



Provincial Employment Roundtable

# **2021 Employment Survey of English-speaking Quebecers and Organizations**

# Acknowledgements

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**Secrétariat aux relations  
avec les Québécois  
d'expression anglaise**



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

A special thank you to the 259 English speakers and 29 organizations that took the time to participate in our survey and share their perspectives with us.

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# Executive Summary

This report explores the employment experiences of English speakers in Québec as well as the issues and needs they face when it comes to navigating the labour market. English-speaking Quebecers, who are Québec's official language minority community, sit at the intersections of various identities and communities from which diverse challenges and opportunities arise. At the same time, there are shared experiences of being an English speaker in Québec. One of them is the socioeconomic status of the English-speaking community as a whole. Despite the historical position of English speakers as a socioeconomic elite in Québec, today's English-speaking community is collectively characterized by higher unemployment rates and lower incomes when compared to the French-speaking majority.

This report examines data from a survey divided into two parts. The first part surveyed the employment experiences of 259 English-speaking Quebecers, including their navigation of the labour market, their French-language proficiency, the impacts of the COVID-19 pandemic and the barriers they face in the labour market. The second part supplemented this information by exploring the perspectives of 29 organizations that serve and/or employ English speakers regarding the employment landscape for English speakers and the impacts of French-language policies on employment.

The survey data offers some insights into how language and employment interact for English speakers in Québec. A lack of French-language skills and French-language training were priority concerns for English-speaking respondents to the survey. While rates of English-French bilingualism have grown considerably among English speakers in Québec in the last 50 years,<sup>1</sup> this survey signals that French remains a barrier for some. There is a need for increased access to French-language training and increased awareness among employers, employment service deliverers and policymakers of how language impacts employment in Québec. The survey results also show that more English-language employment services may be needed to address the unique employment challenges that English speakers are facing in the labour market. Unsurprisingly, COVID-19 posed a challenge for respondents and the survey shows that the pandemic had negative impacts, particularly with respect to layoffs and workplace closures. This data is especially important given the dearth of information on the impacts of COVID-19 on linguistic minorities and indicates the need for better data collection on the socioeconomic situation of English speakers and other linguistic minorities in Québec.

## The key findings of the surveys are:

- **Lack of French-language skills was the most common barrier to employment experienced by individual respondents: 67% of respondents indicated that they had experienced this barrier in the past three years. Lack of French-language skills remained the top barrier among respondents across the gender spectrum, as well as those who identified as visible minorities, students, and who lived in non-urban regions.**
- **Organizations also indicated that a lack of French-language skills was a significant barrier to employment for the English-speaking community: 75% of organizational respondents listed this as a barrier.**
- **31% of individual respondents indicated that linguistic discrimination and/or employer bias based on language had been a barrier to employment they experienced in the past three years.**
- **Individual respondents identified French-language training as the leading program that would benefit their employability: 53% of individuals identified intensive French-language training as a beneficial program, while 49% of individuals indicated workplace-integrated French-language training would be beneficial.**
- **84% of organizational respondents indicated that workplace-integrated French-language training would most benefit English speakers. Workplace-integrated skills development was the second-most chosen program: 72% of organizations indicated this would be beneficial for English speakers.**
- **46% of organizations indicated that a lack of information and resources on employment and training was a significant barrier to English speakers in the labour market.**
- **31% of individual respondents indicated COVID-19-related impacts such as temporary closures of workplaces and lay-offs had been a barrier to employment.**

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<sup>1</sup> Martin Turcotte. "Results from the 2016 Census: English-French bilingualism among Canadian children and youth," (2019). Statistics Canada. Retrieved from <https://www150.statcan.gc.ca/n1/pub/75-006-x/2019001/article/00014-eng.htm>

# Introduction

English speakers are an official language minority community (OLMC)<sup>2</sup> in Québec and make up 13.8% of the province’s population. While English speakers were historically a homogenous and socioeconomically advantaged group in Québec, data from the last two decades indicates that today’s English speakers are not only the most ethnoculturally diverse OLMC in Canada but that they are – and have been in recent history – collectively characterized by higher unemployment rates and lower incomes when compared to French speakers.<sup>3</sup> This is despite their significant presence in the labour market and their relatively high levels of educational attainment compared to French speakers.<sup>4</sup>

English-speaking Quebecers as a whole face an unemployment rate of 8.9%, which is two percentage points higher than the unemployment rate of French speakers (6.9%). English speakers also experience lower incomes than French speakers with English speakers earning a median after-tax income of \$27,416 compared to the median after-tax income of French speakers of \$30,211.<sup>5</sup>

The Provincial Employment Roundtable (PERT) has sought to explore these issues by surveying the employment issues and needs of English-speaking Quebecers and the perspectives of the organizations that serve and employ them. The survey data indicates that English-speaking Quebecers continue to experience employment challenges in Québec’s labour market, especially when it comes to navigating French-language barriers, participating in French-language training, and accessing employment services.

The results of the survey are organized according to six themes:

- 1. French-language barriers to employment**
- 2. French-language training**
- 3. Workplace-integrated French-language training**
- 4. Linguicism**
- 5. English-language employment services and skills training**
- 6. COVID-19**

The report draws on the issues and needs identified in the survey to advance recommendations for policymakers and other interested stakeholders.

## About the Survey

The 2021 Employment Survey of English-speaking Quebecers and Organizations was conducted by the Provincial Employment Roundtable. The survey was divided into two parts. The first surveyed the employment experiences, issues, and needs of individual English-speaking Quebecers. The second surveyed the perspectives of organizations that served and/or employed English speakers. The surveys were conducted online between September 2021 and February 2022 and received 263 individual responses and 30 responses from organizations based in Québec. Of these, 259 of the individual responses were from English speakers, and 29 organizational responses were from organizations that served and/or employed English speakers. The results of the survey are unweighted and more information on the demographic characteristics and regional location of respondents can be found in Appendix A.

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<sup>2</sup> In Canada, official language minority communities (OLMCs) are communities or groups who speak the official language that is not the official language of the majority of the province/territory in which they live. This includes English speakers in Québec and French speakers in the rest of Canada. For more on this, see [https://www.ic.gc.ca/eic/site/com-com.nsf/eng/h\\_01223.html](https://www.ic.gc.ca/eic/site/com-com.nsf/eng/h_01223.html)

<sup>3</sup> Official Languages Support Programs Branch. “A Portrait of the English-speaking Communities in Québec,” (2011, June). Government of Canada. Retrieved from [https://www.ic.gc.ca/eic/site/com-com.nsf/eng/h\\_01229.html](https://www.ic.gc.ca/eic/site/com-com.nsf/eng/h_01229.html)

<sup>4</sup> Marie-Hélène Lussier. “The Socioeconomic Status of Anglophones in Québec,” (2012, May) Institut national de santé publique du Québec. Retrieved from [https://www.inspq.qc.ca/pdf/publications/1494\\_SituationSocioEconoAngloQc\\_VA.pdf](https://www.inspq.qc.ca/pdf/publications/1494_SituationSocioEconoAngloQc_VA.pdf)

<sup>5</sup> PERT. “Employment Profile of English Speakers in Québec,” (2022). Retrieved from [https://pertquebec.ca/wp-content/uploads/2022/02/PROVINCIAL\\_PROFILE\\_QUEBEC.pdf](https://pertquebec.ca/wp-content/uploads/2022/02/PROVINCIAL_PROFILE_QUEBEC.pdf)

# Survey findings

## French-language barriers to employment

French is the de facto language of work in Québec. The adoption of the Charter of the French Language in 1977, commonly known as Bill 101, made working in French a professional requirement and established French as the common business language. French can function as a barrier to employment for linguistic minorities in Québec if they are unable to attain adequate levels of French in order to find, secure, and advance in their employment.

