



Employment Profile of English Speakers in

Côte-Nord

Provincial Employment Roundtable

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Executive Summary

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

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



KEY FINDINGS:

- English speakers constitute 6.1% of Côte-Nord's labour force, and they have a similar labour force participation rate to French speakers, 60.2% compared to 60.5%, respectively.
- However, English speakers in Côte-Nord have an unemployment rate of 17.9%. This is more than double the unemployment rate of French speakers in the region (6.8%).
- English speakers earn a median after-tax income of \$34,800 and a median employment income of \$28,400. They earn \$4,000 less in after-tax income and \$11,200 less in median employment income than French speakers.
- Less than half of English speakers are engaged in full-time employment (40.1%), compared to 55% among French speakers.
- Health care and social assistance is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Côte-Nord are 'Health care and social assistance', followed by 'Construction', 'Retail trade', and 'Educational services'. The top 4 leading industries for French speakers in Côte-Nord are 'Health care and social assistance', followed by 'Retail trade', 'Manufacturing' and 'Public administration'.

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 PRIIME¹ and IPOP.²
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training³ 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.

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, the 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.

¹ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 5). *5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME)*. Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

² IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 17). *5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel*. Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³ 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 Côte-Nord'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.
- Fund English-language regional and community organizations to deliver employability and employment assistance programs to English speakers.

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.

Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada. The profile uses 100% and 25% sample data from the 2021 Census. The 100% data is drawn from all populations in Canadian private households, while the 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire. With the exception of the data in the Population section, the data in all sections of this profile pertains to individuals aged 15 and over in private households. The data in this profile is organized by Administrative Region and Regional County Municipality (RCM). Labour force characteristics are provided for English speakers and French speakers according to three main categories - age, gender and visible minorities. Key labour force characteristics are included at the end of each section for Indigenous English speakers, whose Census populations are sometimes too small to produce reliable data for all the labour force characteristics.

In some areas, the population sample sizes were too small to generate reliable data. We suppressed unreliable data for the variables of job vacancies by occupation, job vacancies by industry, labour force participation rate, unemployment rate, low-income cut-off rate, median after-tax income, median employment income and average

weeks worked. We suppressed the data for these variables when the population sample was 100 people or less and the calculations for these variables resulted in a figure that was 0%, 100%, incalculable (i.e. 0/0), or unavailable from the source data. Otherwise, we have retained the data within the profile for general information, but suggest the reader utilize caution when interpreting figures for small populations.

Additional data is drawn from the Institut de la statistique du Québec and the Ministère de l'Économie, de l'Innovation et de l'Énergie in order to provide an economic overview of the region.

We also conducted semi-structured focus group interviews with individuals from organizations serving English speakers in the region in the month of May 2023 to identify key employment issues, challenges and skill gaps faced by English speakers in the labour market. The responses obtained from these interviews were analyzed and sorted thematically to identify common issues for English speakers in the region. All direct quotes are from transcripts of the recorded interviews. Some quotes have been lightly edited for clarity, without changing the meaning or intent of the speaker.

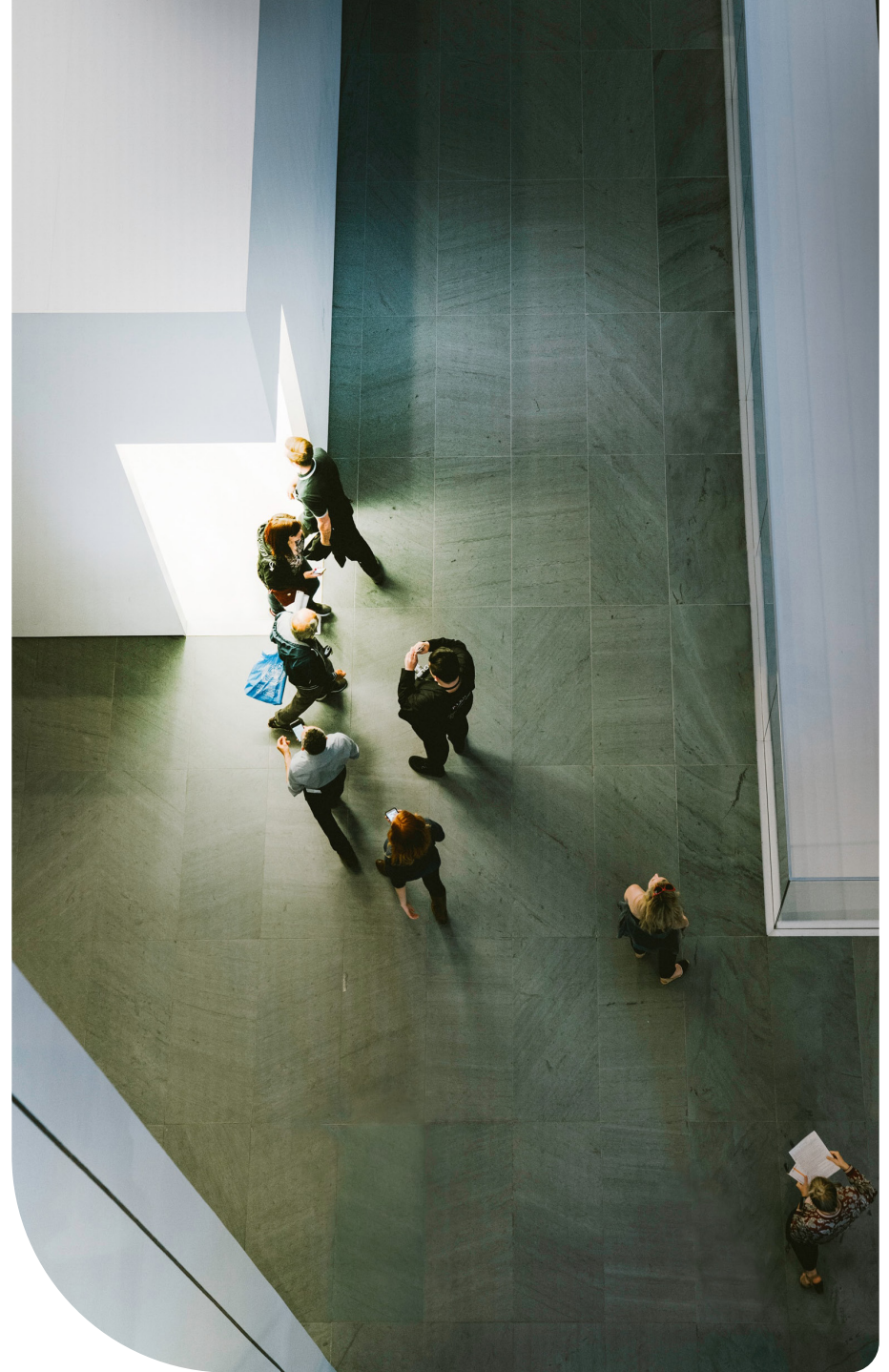
⁴ It is important to note that the reference year for the 2021 Census was 2020, during which the COVID-19 pandemic took place. Therefore, the labour force characteristics of Canadians were likely impacted by the pandemic. More recent data suggests some indicators, such as unemployment rate, have decreased across most communities in Québec. However, unemployment and earnings data for English speakers in Québec over the past 4 Censuses have remained relatively lower than French speakers'. 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.

⁵ 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.⁶

⁶ 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.⁷

After-Tax Income - refers to the total income of a person minus income taxes.

Educational Attainment - refers to the highest level of education that a person has successfully completed.

Employed - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee relationship, or who was self-employed.

Employment Income - refers to income that a person receives as wages, salaries and commissions from paid employment, including self-employment.

Indigenous - refers to people who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit), and/or those who report being Registered or Treaty Indians who are registered under the Indian Act of Canada, and/or members of a First Nation or Indian band, according to Statistics Canada.

Industry - refers to a specific sector of economic activity engaged in by a given group. The industry data is produced according to the North American Industry Classification System 2017.

Labour Force - refers to all persons aged 15 and over who were either employed or unemployed during the reference week of May, 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.

⁷ 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 latest data available on the employment situation of English speakers in the Côte-Nord region of Québec. The data provided is primarily from the 2021 Canadian Census, which provides the most comprehensive and updated 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 Côte-Nord. 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 Côte-Nord's labour market.



Section 1

Population

Population

TOTAL POPULATION

Out of Côte-Nord's total population of 87,420, there are approximately 5,298 individuals who are English speakers and represent 6.1% of the region's population.⁸ Among these small English-speaking communities, the majority live in Golfe-du-Saint-Laurent, which has the highest population share of English speakers, with English speakers representing 85% of the population.

Graph 1: Share of Total Population of Côte-Nord by RCM

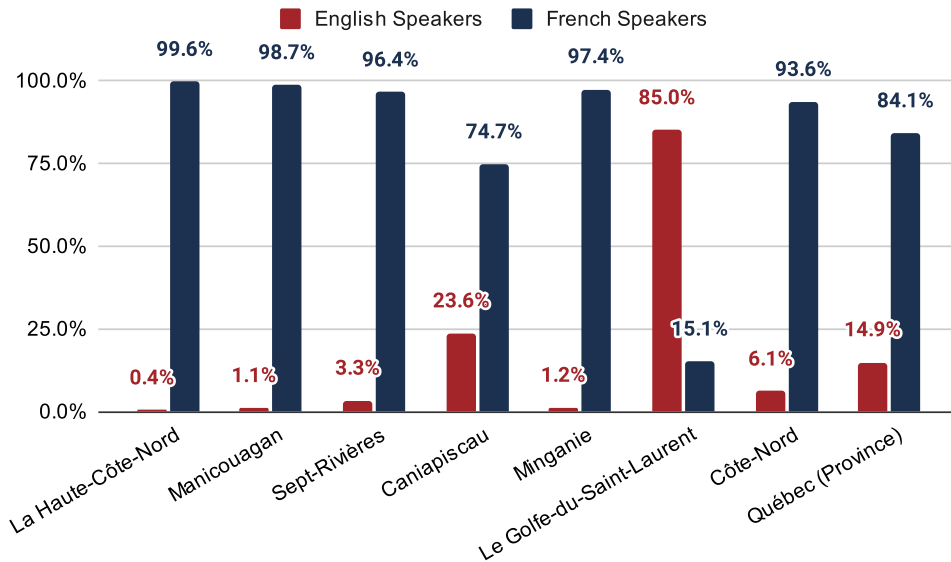


Table 1: Total Population of Côte-Nord by RCM

	English Speakers	French Speakers
La Haute-Côte-Nord	38	10,153
Manicouagan	315	29,490
Sept-Rivières	1,115	32,590
Caniapiscau	918	2,903
Minganie	73	6,163
Le Golfe-du-Saint-Laurent	2,840	505
Côte-Nord	5,298	81,803
Québec (Province)	1,253,578	7,074,323

⁸ 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.

Population - Age Structure

Côte-Nord has an aging population. Among English speakers, individuals aged 55-64 and 65+ represent the largest share of the population. Similarly, 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 a smaller portion of the total population of most RCMs.

Table 2.a: Age Structure of Côte-Nord's English-Speaking Population by RCM

	English Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Manicouagan	1.1%	0.2%	0.2%	0.1%	0.1%	0.3%	0.2%
Sept-Rivières	3.4%	0.4%	0.5%	0.4%	0.4%	0.5%	0.6%
Caniapiscau	23.1%	3.9%	4.2%	2.2%	2.7%	2.1%	1.0%
Minganie	1.5%	0.0%	0.4%	0.0%	0.0%	0.2%	0.0%
Le Golfe-du-Saint-Laurent	86.3%	7.1%	8.7%	7.1%	13.8%	15.9%	21.9%
Côte-Nord	6.2%	0.7%	0.8%	0.6%	0.9%	1.0%	1.2%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

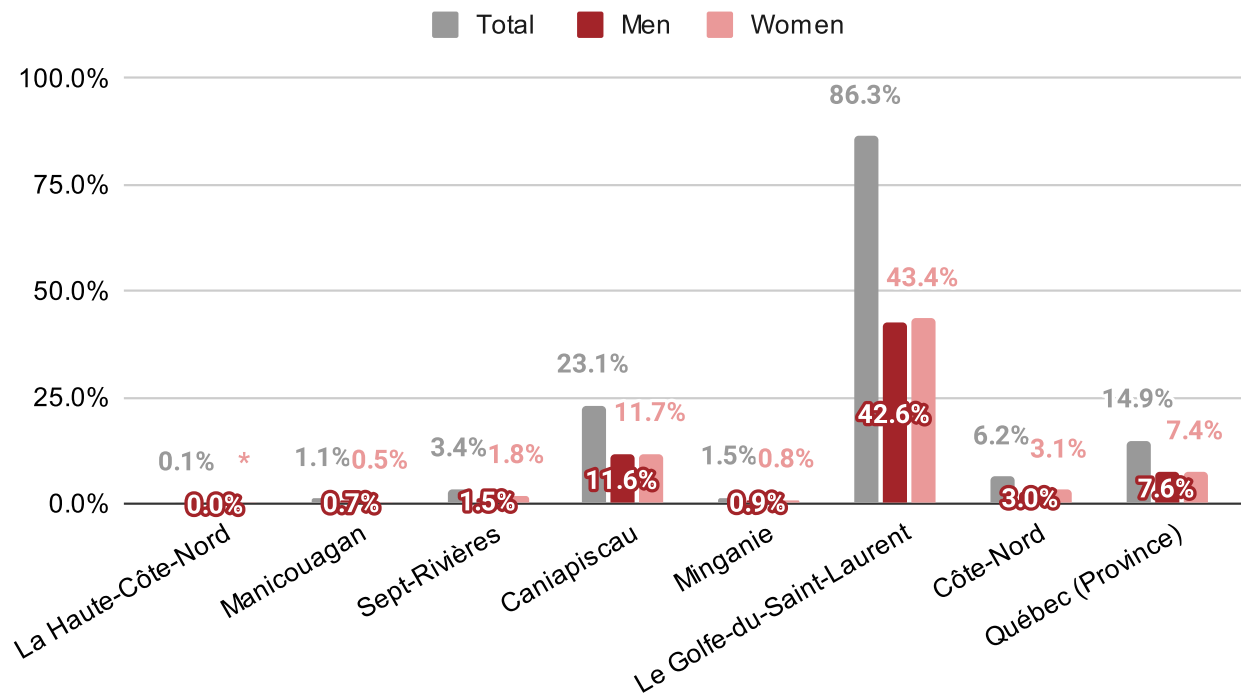
Table 2.b: Age Structure of Côte-Nord's French-Speaking Population by RCM

	French Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	99.7%	7.4%	8.9%	9.9%	12.3%	20.2%	28.3%
Manicouagan	98.7%	9.4%	10.1%	11.9%	12.4%	18.6%	21.5%
Sept-Rivières	96.4%	10.3%	11.0%	12.0%	12.6%	15.1%	18.0%
Caniapiscau	75.2%	8.6%	10.9%	13.4%	12.5%	9.1%	2.8%
Minganie	97.1%	9.4%	10.1%	11.3%	12.7%	17.8%	18.6%
Le Golfe-du-Saint-Laurent	14.0%	1.5%	0.9%	1.8%	2.6%	3.5%	2.6%
Côte-Nord	93.5%	9.2%	10.0%	11.3%	12.1%	16.3%	19.2%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

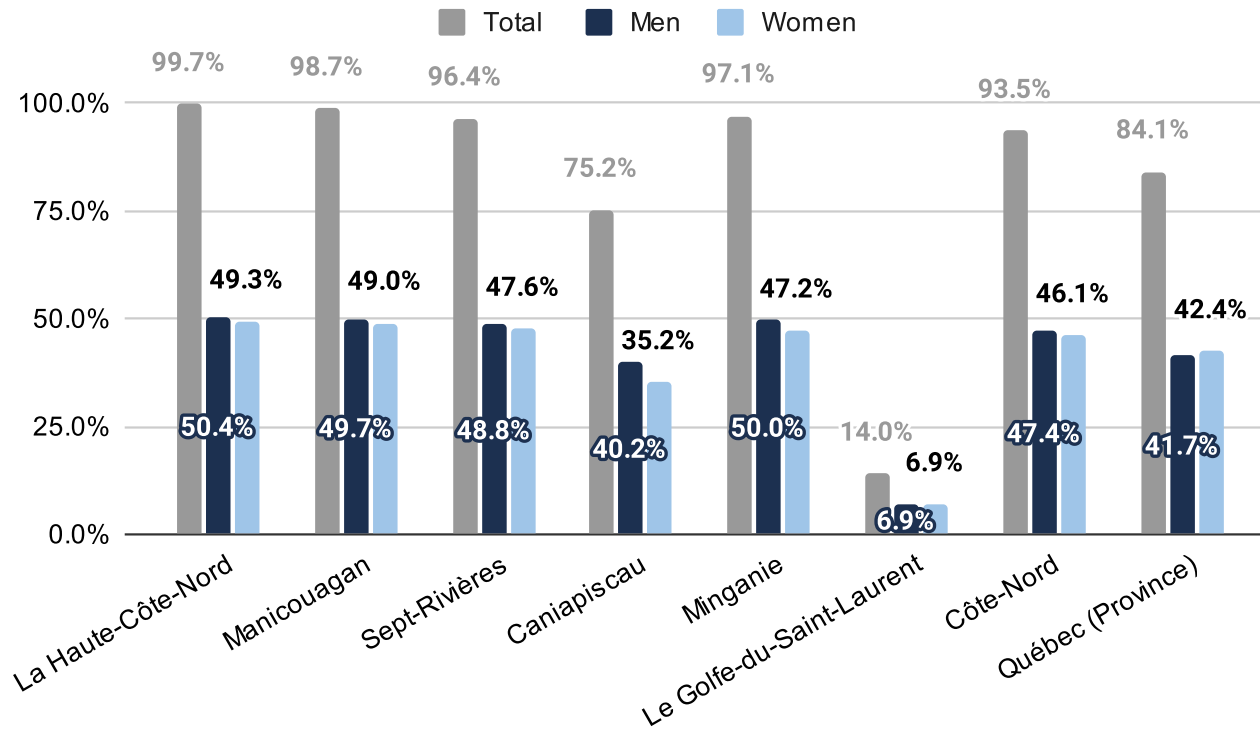
Population - Gender Structure

English-speaking women represent 3.1% of Côte-Nord's population, which is roughly the same population share as the English-speaking men (3%). Among French speakers, women represent 46.1% of the population, while men represent 47.4%.

Graph 2.a: Gender Structure of Côte-Nord's English Speakers by RCM



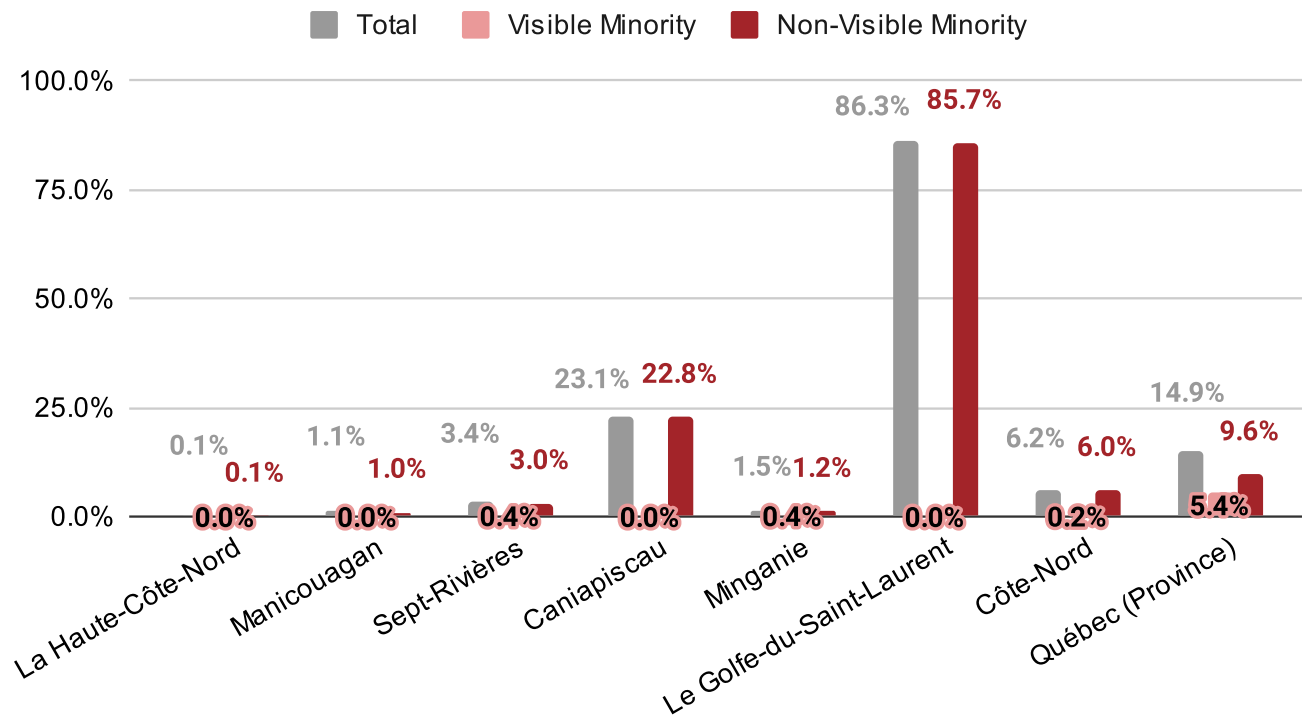
Graph 2.b: Gender Structure of Côte-Nord's French Speakers by RCM



