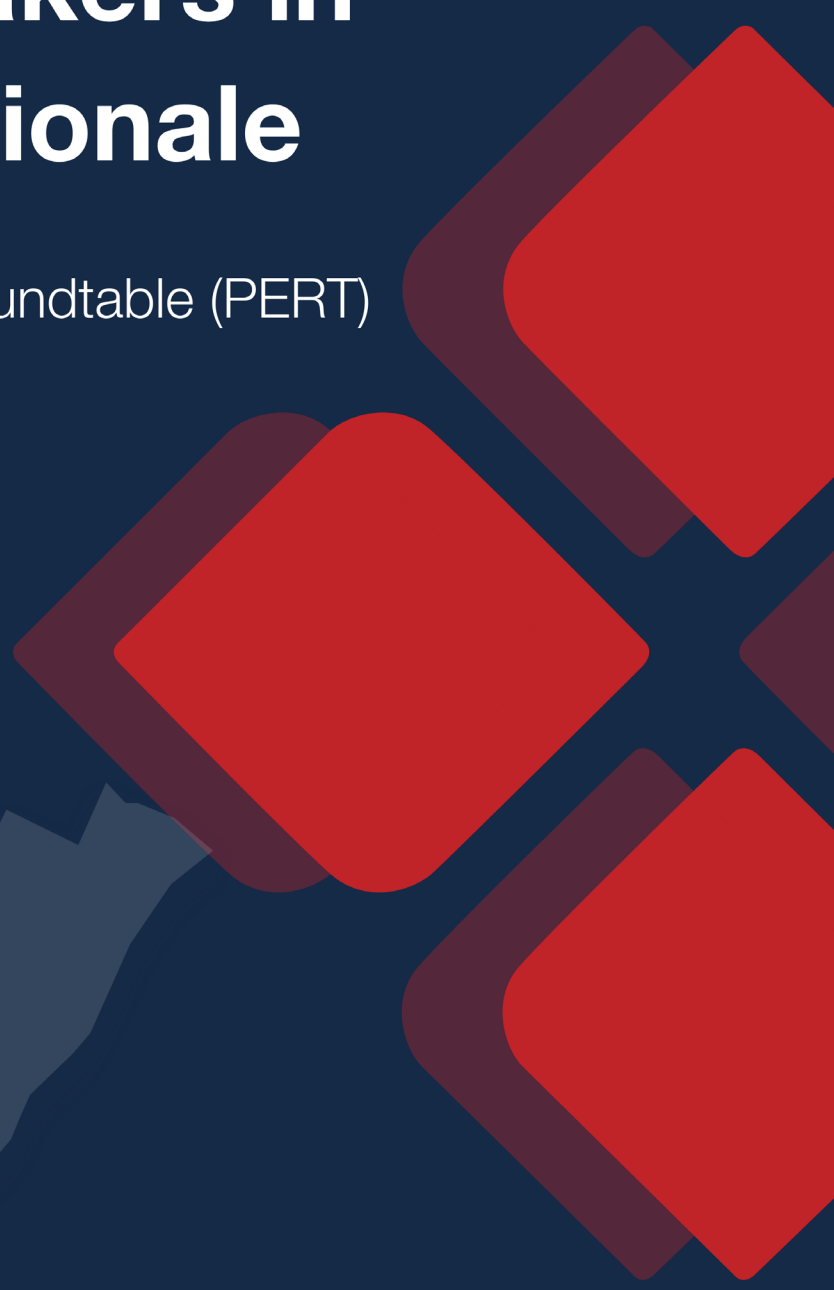


# Employment Profile of English Speakers in Capitale-Nationale

Provincial Employment Roundtable (PERT)



# TABLE OF CONTENTS

<b>ACKNOWLEDGEMENTS</b>	<b>3</b>
<b>EXECUTIVE SUMMARY</b>	<b>4</b>
<b>METHODOLOGY &amp; DEFINITIONS</b>	<b>5</b>
<b>POPULATION</b>	<b>7</b>
Total Population	<b>8</b>
Age Structure of Population	9
Sex Structure of Population	11
<b>ECONOMIC STRUCTURE</b>	<b>12</b>
<b>INDUSTRIES</b>	<b>14</b>
Top Industries for Total Population	15
Top Industries for English Speakers	16
Top Industries per MRC	17
<b>LABOUR FORCE</b>	<b>18</b>
Total Labour Force	19
Age Structure of the Labour Force	21
Sex Structure of the Labour Force	23
<b>UNEMPLOYMENT</b>	<b>25</b>
Total Unemployment Rate	26
Age Structure of Unemployment Rate	27
Sex Structure of Unemployment Rate	29
<b>WORK ACTIVITY</b>	<b>31</b>
Work Activity of Individuals	32
Average Weeks Worked	34
<b>INCOME</b>	<b>35</b>
Median After-Tax Income	36
<b>EDUCATION</b>	<b>37</b>
Educational Attainment	38
<b>REFERENCES</b>	<b>40</b>

# ACKNOWLEDGEMENTS

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

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

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

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

**Québec** 

## **Contributors:**

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

**Morgan Gagnon**, Policy Researcher, Provincial Employment Roundtable

**Joshua Loo**, Policy Research Intern, Provincial Employment Roundtable

**Nicholas Salter**, Executive Director, Provincial Employment Roundtable

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

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

For more information about this report, contact : [info@pertquebec.ca](mailto:info@pertquebec.ca)

# EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Capitale-Nationale's English-speaking communities by surveying the most comprehensive information on the demographic and labour force conditions of English speakers in the region. The profile compiles the available data on English speakers' employment status with respect to their position as linguistic minorities in majority French-speaking communities. For this reason, most of the information presented in this profile is organized by the two linguistic categories of English speakers and French speakers.

In addition to examining the demographics and labour force of the English-speaking population, this profile also surveys Capitale-Nationale's economic structure, as well as the work activity, income, and educational attainment of workers with the goal of providing a more holistic picture of employment and employability.

## Key findings:

- Capitale-Nationale has a total population of 709,325 individuals; 14,210 (2%) are English speakers.
- The main industries in which English speakers in Capitale-Nationale are employed are education and public administration.
- Among English speakers, individuals aged 25-44 represent the largest portion of the population in Capitale-Nationale. Among French speakers, individuals aged 45-64 represent the largest portion of the population. In both linguistic communities, individuals aged 25-44 represent the largest portion of the labour force in Capitale-Nationale.
- French-speaking men make up more than half of the labour force in every MRC in Capitale-Nationale. In the region as a whole, English-speaking men represent 1.2% of the labour force, while English-speaking women represent 1%.
- English speakers have a higher rate of unemployment than French speakers in Capitale-Nationale (7.9% compared to 5%).
- Youth aged 15-24 experience the highest rate of unemployment of any age group in the region. The unemployment rate of English-speaking youth (15.5%) is nearly double that of French-speaking youth (8.2%).
- Capitale-Nationale is one of six regions in Québec where English-speaking women experience a higher unemployment rate than English-speaking men (7.9% versus 7.8%).
- English speakers in Capitale-Nationale have the highest rate of postsecondary educational attainment (67.5%) of any English-speaking community in Québec.

# METHODOLOGY & DEFINITIONS

## Methodology

This profile relies primarily on data from two sources: the 2016 Census of Canada and the Institut de la statistique du Québec.<sup>1</sup>

The profile uses 25% sample data from the 2016 Census. The 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire.

The data in this profile is organized by MRC and regional county municipality/municipalité régionale comté (RCM/MRC). MRCs and regional county municipalities serve to organize the allocation and delivery of government services in Québec.

## Language

English speakers and French speakers in this profile are classified according to Statistics Canada's definition of First Official Language Spoken (FOLS).<sup>2</sup> Individuals who speak both English and French as their first official language are evenly divided among English and French speakers. FOLS designation is a derived concept, taking into account a person's knowledge of Canada's two official languages, their mother tongue, and their home language (i.e. the language they speak most often at home).

## Sex

Sex in this profile refers to sex assigned at birth, as indicated in the 2016 Census. Sex is typically assigned based on a person's reproductive system and other physical characteristics. The 2016 Census data exclusively utilizes the concept of sex, and particularly the categories of male and female. Data regarding the distinct concept of gender was collected for the first time in the 2021 Census, and will be made available in those datasets.

## Labour Force Activity

Labour force refers to all individuals aged 15 and over who were either employed or unemployed during the week of May 1st to May 7th, in 2016. The labour force excludes individuals who are institutional residents, those who are unable to work, and those who are unwilling to work. For example, retirees, stay-at-home parents, students, and discouraged workers

who have stopped job-searching are not typically counted as part of the labour force. Generally, Statistics Canada does not consider those engaged in unpaid services such as community and volunteer services, or unpaid domestic services, to be part of the labour force.

## Employed/Unemployed Person

An employed person is an individual who, during the week of May 1st to May 7th, 2016, did paid work in the context of an employer-employee relationship, or who was self-employed. The term also refers to individuals who did unpaid family work, which is defined as work directly contributing to the operation of a farm, business, or professional practice owned by a relative in the same household (this does not include unpaid domestic services like childcare and household maintenance). The definition also includes individuals who had employment but were temporarily absent from work during the reference period due to events such as illness, disability, vacation, or labour dispute.

An unemployed person is an individual who did not have paid work during the week of May 1st to 7th, 2016, but had either been actively looking for paid work in the last four weeks, had been temporarily laid-off, or had definite plans to start a new job within four weeks.

## Unemployment Rate

This refers to unemployment expressed as a percentage of the labour force in the week of May 1 to 7, 2016. The unemployment rate for a particular demographic (i.e. age, sex) is the number of unemployed in that group, expressed as a percentage of the labour force for that group.

## Work Activity

Work activity refers to whether or not a person 15 years or over worked in 2015. For those who worked, this refers to the number of weeks they worked for pay or in self-employment during the reference year, even if they only worked for a couple hours. It provides a wider portrait of an individual's engagement in work over the period of a year.

## After-tax Income

After-tax income refers to the total income of a person less income taxes. Income taxes refers to the sum of federal

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

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

# METHODOLOGY AND DEFINITIONS

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

## **Educational Attainment**

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

## **Industry**

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

# Population



# POPULATION

## Total Population

### English-speaking Population

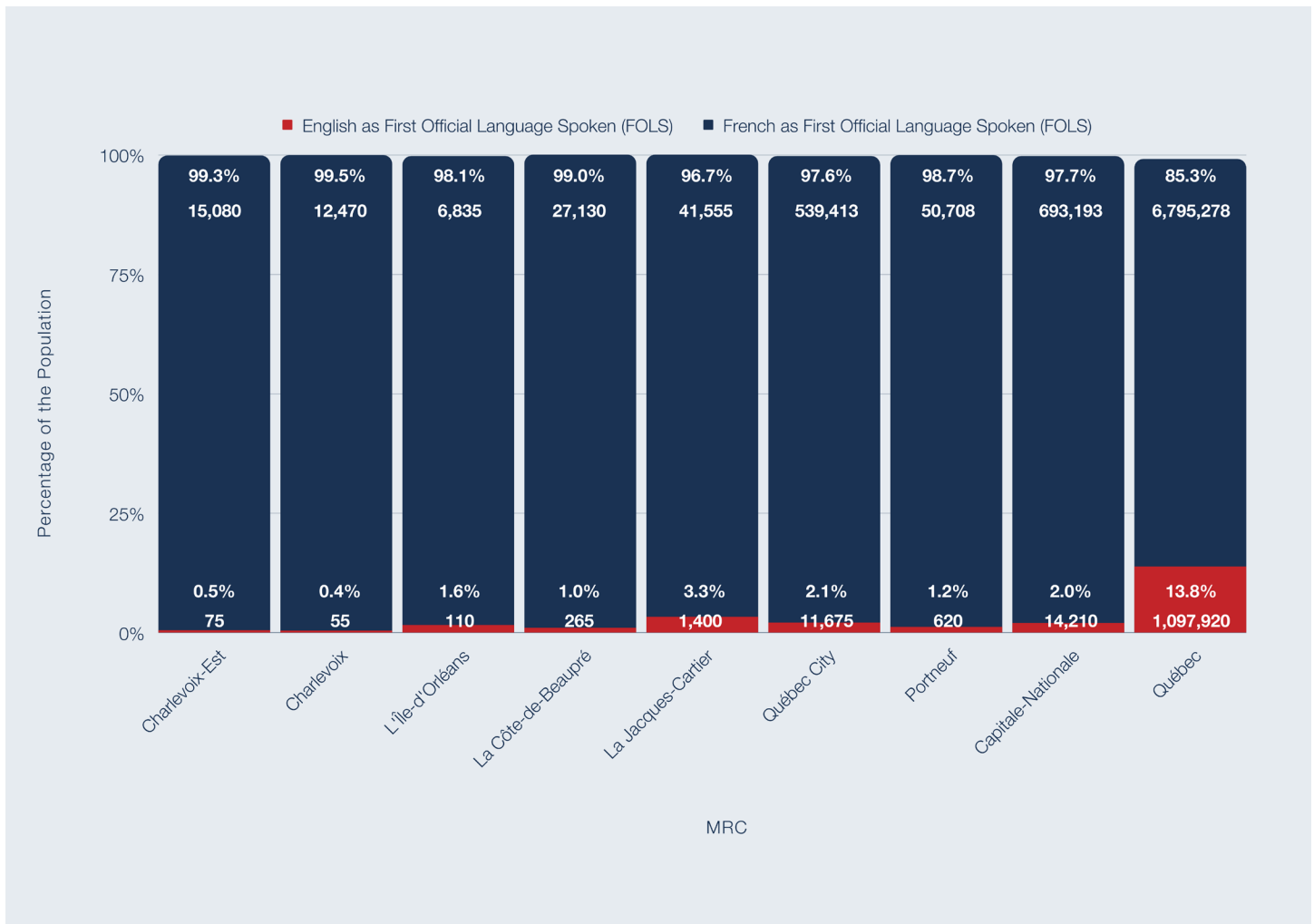


Capitale-Nationale

The population of Capitale-Nationale is 709,325. The English-speaking community in the region comprises 14,210 individuals, or 2% of the region's total population.

English speakers are largely concentrated within the agglomeration of Québec City, as well as la Jacques-Cartier and Portneuf.

