



Employment Profile of English Speakers in Saguenay–Lac-Saint-Jean

Provincial Employment Roundtable



Acknowledgements

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

Special thanks to the Commission des partenaires du marché du travail (CPMT), whose financial support made this work possible.

The views expressed herein are those of the Provincial Employment Roundtable. They do not purport to reflect the views of the Commission des partenaires du marché du travail.

With the financial support of



Authors :

Sta Kuzviwanza, Director of Policy & Research, Provincial Employment Roundtable

Ye Zin, Economic Policy Analyst, Provincial Employment Roundtable

Contributors:

Nicholas Salter, Executive Director, Provincial Employment Roundtable

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

Morgan Gagnon, Policy Research Lead, Provincial Employment Roundtable

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

Conner Mc Levy, Policy Research Intern, Provincial Employment Roundtable

For more information about this report, contact :
info@pertquebec.ca

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Executive Summary

This report aims to contribute to the knowledge and understanding of the employment situation of Saguenay-Lac-Saint-Jean'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 by identifying some of the employment challenges and issues for English-speaking workers in Saguenay-Lac-Saint-Jean, as well as preliminary recommendations to help improve their labour market outcomes.



KEY FINDINGS:

- English speakers constitute 0.9% of Saguenay-Lac-Saint-Jean's labour force, and they have a labour force participation rate of 65.9% compared to 59.3% among the French-speaking majority.
- English speakers in Saguenay-Lac-Saint-Jean have an unemployment rate of 7.8%. This is higher than the unemployment rate of French speakers in the region (5.9%).
- English speakers earn a median after-tax income of \$38,800 and a median employment income of \$41,600. Compared to French speakers, they earn \$2,800 more in after-tax income and \$6,800 more in median employment income.
- More than half of English speakers are engaged in full-time employment (55%), compared to 53.2% among French speakers.
- Manufacturing is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Saguenay-Lac-Saint-Jean are 'Public administration', followed by 'Educational services', 'Health care and social assistance', and 'Manufacturing'. The top 4 leading industries for French speakers in Saguenay-Lac-Saint-Jean are 'Health care and social assistance', followed by 'Retail trade', 'Manufacturing' and 'Construction'.
- There are vulnerable groups within the English-speaking labour force – English-speaking youth, mature workers, women, visible minorities, immigrants, and First Nations and Inuit individuals tend to face higher unemployment rates and lower employment incomes.

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 IPOP².
- 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, including services and the trades.
 - Prioritize programs aimed at the recruitment and retention of English-speaking youth in the region.

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, including non-immigrants.
 - Better promotion and increased access for employers to enroll in subsidized workplace French-language training.
 - Funding for regional organizations already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including the trades and services.

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_progr_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 the 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_progr_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 them achieve valuable work experience and proficiency in their 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 Saguenay-Lac-Saint-Jean's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers in the region.
- 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.

Accessibility of Job Opportunities and Postsecondary Education: Increase the ease of access to job opportunities and English post-secondary education for English speakers within the region.

- Increase the number of available options for English-speaking youth to receive postsecondary instruction in English within the region.
- Simplify the process of transferring professional licences and credentials between provinces.

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 develop programs that tackle issues related to outmigration, local training opportunities and recruitment challenges.

Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada.⁴ 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).⁵ 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 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.

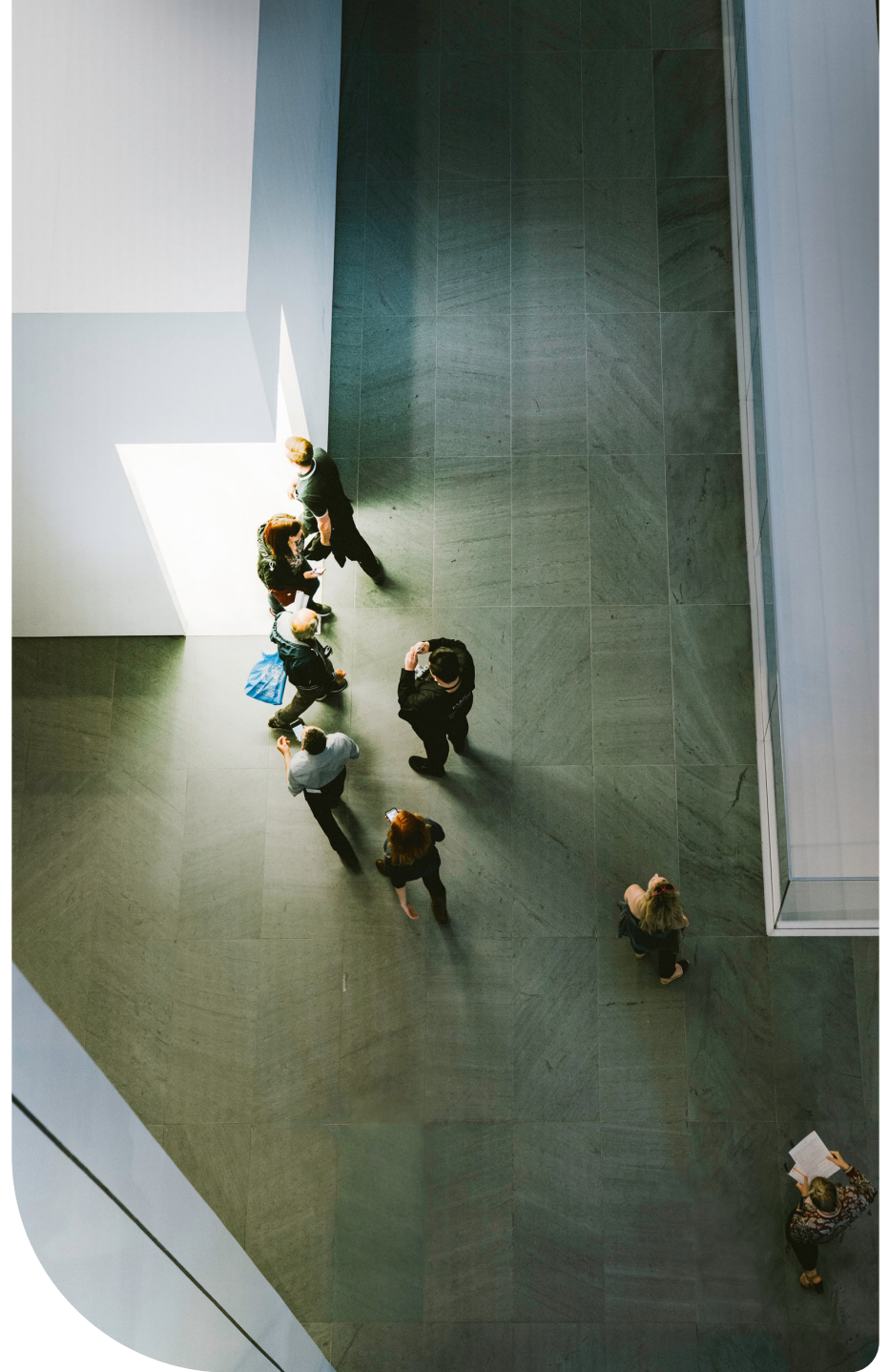
⁴ It is important to note that the reference year for the 2021 Census was 2020, during which the COVID-19 pandemic took place. Therefore, the labour force characteristics of Canadians were likely impacted by the pandemic. More recent data suggests some indicators, such as unemployment rate, have decreased across most communities in Québec. However, unemployment and earnings data for English speakers in Québec over the past 4 Censuses shows English speakers faring worse than French speakers in the labour markets of Québec regions. 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 of 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 older 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 most current data available on the employment situation of English speakers in the Saguenay-Lac-Saint-Jean region of Québec. The data included is primarily from the 2021 Canadian Census, which contains the most comprehensive 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 Saguenay-Lac-Saint-Jean. 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 Saguenay-Lac-Saint-Jean's labour market.



Section 1

Population

Population

TOTAL POPULATION

Out of Saguenay-Lac-Saint-Jean’s total population of 272,915, there are approximately 2,148 individuals who are English speakers representing 0.8% of the population.⁸ Among these small English-speaking communities, the majority live in Saguenay which has the highest population share of English speakers representing 1.1% of the RCM’s population.

Graph 1: Share of Total Population of Saguenay-Lac-Saint-Jean by RCM

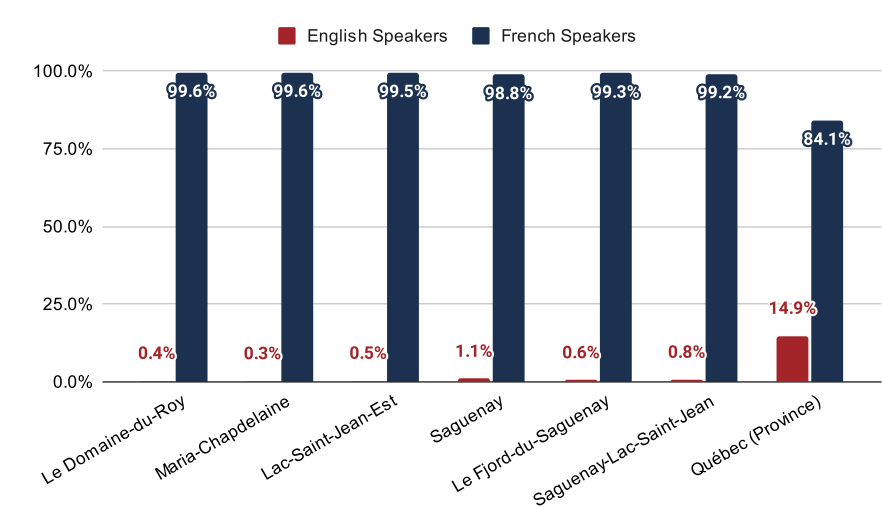


Table 1: Total Population of Saguenay-Lac-Saint-Jean by RCM

	English Speakers	French Speakers
Le Domaine-du-Roy	128	30,458
Maria-Chapdelaine	80	23,760
Lac-Saint-Jean-Est	235	51,740
Saguenay	1,560	141,740
Le Fjord-du-Saguenay	145	22,905
Saguenay-Lac-Saint-Jean	2,148	270,603
Québec (Province)	1,253,578	7,074,328

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

Among English speakers, there is roughly an even distribution of age groups in the population. Among French speakers, individuals aged 55-64 and 65+ tend to have the highest population shares. Within the French-speaking community, youth aged 15-24 tend to make up the smallest portion of the total population of most RCMs.

Table 2.a: Age Structure of Saguenay-Lac-Saint-Jean's English-Speaking Population by RCM

English Speakers							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Maria-Chapdelaine	0.4%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Lac-Saint-Jean-Est	0.5%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%
Saguenay	1.2%	0.1%	0.3%	0.2%	0.1%	0.1%	0.1%
Le Fjord-du-Saguenay	0.5%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%
Saguenay--Lac-Saint-Jean	0.8%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

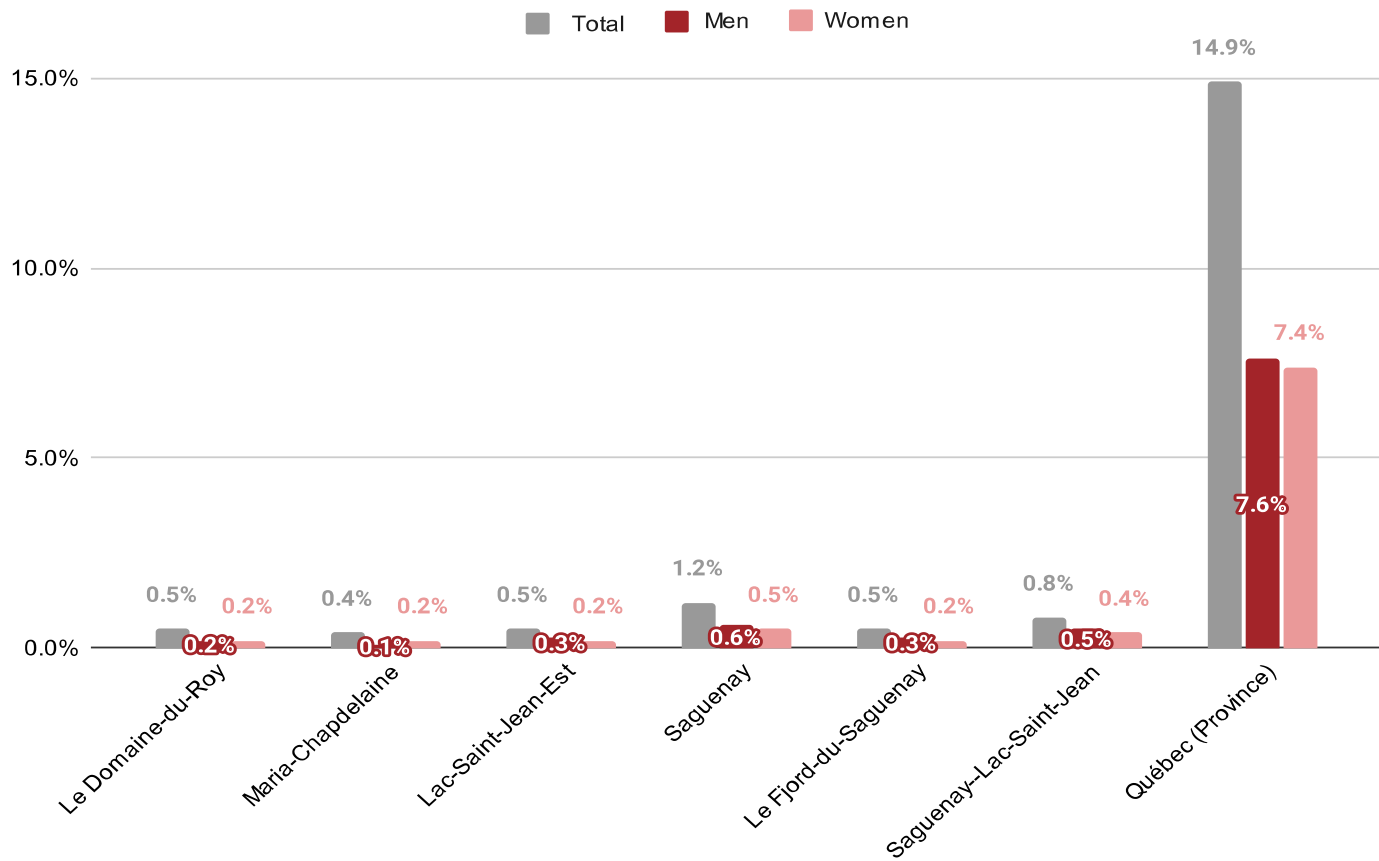
Table 2.b: Age Structure of Saguenay-Lac-Saint-Jean's French-Speaking Population by RCM

French Speakers							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	99.5%	9.4%	9.0%	11.2%	11.1%	18.2%	25.3%
Maria-Chapdelaine	99.5%	9.4%	8.8%	12.2%	10.0%	18.8%	24.4%
Lac-Saint-Jean-Est	99.5%	9.6%	10.0%	12.5%	10.7%	17.5%	22.7%
Saguenay	98.8%	9.9%	11.3%	12.4%	10.6%	16.3%	23.2%
Le Fjord-du-Saguenay	99.4%	8.2%	10.7%	13.0%	10.7%	18.4%	21.5%
Saguenay--Lac-Saint-Jean	99.1%	9.6%	10.5%	12.3%	10.7%	17.1%	23.3%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

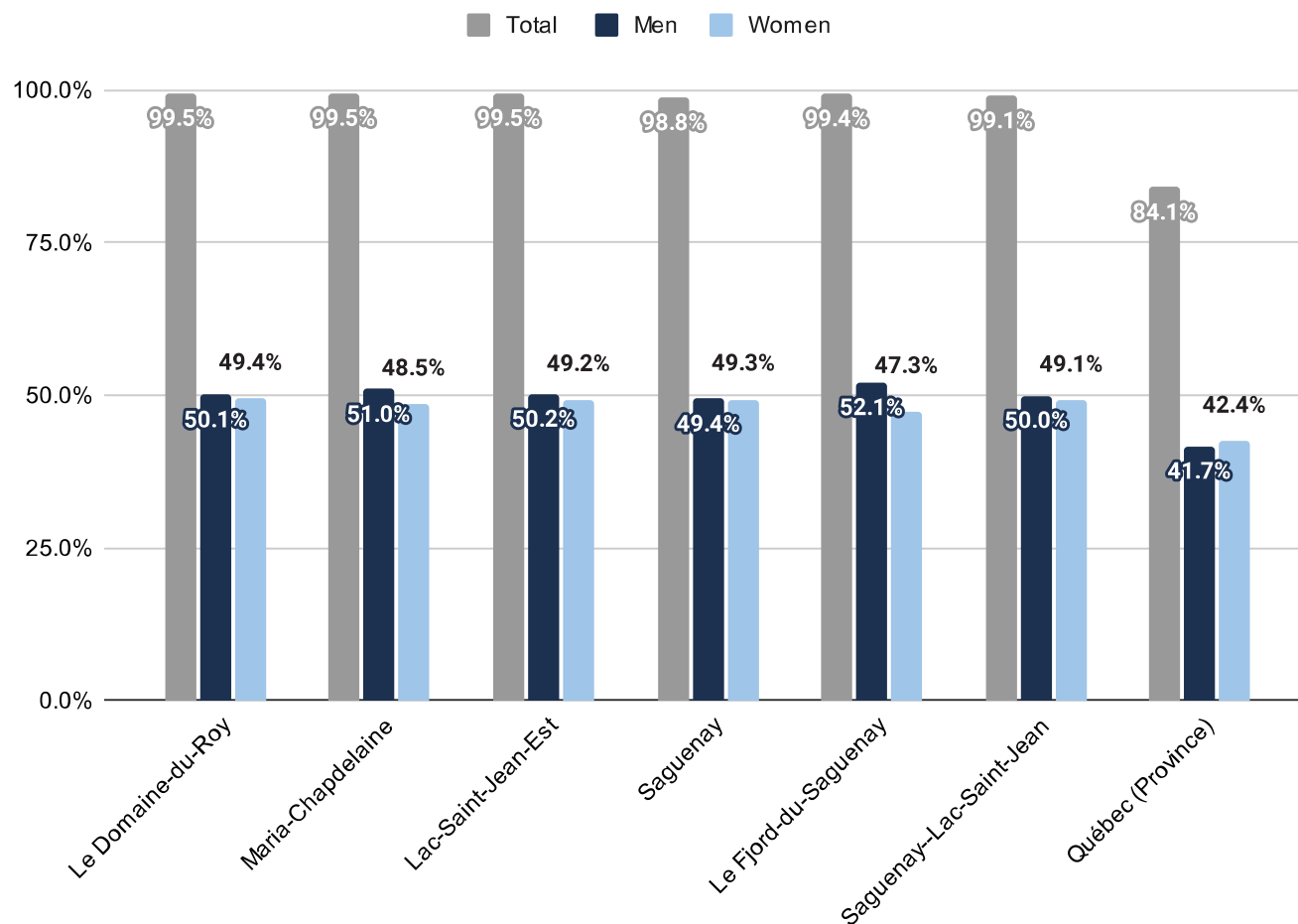
Population - Gender Structure

English-speaking women represent 0.4% of Saguenay-Lac-Saint-Jean's population while English-speaking men represent 0.5%. Among French speakers, women represent 49.1% of the population, while men represent 50%.

