



# Employment Profile of English Speakers in *Capitale-Nationale*

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 Capitale-Nationale'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 English-speaking workers in Capitale-Nationale face, as well as preliminary recommendations to help improve their labour market outcomes.





## KEY FINDINGS:

- English speakers constitute 2.6% of Capitale-Nationale's labour force, and they have a labour force participation rate of 68.9%, compared to 64.8% among the French-speaking majority.
- English speakers in Capitale-Nationale have an unemployment rate of 9%. This is higher than the unemployment rate of French speakers in the region (6.7%).
- English speakers earn a median after-tax income of \$36,800 and a median employment income of \$35,200. Compared to French speakers, they earn \$2,400 less in after-tax income and \$5,200 less in median employment income.
- Roughly half of English speakers are engaged in full-time employment (51.5%), compared to 55.2% 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 Capitale-Nationale are 'Public administration', 'Professional, scientific and technical services', 'Educational services' and 'Health care and social assistance'. The top 4 leading industries for French speakers in Capitale-Nationale are 'Health care and social assistance', followed by 'Public administration', 'Retail trade' and 'Professional, scientific and technical services'.
- There are vulnerable groups within the English-speaking labour force: English-speaking youth, mature workers, women, visible minorities, immigrants, and First Nations and Inuit individuals tend to face greater labour market obstacles as demonstrated by higher unemployment rates and lower employment incomes.

## RECOMMENDATIONS:

### Increased Funding for Work-integrated Learning Programs:

Include English speakers as an underrepresented group group in existing job programs for those who struggle to find long-term work or gain work experience in the province.

- Include English-speaking workers 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>
- Increase funding for 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 programs that focus on confidence and other soft skills development.
  - Prioritize programs aimed at integrating highly qualified workers into positions that best suit their skill sets.

**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, Ministère de l'Éducation du Québec and Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
  - Better promote and increase access for employers to enroll in subsidized workplace French-language training.
  - Fund 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 accommodation services.

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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>

**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 Capitale-Nationale's English-speaking communities by calling on the expertise of regional and provincial organizations that serve them.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Simplify the government recognition process for credentials, promote existing programs aimed at helping individuals get their credentials recognized and create programs aimed at helping employers understand out-of-province or international credentials.

**English Language Vocational Training and Postsecondary education:** Improve access to English language vocational training and postsecondary education programs within the region.

- Increase the 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 implement programs that tackle issues related to outmigration, including lack of childcare, 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.

# Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada. 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). 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 labour force characteristics.

In some areas, the population sample sizes were too small to generate reliable data. We suppressed unreliable data for the variables of 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 shows English speakers faring worse than French speakers in the labour markets. The qualitative data collected from interviews with regional organizations indicates that labour market challenges for English speakers still persist in the region post-pandemic.

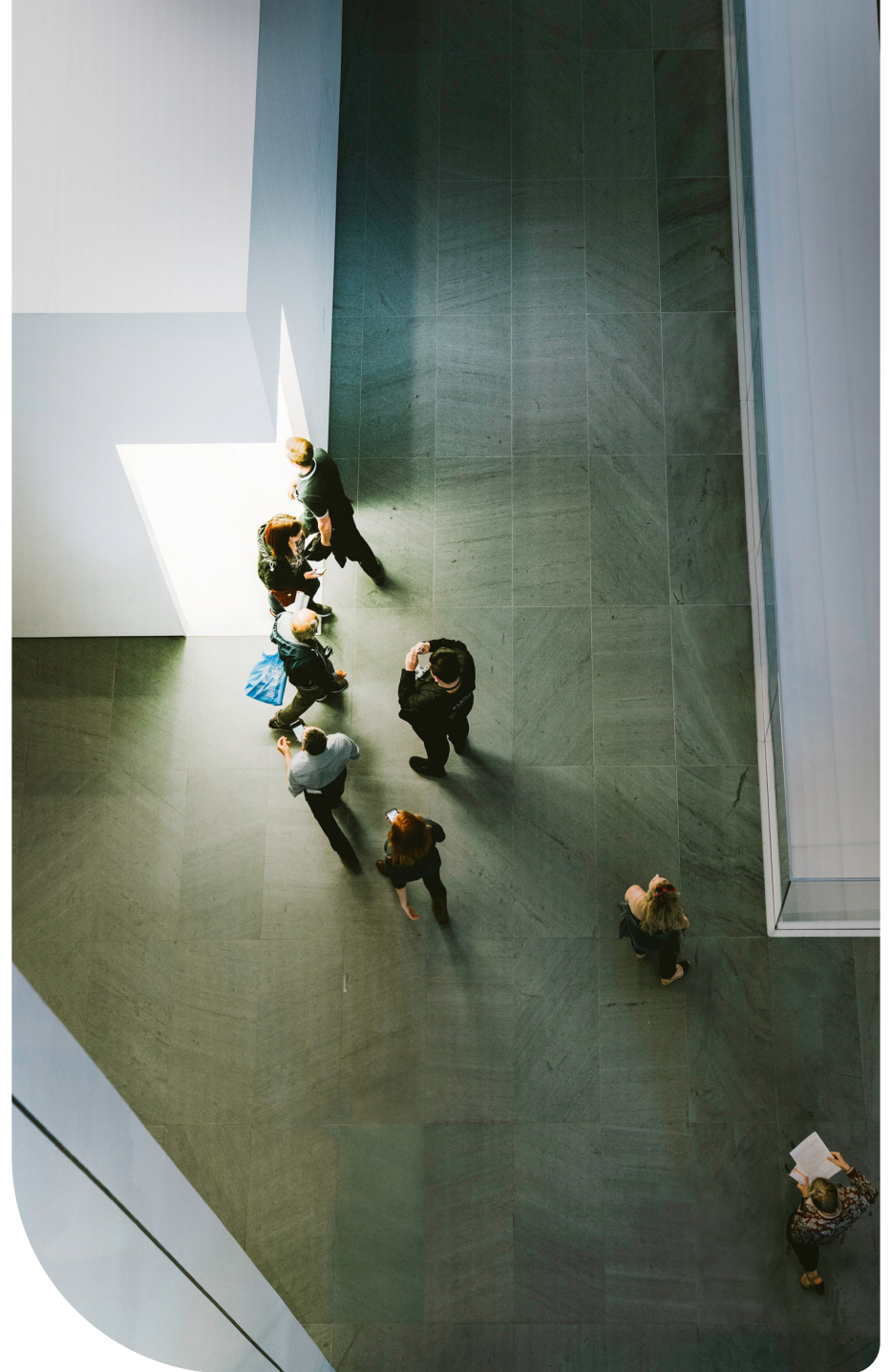
<sup>5</sup> Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that it is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. There is a need for more frequent data collection and publication on the socio-economic status of linguistic minorities 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, 2017.

**Labour Force** - refers to all persons aged 15 and over who were either employed or unemployed during the reference week of May, 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 usually does not have an end date.

**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.

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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>



**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 and over worked in 2020. For those who worked, this refers to the number of weeks they worked for pay or in self employment during the reference year, even if they only worked for a couple of hours.



# Introduction

This profile provides an overview of the most current data available on the employment situation of English speakers in the Capitale-Nationale 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 Capitale-Nationale. 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 into Capitale-Nationale's labour market.





Section 1

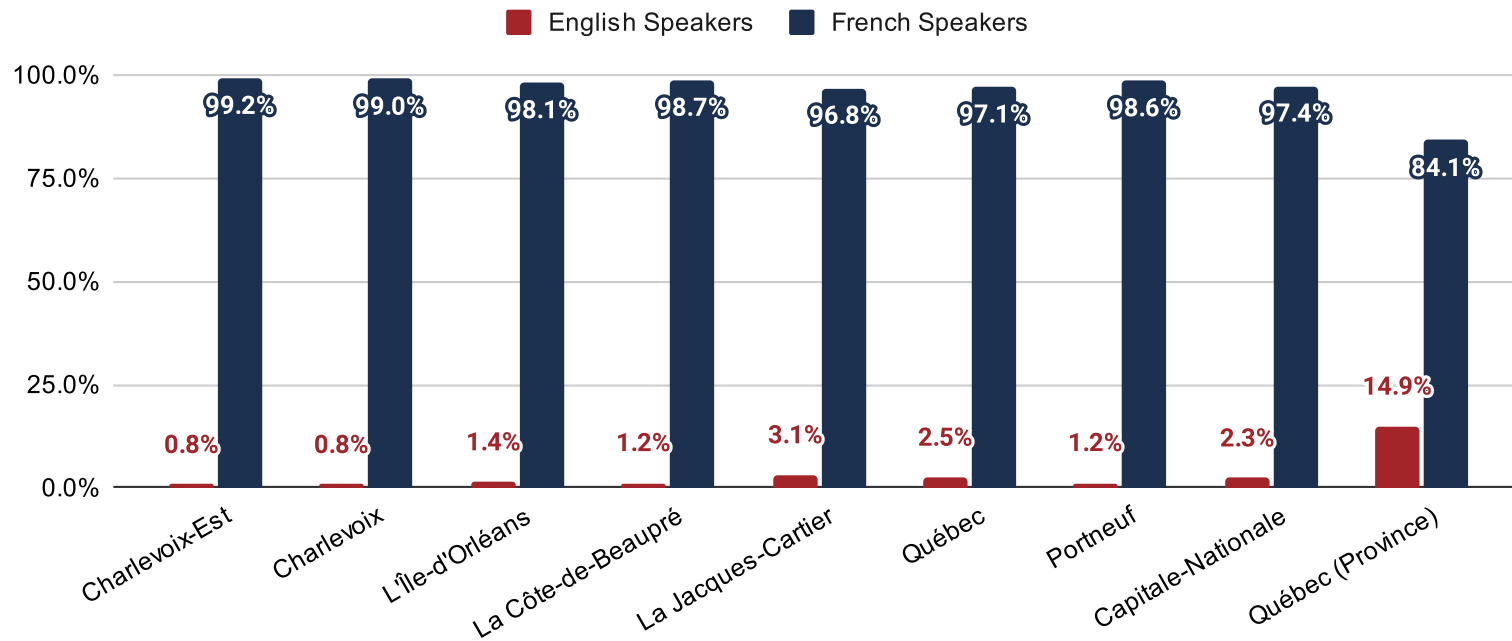
# Population

# Population

## TOTAL POPULATION

Out of Capitale-Nationale's total population of 748,030, there are approximately 17,565 individuals who are English speakers and representing 2.3% of the region's population.<sup>8</sup> Among these small English-speaking communities, the majority live in the RCM of Québec (14,713), but La Jacques-Cartier which has the highest population share of English speakers representing 3.2% of the RCM's population.

**Graph 1: Share of Total Population of Capitale-Nationale by RCM**



<sup>8</sup> Total population data is based on population estimates from all private households 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.



**Table 1: Total Population of Capitale-Nationale by RCM**

	English Speakers	French Speakers
Charlevoix-Est	118	15,093
Charlevoix	100	12,880
L'Île-d'Orléans	95	6,625
La Côte-de-Beaupré	363	29,223
La Jacques-Cartier	1,495	46,295
Québec	14,713	563,953
Portneuf	680	54,145
Capitale-Nationale	17,565	728,220
Québec (Province)	1,253,578	7,074,328

## Population - Age Structure

Among English speakers, there is a roughly 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 often make up the smallest portion of the total population in most RCMs.

**Table 2.a: Age Structure of Capitale-Nationale's English-Speaking Population by MRC**

	English Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	0.7%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%
Charlevoix	0.9%	0.2%	0.0%	0.0%	0.0%	0.2%	0.2%
L'Île-d'Orléans	1.3%	0.0%	0.0%	0.0%	0.2%	0.4%	0.3%
La Côte-de-Beaupré	1.2%	0.0%	0.1%	0.2%	0.2%	0.2%	0.2%
La Jacques-Cartier	3.2%	0.3%	0.6%	0.5%	0.3%	0.5%	0.4%
Québec	2.5%	0.3%	0.5%	0.5%	0.3%	0.2%	0.3%
Portneuf	1.5%	0.1%	0.2%	0.2%	0.2%	0.3%	0.2%
Capitale-Nationale	2.4%	0.3%	0.5%	0.4%	0.3%	0.3%	0.3%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

**Table 2.b: Age Structure of Capitale-Nationale's French-Speaking Population by MRC**

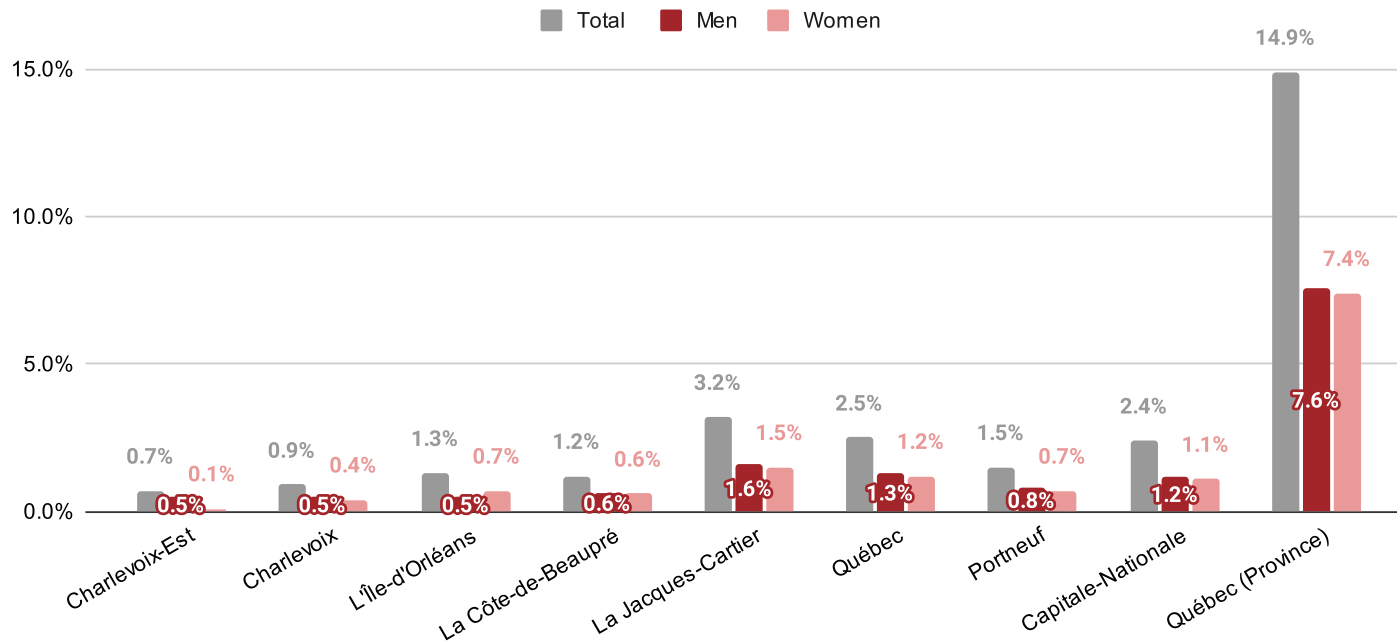
	French Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	99.3%	8.1%	8.1%	10.6%	11.1%	18.9%	28.9%
Charlevoix	98.6%	7.1%	9.1%	10.3%	11.0%	18.2%	29.6%
L'Île-d'Orléans	98.0%	7.3%	7.3%	11.3%	11.8%	17.5%	28.6%
La Côte-de-Beaupré	98.8%	8.5%	10.1%	13.5%	12.8%	15.9%	20.1%
La Jacques-Cartier	96.8%	8.7%	13.1%	16.7%	13.0%	11.7%	10.5%
Québec	97.1%	10.1%	13.3%	13.0%	11.1%	14.0%	20.8%
Portneuf	98.4%	7.6%	11.1%	12.7%	11.1%	16.7%	22.0%
Capitale-Nationale	97.3%	9.6%	12.8%	13.1%	11.3%	14.4%	20.6%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%



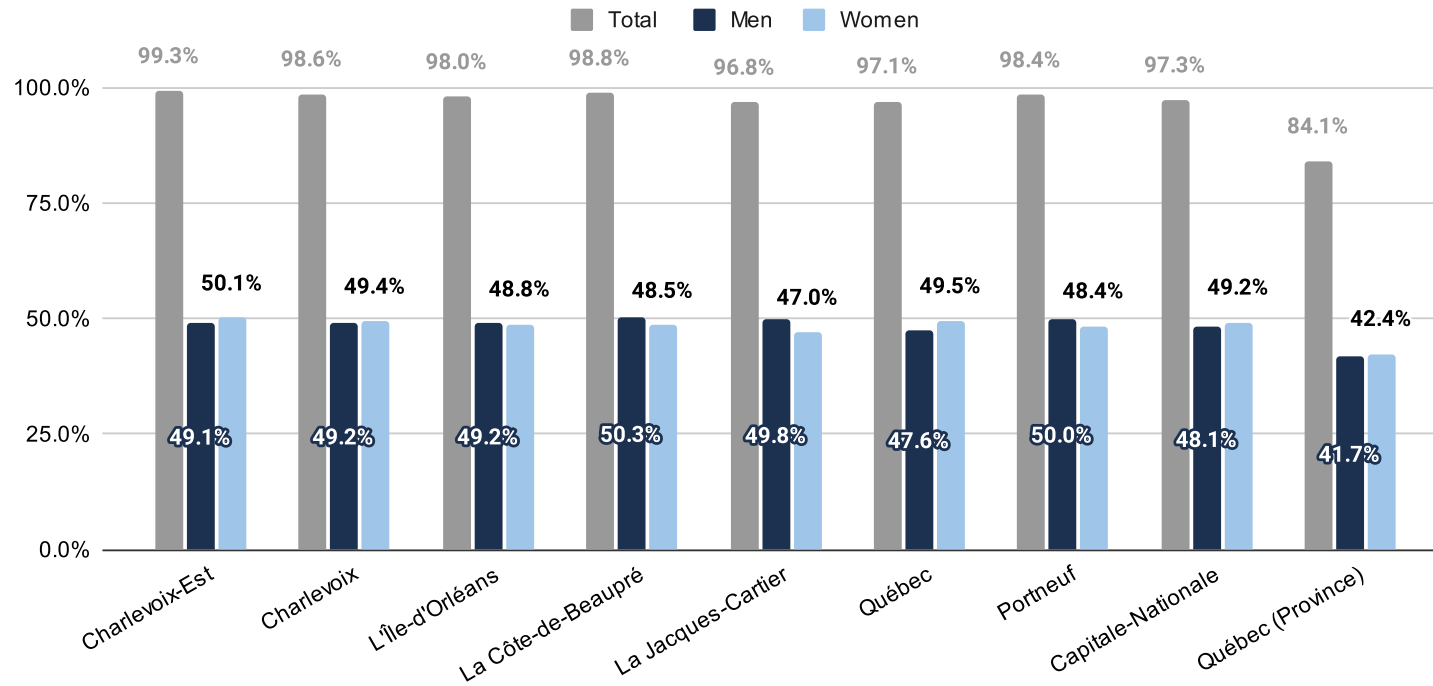
## Population - Gender Structure

English-speaking women represent 1.1% of Capitale-Nationale's population compared to English-speaking men who represent 1.2%. Among French speakers, women represent 49.2% of the population while men represent 48.1%.

