



# Employment Profile of English Speakers in Montérégie

Provincial Employment Roundtable



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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.

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# Executive Summary

This report aims to contribute to the knowledge and understanding of the employment situation of Montérégie's 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 Montérégie, as well as preliminary recommendations to help improve their labour market outcomes.





## KEY FINDINGS:

- English speakers constitute 13.6% of Montérégie's labour force, and they have a labour force participation rate of 67.9% compared to 66% among the French-speaking majority.
- English speakers in Montérégie have an unemployment rate of 9.2%. This is higher than the unemployment rate of French speakers in the region (5.8%).
- English speakers earn a median after-tax income of \$36,000 and a median employment income of \$37,200. Compared to French speakers, they earn \$2,800 less in both after-tax income and median employment income.
- More than half of English speakers are engaged in full-time employment (54.3%), compared to 55.5% among French speakers.
- 'Health care and social assistance' is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Montérégie are 'Retail trade', followed by 'Professional, scientific and technical services', 'Manufacturing', and 'Health care and social assistance'. The top 4 leading industries for French speakers in Montérégie are 'Health care and social assistance', followed by 'Retail trade', 'Manufacturing' and 'Construction'.
- Vulnerable groups within the English-speaking labour force—such as youth, women, visible minorities, immigrants, and First Nations and Inuit individuals—tend to face greater labour market obstacles, as reflected in higher unemployment rates and lower 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 PRIIME<sup>1</sup> and IPOP.<sup>2</sup>
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training programs.<sup>3</sup> 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.
  - Prioritize programs that focus on digital skills, communication,

collaboration and other soft skills development.

**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 health

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<sup>1</sup> 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](https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf)

<sup>2</sup> 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](https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf)

<sup>3</sup> 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>

care, social assistance, and the trades.

**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 Montérégie'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, particularly soft skills training.
- Support employers in adapting practices to attract and retain experienced workers and those from underrepresented groups, including English speakers.
- Prioritize employment programs that provide a holistic approach, including career guidance, access to training, and subsidies for

transportation and pursuing driving lessons.

**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.

**Tackle issues related to outmigration from the region:** Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Develop collaboration between the English-speaking communities and government to develop programs that tackle issues related to outmigration including a lack of transportation, training opportunities, and recruitment challenges.
- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training opportunities and employment opportunities.
- Prioritize programs aimed at improving the socio-economic conditions of English speakers in the region through addressing the underlying issues such as poverty and education.

# Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada.<sup>4</sup> 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 who 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).<sup>5</sup> 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.

This employment profile, when possible, accounts for the new changes to the boundaries of the Montérégie administrative region, effective as of July 28th, 2021, which removed the RCMs of Brome-Missisquoi and la Haute-Yamaska from Montérégie and included them in the Estrie administrative region. Data reflects the updated boundaries unless otherwise specified

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.

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<sup>4</sup> 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 4 Censuses have remained relatively lower 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.

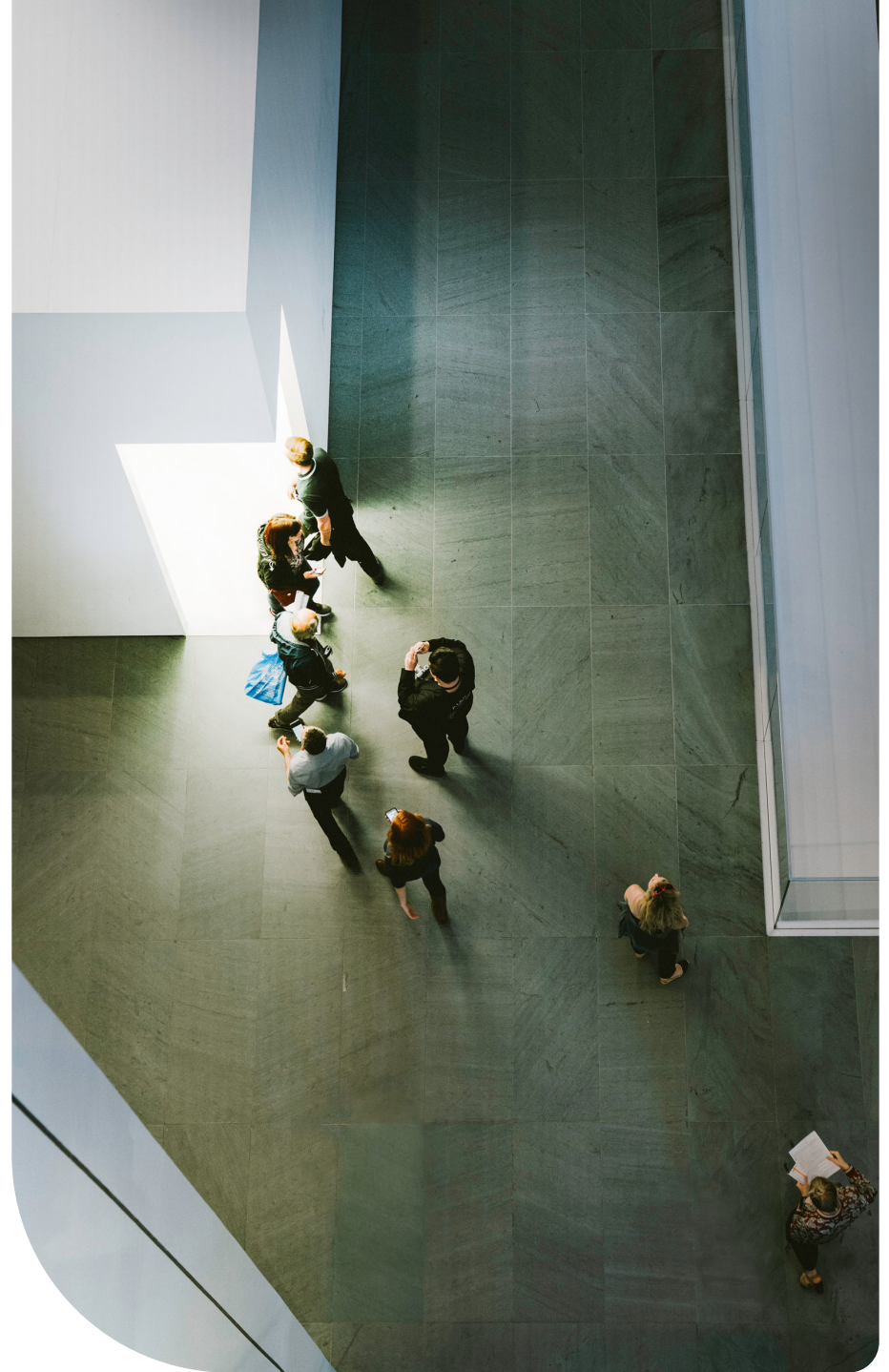
<sup>5</sup> Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. 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.<sup>6</sup>

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<sup>6</sup> 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.<sup>7</sup>

**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 of 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.

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<sup>7</sup> 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 older 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 the Montérégie 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 Montérégie. 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 Montérégie's labour market.





Section 1

# Population

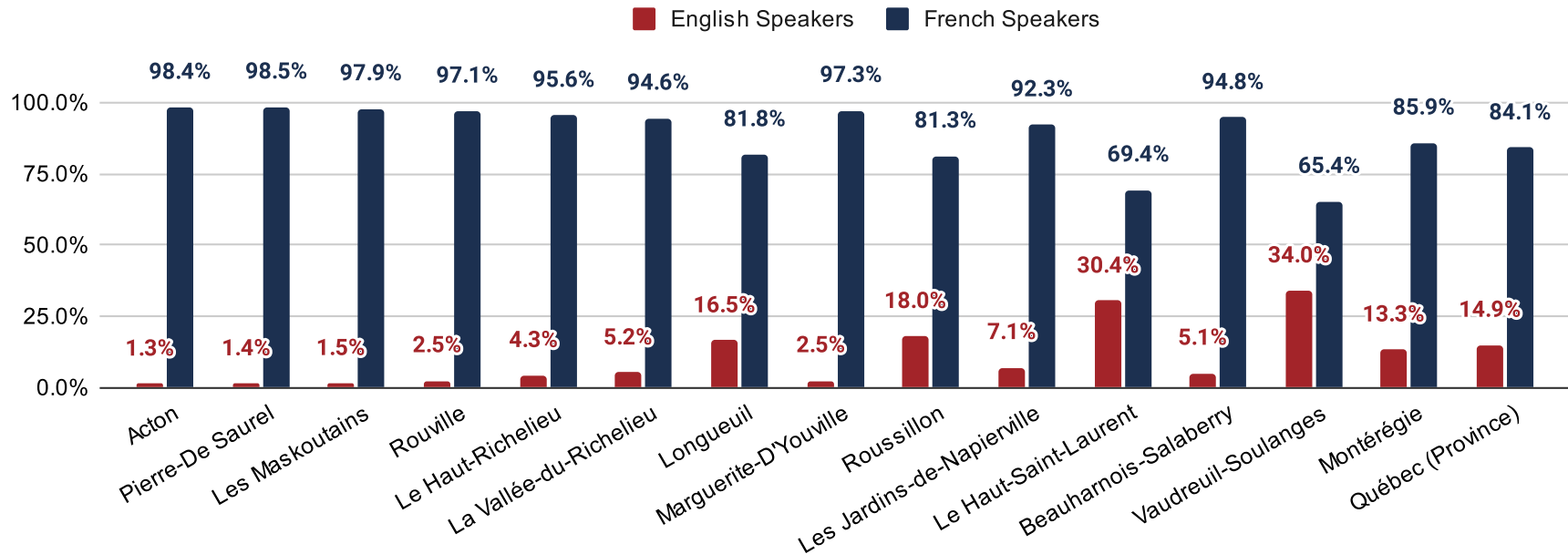


# Population

## TOTAL POPULATION

Out of Montérégie's total population of 1,419,885,<sup>8</sup> there are approximately 188,595 individuals who are English speakers and represent 13.3% of the region's population.<sup>9</sup> Among these English-speaking communities, Longueuil has the largest number of English speakers (71,298). However, Vaudreuil-Soulanges reportedly has the highest population share of English speakers, representing 34% of the RCM's population.

**Graph 1: Share of Total Population of Montérégie by RCM**



<sup>8</sup> The Mohawks of Kahnawake and Akwesasne did not grant permission for the 2021 Census to be administered on their territory. For this reason, these nations are not represented in the 2021 Census data. Akwesasne was previously included in the 2016 Census (estimated at 2,378 persons), which may result in an artificial decline in population numbers in the region from 2016 to 2021.

<sup>9</sup> 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 Montérégie by RCM**

	English Speakers	French Speakers
Acton	210	15,320
Pierre-De Saurel	728	50,398
Les Maskoutains	1,315	86,460
Rouville	935	36,435
Le Haut-Richelieu	5,120	114,905
La Vallée-du-Richelieu	6,820	123,905
Longueuil	71,298	352,908
Marguerite-D'Youville	2,018	77,453
Roussillon	33,125	149,610
Les Jardins-de-Napierville	2,143	27,858
Le Haut-Saint-Laurent	6,693	15,263
Beauharnois-Salaberry	3,443	64,288
Vaudreuil-Soulanges	54,740	105,285
Montérégie	188,595	1,220,080
Québec (Province)	1,253,578	7,074,328



## Population - Age Structure

Among English speakers, there is roughly an even distribution of age groups in the population. Among French speakers, individuals aged 55-64 and 65+ tend to have the highest population shares. Within both linguistic communities, youth aged 15-24 tend to make up a small portion of the total population in the region and in most RCMs.

**Table 2.a: Age Structure of Montérégie's English-Speaking Population by RCM**

	English Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	0.9%	0.0%	0.1%	0.0%	0.1%	0.2%	0.1%
Pierre-De Saurel	1.2%	0.2%	0.2%	0.1%	0.1%	0.2%	0.2%
Les Maskoutains	1.4%	0.2%	0.3%	0.2%	0.2%	0.1%	0.2%
Rouville	2.3%	0.2%	0.3%	0.3%	0.4%	0.5%	0.3%
Le Haut-Richelieu	4.2%	0.4%	0.5%	0.7%	0.6%	0.6%	0.7%
La Vallée-du-Richelieu	5.2%	0.5%	0.6%	1.1%	0.7%	0.7%	0.8%
Longueuil	16.4%	1.8%	2.3%	2.8%	2.2%	2.0%	2.6%
Marguerite-D'Youville	2.5%	0.3%	0.3%	0.5%	0.4%	0.3%	0.3%
Roussillon	17.8%	2.0%	2.3%	3.0%	2.5%	2.3%	2.4%
Les Jardins-de-Napierville	7.2%	0.7%	1.1%	0.7%	0.9%	1.1%	1.7%
Le Haut-Saint-Laurent	31.7%	3.0%	3.5%	3.0%	3.4%	5.4%	7.8%
Beauharnois-Salaberry	5.2%	0.5%	0.9%	0.7%	0.5%	0.7%	1.0%
Vaudreuil-Soulanges	34.2%	4.1%	4.1%	5.3%	5.1%	4.4%	4.3%
Montérégie	13.3%	1.5%	1.7%	2.2%	1.9%	1.7%	2.0%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

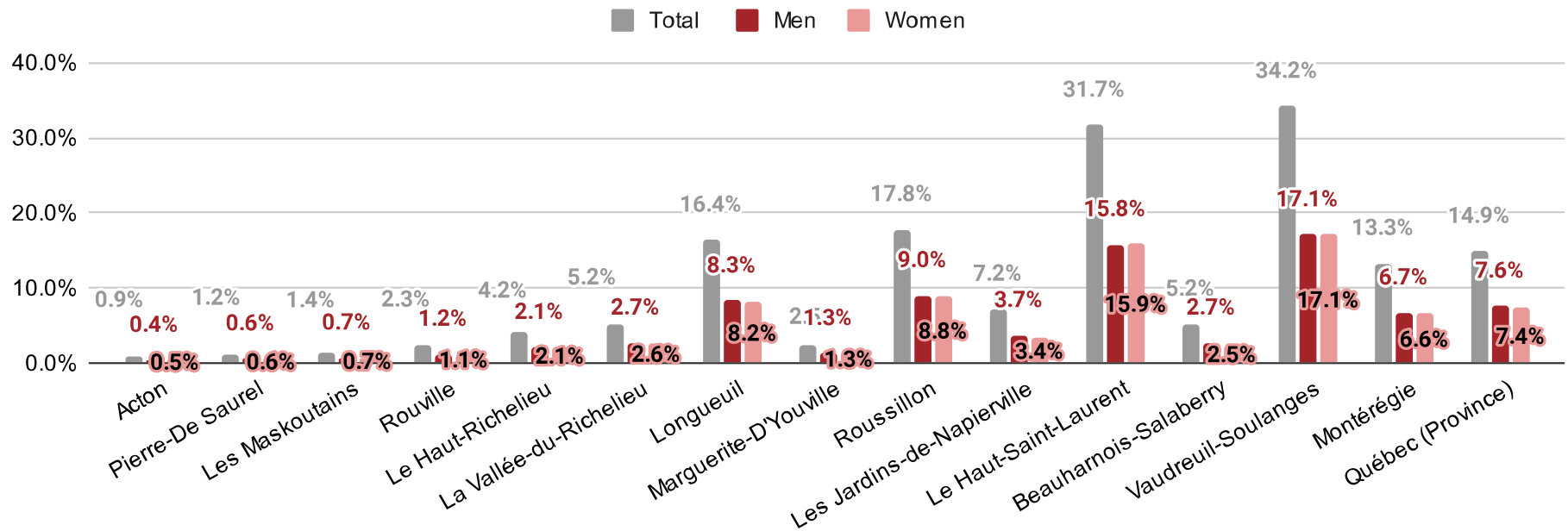
**Table 2.b: Age Structure of Montérégie's French-Speaking Population by RCM**

	French Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	98.8%	9.2%	10.1%	12.6%	11.8%	16.2%	21.6%
Pierre-De Saurel	98.7%	8.4%	9.9%	11.5%	11.4%	17.2%	27.0%
Les Maskoutains	98.1%	10.2%	11.5%	12.8%	11.6%	14.9%	20.2%
Rouville	97.2%	9.2%	12.1%	13.9%	11.4%	14.9%	17.0%
Le Haut-Richelieu	95.6%	9.2%	11.6%	12.3%	11.8%	14.7%	19.2%
La Vallée-du-Richelieu	94.5%	9.6%	10.1%	14.0%	13.1%	13.4%	15.7%
Longueuil	81.9%	8.7%	9.7%	11.2%	10.5%	11.7%	16.3%
Marguerite-D'Youville	97.4%	10.7%	11.1%	13.8%	13.7%	14.4%	14.9%
Roussillon	81.4%	9.2%	8.5%	11.5%	11.6%	11.8%	13.3%
Les Jardins-de-Napierville	92.3%	9.2%	12.7%	12.5%	10.6%	13.7%	15.6%
Le Haut-Saint-Laurent	68.1%	5.2%	7.6%	7.2%	8.6%	13.2%	16.1%
Beauharnois-Salaberry	94.6%	8.8%	12.4%	11.5%	10.6%	15.3%	20.8%
Vaudreuil-Soulanges	65.1%	7.1%	6.6%	8.7%	9.3%	10.0%	11.6%
Montérégie	85.9%	8.9%	9.8%	11.6%	11.1%	12.8%	16.4%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

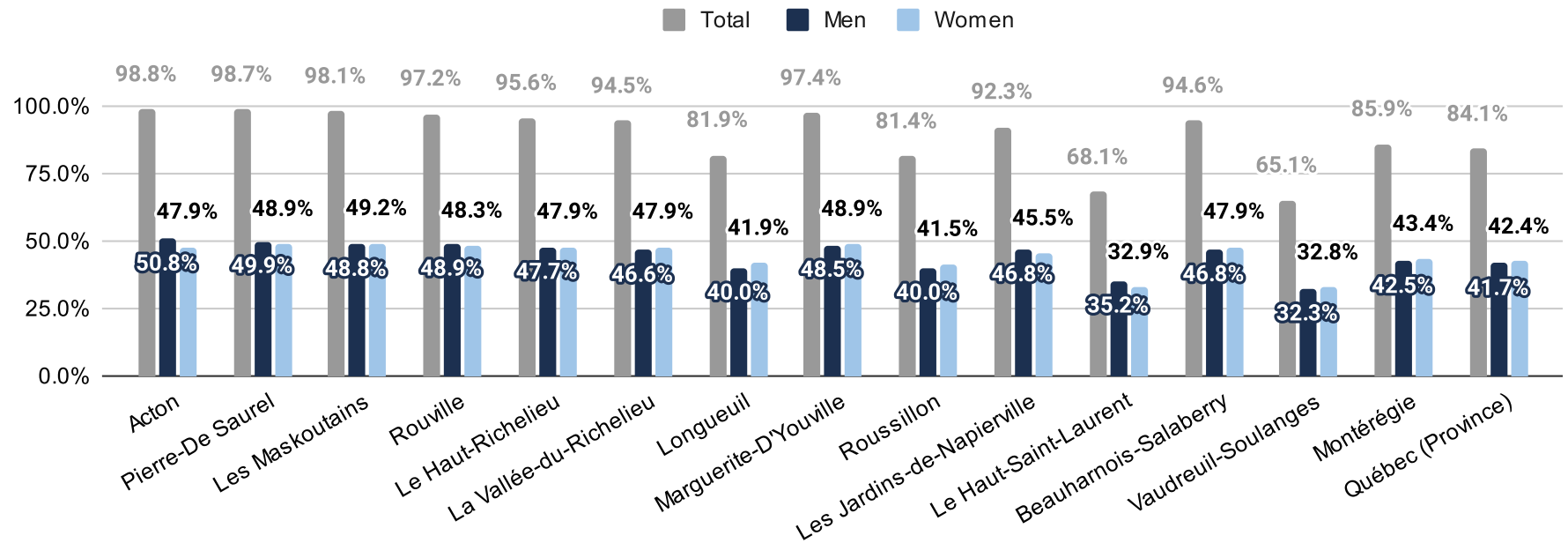
## Population - Gender Structure

English-speaking women represent 6.6% of Montérégie's population and English-speaking men represent 6.7%. Among French speakers, women represent 43.4% of the population, while men represent 42.5%.

