

Employment Profile of English Speakers in Côte-Nord

Provincial Employment Roundtable (PERT)

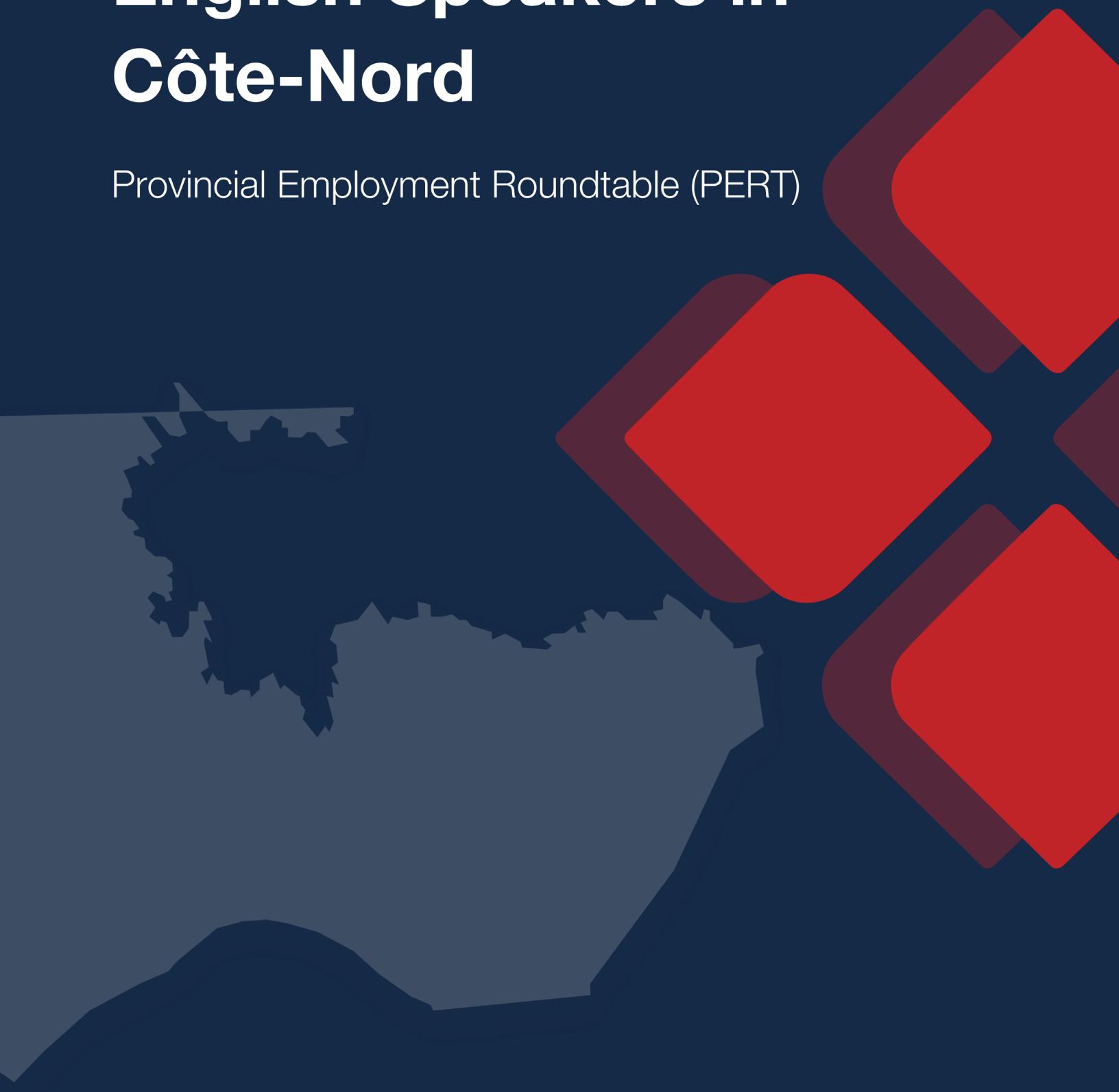


TABLE OF CONTENTS

ACKNOWLEDGEMENTS	3
EXECUTIVE SUMMARY	4
METHODOLOGY & DEFINITIONS	5
POPULATION	7
Total Population	8
Age Structure of Population	9
Sex Structure of Population	11
ECONOMIC STRUCTURE	12
INDUSTRIES	14
Top Industries for Total Population	15
Top Industries for English Speakers	16
LABOUR FORCE	18
Total Labour Force	19
Age Structure of Labour Force	21
Sex Structure of Labour Force	23
UNEMPLOYMENT RATE	25
Total Unemployment Rate	27
Age Structure of Unemployment Rate	28
Sex Structure of Unemployment Rate	30
WORK ACTIVITY	32
Engagement in Part- and Full-time Work	33
Average Weeks Worked	35
INCOME	36
Median After-Tax Income	37
EDUCATION	38
Educational Attainment	39
REFERENCES	42

ACKNOWLEDGEMENTS

We are thankful for the insights shared by the organizations who met with us and provided invaluable input that contributed to the creation of this profile.

Special thanks to the Secrétariat aux relations avec les Québécois(es) d'expression anglaise (SRQEA), whose financial support made this work possible.

The views expressed herein are those of the Provincial Employment Roundtable. They do not purport to reflect the views of the Secrétariat aux relations avec les Québécois d'expression anglaise.



Contributors:

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

Morgan Gagnon, Policy Researcher, Provincial Employment Roundtable

Joshua Loo, Policy Research Intern, Provincial Employment Roundtable

Nicholas Salter, Executive Director, Provincial Employment Roundtable

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

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

For more information about this report, contact : info@pertquebec.ca

EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Côte-Nord's English-speaking communities 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 Côte-Nord's economic structure, 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:

- There are 5,175 English speakers in Côte-Nord's 90,680-person population.
- More than half of the English-speaking community in Côte-Nord (2,905 persons) live in the MRC of Le Golfe Saint Laurent, particularly in the Lower North Shore area.
- The English-speaking community accounts for 5.7% of both the population and labour force in Côte-Nord. In the majority of other resource-oriented regions, however, English speakers are underrepresented in the labour force.
- Côte-Nord is one of only four regions where there are more English-speaking women than men in the labour force. The other regions in which this occurs (Abitibi-Témiscamingue, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine) are also resource-oriented regions.
- The top industries in which English speakers are employed are health care, construction, and retail. A high proportion of English speakers living in the Lower North Shore work in the construction industry.
- Côte-Nord has the third highest overall unemployment rate in Québec, at 12.4%. The rate of unemployment experienced by English speakers in Côte-Nord is more than double the regional rate, at 25.5%. This is the highest unemployment rate experienced by any English- or French-speaking community in any region in Québec.
- Individuals aged 25-44 experience the lowest unemployment rates in the region, across both linguistic communities. Among French speakers, youth experience the highest unemployment rate (18.4%). Among English speakers, individuals aged 45-64 experience the highest unemployment rate (27.8%).
- Women in Côte-Nord consistently experience lower unemployment rates than the men in their linguistic community. French-speaking women experience the lowest unemployment rate (8.9%). English-speaking men experience the highest unemployment rate (29.4%).
- English speakers in Côte-Nord have the second highest rate of engagement in part-time work (compared to full-time work) of any linguistic group and region, behind English speakers in Gaspésie-Îles-de-la-Madeleine.
- English speakers in Côte-Nord have the second lowest rate of postsecondary attainment (37.5%) of any English-speaking community in the province, behind that of Nord-du-Québec.

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

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?Func=DEC&ld=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



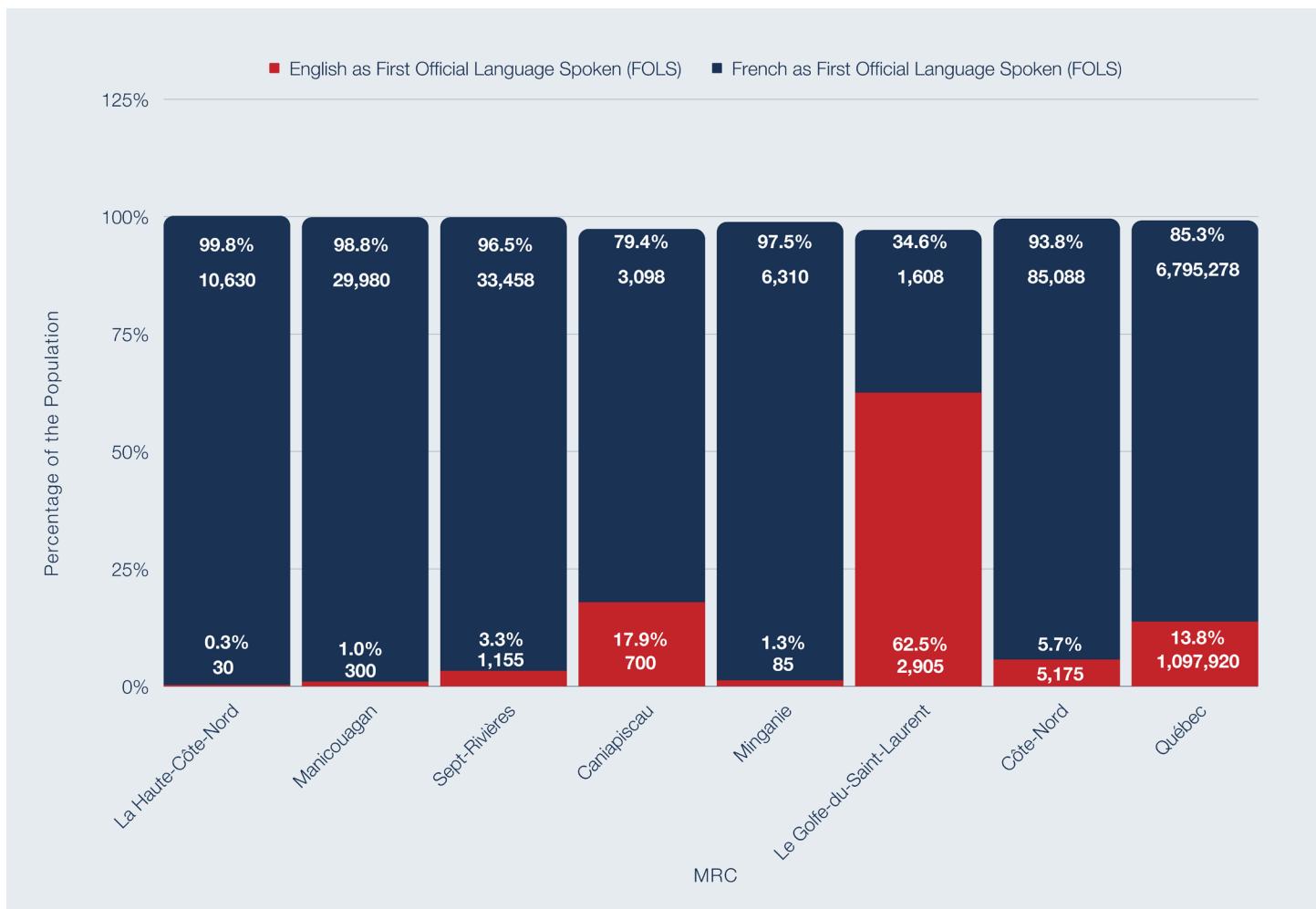
The population of Côte-Nord is approximately 90,680. The English-speaking community comprises 5,175 individuals, or 5.7% of the region's total population.

More than half of the English-speaking community in Côte-Nord (2,905 persons) live along the southeastern-most tip of the region, in the Lower North Shore, in the Golfe Saint Laurent MRC.

There are a number of Indigenous reserves and reserved territories in the region: Betsiamites, Essipit, La Romaine, Lac-John, Maloitenam, Matimekosh, Mingan, Natashquan, Uashat, and Kawawachikamach. Members of these First Nations are represented within the census and in this profile according to their FOLS, and thus appear within the data as either English or French speakers.

Approximately 510 English speakers in Caniapiscau are Indigenous, and the majority of these individuals report that their mother tongue is their Indigenous language.

Graph 1: Total Population of Côte-Nord by MRC



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

POPULATION

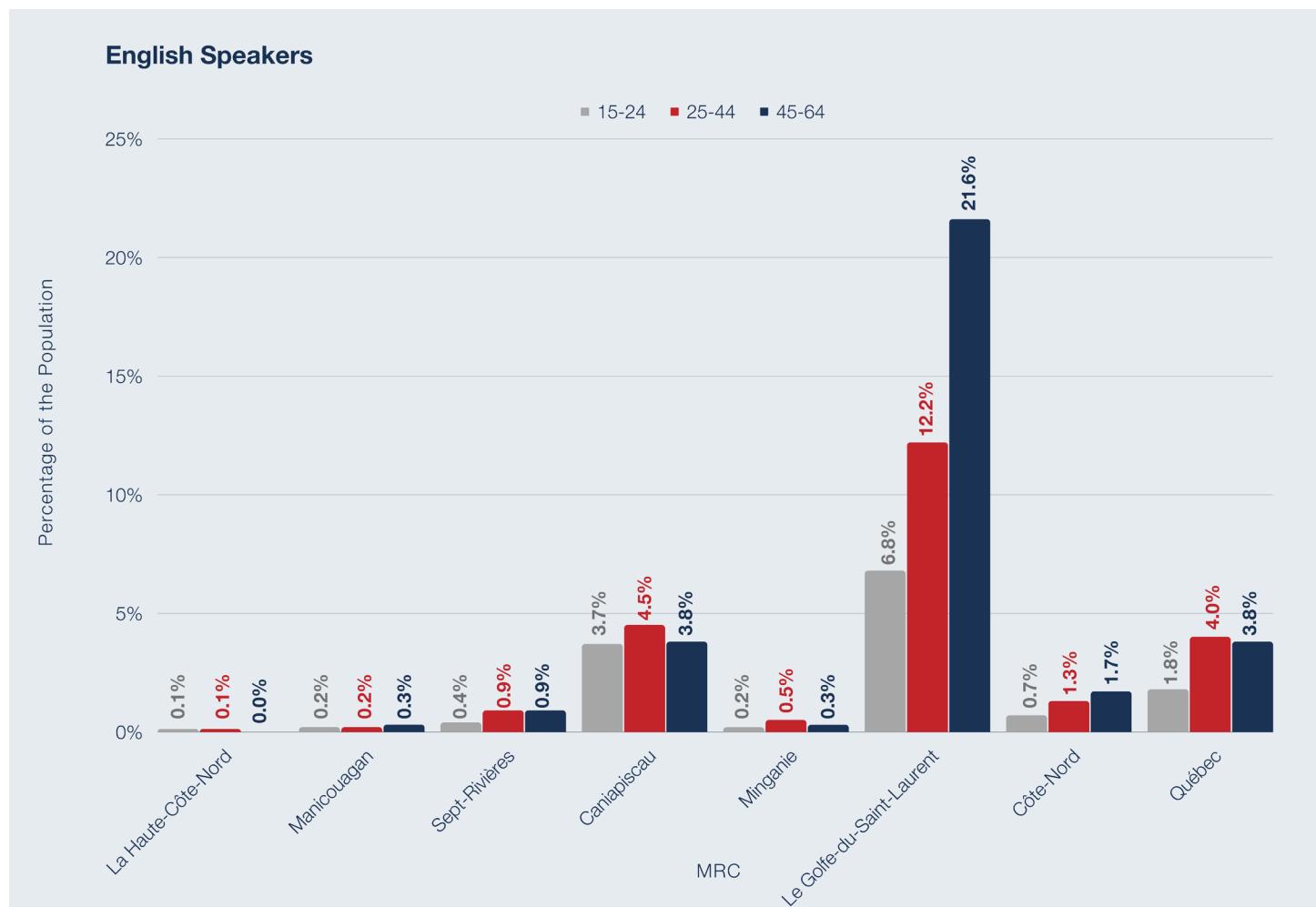
Age Structure of Population

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

Youth aged 15-24 are the smallest age group in Côte-Nord, regardless of linguistic identity. This is observed across the province.

