

Employment Profile of English Speakers in Chaudière-Appalaches

Provincial Employment Roundtable (PERT)



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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 Secrétariat aux relations avec les Québécois d'expression anglaise.

***Secrétariat aux relations
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EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Chaudière-Appalaches'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 Chaudière-Appalaches'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:

- Chaudière-Appalaches has a population of 408,610 individuals; 3,755 (0.9%) are English speakers.
- Chaudière-Appalaches is a manufacturing-oriented region, and has a higher proportion of manufacturing activity including processing of natural resources and production of goods.
- The top industries in which Chaudière-Appalaches's English speakers are employed are manufacturing, education, and retail. Compared to the total population, English speakers have higher engagement in the education industry and lower engagement in the healthcare industry.
- Individuals aged 45-64 make up the largest portion of the population in Chaudière-Appalaches, across both linguistic communities. French speakers aged 45-64 also represent the largest portion of the labour force. Among English speakers, individuals aged 25-44 and 45-64 represent equal portions (0.4%) of the labour force.
- English-speaking men and women both make up 0.5% of the labour force in Chaudière-Appalaches.
- Chaudière-Appalaches has the lowest unemployment rate in the province, at 4.5%. Both English and French speakers in this region experience the lowest unemployment rates compared to their respective linguistic communities in other regions: 5.7% for English speakers, and 4.5% for French speakers.
- English-speaking youth experience the lowest

unemployment rate (5.3%) of any English-speaking age group. French-speaking youth experience the highest unemployment rate (6.5%) of any French-speaking age group.

- English-speaking men have the highest unemployment rate (6.6%) in the region, followed by English-speaking women (5.6%), French-speaking men (5.2%), and French-speaking women (3.6%).
- English speakers in the region earn a slightly higher median after-tax income than French speakers (\$31,583 versus \$30,710). This is one of only three regions where this occurs, the other two being Saguenay-Lac-Saint-Jean and Mauricie.
- English speakers in Chaudière-Appalaches have the second-highest postsecondary attainment rate (62.9%) of any English-speaking community in Québec, following Capitale-Nationale and tied with Saguenay-Lac-Saint-Jean.

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 MRC and regional county municipality/municipalité régionale comté (RCM/MRC). MRCs 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?Function=DEC&Id=34004>

METHODOLOGY AND DEFINITIONS

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

Educational Attainment

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

Industry

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

Population



POPULATION

Total Population

English-speaking Population

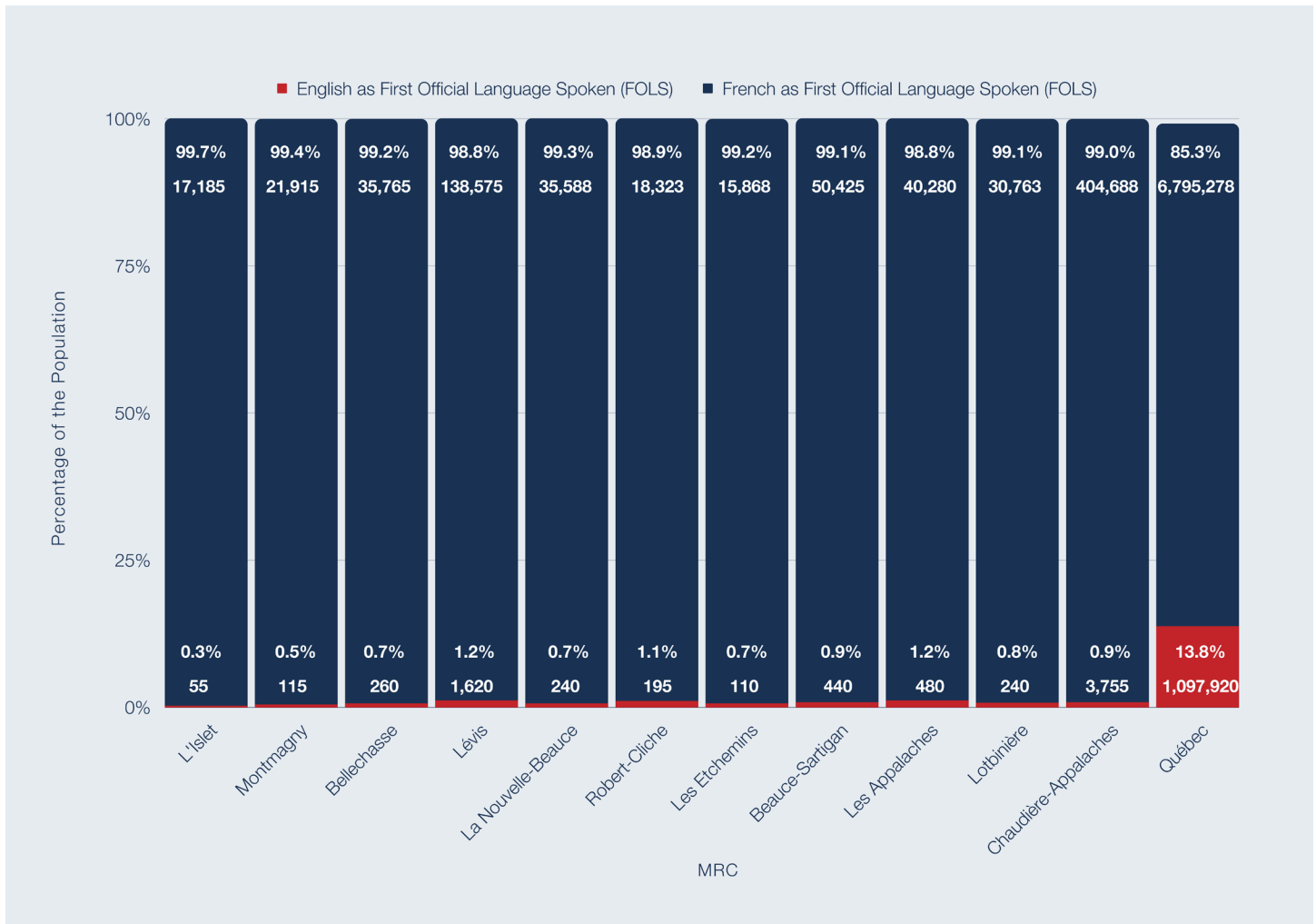


Chaudière-Appalaches

The population of Chaudière-Appalaches is approximately 408,610. The English-speaking community comprises approximately 3,755 individuals, or 0.9% of the region's total population.

The English-speaking community is dispersed across the 10 MRCs in the region, although there are moderate concentrations of English speakers in Lévis, Robert-Cliche, and les Appalaches.

Graph 1: Total Population of Chaudière-Appalaches by MRC



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

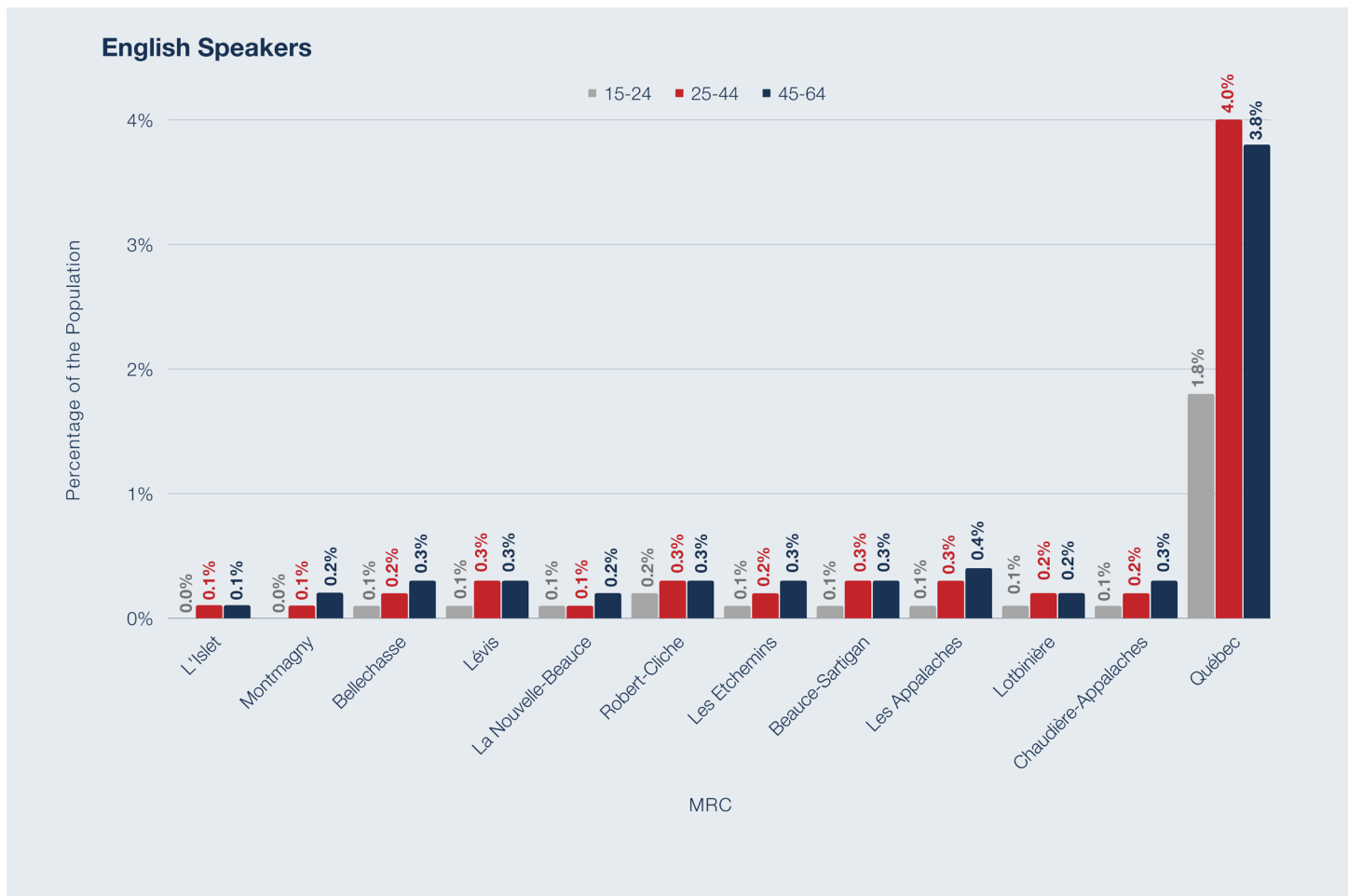
POPULATION

Age Structure of Population

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

In L'Islet, Lévis, Robert-Cliche, Beauce-Sartigan, and Lotbinière, English speakers aged 25-44 and 45-64 make up equivalent portions of the population.