The 2021 Employment Survey of English speakers shows that French remains a barrier to some English speakers in the labour market.

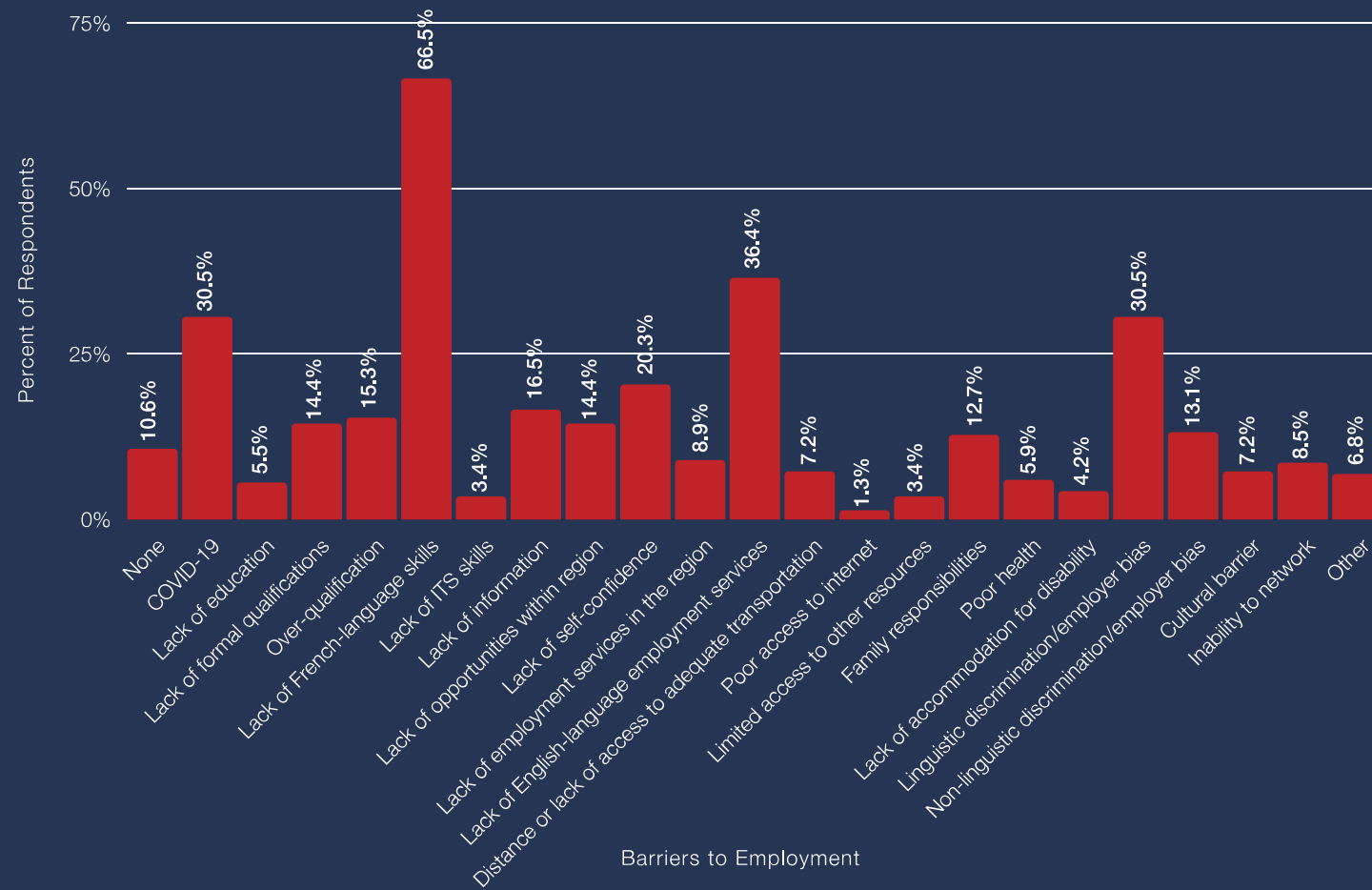
- When asked to indicate what barriers to employment they had experienced in the past three years, individual respondents most commonly reported a lack of French-language skills; 67% of individual respondents indicated that they had experienced this barrier in the last three years.
- Lack of French-language skills remained the leading employment barrier among individual respondents across the gender spectrum, visible minorities, students, and those who lived in non-urban regions.

This finding is supported by the second part of the survey, in which organizations also identified French as a barrier.

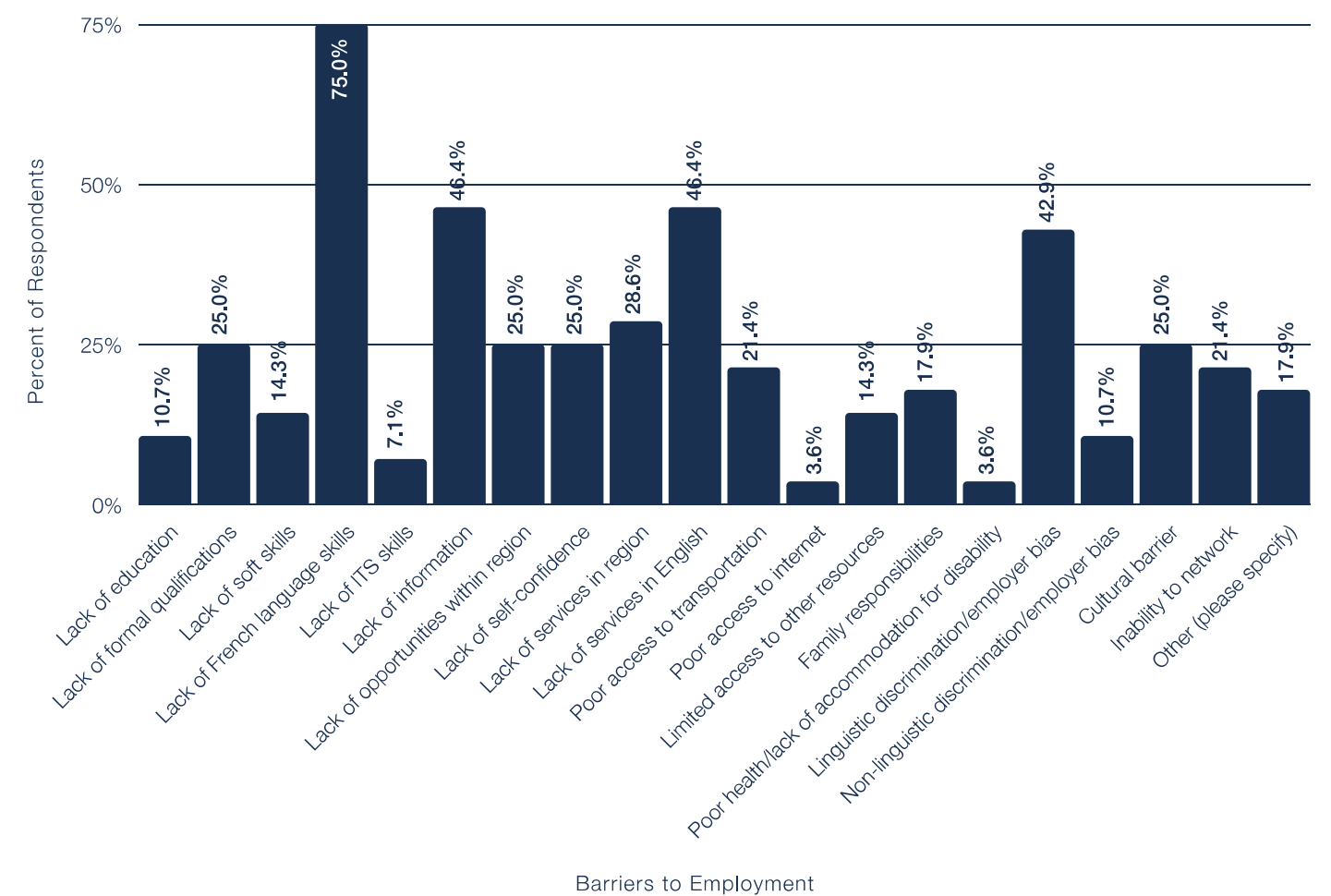
- When asked to identify the most significant barriers to employment for the English speakers with which they are in contact, 21 organizations (75%) indicated that a lack of French language skills was a barrier to employment.