Graph 2.a: Gender Structure of Montérégie's English Speakers by RCM



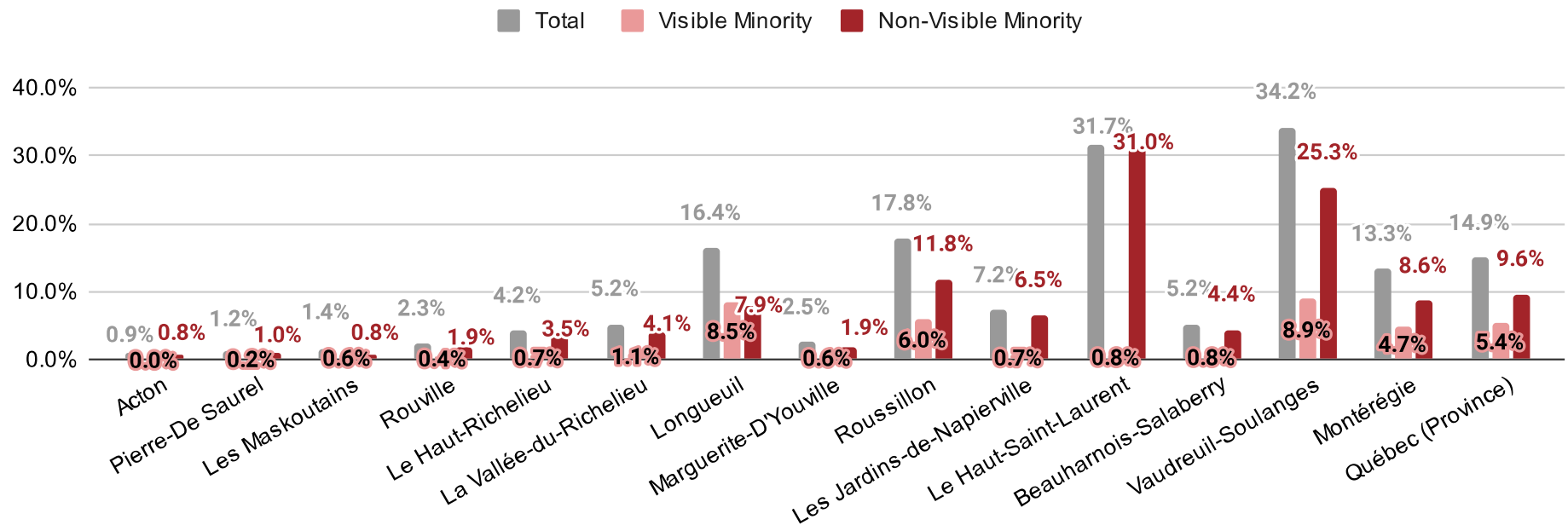
**Graph 2.b: Gender Structure of Montérégie's French Speakers by RCM**



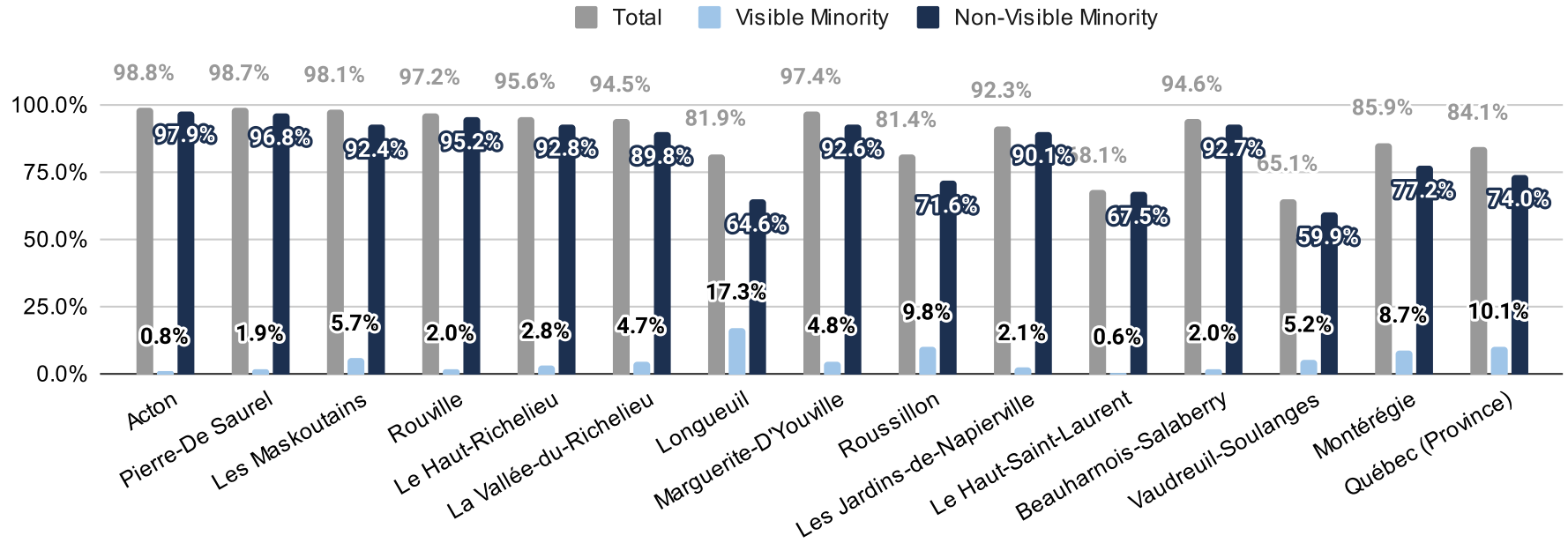
## Population - Visible Minorities

English-speaking visible minorities represent 35.3% of the region's English-speaking population and 4.7% of the total population in the region. Among French speakers, visible minorities comprise 10.1% of the French-speaking population and 8.7% of the total population. Vaudreuil-Soulanges has the highest visible minority population share among English speakers; Longueuil has the highest visible minority population share among French speakers.

**Graph 3.a: Visible Minority Structure of Montréal's English Speakers by RCM**

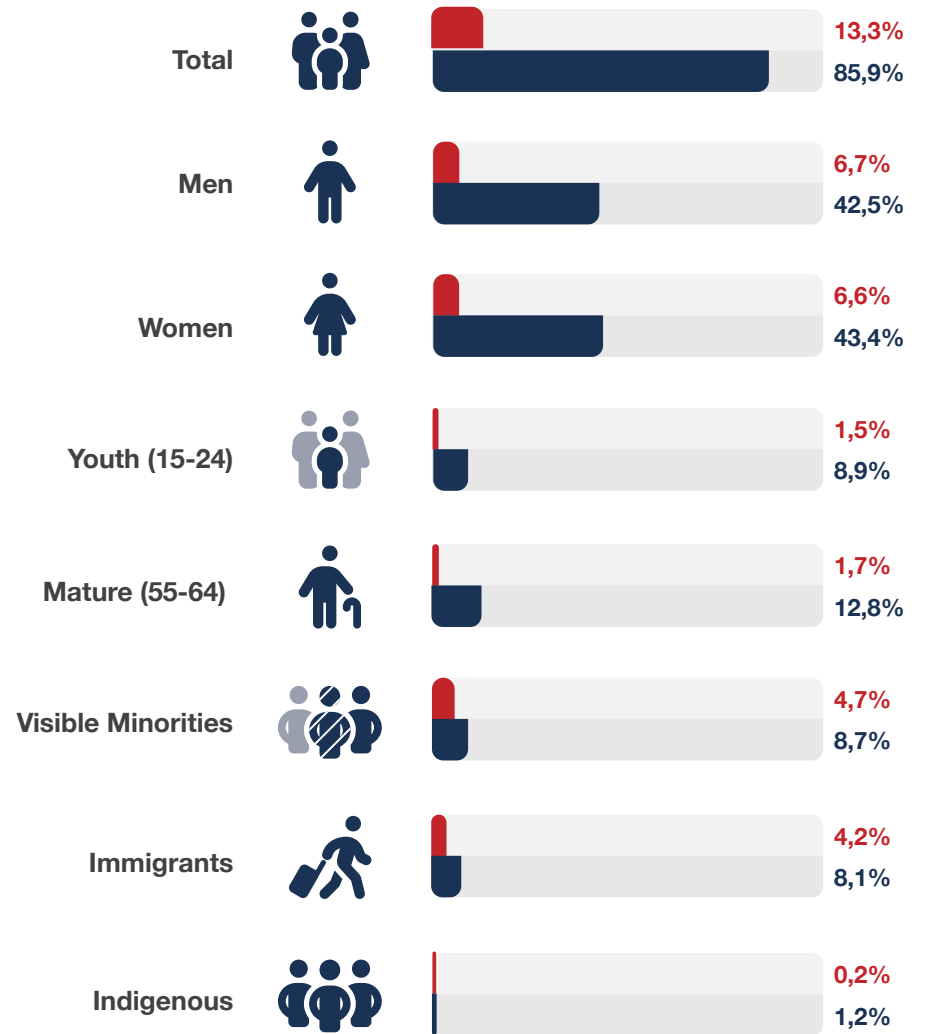


**Graph 3.b: Visible Minority Structure of Montérégie's French Speakers by RCM**



# Summary of Share of Total Population for English and French Speakers in Montérégie

## Share of Total Population<sup>10</sup> Montérégie



■ English Speakers
 ■ French Speakers

<sup>10</sup> 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

Montérégie is a designated manufacturing-oriented region.<sup>11</sup> The main goods manufactured in Montérégie include consumer products like food and furniture.<sup>12</sup> Notably, this populous region has the highest number of manufacturing jobs compared to every other region in the province.

Other major industries include agriculture and construction.<sup>13</sup> The services sector is the largest sector in Montérégie, although it is comparatively smaller than the services sectors in most other regions and in the province as a whole.<sup>14</sup> Public investment has notably declined in the region, although investments are forecasted to pick up in the coming years.<sup>15</sup> Upcoming construction projects include the extension of Highway 35 (Vallée-des-Forts Highway) and the construction of the Hospital Vaudreuil-Soulanges, which began in 2022.

Montérégie produces a significant portion of Québec's economic revenue. In 2020, Montérégie's gross domestic product (GDP) amounted to \$64.1 billion, roughly 15.3% of the total GDP of Québec.<sup>16</sup> Montérégie's GDP per capita was \$40,005, which is the 10th highest GDP per capita among all of Québec's regions.

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<sup>11</sup> 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](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 14). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/monteregie/portrait-regional/structure-economique>

<sup>12</sup> Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 14). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/monteregie/portrait-regional/structure-economique>

<sup>13</sup> Dupuis, F., D'Anjou, M., & Routhier, C. (2021, April 13). *Études régionales: Région administrative de la Montérégie*. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-monteregie.pdf>

<sup>14</sup> Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 14). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/monteregie/portrait-regional/structure-economique>

<sup>15</sup> Dupuis, F., D'Anjou, M., & Routhier, C. (2021, April 13). *Études régionales: Région administrative de la Montérégie*. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-monteregie.pdf>

<sup>16</sup> 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](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf)

In 2020, the region had an Economic Development Index<sup>17</sup> of 99.2, ranking 6th among the regions. Its Labour Productivity Index<sup>18</sup> was 99.6, and it scored 76.4 on Québec’s Industrial Diversity Index.<sup>19</sup>

**Table 3: Economic Performance Indicators of Montérégie**

Economic Indicators (Montérégie) <sup>20</sup>	Number	Rank Among Regions (out of 17)
Economic Development Index (2020)	99,2	6 <sup>th</sup>
Gross Domestic Product (2020)	\$64,1 (Billions)	2 <sup>nd</sup>
GDP per capita (2020)	\$40,005	10 <sup>th</sup>
Labour Productivity Index (2020)	99,6	8 <sup>th</sup>
Industrial Diversity Index (2021)	76,4	1 <sup>st</sup>

<sup>17</sup> 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.

<sup>18</sup> 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.

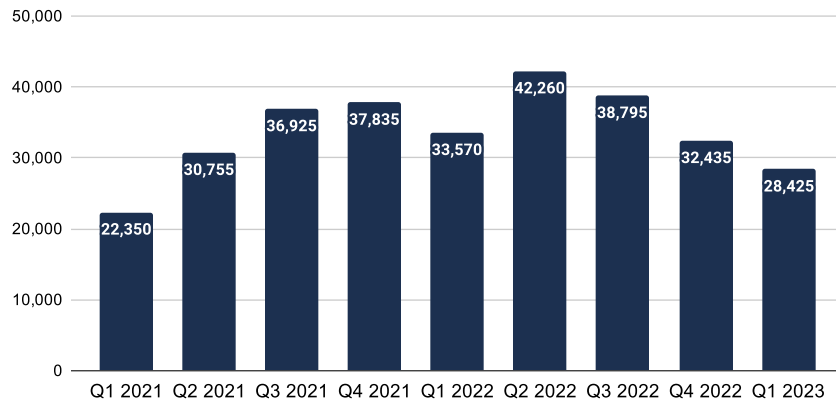
<sup>19</sup> The industry Diversity Index measures the similarity between the industrial structure of the region and that of Québec province. The closer an index is to 100, the more similar the region’s industrial structure is to that of the province (highly diversified). Conversely, the closer an index 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.

<sup>20</sup> 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](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf)

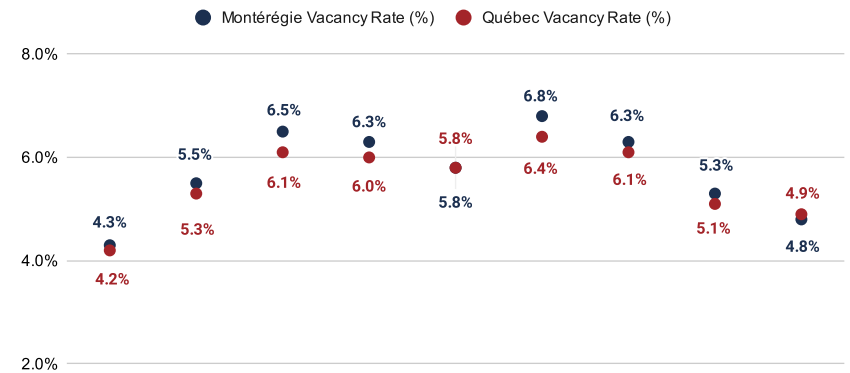
## POSTES VACANTS<sup>21</sup>

Quarterly vacancy numbers<sup>22</sup> for Montréal were 22,350 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. However, job vacancies in the region have fluctuated throughout 2022-23. In the 1st quarter of 2023, Montréal had 28,425 vacant positions, one of the lowest job vacancies since the first quarter of 2021, but still higher than the 23,380 total vacancies Montréal had in Q4 of 2020.

**Graph 4.a: Total Job Vacancies in Montréal (Quarterly)<sup>23</sup>**



**Graph 4.b: Job Vacancy Rate of Montréal (Quarterly)**



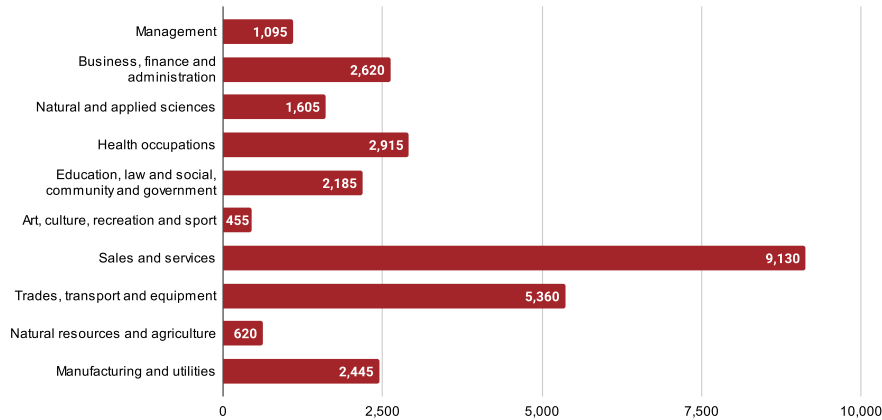
In the 1st quarter of 2023, Montréal had a vacancy rate of 4.8%, lower than the provincial vacancy rate of 4.9%.

<sup>21</sup> In this section, the data for the region of Montréal includes the RCMs of Brome-Missisquoi and la Haute-Yamaska, which are no longer part of Montréal effective July 28th, 2021. Brome-Missisquoi and la Haute-Yamaska could not be excluded due to limitations on the data available.

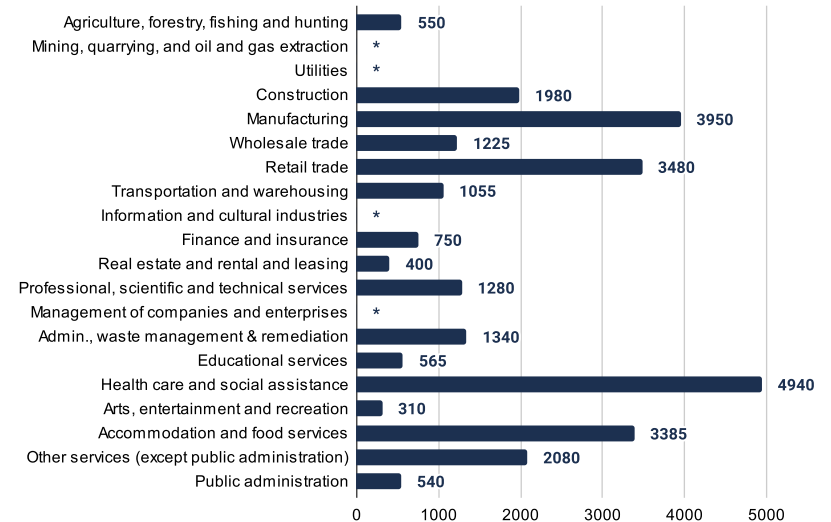
<sup>22</sup> According to Statistics Canada, job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (all occupied and vacant jobs).

<sup>23</sup> 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 Montérégie by Occupation Level (Q1 2023)<sup>24</sup>**



**Graph 5.b: Total Job Vacancies in Montérégie by Industry (Q1 2023)<sup>25</sup>**



Job vacancy data by occupation for Q1 2023 shows that ‘Sales and services’ occupations lead with 9,130 vacancies. This is followed by ‘Trade and transport’ occupations with 5,360 vacancies, and ‘Health’ occupations rank third with 2,915 vacancies. This is similar 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, the ‘Health care and social assistance’ industry continues to lead with vacancies (4,940), followed by ‘Manufacturing’ (3,950), and ‘Retail trade’ (3,480). Similarly, 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).

<sup>24</sup> 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>

<sup>25</sup> Some data does not appear in the graphs for certain occupations and industries. This is due to two reasons: one, the data is deemed too unreliable to be published by Statistics Canada and two 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:**

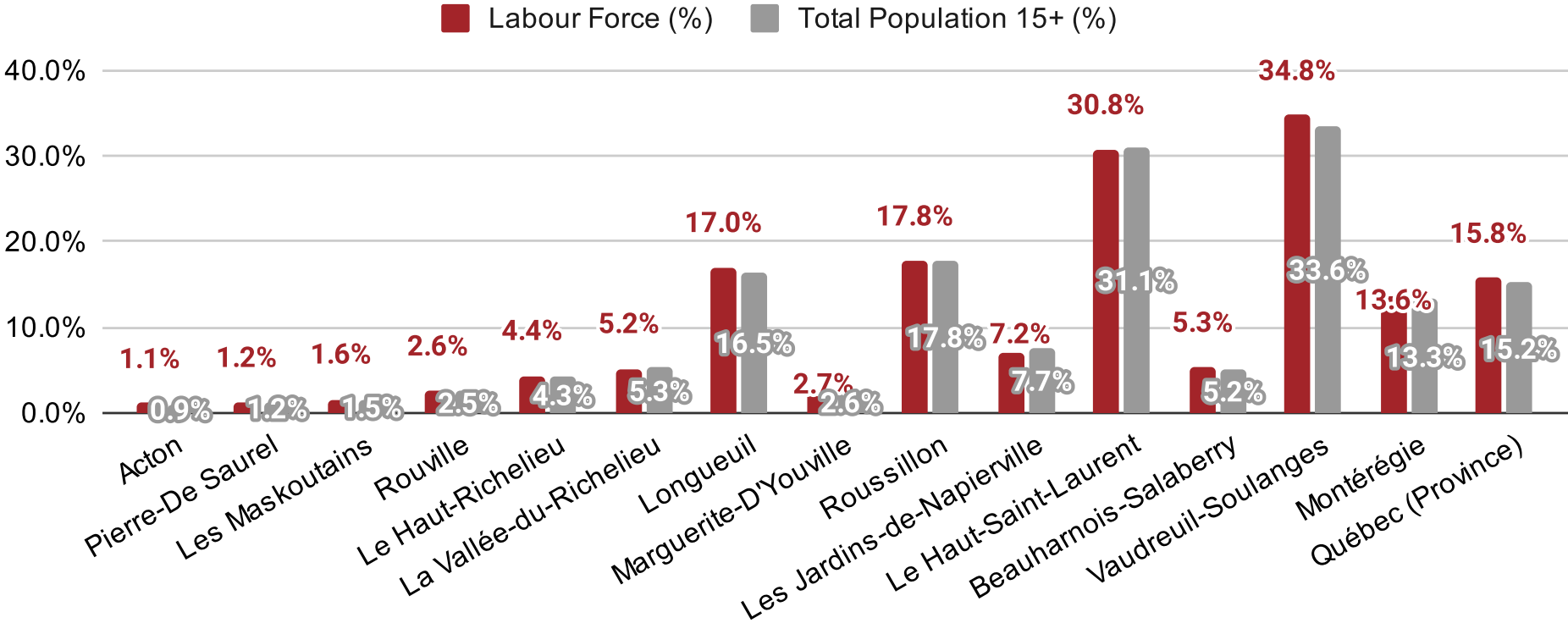
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have
- The income that individuals are earning.