**Graph 2.a: Gender Structure of Capitale-Nationale's English Speakers by RCM**



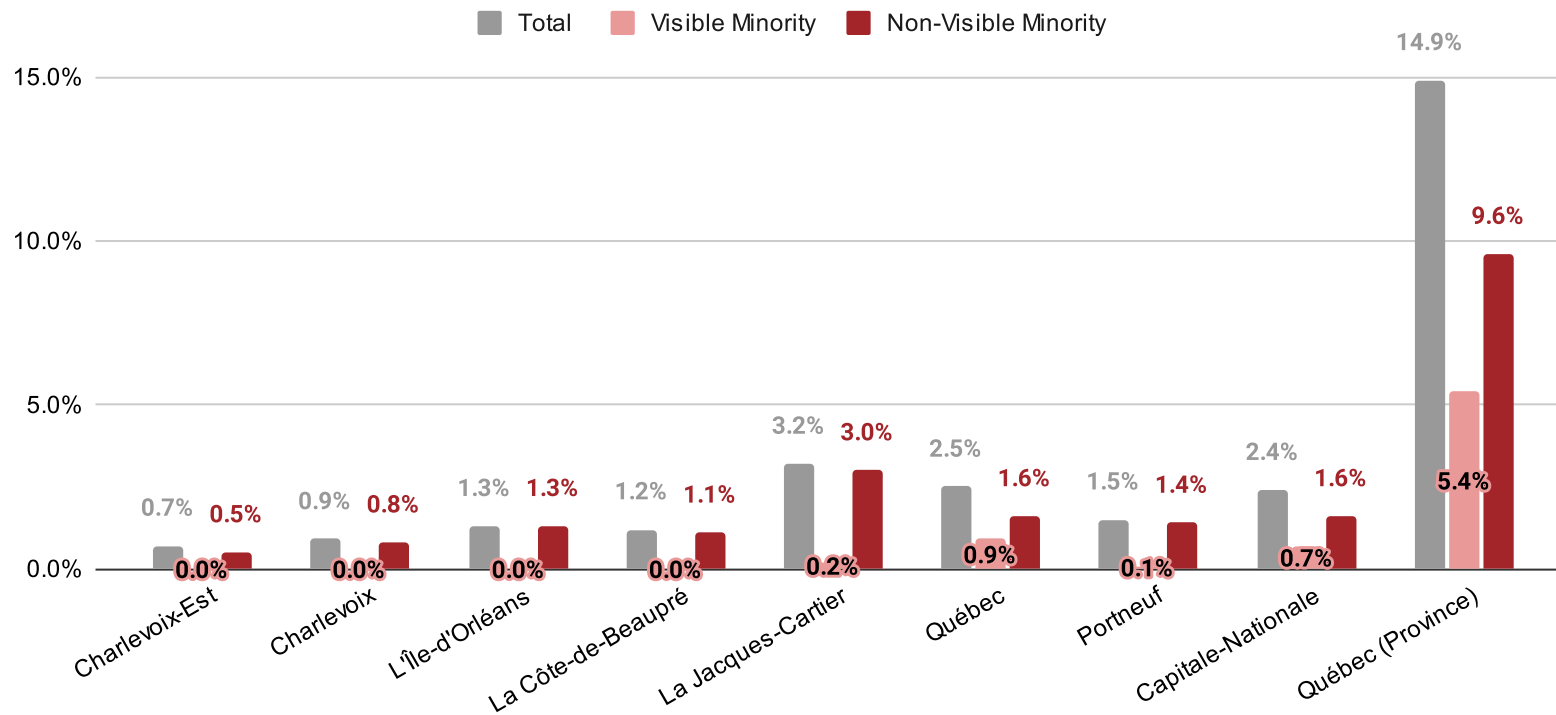
**Graph 2.b: Gender Structure of Capitale-Nationale's French Speakers by RCM**



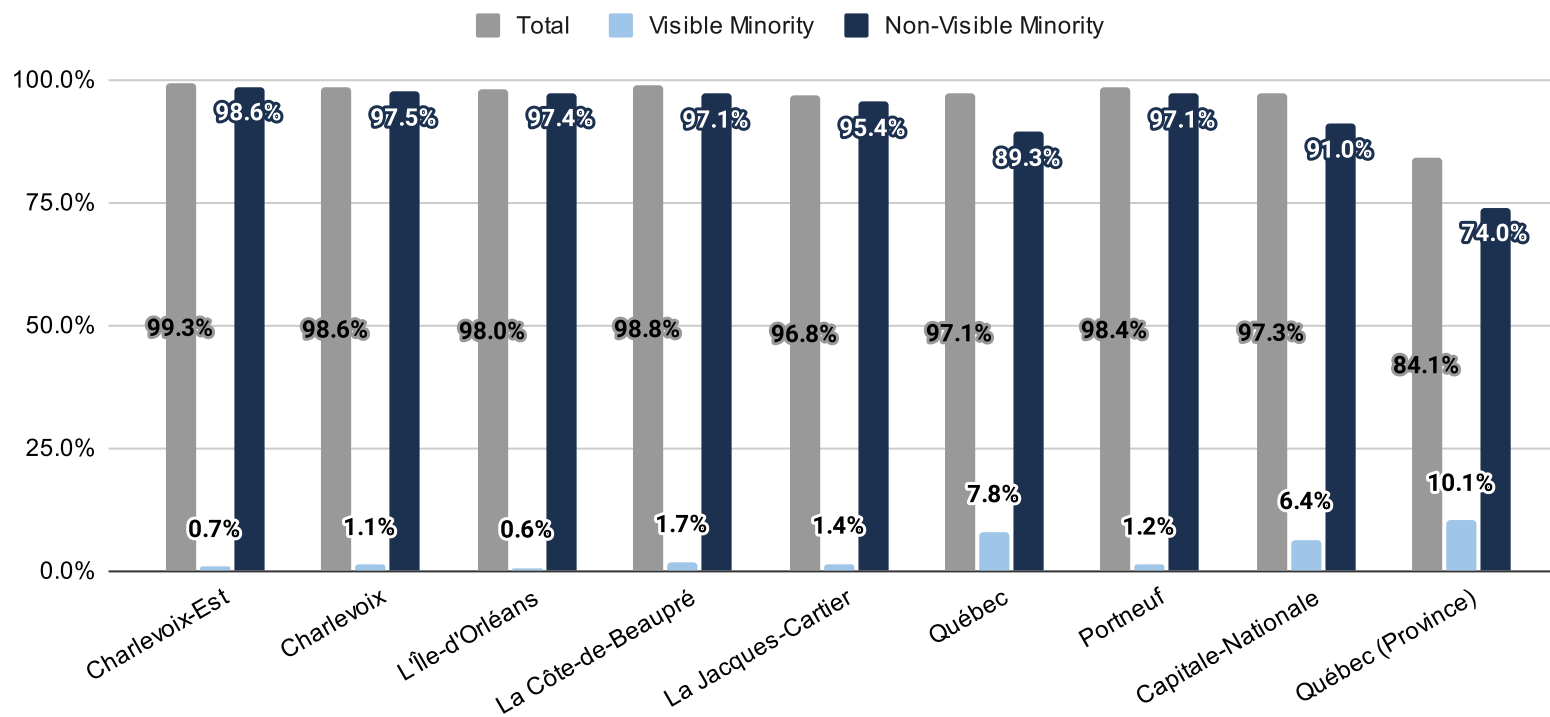
## Population - Visible Minorities

English-speaking visible minorities represent 31.3% of the region's English-speaking population and 0.7% of the total population in the region. Among French speakers, visible minorities make up 6.5% of the French-speaking population and 6.4% of the total population. Québec (RCM) notably has the highest visible minority population share for both linguistic groups.

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



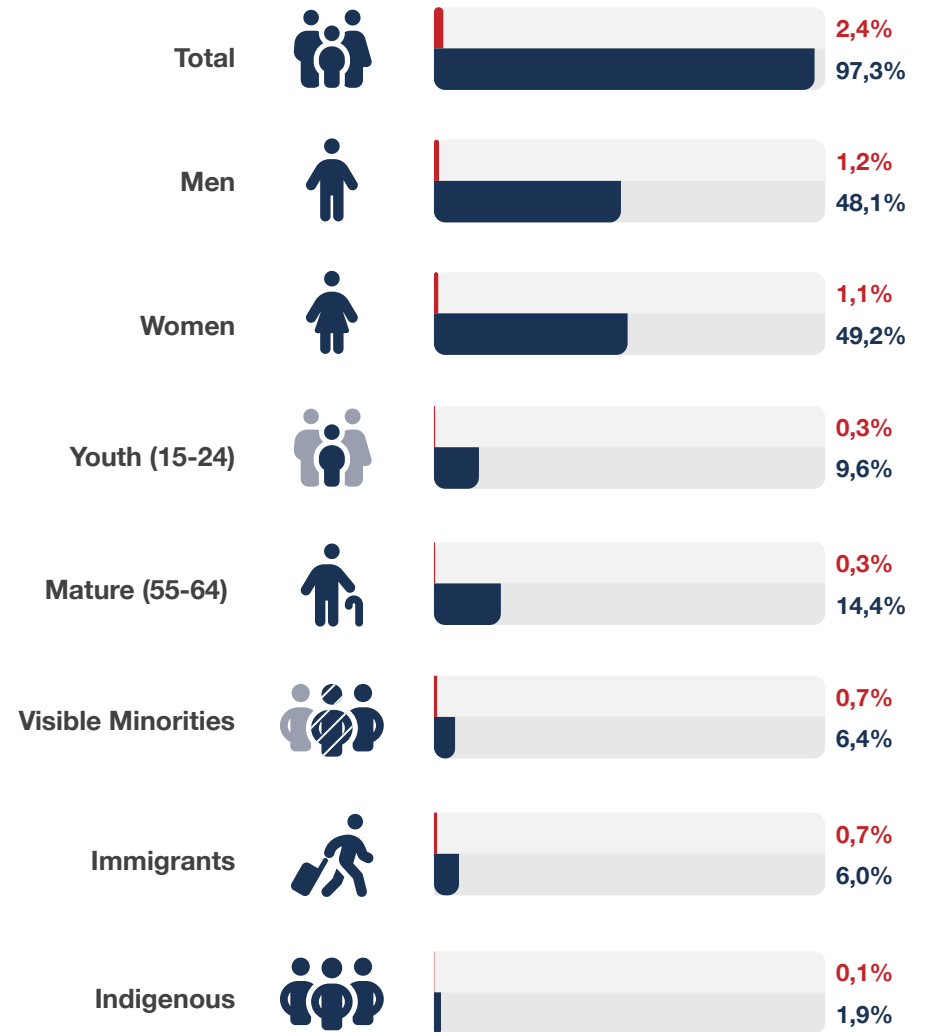
**Graph 3.b: Visible Minority Structure of Capitale-Nationale's French Speakers by RCM**



# Summary of Share of Total Population for English and French Speakers in Capitale-Nationale

## Share of Total Population<sup>9</sup>

Capitale-Nationale



■ English Speakers
 ■ French Speakers

<sup>9</sup> The population data in this summary table consists solely of 25% sample data. See the «Total Population» section above for 100% sample data representative of the region's entire population.





Section 2

# Economic Background



# Economic Background

Capitale-Nationale is designated as an urban region in Québec.<sup>10</sup> Economic activity in the region is largely oriented towards the service sector, particularly public services and household services.<sup>11</sup> Capitale-Nationale serves as the seat of the provincial government and housing provincial and federal administration offices. Real estate and leasing services, financial services, social assistance, education, health care and tourism are other major subsets of the service sector in the region.<sup>12</sup> Tourism is a year-round industry in the region, particularly in Québec City which has prominent tourist attractions.

Due to the strong presence of public services in the region, jobs in the ‘Services’ sector comprise 86.6% of all jobs in the region in 2022.<sup>13</sup> In contrast, jobs in the ‘Manufacturing’ sector (of which over 75% are involved consumer products and complex manufacturing) comprise only 6.4% of jobs in the region compared to 11.4% for the whole of Québec.

Capitale-Nationale receives significant investments in the categories of construction, materials and equipment compared to other regions.<sup>14</sup> The development of housing and related residential construction has been notable and has contributed to important construction expenditures in the region.

In 2020, Capitale-Nationale’s gross domestic product (GDP) amounted to \$41.3 billion, roughly 10% of the total GDP of Québec.<sup>15</sup> Capitale-Nationale’s GDP per capita was \$54,492, which is the 3rd highest GDP per capita among all of Québec’s regions.

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<sup>10</sup> Hamelin, F. (2022). *Portrait économique des région 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)

<sup>11</sup> Ministère de l’Économie, de l’Innovation et de l’Énergie. (2022, May 10). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/capitale-nationale/portrait-regional/structure-economique>

<sup>12</sup> Routhier, C. (2021, June 15). *Études régionales: Région administrative de la Capitale-Nationale*. Desjardins. <https://www.desjardins.com/ressources/pdf/21CapNat-f.pdf?resVer=1623697662000>

<sup>13</sup> Ministère de l’Économie, de l’Innovation et de l’Énergie. (2022, May 10). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/capitale-nationale/portrait-regional/structure-economique>

<sup>14</sup> Hamelin, F. (2022). *Portrait économique des région 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)

<sup>15</sup> Hamelin, F. (2022). *Portrait économique des région 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>16</sup> of 103.6, ranking 2nd among the regions. Its labour productivity index<sup>17</sup> was 100.6, and it scored 69 on Québec’s industrial diversity index.<sup>18</sup>

**Table 3: Economic Performance Indicators of Capitale-Nationale<sup>19</sup>**

Economic Indicators (Capitale-Nationale)	Number	Rank Among Regions (out of 17)
Economic Development Index (2020)	103,6	2 <sup>nd</sup>
Gross Domestic Product (2020)	\$ 41.3 (Billions)	3 <sup>rd</sup>
GDP per capita (2020)	\$ 54,492	5 <sup>th</sup>
Labour Productivity Index (2020)	100.6	6 <sup>th</sup>
Industrial Diversity Index (2021)	69	3 <sup>rd</sup>

<sup>16</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>17</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.

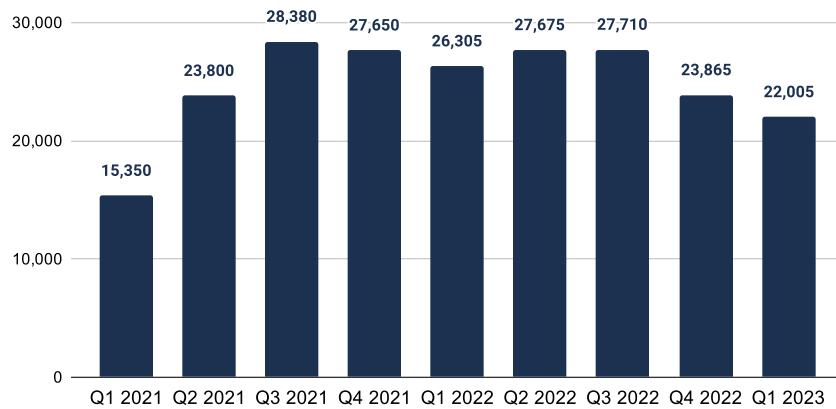
<sup>18</sup> The industry diversity index measures the similarity between the industrial structure of the region and that of Québec as a whole. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more the region's structure differs from that of Québec's. The industrial diversity index is compiled by the Ministry of Economy, Innovation and Energy.

<sup>19</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)

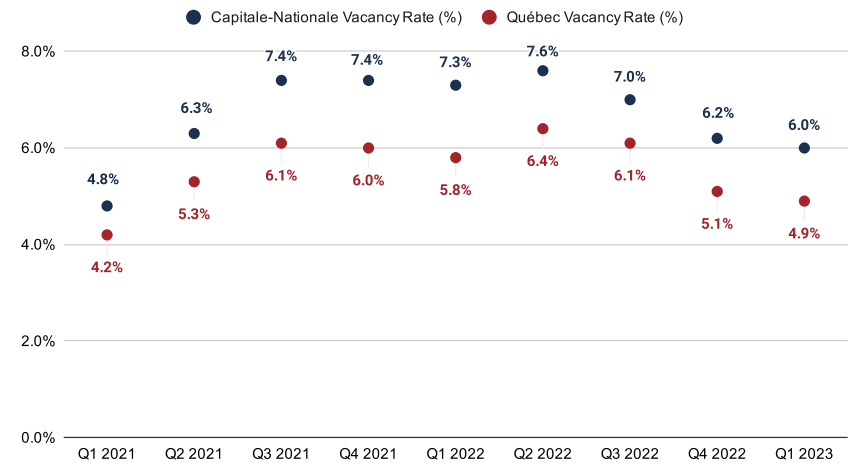
## JOB VACANCY

Quarterly vacancy numbers<sup>20</sup>, or Capitale-Nationale were 15,350 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. In the 1st quarter of 2023, Capitale-Nationale had a total of 22,005 vacant positions. This is significantly higher than pre-pandemic vacancy numbers where Capitale-Nationale had 15,010 vacancies in Q4 of 2020.

**Graph 4.a: Total Job Vacancies in Capitale-Nationale (Quarterly)<sup>21</sup>**



**Graph 4.b: Job Vacancy Rate of Capitale-Nationale (Quarterly)**

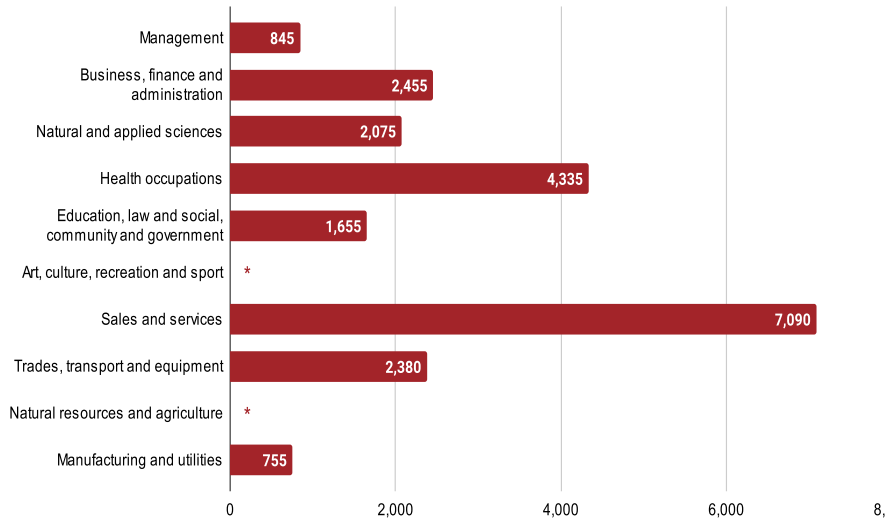


In the 1st quarter of 2023, Capitale-Nationale had a vacancy rate of 6%, higher than the provincial vacancy rate of 4.9%.

<sup>20</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>21</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 Capitale-Nationale by Occupation Level (Q1 2023)<sup>22</sup>**



**Graph 5.b: Total Job Vacancies in Capitale-Nationale by Industry (Q1 2023)<sup>23</sup>**



Job vacancy data for Q1 2023 shows that ‘Sales and services’ occupations lead with 7,090 vacancies. This is followed by ‘Health’ occupations with 4,335 vacancies, and ‘Business, finance and administration’ with slightly over 2,455 vacancies. This is compared to provincial vacancies, where ‘Sales and services’ occupations have the most vacancies (57,455), followed by ‘Trades and transport’ (29,320), then ‘Health’ occupations (25,755).

When job vacancies are sorted by industry, it is found that the ‘Health care and social assistance’ industry has the most vacancies (6,345), followed by ‘Accommodation’ (2,655) and ‘Retail trade’ (2,300). As a comparison, at the provincial level, the ‘Health care and social assistance’ industry leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and then ‘Retail trade’ (21,110).

<sup>22</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>23</sup> Some data do not appear in the graphs for certain occupations and industries. This is due to two reasons: 1) The data is deemed too unreliable to be published by Statistics Canada. 2) The data is suppressed to meet the confidentiality requirements of the Statistics Act. The occupations and industries that are affected by these limitations are presented with an asterisk in the graphs.