A low level or lack of French-language proficiency can negatively impact English speakers' ability to find and secure employment. In the first part of the survey, 62% of individual respondents indicated that their French-language proficiency (or lack thereof) had narrowed the range of employment options available to them. The ability to network and form close relationships were the distant second and third, followed by promotion and training and development opportunities.

Graph 1: Barriers to Employment Among Individual Respondents (N=236)



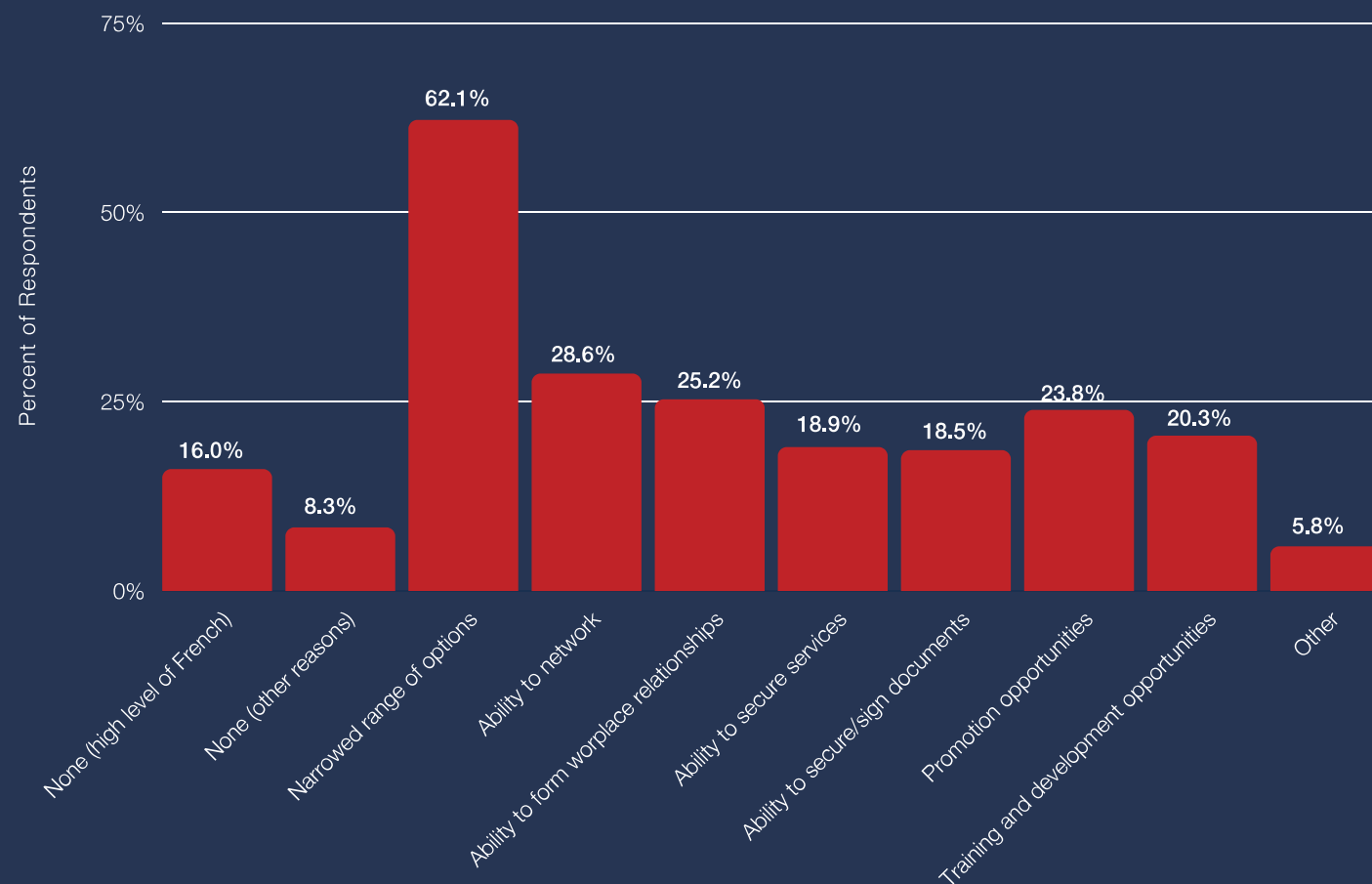
Graph 2: Barriers to Employment According to Organizations (N=28)



“I have been attempting to increase my French speaking and writing skills independently in order to find a job with more stability and higher pay as it is difficult to rise in my field with only English. This is difficult as working full time takes away a lot of mental and physical energy to learn the language.”

- Individual respondent

Graph 3: Impacts of French-language Proficiency on Employment Opportunities among Individual Respondents (N=206)

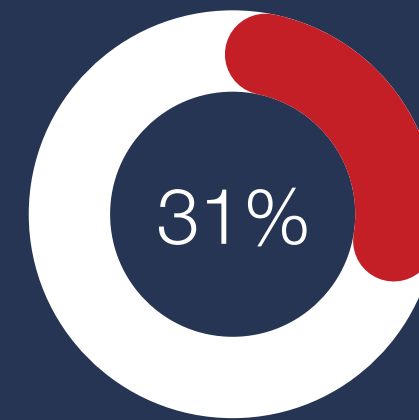
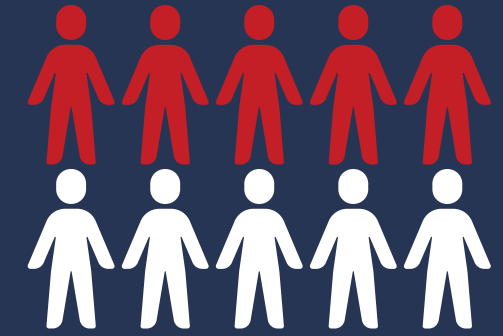


Impacts of French-language Proficiency on Employment Opportunities

## Linguicism

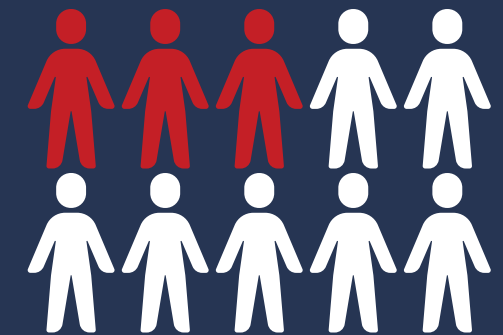
There is a growing body of research on linguicism in Québec. While linguicism has many definitions, a common definition is an experience of being the victim of discrimination because of one’s mother tongue or accent. Linguistic minorities are more likely to experience linguicism owing to their existence in a different linguistic majority setting.<sup>6</sup>

The survey found that discrimination on a linguistic basis was a barrier for some respondents.



- When asked to identify what barriers to employment they had experienced, 31% of individual respondents indicated that discrimination or employer bias on a linguistic basis was a barrier they had experienced in the past three years.

- Of the individuals (120) who identified as having a non-French accent, 52% indicated that they perceived their non-French accent had a negative impact on a past hiring process.



- Of the individuals (114) who had a non-French-sounding name, 39% indicated that this had a negative impact on a past hiring process.