Graph 2.a: Gender Structure of Saguenay-Lac-Saint-Jean's English Speakers by RCM



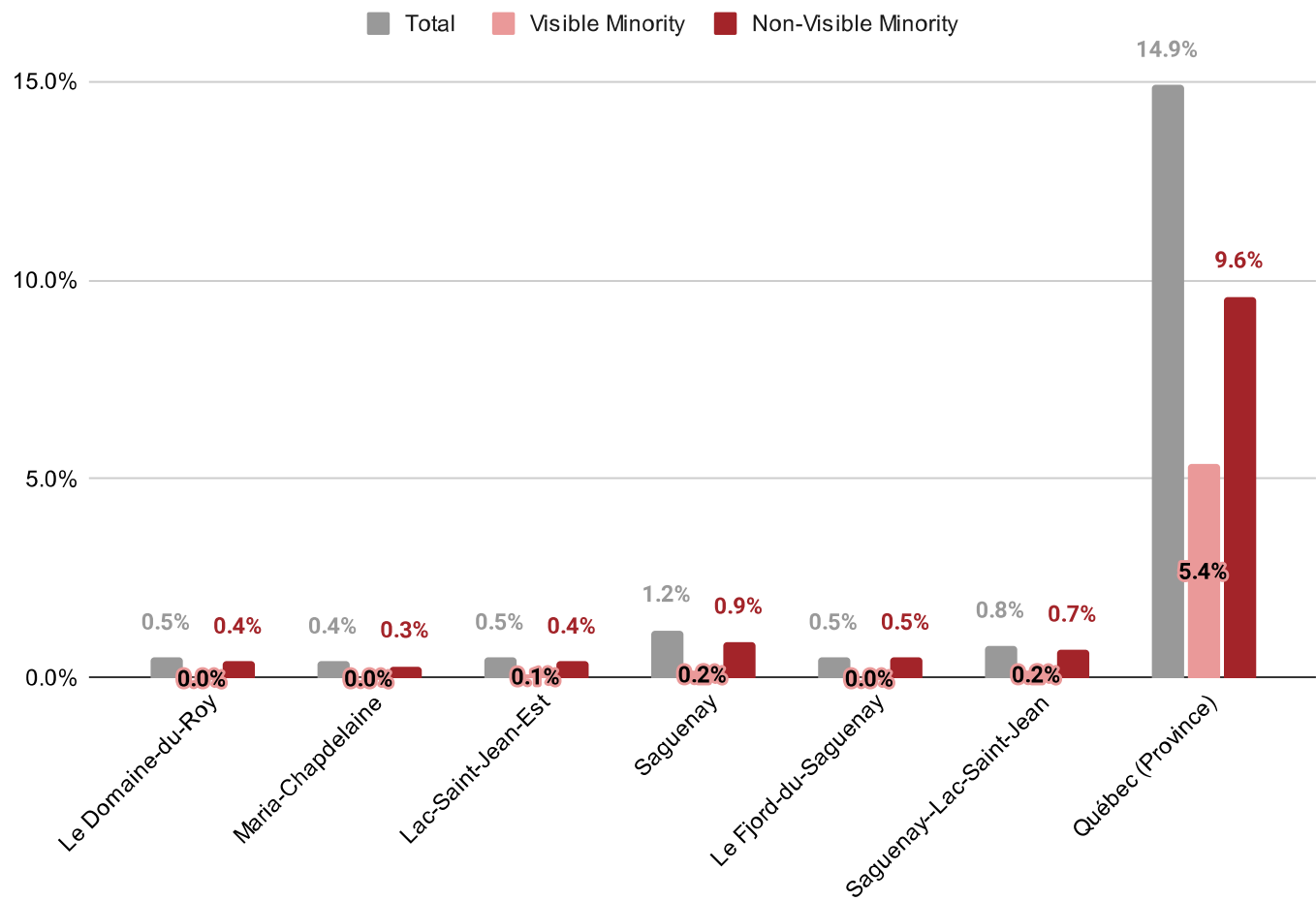
Graph 2.b: Gender Structure of Saguenay-Lac-Saint-Jean's French Speakers by RCM



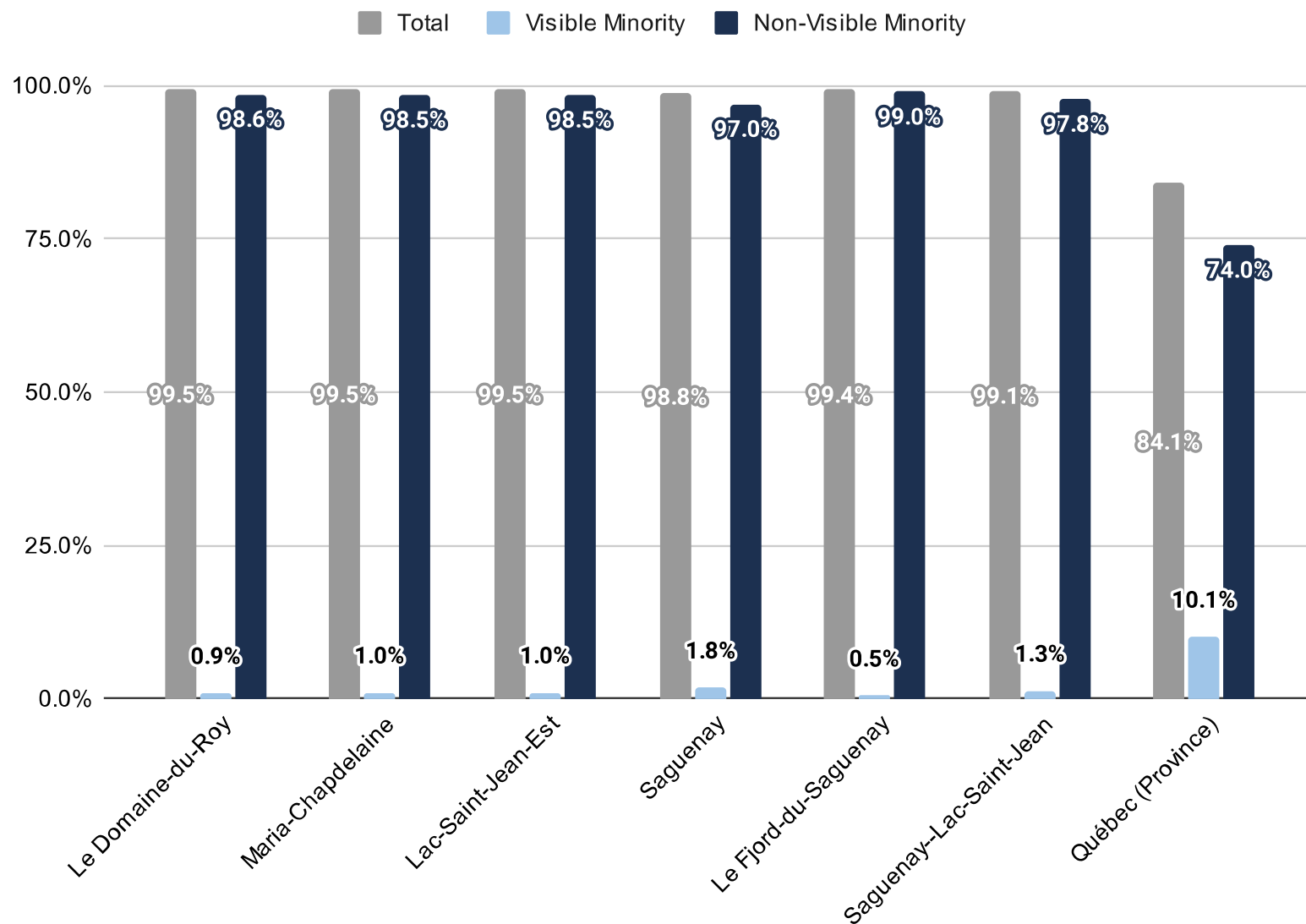
Population - Visible Minorities

English-speaking visible minorities represent 17.9% of the region’s English-speaking population and 0.2% of the total population in the region. Among French speakers, visible minorities make up 1.3% of the population and 1.3% of the total population. Saguenay has the highest English-speaking visible minority population share.

Graph 3.a: Visible Minority Structure of Saguenay-Lac-Saint-Jean’s English Speakers by RCM



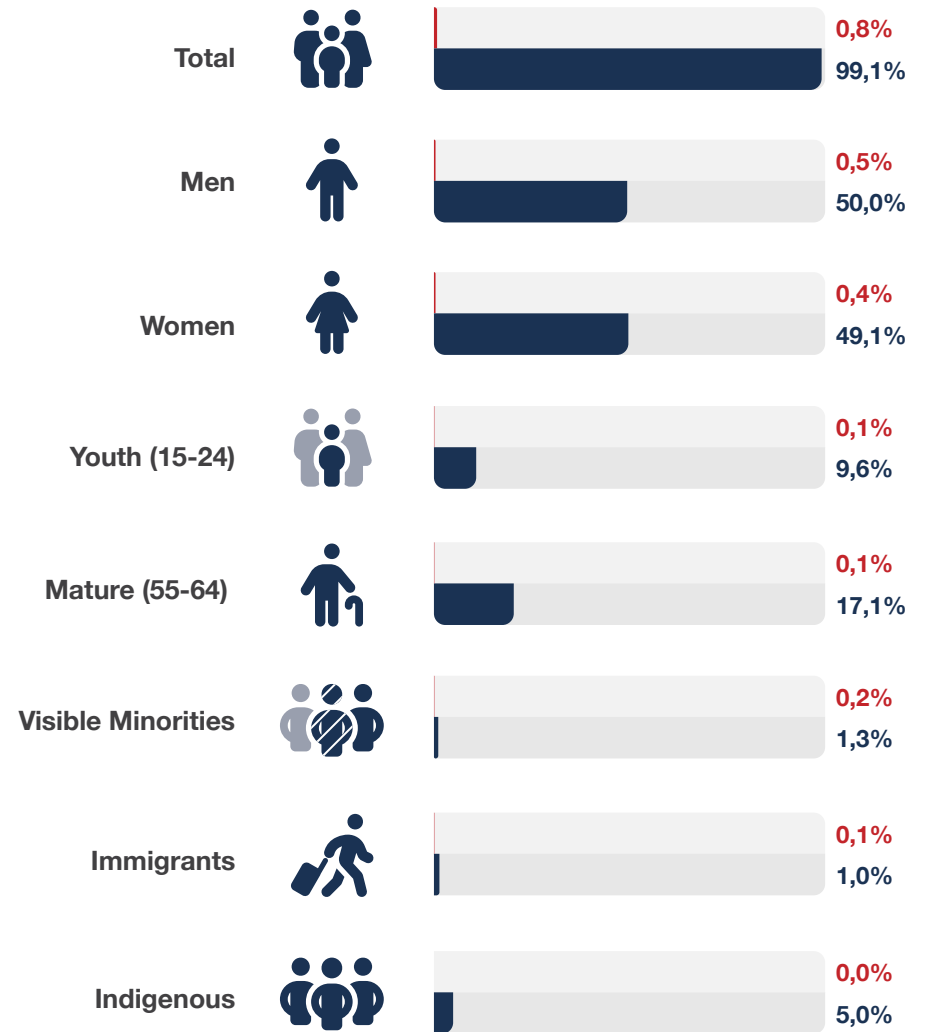
Graph 3.b: Visible Minority Structure of Saguenay-Lac-Saint-Jean's French Speakers by RCM



Summary of Share of Total Population for English and French Speakers in Saguenay–Lac-Saint-Jean

Share of Total Population⁹

Saguenay–Lac-Saint-Jean



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

Saguenay-Lac-Saint-Jean is designated as a manufacturing-oriented region and its the primary and secondary sectors that mostly make up its industrial structure compared to the rest of Québec.¹⁰

Major industries in Saguenay-Lac-Saint-Jean include the processing of natural resources such as lumber and the production of paper products. Manufacturing is directly linked to primary industries in the region, such as ‘Mining’ and ‘Forestry’. Other major industries include ‘Construction’, Health care, ‘Retail’, ‘Education’, and ‘Public administration’.¹¹

As in Québec as a whole, the tertiary sector (which includes utilities and household services) dominated the Saguenay-Lac-Saint-Jean economy in 2022, accounting for 75.4% of all jobs.¹²

The region’s main manufacturing activities were focused on the processing of natural resources. ‘Manufacturing’ accounted for 11.5% of jobs in the region, compared to 11.4% in Québec. The proportion

of jobs in the ‘Construction’ sector was also higher than in Québec province (8.9% vs. 6.7%). In 2022, the proportion of the region’s jobs in the primary sector was almost twice as high (4.2%) as in Quebec as a whole (2.3%).

Saguenay-Lac-Saint-Jean produces a small portion of Québec’s economic revenue. In 2020, Saguenay-Lac-Saint-Jean’s gross domestic product (GDP) amounted to \$11.8 billion, roughly 2.8% of the total GDP of Québec.¹³ Saguenay-Lac-Saint-Jean’s GDP per capita was \$42,254, which is the 7th 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; Ministère de l'Économie, de l'Innovation et de l'Énergie. (2 mai 2023). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/saguenay-lac-saint-jean/portrait-regional/structure-economique>

¹¹ Dupuis, F., D'Anjou, M., et Routhier, C. (6 avril; 2021). *Études régionales : Région administrative du Saguenay-Lac-Saint-Jean*. Desjardins. <https://www.desjardins.com/ressources/pdf/21SLSJ-f.pdf?resVer=1617718261000>

¹² Ministère de l'Économie, de l'Innovation et de l'Énergie. (2 mai 2023). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/saguenay-lac-saint-jean/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 93, ranking 14th among the regions. Its labour productivity index¹⁵ was 92.8, and it scored 34.2 on Québec's industrial diversity index.¹⁶ This suggests that in terms of industrial productivity, the region's economy performs at slightly below average level compared to some of the urban regions.

Table 3: Economic Performance Indicators of Saguenay-Lac-Saint-Jean¹⁷

Economic Indicators ¹⁷ Saguenay-Lac-Saint-Jean	Number	Rank Among Regions (Out of 17)
Economic Development Index (2020)	93	14 th
Gross Domestic Product (2020)	\$11.8 Billions	10 th
GDP per capita (2020)	\$42.254	7 th
Labour Productivity Index (2020)	92.8	10 th
Industrial Diversity Index (2021)	34.2	12 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.

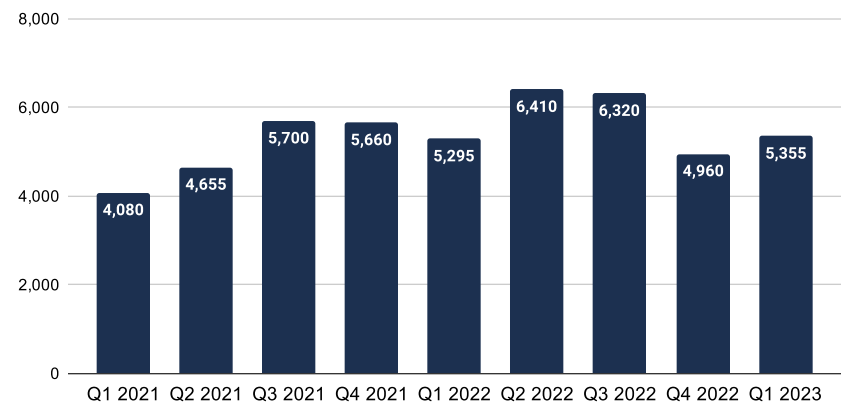
¹⁶ The Industry Diversity Index measures the similarity between the industrial structure of the region and that of Québec. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more 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

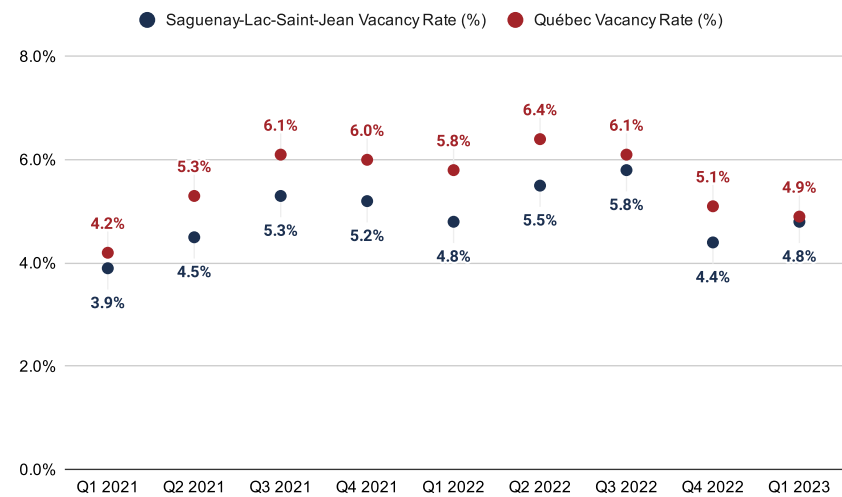
JOB VACANCY

Quarterly vacancy numbers,¹⁸ or Saguenay-Lac-Saint-Jean were 4,080 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. In the 1st quarter of 2023, Saguenay-Lac-Saint-Jean had 5,355 vacant positions. This is higher than pre-pandemic vacancy numbers where Saguenay-Lac-Saint-Jean had 2,970 vacancies in Q4 of 2020.

Graph 4.a: Total Job Vacancies in Saguenay-Lac-Saint-Jean (Quarterly)¹⁹



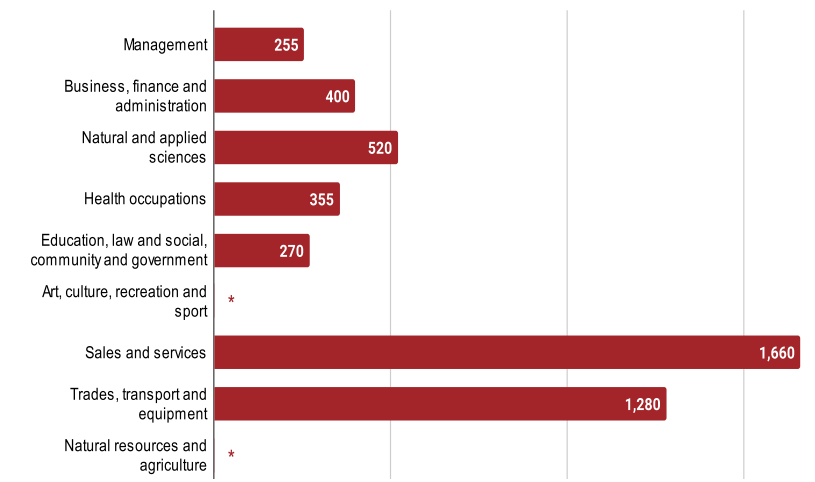
Graph 4.b: Job Vacancy Rate of Saguenay-Lac-Saint-Jean (Quarterly)



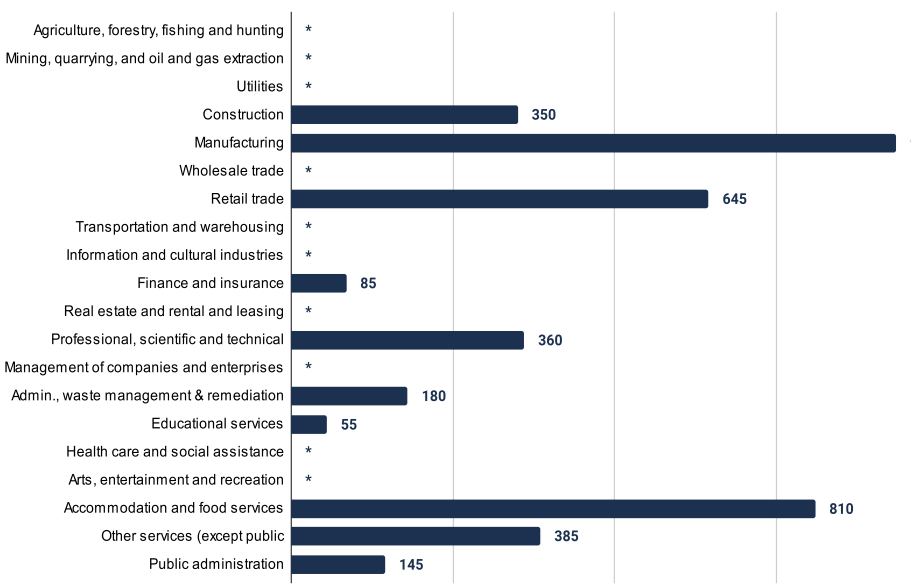
In the 1st quarter of 2023, Saguenay-Lac-Saint-Jean had a vacancy rate of 4.8%, very similar to the provincial vacancy rate of 4.9%.

¹⁸ 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).
¹⁹ 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 Saguenay-Lac-Saint-Jean by Occupation Level (Q1 2023)²⁰



Graph 5.b: Total Job Vacancies in Saguenay-Lac-Saint-Jean by Industry (Q1 2023)²¹



Job vacancy data for Q1 2023 shows that ‘Sales and services’ occupations lead with 1,660 vacancies. This is followed by ‘Trades, transport and equipment’ occupations with 1,280 vacancies, and ‘Natural and applied sciences’ occupations rank third with 520 vacancies. This is compared to provincial vacancies, where ‘Sales and services’ occupations have the most vacancies (57,455), followed by ‘Trades and transport’ occupations (29,320), then ‘Health’ occupations (25,755).

When job vacancies are sorted by industry, it is found that the ‘Manufacturing’ industry has the most vacancies (935), followed by ‘Accommodation and food services’ (810), and ‘Retail trade’ (645). As a comparison, at the provincial level, the ‘Healthcare and social assistance’ industry leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and then ‘Retail trade’ (21,110).