Section 3

# Labour Force

# Labour Force

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

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

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

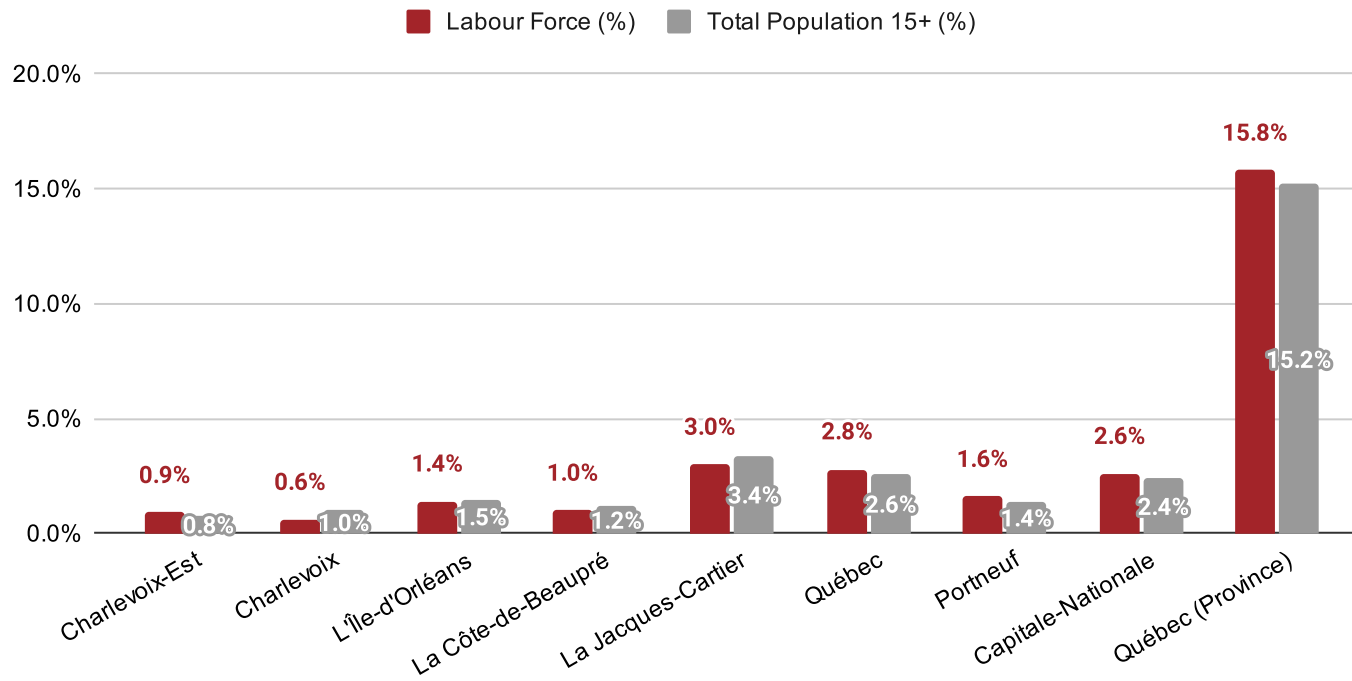
## **TOTAL LABOUR FORCE**

There are 401,995 individuals in Capitale-Nationale's labour force, an increase from 392,105 in the 2016 Census. English speakers continue to occupy a small share of Capitale-Nationale's labour force (2.6%), similar to their population share (2.4%). There are 391,100 French speakers in Capitale-Nationale's labour market, making up 97.3% of the labour market.

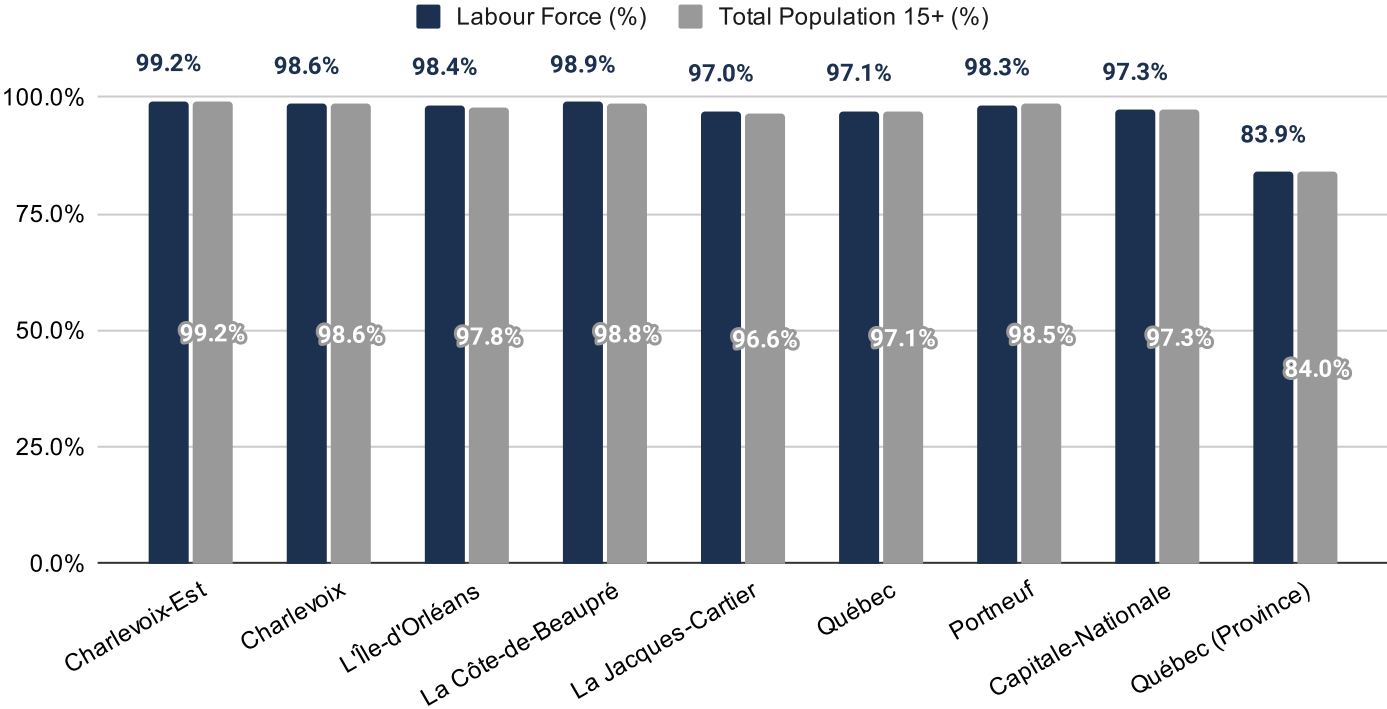
English speakers have significant labour force shares in La Jacques-Cartier (3%) and Québec (2.8%), compared to the regional share. Among the RCMs, Charlevoix has the lowest labour force share for English speakers.



**Graph 6.a: Labour Force of Capitale-Nationale's English Speakers by RCM**



**Graph 6.b: Labour Force of Capitale-Nationale's French Speakers by RCM**



**Table 4: Total Labour Force of Capitale-Nationale by RCM**

	English Speakers	French Speakers
Charlevoix-Est	63	7,058
Charlevoix	38	6,133
L'Île-d'Orléans	50	3,480
La Côte-de-Beaupré	165	15,655
La Jacques-Cartier	805	26,320
Québec	8,815	304,995
Portneuf	443	27,468
Capitale-Nationale	10,380	391,100
Québec (Province)	699,015	3,721,250

## Labour Force - Age Structure

Youth (15-24) and mature individuals aged 65+ tend to represent the smallest shares of the labour force for both linguistic communities.

**Table 5.a: Age Structure of Capitale-Nationale'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+
Charlevoix-Est	0.9%	0.0%	0.2%	0.0%	0.2%	0.4%	0.1%
Charlevoix	0.6%	0.0%	0.3%	0.0%	0.2%	0.0%	0.0%
L'Île-d'Orléans	1.4%	0.0%	0.0%	0.0%	0.4%	0.7%	0.4%
La Côte-de-Beaupré	1.0%	0.0%	0.2%	0.4%	0.3%	0.2%	0.0%
La Jacques-Cartier	3.0%	0.3%	1.1%	0.7%	0.4%	0.5%	0.1%
Québec	2.8%	0.4%	0.8%	0.7%	0.5%	0.3%	0.1%
Portneuf	1.6%	0.2%	0.3%	0.3%	0.4%	0.4%	0.0%
Capitale-Nationale	2.6%	0.30%	0.7%	0.7%	0.4%	0.3%	0.1%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

**Table 5.b: Age Structure of Capitale-Nationale's French-Speaking Labour Force by RCM**

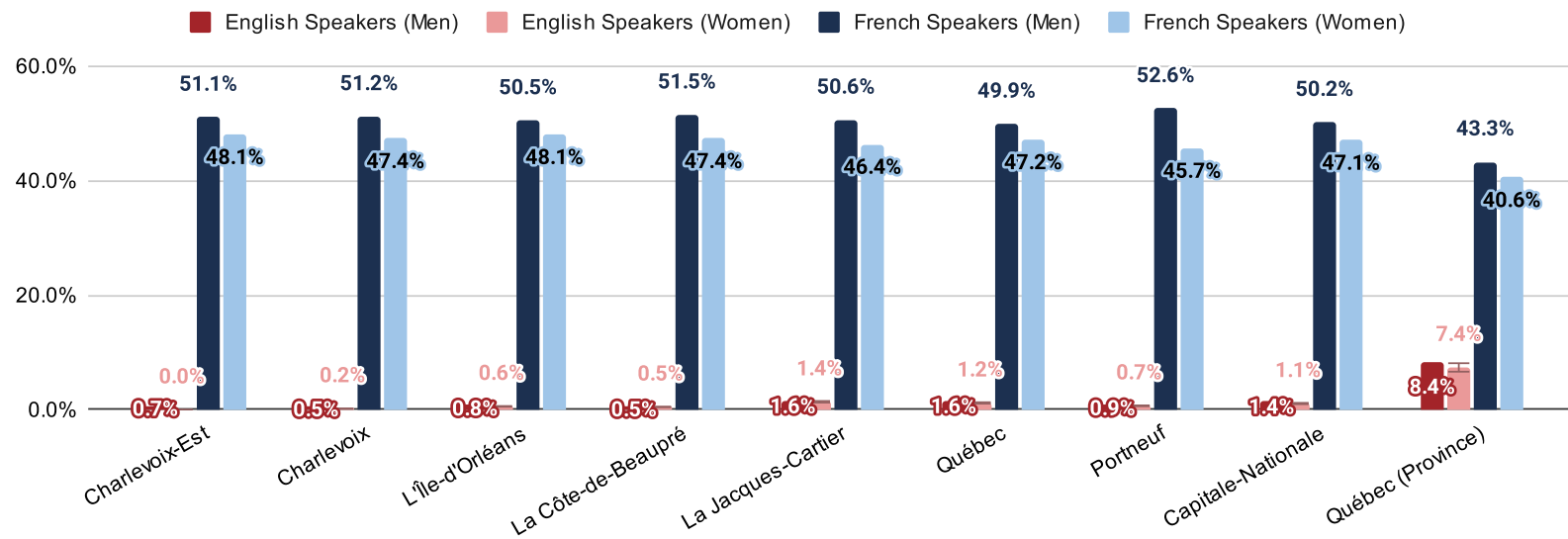
Labour Force Share (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	99.2%	11.0%	14.7%	20.3%	20.0%	25.9%	7.2%
Charlevoix	98.6%	8.8%	17.2%	19.3%	20.3%	24.3%	8.8%
L'Île-d'Orléans	98.4%	9.9%	12.9%	20.1%	20.2%	23.8%	11.5%
La Côte-de-Beaupré	98.9%	11.5%	17.6%	23.5%	21.7%	19.5%	5.1%
La Jacques-Cartier	97.0%	10.6%	21.3%	27.6%	20.6%	13.7%	3.2%
Québec	97.1%	13.3%	21.9%	21.9%	18.4%	16.8%	4.8%
Portneuf	98.3%	11.0%	19.4%	22.7%	18.9%	20.8%	5.6%
Capitale-Nationale	97.3%	12.7%	21.3%	22.3%	18.7%	17.3%	4.9%
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 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 1.4% of the labour force, English-speaking women make up 1.1%. A similar trend is observed among French speakers, where men represent 50.2% of the region's labour force and women represent 47.1%.

**Graph 7: Gender Structure of Capitale-Nationale's Labour Force by RCM**

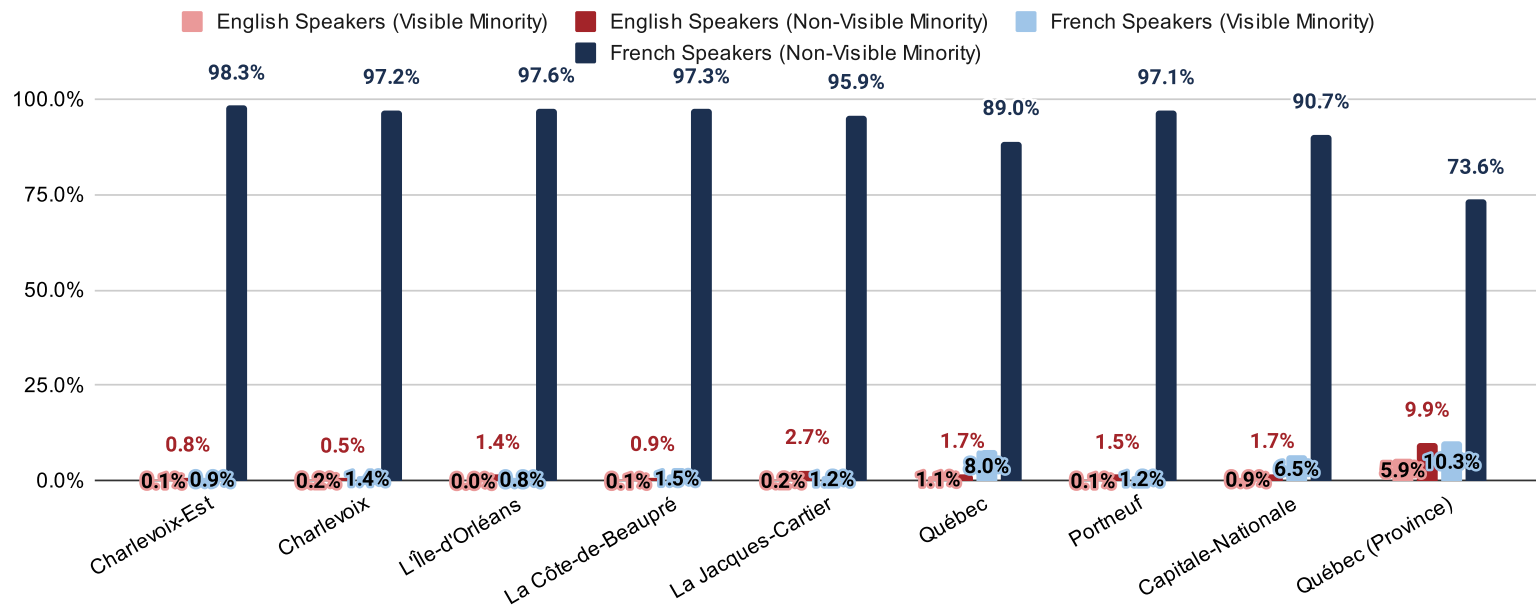




## Labour Force - Visible Minorities

English-speaking visible minorities represent 0.9% of the region's total labour force, while French-speaking visible minorities represent 6.5%. Québec (RCM) has the highest visible minority labour share (1.1%) among English speakers.

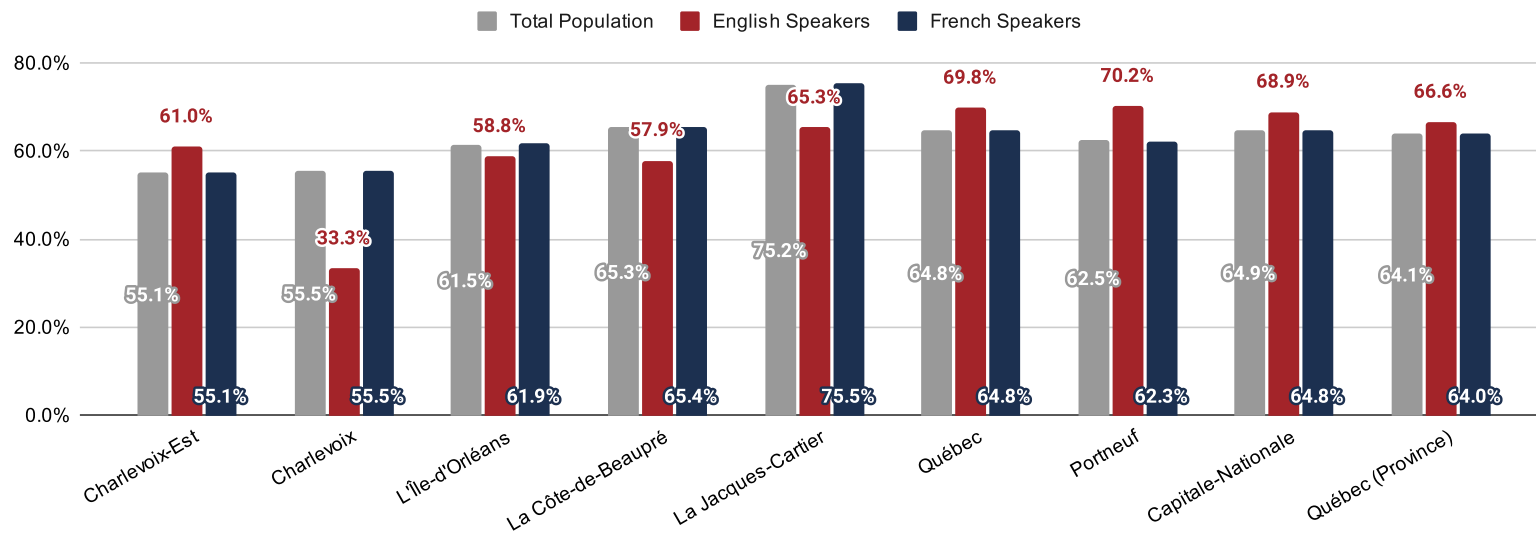
**Graph 8: Visible Minority Structure of Capitale-Nationale's Labour Force by RCM**



## LABOUR FORCE PARTICIPATION RATE

Labour force participation is high among English speakers in Capitale-Nationale. The labour force participation rate of English speakers in Capitale-Nationale is 68.9%, compared to 64.8% among French speakers, and 66.6% for English speakers across the province. Across the RCMs, labour force participation is highest among English speakers in Portneuf and lowest among English speakers in Charlevoix.<sup>24</sup>

**Graph 9: Labour Force Participation Rate of Capitale-Nationale by RCM**



<sup>24</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

## Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature/elderly workers aged 55+ tend to have the lowest labour force participation rates; a similar trend is observed at the provincial level. English-speaking youth aged 15-24 have a labour force participation rate of 60.4%, which is lower than the labour force participation rate of French-speaking youth (71.9%).