<sup>6</sup> Richard Y. Bourhis. “The English-speaking Communities of Quebec: Vitality, Multiple Identities and Linguicism,” (2008). CEETUM, Université de Montréal. Retrieved from [http://icrml.ca/images/stories/documents/en/Richard\\_Y\\_Bourhis/chapitre\\_7\\_bourhis.pdf](http://icrml.ca/images/stories/documents/en/Richard_Y_Bourhis/chapitre_7_bourhis.pdf)

Individual long-form responses from the survey also detailed how linguicism may intersect with other forms of discrimination such as racism and xenophobia, indicating the need for increased education and initiatives to address the experiences of minority communities and intersectional minority communities in Québec.

**“I am a fifth-generation Canadian of Chinese descent who didn’t change my name upon marriage to a francophone. I rarely got responses when applying to jobs using my maiden surname, but using my husband’s surname I got responses to maybe 40-50% of the job applications I submitted.”**

*- Individual Respondent*

## French-language training

French-language training programs in Québec are a part of a larger system that helps linguistic minorities integrate into Québec society and the labour market. The Québec government funds a network of adult language training programs across the province, although research indicates that there remain significant limitations on the provision and accessibility of French-language training programs for those in the labour market.<sup>7</sup>

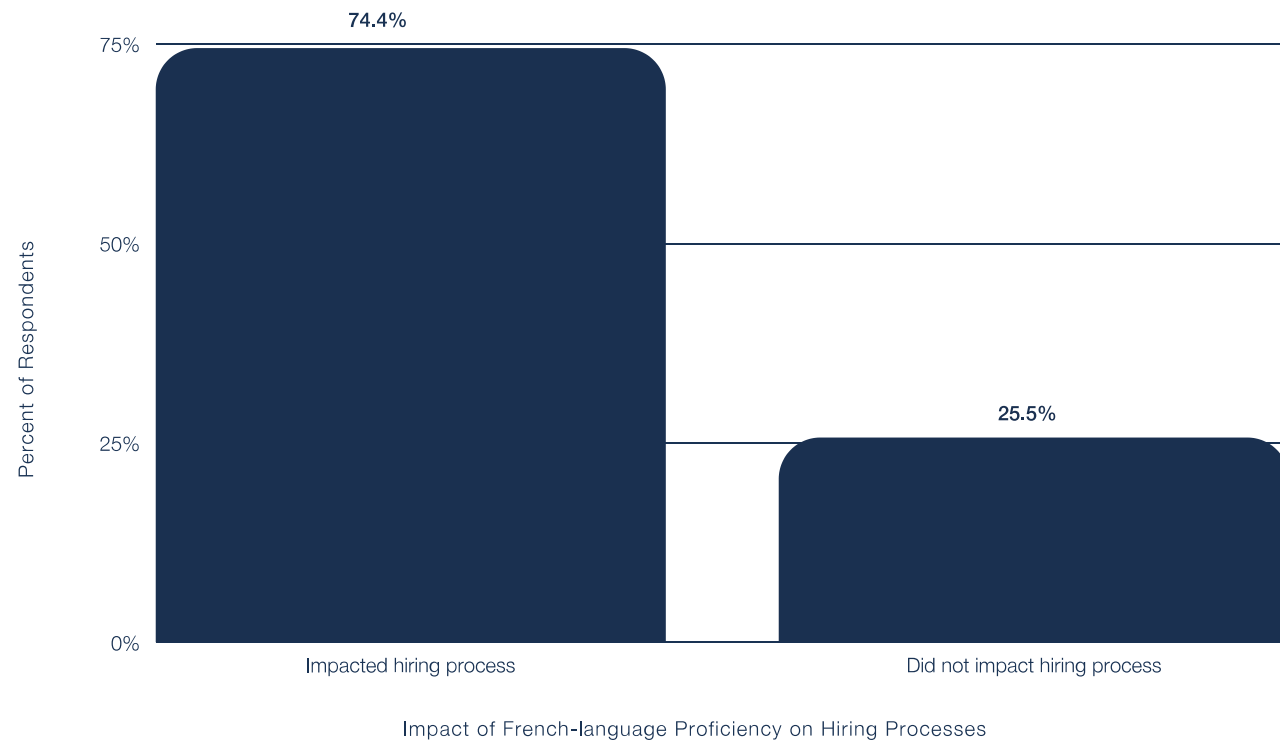
The survey indicates that some English speakers in the labour market perceive their French-language proficiency as negatively impacting their employment outcomes and are willing to participate in French-language training to improve their employability.

- **When asked if their French-language proficiency had impacted a past hiring experience, 74% of individual respondents indicated that French-language proficiency had impacted the hiring process. When filtered for individuals with a low or moderate level of French, 85% of respondents indicated that their French-language proficiency had a negative impact on the hiring process.**
- **When asked what programs would benefit their employability, 53% of individual respondents indicated that an intensive French-language course would be beneficial, followed by 48% who indicated that French-language training integrated into the workplace would benefit their employability.**

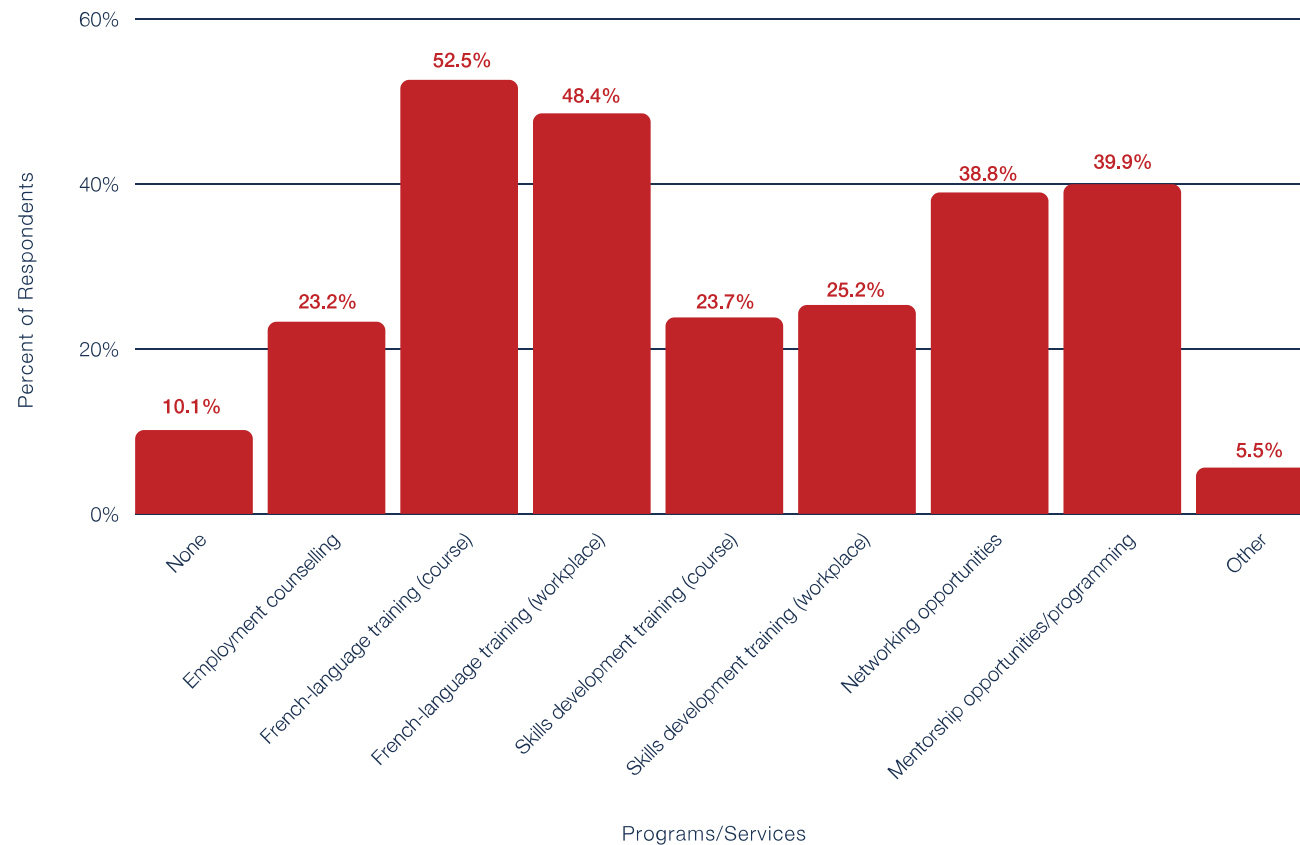
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<sup>7</sup> PERT. “French Language Training for the Workforce in Québec: A review of French language training programs for the workforce in Québec,” (Forthcoming). Working Paper.