## **TOTAL LABOUR FORCE**

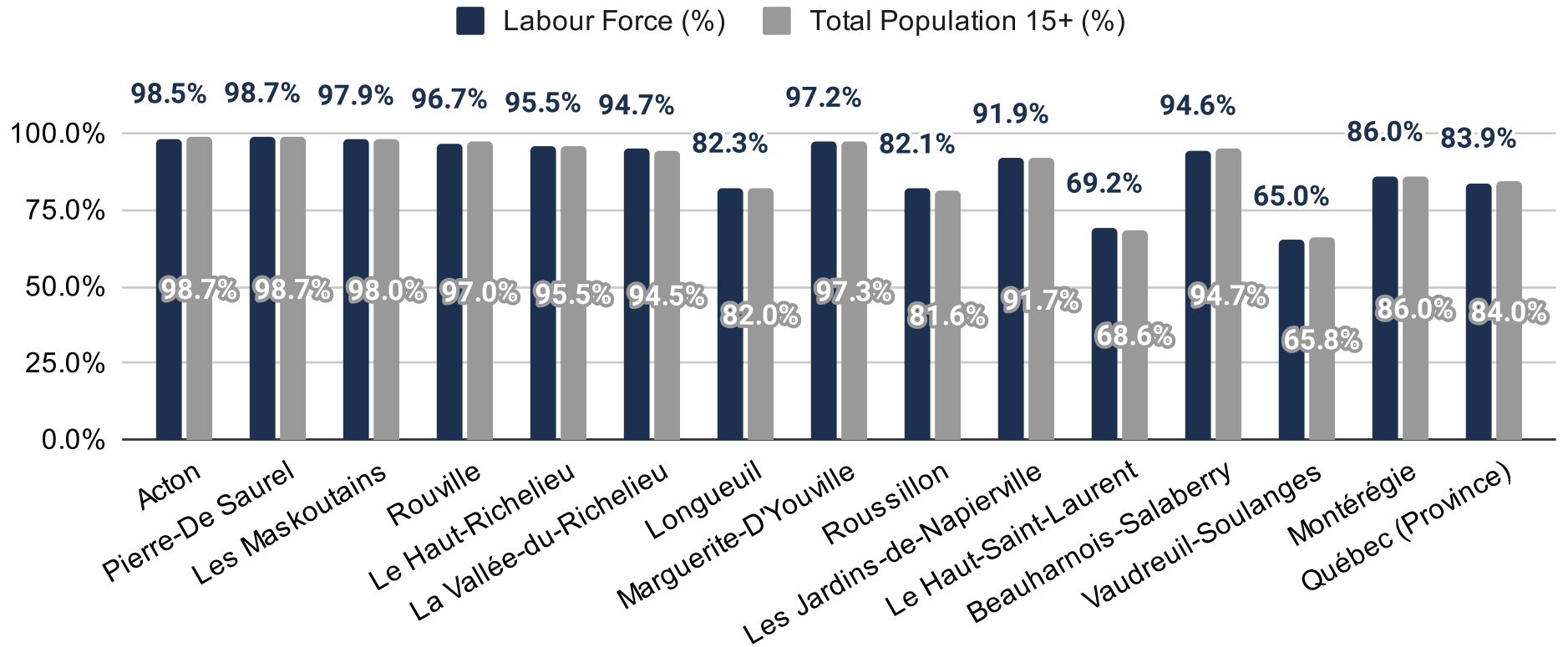
There are 762,700 individuals in Montérégie's labour force, an increase from 728,720 in the 2016 Census. English speakers continue to occupy a moderate share of Montérégie's labour force (13.6%), similar to their population share (13.3%). There are 655,970 French speakers in Montérégie's labour force, making up 86% of the labour market.

English speakers in Vaudreuil-Soulanges have the largest labour force share among the RCMs (34.8%), while Acton recorded the lowest labour force share for English speakers (1.1%).

Graph 6.a: Labour Force of Montérégie's English Speakers by RCM



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



**Table 4: Total Labour Force of Montérégie by RCM**

	English Speakers	French Speakers
Acton	90	7,945
Pierre-De Saurel	300	23,715
Les Maskoutains	773	45,983
Rouville	540	20,165
Le Haut-Richelieu	2,790	60,645
La Vallée-du-Richelieu	3,838	69,753
Longueuil	38,868	188,013
Marguerite-D'Youville	1,240	44,120
Roussillon	17,920	82,750
Les Jardins-de-Napierville	1,148	14,733
Le Haut-Saint-Laurent	3,358	7,548
Beauharnois-Salaberry	1,818	32,173
Vaudreuil-Soulanges	31,253	58,428
Montérégie	103,930	655,970
Québec (Province)	699,015	3,721,250

## Labour Force - Age Structure

Youth aged 15-24 and mature workers 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among French speakers, mature workers aged 35-44 occupy a significant share of the region's labour force.

**Table 5.a: Age Structure of Montérégie's English-Speaking Labour Force by RCM**

Labour Force Share (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	1.1%	0.2%	0.3%	0.1%	0.2%	0.2%	0.0%
Pierre-De Saurel	1.2%	0.2%	0.3%	0.2%	0.2%	0.2%	0.0%
Les Maskoutains	1.6%	0.2%	0.5%	0.4%	0.4%	0.1%	0.1%
Rouville	2.6%	0.2%	0.5%	0.6%	0.6%	0.6%	0.1%
Le Haut-Richelieu	4.4%	0.5%	0.9%	1.2%	0.9%	0.8%	0.2%
La Vallée-du-Richelieu	5.2%	0.5%	0.9%	1.6%	1.1%	0.8%	0.3%
Longueuil	17.0%	2.0%	3.6%	4.6%	3.6%	2.6%	0.7%
Marguerite-D'Youville	2.7%	0.4%	0.5%	0.7%	0.7%	0.4%	0.1%
Roussillon	17.8%	2.0%	3.4%	4.8%	4.0%	3.0%	0.6%
Les Jardins-de-Napierville	7.2%	1.1%	1.7%	1.2%	1.4%	1.2%	0.6%
Le Haut-Saint-Laurent	30.8%	3.7%	5.8%	5.0%	5.9%	7.3%	3.1%
Beauharnois-Salaberry	5.3%	0.6%	1.5%	1.2%	0.9%	0.8%	0.3%
Vaudreuil-Soulanges	34.8%	4.4%	6.4%	8.3%	8.3%	5.9%	1.5%
Montérégie	13.6%	1.6%	2.7%	3.5%	3.0%	2.2%	0.6%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

**Age Structure of Montérégie's French-Speaking Labour Force by RCM**

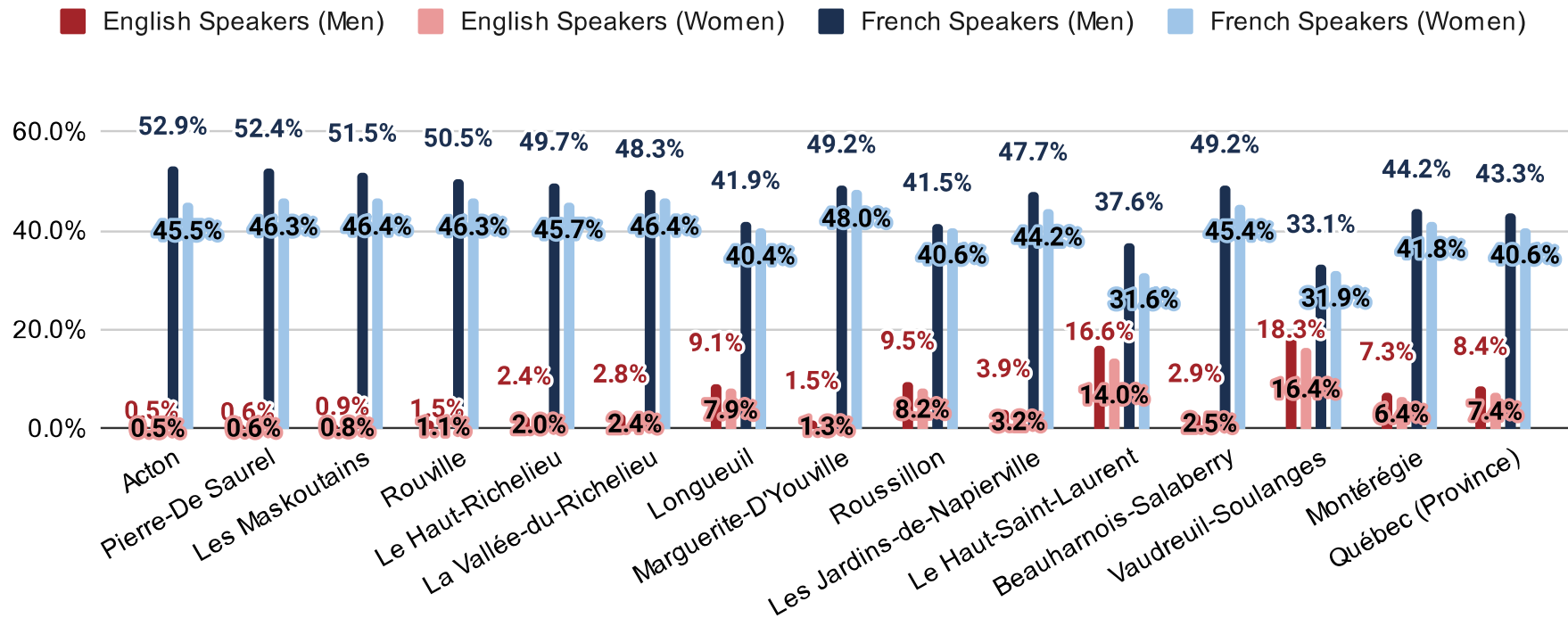
Labour Force Share (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	98.5%	12.9%	16.1%	21.6%	19.5%	21.8%	6.6%
Pierre-De Saurel	98.7%	11.9%	18.1%	20.9%	19.8%	21.8%	6.1%
Les Maskoutains	97.9%	13.4%	18.8%	21.6%	19.3%	19.1%	5.6%
Rouville	96.7%	12.0%	19.6%	22.9%	18.6%	18.7%	4.9%
Le Haut-Richelieu	95.5%	12.2%	19.2%	21.2%	19.7%	18.1%	5.1%
La Vallée-du-Richelieu	94.7%	11.8%	16.5%	23.5%	21.6%	16.7%	4.6%
Longueuil	82.3%	10.4%	16.1%	18.9%	17.7%	14.9%	4.2%
Marguerite-D'Youville	97.2%	13.1%	17.9%	22.7%	22.4%	17.4%	3.8%
Roussillon	82.1%	11.2%	13.8%	19.3%	19.6%	14.9%	3.2%
Les Jardins-de-Napierville	91.9%	11.9%	20.4%	20.6%	17.1%	17.4%	4.5%
Le Haut-Saint-Laurent	69.2%	7.4%	13.3%	12.3%	14.5%	17.3%	4.4%
Beauharnois-Salaberry	94.6%	12.4%	21.2%	20.2%	18.0%	17.9%	4.9%
Vaudreuil-Soulanges	65.0%	8.6%	10.7%	14.4%	15.5%	12.6%	3.2%
Montérégie	86.1%	11.1%	16.2%	19.7%	18.7%	16.1%	4.3%
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 7.3% of the labour force, English-speaking women make up 6.4% of the labour force. A similar trend is observed among French speakers, where men represent 44.2% of the region's labour force, and women represent 41.8%.

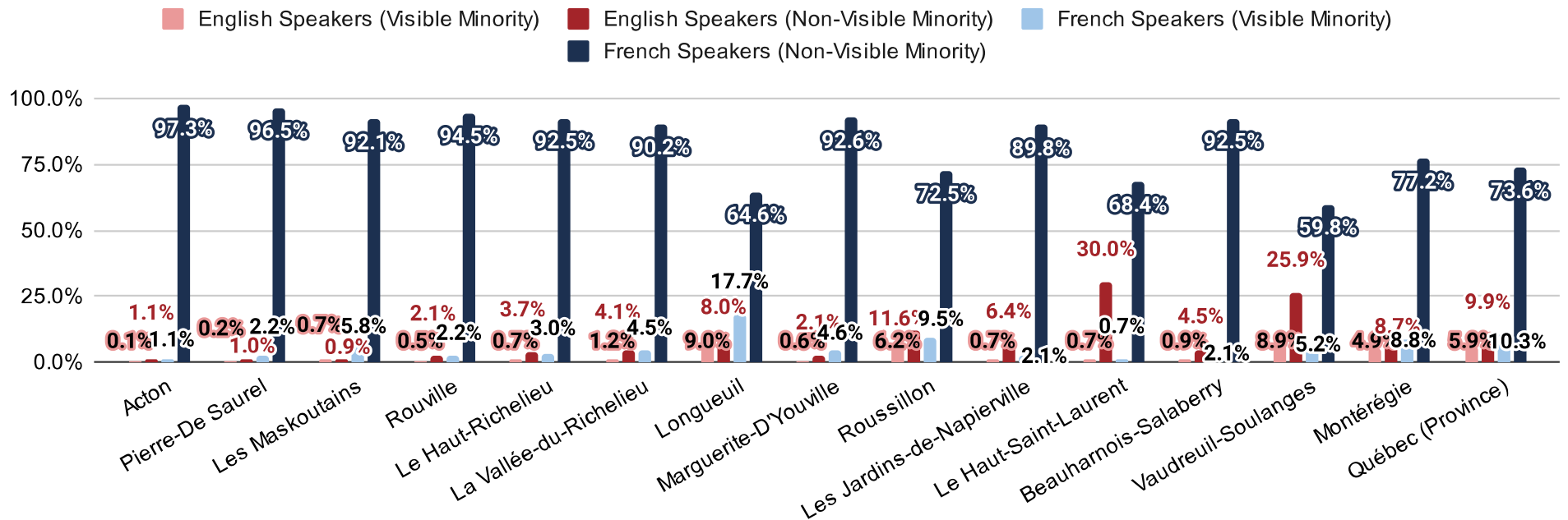
**Graph 7: Gender Structure of Montérégie's Labour Force by RCM**



## Labour Force - Visible Minorities

English-speaking visible minorities represent 4.9% of the total labour force in the region. Among French speakers, visible minorities make up 8.8% of the total labour force. Among the RCMs, Longueuil has the largest labour force share of visible minorities for both linguistic groups, followed closely by Roussillon.

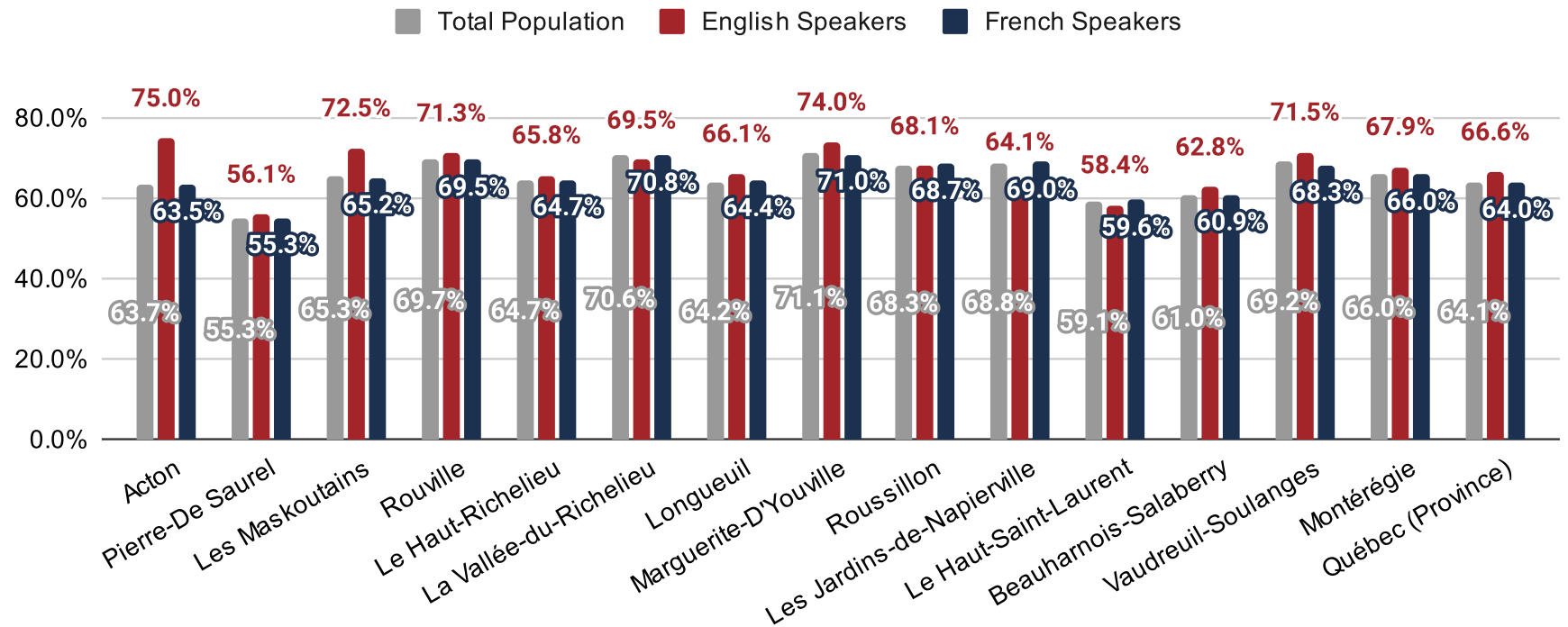
Graph 8: Visible Minority Structure of Montréal's Labour Force by RCM



## LABOUR FORCE PARTICIPATION RATE

Labour force participation rates are relatively higher in Montérégie compared to the provincial level. The labour force participation rate of English speakers in Montérégie is 67.9%, higher than the labour force participation rate for French speakers (66%) and for English speakers at the provincial level (66.6%). Labour force participation is highest among English speakers in Acton (75%) and lowest among English speakers in Pierre-De Saurel (56.1%).

**Graph 9: Labour Force Participation Rate of Montérégie by RCM**





## Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature workers aged 65+ tend to have the lowest labour force participation rates; a similar trend is observed at the provincial level. In Montérégie, English-speaking youth aged 15-24 have a labour force participation rate of 58.3%, which is significantly lower than the labour force participation rate of French-speaking youth (67.9%).

**Table 6.a: Age Structure of Montérégie's 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+
Acton	75.0%	85.7%	90.0%	*	*	57.1%	*
Pierre-De Saurel	56.1%	58.1%	84.2%	70.4%	78.6%	56.4%	8.0%
Les Maskoutains	72.5%	63.5%	90.4%	88.6%	80.7%	59.1%	33.3%
Rouville	71.3%	50.0%	85.7%	100.0%	90.6%	76.1%	24.5%
Le Haut-Richelieu	65.8%	64.0%	86.9%	89.0%	83.8%	67.3%	12.9%
La Vallée-du-Richelieu	69.5%	55.1%	86.6%	86.5%	90.9%	72.1%	20.2%
Longueuil	66.1%	56.4%	83.6%	86.9%	84.7%	70.4%	14.9%
Marguerite-D'Youville	74.0%	70.0%	89.8%	84.5%	91.0%	75.3%	16.1%
Roussillon	68.1%	55.9%	82.8%	88.1%	87.6%	72.1%	14.0%
Les Jardins-de-Napierville	64.1%	80.2%	88.4%	88.2%	85.2%	62.1%	18.9%
Le Haut-Saint-Laurent	58.4%	62.2%	81.9%	82.6%	85.1%	66.8%	19.9%
Beauharnois-Salaberry	62.8%	61.5%	82.6%	82.4%	89.5%	57.7%	16.2%
Vaudreuil-Soulanges	71.5%	60.2%	88.4%	89.0%	90.2%	75.4%	19.1%
Montérégie	67.9%	58.3%	85.1%	87.6%	87.3%	71.5%	16.5%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

**Table 6.b: Age Structure of Montérégie's Labour Force Participation for French Speakers by RCM**

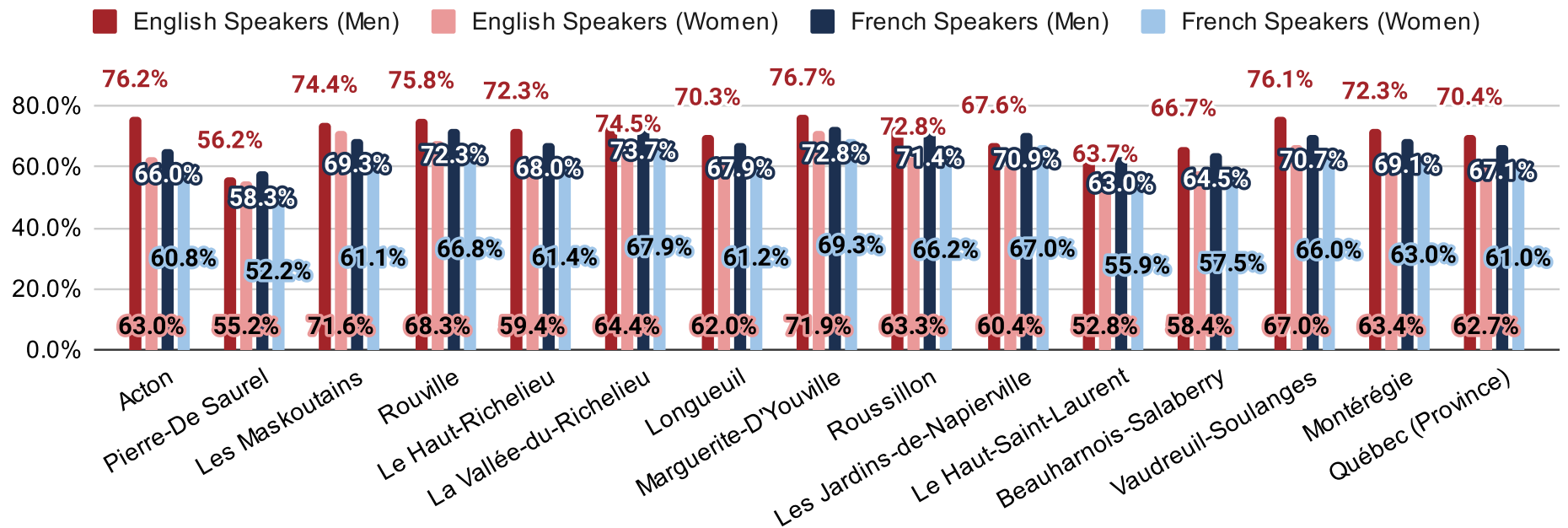
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	63.5%	72.9%	84.0%	90.2%	87.0%	70.7%	16.2%
Pierre-De Saurel	55.3%	68.1%	87.7%	86.6%	83.3%	60.4%	10.8%
Les Maskoutains	65.2%	71.1%	88.1%	91.5%	90.4%	69.2%	15.0%
Rouville	69.5%	73.3%	91.9%	93.2%	91.9%	70.7%	16.3%
Le Haut-Richelieu	64.7%	71.2%	88.6%	91.6%	88.8%	65.8%	14.1%
La Vallée-du-Richelieu	70.8%	69.8%	92.7%	94.8%	93.7%	70.8%	16.6%
Longueuil	64.4%	63.6%	88.4%	90.0%	90.2%	68.1%	13.9%
Marguerite-D'Youville	71.0%	69.9%	92.4%	94.3%	94.1%	69.4%	14.6%
Roussillon	68.7%	67.4%	89.8%	92.5%	93.1%	69.5%	13.4%
Les Jardins-de-Napierville	69.0%	72.1%	89.2%	92.3%	90.0%	70.7%	16.2%
Le Haut-Saint-Laurent	59.6%	70.8%	86.8%	85.1%	84.1%	65.3%	13.8%
Beauharnois-Salaberry	60.9%	72.4%	87.6%	89.7%	86.5%	59.8%	12.0%
Vaudreuil-Soulanges	68.3%	67.9%	90.9%	92.5%	93.3%	70.6%	15.3%
Montérégie	66.0%	67.9%	89.4%	91.6%	91.0%	68.0%	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 Montérégie, English-speaking men have a labour force participation rate of 72.3%, significantly higher than that of English-speaking women (63.4%).