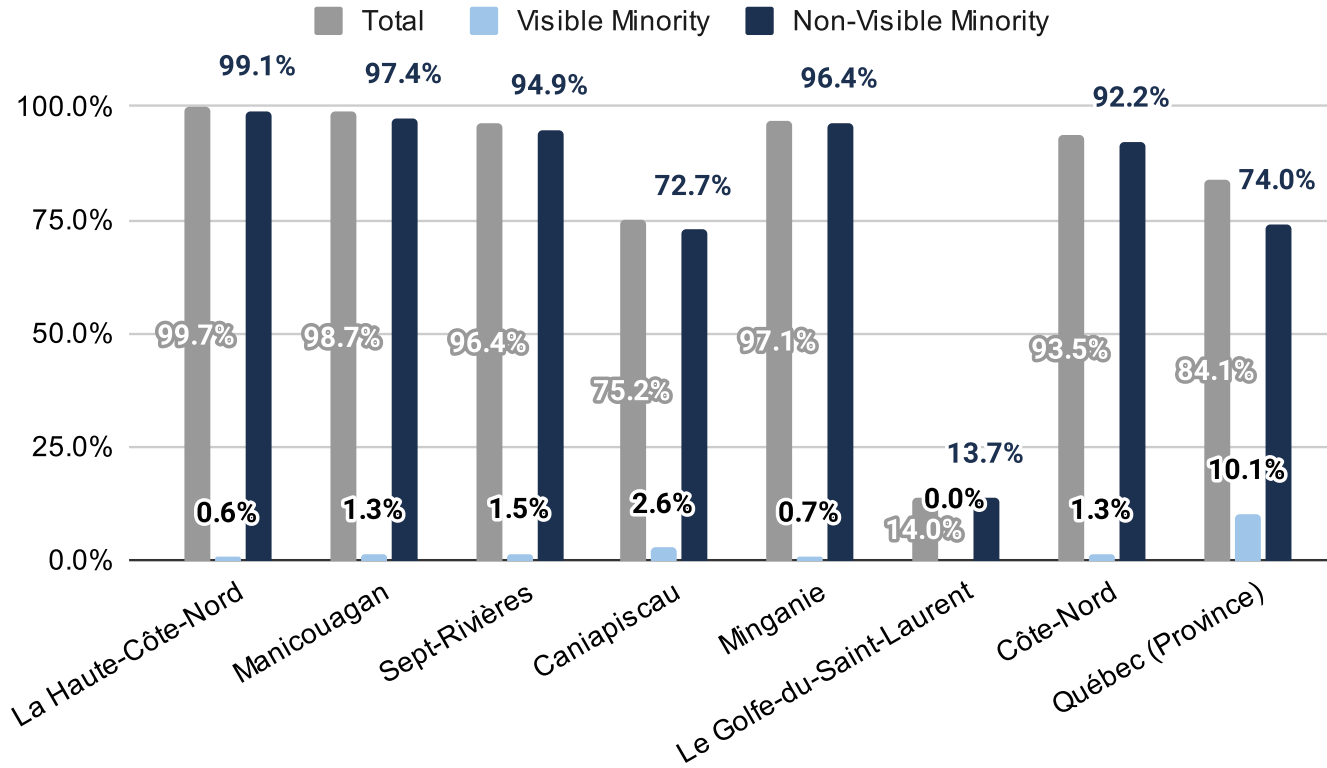
Population - Visible Minorities

English-speaking visible minorities represent 3.4% of the region's English-speaking population and 0.2% of the total population in the region. Among French speakers, visible minorities make up 1.4% of the French-speaking population and 1.3% of the total population. Sept-Rivières has one of the highest English-speaking visible minority population shares.

Graph 3.a: Visible Minority Structure of Côte-Nord's English Speakers by RCM



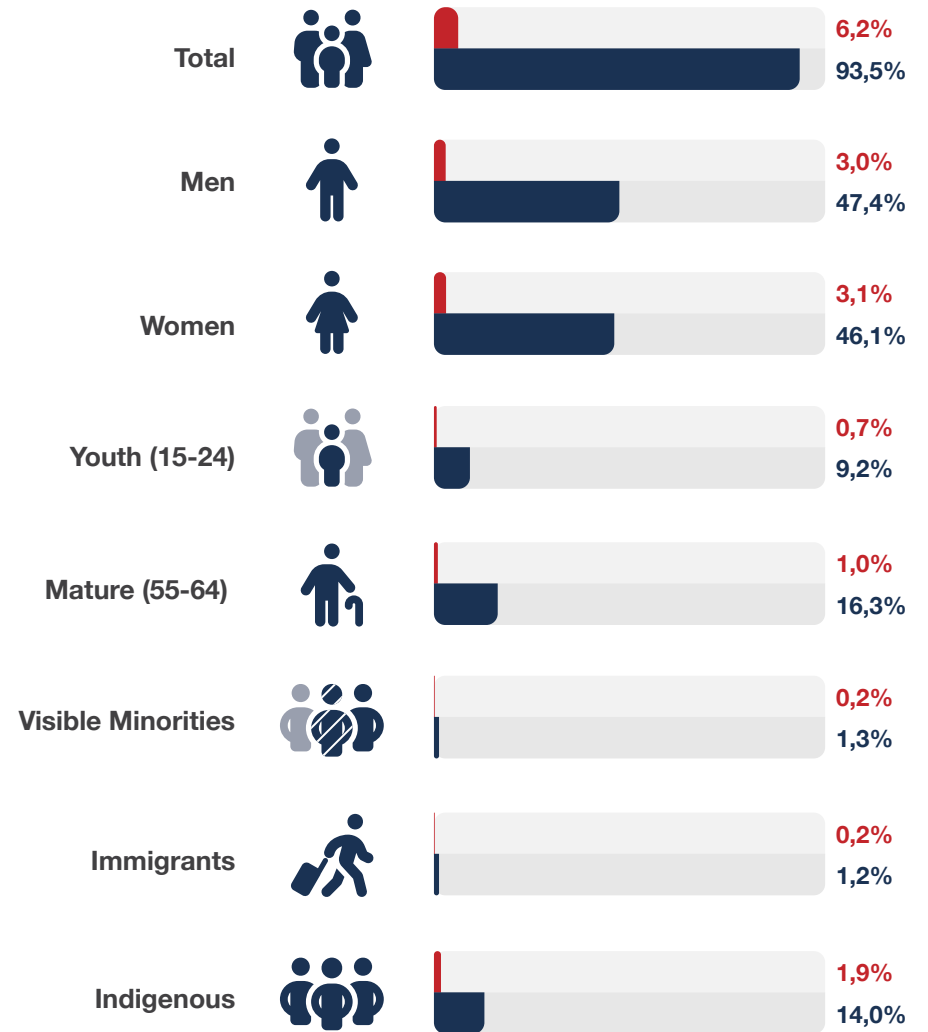
Graph 3.b: Visible Minority Structure of Côte-Nord's French Speakers by RCM



Summary of Share of Total Population for English and French Speakers in Côte-Nord

Share of Total Population⁹

Côte-Nord



■ English Speakers
 ■ French Speakers

⁹ The population data in this summary table is comprised solely of 25% sample data. Please see the Total Population section above for 100% sample data for the region's entire population.

Section 2

Economic Background



Economic Background

Côte-Nord is designated as a resource-oriented region.¹⁰ Major industries in Côte-Nord include forestry, construction, mining, and fishing.¹¹ There was a growth in the manufacturing and construction sectors in 2022, reflected in an uptick in employment within these sectors.

Côte-Nord has a strong primary sector. In 2022, the primary sector accounted for a much higher proportion of jobs (6.7%) compared to Québec as a whole (2.3%).¹² The proportion of jobs in the manufacturing sector (11.1%), was lower than in Québec as a whole (11.4%). Construction also represented a high proportion of jobs. In 2022, the construction sector accounted for a higher share of jobs in the region (8.2%) than in Québec as a whole (6.7%).

Côte-Nord produces a relatively small portion of Québec's economic revenue. In 2020, Côte-Nord's gross domestic product (GDP) amounted to \$7.3 billion, roughly 1.7% of the total GDP of Québec.¹³ However, Côte-Nord's GDP per capita was \$80,743, which is the 2nd highest GDP per capita among all of Québec's regions.

¹⁰ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

¹¹ Boulais-Préseau, M. (2023, June 29). *Études régionales: Régions administratives de la Côte-Nord et du Nord-du-Québec*. Desjardins. <https://drive.google.com/file/d/1JAI-dfr8Hq6eXmZ6HUEHbTOIkCNRjYQm/view?usp=sharing>

¹² 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/cote-nord/portrait-regional/structure-economique>

¹³ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

In 2020, the region had an economic development index¹⁴ of 94.3, ranking 13th among the regions. It had one of the highest scores among the regions on the labour productivity index,¹⁵ and the second-lowest score on Québec's industrial diversity index,¹⁶ making it the most productive and one of the least industrially diverse regions in the province.

Table 3: Economic Performance Indicators of Côte-Nord

Economic Indicator (Côte-Nord) ¹⁷	Number	Rank Among Region (out of 17)
Economic Development Index (2020)	94.3	13 th
Gross Domestic Product (2020)	\$7.3 (Billions)	15 th
GDP per capita (2020)	80,743 \$	2 nd
Labour Productivity Index (2020)	183.5	1 st
Industrial Diversity Index (2021)	8.2	16 th

¹⁴ 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.

¹⁵ 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.

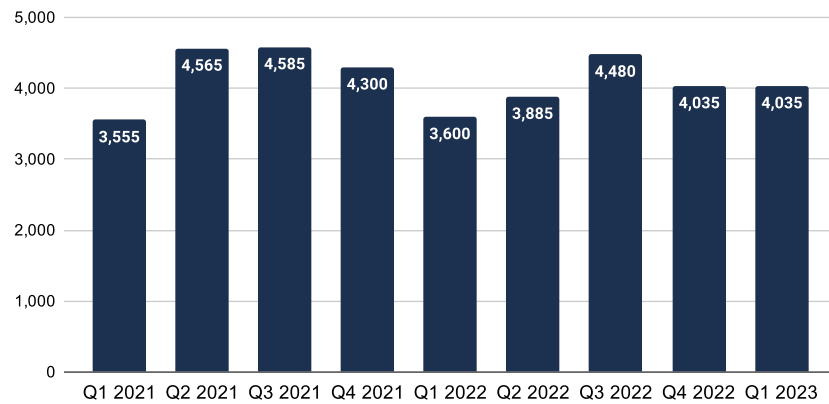
¹⁶ The industry diversity index measures the similarity between the industrial structure of the region and that of Québec province. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 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.

¹⁷ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

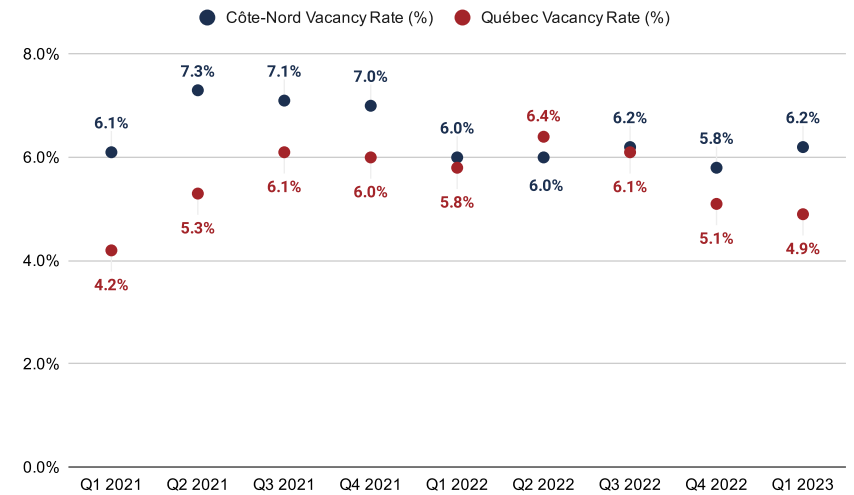
JOB VACANCY¹⁸

Quarterly vacancy numbers¹⁹ for Côte-Nord were 3,555 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. However, job vacancies in the region have fluctuated throughout 2022-23. In the 1st quarter of 2023, Côte-Nord had 4,035 vacant positions. This is higher than pre-pandemic vacancy numbers, where Côte-Nord had 2,470 vacancies in Q4 of 2020.

Graph 4.a: Total Job Vacancies in Côte-Nord (Quarterly)²⁰



Graph 4.b: Job Vacancy Rate of Côte-Nord (Quarterly)



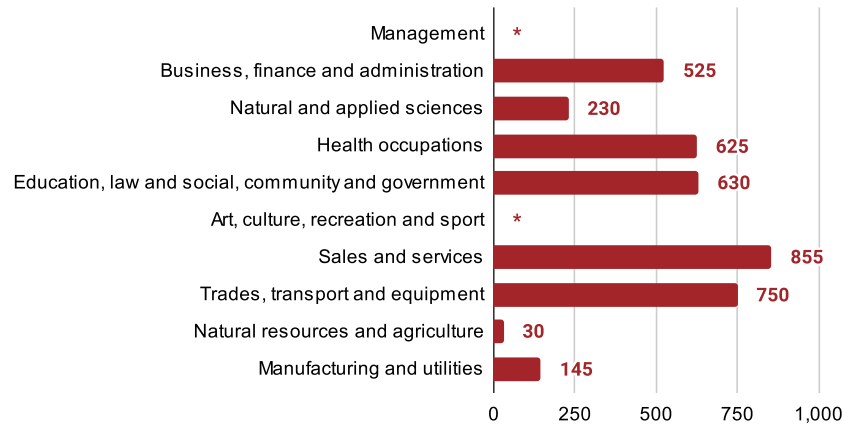
In the 1st quarter of 2023, Côte-Nord had a vacancy rate of 6.2%, which is higher than the provincial vacancy rate of 4.9%, suggesting strong labour demand in the region.

¹⁸ According to Statistics Canada, vacancy data from Côte-Nord and Nord-du-Québec are combined to improve data quality in the Job Vacancy and Wage Survey.

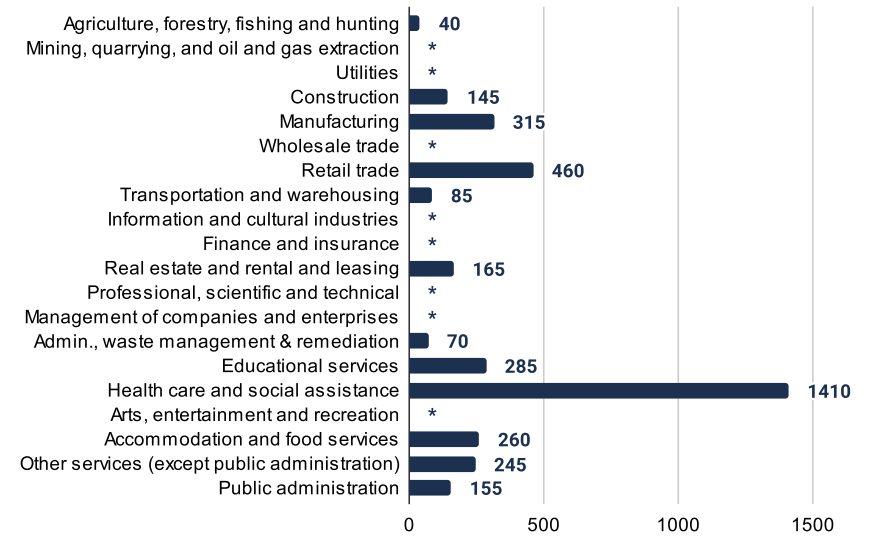
¹⁹ According to Statistics Canada, job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (all occupied and vacant jobs).

²⁰ 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 Côte-Nord by Occupation Level (Q1 2023)²¹



Graph 5.b: Total Job Vacancies in Côte-Nord by Industry (Q1 2023)²²



Job vacancy data by occupation for Q1 2023 shows that ‘Sales and services’ occupations lead with 855 vacancies. This is followed by ‘Trades and transport’ occupations with 750 vacancies, ‘Education and social services’ with around 630 vacancies, and ‘Health’ occupations with 625 vacancies. This is similar to provincial vacancies, where ‘Sales and services’ occupations are the ones with the most vacancies (57,455), followed by ‘Trades and transport’ (29,320) and ‘Health’ Occupations (25,755).

When job vacancies are sorted by industry, it is also found that the ‘Health care and social assistance’ industry has the most vacancies (1,410), followed by ‘Retail trade’ (460), and ‘Manufacturing’ (315). This is similar to the provincial industry vacancies, where ‘Health care and social assistance’ leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and ‘Retail trade’ (21,110).

²¹ 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>

²² 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.

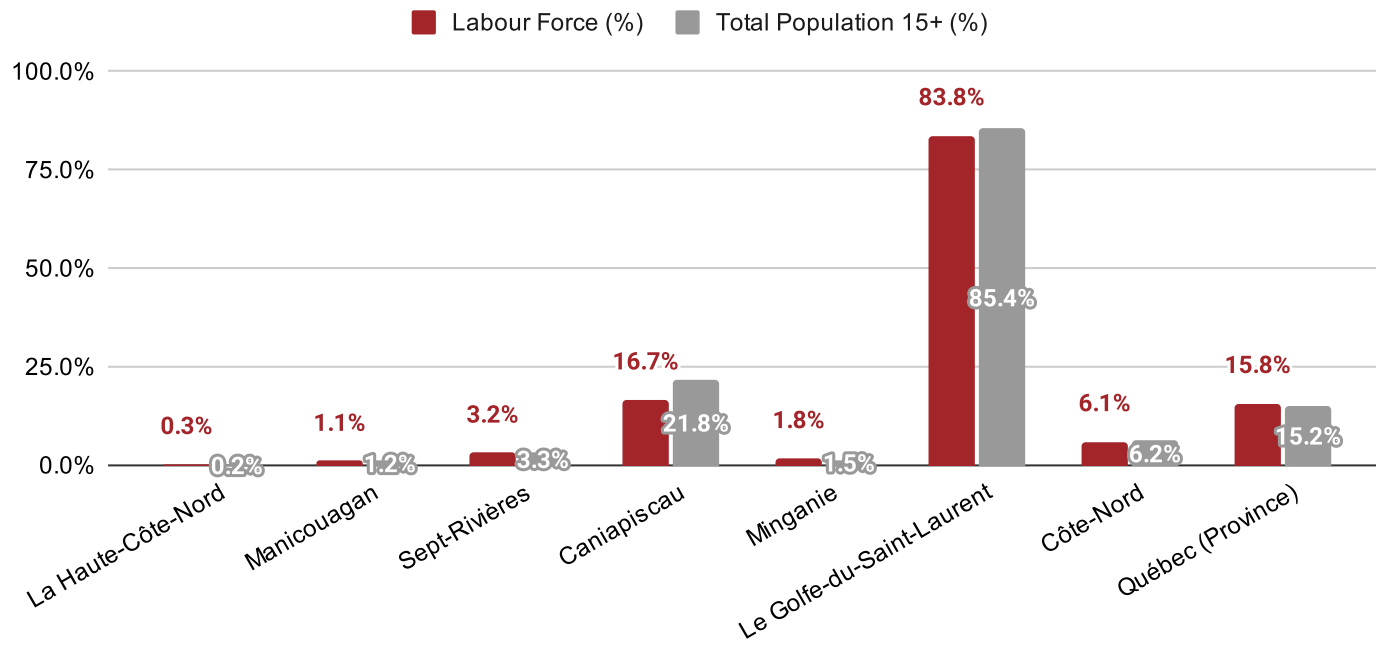
TOTAL LABOUR FORCE

There are 43,555 individuals in Côte-Nord's labour force, a decrease from 45,750 in the 2016 Census. English speakers continue to occupy a small share of Côte-Nord's labour force (6.1%), similar to their population share (6.2%). There are 40,863 French speakers in Côte-Nord's labour market, making up 93.8% of the labour market.

