



CEDEC

A Better Economy for Better Lives

**A WORKFORCE DEVELOPMENT STRATEGY FOR
ENGLISH-SPEAKERS AND THE OLMCQ**

Presentation to ESDC Community Consultation
John Buck, President & Chief Executive Officer

THANK YOU FOR TODAY'S OPPORTUNITY

- It is always encouraging to participate in discussions to help federal departments and agencies **meet their Part VII obligations** under the Official Languages Act (OLA).
 - In addition, these **Dialogue Days** help us to catch up on the excellent community research, programming, and services different organizations are involved in.
- Before I begin my presentation on the **Workforce Development Strategy**, I shared with the **National Workforce Summit** yesterday, allow me to acknowledge the excellent work I had an opportunity to review preparing for today's dialogue.
 - The **CHSSN** provided us with an update on the current situation of English-speaking children and their parents, with a specific focus on their vulnerabilities and how to better respond to these.
 - **CASA** shared its observations on regional labour market participation, focusing on English-speaking youth unemployment rates and offering recommendations to improve labour market participation.
 - **Literacy Quebec** is a network of 15 community-based literacy organizations, and its primer on network services provides an important reminder of the essential social and economic value of literacy.
 - **PERT** provided an excellent overview of the employment situation of English-speakers in Quebec and outlined an upcoming project on identifying the employment issues of English-speaking youth.

THE PURPOSE OF THIS PRESENTATION



Provide an overview of CEDEC's presentation to yesterday's National Workforce Summit.

Outline the main elements of the proposed Strategy.

Link the Strategy to the Government of Canada's Part VII Obligations under the OLA.

Answer any questions you may have about the Strategy.

ORIGIN OF THE STRATEGY

What Inspires and Drives Us



A dynamic, innovative and productive economy, including a well-functioning labour market and a future-oriented Workforce Development Strategy, improves the well-being of all Canadians and the vitality of their communities, including Official Language Minority Communities (OLMCs) across Canada.

- In Quebec, English-speakers and the ESCQ contribute in a meaningful way to the growth of the province's economy in partnership with the Francophone majority.
- The ESCQ also leverages Quebec's economic prosperity to address community specific economic and labour market development challenges.



WORKFORCE DEVELOPMENT

A Key Enabler of the 2023-2033 Economic & Labour Market Development Plan

OBJECTIVES

- Strengthen the contribution of English-speakers and the ESCQ to growing and developing Quebec's economy.
- Leverage Quebec's economy to address the economic disparities/disadvantages experienced in the ESCQ.

TARGETS

- Create or expand 250 businesses or social enterprises.
- Create or fill 1000 jobs.
- Attract \$5M in investment.
- Reduce by 50% the economic disparities experienced by the ESCQ.
- Expand the number of communities across Quebec benefitting from Collaborative Economic Development.

WORKFORCE DEVELOPMENT IN THE OLMCQ

- **Workforce Development is a Critical Component of Economic Development**

- It provides the labour the private, public, and civil society sectors need to produce the tangible and intangible services and products we depend on to live and to thrive.
- It is about **equipping the people of today's workforce and tomorrow's workforce** with the knowledge and know-how they need to take advantage of career and work opportunities emerging in the economy.

- **The English-speaking Workforce**

- 1,452,285 workers living in the province (35.4%), or one-third of Quebec's workforce used English at least regularly at work, including all those who used English most often at work.
- Among workers who used English, at least regularly at work, many worked in professional, scientific, and technical services (188,300 people, or 13.0%), retail trade (158,980 people, or 10.9%) or health care and social assistance (155,700 people, or 10.7%).
- As a population group, English-speakers face specific challenges that have been well documented over the past 10 years, i.e., they experience higher unemployment rates across the province and earn a lower median income than the general population in Quebec.