In la Haute-Côte-Nord, Caniapiscau, and Minganie, there are more English speakers aged 25-44 than 45-64 in the total population, although these are notably the MRCs with the fewest numbers of English speakers.

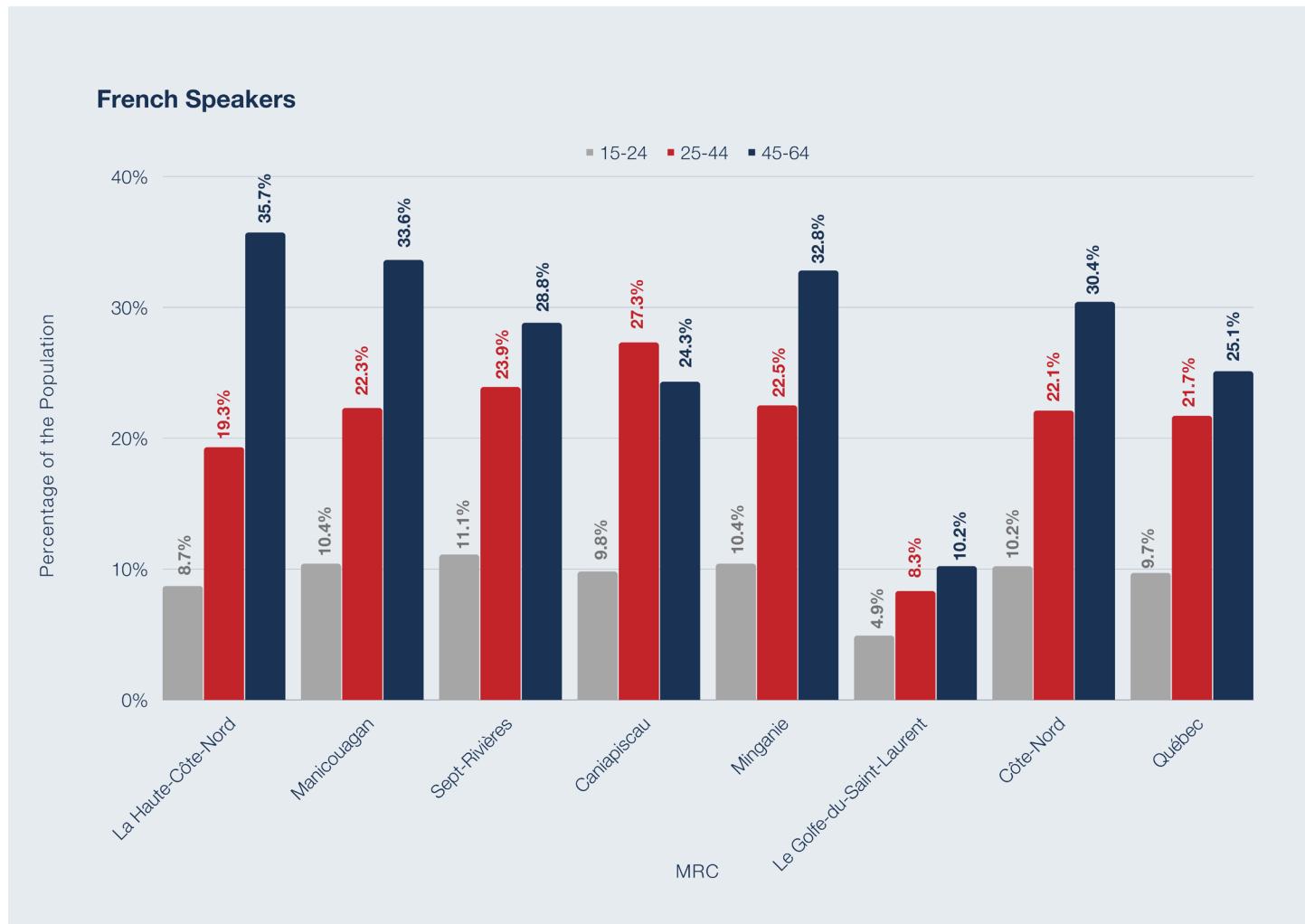
Graph 2a: Age Structure of Côte-Nord's Population by MRC



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

POPULATION

Graph 2b: Age Structure of Côte-Nord's Population by MRC



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

POPULATION

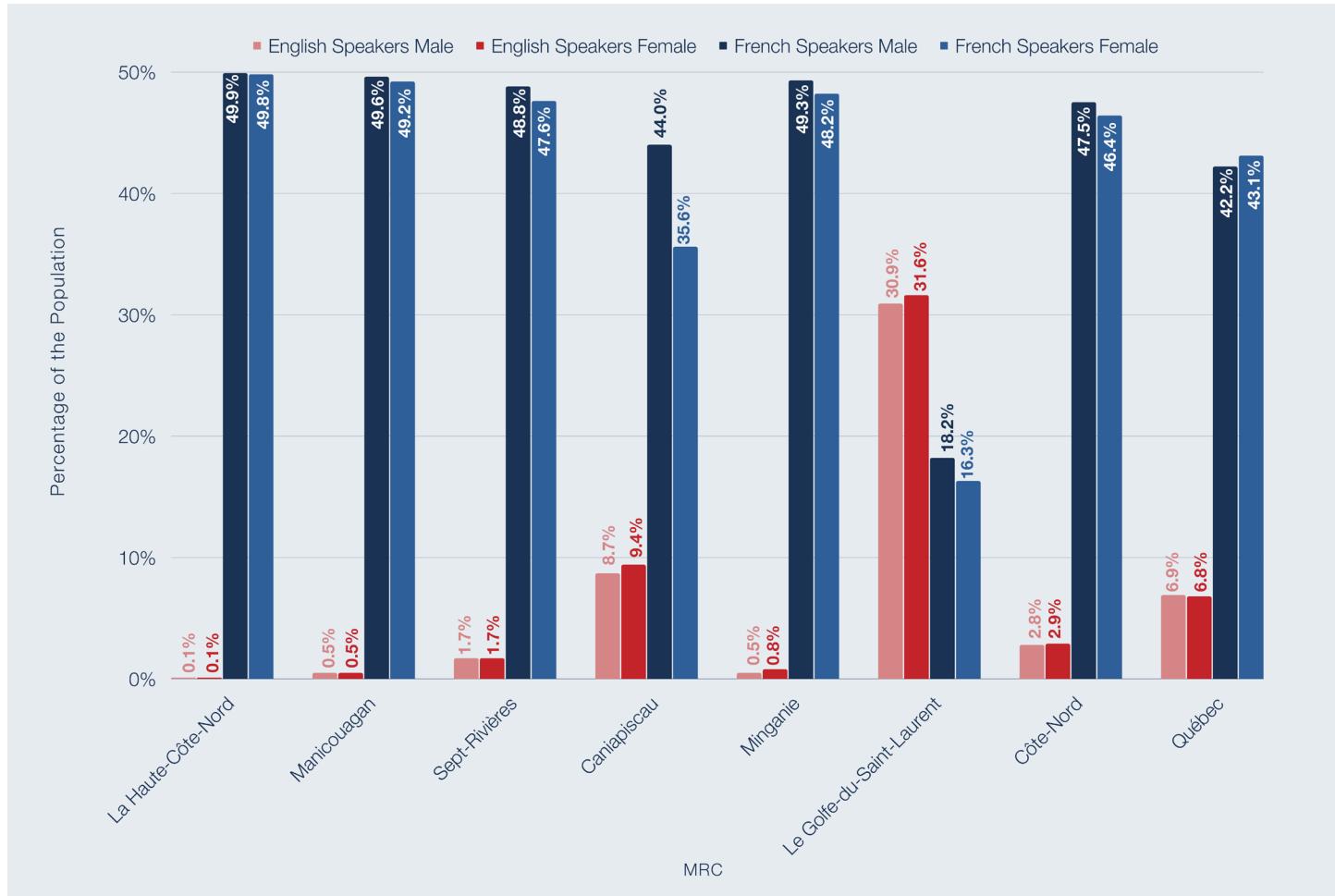
Sex Structure of Population

Among English speakers in Côte-Nord, men represent 2.8% of the population, while women represent 2.9%.

Among French speakers, there are more men than women (47.5% compared to 46.4%) in the region.

Caniapiscau has significantly fewer French-speaking women as compared to men (35.6% compared to 44%).

Graph 3: Sex Structure of Côte-Nord's Population by MRC



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

Economic Structure



ECONOMIC STRUCTURE

Côte-Nord is designated as a resource-oriented region according to Québec's Economic Development Index.³ As of 2018, Côte-Nord has a score of 92.2 a decrease of 1.4 from its 2013 score.⁴ Economic activity varies across the region, but is largely oriented towards the primary industry, which involves the extraction of natural resources.

Major industries in Côte-Nord include lumbering, mining, and fishing, as well as related manufacturing and production industries such as manufacturing of paper and food products and aluminum production. The paper industry is currently in decline, however, which may also impact the future of the forestry industry. There are currently efforts to revitalize the manufacturing of wood and paper products (other regions in the same situation have, for example, turned to the production of biomass). Other industries, meanwhile, are flourishing: the reopening of restaurants following COVID-19 lockdowns increased the price of seafood, and several mines are expanding their operations.⁵

There is also a significant tourism industry in Côte-Nord, which expanded during 2020 and 2021 as Quebecers vacationed in the regions of Québec. In addition, a tourism incubator investing \$8 million over three years has been set up to increase tourism north of the 49th parallel.⁶

From 2013-2017, the sales of manufactured goods produced in the region decreased by an average of 3.1% per year, compared to a provincial yearly growth rate of 3%.⁷ Following this period (2017-2021), private investment in the region increased by an average of 19.5% annually, compared to a provincial growth in private investment of 3.7% annually. Upcoming projects include the 2020-2023 Northern Action Plan, where \$1.4 billion will be injected into Côte-Nord and Nord-du-Québec. From 2009-2022, \$6.5 billion has been invested from 2009-2022 for the Romain complex (a hydroelectric project), as well as \$793 million from 2020 to 2022 for the Micoua-Saguenay line (an electricity transmission line). There are also several road maintenance and expansion projects currently underway.⁸

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. Chantal Routhier. "Études régionales: Région administrative de la Côte-Nord et du Nord-du-Québec," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21CotenordNordduquebec-f.pdf?resVer=1632330202000>, page 7.

6. Ibid.

7. Ministère de l'Économie et de l'Innovation du Québec. "Région Côte-Nord: Secteur des entreprises," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/cote-nord/portrait-regional/secteur-des-entreprises/>

8. Routhier. "Études régionales: Région administrative de la Côte-Nord et du Nord-du-Québec," 9.

Industries



INDUSTRIES

Top Industries for Total Population

Primary industries account for 9.8% of jobs in Côte Nord, more than four times the share of jobs that primary industries account for at the provincial level (2.3%).⁹

The main source of employment within the region is the service sector, accounting for 74.1% of jobs, compared to 79.9% of jobs provincially.

The services sector encompasses a vast array of occupations and industries ranging from health care and finance to retail and education.

Typical health care and social assistance occupations include doctors, nurses, dentists, orderlies, early childhood educators, and social workers.