In most RCMs in the region, English speakers' weight in the labour force is less than their weight in the total population. English speakers in Le Golfe-du-Saint-Laurent have the largest labour force share among the RCMs (83.8%), while La Haute-Côte-Nord recorded the lowest labour force share for English speakers.²³

²³ According to the Census, there are less than 100 English speakers in La Haute-Côte-Nord. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Graph 6.a: Labour Force of Côte-Nord's English Speakers by RCM



Graph 6.b: Labour Force of Côte-Nord's French Speakers by RCM

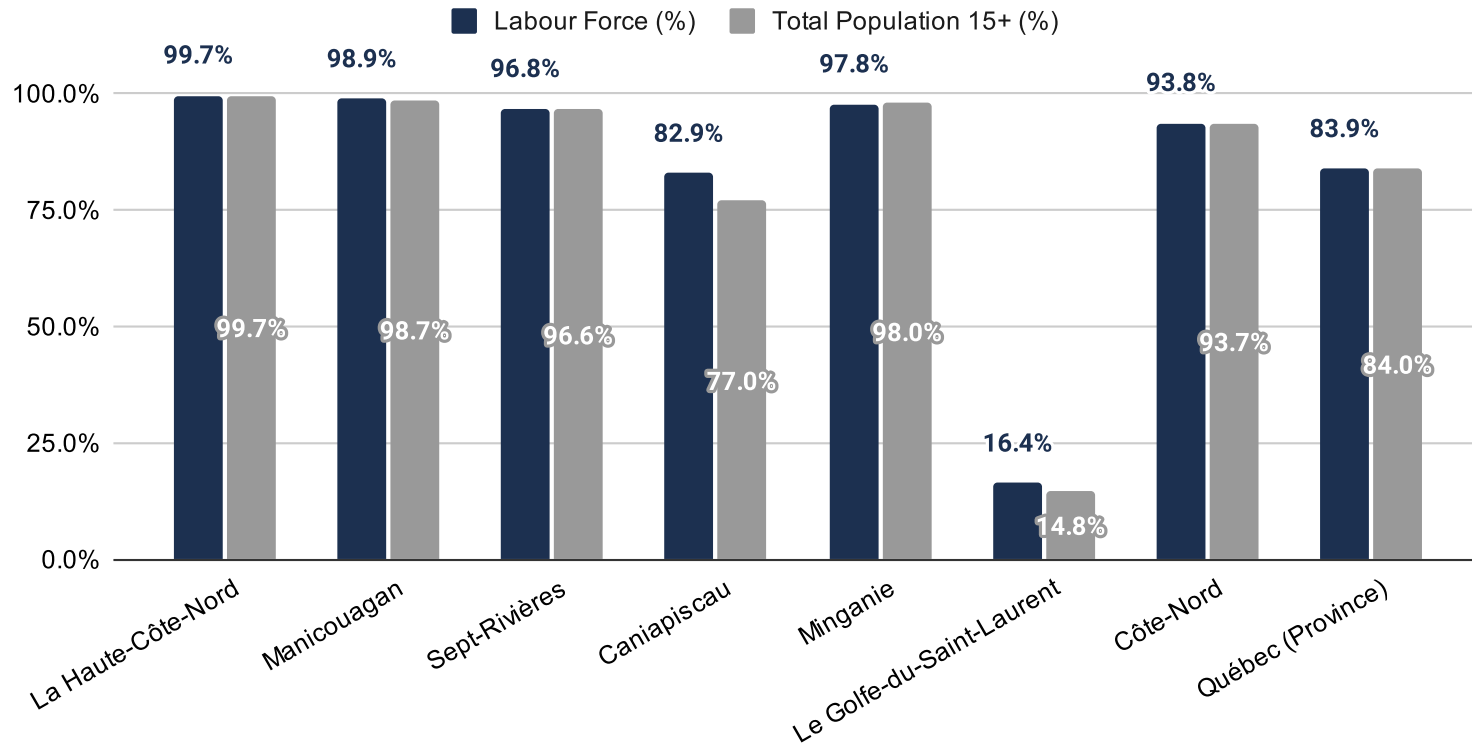


Table 4: Total Labour Force of Côte-Nord by RCM

	English Speakers	French Speakers
La Haute-Côte-Nord	15	4,660
Manicouagan	163	14,358
Sept-Rivières	543	16,583
Caniapiscau	358	1,778
Minganie	58	3,188
Le Golfe-du-Saint-Laurent	1,530	300
Côte-Nord	2,668	40,863
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

Youth aged 15-24 and workers aged 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among French speakers, middle-aged workers tend to represent a significant share of the labour force.

Table 5.a: Age Structure of Côte-Nord's English-Speaking Labour Force by RCM

	Labour Force Share (English Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	0.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Manicouagan	1.1%	0.1%	0.2%	0.2%	0.1%	0.3%	0.1%
Sept-Rivières	3.2%	0.4%	0.8%	0.6%	0.6%	0.6%	0.2%
Caniapiscau	16.7%	2.2%	4.5%	3.0%	3.4%	2.8%	0.5%
Minganie	1.8%	0.2%	0.7%	0.2%	0.2%	0.3%	0.0%
Le Golfe-du-Saint-Laurent	83.8%	6.6%	14.5%	11.2%	22.2%	19.7%	9.0%
Côte-Nord	6.1%	0.6%	1.3%	1.0%	1.4%	1.3%	0.5%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

Table 5.b: Age Structure of Côte-Nord's French-Speaking Labour Force by RCM

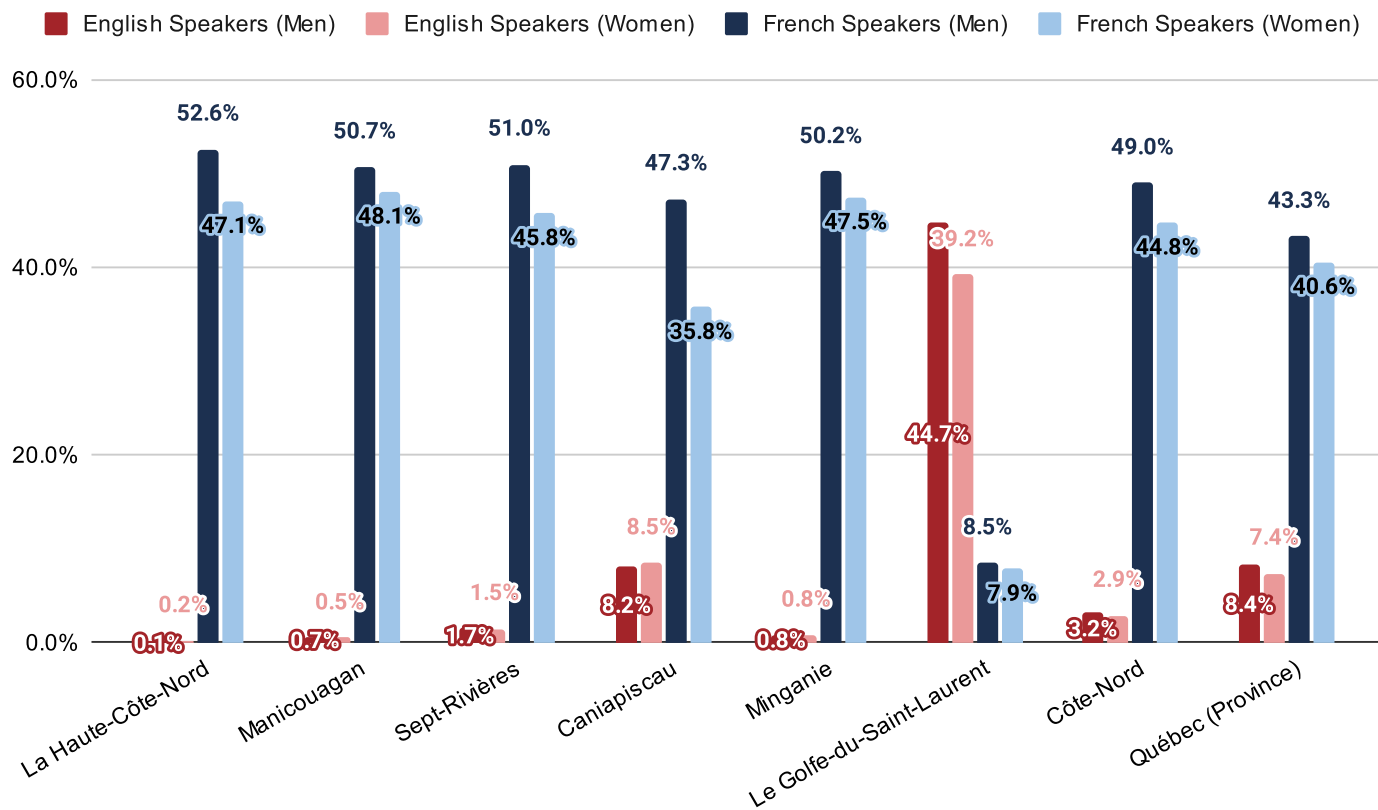
	Labour Force Share (French Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	99.7%	8.0%	16.3%	19.4%	22.4%	26.6%	7.0%
Manicouagan	98.9%	12.2%	17.3%	21.5%	22.2%	21.2%	4.4%
Sept-Rivières	96.8%	13.1%	18.4%	21.0%	21.7%	17.8%	4.9%
Caniapiscau	82.9%	9.4%	16.9%	21.9%	20.4%	12.8%	1.2%
Minganie	97.8%	10.9%	15.7%	19.8%	21.6%	22.2%	7.7%
Le Golfe-du-Saint-Laurent	16.4%	1.9%	1.4%	3.0%	4.4%	5.2%	0.5%
Côte-Nord	93.8%	11.4%	16.8%	20.2%	21.2%	19.4%	4.8%
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 3.2% of Côte-Nord's labour force, English-speaking women make up 2.9% of the labour force. A similar trend is observed among French speakers, where men represent 49% of the region's labour force, and women represent 44.8%.

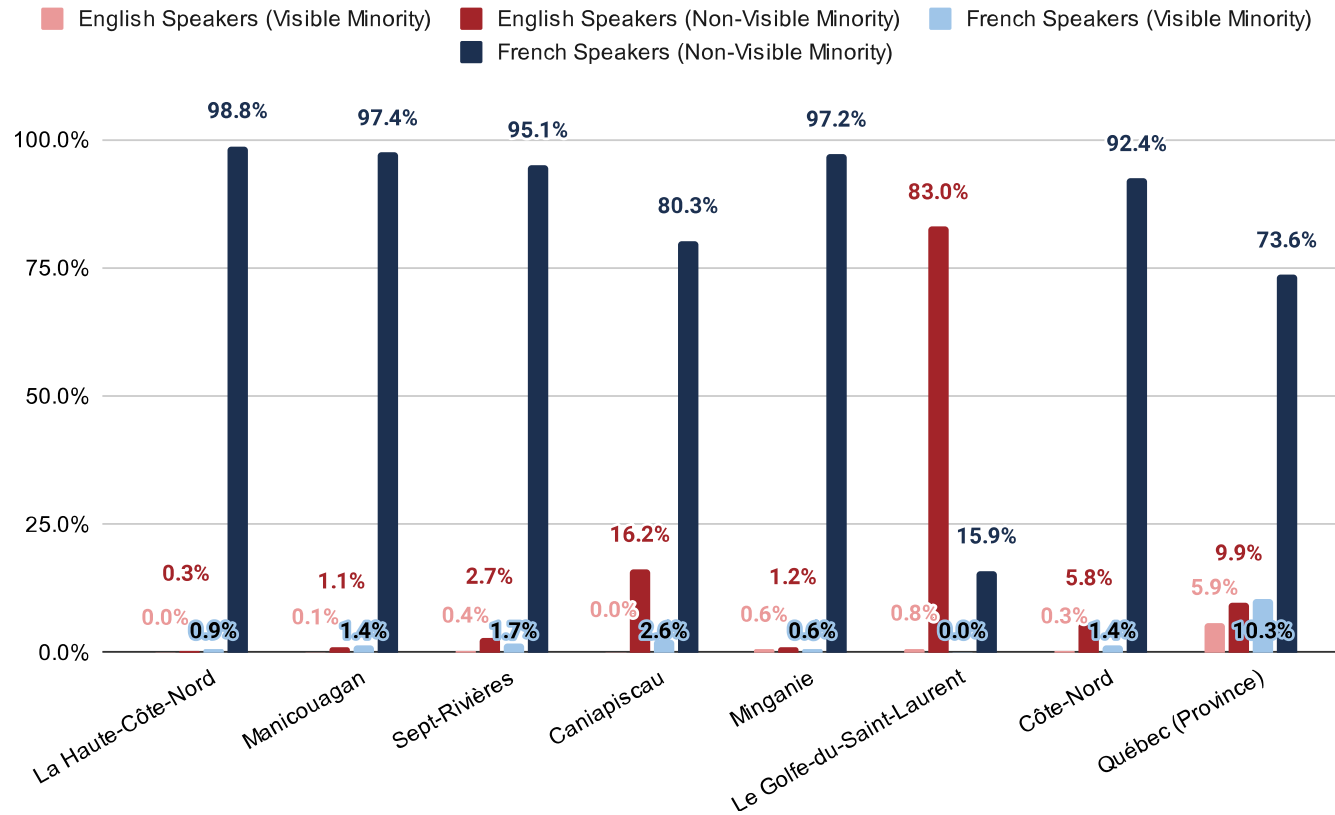
Graph 7: Gender Structure of Côte-Nord's Labour Force by RCM



Labour Force - Visible Minorities

English-speaking visible minorities represent 0.3% of the total labour force in the region. Among French speakers, visible minorities comprise 1.4% of the labour force. Le-Golfe-du-Saint-Laurent has the highest English-speaking visible minority labour force share.

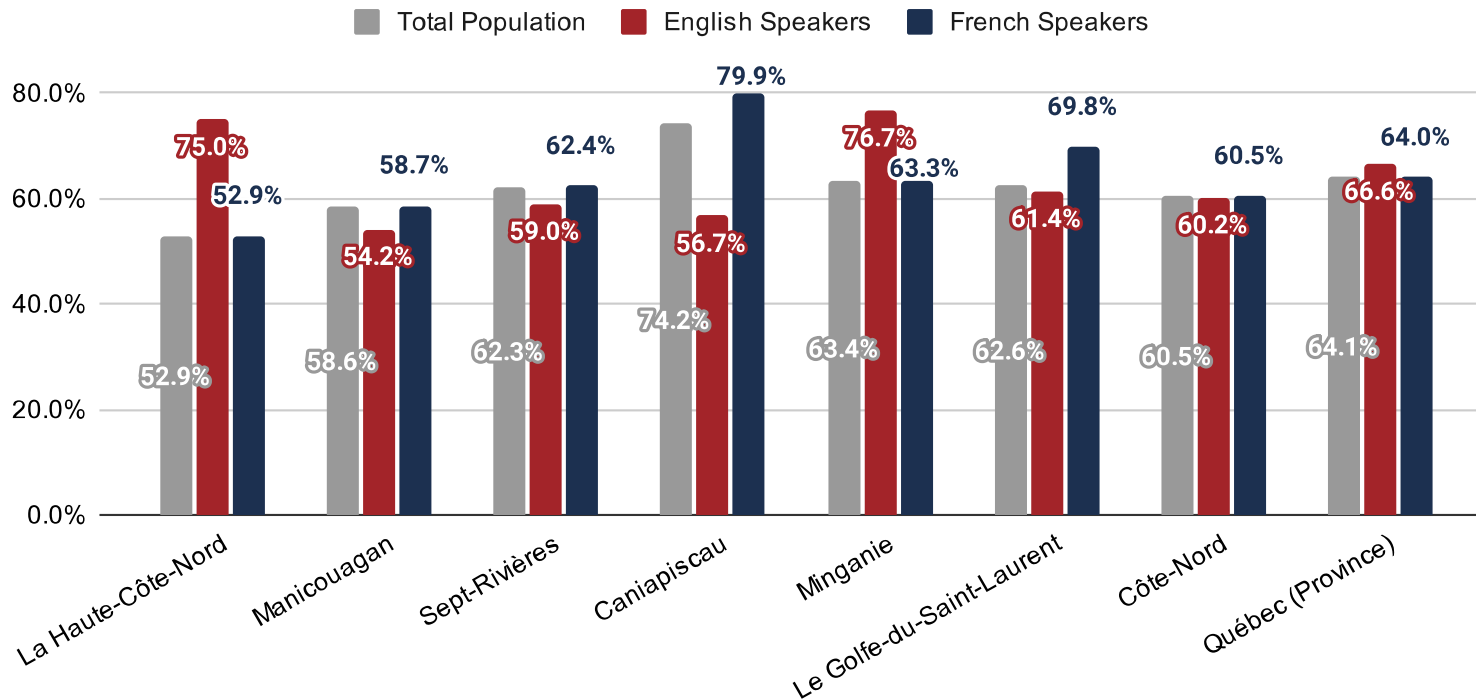
Graph 8: Visible Minority Structure of Côte-Nord's Labour Force by RCM



LABOUR FORCE PARTICIPATION RATE

The labour force participation rate of English speakers in Côte-Nord is 60.2%, compared to 60.5% among French speakers in Côte-Nord and 66.6% for English speakers across the province. English speakers' labour force participation is highest among English speakers in Minganie and lowest among English speakers (54.2%) in Manicouagan.²⁴

Graph 9: Labour Force Participation Rate of Côte-Nord by RCM



²⁴ According to the Census, there are less than 100 English speakers in Minganie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature workers aged 55 and over 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 48.5%, considerably lower than that of French-speaking youth (62.8%).

Table 6.a: Age Structure of Côte-Nord's Labour Force Participation for English Speakers by RCM

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	75.0%	*	*	*	*	*	*
Manicouagan	54.2%	44.4%	77.8%	86.7%	80.0%	56.3%	15.4%
Sept-Rivières	59.0%	49.0%	78.8%	79.6%	79.2%	67.7%	14.6%
Caniapiscou	56.7%	32.2%	60.0%	78.8%	69.0%	70.6%	25.0%
Minganie	76.7%	*	90.0%	*	33.3%	*	*
Le Golfe-du-Saint-Laurent	61.4%	51.1%	89.8%	87.2%	88.0%	67.9%	22.6%
Côte-Nord	60.2%	48.5%	80.1%	84.0%	83.5%	67.4%	20.3%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

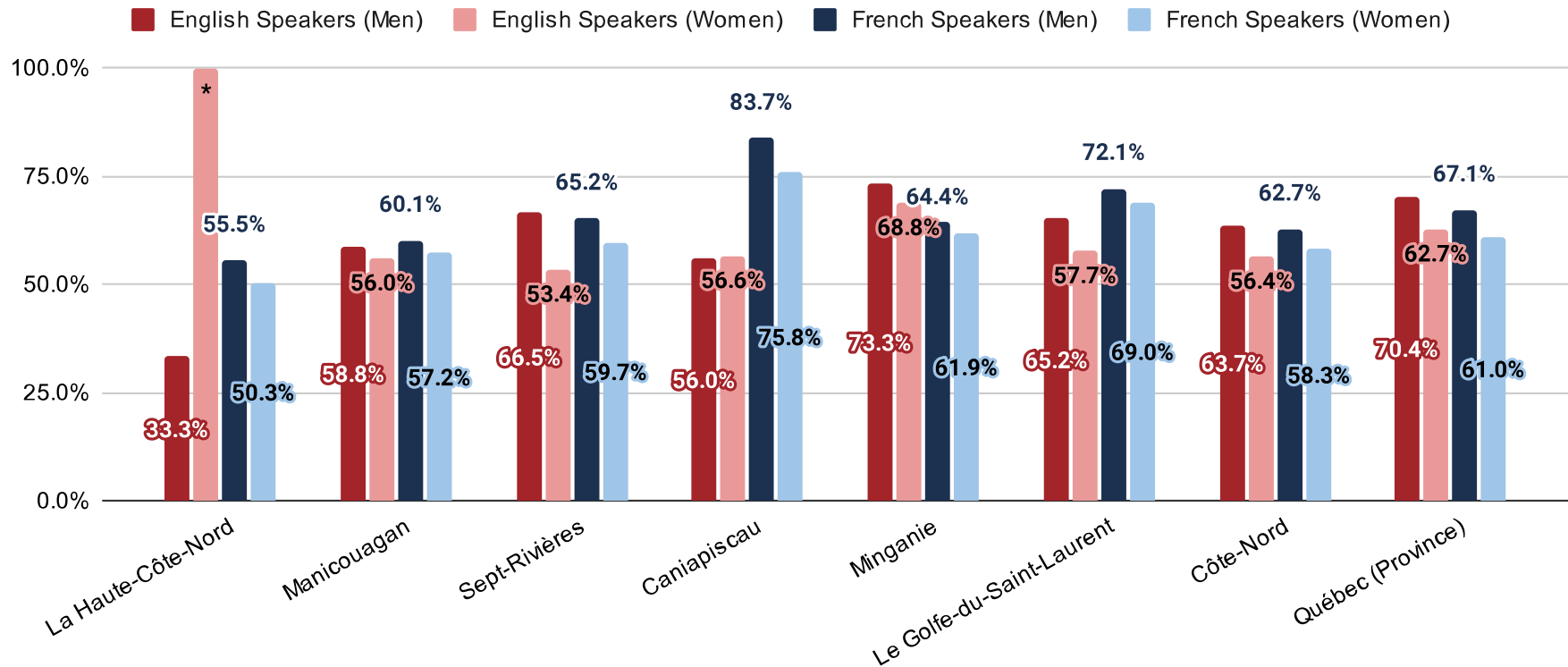
Table 6.b: Age Structure of Côte-Nord's Labour Force Participation for French Speakers by RCM

Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	52.9%	50.0%	84.0%	90.0%	84.3%	60.9%	11.3%
Manicouagan	58.7%	65.0%	85.1%	90.3%	89.0%	56.7%	10.1%
Sept-Rivières	62.4%	64.3%	85.0%	89.0%	88.0%	60.2%	13.8%
Caniapiscou	79.9%	60.9%	85.8%	90.0%	90.2%	77.5%	22.7%
Minganie	63.3%	59.7%	80.7%	90.2%	88.1%	64.4%	21.4%
Le Golfe-du-Saint-Laurent	69.8%	70.0%	71.4%	*	94.1%	82.6%	11.8%
Côte-Nord	60.5%	62.8%	84.6%	89.9%	88.2%	59.9%	12.5%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

Labour Force Participation - Gender Structure

Generally, men tend to have higher labour force participation rates than women in both linguistic groups. In Minganie, English-speaking men have the highest labour force participation rate.²⁵ Levels of labour force participation among women and men tend to differ by RCM, with English-speaking men in La Haute-Côte-Nord having the lowest labour force participation rate.²⁶

Graph 10: Gender Structure of Côte-Nord's Labour Force Participation Rate by RCM



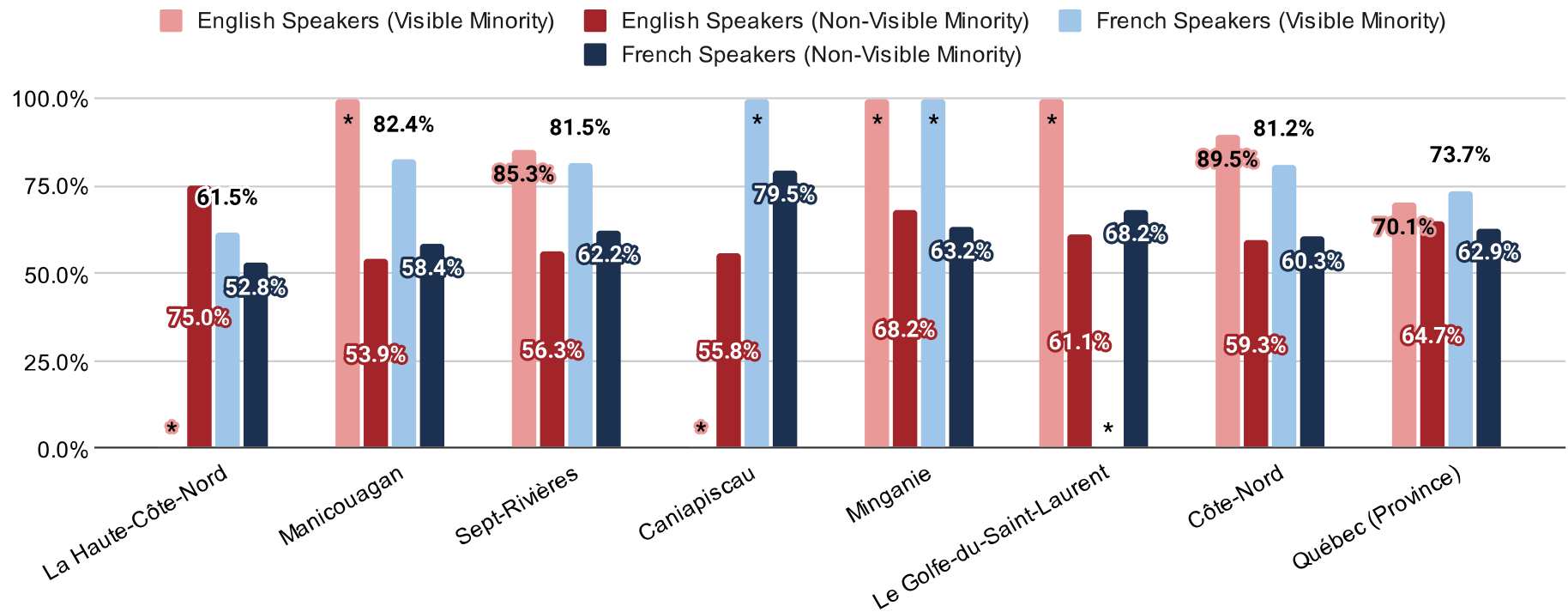
²⁵ According to the Census, there are less than 100 English speakers in Minganie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

²⁶ According to the Census, there are less than 100 English speakers in La Haute-Côte-Nord. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Labour Force Participation - Visible Minorities

Among English speakers and French speakers, visible minorities have significantly higher participation rates compared to non-visible minorities. English-speaking visible minorities in Sept-Rivières have a labour force participation rate of 85.3%, which is among the highest in the region.

