



# Employment Profile of English Speakers in Chaudière-Appalaches

Provincial Employment Roundtable

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# Executive Summary

This report aims to contribute to the knowledge and understanding of the employment situation of Chaudière-Appalaches' English-speaking communities, who are linguistic minorities in the region. It surveys the most current and comprehensive information on their demographic and labour force conditions. Topics covered include work activity, unemployment rate, income, and educational attainment of workers to provide a more holistic picture of English speakers' employment and employability.

In addition to examining the demographics and labour force of the region's English-speaking population, this profile also examines the key characteristics of the labour market and industries in which English speakers work. The profile concludes with identifying some of the employment challenges and issues for English-speaking workers in Chaudière-Appalaches, as well as preliminary recommendations to help improve their labour market outcomes.





## KEY FINDINGS:

- English speakers constitute 1.3% of Chaudière-Appalaches' labour force, and they have a labour force participation rate of 68.5% compared to 65.3% among the French-speaking majority.
- English speakers in Chaudière-Appalaches have an unemployment rate of 8.3%. This is higher than the unemployment rate of French speakers in the region (5.3%).
- English speakers earn a median after-tax income of \$37,600 and a median employment income of \$38,800. Compared to French speakers, they earn \$400 more in after-tax income and \$1,200 more in median employment income.
- More than half of English speakers are engaged in full-time employment (53%), compared to 55.8% among French speakers.
- Manufacturing is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Chaudière-Appalaches are 'Manufacturing', followed by 'Retail trade', 'Health care and social assistance', and 'Educational services'. The top 4 leading industries for French speakers in Chaudière-Appalaches are 'Manufacturing', followed by 'Health care and social assistance', 'Retail trade' and 'Construction'.
- There are vulnerable groups within the English-speaking labour force – English-speaking youth, mature workers, women, 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 a target underrepresented group in existing work-integrated learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- English speakers should be included as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME<sup>1</sup> and IPOP.<sup>2</sup>
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training<sup>3</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 bridging programs that facilitate the integration of qualified workers into in-demand occupations.
  - Prioritize programs that focus on digital skills and other soft skills development.
  - Prioritize programs aimed at integrating qualified workers into positions that best suit their specialized 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, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
  - Better promotion and increased access for employers to enroll in subsidized workplace French-language training
  - Funding for regional organizations and adult education centres already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including health-care, social assistance, and the trades.

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

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

<sup>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 Chaudière-Appalaches' English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Prioritize programs aimed at building awareness amongst potential employers in the region of the availability of a skilled pool of workers in the form of English speakers.
- Expedite the recognition process for credentials in key industries by simplifying the requirements for certification.

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

- Increase availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

**Tackle issues related to outmigration from the region:**

Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Develop collaboration between the English-speaking communities and government to 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.
- Develop programs aimed at fostering an enduring sense of belonging to the region and its culture among youth and newcomers to the region.

# Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada.<sup>4</sup> The profile uses 100% and 25% sample data from the 2021 Census. The 100% data is drawn from all populations in Canadian private households while the 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire. The data in this profile is organized by Administrative Region and Regional County Municipality (RCM).<sup>5</sup> Labour force characteristics are provided for English speakers and French speakers according to three main categories - age, gender and visible minorities. Key labour force characteristics are included at the end of each section for Indigenous English speakers, whose Census populations are sometimes too small to produce reliable data for all the labour force characteristics.

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. These issues are discussed in the Issues and Needs section of the profile in order to provide additional context on the employment situation of 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 of regions of Québec. The qualitative data collected from interviews with organizations in the regions indicates that labour market challenges for English speakers still persist in the region post-pandemic.

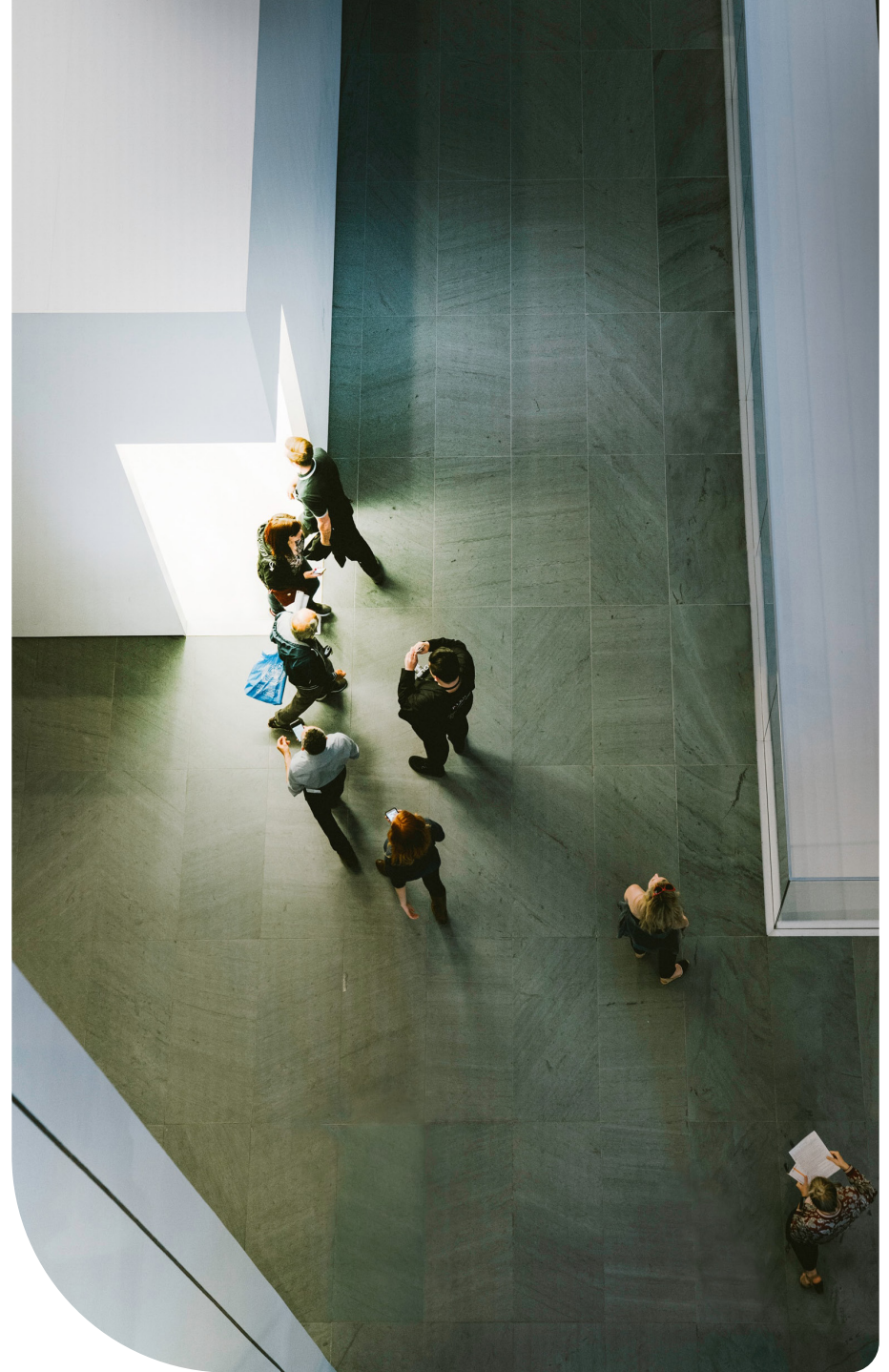
<sup>5</sup> Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions.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

## Linguistic Population Considerations

Statistics Canada uses various methods to measure and classify official language speakers in the Census. In this profile, we use their First Official Language Spoken (FOLS) designation to measure the number of English speakers and French speakers in Québec. FOLS designation is a derived concept, taking into account a person's knowledge of Canada's two official languages, their mother tongue, and their home language (i.e. the language they speak most often at home). For individuals who fall into both English and French as their first official language category, we evenly divide them among the English FOLS and French FOLS populations.<sup>6</sup>

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<sup>6</sup> This method of counting English and French speakers is considered the most inclusive since it accounts for individuals who are plurilingual, as well as those who are not highly proficient in either official language but consider themselves more proximate to English or French, especially in terms of accessing employment and education services.





# Definitions

The following section contains summarized definitions of variables and concepts that are used in this profile. Full definitions can be found in Statistics Canada's 2021 Census of Population Dictionary.<sup>7</sup>

**After-Tax Income** - refers to the total income of a person less 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. In the previous censuses, Indigenous people were also referred to as Aboriginal people.

**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, in 2021.

**Labour Force Participation Rate** - refers to the proportion of the working-age population (aged 15 and over) who are either employed or actively seeking employment and are therefore considered to be part of the labour force.

**Low Income Cut Off (LICO)** - refers to thresholds below which people would likely have devoted a larger share of their income than average to basic necessities such as food, shelter, and clothing.

**Temporarily Employed** - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee contract which has an end date as opposed to permanent employment where the work contract does not usually have an end date.

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<sup>7</sup> Statistics Canada. (2023, June 21). Dictionary, census of population, 2021. Canada. <https://www12.statcan.gc.ca/census-recensement/2021/ref/dict/index-eng.cfm>

**Unemployed** - refers to a person who did not have paid work during the reference week of May 2021, but had been actively looking for paid work in the last four weeks.

**Visible Minority** - refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, according to the Employment Equity Act. In the Census, visible minority populations consist of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

**Work Activity** - refers to whether or not a person 15 years or 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 Chaudière-Appalaches 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 Chaudière-Appalaches. A brief discussion of the employment issues and challenges facing English speakers in the region is provided at the end, followed by preliminary recommendations to help improve English speakers' integration in Chaudière-Appalaches' labour market.





Section 1

# Population

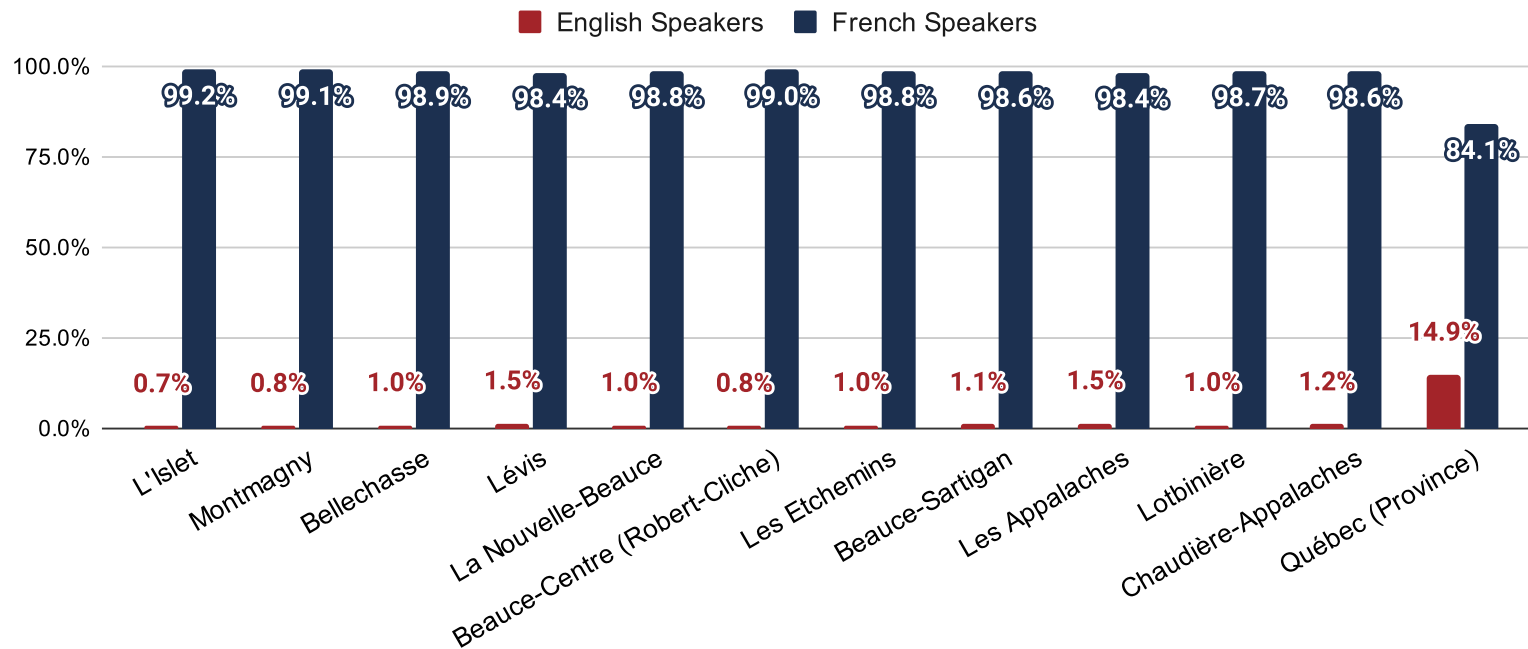


# Population

## TOTAL POPULATION

Out of Chaudière-Appalaches' total population of 427,690, there are approximately 5,053 individuals who are English speakers and represent a small share (1.2%) of the region's population. Among these small English-speaking communities, Lévis has the highest number of English speakers (2,173). Lévis and Les Appalaches have the highest population shares of English speakers, with English speakers representing 1.5% of the population in each RCM.

**Graph 1: Share of Total Population of Chaudière-Appalaches by RCM**



<sup>9</sup> Total population data is based on the population estimates of all private households that are derived from the 100% sample from the 2021 Census. All other data in this profile, including subsequent population data, is derived from 25% sample data from the 2021 Census.



**Table 1. Total Population of Chaudière-Appalaches by RCM**

Total Population	English Speakers	French Speakers
L'Islet	113	17,178
Montmagny	168	21,938
Bellechasse	363	37,228
Lévis	2,173	145,428
La Nouvelle-Beauce	370	37,215
Beauce-Centre (Robert-Cliche)	148	18,708
Les Etchemins	165	16,280
Beauce-Sartigan	583	51,958
Les Appalaches	638	42,148
Lotbinière	343	33,783
Chaudière-Appalaches	5,053	421,868
Québec (Province)	1,253,578	7,074,323

## Population - Age Structure

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

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

	English Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	0.7%	0.0%	0.0%	0.1%	0.1%	0.0%	0.2%
Montmagny	0.7%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%
Bellechasse	1.1%	0.0%	0.2%	0.3%	0.1%	0.1%	0.2%
Lévis	1.5%	0.1%	0.3%	0.3%	0.2%	0.1%	0.2%
La Nouvelle-Beauce	0.8%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Beauce-Centre (Robert-Cliche)	0.8%	0.0%	0.1%	0.0%	0.1%	0.2%	0.1%
Les Etchemins	1.1%	0.0%	0.1%	0.2%	0.3%	0.2%	0.1%
Beauce-Sartigan	1.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Les Appalaches	1.5%	0.1%	0.3%	0.2%	0.2%	0.1%	0.4%
Lotbinière	1.0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Chaudière-Appalaches	1.2%	0.1%	0.2%	0.2%	0.2%	0.1%	0.2%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

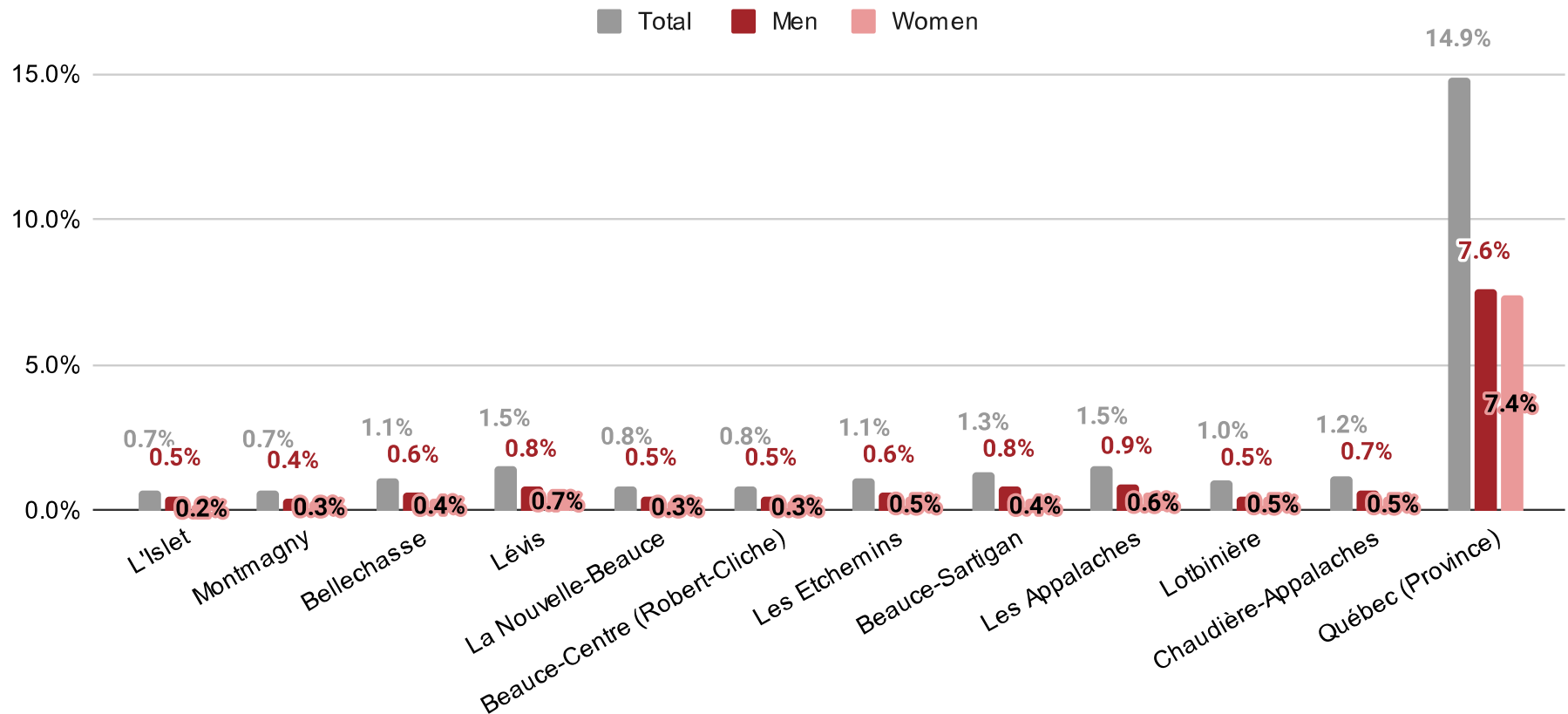
**Table 2.b: Age Structure of Chaudière-Appalaches' French-Speaking Population by RCM**

	French Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	99.1%	8.1%	8.4%	9.9%	11.8%	18.8%	28.0%
Montmagny	99.1%	8.7%	8.7%	10.5%	11.3%	18.2%	28.0%
Bellechasse	98.9%	8.9%	11.1%	12.6%	11.2%	15.9%	20.7%
Lévis	98.4%	10.5%	10.8%	13.5%	12.7%	14.7%	19.4%
La Nouvelle-Beauce	99.0%	9.8%	11.5%	14.2%	11.8%	14.0%	17.6%
Beauce-Centre (Robert-Cliche)	99.1%	10.1%	10.5%	13.0%	11.3%	14.5%	21.5%
Les Etchemins	98.7%	8.4%	8.8%	10.6%	11.2%	18.7%	26.1%
Beauce-Sartigan	98.5%	10.0%	10.5%	12.8%	11.7%	15.6%	20.5%
Les Appalaches	98.3%	8.4%	9.1%	11.0%	10.6%	17.0%	27.7%
Lotbinière	98.7%	8.6%	13.9%	12.5%	10.6%	15.0%	18.8%
Chaudière-Appalaches	98.6%	9.6%	10.6%	12.6%	11.8%	15.6%	21.4%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

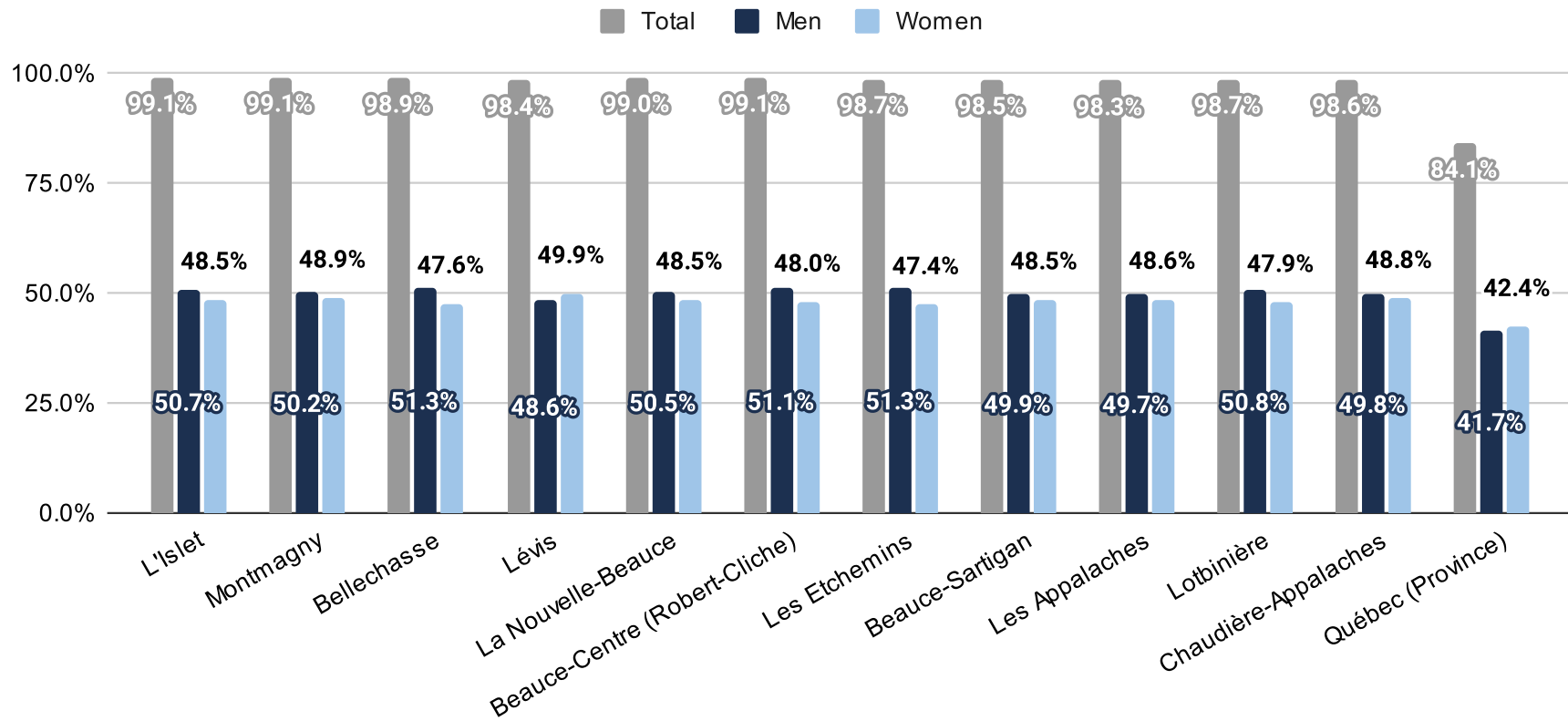
## Population - Gender Structure

English-speaking women represent 0.5% of Chaudière-Appalaches' population compared to English-speaking men who represent 0.7%. Among French speakers, women represent 48.8% of the population, while men represent 49.8%.