**Table 6.a: Age Structure of Capitale-Nationale's Labour Force Participation Rates for English Speakers by RCM**

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	61.0%	*	*	*	*	83.30%	16.7%
Charlevoix	33.3%	*	*	*	66.70%	*	*
L'Île-d'Orléans	58.8%	*	*	*	*	83.3%	75.0%
La Côte-de-Beaupré	57.9%	*	85.7%	81.3%	61.5%	66.7%	*
La Jacques-Cartier	65.3%	54.2%	96.6%	84.3%	76.9%	57.7%	7.9%
Québec	69.8%	61.7%	82.8%	87.9%	86.1%	66.4%	21.5%
Portneuf	70.2%	73.3%	95.1%	88.6%	95.5%	70.0%	10.5%
Capitale-Nationale	68.9%	60.4%	84.2%	87.3%	85.2%	65.2%	19.9%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

**Table 6.b: Age Structure of Capitale-Nationale's Labour Force Participation Rates for French Speakers by RCM**

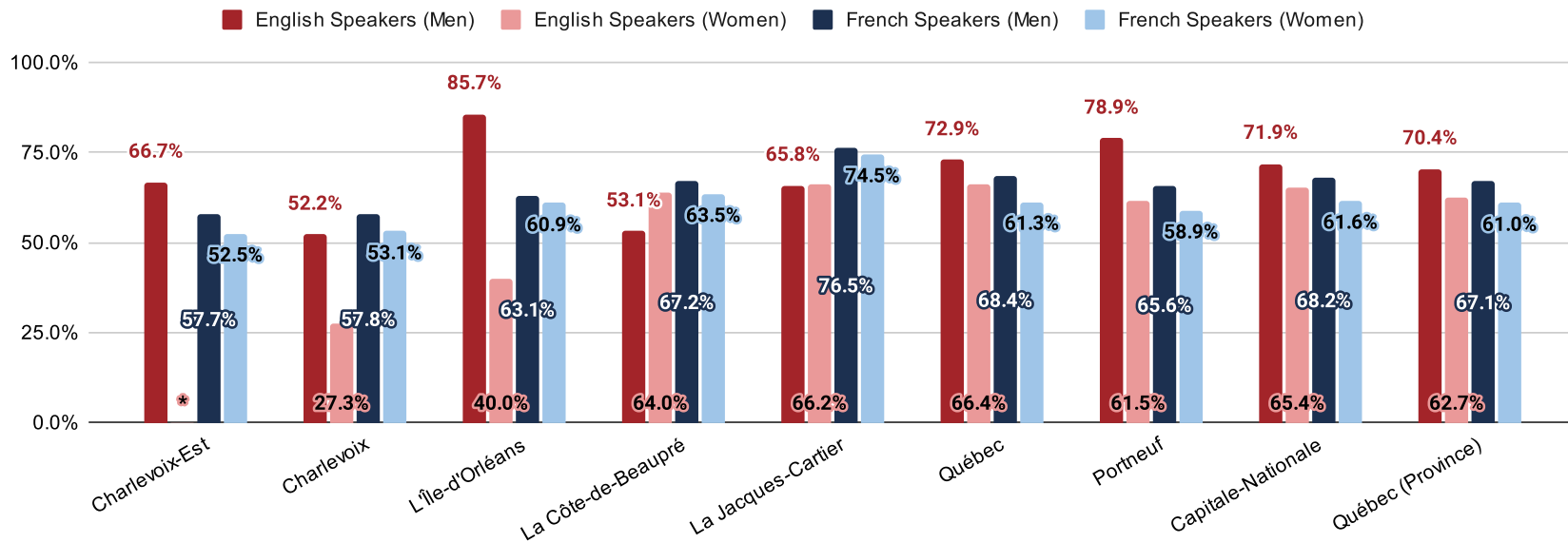
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	55.1%	64.5%	86.4%	91.5%	85.8%	65.3%	11.9%
Charlevoix	55.5%	59.5%	91.1%	90.2%	88.4%	64.1%	14.2%
L'Île-d'Orléans	61.9%	71.4%	92.9%	93.4%	90.5%	71.5%	21.1%
La Côte-de-Beaupré	65.4%	72.0%	93.0%	93.6%	90.6%	65.5%	13.6%
La Jacques-Cartier	75.5%	69.5%	93.7%	94.7%	91.3%	66.9%	17.7%
Québec	64.8%	72.2%	90.7%	92.8%	90.6%	65.7%	12.7%
Portneuf	62.3%	74.4%	90.4%	91.9%	87.4%	64.1%	13.0%
Capitale-Nationale	64.8%	71.9%	90.9%	92.9%	90.3%	65.6%	13.1%
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 L'Île-d'Orléans, English-speaking men have the highest for English-speaking men among the RCMs.<sup>25</sup> In Québec (RCM), English-speaking women reportedly have 66.4% participation rate, the highest for English-speaking women among the RCMs.

**Graph 10: Gender Structure of Capitale-Nationale's Labour Force Participation by RCM**

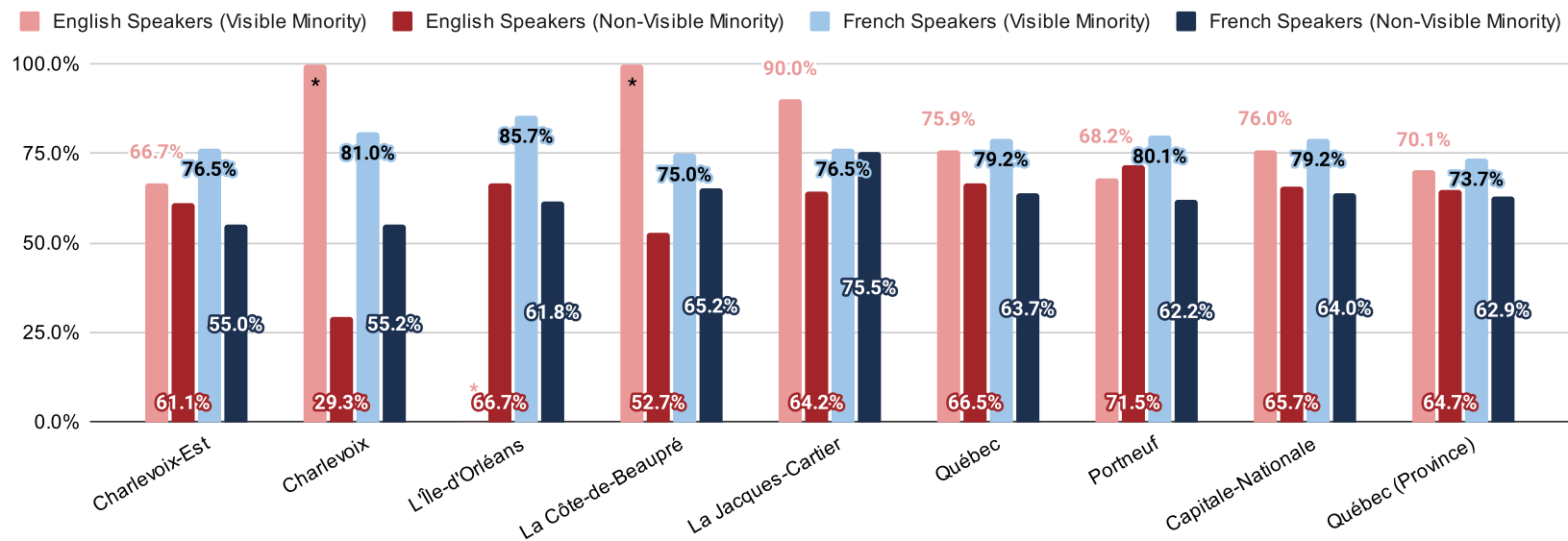


<sup>25</sup> According to the Census, there are less than 100 English speakers in L'Île-d'Orléans. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

## Labour Force Participation - Visible Minorities

Among English and French speakers, visible minorities have significantly higher participation rates compared to non-visible minorities. English-speaking visible minorities in Charlevoix<sup>26</sup> and La Côte-de-Beaupré have significant labour force participation rates, higher than the rate of 76% for English-speaking visible minorities in the region and 70.1% at the provincial level.

**Graph 11: Visible Minority Structure of Capitale-Nationale's Labour Force Participation Rate by RCM**



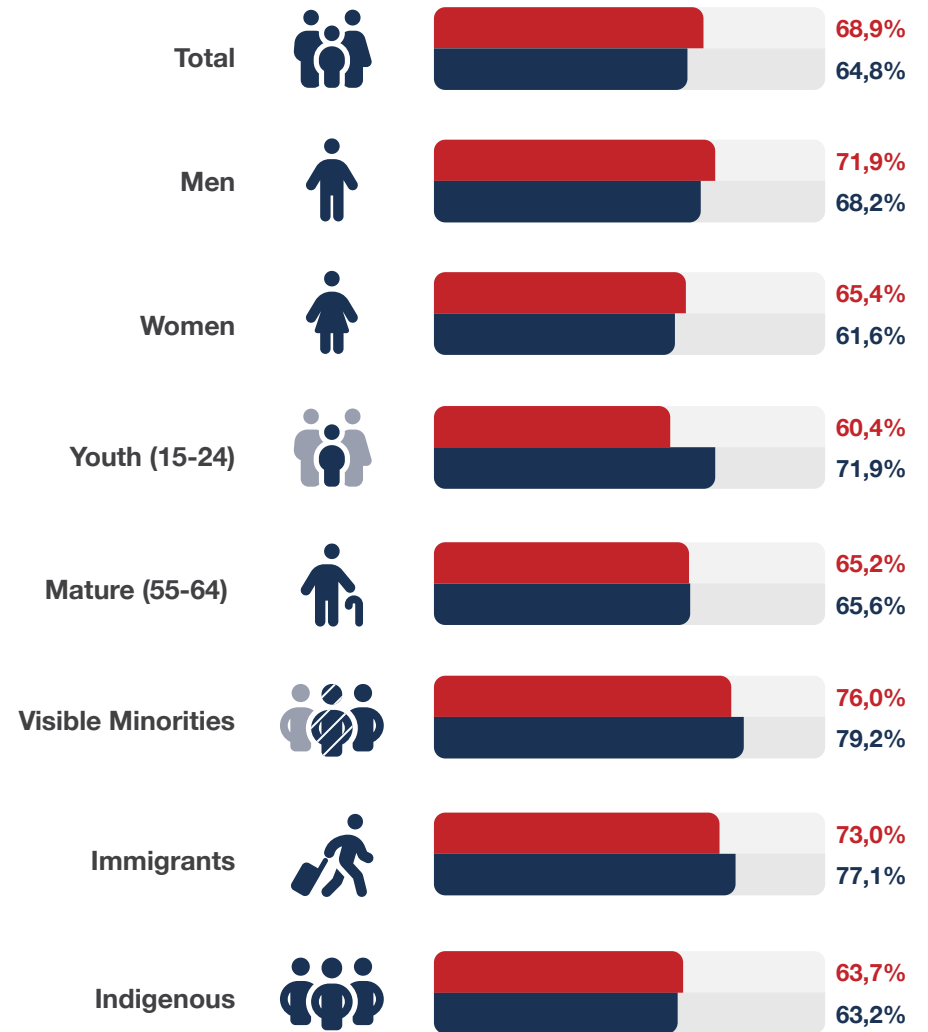
<sup>26</sup> According to the Census, there are less than 100 English speakers in L'île-d'Orléans. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.



# Summary of Labour Force Participation Rate for English and French Speakers in Capitale-Nationale

## Labour Force Participation Rate

Capitale-Nationale



English Speakers French Speakers



Section 4

# Unemployment





# Unemployment

Unemployment rate serves as an official measure of labour market performance 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.

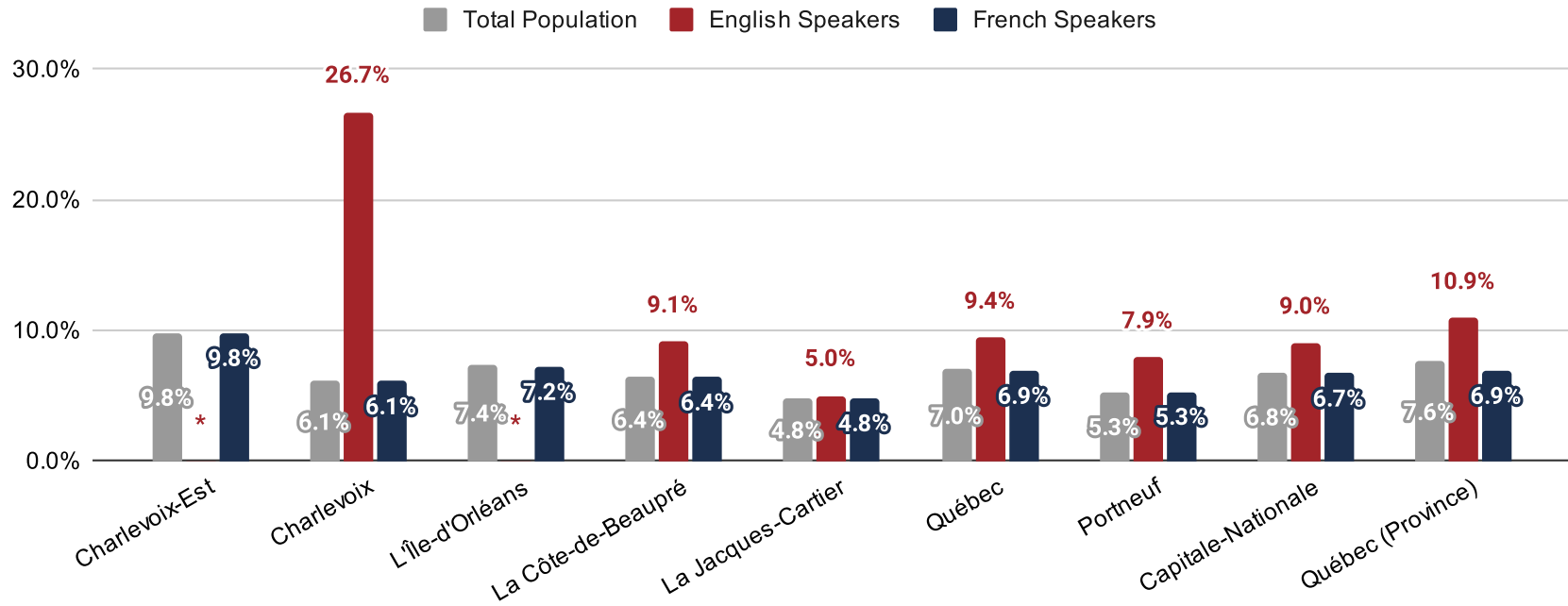
## UNEMPLOYMENT RATE

Generally, unemployment rates in Capitale-Nationale 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% in Capitale-Nationale. French speakers in the region have lower unemployment rates (6.7%) than English speakers and experience lower unemployment rates in all the RCMs. English speakers in Charlevoix experience the highest unemployment rate among the RCMs.<sup>27</sup>

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<sup>27</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

**Graph 12: Unemployment Rate of Capitale-Nationale by RCM**



## Who are the Unemployed English Speakers ?

In the Capitale-Nationale region, an estimated 938 English speakers were reported to be unemployed in May 2021 when the Census was conducted. Below are the main characteristics of these unemployed English speakers:

- There is a higher proportion of men than women in the unemployed English-speaking population in the region (54.1% compared to 45.9%).
- A third of the unemployed group are immigrants (34.1%)
- Approximately a third of the unemployed group are visible minorities (36.3%).
- More than half of the unemployed population are found to have attained postsecondary level education (63.3%).
- A majority of the unemployed English-speaking population reported having worked part-time before they were unemployed (60.8%).
- Québec (RCM) has the largest unemployed population among English speakers in the region (88.8%) while most of the other RCMs have 40 or less English speakers who were reportedly unemployed.





## Unemployment Rate - Age Structure

Among Among English speakers, individuals aged 35-44 experience the lowest regional unemployment rate (5.8%). This is also the case among French speakers; French speakers aged 35-44 experience an unemployment rate of 3.8%.

Youth aged 15-24 experience high regional unemployment rates with English-speaking youth in particular experiencing an unemployment rate of 14.3%, significantly higher than that of their French-speaking counterparts (11.1%). English-speaking mature workers (55-64) have a regional unemployment rate of 11.1% compared to 7.1% among French-speaking mature workers.

**Table 7.a: Age Structure of Capitale-Nationale'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+
Charlevoix-Est	*	*	*	*	*	*	*
Charlevoix	26.7%	*	*	*	*	*	*
L'Île-d'Orléans	*	*	*	*	*	*	*
La Côte-de-Beaupré	9.1%	*	*	15.4%	*	*	*
La Jacques-Cartier	5.0%	*	5.2%	0.0%	*	7.1%	*
Québec	9.4%	15.0%	9.7%	5.7%	6.8%	11.7%	16.5%
Portneuf	7.9%	*	*	*	9.5%	14.3%	*
Capitale-Nationale	9.0%	14.3%	9.0%	5.8%	6.2%	11.1%	18.3%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

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

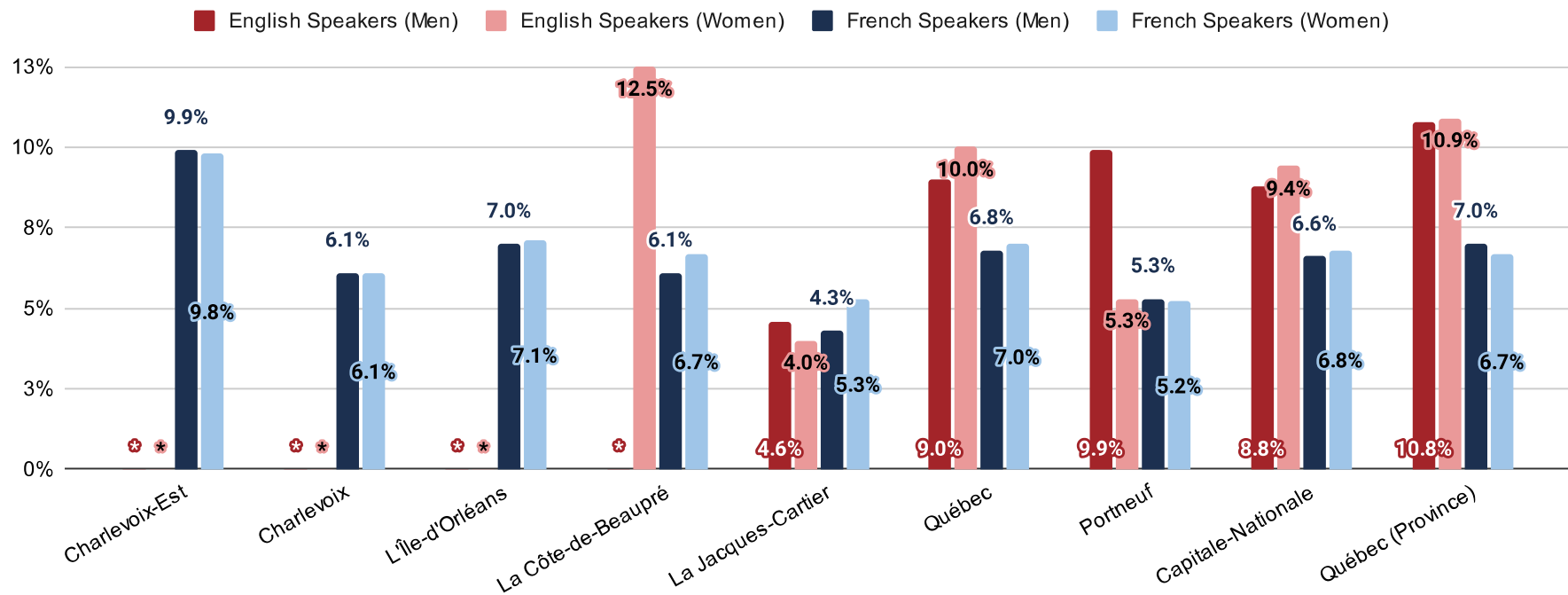
Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	9.8%	7.7%	9.6%	6.6%	4.9%	13.3%	23.3%
Charlevoix	6.1%	12.7%	4.7%	3.3%	4.0%	5.6%	13.8%
L'Île-d'Orléans	7.2%	10.0%	5.5%	2.1%	3.5%	8.3%	21.0%
La Côte-de-Beaupré	6.4%	10.5%	3.4%	3.60%	3.9%	8.3%	23.6%
La Jacques-Cartier	4.8%	9.8%	3.5%	2.7%	3.5%	4.7%	22.7%
Québec	6.9%	11.7%	5.9%	4.0%	4.2%	7.1%	21.5%
Portneuf	5.3%	5.8%	3.0%	3.0%	4.0%	6.7%	19.9%
Capitale-Nationale	6.7%	11.1%	5.5%	3.8%	4.1%	7.1%	21.4%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

## Unemployment Rate - Gender Structure

Among English speakers in Capitale-Nationale, women experience a higher unemployment rate than men (9.4% compared to 8.8%). Similarly, French-speaking women experience a higher unemployment rate than French-speaking men (6.8% compared to 6.6%). Thus, French-speaking men have the lowest unemployment rate in the region, while English-speaking women have the highest.

Unemployment among both genders in the English-speaking population is significant in Québec (RCM), with English-speaking men reporting an unemployment rate of 9% and 10% for English-speaking women.