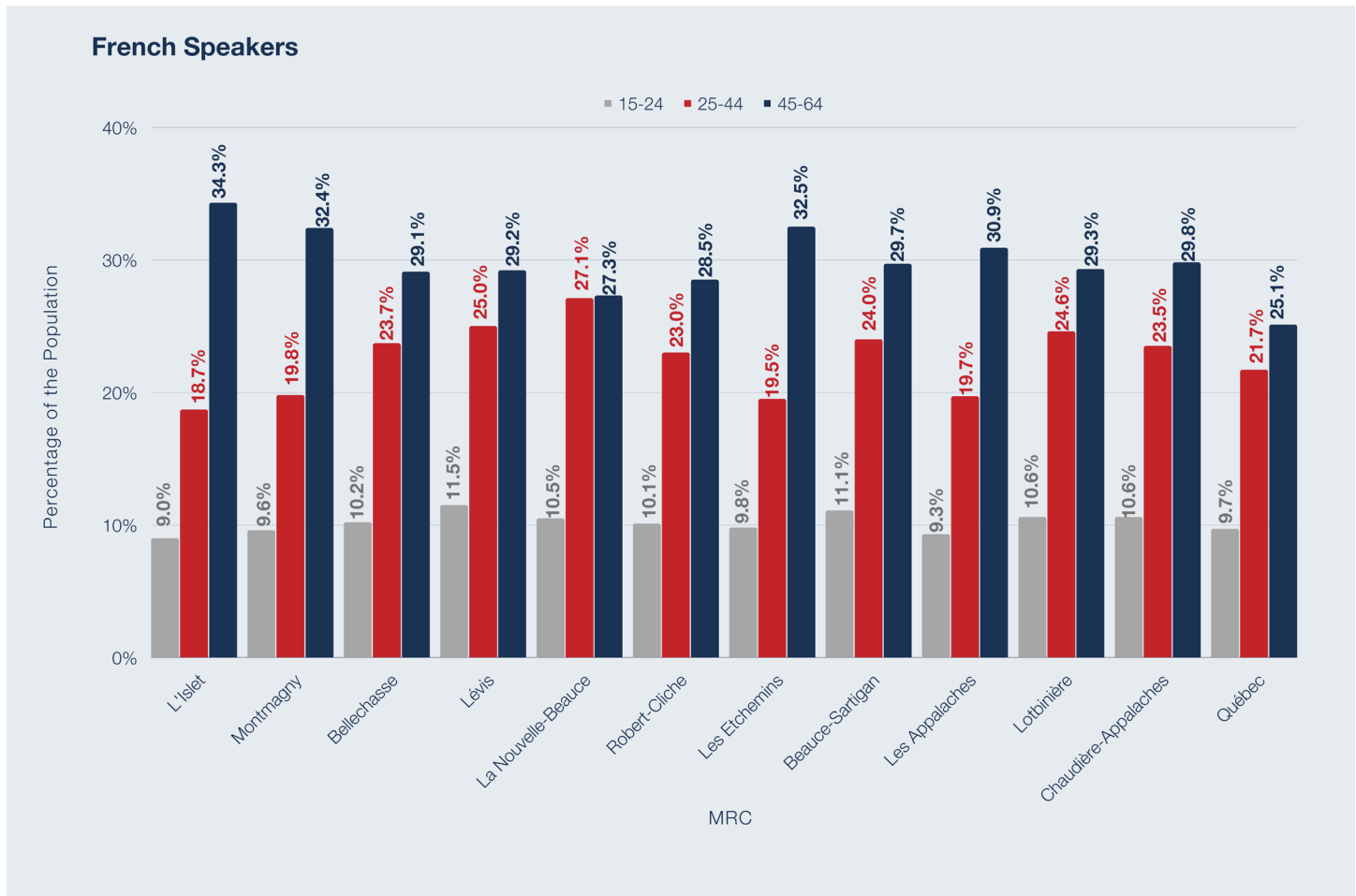
Graph 2a: Age Structure of Chaudière-Appalaches' Population by MRC



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

POPULATION

Graph 2b: Age Structure of Chaudière-Appalaches' Population by MRC



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

POPULATION

Sex Structure of Population

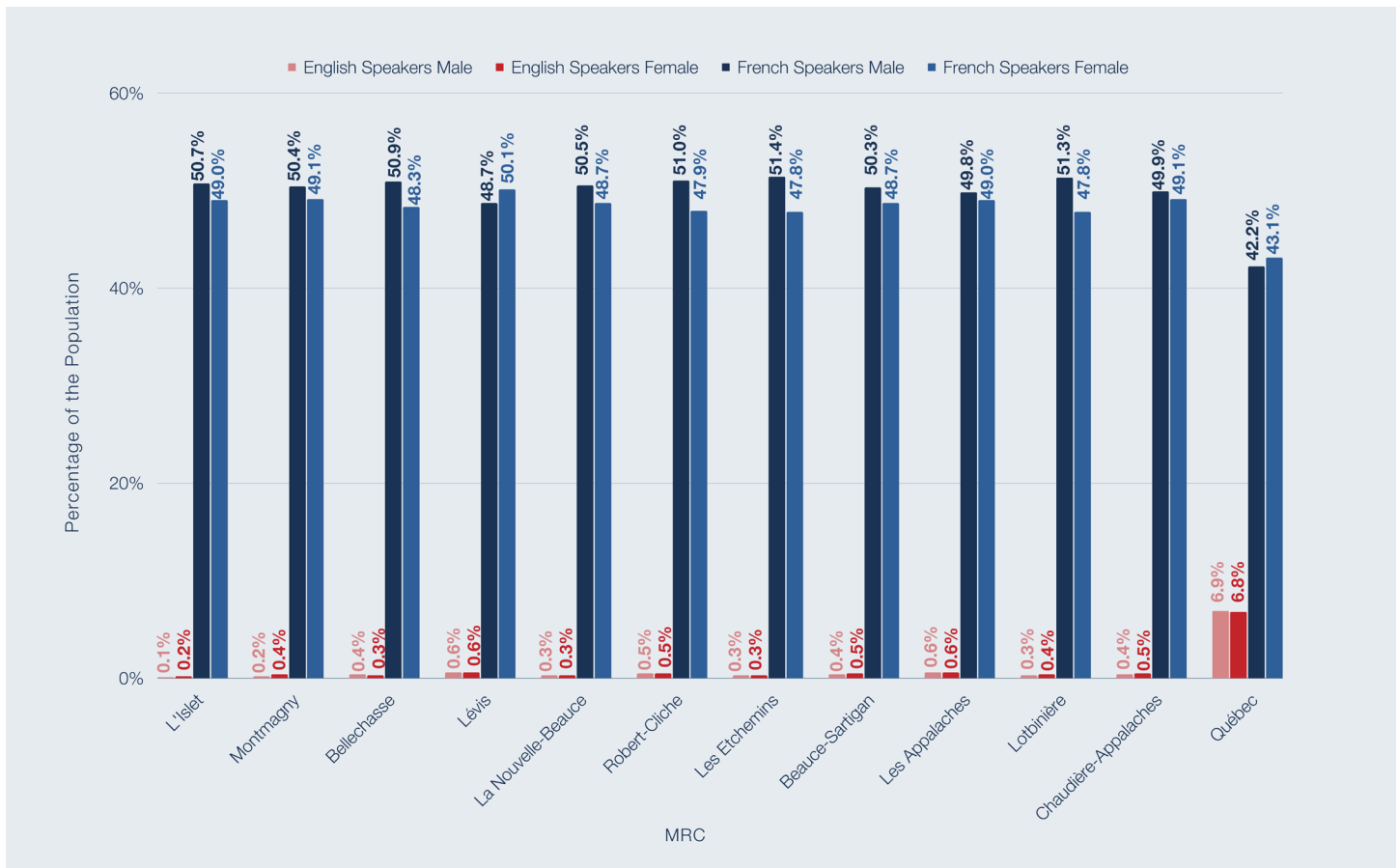
Among English speakers, there are more women than men in the total population (0.5% versus 0.4%).

Among French speakers, there are more men than women in the total population (49.9% versus 49.1%).

In Bellechase, there are more English-speaking men than women (0.4% versus 0.3%).

In Lévis, la Nouvelle-Beauce, Robert-Cliche, les Etchemins, and les Appalaches there is parity between English-speaking women and men.

Graph 3: Sex Structure of Chaudière-Appalaches' Population by MRC



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

Economic Structure



ECONOMIC STRUCTURE

Chaudière-Appalaches is designated as a manufacturing-oriented region according to Québec's Economic Development Index.³ As of 2018, Chaudière-Appalaches has a score of 96.3 (below average), a decrease of 1.3 index points from its 2013 score.⁴ This is consistent with the decrease in score experienced by several neighbouring manufacturing-oriented regions, including Mauricie, Saguenay-Lac-Saint-Jean, Centre-du-Québec, and Lanaudière.

Employment in Chaudière-Appalaches is largely centered on the production of goods, such that both primary and secondary industries account for a greater proportion of jobs in the region than they do in Québec as a whole. Major industries include agriculture, forestry, fishing, hunting, and relatedly, the processing of food and wood products. Specific subsectors, including construction and furniture production using wood products, have been recognized by the provincial government as *creneaux d'excellences*, or specialized areas of excellence in the region.⁵

From 2013-2017 sales of manufactured goods produced in the region increased by an average of 0.5% per year, compared to a provincial yearly growth rate of 3%. Around the same period (2016-2020) private investment in Chaudière-Appalaches increased by an annual average of 1.6%, compared to a provincial growth in private investment of 1.7% annually.⁶ Notably, there is increased private investment in the city of Lévis, where several commercial and residential development projects are underway. In terms of public investment, the provincial government is investing \$297 million for road work in the region. Other, smaller scale investments developing and extending services within municipalities are also underway (e.g. the construction of a sports complex in Saint-Georges).⁷

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

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

5. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative de Chaudière-Appalaches," (2019). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/19ChauApp-f.pdf?resVer=1573242464000>, page 4.

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Chaudière-Appalaches: Secteur des entreprises," (2020). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/chaudiere-appalaches/portrait-regional/secteur-des-entreprises/>

7. Dupuis, D'Anjou, and Routhier, "Études régionales: Région administrative de Chaudière-Appalaches," 9.

Industries



INDUSTRIES

Top Industries for Total Population

In 2020 the primary sector accounted for 4.1% of jobs in Chaudière-Appalaches, compared to 2.3% of jobs provincially.⁸

The manufacturing sector accounted for 18.5% of jobs regionally compared to 11.6% provincially.

The main source of employment within the region was the service sector, accounting for 70.3% 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.

Primary Sector



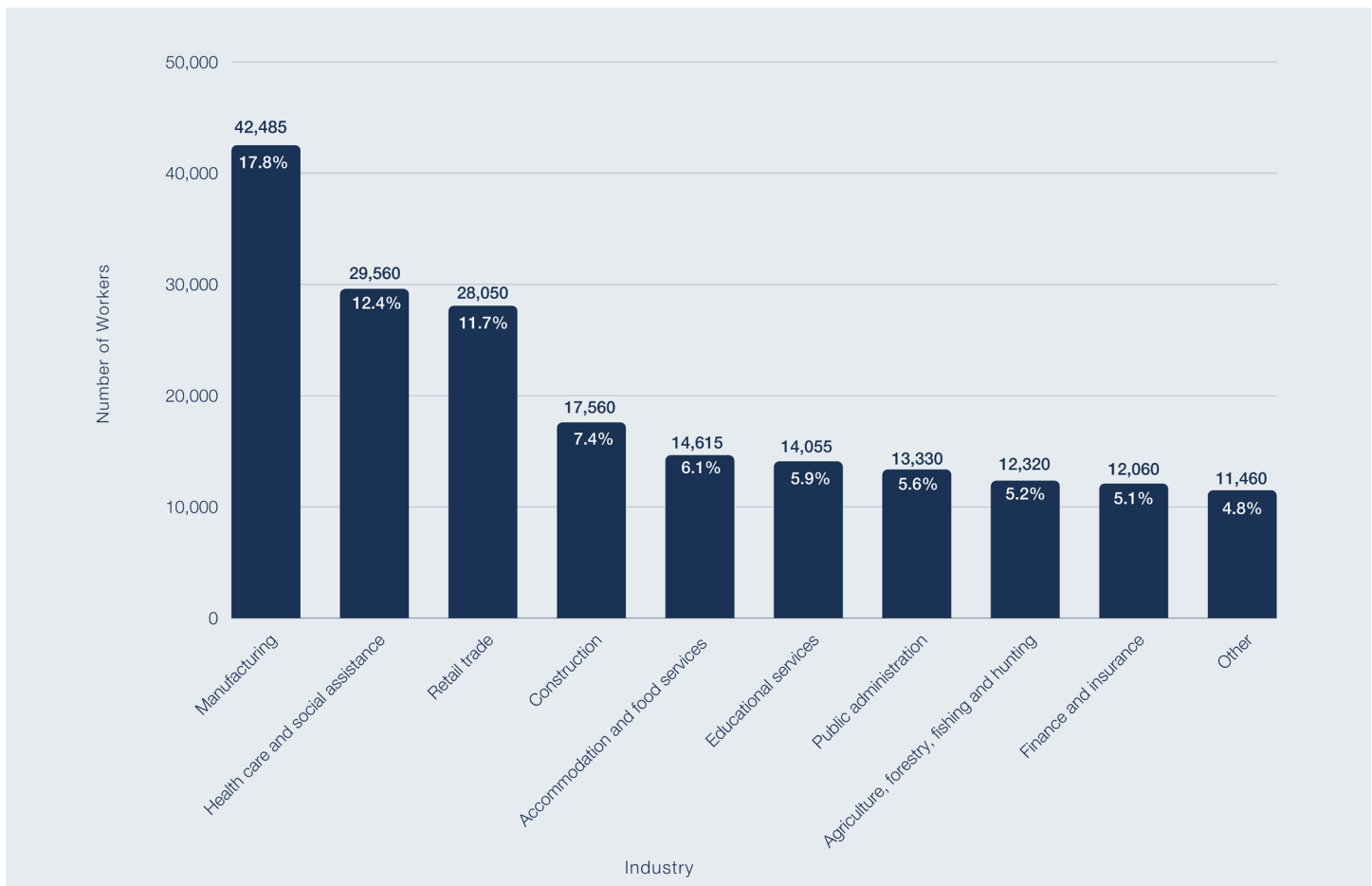
Manufacturing



Services



Graph 4: Top 10 Industries in Chaudière-Appalaches for Total Population



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

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

INDUSTRIES

Top Industries for English Speakers

The main industries in which English speakers work are similar to those of the total population.