Graph 2.a: Gender Structure of Chaudière-Appalaches' English Speakers by RCM



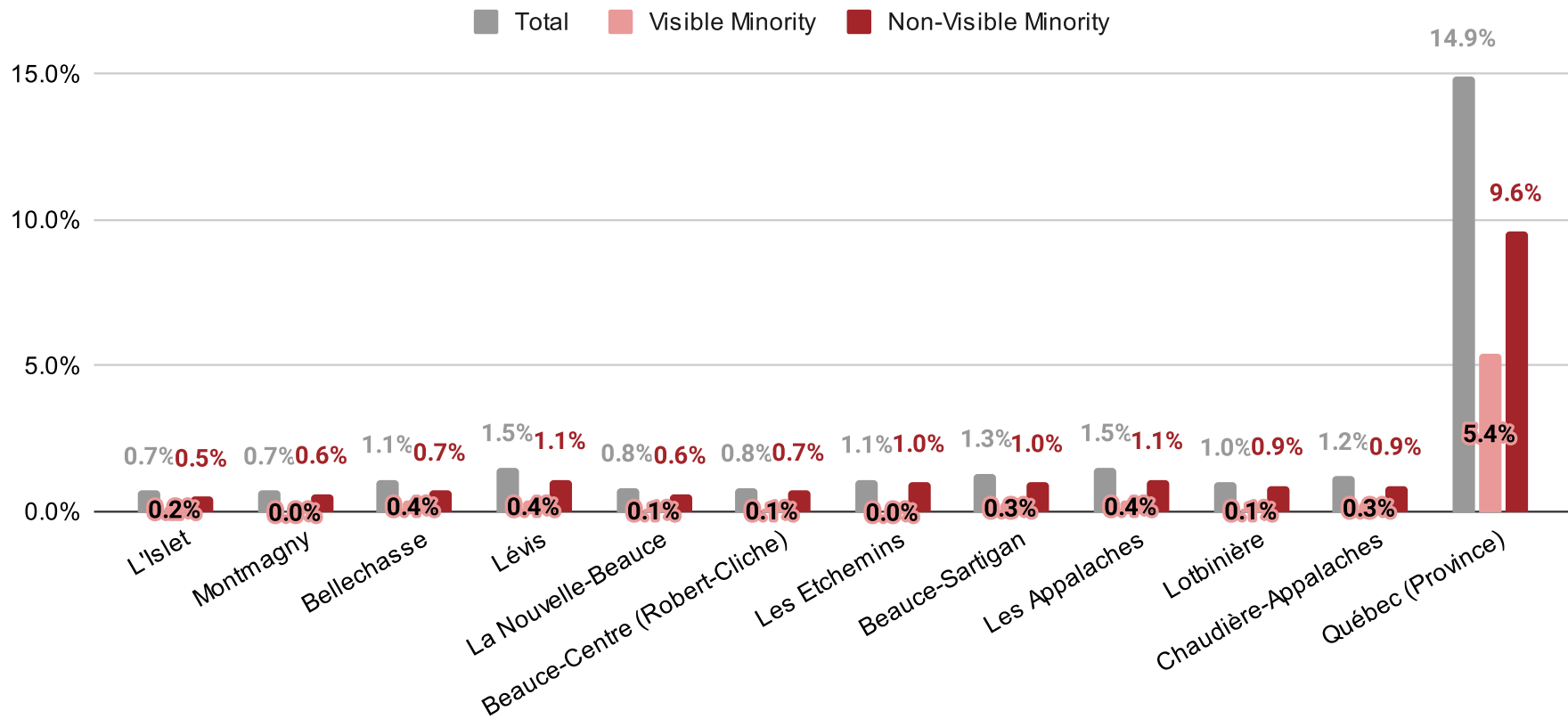
Graph 2.b: Gender Structure of Chaudière-Appalaches' French Speakers by RCM



## Population - Visible Minorities

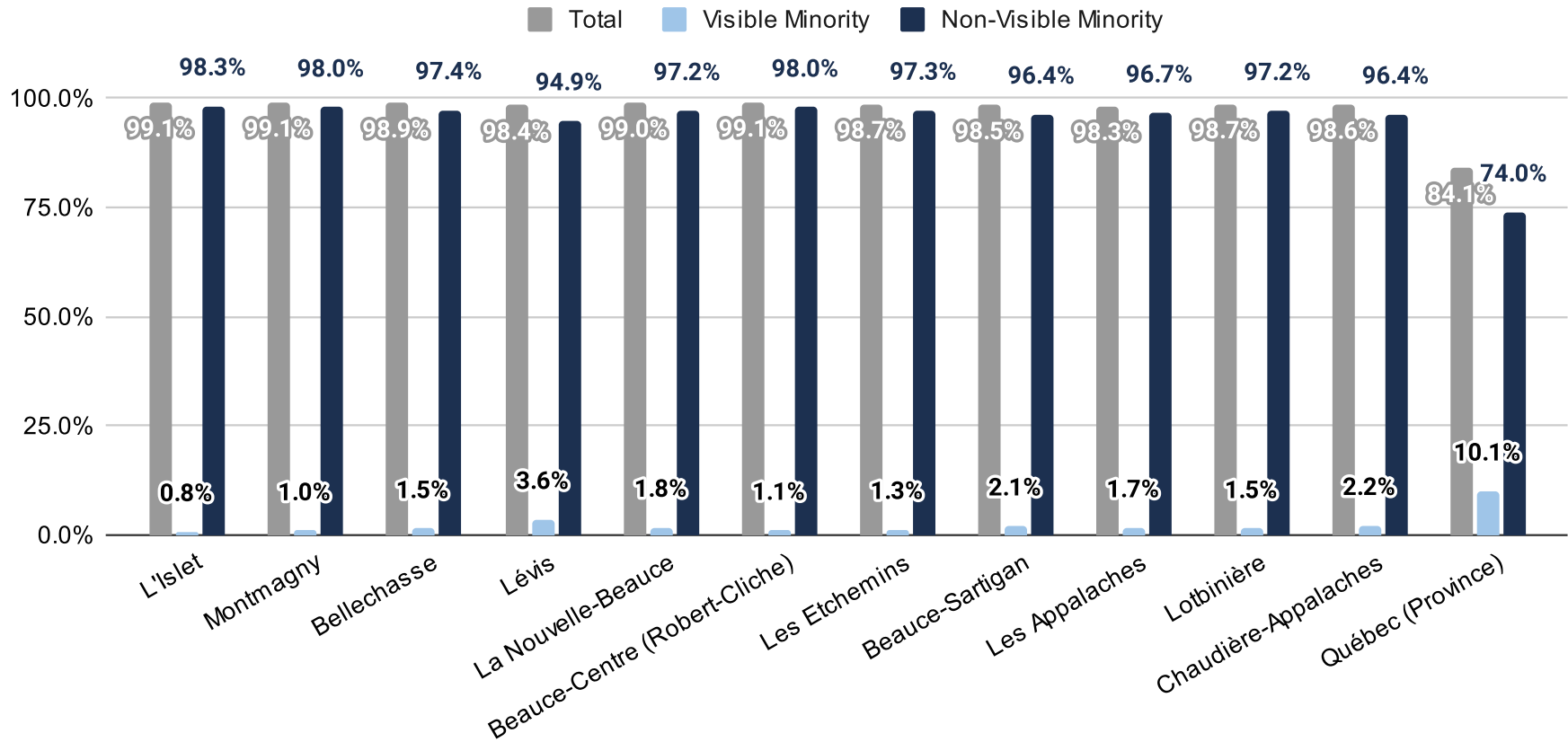
English-speaking visible minorities represent 22.4% of the region's English-speaking population and 0.3% of the total population in the region. Among French speakers, visible minorities make up 2.3% of the French-speaking population and 2.2% of the total population. Lévis has the highest visible minority population share.

**Graph 3.a: Visible Minority Structure of Chaudière-Appalaches' English Speakers by RCM**





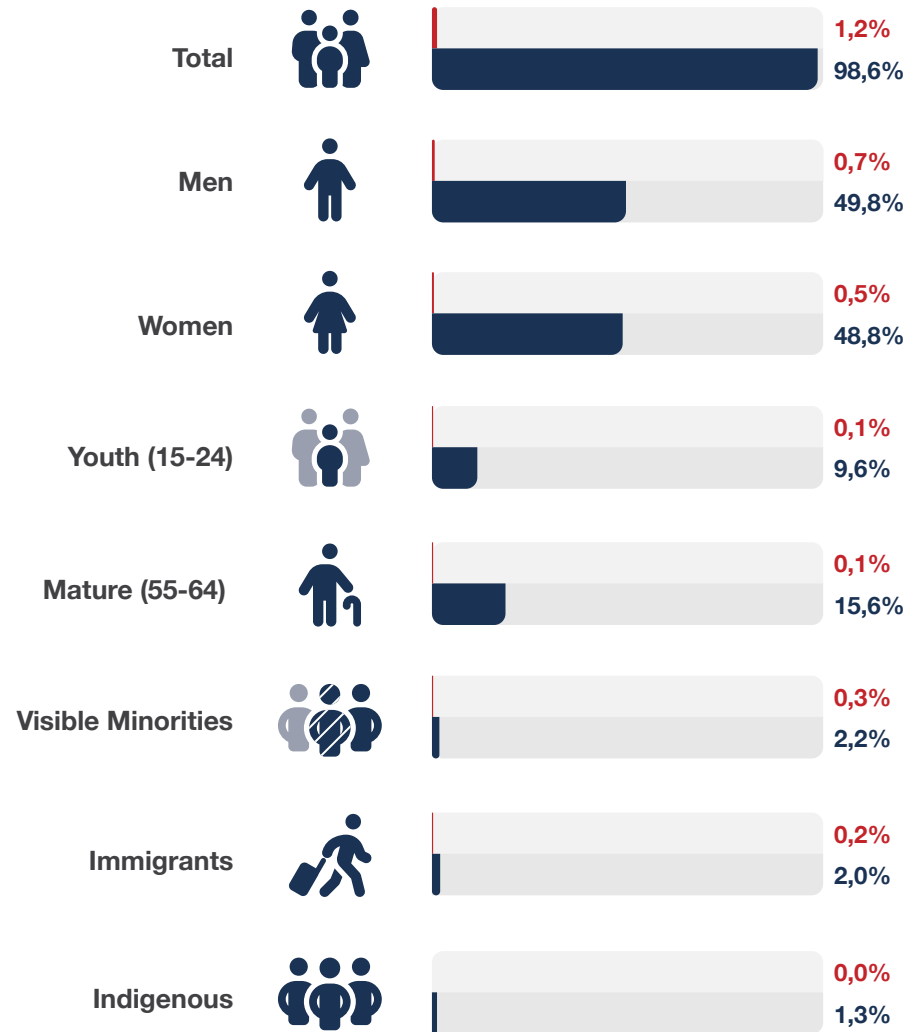
**Graph 3.b: Visible Minority Structure of Chaudière-Appalaches' French Speakers by RCM**



# Summary of Share of Total Population for English and French Speakers in Chaudière-Appalaches

## Share of Total Population

Chaudière-Appalaches



English Speakers    French Speakers





Section 2

# Economic Background



# Economic Background

Chaudière-Appalaches is designated as a manufacturing region in Québec.<sup>9</sup> Compared to the whole province, the economy in the region is more oriented towards production (Construction and manufacturing).<sup>10</sup>

Employment in Chaudière-Appalaches is largely centred 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.<sup>11</sup> Sectors that are expanding include, for example, the 'Construction' sector among several others.<sup>12</sup> Additionally, a strong demand for jobs in the services sector is also expected to remain.

The region's manufacturing industry faces a severe labour shortage, but the industry continues to grow despite supply chain disruptions.<sup>13</sup> Tourism is also growing in the region, with an increased average rate of hotel occupancy. Notably, there has been increased private investment in the city of Lévis, where several commercial and residential development projects are underway.<sup>14</sup>

In 2020, Chaudière-Appalaches' gross domestic product (GDP) amounted to \$18.6 billion, roughly 4.5% of the total GDP of Québec.<sup>15</sup> Chaudière-Appalaches' GDP per capita was \$42,979, which is the 6th highest GDP per capita among all of Québec's regions.

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<sup>9</sup> Hamelin, F. (2022). Portrait économique de la 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>10</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/chaudiere-appalaches/portrait-regional/structure-economique>

<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/chaudiere-appalaches/portrait-regional/structure-economique>

<sup>12</sup> Routhier, C. (2022, October 4). Études régionales: Région administrative de Chaudière-Appalaches. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-chaudiere-appalaches.pdf>

<sup>13</sup> Routhier, C. (2022, October 4). Études régionales: Région administrative de Chaudière-Appalaches. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-chaudiere-appalaches.pdf>

<sup>14</sup> Dupuis, F., D'Anjou, M., Couture, M., & Routhier, C. (2018). Études régionales: Région administrative de Chaudière-Appalaches. Desjardins. <https://www.desjardins.com/ressources/pdf/18ChauApp-f.pdf>

In 2020, the region had an economic development index<sup>16</sup> of 99.1, ranking 7th among the regions. Its labour productivity index<sup>17</sup> was 88.5, and it scored 50.7 on Québec's industrial diversity index.<sup>18</sup>

**Table 3: Economic Performance Indicators of Chaudière-Appalaches**

Economic Indicators (Chaudière-Appalaches)	Number	Rank Among Regions (out of 17)
Economic Development Index (2020)	99.1	7 <sup>th</sup>
Gross Domestic Product (2020)	\$ 18.6 (Billions)	5 <sup>th</sup>
GDP per capita (2020)	42,979 \$	6 <sup>th</sup>
Labour Productivity Index (2020)	88.5	11 <sup>th</sup>
Industrial Diversity Index (2021)	50.7	8 <sup>th</sup>

<sup>15</sup> Hamelin, F. (2022). Portrait économique de la 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>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 province. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more the region's structure differs from that of Québec. The industrial diversity index is compiled by the Ministry of Economy, Innovation and Energy.

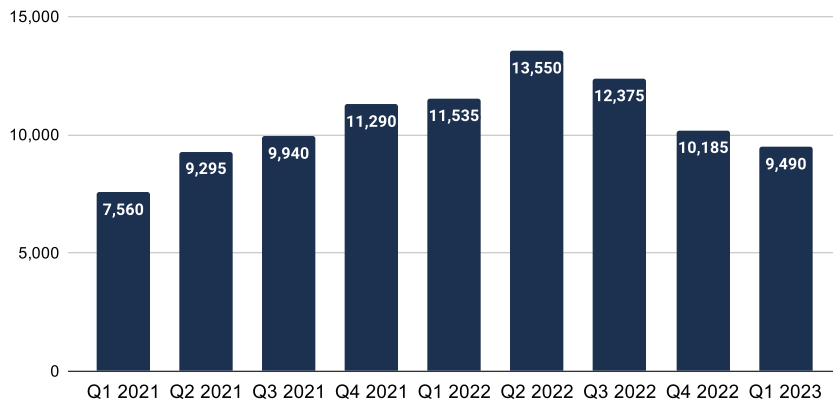
<sup>19</sup> Hamelin, F. (2022). Portrait économique de la région du Québec. Ministère de l'Économie, de l'Innovation et de l'Énergie. [https://www.economie.gouv.qc.ca/fileadmin/contenu/documents\\_soutien/regions/portraits\\_regionaux/PERQ\\_2022.pdf](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf)



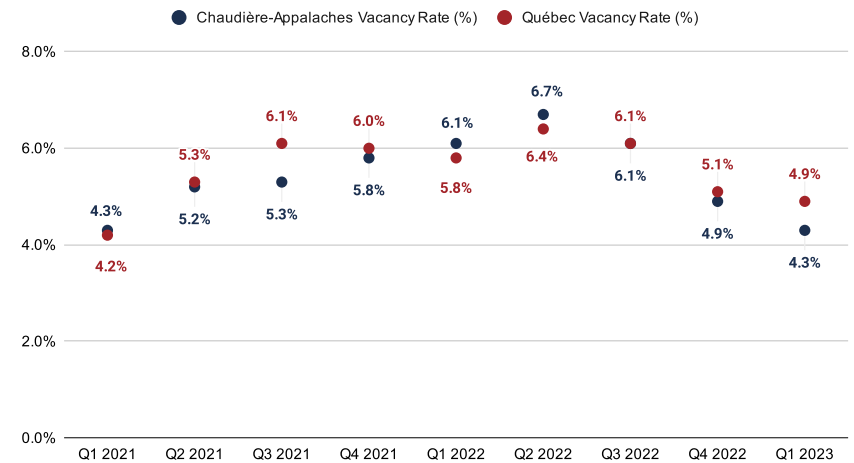
## JOB VACANCY

Quarterly vacancy numbers<sup>20</sup> for Chaudière-Appalaches were 7,560 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, Chaudière-Appalaches had 9,490 vacant positions. This is higher than pre-pandemic vacancy numbers, where Chaudière-Appalaches had 6,265 vacancies in Q4 of 2020.

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



**Graph 4.b: Job Vacancy Rate of Chaudière-Appalaches (Quarterly)**

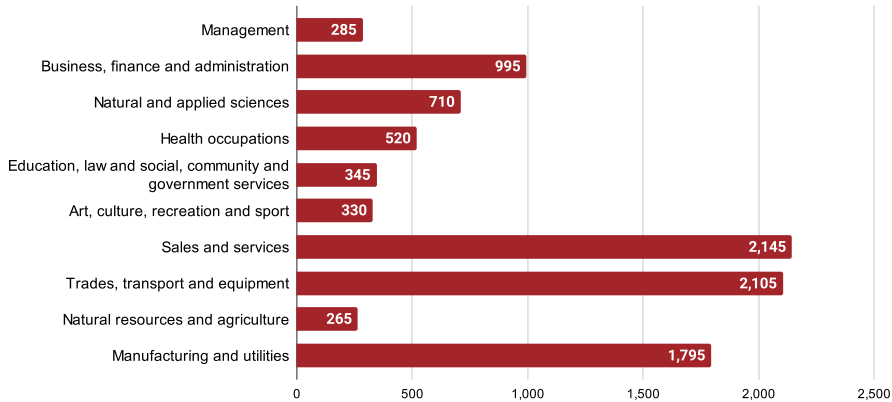


In the 1st quarter of 2023, Chaudière-Appalaches had a vacancy rate of 4.3%, lower than the provincial vacancy rate of 4.9%.

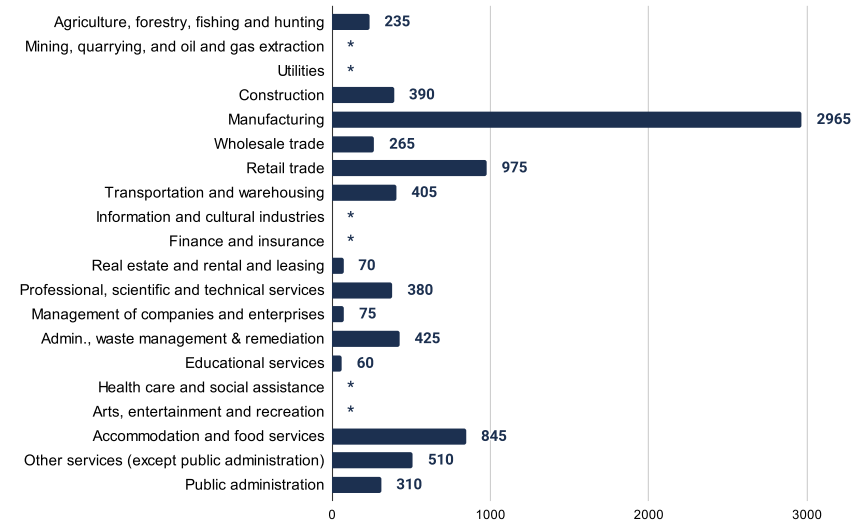
<sup>20</sup> According to Statistics Canada, job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (all occupied and vacant jobs).

<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 Chaudière-Appalaches by Occupation Level (Q1 2023)<sup>22</sup>**



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



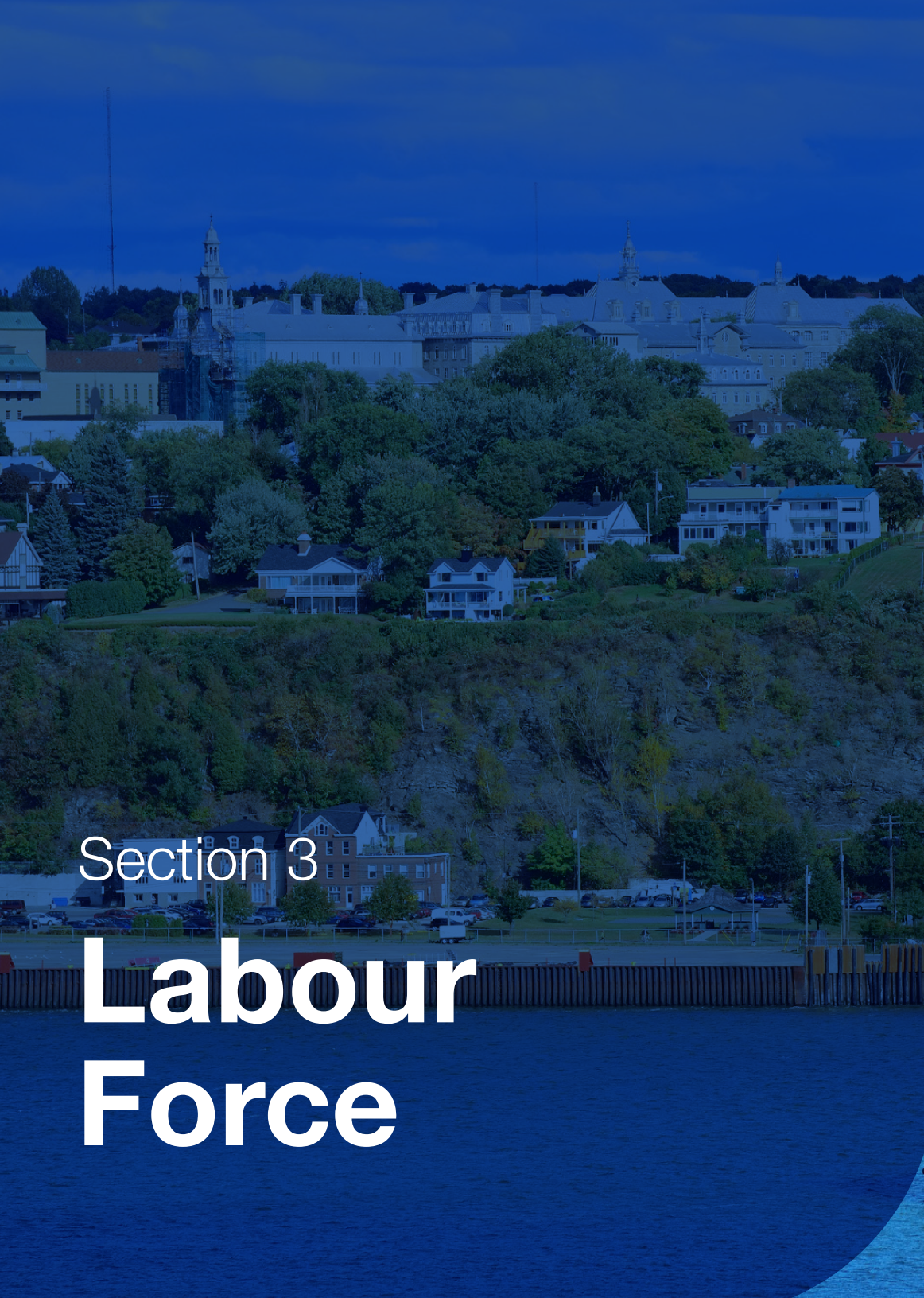
Job vacancy data for Q1 2023 shows that ‘Sales and services’ occupations lead with 2,145 vacancies. This is followed by ‘Trade and transport’ occupations with 2,105 vacancies, and ‘Manufacturing’ occupations rank third with slightly over 1,795 vacancies. This is compared to provincial vacancies, where ‘Sales and services’ occupations have the most vacancies (57,455), followed by ‘Trades and transport’ occupations (29,320), then ‘Health’ occupations (25,755).