WORKFORCE DEVELOPMENT IN THE OLMCQ

CEDEC's TWO KEY MESSAGES YESTERDAY TO CANADA'S NATIONAL WORKFORCE SUMMIT

No matter the lens applied, a well-prepared and highly participative English-speaking workforce with the necessary knowledge, know-how, and language skills is essential to growing Quebec's economy and developing a healthy Quebec society.

***No one** economic development or community development actor **working alone** can address the future workforce development needs and aspirations of English-speakers in Quebec.*

*The **MISSING LINK** for successful OLMCQ workforce development is an effective, coordinated, and future-oriented, English-speaking **Workforce Development Strategy***

- Enable English-speakers to take full advantage of the employment opportunities available in Quebec's economy.*
- Equip them to **shift and adapt** to changing economic realities across the province.*

THE PRINCIPLES OF AN OLMCQ WORKFORCE DEVELOPMENT STRATEGY

- **Alignment** with OLMCQ economic development priorities. *(slide 4)*
- **Continual access** to timely and up-to-date local, regional, and provincial information about:
 - The English-speaking workforce and its demographic trajectory.
 - The knowledge and know-how profiles of English-speakers.
 - The emerging demand for labour in Quebec's economy.
 - The identification of employment opportunities best suited to the skills and know-how of English-speaking Quebecers.
- A focus on **the career and skills development aspirations** of English-speakers.
- Connectedness **between** worker career and skills development aspirations **and** labour market demands across the province's economy.
- A focus on **short-, medium-, and long-term workforce development priorities**.
- A specific emphasis on **paid - on the job - skills acquisition** which leverages natural work environments and workflows.

NECESSARY ENABLING MECHANISMS

- An English-speaking **Talent Management Supply Chain ECOSYSTEM**
 - Collaboration is at the heart of CEDEC's mandate and mission.
 - Collaboration requires different community actors and partners to work together to identify creative workforce development solutions that go beyond any one actor's vision of what is possible.
- The Sharing of **Workforce and Labour Market Development Information** at the Community, Regional, and Provincial Levels
 - Information sharing is essential if the English-speaking workforce is to take full advantage of career and skills development and advancement opportunities emerging across Quebec's economy.
- A **Provincial Talent Matching and Placement Service** Across Quebec Capable of Operating at the Community, Regional, and Provincial Levels
 - A talent matching and placement service is required.
 - It would leverage technology to identify and share information about employment opportunities that take best advantage of the career and skills development aspirations of English-speaking workers.
- Ongoing **Performance Monitoring and Evaluation**
 - Consistently recommend evidence-based and innovative workforce development solutions adapted to the needs and aspirations of the English-speaking workforce in Quebec.

THE FEDERAL GOVERNMENT MUST HELP

- **Part VII of the Official Languages Act (OLA)** obliges federal government departments and agencies to actively contribute to **enhancing the vitality** of the English and French linguistic minority communities across Canada (OLMCs), **including the OLMCQ**.
- Making optimal use of the federal government's **scarce Official Language funding resources** will help maximize benefits for English-speakers and the OLMCQ.
 - This requires **coordination and collaboration across** the OLMCQ, and **between** the OLMCQ and relevant federal departments and agencies.
- CEDEC believes the obligation of the Government of Canada to take **positive measures** to support the continuous and sustained advancement of the OLMCQ, includes requirements to make purposeful investments that are both coherent and coordinated to maximize benefits of English-speakers and the ESCQ.

CONCLUSION

- **Workforce development is a critical enabler of economic development.**
- **No one** economic development or community development actor **working alone** can address the future workforce development needs and aspirations of English-speakers in Quebec.
- The **MISSING LINK** for successful OLMCQ workforce development is an effective, coordinated, and future-oriented, English-speaking **Workforce Development Strategy**.
- CEDEC's Brief to Canada's 2024 National Workforce Summit outlined the importance for the federal government getting actively behind and supporting a Workforce Development Strategy that is aligned with the economic development of the OLMCQ.



QUESTIONS

THANK YOU