Graph 4: Impact of French-language Proficiency on Hiring Processes among Individual Respondents (N=176)



Graph 5: Employability Programs and Services desired by Individual Respondents (N=198)



Individual respondents shared frustration, however, with the lack of institutional support to overcome French-language barriers and access French-language training for adults:

“It’s difficult/almost impossible to sign up for free french courses and therefore even harder to eventually apply for bilingual jobs. It is difficult because they begin at bad times, 5:30 in the evening when people might not even be home from work or in the middle of the day. To register for the courses you need to take a day off work because the exam and sign up is mid day. Basically impossible for any lower income person to sign up for.”

- Individual Respondent

The majority of existing francization programs for workers in Québec are targeted to immigrants, with the result that individuals born in Québec and the rest of Canada can face barriers in eligibility for and access to French-language training.<sup>8</sup> Government-funded francization courses offer financial assistance for individuals to cover training time (part-time participants can receive \$25 per day per course while full-time participants can receive up to \$200 per week). Additional financial assistance is offered to help cover childcare and transportation costs.

However, course participation and government financial assistance are dependent on meeting various eligibility criteria including immigration status and employment status.

Although some existing francization programs can accommodate the needs of individuals who work part- or full-time, these nevertheless may not be accessible to individuals who work multiple jobs, students, those who live far from learning centres, those with disabilities, and those who have care-taking or parenting responsibilities.

<sup>8</sup> PERT, “French Language Training for the Workforce in Québec.”



## Workplace-integrated French-language training

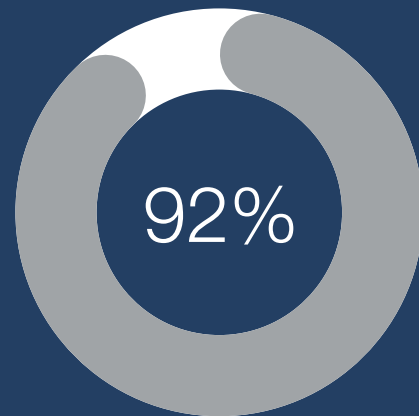
There is a need for more targeted programs that assist individuals in learning workplace- or industry-specific French. In the second part of the survey, organizations demonstrated an awareness of the importance of French-language training in the workplace.

When asked to indicate what type of training and development services would be most beneficial for English speakers, the leading response was workplace-integrated French-language training (84%). Workplace-integrated skills development was the second-most chosen program: 72% of organizations indicated this would be beneficial for English speakers.

The first part of the survey highlights the tension between organizations' and employers' willingness to provide French-language training versus their ability to do so:

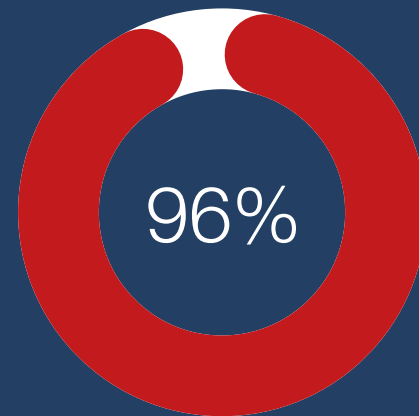
- **64% of individual respondents who had gone through a hiring process in the last three years indicated that the hiring company did not seem willing to help employees improve their French-language proficiency.**

### Businesses/organizations



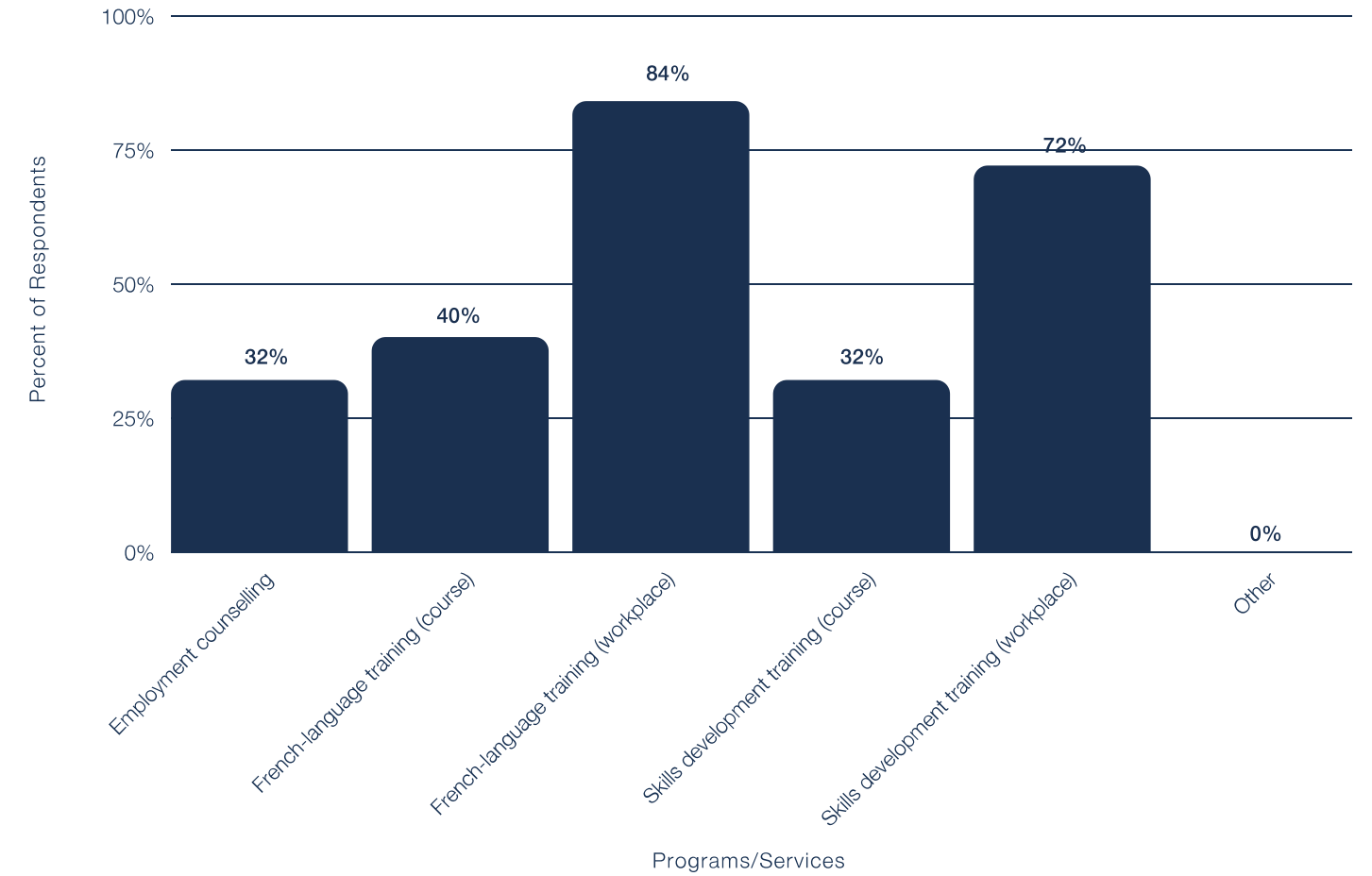
*Of the 29 organizations that serve and/or employ English speakers that were surveyed, 92% indicated that it would be valuable for their organization to provide French-language training in the workplace.*

### Businesses/organizations



*However, 96% of the organizations indicated that employers need more support in order to provide French-language training resources to employees.*

Graph 6: Most Beneficial Employability Programs and Services according to Organizations (N=25)



“English speakers who choose to live and work in Quebec want to learn French, but it takes time and the support of their employers. Everyone says immersion is the best way to learn the language, so I hope employers (who need staff) will give more opportunities to French language learners at all levels.”