### Graph 1: Total Population of Capitale-Nationale by MRC



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



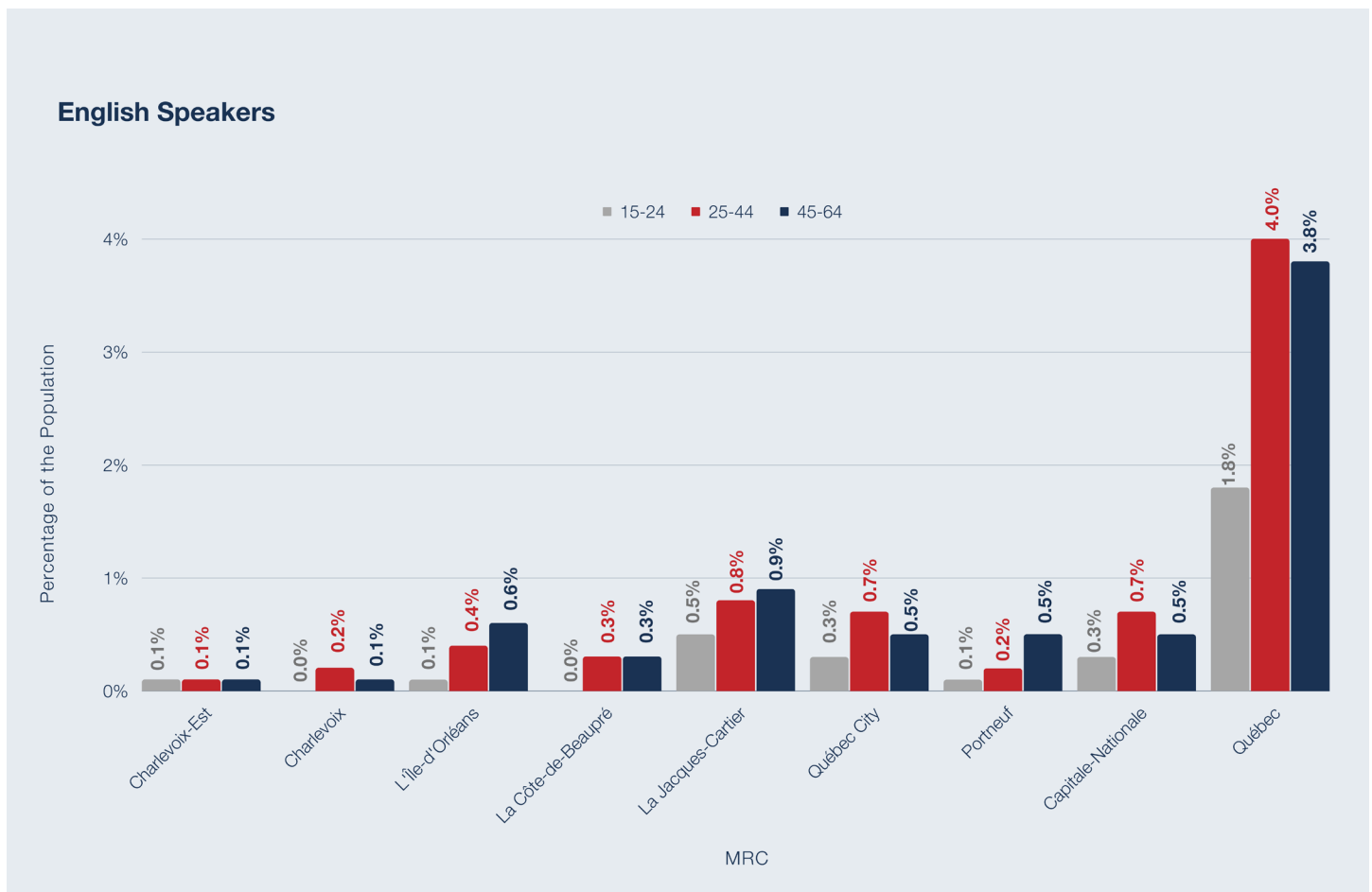
# POPULATION

## Age Structure of Population

Among French speakers, the largest age group in both the Capitale-Nationale region and Québec as a whole are individuals aged 45-64. Among English speakers in both Capitale-Nationale and Québec, individuals aged 25-44 represent the largest age group.

There is some variation amongst MRCs: in l'Île-d'Orléans, la Jacques-Cartier, and Portneuf, there are more English speakers aged 45-64 than 25-44.

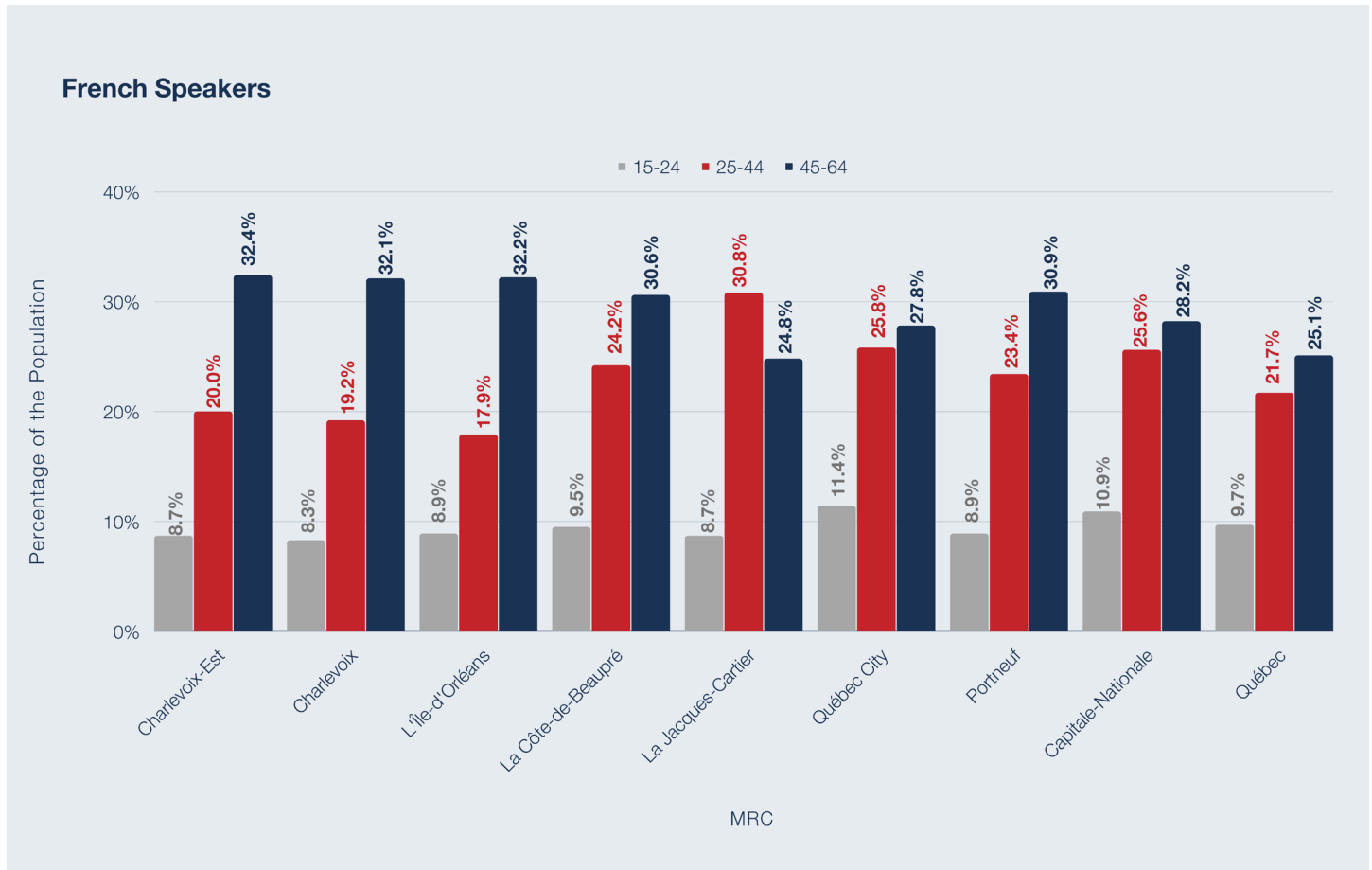
**Graph 2a: Age Structure of Capitale-Nationale's Population by MRC**



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

# POPULATION

**Graph 2b: Age Structure of Capitale-Nationale's Population by MRC**



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

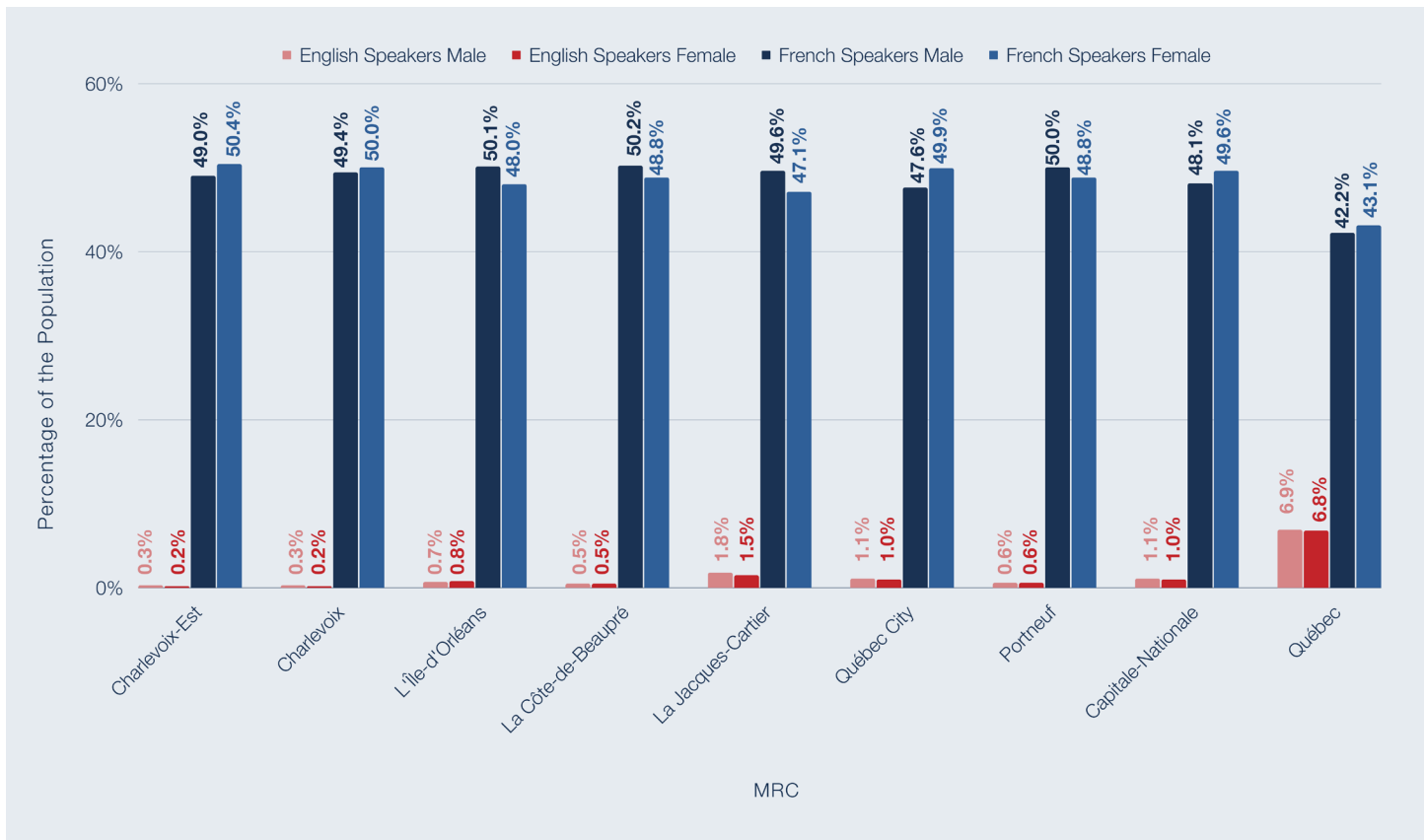
# POPULATION

## Sex Structure of Population

There are more English-speaking men than women in the total population of Capitale-Nationale (1.1% versus 1.0%). However, there are more French-speaking women than men in the region (49.6% versus 48.1%).

L'Île-d'Orléans is the only MRC with a higher percentage of English-speaking women than men.

**Graph 3: Sex Structure of Capitale-Nationale's Population by MRC**



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

# Economic Structure



# ECONOMIC STRUCTURE

Capitale-Nationale is designated as an urban region in Québec's Economic Development Index.<sup>3</sup> As of 2018, Capitale-Nationale is one of the five regions with a score over 100. Capitale-Nationale has a score of 103.7, which is a decrease of 2.5 index points from the region's score of 106.2 in 2013.<sup>4</sup>

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

Despite being a populous region, Capitale-Nationale has one of the smallest and weakest manufacturing sectors in Québec.<sup>5</sup> However, from 2013-2017, the sales of manufactured goods produced in the region increased by an average of 4.5% per year, compared to the provincial annual growth rate of 3%.<sup>6</sup> This is in part due to the growth in manufacturing of electrical equipment, appliances and components in the region.<sup>7</sup>

Around the same period in 2017-2021, private investment in the region increased by approximately 6.3% per year, compared to a provincial growth of 3.7% annually. Capitale-Nationale receives significant investments in the categories of construction as well as materials and equipment compared to other regions. The development of housing and related residential construction, particularly in Québec City, has also been notable and contributed to important construction expenditures in the region.<sup>8</sup> Public investment in the region has also increased with the construction and expansion of several different projects including the *Enfant-Jésus Hospital*, *Quartier Mosaïque*, and *Faubourg du Moulin*.<sup>9</sup>

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

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

5. Frédéric Hamelin. "Portrait manufacturier des régions du Québec," (2021). Ministère de l'Économie et de l'Innovation. Retrieved from: [https://www.economie.gouv.qc.ca/fileadmin/contenu/publications/etudes\\_statistiques/secteur\\_manufacturier/portrait\\_manufacturiers\\_du\\_Quebec.pdf](https://www.economie.gouv.qc.ca/fileadmin/contenu/publications/etudes_statistiques/secteur_manufacturier/portrait_manufacturiers_du_Quebec.pdf), page 11.

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Capitale-Nationale: Secteur des entreprises," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/capitale-nationale/portrait-region/secteur-des-entreprises/>

7. Chantal Routhier. "Études régionales: Région administrative de la Capitale-Nationale," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21Cap-Nat-f.pdf?resVer=1623697662000>, page 5.

8. Hamelin. "Portrait économique des régions du Québec," 74.

9. Routhier. "Études régionales: Région administrative de la Capitale-Nationale," 10.

# Industries



# INDUSTRIES

## Top Industries for Total Population

The service sector accounts for 87.7% of jobs in the Capitale-Nationale region, compared to 79.9% of all jobs in Québec as a whole. There is significant economic activity in public services and administration industries (particularly provincial public administration), as well as the commerce, real estate, professional, scientific and technical industries, as well as cultural and information industries.

