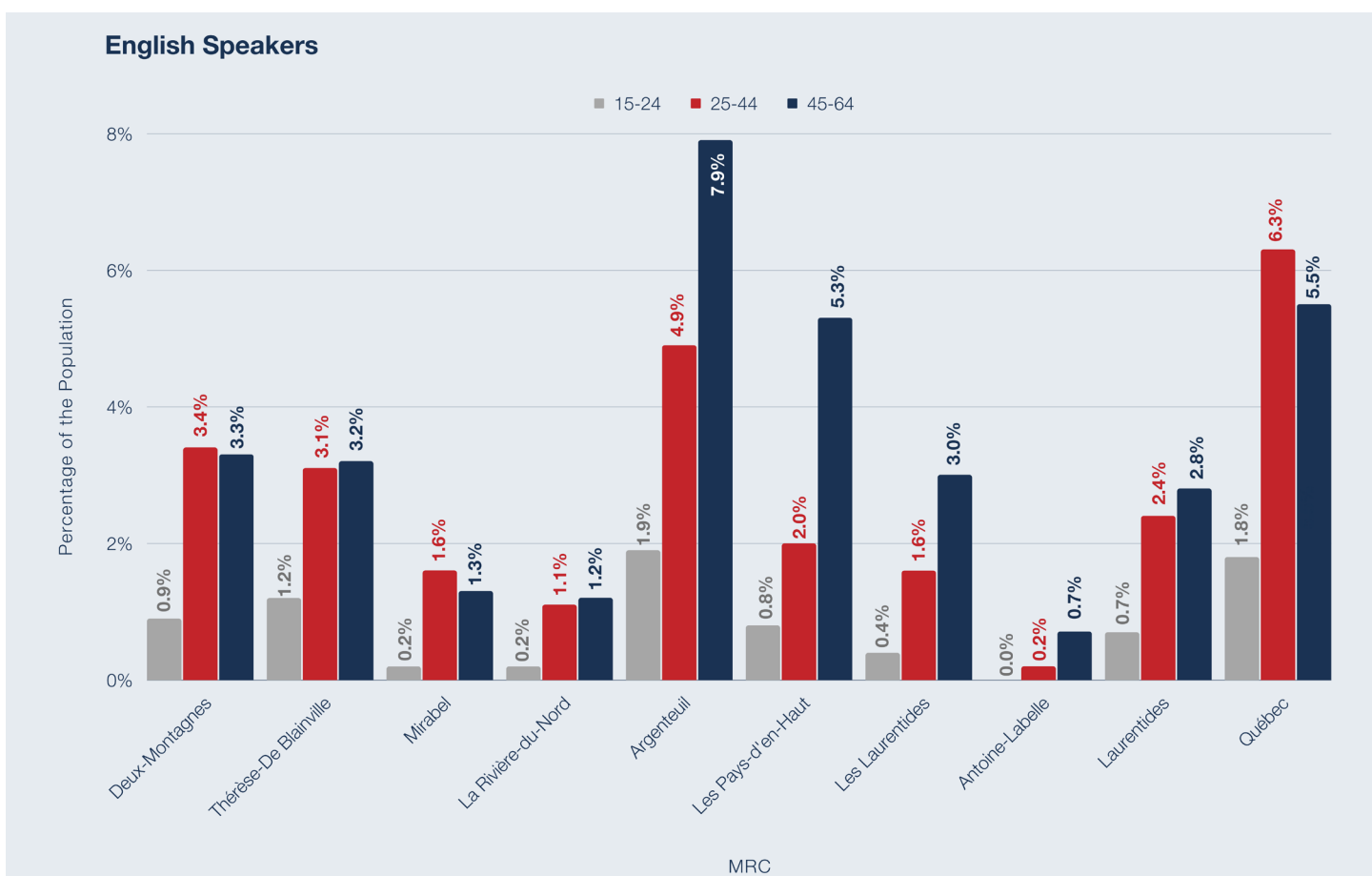
LABOUR FORCE

Graph 7b: Age Structure of the Laurentides' Labour Force by MRC
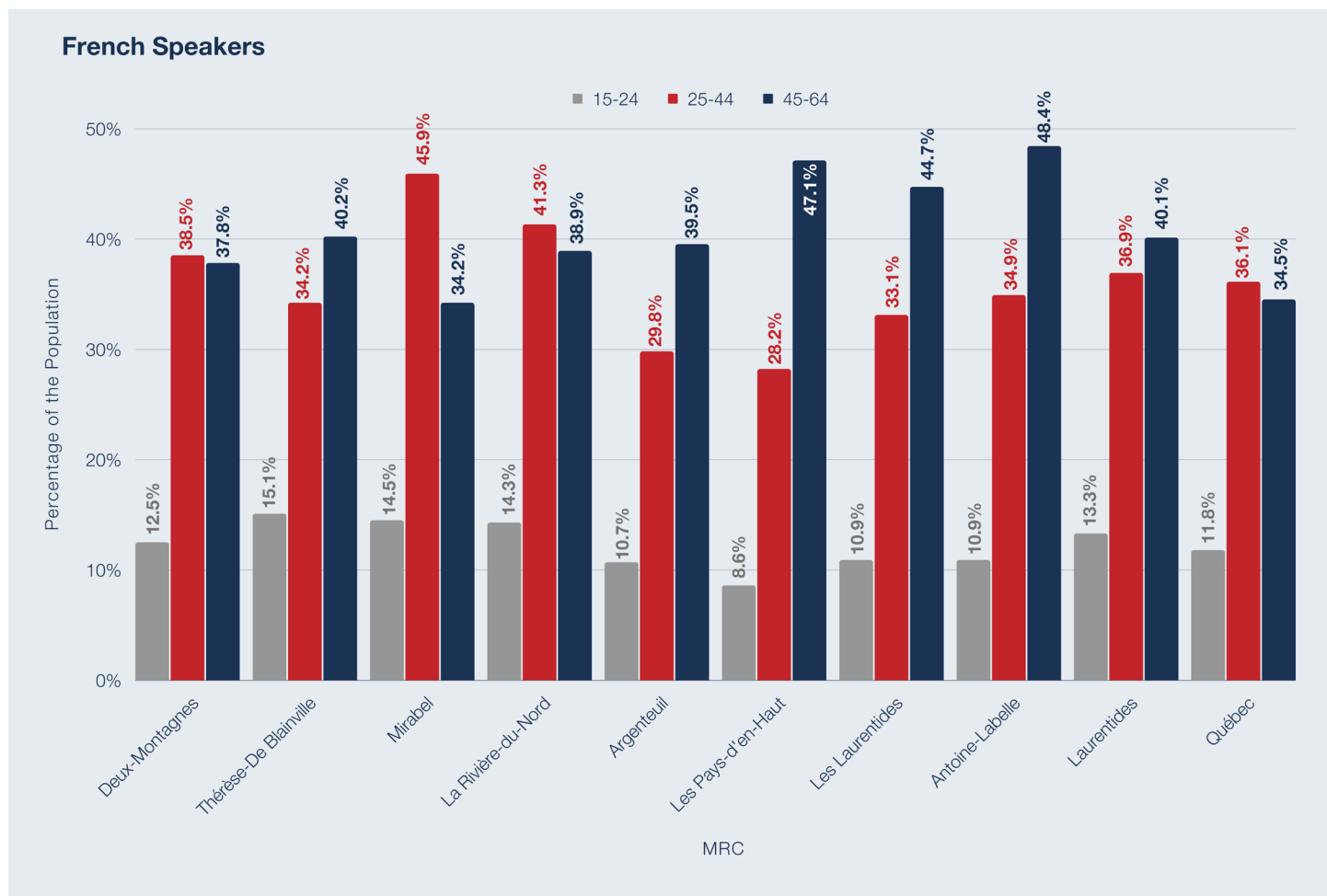
French Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

MRC	15-24	25-44	45-64
Deux-Montagnes	12.5%	38.5%	37.8%
Thérèse-De Blainville	15.1%	34.2%	40.2%
Mirabel	14.5%	45.9%	34.2%
La Rivière-du-Nord	14.3%	41.3%	38.9%
Argenteuil	10.7%	29.8%	39.5%
Les Pays-d'en-Haut	8.6%	28.2%	47.1%
Les Laurentides	10.9%	33.1%	44.7%
Antoine-Labelle	10.9%	34.9%	48.4%
Laurentides	13.3%	36.9%	40.1%
Québec	11.8%	36.1%	34.5%

Y-axis: Percentage of the Population (0% to 50%)
X-axis: MRC

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

LABOUR FORCE

Sex Structure of Labour Force

In the Laurentides, there are more men than women in the labour force among both French and English speakers.

English-speaking men make up 3.5% of the labour force, while English-speaking women make up 2.8% of the labour force. French-speaking men make up 48.3% of the labour force, while French-speaking women make up 45.4% of the labour force.