²⁰ 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>

²¹ Some data do not appear in the graphs for certain occupations and industries. This is due to two reasons: one, the data is deemed too unreliable to be published by Statistics Canada and two, 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:

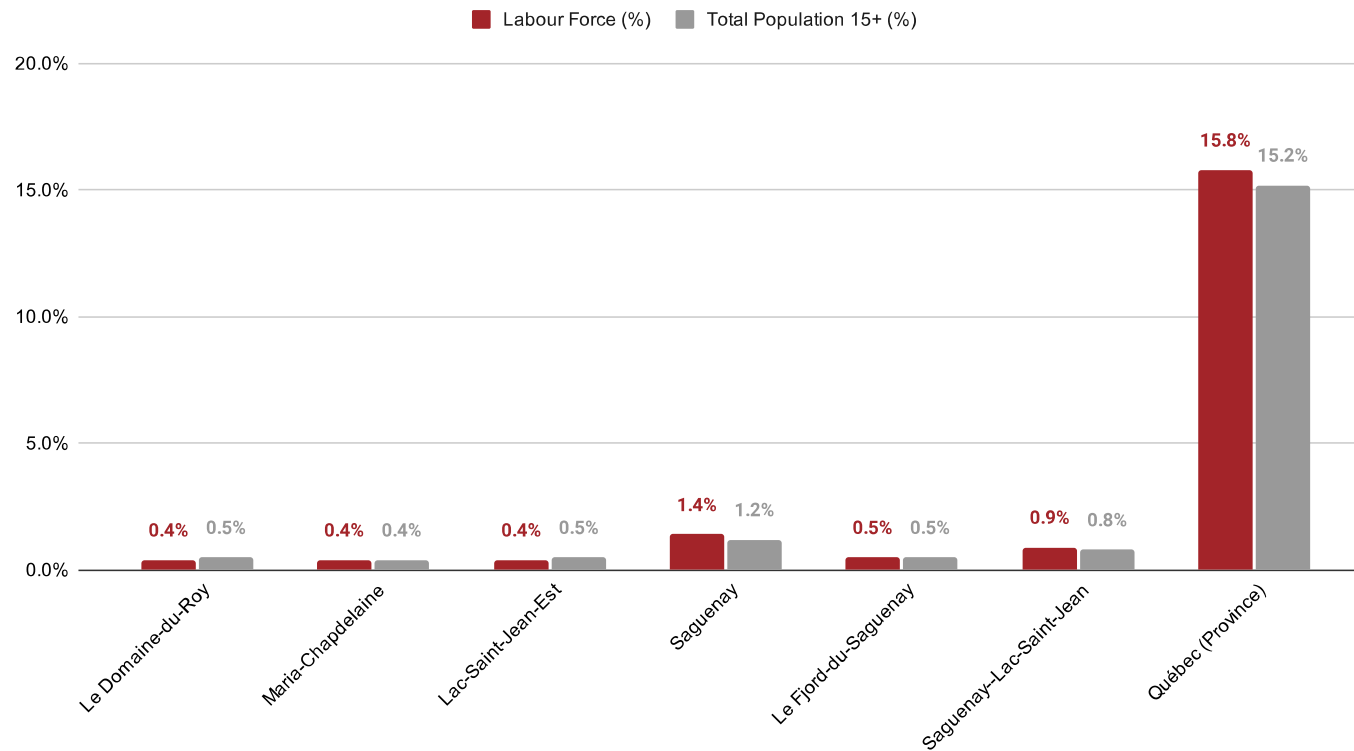
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have
- The income that individuals are earning

TOTAL LABOUR FORCE

There are 134,450 individuals in Saguenay-Lac-Saint-Jean's labour force, an increase from 133,480 in the 2016 Census. English speakers continue to occupy a very small share of Saguenay-Lac-Saint-Jean's labour force (0.9%), similar to their population share (0.8%). There are 133,150 French speakers in Saguenay-Lac-Saint-Jean's labour market, making up 99.1% of the labour market.

Saguenay is the only RCM in the region where English speakers' weight in the labour force is higher than their weight in the total population (1.4% compared to 1.2%), while most RCMs reportedly have English speakers as less than 0.5% of the labour force.

Graph 6.a: Labour Force of Saguenay-Lac-Saint-Jean's English Speakers by RCM



Graph 6.b: Labour Force of Saguenay-Lac-Saint-Jean’s French Speakers by RCM

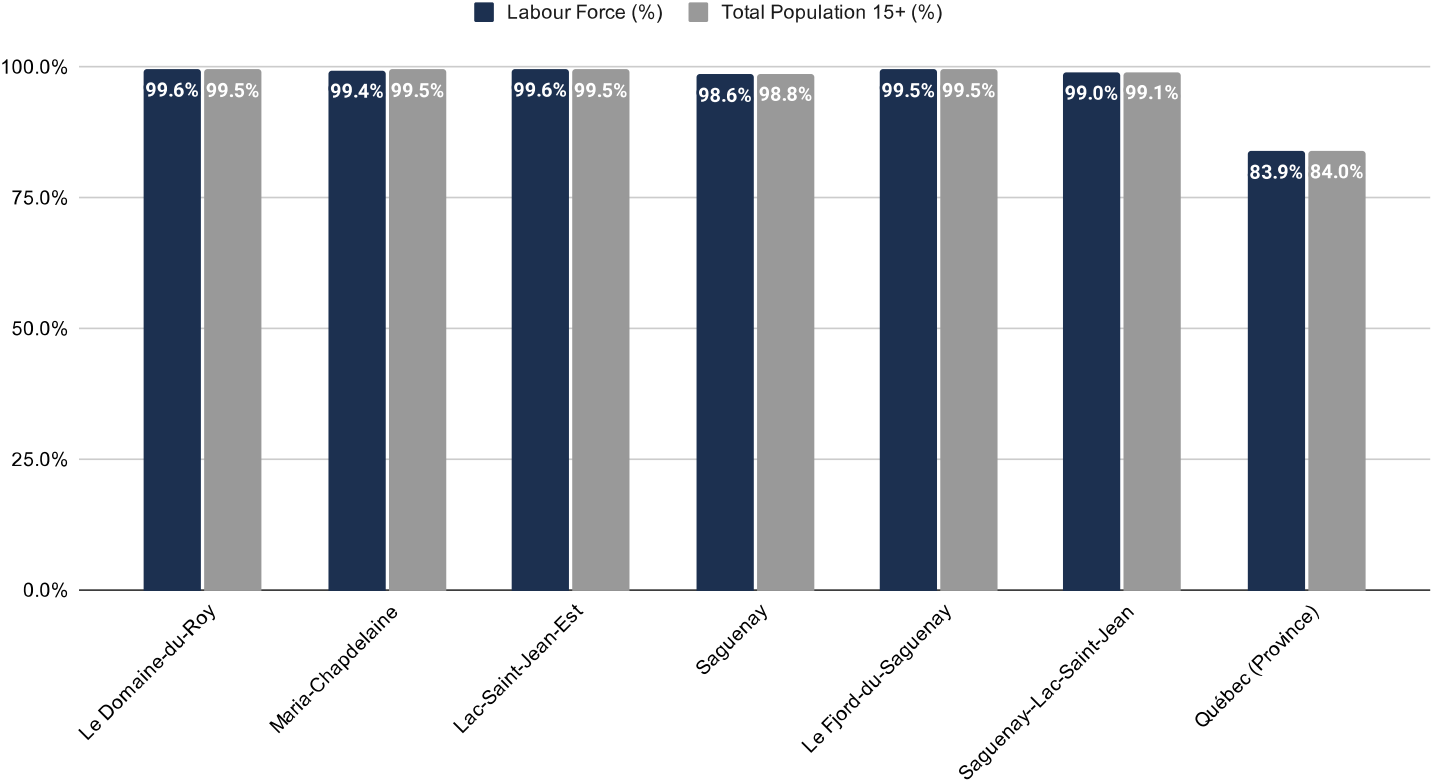


Table 4. Total Labour Force Population of Saguenay-Lac-Saint-Jean by RCM

	English Speakers	French Speakers
Le Domaine-du-Roy	55	14,440
Maria-Chapdelaine	45	11,430
Lac-Saint-Jean-Est	105	25,365
Saguenay	988	70,648
Le Fjord-du-Saguenay	55	11,260
Saguenay-Lac-Saint-Jean	1,250	133,150
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

Youth (15-24) and mature workers aged 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among French speakers, workers (35-44) have the largest share of the labour force.

Table 5.a : Age Structure of Saguenay-Lac-Saint-Jean'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+
Le Domaine-du-Roy	0.4%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%
Maria-Chapdelaine	0.4%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%
Lac-Saint-Jean-Est	0.4%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
Saguenay	1.4%	0.2%	0.4%	0.3%	0.2%	0.2%	0.0%
Le Fjord-du-Saguenay	0.5%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%
Saguenay--Lac-Saint-Jean	0.9%	0.1%	0.3%	0.2%	0.1%	0.1%	0.0%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

Table 5.b: Age Structure of Saguenay-Lac-Saint-Jean's French-Speaking Labour Force by RCM

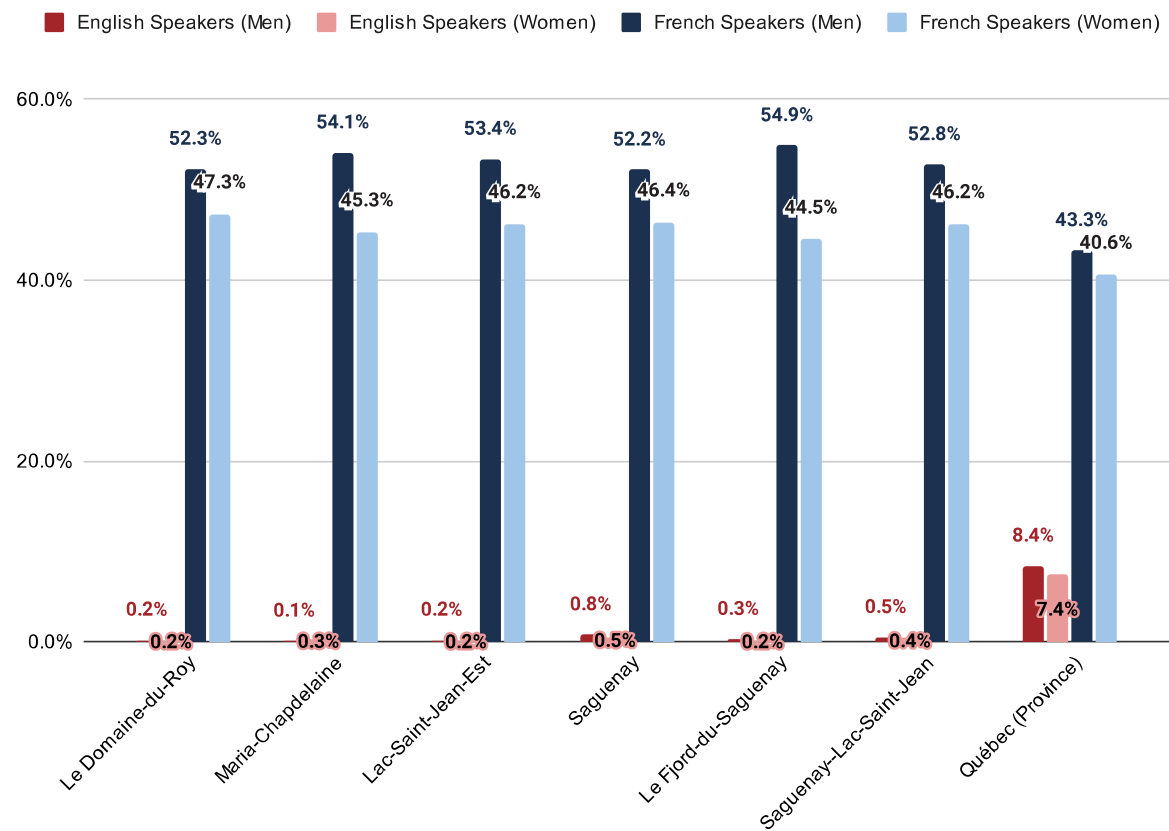
Labour Force Share (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	99.6%	13.4%	16.4%	20.5%	20.0%	23.7%	5.5%
Maria-Chapdelaine	99.4%	14.1%	15.7%	22.4%	17.8%	22.9%	6.4%
Lac-Saint-Jean-Est	99.6%	14.2%	17.8%	22.7%	18.8%	20.7%	5.3%
Saguenay	98.6%	14.2%	19.9%	22.0%	18.6%	19.1%	4.8%
Le Fjord-du-Saguenay	99.5%	11.0%	19.3%	24.0%	18.9%	21.5%	4.7%
Saguenay--Lac-Saint-Jean	99.0%	13.8%	18.7%	22.2%	18.7%	20.4%	5.1%
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 0.5% of the total labour force, English-speaking women make up 0.4% of the labour force. A similar trend is observed among French speakers, where men represent 52.8% of the region’s labour force, and women represent 46.2%.

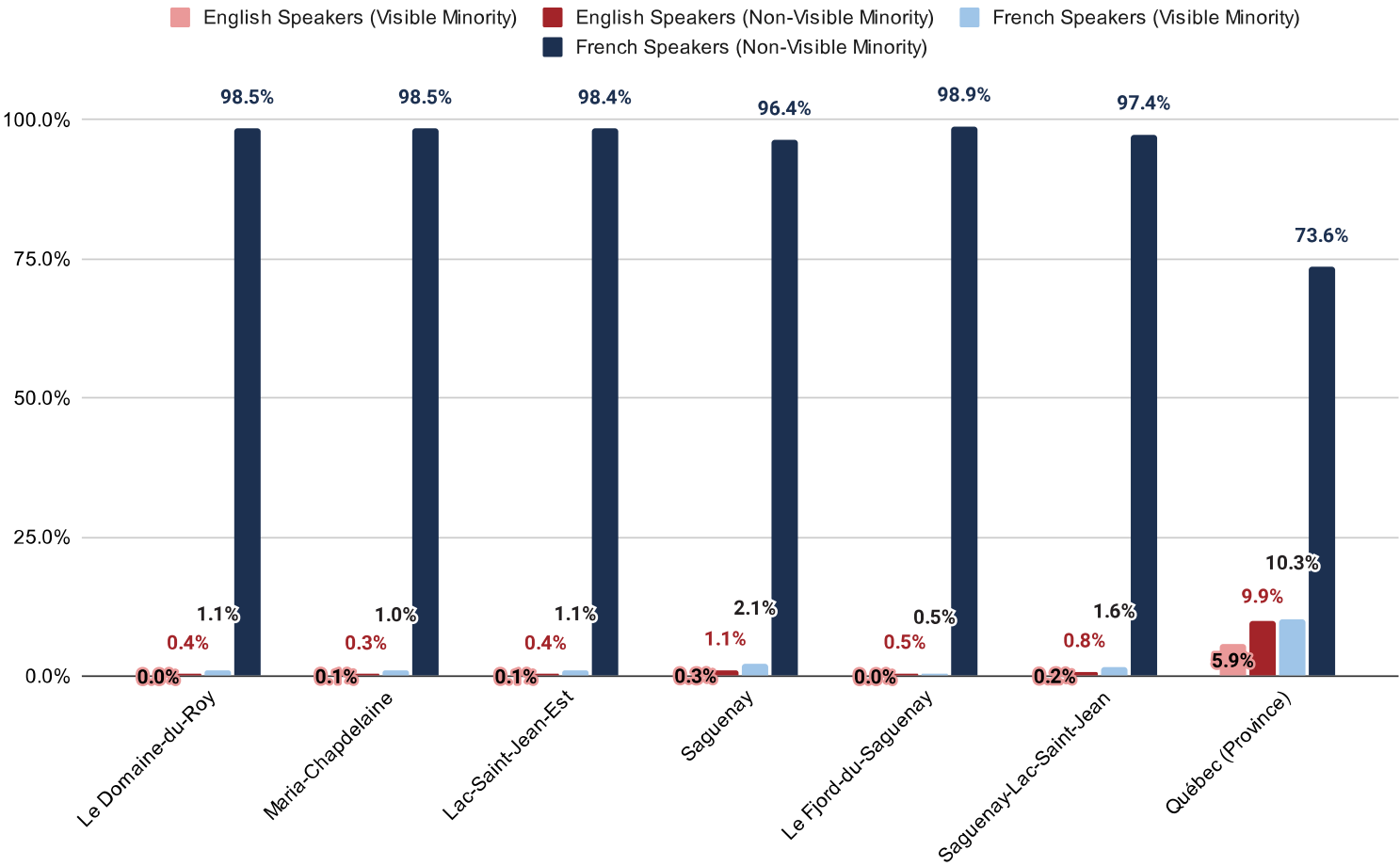
Graph 7: Gender Structure of Saguenay-Lac-Saint-Jean’s Labour Force by RCM



Labour Force - Visible Minorities

English-speaking visible minorities represent 0.2% of the total labour force in the region. Among French speakers, visible minorities make up 1.6% of the total labour force. Saguenay has the largest labour force share of English-speaking visible minorities.

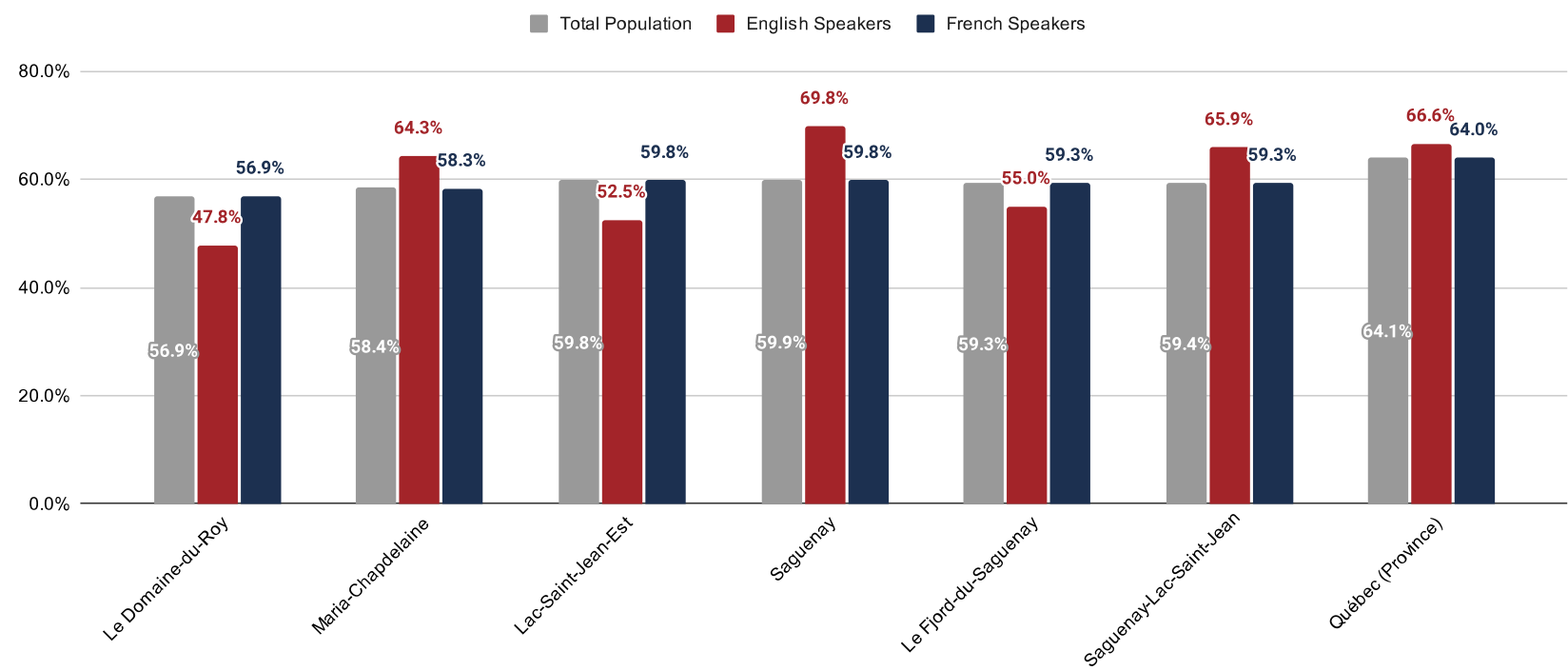
Graph 8: Visible Minority Structure of Saguenay-Lac-Saint-Jean's Labour Force by RCM



LABOUR FORCE PARTICIPATION RATE

Labour force participation is high among English speakers in Saguenay-Lac-Saint-Jean. The labour force participation rate of English speakers in Saguenay-Lac-Saint-Jean is 65.9%, compared to 59.3% among French speakers in Saguenay-Lac-Saint-Jean and 66.6% for English speakers across the province. Labour force participation is highest among English speakers in Saguenay (69.8%) and lowest among English speakers in Le Domaine-du-Roy (47.8%).