**Graph 13: Gender Structure of Capitale-Nationale's Unemployment Rate by RCM**

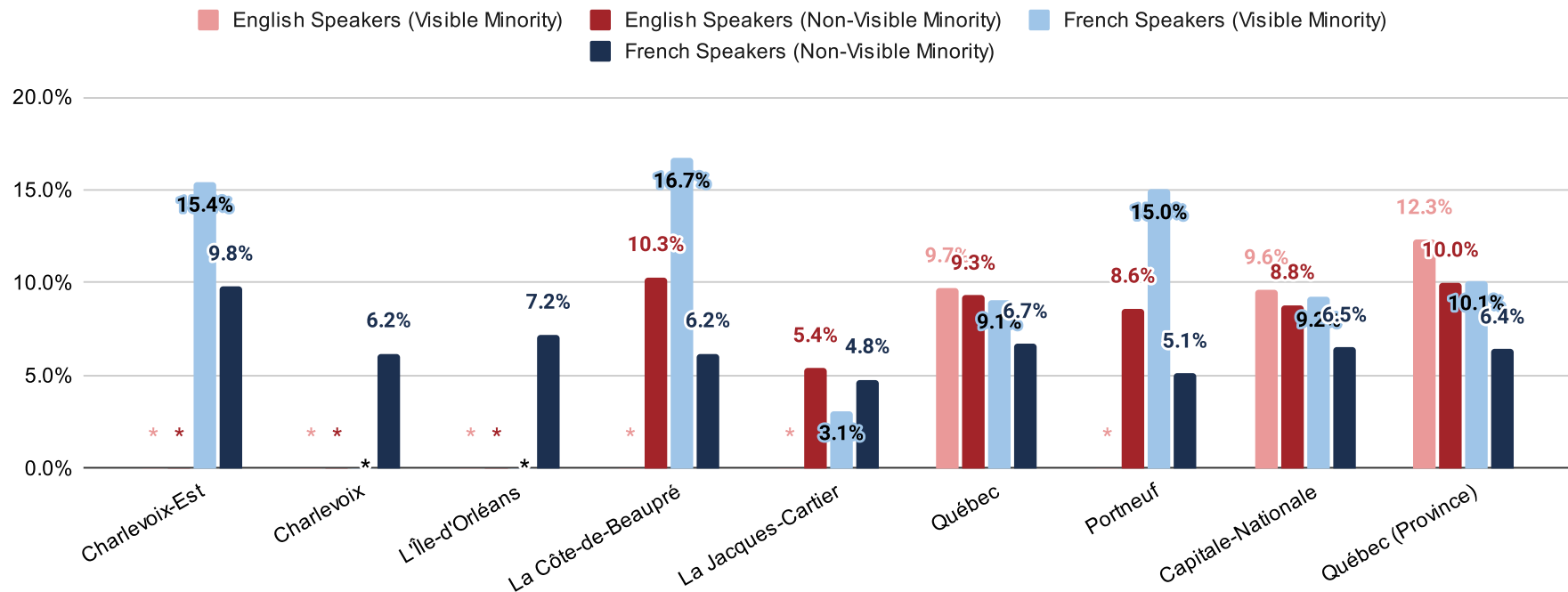


## Unemployment Rate - Visible Minorities

English-speaking visible minorities in Capitale-Nationale experience an unemployment rate of 9.6% in the region, which is higher than the unemployment rate of non-visible minorities (8.8%). 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, there is limited unemployment data available for English speakers. English-speaking non-visible minorities have among the highest unemployment rates in La Côte-de-Beaupré (10.3%), while English-speaking visible minorities experience high unemployment rates in Québec (RCM) (9.7%).

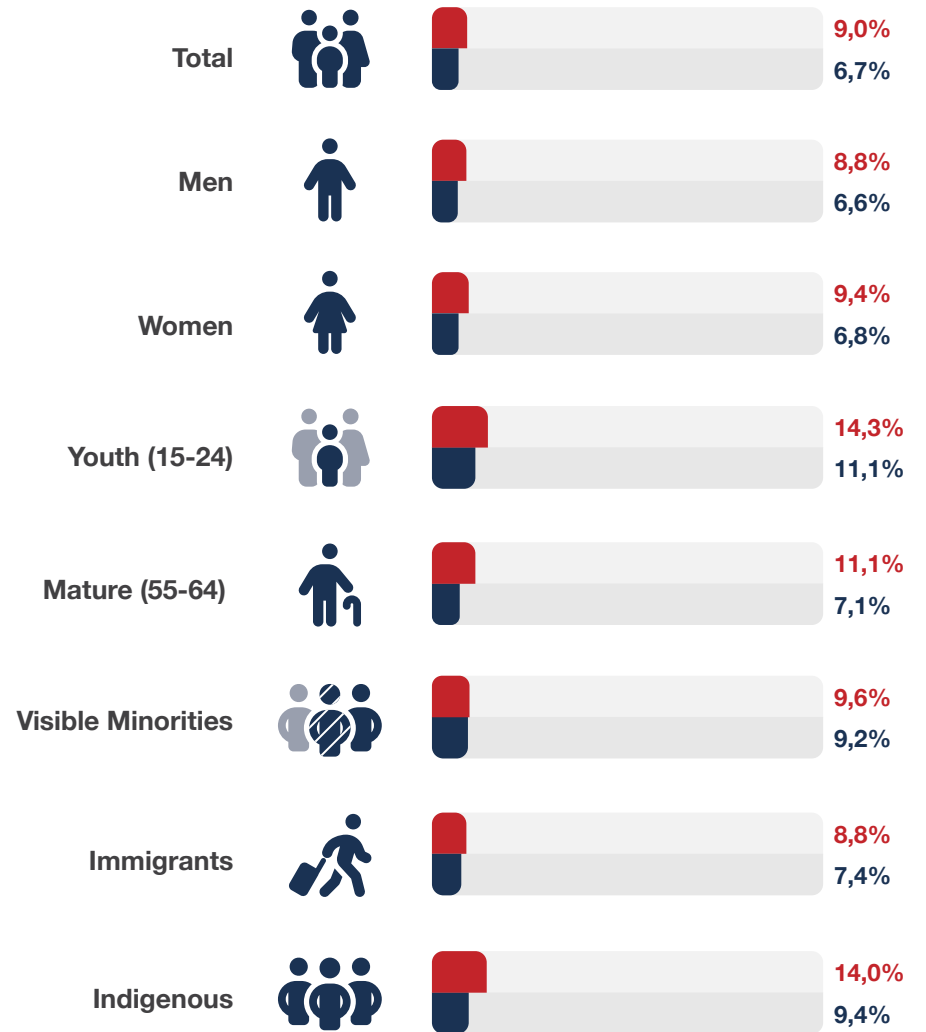
**Graph 14: Unemployment Rate Visible Minority Status in Capitale-Nationale by RCM**



# Summary of Unemployment Rate for English and French Speakers in Capitale-Nationale

## Unemployment Rate

Capitale-Nationale



English Speakers French Speakers





Section 5

# Income



# Income

Similar to the trend observed at the provincial level, English speakers in Capitale-Nationale tend to earn a lower median after-tax income and lower median employment income than French speakers.<sup>28</sup> This could be explained by the higher unemployment rates that English speakers face, and higher tendency of English speakers to engage in temporary, seasonal, part-time, and minimum wage opportunities.

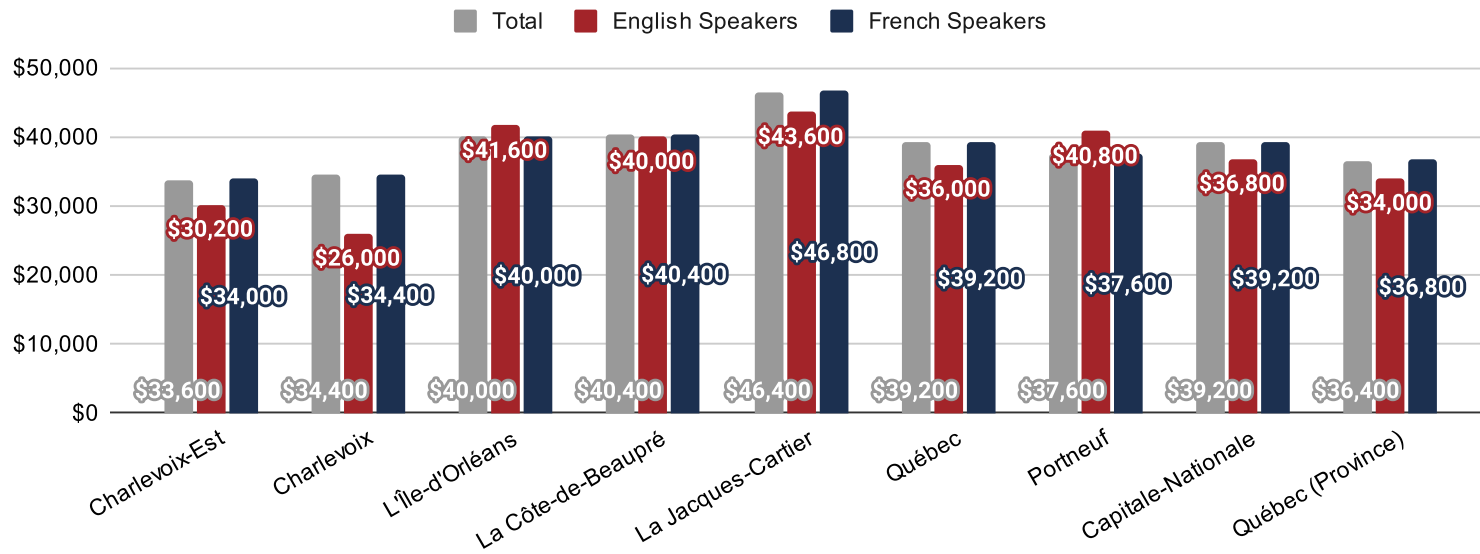
## **AFTER-TAX INCOME**

English speakers in the Capitale-Nationale region earn a median after-tax income of \$36,800, roughly \$2,400 lower than that of French speakers (\$39,200). English speakers have lower after-tax income than French speakers in most of the RCMs in the region.

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<sup>28</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.

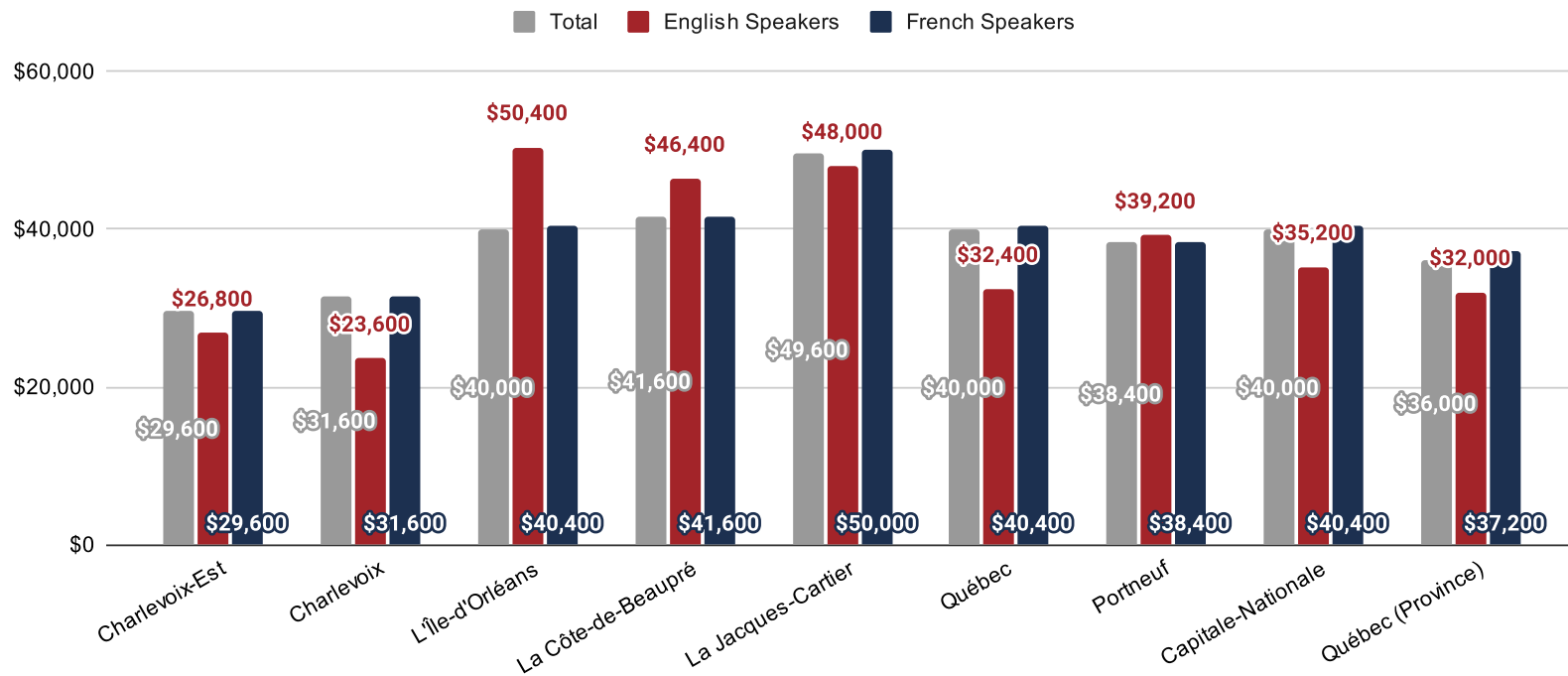
**Graph 15: Median After-Tax Income in Capitale-Nationale by RCM**



## EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Capitale-Nationale earn a median employment income of \$35,200, lower than that of French speakers (\$40,400) by approximately \$5,200. Charlevoix reported the lowest median employment income for English speakers, while L'île-d'Orléans reported the highest.<sup>29</sup>

**Graph 16: Median Employment Income in Capitale-Nationale by RCM**



<sup>29</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix and L'île-d'Orléans is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

## Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 65 and over tend to earn significantly lower median employment incomes compared to the other age groups. This trend is seen in both the English-speaking and French-speaking populations. Contrary to trends seen in most other regions, English speakers aged 65 and over have a median employment income of \$10,000, higher than their French-speaking counterparts earning \$5,600.

**Table 8.a: Age Structure of Capitale-Nationale'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+
Charlevoix-Est	\$26,800	*	*	*	*	*	*
Charlevoix	\$23,600	*	*	*	*	*	*
L'Île-d'Orléans	\$50,400	*	*	*	*	*	*
La Côte-de-Beaupré	\$46,400	*	*	\$48,800	\$60,000	\$41,600	*
La Jacques-Cartier	\$48,000	\$7,500	\$58,000	\$62,000	\$66,500	\$43,200	\$2,360
Québec	\$32,400	\$11,900	\$30,800	\$46,000	\$49,200	\$41,200	\$10,800
Portneuf	\$39,200	\$18,400	\$64,500	\$37,200	\$54,800	\$40,000	*
Capitale-Nationale	\$35,200	\$11,200	\$34,800	\$46,400	\$53,200	\$42,400	\$10,000
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

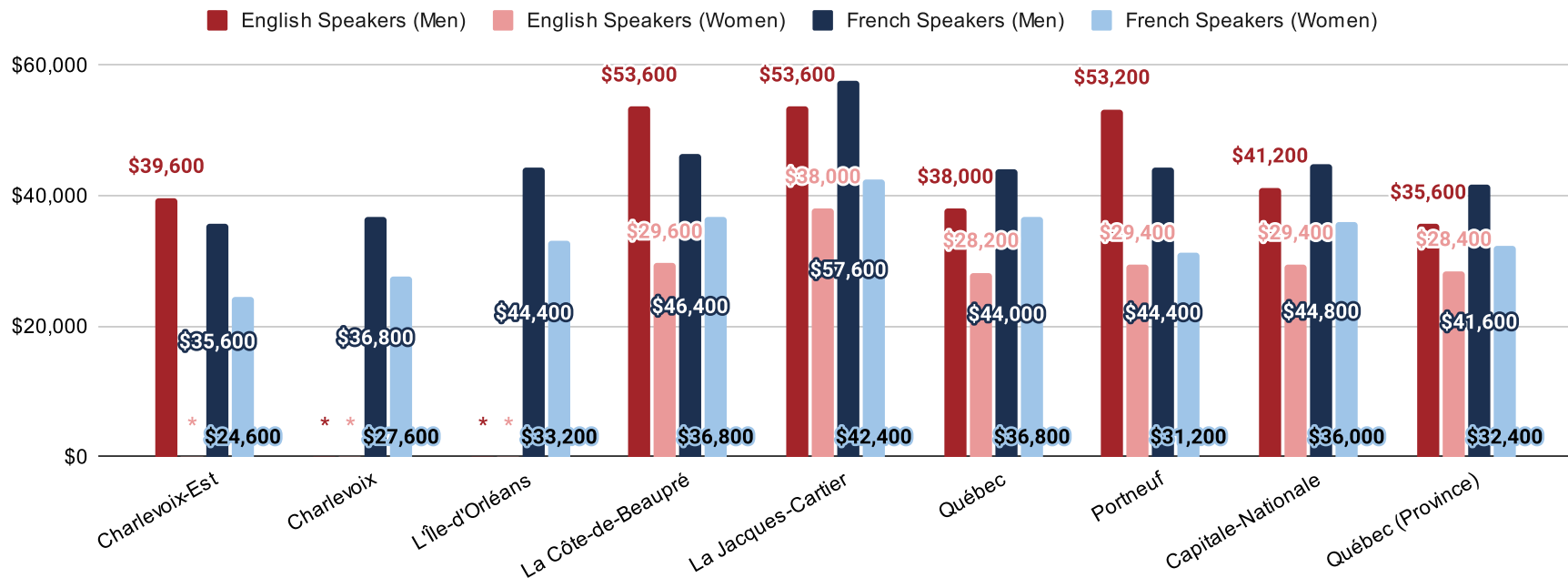
**Table 8.b: Age Structure of Capitale-Nationale's Median Employment Income for French Speakers by RCM**

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Charlevoix-Est	\$29,600	\$12,700	\$35,600	\$44,000	\$42,400	\$31,000	\$7,950
Charlevoix	\$31,600	\$9,600	\$38,000	\$43,600	\$46,400	\$33,600	\$7,550
L'Île-d'Orléans	\$40,400	\$13,100	\$42,400	\$60,000	\$58,400	\$42,000	\$5,600
La Côte-de-Beaupré	\$41,600	\$10,500	\$43,600	\$60,400	\$59,200	\$37,600	\$6,200
La Jacques-Cartier	\$50,000	\$10,700	\$50,800	\$64,000	\$66,000	\$47,200	\$5,560
Québec	\$40,400	\$10,800	\$40,800	\$56,400	\$59,200	\$44,800	\$5,520
Portneuf	\$38,400	\$12,000	\$42,000	\$52,800	\$50,800	\$37,200	\$4,600
Capitale-Nationale	\$40,400	\$10,900	\$41,600	\$56,800	\$58,400	\$43,200	\$5,600
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

## Employment Income - Gender Structure

Men in Capitale-Nationale earn a higher median employment income than women in the region, with French-speaking men earning the highest regional median employment income of \$44,800. English-speaking women earn the lowest regional median employment income of \$29,400.