In the MRCs of la Rivière-du-Nord and Antoine-Labelle, French-speaking men make up more than 50% of the labour force.

Graph 8a: Sex Structure of the Laurentides' Labour Force by MRC
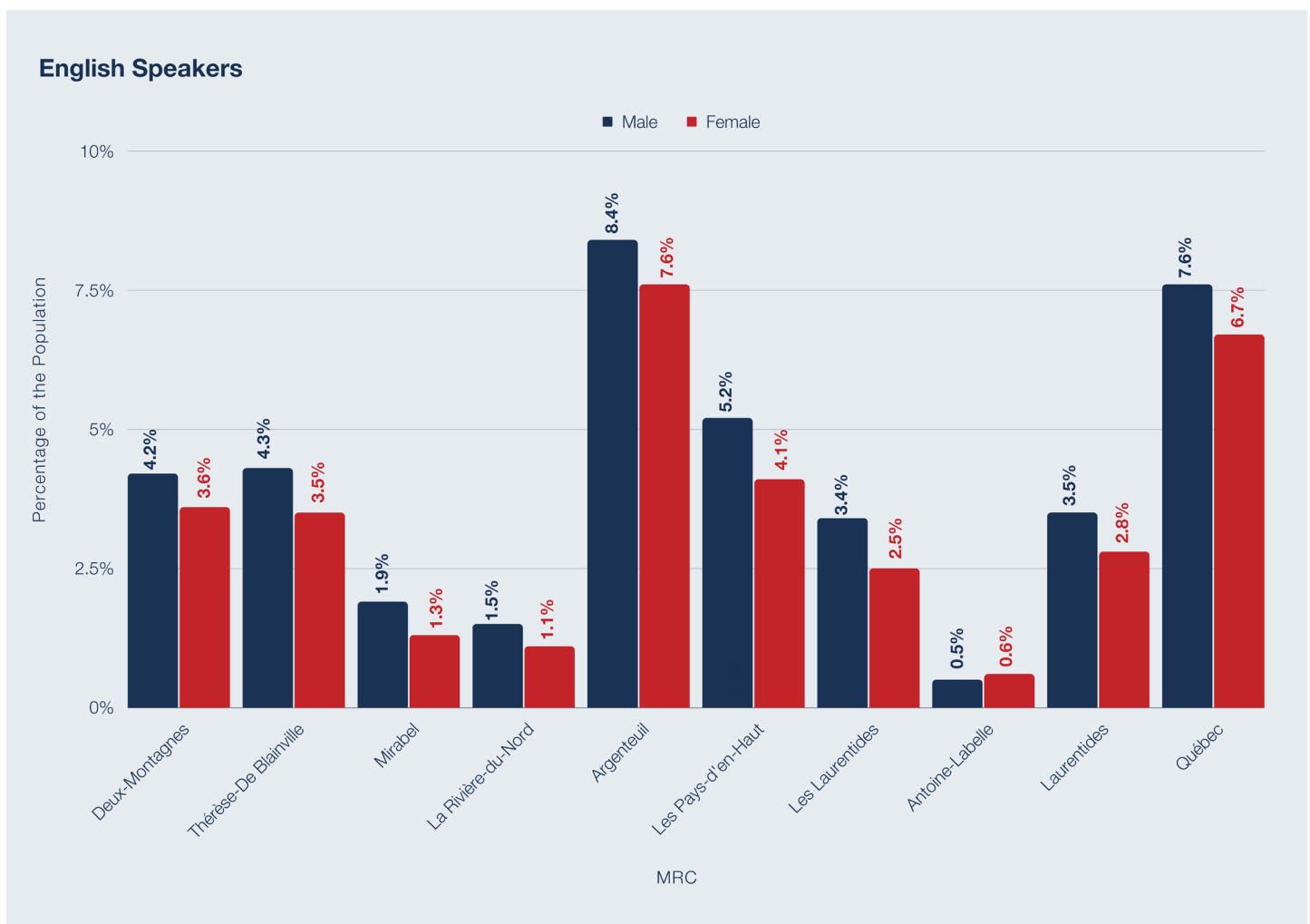
English Speakers

Legend: ■ Male ■ Female

Y-axis: Percentage of the Population

MRC	Male	Female
Deux-Montagnes	4.2%	3.6%
Thérèse-De Blainville	4.3%	3.5%
Mirabel	1.9%	1.3%
La Rivière-du-Nord	1.5%	1.1%
Argenteuil	8.4%	7.6%
Les Pays-d'en-Haut	5.2%	4.1%
Les Laurentides	3.4%	2.5%
Antoine-Labelle	0.5%	0.6%
Laurentides	3.5%	2.8%
Québec	7.6%	6.7%

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

LABOUR FORCE

Graph 8b: Sex Structure of the Laurentides' Labour Force by MRC
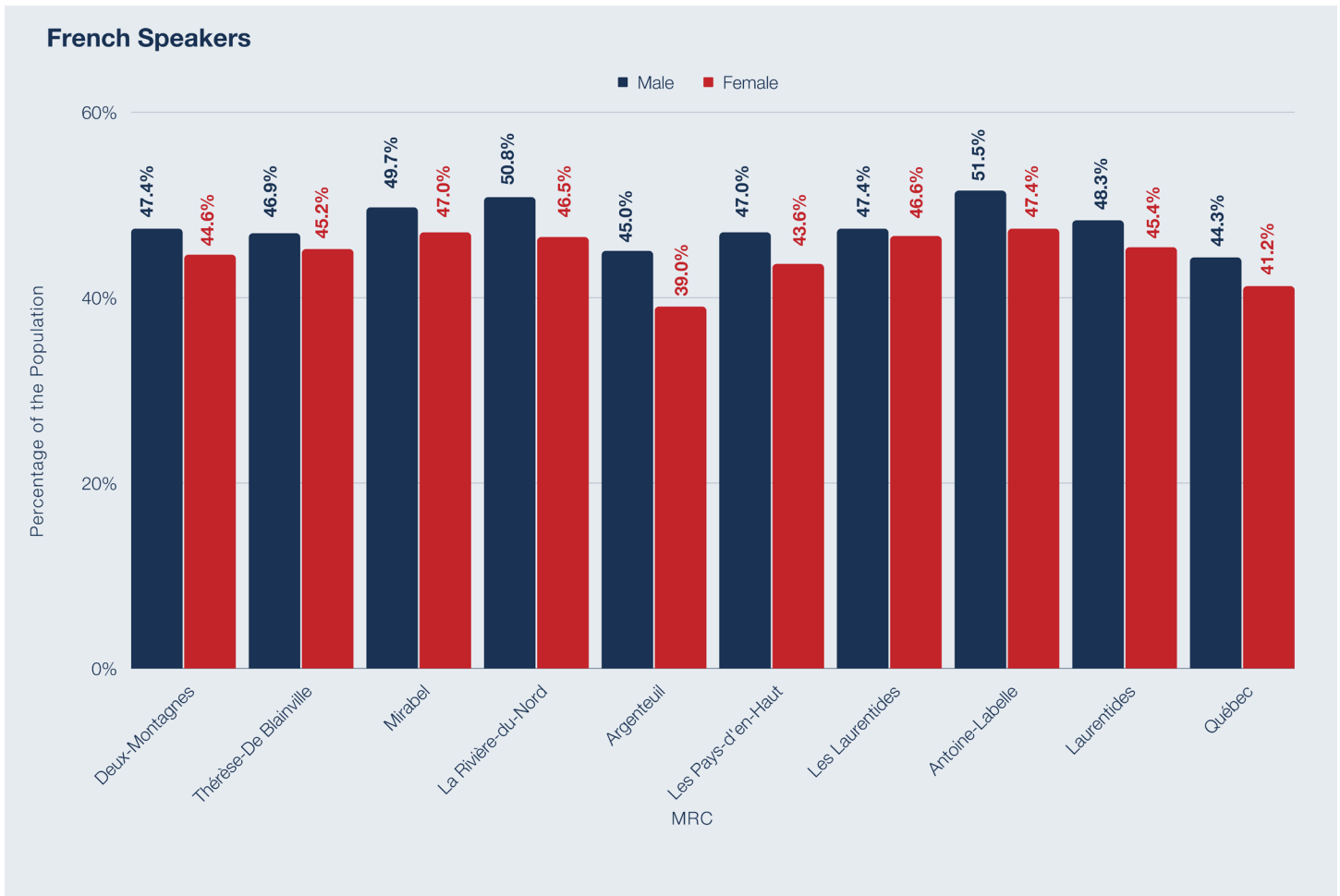
French Speakers

■ Male   ■ Female

MRC	Male	Female
Deux-Montagnes	47.4%	44.6%
Thérèse-De Blainville	46.9%	45.2%
Mirabel	49.7%	47.0%
La Rivière-du-Nord	50.8%	46.5%
Argenteuil	45.0%	39.0%
Les Pays-d'en-Haut	47.0%	43.6%
Les Laurentides	47.4%	46.6%
Antoine-Labelle	51.5%	47.4%
Laurentides	48.3%	45.4%
Québec	44.3%	41.2%

Percentage of the Population (y-axis: 0% – 60%)

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

Unemployment Rate

UNEMPLOYMENT RATE

Total Unemployment Rate

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

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

The unemployment rate may not account for:

• Those who work seasonal occupations and have less work or no work during the winter months

• Those who have been out of work for a long time and have stopped actively looking for work

• The quality of work that individuals have.

