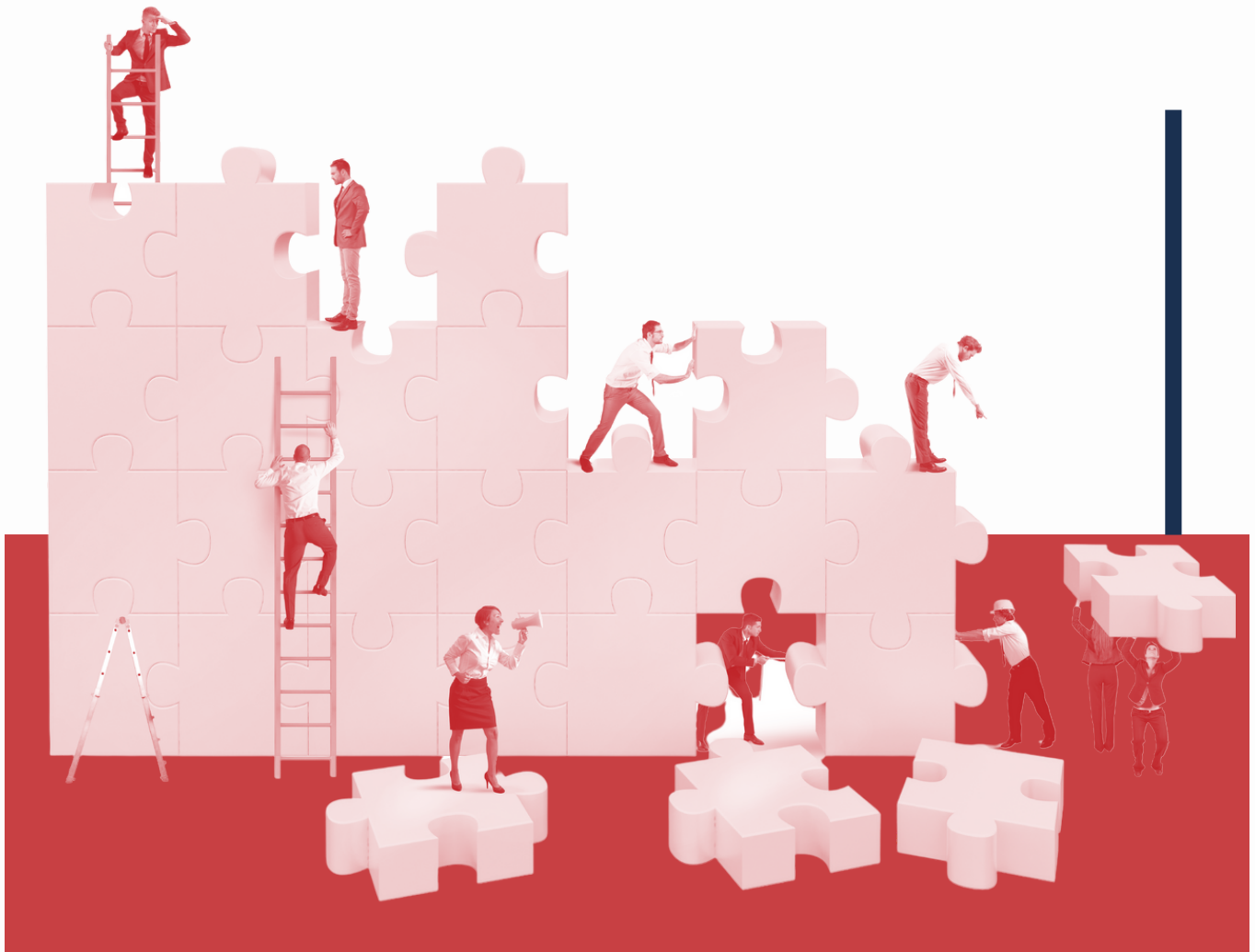




# ANNUAL REPORT

PROVINCIAL EMPLOYMENT ROUNDTABLE

2022 - 2023



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## OUR VISION

PERT's vision is of a Québec where all Quebecers are actively living, working, and thriving while making our contribution to a strong and vibrant Québec economy.

## OUR MISSION

The Provincial Employment Roundtable (PERT) is a non-profit multi-stakeholder initiative focused on addressing the employment and employability challenges facing Québec's English-speaking community.

# PERT'S PILLARS

## Research

- Develop a deeper understanding of the challenges and problems in the employability and employment landscape.
- Identify gaps in the data and improve the availability of information.
- Develop solutions and policy recommendations.

## Engagement

- Foster an environment of engagement and collaboration between different stakeholder groups.
- Mobilize resources and other solutions.
- Work with governments for the benefit of stakeholders.





James Hughes,  
President

## A WORD FROM OUR PRESIDENT

As we reflect on the past year, it's clear the Provincial Employment Roundtable (PERT) has undergone significant growth in two notable areas: the strength of its network and membership, as well as the production and mobilization of knowledge about the employability challenges facing Quebec's English-speaking community.