When job vacancies are sorted by industry, the ‘Manufacturing’ industry has the most vacancies (2,965), followed by ‘Retail trade’ (975), and ‘Accommodation’ (845). 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:**

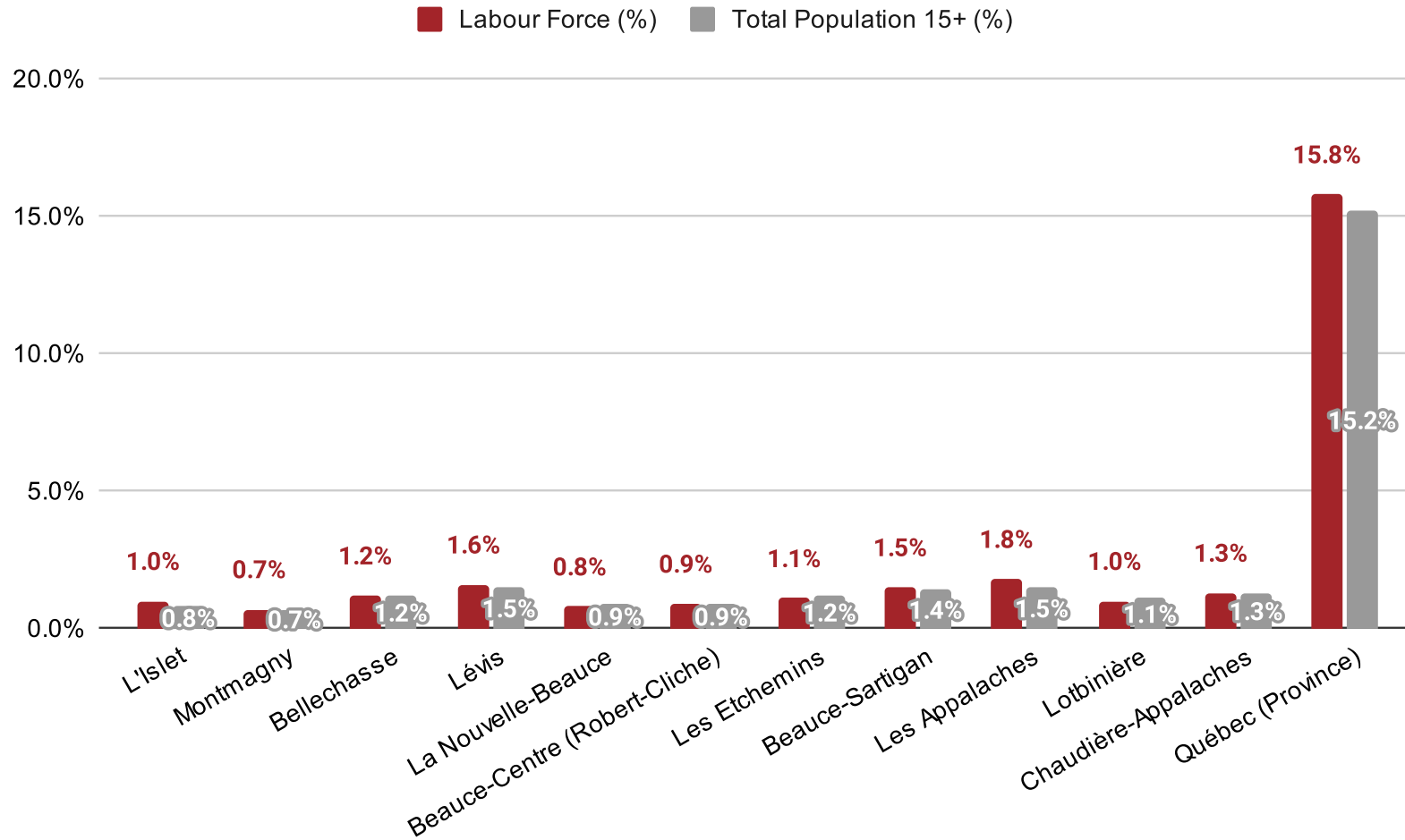
- The proportion of individuals in the labour force who are unemployed.
- Cyclical conditions and the time of year when labour force data is collected.
- The types of occupations that employed individuals have.
- The income that individuals are earning.

## **TOTAL LABOUR FORCE**

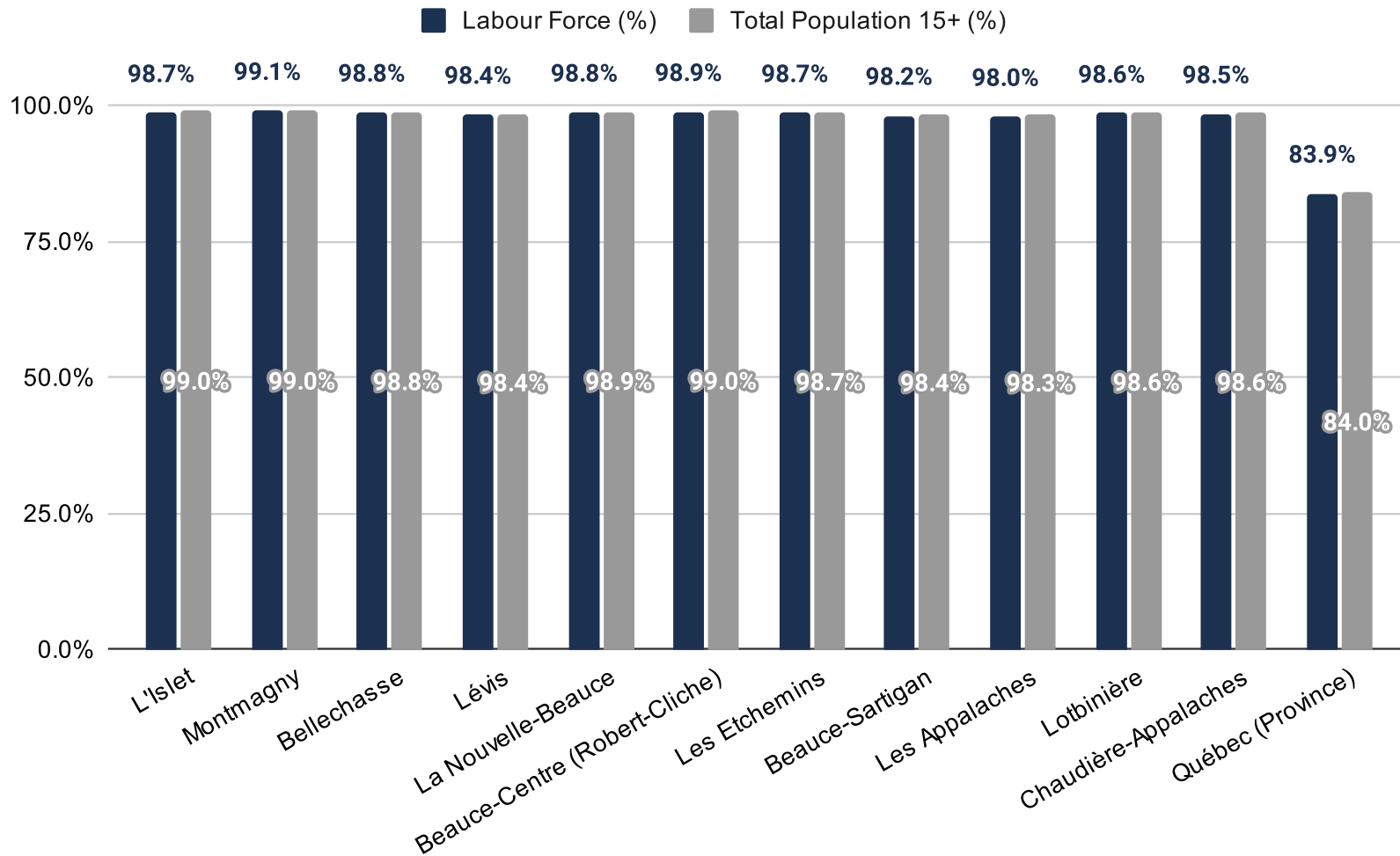
There are 228,080 individuals in Chaudière-Appalaches' labour force, an increase from 223,615 in the 2016 Census. English speakers continue to occupy a small share of Chaudière-Appalaches' labour force (1.3%), similar to their population share (1.3%). There are 224,663 French speakers in Chaudière-Appalaches' labour market, making up 98.5% of the labour market.

English speakers have significant labour force shares in Les Appalaches (1.8%), Lévis (1.6%), and Beauce-Sartigan (1.5%), compared to the regional average. Among the RCMs, Montmagny has the lowest labour force share of English speakers.

Graph 6.a: Labour Force of Chaudière-Appalaches' English Speakers by RCM



**Graph 6.b: Labour Force of Chaudière-Appalaches' French Speakers by RCM**



**Table 4. Total Labour Force of Chaudière-Appalaches by RCM**

	English Speakers	French Speakers
L'Islet	85	8,450
Montmagny	73	10,698
Bellechasse	243	19,668
Lévis	1,308	81,448
La Nouvelle-Beauce	180	20,950
Beauce-Centre (Robert-Cliche)	95	10,065
Les Etchemins	90	7,820
Beauce-Sartigan	418	27,378
Les Appalaches	353	19,588
Lotbinière	193	18,593
Chaudière-Appalaches	3,038	224,663
Québec (Province)	699,015	3,721,250

## Labour Force - Age Structure

Youth ages 15-24 and workers aged 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among English and French speakers, workers aged 35-44 represent the largest share of the total labour force.

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

	Labour Force Share (English Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	1.0%	0.0%	0.1%	0.4%	0.3%	0.1%	0.0%
Montmagny	0.7%	0.0%	0.0%	0.2%	0.2%	0.0%	0.1%
Bellechasse	1.2%	0.1%	0.3%	0.4%	0.3%	0.1%	0.1%
Lévis	1.6%	0.1%	0.4%	0.4%	0.3%	0.2%	0.1%
La Nouvelle-Beauce	0.8%	0.1%	0.2%	0.2%	0.2%	0.1%	0.1%
Beauce-Centre (Robert-Cliche)	0.9%	0.0%	0.2%	0.0%	0.2%	0.2%	0.0%
Les Etchemins	1.1%	0.0%	0.2%	0.2%	0.4%	0.2%	0.0%
Beauce-Sartigan	1.5%	0.1%	0.3%	0.5%	0.3%	0.3%	0.0%
Les Appalaches	1.8%	0.2%	0.6%	0.4%	0.3%	0.2%	0.1%
Lotbinière	1.0%	0.2%	0.2%	0.3%	0.2%	0.1%	0.1%
Chaudière-Appalaches	1.3%	0.1%	0.3%	0.4%	0.3%	0.2%	0.1%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

**Table 5.b: Age Structure of Chaudière-Appalaches' French-Speaking Labour Force by RCM**

	Labour Force Share (French Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	98.7%	11.9%	15.2%	17.8%	21.0%	25.1%	7.8%
Montmagny	99.1%	12.4%	15.6%	19.3%	20.1%	24.6%	7.2%
Bellechasse	98.8%	12.6%	19.0%	22.1%	18.5%	20.6%	6.1%
Lévis	98.4%	14.0%	17.8%	22.4%	21.0%	18.1%	5.1%
La Nouvelle-Beauce	98.8%	13.5%	18.9%	23.5%	19.2%	18.3%	5.4%
Beauce-Centre (Robert-Cliche)	98.9%	14.4%	17.6%	22.2%	18.8%	18.9%	7.2%
Les Etchemins	98.7%	13.2%	15.8%	19.6%	20.5%	23.7%	5.7%
Beauce-Sartigan	98.2%	14.5%	18.0%	21.8%	19.3%	20.0%	4.6%
Les Appalaches	98.0%	13.9%	16.7%	20.3%	19.4%	21.4%	6.4%
Lotbinière	98.6%	12.3%	22.7%	21.1%	17.1%	19.6%	5.9%
Chaudière-Appalaches	98.5%	13.6%	18.1%	21.7%	19.8%	19.8%	5.6%
Québec (Province)	83.9%	10.9%	17.2%	18.9%	17.1%	15.6%	4.2%

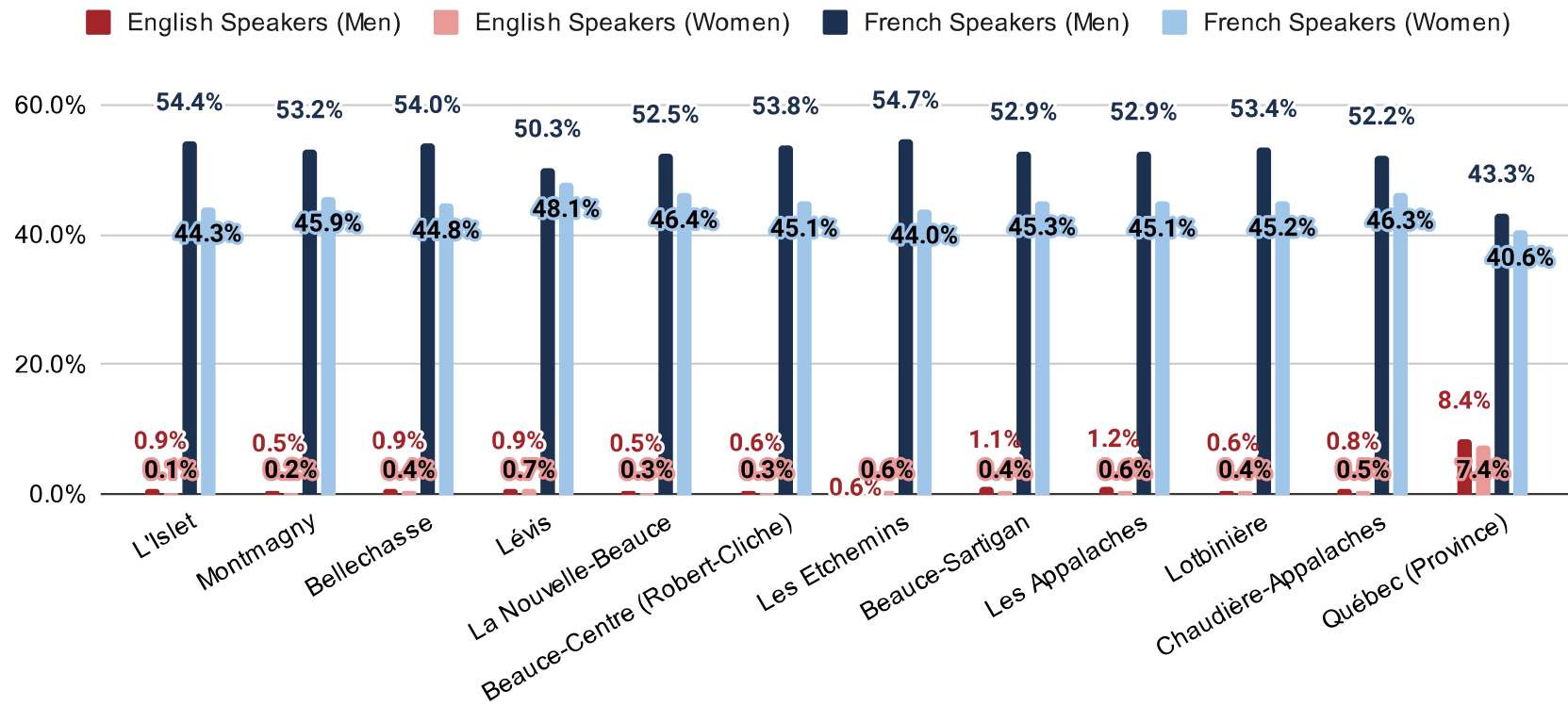


## Labour Force - Gender Structure

Among both English and French speakers, women tend to have a lower labour force share than men in the region. This is the case in most regions and for the province as a whole.

Whereas English-speaking men make up 0.8% of the labour force, English-speaking women make up 0.5% of the labour force. A similar trend is observed among French speakers, where men represent 52.2% of the region's labour force, and women represent 46.3%.

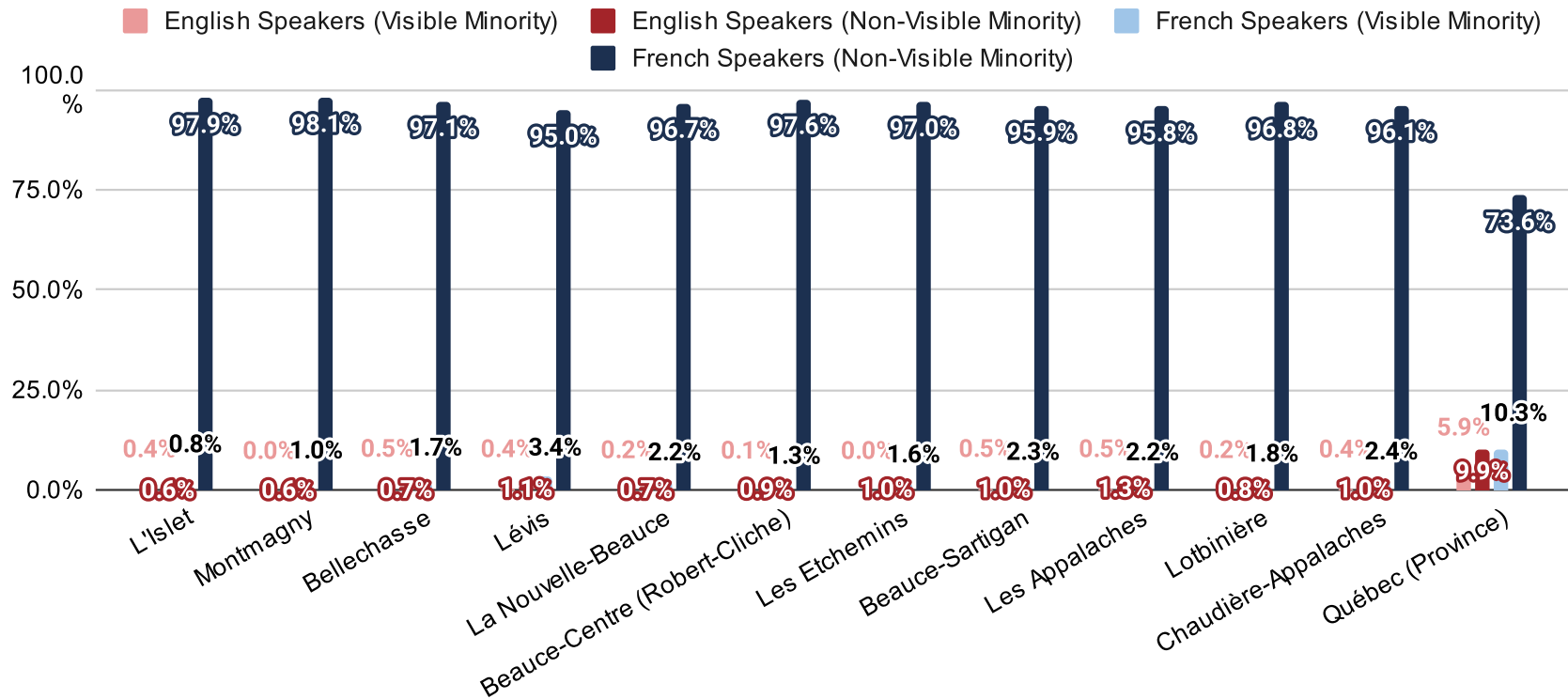
**Graph 7: Gender Structure of Chaudière-Appalaches' Labour Force by RCM**



## Labour Force - Visible Minorities

English-speaking visible minorities represent 0.4% of the total labour force in the region. Among French speakers, visible minorities make up 2.4% of the total labour force.

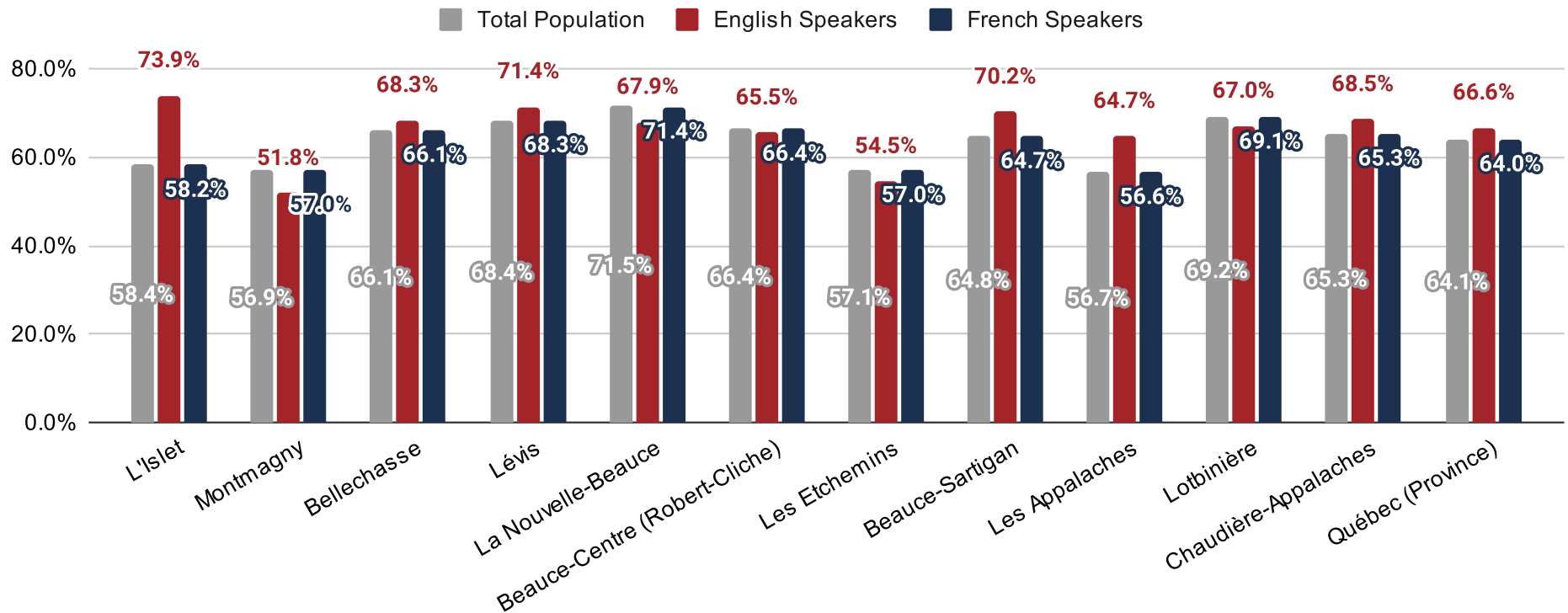
Graph 8: Visible Minority Structure of Chaudière-Appalaches' Labour Force by RCM



## LABOUR FORCE PARTICIPATION RATE

Labour force participation<sup>24</sup> is high among English speakers in Chaudière-Appalaches. The labour force participation rate of English speakers in Chaudière-Appalaches is 68.5%, compared to 65.3% among French speakers in Chaudière-Appalaches and 66.6% for English speakers across the province. Labour force participation is highest among English speakers in L'Islet (73.9%) and lowest among English speakers in Montmagny (51.8%).

**Graph 9: Labour Force Participation Rate of Chaudière-Appalaches by RCM**



<sup>24</sup> Due to population sample sizes that are too small in some RCMs, the labour force participation rates for English speakers can be unreliable and are therefore indicated with a "\*" in the graphs and tables. The lack of this data suggests the need for further research.

## Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature 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 (76.4%).