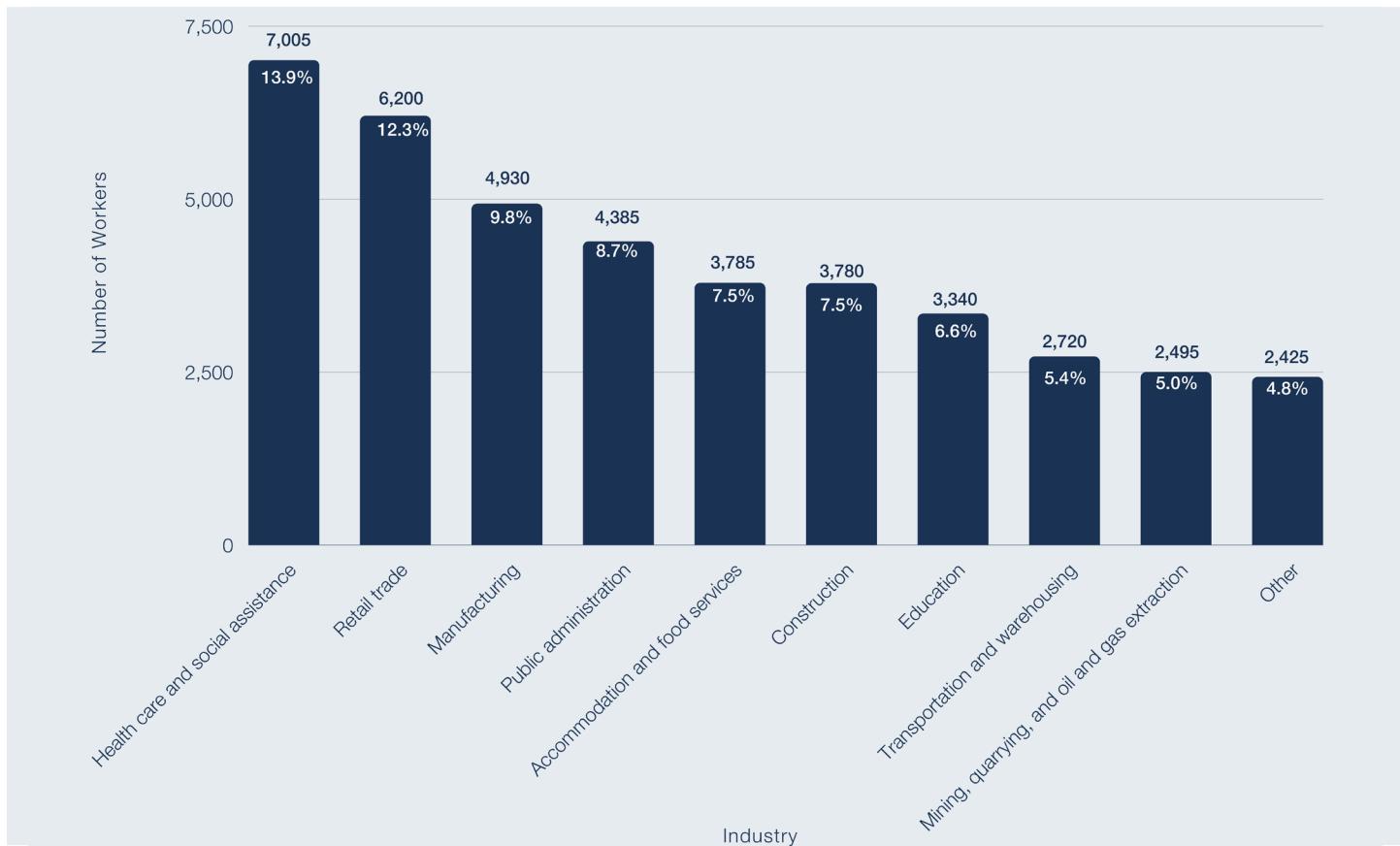
Primary Sector



Services



Graph 4: Top 10 Industries in Côte-Nord for Total Population



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

9. Ministère de l'Économie et de l'Innovation du Québec. "Région Côte-Nord: Structure économique," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/cote-nord/portrait-regional/structure-economique/>

INDUSTRIES

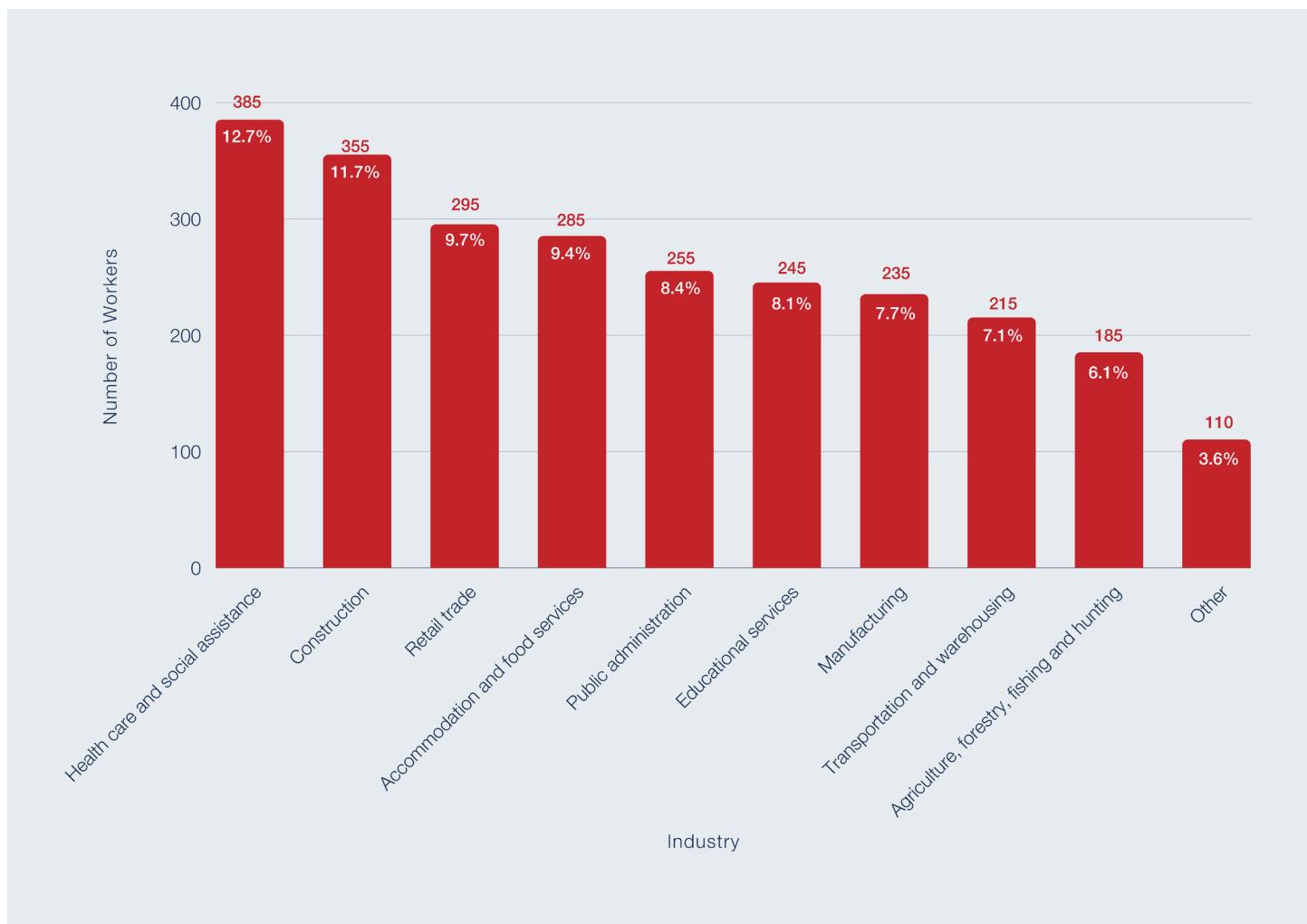
Top Industries for English Speakers

Compared to the total population of Côte-Nord, English speakers have a higher engagement in the construction industry and lower engagement in the manufacturing industry.

English speakers' high representation in construction is rooted in le Golfe-du-Saint-Laurent., where English speakers are primarily employed in construction services.

Typical health care and social assistance occupations include doctors, nurses, dentists, orderlies, early childhood educators, and social workers.

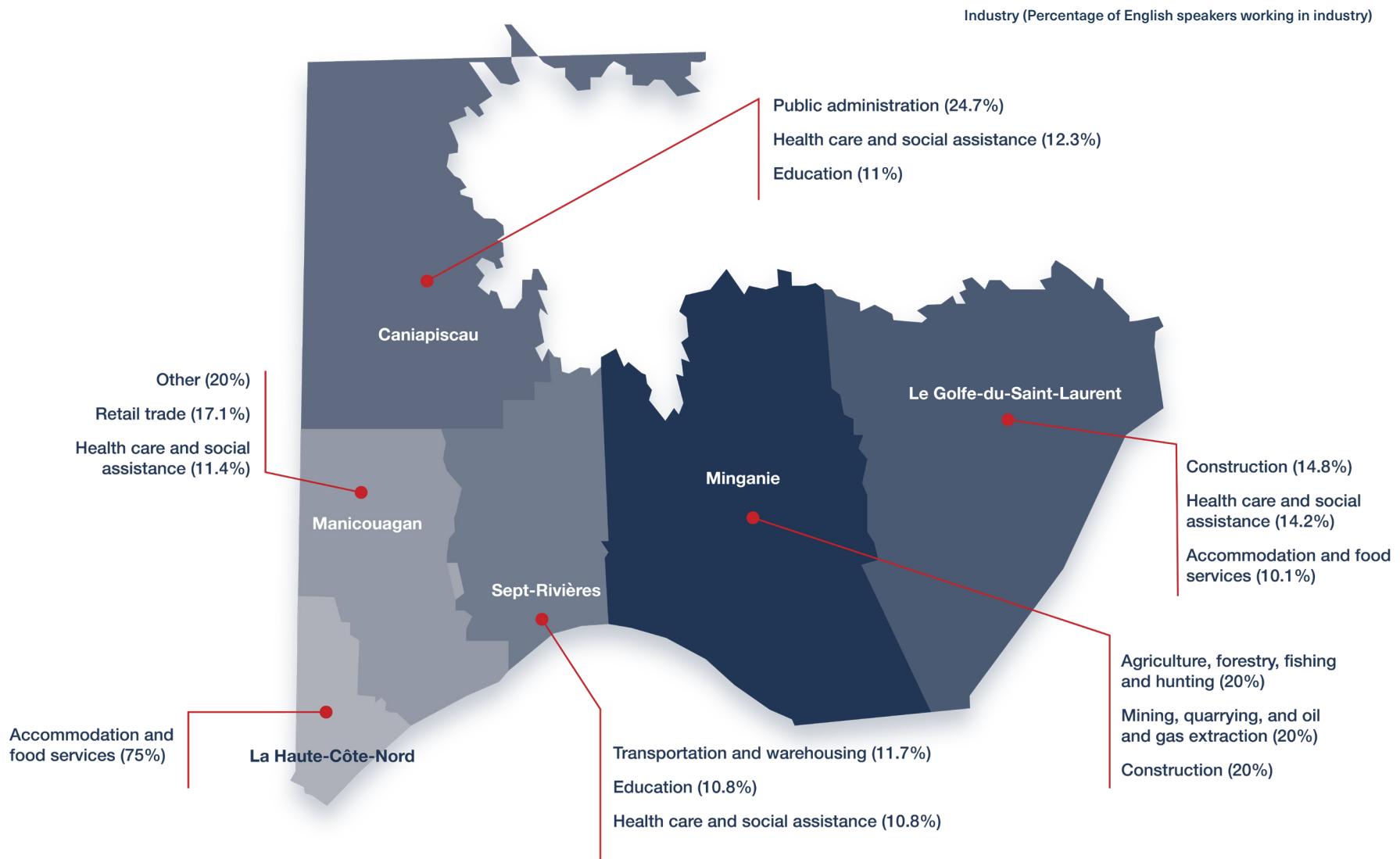
Graph 5: Top 10 Industries in Côte-Nord for English Speakers by Number of Worker



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

INDUSTRIES

Map 1: Top Industries in Côte-Nord for English Speakers



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:

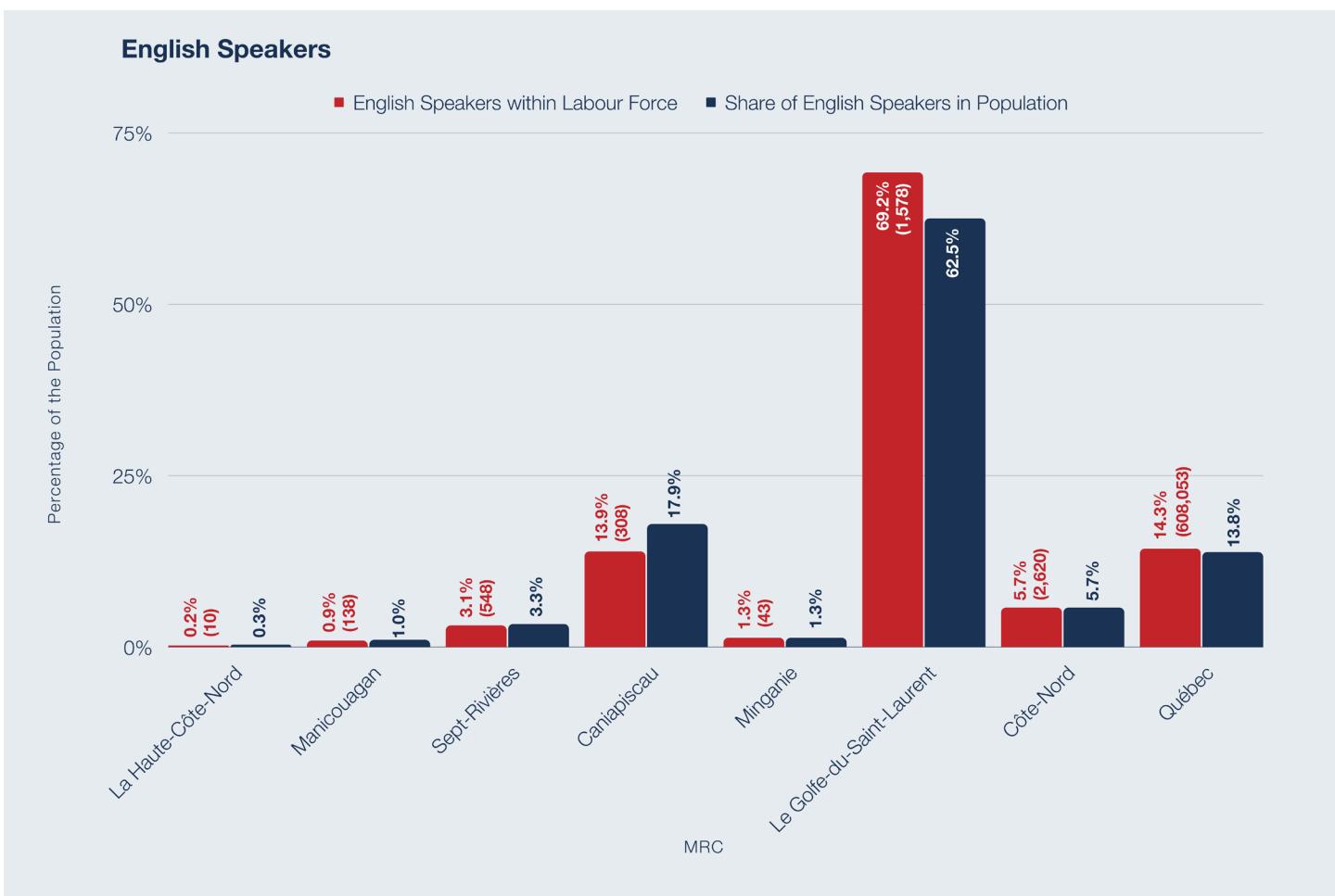
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have
- The income that individuals are earning

The English-speaking community accounts for 5.7% of both the population and labour force in Côte-Nord. English speakers constitute 2,620 individuals out of the 45,750-person labour force.