- Individual Respondent

“I am less likely to apply for a job I am qualified for, for fear of my level of French during an interview...although I know that with exposure in the workplace my French would improve immensely and rapidly,”

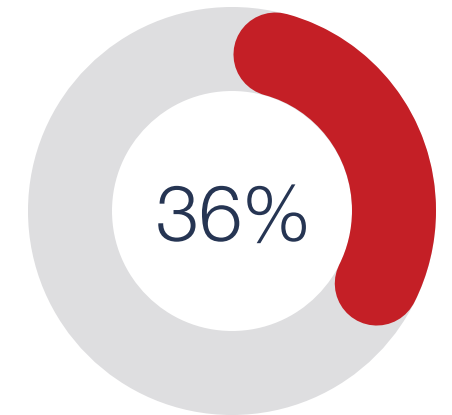
- Individual Respondent

## English-language employment services and skills training

The Organization for Economic Co-operation and Development (OECD) has identified career guidance for adults as a fundamental policy lever to help address the challenges that Canadians are facing in a rapidly changing world of work.<sup>9</sup> Digitalisation, an aging population, and the green transition are among the trends that are having a significant impact on the jobs that are available and the skills that are needed in the labour market. Career guidance and employment services more broadly play a crucial role in ensuring that the labour market remains inclusive and accessible for all.

Québec is a national leader in developing multi-stakeholder initiatives to increase access to employment services and skills training for workers. Through the *Commission des Partenaires du marchés du Travail* (CPMT) and the *Ministre du Travail, de l'Emploi et de la Solidarité sociale* (MTESS), employment services and skills training have been delivered by unique partnerships between government and stakeholders such as community groups, employers, and unions. Although investments in employment services are notable in Québec, there remains a need for more English-language employment services to address the unique employment challenges faced by English speakers in Québec.

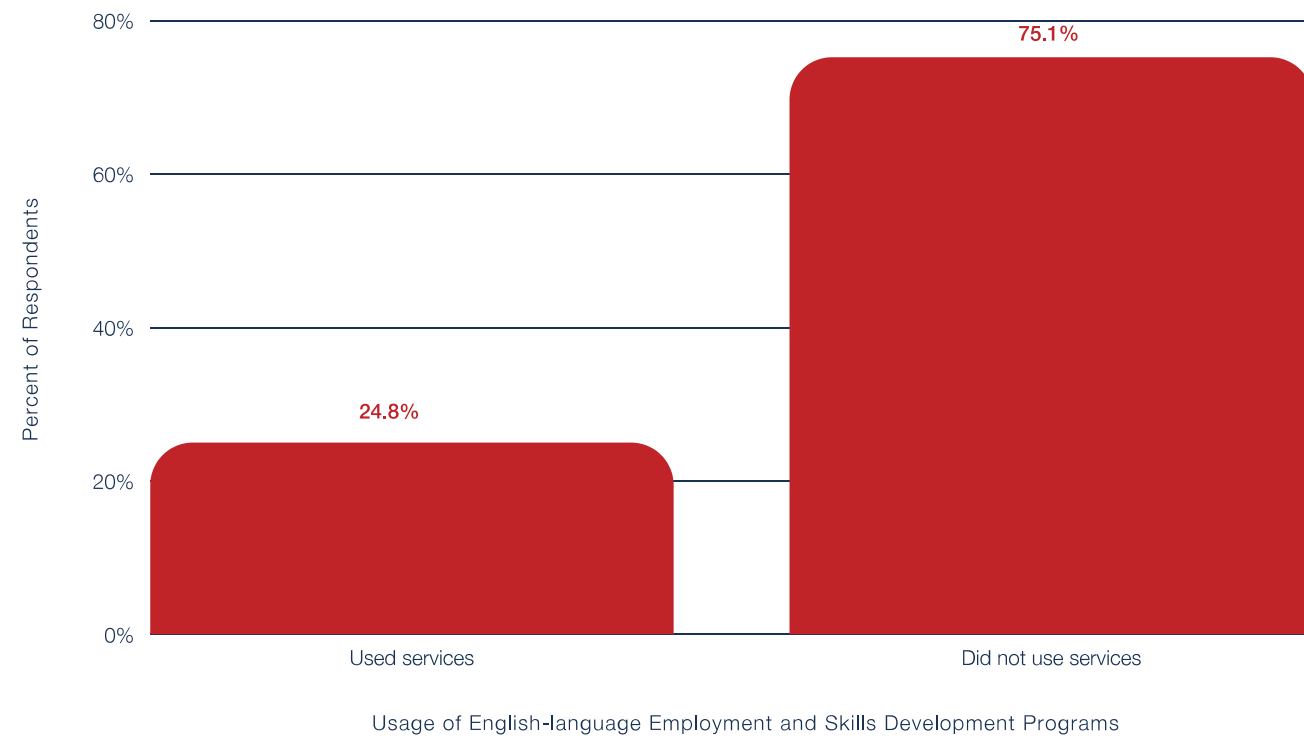
The survey found that a lack of English-language services and skills development programs is an employment barrier for respondents.