**Table 6.a: Age Structure of Chaudière-Appalaches' Labour Force Participation Rate for English Speakers by RCM**

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	73.9%	*	*	*	*	*	*
Montmagny	51.8%	*	*	*	80.0%	25.0%	25.0%
Bellechasse	68.3%	75.0%	86.7%	89.2%	80.8%	50.0%	26.7%
Lévis	71.4%	57.4%	89.4%	87.2%	90.3%	73.2%	19.5%
La Nouvelle-Beauce	67.9%	73.3%	77.8%	78.9%	90.9%	37.5%	33.3%
Beauce-Centre (Robert-Cliche)	65.5%	28.6%	*	33.3%	*	66.7%	*
Les Etchemins	54.5%	*	75.0%	60.0%	66.7%	50.0%	*
Beauce-Sartigan	70.2%	50.0%	94.1%	96.2%	76.2%	75.0%	11.8%
Les Appalaches	64.7%	77.3%	90.2%	82.9%	92.3%	77.8%	13.6%
Lotbinière	67.0%	*	*	90.9%	71.4%	28.6%	23.1%
Chaudière-Appalaches	68.5%	60.4%	88.8%	86.7%	86.5%	64.7%	18.8%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

**Table 6.b: Age Structure of Chaudière-Appalaches' Labour Force Participation Rate for French Speakers by RCM**

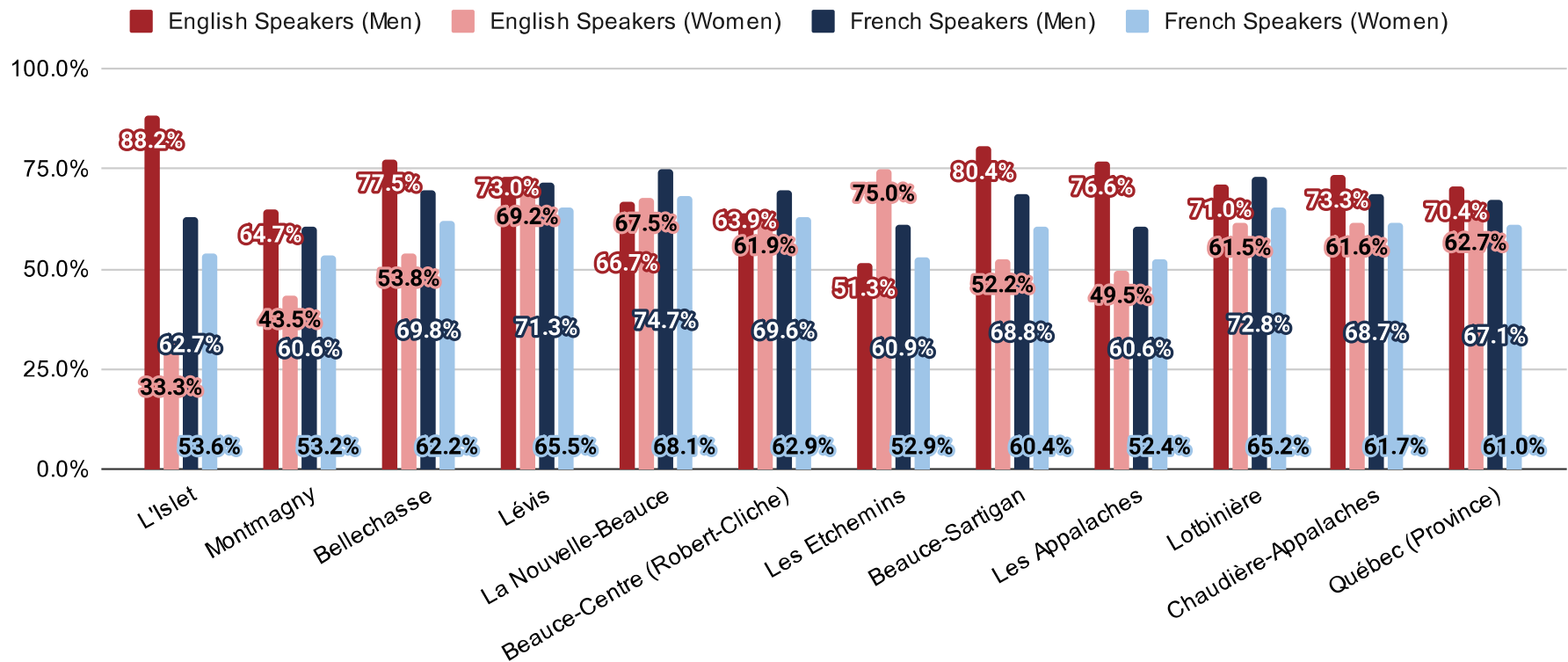
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	58.2%	73.6%	90.6%	90.2%	89.3%	66.7%	13.9%
Montmagny	57.0%	69.6%	88.2%	90.5%	87.1%	66.3%	12.6%
Bellechasse	66.1%	76.1%	91.7%	94.3%	89.1%	69.8%	15.8%
Lévis	68.3%	75.3%	93.4%	94.2%	93.8%	69.9%	14.8%
La Nouvelle-Beauce	71.4%	78.3%	93.8%	94.6%	92.4%	74.8%	17.5%
Beauce-Centre (Robert-Cliche)	66.4%	77.2%	90.9%	92.6%	90.3%	70.5%	18.1%
Les Etchemins	57.0%	75.5%	87.2%	90.1%	88.8%	61.6%	10.5%
Beauce-Sartigan	64.7%	77.3%	91.3%	90.9%	88.1%	68.6%	12.1%
Les Appalaches	56.6%	80.1%	89.3%	89.2%	88.7%	60.8%	11.1%
Lotbinière	69.1%	79.4%	90.9%	94.0%	89.7%	72.7%	17.4%
Chaudière-Appalaches	65.3%	76.4%	91.8%	92.9%	91.0%	68.6%	14.2%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

## Labour Force Participation - Gender Structure

Generally, men tend to have higher labour force participation rates than women in both linguistic groups at the regional level.

In L'Islet, English-speaking men have the highest labour force participation rate (88.2%). Levels of labour force participation among women and men tend to differ by RCM, with English-speaking women having the lowest labour force participation rate (33.3%) also in L'Islet.

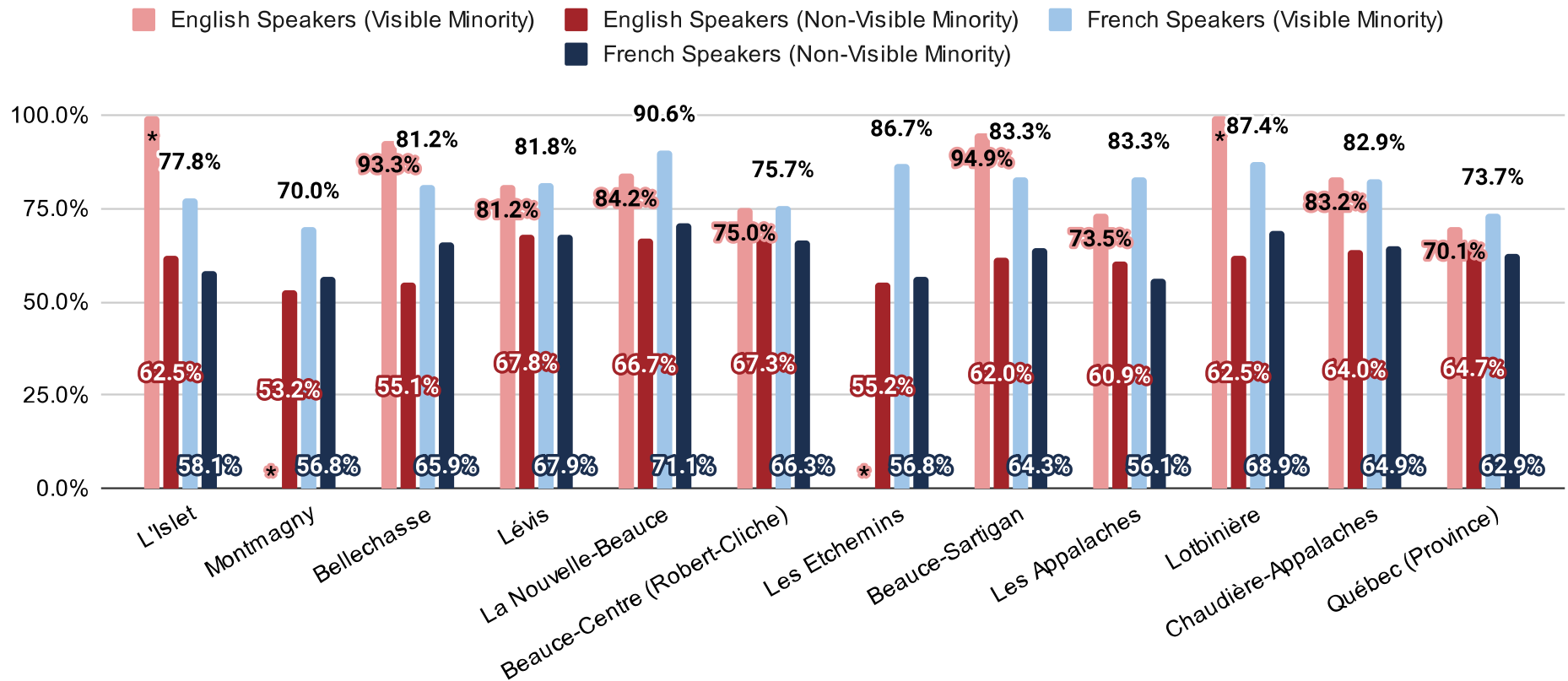
**Graph 10: Gender Structure of Chaudière-Appalaches' Labour Force Participation Rate by RCM**



## Labour Force Participation - Visible Minorities

Among English speakers and French speakers, visible minorities have significantly higher participation rates than non-visible minorities. English-speaking visible minorities in L'Islet and Lotbinière reportedly have significantly high labour force participation rates, which are higher than the average of 83.2% for English-speaking visible minorities in the region and 70.1% at the provincial level.

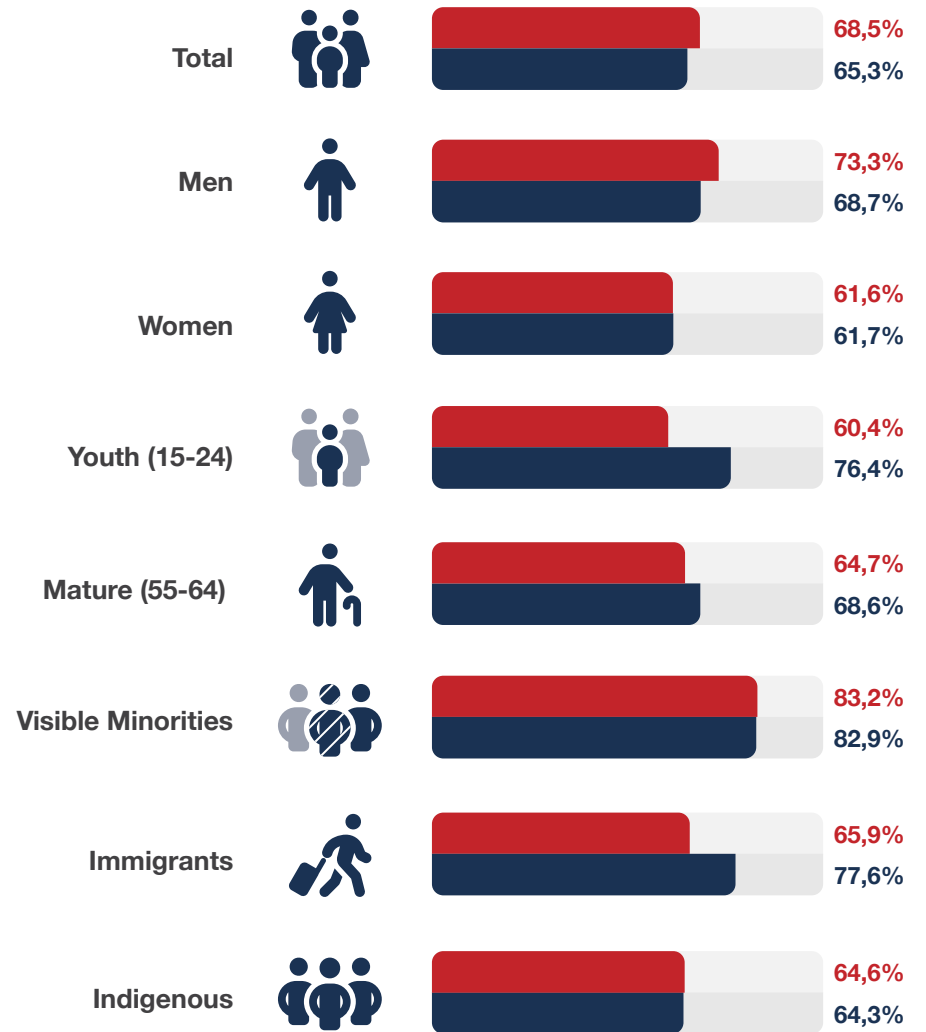
**Graph 11: Visible Minority Structure of Chaudière-Appalaches' Labour Force Participation Rate by RCM**



# Summary of Labour Force Participation Rate for English and French Speakers in Chaudière-Appalaches

## Labour Force Participation Rate

Chaudière-Appalaches



English Speakers French Speakers





Section 4

# Unemployment

# Unemployment

Unemployment rate serves as an official measure of performance of the labour market and can shed light on the labour market inclusion, income, purchasing power, and socio-economic well-being of communities. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2023.<sup>25</sup>

**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

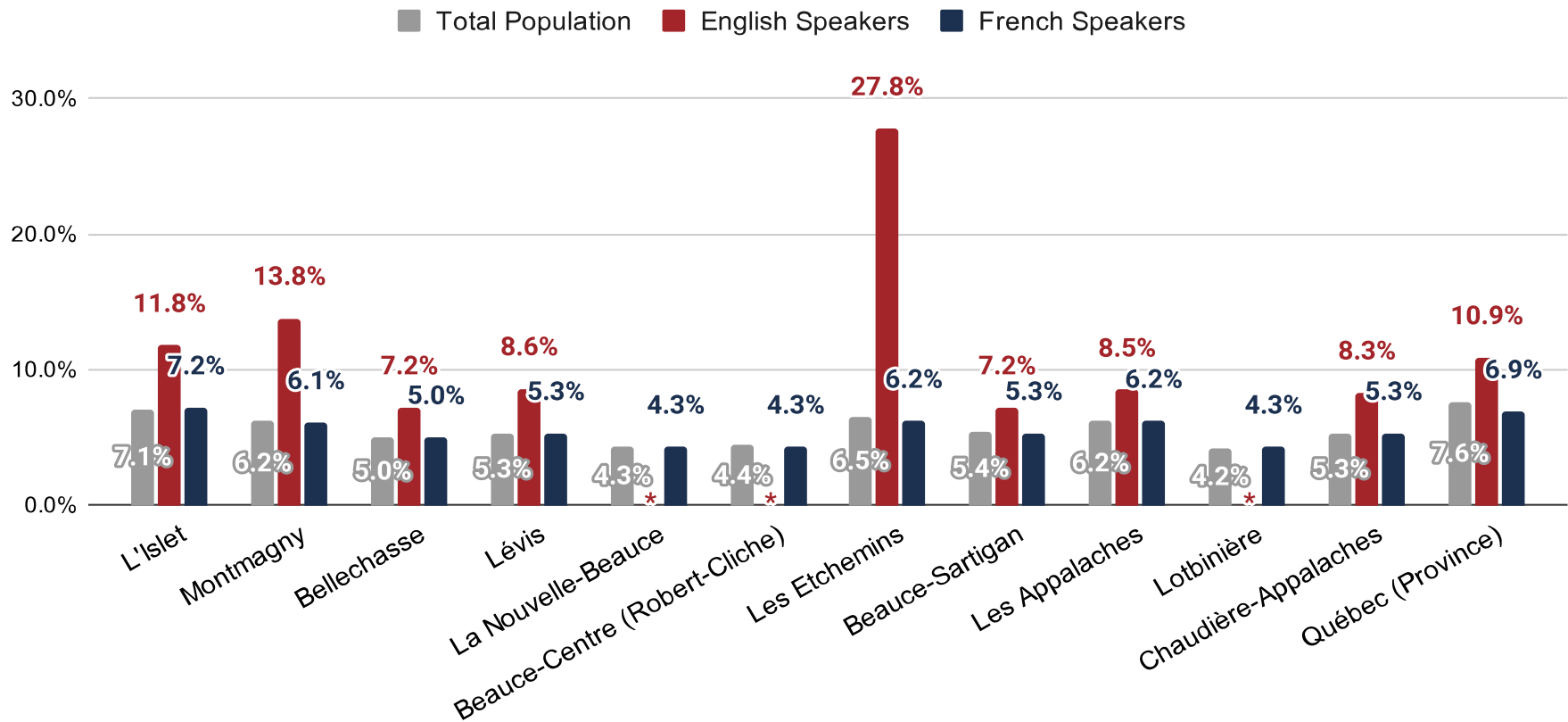
Generally, unemployment rates in Chaudière-Appalaches are lower than those at the provincial level for both English and French speakers. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is 8.3% in Chaudière-Appalaches. French speakers in the region have a lower unemployment rate (5.3%) than English speakers and experience lower unemployment rates in all the RCMs. English speakers in Les Etchemins experience the highest unemployment rate among the RCMs at 27.8%.

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<sup>25</sup> Due to population sample sizes that are too small in some RCMs, the unemployment rates for English speakers can be unreliable and are therefore indicated with a "\*" in the graphs and tables. The lack of this data suggests the need for further research.



**Graph 12: Unemployment Rate of Chaudière-Appalaches by RCM**



## Who are the Unemployed English Speakers?

In the Chaudière-Appalaches region, an estimated 253 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 (56.4% compared to 43.6%)
- About a fifth of the unemployed group are immigrants (20.8%)
- A small group identify as Indigenous (4%)
- Approximately a sixth of the unemployed group are visible minorities (17.8%)
- Over half of the unemployed population are found to have attained postsecondary level education (64.7%)
- Around half of the unemployed English-speaking population (54.4%) reported to have worked part-time previously before they were unemployed
- Lévis has the largest portion of the region's unemployed English speakers in the region (44.5%)
- A majority of the unemployed English speakers who have worked part-time previously come from Lévis, Les Etchemins, and Les Appalaches





## Unemployment Rate - Age Structure

An age group comparison of unemployment rates in the linguistic communities shows that English speakers experience higher unemployment rates than French speakers irrespective of their age group.

Among English speakers, individuals aged 35-44 experience the lowest regional unemployment rate (3.4%). This is also the case among French speakers; French speakers aged 35-44 experience an unemployment rate of 2.9%.

Youth aged 15-24 experience high regional unemployment rates. English-speaking youth experience an unemployment rate of 10.9%, which is significantly higher than that of French-speaking youth (6.9%). Notably, English-speaking youth in Lévis experience an unemployment rate of 20.5%. Mature workers aged 55-64 also tend to experience higher unemployment rates. English-speaking mature workers have a regional unemployment rate of 11% compared to 6.4% among French-speaking mature workers.

**Table 7.a: Age Structure of Chaudière-Appalaches' Unemployment Rate for English Speakers by RCM**

Unemployment Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	11.80%	*	*	*	*	*	*
Montmagny	13.80%	*	*	*	*	*	*
Bellechasse	7.20%	*	*	*	*	*	*
Lévis	8.60%	20.50%	9.80%	6.30%	3.60%	6.70%	15.40%
La Nouvelle-Beauce	*	*	*	*	*	*	*
Beauce-Centre (Robert-Cliche)	*	*	*	*	*	*	*
Les Etchemins	27.80%	*	*	*	66.70%	66.70%	*
Beauce-Sartigan	7.20%	*	*	*	*	13.30%	*
Les Appalaches	8.50%	*	4.30%	*	*	*	*
Lotbinière	*	*	*	*	*	*	*
Chaudière-Appalaches	8.30%	10.90%	10.30%	3.40%	7.40%	11.00%	18.20%
Québec (Province)	10.90%	17.40%	10.60%	9.00%	8.60%	10.80%	12.70%

**Table 7.b: Age Structure of Chaudière-Appalaches' Unemployment Rate for French Speakers by RCM**

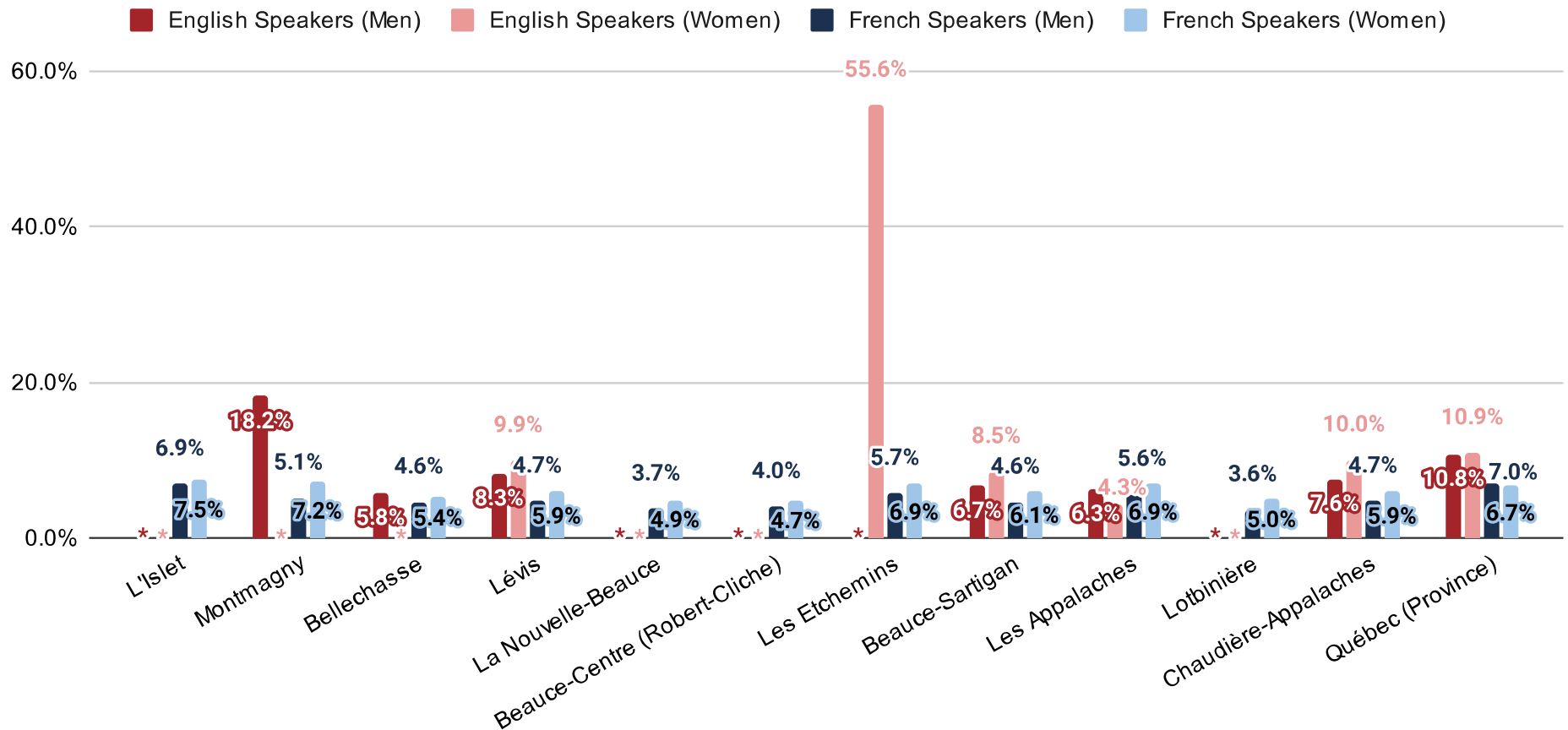
Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	7.20%	7.80%	6.20%	5.90%	4.50%	7.20%	17.30%
Montmagny	6.10%	5.20%	4.50%	3.40%	3.50%	6.60%	23.20%
Bellechasse	5.00%	6.60%	3.30%	2.50%	3.10%	6.10%	17.00%
Lévis	5.30%	8.00%	3.30%	2.80%	2.90%	6.10%	22.20%
La Nouvelle-Beauce	4.30%	5.60%	3.40%	2.50%	2.60%	5.80%	13.10%
Beauce-Centre (Robert-Cliche)	4.30%	5.80%	3.60%	2.40%	2.40%	4.40%	14.40%
Les Etchemins	6.20%	6.20%	4.00%	4.80%	5.50%	6.90%	17.80%
Beauce-Sartigan	5.30%	6.80%	4.30%	3.50%	3.00%	6.50%	18.20%
Les Appalaches	6.20%	6.70%	4.00%	3.00%	3.50%	8.30%	22.00%
Lotbinière	4.30%	5.40%	2.80%	2.10%	3.30%	6.40%	10.90%
Chaudière-Appalaches	5.30%	6.90%	3.60%	2.90%	3.20%	6.40%	18.70%
Québec (Province)	6.90%	10.90%	5.80%	4.60%	4.60%	7.30%	18.60%

## Unemployment Rate - Gender Structure

Among English speakers in Chaudière-Appalaches, women experience a higher unemployment rate than men (10% compared to 7.6%). The same trend is observed among French speakers, where men experience a lower unemployment rate than women (4.7% compared to 5.9%).