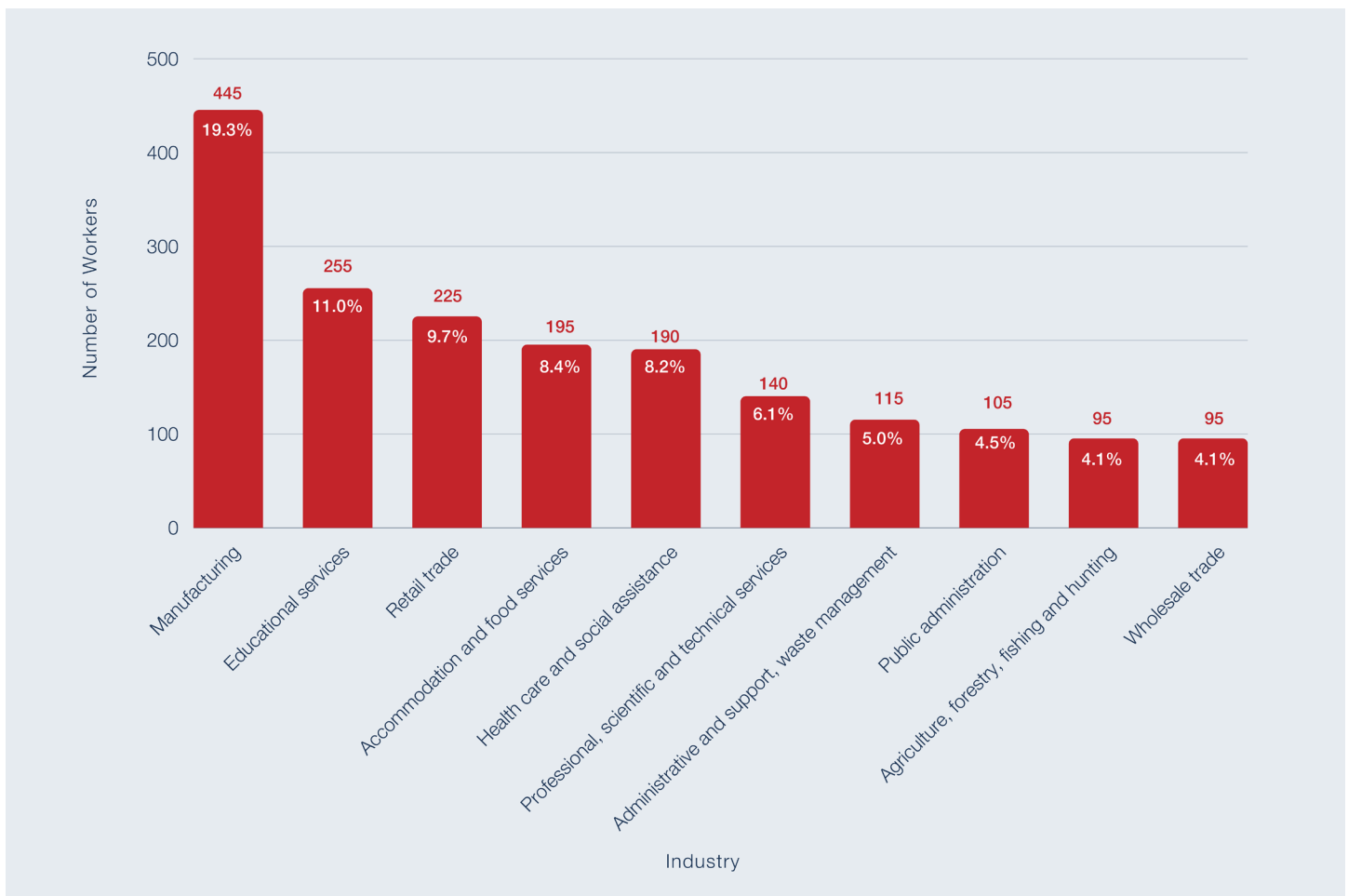
English speakers have higher representation in the manufacturing and education industries, and very little representation in the construction industry.

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

Typical occupations in education include elementary, secondary school, CEGEP, and university teachers, and educational support and administrative staff.

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

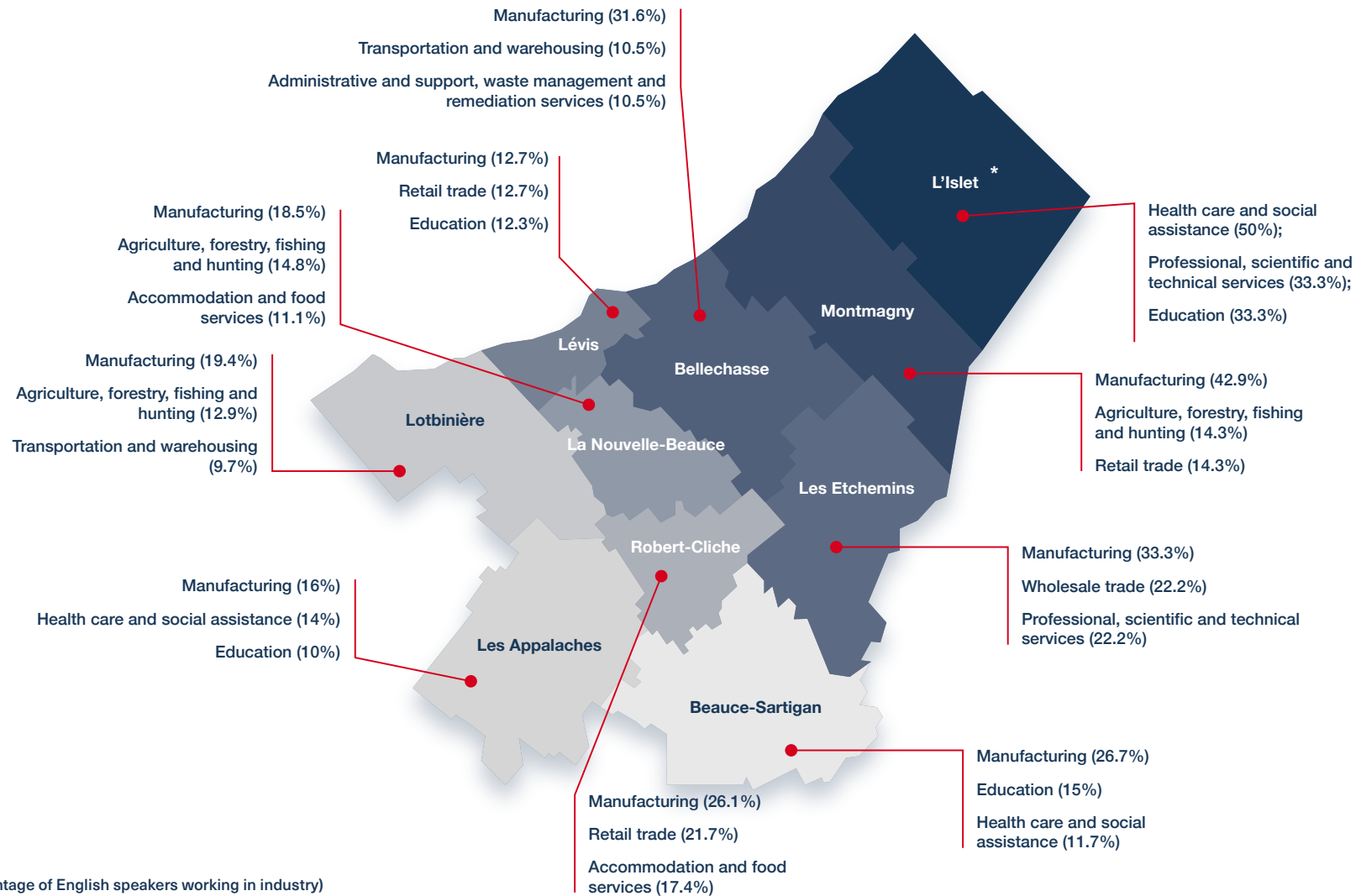
Graph 5: Top 10 Industries in Chaudière-Appalaches for English Speakers by Number of Workers



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

INDUSTRIES

Map 1: Top Industries in Chaudière-Appalaches for English Speakers



Industry (Percentage of English speakers working in industry)

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.

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

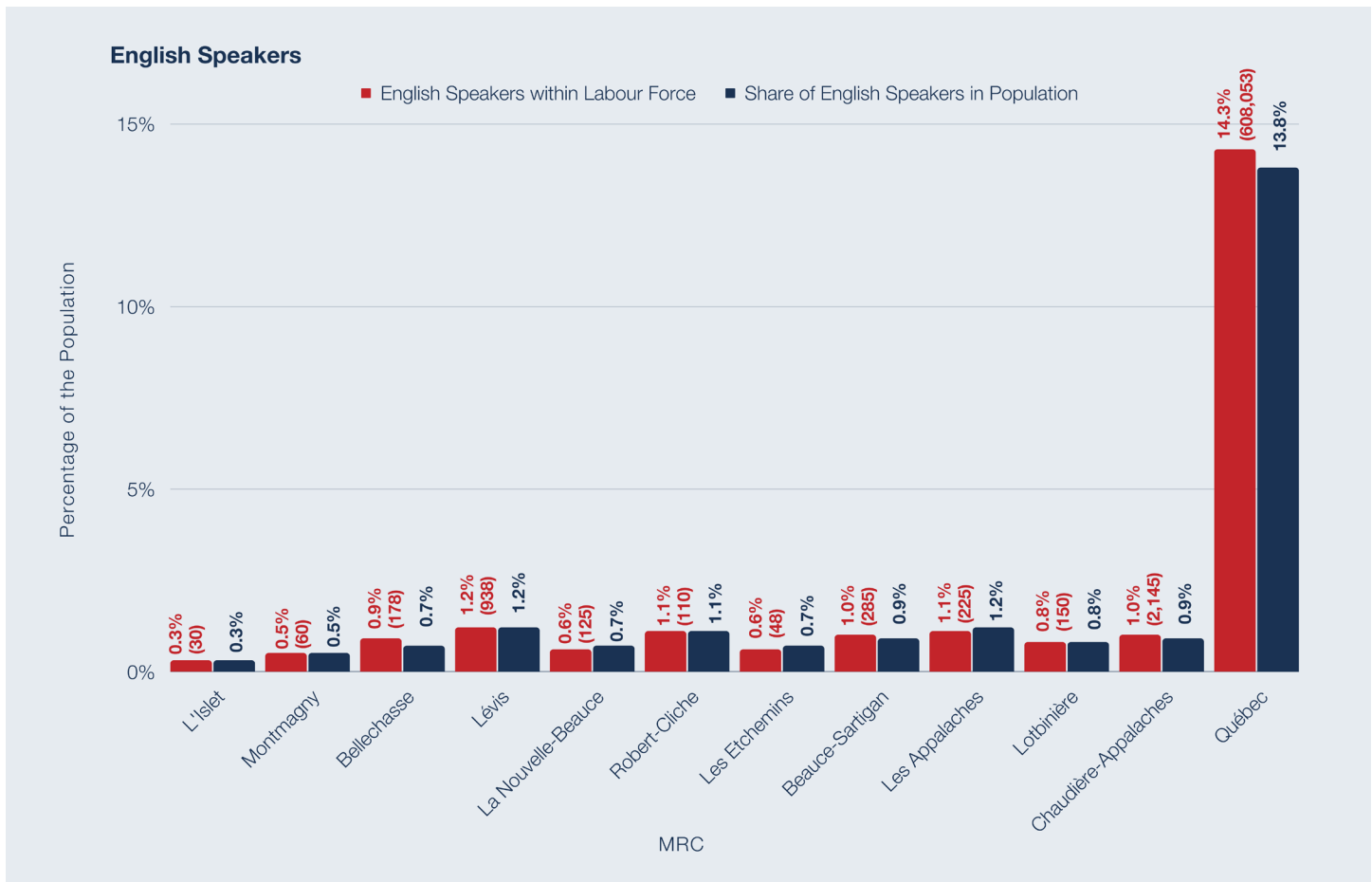
The English-speaking community in Chaudière-Appalaches accounts for 0.9% of the total population and 1% of the labour force within the region.