The expansion of our membership and the establishment of a new sectoral table have been instrumental in giving PERT further momentum. Moreover, the diverse backgrounds, experiences, and perspectives of our members have enriched our strategic vision and brought strength to our mission.

PERT has also taken significant strides in producing knowledge about the employability challenges facing the English-speaking community. Through research, analysis, and collaboration with experts, we have published important insights about the state of employment for our community. Equally important is how we've mobilized this knowledge. PERT has actively engaged with stakeholders at all levels to ensure that the insights we've produced drive change.

Finally, our governance evolved with the addition of two excellent new members to our Board of Directors: Lina Aristeo and Malcolm Lewis-Richmond. Their contributions over the last year have been terrific. However, this year is also a year of transition for our Board, as we bid farewell to two esteemed board members, Darlene Hnatchuk and André Rousseau. I would like to express our heartfelt gratitude for their invaluable contributions to PERT.

As we chart our course for a future where all Quebecers actively live, work, and thrive while contributing to a strong and vibrant Québec economy, we remain steadfast in our commitment to excellence. Thank you for your dedication, passion, and belief in PERT's potential. Together, we can continue to make a significant contribution to the health and welfare of our community.



**Nicholas Salter,**  
**Executive Director**

## **A WORD FROM OUR EXECUTIVE DIRECTOR**

Over the last year, PERT's team had the opportunity to produce research on the employability of the English-speaking community at a time when language policies were at the forefront of the legislative agendas of both the federal and provincial governments. This was an important opportunity for PERT to demonstrate its impact, but it was also a challenge that required our team to adapt rapidly to changing circumstances. I am proud to say that we were up to the task.

The agility of PERT's team was in part due to the addition of two new researchers to our Policy and Research team. This increased our capacity to conduct economic analysis and high-level research. The team produced six reports on a range of topics, including the state of employment for Québec's racialized and English-speaking communities and a series of reports on best practices for the French-language learning workplace ecosystem. Beyond our planned research projects, this extra capacity enabled us to write and submit three briefs for federal and provincial legislative consultations.

It was also a particularly busy year for the Communications & Engagement team, who worked hard to develop engaging and eye-catching content to draw attention to our research findings. As a result of their efforts, PERT's research was featured in the news thirteen times, including in reporting by major news broadcasters such as The Globe and Mail, The Montreal Gazette, CTV, La Presse, and more. PERT's communication efforts also resulted in substantial organic growth in our following on social media and increased the number of total subscribers to our newsletter to over three hundred.

This year, we also worked to build on our existing relationships with stakeholders. In August 2022, we created a Regional Sectoral table which improved our capacity to consult with regional partners. Our team also organized a conference and two forums that

brought together hundreds of stakeholders from within the English-speaking community and both levels of government to discuss the issues and opportunities for English speakers in Québec's labour market. With these efforts, PERT has demonstrated its capacity to mobilize and engage with the English-speaking community and government.

It's clear from all these achievements that we have successfully positioned PERT as a leader in the conversation about the economic situation facing Québec's English-speaking community. Looking forward, we hope to build off of the past year's successes. We plan to continue to grow PERT's capacity to deliver high-quality research, but more importantly, we also hope to build upon our engagement work to unlock partnerships and projects that have a real impact on the employability of our community. The economic gaps between Francophones and English speakers may be widening, but with your support, we will start to close them and ultimately succeed in reversing these trends.

# OUR TRAJECTORY



## APRIL 2022

- PERT moves into its new office.
- Report release: “French Language Training for the Workforce.”
- Op-ed publication in the Montreal Gazette: “Protect French with training opportunities, not coercion.”

## MAY 2022

- Interview with Rob Lurie from CTV about our report “Employment Profile of English Speakers in Québec.”



## JUNE 2022

- Trip to the Magdalen Islands with RDN to meet with CAMI, Carrefour jeunesse emploi des Îles, and Emploi Québec’s Regional Office.

## JULY 2022

- Report release: “French-Language Support for English-Speaking Professionals.”
- Participation in the 2022 Cross-Canada Official Languages Consultation.



## AUGUST 2022

- All 18 Employment profiles of English Speakers in Québec are published.



## SEPTEMBER 2022

- Hosted our first Annual General Meeting in our new office.
- Report release: “English-language Vocational and Technical Training in Québec.”

## OCTOBER 2022

- Successful funding by MESS\* and the CPMT\* of our project to develop new regional profiles with 2021 census data.



## NOVEMBER 2022

- Hosted the “Putting Language to Work” conference, which was attended by 179 people over 2 days.



## DECEMBER 2022

- Successful financing by MESS and the CPMT of our project with our regional partners in Gaspésie-Îles-de-la-Madeleine.



## JANUARY 2023

- Presentation of our pre-budget submission and participation in the pre-budgetary consultation organized by Minister Girard in Québec City.