In Caniapiscau, English speakers are significantly underrepresented in the labour force as compared to the total population (13.9% compared to 17.9%).

In le Golfe-du-Saint-Laurent, English speakers account for a much higher percentage of the labour force than they do of the population (69.5% compared to 62.5%).

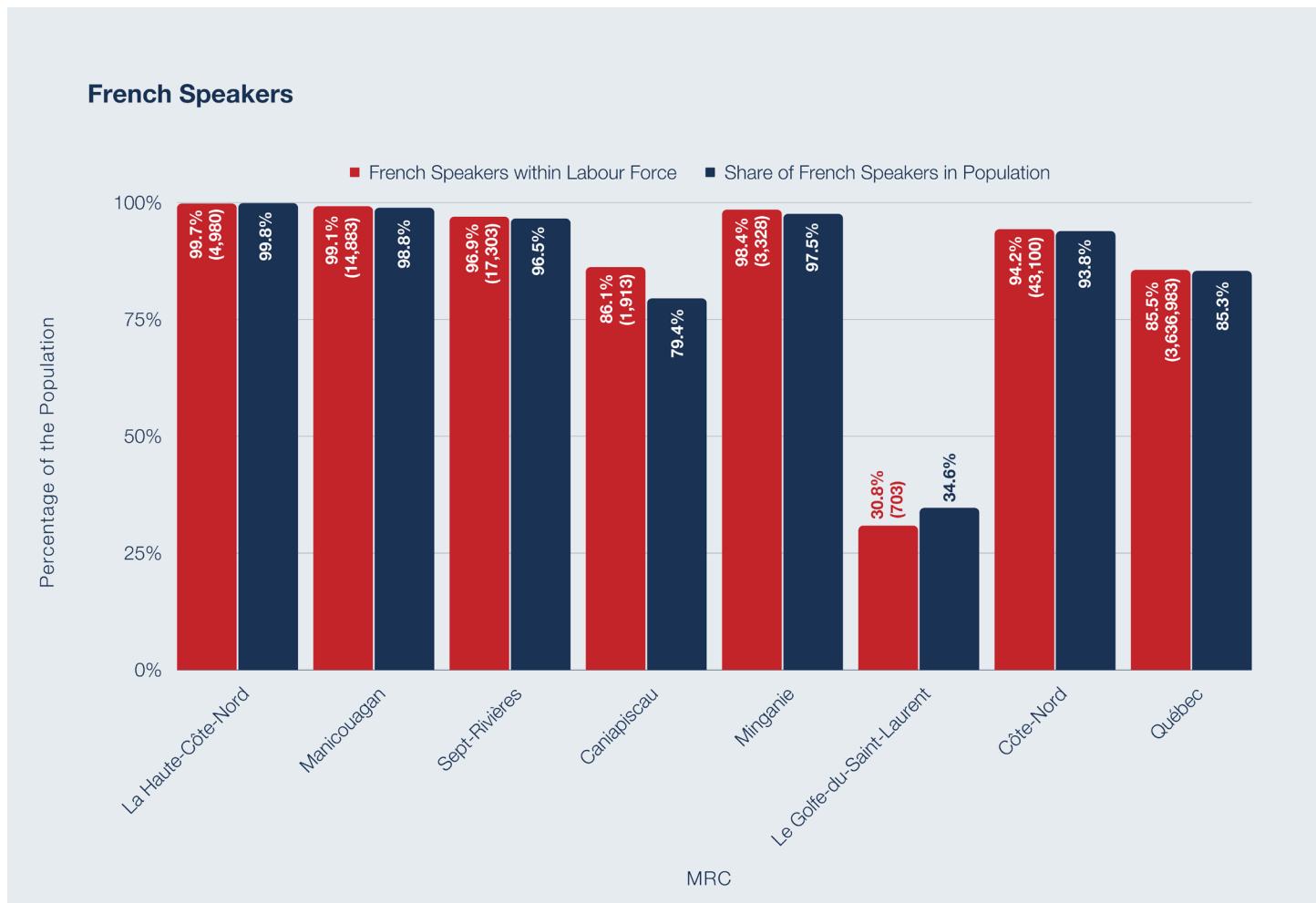
Graph 6a: Labour Force of Côte-Nord by MRC



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

LABOUR FORCE

Graph 6b: Labour Force of Côte-Nord by MRC



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

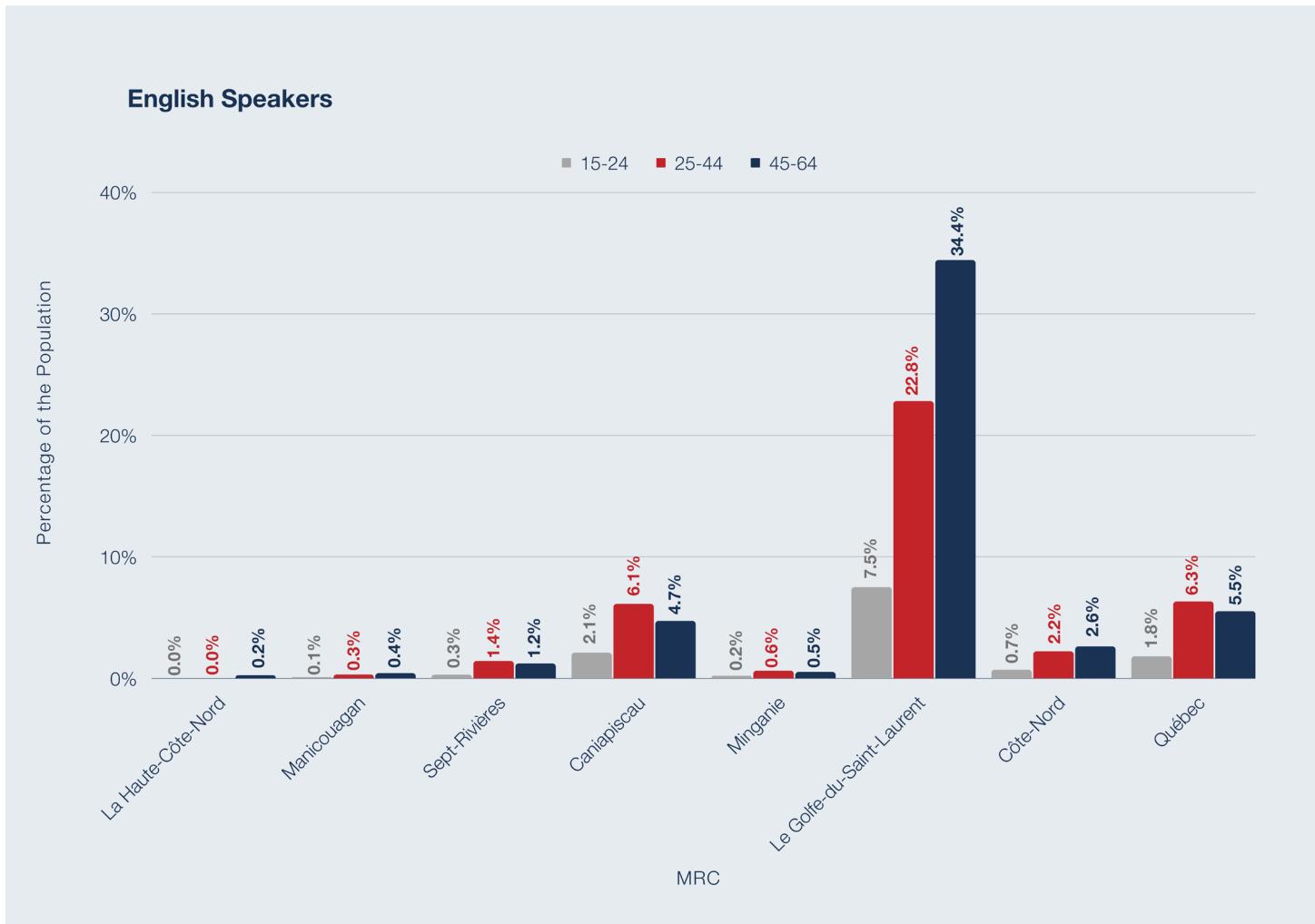
LABOUR FORCE

Age Structure of Labour Force

Among both English and French speakers, individuals aged 45-64 make up the largest portion of the labour force. At the provincial level, individuals aged 25-44 make up the largest share of the labour force, among both French and English speakers.

In Sept-Rivières, Caniapiscau, and Minganie, there are more English speakers aged 25-44 than 45-64 in the labour force.

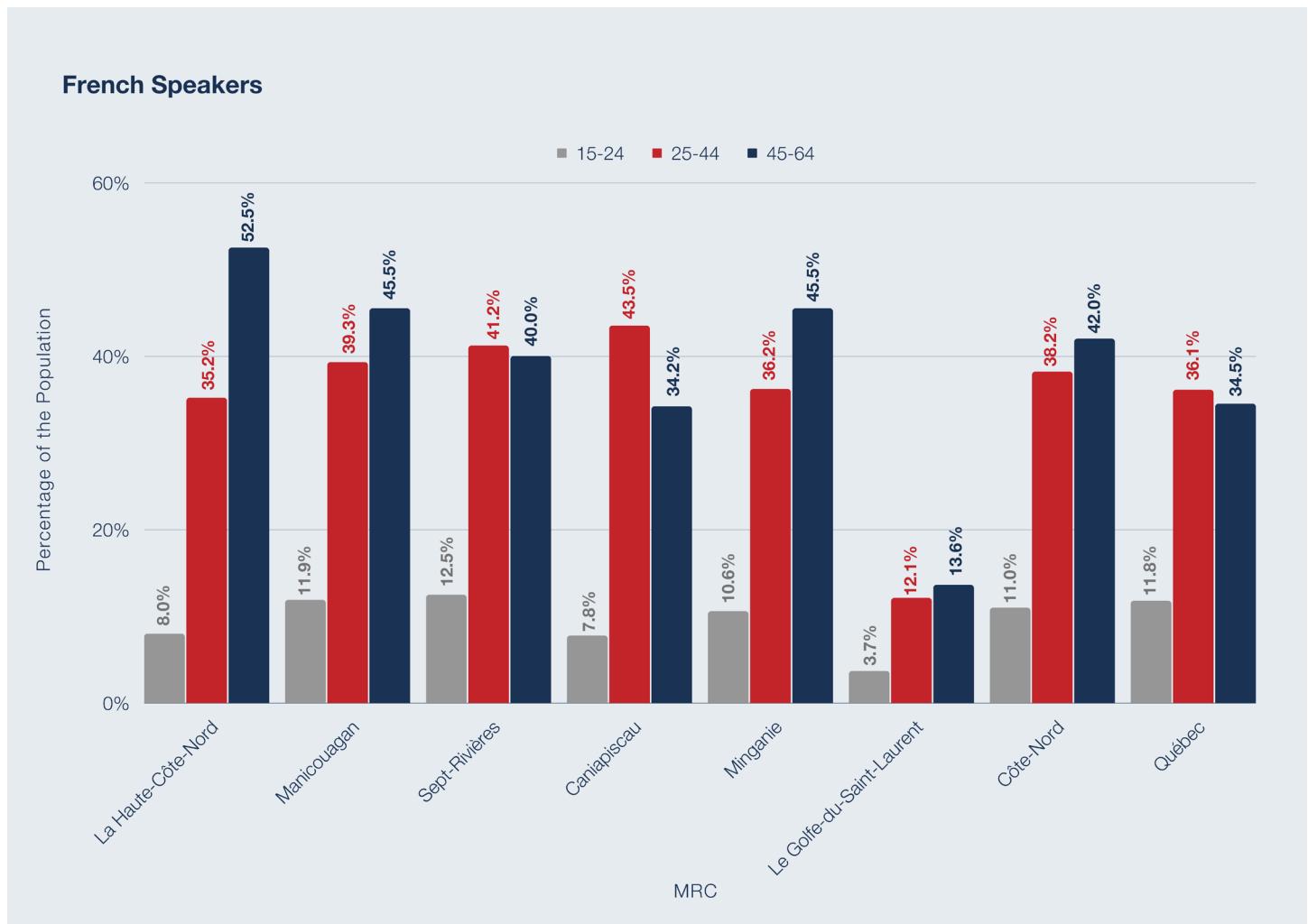
Graph 7a: Age Structure of Côte-Nord's Labour Force by MRC