There are 2,145 English speakers within the 223,615-person labour force in Chaudière-Appalaches.

In Bellechase and Beauce-Sartigan, English speakers have slightly higher representation in the labour force as compared to the total population.

In la Nouvelle-Beauce, les Etchemins and les Appalaches, English speakers have slightly lower representation in the labour force as compared to the total population.

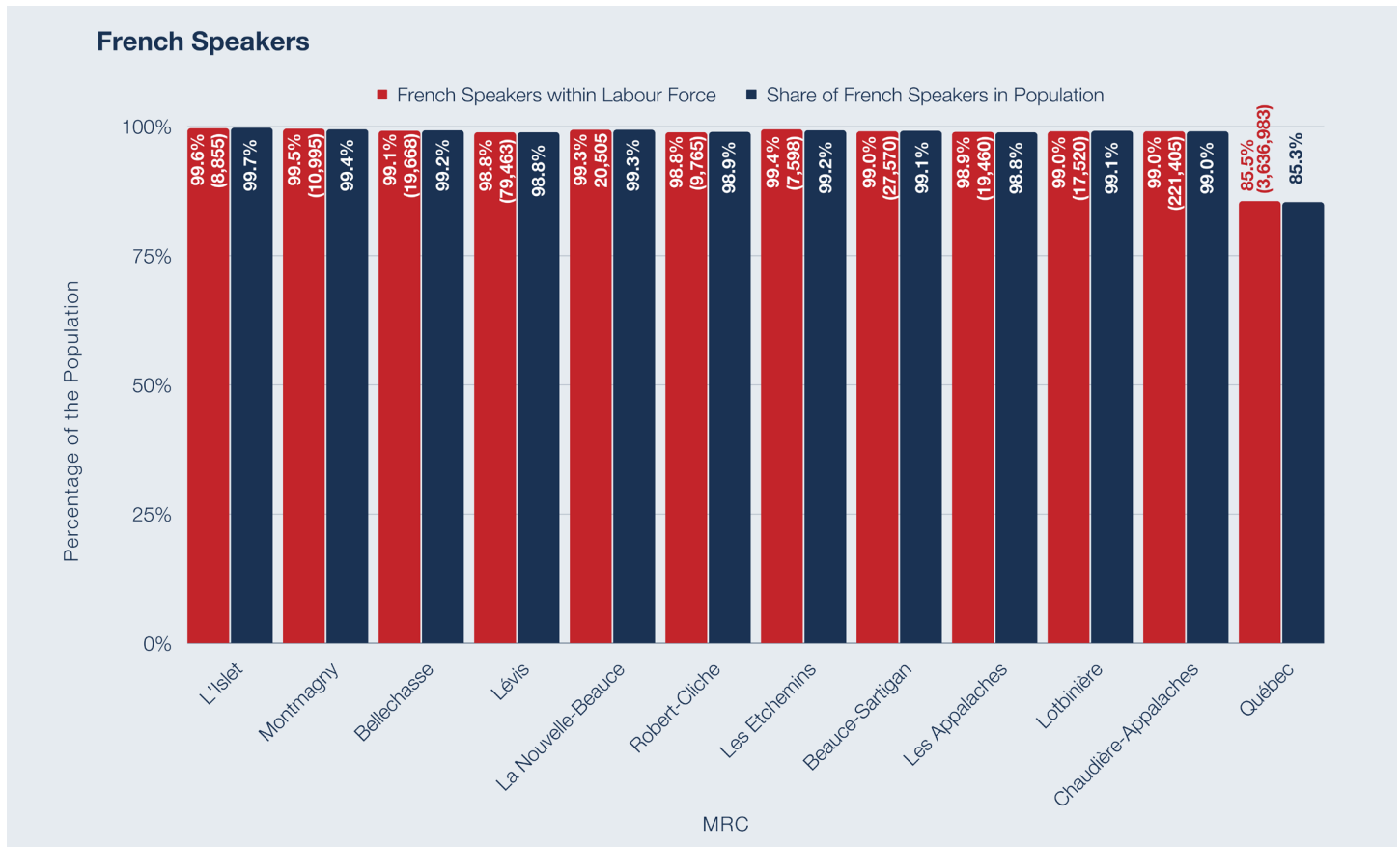
Graph 6a: Labour Force of Chaudière-Appalaches by MRC



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

LABOUR FORCE

Graph 6b: Labour Force of Chaudière-Appalaches by MRC



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

LABOUR FORCE

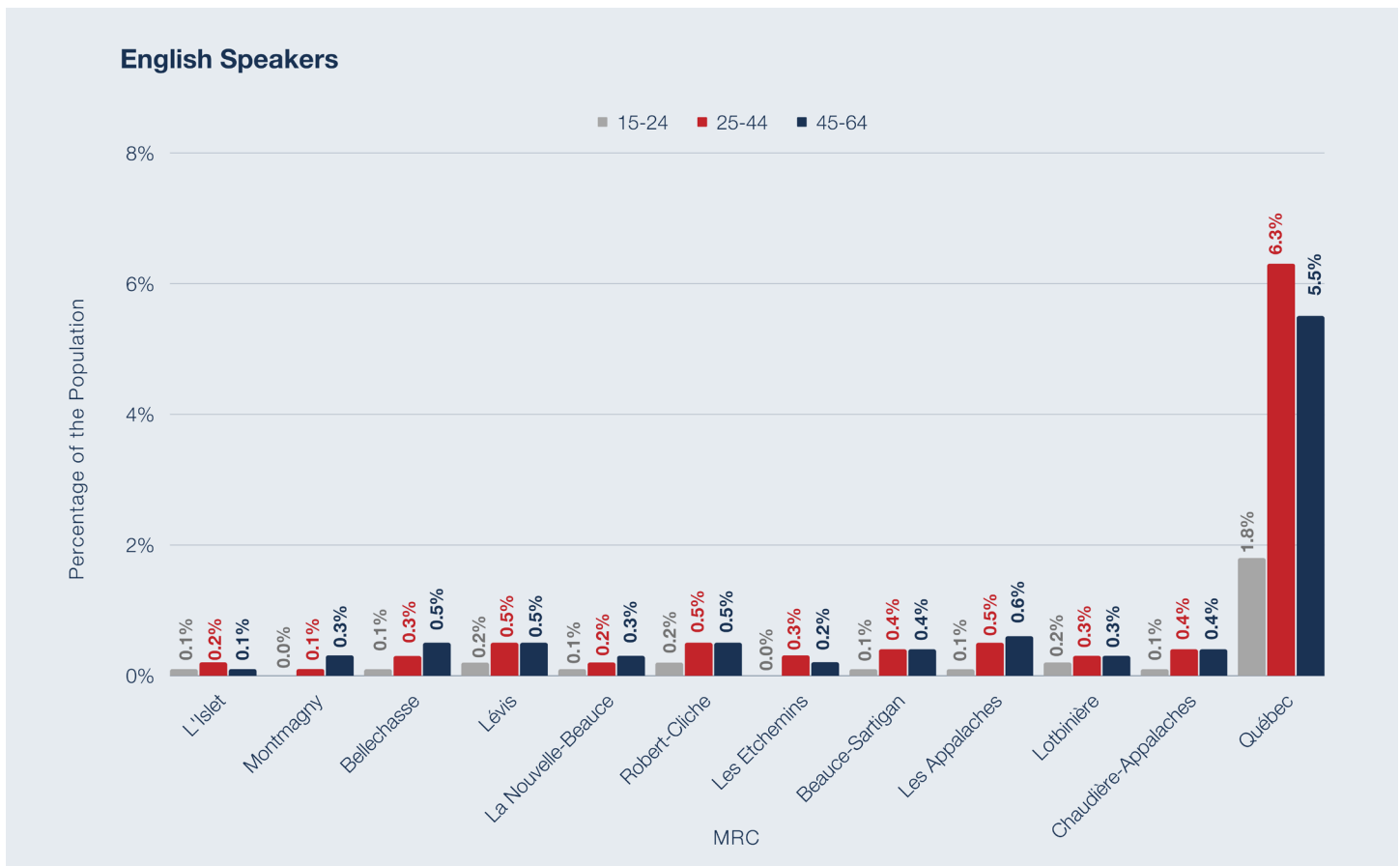
Age Structure of Labour Force

Among English speakers, individuals aged 25-44 and 45-64 each make up 0.4% of the labour force. Youth make up a much smaller portion (0.1%).

Among French speakers, individuals aged 45-64 make up the largest portion of the labour force (41%).

In l'Islet and les Etchemins there are more English speakers aged 25-44 than 45-64 in the labour force. The inverse is true in Montmagny, Bellechasse, la Nouvelle-Beauce, and les Appalaches.

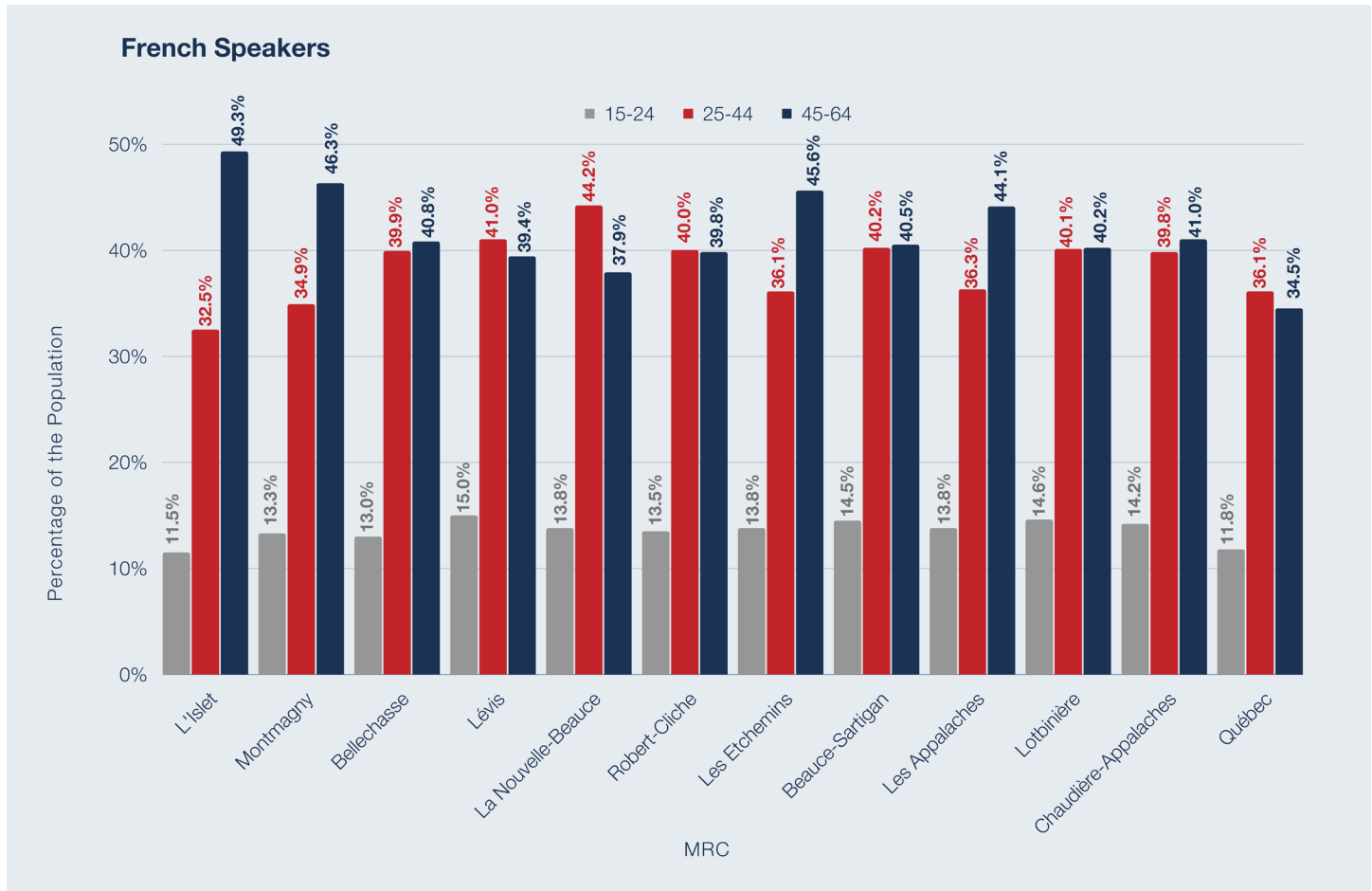
Graph 7a: Age Structure of Chaudière-Appalaches' Labour Force by MRC