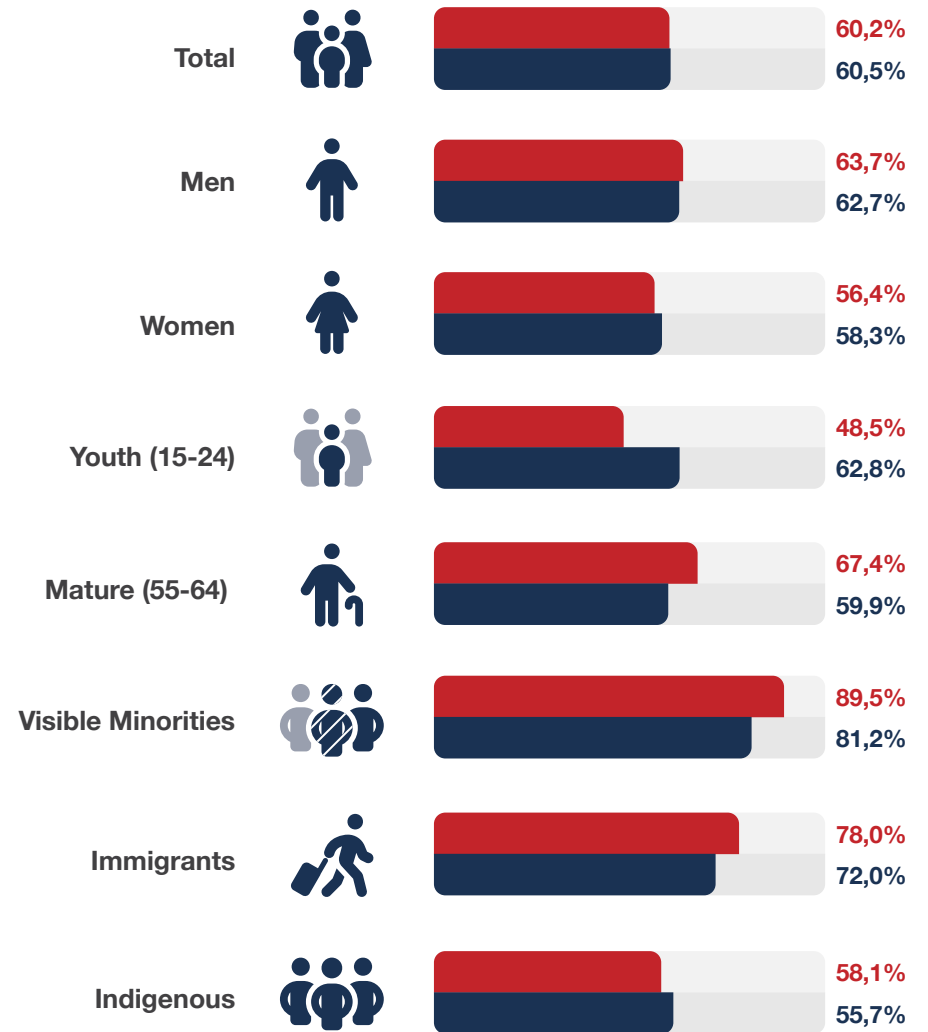
Graph 11: Visible Minority Structure of Côte-Nord's Labour Force Participation Rate by RCM



Summary of Labour Force Participation Rate for English and French Speakers in Côte-Nord

Labour Force Participation Rate

Côte-Nord



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.

The unemployment rate, however, has its limitations. The unemployment rate does not capture:

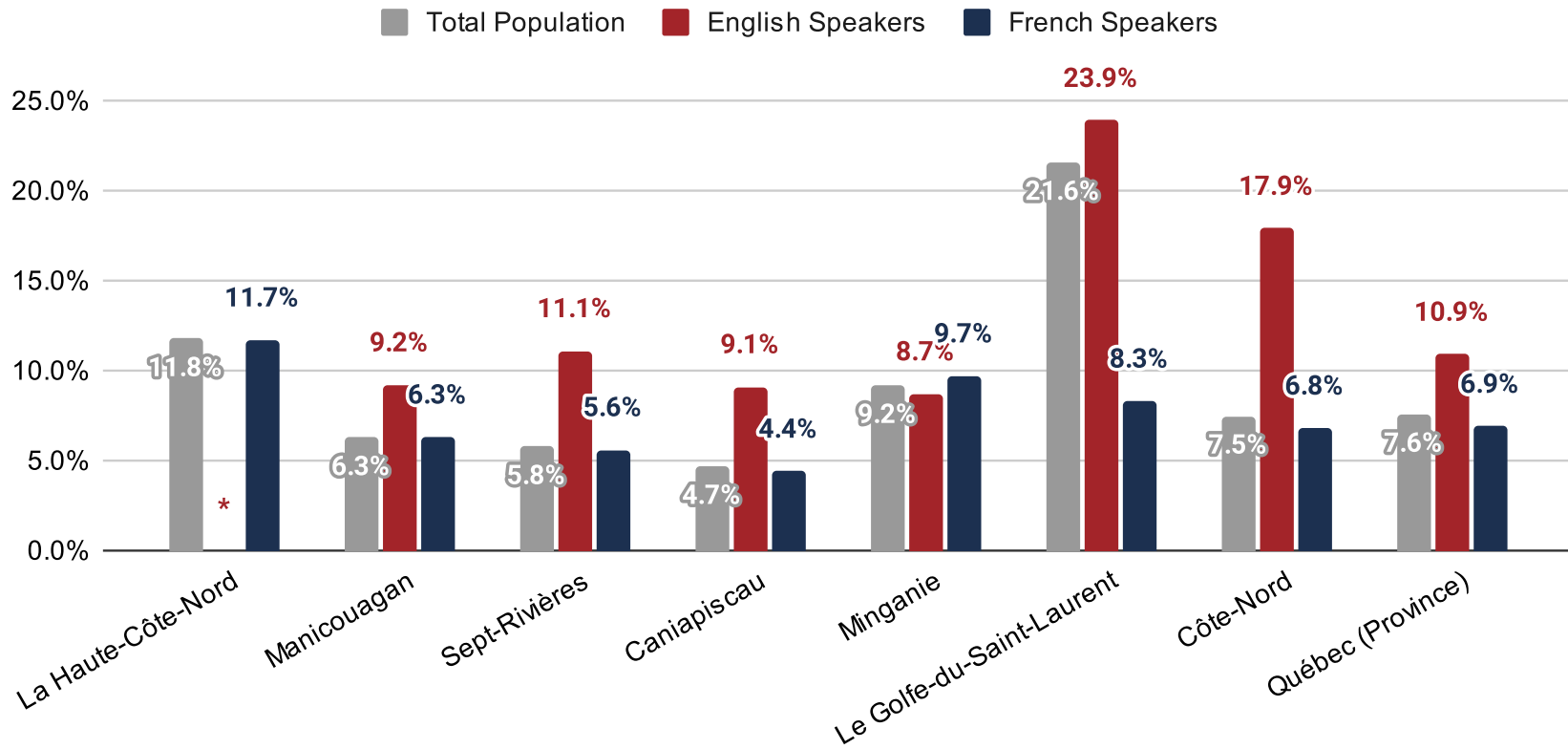
- Those who work seasonal occupations and have less access to work or no work during the winter months.
- Those who have been out of work for a long time and have stopped actively looking for work.
- The quality of work that individuals experience.

UNEMPLOYMENT RATE

Unemployment rates in Côte-Nord tend to be above the provincial unemployment rates. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is 17.9% in Côte-Nord, although this is a decrease from the previous Census. French speakers in the region have lower unemployment rates (6.8%) than English speakers and experience lower unemployment rates in all the RCMs, with the exception of Minganie.²⁷ English speakers in Le Golfe-du-Saint-Laurent experience the highest unemployment rate among the RCMs at 23.9%.

²⁷ According to the Census, there are less than 100 English speakers in Minganie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Graph 12: Unemployment Rate of Côte-Nord by RCM



Who are the Unemployed English Speakers?

In the Côte-Nord region, an estimated 478 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 significantly higher proportion of men than women in the unemployed English-speaking population in the region (62% compared to 37.9%).
- A significant number of unemployed English speakers identify as Indigenous (23.6%).
- A significant majority of the unemployed English-speaking population (80.6%) reported to have worked part-time previously before they were unemployed.
- 42.8% of the unemployed population had no formal education.
- Le Golfe-du-Saint-Laurent has the largest portion of the region's unemployed English speakers (76.4%).
- A majority of the unemployed English speakers who have worked part-time previously come from Le Golfe-du-Saint-Laurent.



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 25-34 experience the lowest regional unemployment rate (12.2%), while French speakers in that same age group experience an unemployment rate of 4.4%.

Mature labour force participants aged 55 and above experience the highest regional unemployment rates. English-speaking mature workers aged 55-64 have a regional unemployment rate of 23.1% compared to 9% among French-speaking mature workers. English-speaking youth aged 15-24 experience an unemployment rate of 21.8%, significantly higher than that of the French-speaking youth (8.5%). English-speaking youth in Caniapiscou experience one of the highest recorded unemployment rates (31.6%).

Table 7.a: Age Structure of Côte-Nord's Unemployment Rate for English Speakers by RCM

	Unemployment Rate (English Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	*	*	*	*	*	*	*
Manicouagan	9.2%	*	*	15.4%	*	*	*
Sept-Rivières	11.1%	8.0%	7.7%	4.7%	9.5%	9.5%	*
Caniapiscou	9.1%	31.6%	10.3%	15.4%	13.8%	*	*
Minganie	8.7%	*	*	*	*	*	*
Le Golfe-du-Saint-Laurent	23.9%	29.2%	15.1%	19.5%	18.5%	31.9%	33.3%
Côte-Nord	17.9%	21.8%	12.2%	15.5%	14.5%	23.1%	27.9%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

Table 7.b: Age Structure of Côte-Nord's Unemployment Rate for French Speakers by RCM

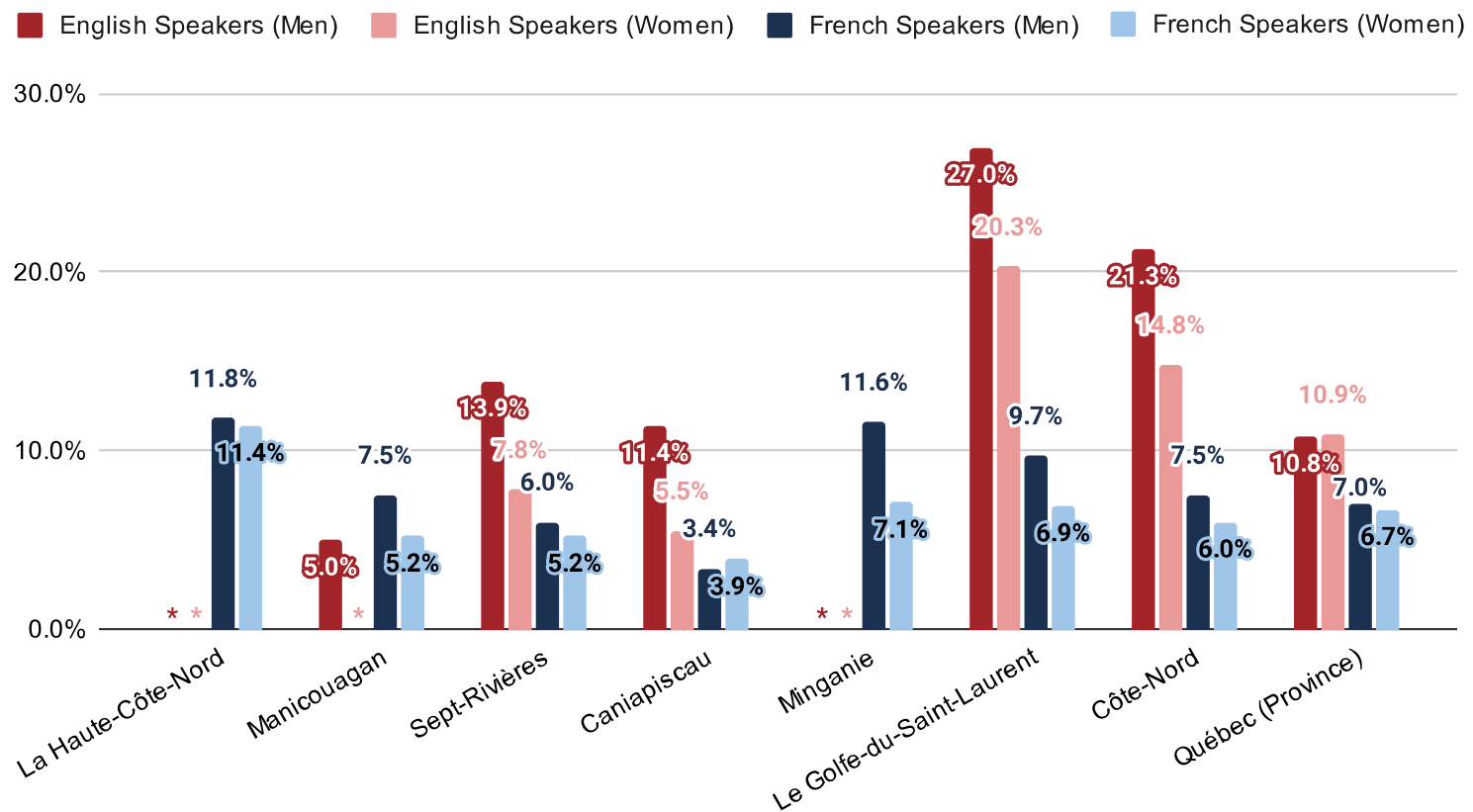
	Unemployment Rate (French Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	11.7%	12.0%	8.6%	7.2%	9.1%	13.3%	35.4%
Manicouagan	6.3%	8.2%	4.4%	2.9%	4.6%	8.3%	23.6%
Sept-Rivières	5.6%	7.8%	3.2%	3.6%	4.2%	7.9%	15.0%
Caniapiscou	4.4%	14.8%	2.8%	0.0%	0.0%	9.1%	*
Minganie	9.7%	7.0%	8.8%	8.5%	7.1%	9.0%	26.0%
Le Golfe-du-Saint-Laurent	8.3%	*	*	*	*	15.8%	*
Côte-Nord	6.8%	8.5%	4.4%	4.0%	5.0%	9.0%	22.2%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

Unemployment Rate - Gender Structure

Among English speakers in Côte-Nord, men experience a higher unemployment rate than women (21.3% compared to 14.8%). The same trend is observed among French speakers, where men experience a higher unemployment rate than women (7.5% compared to 6%). Thus, French-speaking women have the lowest unemployment rate in the region, while English-speaking men have the highest.

English-speaking men have generally higher unemployment rates than women among the RCMs, with the highest reported in Le Golfe-du-Saint-Laurent (27%). English-speaking women in that RCM also experience their highest unemployment rate, of 20.3%.

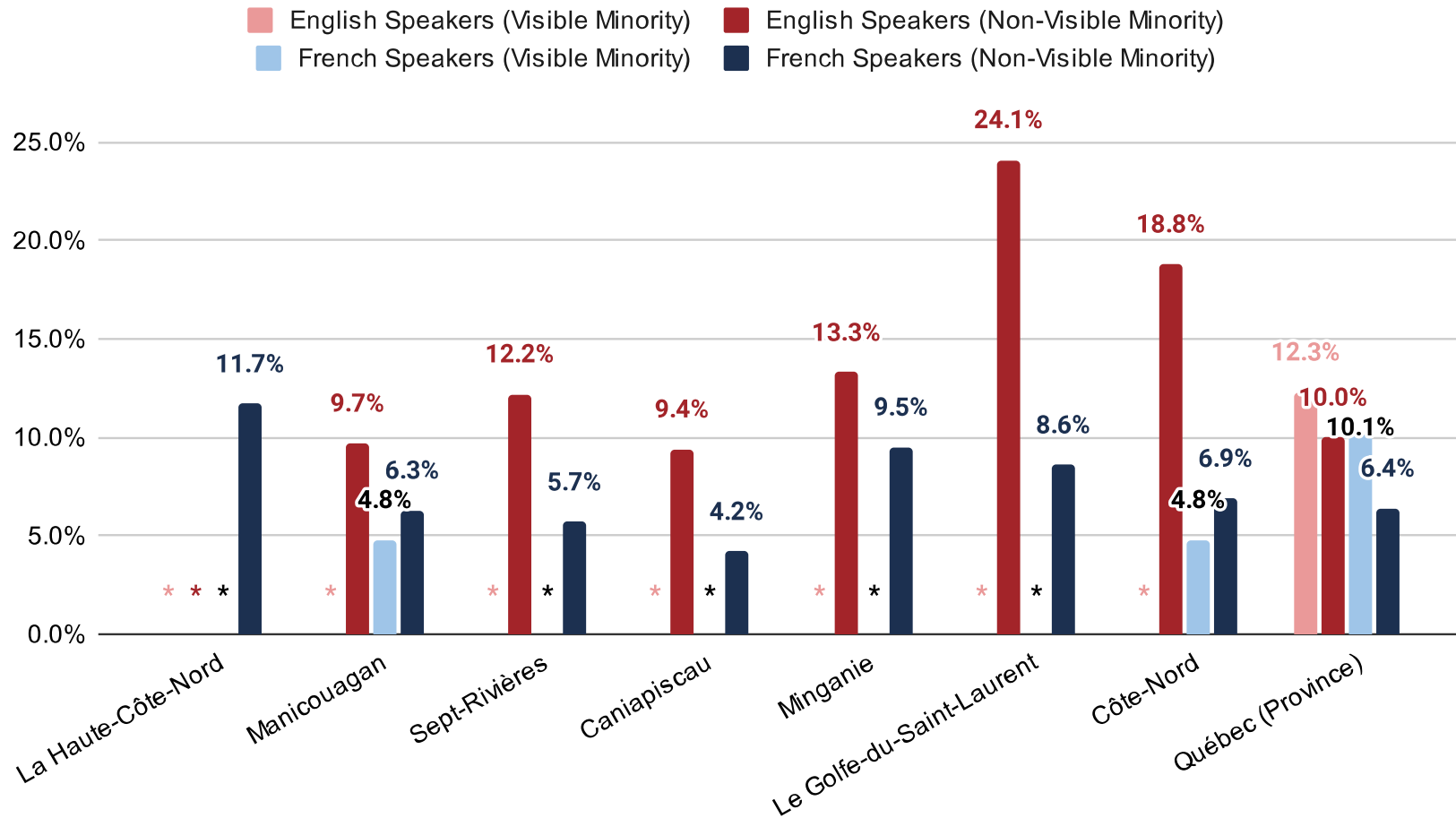
Graph 13: Gender Structure of Côte-Nord's Unemployment Rate by RCM



Unemployment Rate - Visible Minorities

Due to small population sample sizes, unemployment rates for visible minority communities in the region are generally unavailable.