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

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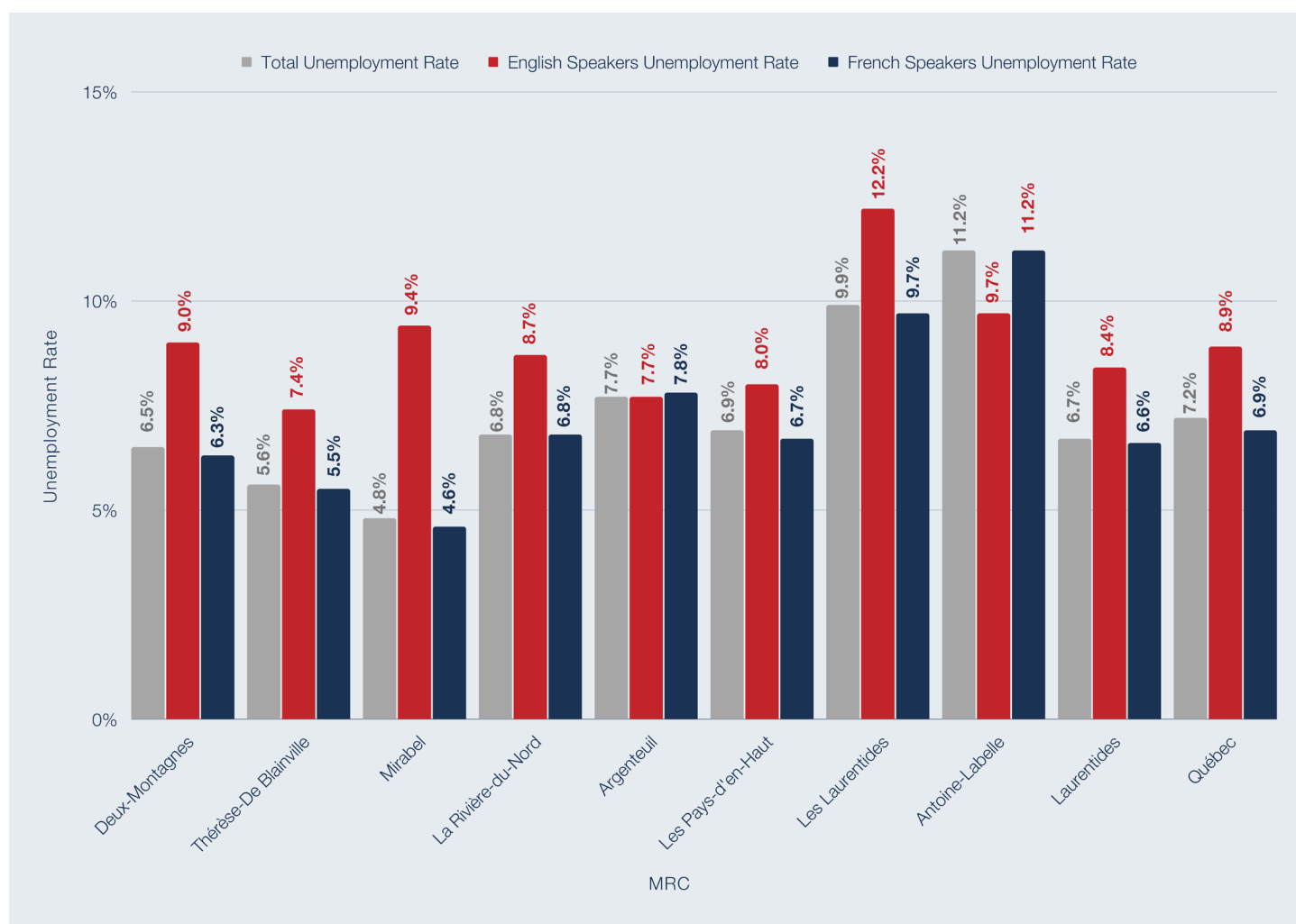
UNEMPLOYMENT RATE

English speakers in the Laurentides region experience an unemployment rate of 8.4%, almost 2% higher than that of French speakers (6.6%).

English speakers in les Laurentides experience the highest unemployment rate, at 12.2%. French speakers in this MRC also have a relatively high unemployment rate (9.7%).

Argenteuil and Antoine-Labelle are the only MRCs where English speakers have lower unemployment rates than French speakers. The difference is marginal in Argenteuil, but in Antoine-Labelle English speakers have an unemployment rate 1.5% lower than French speakers.

Graph 9: Unemployment Rate in the Laurentides by MRC

Legend:
- Total Unemployment Rate
- English Speakers Unemployment Rate
- French Speakers Unemployment Rate

Y-axis: Unemployment Rate (0%, 5%, 10%, 15%)

X-axis (MRC):

MRC	Total	English	French
Deux-Montagnes	6.5%	9.0%	6.3%
Thérèse-De Blainville	5.6%	7.4%	5.5%
Mirabel	4.8%	9.4%	4.6%
La Rivière-du-Nord	6.8%	8.7%	6.8%
Argenteuil	7.7%	7.7%	7.8%
Les Pays-d'en-Haut	6.9%	8.0%	6.7%
Les Laurentides	9.9%	12.2%	9.7%
Antoine-Labelle	11.2%	9.7%	11.2%
Laurentides	6.7%	8.4%	6.6%
Québec	7.2%	8.9%	6.9%

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

UNEMPLOYMENT RATE

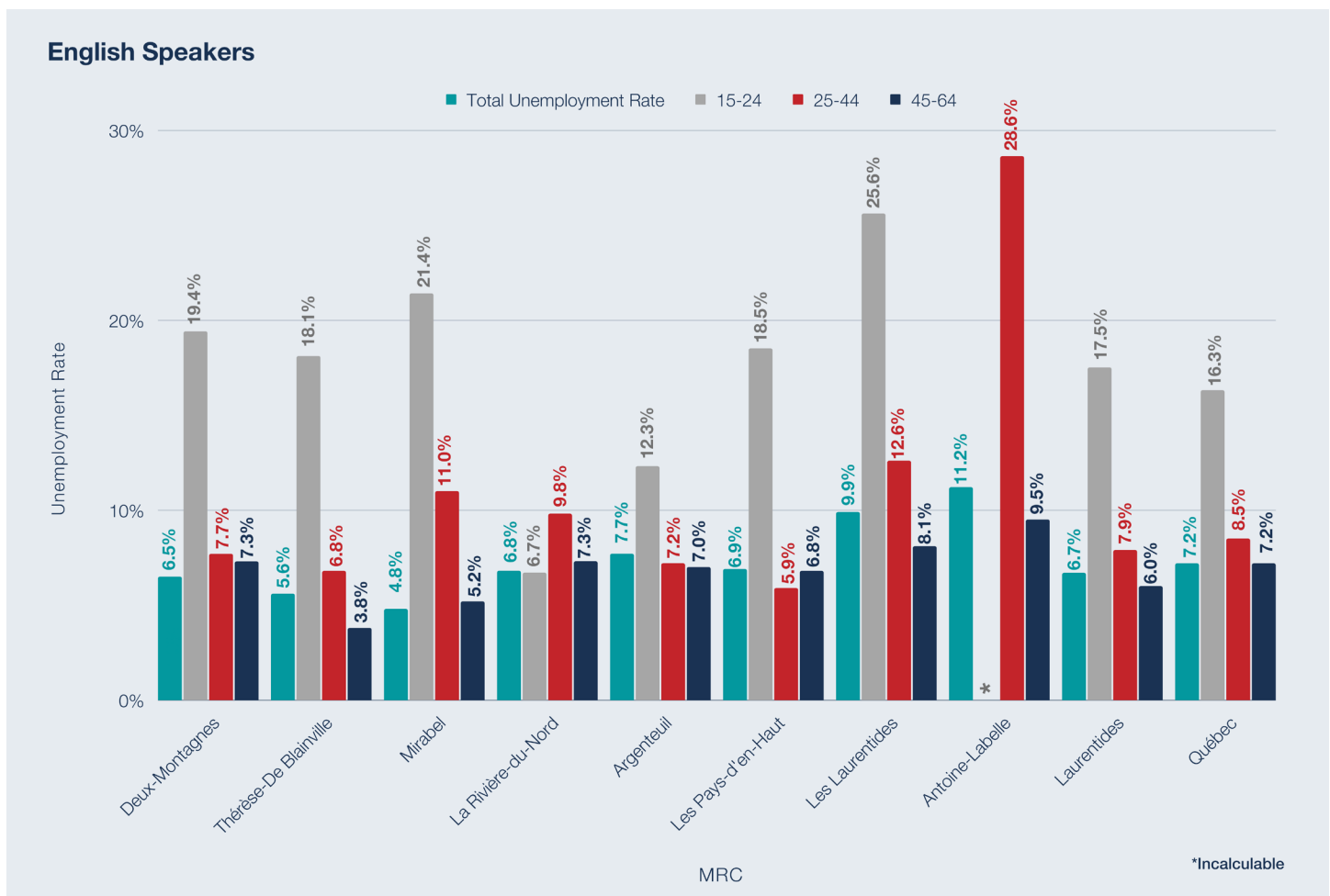## Age Structure of Unemployment Rate

Among English speakers, the unemployment rate decreases as the age range increases. English-speaking youth thus experience the highest unemployment rate (17.5%), while English speakers aged 45-64 experience the lowest unemployment rate (6%).