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

LABOUR FORCE

Graph 7b: Age Structure of Chaudière-Appalaches' Labour Force by MRC



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

LABOUR FORCE

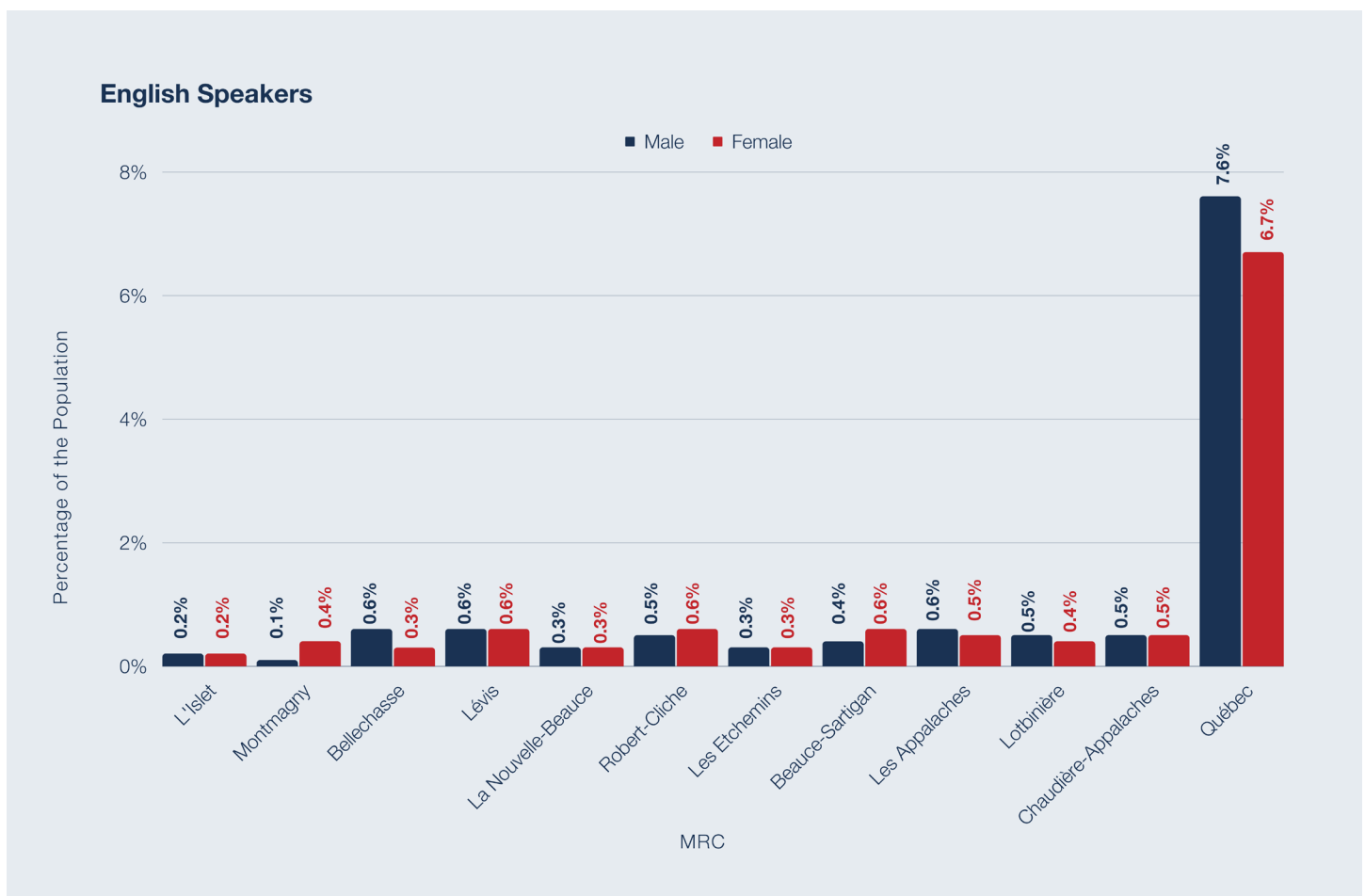
Sex Structure of Labour Force

English-speaking men and women both make up 0.5% of the labour force in Chaudière-Appalaches. Bas-Saint-Laurent is the only other region in Québec where this gender parity occurs.

French-speaking men make up a significantly larger portion of the labour force than French-speaking women (52.6% versus 46.4%).

In every MRC, French-speaking men make up more than half of the labour force.

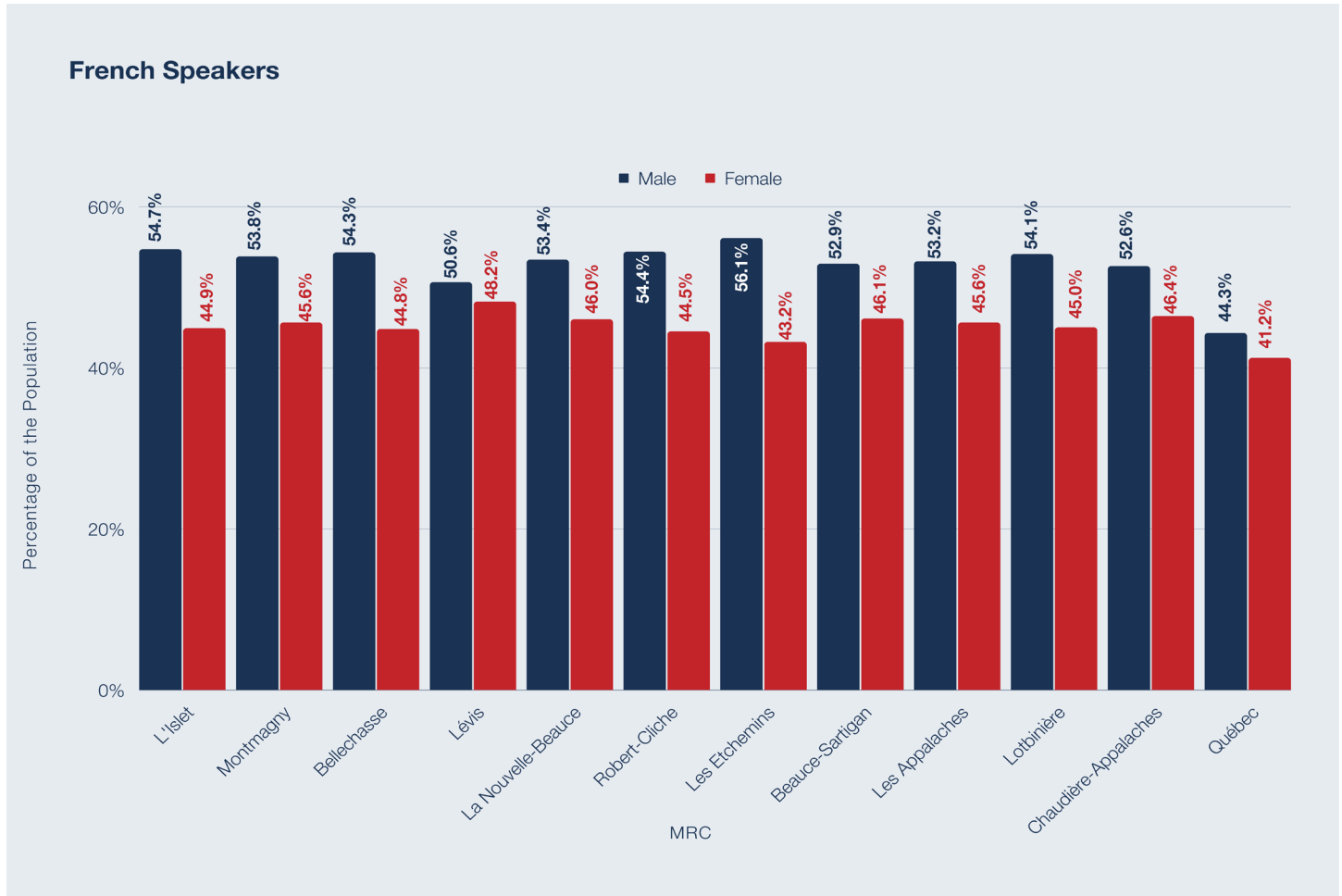
Graph 8a: Sex Structure of Chaudière Appalaches' Labour Force by MRC



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

LABOUR FORCE

Graph 8b: Sex Structure of Chaudière-Appalaches' 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 in calculable. These figures may not be representative of communities, suggesting the need for further research.

UNEMPLOYMENT RATE

Chaudière-Appalaches has the lowest unemployment rate in the province, at 4.5%. Both English and French speakers in this region experience the lowest unemployment rates compared to their respective linguistic communities in other regions.

English speakers in Chaudières-Appalaches experience the third lowest unemployment rate of any linguistic group in any region, behind French speakers from Chaudière-Appalaches and Capitale-Nationale, and tied with French speakers from Montérégie.

English speakers in les Etchemin experience the highest unemployment rate in the region, at 21.1%, although it is important to note that this may not be representative, owing to the small population of English speakers in the MRC.

English speakers in les Appalaches have a lower unemployment rate than French speakers (4.4% versus 4.8%).

Graph 9: Unemployment Rate in Chaudière-Appalaches by MRC



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

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

Among English speakers, youth experience the lowest unemployment rate (5.3%).

English speakers aged 25-44 experience the highest unemployment rate of any English-speaking age group, at 6%.

French speakers aged 25-44 experience the lowest unemployment rate (3.1%), while French-speaking youth experience the highest unemployment rate (6.5%).

Graph 10a: Age Structure of Unemployment Rate in Chaudière-Appalaches by MRC

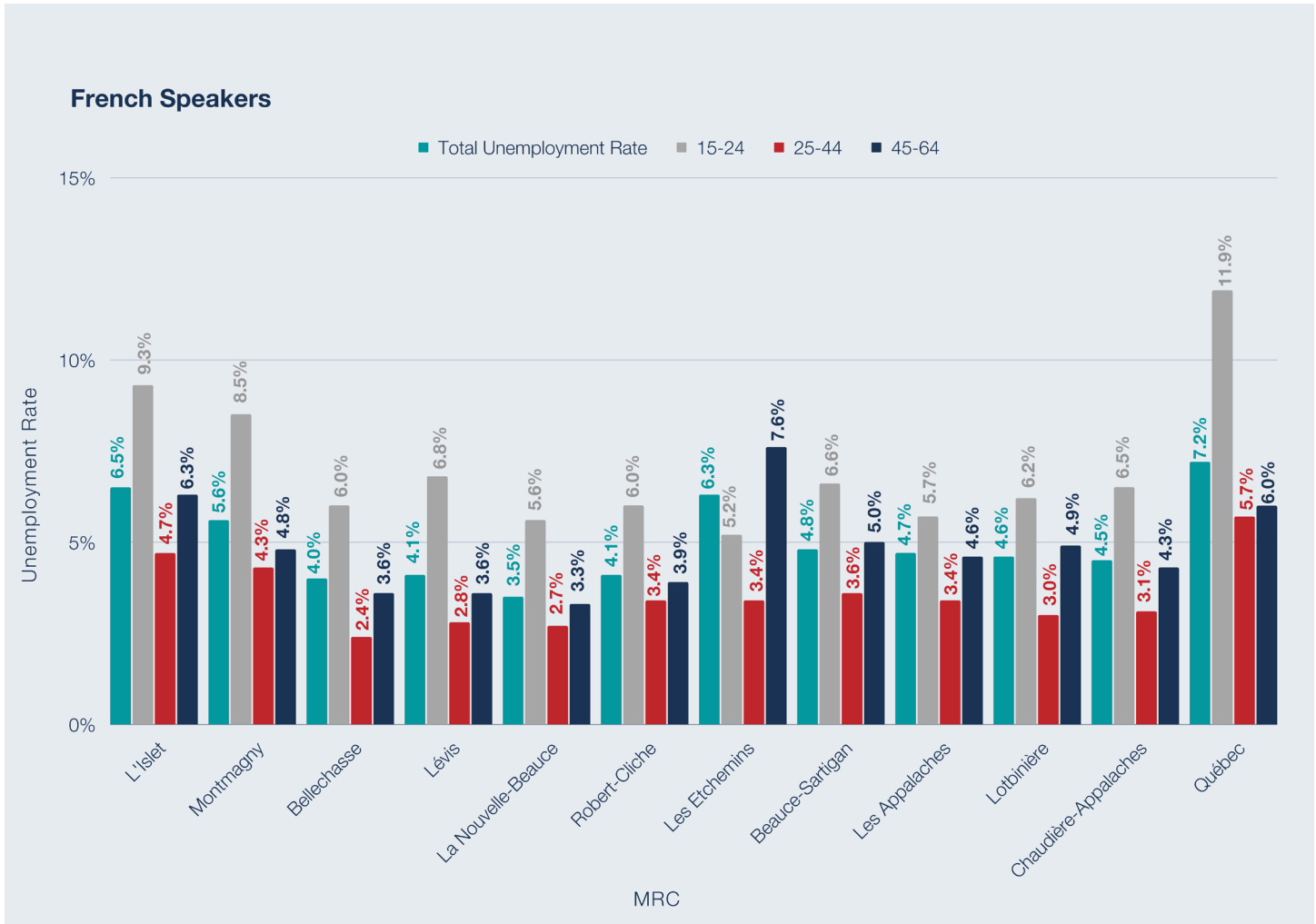


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*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 Chaudière-Appalaches by MRC