## FEBRUARY 2023

- Hosted our Forum on the Employment of Québec’s Historically Marginalized English-speaking Communities.



## MARCH 2023

- Completed the evaluation of YES French for the Workforce program.

\* *Ministère de l'Emploi et de la Solidarité sociale (MESS)*

\* *Commission des partenaires du marché du travail (CPMT)*





# **POLICY & RESEARCH**

# POLICY & RESEARCH AT A GLANCE

5

Reports  
completed

3

Briefs  
published

30

Focus groups  
participants

66

Experts  
interviewed

6

Conferences  
attended

+700

Survey  
participants

# AN OVERVIEW OF PERT'S POLICY PROJECTS 2022-2023

## **French for the Workforce Final Evaluation Report**



PERT completed the second of its three-year evaluation of YES's French for the Workforce Program. This year, we introduced the Regional Development Network (RDN) as a partner to mobilize English speakers from all the regions of Québec to participate in the program. Our evaluation focused on the program's effectiveness and relevance for various English-speaking clients, including those living in the regions.

## **Learning French as an Adult: A Review of Current Best Practices in Adult French-Language Training in Québec**

This report provides an overview of the best practices for adult French-language training in Québec based on interviews with educators, administrators, and researchers working to improve adult French-language training, as well as secondary peer-reviewed research on language learning. It specifically examines French-language training for English speakers who face language-related barriers to employment.



## **Québec and the Rest: A Survey of National and International Approaches to Adult Language Training**

This project surveys how various jurisdictions in Canada and worldwide have deployed adult language training and analyzes the policies for their potential application in Québec.

## Bill 96 Explainer

In this report, PERT outlined key sections of the provincial government’s “Bill 96: An Act respecting French, the official and common language of Québec” that were likely to affect employment in order to demystify its scope and impacts for our stakeholders in the English-speaking communities across Québec.



## Mapping Employment Supports for Québec’s Racialized and Immigrant English-speaking Communities

This project surveys the current employment services tailored towards racialized and immigrant English speakers in Québec, highlighting any gaps in the existing service offer. Drawing from the 2021 Census of Canada, an inventory of employment services, and insights from interviews, focus groups, and forums with employment providers, the report identifies significant gaps in the service offer and other forms of support that could benefit these communities.

# BRIEFS SUBMITTED IN 2022-2023

## **Mémoire: Réflexion sur l'avenir de la langue française**

This brief was submitted in the context of the public consultation by the government of Québec on the future of the French language. In it, we summarize our research on the situation of English-speaking communities regarding the French language and employment, identify the main challenges facing our communities, and make recommendations to the Québec government with the common goal of protecting the French language and ensuring that no English-speaking Quebecer is left behind.

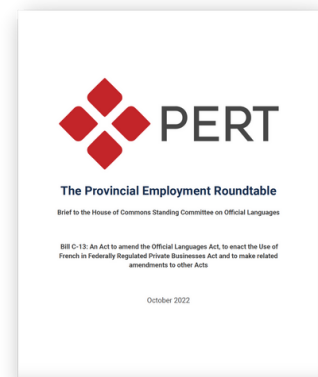


## **Official Languages 2022 Action Plan Brief**

PERT submitted a brief as a part of the federal government's 2022 Consultations on the renewal of the Action Plan for Official Languages. The brief identified major issues English-speaking Quebecers face regarding employment and areas of investment and action to resolve these issues. These included French-language learning, funding for community organizations supporting the employment of English-speaking Quebecers, and increased funding for research on English-speaking Quebecers' employability and socioeconomic status.

## **Bill C-13 Brief**

This brief outlines PERT's comments and recommendations regarding the federal government's Bill C-13: An Act to amend the Official Languages Act, to enact the Use of French in Federally Regulated Private Businesses Act and to make related amendments to other Acts. Our recommendations centered on preserving Official Languages Minority Communities' (OLMC) rights and enhancing OLMC vitality.







## ONGOING PROJECTS

### **2023 Employment Profiles (2021 Census)**

- This project, funded by MESS and the CPMT, provides updated employment profiles highlighting the socioeconomic situation of English speakers in each of Québec's 17 regions and the province as a whole, using the latest (2021) census data from Statistics Canada. The project also utilizes qualitative data collected from interviews, focus groups, and conference discussions with various organizations catering to English-speaking communities in all 17 regions of Québec.

### **Étude sur la situation économique et la dynamique du marché du travail des communautés anglophones en Gaspésie-Îles-de-la-Madeleine et élaboration d'un plan d'action régional sur mesure**

- This project, funded by MESS and the CPMT, will collect additional information on the employment situation of English speakers across Gaspésie-Îles-de-la-Madeleine, as it relates to community vitality and revitalization through the distribution of a survey to the distinct communities in the region. It is a project that PERT is collaborating on with CASA, Vision Gaspé-Percé Now, and CAMI.