### Services

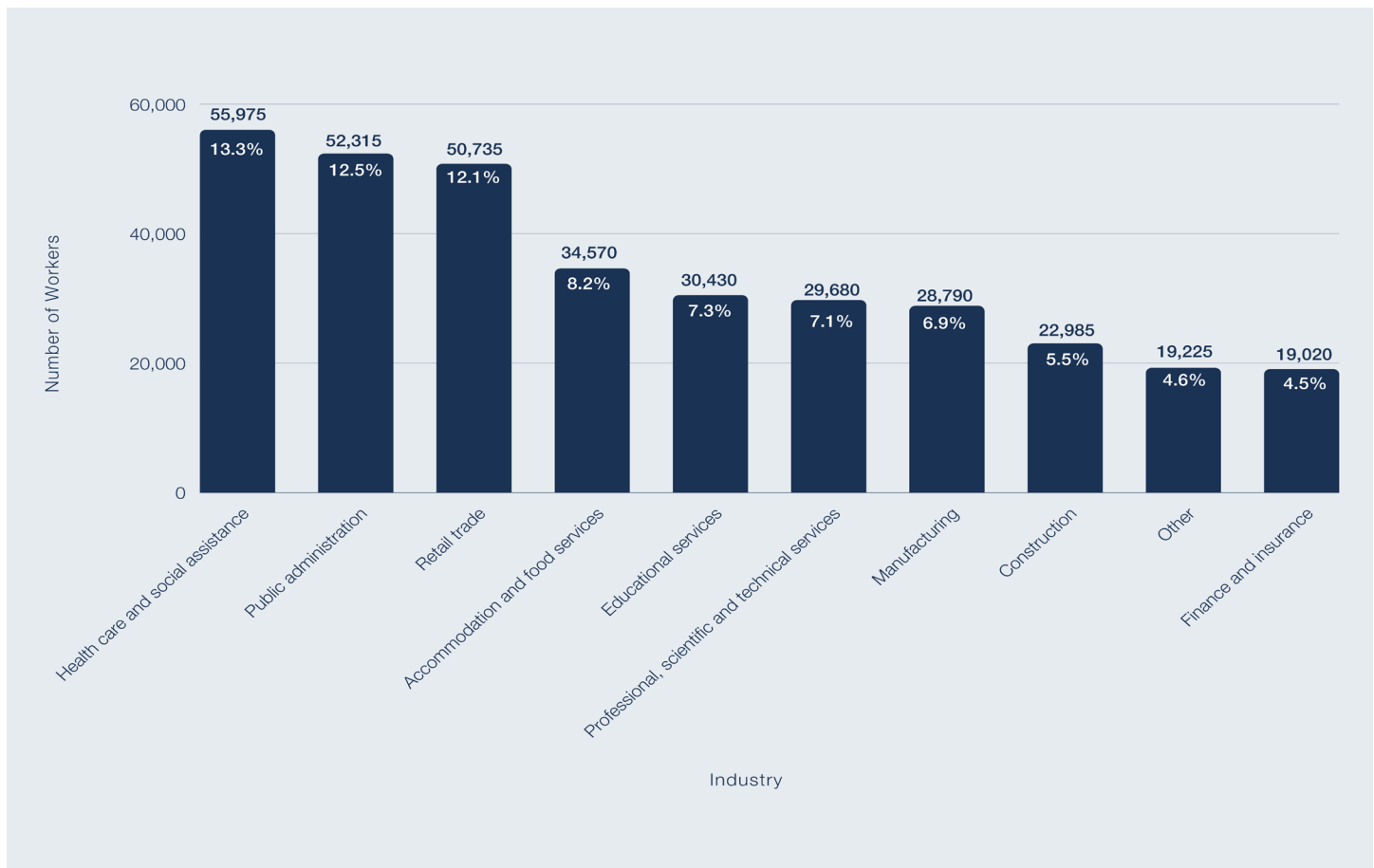


The primary sector and manufacturing and construction sectors account for a smaller proportion of jobs within the region.<sup>10</sup>

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

Public administration occupations include provincial legislative roles, protection and corrections, human resources and administrative roles.

**Graph 4: Top 10 Industries in Capitale-Nationale for Total Population**



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

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

# INDUSTRIES

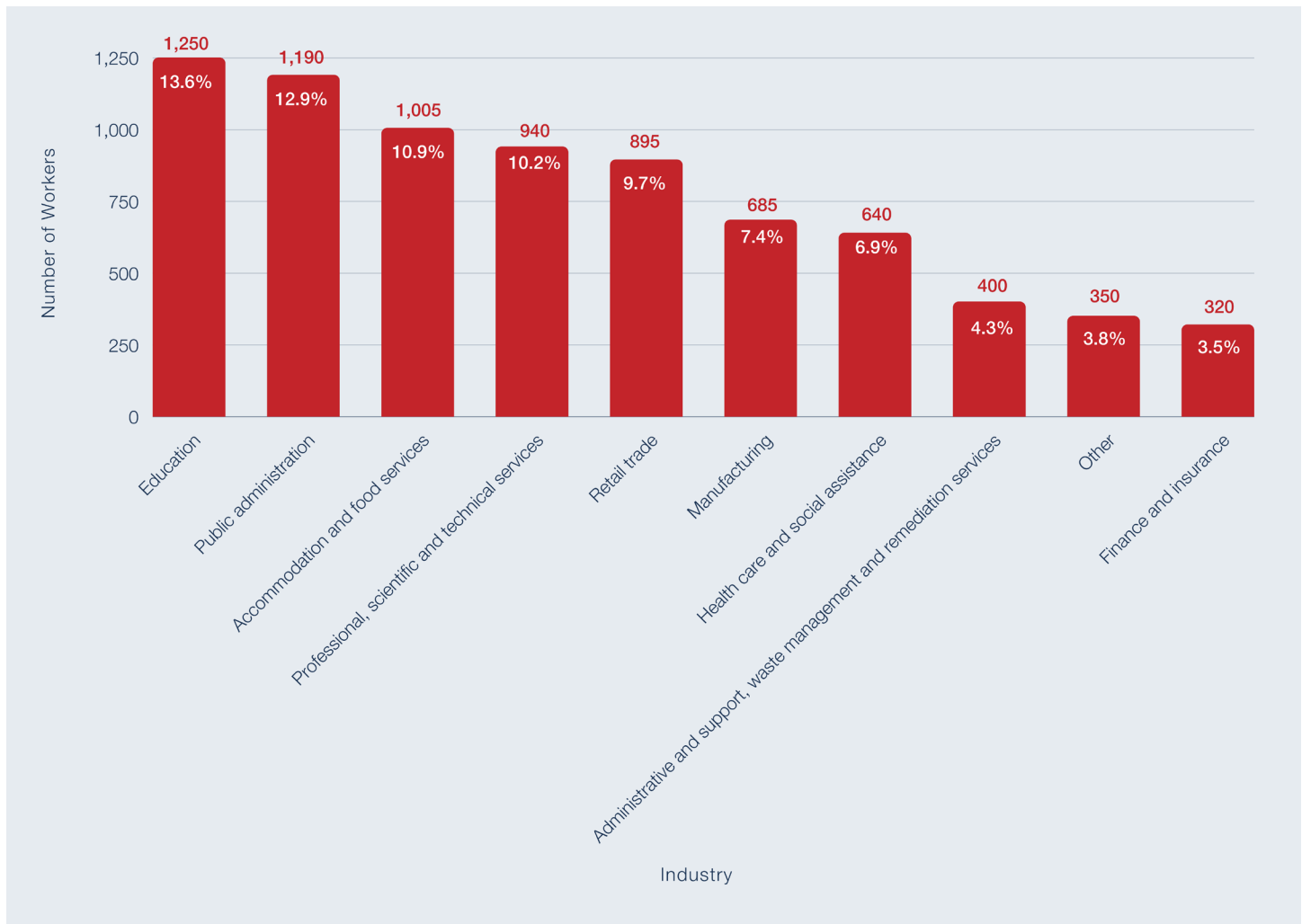
## Top Industries for English Speakers

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

English speakers have proportionally higher engagement in the education industry, and lower engagement in the healthcare industry.

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

**Graph 5: Top 10 Industries in Capitale-Nationale for English Speakers by Number of Workers**

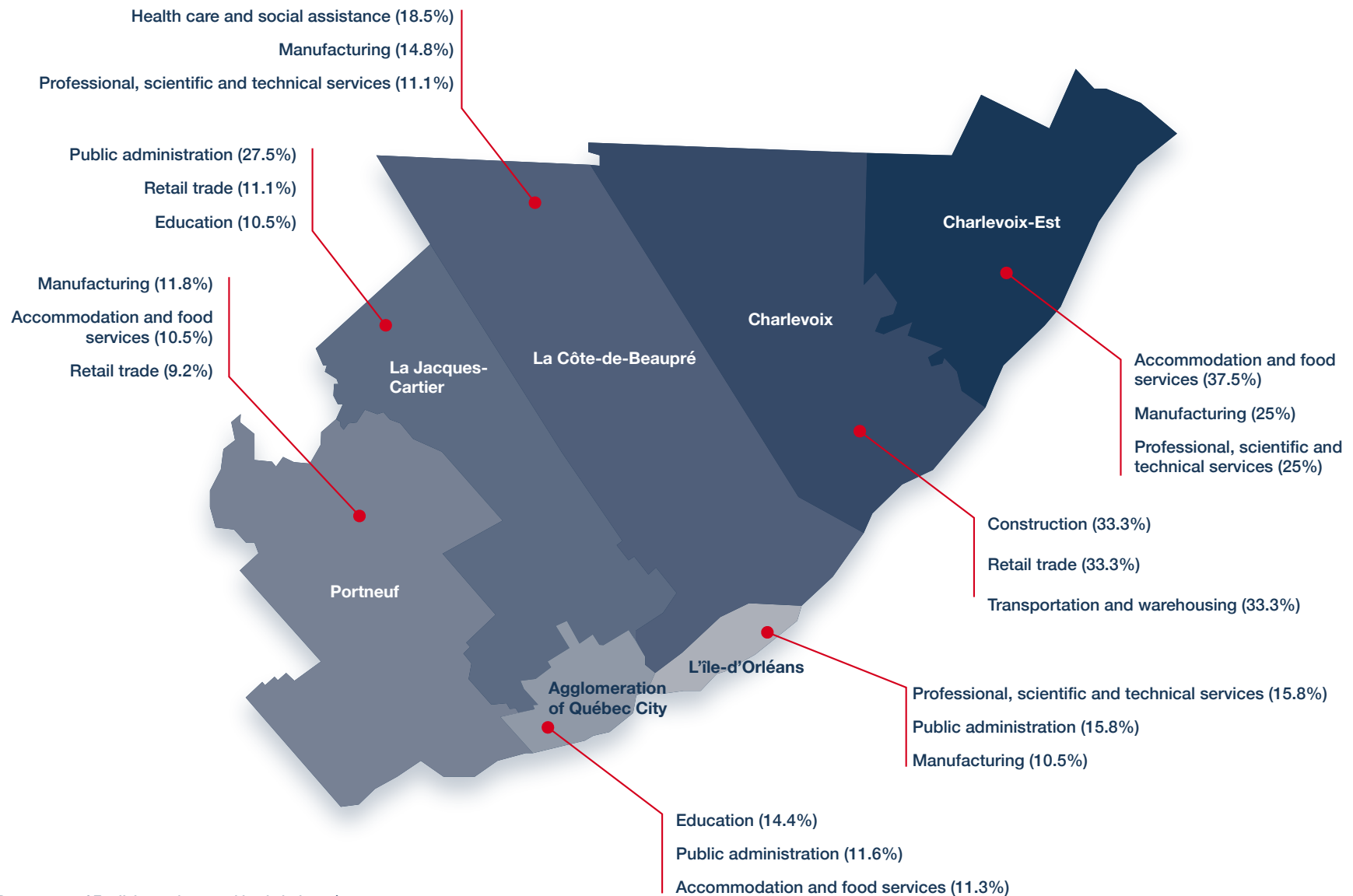


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).



# INDUSTRIES

**Map 1: Top Industries in Capitale-Nationale for English Speakers**



Industry (Percentage of English speakers working in industry)

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

# Labour Force



# LABOUR FORCE

## Total Labour Force

The labour force includes individuals who are employed and those who are unemployed, but actively seeking employment and available for work. Labour force participation is an important metric for understanding the employment and economic status of communities because it indicates the levels of activity in the labour market.

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

- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected

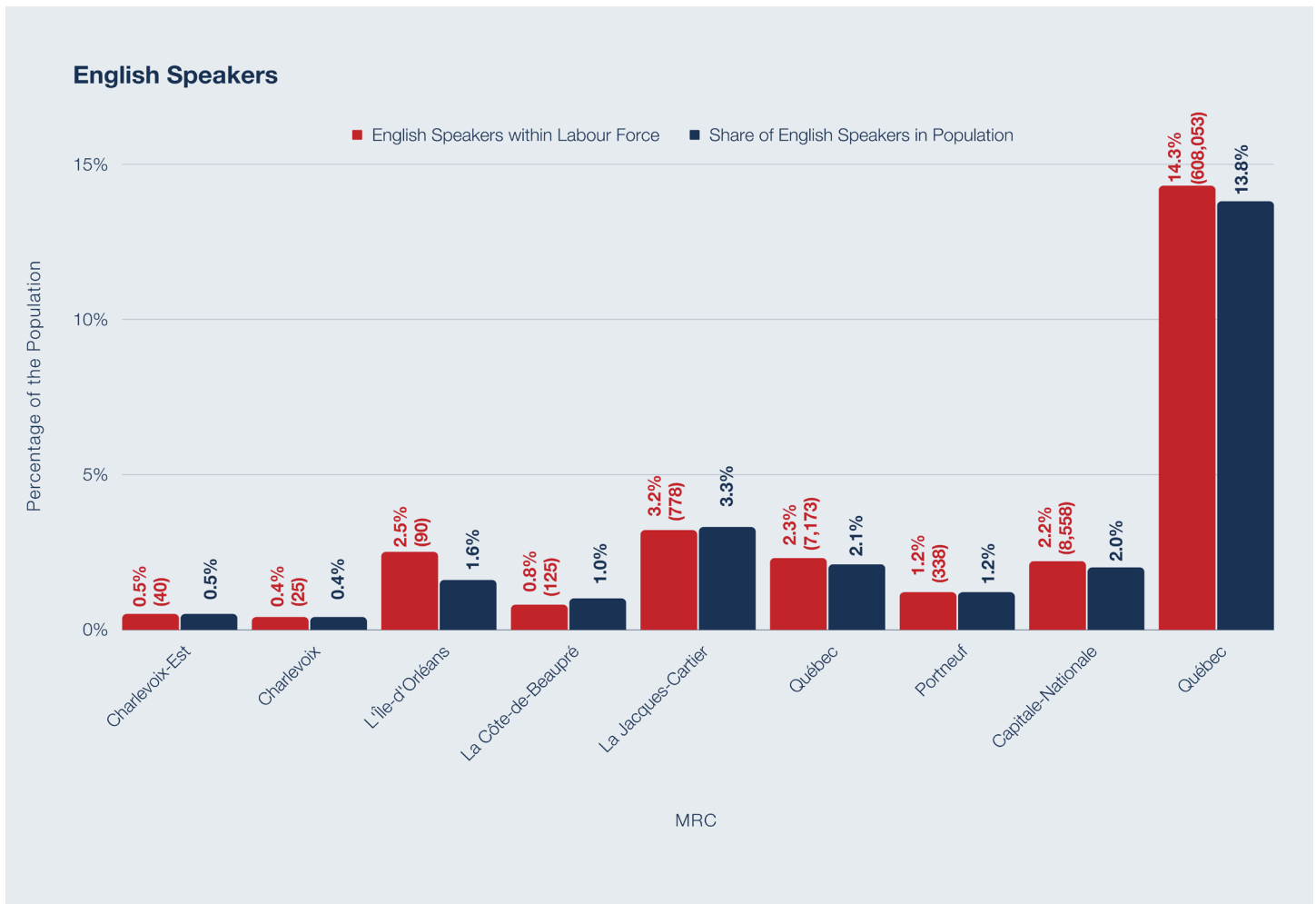
- The types of occupations that employed individuals have
- The income that individuals are earning

English speakers represent 2% of the total population in Capitale-Nationale, but 2.2% of the labour force in the region.