Notably, English-speaking men have high unemployment rates in Montmagny, while English-speaking women have high unemployment rates in Les Etchemins.

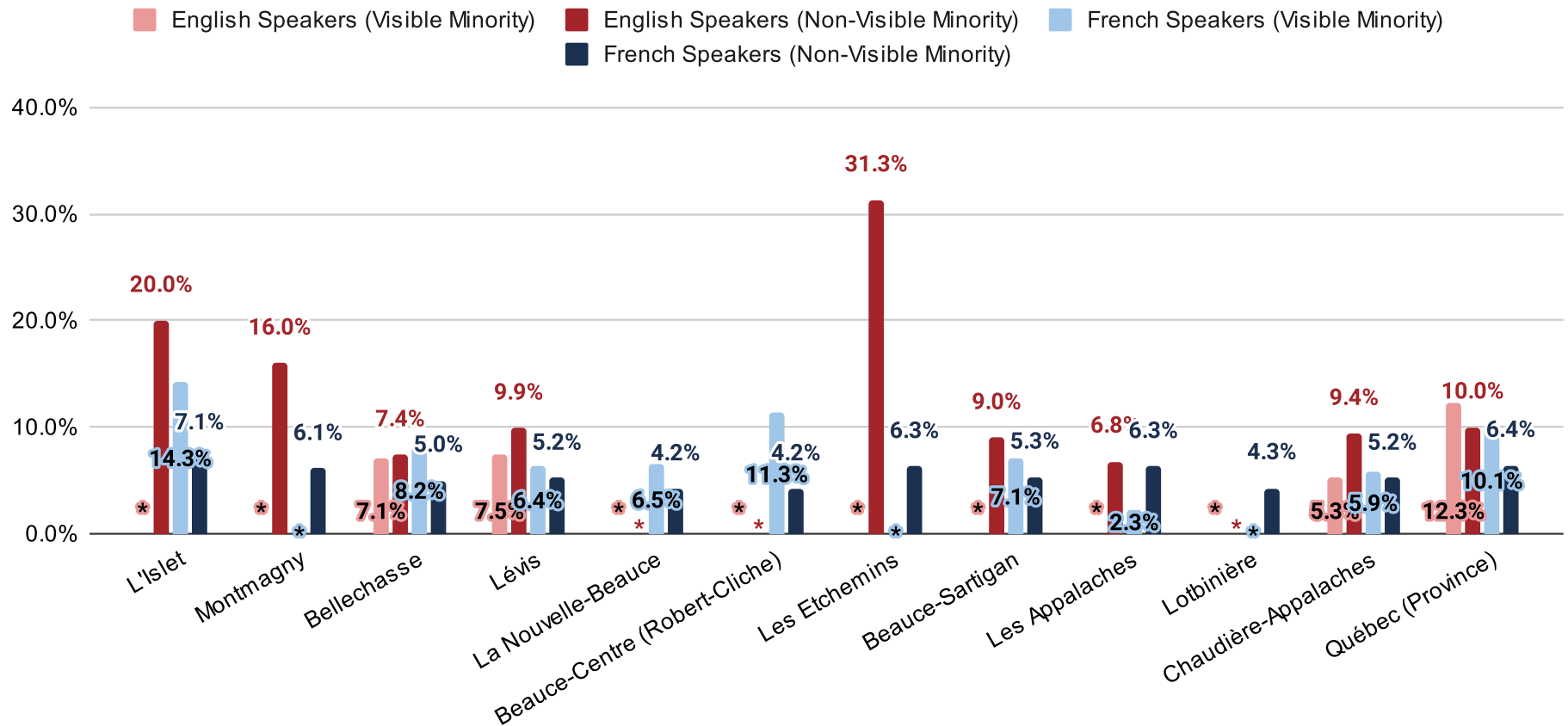
**Graph 13: Gender Structure of Chaudière-Appalaches' Unemployment Rate by RCM**



## Unemployment Rate - Visible Minorities

English-speaking visible minorities in Chaudière-Appalaches experience an unemployment rate of 5.3% in the region, which is lower than the unemployment rate of non-visible minorities (9.4%). The trend is the inverse of 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.

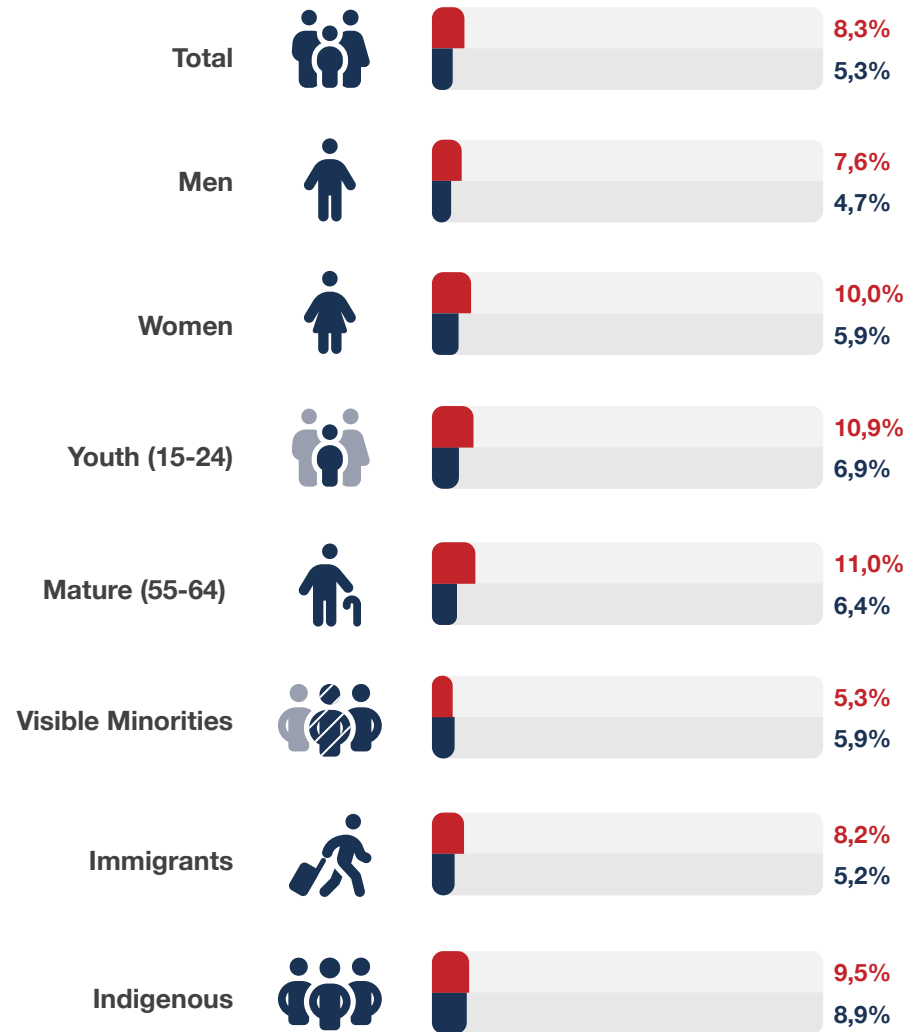
**Graph 14: Unemployment Rate by Visible Minority Status in Chaudière-Appalaches by RCM**



# Summary of Unemployment Rate for English and French Speakers in Chaudière-Appalaches

## Unemployment Rate

Chaudière-Appalaches



English Speakers French Speakers





Section 5

# Income

# Income

Contrary to the trend observed at the provincial level, English speakers in Chaudière-Appalaches tend to earn a slightly higher median after-tax income<sup>26</sup> and higher median employment income than French speakers.<sup>27</sup>

## **AFTER-TAX INCOME**

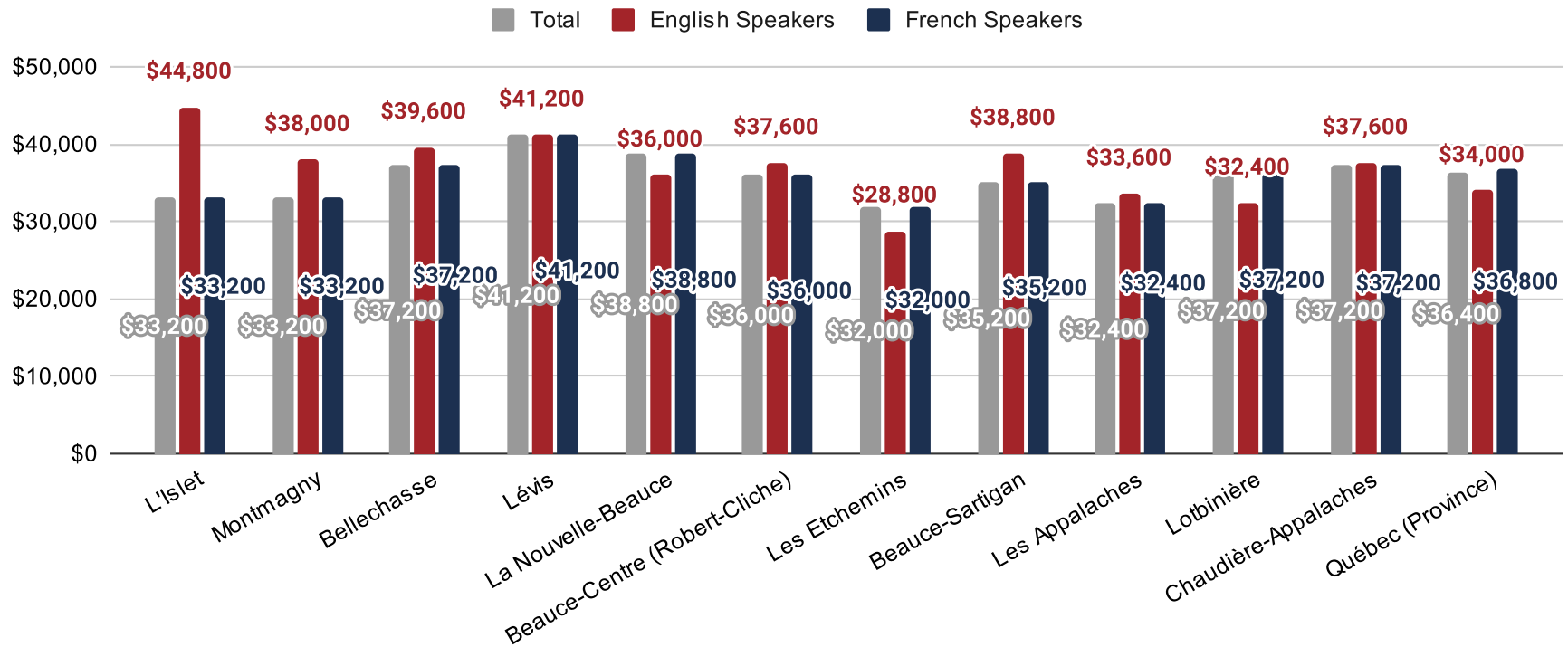
English speakers in the Chaudière-Appalaches region earn a median after-tax income of \$37,600, roughly \$400 higher than that of French speakers (\$37,200). English speakers have higher median after-tax income than French speakers in most of the RCMs.

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<sup>26</sup> Due to small population sample sizes, the median income values for English speakers in some RCMs are not available and are therefore indicated with a "\*" in the graphs and tables. The lack of this data suggests the need for further research.

<sup>27</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.

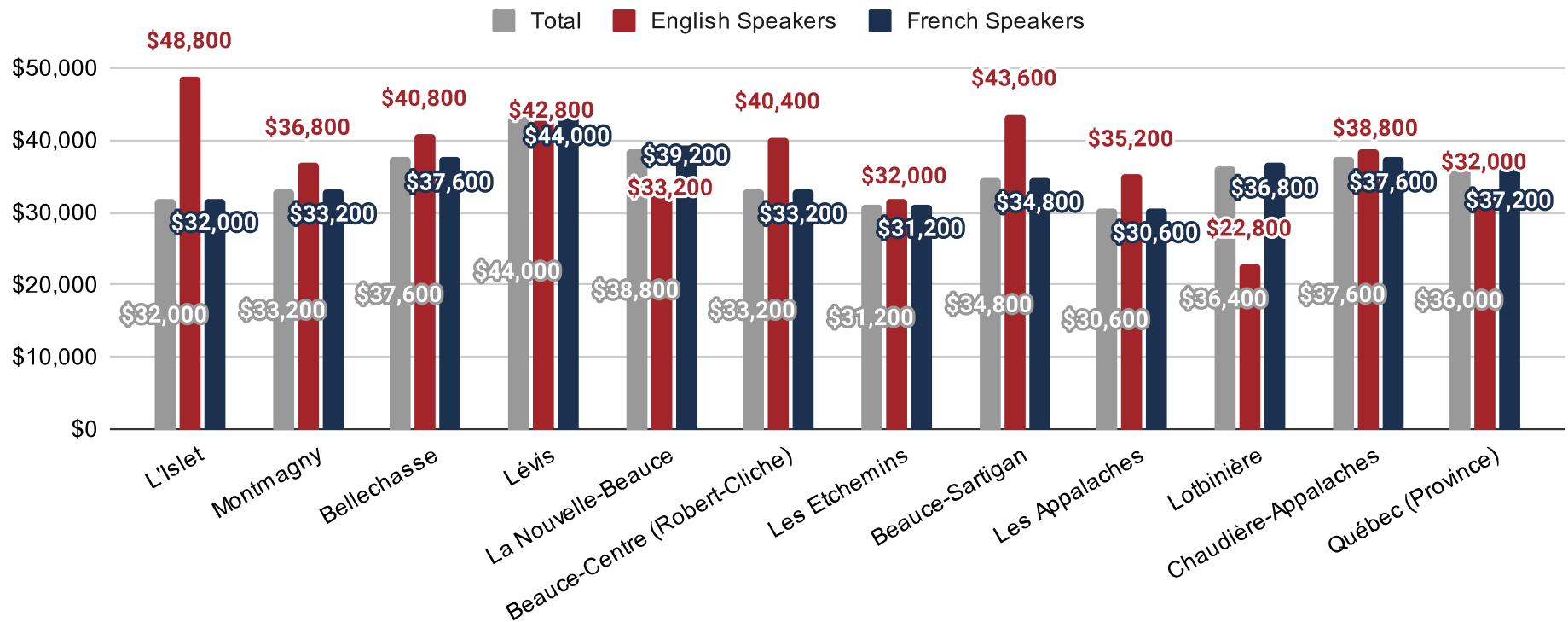
Graph 15: Median After-Tax Income in Chaudière-Appalaches by RCM



## EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Chaudière-Appalaches earn a median employment income of \$38,800, which is higher than that of French speakers (\$37,600) by \$1,200. English speakers have higher median employment income than French speakers in most of the RCMs.

Graph 16: Median Employment Income in Chaudière-Appalaches by RCM



## Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 55+ tend to earn significantly lower median employment incomes than the other age groups. This trend is seen in both the English-speaking and French-speaking populations, though English-speaking youth aged 15-24 earn \$1,700 less than French-speaking youth aged 15-24. English speakers aged 65 and over have a median employment income of \$6,360, which is higher than their French-speaking counterparts earning \$5,160.

**Table 8.a: Age Structure of Chaudière-Appalaches' 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+
L'Islet	\$48,800	*	*	*	*	*	*
Montmagny	\$36,800	*	*	*	*	*	*
Bellechasse	\$40,800	*	\$41,200	\$16,600	\$41,600	*	*
Lévis	\$42,800	\$8,500	\$42,400	\$52,400	\$69,000	\$38,800	\$5,640
La Nouvelle-Beauce	\$33,200	*	*	\$57,200	\$35,600	*	*
Beauce-Centre (Robert-Cliche)	\$40,400	*	*	*	*	*	*
Les Etchemins	\$32,000	*	*	*	*	*	*
Beauce-Sartigan	\$43,600	\$10,400	\$49,600	\$52,800	\$41,200	\$36,000	*
Les Appalaches	\$35,200	*	\$38,400	\$36,800	\$42,800	\$7,000	\$4,200
Lotbinière	\$22,800	\$14,500	*	\$45,200	\$31,400	*	*
Chaudière-Appalaches	\$38,800	\$10,400	\$40,800	\$49,600	\$48,000	\$37,200	\$6,360
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

**Table 8.b: Age Structure of Chaudière-Appalaches' Median Employment Income for French Speakers by RCM**

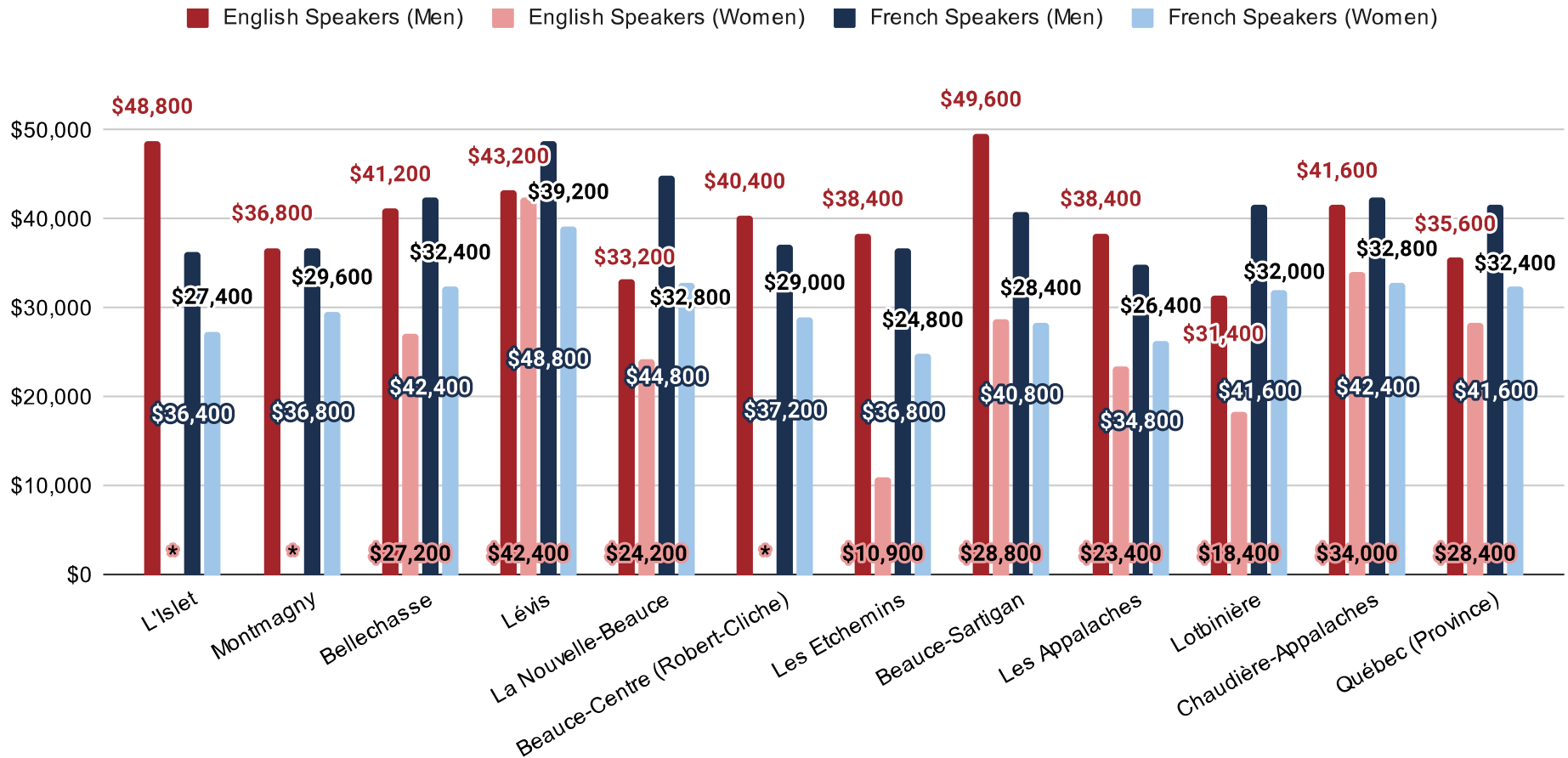
Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Islet	\$32,000	\$13,000	\$39,200	\$44,400	\$45,200	\$33,600	\$4,120
Montmagny	\$33,200	\$11,900	\$39,200	\$46,800	\$48,800	\$34,400	\$4,960
Bellechasse	\$37,600	\$12,700	\$42,400	\$52,000	\$48,800	\$38,400	\$5,000
Lévis	\$44,000	\$11,300	\$44,400	\$62,000	\$63,200	\$45,600	\$6,280
La Nouvelle-Beauce	\$39,200	\$12,100	\$41,200	\$51,600	\$53,600	\$40,400	\$6,750
Beauce-Centre (Robert-Cliche)	\$33,200	\$11,200	\$39,200	\$45,600	\$46,400	\$36,000	\$5,360
Les Etchemins	\$31,200	\$13,000	\$39,200	\$44,800	\$44,800	\$31,400	\$2,040
Beauce-Sartigan	\$34,800	\$11,900	\$40,800	\$46,400	\$47,200	\$36,800	\$5,040
Les Appalaches	\$30,600	\$12,800	\$38,800	\$44,400	\$45,600	\$31,200	\$3,520
Lotbinière	\$36,800	\$14,200	\$42,000	\$48,800	\$45,200	\$36,000	\$7,200
Chaudière-Appalaches	\$37,600	\$12,100	\$41,600	\$51,600	\$52,400	\$38,800	\$5,160
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360



## Employment Income - Gender Structure

Men in Chaudière-Appalaches earn a higher median employment income than women in the region, with French-speaking men earning the highest regional median employment income of \$42,400. French-speaking women earn the lowest regional median employment income of \$32,800.