### **Regional French-language Needs Assessment**

- This project aims to examine the current French-language proficiency of English speakers across the regions of Québec, as well as the types of French-language learning programming that would best meet their needs. The cornerstone of the project is a survey that, to date, has received more than 700 responses. This project is a collaboration between PERT and RDN.



# COMMUNICATIONS

# COMMUNICATIONS AT A GLANCE

7

Blog posts

+276

Followers on  
LinkedIn

13

Media hits

33K

LinkedIn  
Impressions

16

Newsletters

4

Press  
releases

28K

Website page  
views

11

YouTube videos  
published

626

Social media posts  
across Facebook,  
LinkedIn and Twitter

+300

Email  
subscribers

# MEDIA AT A GLANCE



CTV  
NEWS

2



City  
News

2

98.5

1



THE  
GLOBE  
AND  
MAIL

1



Brant County  
NEWS

1



LA  
PRESSE

1



Métro

1



MONTREAL  
GAZETTE

4

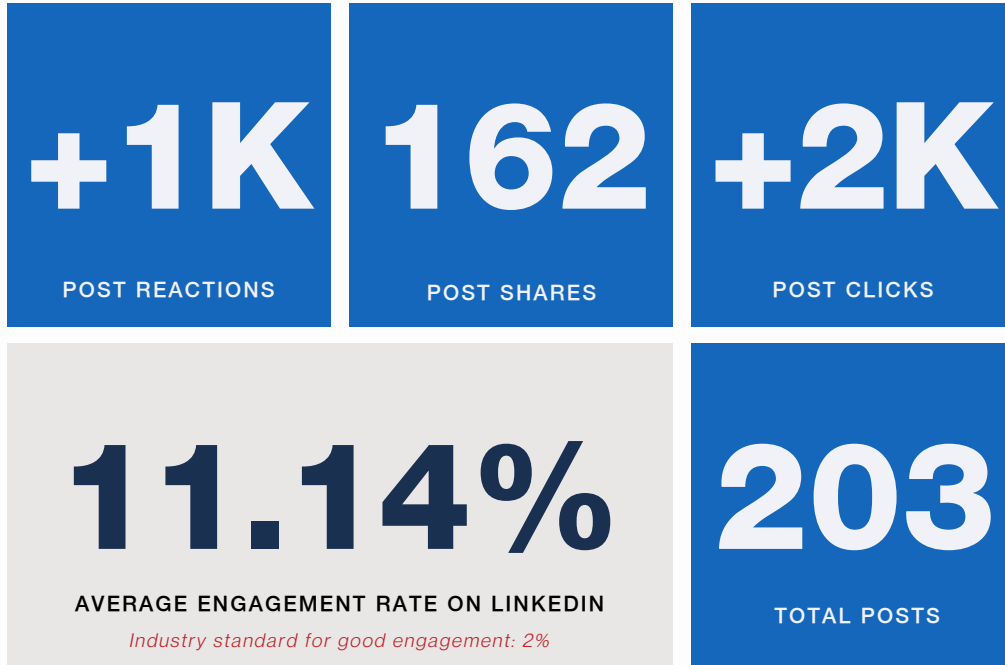




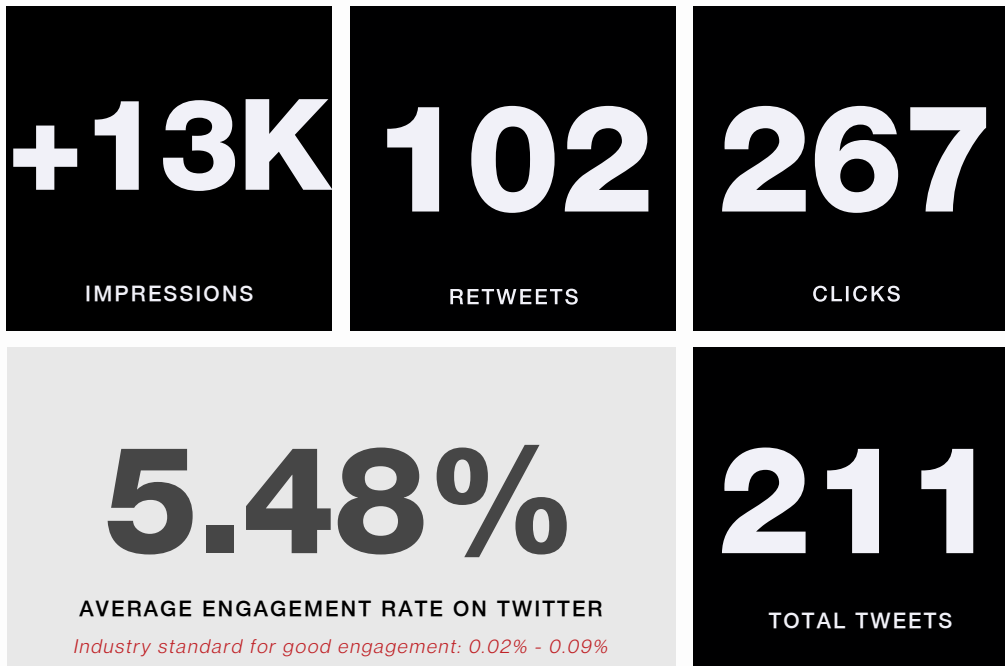


## ❖ SOCIAL MEDIA IMPACT

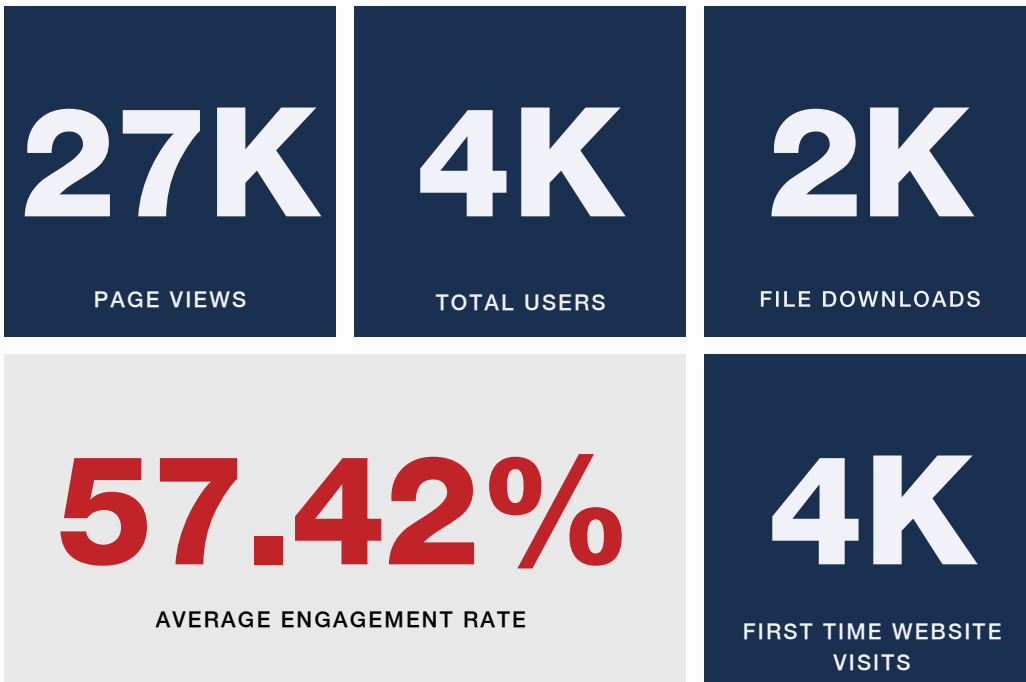
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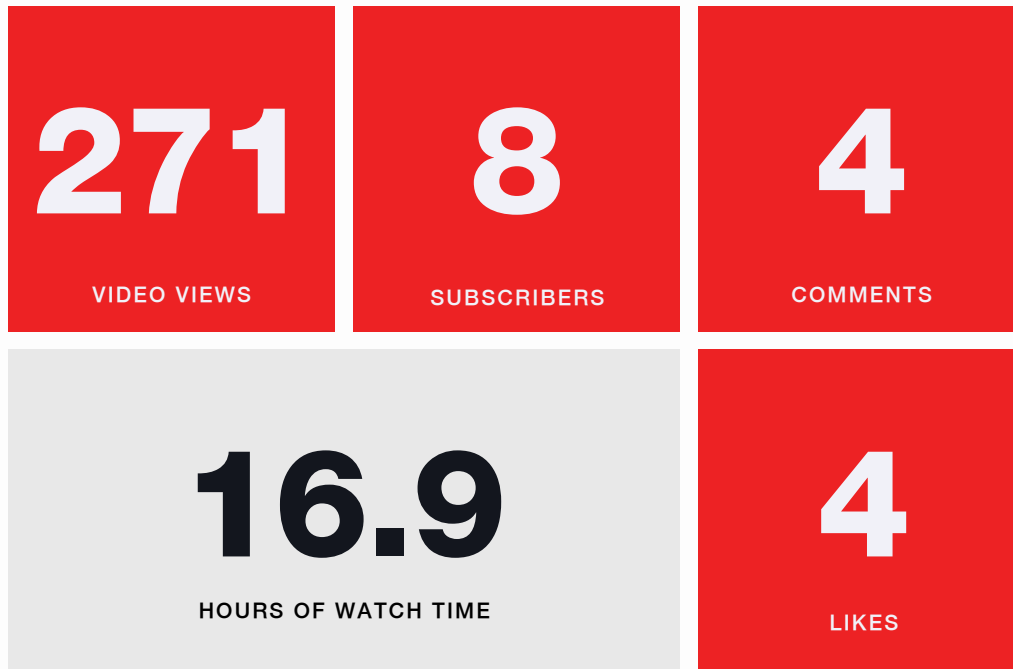
### X (TWITTER)