Among French speakers, individuals aged 25-44 experience the lowest unemployment rate (5.1%), while French-speaking youth experience the highest unemployment rate (11.7%).

In Antoine-Labelle, the unemployment rate cannot be calculated for English-speaking youth due to insufficient or no population sample sizes.

English speakers aged 45-64 in Thérèse-De Blainville experience the lowest unemployment rate of any MRC, at 3.8%. This is lower than the unemployment rate of French speakers in the same MRC and age range (4.2%).

Graph 10a: Age Structure of Unemployment Rate in the Laurentides by MRC

English Speakers

Legend: ■ Total Unemployment Rate ■ 15-24 ■ 25-44 ■ 45-64

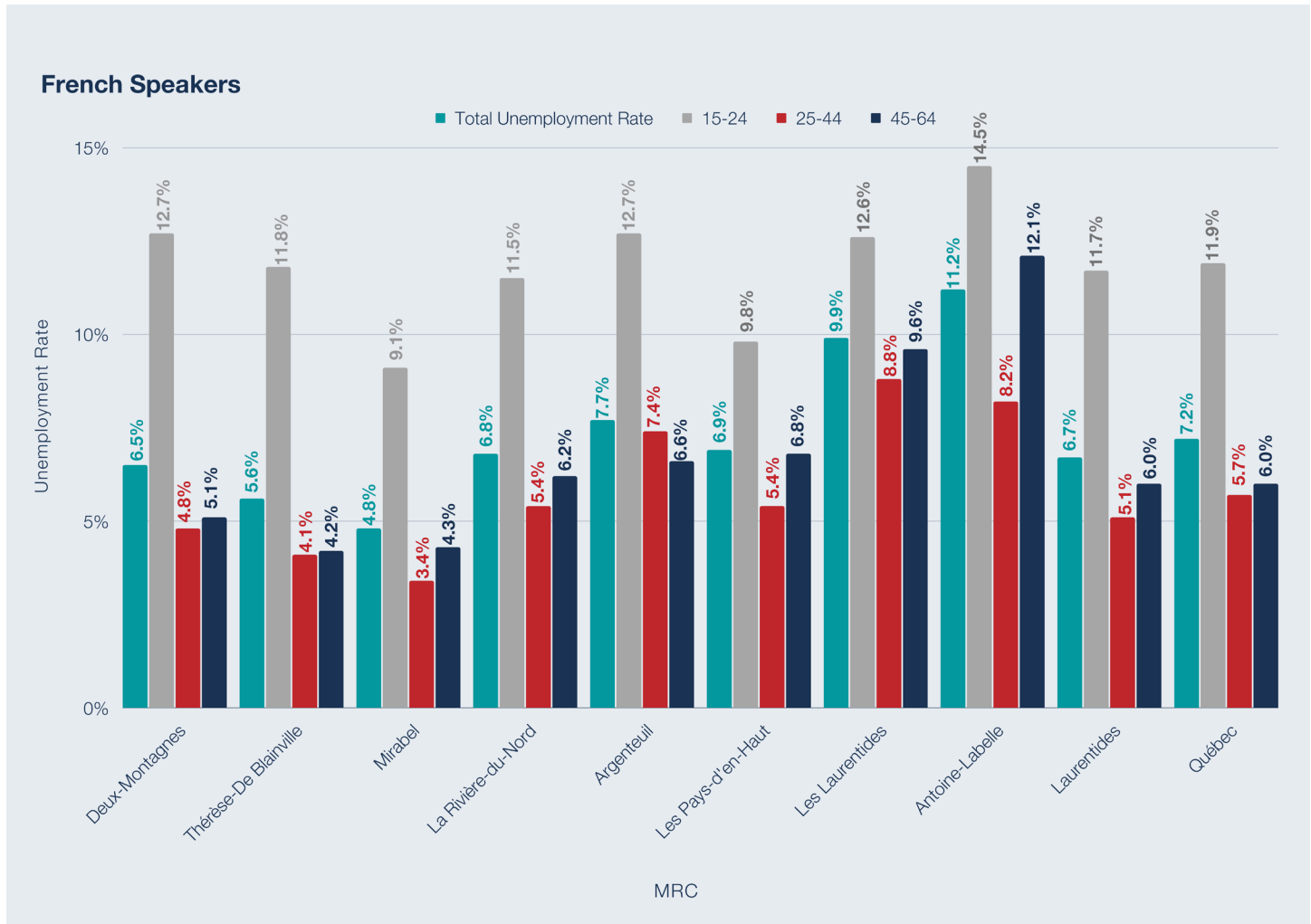| MRC	Total Unemployment Rate	15-24	25-44	45-64
Deux-Montagnes	6.5%	19.4%	7.7%	7.3%
Thérèse-De Blainville	5.6%	18.1%	6.8%	3.8%
Mirabel	4.8%	21.4%	11.0%	5.2%
La Rivière-du-Nord	6.8%	6.7%	9.8%	7.3%
Argenteuil	7.7%	12.3%	7.2%	7.0%
Les Pays-d'en-Haut	6.9%	18.5%	5.9%	6.8%
Les Laurentides	9.9%	25.6%	12.6%	8.1%
Antoine-Labelle	11.2%	*	28.6%	9.5%
Laurentides	6.7%	17.5%	7.9%	6.0%
Québec	7.2%	16.3%	8.5%	7.2%

*Incalculable

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

*This figure is incalculable. According to the 25% sample data available through the 2016 Census, there are zero English speakers within this demographic in the labour force in this area.

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in the Laurentides by MRC

French Speakers

Legend: ■ Total Unemployment Rate ■ 15-24 ■ 25-44 ■ 45-64

Y-axis: Unemployment Rate (0%, 5%, 10%, 15%)

X-axis: MRC

MRC	Total	15-24	25-44	45-64
Deux-Montagnes	6.5%	12.7%	4.8%	5.1%
Thérèse-De Blainville	5.6%	11.8%	4.1%	4.2%
Mirabel	4.8%	9.1%	3.4%	4.3%
La Rivière-du-Nord	6.8%	11.5%	5.4%	6.2%
Argenteuil	7.7%	12.7%	7.4%	6.6%
Les Pays-d'en-Haut	6.9%	9.8%	5.4%	6.8%
Les Laurentides	9.9%	12.6%	8.8%	9.6%
Antoine-Labelle	11.2%	14.5%	8.2%	12.1%
Laurentides	6.7%	11.7%	5.1%	6.0%
Québec	7.2%	11.9%	5.7%	6.0%

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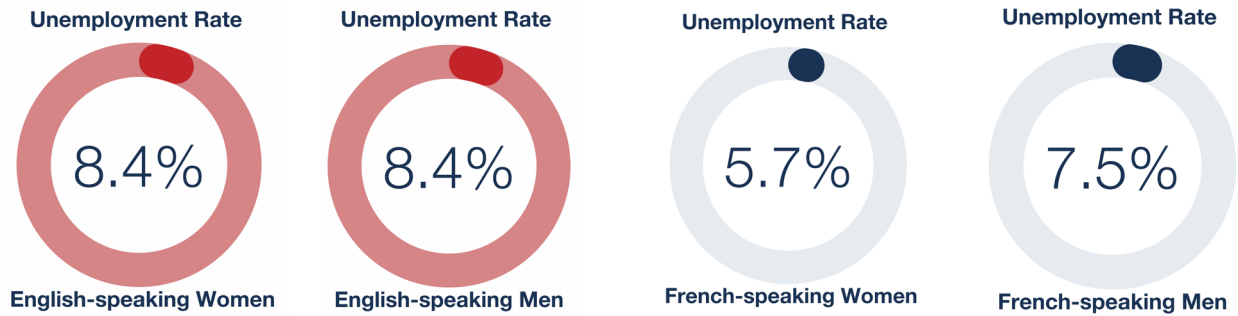
UNEMPLOYMENT RATE

Sex Structure of Unemployment

Among English speakers, men and women experience the same unemployment rate (8.4%). Among French speakers, women experience a significantly lower unemployment rate than men (5.7% compared to 7.5%).