There are 8,558 English speakers within the 392,105-person labour force of Capitale-Nationale

In the MRCs of Québec City and l'Île-d'Orléans, English speakers have significantly higher representation in the labour force than in the total population.

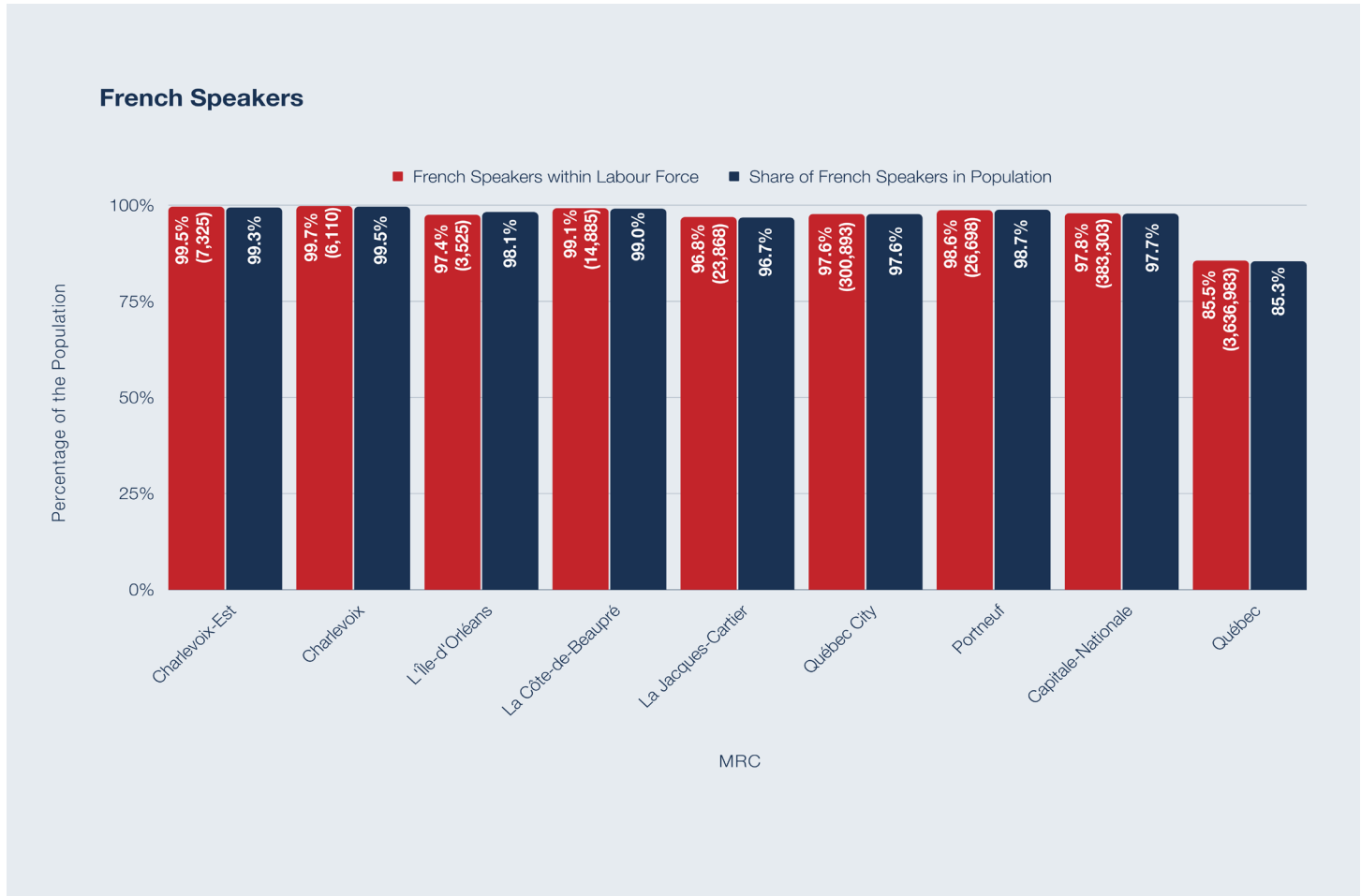
**Graph 6a: Labour Force of Capitale-Nationale by MRC**



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

# LABOUR FORCE

**Graph 6b: Labour Force of Capitale-Nationale by MRC**



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

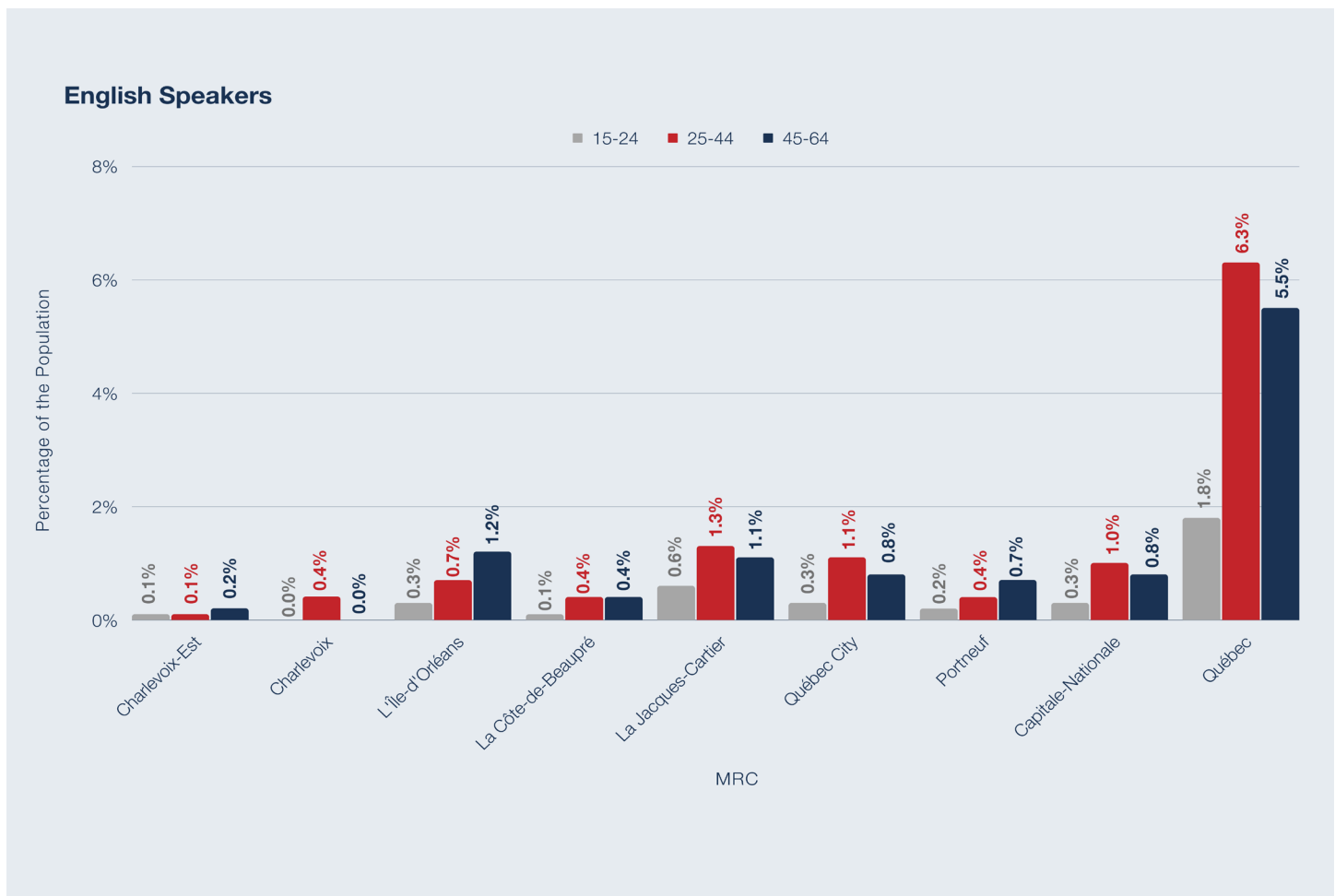
# LABOUR FORCE

## Age Structure of Labour Force

English speakers aged 25-44 represent the largest portion of the English-speaking labour force. This is also the case among French speakers.

As in the total population, youth make up the smallest portion of the labour force in both linguistic communities.

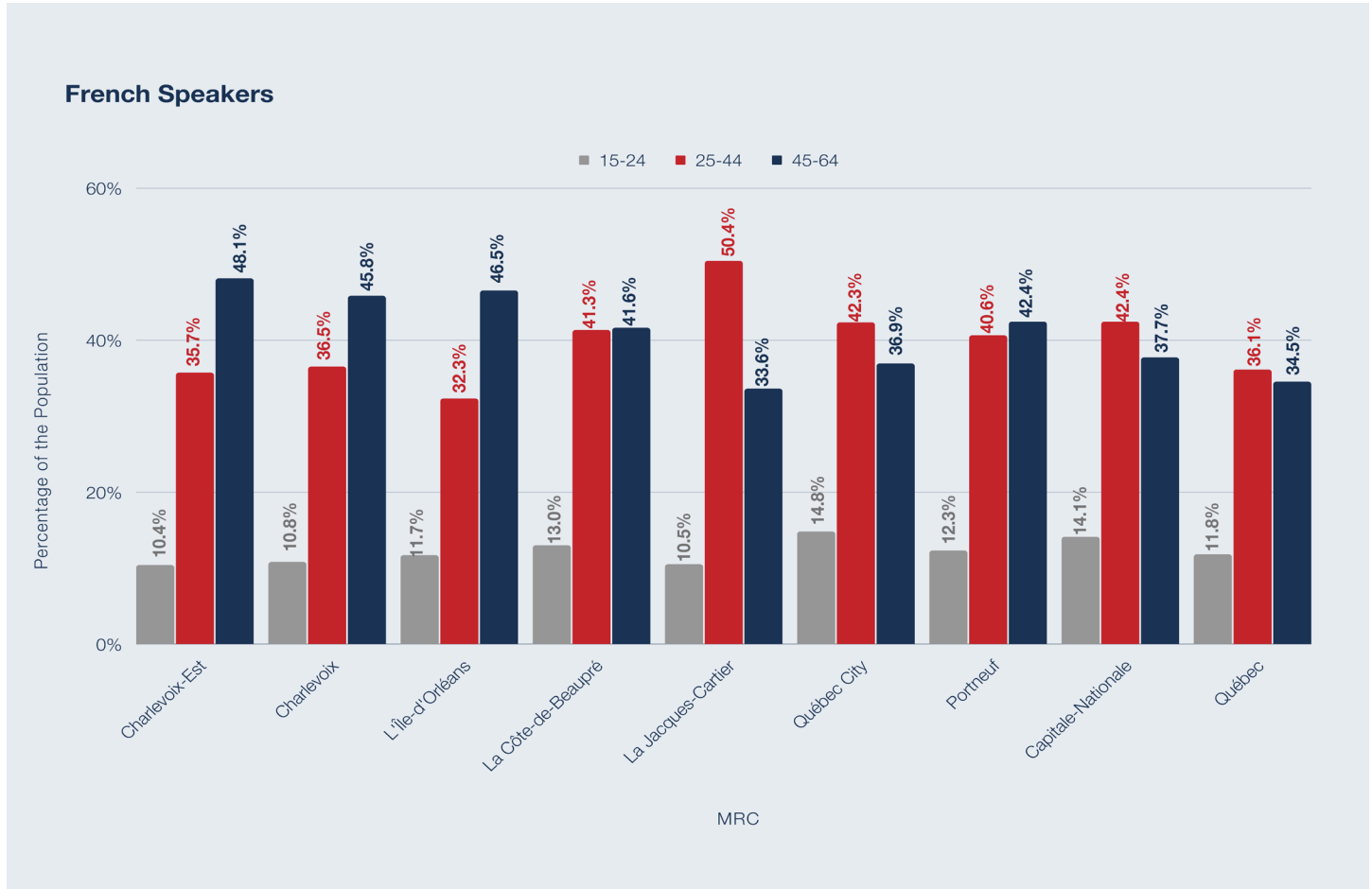
**Graph 7a: Age Structure of Capitale-Nationale's Labour Force by MRC**