Both English-speaking men and women have high labour force participation rates in Les Maskoutains and Marguerite-D'Youville.

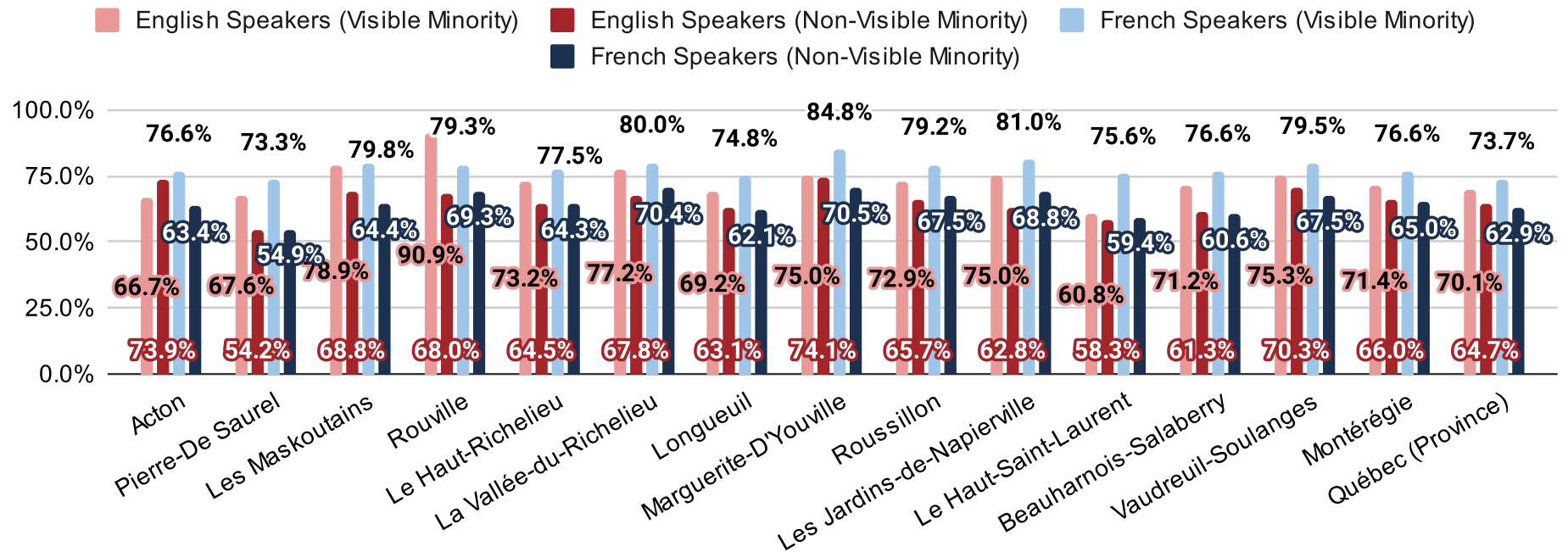
Graph 10: Gender Structure of Montérégie's Labour Force Participation by RCM



## Labour Force Participation - Visible Minorities

Among English speakers and French speakers, visible minorities tend to have higher labour force participation rates. English-speaking visible minorities in Montérégie have a labour force participation rate of 71.4% compared to 70.1% for English-speaking visible minorities at the provincial level.

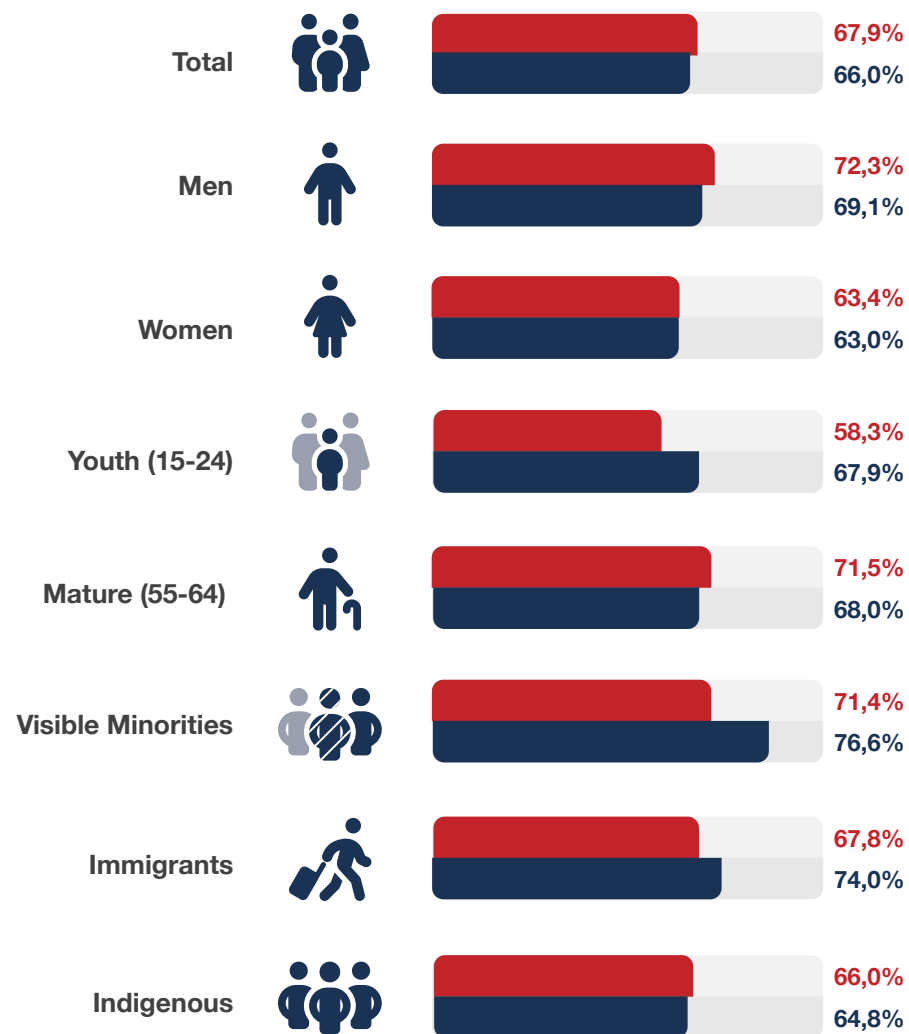
Graph 11: Visible Minority Structure of Montérégie's Labour Force Participation Rate by RCM



# Summary of Labour Force Participation Rate for English and French Speakers in Montérégie

## Labour Force Participation Rate

Montérégie



English Speakers French Speakers

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:**

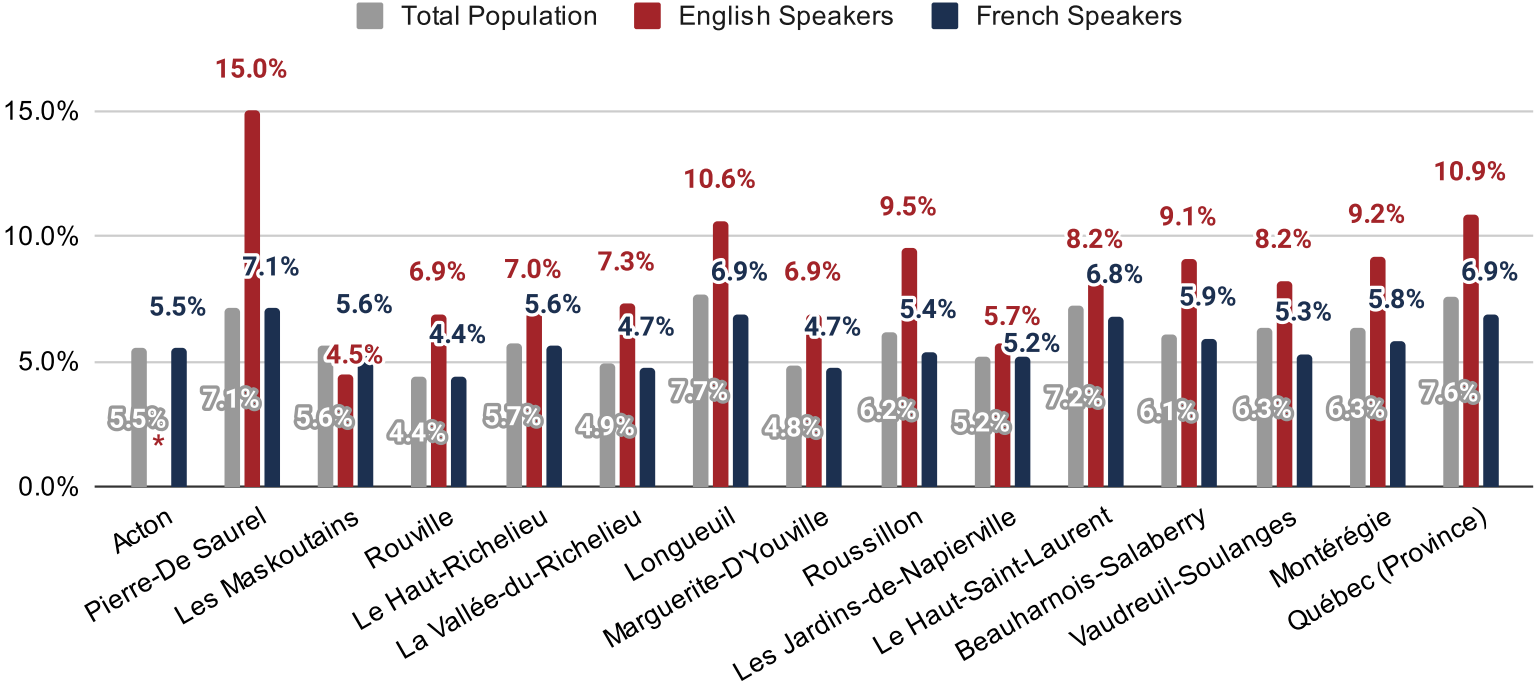
- Those who work seasonal occupations and have less access to work or no work during the winter months
- Those who have been out of work for a long time and have stopped actively looking for work
- The quality of work that individuals experience.

## UNEMPLOYMENT RATE

Generally, unemployment rates in Montérégie are lower than 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 9.2% in Montérégie. French speakers in the region have a lower unemployment rate (5.8%) than English speakers and experience lower unemployment rates in most RCMs. English speakers in Pierre-De Saurel experience the highest unemployment rate among the RCMs at 15%.



**Graph 12: Unemployment Rate of Montréal by RCM**



## Who are the Unemployed English Speakers?

In the Montérégie region, an estimated 9,568 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 slightly higher proportion of men than women in the unemployed English-speaking population in the region (51.3% compared to 48.7%)
- Roughly a third of the unemployed group are immigrants (39.6%)
- A small share identify as Indigenous (1.6%)
- A significant portion of the unemployed group are visible minorities (42.5%)
- Under half of the unemployed population have attained postsecondary level education (48.1%)
- Over half of the unemployed English-speaking population (57.8%) reported having previously worked part-time before they were unemployed
- Across the RCMs, Longueuil has the largest unemployed population among English speakers in the region (43.1%)
- Unemployed English speakers who have previously worked part-time come from Longueuil, Vaudreuil-Soulanges and Roussillon.



## Unemployment Rate - Age Structure

An age group comparison of unemployment rates in the linguistic communities shows that English speakers experience higher unemployment rates than French speakers in most age groups. Among English speakers in Montérégie, individuals aged 45-54 experience the lowest regional unemployment rate (7.2%). French speakers aged 35-44 experience the lowest unemployment rate of 3.7%.

Among English speakers, youth aged 15-24 experience the highest regional unemployment rates. English-speaking youth experience a regional unemployment rate of 14.2%, which is significantly higher than that of French-speaking youth (9.6%). Mature workers aged 55-64 also tend to experience higher unemployment rates. English-speaking mature aged 55-64 workers have a regional unemployment rate of 8.7% compared to 6.1% among French speakers.

English-speaking youth in Rouville experience one of the highest unemployment rates (25%).

**Table 7.a: Age Structure of Montérégie's Unemployment Rate for English Speakers by RCM**

Unemployment Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	*	*	*	*	*	*	*
Pierre-De Saurel	15.0%	*	18.8%	*	18.2%	*	*
Les Maskoutains	4.5%	5.0%	2.4%	2.9%	0.0%	*	*
Rouville	6.9%	25.0%	9.5%	0.0%	4.2%	0.0%	*
Le Haut-Richelieu	7.0%	8.4%	8.4%	3.3%	8.8%	6.0%	13.3%
La Vallée-du-Richelieu	7.3%	13.4%	9.0%	7.1%	4.4%	5.6%	7.5%
Longueuil	10.6%	16.2%	12.0%	8.3%	8.4%	11.0%	12.1%
Marguerite-D'Youville	6.9%	11.4%	6.2%	6.1%	3.3%	6.3%	*
Roussillon	9.5%	14.8%	9.6%	8.4%	8.2%	8.0%	16.4%
Les Jardins-de-Napierville	5.7%	2.9%	7.5%	5.3%	4.3%	0.0%	16.7%
Le Haut-Saint-Laurent	8.2%	16.0%	6.3%	9.1%	7.0%	7.5%	4.4%
Beauharnois-Salaberry	9.1%	7.2%	11.0%	7.5%	7.8%	8.9%	14.6%
Vaudreuil-Soulanges	8.2%	13.3%	8.9%	6.4%	6.0%	8.0%	12.5%
Montérégie	9.2%	14.2%	10.1%	7.5%	7.2%	8.7%	11.9%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

**Table 7.b: Age Structure of Montérégie's Unemployment Rate for French Speakers by RCM**

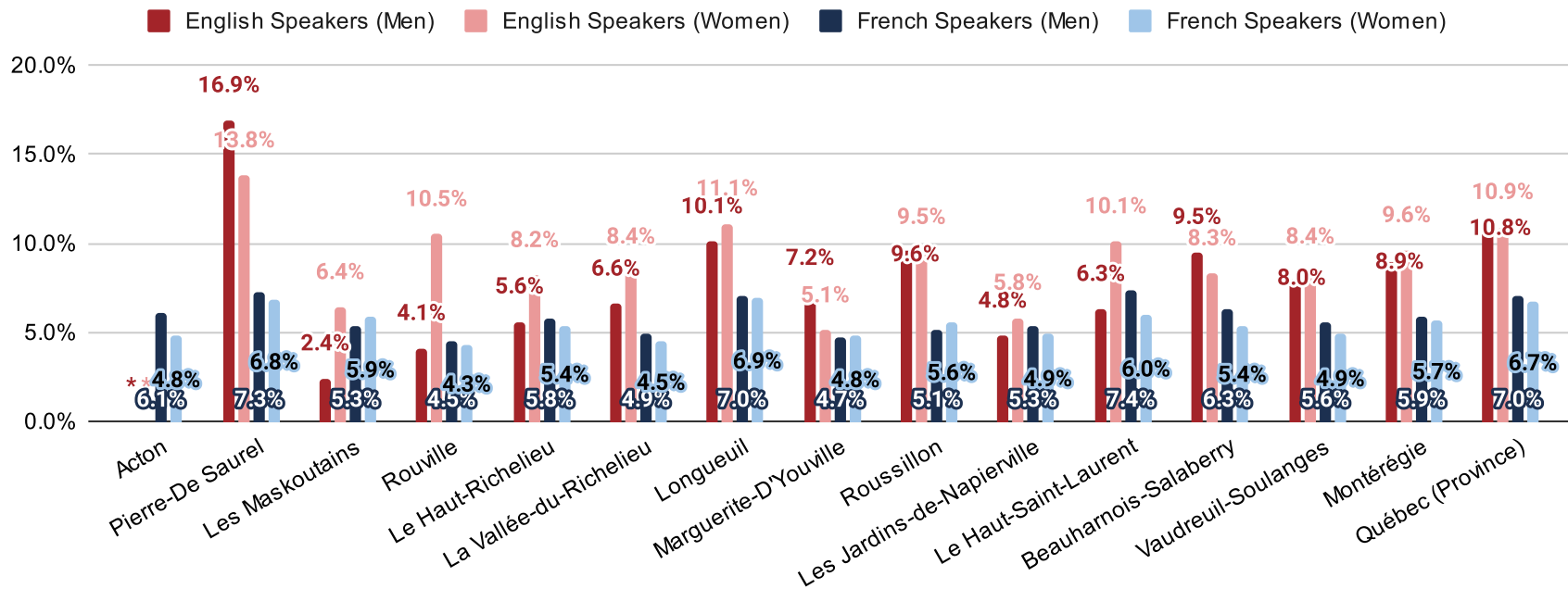
Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	5.5%	6.7%	5.4%	4.0%	2.9%	5.4%	15.9%
Pierre-De Saurel	7.1%	8.9%	5.5%	4.0%	4.7%	8.1%	22.1%
Les Maskoutains	5.6%	7.6%	4.5%	3.1%	4.0%	6.4%	16.9%
Rouville	4.4%	6.6%	4.3%	2.6%	3.1%	4.6%	11.7%
Le Haut-Richelieu	5.6%	8.7%	4.6%	3.4%	3.5%	6.2%	17.5%
La Vallée-du-Richelieu	4.7%	9.6%	3.8%	2.8%	2.7%	5.0%	14.2%
Longueuil	6.9%	11.8%	6.4%	4.9%	4.6%	6.8%	16.6%
Marguerite-D'Youville	4.7%	9.1%	3.6%	2.5%	3.2%	4.9%	16.6%
Roussillon	5.4%	10.1%	4.5%	3.2%	3.2%	5.6%	17.9%
Les Jardins-de-Napierville	5.2%	7.4%	4.3%	2.9%	4.0%	5.0%	17.9%
Le Haut-Saint-Laurent	6.8%	8.0%	6.5%	5.2%	6.0%	6.4%	13.4%
Beauharnois-Salaberry	5.9%	7.7%	3.9%	4.1%	4.3%	6.7%	19.8%
Vaudreuil-Soulanges	5.3%	8.1%	4.6%	3.3%	3.4%	6.1%	14.4%
Montérégie	5.8%	9.6%	5.0%	3.7%	3.8%	6.1%	16.6%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

## Unemployment Rate - Gender Structure

Among English speakers in Montérégie, women experience a higher unemployment rate than men (9.6% compared to 8.9%). The inverse is observed among French speakers, where women experience a lower unemployment rate than men (5.7% compared to 5.9%). Thus, French-speaking women have the lowest unemployment rate in the region, while English-speaking women have the highest unemployment rate.

Among the RCMs, Pierre-De Saurel reported the highest unemployment rates for both English-speaking men and women.

**Graph 13: Gender Structure of Montérégie's Unemployment Rate by RCM**

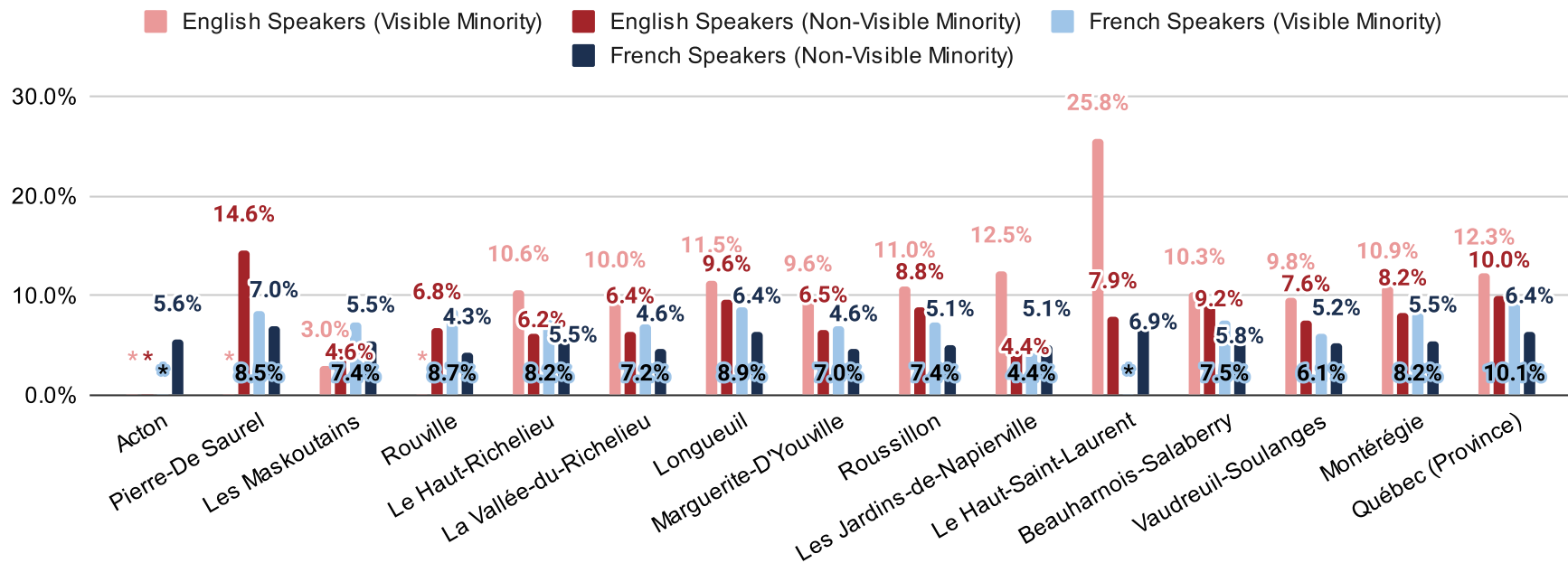


## Unemployment Rate - Visible Minorities

English-speaking visible minorities in Montérégie experience an unemployment rate of 10.9% in the region, which is higher than the unemployment rate of English-speaking non-visible minorities (8.2%). The trend is 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. Le Haut-Richelieu and Longueuil reported high unemployment rates among visible minorities in both linguistic groups.