In Thérèse-De Blainville, Mirabel, Argenteuil, les Laurentides, and Antoine-Labelle, English-speaking women experience a

lower unemployment rate than men. In the remaining MRCs, the inverse is true.

Of the MRCs that have a sufficient population sample size to generate representative data, les Laurentides has the highest unemployment rate for English-speaking men, at 14.3%

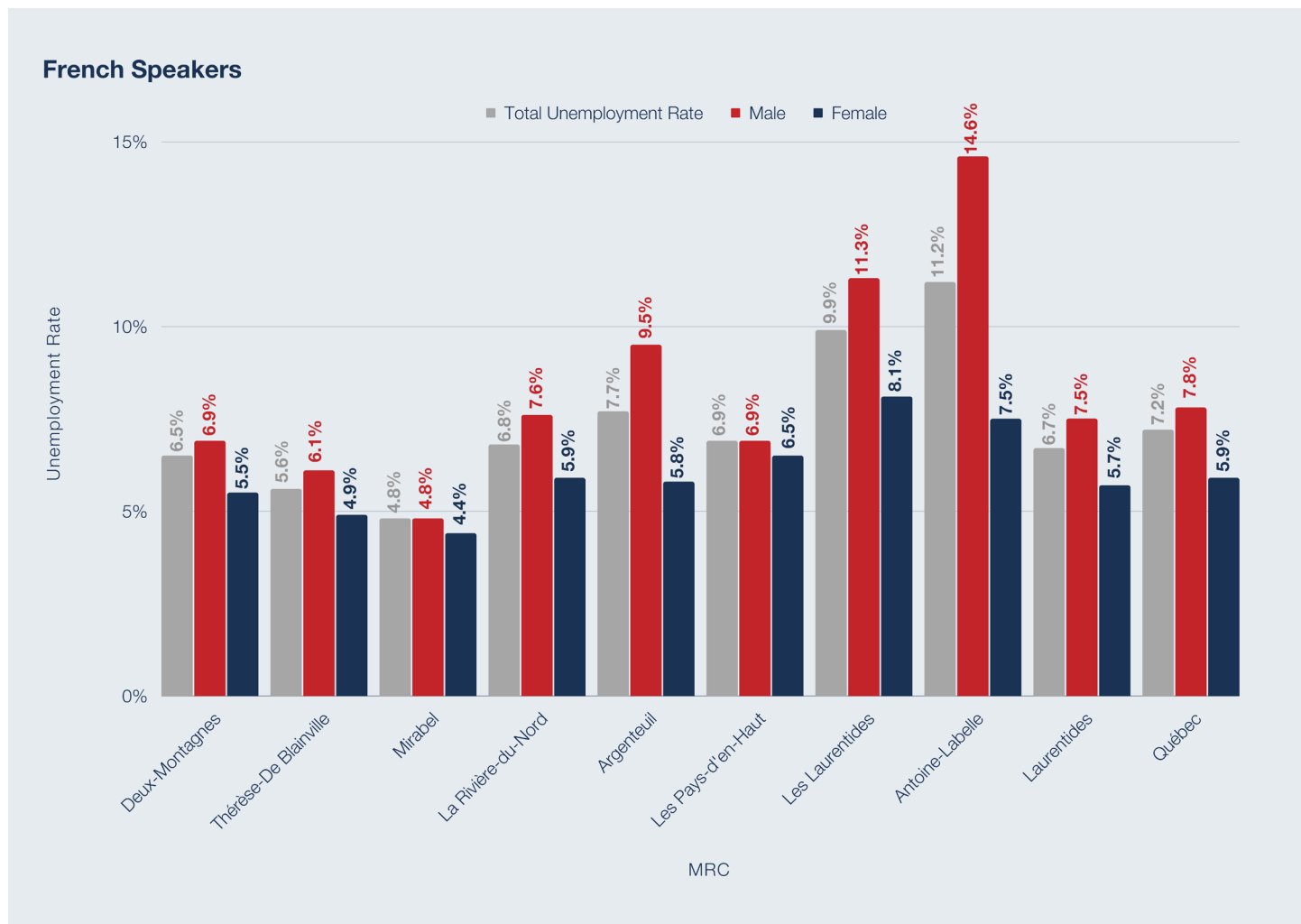| Unemployment Rate	Unemployment Rate	Unemployment Rate	Unemployment Rate
8.4%	**8.4%**	**5.7%**	**7.5%**
English-speaking Women	English-speaking Men	French-speaking Women	French-speaking Men

Graph 11a: Sex Structure of Unemployment Rate in the Laurentides by MRC
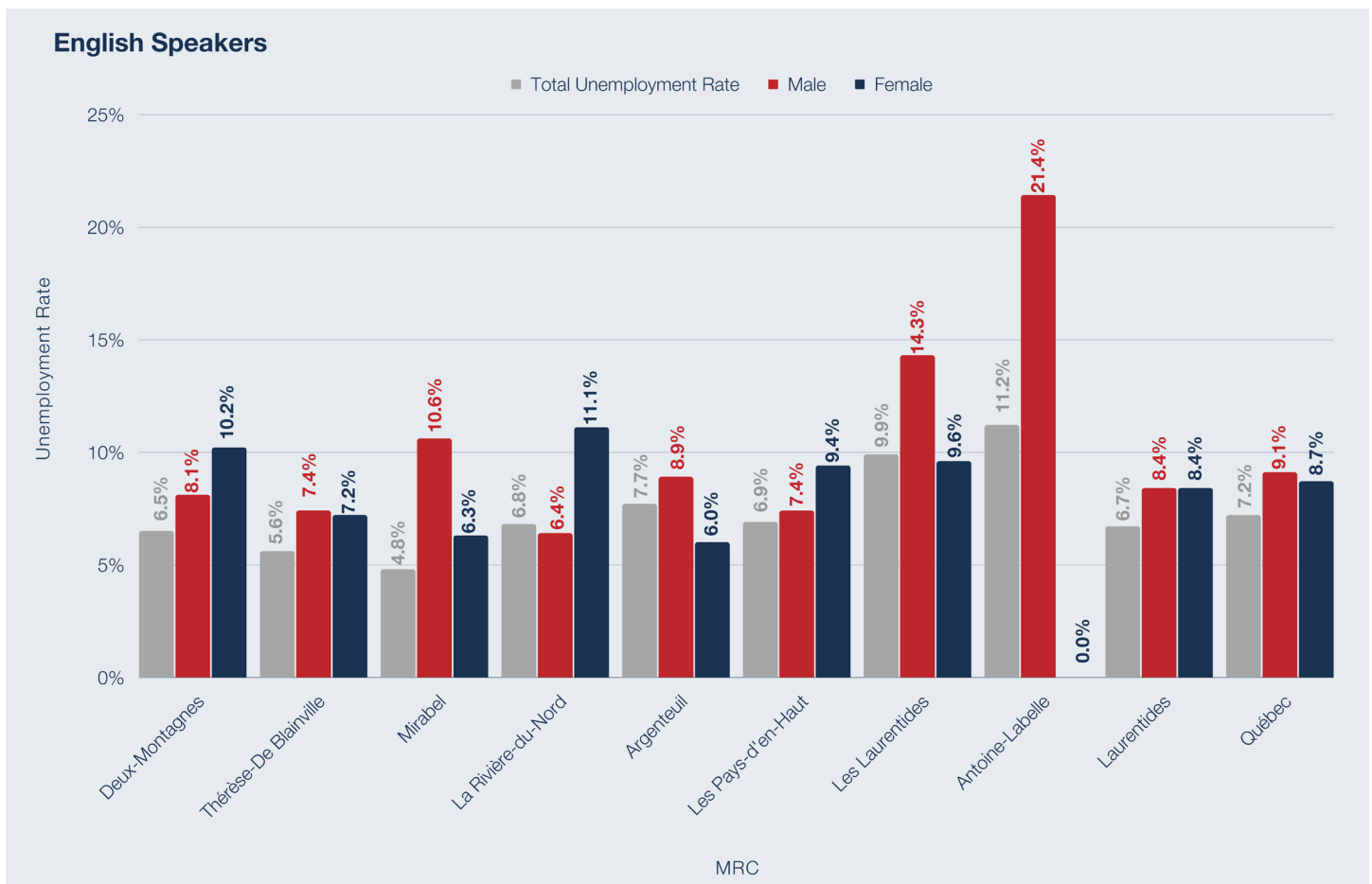
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in the Laurentides by MRC

French Speakers

Legend: ■ Total Unemployment Rate ■ Male ■ Female

Y-axis: Unemployment Rate (0%, 5%, 10%, 15%)