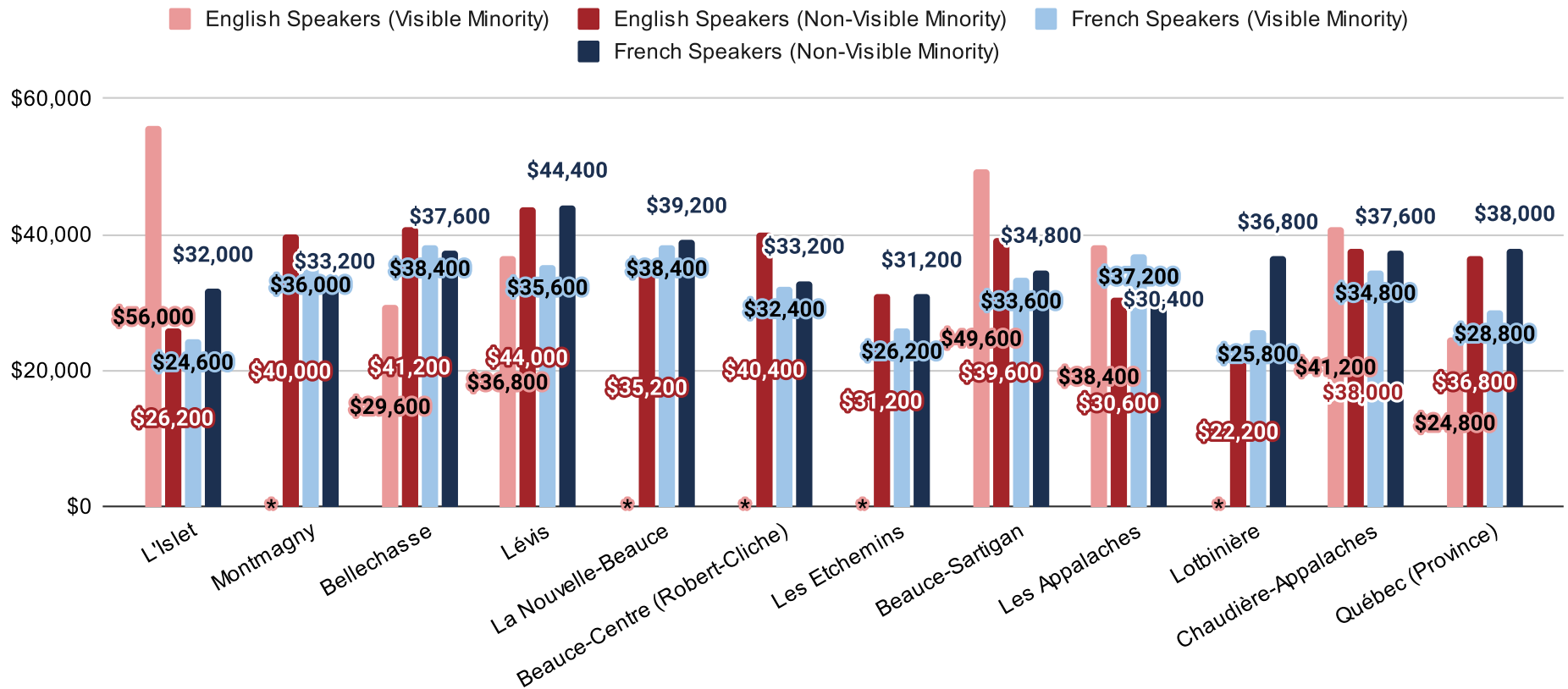
Graph 17: Gender Structure of Chaudière-Appalaches' Median Employment Income by RCM



## Employment Income - Visible Minorities

English-speaking visible minorities earn higher median employment income than French-speaking visible minorities (\$41,200 compared to \$34,800) in the region. L'Islet reported the highest median employment income for English-speaking visible minorities (\$56,000).

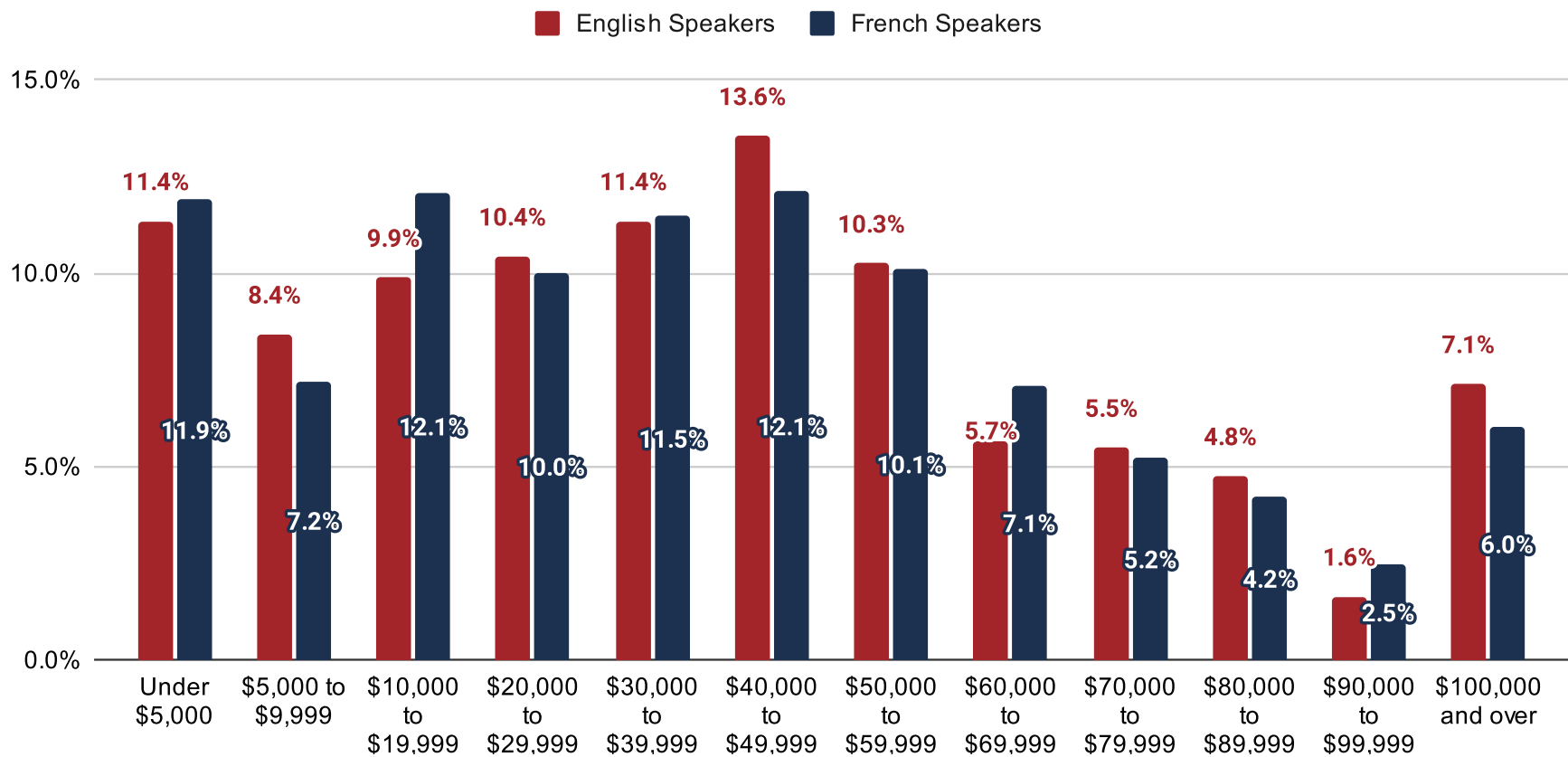
Graph 18: Visible Minority Structure of Chaudière-Appalaches' Median Employment Income by RCM



## Employment Income Distribution

Employment income distribution data shows that roughly 29.7% of English speakers and 31.2% of French speakers earn a median employment income of \$20,000 and under. At the higher end of the distribution, roughly 19% of English speakers and 17.9% of French speakers earn \$70,000 and over.

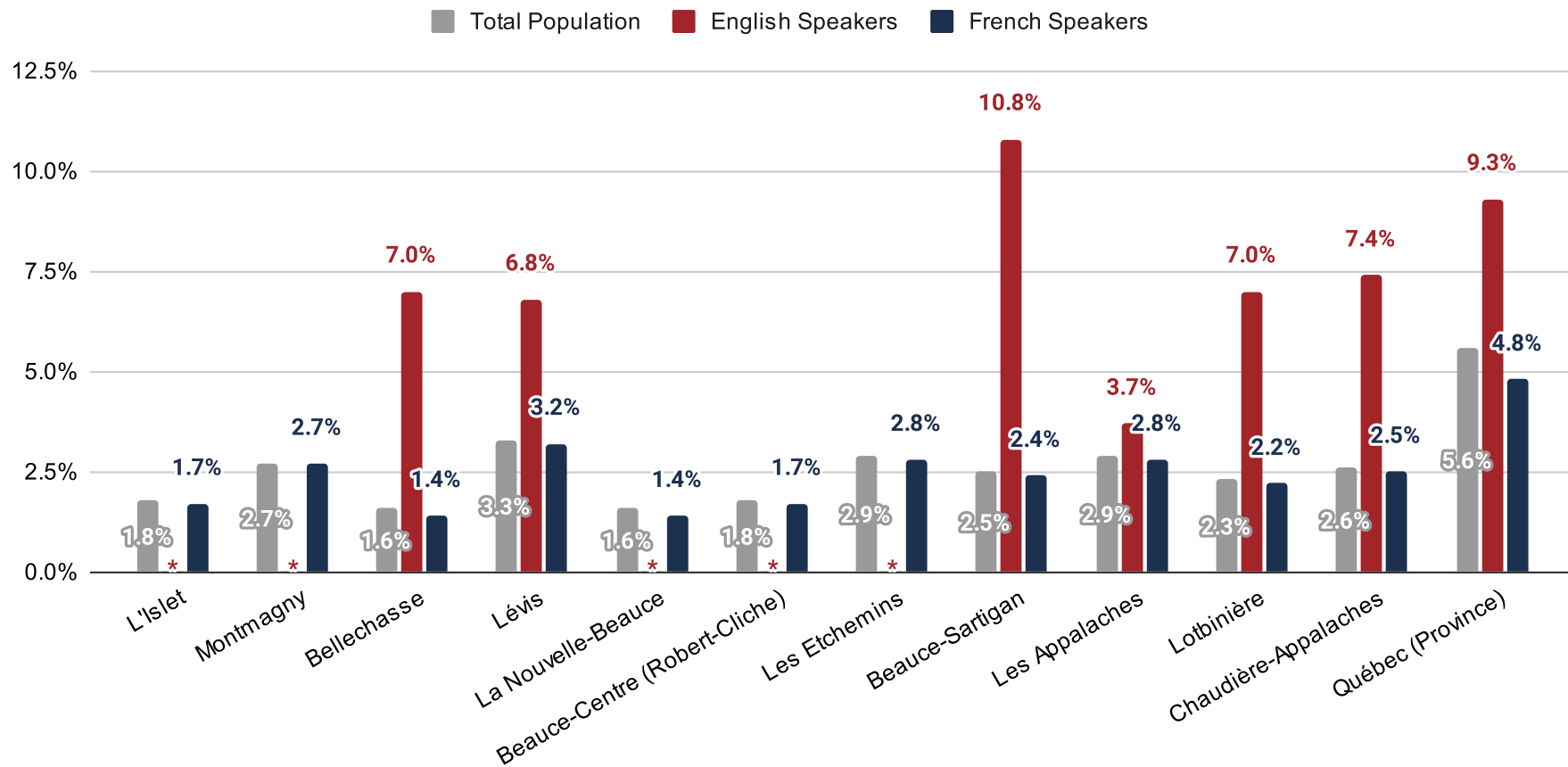
Graph 19: Distribution of Chaudière-Appalaches' Employment Income



## LOW INCOME

Low-income data reveals that in Chaudière-Appalaches, a higher proportion of English speakers are below the after-tax low-income cutoff LICO (7.4%) compared to French speakers (2.5%) in the region. In most of the RCMs, a higher proportion of English speakers live below the LICO. The highest proportion of English speakers (10.8%) living below the LICO is found in Beauce-Sartigan.

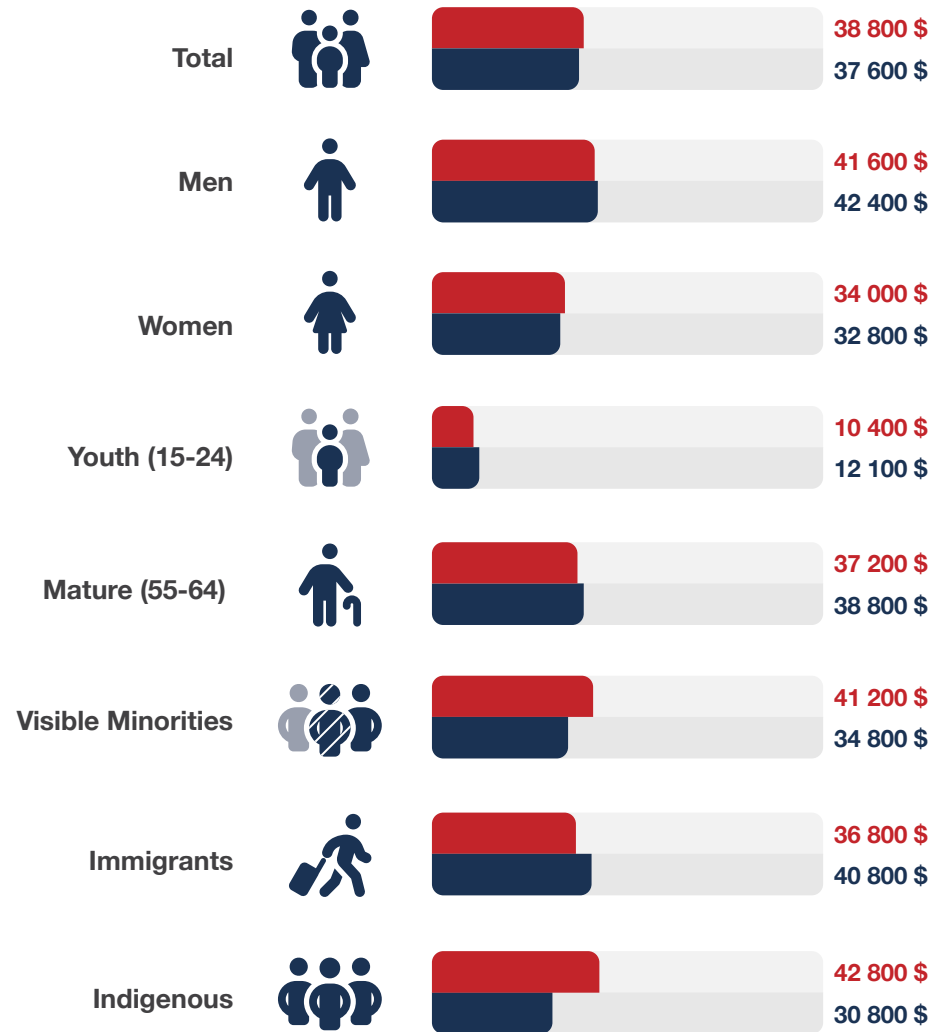
**Graph 20: Low Income Rate (LICO-AT) in Chaudière-Appalaches by RCM**



# Summary of Median Employment Income for English and French Speakers in Chaudière-Appalaches

## Median Employment Income

Chaudière-Appalaches



English Speakers    French Speakers





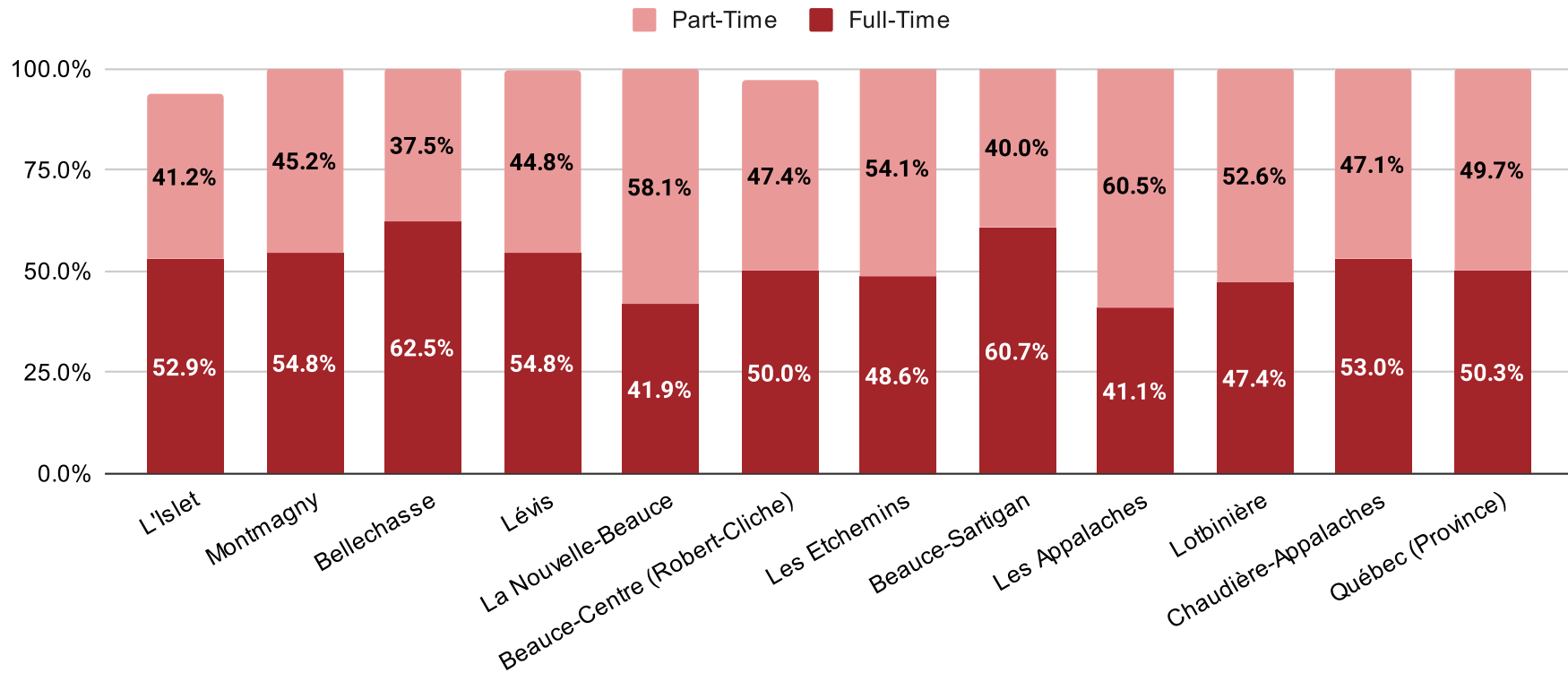
Section 6

# Work Activity

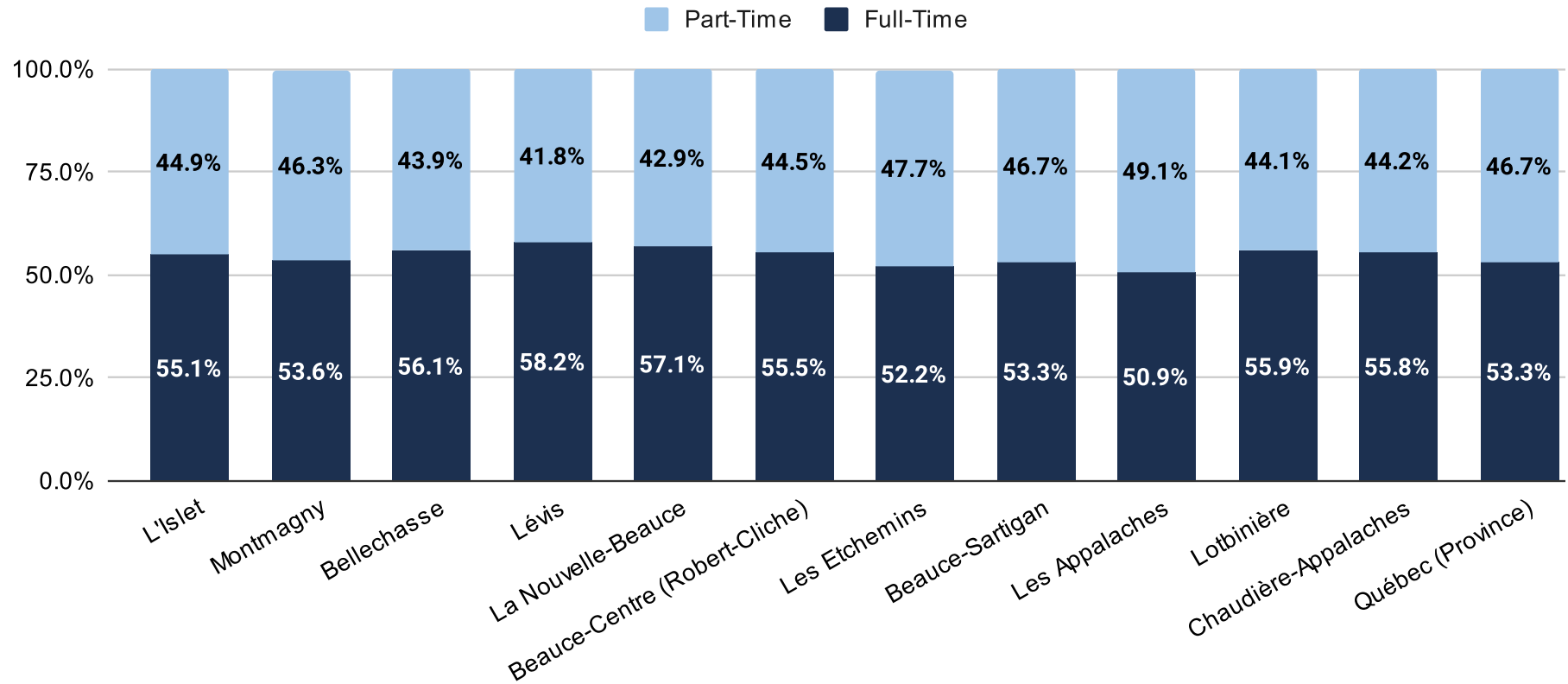
# Work Activity

Approximately 47.1% of English speakers engage in part-time or part-year work compared to 44.2% of French speakers. Les Appalaches and La Nouvelle-Beauce are the RCMs with the highest levels of part-time or part-year work in the region, with 60.5% of English speakers in Les Appalaches working part-time or part-year.