**Graph 14: Unemployment Rate by Visible Minority Status in Montérégie by RCM**

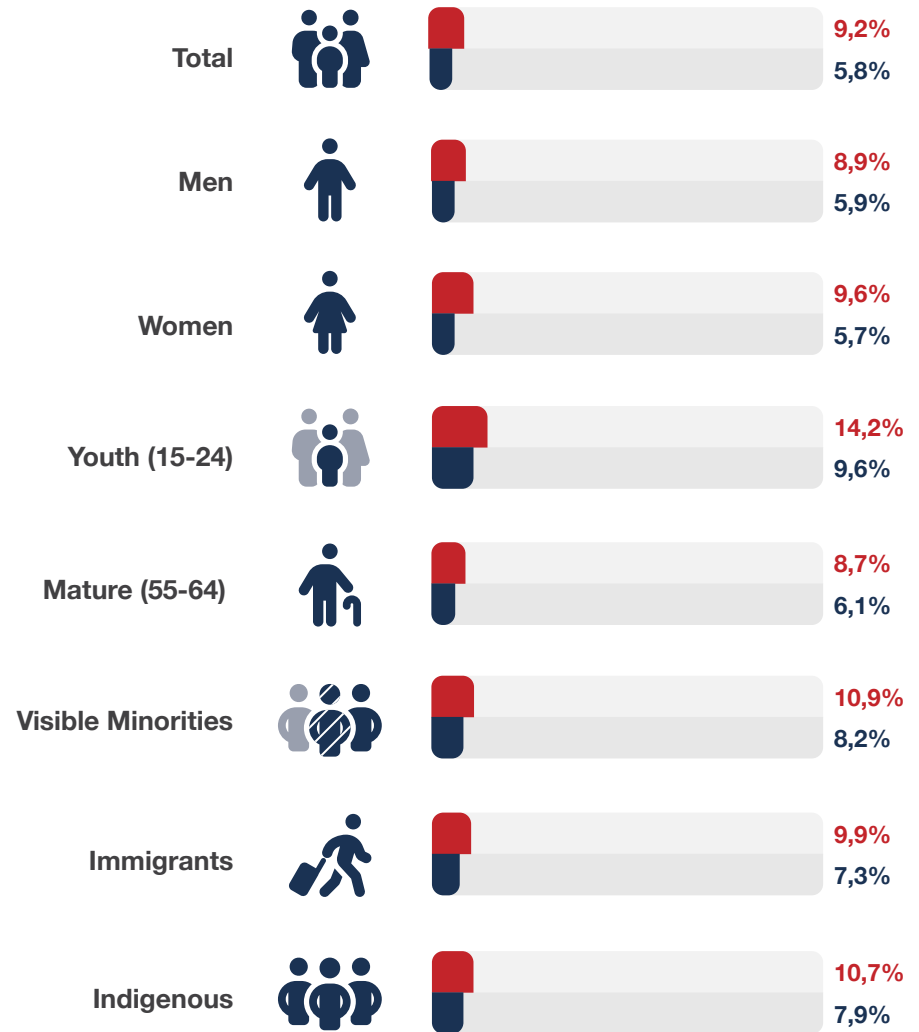




# Summary of Unemployment Rate for English and French Speakers in Montérégie

## Unemployment Rate

Montérégie



English Speakers French Speakers



Section 5

# Income

# Income

Similar to the trend observed at the provincial level, English speakers in Montérégie tend to earn lower median after-tax incomes and lower median employment incomes than French speakers.<sup>27</sup> This could be explained by the higher unemployment rate that English speakers face, and in addition, the lower income levels can be attributed to the higher tendency of English speakers to engage in temporary, seasonal, part-time, and minimum-wage opportunities.

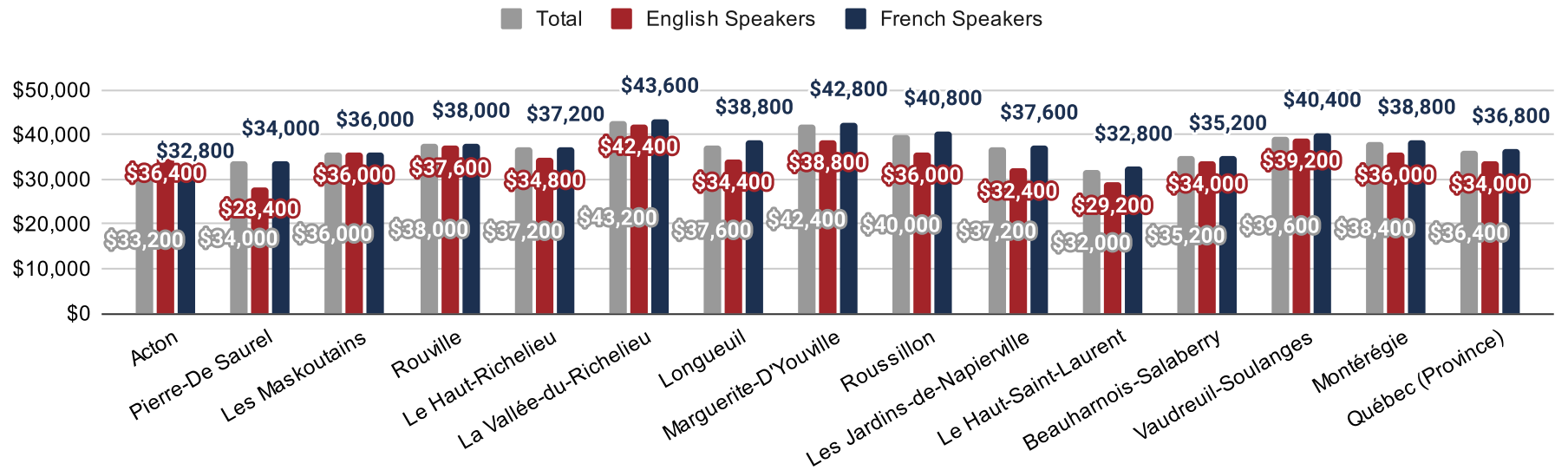
## **AFTER-TAX INCOME**

English speakers in the Montérégie region earn a median after-tax income of \$36,000, roughly \$2,800 lower than that of French speakers (\$38,800). English speakers have lower after-tax income than French speakers across most RCMs.

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<sup>27</sup> 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 Montérégie by RCM

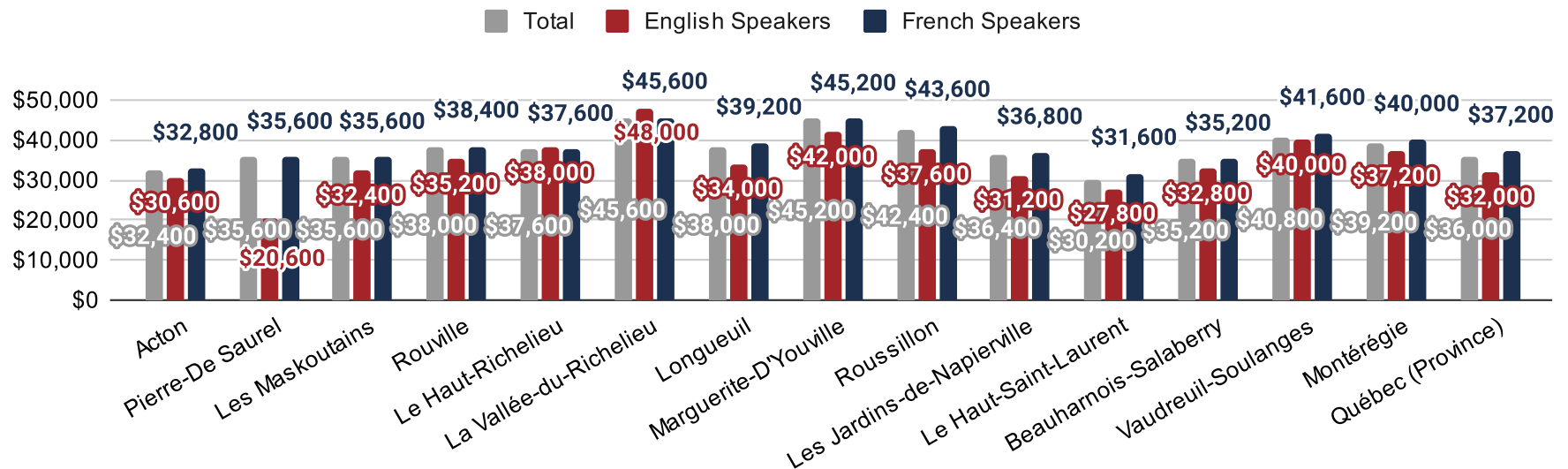




## EMPLOYMENT INCOME<sup>28</sup>

A comparison of median employment incomes shows that English speakers in Montérégie earn a median employment income of \$37,200, which is lower than that of French speakers (\$40,000) by approximately \$2,800. Across the RCMs, English speakers earn a lower median employment income than French speakers, except in Le Haut-Richelieu and La Vallée-du-Richelieu. The largest median employment income gap between English speakers and French speakers is seen in Pierre-De Saurel (\$20,600 compared to \$35,600).

Graph 16: Median Employment Income in Montérégie by RCM



<sup>28</sup> In this section, the data for Median Employment Income by Age and Median Employment Income by Visible Minority Identity in the region of Montérégie includes the RCMs of Brome-Missisquoi and la Haute-Yamaska, which are no longer part of Montérégie effective July 28th, 2021. Brome-Missisquoi and la Haute-Yamaska could not be excluded due to limitations in the data available.



## 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 \$2,200 less than French-speaking youth aged 15-24. English speakers aged 65 and over have a median employment income of \$5,640, higher than their French-speaking counterparts earning \$4,920.

**Table 8.a: Age Structure of Montérégie’s 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+
Acton	\$30,600	*	*	*	*	*	*
Pierre-De Saurel	\$20,600	\$9,400	\$38,000	\$34,000	\$13,600	\$40,000	*
Les Maskoutains	\$32,400	\$10,300	\$34,000	\$36,000	\$40,800	\$56,000	\$28,800
Rouville	\$35,200	\$9,400	\$30,400	\$60,000	\$47,600	\$40,000	\$21,200
Le Haut-Richelieu	\$38,000	\$8,800	\$36,800	\$50,800	\$42,000	\$40,400	\$2,080
La Vallée-du-Richelieu	\$48,000	\$7,650	\$44,000	\$60,400	\$65,000	\$50,000	\$11,300
Longueuil	\$34,000	\$8,100	\$37,200	\$49,600	\$48,000	\$40,000	\$4,320
Marguerite-D'Youville	\$42,000	\$8,000	\$33,600	\$64,000	\$59,200	\$46,000	\$1,340
Roussillon	\$37,600	\$8,800	\$36,400	\$48,400	\$48,800	\$47,200	\$5,840
Les Jardins-de-Napierville	\$31,200	\$12,200	\$34,800	\$47,600	\$56,400	\$26,000	\$7,300
Le Haut-Saint-Laurent	\$27,800	\$11,200	\$36,000	\$41,200	\$43,600	\$29,600	\$3,520
Beauharnois-Salaberry	\$32,800	\$13,300	\$39,200	\$42,400	\$40,000	\$36,400	\$2,200
Vaudreuil-Soulanges	\$40,000	\$8,700	\$40,000	\$49,200	\$56,400	\$48,400	\$7,300
Montérégie	\$36,400	\$8,900	\$37,200	\$48,800	\$50,400	\$42,800	\$5,640
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

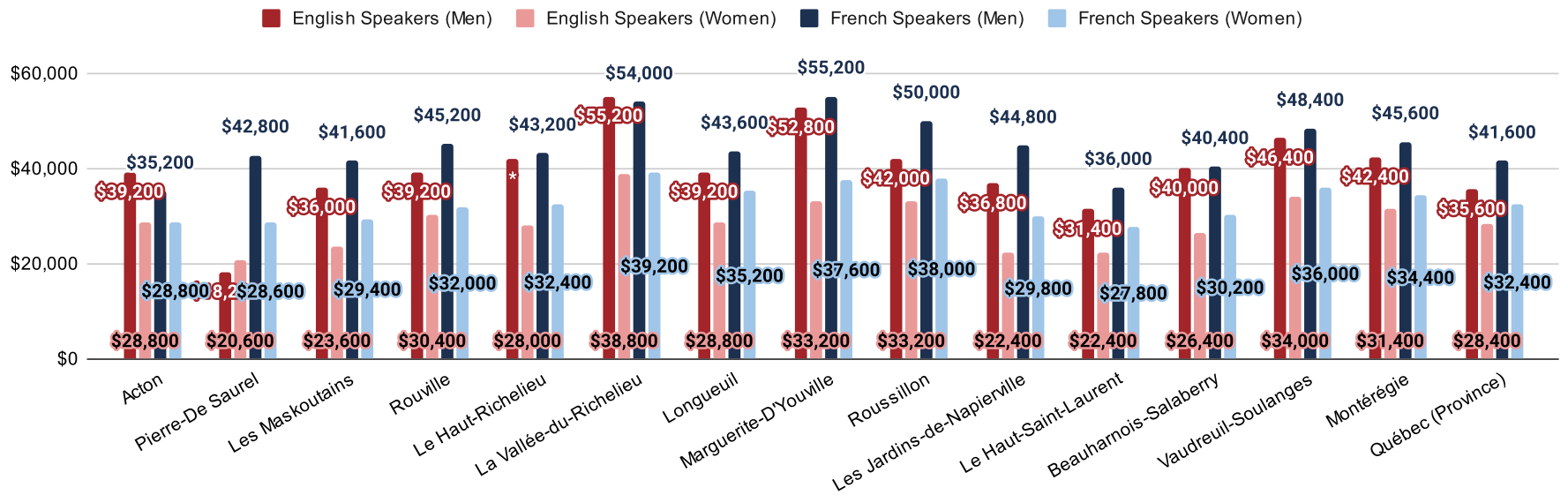
**Table 8.b: Age Structure of Montérégie’s Median Employment Income for French Speakers by RCM**

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Acton	\$32,800	\$14,600	\$36,400	\$40,000	\$41,600	\$33,600	\$5,040
Pierre-De Saurel	\$35,600	\$11,700	\$41,600	\$51,600	\$52,000	\$37,600	\$4,120
Les Maskoutains	\$35,600	\$13,200	\$37,200	\$48,800	\$48,800	\$38,800	\$8,000
Rouville	\$38,400	\$12,300	\$42,800	\$50,400	\$53,600	\$39,200	\$5,120
Le Haut-Richelieu	\$37,600	\$11,900	\$39,200	\$54,400	\$53,200	\$40,000	\$6,750
La Vallée-du-Richelieu	\$45,600	\$10,500	\$45,600	\$65,500	\$66,500	\$48,000	\$5,320
Longueuil	\$39,200	\$9,800	\$39,200	\$54,400	\$61,600	\$47,600	\$3,840
Marguerite-D'Youville	\$45,200	\$10,800	\$45,200	\$60,800	\$67,500	\$50,000	\$5,840
Roussillon	\$43,600	\$10,800	\$42,800	\$60,000	\$64,000	\$46,800	\$3,920
Les Jardins-de-Napierville	\$36,800	\$11,500	\$41,200	\$49,600	\$50,400	\$38,000	\$7,750
Le Haut-Saint-Laurent	\$31,600	\$12,700	\$37,600	\$42,400	\$43,200	\$33,200	\$3,840
Beauharnois-Salaberry	\$35,200	\$14,100	\$38,000	\$50,000	\$49,200	\$37,200	\$3,100
Vaudreuil-Soulanges	\$41,600	\$10,900	\$42,000	\$57,600	\$62,800	\$45,200	\$4,880
Montérégie	\$39,200	\$11,100	\$40,400	\$54,400	\$58,000	\$42,800	\$4,920
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

## Employment Income - Gender Structure

Men in Montérégie earn a higher median employment income than women in the region, with French-speaking men earning the highest regional median employment income of \$45,600. English-speaking women earn the lowest regional median employment income of \$31,400. Both English-speaking women and men in Pierre-De Saurel had the lowest median employment income among all RCMs.

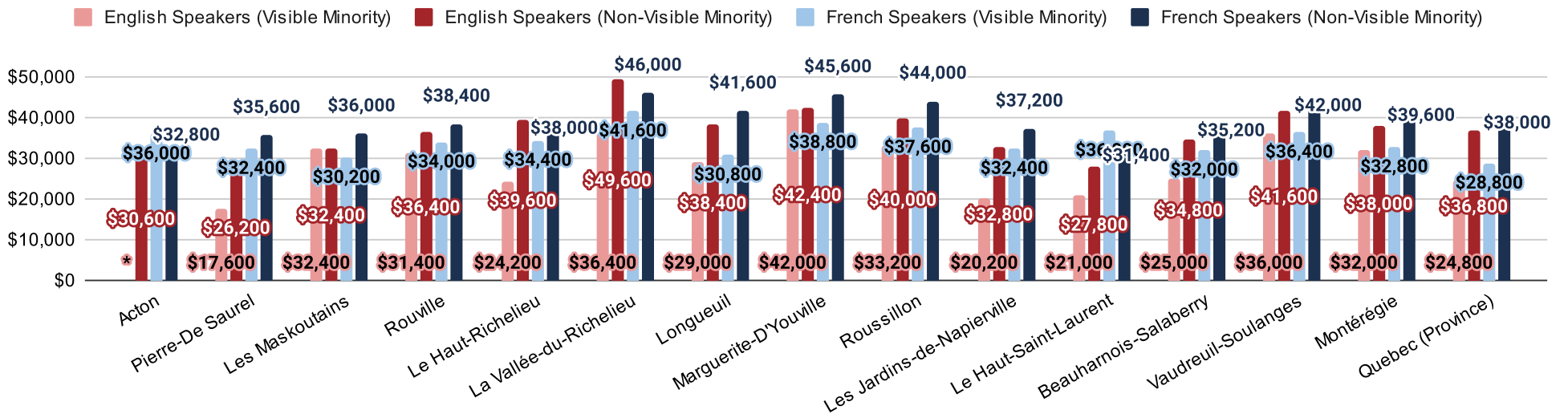
**Graph 17: Gender Structure of Montérégie's Median Employment Income by RCM**



## Employment Income - Visible Minorities

English-speaking visible minorities earn a slightly lower median employment income than French-speaking visible minorities (\$32,000 compared to \$32,800) in the region. La Vallée-du-Richelieu and Marguerite-D'Youville reported relatively high median employment income levels for visible minorities in both linguistic groups.