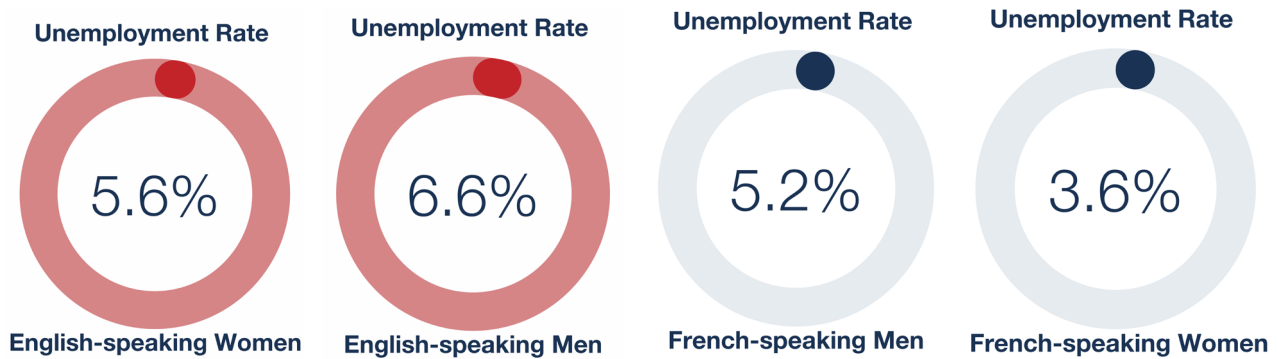
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

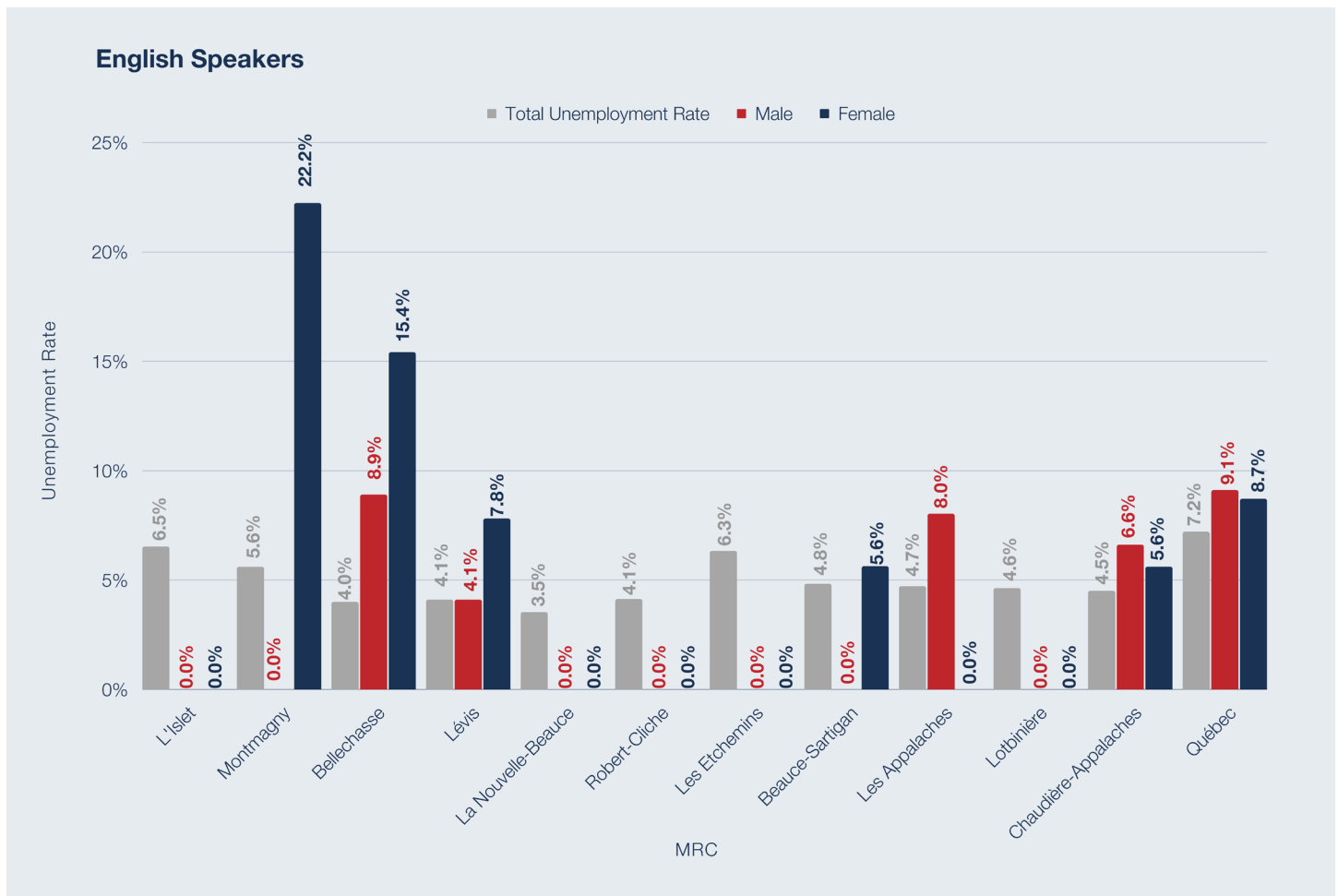
Sex Structure of Unemployment Rate

Among both English and French speakers, women experience lower unemployment rates than men.

English-speaking men have the highest unemployment rate (6.6%), followed by English-speaking women (5.6%), French-speaking men (5.2%), and French-speaking women (3.6%).



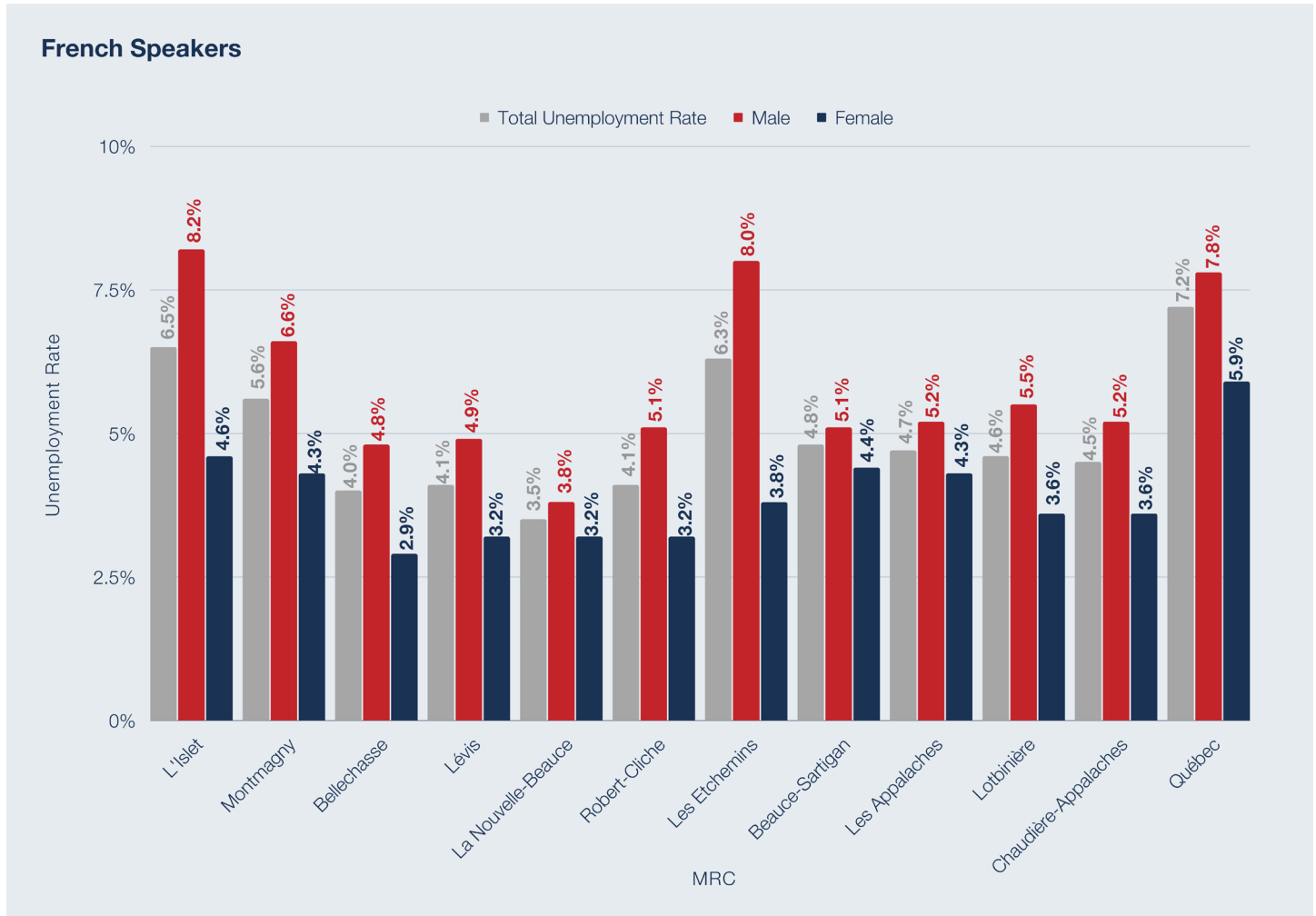
Graph 1 1a: Sex Structure of Unemployment Rate in Chaudière-Appalaches by MRC