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

# LABOUR FORCE

Graph 7b: Age Structure of Capitale-Nationale's Labour Force by MRC



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

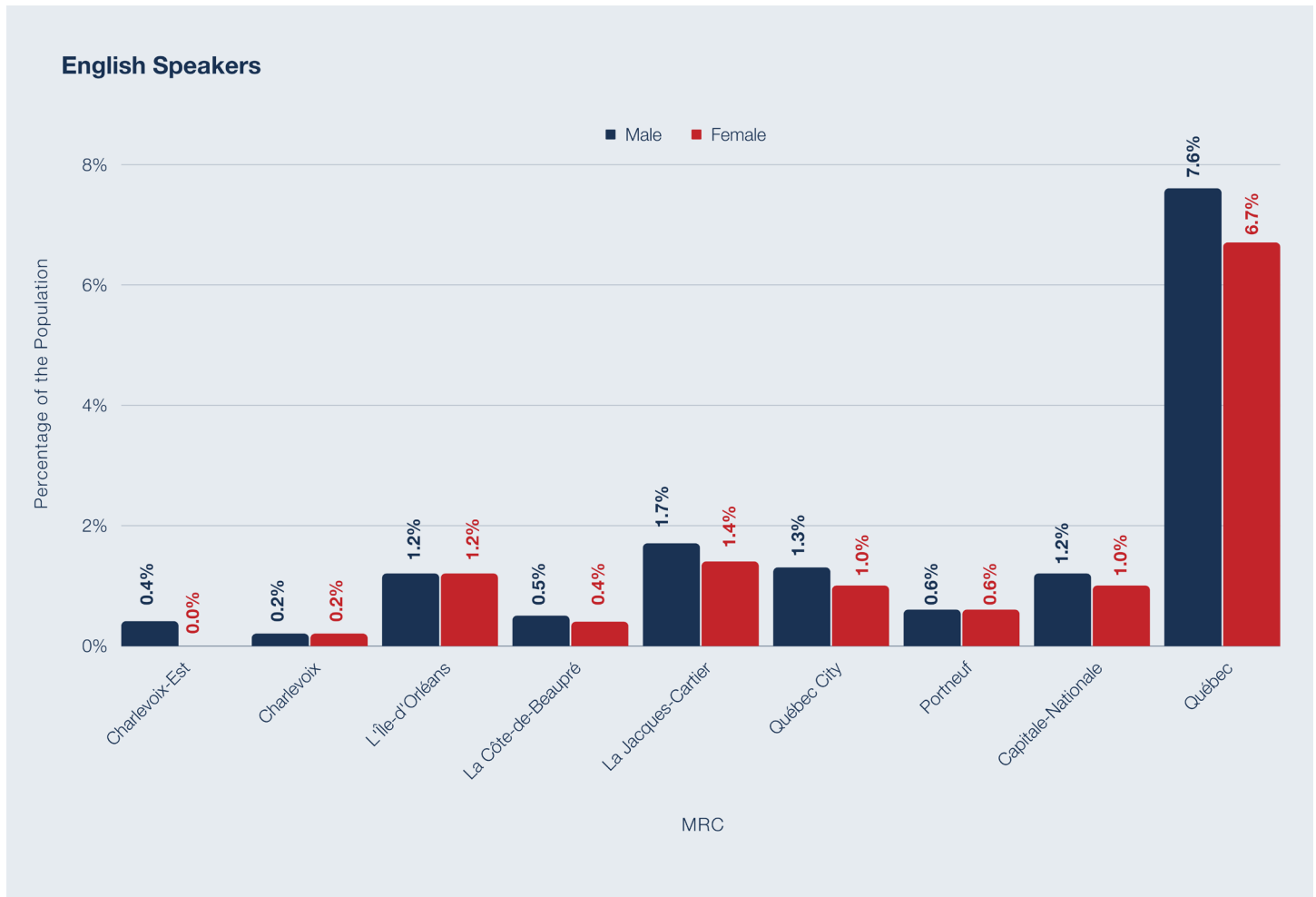
# LABOUR FORCE

## Sex Structure of Labour Force

Among both French and English speakers, men represent a larger portion of the labour force than women. This is consistent in every MRC - there is no MRC where women form the majority of the labour force.

In every MRC, French-speaking men represent more than half of the labour force. This is most evident in Portneuf, where French-speaking men represent 53% of the labour force.

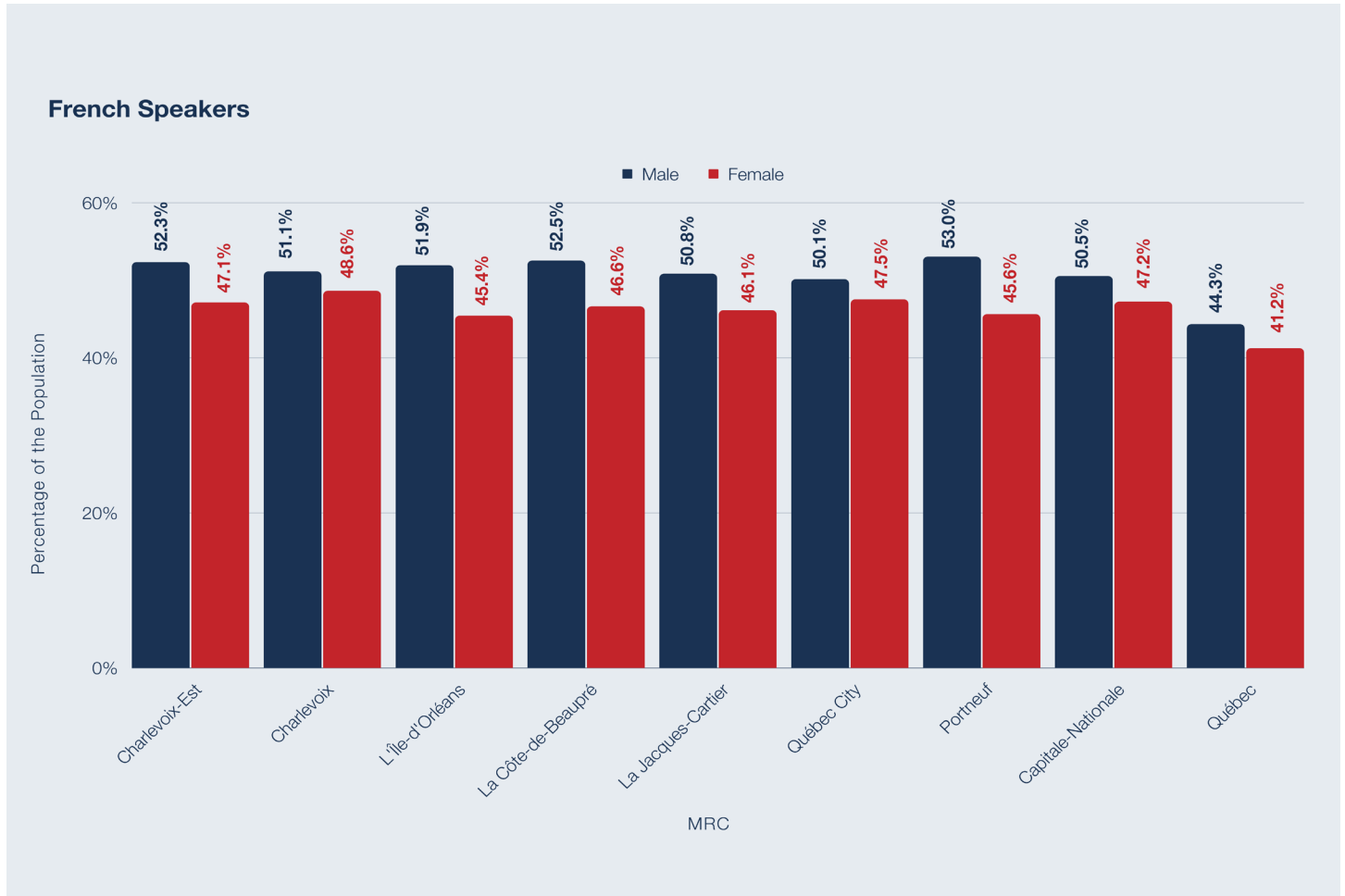
**Graph 8a: Sex Structure of Capitale-Nationale's Labour Force by MRC**



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

# LABOUR FORCE

**Graph 8b: Sex Structure of Capitale-Nationale's Labour Force by MRC**



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



# Unemployment Rate



# UNEMPLOYMENT RATE

## Total Unemployment Rate

The unemployment rate represents the percentage of individuals in the labour force who do not have paid work and are looking for work. Unemployment rate serves as an official measure of performance of the labour market and can shed light on the income, purchasing power, and socio-economic well-being of communities.

The unemployment rate, however, has its limitations. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2016.

The unemployment rate may not account for:

- Those who work seasonal occupations and have less work or no work during the winter months
- Those who have been out of work for a long time and have stopped actively looking for work
- The quality of work that individuals have.

While the unemployment rate may not capture the precariousness of part-time, temporary, and low-wage work, it remains an important official measure that indicates the lost wages, reduced economic growth, and difficulties that communities face due to joblessness.

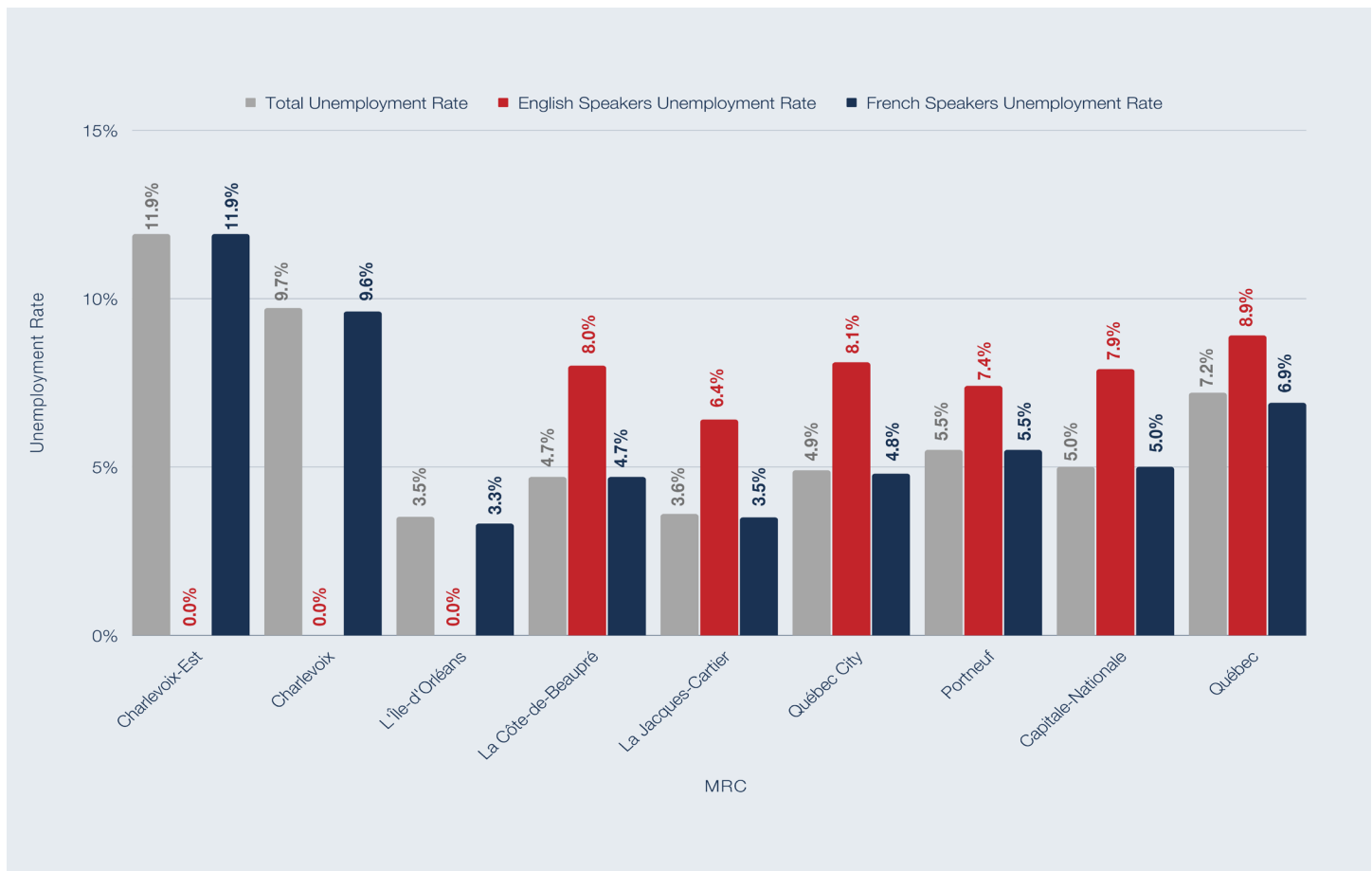
Due to a small population sample size in some MRCs, the unemployment rates for English speakers may appear as either 0%, a very high figure (e.g. 100%), or in calculable. These figures may not be representative of communities, suggesting the need for further research.

English speakers have a higher rate of unemployment than French speakers in Capitale-Nationale (7.9% versus 5%).

English speakers in Québec City have the highest rate of unemployment within the English-speaking community of the region, at 8.1%.

French speakers in Charlevoix-Est have the highest unemployment rate in the region, at 11.9%.