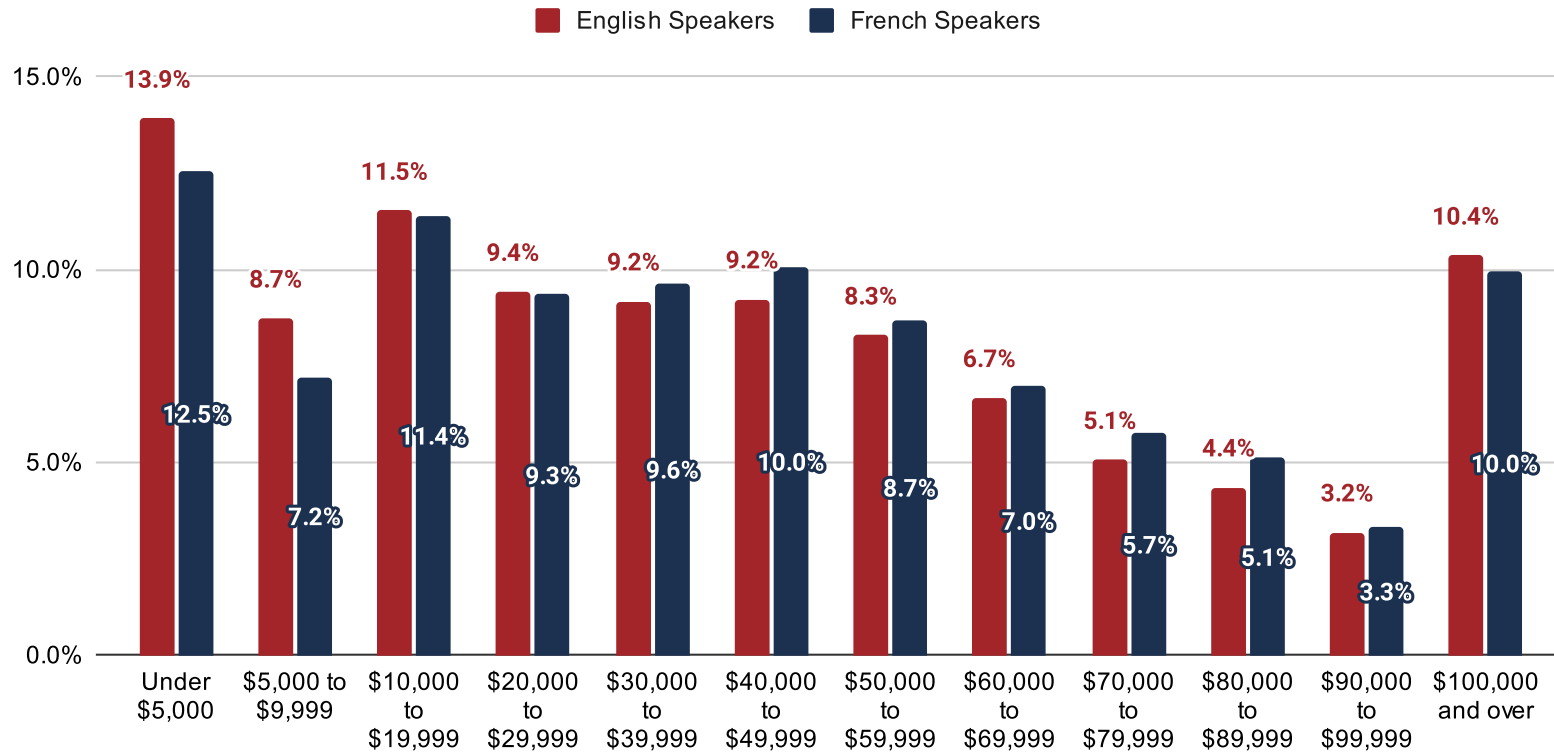
**Graph 18: Visible Minority Structure of Montérégie's Median Employment Income by RCM**



## Employment Income Distribution

Roughly 34.2% of English speakers and 31.2% of French speakers earn an employment income under \$20,000. At the higher end of the distribution, roughly 23% of English speakers and 24.1% of French speakers earn \$70,000 and over.

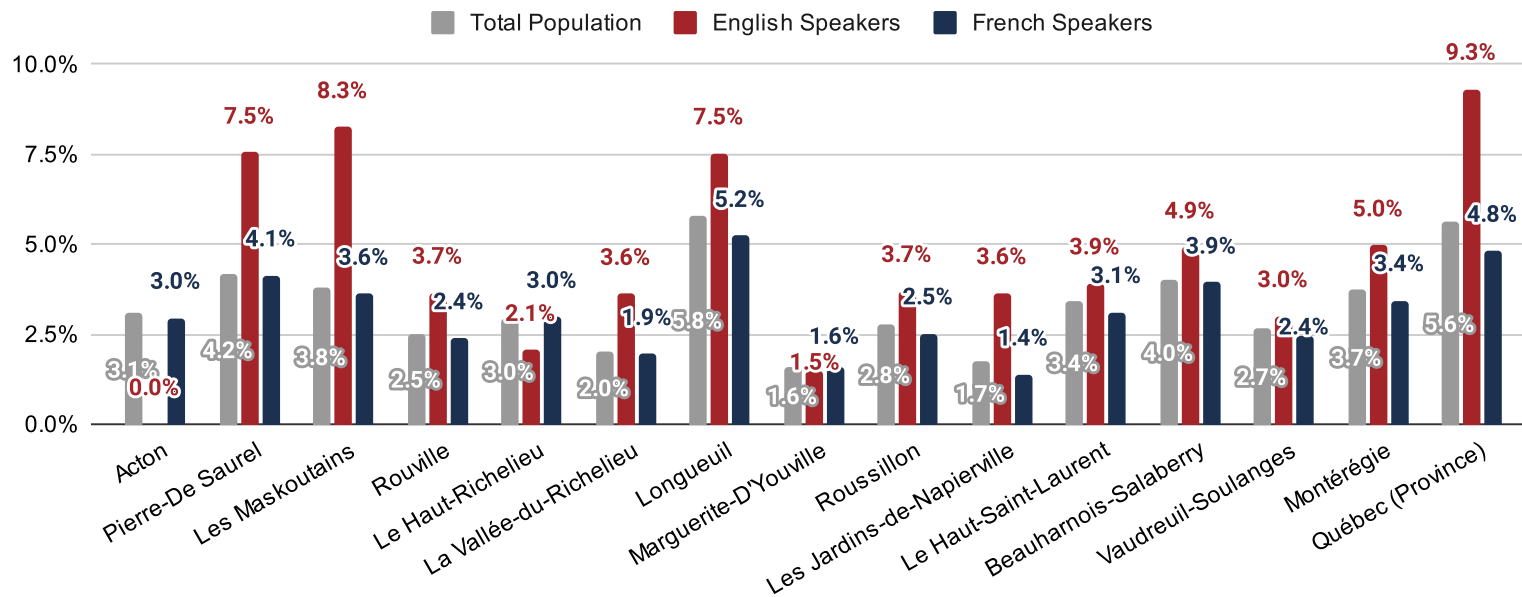
**Graph 19: Distribution of Montérégie's Employment Income**



## LOW INCOME

Low-income cutoff data reveals that in Montérégie, a higher proportion of English speakers are below the after-tax low-income cutoff LICO (5%) compared to French speakers (3.4%) in the region. In most RCMs, with the exceptions of Acton, Le Haut-Richelieu and Marguerite-D'Youville, a higher proportion of English speakers live below the LICO. The highest proportion of English speakers (8.3%) living below the LICO is found in Les Maskoutains.

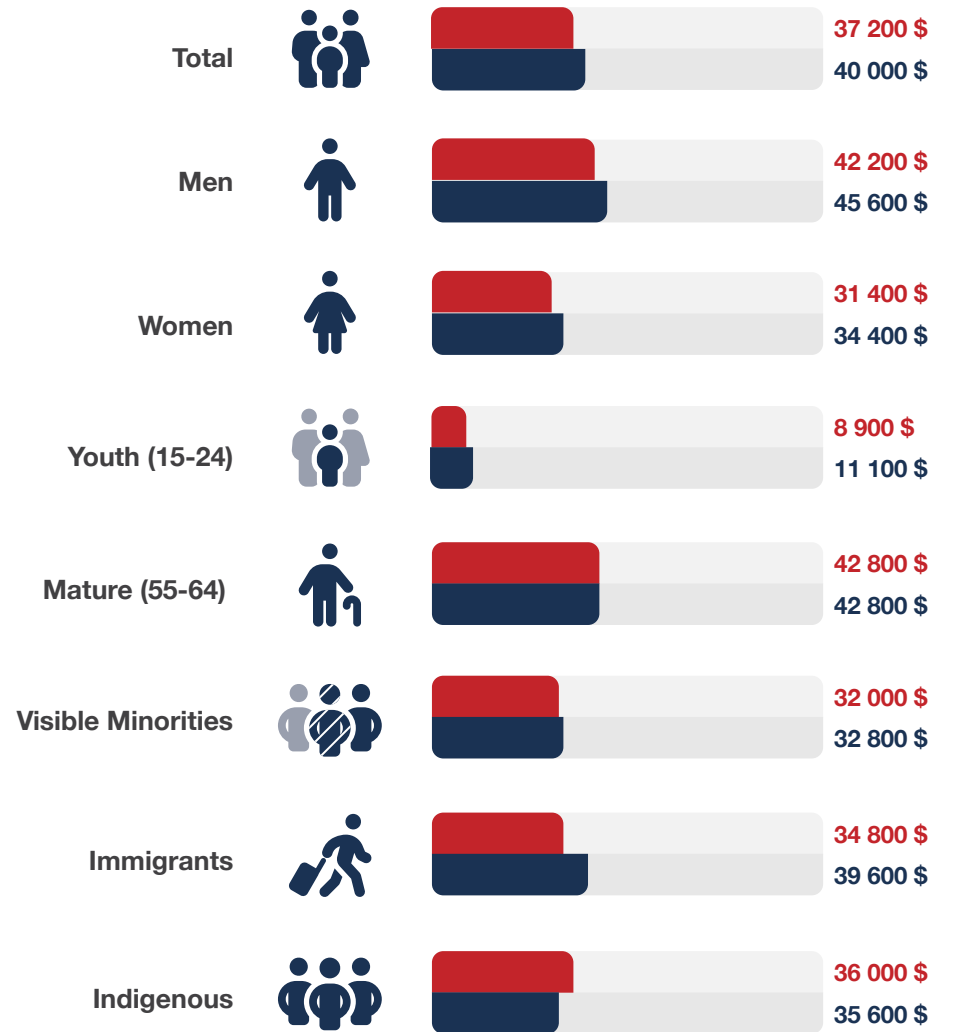
**Graph 20: Low Income Rate (LICO-AT) in Montérégie by RCM**





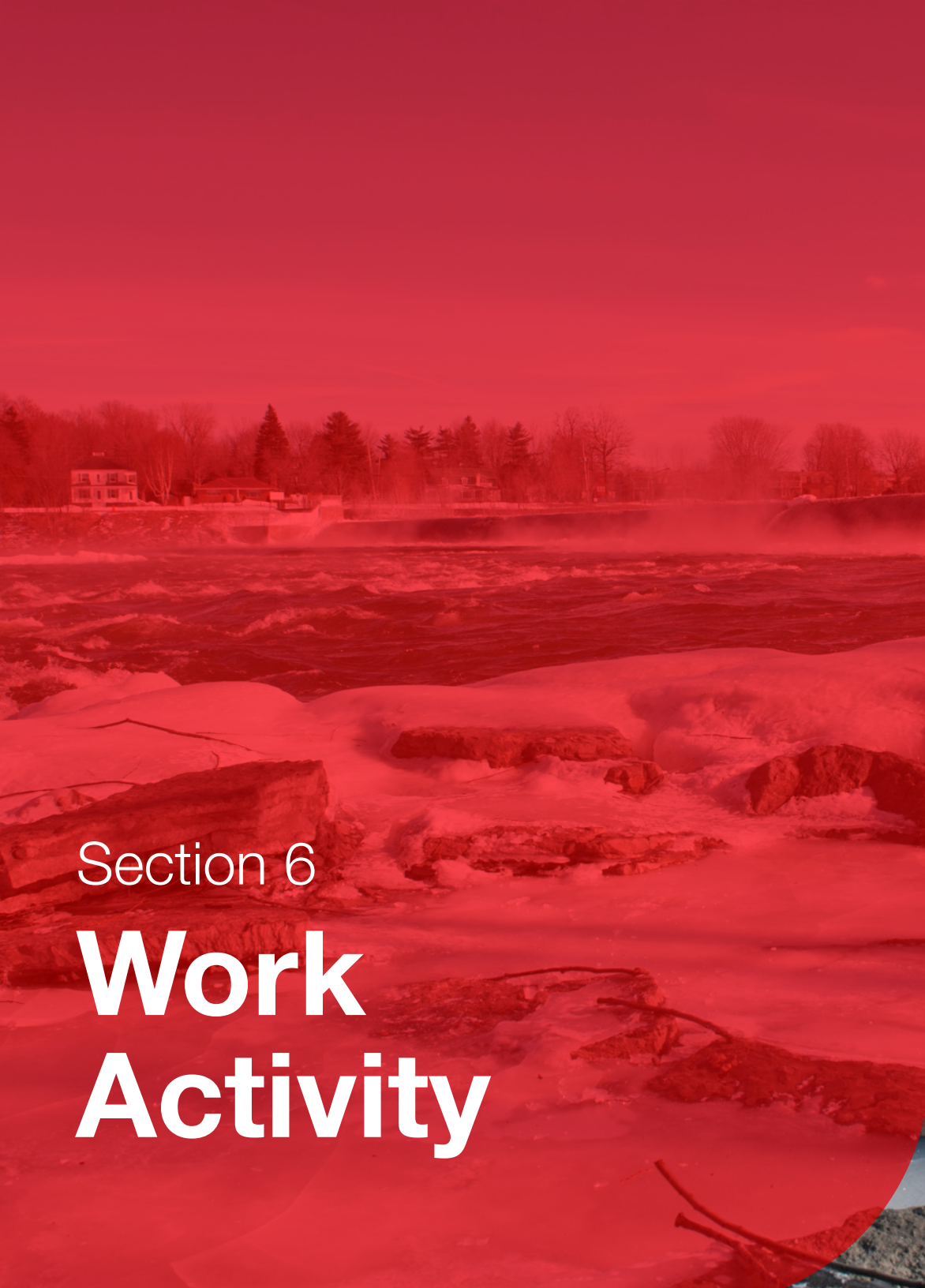
# Summary of Median Employment Income for English and French Speakers in Montérégie

## Median Employment Income<sup>29</sup> Montérégie



English Speakers    French Speakers

<sup>29</sup> In this table, the income data for Youth, Mature individuals, and Visible Minorities in the region of Montérégie includes the RCMs of Brome-Missisquoi and la Haute-Yamaska, which are no longer part of Montérégie effective July 28th, 2021. These RCMs could not be excluded due to limitations in the data available.



Section 6

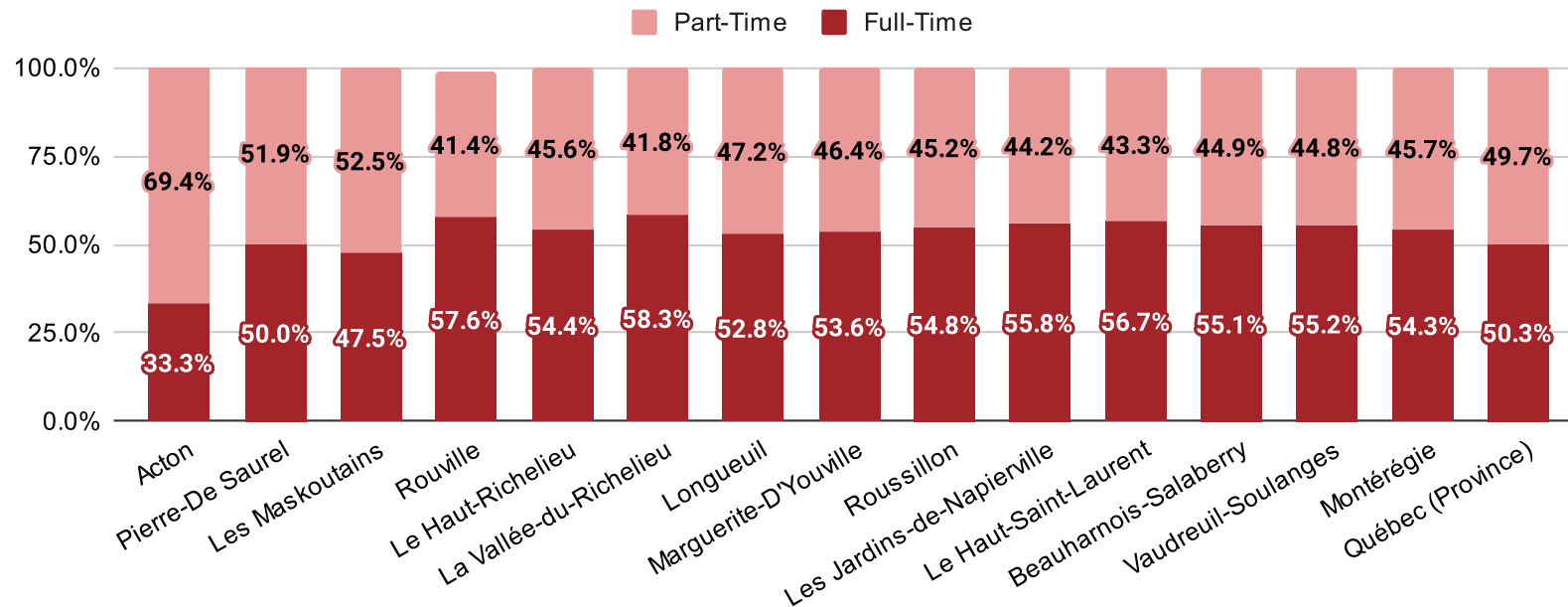
# Work Activity



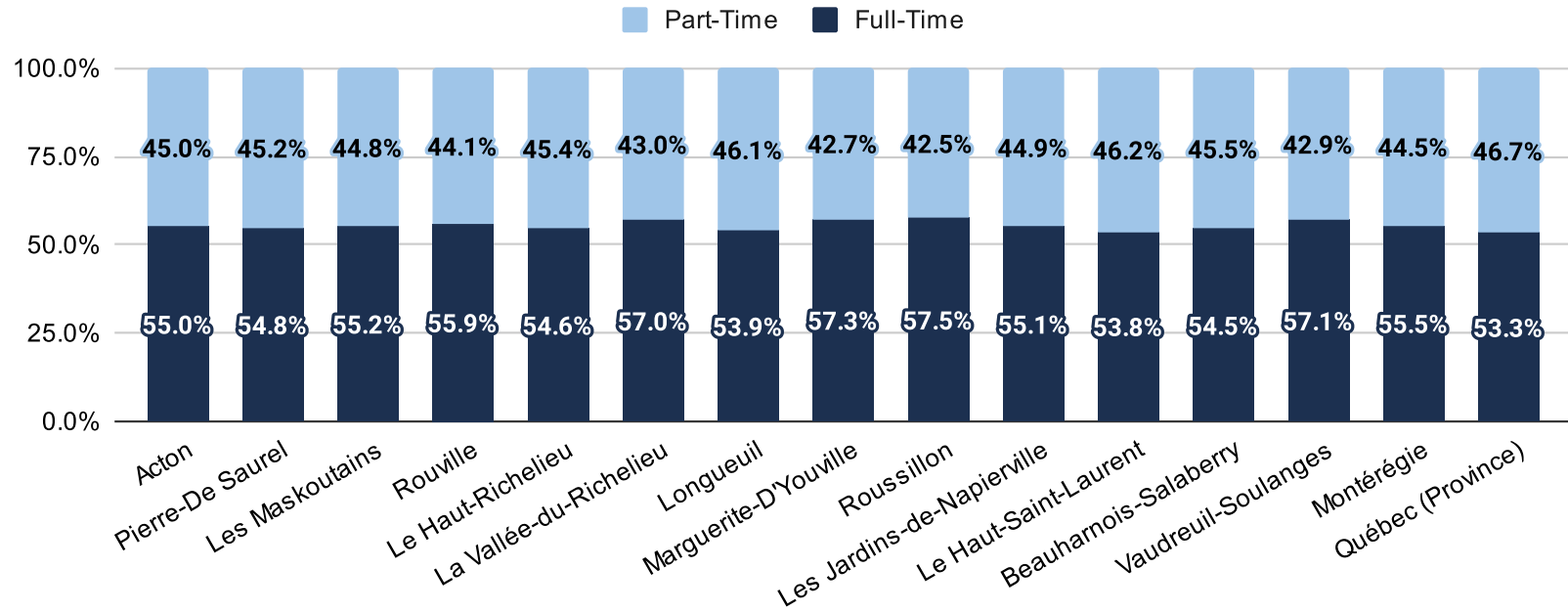
# Work Activity

Approximately 45.7% of English speakers engage in part-time or part-year work compared to 44.5% of French speakers. Acton and Les Maskoutains have the highest levels of part-time or part-year work in the region, with 69.4% of English speakers in Acton working part-time or part-year.