## WEBSITE



## YOUTUBE





# ENGAGEMENT

# ENGAGEMENT AT A GLANCE

**68**

Sectoral table  
members

**24**

Sectoral table  
meetings

**2**

New board  
members

**9**

Meetings with  
government  
stakeholders

**+200**

Event  
participants

**9**

Partnerships



## **CONFERENCE PRESENTATIONS & PANELS**

### **2022 Cross-Canada Official Languages Consultations - Panel discussion**

Economic development, and access to services for equity-seeking groups in official language minority communities

Date: August 25, 2022

Panelist: Nicholas Salter

Location: Canada's National Arts Centre, Ottawa

### **PROCEDE Annual Conference - Presentation**

English-language Vocational and Technical Training in Québec: Mobilizing the Statistics

Date: October 13th-14th, 2022

Presenters: Nicholas Salter, Morgan Gagnon

Location: Saint-Sauveur, Québec

### **Metropolis Identities Summit - Presentation**

#### **Employment Challenges Facing English-speaking Communities in Québec**

Date: October 19th-21st, 2022

Presenters: Morgan Gagnon

Location: Winnipeg, Manitoba

### **Congrès sur l'accès des jeunes adultes aux services d'employabilité et d'orientation - Presentation**

#### **Enjeux et besoins en matière d'emploi des jeunes d'expression anglaise au Québec**

Date: October 27th-28th, 2022

Presenters: Nicholas Salter, Morgan Gagnon

Location: Victoriaville, Québec

### **QUARIERA - Presentation**

#### **French-language barriers for English speakers in Québec's labour market**

Date: February 16th, 2023

Presenters: Sta Kuzviwanza, Cimminnee Holt

Location: Trois-Rivières, Québec

## **WEBINAR PRESENTATIONS**

### **2021 Census Update of English Speakers in the Province of Québec**

Date: January 31st, 2023

Presenters: Sta Kuzviwanza

### **Coffee break webinar with Regional Association of West Quebecers (RAWQ)**

Date: March 16th, 2023

Presenters: Sta Kuzviwanza, Nicholas Salter, Cimminnee Holt



# **STRENGTHENING OUR NETWORK**

## **Sectoral Tables**

PERT's sectoral tables offer our team crucial perspectives on sector-specific priorities and challenges for English speakers in the workforce and also provide valuable feedback on PERT's research efforts and results.

In 2022-23, we were able to increase PERT's associate membership through the creation of the Regional Sectoral Table.

# 1

### **EMPLOYMENT SERVICES SECTORAL TABLE**

---

Number of meetings: 6  
Membership: 27 members

# 2

### **EDUCATION SECTORAL TABLE**

---

Number of meetings: 6  
Membership: 12 members

# 3

### **EMPLOYER SECTORAL TABLE**

---

Number of meetings: 6  
Membership: 8 members

# 4

**Newly created**

### **REGIONAL SECTORAL TABLE**

---

Number of meetings: 6  
Membership: 21 members



## **EVENTS ORGANIZED**

### **Putting Language to Work Conference**

On November 16 and 17, 2022, PERT brought together leaders from various sectors of the labour market to attend our “Putting Language to Work” conference, which explored how language and work intersect for English-speaking Quebecers.

The event provided a platform for more than 160 professionals working to improve labour market integration for English-speaking Quebecers to share solutions to existing challenges.

### **Forum on the Employment of Québec’s Historically Marginalized English-speaking Communities**

On February 28, 2023, PERT hosted a forum that brought together representatives from community organizations that work with English-speaking racialized, immigrant, and First Nations and Inuit communities, to discuss the unique employment challenges these communities face, and explore ways to create meaningful change.

During the forum, participants identified and discussed several issues, including, access to and ownership of data on English-speaking Quebecers, barriers in organizations’ access to funding and resources, difficulty accessing English-language services, and English speakers’ difficulties with obtaining meaningful employment. The unique identity and culture of the communities served by participants have been recognized as essential factors that affected their employment pathways and their conceptions of and motivations toward employment.



## DEEPENING OUR TIES TO THE REGIONS

This year we strengthened our partnerships with regional stakeholders. We travelled to the Magdalen Islands with the team from RDN to meet with our partners at CAMI (Council for Anglophone Magdalen Islanders). During the trip, we met with Carole Vigneau from Emploi Québec and Brenda Déraspe, the Co-Director of the local Carrefour Jeunesse-Emploi (CJE). During this meeting, we had the opportunity to introduce ourselves and discuss the employability data & unique challenges facing the local English-speaking community.

We also got to meet with Ruth Taker, executive director at the Coopérative des pêcheurs de Cap Dauphin — who gave us a tour of their lobster processing facility. She discussed the planned expansion of their operations and the operational challenges they face due to labour shortages during the high season.