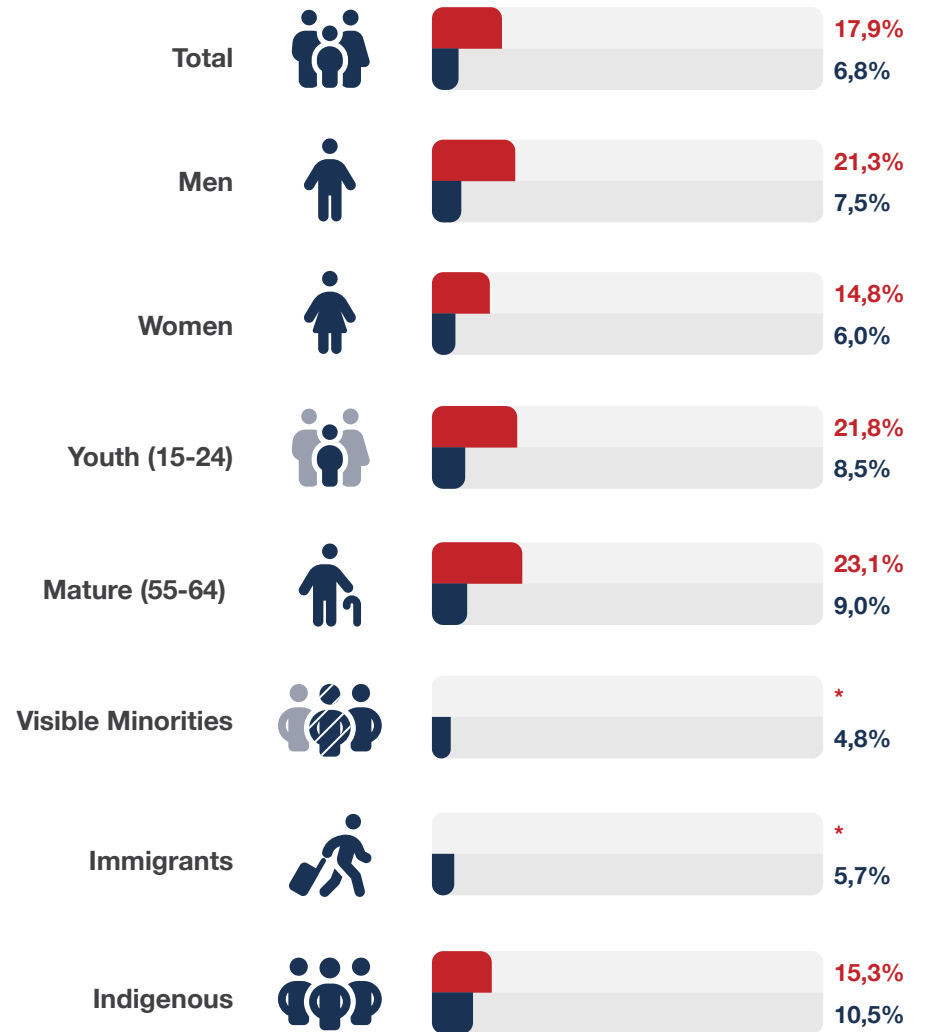
Graph 14: Unemployment Rate by Visible Minority Status in Côte-Nord by RCM



Summary of Unemployment Rate for English and French Speakers in Côte-Nord

Unemployment Rate

Côte-Nord



English Speakers French Speakers

Section 5

Income



Income

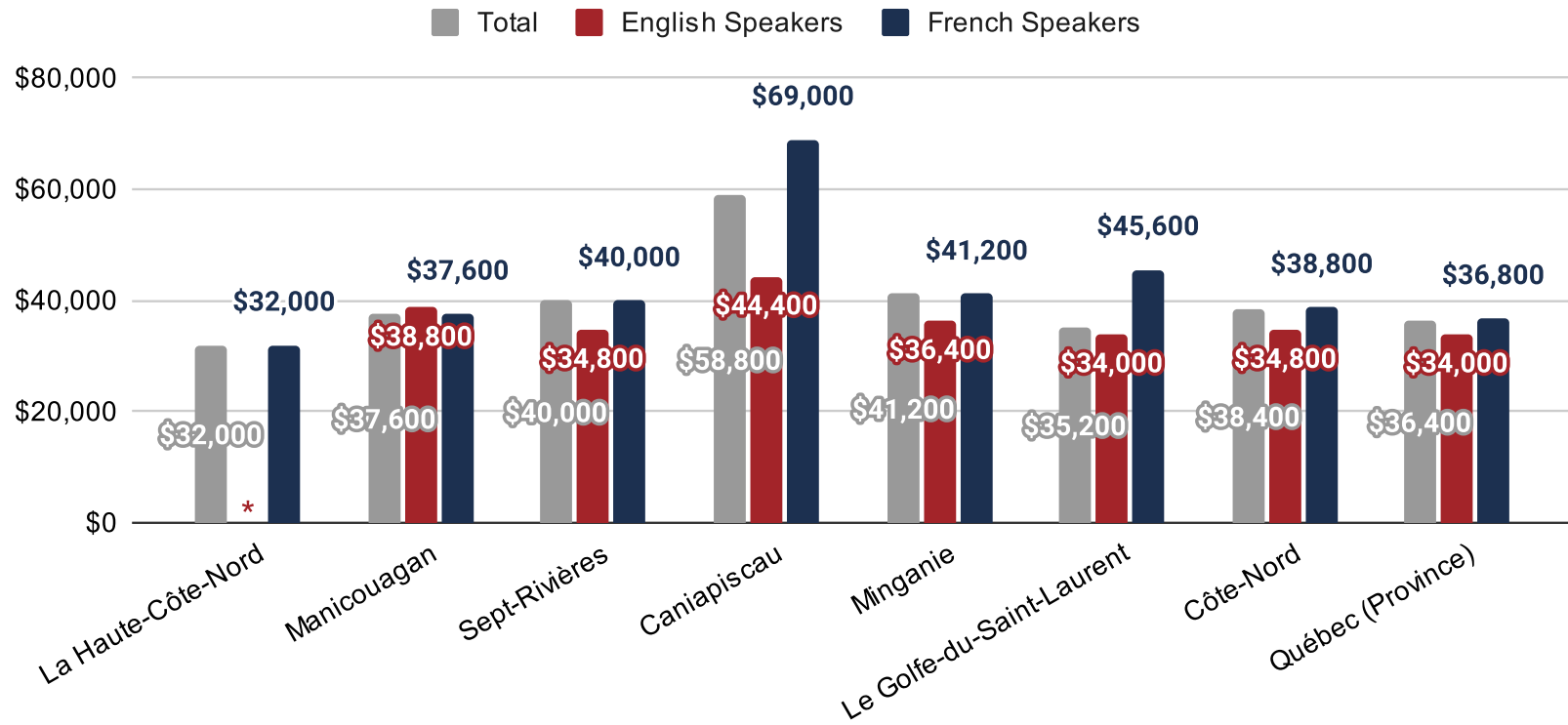
Similar to the trend observed at the provincial level, English speakers in Côte-Nord tend to earn a lower median after-tax income and lower median employment income than French speakers.²⁸ This could be explained by the higher unemployment rate that English speakers face, and in addition, the lower income levels can be attributed to the higher tendency of English speakers to engage in temporary, seasonal, part-time, and minimum wage opportunities.

AFTER-TAX INCOME

English speakers in the Côte-Nord region earn a median after-tax income of \$34,800, which is roughly \$4,000 lower than that of French speakers (\$38,800). English speakers have lower after-tax income than French speakers across all the RCMs in the region except Manicouagan.

²⁸ The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language; this is due to limitations in the data available.

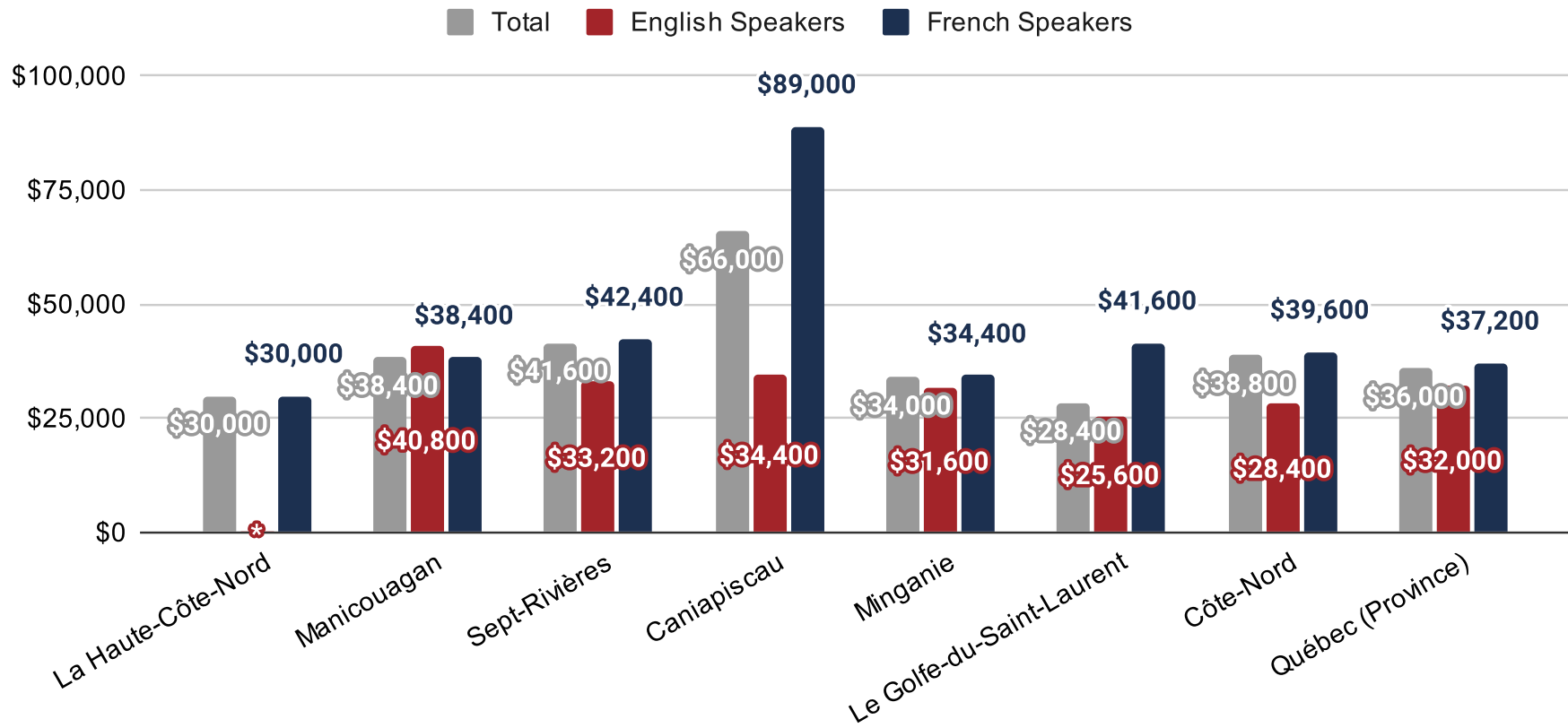
Graph 15: Median After-Tax Income in Côte-Nord by RCM



EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Côte-Nord earn a median employment income of \$28,400, which is lower than that of French speakers (\$39,600) by approximately \$11,200. In Caniapiscou, we see a significant income gap between English speakers and French speakers (\$34,400 compared to \$89,000). Manicouagan is the only RCM in the region where English speakers earn a higher median employment income than French speakers by \$2,400.

Graph 16: Median Employment Income in Côte-Nord by RCM



Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 55 and over tend to earn significantly lower median employment incomes compared to the other age groups. This trend is seen in both the English-speaking and French-speaking populations, though English-speaking youth aged 15-24 earn \$3,800 less than French-speaking youth aged 15-24. English speakers aged 55-64 have a median employment income of \$29,800, lower than their French-speaking counterparts earning \$38,400.

Table 8.a: Age Structure of Côte-Nord's Median Employment Income for English Speakers by RCM

Median Employment Income (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	*	*	*	*	*	*	*
Manicouagan	\$40,800	*	*	*	*	\$57,200	*
Sept-Rivières	\$33,200	\$13,000	\$36,400	\$53,200	\$42,000	\$36,000	\$508
Caniapiscau	\$34,400	\$9,100	\$24,600	\$60,400	\$52,800	\$55,200	*
Minganie	\$31,600	*	*	*	*	*	*
Le Golfe-du-Saint-Laurent	\$25,600	\$7,350	\$38,400	\$42,400	\$41,600	\$19,600	\$11,800
Côte-Nord	\$28,400	\$8,000	\$34,400	\$44,000	\$43,200	\$29,800	\$9,100
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

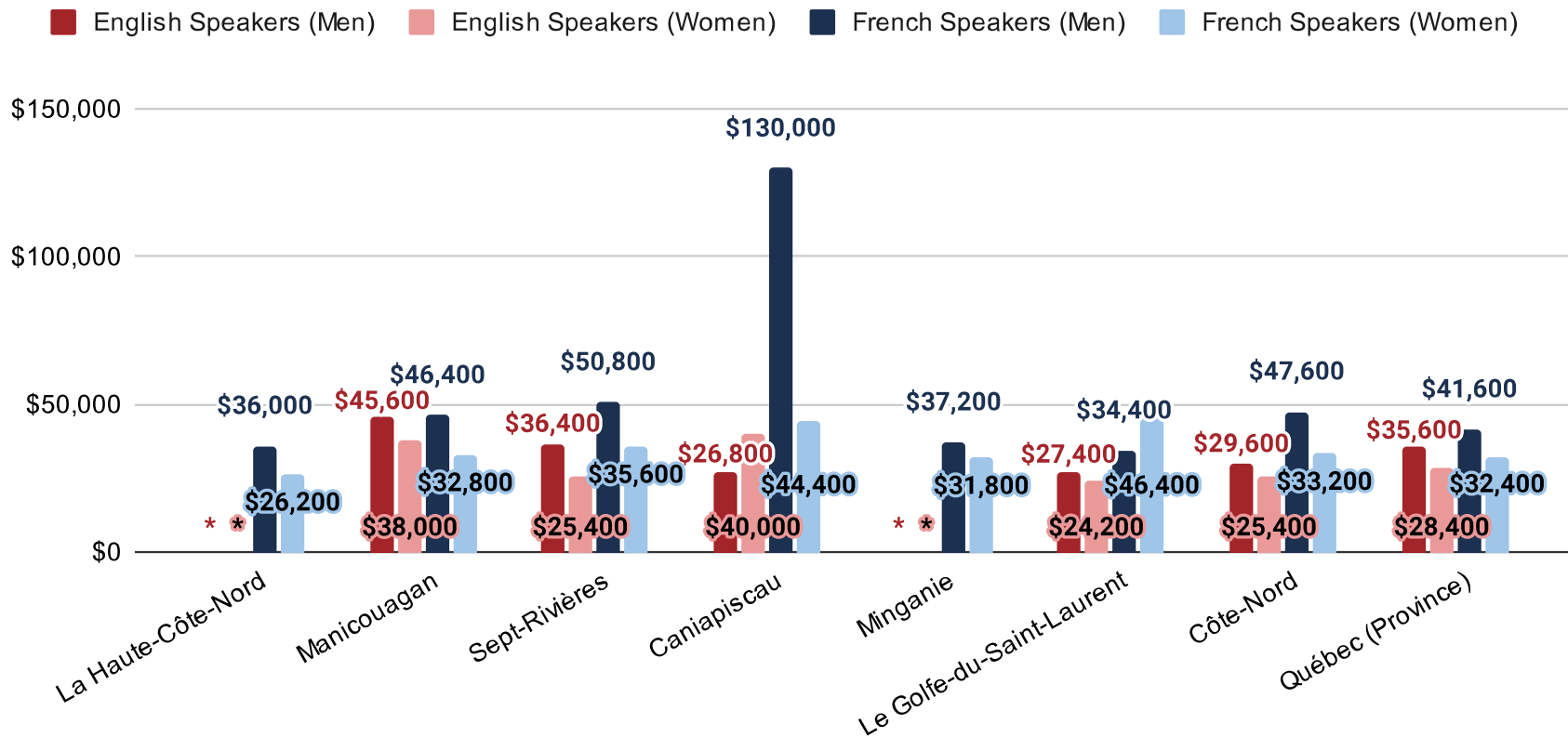
Table 8.b: Age Structure of Côte-Nord's Median Employment Income for French Speakers by RCM

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
La Haute-Côte-Nord	\$30,000	\$11,000	\$36,800	\$40,400	\$46,000	\$34,000	\$8,400
Manicouagan	\$38,400	\$11,800	\$43,600	\$53,200	\$60,800	\$37,200	\$3,240
Sept-Rivières	\$42,400	\$12,100	\$50,000	\$66,500	\$62,000	\$40,800	\$1,880
Caniapiscau	\$89,000	\$13,800	\$99,000	\$118,000	\$112,000	\$77,500	\$12,300
Minganie	\$34,400	\$10,500	\$41,200	\$60,400	\$54,000	\$38,800	\$8,100
Le Golfe-du-Saint-Laurent	\$41,600	\$7,950	*	\$83,000	\$58,000	\$34,400	*
Côte-Nord	\$39,600	\$11,800	\$46,000	\$58,800	\$59,200	\$38,400	\$3,560
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

Employment Income - Gender Structure

Men in Côte-Nord earn a higher median employment income than women in the region, with French-speaking men earning the highest median employment income of \$47,600. English-speaking women earn the lowest regional employment income of \$25,400, with English-speaking women in Le Golfe-du-Saint-Laurent earning a median employment income of \$24,200.

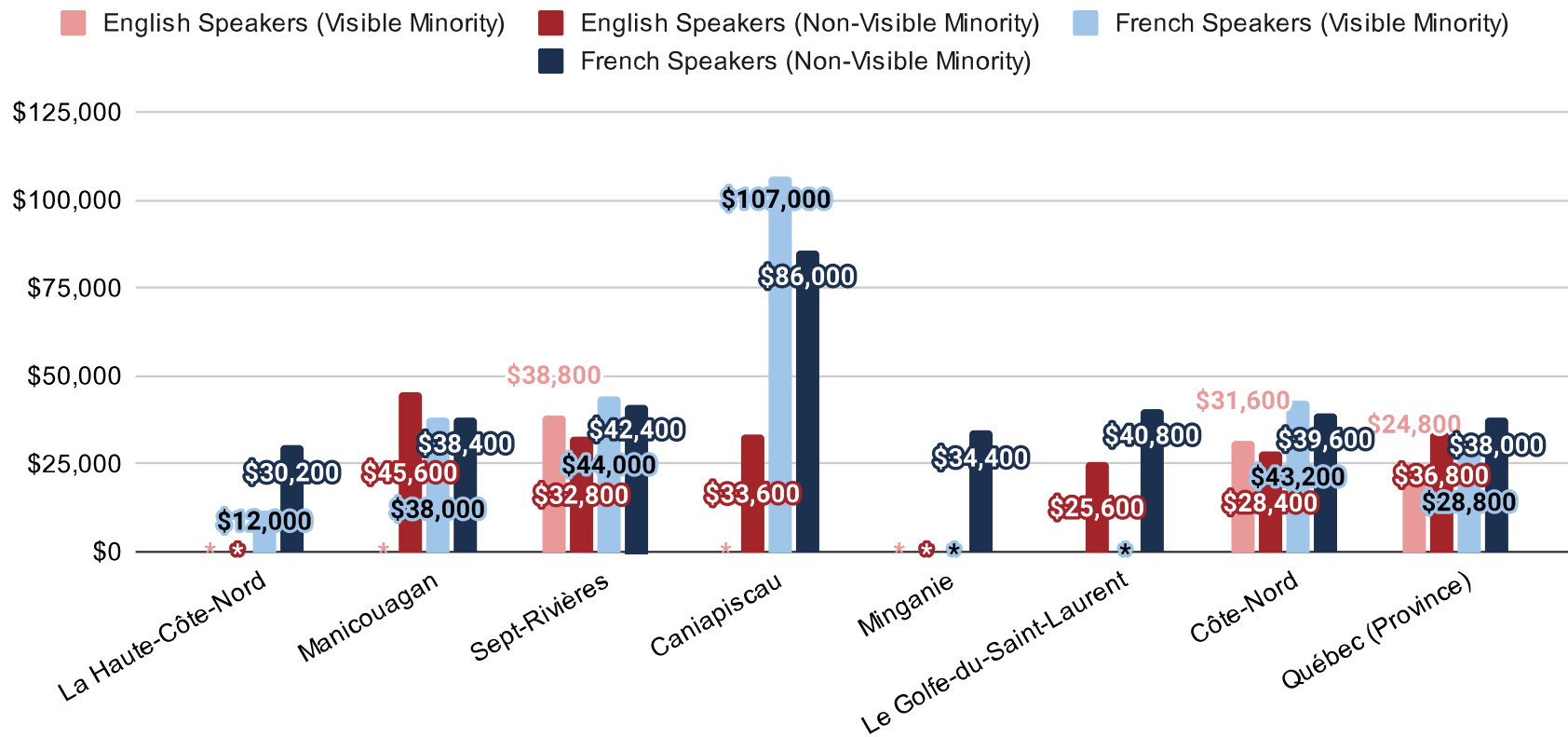
Graph 17: Gender Structure of Côte-Nord's Median Employment Income by RCM



Employment Income - Visible Minorities

English-speaking visible minorities in the region earn significantly lower median employment income than French-speaking visible minorities (\$31,600 compared to \$43,200) in the region.