**Graph 17: Gender Structure of Capitale-Nationale's Median Employment Income by RCM**

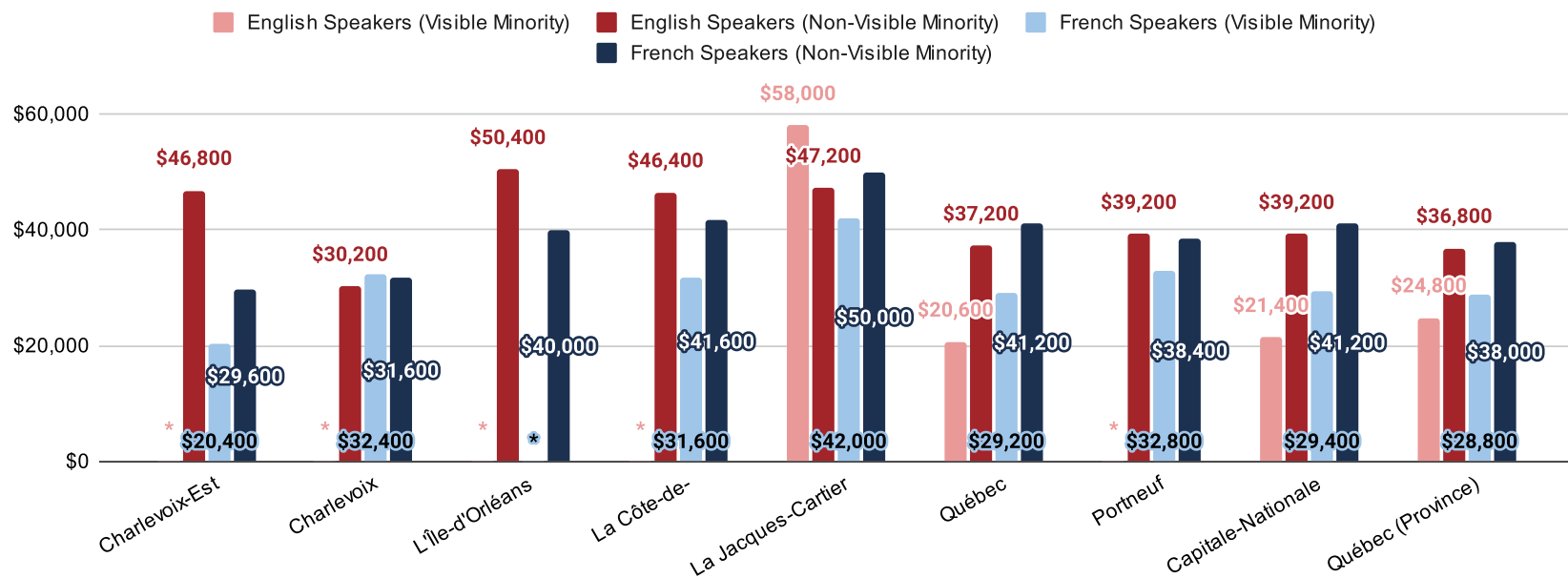




## Employment Income - Visible Minorities

English-speaking visible minorities earn lower median employment incomes than French-speaking visible minorities (\$21,400 compared to \$29,400) in the region. La Jacques-Cartier reported the highest median employment income for English-speaking visible minorities at \$58,000 while Québec (RCM) reported the lowest at \$20,600.

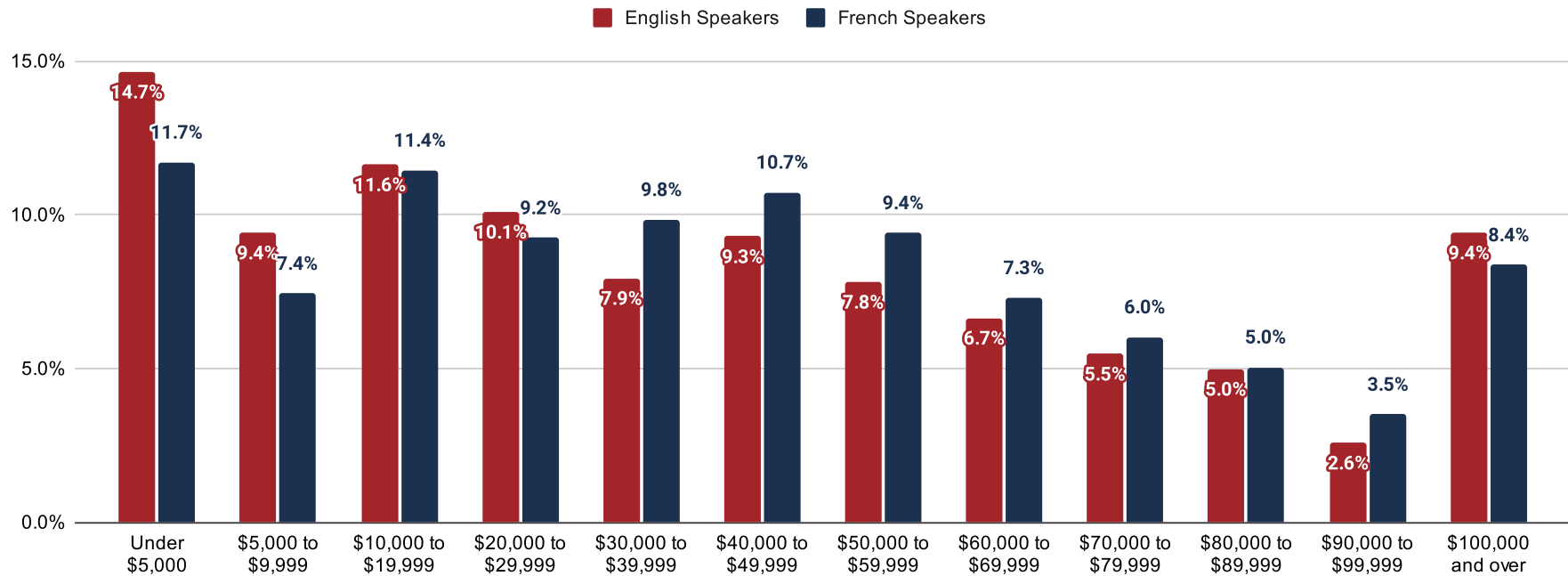
**Graph 18: Visible Minority Structure of Capitale-Nationale's Median Employment Income by RCM**



## Employment Income Distribution

Roughly 35.7% of English speakers and 30.6% of French speakers earn an employment income of under \$20,000. At the higher end of the distribution, roughly 22.5% of English speakers and 22.9% of French speakers earn \$70,000 and over.

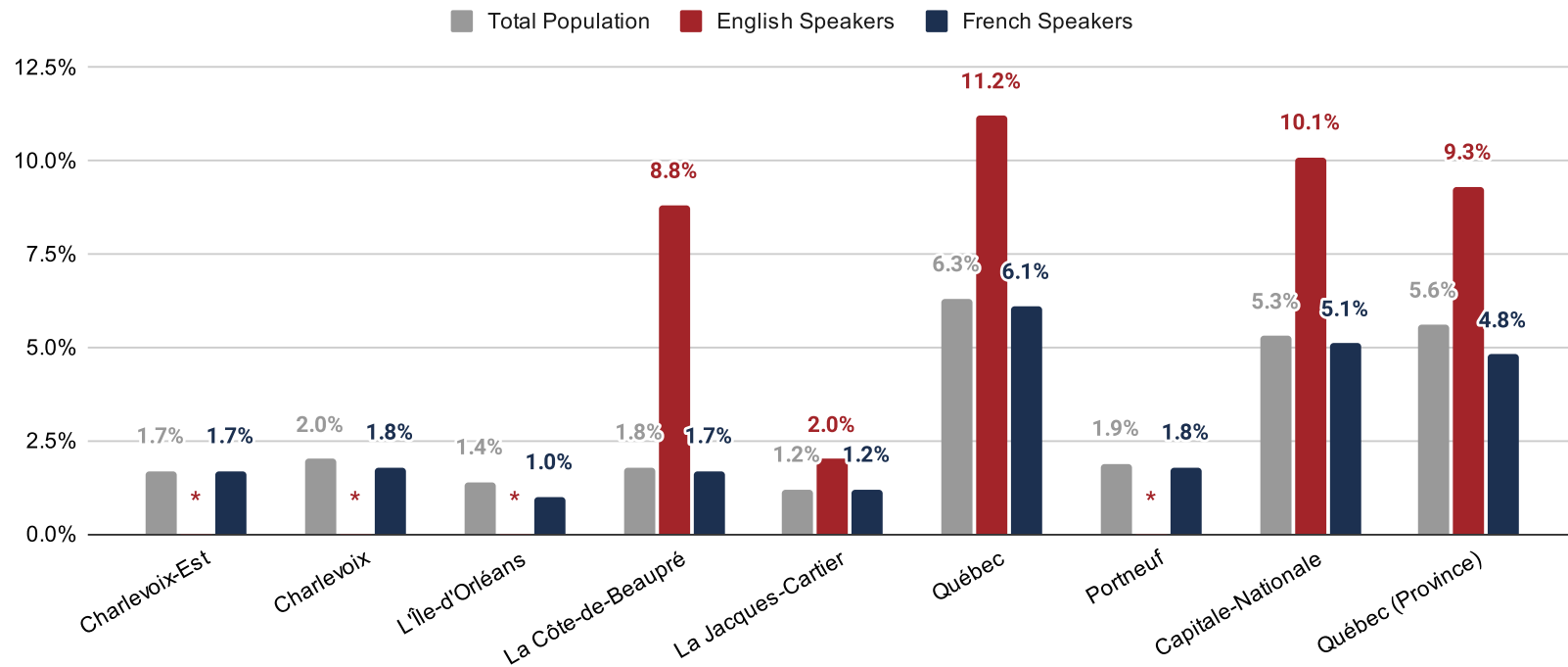
**Graph 19: Distribution of Capitale-Nationale's Employment Income**



## LOW INCOME

Low-income data reveals that in Capitale-Nationale, a higher proportion of English speakers are below the after-tax low income cut-off LICO (10.1%) compared to French speakers (5.1%) in the region. The highest proportion of English speakers living below the LICO is seen in Québec (RCM) at 11.2%, compared to 6.1% of French speakers in the area.

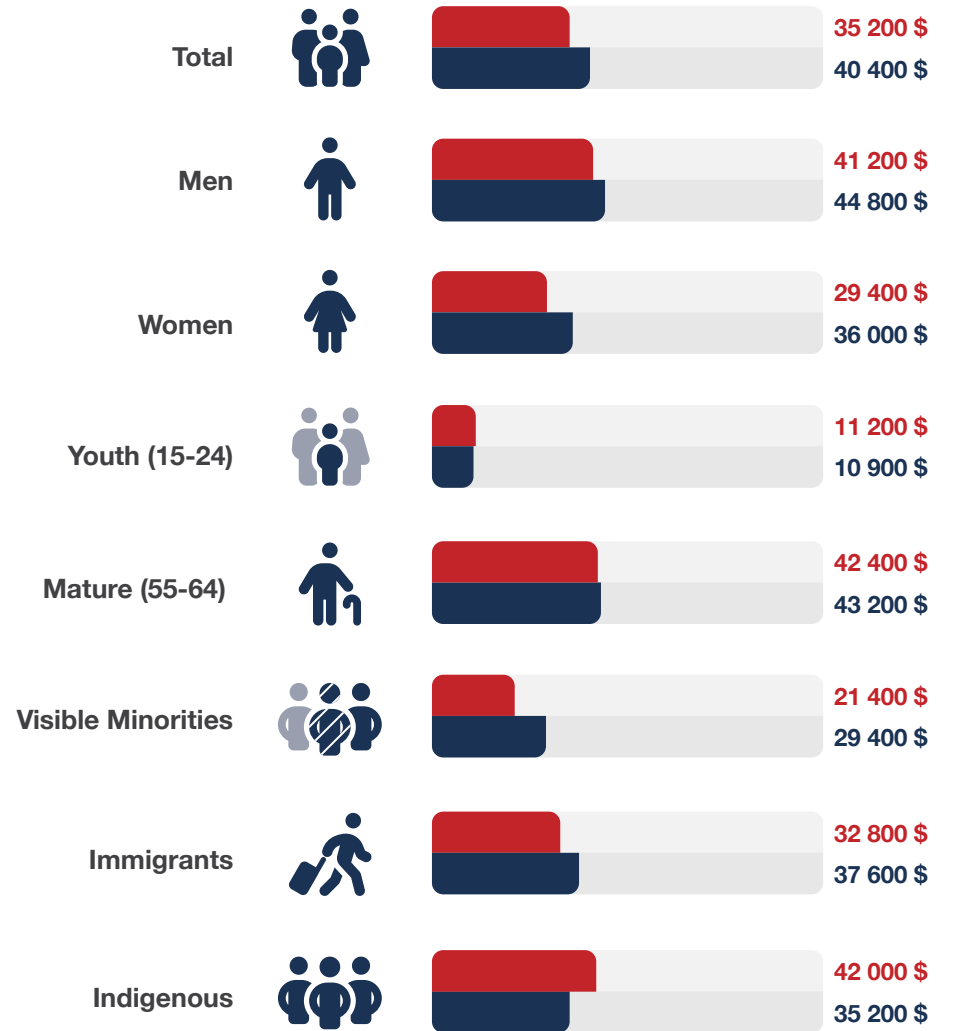
**Graph 20: Low Income Rate (LICO-AT) in Capitale-Nationale by RCM**



# Summary of Median Employment Income for English and French Speakers in Capitale-Nationale

## Median Employment Income

Capitale-Nationale



English Speakers French Speakers





Section 6

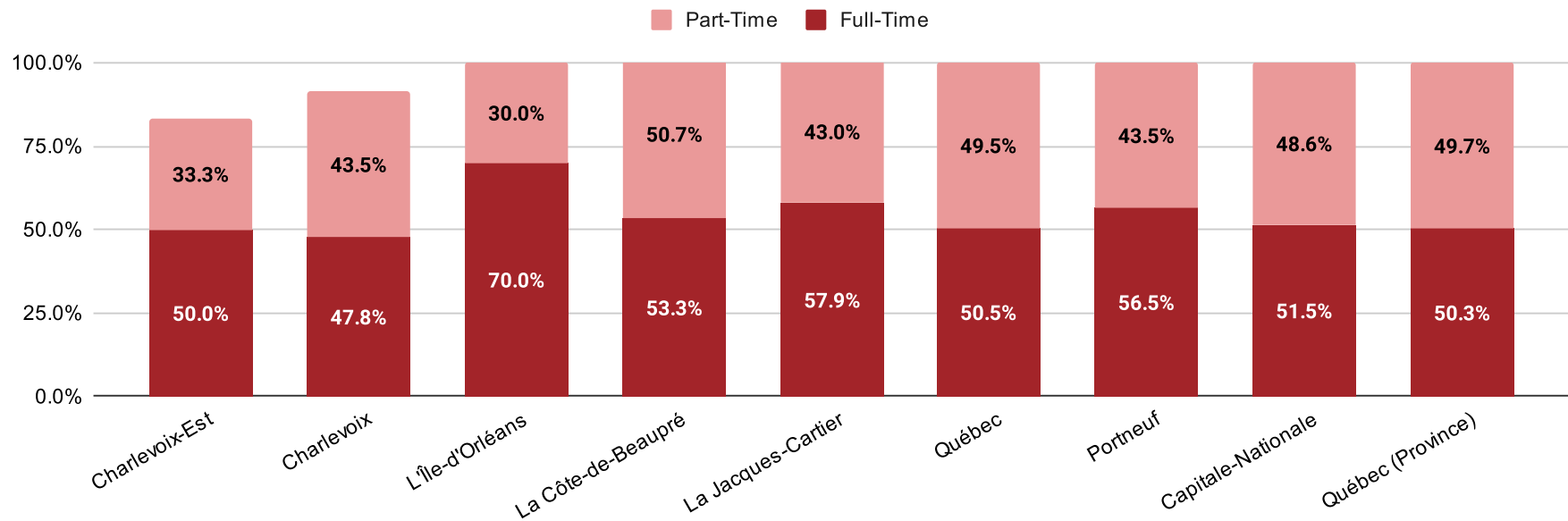
# Work Activity



# Work Activity

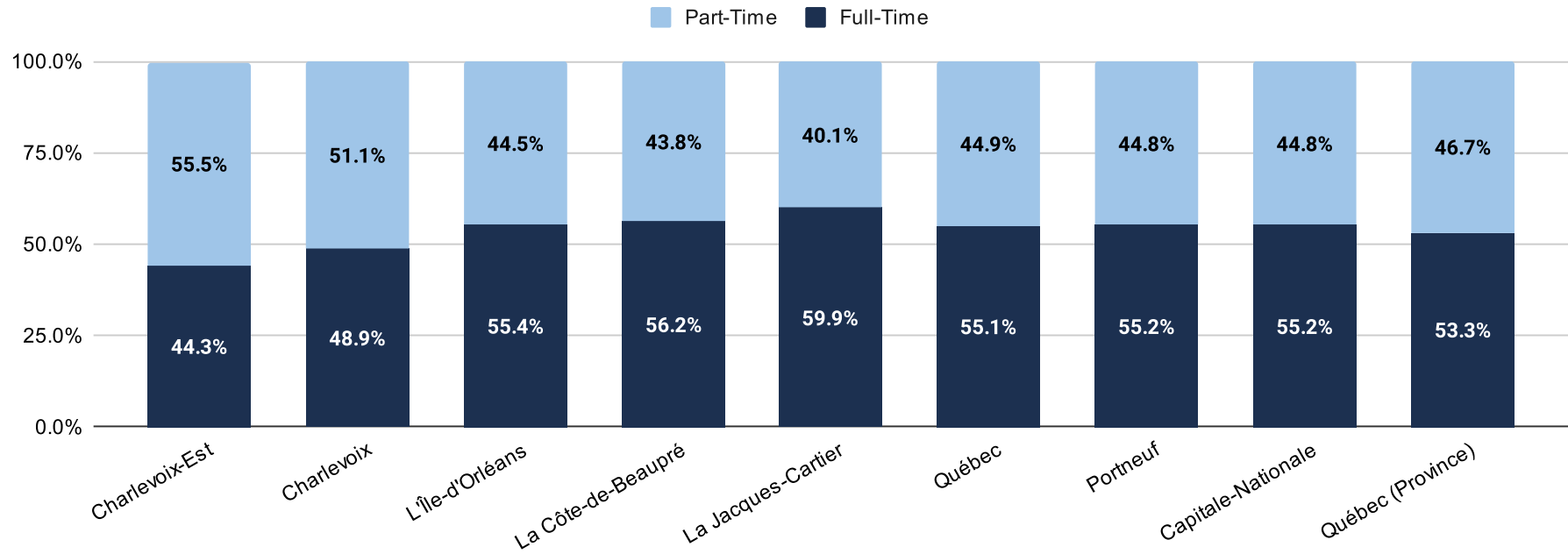
Approximately 48.6% of English speakers engage in part-time or part-year work, compared to 44.8% of French speakers. La Côte-de-Beaupré and Québec (RCM) have the highest levels of part-time or part-year work in the region for English speakers, with 50.7% and 49.5%, respectively.