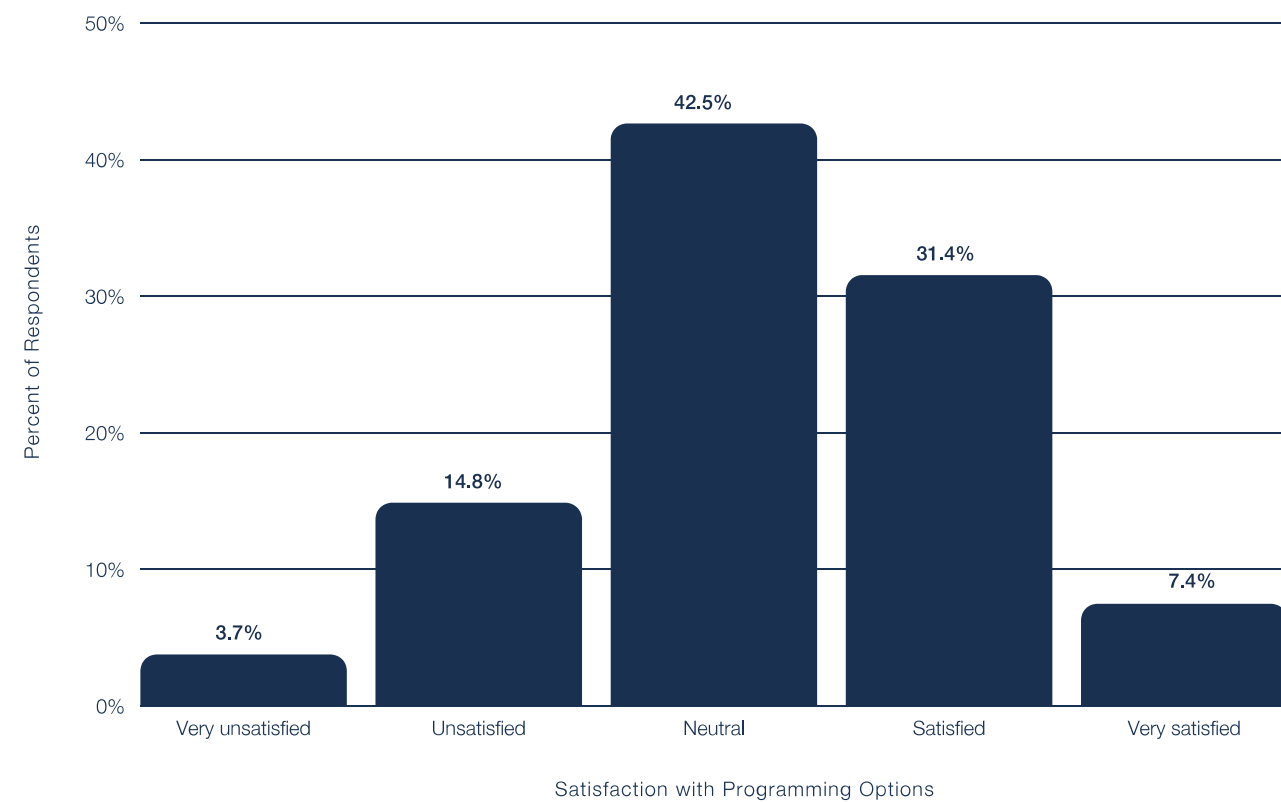
- When asked to identify barriers to employment they had experienced in the last three years, a lack of English-language employment services was the second-most common barrier identified by individual respondents, after lack of French language skills. 36% of respondents indicated that a lack of English-language employment services was a barrier.
- When asked if they had used English-language employment and skills development programs in the last three years, only 25% (53) of individual respondents indicated that they had used these services.
- 1 in 5 individual respondents indicated that employment counselling, skills development training, and networking and mentorship opportunities would benefit their employability.

<sup>9</sup> OECD. *Career Guidance for Adults in Canada*, (Paris: OECD Publishing, 2022).

Graph 7: Usage of English-language Employment and Skills Development Programs Among Individual Respondents (N=213)



Graph 8: Satisfaction with Programming Options Among Individual Respondents (N=54)



English-language employment service delivery and skills training is a challenge in Québec. In non-urban regions in particular, English-speaking communities often do not meet the critical mass requirements necessary to access English-language employment services and training due to their small population size. While online services may help to mitigate this accessibility issue, other factors such as internet infrastructure and the findability of programs can negatively impact engagement and enrollment levels.

There is a lack of knowledge and communication around existing employment services for English speakers.

- **When asked what they perceived as the most significant barriers to employment for English speakers, 46% of organizations indicated that a lack of information and uncertainty about how to access resources was a significant barrier.**

There is also a lack of tailored English-language employment programs for English speakers who face additional barriers to employment such as child care, housing access, and transportation. More English-language employment services and skills training programs that address these barriers through wrap-around support are needed.

“Would love to see more language resources for mothers of small children re-entering the job market (French classes, employment services) as the ones I looked into were completely full (and seemed to be for non-Canadian immigrants, I am from Ontario and didn’t qualify).”

- Individual Respondent

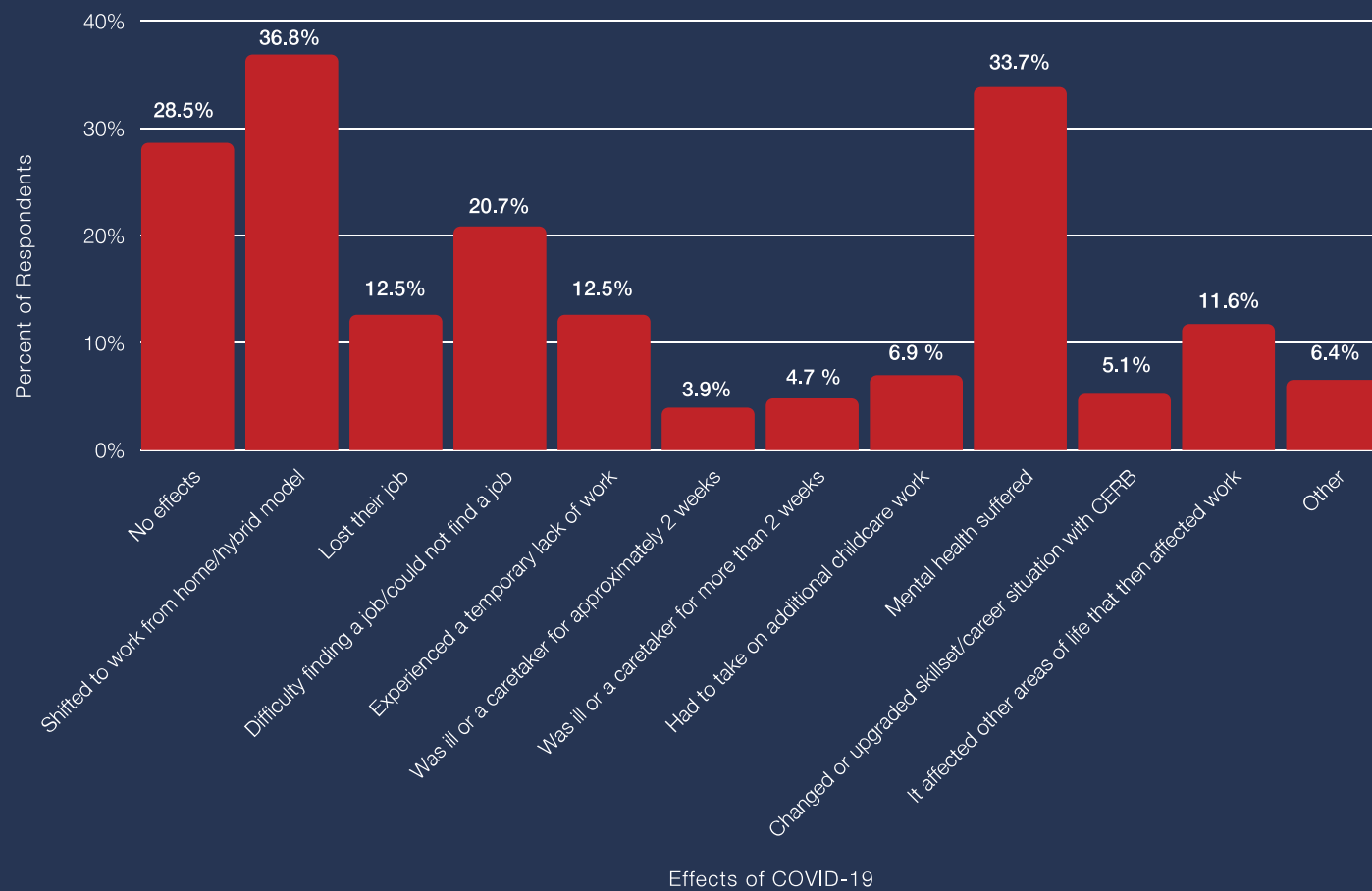
## COVID-19

There is little data available on the impacts of COVID-19 on linguistic minorities in Québec. The survey indicates that the pandemic has had diverse impacts on English speakers in the labour market. Poor mental health, the shift to remote work, and difficulty finding work were among the impacts that English speakers experienced.

- When asked what barriers to employment they had experienced in the past three years, 31% of individual respondents indicated COVID-19-related impacts such as temporary closure of workplaces and lay-offs had been an employment barrier.

- When asked how COVID-19 had impacted their employment situation, 34% of individual respondents indicated that their mental health had suffered.
- 37% of individual respondents indicated that they had shifted to remote or hybrid work models since the onset of the pandemic.
- 21% of individual respondents indicated that they had difficulty finding a job or could not find a job due to COVID-19.