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

LABOUR FORCE

Graph 7b: Age Structure of Côte-Nord's Labour Force by MRC



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

LABOUR FORCE

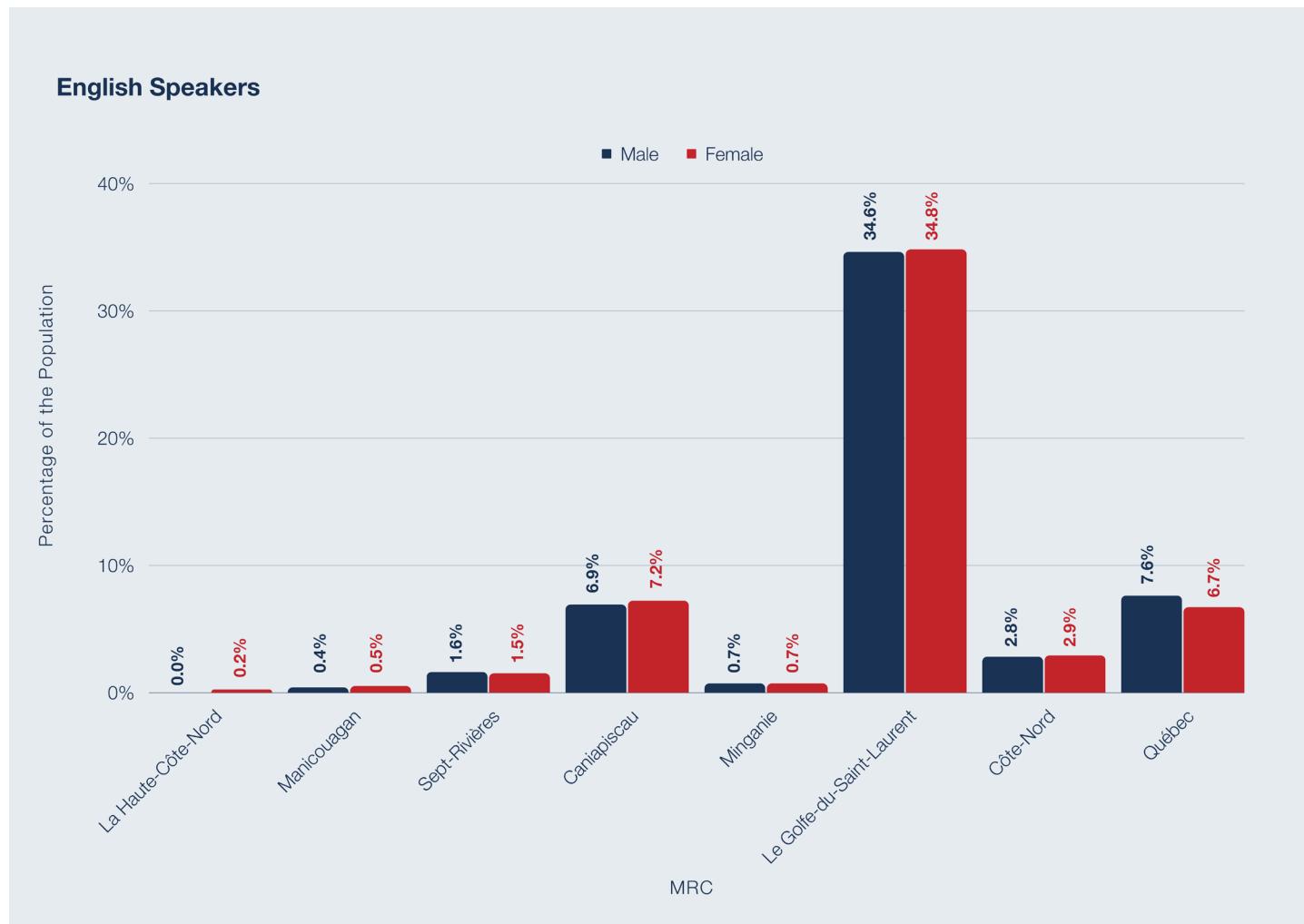
Sex Structure of Labour Force

Côte-Nord is one of three regions in Québec where there are more English-speaking women than men in the labour force: as in the total population, English-speaking men make up 2.8% of the labour force while English-speaking women make up 2.9% of the labour force.

French-speaking men make up more than half of the labour force in every MRC with the exception of le Golfe-du-Saint-Laurent.

The largest sex-linguistic gap is observed among French speakers in Caniapiscau, where women make up 34.2% of the labour force while men make up 51.5% of the labour force.

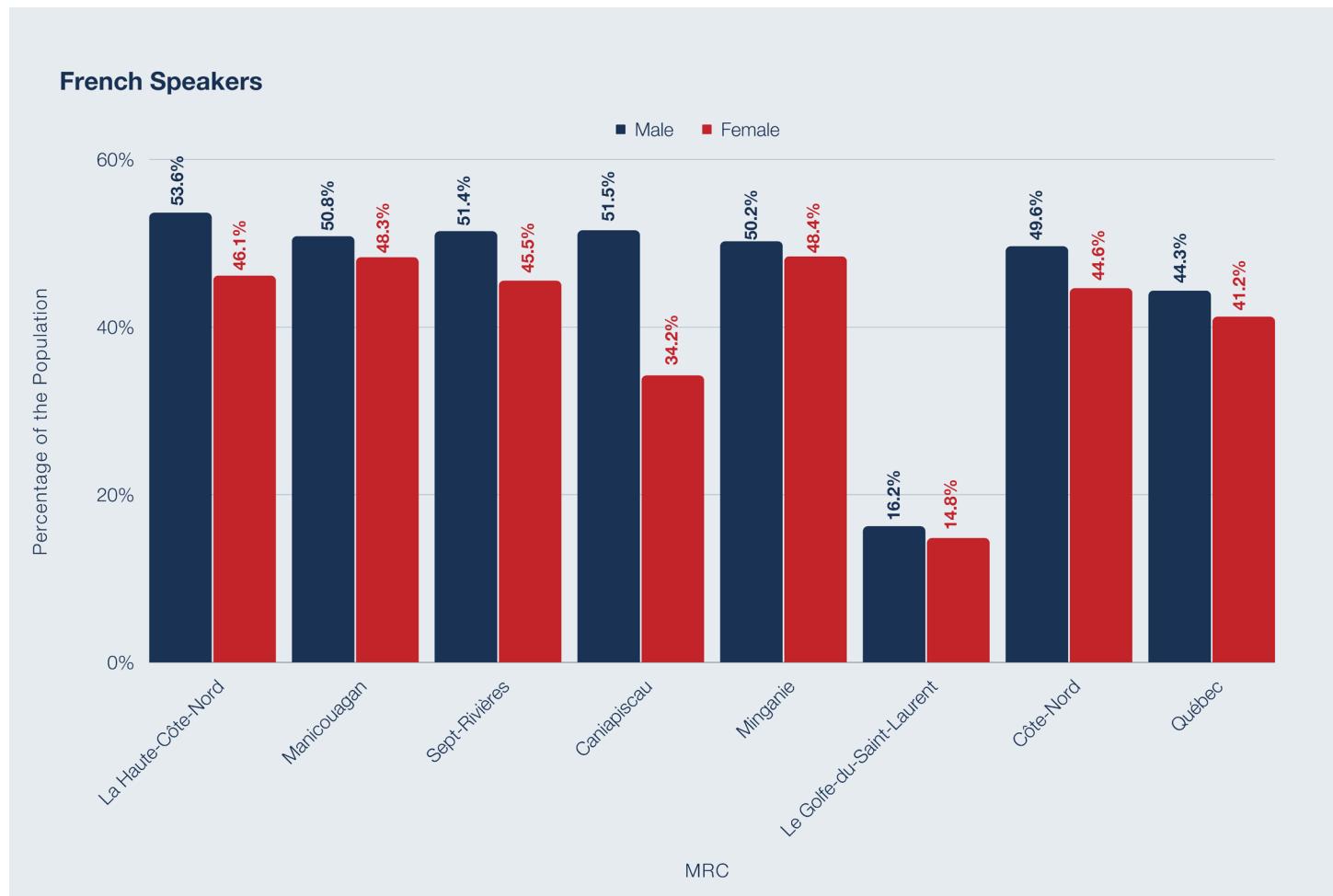
Graph 8a: Sex Structure of Côte-Nord's Labour Force by MRC



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

LABOUR FORCE

Graph 8b: Sex Structure of Côte-Nord's Labour Force by MRC



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.

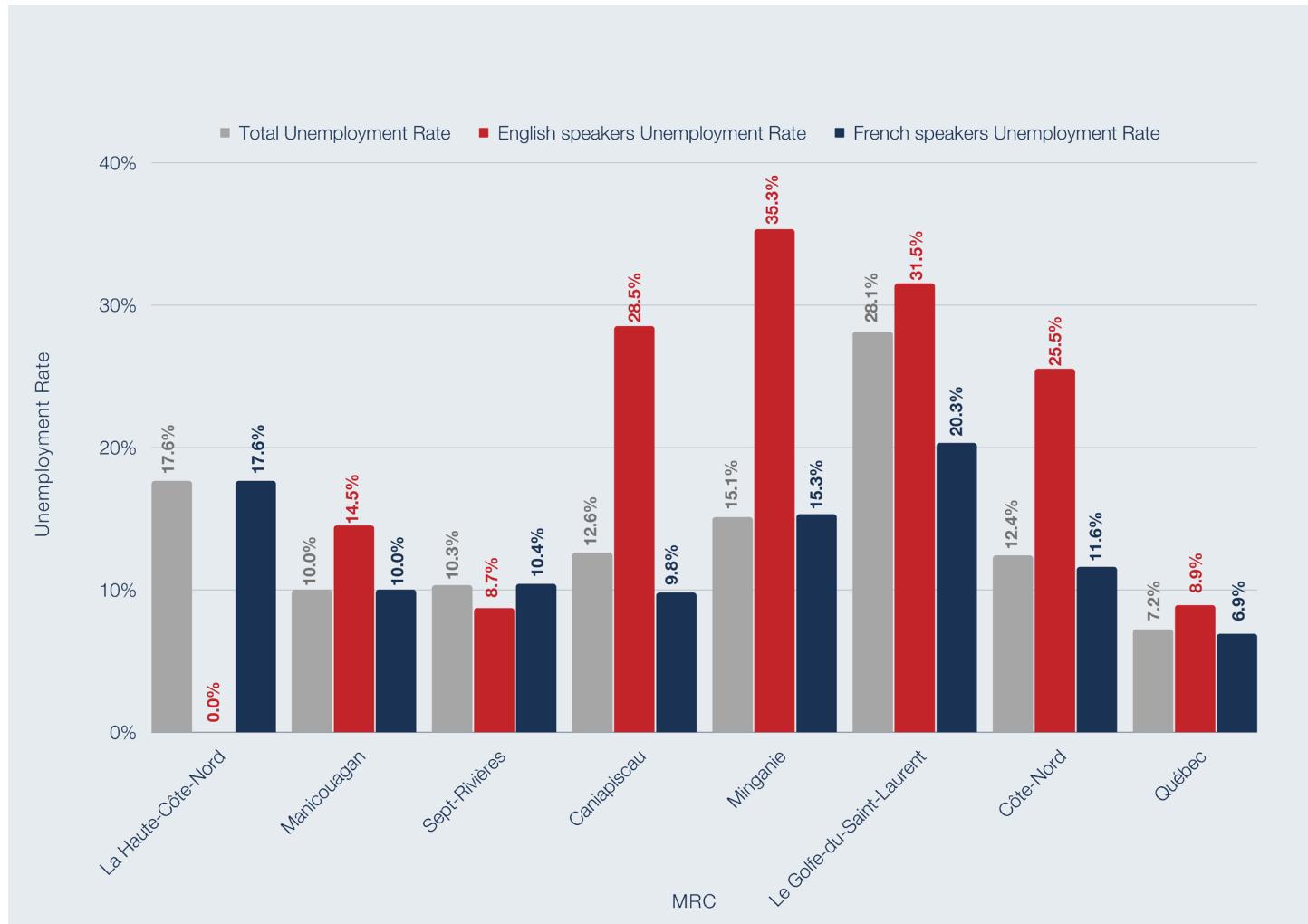
UNEMPLOYMENT RATE

Côte-Nord has the third highest overall unemployment rate in Québec, at 12.4%. The rate of unemployment experienced by English speakers in the region is more than double the regional rate, at 25.5%.

In le Golfe-du-Saint-Laurent, where over 62% of English speakers live and work, English speakers face an unemployment rate of 31.5%.

In Sept-Rivières, English speakers have a lower unemployment rate than French speakers (8.7% compared to 10.4%).

Graph 9: Unemployment Rate in Côte-Nord by MRC



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

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

Individuals aged 25-44 experience the lowest unemployment rates in the region, across both linguistic communities.

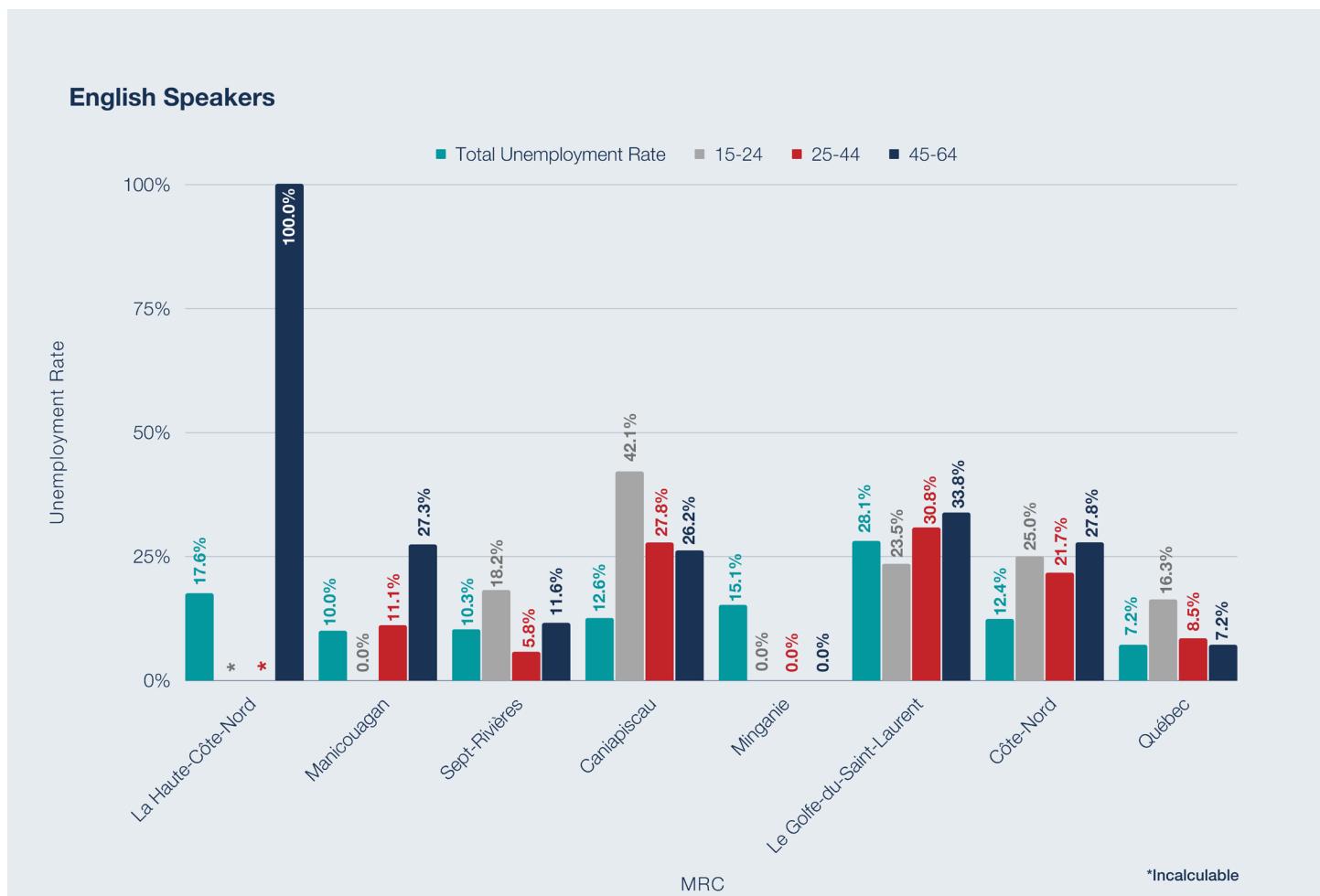
Among French speakers, youth experience the highest unemployment rate (18.4%).