Graph 9: Labour Force Participation Rate of Saguenay-Lac-Saint-Jean by RCM



Labour Force Participation - Age Structure

Within both linguistic communities in the region, elderly workers aged 65 and over tend to have the lowest labour force participation rates; a similar trend is observed at the provincial level. However, English-speaking youth aged 15-24 have a labour force participation rate of 76.5%, which is higher than the labour force participation rate of French-speaking youth (72.1%).

Table 6.a: Age Structure of Saguenay-Lac-Saint-Jean's Labour Force for English Speakers by RCM

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	47.8%	*	*	50.0%	*	66.7%	*
Maria-Chapdelaine	64.3%	*	*	60.0%	*	*	*
Lac-Saint-Jean-Est	52.5%	60.0%	50.0%	80.0%	*	62.5%	*
Saguenay	69.8%	77.8%	82.2%	73.8%	79.7%	75.7%	16.9%
Le Fjord-du-Saguenay	55.0%	*	*	75.0%	75.0%	60.0%	*
Saguenay--Lac-Saint-Jean	65.9%	76.5%	77.9%	73.2%	77.7%	70.5%	14.1%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

Table 6.b: Age Structure of Saguenay-Lac-Saint-Jean's Labour Force for French Speakers by RCM

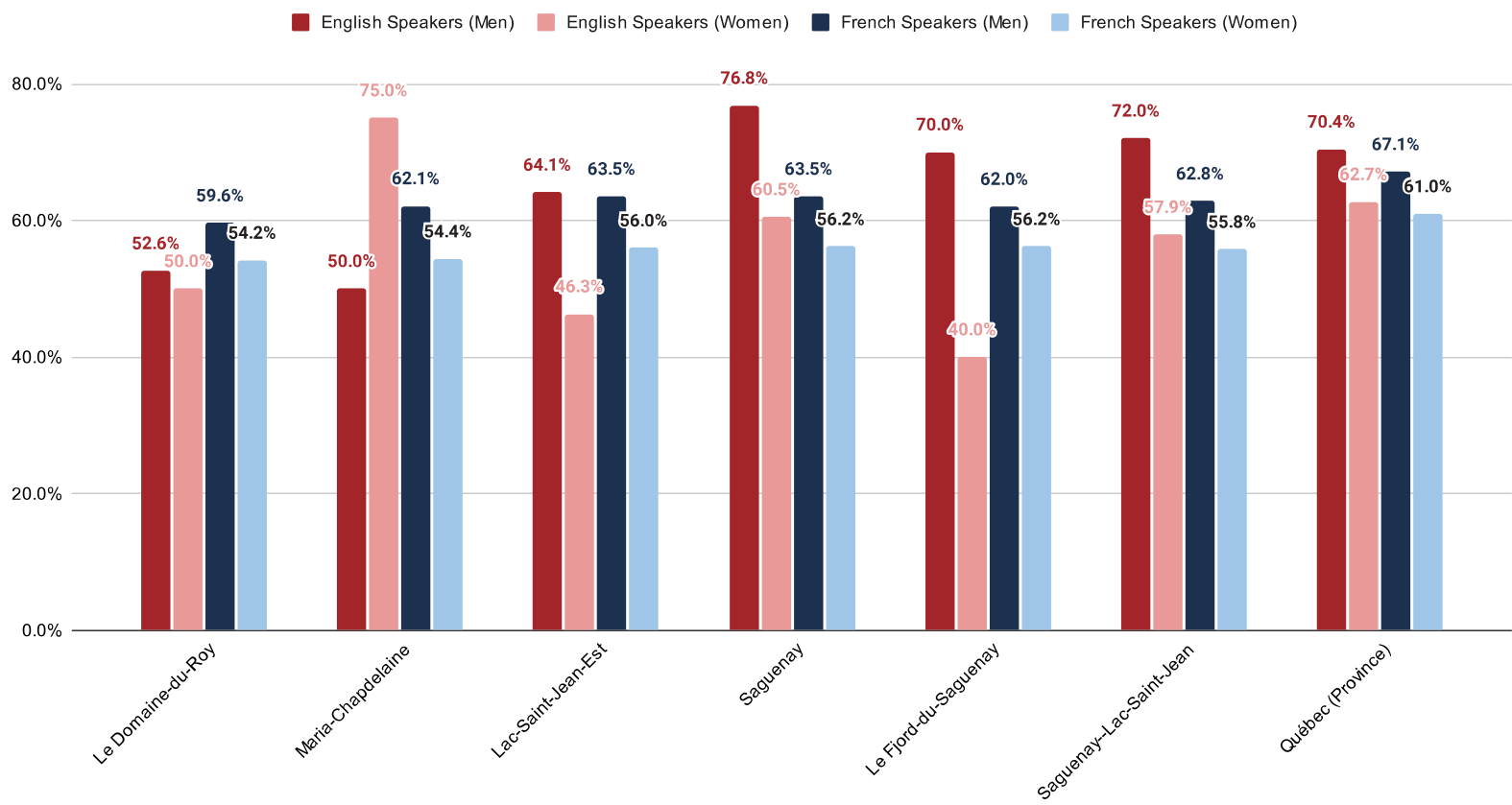
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	56.9%	68.7%	88.1%	87.9%	86.8%	62.5%	10.5%
Maria-Chapdelaine	58.3%	73.5%	87.9%	90.0%	87.4%	60.0%	12.8%
Lac-Saint-Jean-Est	59.8%	74.0%	88.8%	90.6%	87.5%	58.8%	11.7%
Saguenay	59.8%	72.7%	89.3%	90.1%	88.6%	59.7%	10.5%
Le Fjord-du-Saguenay	59.3%	66.1%	88.8%	90.7%	87.2%	57.4%	10.7%
Saguenay--Lac-Saint-Jean	59.3%	72.1%	89.0%	90.1%	88.0%	59.7%	11.0%
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.

Saguenay reported the highest labour force participation rate for English-speaking men (76.8%), while Maria-Chapdelaine reported the highest labour force participation rate for English-speaking women (75%).²²

Graph 10: Gender Structure of Saguenay-Lac-Saint-Jean’s Labour Force Participation by RCM

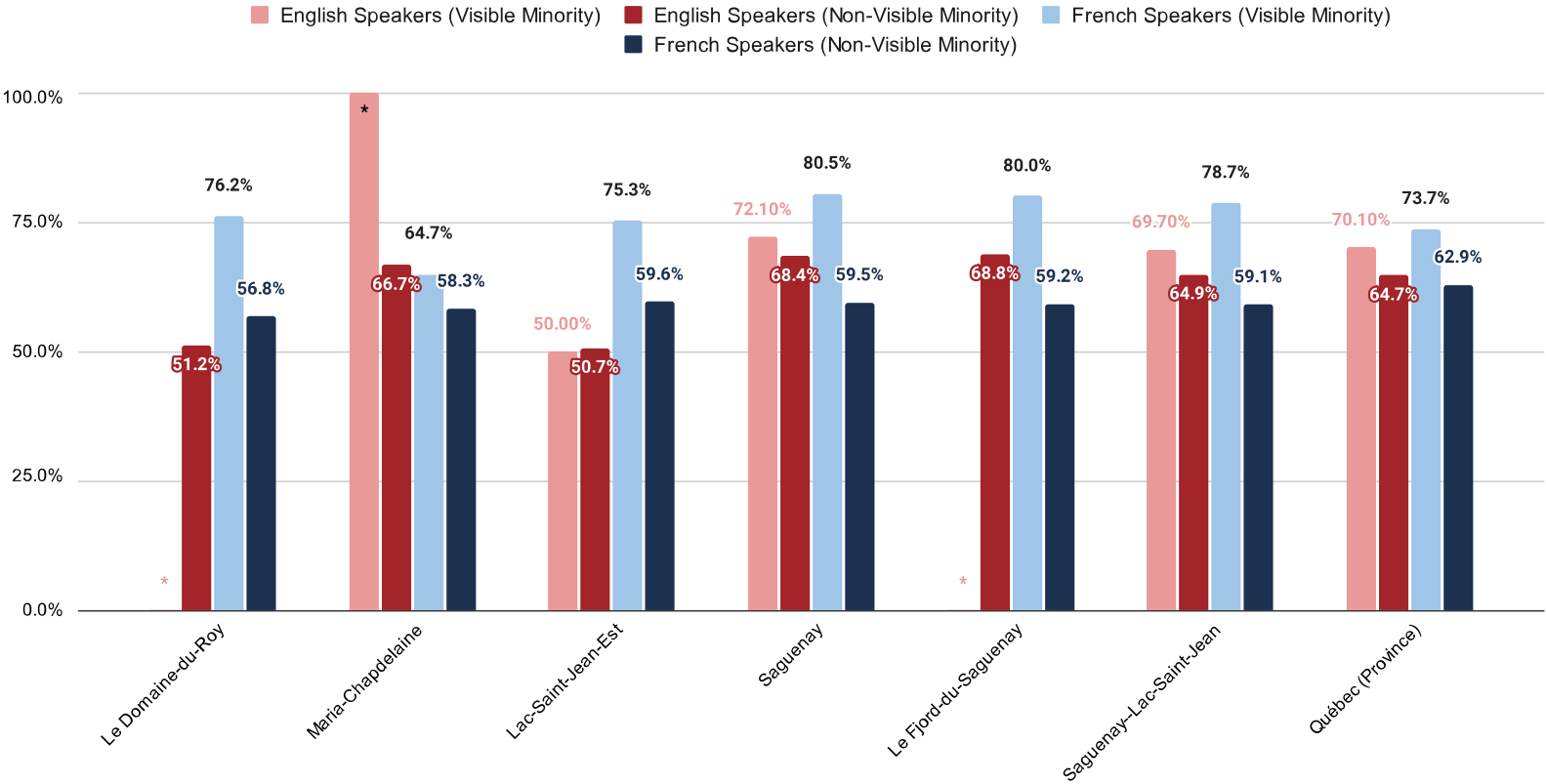


²² According to the Census, there are less than 100 English speakers in Maria-Chapdelaine. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Labour Force Participation - Visible Minorities

Among English speakers, visible minorities have similar participation rates compared to non-visible minorities in all the RCMs. In Saguenay, English-speaking visible minorities have a labour force participation rate of 72.1%, which is higher than their labour force participation rate of English speakers at the regional and provincial level.

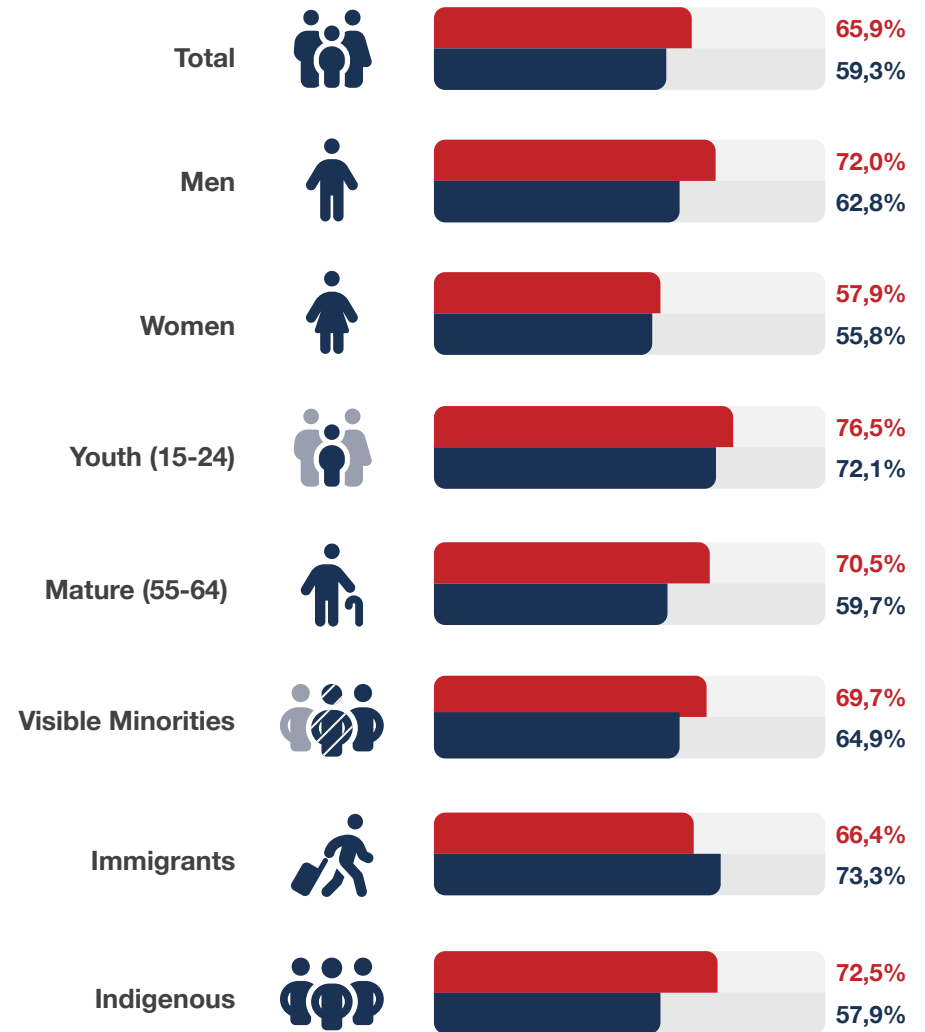
Graph 11: Visible Minority Structure of Saguenay-Lac-Saint-Jean's Labour Force Participation Rate by RCM



Summary of Labour Force Participation Rate for English and French Speakers in Saguenay–Lac-Saint-Jean

Labour Force Participation Rate

Saguenay–Lac-Saint-Jean



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.

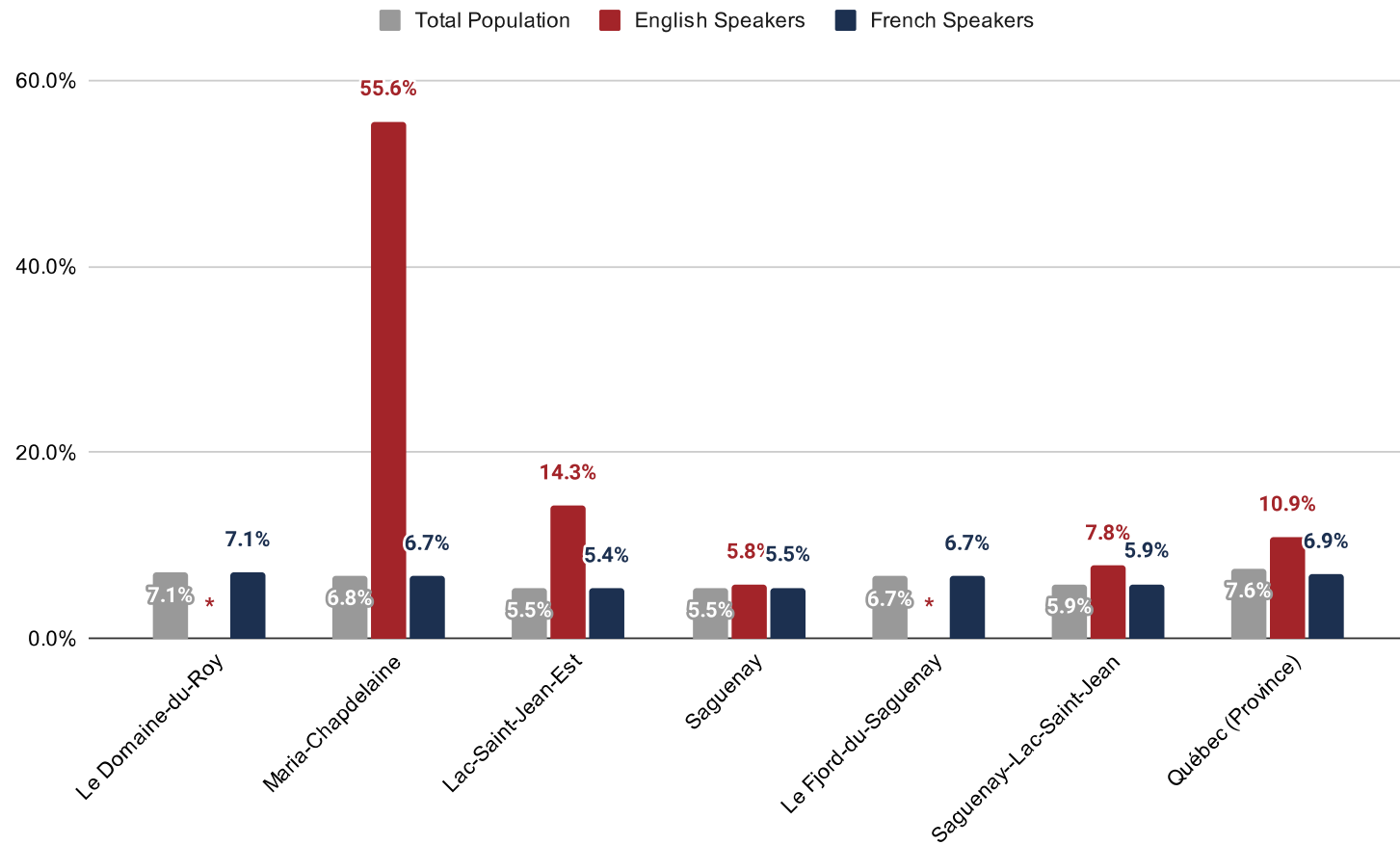
The unemployment rate, however, has its limitations. The unemployment rate does not capture:

- 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

Generally, unemployment rates in Saguenay-Lac-Saint-Jean are lower than those at the provincial level for English speakers. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is 7.8% in Saguenay-Lac-Saint-Jean. French speakers in the region have lower unemployment rates (5.9%) than English speakers and experience lower unemployment rates in all the RCMs.

Graph 12: Unemployment Rate of Saguenay-Lac-Saint-Jean by RCM



Who are the Unemployed English Speakers ?

In the Saguenay-Lac-Saint-Jean region, an estimated 98 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 higher proportion of women than men in the unemployed English-speaking population in the region (52.6% compared to 47.5%)
- Roughly a quarter of the unemployed group are immigrants (25.6%)
- Approximately a third of the unemployed group are visible minorities (30.8%)
- A majority of the unemployed population are found to have attained postsecondary level education (82.9%)
- A significant majority of the unemployed English-speaking population (72.7%) reported having worked part-time before they were unemployed
- Saguenay has the largest unemployed population among English speakers (59%).



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 45-54 experience one of the lowest regional unemployment rates, while French speakers aged 35-44 experience the lowest unemployment rate of 3%. Youth aged 15-24 experience the highest regional unemployment rates, and English-speaking youth experience an unemployment rate of 12.9%, which is significantly higher than that of French-speaking youth (7.4%). Mature workers aged 55-64 tend to experience higher unemployment rates. English-speaking mature workers have a regional unemployment rate of 12.7% compared to 7.8% among French-speaking mature workers.