**Graph 21.a: Work Activity of English Speakers in Montérégie by RCM**



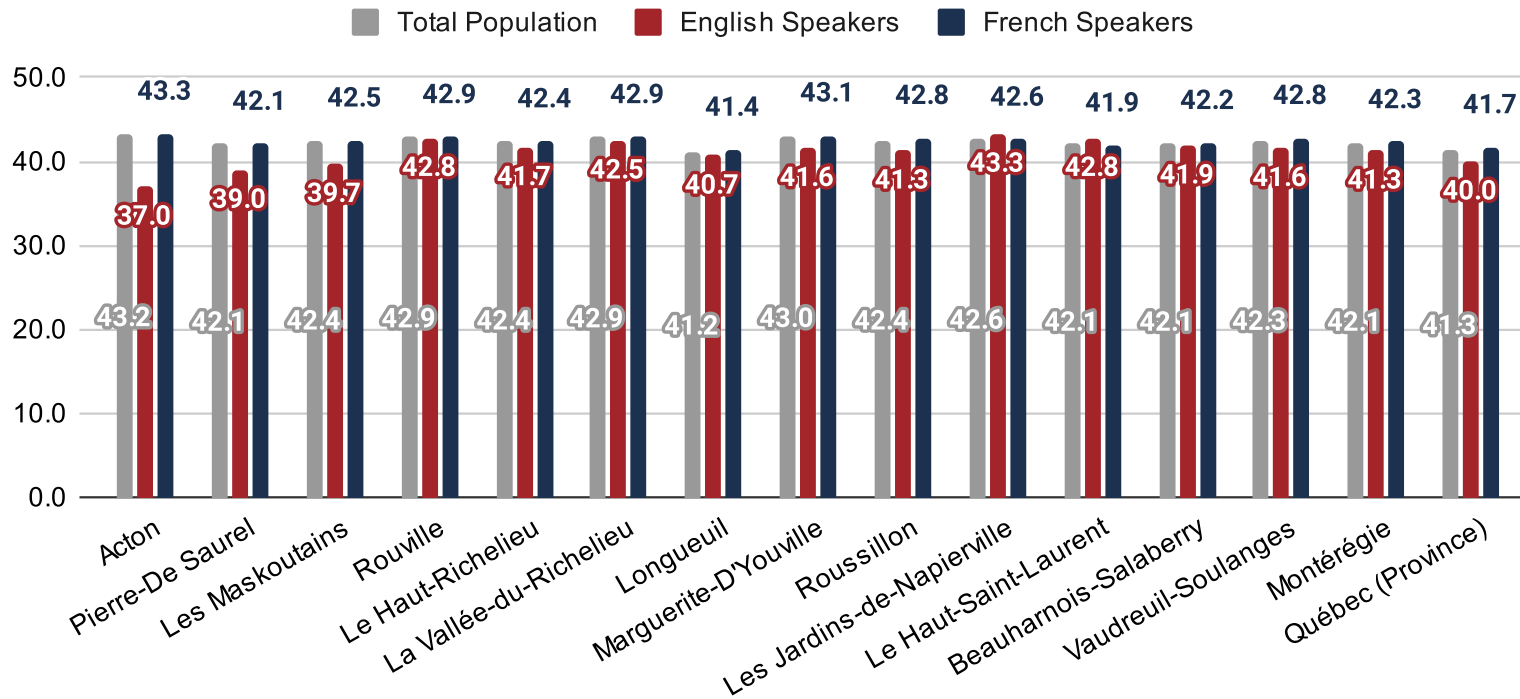
Graph 21.b: Work Activity of French Speakers in Montérégie by RCM



## Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (41.3) than French speakers (42.3). English speakers in Acton worked the fewest weeks on average (37) in the year 2020.<sup>30</sup>

Graph 22: Average Weeks Worked in Montérégie by RCM



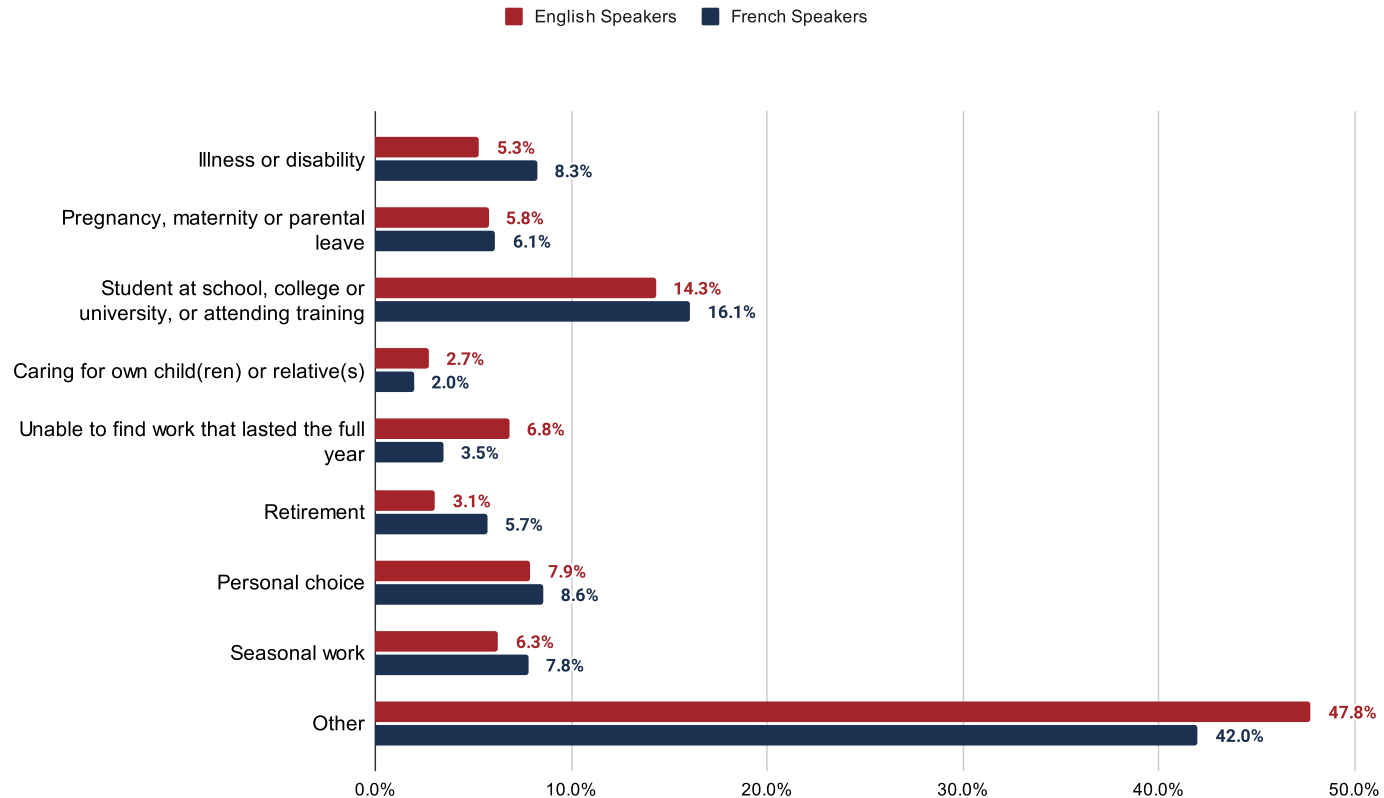
<sup>30</sup> The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.



## Main Reasons for not Working Full-time / Full year<sup>31</sup>

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Montérégie was 'Other' reasons, with 47.8% of English speakers surveyed indicating this response. Approximately 6.8% of English speakers indicated they had been unable to find work that lasted the full year, compared to 3.5% among French speakers.

**Graph 23: Main Reasons for not Working Full-Time/Full-Year in Montérégie in 2020**



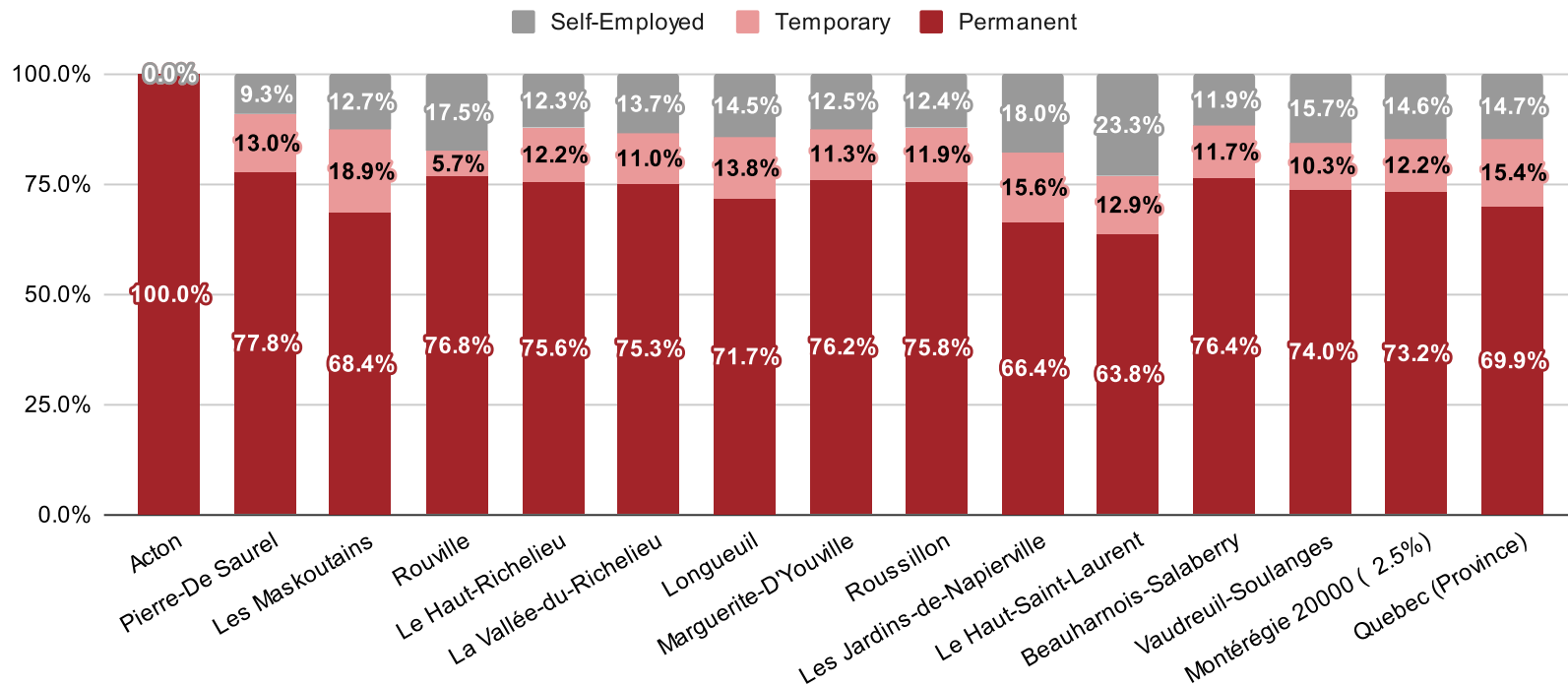
<sup>31</sup> In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

## Types of Workers

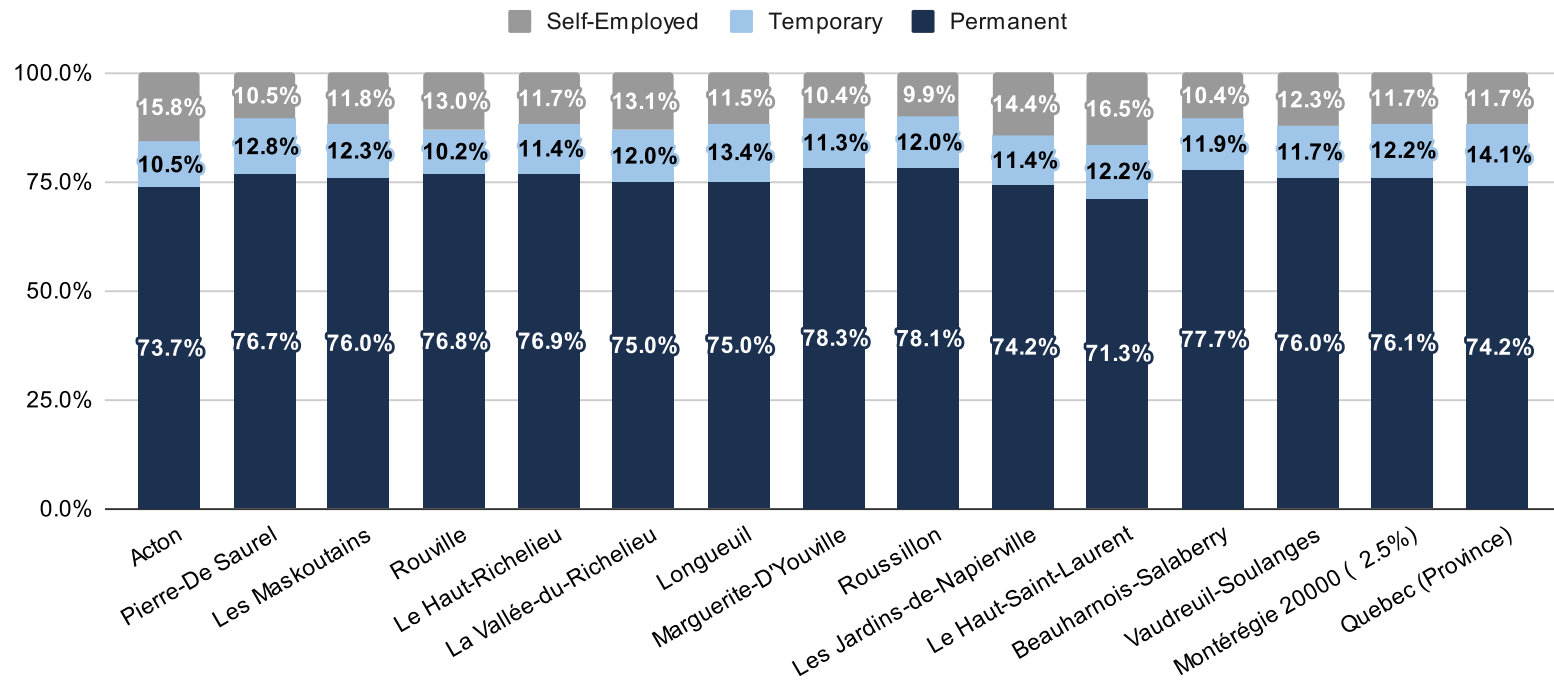
Approximately 12.2% of both the English-speaking and French-speaking labour force participants reported working in a temporary position. Roughly 73.2% of employed English speakers in the region hold permanent positions, and 76.1% of French speakers hold permanent positions.

English speakers in Les Maskoutains (18.9%) and Les Jardins-de-Napierville (15.6%) reportedly had a high share of temporary work.

**Graph 24.a: Type of Workers in Montérégie's English-Speaking Labour Force by RCM**



**Graph 24.b: Type of Workers in Montréal's French-Speaking Labour Force by RCM**



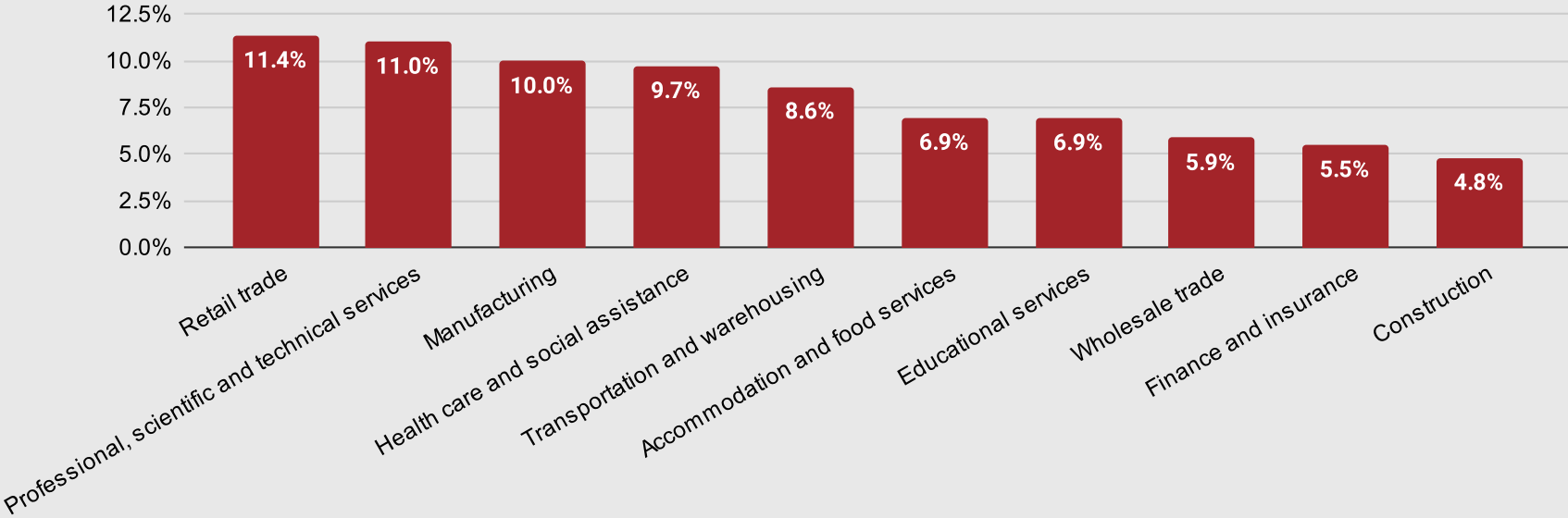
# Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Montérégie 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

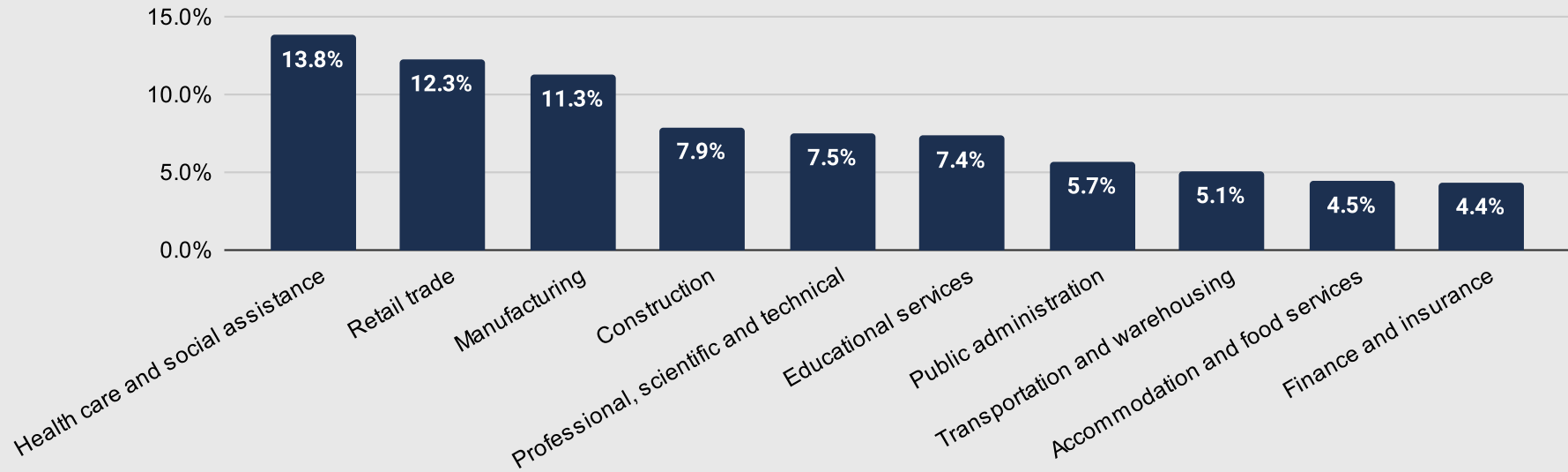
Across the region, the top industries for employment are 'Health care and social assistance', 'Retail trade', and 'Manufacturing'. The highest share of English-speaking workers in Montérégie work in 'Retail trade', where 11.4% of English-speaking workers are employed, followed by 'Professional, scientific and technical services' (11%) and 'Manufacturing' (10%).

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



Conversely, 'Retail trade' is the 2nd leading industry for French speakers, who have the highest engagement in 'Health care and social assistance' (13.8%), followed by 'Retail trade' (12.3%) and 'Manufacturing' (11.3%).