Among English speakers, individuals aged 45-64 experience the highest unemployment rate (27.8%). Bas-Saint-Laurent

is the only other region where this is the case; in most other regions, English-speaking youth experience the highest unemployment rate.

Notably, English-speaking youth aged 15-24 in Caniapiscau experience an unemployment rate of 42.1%. English speakers aged 45-64 in le Golfe-du-Saint-Laurent experience an unemployment rate of 33.8%.

Graph 10a: Age Structure of Unemployment Rate in Côte-Nord by MRC

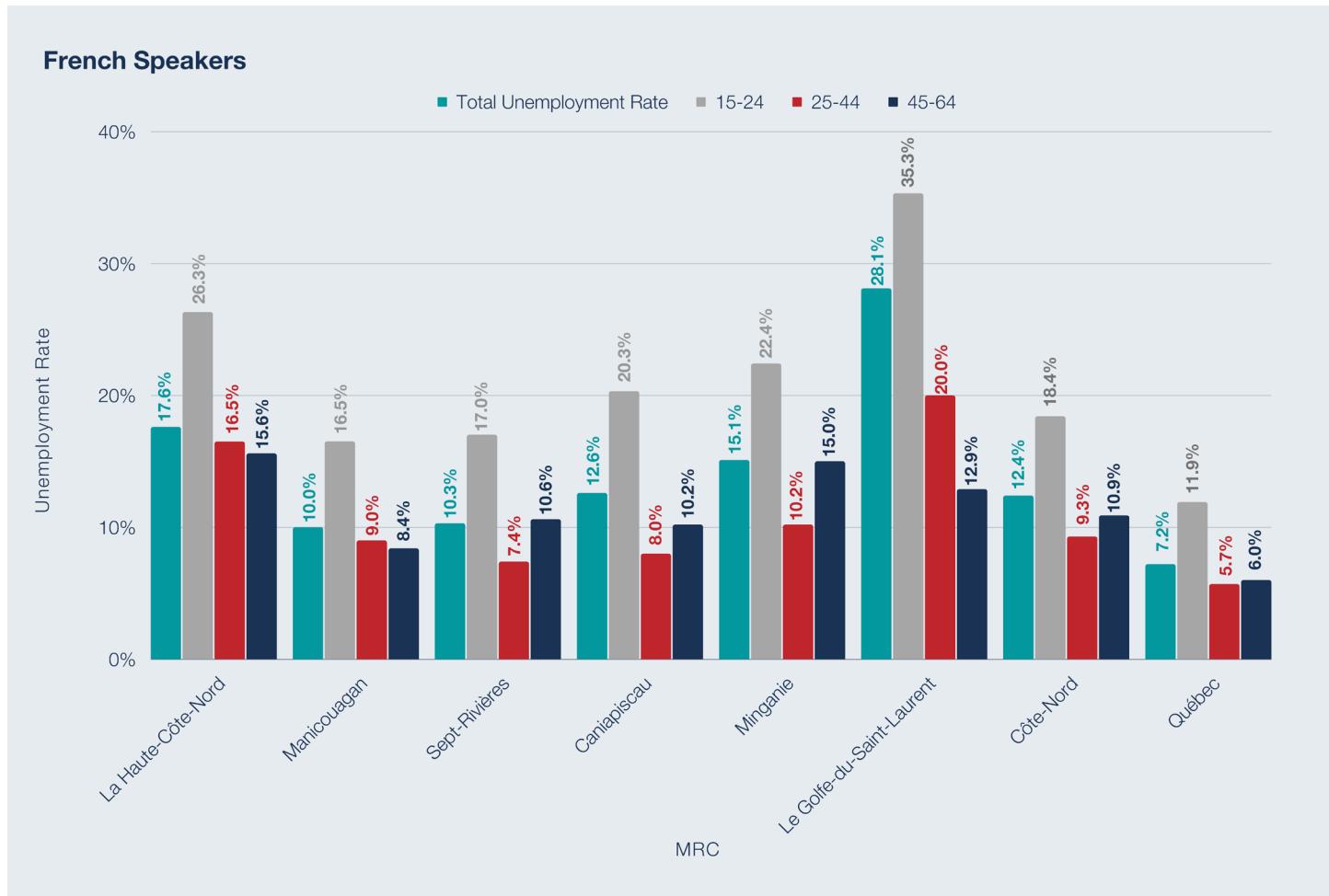


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*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 Côte-Nord by MRC



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

UNEMPLOYMENT RATE

Sex Structure of Unemployment Rate

Women in Côte-Nord tend to experience lower unemployment rates than the men in their linguistic community.

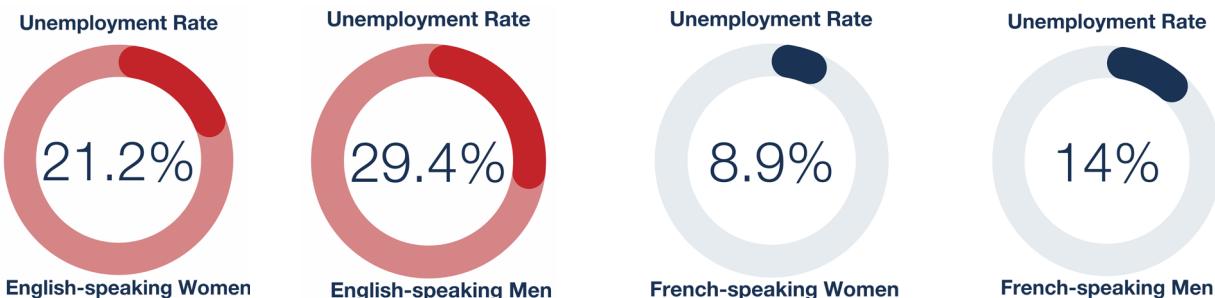
English-speaking men experience the highest rates of unemployment in the region (29.4%), followed by English-speaking women (21.2%), then French-speaking men (14%). French-speaking women experience the lowest unemployment rates in the region (8.9%).

English-speaking men in le Golfe-du-Saint-Laurent experience the highest unemployment rate of any sex-linguistic group in

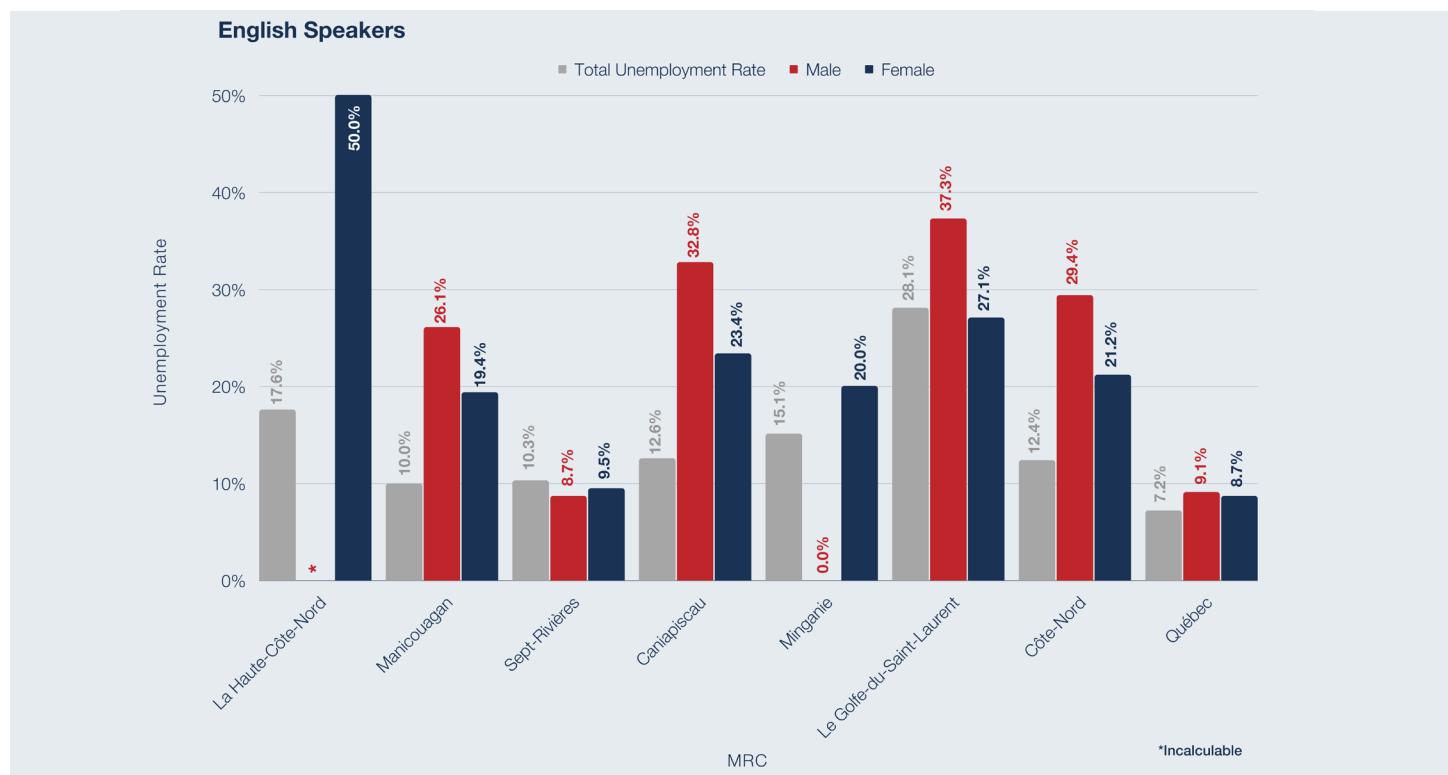
the region, at 37.3%. This is more than five times the provincial unemployment rate (7.2%).

Sept-Rivières is the only MRC where English-speaking women are observed to have a higher statistically significant unemployment rate than English-speaking men (9.5% compared to 8.7%).

Caniapiscau is the only MRC where French-speaking women have a higher unemployment rate than French-speaking men (11.5% compared to 9.2%).



Graph 11a: Sex Structure of Unemployment Rate in Côte-Nord by MRC

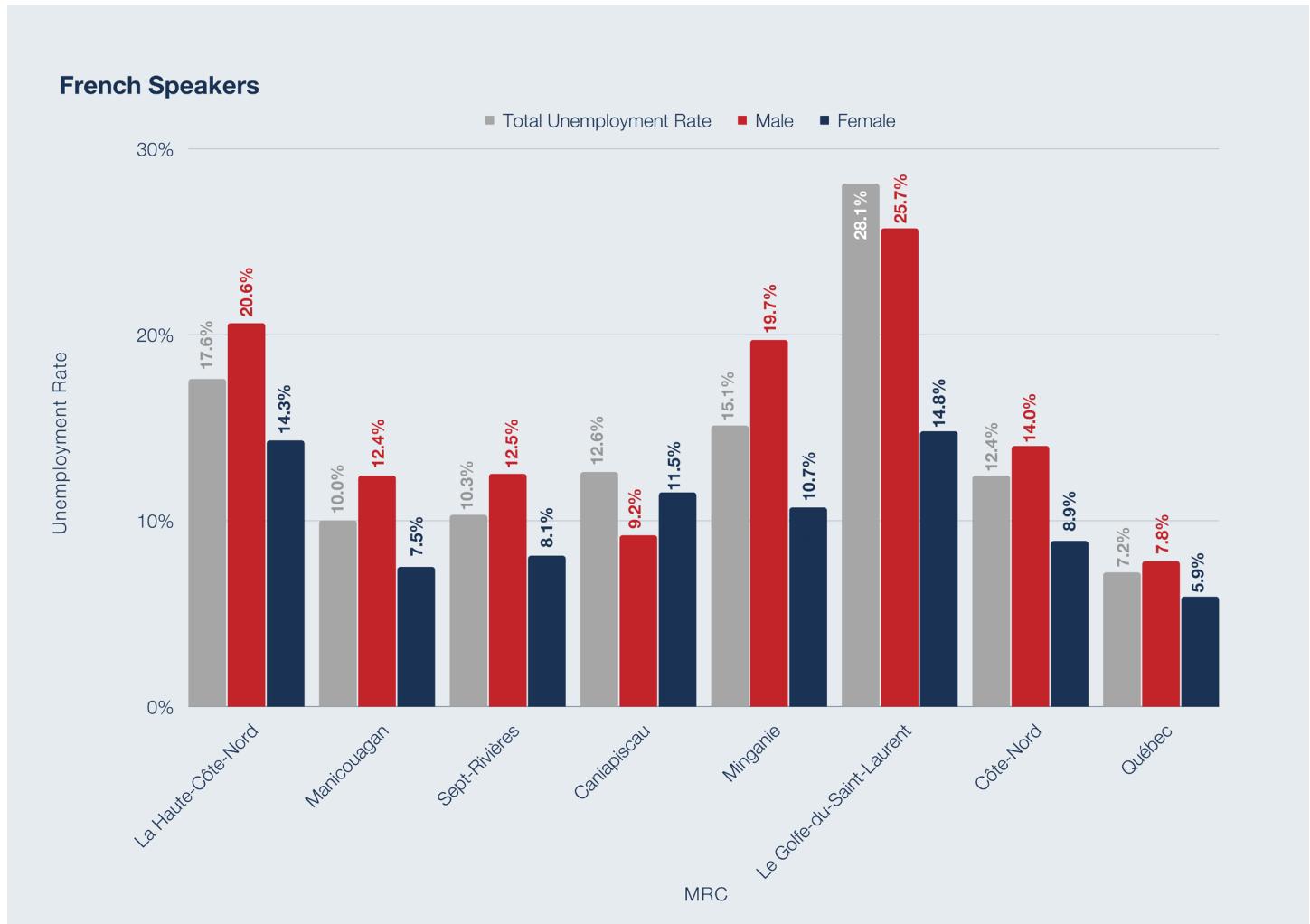


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*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 11b: Sex Structure of Unemployment Rate in Côte-Nord by MRC



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

Work Activity



WORK ACTIVITY

Engagement in Part- and Full-time Work

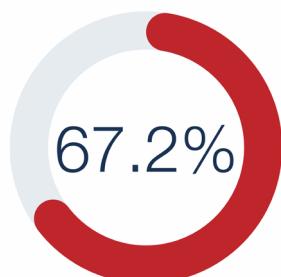
English speakers in Côte-Nord have the second highest rate of engagement in part-time work compared to full-time work (67.2%) of any linguistic group and in any region of Québec, behind English speakers in Gaspésie-Îles-de-la-Madeleine (68.5%).