**Graph 9: Unemployment Rate in Capitale-Nationale by MRC**



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

# UNEMPLOYMENT RATE

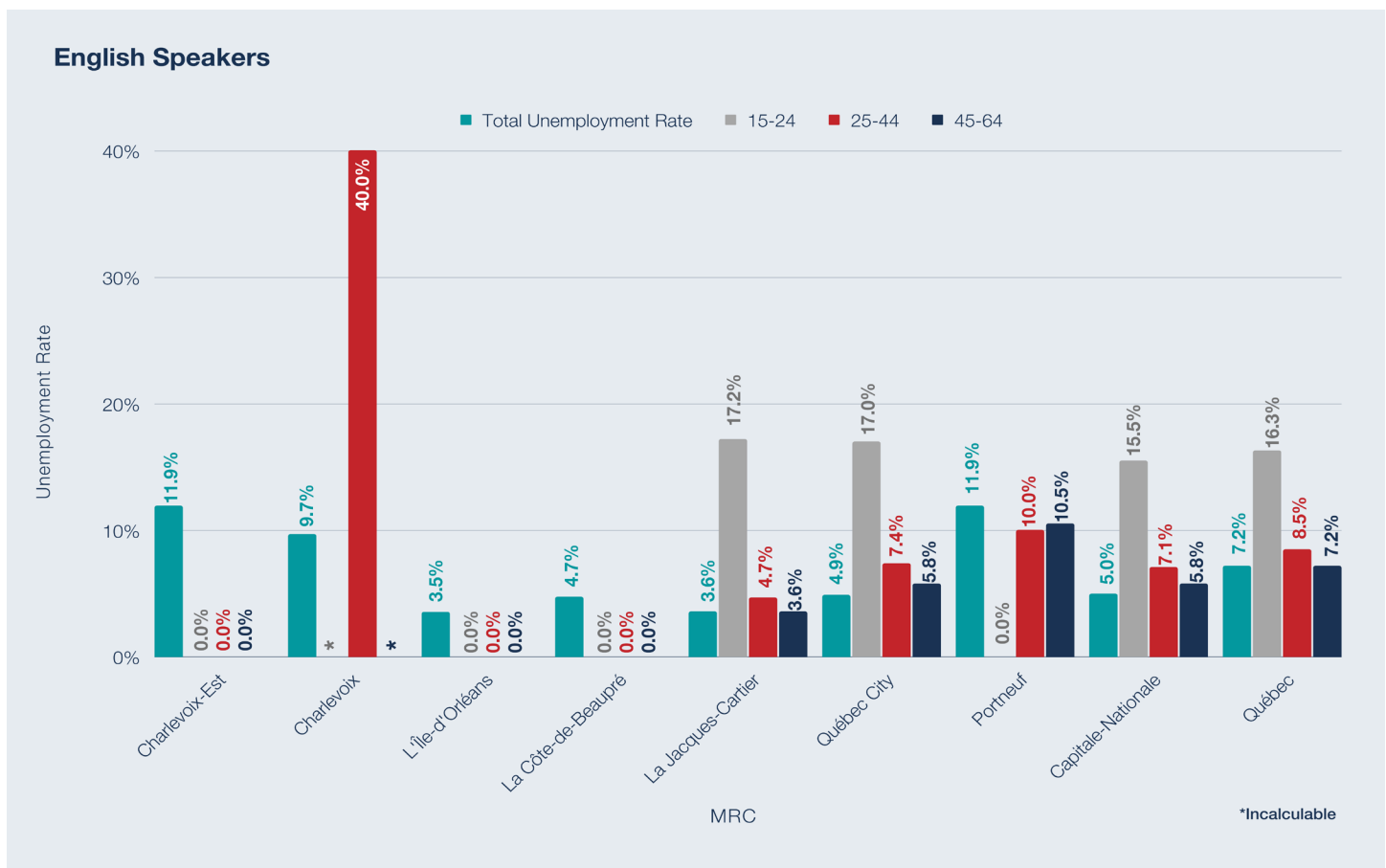
## Age Structure of Unemployment Rate

Throughout Québec, individuals aged 15-24 typically have the highest unemployment rates, among both linguistic communities. This is also the case in the Capitale-Nationale region.

The unemployment rate of English-speaking youth (15.5%) is nearly double that of French-speaking youth (8.2%).

Among French speakers, individuals aged 25-44 have the lowest unemployment rate (3.8%). Among English speakers, individuals aged 45-64 have the lowest unemployment rate (5.8%).

**Graph 10a: Age Structure of Unemployment Rate in Capitale-Nationale by MRC**

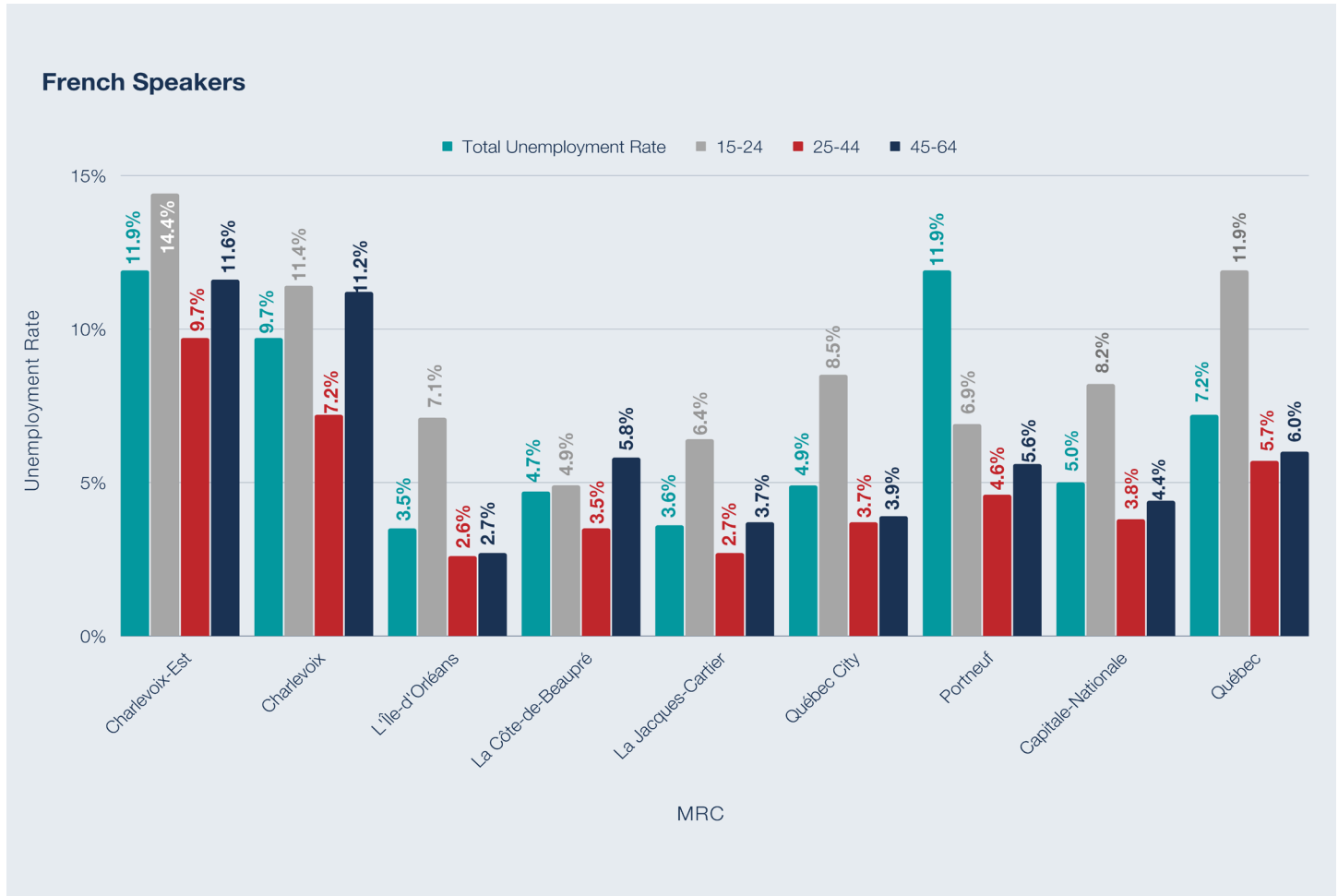


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

\*This figure is incalculable. According to the 25% sample data available through the 2016 Census, there are zero English speakers within this demographic in the labour force in this area.

# UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Capitale-Nationale by MRC



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

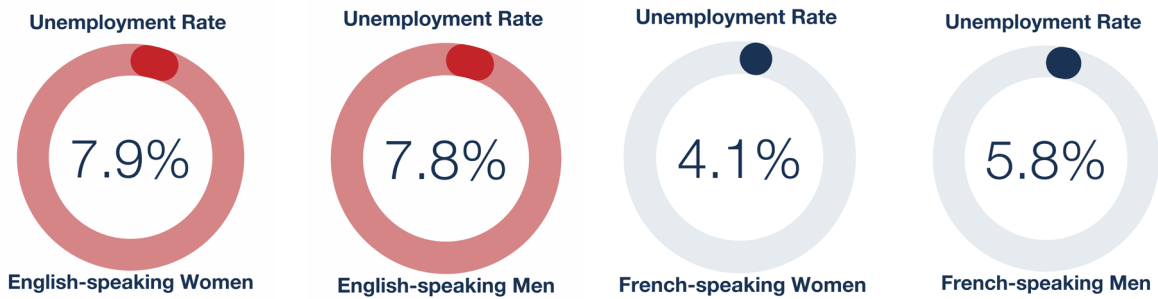
# UNEMPLOYMENT RATE

## Sex Structure of Unemployment Rate

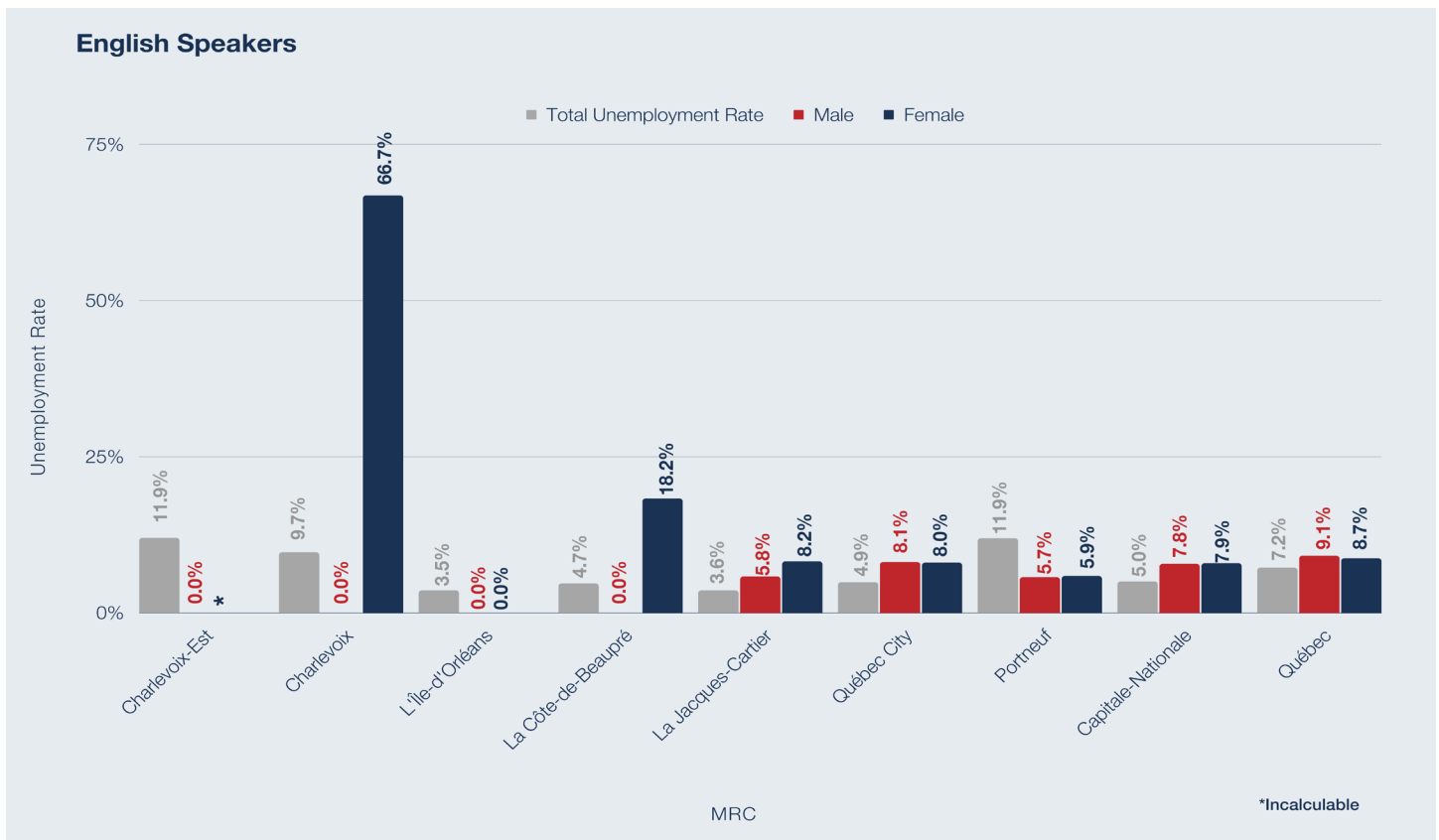
English-speaking women have a slightly higher unemployment rate than men (7.9% versus 7.8%). Among French speakers the inverse is true: French-speaking women have a lower unemployment rate than French-speaking men (4.1% versus 5.8%).

Among the MRCs where there is a large enough population sample size to generate representative data, the largest difference between English-speaking men and women is observed in la Jacques-Cartier. English-speaking women in this MRC experience an unemployment rate of 8.2%, compared to 5.8% for men.

French-speaking women in la Jacques-Cartier experience one of the lowest unemployment rates in the province, at 2.6%.



**Graph 11a: Sex Structure of Unemployment Rate in Capitale-Nationale by MRC**

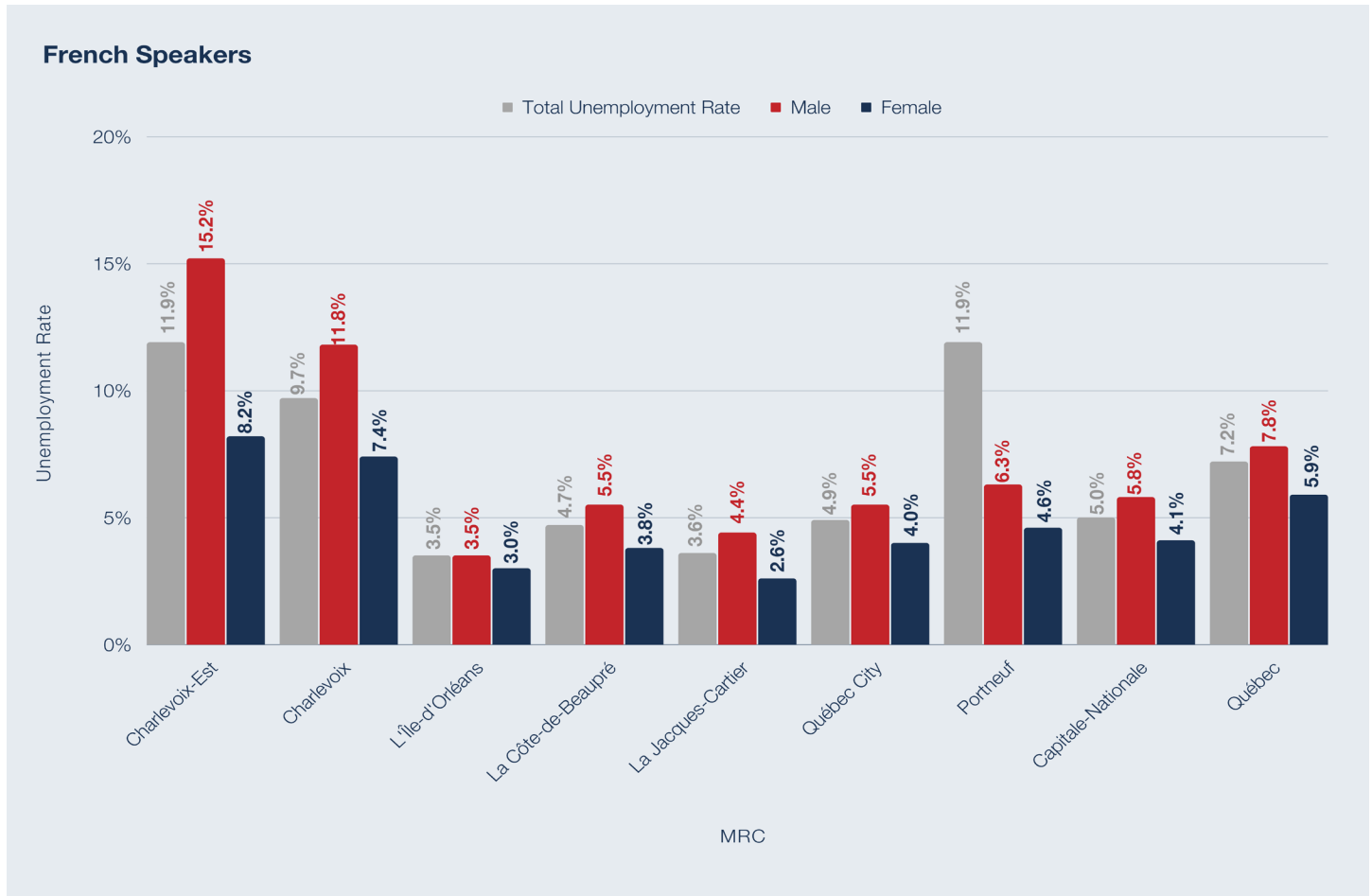


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

\*This figure is incalculable. According to the 25% sample data available through the 2016 Census, there are zero English speakers within this demographic in the labour force in this area.

# UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Capitale-Nationale by MRC



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

# Work Activity



# WORK ACTIVITY

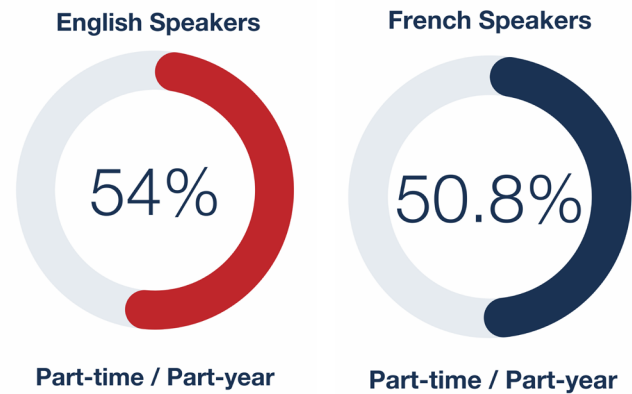
## Engagement in Part- and Full-time Work

The majority of both English and French speakers are engaged in part-time work.

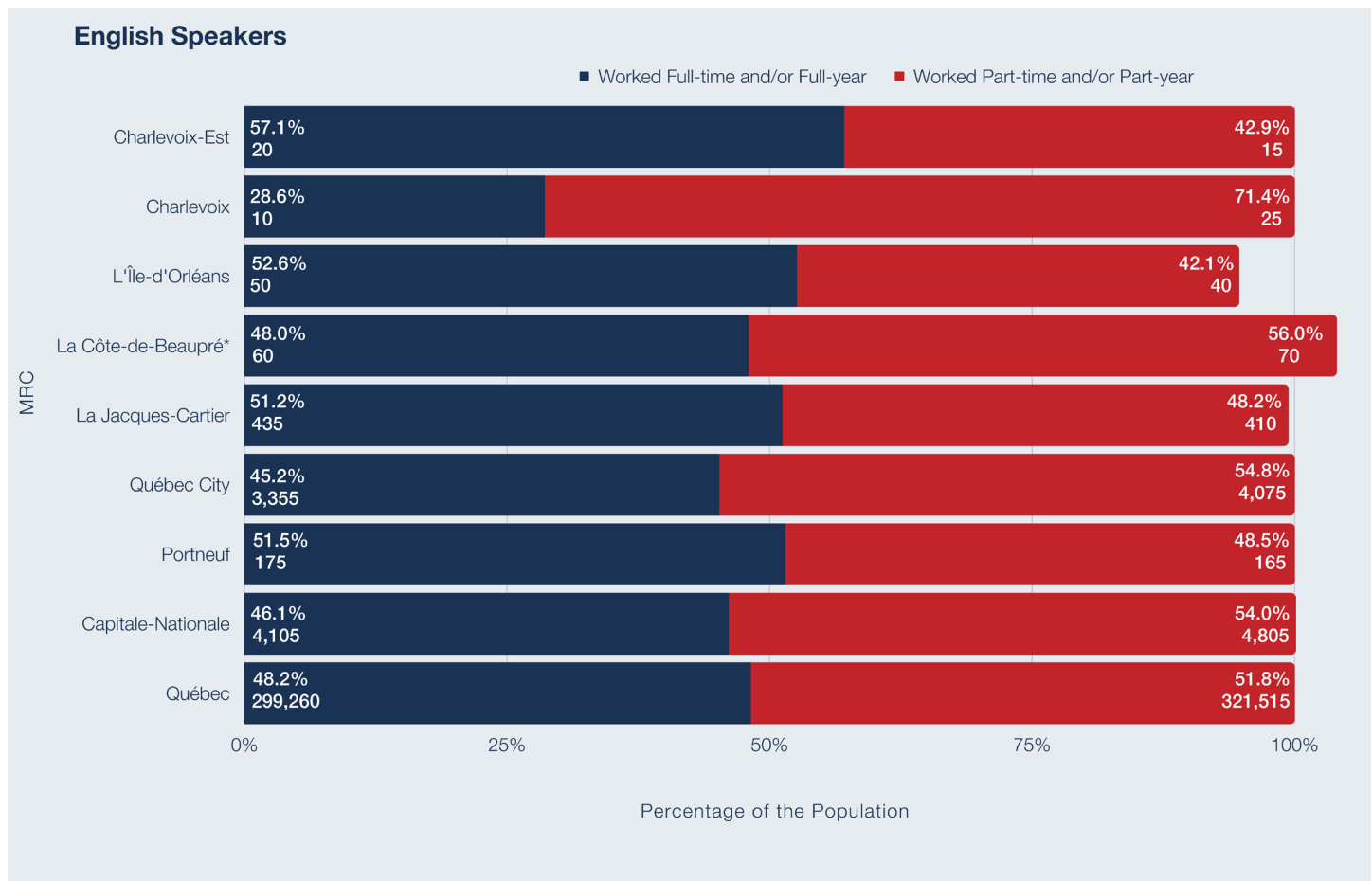
English speakers are more heavily engaged in part-time work than French speakers: 54% of English speakers work part-time, versus 50.8% of French speakers.

English speakers in Charlevoix have the highest engagement in part-time work, at 71.4%.

In Charlevoix-Est, l'Îles-d'Orléans, la Jacques-Cartier, and Portneuf, the majority of English speakers are engaged in full-time work.



**Graph 12a: Work Activity in Capitale-Nationale by MRC**



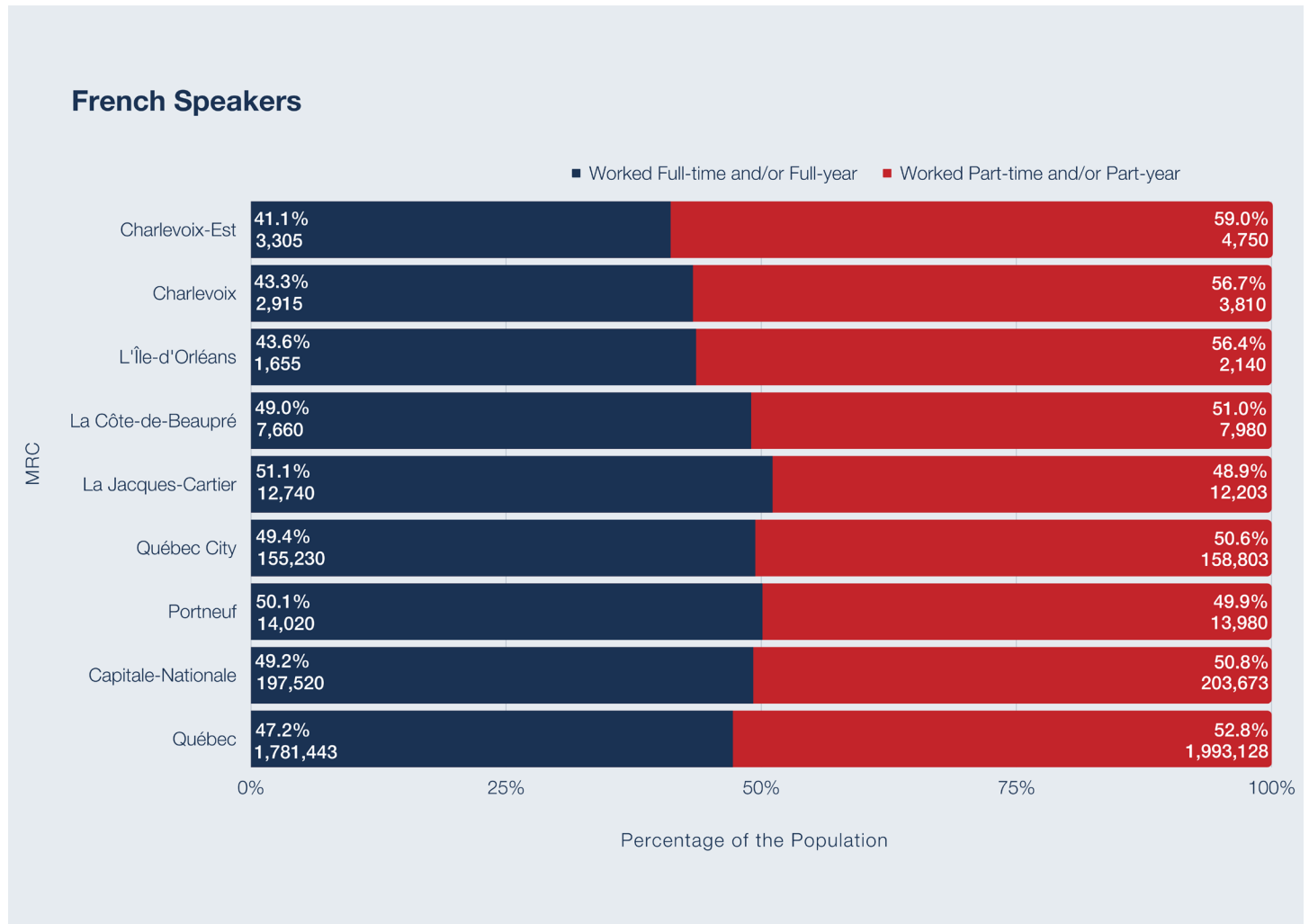
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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



# WORK ACTIVITY

**Graph 12b: Work Activity in Capitale-Nationale by MRC**



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

# WORK ACTIVITY

## Average Weeks Worked

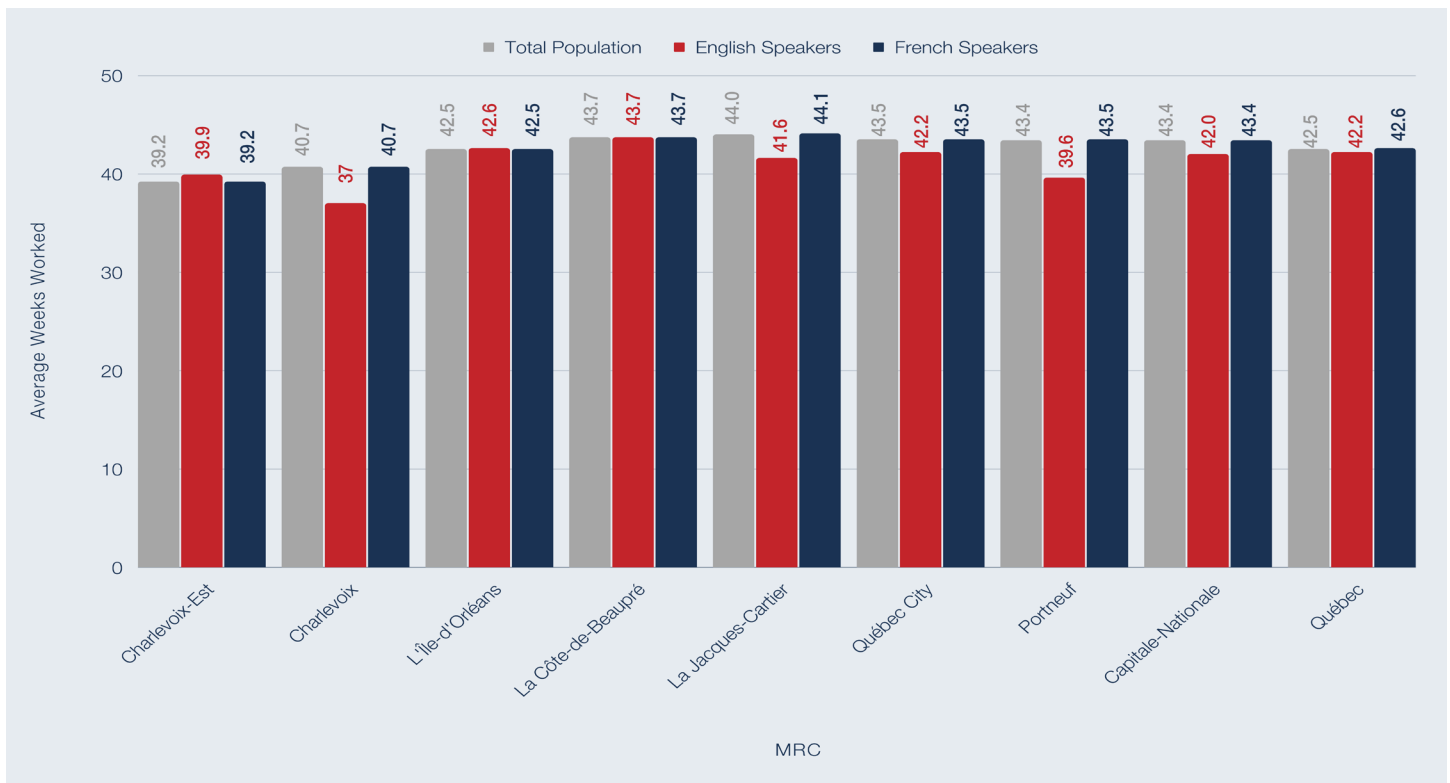
In 4 out of the 7 MRCs in Capitale-Nationale (Charlevoix, la Jacques-Cartier, Québec City, and Portneuf), English speakers work fewer average weeks per year than French speakers.<sup>11</sup>

English speakers in Charlevoix work the fewest average weeks per year, at 37. This is much lower than the overall average number of weeks worked per year in the region, at 43.4.