X-axis: MRC

MRC	Total	Male	Female
Deux-Montagnes	6.5%	6.9%	5.5%
Thérèse-De Blainville	5.6%	6.1%	4.9%
Mirabel	4.8%	4.8%	4.4%
La Rivière-du-Nord	6.8%	7.6%	5.9%
Argenteuil	7.7%	9.5%	5.8%
Les Pays-d'en-Haut	6.9%	6.9%	6.5%
Les Laurentides	9.9%	11.3%	8.1%
Antoine-Labelle	11.2%	14.6%	7.5%
Laurentides	6.7%	7.5%	5.7%
Québec	7.2%	7.8%	5.9%

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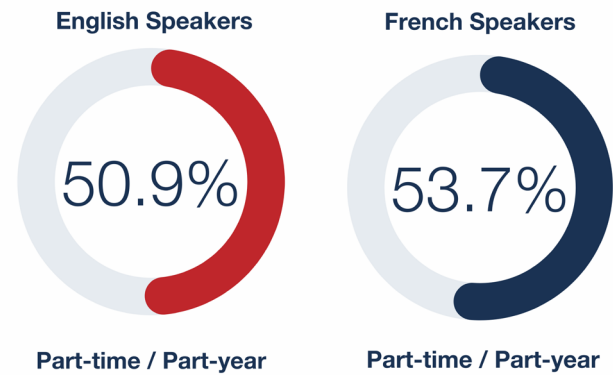
Work Activity
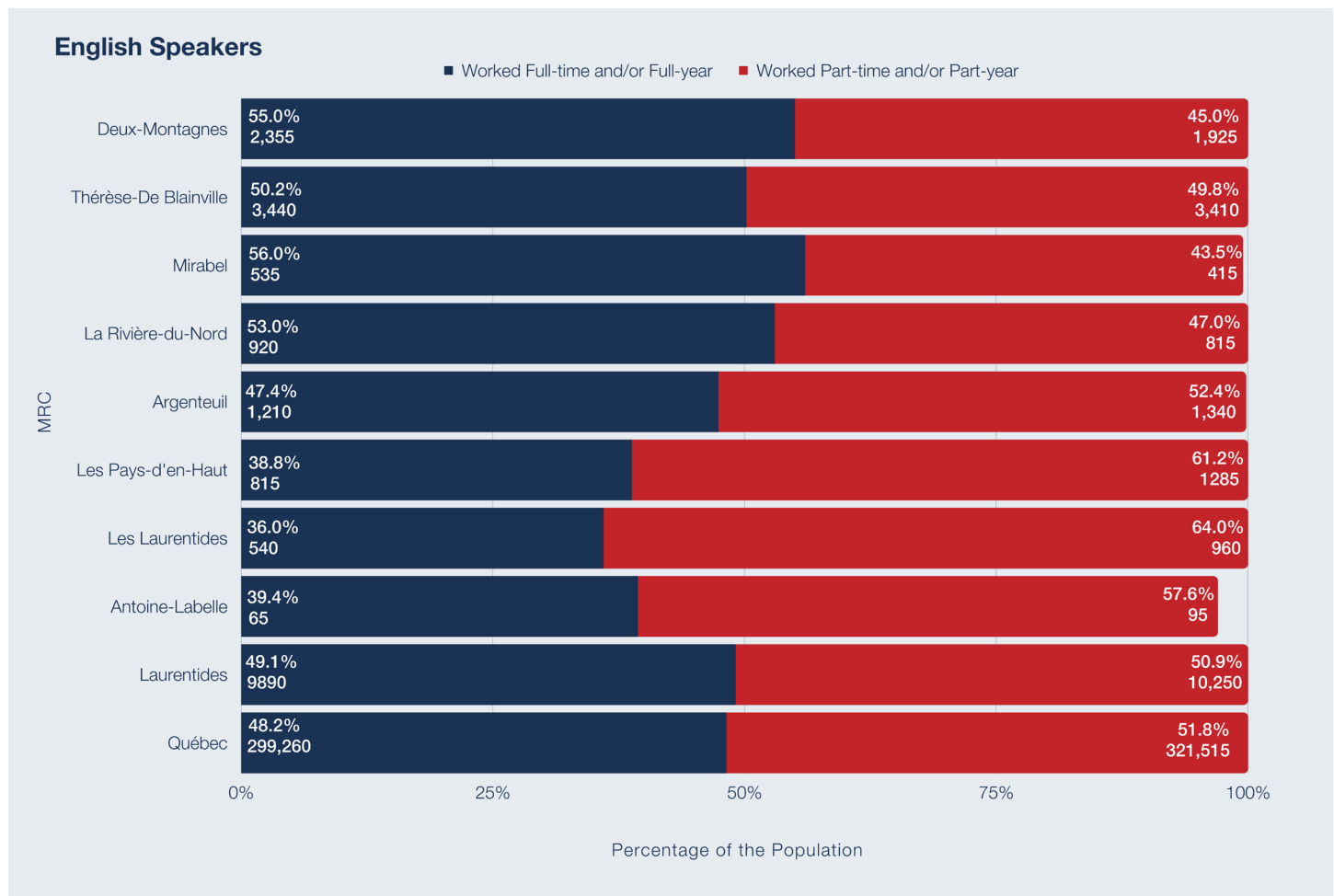
WORK ACTIVITY

Engagement in Part- and Full-time Work

The majority of both French and English speakers are engaged in part-time, as opposed to full-time, work. However, French speakers are engaged in part-time work at a higher rate than English speakers (53.7% compared to 50.9%).

Les Laurentides is the MRC with the highest engagement in part-time work, although it is higher among English speakers than French speakers (64% compared to 60.6%). There is also relatively high engagement in part-time work in les Pays-d'en-Haut. The prevalence of part-time work in these MRCs is likely related to the seasonality of the tourism/ski industries in Mont-Tremblant and Saint-Sauveur, respectively. Elsewhere in the region, the difference between part-time and full-time work is less extreme.
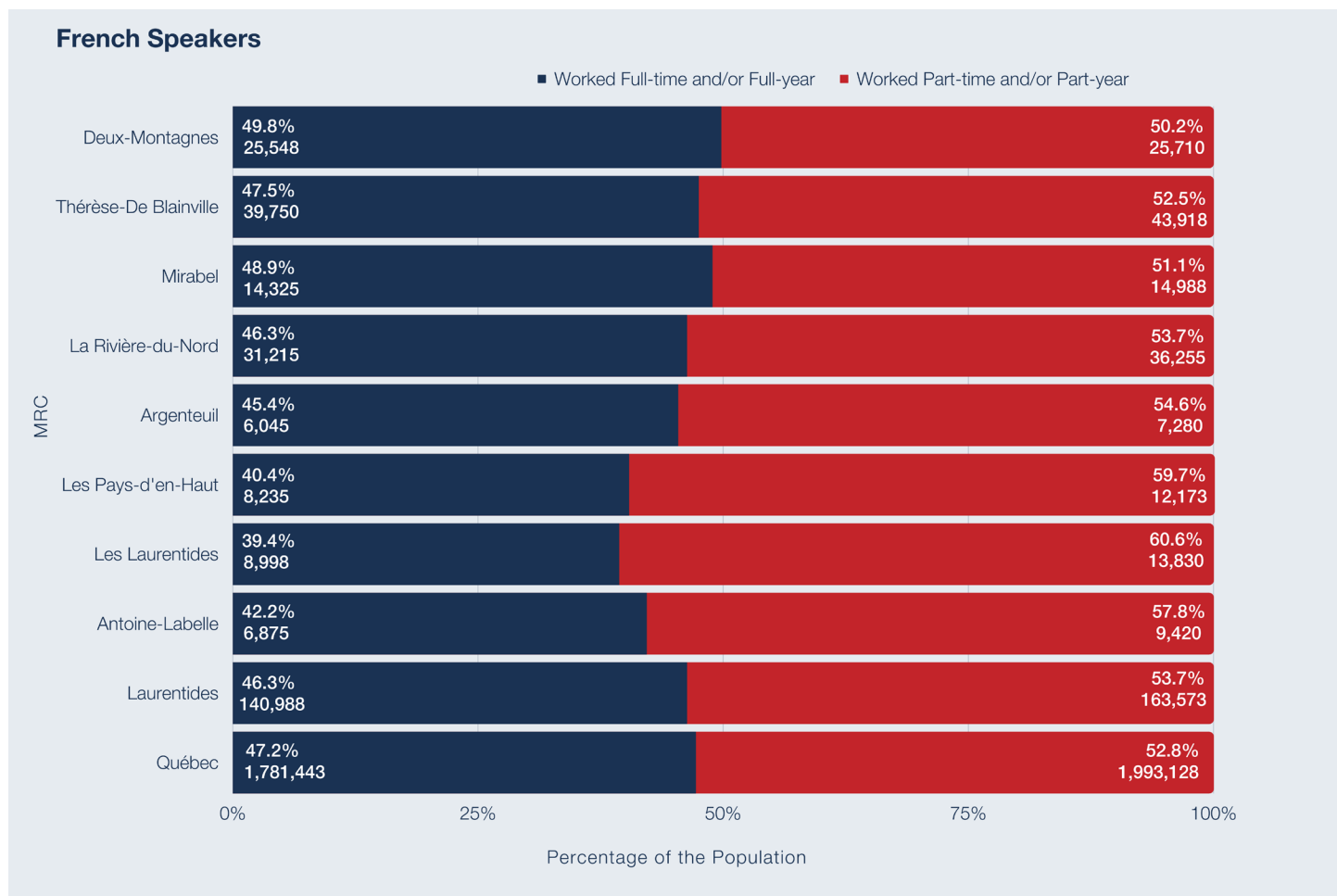
English Speakers