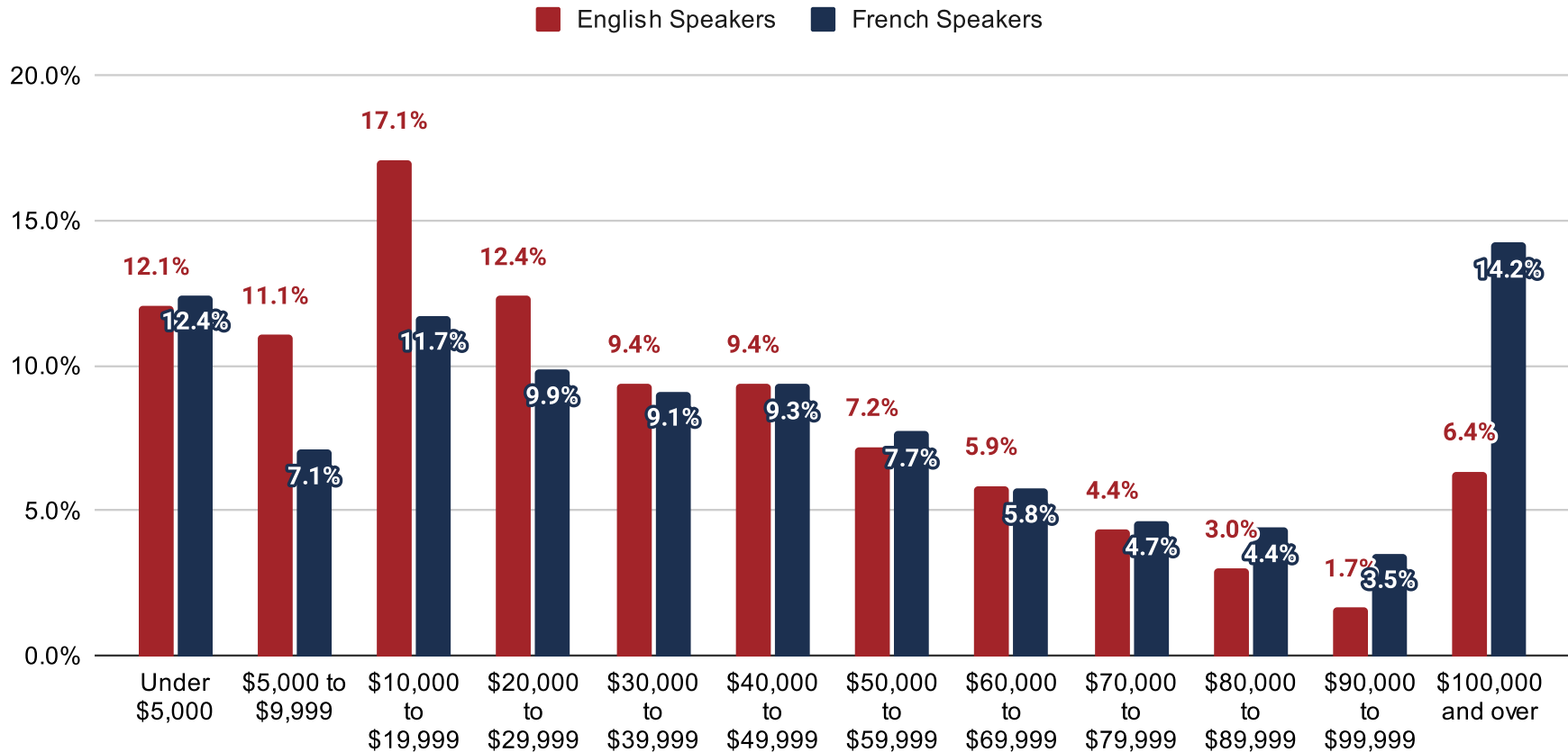
Graph 18: Visible Minority Structure of Côte-Nord's Median Employment Income by RCM



Employment Income Distribution

Employment income distribution data shows that roughly 40.3% of English speakers and 31.3% of French speakers earn a median employment income of \$20,000 and under. At the higher end of the distribution, roughly 15.4% of English speakers and 26.8% of French speakers earn \$70,000 and over.

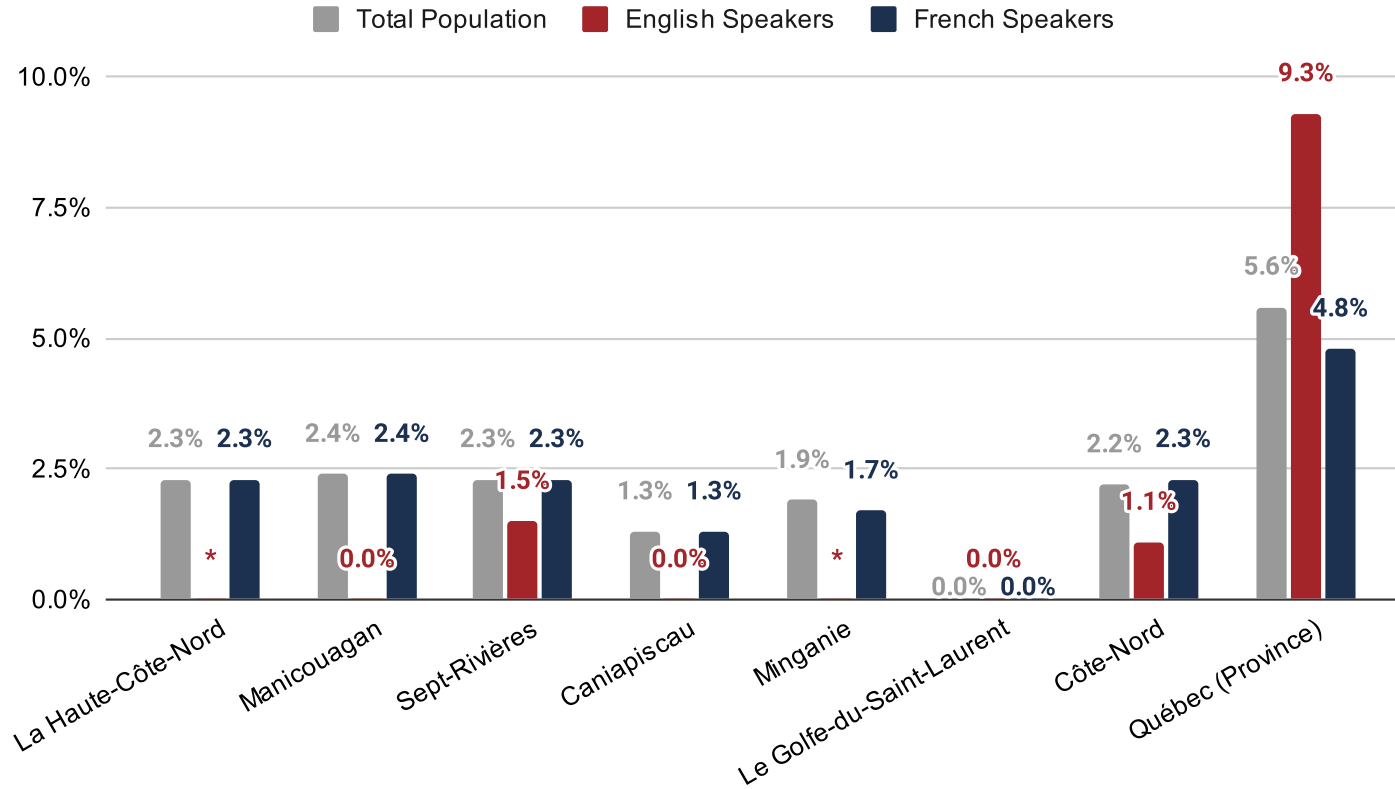
Graph 19: Distribution of Côte-Nord's Employment Income



LOW INCOME

Low-income cutoff data reveals that in Côte-Nord, a lower proportion of English speakers are below the after-tax low-income cutoff LICO (1.1%) compared to French speakers (2.3%) in the region.²⁹

Graph 20: Low Income Rate (LICO-AT) in Côte-Nord by RCM

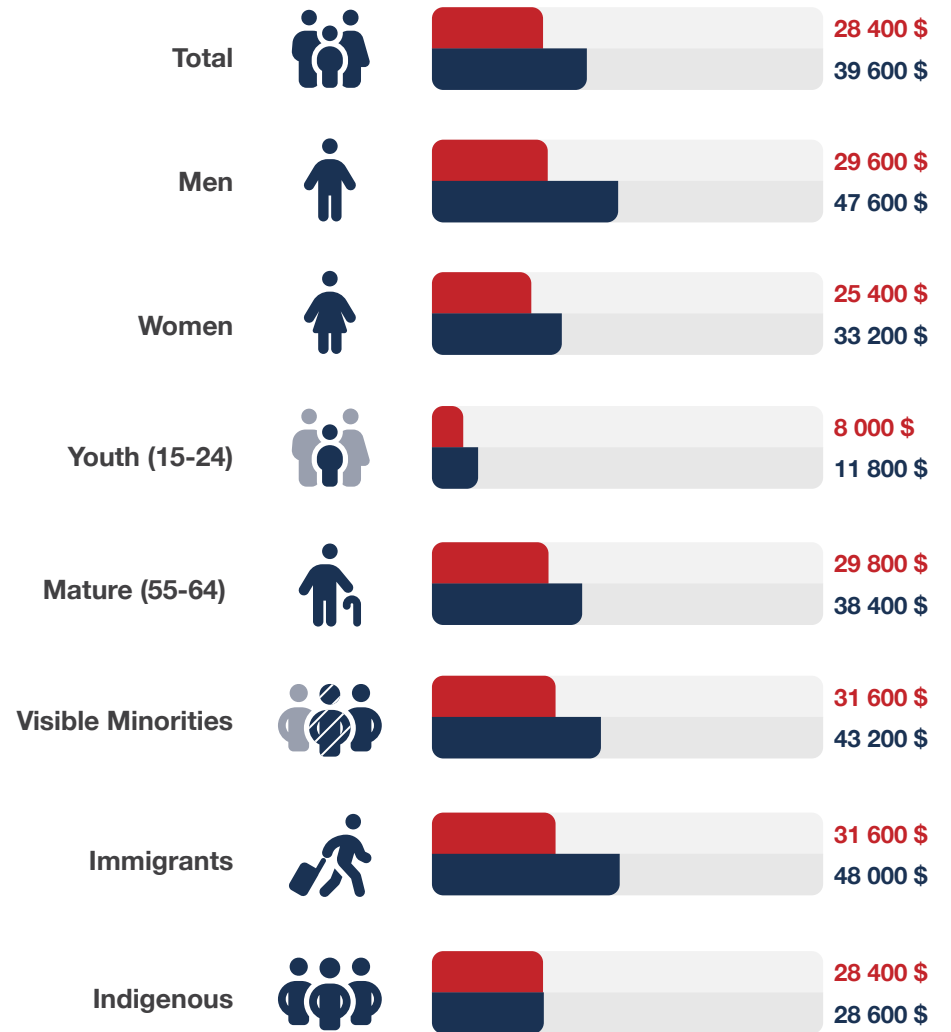


²⁹ It is important to note that in most RCMs in the Côte-Nord region, low-income cutoff data is not available.

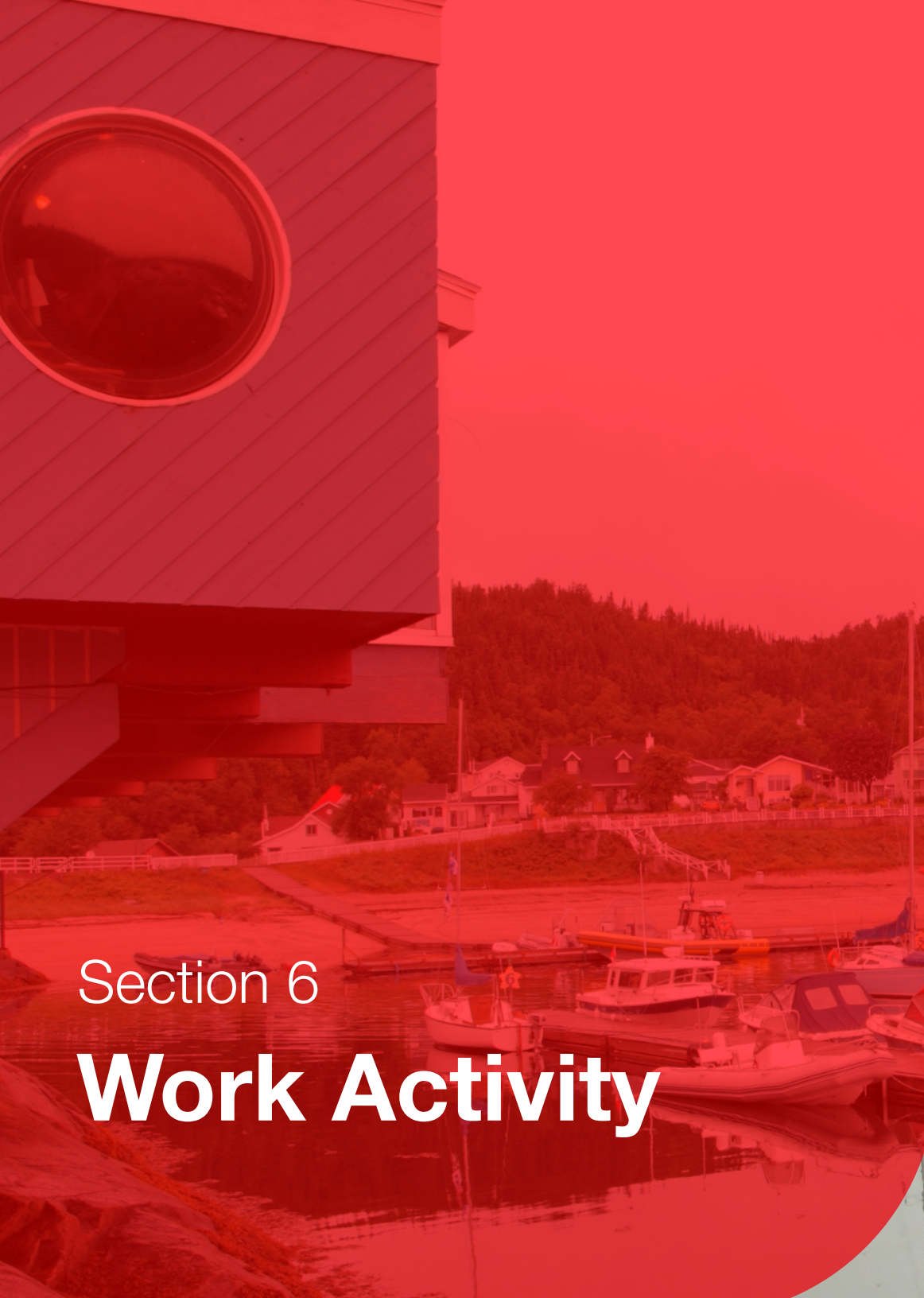
Summary of Median Employment Income for English and French Speakers in Côte-Nord

Median Employment Income

Côte-Nord



English Speakers French Speakers



Section 6

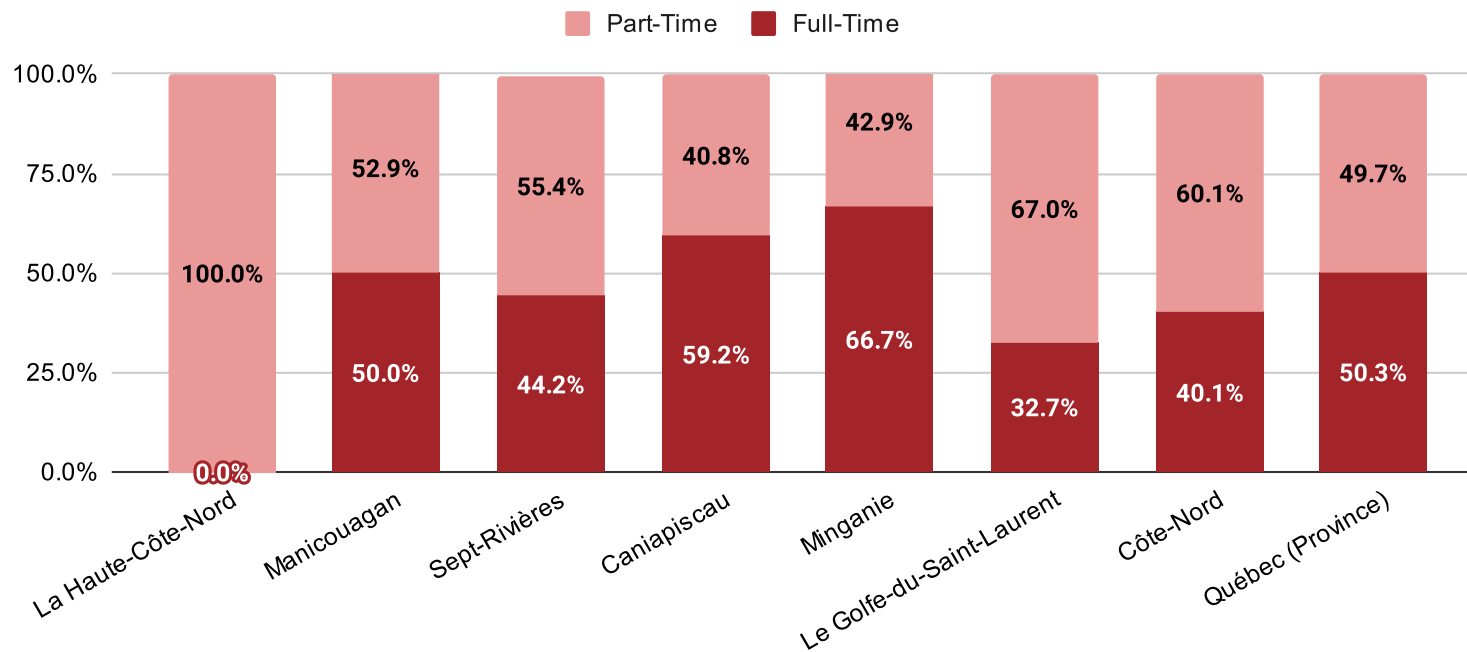
Work Activity



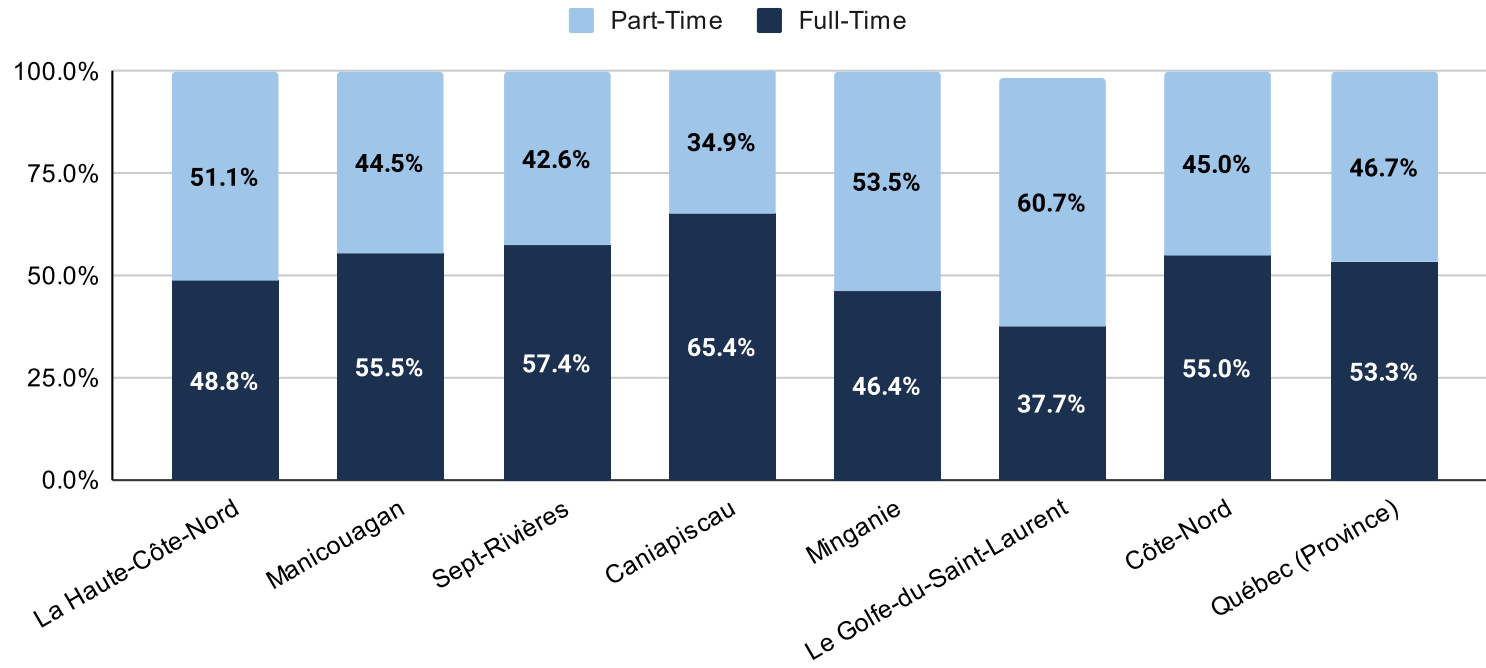
Work Activity

Approximately 60.1% of English speakers engage in part-time or part-year work compared to only 45% of French speakers. Le Golfe-du-Saint-Laurent is one of the RCMs where English speakers report the highest levels of part-time or part-year work in the region.