Table 7.a: Age Structure of Saguenay-Lac-Saint-Jean'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+
Le Domaine-du-Roy	*	*	*	*	*	*	*
Maria-Chapdelaine	55.6%	*	*	66.7%	*	*	*
Lac-Saint-Jean-Est	14.3%	66.7%	*	*	*	*	*
Saguenay	5.8%	8.2%	12.0%	0.0%	0.0%	10.7%	*
Le Fjord-du-Saguenay	*	*	*	*	*	*	*
Saguenay--Lac-Saint-Jean	7.8%	12.9%	9.2%	6.7%	0.0%	12.7%	*
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

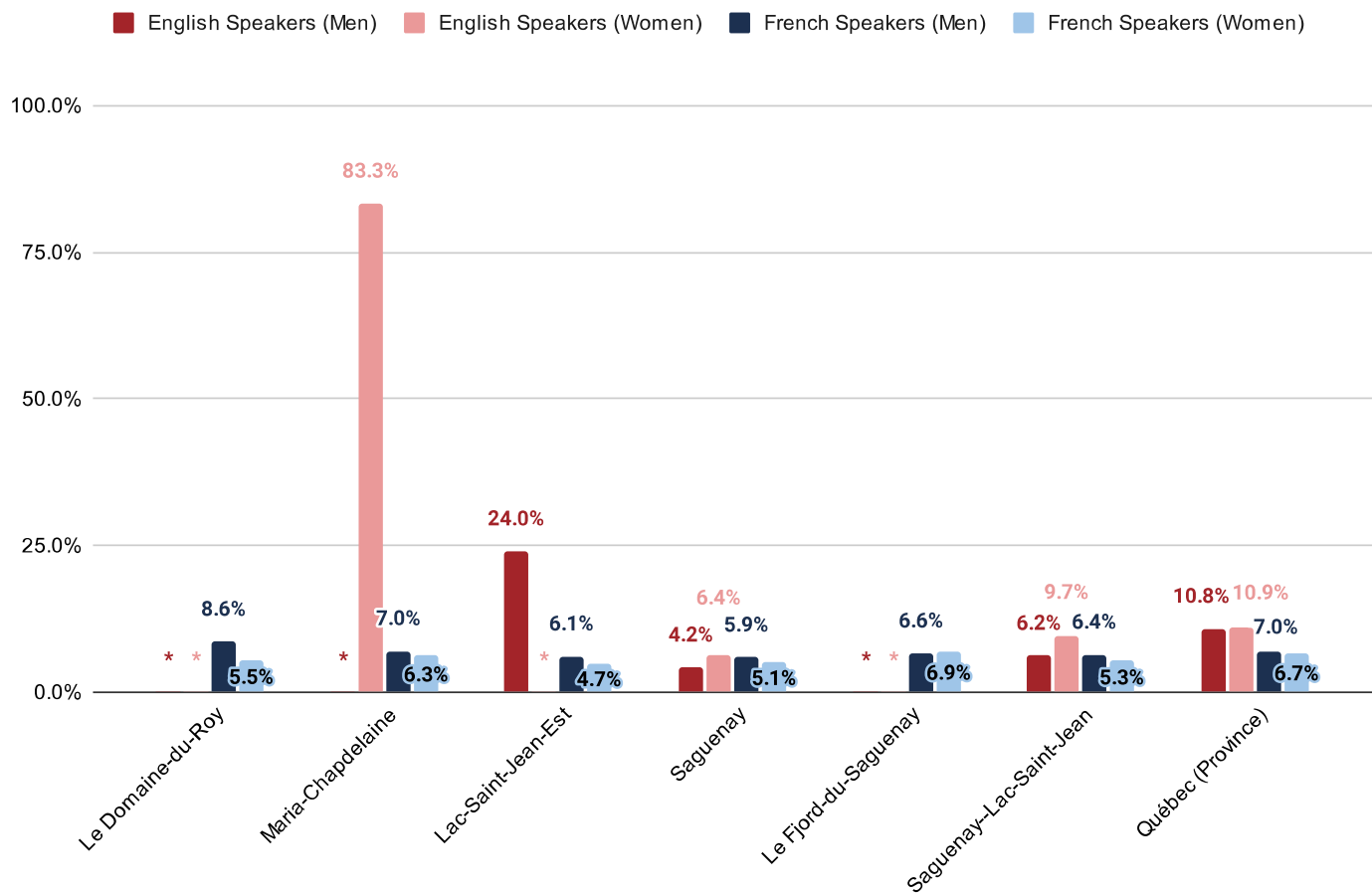
Table 7.b : Age Structure of Saguenay-Lac-Saint-Jean's Unemployment Rate for French Speakers by RCM

Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	7.1%	8.5%	4.6%	4.4%	4.3%	8.3%	26.3%
Maria-Chapdelaine	6.7%	6.8%	4.7%	2.9%	4.1%	9.1%	23.1%
Lac-Saint-Jean-Est	5.4%	7.3%	3.3%	2.6%	3.0%	6.5%	25.0%
Saguenay	5.5%	7.2%	3.6%	2.7%	3.4%	7.6%	21.2%
Le Fjord-du-Saguenay	6.7%	8.1%	5.0%	4.2%	3.0%	9.4%	26.4%
Saguenay--Lac-Saint-Jean	5.9%	7.4%	3.8%	3.0%	3.5%	7.8%	23.2%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

Unemployment Rate - Gender Structure

Among English speakers in Saguenay-Lac-Saint-Jean, women experience a higher unemployment rate than men (9.7% compared to 6.2%). The inverse is observed among French speakers, where women experience a lower unemployment rate than men (5.3% compared to 6.4%). Thus, French-speaking women have the lowest unemployment rate in the region, while English-speaking women have the highest.

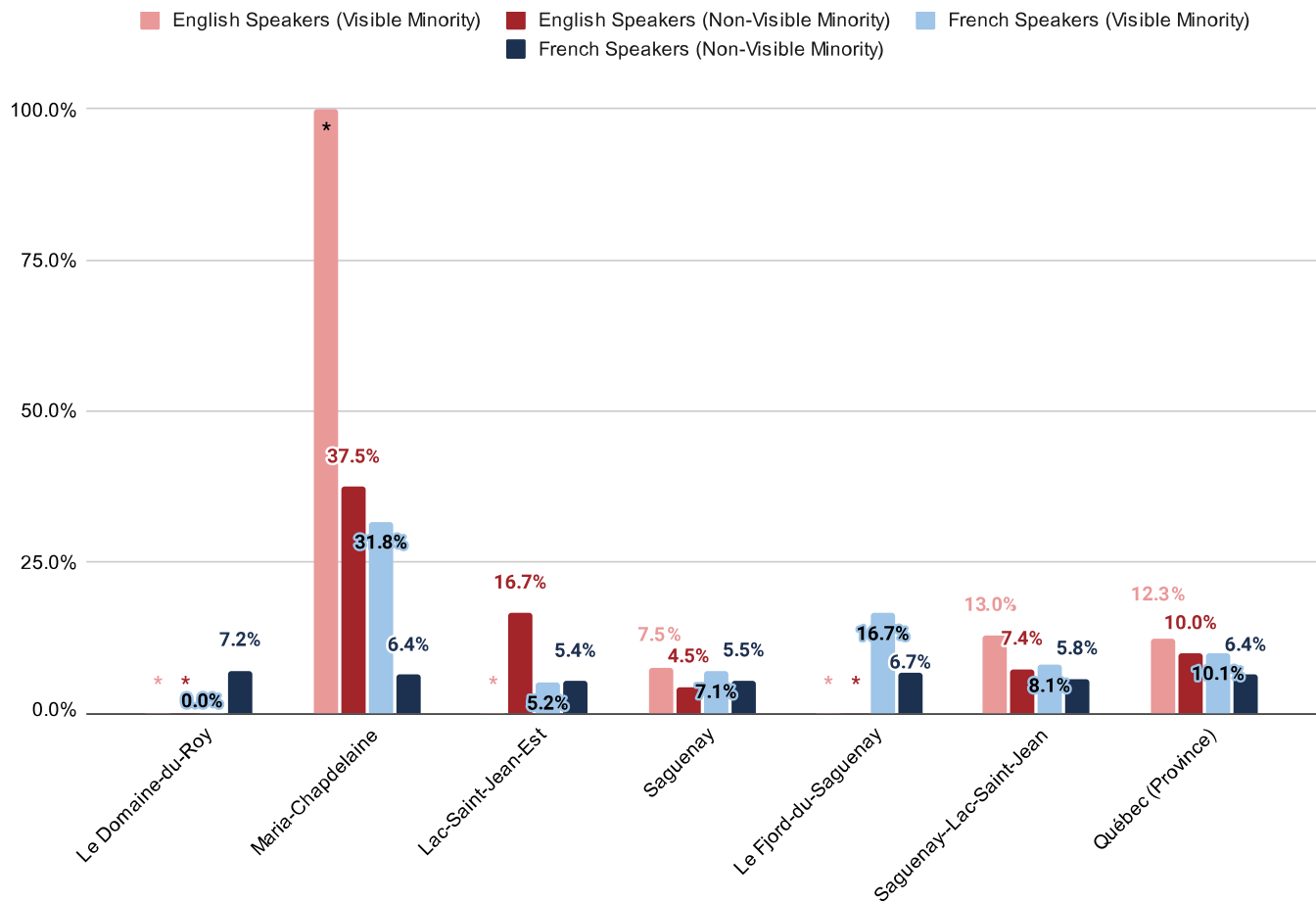
Graph 13: Gender Structure of Saguenay-Lac-Saint-Jean’s Unemployment Rate by RCM



Unemployment Rate - Visible Minorities

English-speaking visible minorities in Saguenay-Lac-Saint-Jean experience an unemployment rate of 13% in the region, which is higher than the unemployment rate of non-visible minorities (7.4%). The trend is similar to what is observed at the provincial level, where English-speaking visible minorities experience a higher unemployment rate than other non-visible minorities and French speakers. Within the RCMs, unemployment rates for English-speaking visible minorities tend to vary significantly, mainly due to limited available data.

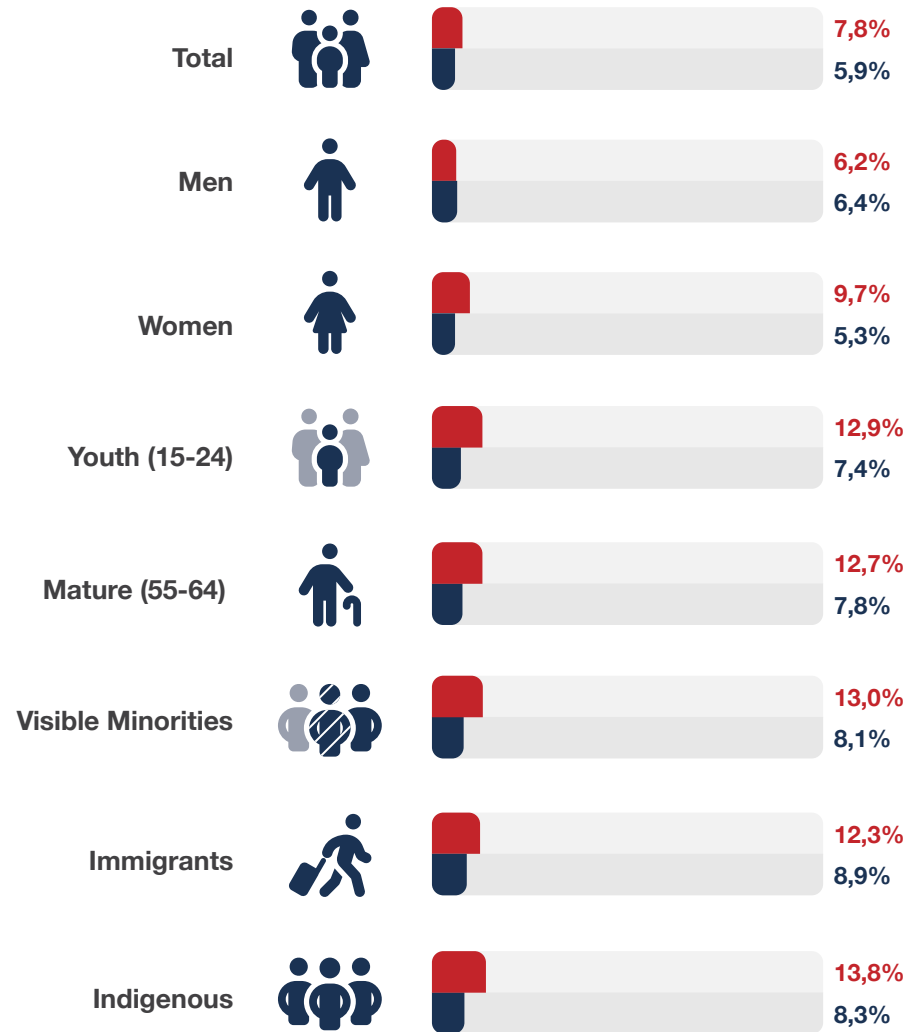
Graph 14 : Unemployment Rate by Visible Minority Status in Saguenay-Lac-Saint-Jean by RCM



Summary of Unemployment Rate for English and French Speakers in Saguenay–Lac-Saint-Jean

Unemployment Rate

Saguenay–Lac-Saint-Jean



English Speakers French Speakers



Section 5

Income

Income

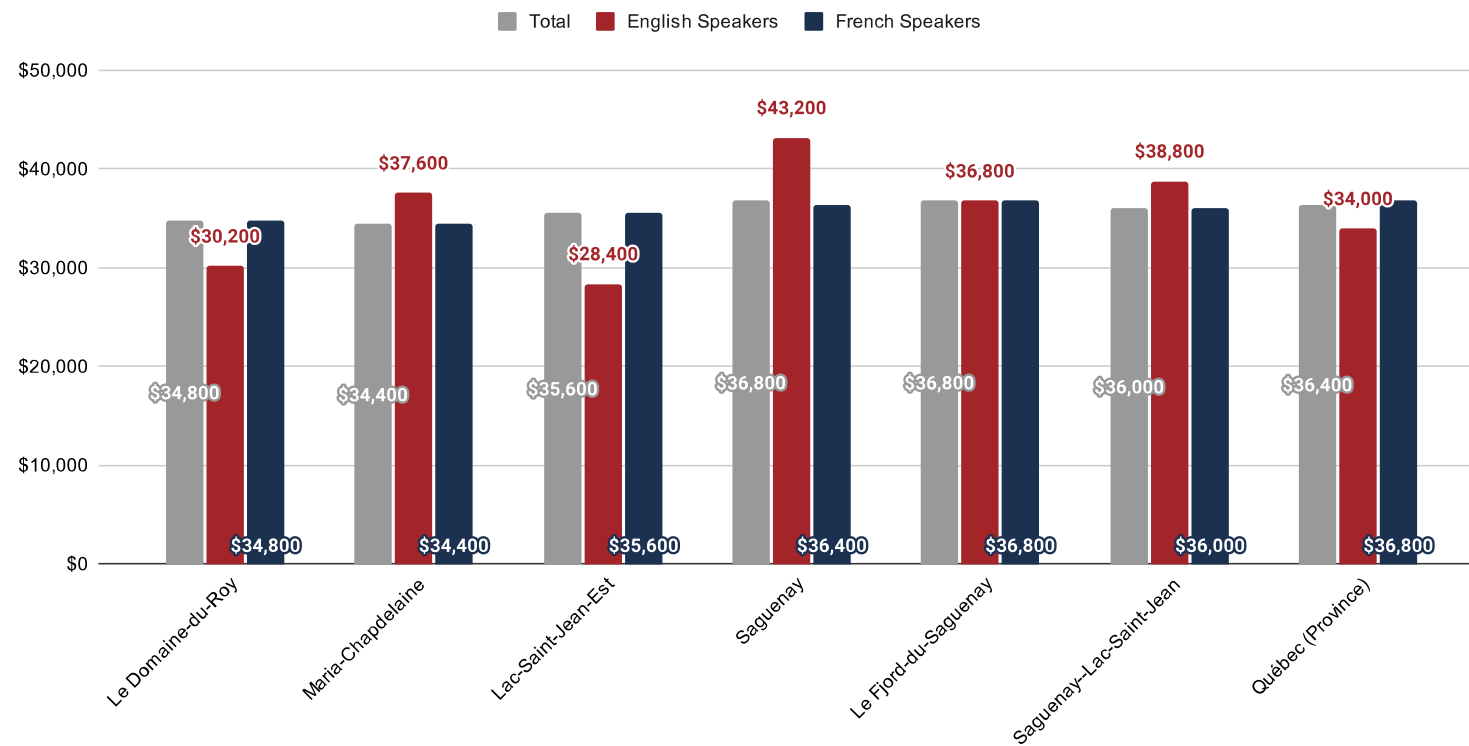
Contrary to the trend observed at the provincial level, English speakers in Saguenay-Lac-Saint-Jean tend to earn a slightly higher median after-tax income and higher median employment income than French speakers.²³ This could be explained by the fact that most English speakers in the region hold highly paid positions in Public services, although this is a rare exception in Québec.

AFTER-TAX INCOME

English speakers in the Saguenay-Lac-Saint-Jean region earn a median after-tax income of \$38,800, roughly \$2,800 higher than that of French speakers (\$36,000). English speakers have higher after-tax income than French speakers across all the RCMs in the region, except for in Le Domaine-du-Roy and Lac Saint Jean Est.

²³ 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 on the data available.

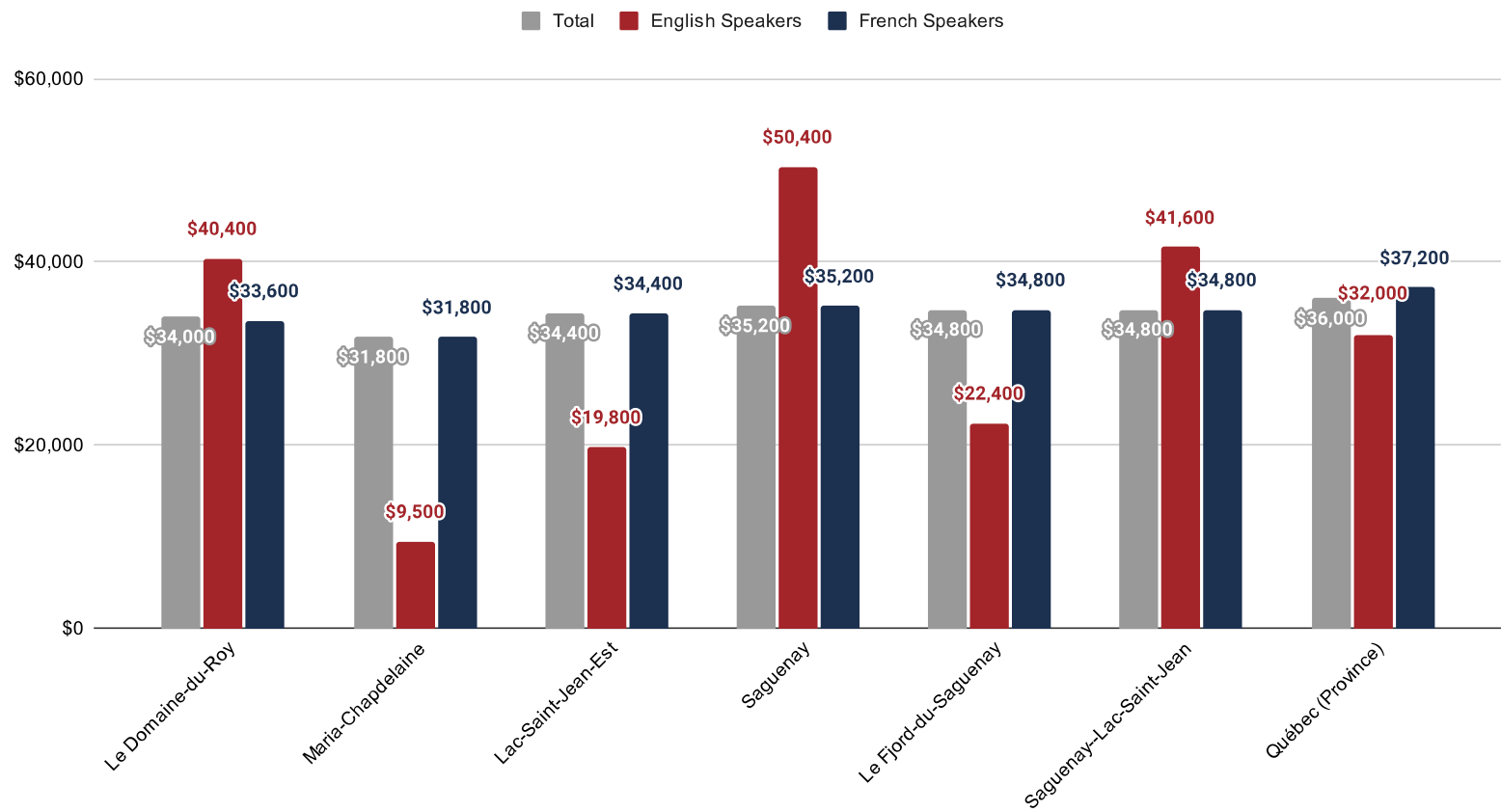
Graph 15: Median After-Tax Income of Saguenay-Lac-Saint-Jean by RCM



EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Saguenay-Lac-Saint-Jean earn a median employment income of \$41,600, which is higher than that of French speakers (\$34,800) by approximately \$6,800. In Maria-Chapdelaine, English speakers earn only \$9,500 median employment income, the lowest within the RCMs.²⁴ English speakers in Saguenay have a median employment income of \$50,400, the highest within the RCMs.

Graph 16 : Median Employment Income in Saguenay-Lac-Saint-Jean by RCM



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

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. English-speaking youth aged 15-24 earn \$7,500 higher than French-speaking youth aged 15-24. English speakers aged 55-64 have a median employment income of \$42,800, higher than their French-speaking counterparts earning \$35,200.