50.9%

Part-time / Part-year

French Speakers

53.7%

Part-time / Part-year

Graph 12a: Work Activity in the Laurentides by MRC

English Speakers

■ Worked Full-time and/or Full-year   ■ Worked Part-time and/or Part-year

MRC	Full-time	Part-time
Deux-Montagnes	55.0% 2,355	45.0% 1,925
Thérèse-De Blainville	50.2% 3,440	49.8% 3,410
Mirabel	56.0% 535	43.5% 415
La Rivière-du-Nord	53.0% 920	47.0% 815
Argenteuil	47.4% 1,210	52.4% 1,340
Les Pays-d'en-Haut	38.8% 815	61.2% 1285
Les Laurentides	36.0% 540	64.0% 960
Antoine-Labelle	39.4% 65	57.6% 95
Laurentides	49.1% 9890	50.9% 10,250
Québec	48.2% 299,260	51.8% 321,515

0%   25%   50%   75%   100%

Percentage of the Population

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

WORK ACTIVITY

Graph 12b: Work Activity in the Laurentides by MRC

French Speakers

■ Worked Full-time and/or Full-year ■ Worked Part-time and/or Part-year

MRC	Worked Full-time and/or Full-year	Worked Part-time and/or Part-year
Deux-Montagnes	49.8% 25,548	50.2% 25,710
Thérèse-De Blainville	47.5% 39,750	52.5% 43,918
Mirabel	48.9% 14,325	51.1% 14,988
La Rivière-du-Nord	46.3% 31,215	53.7% 36,255
Argenteuil	45.4% 6,045	54.6% 7,280
Les Pays-d'en-Haut	40.4% 8,235	59.7% 12,173
Les Laurentides	39.4% 8,998	60.6% 13,830
Antoine-Labelle	42.2% 6,875	57.8% 9,420
Laurentides	46.3% 140,988	53.7% 163,573
Québec	47.2% 1,781,443	52.8% 1,993,128

0%　25%　50%　75%　100%

Percentage of the Population

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

WORK ACTIVITY

Average Weeks Worked

English and French speakers work for very similar average numbers of weeks per year (42.3 and 42.7, respectively).[9]

The MRCs with the highest average number of weeks worked (Mirabel, Deux-Montagnes, and Thérèse-De Blainville) are the most urban areas with the highest propensity for office jobs.

English speakers in les Laurentides work for the fewest weeks per year (39.3). This is likely related to the higher proportion of seasonal work in the MRC.

Weeks Worked

42.3

English Speakers

Weeks Worked

42.7

French Speakers

Graph 13: Average Weeks Worked in the Laurentides by MRC
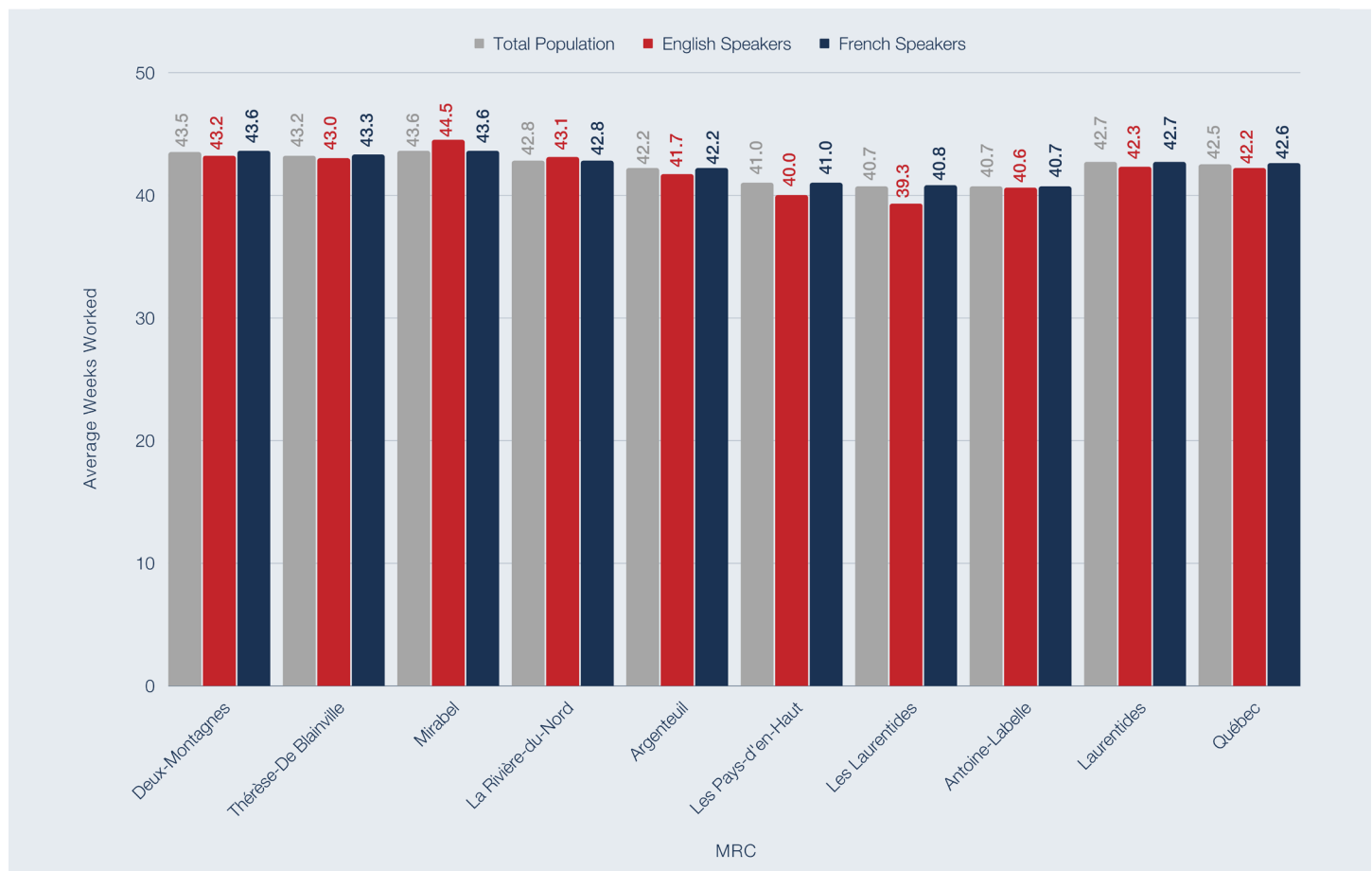
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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

Income

Income

Median After-tax Income

English speakers tend to earn a lower median after-tax income than French speakers. This could be explained in part by the higher unemployment rates that English speakers experience.[10]

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

English speakers in the Laurentides region earn a slightly lower median after-tax income compared to French speakers ($29,191 compared to $30,385).

Income levels vary significantly across different MRCs. English speakers in Antoine-Labelle earn the lowest median after-tax income ($23,938). French speakers in the same area earn only slightly more ($24,945).

Mirabel has the highest median after-tax income: French speakers earn $33,845 and English speakers earn $36,282 (approximately $2,500 more). This is one of only three MRCs where English speakers earn more than French speakers - the other two are les Laurentides and Argenteuil, although the difference is much less (approximately $500) in the latter MRC.