Graph 21.a: Work Activity of English Speakers in Côte-Nord by RCM



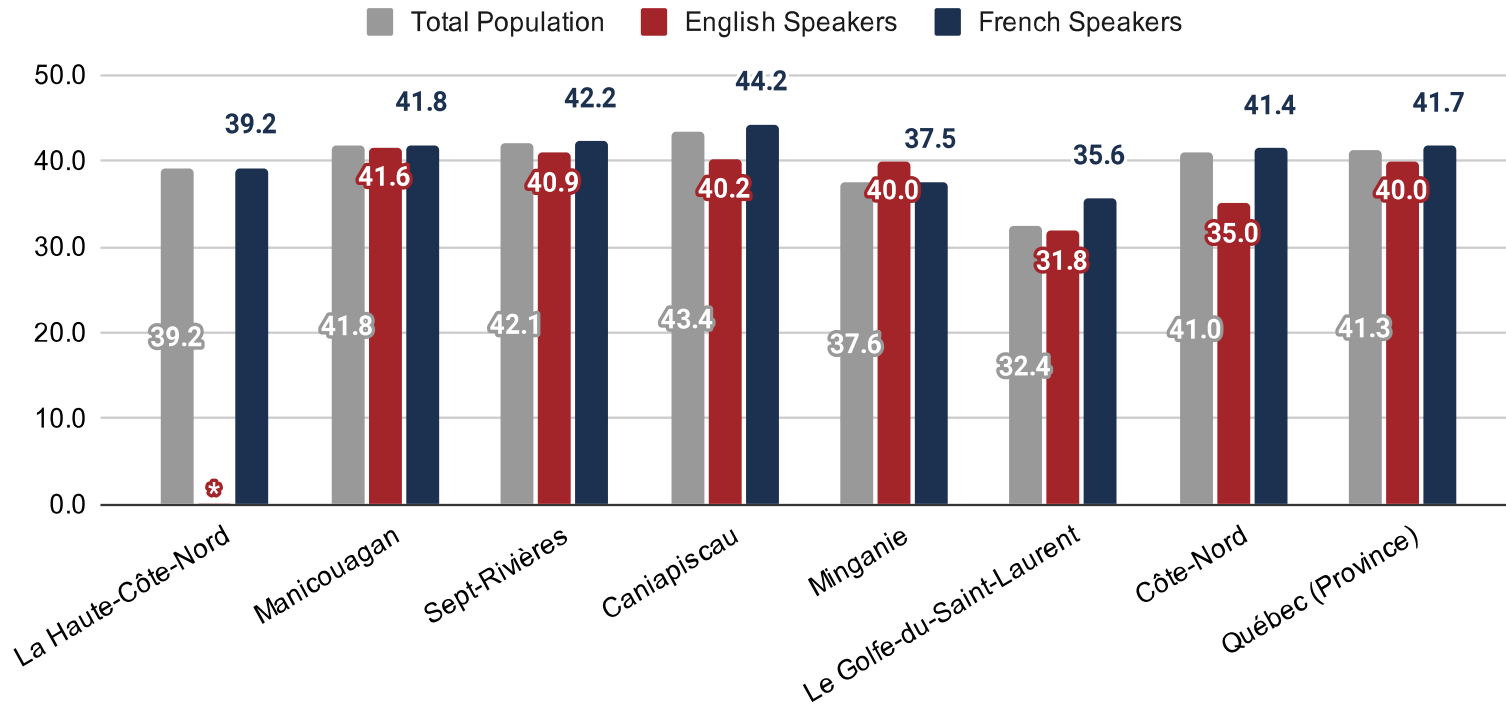
Graph 21.b: Work Activity of French Speakers in Côte-Nord by RCM



Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (35) than French speakers (41.4). English speakers in Golfe-du-Saint-Laurent worked the fewest weeks on average (31.8) in the year 2020.³⁰

Graph 22: Average Weeks Worked in Côte-Nord by RCM

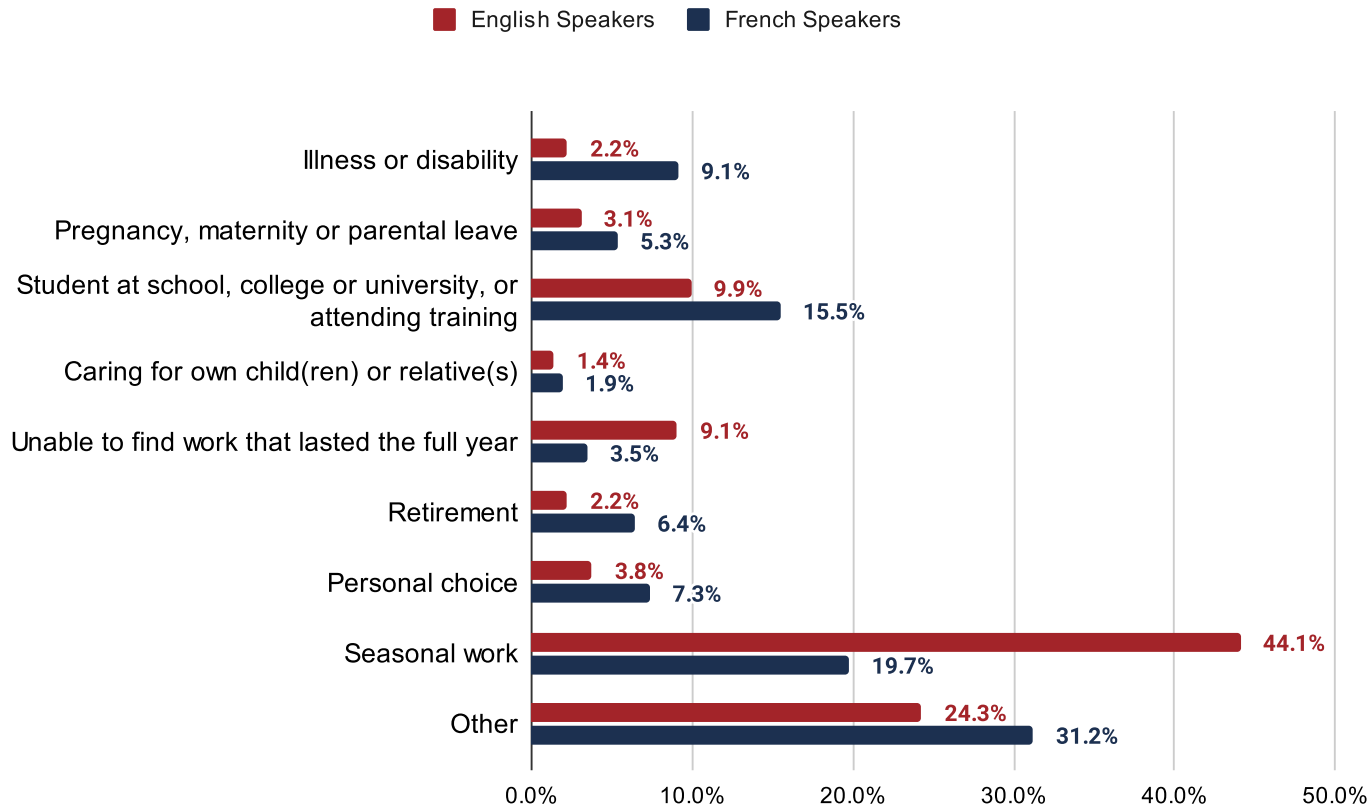


³⁰ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

Main Reasons for not Working Full-time / Full year³¹

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among English-speaking respondents in Côte-Nord was ‘Seasonal Work’, with 44.1% of English speakers surveyed indicating this response. Approximately 9.1% of English speakers indicated they had been unable to find work that lasted the full year, compared to 3.5% among French speakers.

Graph 23: Main Reasons for not Working Full-Time/Full-Year in Côte-Nord in 2020



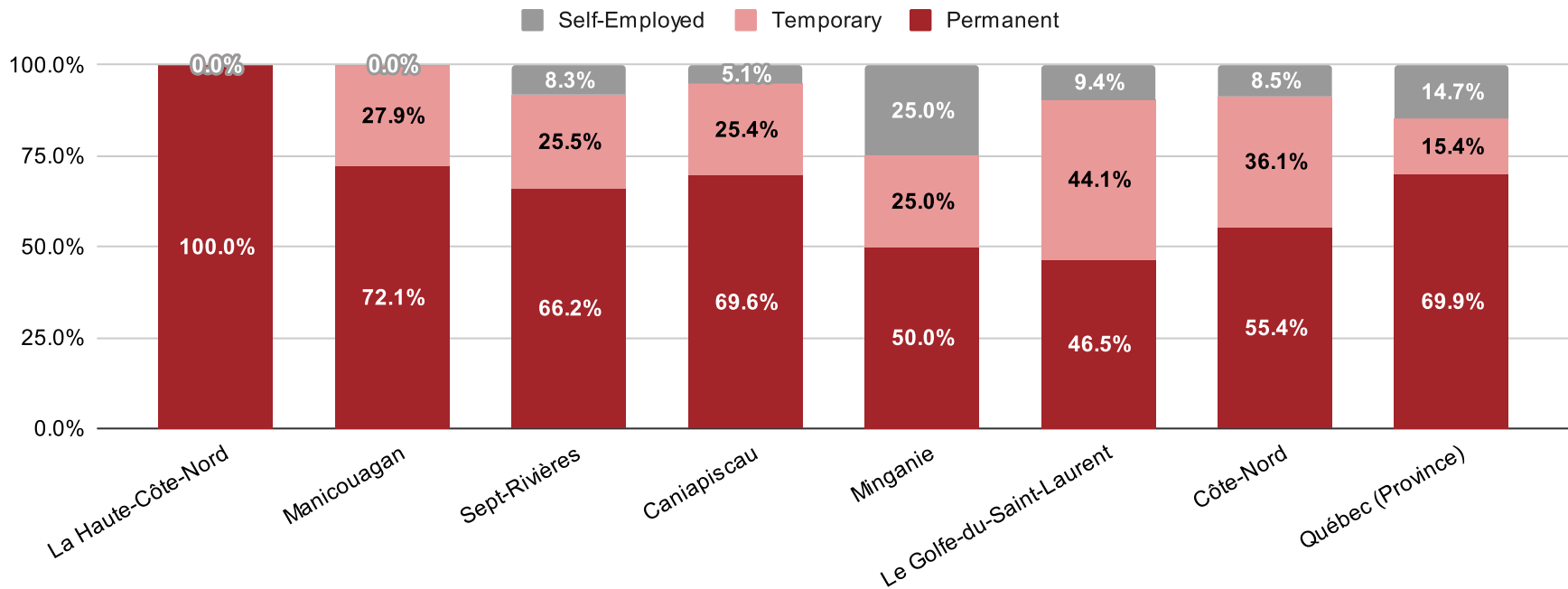
³¹ In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

Types of Workers

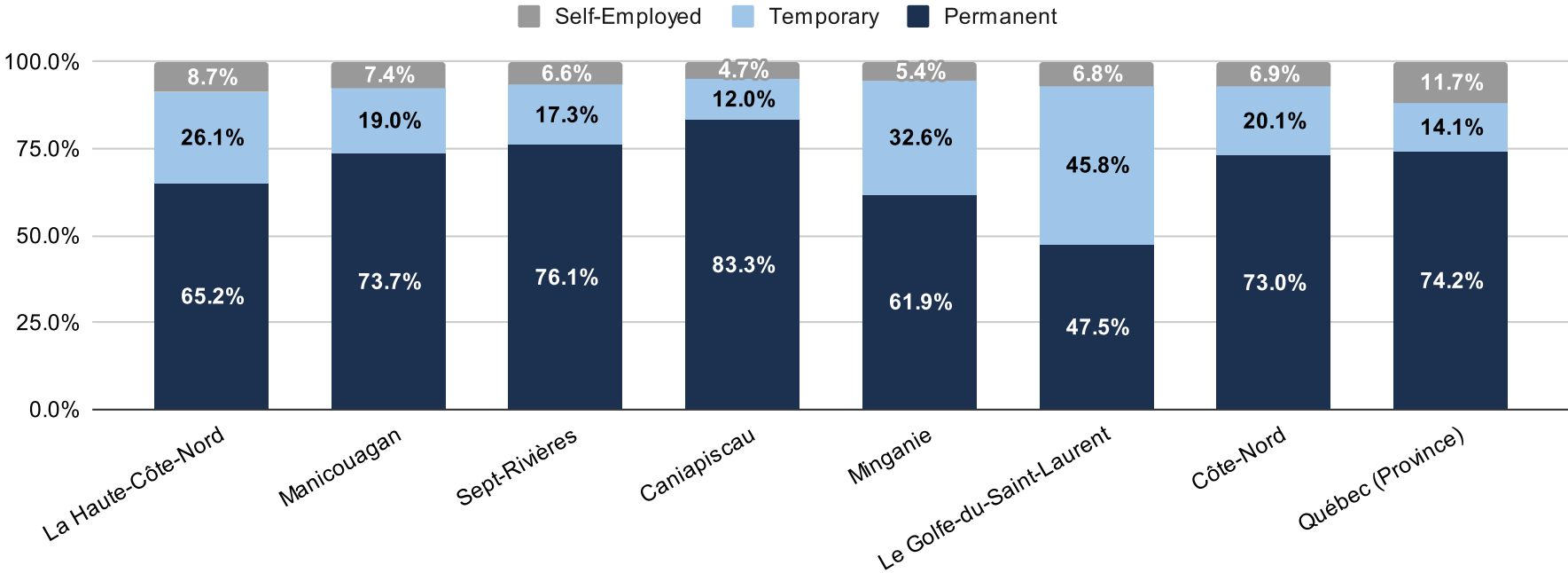
Approximately 36.1% of English speakers reported having temporary work compared to 20.1% of French speakers. Roughly 55.4% of employed English speakers in the region hold permanent positions, and 73% of French speakers hold permanent positions.

English speakers in Golfe-du-Saint-Laurent (44.1%) had the highest share of temporary work among the RCMs. Manicouagan and Caniapiscau had the highest share of permanent workers among the English-speaking population.

Graph 24.a: Type of Workers in Côte-Nord's English-Speaking Labour Force by RCM



Graph 24.b: Type of Workers in Côte-Nord's French-Speaking Labour Force by RCM



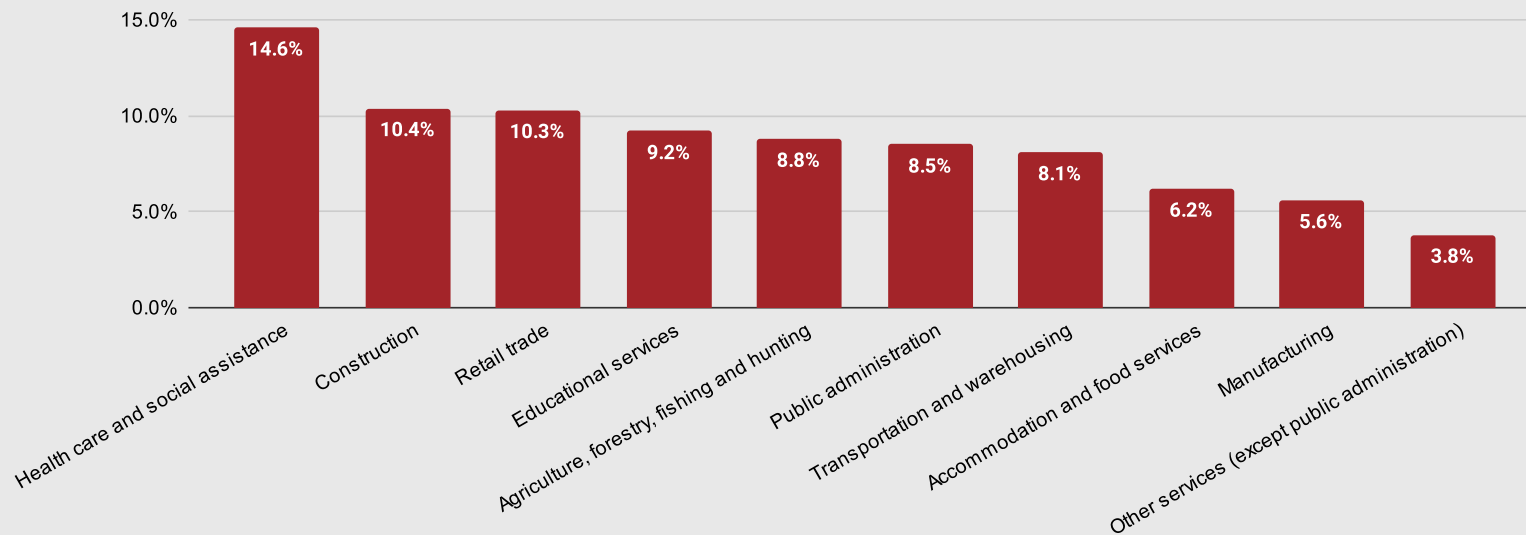
Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Côte-Nord 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

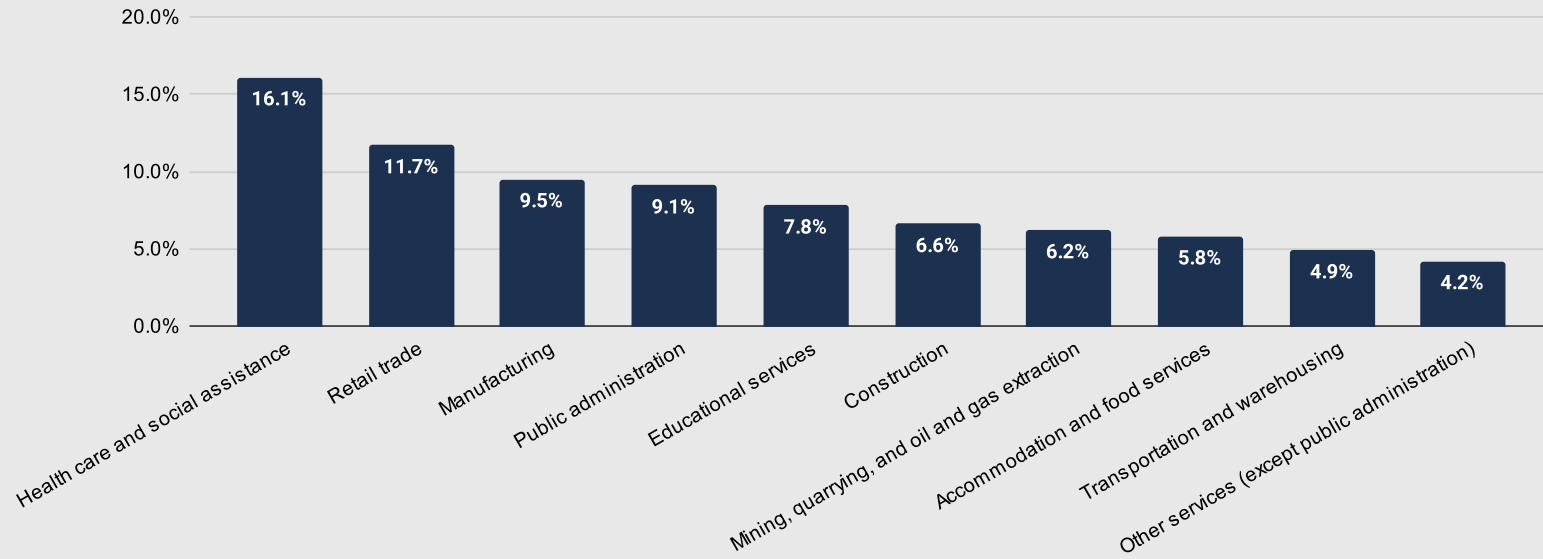
Across the region, the top industries for employment are 'Health care and social assistance', 'Retail trade' and 'Manufacturing'. The highest share of English-speaking workers in Côte-Nord work in 'Health care and social assistance', where 14.6% of individuals are employed, followed by 'Construction' (10.4%) and 'Retail trade' (10.3%).

Graph 25.a: Top 10 Industries of English Speakers in Côte-Nord



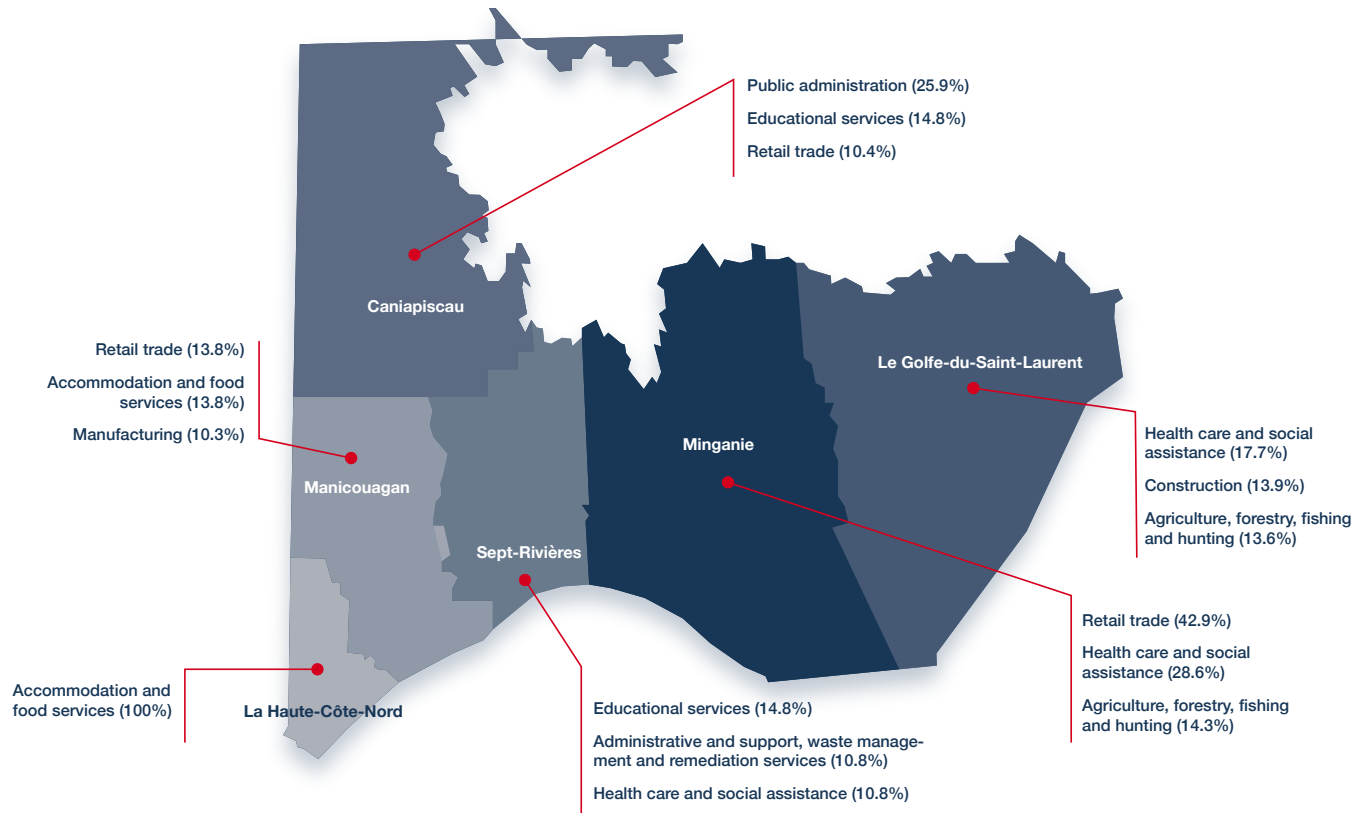
Conversely, 'Health care and social assistance' is also the top leading industry for French speakers, who have the highest engagement in 'Health care and social assistance' (16.1%), followed by 'Retail trade' (11.7%) and 'Manufacturing' (9.5%).