Table 8.a : Age Structure of Saguenay-Lac-Saint-Jean'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+
Le Domaine-du-Roy	\$40,400	*	*	*	*	*	*
Maria-Chapdelaine	\$9,500	*	*	*	*	*	*
Lac-Saint-Jean-Est	\$19,800	*	\$31,200	*	*	*	*
Saguenay	\$50,400	\$14,600	\$53,200	\$60,000	\$67,000	\$56,000	\$1,860
Le Fjord-du-Saguenay	\$22,400	*	*	*	*	*	*
Saguenay--Lac-Saint-Jean	\$41,600	\$19,000	\$51,200	\$52,000	\$63,200	\$42,800	\$2,080
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

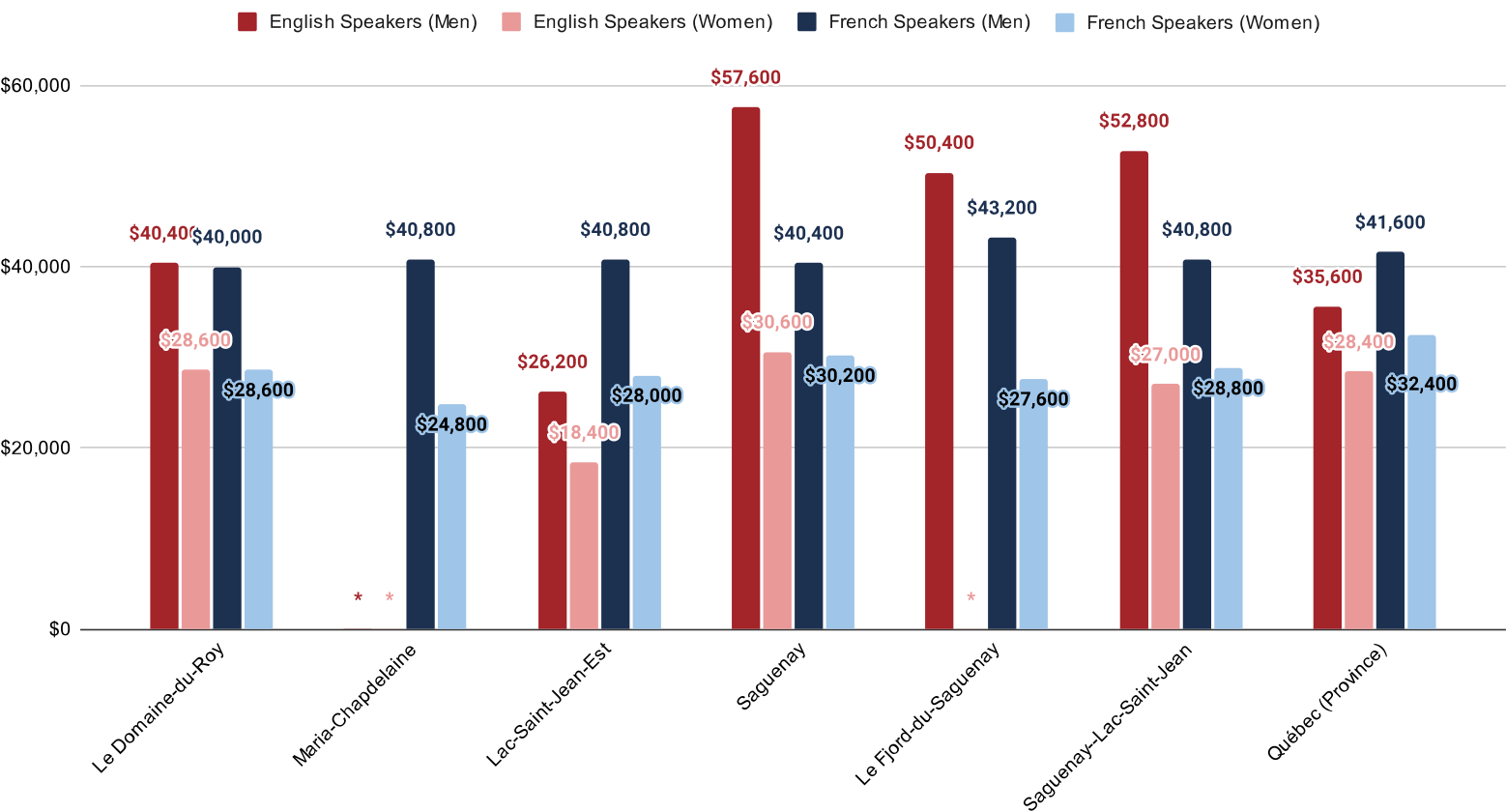
Table 8.b : Age Structure of Saguenay-Lac-Saint-Jean's Median Employment Income for French Speakers by RCM

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Le Domaine-du-Roy	\$33,600	\$10,600	\$40,800	\$49,600	\$50,000	\$35,200	\$7,550
Maria-Chapdelaine	\$31,800	\$10,300	\$42,400	\$49,200	\$48,800	\$31,400	\$8,600
Lac-Saint-Jean-Est	\$34,400	\$11,300	\$39,200	\$49,600	\$48,800	\$36,400	\$4,800
Saguenay	\$35,200	\$11,800	\$40,000	\$53,200	\$56,400	\$36,400	\$1,390
Le Fjord-du-Saguenay	\$34,800	\$11,800	\$40,400	\$49,600	\$48,000	\$33,600	\$3,360
Saguenay--Lac-Saint-Jean	\$34,800	\$11,500	\$40,000	\$51,600	\$52,400	\$35,200	\$3,140
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

Employment Income - Gender Structure

Men in Saguenay-Lac-Saint-Jean earn a higher median employment income than women in the region, with English-speaking men earning the highest regional median employment income of \$52,800. English-speaking women earn the lowest regional employment income (\$27,000), with English-speaking women in Lac-Saint-Jean-Est earning just \$18,400, the lowest among all RCM's.

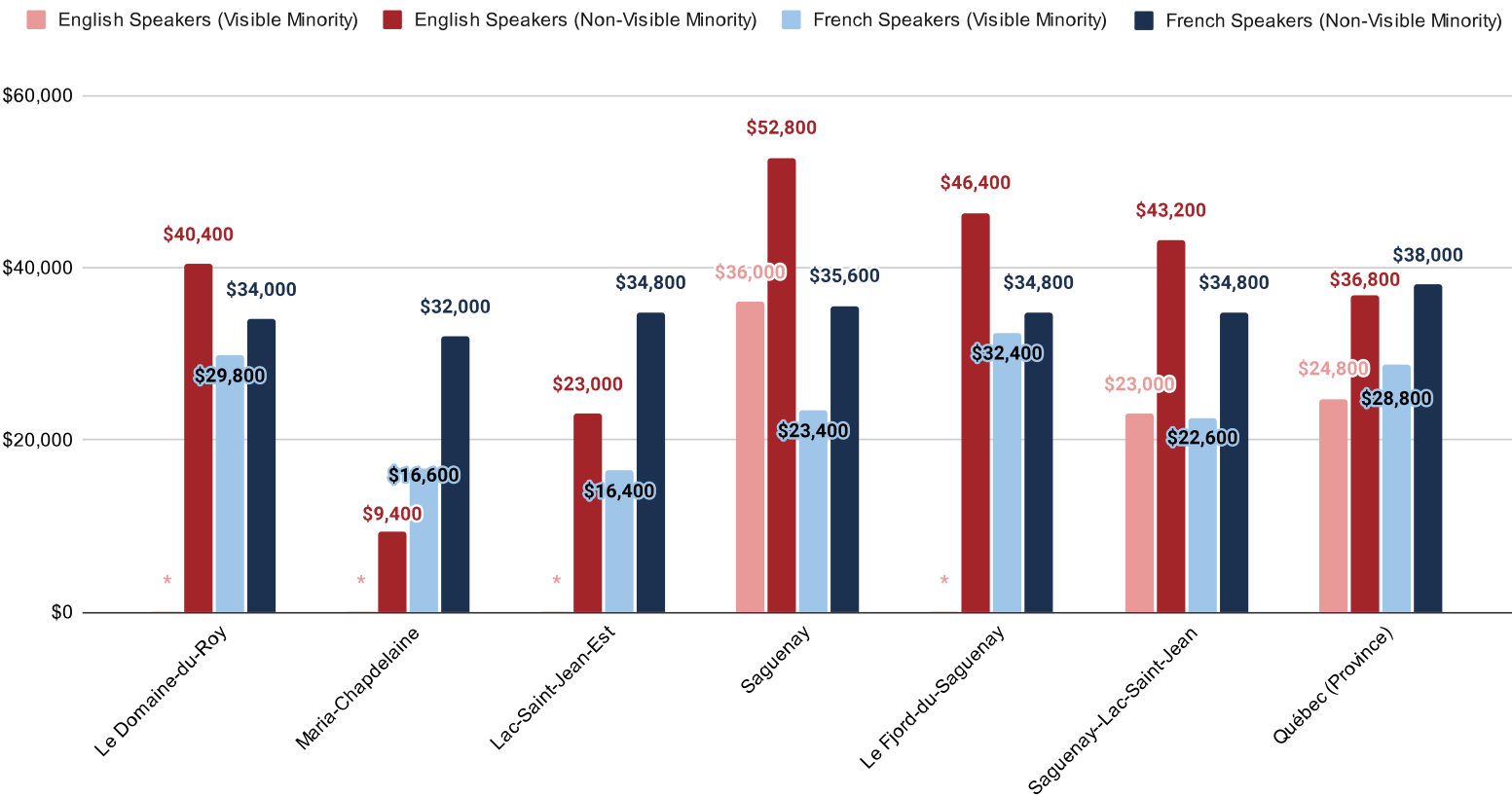
Graph 17 : Gender Structure of Saguenay-Lac-Saint-Jean’s Median Employment Income by RCM



Employment Income - Visible Minorities

English-speaking visible minorities earn roughly the same median employment income as French-speaking visible minorities (\$23,000 compared to \$22,600) in the region. Saguenay reported the highest median employment income for English Speaking visible minorities at \$36,000.

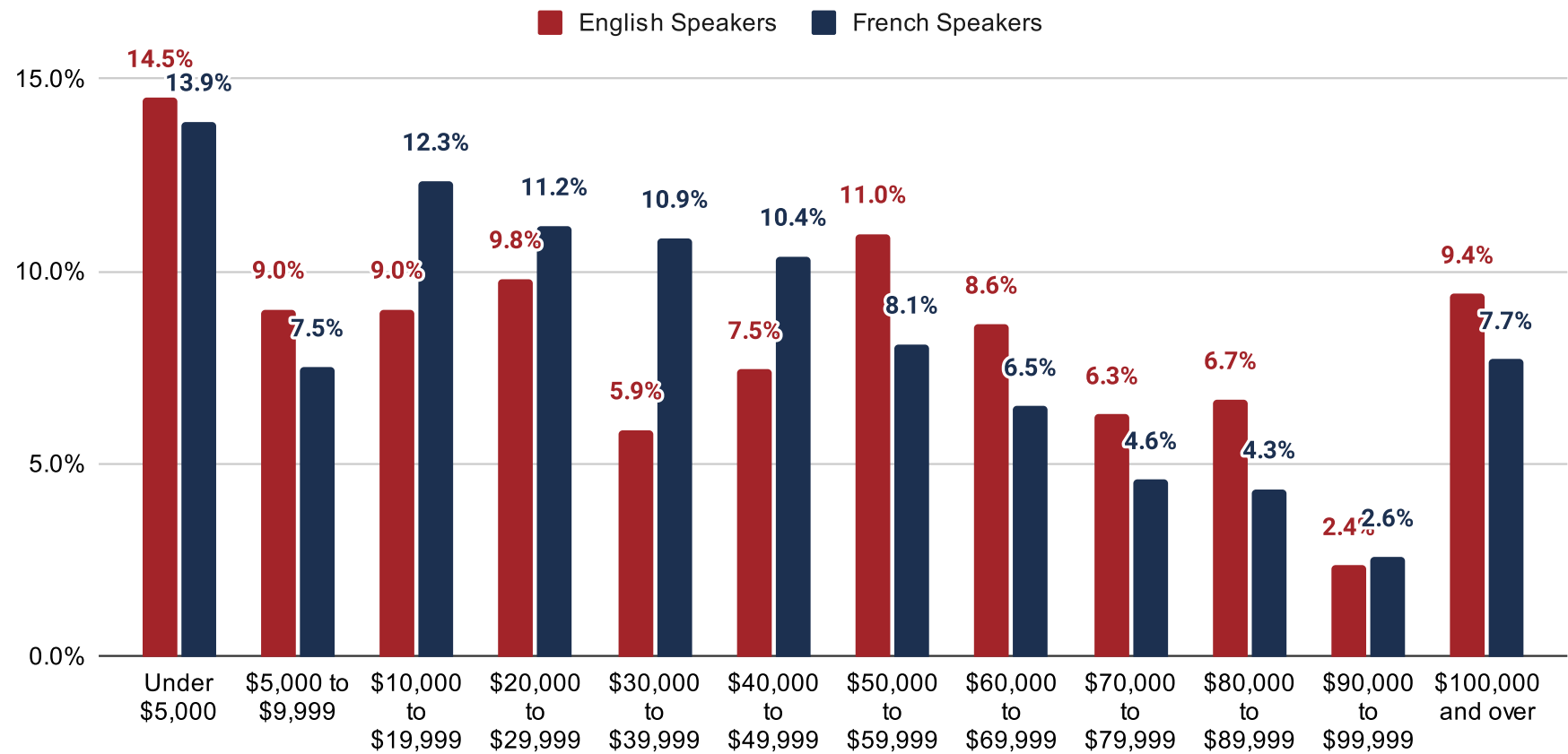
Graph 18 : Visible Minority Structure of Saguenay-Lac-Saint-Jean’s Median Employment Income by RCM



Employment Income Distribution

Roughly 32.5% of English speakers and 33.7% of French speakers earn an employment income of under \$20,000. At the higher end of the distribution, roughly 24.7% of English speakers and 19.2% of French speakers earn \$70,000 and over.

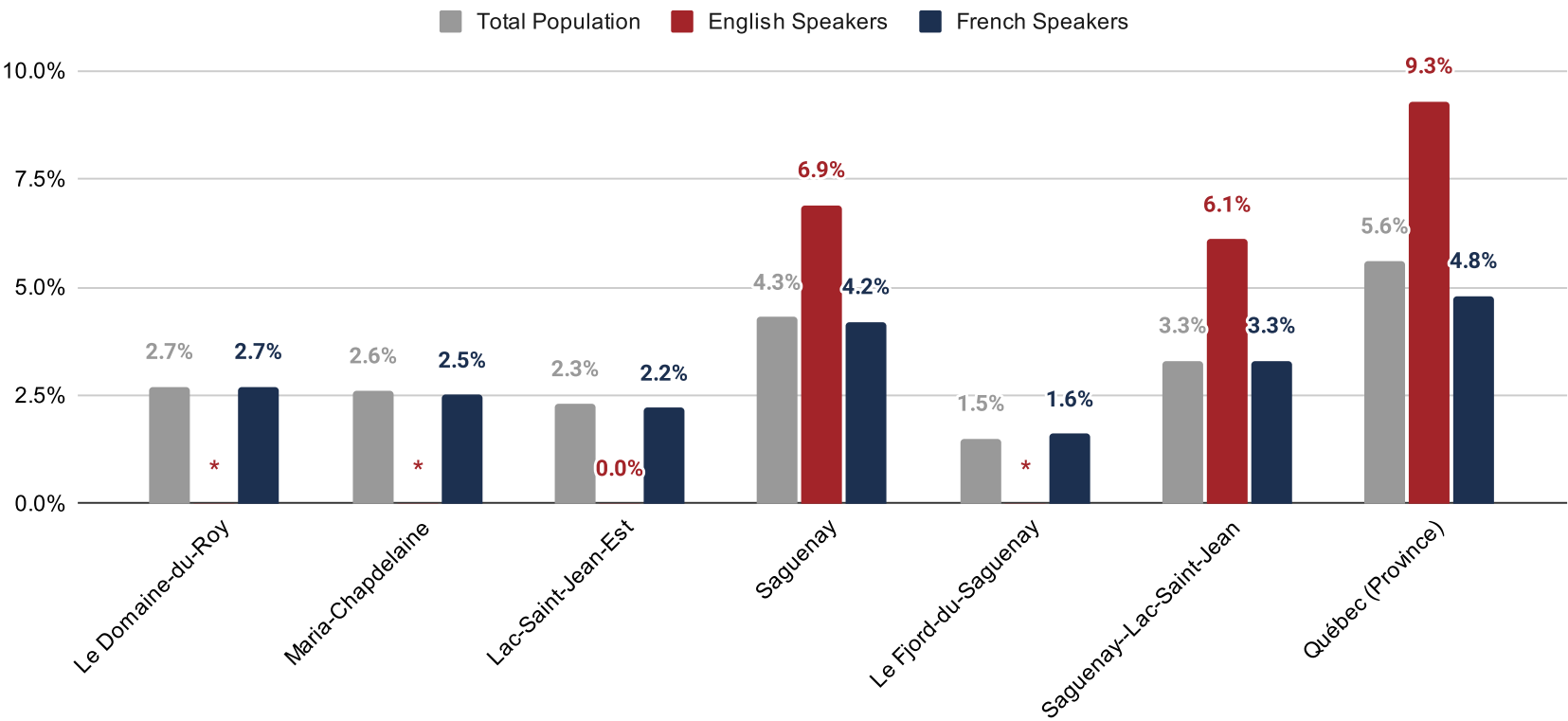
Graph 19 : Distribution of Saguenay-Lac-Saint-Jean’s Employment Income



LOW INCOME

Low income data reveals that in Saguenay-Lac-Saint-Jean, a higher proportion of English speakers are below the after-tax low income cut-off LICO (6.1%) compared to French speakers (3.3%) in the region.²⁵ In Saguenay, 6.9% of English speakers reportedly live below the LICO, subsequently becoming the only RCM with a significant low-income population given the limited data available.

Graph 20 : Low Income Rate (LICO-AT) in Saguenay-Lac-Saint-Jean by RCM

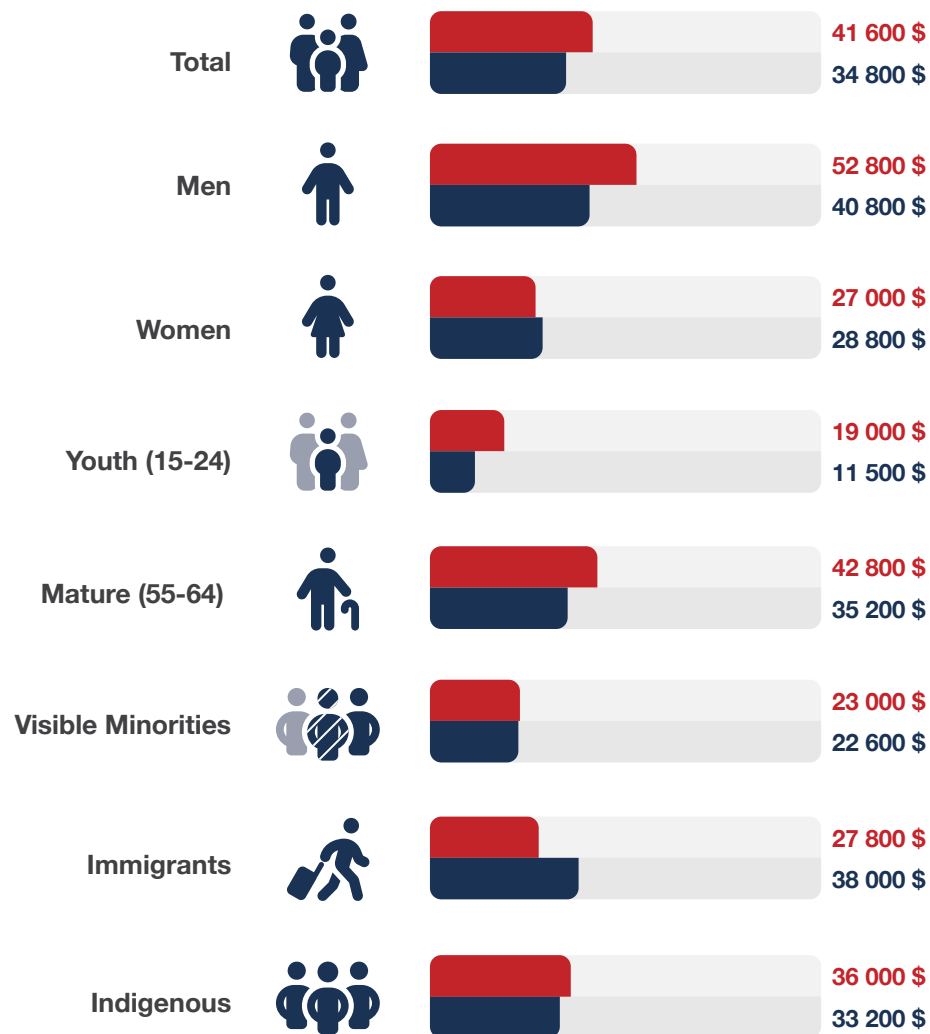


²⁵ However, it is important to note that in most RCMs in the Saguenay-Lac-Saint-Jean region, the low income data is not available.