## **SUPPORTING THE COMITÉ CONSULTATIF DES QUÉBÉCOISES ET QUÉBÉCOIS D'EXPRESSION ANGLAISE (CCQEA)**

The Comité Consultatif des Québécoises et Québécois d'Expression Anglaise (CCQEA) works within the Commission des partenaires du marché du travail (CPMT) to advance the employment and employability interests of English-speaking Quebecers.

The CPMT and the Ministère de l'Emploi et de la Solidarité sociale (MESS) rely on advisory committees to provide input and help them make decisions that will promote efficient and appropriate action concerning people in groups that are underrepresented in the labour market.

PERT continues to work closely with the CCQEA, ensuring they are adequately supported.

### **CCQEA Staff**



**JULIA CROWLY**  
Coordinator



**ABBEY MCGUGAN**  
Research Coordinator





## CCQEA Accomplishments

- A Research Coordinator – the second full-time staff member – was hired in July 2022.
- The CCQEA website was launched in summer 2022.
- The CCQEA coordinators began work on a Portrait de la Clientèle report in the fall of 2022, which provides a snapshot of the employment realities of English-speaking Quebecers. For this project, the CCQEA partnered with an economic research firm that analyzed census data from 2006 to 2021, while the CCQEA Research Coordinator carried out qualitative research by interviewing English-speaking Quebecers from across the province about their employment experiences.
- In November 2022, the coordinators traveled to Québec City to conduct interviews for the Portrait de la clientèle.
- The CCQEA submitted letters to the CPMT concerning the employment and employability interests of English-speaking Quebecers. The focus of these letters included funding for specific employment programs, the inclusion of English speakers as a vulnerable clientele to be prioritized by employment services providers, and the recognition of the employment needs of English-speaking Quebecers in government action plans.
- In February 2023, the coordinators attended the Quariera conference in Trois-Rivières, learning about employment services and liaising with partners from across the province.





# PARTNERSHIPS



## **COLLABORATIVE PROJECTS**

### **Investing in French for the Workforce**

- PERT is serving as the fiduciary of the "French for the Workforce" program, collaboratively implemented by YES Employment + Entrepreneurship and the Regional Development Network (RDN). Our contribution, totalling approximately \$90,000 to each participating organization, fuels the successful execution of this vital program. This two-year project continues on in fiscal year 2023-2024.
- *This project was a collaboration with YES & RDN.*

### **Labour Market Study: The English-speaking community of Capitale-Nationale**

- Research project assessing the current labour market of Capitale-Nationale and situating English speakers within it.
- *This project was a collaboration with Voice of English-speaking Québec (VEQ).*

### **Inventory of Literacy and Essential Skills Programs for English-speaking Québécois**

- Research project compiling an inventory of the English-language employment services and skills training offered in Québec.
- *This project was a collaboration with Literacy Québec.*

### **Inventory of employers hiring English-speaking and bilingual employees in Mauricie and Centre-du-Québec**

- Research project compiling an inventory of job postings listing English as a skill requirement.
- *This project was a collaboration with the Centre for Access to Services in English (CASE).*

### **Employment Needs Assessment of English-speaking Youth in Gaspésie-Îles-de-la-Madeleine**

- This collaboration involved assessing the needs of English-speaking youth in the Gaspésie-Îles-de-la-Madeleine. Two surveys were distributed, one to youth and one to employment stakeholders, to determine what youth needed from employment stakeholders and what employment stakeholders could offer to youth.
- *This was a collaboration with the Committee for Anglophone Social Action (CASA).*