La Côte-de-Beaupré and L'Île-d-Orléans are the two MRCs where English speakers work the most similar average weeks per year to French speakers.



**Graph 13: Average Weeks Worked in Capitale-Nationale by MRC**



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

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

# Income



# Income

## Median After-tax Income

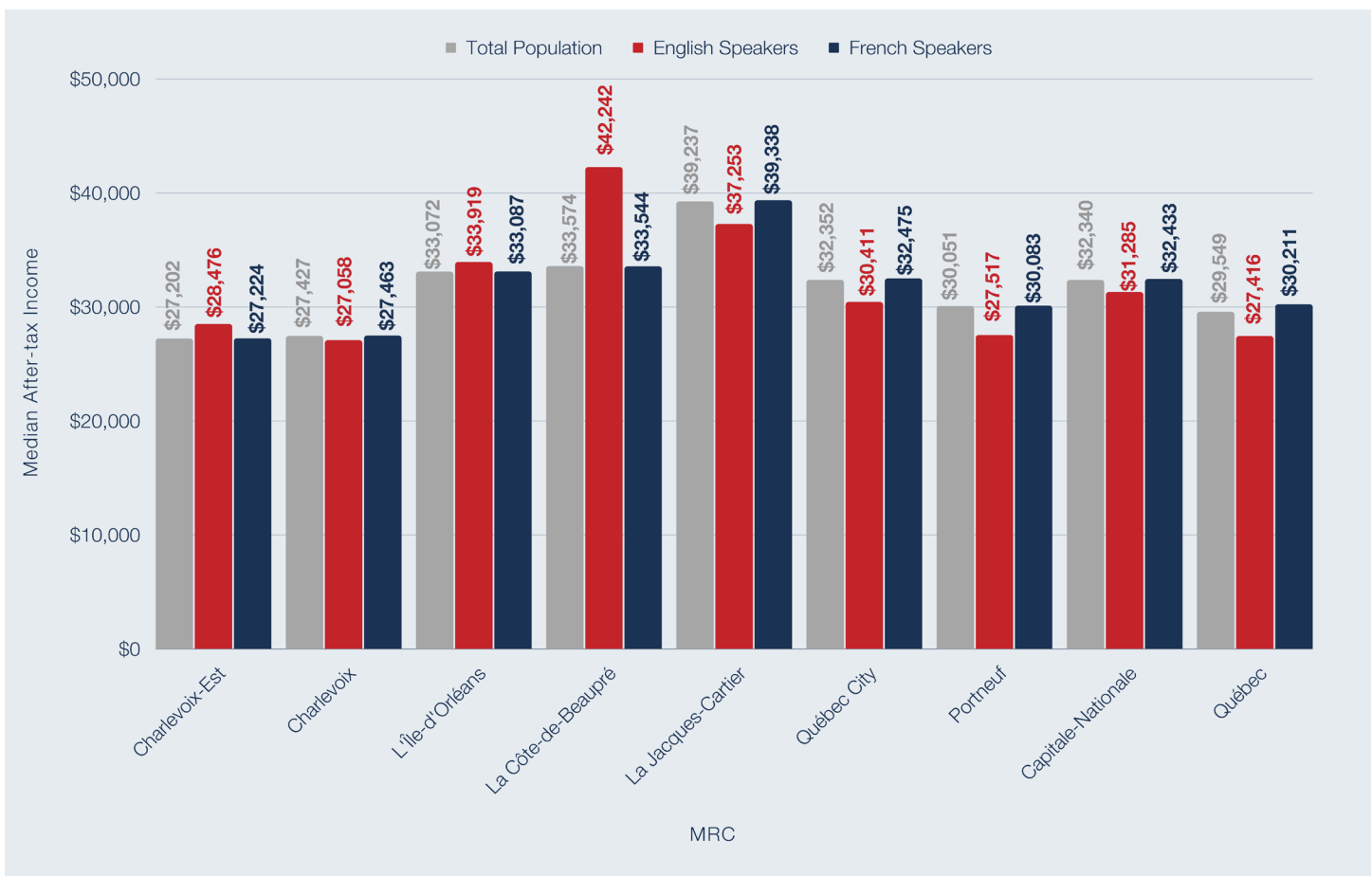
English speakers tend to earn a lower median after-tax income than French speakers.<sup>12</sup>

In the Capitale-Nationale region, English speakers earn a slightly lower median after-tax income than French speakers (\$31,285 versus \$32,433), although both linguistic communities earn relatively high incomes in comparison to other regions in the province.

In la Jacques-Cartier, Québec City, and Portneuf, English speakers earn noticeably less than French speakers.

In la Côte-de-Beaupré, English speakers earn roughly \$8,700 more than French speakers.

**Graph 14: Median After-tax Income in Capitale-Nationale by MRC**



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

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

# Education



# EDUCATION

## Educational Attainment

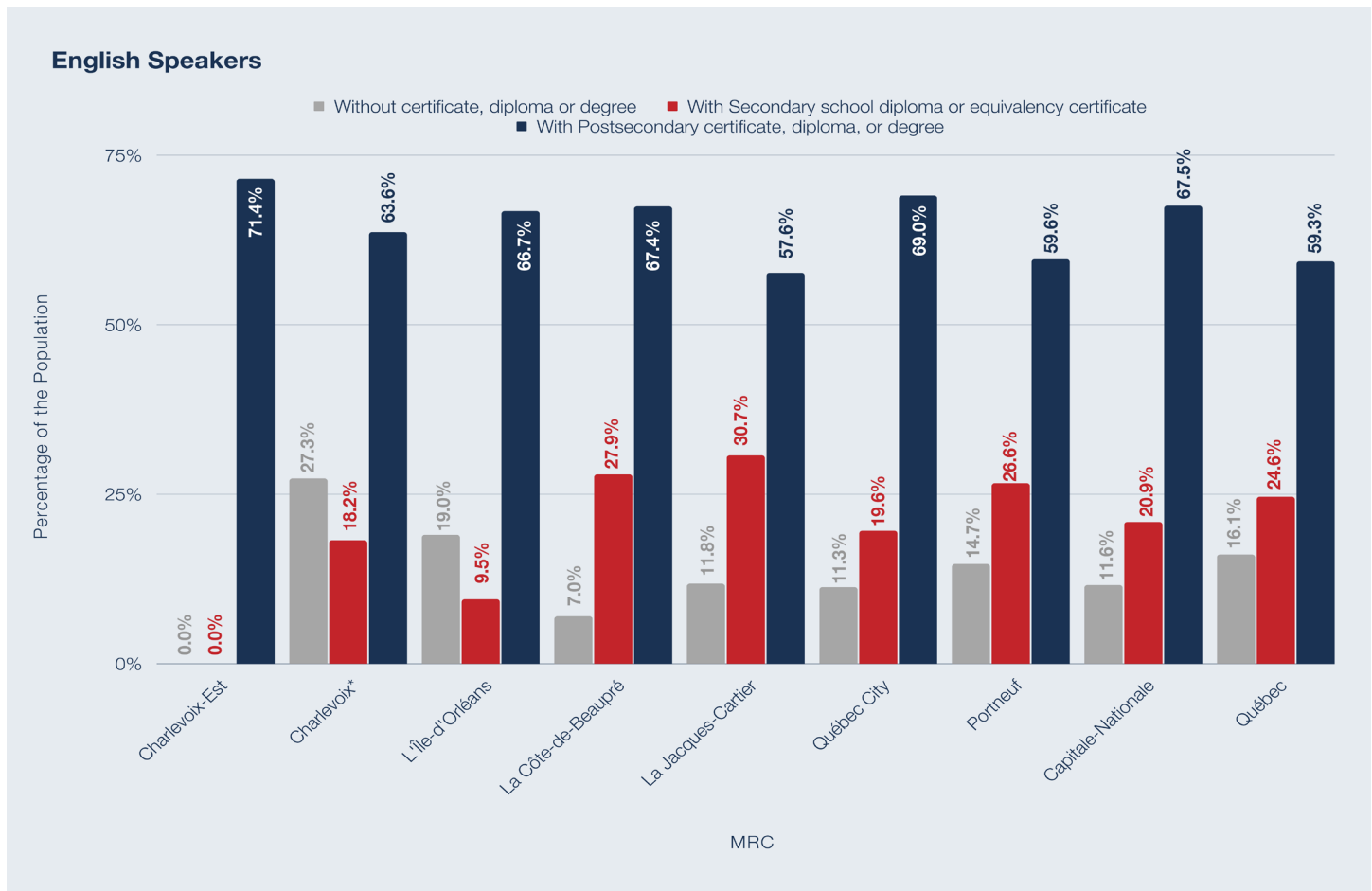
In most developed countries, employment, earnings, and labour productivity rise with educational attainment. Education provides the skills and training that are useful for labour market entry and advancement. In Québec, French is taught within the primary and secondary education systems, providing the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

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

English speakers have a higher rate of postsecondary educational attainment compared to French speakers (67.5% compared to 64.7%).

The postsecondary attainment rates of English and French speakers in Capitale-Nationale are the highest and second highest of any linguistic group in the province, respectively.

**Graph 15a: Educational Attainment in Capitale-Nationale by MRC**

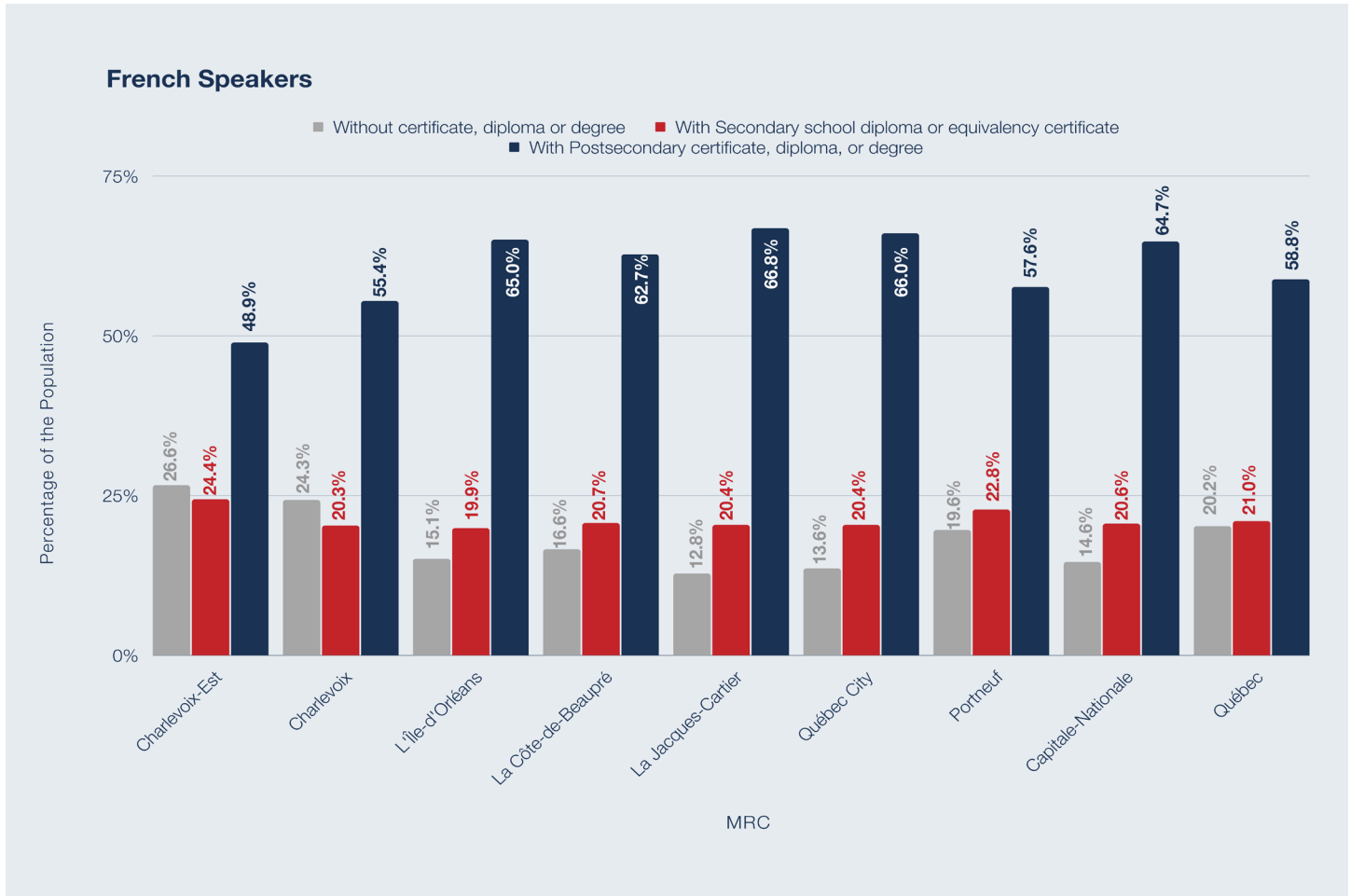


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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

# EDUCATION

**Graph 15b: Educational Attainment in Capitale-Nationale by MRC**



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

# REFERENCES

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

Hamelin, F. (2020). Portrait économique des régions du Québec. Ministère de l'Économie et de l'Innovation. Retrieved from: [https://www.economie.gouv.qc.ca/fileadmin/contenu/documents\\_soutien/regions/portraits\\_regionaux/20200322-PERQ-2020.pdf](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/20200322-PERQ-2020.pdf)

Hamelin, F. (2021). Portrait manufacturier des régions du Québec. Ministère de l'Économie et de l'Innovation. Retrieved from: [https://www.economie.gouv.qc.ca/fileadmin/contenu/publications/etudes\\_statistiques/secteur\\_manufacturier/portrait\\_manufacturiers\\_du\\_Quebec.pdf](https://www.economie.gouv.qc.ca/fileadmin/contenu/publications/etudes_statistiques/secteur_manufacturier/portrait_manufacturiers_du_Quebec.pdf)

Ministère de l'Économie et de l'Innovation du Québec. (2021, September 01). Région Capitale-Nationale: Secteur des entreprises. Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/capitale-nationale/portrait-regional/secteur-des-entreprises/>

Ministère de l'Économie et de l'Innovation du Québec. (2021, September 03). Région Capitale-Nationale: Structure économique. Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/capitale-nationale/portrait-regional/structure-economique/>

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

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