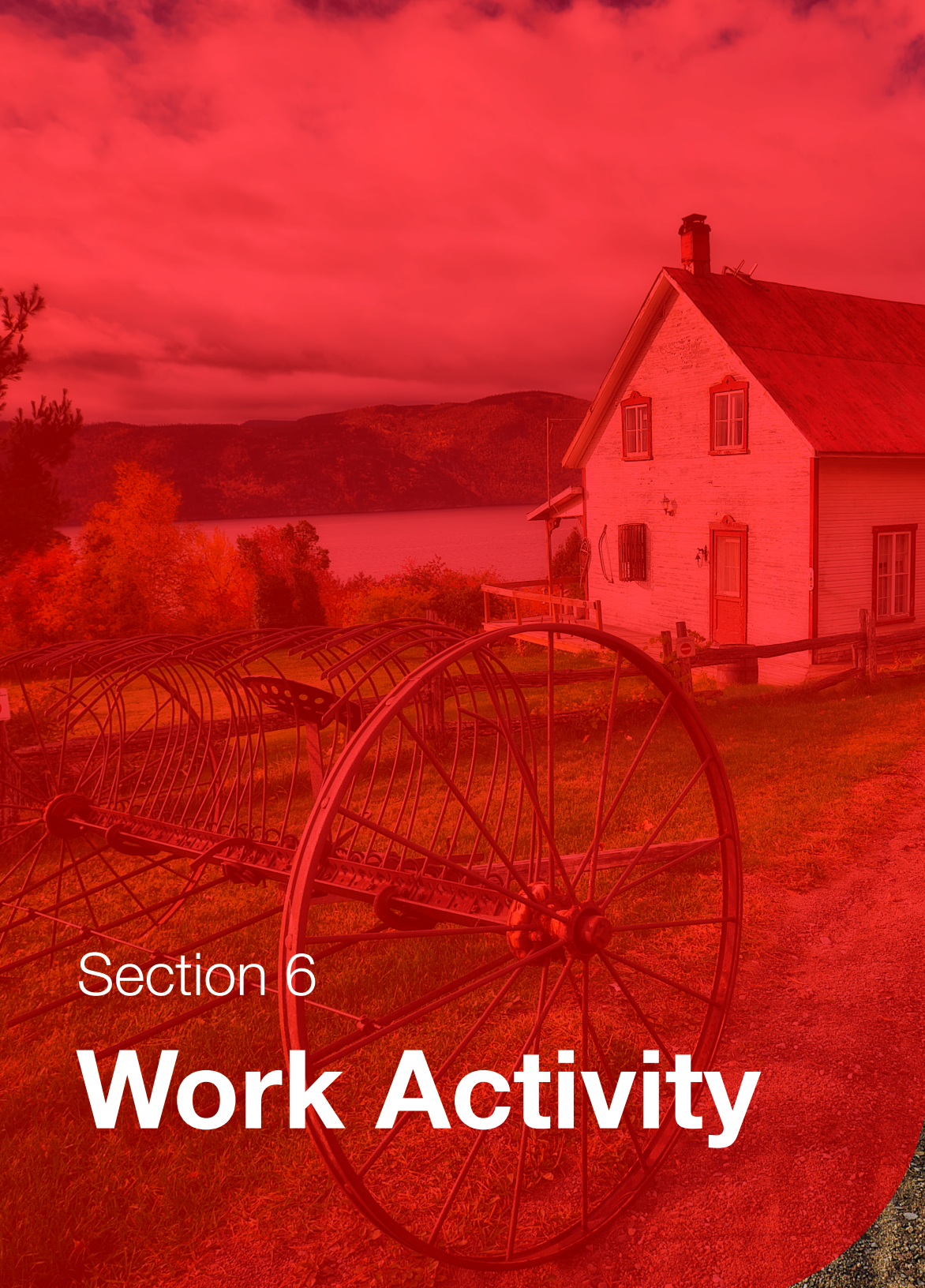
Summary of Median Employment Income for English and French Speakers in Saguenay–Lac-Saint-Jean

Median Employment Income

Saguenay–Lac-Saint-Jean



English Speakers French Speakers



Section 6

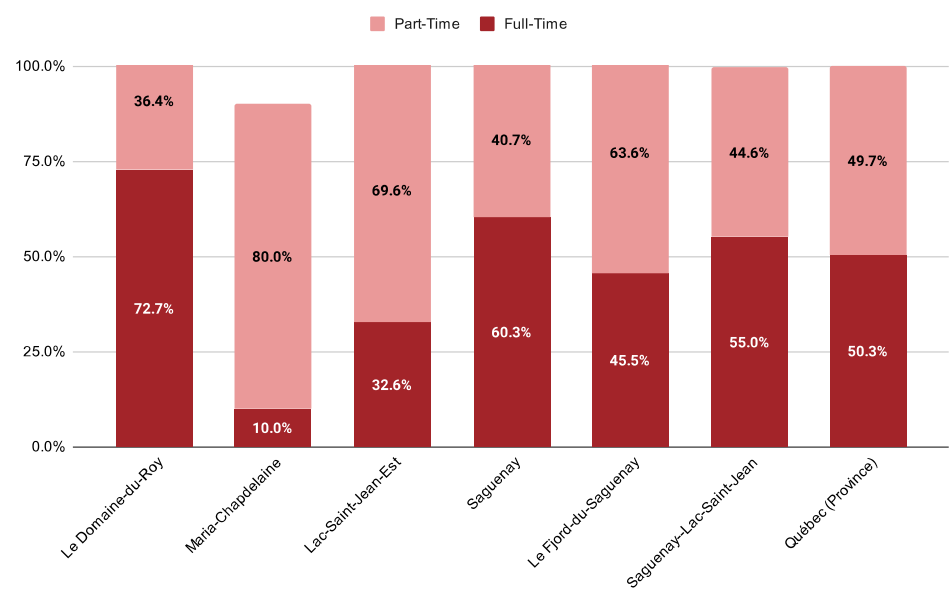
Work Activity



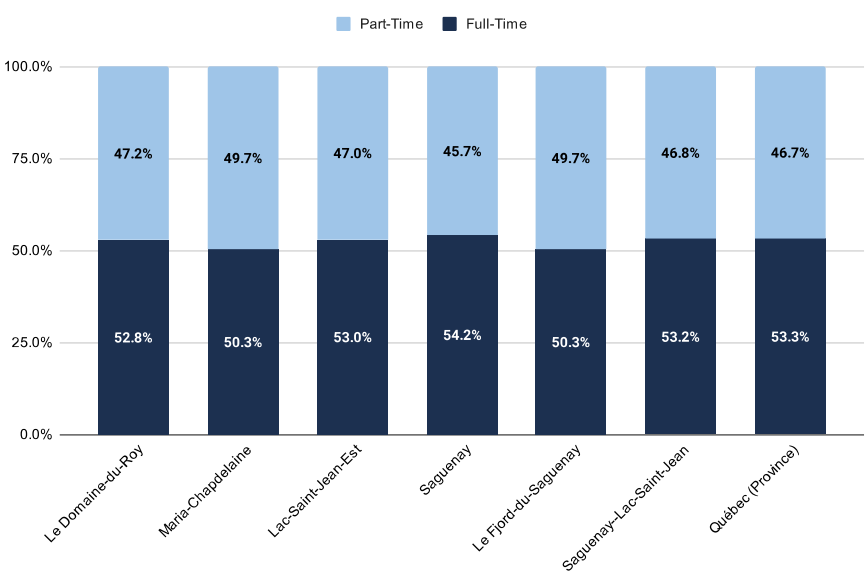
Work Activity

Approximately 44.6% of English speakers engage in part-time or part-year work compared to 46.8% of French speakers. Maria-Chapdelaine is the RCM where English speakers have the highest levels of part-time or part-year work in the region.²⁶

Graph 21.a : Work Activity of English Speakers in Saguenay–Lac-Saint-Jean by RCM



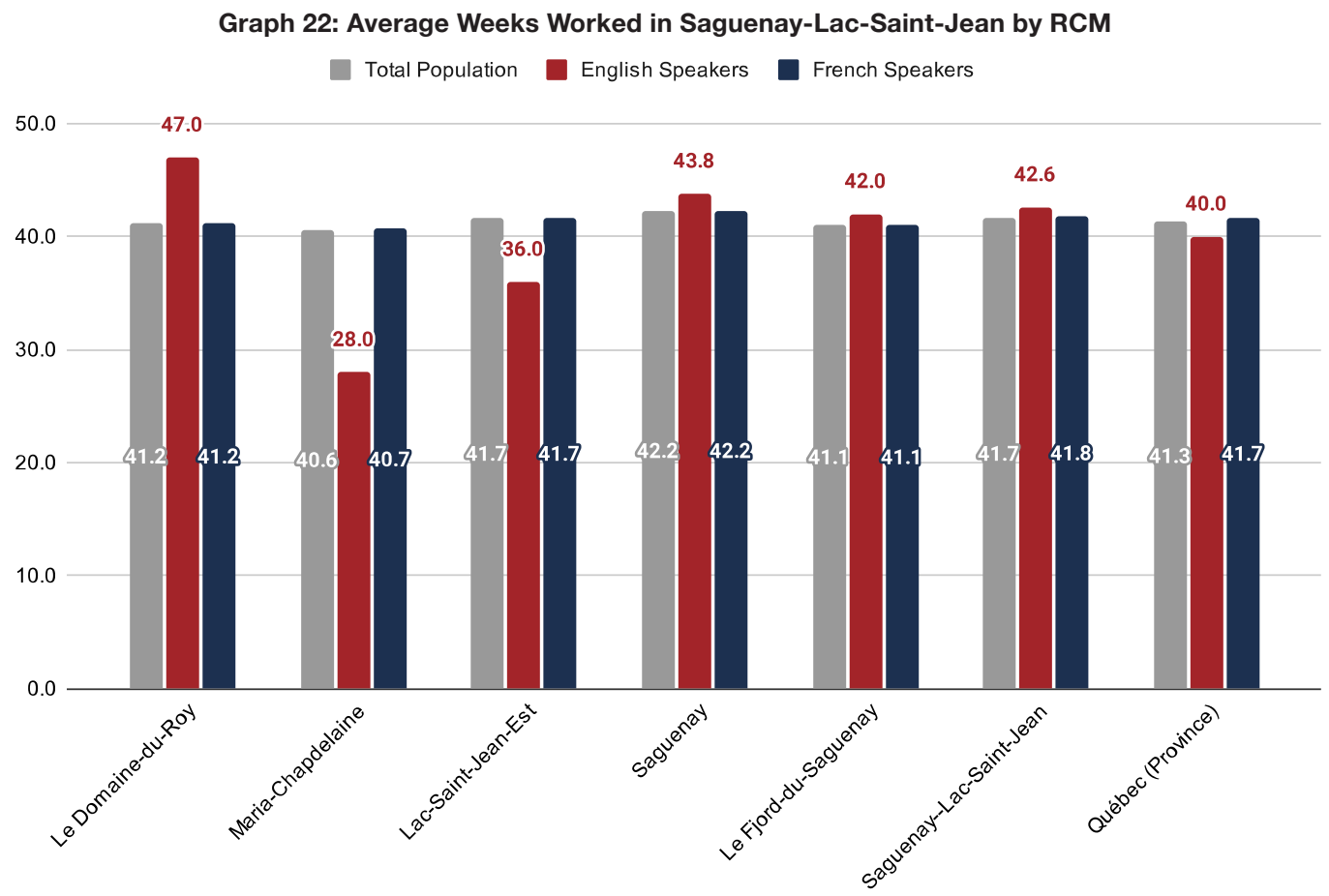
Graph 21.b : Work Activity of French Speakers in Saguenay–Lac-Saint-Jean by RCM



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

Average Weeks Worked

English speakers in the region reported working a higher average number of weeks (42.6) than French speakers (41.8).²⁷ English speakers in Maria-Chapdelaine worked the fewest weeks on average in the year 2020.²⁸



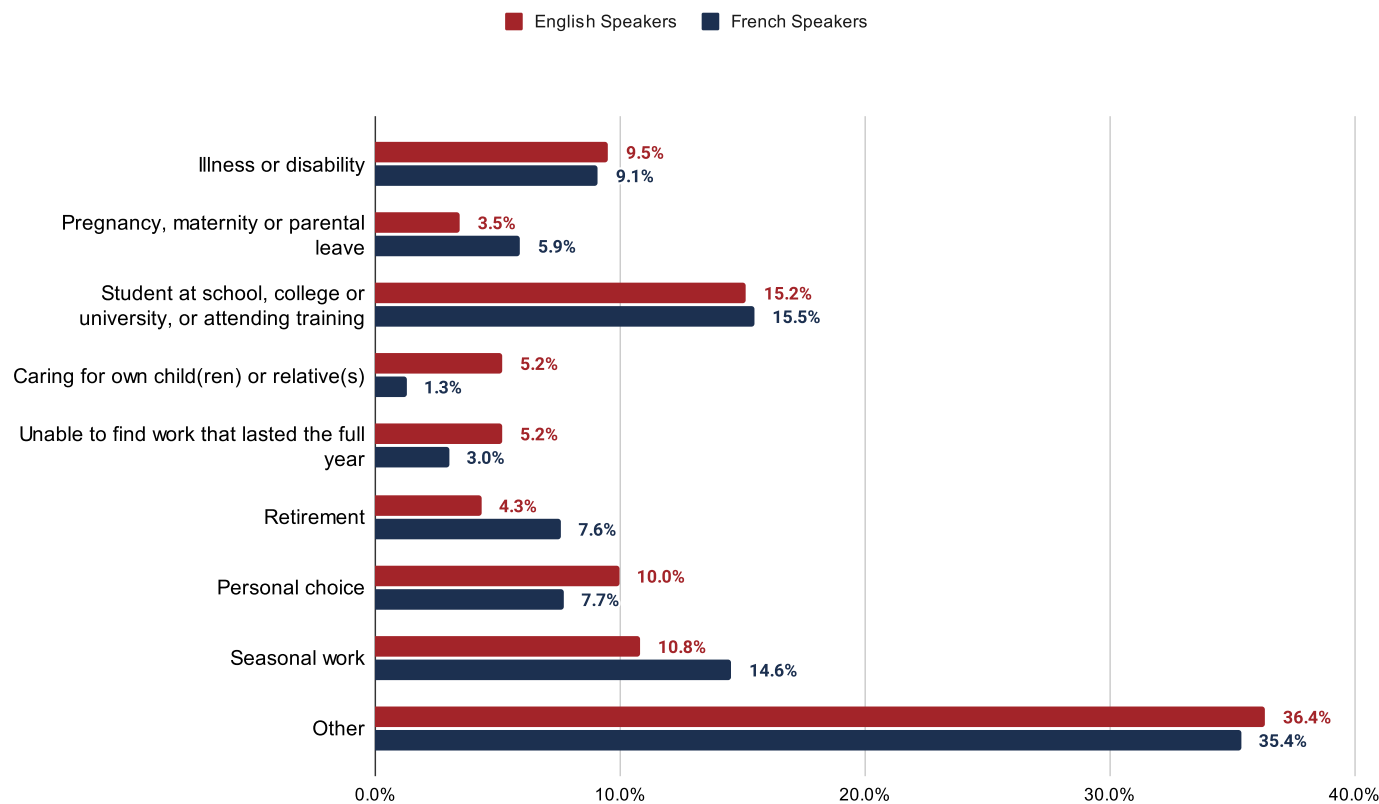
³⁰ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

³¹ According to the Census, there are less than 100 English speakers in Maria-Chapdelaine. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Main Reasons for not Working Full-time / Full year²⁹

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Saguenay-Lac-Saint-Jean was ‘Other’ reasons, with 36.4% of English speakers surveyed indicating this response. Approximately 5.2% of English speakers indicated they had been unable to find work that lasted the full year, compared to 3% among French speakers.

Graph 23: Main Reasons for not Working Full-Time/Full-Year in Saguenay-Lac-Saint-Jean in 2020



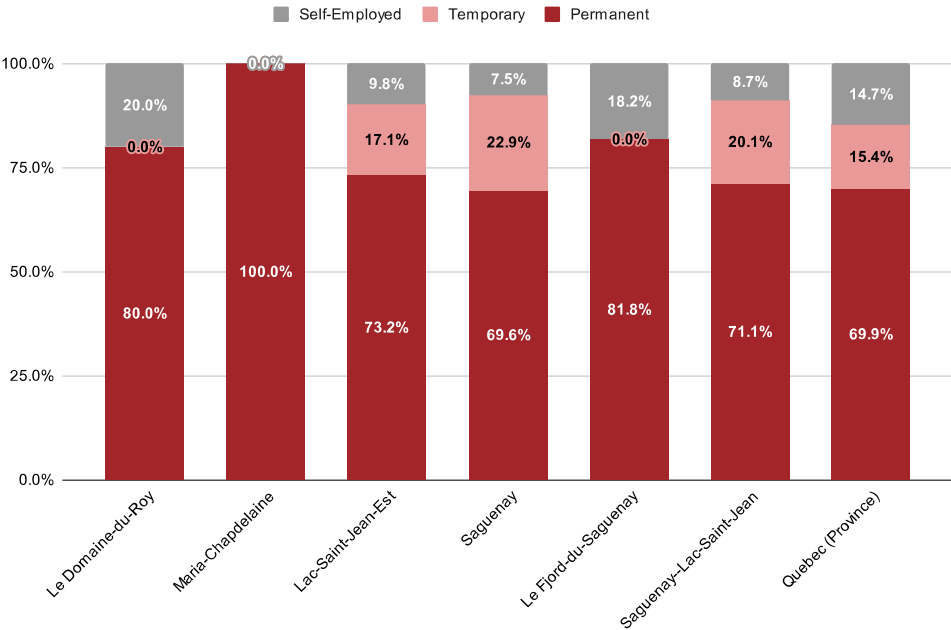
²⁹ In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

Types of Workers

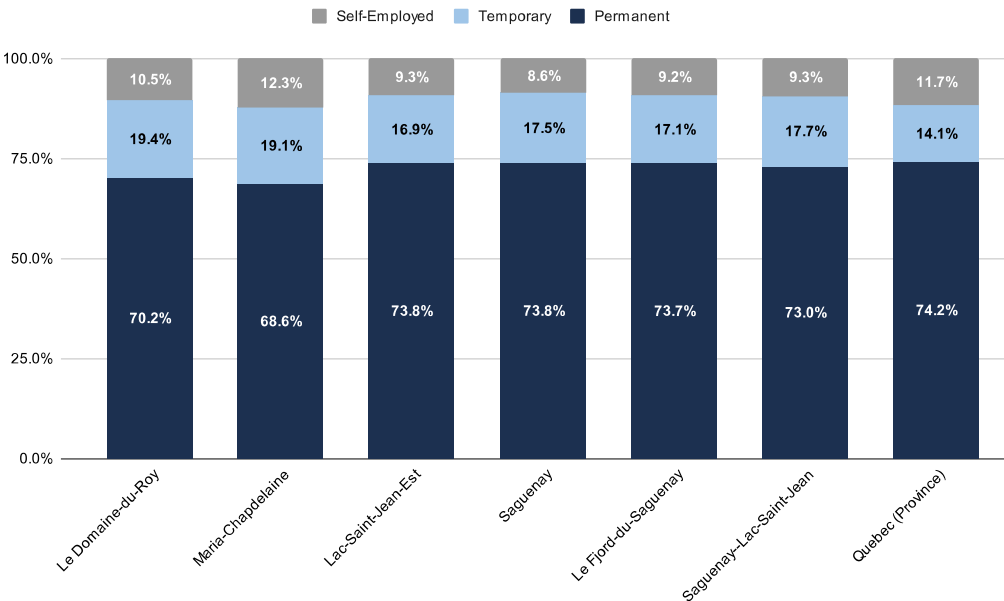
In Saguenay-Lac-Saint-Jean, approximately 20.1% of English speakers reported doing temporary work, compared to 17.7% of French speakers. Roughly 71.1% of employed English speakers and 73% of French speakers in the region hold permanent positions.

English speakers in Saguenay had the highest share of temporary work (22.9%).