Graph 9: Effects of COVID-19 on Employment Situations of Individual Respondents (N=231)



“I graduated with a Bachelor of Arts in Political Science and Sociology and it was through networking at school/ attending different social/political events that I got the chance to work at two different internships. Networking has a huge impact in finding a good job, especially when you’re about to graduate. My last internship was discontinued when the lockdown started and got shifted online after a few months. During that time, I think that did not allow me to have a “real” experience and my skills were not used to its potential.”

- Individual Respondent

“Covid caused us to relocate to Quebec to be closer to family for childcare reasons, but employment has been harder to find without solid french language skills,”

- Individual Respondent

# Recommendations

A wide array of support measures are needed to address the issues and needs identified in this survey. We offer the following recommendations:

1. That the Québec government, through coordination of its various departments including the Ministère du Travail, de l'Emploi et de la Solidarité sociale (MTESS), Ministère de l'Immigration, de la Francisation et de l'Intégration (MIFI), and the Office québécois de la langue française (OQLF), expands and improves French-language training programs for individuals in the labour market. Program expansion should:

- a. Be preceded by consultations with groups that currently face difficulty accessing programs, including single parents, people with disabilities, interprovincial migrants, people in rural and remote communities, and people working full-time.
- b. Be preceded by consultations with service deliverers currently delivering French-language training, including employment service organizations, language institutes, educational institutions and community organizations.
- c. Include a coordinated strategy to ensure consistent and comprehensive information is available on French-language training options across Québec.
- d. Include funding for employers who are willing to provide French-language training in their workplace.

2. That MTESS increases support for English-language employment organizations as well as employment and employability programs that assist English speakers to integrate into the labour force. This should include:

- a. Increased funding for organizations to develop and expand employment training and integration programs to address the wide unemployment gap in their region.
- b. Funding for organizations to deliver localized French-language training for individuals in the labour market.
- c. Development and strengthening of regional and inter-regional networks to improve the coverage of English-language employment services and skills training.
- d. The loosening of eligibility requirements in certain programs, so that English-language employment services are available to those who are already employed and looking to change careers.
- e. Programs that assist in the transition, inclusion, and retention of students and young English speakers into the workforce. This includes high school career guidance and partnerships with English-language post-secondary institutions to develop bridging programs, mentorship programs, workplace-integrated learning initiatives and French-language training for recent graduates.
- f. Programs tailored to serve regions and industries with a high prevalence of part-time/part-year and seasonal work.

3. That MTESS improves wrap-around services and accessibility measures as part of skills training and employment programs to increase English speakers' participation in programs. This includes:

- a. Support for programs that target vulnerable populations within English-speaking communities including visible minorities, Indigenous people, youth, women, single parents, people with disabilities and individuals living in remote communities.
- b. Programs that integrate wrap-around supports such as access to affordable and free mental health care, affordable housing placement, and financial assistance to cover training time, childcare, care for dependents and transportation.

4. That the Québec government collects linguistic-based data on the socioeconomic situation of English speakers in Québec. This includes:

- a. Funding community research and research institutions to improve data collection, particularly in smaller English-speaking communities which are not always captured in Census data.
- b. Increasing the frequency of provincial government data collection to close the current 5-year Census gap in employment data on English speakers.
- c. Increase funding for qualitative research on the employment experiences of English speakers in Québec to better identify challenges and opportunities.

## Conclusion

The 2021 Employment Survey of English-speaking Quebecers and Organizations provides preliminary data on the status of English speakers in Québec and key perspectives from the organizations that serve and employ them. Given the limited data available on the employment status of English speakers in Québec, this survey adds to the growing body of research that seeks to understand the experiences of English-speaking Quebecers and the challenges they face as linguistic minorities. The survey results indicate that the primary barrier to employment experienced by English speakers in Québec – regardless of gender identity, race, age, and region – is a lack of French-language skills. The survey also highlights the challenges of accessing French-language training programs, as well as English-language employment services and skills training.

The survey provides evidence for the need for greater government investments in French-language training and English-language employment services and skills training programs. The survey also provides some indicators of how English speakers have fared during the COVID-19 pandemic, with their outcomes reflecting those faced by most communities, including mental health challenges, layoffs, and the rapid shift to remote work.

The recommendations provided in this report are intended to help policymakers and stakeholders to develop solutions that can address the current employment and employability challenges that English speakers face. Furthermore, we hope that they will assist in the development of solutions that will address the future challenges that English speakers face as they continue to experience increasing economic precarity and unemployment in Québec.

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# Appendix A: Survey methodology

The 2021 Employment Survey of English-speaking Quebecers and Organizations was conducted by the Provincial Employment Roundtable. The survey examines the employment issues and needs of English-speaking Quebecers and organizations that serve and employ them. The survey was conducted online between September 2021 and February 2022. It received 263 individual responses and 30 responses from organizations based in Québec. Of these, 259 of the individual responses were from English speakers, and 29 responses were from organizations.

The results of the survey are unweighted. Below are the demographics of the respondents:

## Individual Respondents: Language, Gender, and Age

#	Total	Language				Gender			Age			
		English	French (not included)	English and French	Neither	Men	Women	Gender non-conforming	15-24	25-44	45-64	65+
#	263	228	2	30	2	75	166	10	23	142	87	8

## Individual Respondents: Visible Minority Identity

#	Total	First Nations	Métis	Inuk	Indigenous from outside Canada	Black	Hispanic	Asian	Middle Eastern or North African	White or Caucasian
#	255	5	2	0	1	31	11	40	18	143

## Individual Respondents: Region

#	Total	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
#	245	0	2	8	2	6	136	35	0	9	0	4	0	10	5	9	18	1

## Administrative Regions:

- |                            |                                   |
|----------------------------|-----------------------------------|
| 1. Bas-Saint-Laurent       | 10. Nord-du-Québec                |
| 2. Saguenay-Lac-Saint-Jean | 11. Gaspésie-Îles-de-la-Madeleine |
| 3. Capitale-Nationale      | 12. Chaudière-Appalaches          |
| 4. Mauricie                | 13. Laval                         |
| 5. Estrie                  | 14. Lanaudière                    |
| 6. Montréal                | 15. Laurentides                   |
| 7. Outaouais               | 16. Montérégie                    |
| 8. Abitibi-Temiscamingue   | 17. Centre-du-Québec              |
| 9. Côte-Nord               |                                   |

## Individual Respondents: Income

#	Total	Below 20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000-59,999	60,000-69,999	70,000-79,999	80,000-89,999	90,000-99,999	100,000+
#	252	42	26	27	33	19	16	8	17	9	26

## Organizations: Proximity to English-speaking Community

#	Total	Employer of English speakers	Serve English speakers	Advocate for English speakers
#	30	23	18	12

## Organizations: Region

#	Total	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	QC
#	25	0	0	1	0	1	10	2	0	3	0	1	0	0	0	2	3	1	1

## Regions:

- |                                   |                      |
|-----------------------------------|----------------------|
| 18. Bas-Saint-Laurent             | 30. Laval            |
| 19. Saguenay-Lac-Saint-Jean       | 31. Lanaudière       |
| 20. Capitale-Nationale            | 32. Laurentides      |
| 21. Mauricie                      | 33. Montérégie       |
| 22. Estrie                        | 34. Centre-du-Québec |
| 23. Montréal                      |                      |
| 24. Outaouais                     |                      |
| 25. Abitibi-Temiscamingue         |                      |
| 26. Côte-Nord                     |                      |
| 27. Nord-du-Québec                |                      |
| 28. Gaspésie-Îles-de-la-Madeleine |                      |
| 29. Chaudière-Appalaches          |                      |



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