**Graph 21.a: Work Activity of English Speakers in Capitale-Nationale by MRC**





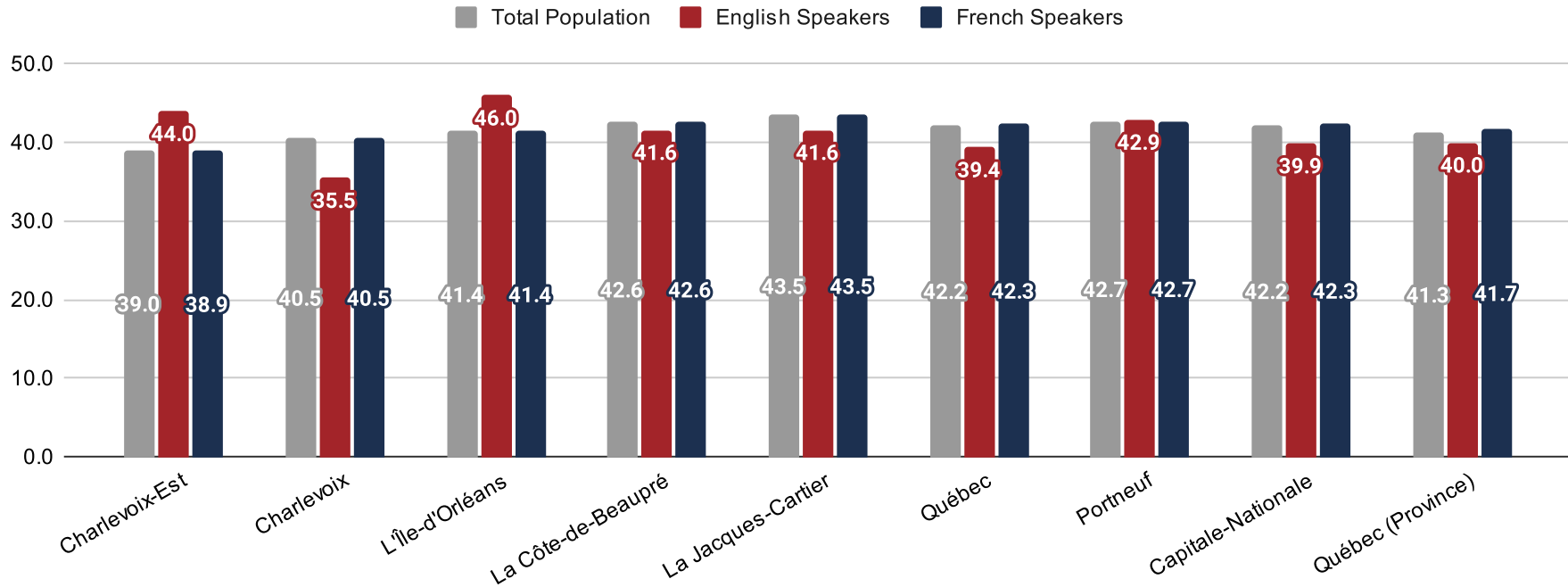
**Graph 21.b: Work Activity of French Speakers in Capitale-Nationale by MRC**



## Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (39.9) than French speakers (42.3). English speakers in Charlevoix<sup>30</sup> worked the fewest weeks on average in the year 2020.<sup>31</sup>

**Graph 22: Average Weeks Worked in Capitale-Nationale by RCM**



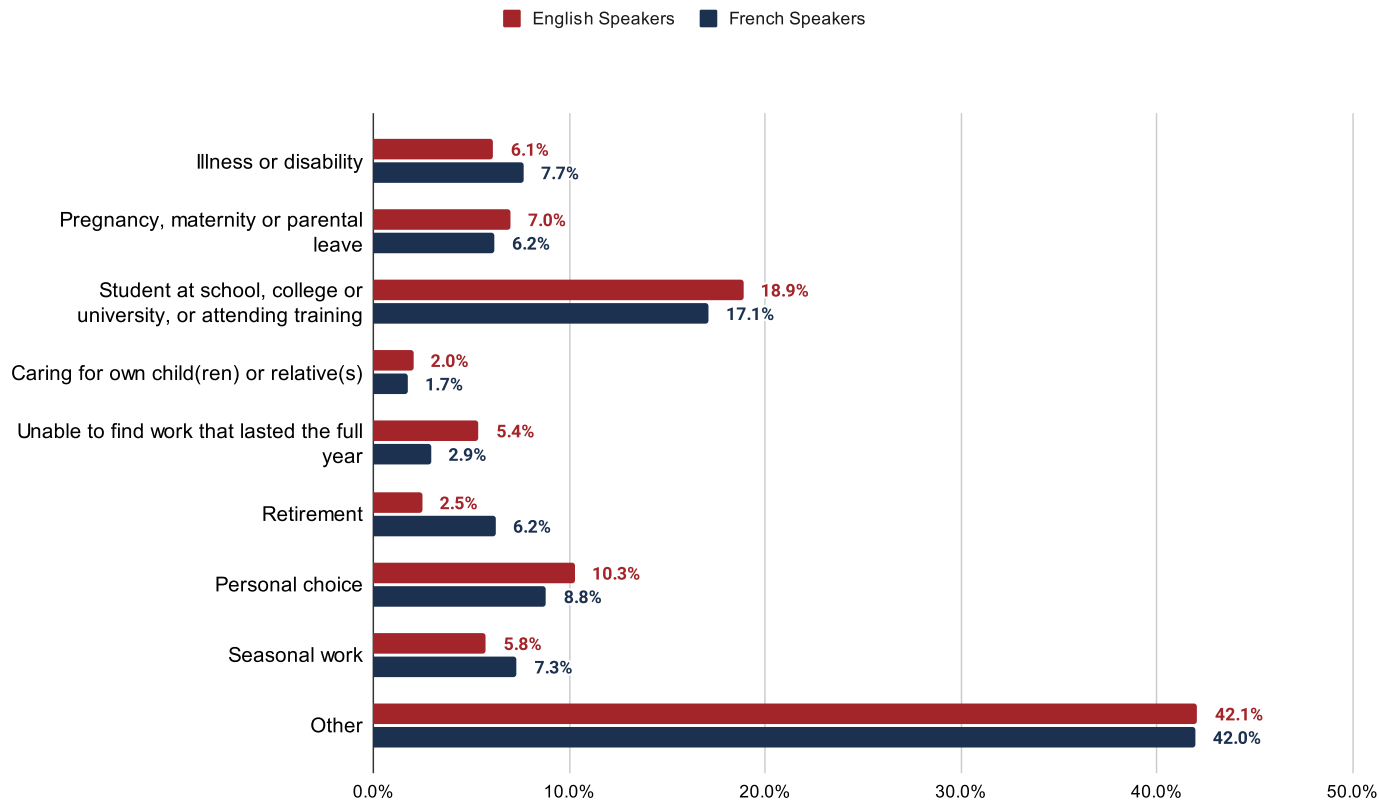
<sup>30</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

<sup>31</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>32</sup>

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Capitale-Nationale was 'Other' reasons, with 42.1% of English speakers indicating this option. Approximately 5.4% of English speakers indicated they had been unable to find work that lasted the full year, compared to 2.9% among French speakers.

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



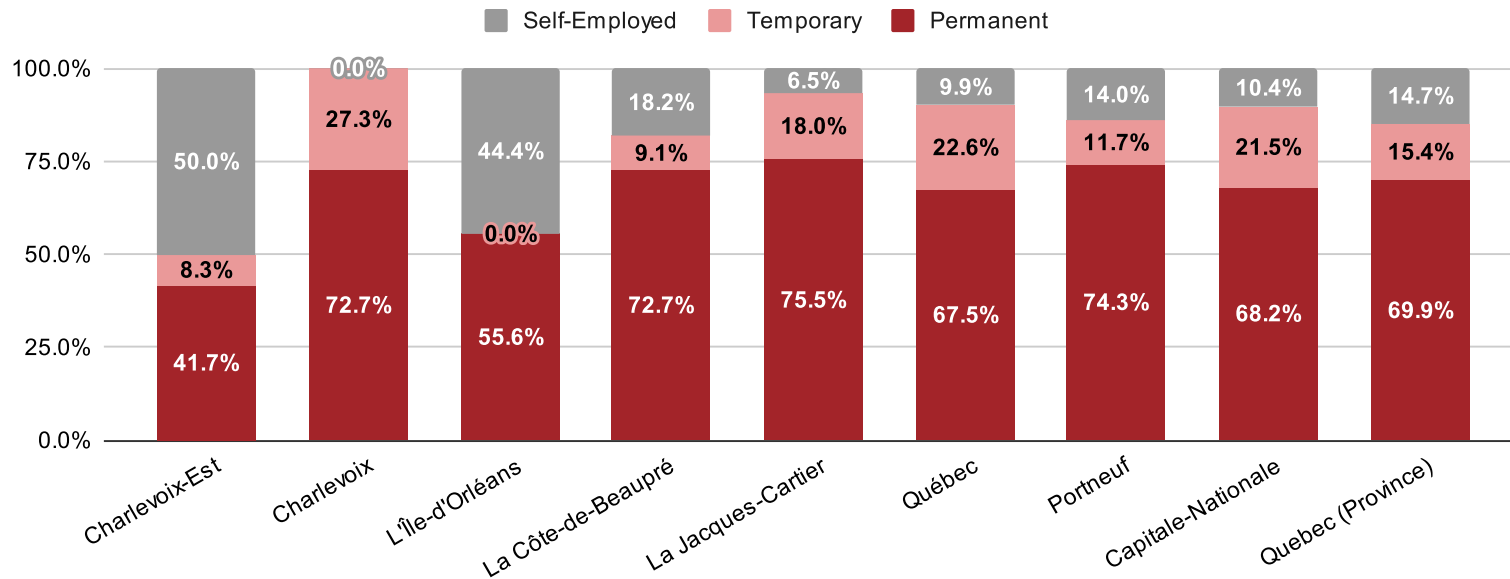
<sup>32</sup> In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

## Types of Workers

Approximately 21.5% of English speakers reported having temporary work compared to 15.1% of French speakers. Roughly 68.2% of employed English speakers hold permanent positions compared to and 74.8% of French speakers.

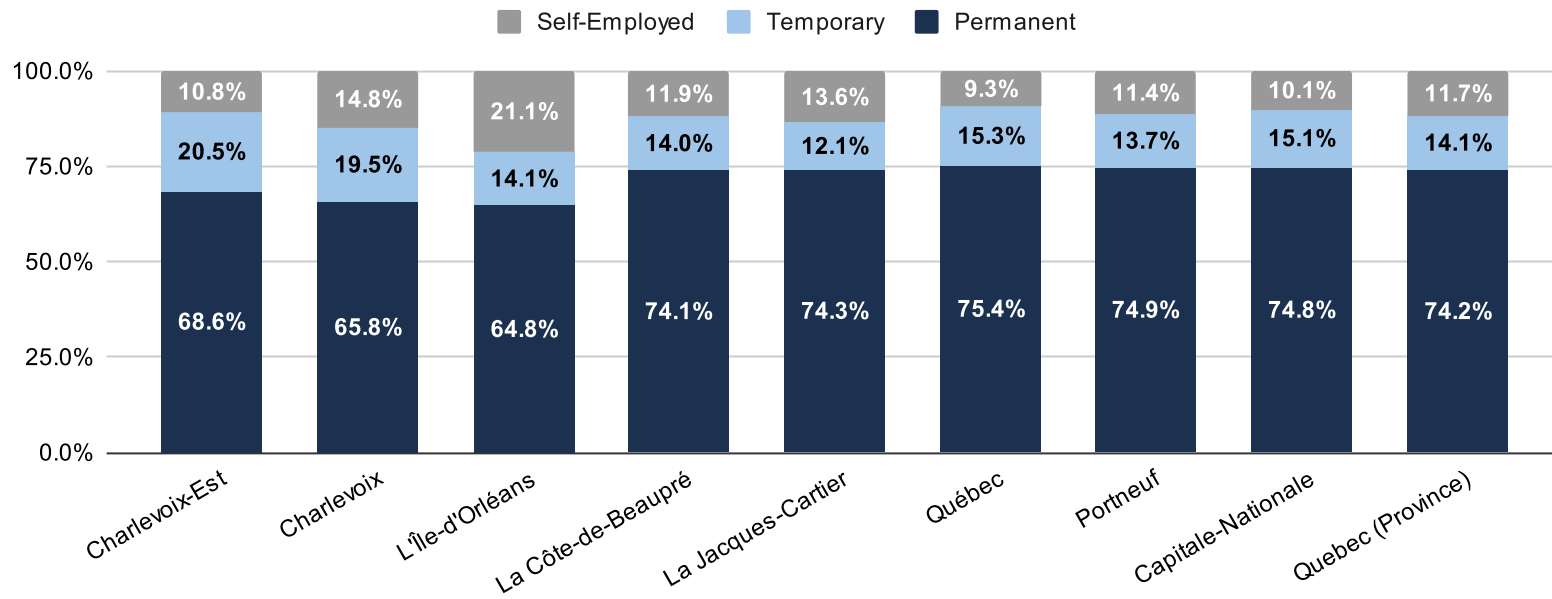
English speakers in Charlevoix<sup>33</sup> and Québec (RCM) reportedly had a high share of temporary work. La Jacques-Cartier had the highest share of permanent workers among the English-speaking population (75.5%).

**Graph 24.a: Type of Workers in Capitale-Nationale's English-Speaking Labour Force by MRC**



<sup>33</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

**Graph 24.b: Type of Workers in Capitale-Nationale's French-Speaking Labour Force by MRC**



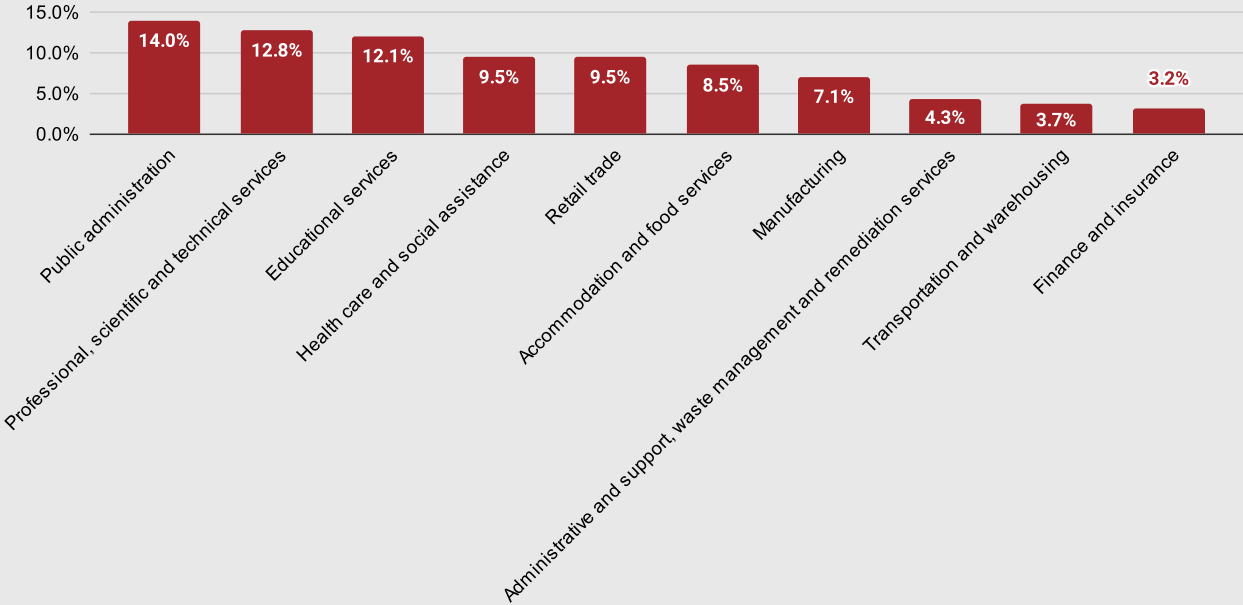
# Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Capitale-Nationale region. There is limited public data available on the skills of 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', 'Public administration' and 'Retail trade'. The highest share of English-speaking workers in Capitale-Nationale work in 'Public administration' where 14% of English-speaking workers are employed, followed by 'Professional, scientific and technical services' (12.8%) and 'Educational services' (12.1%).

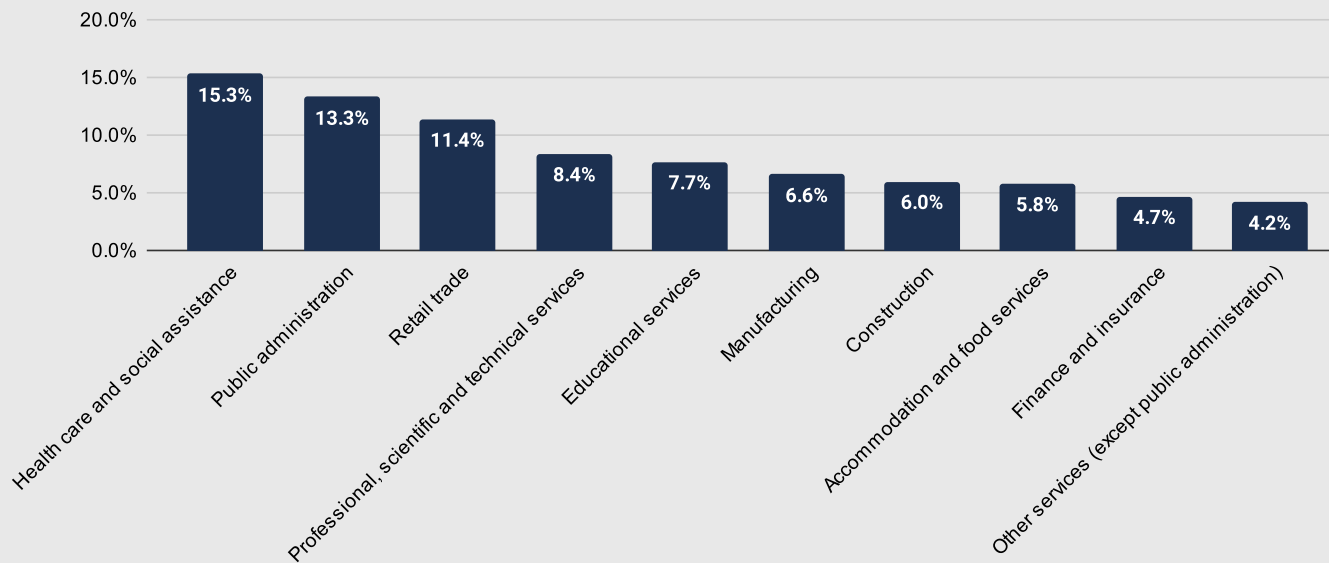
**Graph 25.a: Top 10 Industries of English Speakers in Capitale-Nationale**





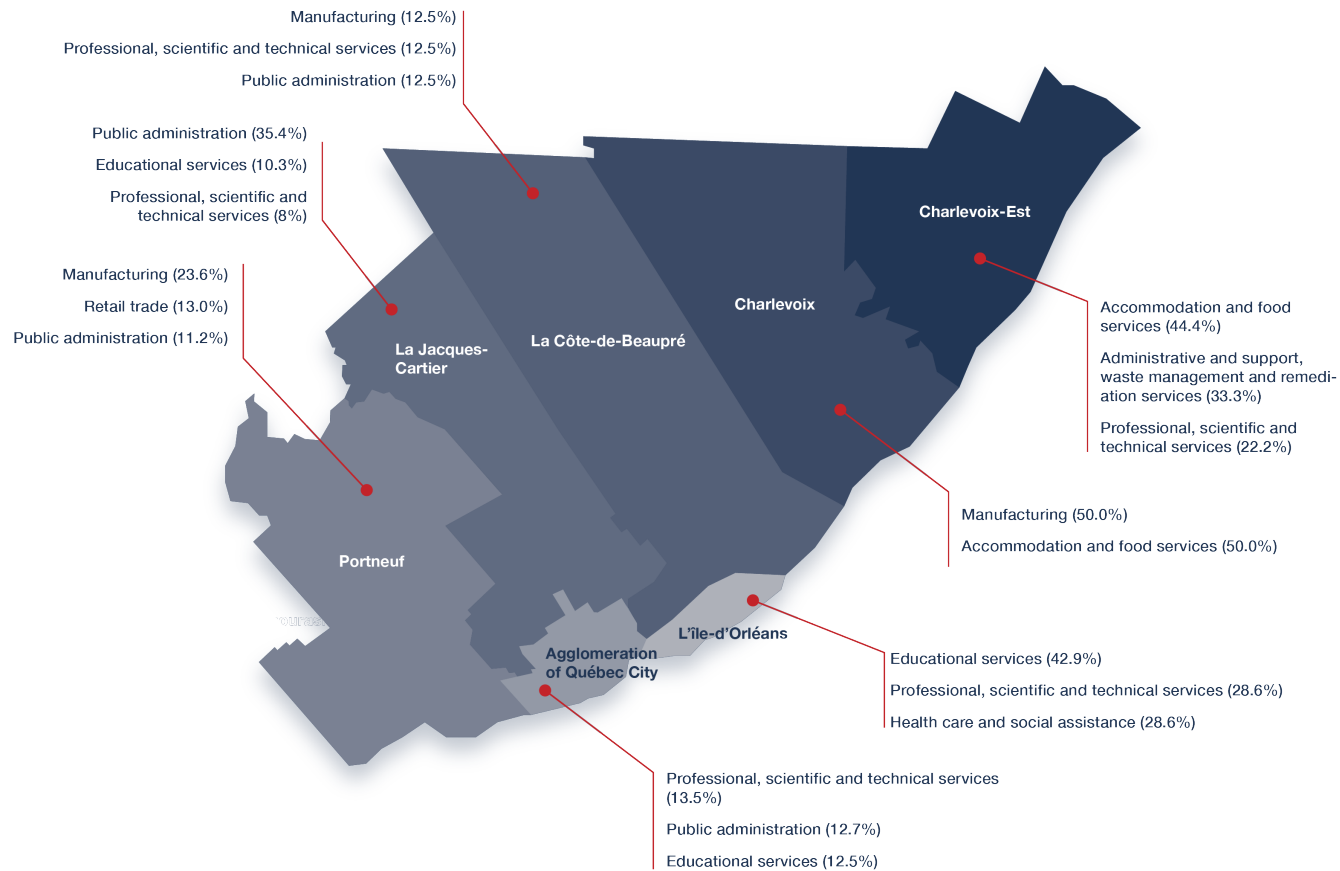
Conversely, 'Public administration' is the 2nd leading industry for French speakers, who have the highest engagement in 'Health care and social assistance' (15.3%), followed by 'Public administration' (13.3%) and 'Retail trade' (11.4%).