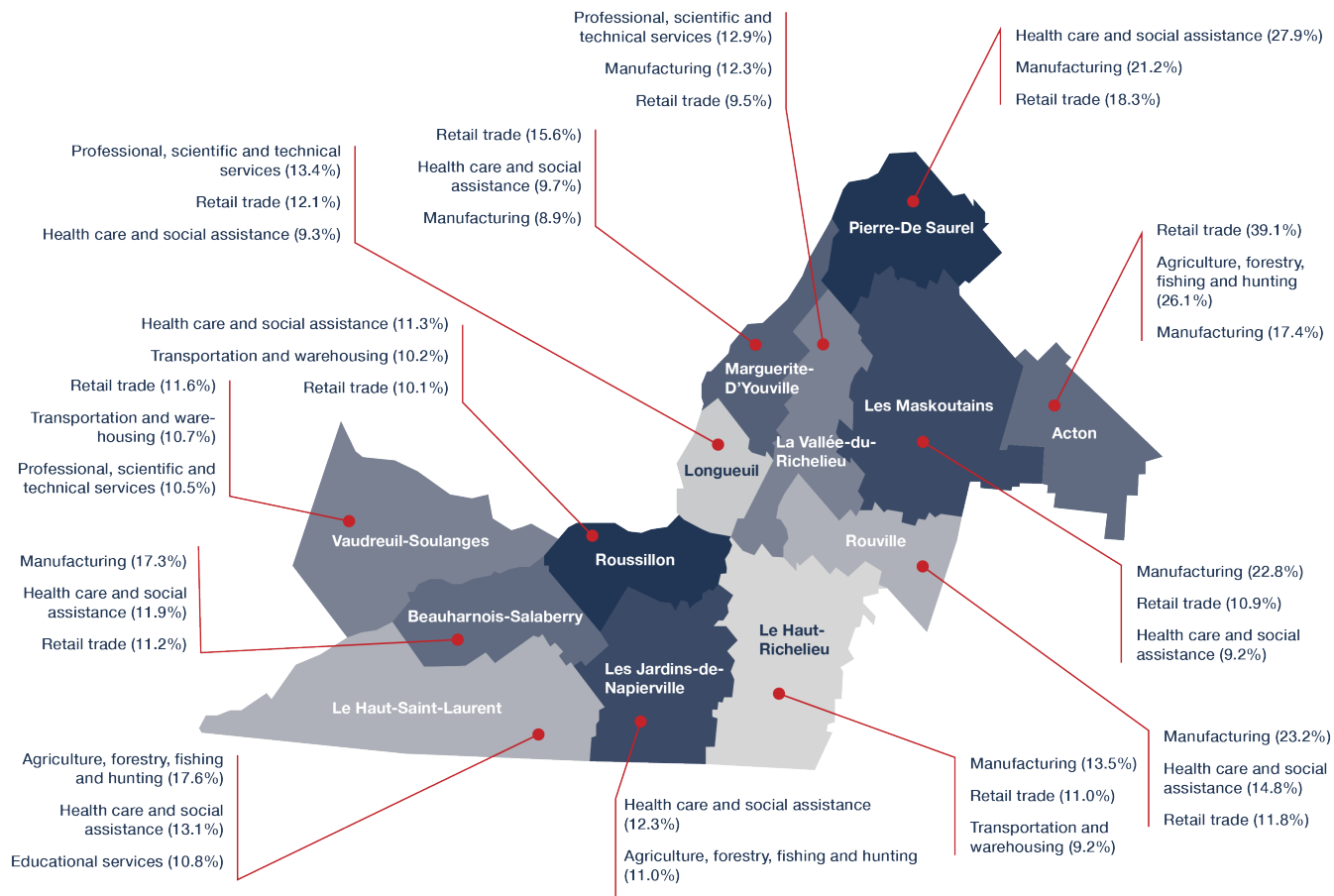
**Graph 25.b: Top 10 Industries of French Speakers in Montérégie**





## Top Industries of English Speakers by RCM

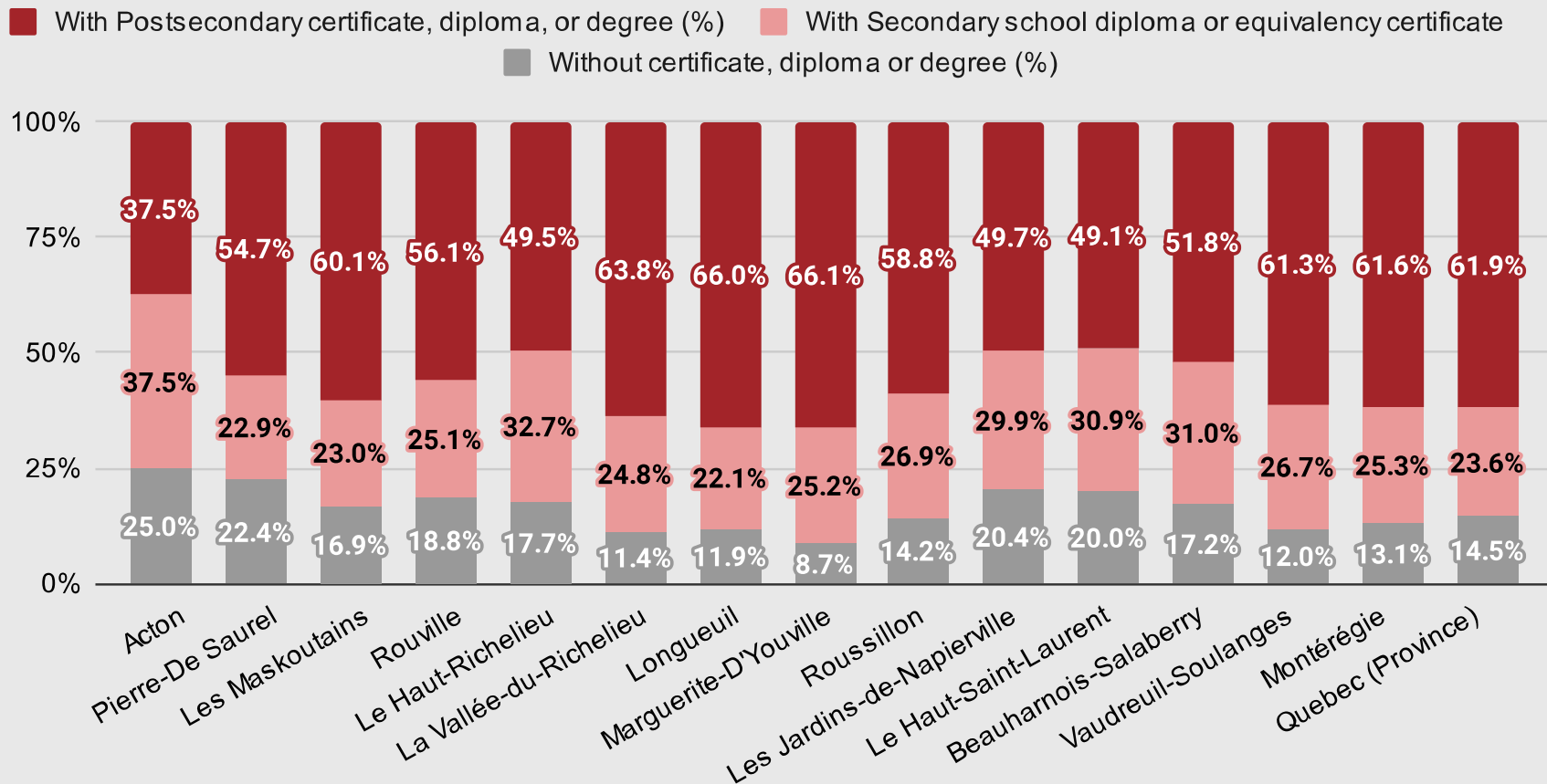
Within the RCMs, English speakers tend to work in 'Manufacturing', 'Health care and social assistance', and 'Retail trade'.



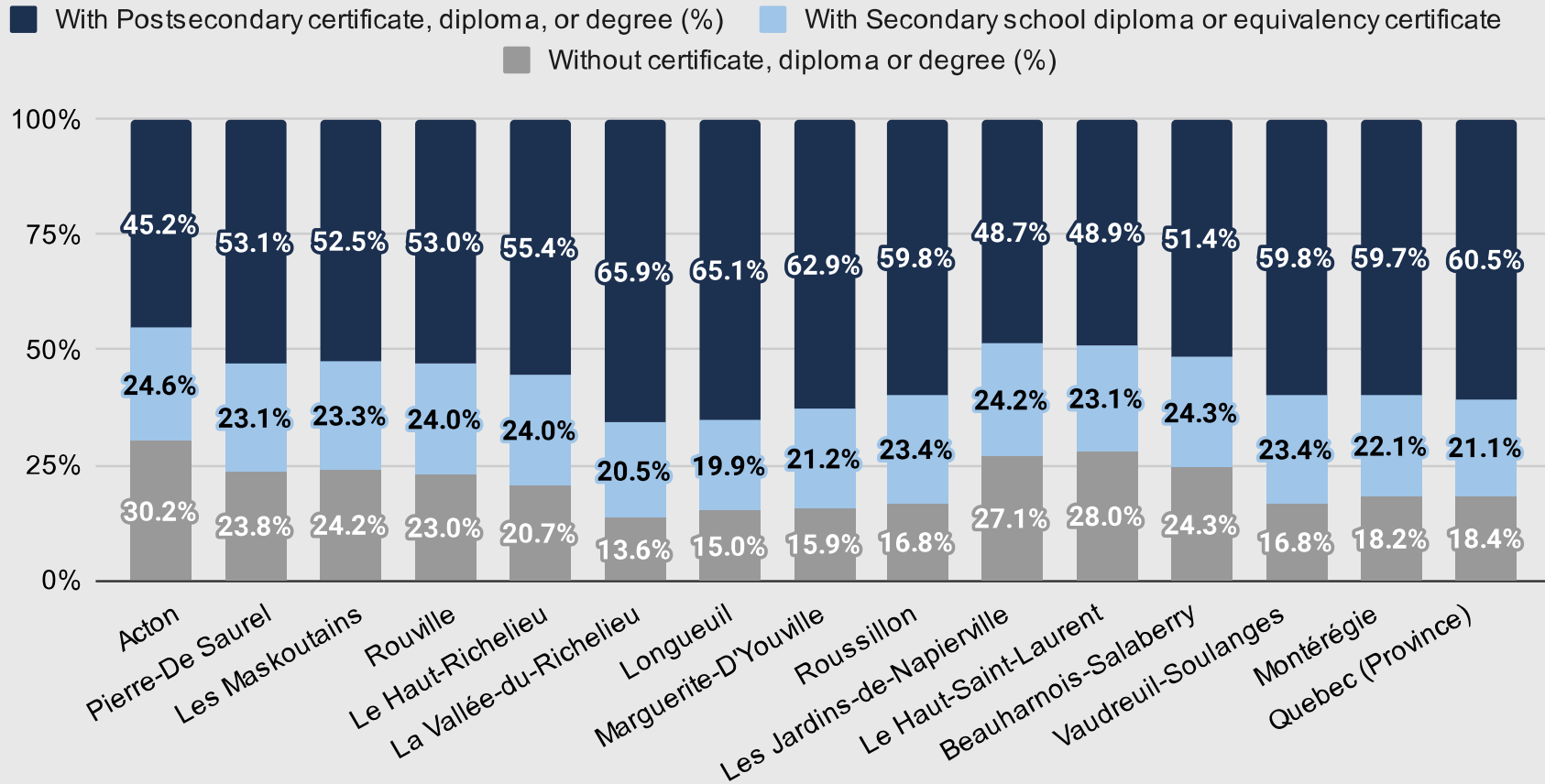
## EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Montérégie are similar to those at the provincial level. A majority of English speakers in Montérégie have a postsecondary degree (61.6%), while French speakers have a postsecondary attainment rate of 59.7% in the region.

**Graph 26.a: Educational Attainment of English Speakers in Montérégie by RCM**



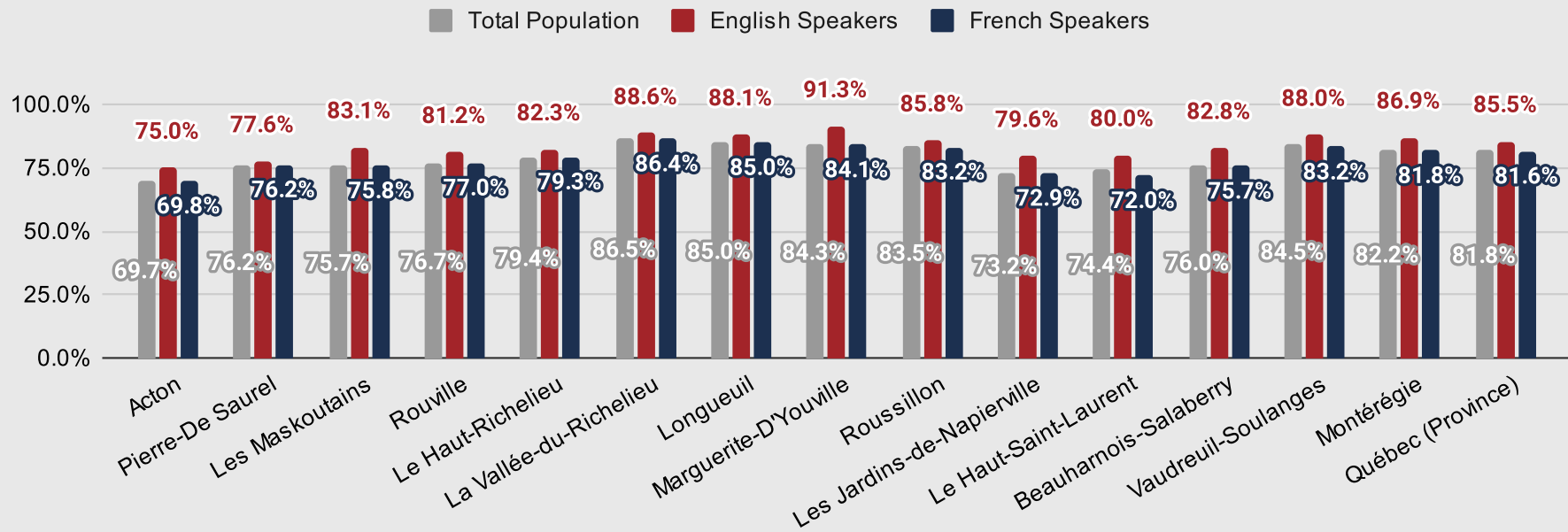
**Graph 26.b: Educational Attainment of French Speakers in Montérégie by RCM**



## Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Montérégie have a relatively high secondary educational attainment rate of 86.9%, compared to French speakers (81.8%). Secondary educational attainment levels are highest among English speakers in Marguerite-D'Youville (91.3%) and lowest among English speakers in Acton (75%).

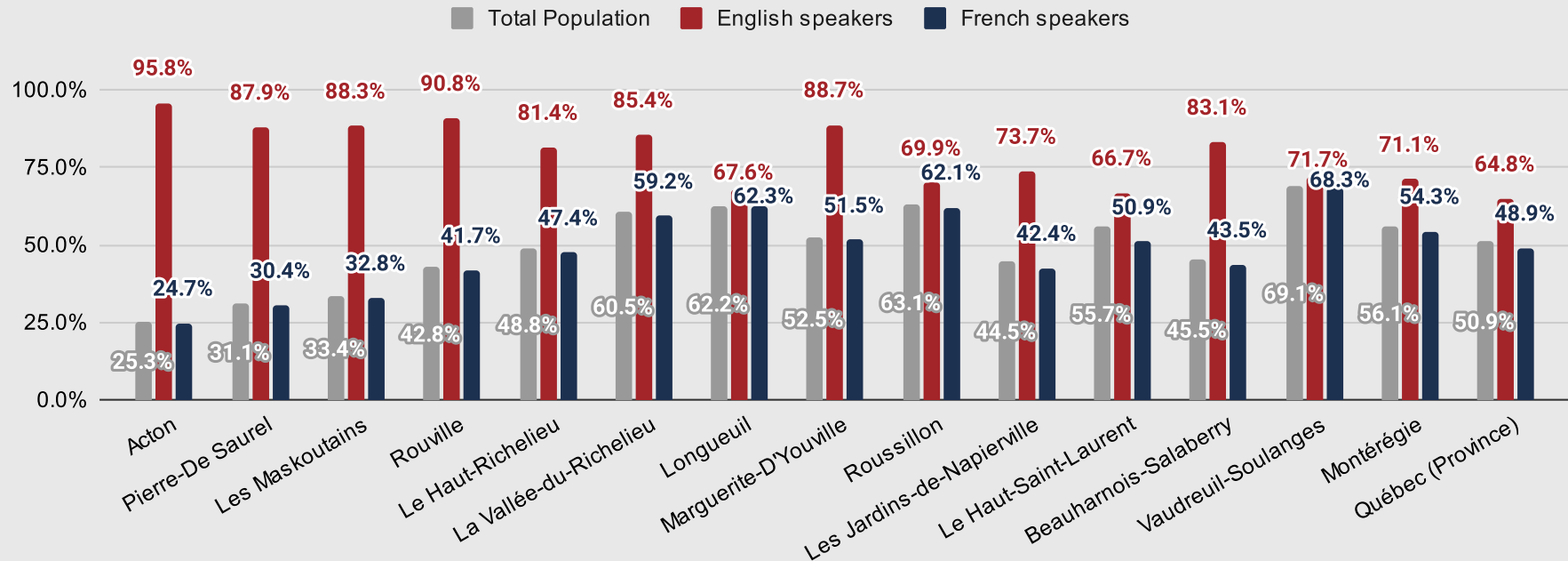
Graph 27: Minimum Secondary Education Attainment in Montérégie by RCM



## ENGLISH-FRENCH BILINGUALISM

In Montérégie, English speakers have higher bilingualism rates than French speakers (71.1% compared to 54.3%).<sup>32</sup> English speakers in Acton reported the highest bilingual rate (95.8%), while English speakers in Le Haut-Saint-Laurent reported a bilingual rate of 66.7%, the lowest among English speakers in the region, although this is still higher than the bilingualism rate of English speakers at the provincial level (64.8%).

Graph 28: English-French Bilingualism Rates in Montérégie by RCM



<sup>32</sup> 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 Montérégie'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.

## **Skill Needs**

Participants identified a lack of French-language proficiency and the need to improve English speakers' conversational, written, and professional French language skills as primary skills needs. They noted that although English speakers in the region have high levels of conversational bilingualism, they often lack the necessary French language skills to adequately navigate the region's predominantly French-language labour market and pursue careers that match their ambitions.

Participants also identified digital literacy as another area of concern for English speakers. Specific skills that were highlighted included the ability to use and search the internet, as well as software such as Microsoft

or Google Suite, which are often necessary for workplaces. Increased digital literacy would help English-speaking job seekers in particular, both by giving them an additional employable skill and by improving their online job search capacity.

Participants additionally identified soft skills needs among English speakers in the region, specifically those related to communication, collaboration, problem-solving, adaptability, and cultural adaptation. Participants noted that immigrants, in particular, face the hurdle of adapting to a new culture when seeking jobs and navigating interviews. They may also suffer from a lack of self-confidence, especially those with communication barriers, which hinders their job search.

## **Training Opportunities**

Participants discussed the English-language educational pathways in the region: there are several adult education and vocational training centres in Montérégie, as well as one CEGEP located on the South Shore. For a wider array of options, English speakers must go outside the region. English speakers often have to commute significant distances or relocate altogether in order to pursue English-language educational options within the region and in other regions. Owing to a lack of public transit within the region, they generally need to be able to drive and have access to a car.

“Since there are very few English programs in our region, most of the people have to travel to Montreal, the cities, to have these programs if they want to study.”

- Participant

Participants also discussed other training opportunities that are needed for English speakers in the region. There are a limited number of organizations offering language classes (both French and English) in Montérégie, and most of them often have long wait lists or high fees.

In some cases, participants described how their organizations have started to offer French-language training in order to meet the needs of English speakers in the region but face resourcing challenges in order to offer adequate training programs. Participants also noted that some individuals in the region take paid online French courses through large institutions like McGill, owing to the lack of appropriate local options.

Organizations serving English speakers in the region have also developed programs to improve interview skills, professional presentation, and administrative abilities within the community. These programs were conducted with youth in high school and individuals in adult education and vocational training programs. Participants indicated

that these programs have positively impacted youth, empowering them with opportunities and inspiration to go beyond their perceived limitations. These types of programs have received positive feedback from participants in the region.

“We have to offer French classes ourselves. So we have two French teachers that offer a ten-week class and a 12-week class specifically to help.”

- Participant

### **Mismatch**

Participants described a disconnect between the education and qualification levels of English speakers and the job opportunities available to them in the region. Participants indicated that there are limited local opportunities for individuals who have attained postsecondary degrees and are looking to enter more management and high-level administrative positions. The region's industries are oriented towards careers in the trades and local jobs in small businesses, limiting the opportunities for residents in the region who want to stay in the

region but advance in their careers. Participants indicated that many individuals seeking career advancement often move to larger cities, especially Montréal, indicating a need for more development of local industries in the region to counter outmigration.

“There is no high-level admin type of corporate work in this region at all...you’d have to become a \$20 an hour employee even if you had a university degree.”

- Participant

### **Integration**

Participants described their efforts to address generational cycles and attitudes around work among English speakers in the region. They noted that many jobs in the rural areas of the region were concentrated in industries such as farming or manufacturing and were typically low-paying, so families often relied on government benefits in order to support themselves. There are also English speakers who have had significant challenges in finding stable work opportunities and end up unemployed due to difficulties navigating job searches and workplaces. Participants described this as a generational cycle that they have been working to address by working with local schools to tackle secondary school dropout rates and support students with upskilling opportunities,

resources and bridging opportunities to support their integration into the labour market.

“We developed a program to help students who are having difficulties to graduate from high school and to try to break this trend...We went into the high school and the adult education program to bring everyone together to help them with training programs so that we were upskilling them in the high schools...including those who may not actually get to graduate because they’re troubled or just don’t have the support system or they don’t have the money.”

- Participant

## Wraparound Services

Participants highlighted the importance of wraparound supports such as food services, professional clothing, transportation subsidies, and subsidies for pursuing training for English speakers in Montérégie, especially those who are living in poverty. These supporting services are sometimes necessary for individuals before pursuing education and employment opportunities.

“You don’t have the story, but you can see that they don’t have the food and that they’re a little bit worse off.”

- Participant

Participants indicated that other supports, such as support for individuals who need driving lessons, are a priority, as individuals can face challenges in accessing and paying for driving lessons or the ability to afford a car afterwards. Participants indicated that this highlights the need for public transportation within the region to improve residents’ access to local resources.

# Conclusion & Recommendations

In our review of the available data on linguistic groups in the Montérégie region, we found that English speakers tend to have a similar rate of labour force participation to French speakers. 'Retail trade', 'Professional, scientific and technical services' and 'Manufacturing' are the leading industries for English speakers to work in. Generally, English speakers tend to have higher unemployment rates and lower median employment incomes compared to French speakers in the region. Among English speakers, women are found to have a higher unemployment rate and lower median employment income compared to men. English-speaking women, youth, visible minorities, immigrants and Indigenous individuals tend to have higher unemployment rates and lower median employment incomes than the entire English-speaking population of the region. Among youth, English-speaking youth have significantly higher unemployment rates than 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 the Montérégie 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 PRIIME<sup>33</sup> and IPOP.<sup>34</sup>
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training programs.<sup>35</sup> 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.
  - Prioritize programs that focus on digital skills, communication, collaboration and other soft skills development.

**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 health-care, social assistance, and the trades.

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<sup>33</sup> 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\\_prog\\_Emploi\\_Quebec/05\\_10\\_Programme\\_PRIIME/Guide\\_PRIIME.pdf](https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf)

<sup>34</sup> 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\\_prog\\_Emploi\\_Quebec/05\\_10\\_Programme\\_PRIIME/5\\_10\\_1\\_IPOP.pdf](https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf)

<sup>35</sup> 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 Montérégie’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, particularly soft skills training.
- Support employers in adapting practices to attract and retain experienced workers and those from underrepresented groups, including English speakers.
- Prioritize employment programs that provide a holistic approach, including career guidance, access to training, and subsidies for transportation and pursuing driving lessons.

**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.

**Tackle issues related to outmigration from the region:** Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Develop collaboration between the English-speaking communities and government to develop programs that tackle issues related to outmigration including a lack of transportation, training opportunities, and recruitment challenges.
- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training opportunities and employment opportunities.

- Prioritize programs aimed at improving the socio-economic conditions of English speakers in the region through addressing the underlying issues such as poverty and education.

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