The majority of French speakers are also engaged in part-time work, although at a lower rate than English speakers (54.4%).

High engagement in part-time work is connected to the number of part-time and seasonal industries that are prominent in the region (e.g. fishing, construction).

In le Golfe-du-Saint-Laurent, 73.3% of English speakers work part-time. A large portion of these individuals are employed in the construction and fishing industries.

English Speakers



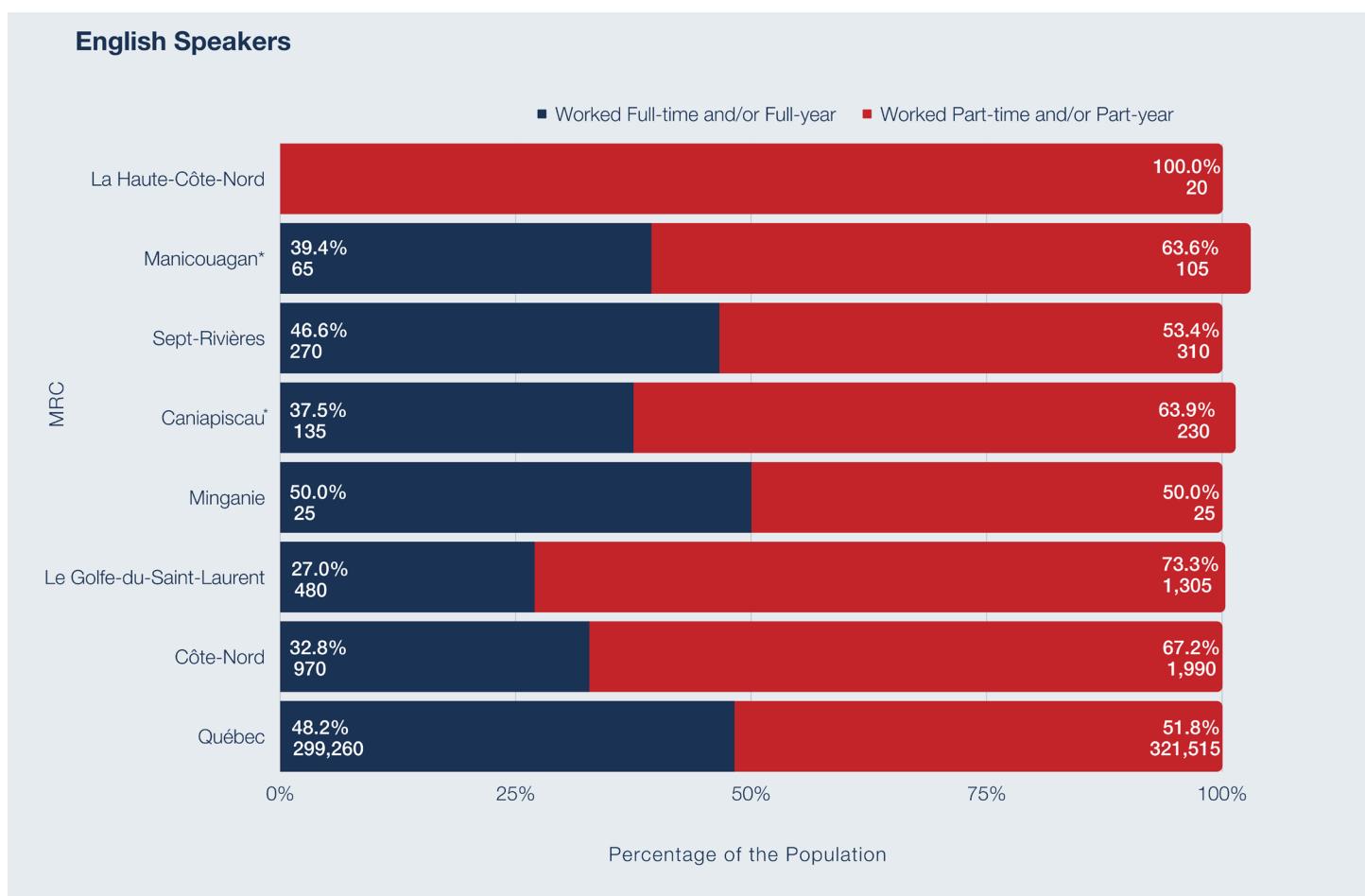
Part-time / Part-year

French Speakers



Part-time / Part-year

Graph 12a: Work Activity in Côte-Nord by MRC

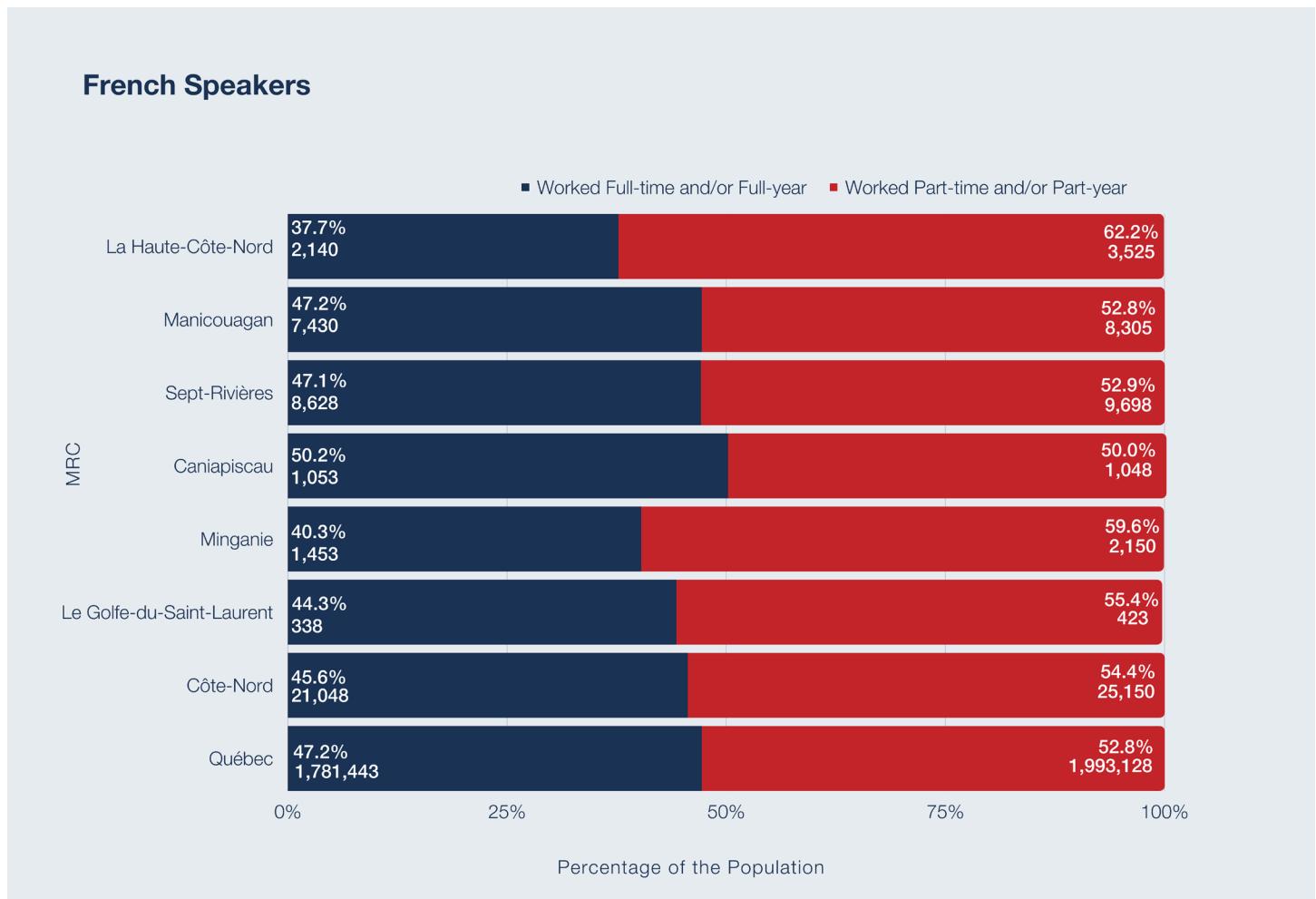


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*Owing to the small population sample size of English speakers in these MRCs, figures may not be wholly representative.

WORK ACTIVITY

Graph 12b: Work Activity in Côte-Nord by MRC



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

WORK ACTIVITY

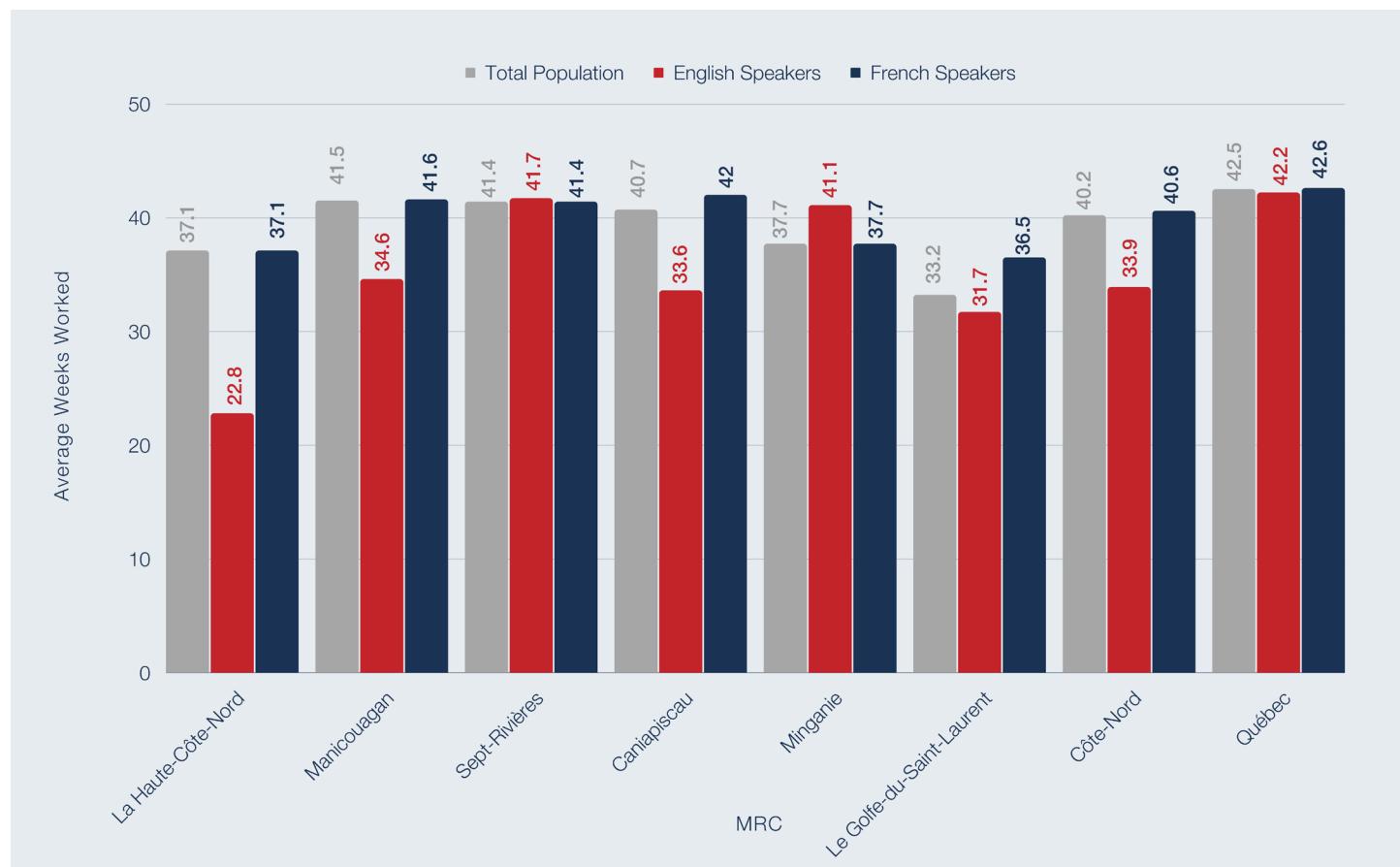
Average Weeks Worked

Côte-Nord has the largest difference in average weeks worked per year: English speakers work an average of 33.9 weeks per year, while French speakers work 40.6 weeks per year.¹⁰

The difference between English and French speakers may be related to English speakers' high engagement in part-time and seasonal industries. In le Golfe-du-Saint-Laurent, where English speakers are heavily engaged in construction and fishing, they also work some of the fewest weeks per year (31.7).