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

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Chaudière-Appalaches by MRC



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

Work Activity



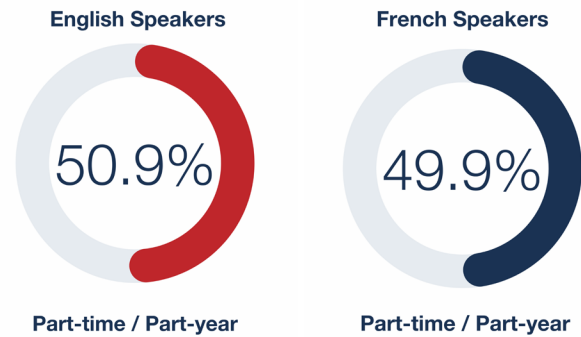
WORK ACTIVITY

Engagement in Part- and Full-time Work

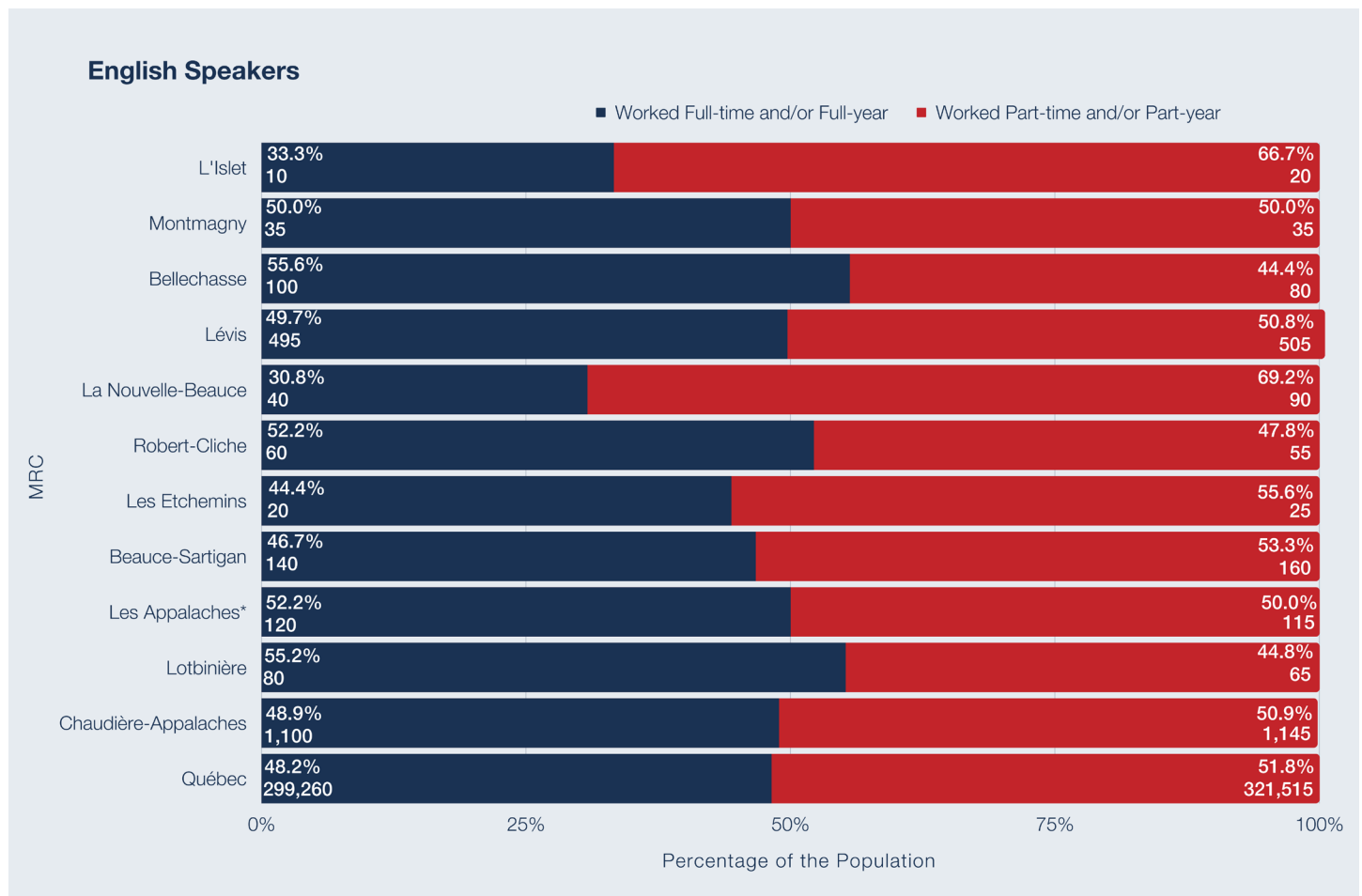
The majority of English speakers (50.9%) are engaged in part-time work.

The majority of French speakers (50.1%) are engaged in full-time work.

English speakers in la Nouvelle-Beauce have the highest engagement in part-time work, at 69.2%.



Graph 12a: Work Activity in Chaudière-Appalaches by MRC

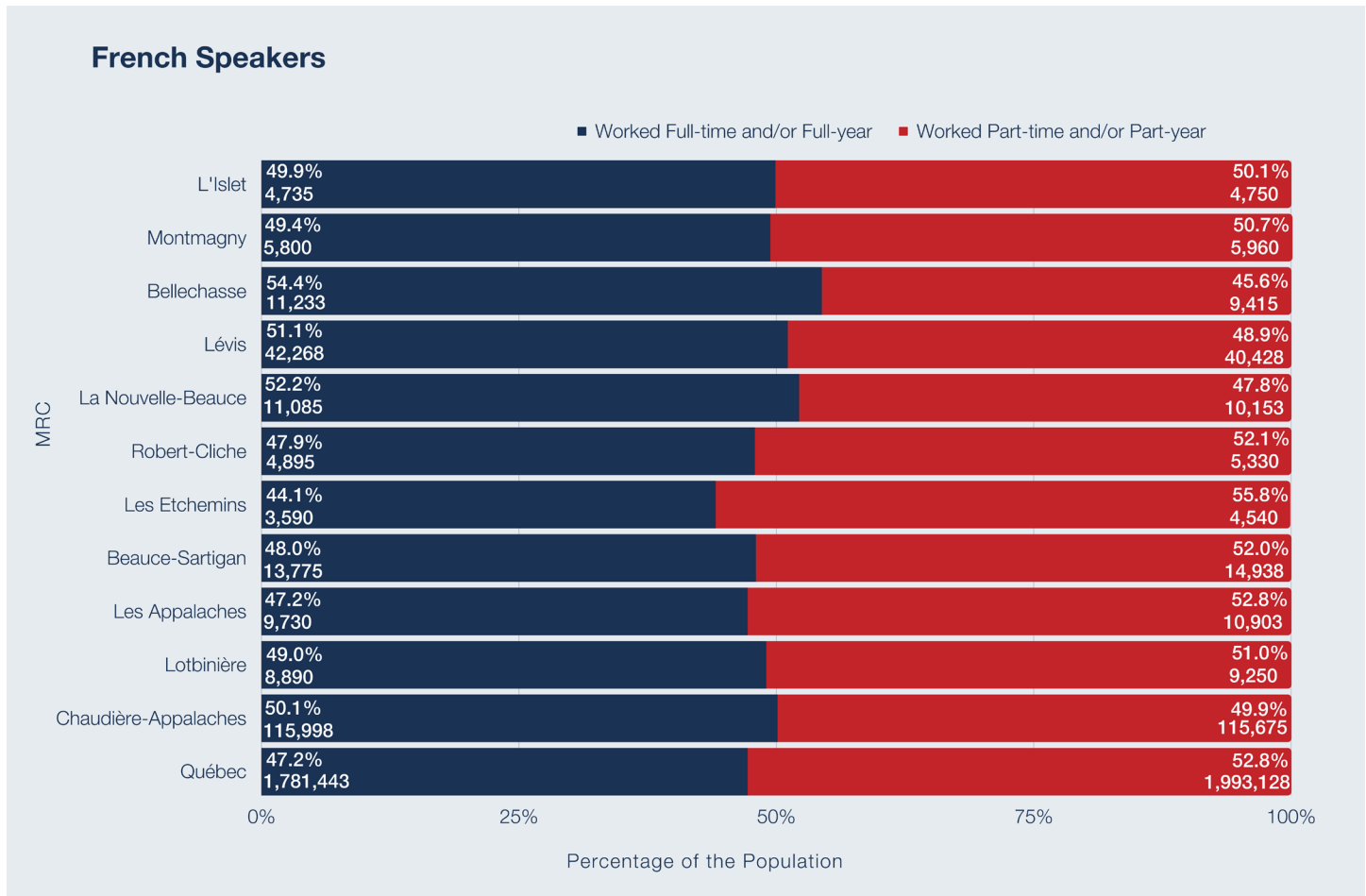


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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

WORK ACTIVITY

Graph 12b: Work Activity in Chaudière-Appalaches by MRC



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

WORK ACTIVITY

Average Weeks Worked

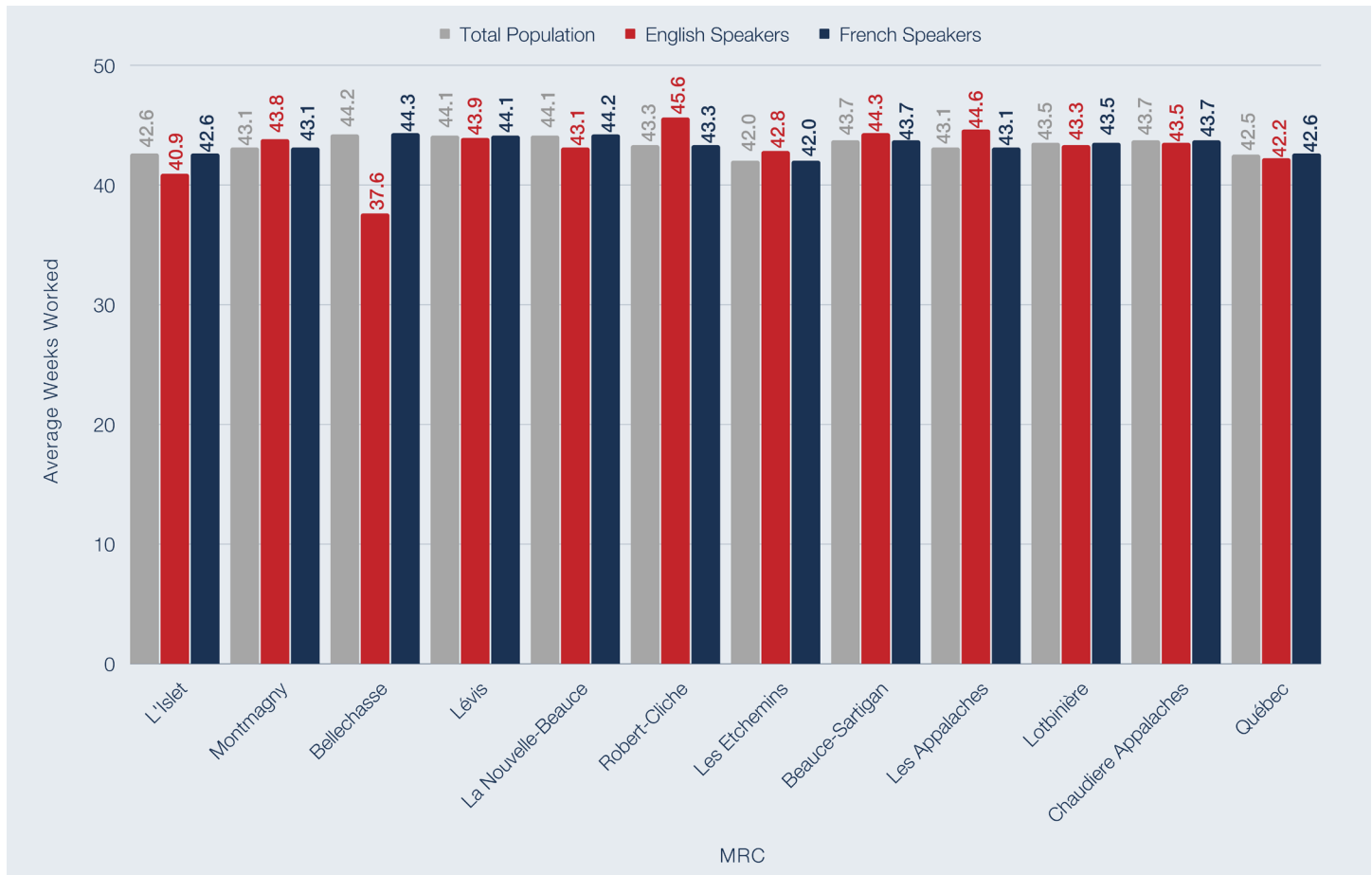
English speakers and French speakers work for a similar average number of weeks per year (43.5 versus 43.7).⁹

In Bellechasse, English speakers work for noticeably fewer weeks per year (37.6).

English speakers in Robert-Cliche work for the highest average number of weeks per year (45.6).