## PARTNERS







# OUR TEAM

# **BOARD OF DIRECTORS**



**JAMES HUGHES**  
President and CEO,  
Old Brewery Mission



**DARLENE HNATCHUK**  
Director, Career Planning  
Services,  
McGill University



**DAVE MCKENZIE**  
Founder and Coordinator,  
Community Service Initiative,  
John Molson School of  
Business



**CATHY BROWN**  
Executive Director,  
Regional Development  
Network



**JOHN BUCK**  
President and CEO,  
Community Economic  
Development and  
Employability Corporation



**PINO DI IOIA**  
CEO,  
Beaver Tails Canada Inc. &  
Moozoo Cremery





**LINTON GARNER**  
Executive Director,  
CEGEP Heritage College  
Foundation



**CHUCK HALLIDAY**  
Coordinator of  
Community & Business,  
New Frontiers School  
Board



**RACHEL HUNTING**  
Manager of Regional  
Development,  
Regional Development  
Network (RDN)



**ANDRÉ ROUSSEAU**  
General Manager,  
Cible retour à l'emploi



**AKI TCHITACOV**  
Executive Director,  
Youth Employment Services



**MALCOLM LEWIS-RICHMOND**  
Senior Officer: Political Action  
and Engagement,  
PIPSC



**LINA ARISTEO, LL.B.**  
Lawyer,  
Plume inc.

## OUR STAFF



**NICHOLAS SALTER**  
Executive Director



**STA KUZVIWANZA**  
Director,  
Policy and Research



**CHAD WALCOTT**  
Director,  
Communications and  
Engagement



**MORGAN GAGNON**  
Policy Researcher



**CIMMINNEE HOLT**  
Policy Researcher



**YE ZIN**  
Economic Policy Analyst



**MARIA DE LAS SALAS**  
Communications and  
Engagement Specialist



**PIERS YOUNG**  
Engagement Coordinator



**SARA ANIA PUSTOL**  
Executive Assistant



# FUNDING

# **FUNDERS**

## **Special thanks to our funders:**

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

**Québec** 

**Commission  
des partenaires  
du marché du travail**

**Québec** 

**Ministère de l'Emploi  
et de la Solidarité  
sociale**

**Québec** 



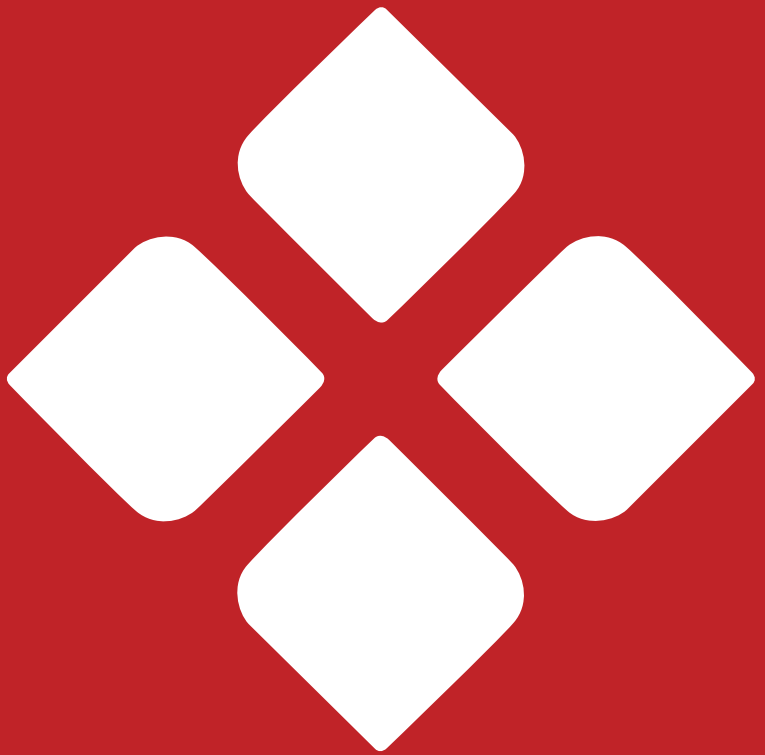
**Patrimoine  
canadien** **Canadian  
Heritage**

**Canada** 



# STATEMENT OF OPERATIONS

<b>Revenues</b>	<b>2023</b>	<b>2022</b>
Government grants		
Secrétariat aux relations avec les Québécois d'expression anglaise		
Operating	\$233,304	\$313,989
Project	\$520,174	\$504,826
Ministère de l'Emploi et de la Solidarité sociale		
CPMT - project regional profiles	\$26,153	-
CPMT - project Gaspé	\$26,923	-
Magnet Student Work Placement Program - wage subsidy	\$2,940	-
Comité consultatif des Québécoises et Québécois d'expression anglaise (CCQEA)		
CPMT - Operating	\$156,335	\$79,452
CPMT - Project	\$18,453	-
Report fees	\$81,411	-
Canadian Heritage	\$72,300	-
Project management fee income	\$41,000	\$53,500
Cost recoveries	\$30,000	-
Other	\$1,547	-
Donations	\$1,000	-
	<b>\$1,211,540</b>	<b>\$951,767</b>
<b>Expenses</b>	<b>2023</b>	<b>2022</b>
Salaries and Fringe Benefits	\$633,962	\$489,756
Partnership fees and expenses	\$251,081	\$204,967
Rent	\$65,290	\$11,484
Project management fee expense	\$40,500	\$53,500
Travel	\$25,321	\$3,051
Communications and outreach	\$16,827	\$18,189
Office supplies and stationery	\$15,053	\$17,807
Professional fees	\$13,450	\$10,023
Unrecovered sales taxes	\$12,607	\$20,573
Advertising and promotion	\$11,045	\$11,939
Amortization	\$9,722	\$9,350
Research and development	\$6,463	\$20,499
Insurance	\$3,367	\$1,661
Telecommunications	\$3,282	\$2,817
Conferences	\$1,230	-
Interest and bank charges	\$211	\$1,727
Miscellaneous	\$37	\$558
Web hosting	\$34	\$15,315
	<b>\$1,109,482</b>	<b>\$893,216</b>
<b>Excess of Revenue over Expenditures</b>	<b>\$102,058</b>	<b>\$58,551</b>



## PROVINCIAL EMPLOYMENT ROUNDTABLE

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