Graph 25.b: Top 10 Industries of French Speakers in Côte-Nord



Top Industries of English Speakers by RCM

Within the RCMs, English speakers tend to work in 'Retail trade', 'Health care and social assistance' and 'Educational services'. Notably, all English speakers of La Haute-Côte-Nord work in 'Accommodation and food services'.³²

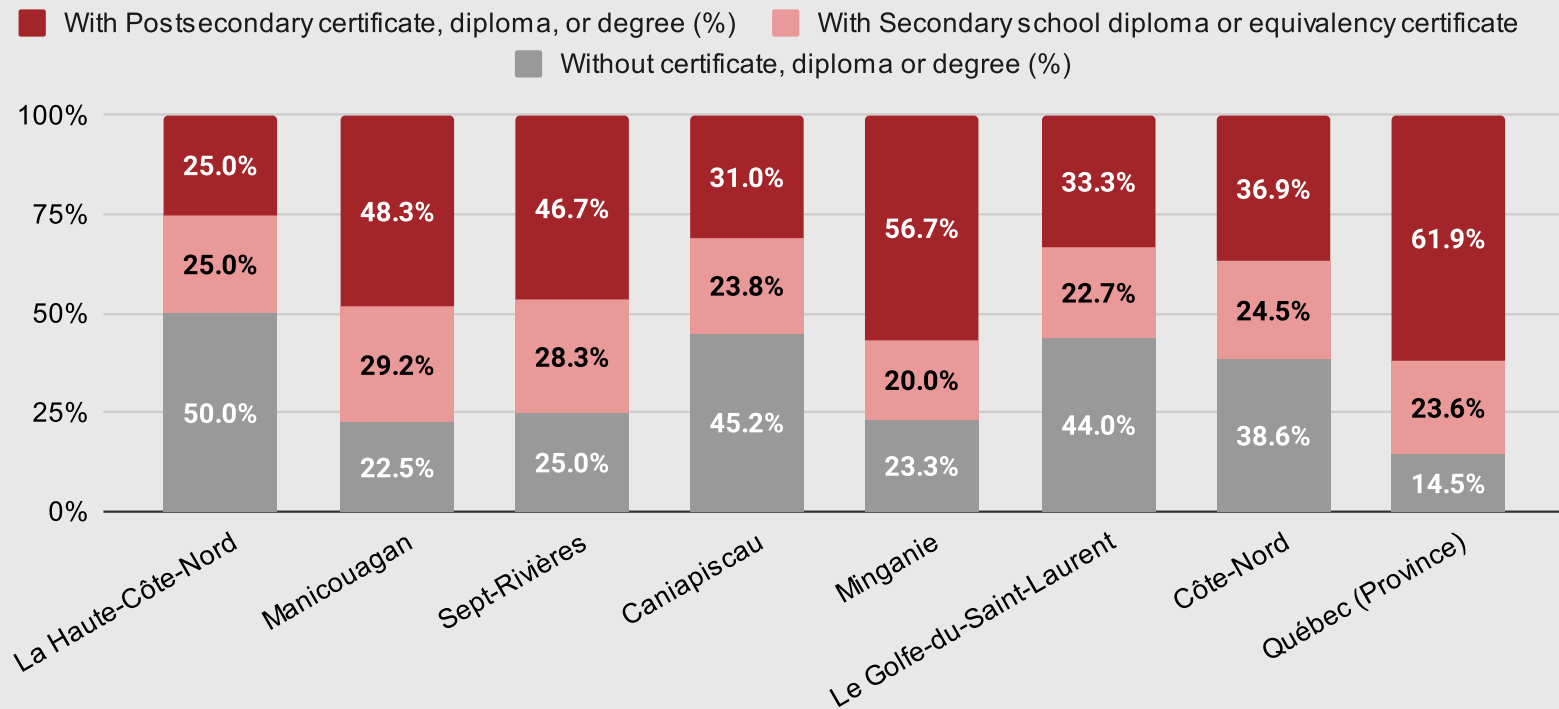


³² According to the Census, there are less than 100 English speakers in La Haute-Côte-Nord. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

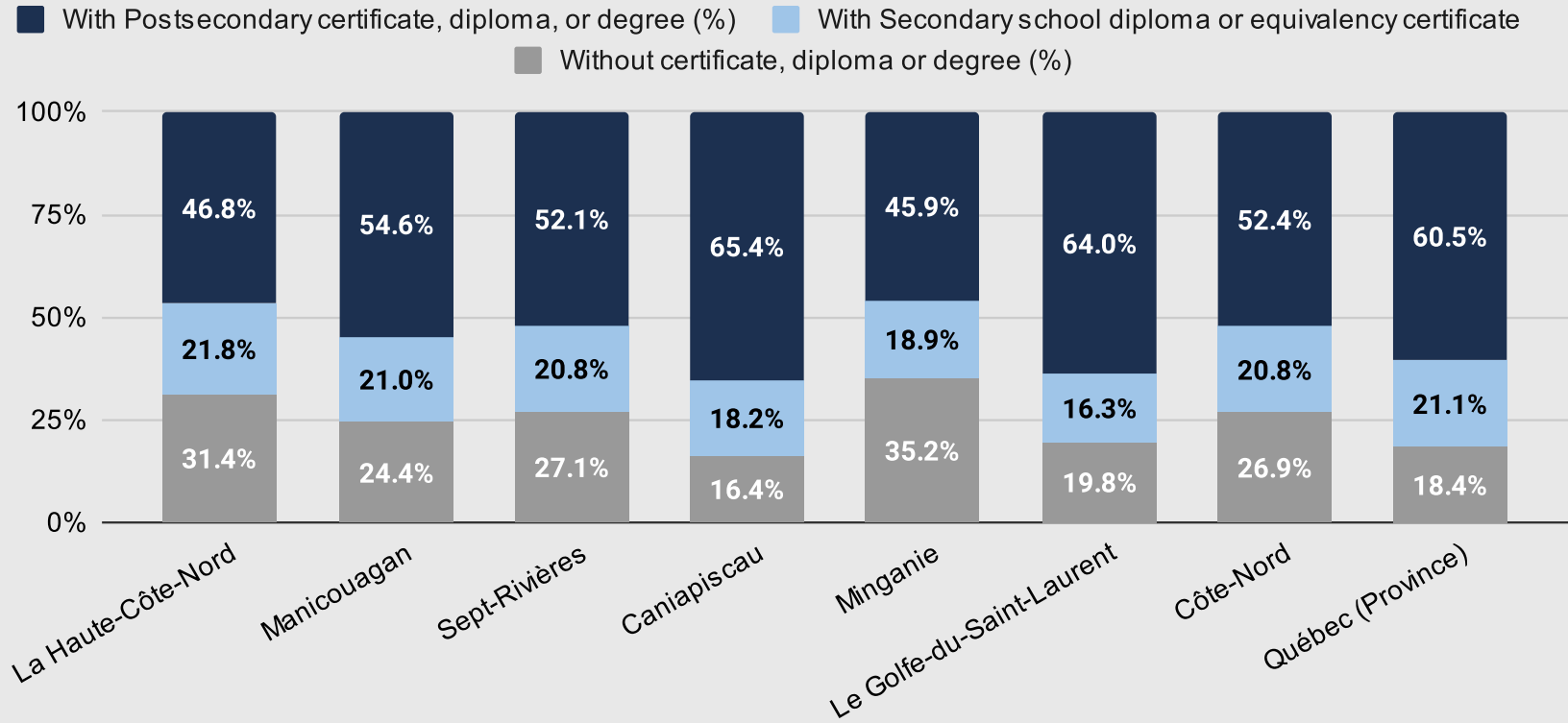
EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Côte-Nord are significantly lower than those at the provincial level. Whereas the majority of French speakers in the region (52.4%) have a postsecondary degree, 36.9% of English speakers have attained postsecondary education.

Graph 26.a: Educational Attainment of English Speakers in Côte-Nord by RCM



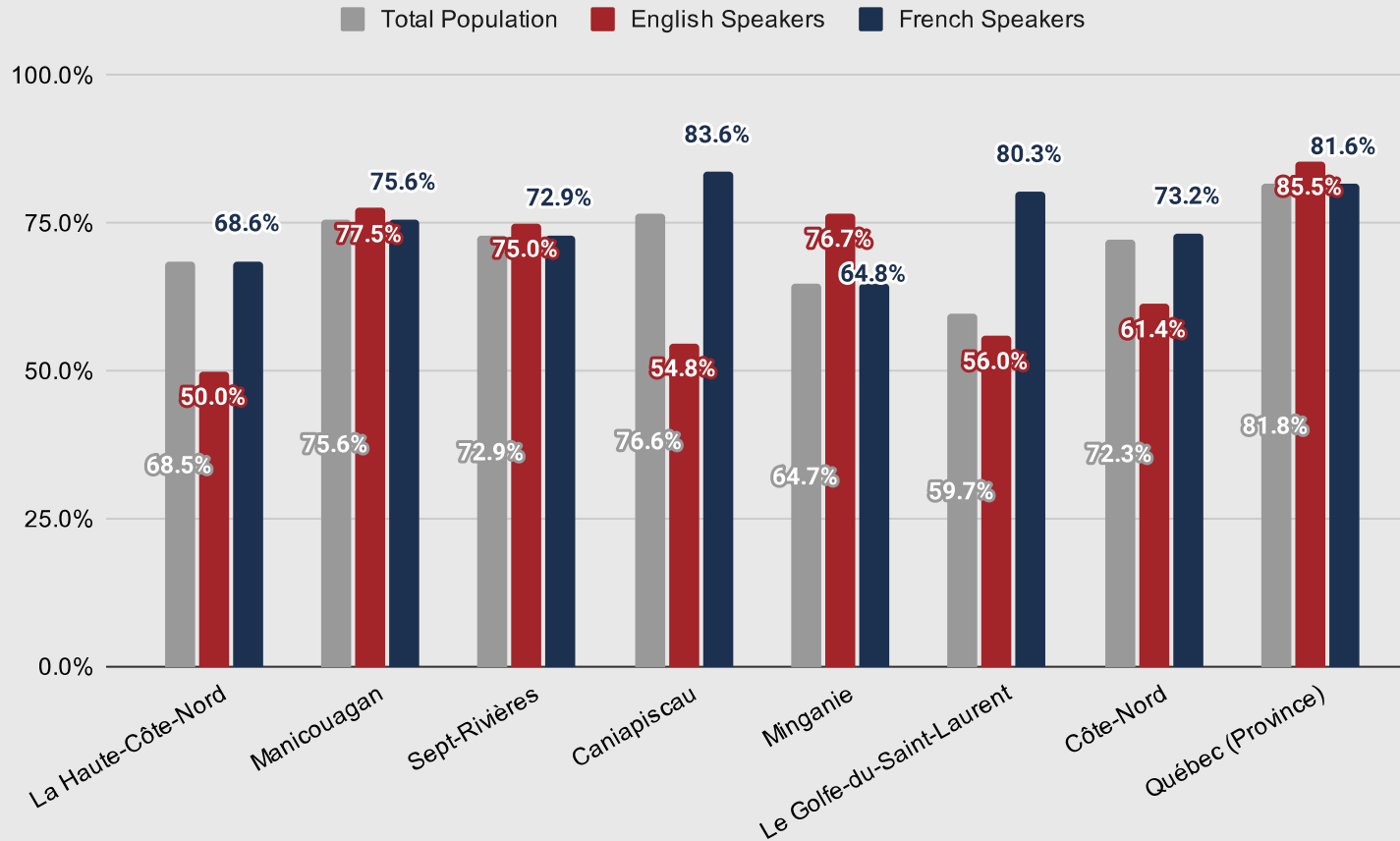
Graph 26.b: Educational Attainment of French Speakers in Côte-Nord by RCM



Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Côte-Nord have a relatively low secondary educational attainment rate of 61.4%, compared to French speakers (73.2%). Secondary educational attainment levels are highest among English speakers in Manicouagan (77.5%) and lowest among English speakers in La Haute-Côte-Nord.³³

Graph 27: Minimum Secondary Education Attainment in Côte-Nord by RCM

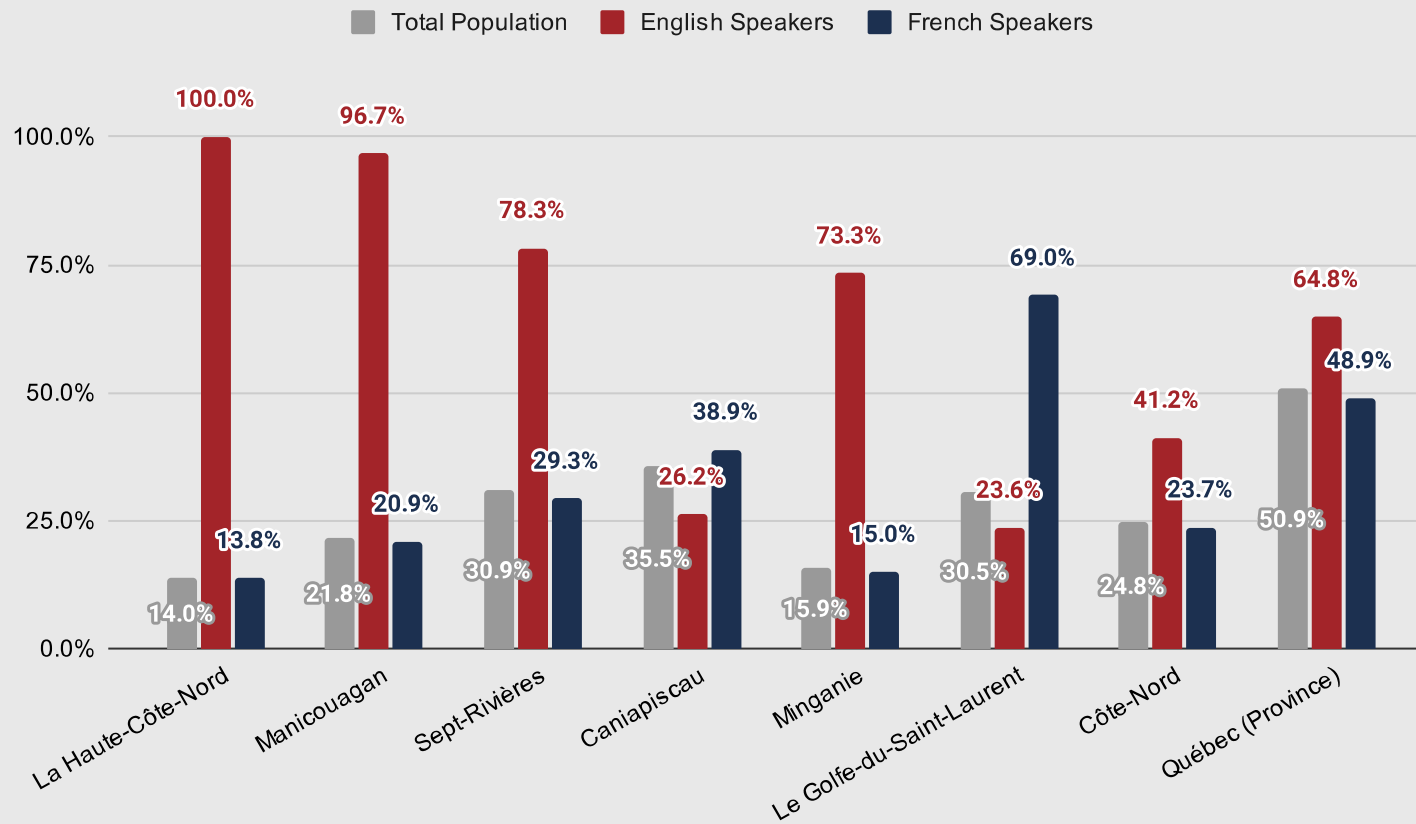


³³ According to the Census, there are less than 100 English speakers in La Haute-Côte-Nord. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

ENGLISH-FRENCH BILINGUALISM

In Côte-Nord, English speakers have significantly higher bilingualism rates than French speakers (41.2% compared to 23.7%).³⁴ English speakers in La Haute-Côte-Nord reported the highest bilingual rate, while English speakers in Le Golfe-du-Saint-Laurent reported a bilingual rate of 23.6%, the lowest among English speakers in the region.³⁵

Graph 28: English-French Bilingualism Rates in Côte-Nord by RCM



³⁴ 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.

³⁵ According to the Census, there are less than 100 English speakers in La Haute-Côte-Nord. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Côte-Nord's labour market based on online focus groups and interviews with individuals from organizations serving English speakers in the region. Interviews were conducted in May 2023. In the same month, we conducted in-person consultations with relevant organizations in order to further identify issues and needs. 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

Participants discussed the need for English speakers in their region to improve their French-language skills, particularly in written communication. There is a need to upgrade individuals' French-language skills to enhance their job searches and employability within the region's industries. Participants mentioned a recent request from clients to offer conversational French courses, as many adults are interested in improving their French language skills in a more interactive setting. They mentioned that bilingualism varies across communities, with more bilingualism observed in the region's west than in the east. Work-integrated French-language training is particularly needed for English speakers who already possess the professional training to work in in-demand sectors such as health care and social assistance but lack opportunities to learn and practice their French on-the-job.

“We had the [English-speaking clients] tell us that if there were conversational French courses, that would be something that they would like to partake in.”

– Participant

One participant described a survey conducted by their organization in 2021 to identify the skill needs within the region, where most respondents expressed the need for upskilling. Digital skills were among the skill needs identified.

Training Opportunities

Participants also highlighted the lack of opportunities for soft skills training and vocational programs in the region, which hinders job prospects, especially in industries like aluminum smelting and mining. They noted that the labour force in the area is male-dominated, but many men leave the province for construction work elsewhere, leading to a labour shortage.

Participants discussed the barriers English speakers face when pursuing vocational training and training for certain professions. These barriers

include the high cost of vocational training and the distance to travel to English language vocational training programs. Another issue is the certification process for certain programs. For health occupations, the French language test required for certification can be an obstacle to certification, and some English speakers require additional language training or accompaniment to complete the certification process. This is particularly important for remote regions with acute shortages of health care professionals. Similarly, the certification process in construction often requires knowledge of the French language, creating a language barrier for some English speakers.

“There is vocational training, but it’s only within the French school boards. We don’t have a school board that services our area. So unfortunately, there are no opportunities that they offer for our region for [English language] vocational training.”

– Participant

Participants raised concerns about the inadequate French-language training options in the region, particularly for workforce-oriented French courses.

Participants emphasized the importance of developing employment service delivery and addressing the identified needs of English speakers in the region to enhance employability and skill development. They also mentioned difficulties for English speakers looking to access English language employment services and programs, which are more available

and accessible in French. Organizations serving English speakers in the region often face funding challenges and lack a specific mandate to provide employment support to English speakers. There is a need not only for support for organizations to provide employment support for English speakers but also for organizations who provide services such as local job boards, accompaniment for English speakers who are seeking services from local employment service providers, and translation services to help English speakers interact with employment service providers, Services Québec, and Emploi-Québec.

Outmigration

Participants discussed the challenges of retention and recruitment in the region, particularly for English speakers. There are no English language postsecondary opportunities in the region, which has led to some English speakers, particularly youth, leaving the region to pursue training and better work opportunities outside of Côte-Nord. Participants described the need for employment support programs that re-engage youth and other English speakers in the labour force, and connect them to local employers and employment services. This was identified as a key strategy to help tackle the higher unemployment rates and recruitment issues for English speakers in the region, particularly youth.

Conclusion & Recommendations

In our review of the available data on linguistic groups in the Côte-Nord 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. 'Health care and social assistance', 'Construction', and 'Retail trade' tend to be the leading industries for English speakers to work in. Occupations in the 'Health care and social assistance' industry are the most in-demand in the region, and English speakers are less represented in this industry compared to French speakers. English-speaking men are found to have a much higher rate of unemployment compared to women, though they have a higher median employment income than women. English-speaking visible minorities, immigrants and Indigenous individuals are found to have lower unemployment rates compared to the total English-speaking population in the region. Mature English-speaking individuals have a higher unemployment rate compared to the English-speaking population. There are also

disparities found among youth in the region; English-speaking youth have significantly lower labour force participation rates and higher unemployment rates compared to French-speaking youth.

Based on the findings in this employment profile, we offer the following recommendations for regional and provincial policymakers and local stakeholders to improve the labour market outcomes of English speakers and linguistic minorities in the Côte-Nord 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 PRIIME³⁶ and IPOP.³⁷
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training³⁸ 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.

³⁶ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 5). *5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME)*. Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

³⁷ IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 17). *5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel*. Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³⁸ 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 Côte-Nord'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.
- Fund English-language regional and community organizations to deliver employability and employment assistance programs to English speakers.

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.

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