Graph 13: Average Weeks Worked in Côte-Nord by MRC



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

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.

Income



Income

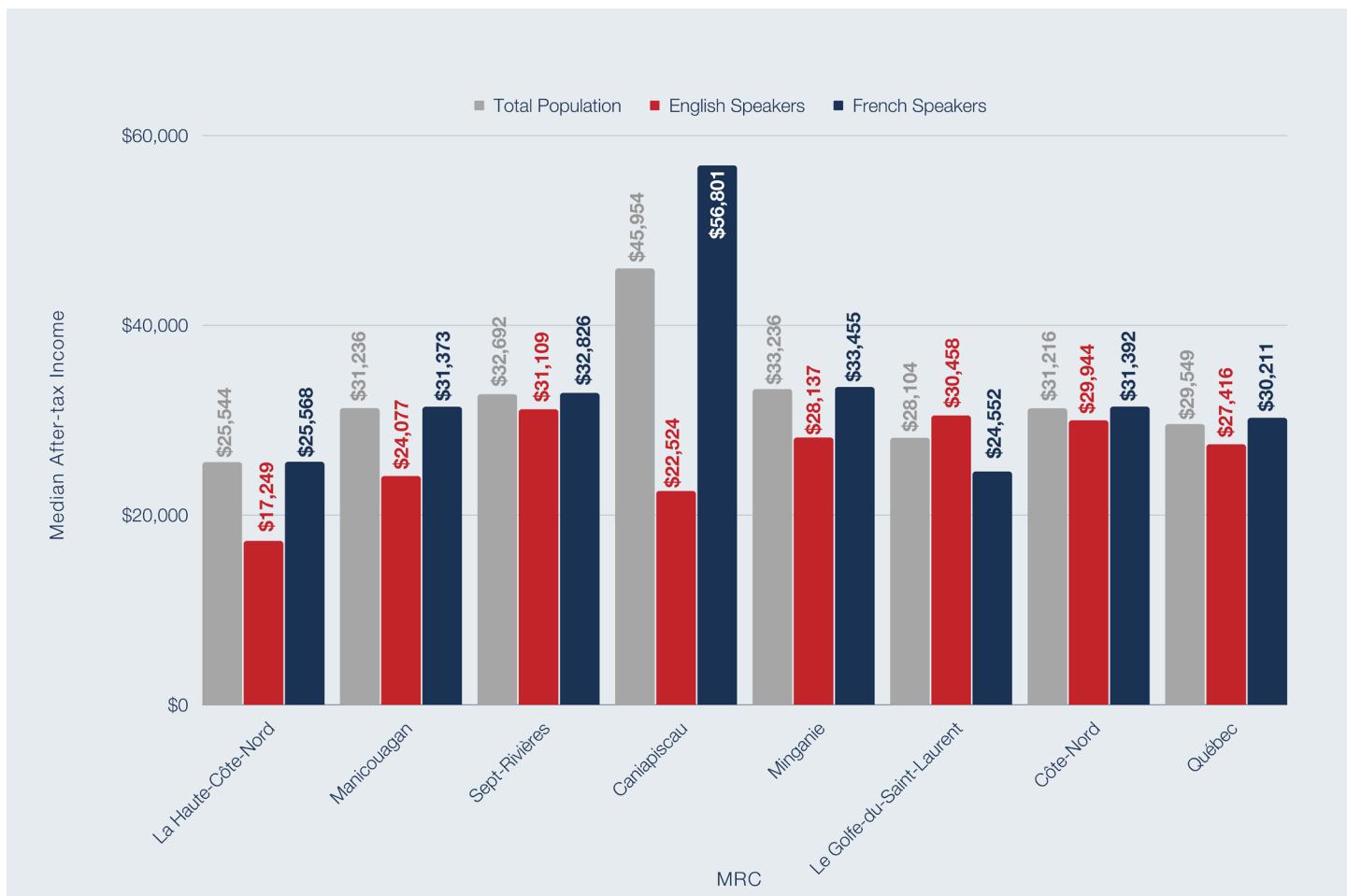
Median After-tax Income

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.¹¹

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 Côte-Nord earn a lower median after-tax income than French speakers (\$29,944 compared to \$31,392).

Graph 14: Median After-tax Income in Côte-Nord by MRC



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

11. 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.

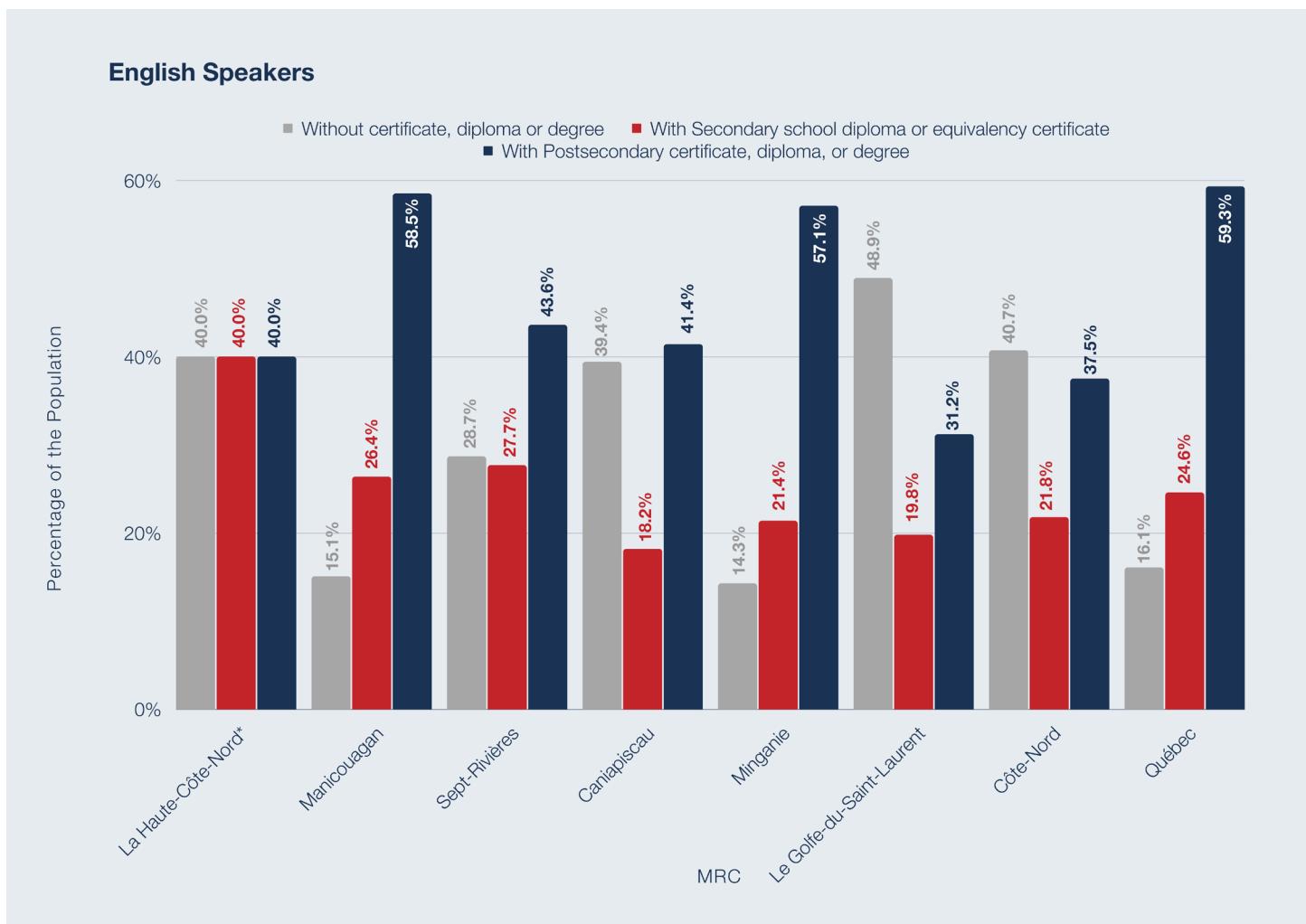
EDUCATION

English speakers in Côte-Nord have the second lowest rate of postsecondary attainment (37.5%) of any English-speaking community in the province, following that of Nord-du-Québec.

French speakers also have a relatively low rate of postsecondary attainment (52.1%) compared to French speakers in other regions.

English speakers in le Golfe-du-Saint-Laurent have the lowest postsecondary attainment rate, at 31.2%. This MRC also has the highest rate of English speakers with no educational attainment, at 48.9%.

Graph 15a: Educational Attainment in Côte-Nord by MRC

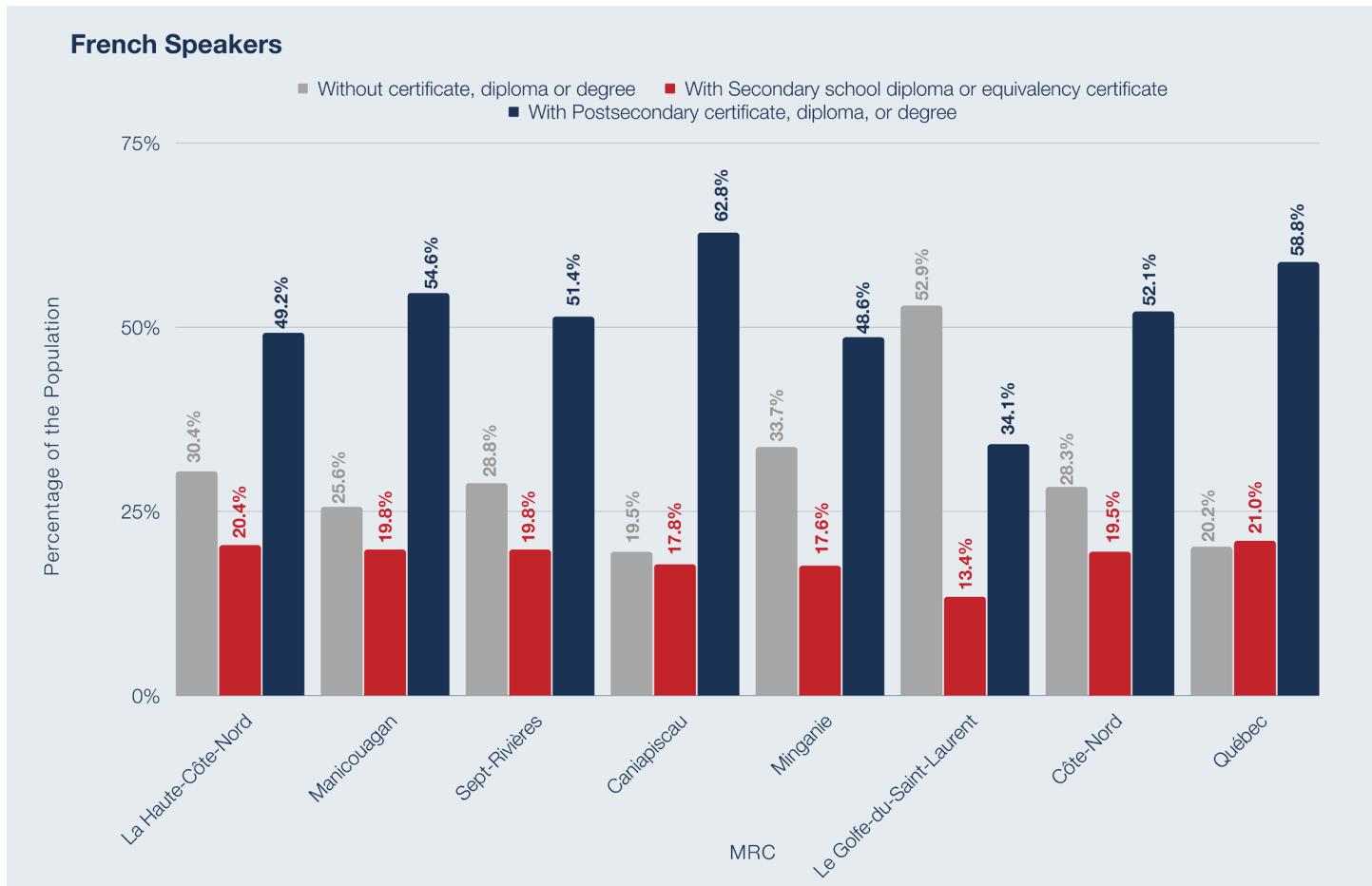


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*Owing to the small population sample size of English speakers in this MRC, figures may not be wholly representative.

EDUCATION

Graph 15b: Educational Attainment in Côte-Nord by MRC



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

REFERENCES

Adapted from Statistics Canada. (2016). Population in Private Households by Selected Demographic, Cultural, Educational, Labour Force and Income Characteristics (984), First Official Language Spoken (6), Age (8B) and Sex (3), for the Province of Quebec, the MRCs of the Province of Quebec and the administrative Regions of the Province of Quebec, 2016 Census - 25% Sample Data, [custom table].

Hamelin, F. (2020). Portrait économique des régions du Québec. 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

Ministère de l'Économie et de l'Innovation du Québec. (2021, September 07). Région Côte-Nord: Secteur des entreprises. Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/cote-nord/portrait-regional/secteur-des-entreprises/>

Ministère de l'Économie et de l'Innovation du Québec. (2021, September 07). Région Côte-Nord: Structure économique. Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/cote-nord/portrait-regional/structure-economique/>

Routhier, C. (2021, September 23). Études régionales: Région administrative de la Côte-Nord et du Nord-du-Québec. Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21CotenordNordduquebec-f.pdf?resVer=1632330202000>

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