Graph 14: Median After-tax Income in the Laurentides by MRC
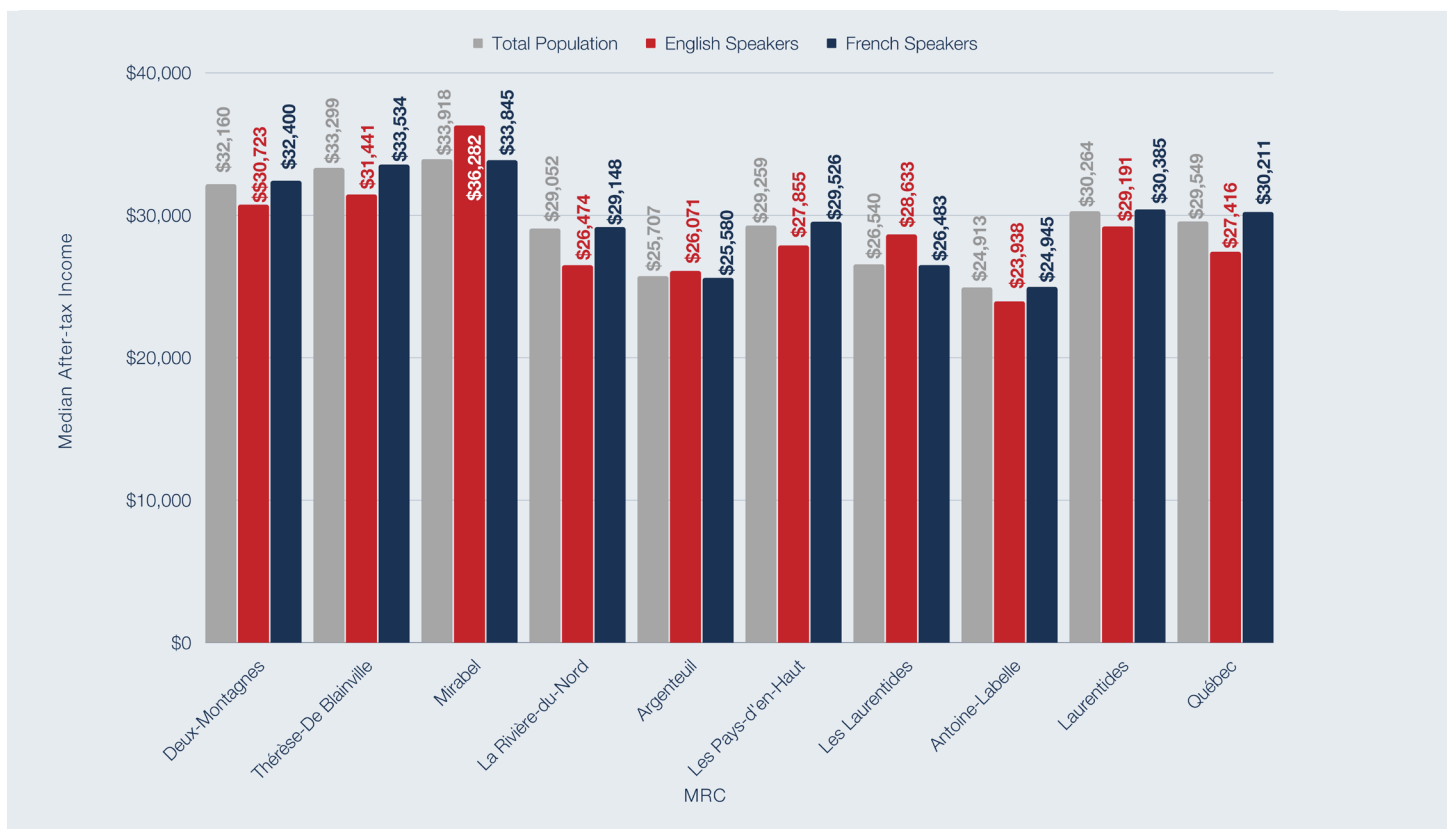
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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

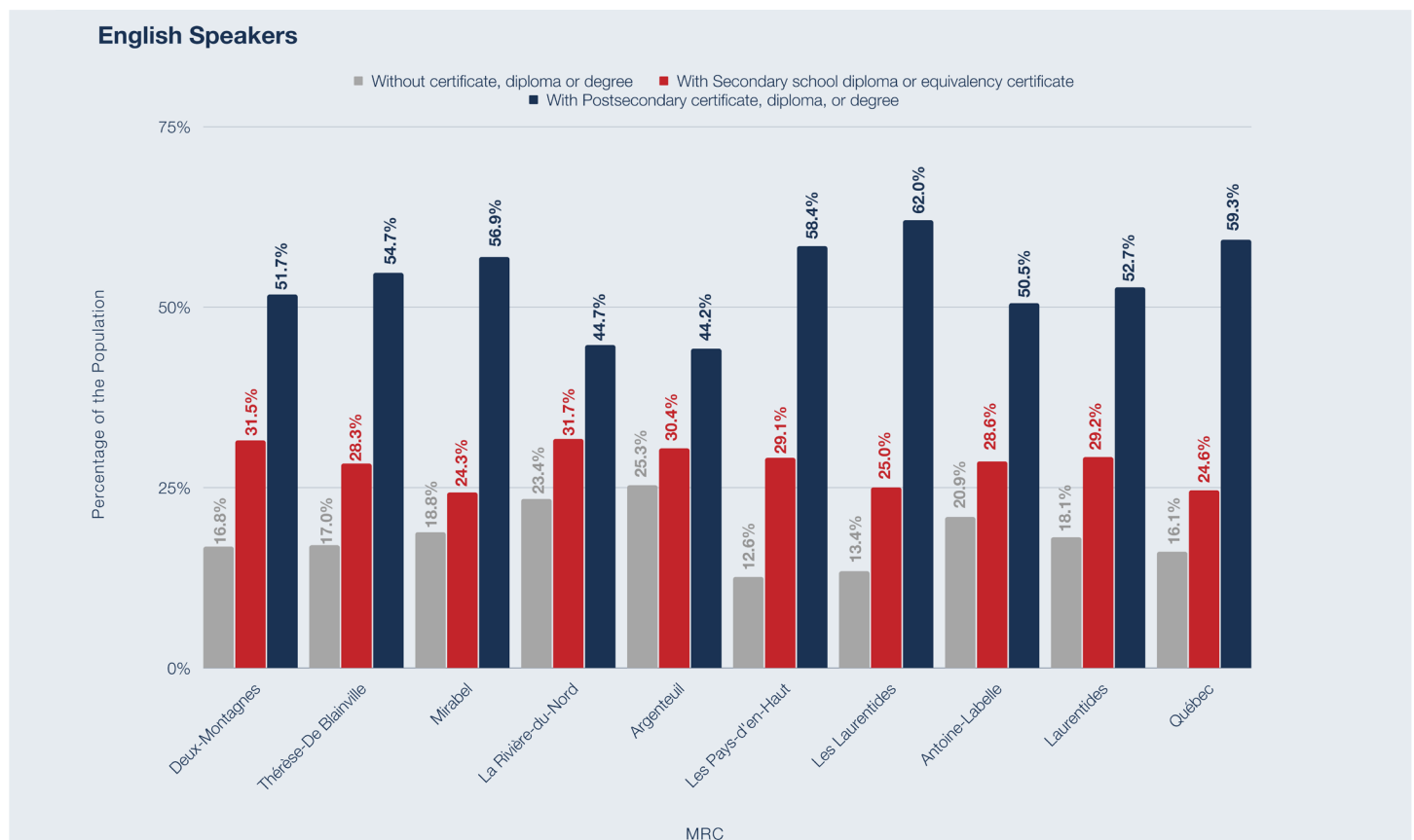# Education

EDUCATION

Educational Attainment

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

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

English speakers have a lower rate of postsecondary educational attainment than French speakers in the Laurentides region (52.7% compared to 56.4%).

English speakers in les Laurentides have the highest rate of postsecondary education (62%), while English speakers in Argenteuil have the lowest rate of postsecondary education (44.2%).

Graph 15a: Educational Attainment in the Laurentides by MRC

English Speakers

Legend:
- Without certificate, diploma or degree
- With Secondary school diploma or equivalency certificate
- With Postsecondary certificate, diploma, or degree

MRC	Without certificate	With Secondary	With Postsecondary
Deux-Montagnes	16.8%	31.5%	51.7%
Thérèse-De Blainville	17.0%	28.3%	54.7%
Mirabel	18.8%	24.3%	56.9%
La Rivière-du-Nord	23.4%	31.7%	44.7%
Argenteuil	25.3%	30.4%	44.2%
Les Pays-d'en-Haut	12.6%	29.1%	58.4%
Les Laurentides	13.4%	25.0%	62.0%
Antoine-Labelle	20.9%	28.6%	50.5%
Laurentides	18.1%	29.2%	52.7%
Québec	16.1%	24.6%	59.3%

Percentage of the Population

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

EDUCATION

Graph 15b: Educational Attainment in the Laurentides by MRC

French Speakers

■ Without certificate, diploma or degree ■ With Secondary school diploma or equivalency certificate
■ With Postsecondary certificate, diploma, or degree

Percentage of the Population

MRC	Without certificate, diploma or degree	With Secondary school diploma or equivalency certificate	With Postsecondary certificate, diploma, or degree
Deux-Montagnes	21.0%	23.0%	56.0%
Thérèse-De Blainville	17.3%	22.5%	60.2%
Mirabel	19.5%	21.8%	58.7%
La Rivière-du-Nord	22.8%	22.9%	54.3%
Argenteuil	30.9%	23.0%	46.1%
Les Pays-d'en-Haut	14.6%	22.3%	63.1%
Les Laurentides	22.8%	23.0%	54.2%
Antoine-Labelle	30.9%	19.9%	49.2%
Laurentides	21.1%	22.5%	56.4%
Québec	20.2%	21.0%	58.8%

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

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