Graph 13: Average Weeks Worked in Chaudière-Appalaches by MRC



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

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

Income



Income

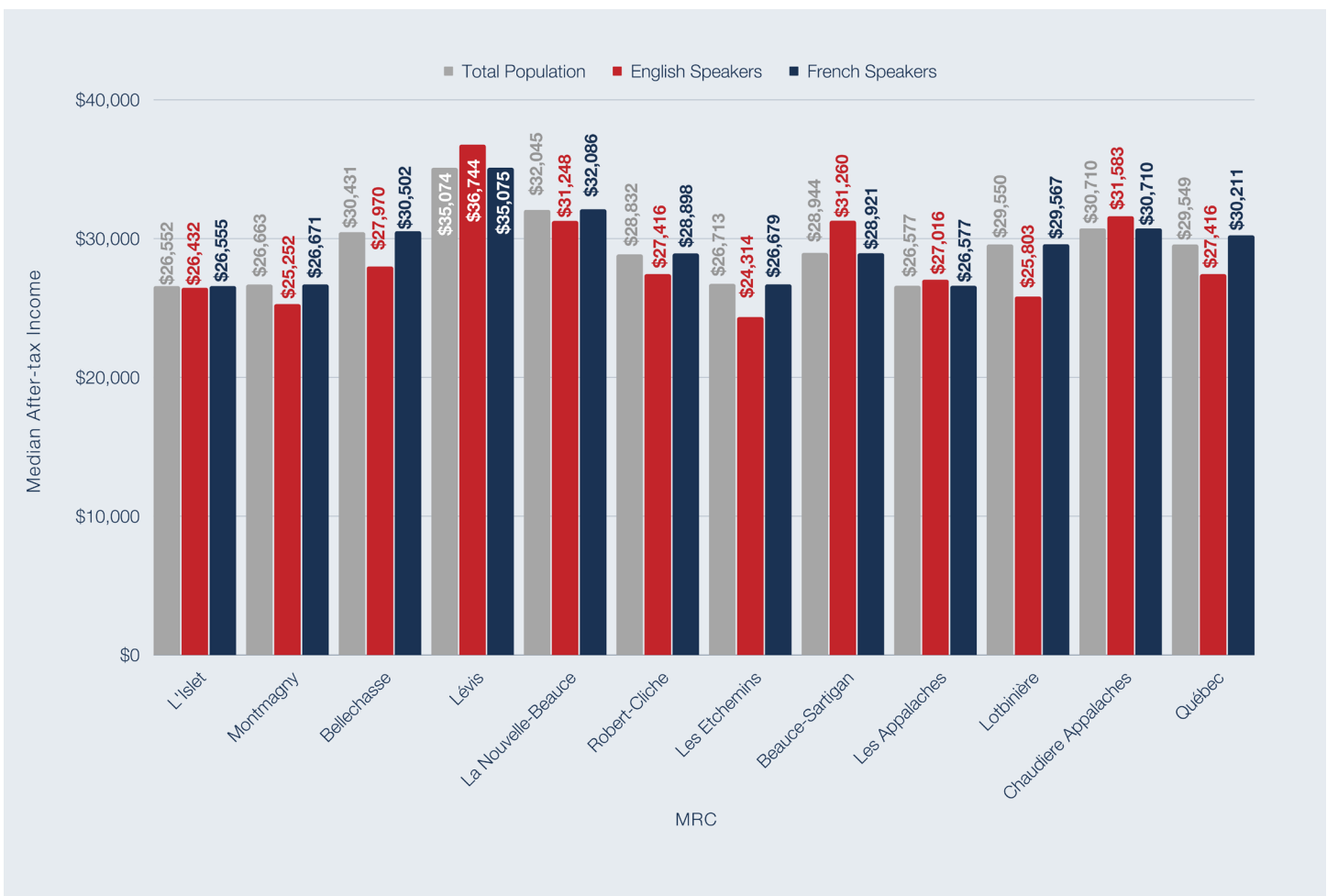
Median After-tax Income

English speakers earn a slightly higher median after-tax income than French speakers in Chaudière-Appalaches (\$31,583 compared to \$30,710). This is one of only three regions where this occurs (the other two are Saguenay-Lac-Saint-Jean and Mauricie).¹⁰

In Bellechasse and Lotbinière, English speakers earn noticeably less than French speakers.

Lévis has the highest median after-tax incomes in the region, among both French and English speakers.

Graph 14: Median After-tax Income in Chaudière-Appalaches 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.

Education



EDUCATION

Educational Attainment

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

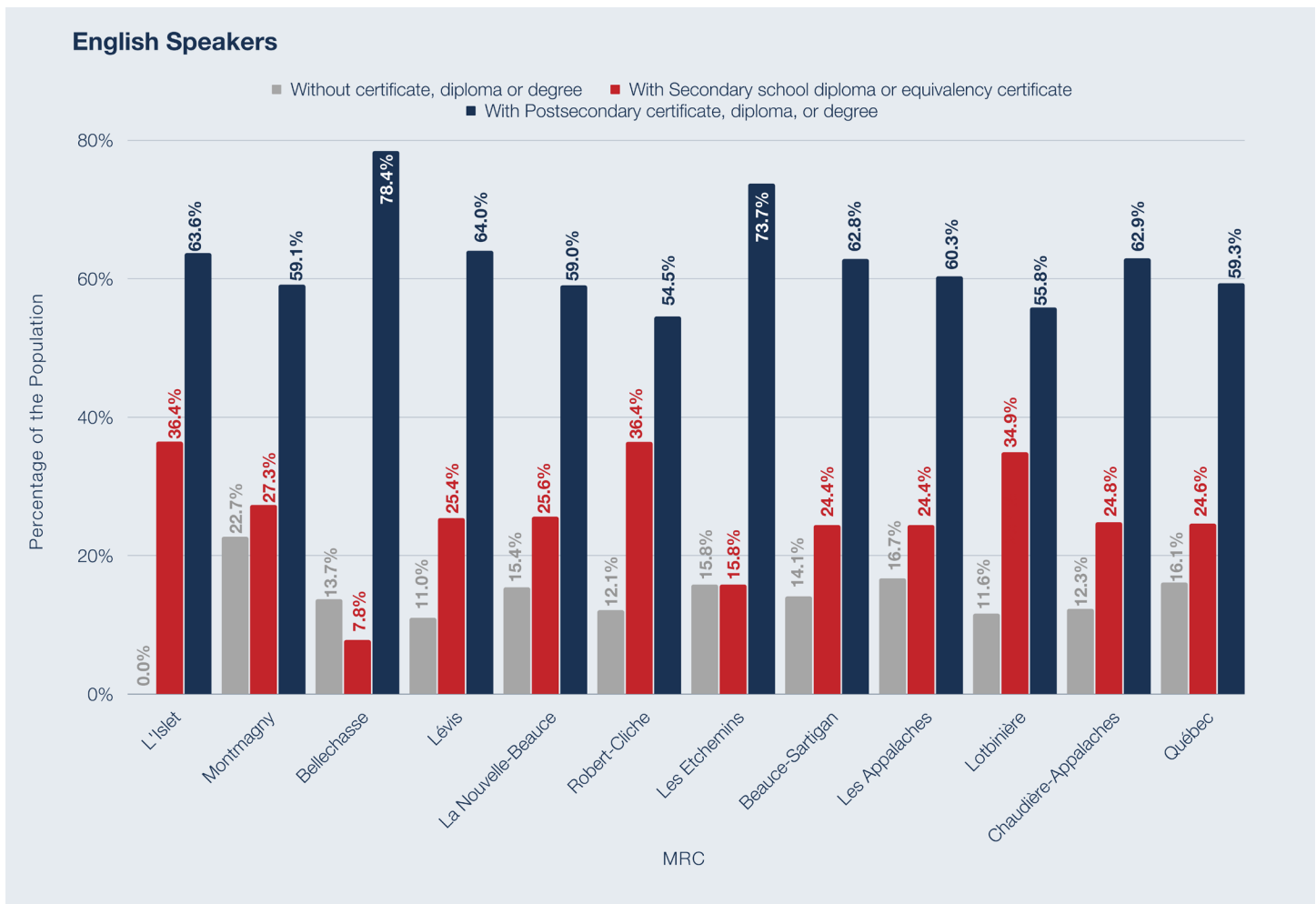
Educational attainment remains a key determinant in individuals' employability and employment prospects, although the relationship between education and employment differs for English speakers across Québec.

English speakers in Chaudière-Appalaches have the second-highest postsecondary attainment rate (62.9%) of any English-speaking community, behind Capitale Nationale and tied with Saguenay-Lac-Saint-Jean.

French speakers have a slightly lower rate of postsecondary attainment, at 57.6%.

English speakers in Bellechasse have the highest rate of postsecondary attainment, at 78.4%.

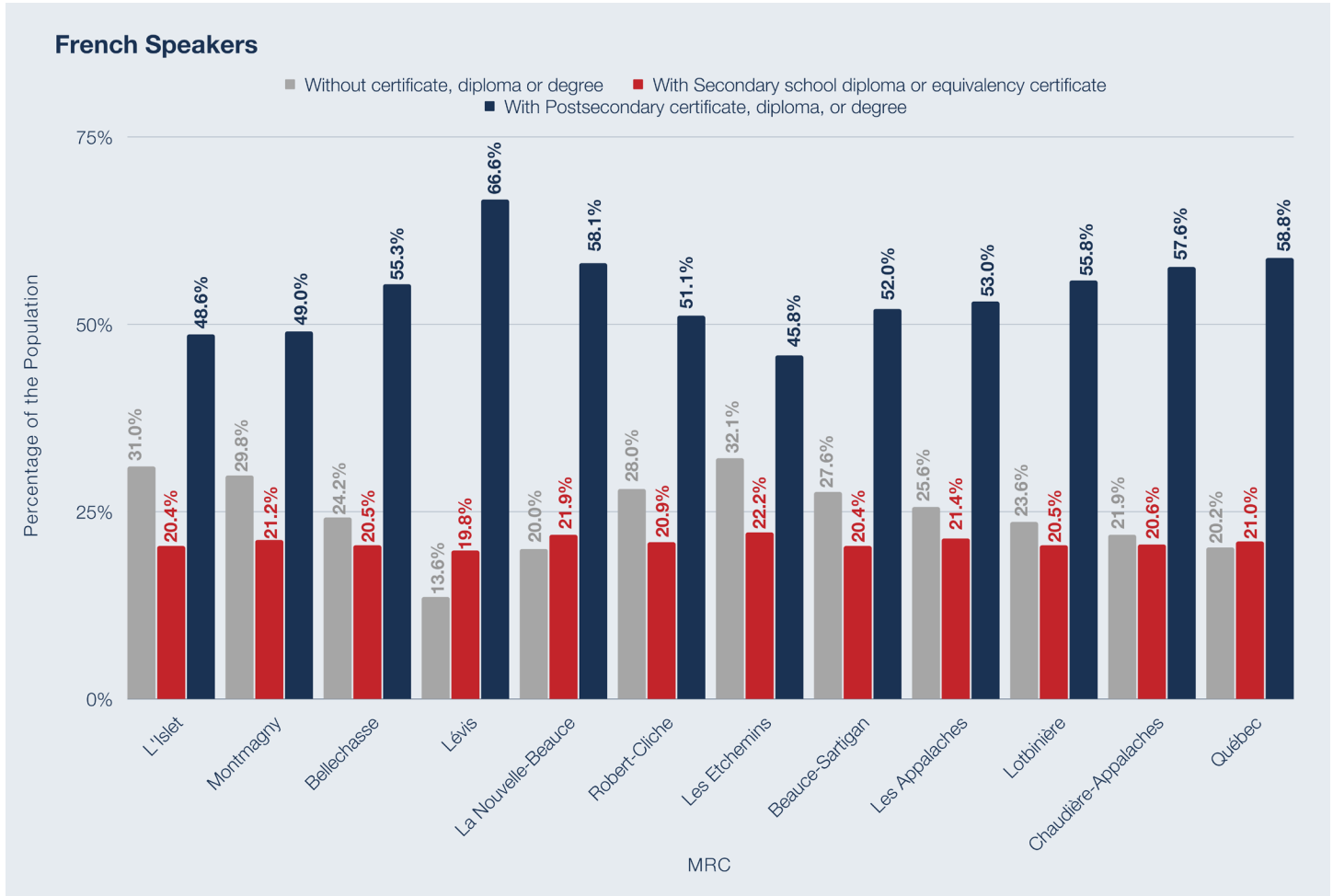
Graph 15a: Educational Attainment in Chaudière-Appalaches by MRC



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

EDUCATION

Graph 15b: Educational Attainment in Chaudière-Appalaches by MRC



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

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