**Graph 21.a: Work Activity of English Speakers in Chaudière-Appalaches by RCM**



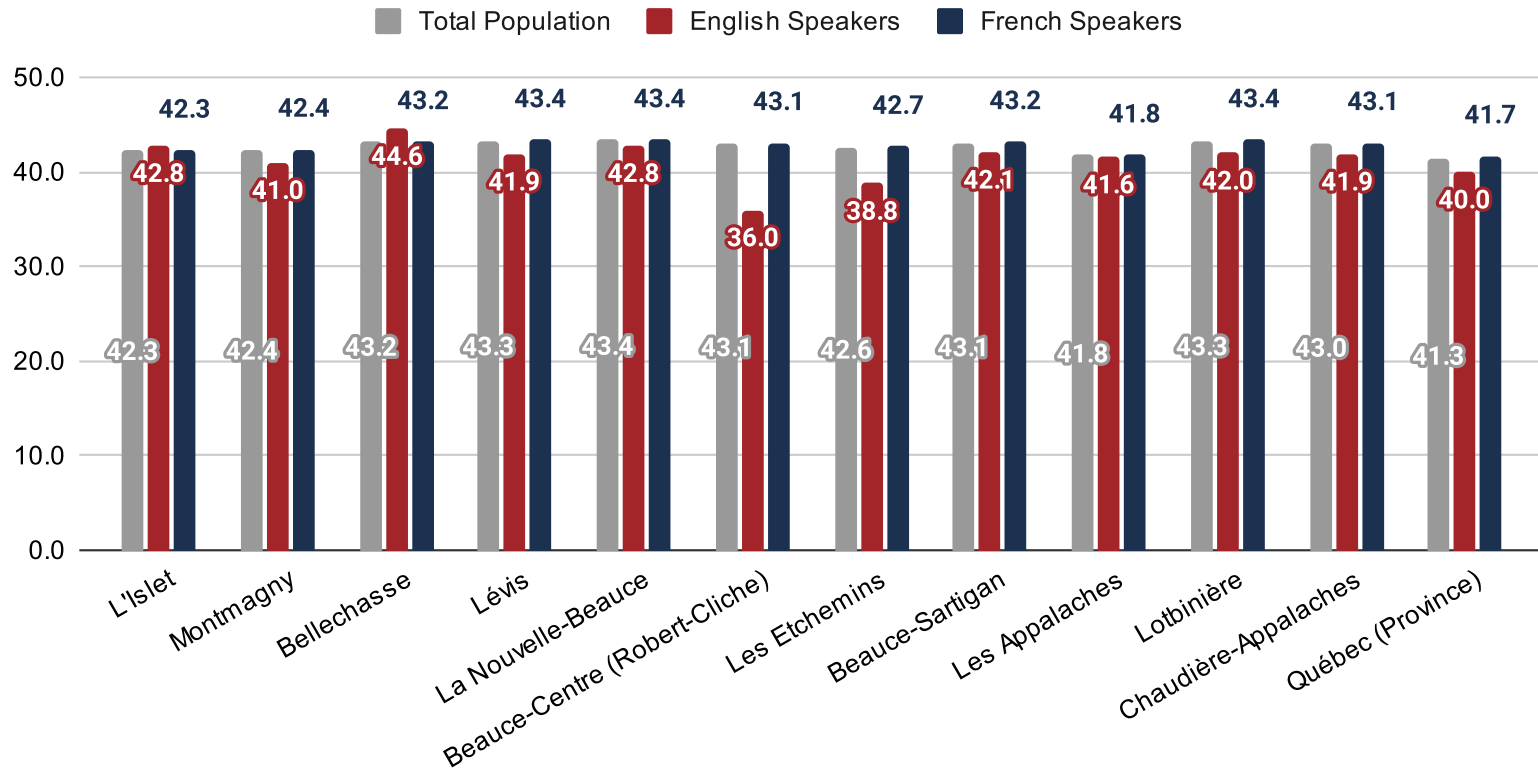
Graph 21.b: Work Activity of French Speakers in Chaudière-Appalaches by RCM



## Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (41.9) than French speakers (43.1). English speakers in Beauce-Centre (Robert-Cliche) worked the fewest weeks on average (36) in the year 2020.<sup>28</sup>

Graph 22: Average Weeks Worked in Chaudière-Appalaches by RCM

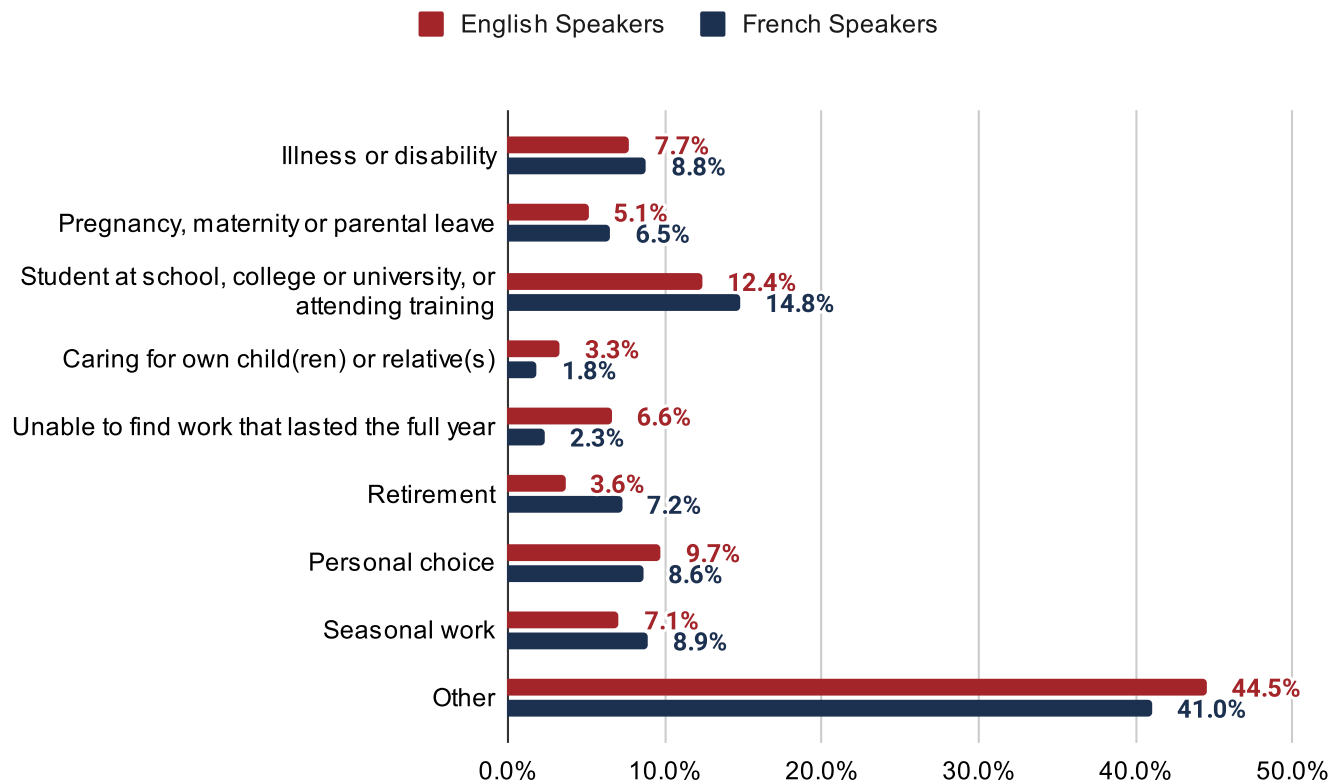


<sup>28</sup> The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

## Main Reasons for not Working Full-time / Full year<sup>29</sup>

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Chaudière-Appalaches was ‘Other’ reasons, with 44.5% of English speakers indicating this response. Approximately 6.6% of English speakers indicated they had been unable to find work that lasted the full year, compared to 2.3% among French speakers.

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



<sup>29</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.

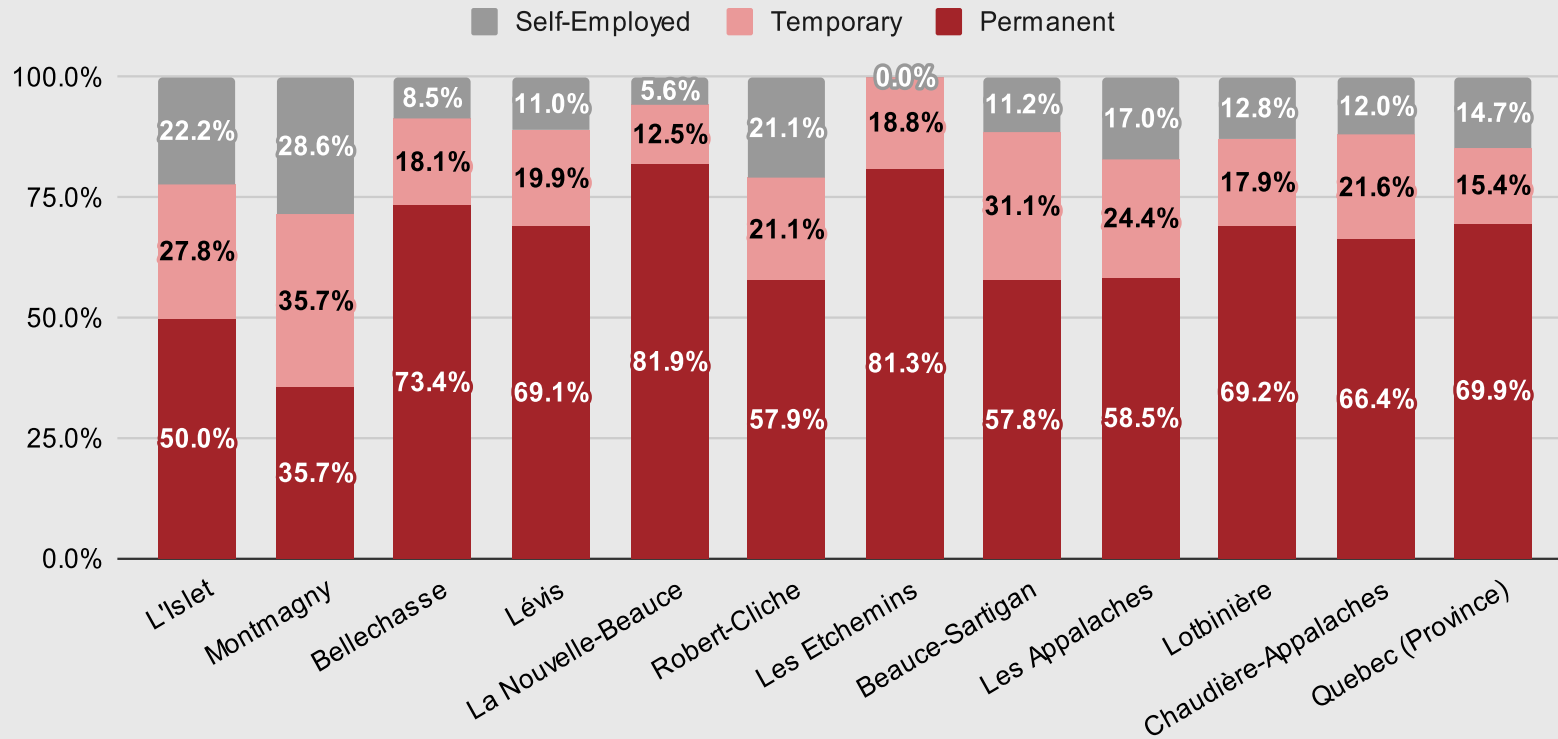


## Types of Workers

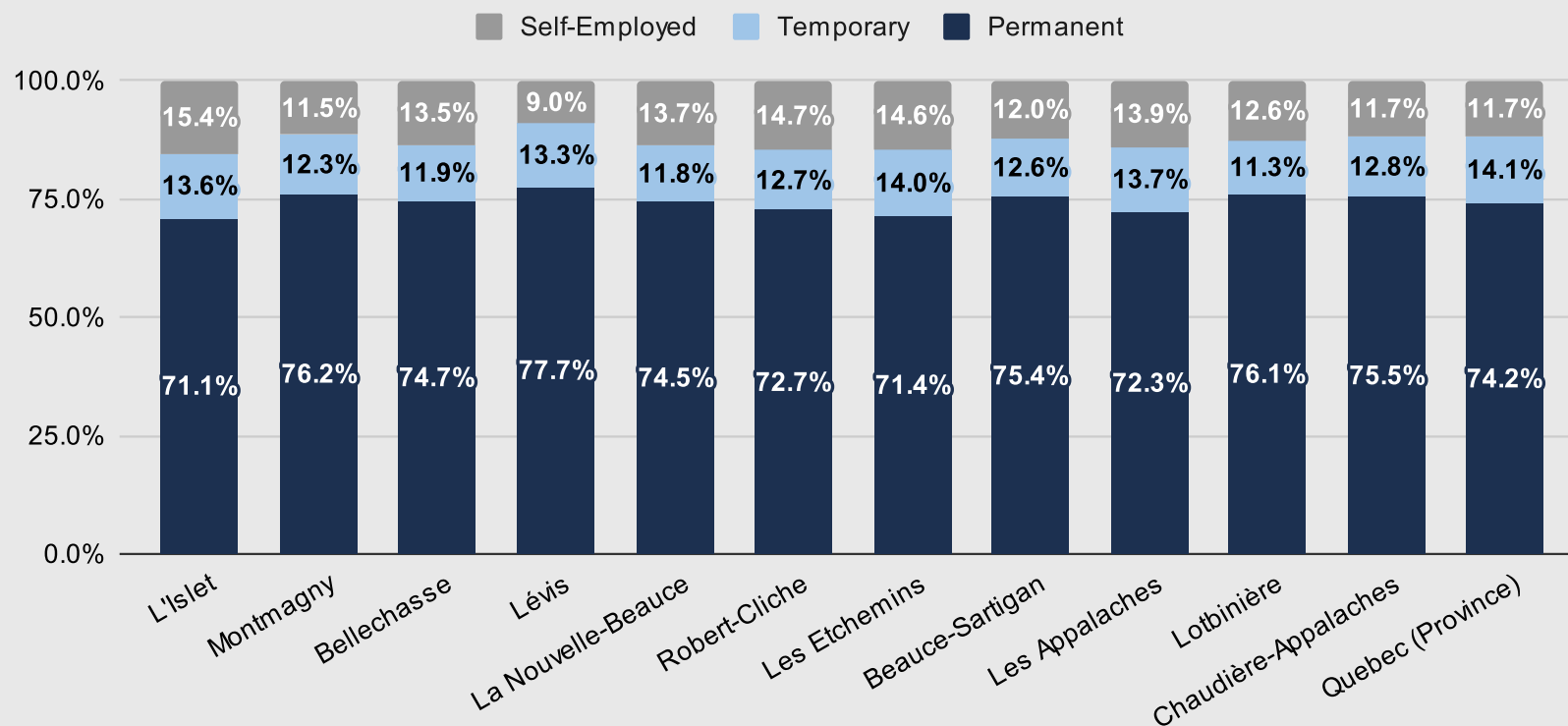
Approximately 21.6% of English speakers reported having a higher share of temporary work compared to 12.8% of French speakers. Roughly 66.4% of employed English speakers in the region hold permanent positions, and 75.5% of French speakers hold permanent positions.

English speakers in Montmagny (35.7%) and Beauce-Sartigan (31.1%) reportedly had a high share of temporary work.

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



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



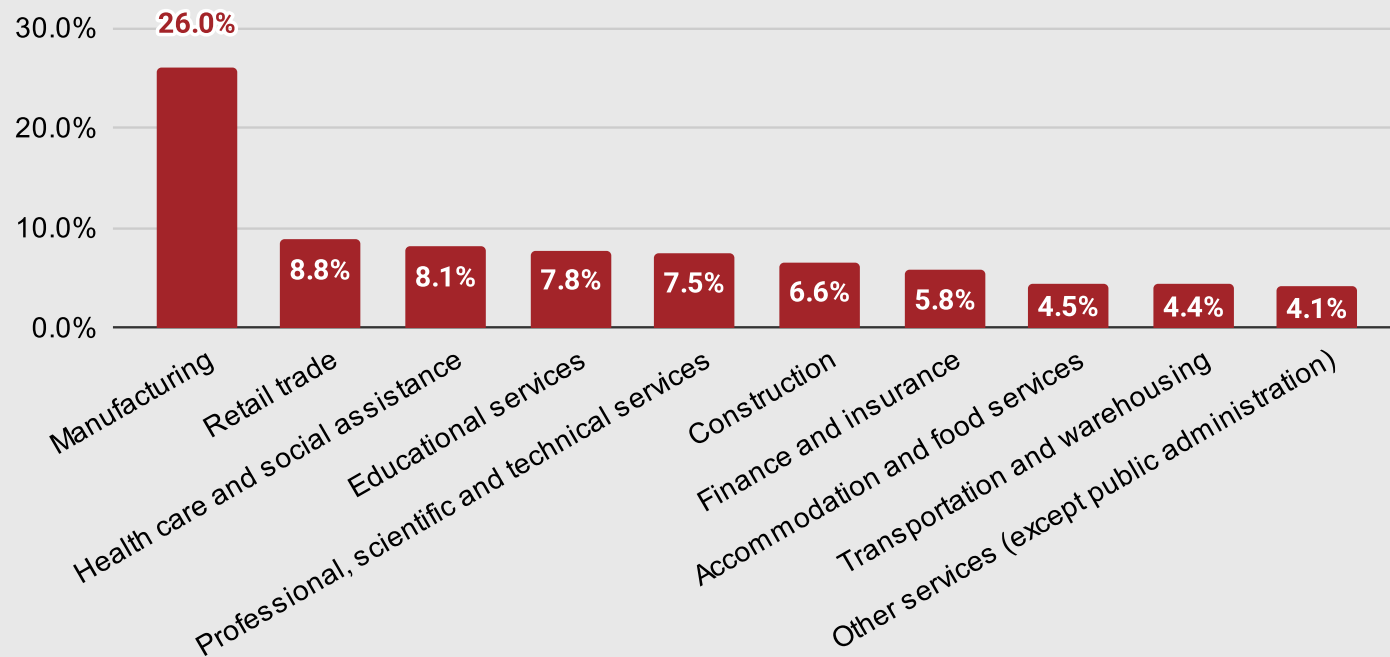
# Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Chaudière-Appalaches region. There is limited public data available on the skills within the population. Industry, educational attainment, and bilingualism data from the Census provides insight into workers' work experience and professional skills in the labour market.

## TOP INDUSTRIES

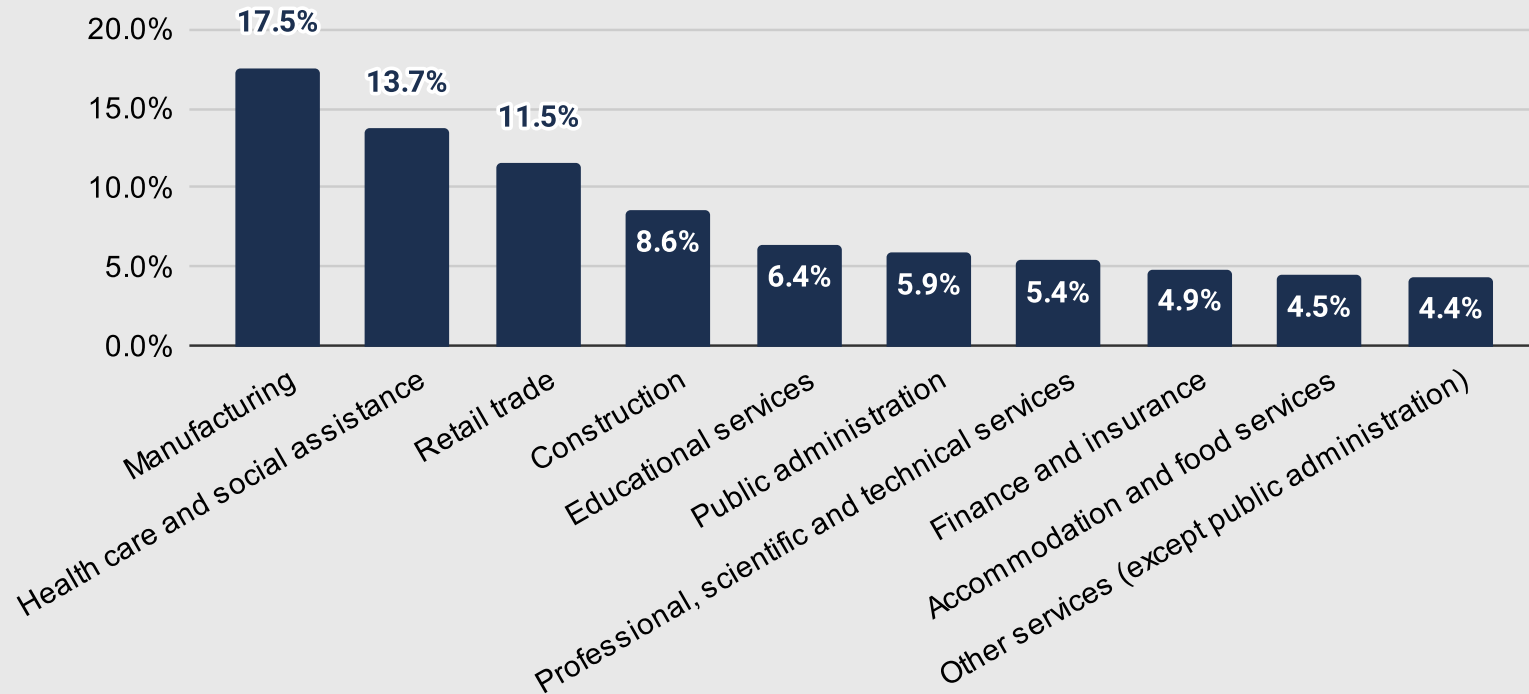
Across the region, the top industries for employment are 'Manufacturing', 'Health care and social assistance', and 'Retail trade'. The highest share of English-speaking workers in Chaudière-Appalaches work in 'Manufacturing' where 26% of English-speaking workers are employed, followed by 'Retail trade' (8.8%) and 'Health care and social assistance' (8.1%).

**Graph 25.a: Top 10 Industries of English Speakers in Chaudière-Appalaches**



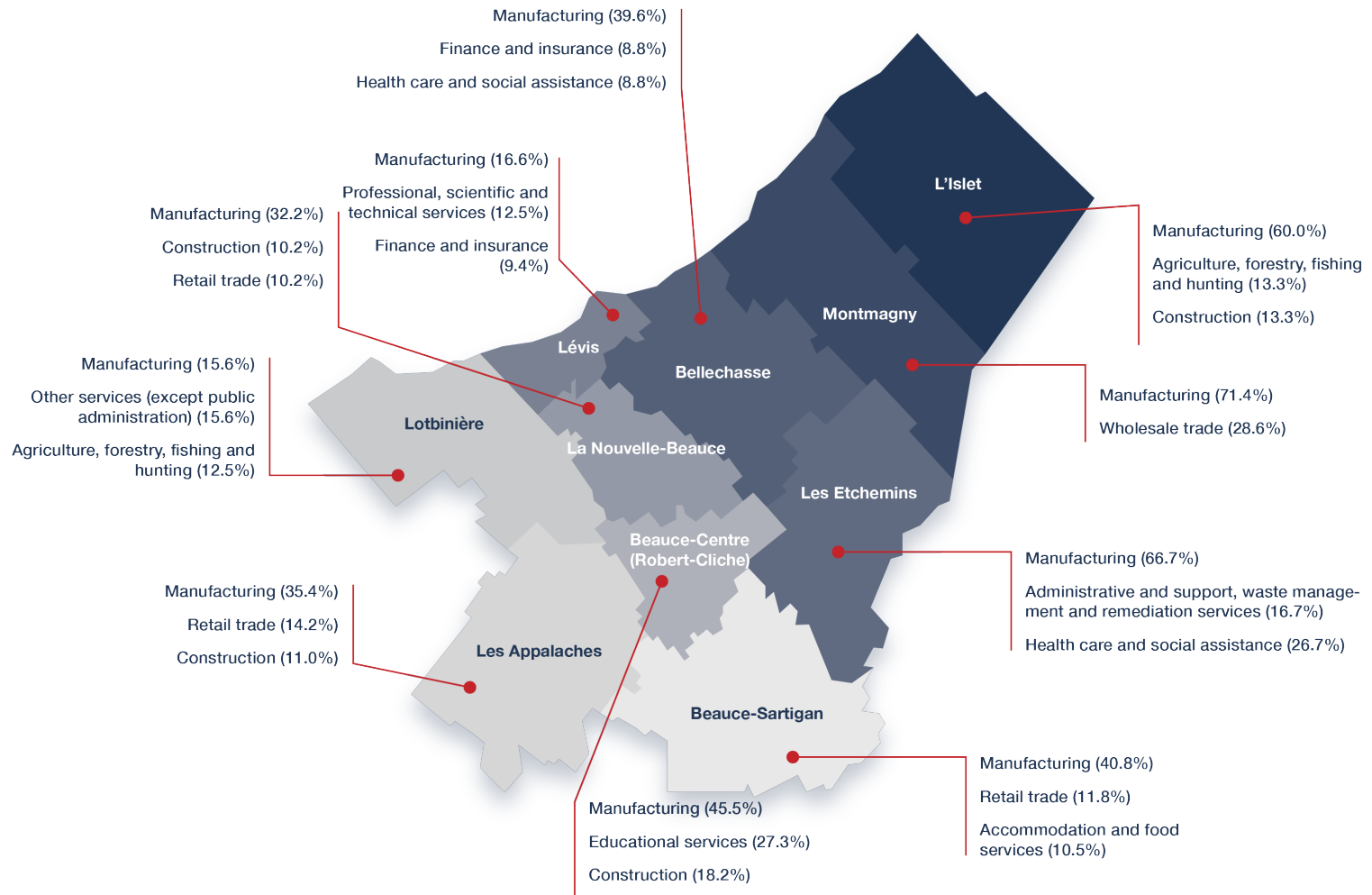
Conversely, 'Manufacturing' is also the leading industry for French speakers, who have the highest engagement in the industry (17.5%), followed by 'Health care and social assistance' (13.7%) and 'Retail Trade' (11.5%).