**Graph 25.b: Top 10 Industries of French Speakers in Capitale-Nationale**



## Top Industries of English Speakers by RCM

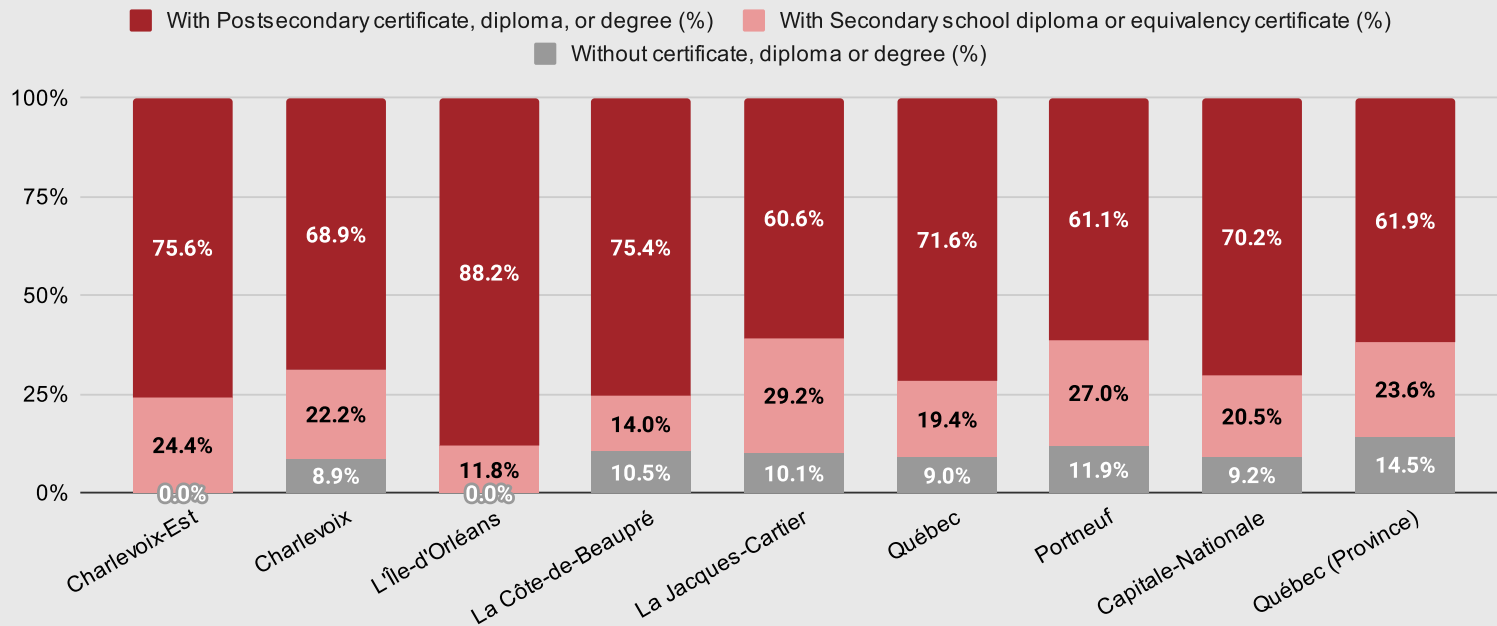
Within the RCMs, English speakers tend to work in 'Manufacturing', 'Accommodation', 'Professional, scientific and technical services' and 'Public Administration' industries. Notably, 35.4% of English speakers in La Jacques-Cartier work in 'Public administration'.



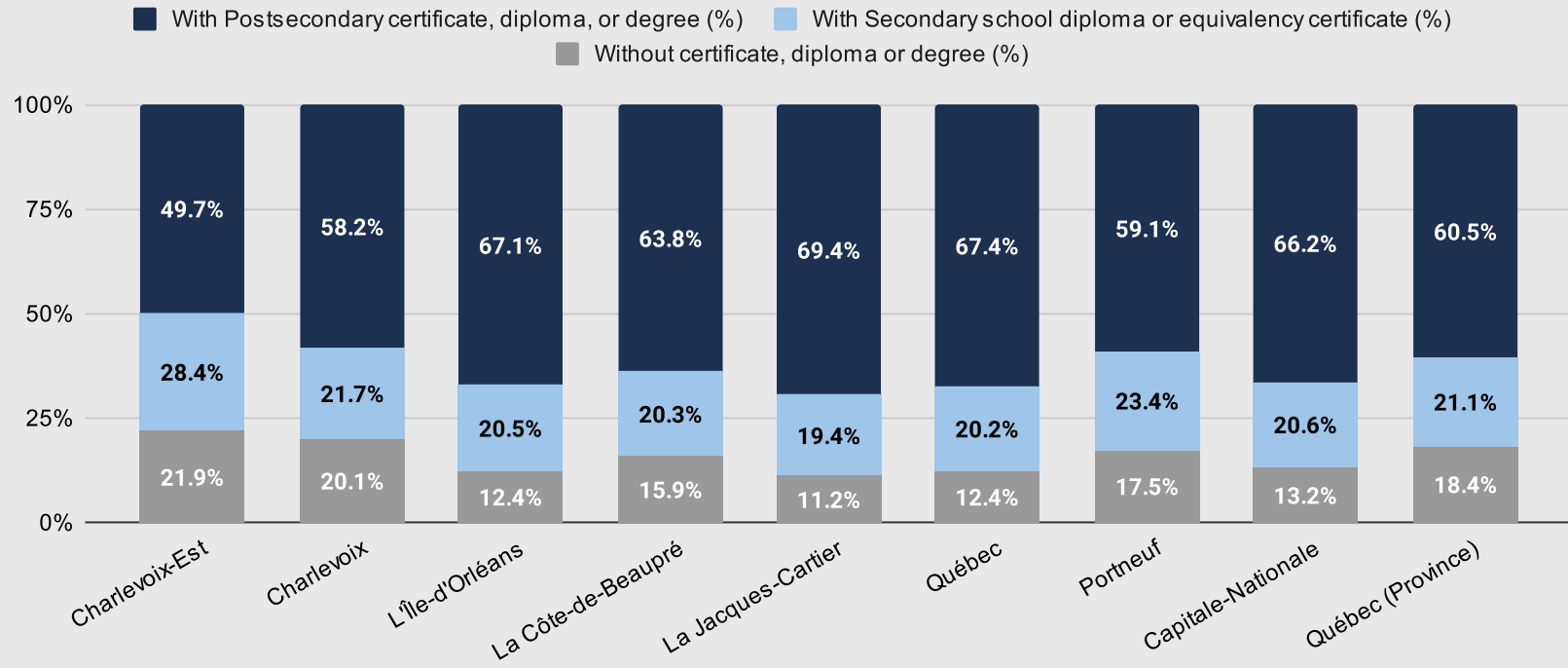
## EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Capitale-Nationale are significantly higher than those at the provincial level. The majority of English speakers in Capitale-Nationale have a postsecondary degree (70.2%), as do the majority of French speakers (66.2%).

**Graph 26.a: Educational Attainment of English Speakers in Capitale-Nationale by RCM**



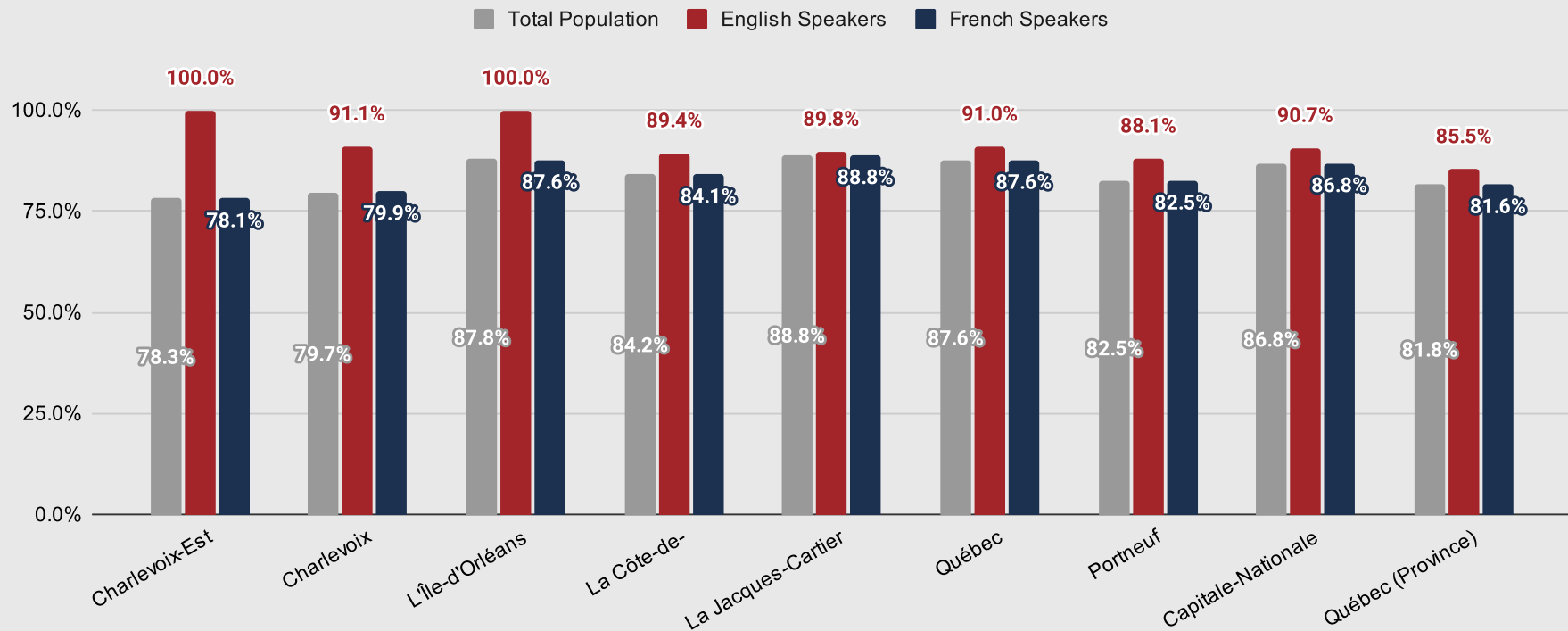
**Graph 26.b: Educational Attainment of French Speakers in Capitale-Nationale by RCM**



## Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Capitale-Nationale have a relatively high secondary educational attainment rate of 90.7%. Secondary educational attainment levels are significant in Charlevoix-Est, L'Île-d'Orléans and lowest among English speakers in Portneuf.<sup>34</sup>

Graph 27: Minimum Secondary Education Attainment in Capitale-Nationale by RCM

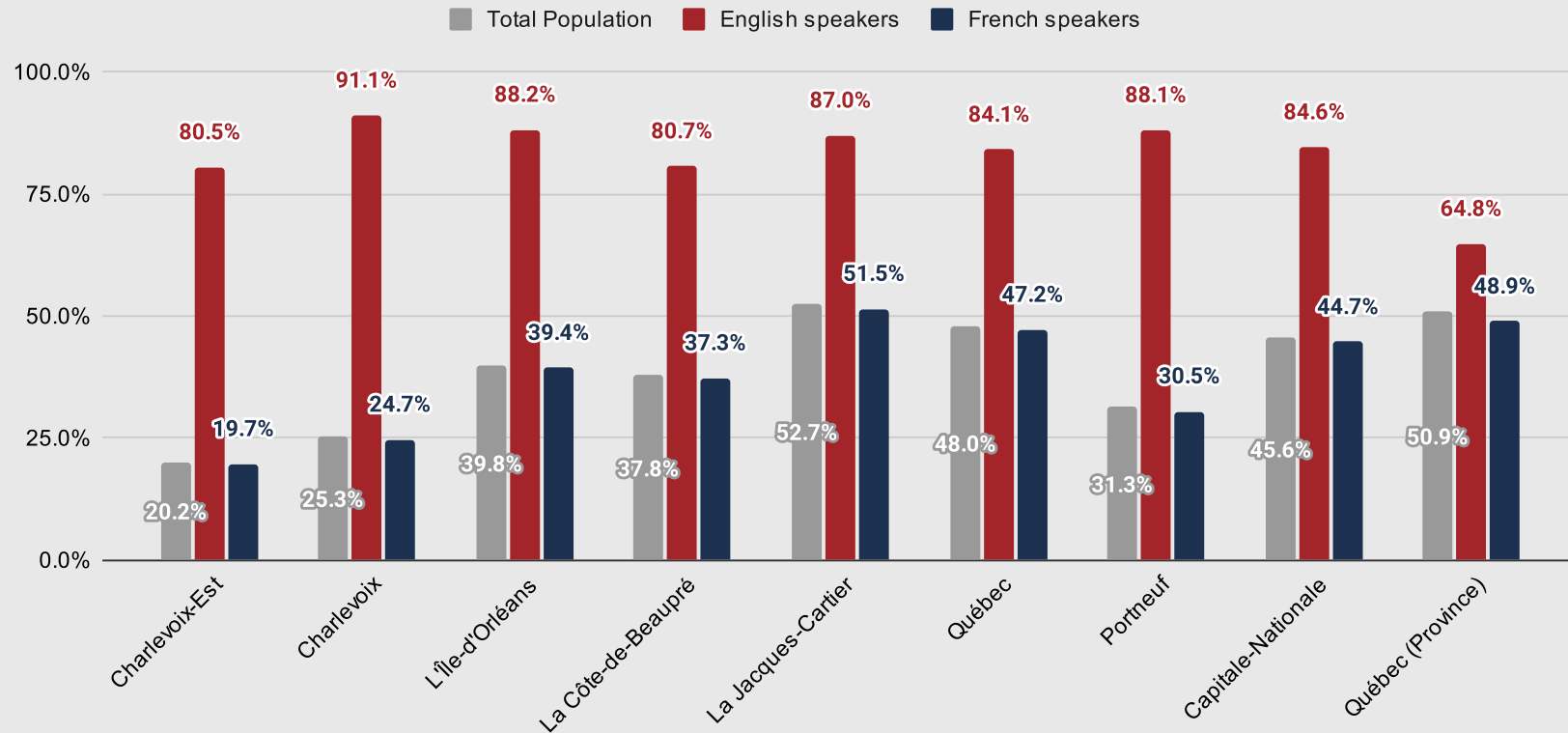


<sup>34</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix-Est and L'Île-d'Orléans is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

## ENGLISH-FRENCH BILINGUALISM

In Capitale-Nationale, English speakers have significantly higher bilingualism rates than French speakers (84.6% compared to 44.7%).<sup>35</sup> English speakers in Charlevoix reported the highest bilingualism rate, while English speakers in Charlevoix-Est reported the lowest bilingualism rate among English speakers in the region.<sup>36</sup>

**Graph 28: English-French Bilingualism Rates in Capitale-Nationale by RCM**



<sup>35</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.

<sup>36</sup> According to the Census (using 25% sample data), the population of English speakers in Charlevoix and Charlevoix-Est is small. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.



# Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Capitale-Nationale'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. 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 working in employment programs for English speakers stressed the importance of French-language skills in relation to employment in Capitale-Nationale. They discussed the need to help English speakers in the region improve their French-language competencies, as well as the need to help English speakers improve their confidence and job-specific vocabulary when speaking French.

Participants also indicated that there is a need for soft skills development among the clients they serve, particularly confidence-related skills. A lack of confidence impacts individuals' job search, interview process, workplace integration and French-language learning journey. Participants also underlined how a lack of confidence in speaking French can often be confused with a lack of French-language proficiency, impacting the types of jobs that English speakers are able to enter.

“I think, specifically for English-speaking immigrants to our region and the youth, interviewing skills are a huge need here. Like knowing how to interview. Knowing how to sell yourself. Being confident. That's a skill they don't have.”

- Participant

## Training Opportunities

Capitale-Nationale houses an English-language adult education and vocational training centre, as well as an English-language CEGEP. Additionally, English speakers can access some English-language programs and courses at the Université de Laval. For a more diverse array of post-secondary options, English speakers must leave the region. This exit can lead to a brain drain, particularly among bilingual youth who leave the region to pursue studies in English.

Participants discussed the need to reintroduce and promote vocational training within English-language high schools. This is particularly important given lower rates of vocational training among English speakers when compared to French speakers across the province. By offering more vocational programs in the English-language system, participants suggested that more young people might be encouraged

to stay in the region and pursue careers in local industries rather than seeking opportunities elsewhere.

Additionally, specific French-language training tailored to specific industries, particularly for in-demand occupations such as sales and services, would greatly benefit English-speaking job seekers.

Finally, participants discussed the need for mentorship training programs in the region, particularly for English-speaking newcomers to the region requiring mentorship to integrate into the labour market and target professions. Mentorship programs with French speakers would also be valuable to support English speakers' French-language learning goals. Participants expressed interest in implementing local mentorship programs not only to help individuals integrate into the workplace but also to form relationships, combat isolation and help them build professional networks in the region.

## **Integration**

Participants discussed the challenges that English speakers, especially newcomers, face when integrating into Capitale-Nationale's labour market. Participants described challenges with getting international qualifications and credentials recognized, as well as finding suitable employment in their fields, particularly in industries regulated by professional orders like health, social services, and engineering. While there are qualification recognition services available, participants indicated that these services typically take time to produce results and are usually offered in French only. They noted that more work is needed to expand the types of international credentials accepted in Québec. Further, participants noted that there is often a lack of awareness among newcomers in regard to the existence of these services.

**“I had spoken to someone who was an electrician and owned his own business in D.C. and moved to Quebec. He says he can't practice or open his own business in Quebec because he doesn't have the Quebec license to practice or to carry out his work here.”**

- Participant

Participants also discussed access to employment services as an additional barrier to English speakers' integration into the region's labour market. Participants note that many employment service providers in the region do not offer English-language services; they may lack the capacity to do so or assume that there is no interest in or need. This leaves a gap in support for English-speaking individuals seeking employment assistance. Required services include job-searching, interview preparation, updating CVs and guidance on tailoring qualifications to specific job postings. Participants expressed the need for more partnerships between organizations serving English speakers and local French-language employment service providers in order to improve the availability of English-language employment services for.

## Mismatch

A significant concern among participants from Capitale-Nationale was the misalignment between the competencies and educational attainment of English speakers in the region and the jobs they work in. Participants described the issue of highly qualified English speakers who end up working in jobs for which they are overqualified or mismatched. Participants highlighted cases of English-speaking professionals, including nurses, dentists, and engineers, who take lower-paying jobs, often unrelated to the industry in which they are formally trained, owing to the difficulty of having their qualifications recognized or a French language barrier.

# Conclusion & Recommendations

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

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

### **Increased Funding for Work-integrated Learning Programs:**

Include English speakers as an underrepresented group in existing job programs for those who struggle to find long-term work or gain work experience in the province.

Include English speaking workers 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>34</sup> and IPOP.<sup>35</sup>

- Increase funding for organizations to deliver English-language work-integrated learning and short-term training<sup>36</sup> programs. 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 programs that focus on confidence and other soft skills development.
  - Prioritize programs aimed at integrating highly qualified workers into positions that best suit their skill sets.

**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, Ministère de l'Éducation du Québec and Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
  - Better promote and increase access for employers to enroll in subsidized workplace French-language training.
  - Fund 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 accommodation services.

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<sup>36</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>37</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 the 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>38</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 Capitale-Nationale’s English-speaking communities by calling on the expertise of regional and provincial organizations that serve them.
- Increase support for online and in-person English-language skills training programs that are recognized by (licencing orgs?) in order to reach a greater number of English speakers seeking training opportunities within the province.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Simplify the government recognition process for credentials, promote existing programs aimed at helping individuals get their credentials recognized and create programs aimed at helping employers understand out-of-province or international credentials.

**English Language Vocational Training and Postsecondary education:** Improve access to English language vocational training and postsecondary education programs within the region.

- Increase the 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 English-speaking communities and government to implement programs that tackle issues related to outmigration, including lack of childcare, training opportunities, and recruitment challenges
- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training and employment opportunities

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