**Graph 25.b: Top 10 Industries of French Speakers in Chaudière-Appalaches**



## Top Industries of English Speakers by RCM

Within the RCMs, English speakers tend to work in 'Manufacturing', 'Retail trade' and 'Construction'. Notably, 'Manufacturing' is the top industry for English speakers in all of the RCMs in the region.

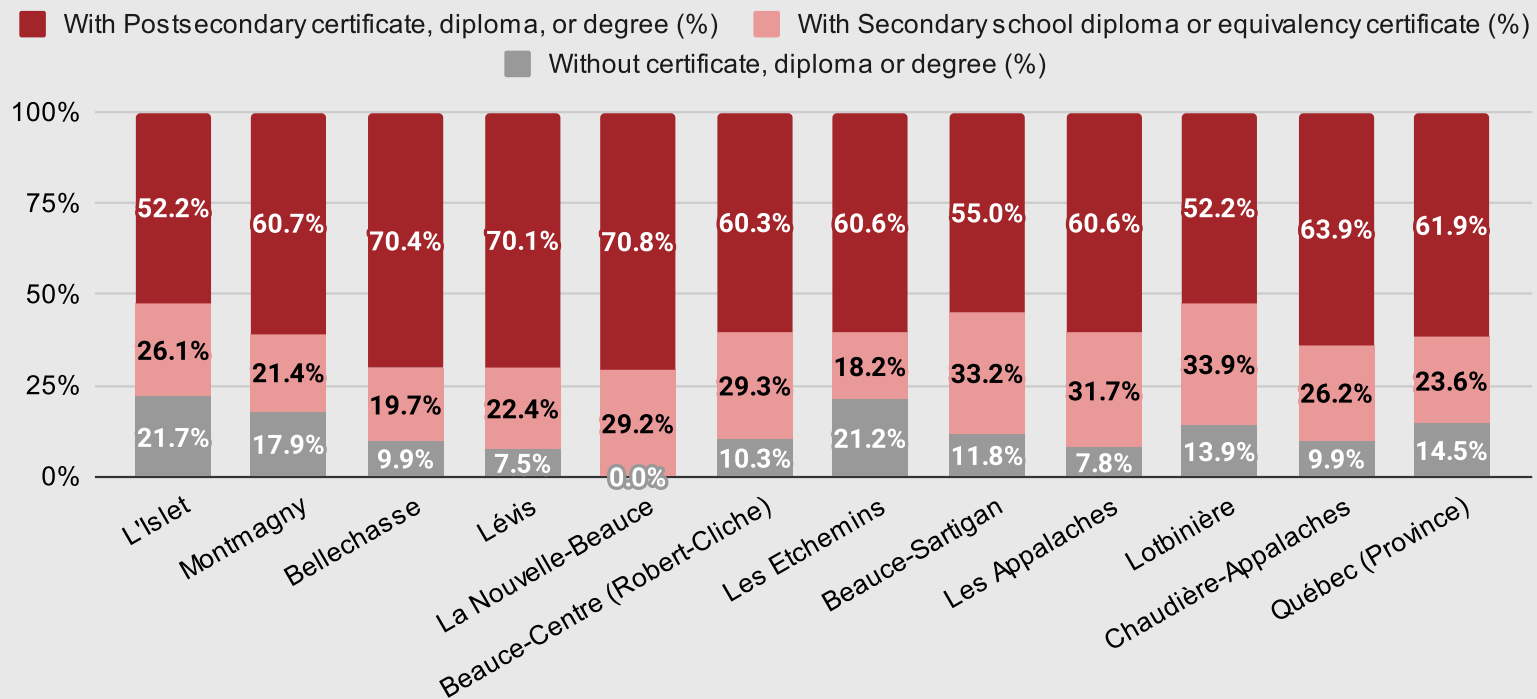




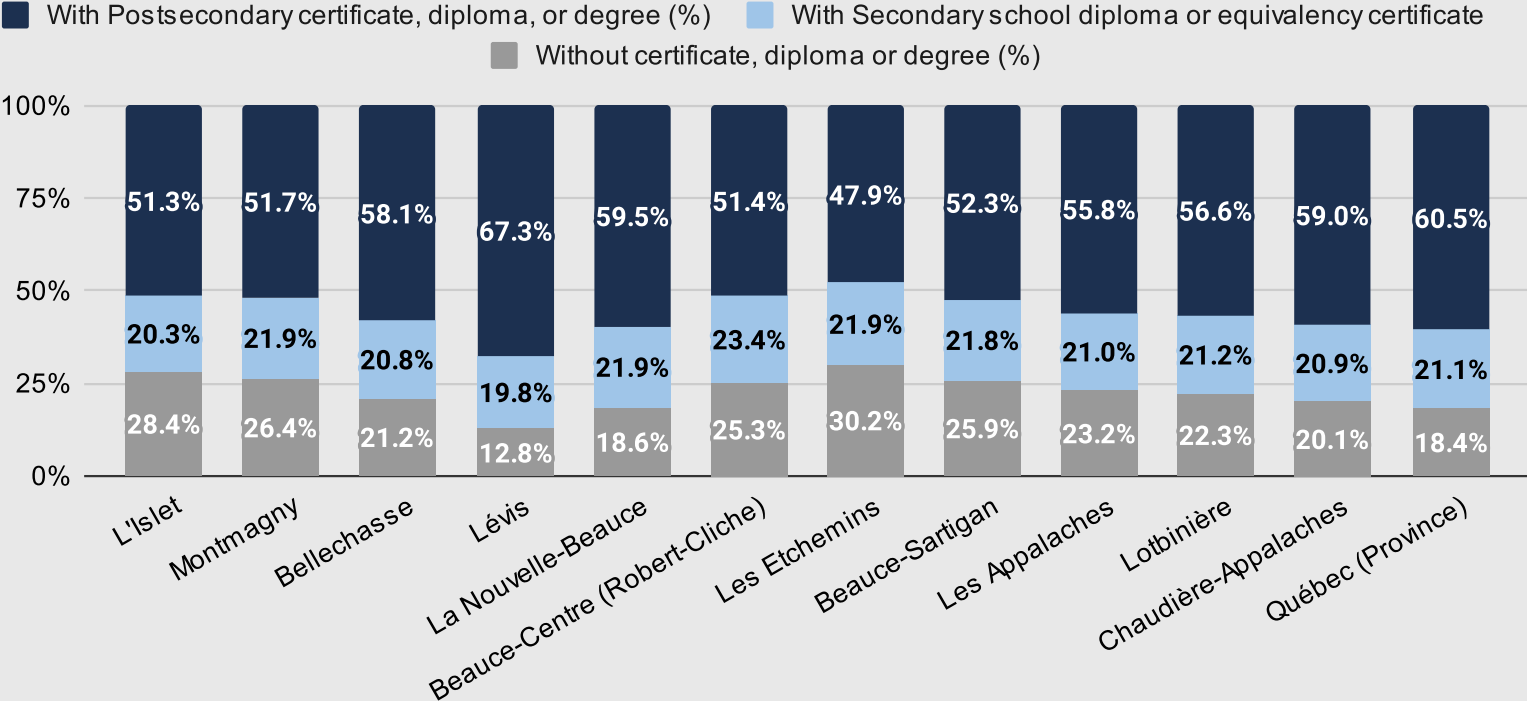
## EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Chaudière-Appalaches are higher than those at the provincial level. A majority of English speakers in Chaudière-Appalaches have a postsecondary degree (63.9%), while French speakers have a postsecondary attainment rate of 59% in the region.

**Graph 26.a: Educational Attainment of English Speakers in Chaudière-Appalaches by RCM**



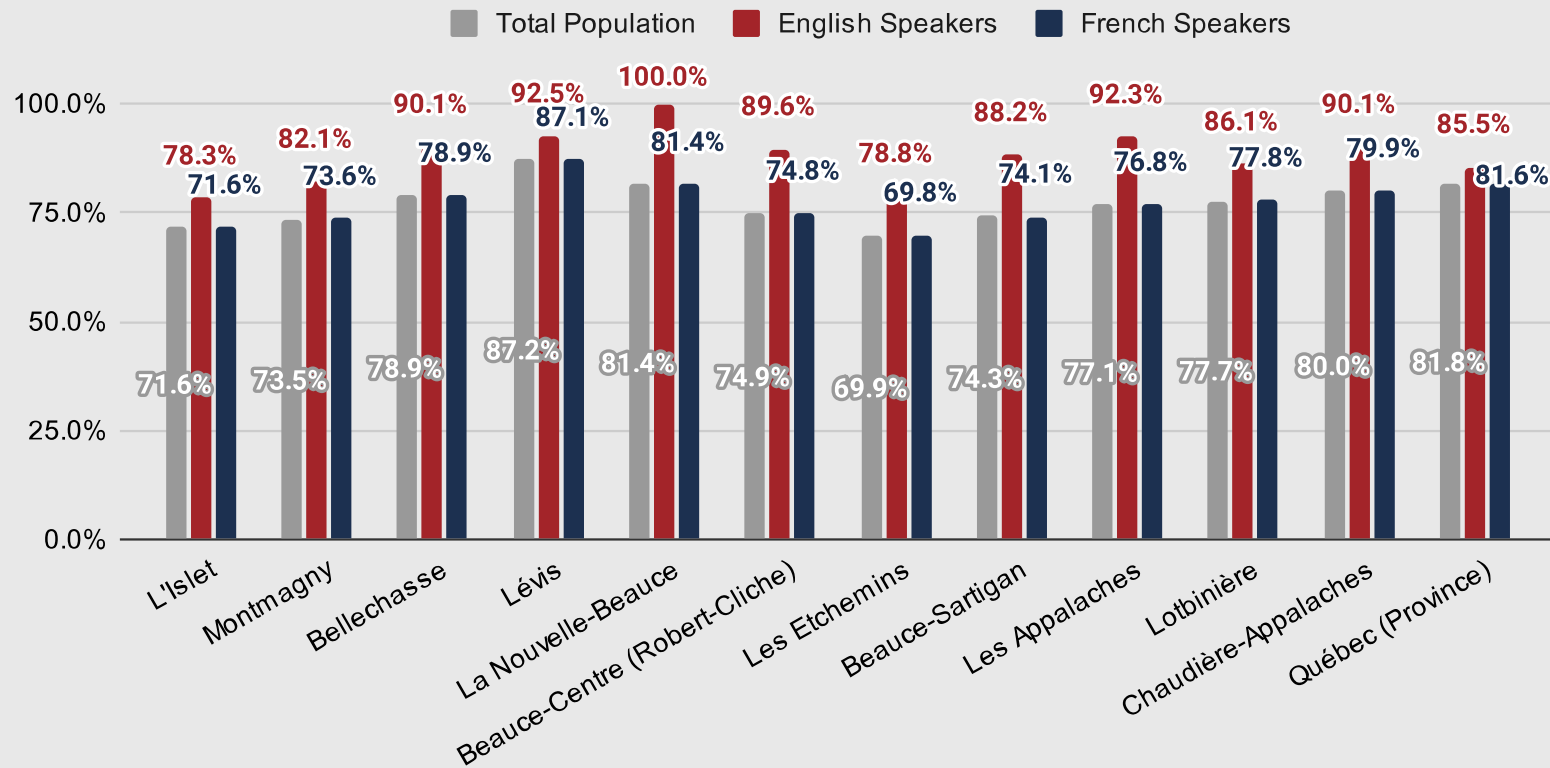
**Graph 26.b: Educational Attainment of French Speakers in Chaudière-Appalaches by RCM**



## Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Chaudière-Appalaches have a relatively high secondary educational attainment rate of 90.1%. Secondary educational attainment levels are highest among English speakers in La Nouvelle-Beauce and lowest among English speakers in L'Islet (78.3%).

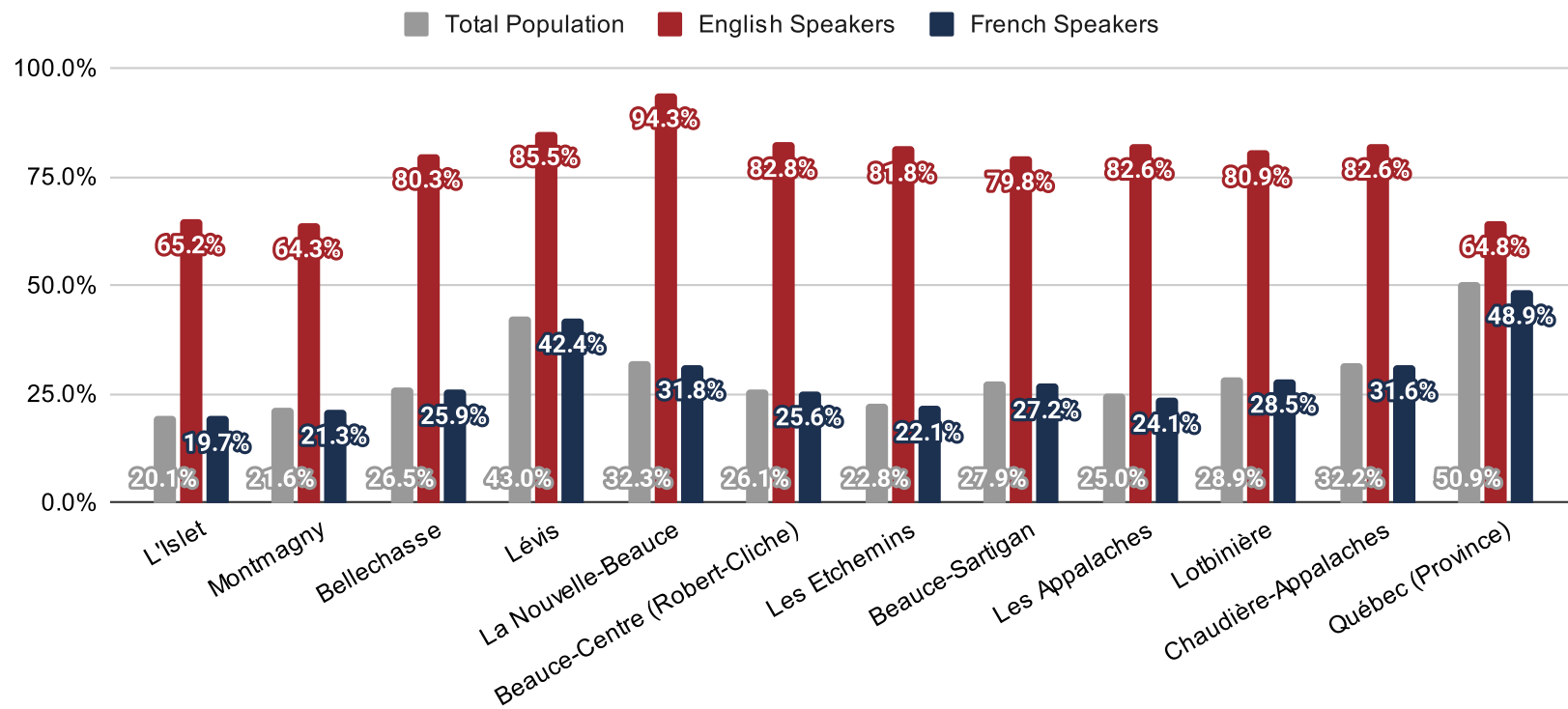
Graph 27: Minimum Secondary Education Attainment in Chaudière-Appalaches by RCM



## ENGLISH-FRENCH BILINGUALISM

In Chaudière-Appalaches, English speakers have significantly higher bilingualism rates than French speakers (82.6% compared to 31.6%).<sup>30</sup> English speakers in La Nouvelle-Beauce reported the highest bilingual rate (94.3%), while English speakers in Montmagny reported a bilingual rate of 64.3%, the lowest among English speakers in the region.

Graph 28: English-French Bilingualism Rates in Chaudière-Appalaches by RCM



<sup>30</sup> Statistics Canada utilizes the term “knowledge of official languages” in reference to whether an individual can conduct a conversation in English only, French only, in both or in neither language. This is used to measure bilingualism. It should be noted that this metric relies on self-reported data, and primarily measures conversational ability. For this reason, it captures a broad spectrum of bilingualism, ranging from intermediate to full fluency.

# Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Chaudière-Appalaches' labour market based on online focus groups and interviews with individuals from organizations serving English speakers in the region. Interviews were conducted in May 2023. In the same month, we conducted in-person consultations with relevant organizations in order to further identify issues and needs. The participants were questioned on the employment challenges facing English speakers, skill needs and employability needs. Responses were transcribed and sorted thematically to identify key themes.

## Skills Needs

When asked to identify skill needs among English speakers in the region, participants primarily discussed French-language proficiency. They described challenges faced by newcomers who are trying to learn French and work. Participants described different levels of French-language proficiency among English speakers; some have lower levels of French-language proficiency, while others have higher levels of French-language proficiency but underestimate their language skills and lack confidence in speaking French. Participants emphasized the need for French-language training based on confidence-building, as well as an increased focus on written French skills.

“If you’re an English speaker, you can find regular French courses. And what we’re hearing is even if they feel comfortable speaking French, they are uncomfortable writing it. So for them, integrating into a job where they might need to write things in French...forget it. It’s a whole disconnect.”

- Participant

## Training Opportunities

There are no English-language post-secondary educational institutions located in Chaudière-Appalaches; English speakers interested in pursuing higher education must leave the region, likely for either Québec



City, Sherbrooke, or Montréal. Some English speakers commute to Québec City to attend CEGEP or vocational training there, but many end up relocating in order to pursue higher education.

**“If you want to study in English, you either go to Québec City, or you’ll go to the Eastern townships, or to Montréal.”**

- Participant

Participants also emphasized the need for more French-language training programs in the region, particularly those oriented towards individuals in the labour market. They also noted a need for more employment programs for youth that focus on career preparation. Organizations serving English speakers in the region have previously collaborated with partners from outside the province in order to deliver workshops on CV preparation, interviews, and workplace etiquette.

Job fairs and job shadowing opportunities were also identified as a needed training opportunity for English speakers in the region. Local organizations have had success organizing job fairs and job shadowing for English speakers, but more investments are needed.

### **Working Opportunities**

Participants described a lack of awareness among employers in the region about the pool of qualified English-language candidates from

which they could hire. Participants expressed concern that some employers do not even consider hiring English speakers, partly because existing pipelines to employment in the region, including education and employment services, are largely unavailable in English.

**“It’s harder to create that awareness and tell them, ‘there’s a nice market of probably really qualified people that [you’re] not even tapping into.’ And with the labour shortage everywhere, I think we need to look at that and how we can make good use of these resources that are in our communities right now.”**

- Participant

### **Integration**

Participants noted that their interactions with newcomers, including English-speaking newcomers, were limited as many newcomers are temporary foreign workers and arrive with existing work opportunities, primarily in the manufacturing industry.

Participants noted that there are English-speaking immigrants who move to the region permanently, as well as interprovincial migrants

arriving in the region. Some of these newcomers have formal training in sought-after industries such as health care, social assistance or construction. Participants noted, however, that because many of these industries are regulated by professional orders, they usually have stringent entry requirements, including certifications and linguistic proficiencies. These requirements can create barriers for English speakers with credentials from outside Québec if they do not have adequate support to navigate the qualification process.

Participants expressed the need for an expedited recognition of credentials in key industries, such as health care and construction, given the current labour shortage and the negative impact the process has on English speakers trying to integrate in the region.

**“I was talking to a young anglophone. He was in Alberta for many years at his construction company, and he came back to Québec to work but couldn’t get his license. He has to start again. And I mean, he’s been in construction for a number of years...”**

- Participant

## **Outmigration**

Participants discussed how a significant amount of English-speaking youth are leaving the region for English-language higher education opportunities and often do not return following the completion of their degree. Participants noted that the sense of community and belonging in the region has been eroding over time due to a sense among young people of limited opportunities in the region. Participants also noted that it is challenging for youth who left the region to return as there are limited English-language employability resources to support their insertion into the labour force if they come back.

# Conclusion & Recommendations

In our review of the available data on linguistic groups in the Chaudière-Appalaches 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. 'Manufacturing', 'Retail trade', and 'Health care and social assistance' tend to be the leading industries for English speakers to work in. English speakers in the region tend to have higher unemployment rates than French speakers in the region; however, they have similar or higher incomes than French speakers. Income data on English speakers in the region shows some inequalities in the income distribution of English speakers, where there is a significant portion of English speakers earning low incomes below \$20,000 and also those earning over \$70,000. English-speaking women are found to have a higher unemployment rate and a lower median employment income compared to English-speaking men. English-speaking immigrants are found to have an unemployment rate close to that of the total English-speaking population in the region, though they have a lower median employment income. English-speaking Indigenous individuals

are also found to have a higher unemployment rate than the total English-speaking population of the region, and English-speaking visible minorities tend to have lower unemployment rates than the rest of the English-speaking population. There are disparities 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 Chaudière-Appalaches region:

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

Include English speakers as a target underrepresented group in existing work-integrated learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- English speakers should be included as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME<sup>31</sup> and IPOP.<sup>32</sup>
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term

training<sup>33</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 bridging programs that facilitate the integration of qualified workers into in-demand occupations.
- Prioritize programs that focus on digital skills and other soft skills development.
- Prioritize programs aimed at integrating qualified workers into positions that best suit their specialized skill sets.

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<sup>31</sup> PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 5). 5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME). Québec. [https://www.emploiquebec.gouv.qc.ca/guide\\_mesures\\_services/05\\_Mesures\\_progr\\_Emploi\\_Quebec/05\\_10\\_Programme\\_PRIIME/Guide\\_PRIIME.pdf](https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf)

<sup>32</sup> IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 17). 5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Québec. [https://www.emploiquebec.gouv.qc.ca/guide\\_mesures\\_services/05\\_Mesures\\_progr\\_Emploi\\_Quebec/05\\_10\\_Programme\\_PRIIME/5\\_10\\_1\\_IPOP.pdf](https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf)

<sup>33</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>

**Industry-Specific French-Language Training:** Provide funding to improve the delivery of workforce-oriented French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
  - Better promotion and increased access for employers to enroll in subsidized workplace French-language training.
  - Funding for regional organizations and adult education centres already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including health-care, social assistance, and the trades.

**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 Mauricie's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Review and improve the certification process for regulated jobs, particularly the French-language requirements that pose an undue barrier to qualified professionals.
- Develop measures to sensitize and support employers in hiring linguistic minorities in the workplace, including access to subsidies for French-language training.



### **English language vocational training and postsecondary**

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

- Increase availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

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

- Develop collaboration between the English-speaking communities and government to 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.
- Develop programs aimed at fostering an enduring sense of belonging to the region and its culture among youth and newcomers to the region.

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