Graph 24.a: Type of Workers in Saguenay-Lac-Saint-Jean’s English-Speaking Labour Force by RCM



Graph 24.b: Type of Workers in Saguenay-Lac-Saint-Jean’s French-Speaking Labour Force by RCM



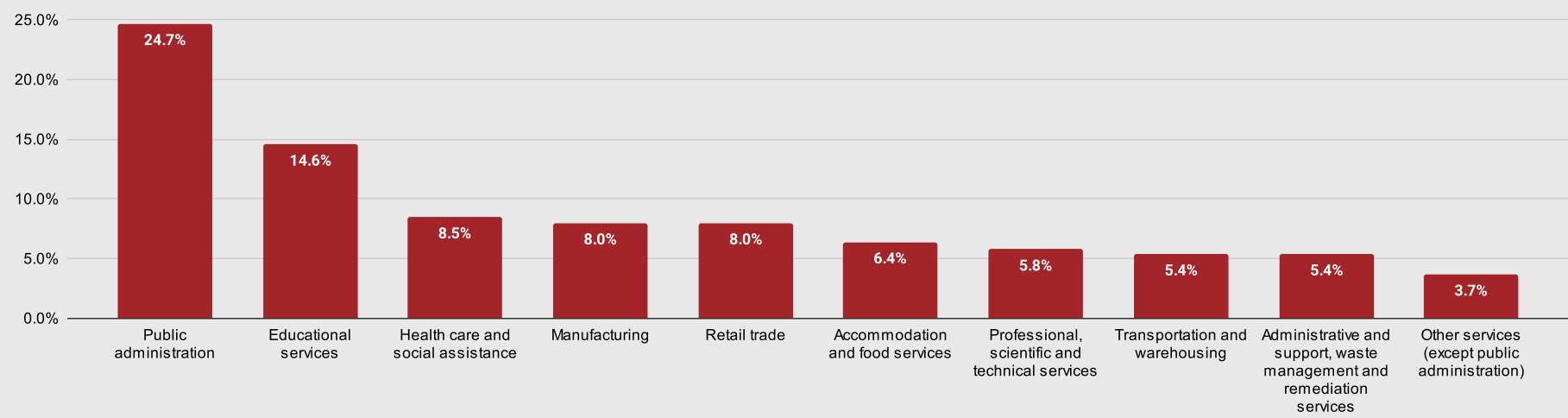
Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Saguenay-Lac-Saint-Jean region. There is limited public data available on 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

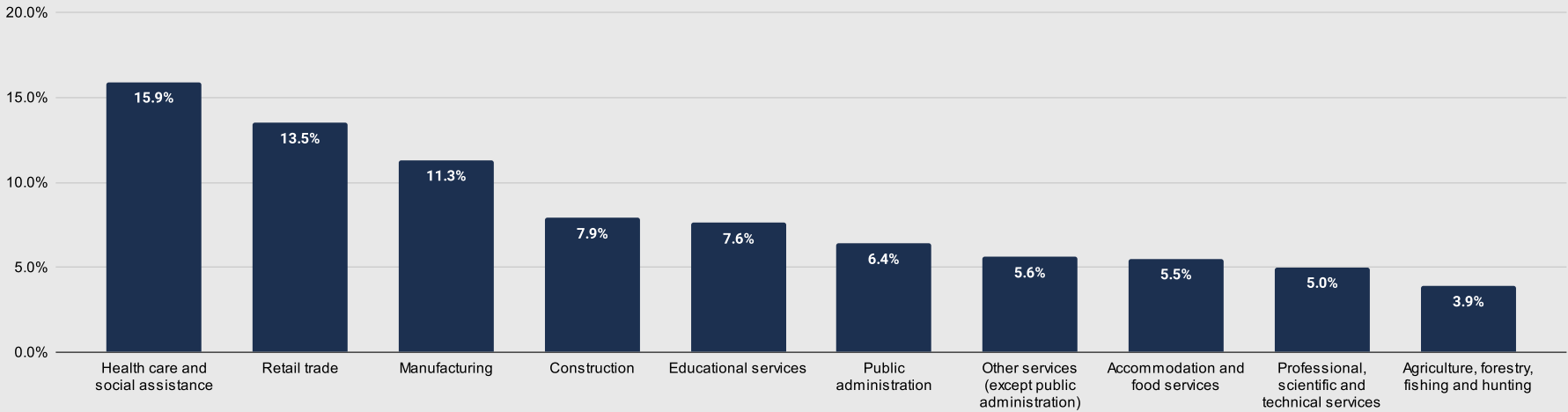
Across the region, the top industries for employment are 'Health care and Social assistance', 'Retail' and 'Manufacturing'. The highest share of English-speaking workers in Saguenay-Lac-Saint-Jean work in 'Public administration' where 24.7% of English-speaking workers are employed, followed by 'Educational services' (14.6%) and 'Health care and social assistance' (8.5%).

Graph 25.a : Top 10 Industries of English Speakers in Saguenay-Lac-Saint-Jean



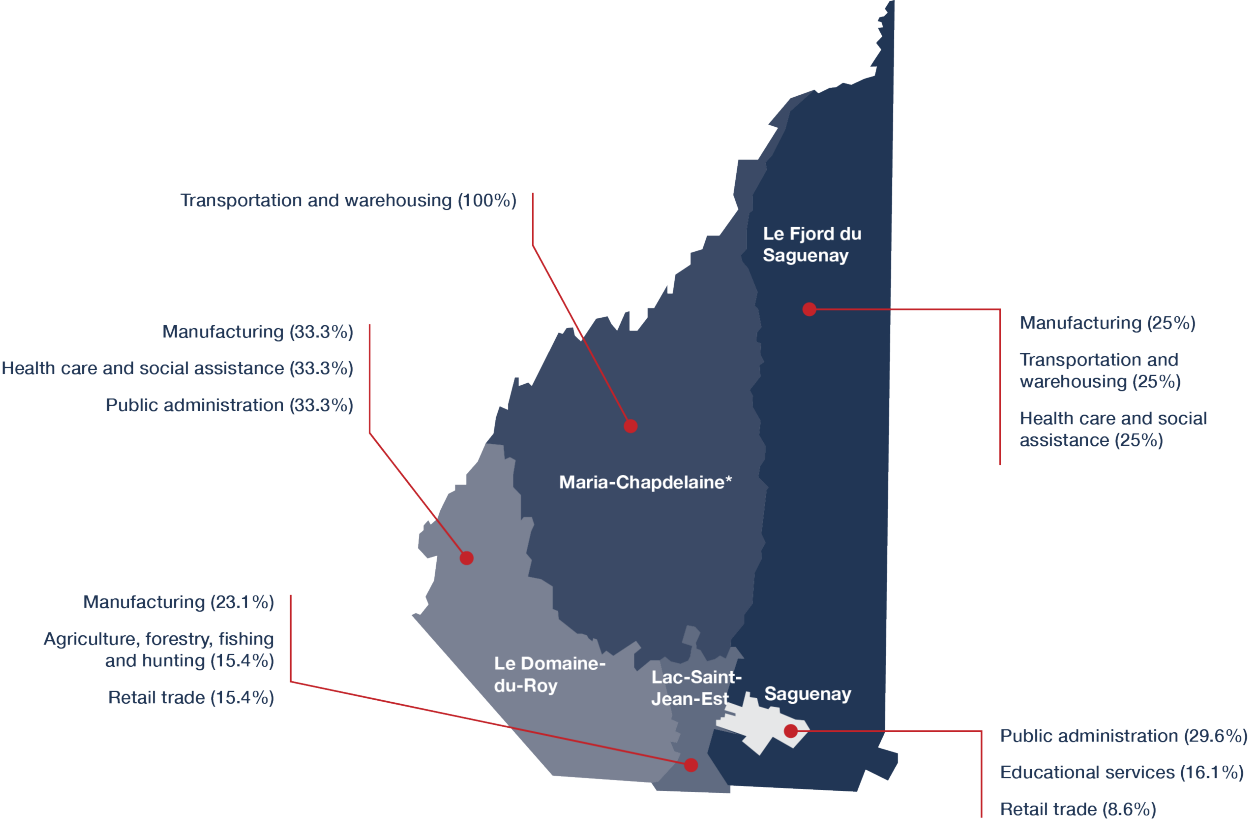
Conversely, ‘Public administration’ is only the 6th leading industry for French speakers, who have the highest engagement in ‘Health care and social assistance’ (15.9%), followed by ‘Retail trade’ (13.5%) and ‘Manufacturing’ (11.3%).

Graph 25.b: Top 10 Industries of French Speakers in Saguenay-Lac-Saint-Jean



Top Industries of English Speakers by RCM

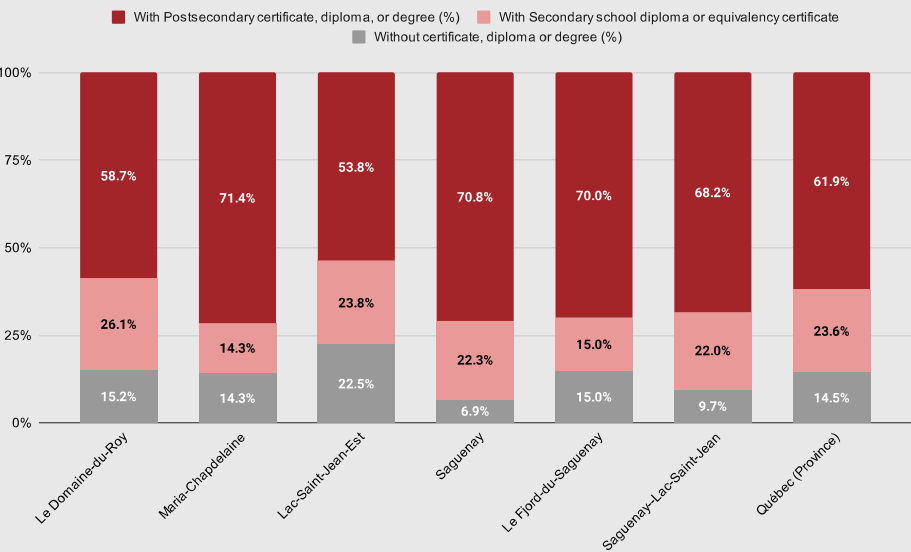
Within the RCMs, English speakers tend to work in ‘Manufacturing’, ‘Transportation and warehousing’ and ‘Public administration’. Notably, in 3 out of the 5 RCMs, ‘Manufacturing’ is the top industry for English speakers.



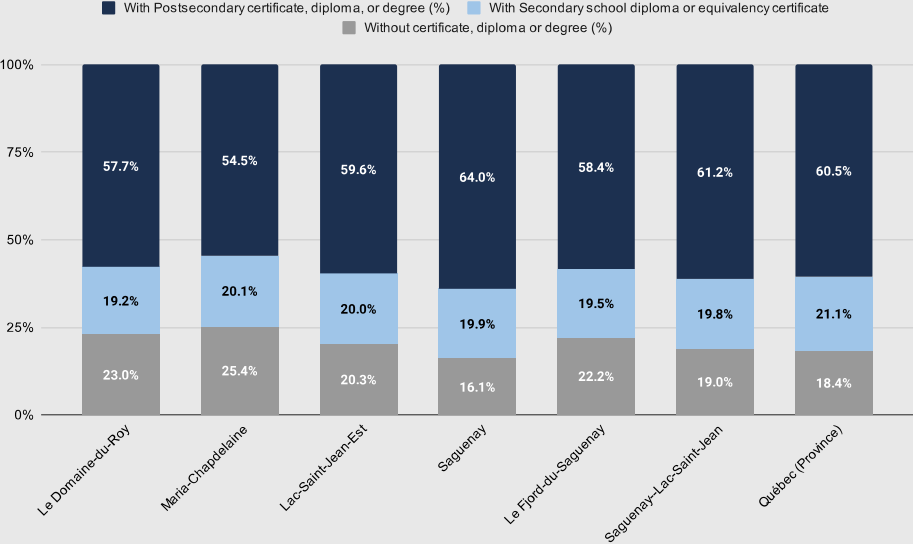
EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Saguenay-Lac-Saint-Jean are higher than those at the provincial level. Most English speakers in Saguenay-Lac-Saint-Jean have a postsecondary degree (68.2%), as do the majority of French speakers (61.2%).

Graph 26.a: Educational Attainment of English Speakers in Saguenay-Lac-Saint-Jean by RCM



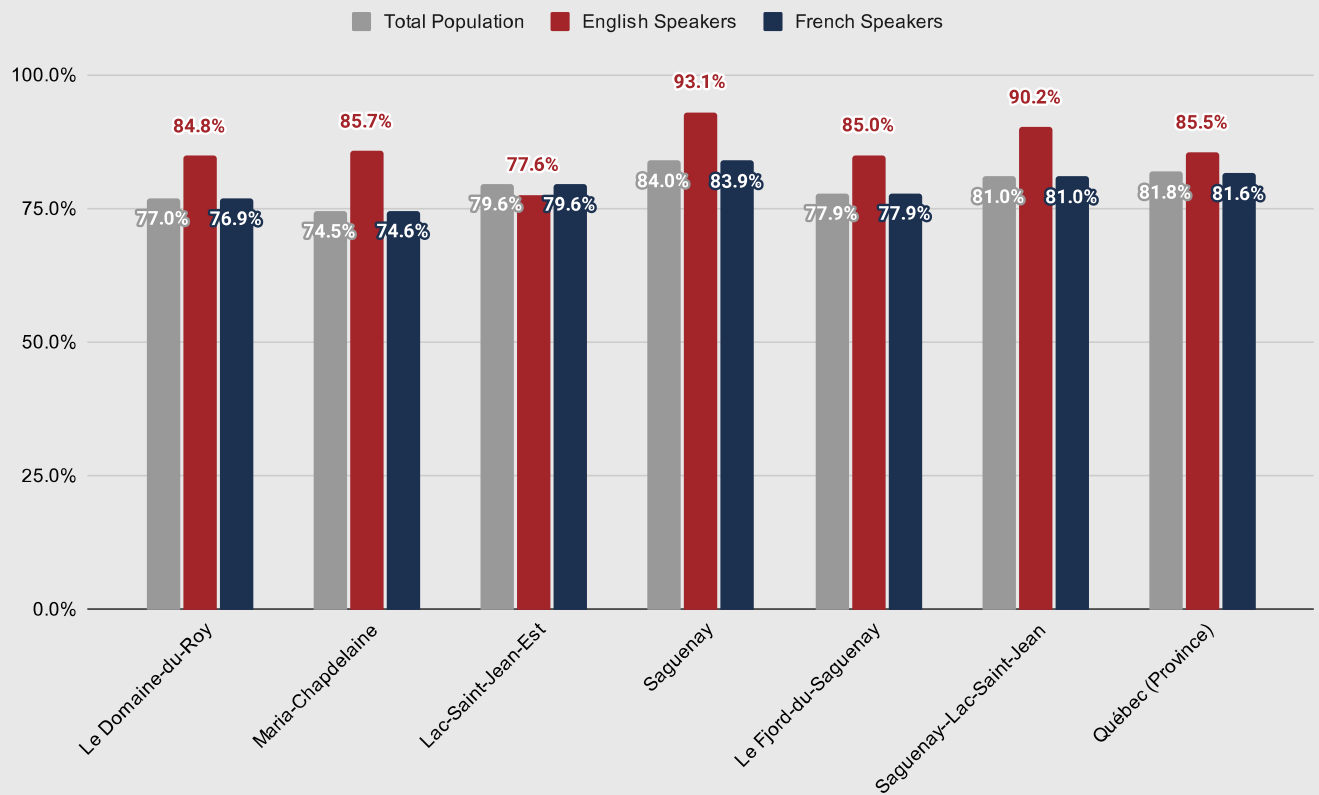
Graph 26.b: Educational Attainment of French Speakers in Saguenay-Lac-Saint-Jean by RCM



Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Saguenay-Lac-Saint-Jean have a significantly high secondary educational attainment rate of 90.2%, compared to 81% of French speakers. Secondary educational attainment levels are highest in Saguenay (93.1%) and lowest in Lac-Saint-Jean-Est (77.6%) for English speakers.

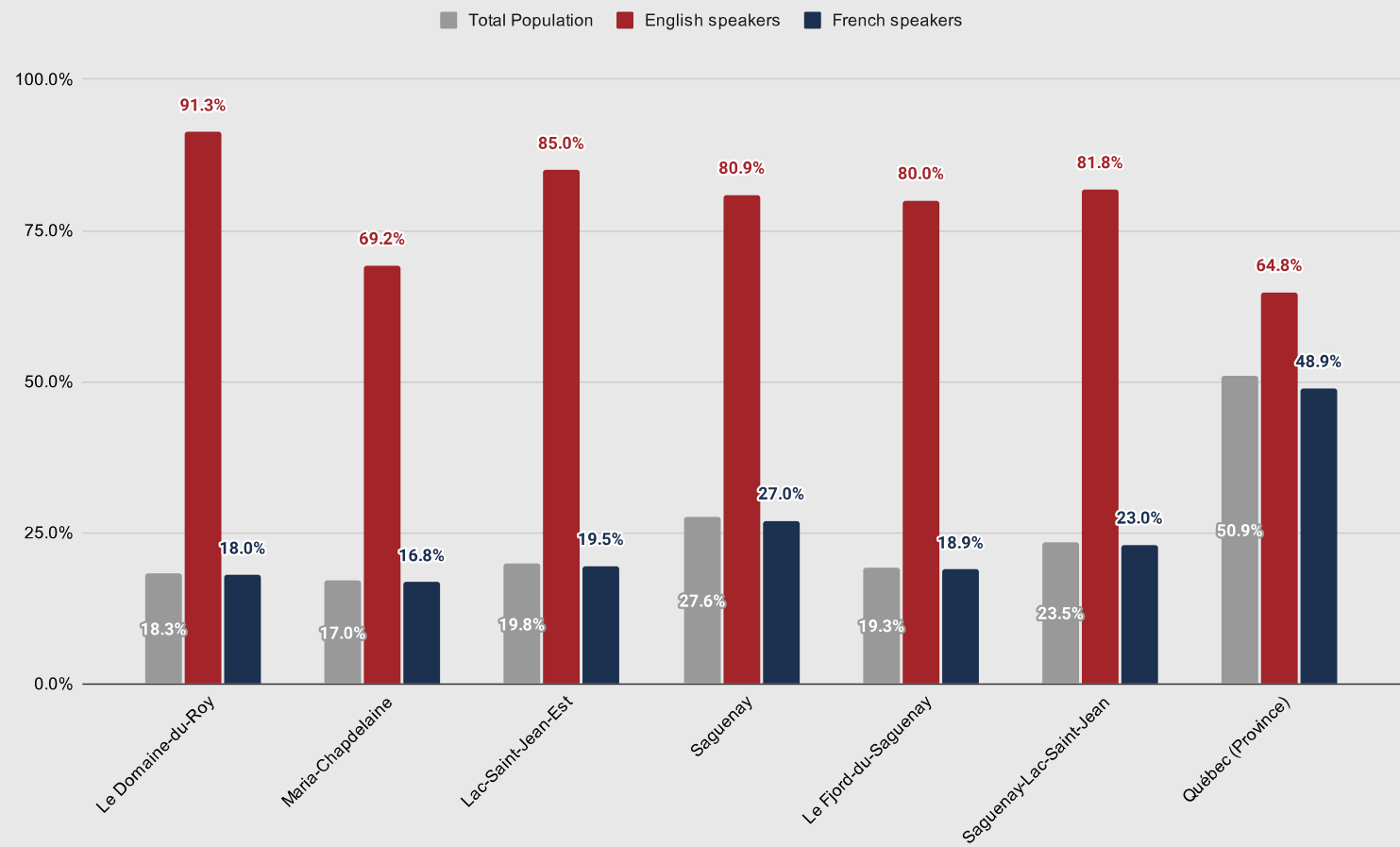
Graph 27: Minimum Secondary Education Attainment in Saguenay-Lac-Saint-Jean by RCM



ENGLISH-FRENCH BILINGUALISM

In Saguenay-Lac-Saint-Jean, English speakers have significantly higher bilingualism rates than French speakers (81.8% compared to 23%).³⁰ English speakers in Le Domaine-du-Roy reported the highest bilingual rate (91.3%), while English speakers in Maria-Chapdelaine reported the lowest bilingualism rate among English speakers in the region (69.2%).³¹

Graph 28: English-French Bilingualism Rates in Saguenay-Lac-Saint-Jean by RCM



³⁰ 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.

³¹ According to the Census, there are less than 100 English speakers in Maria-Chapdelaine. 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 Saguenay-Lac-Saint-Jean based on online focus groups and interviews with individuals from organizations 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.

Integration

While there are English speakers with historic ties to the region, integration of the small English-speaking communities remains a challenge. Generally, settling in the region and finding work given the small labour market is a key challenge, particularly if individuals do not have a support network to help them integrate. Participants also identified a lack of access to employment as a challenge for English speakers, particularly if they have French language barriers.

Another issue identified by participants is a lack of information provided in English to English speakers, even when they were looking to take a French-language course. Participants indicated that a lack of information in English can create confusion and delays for English speakers looking to enroll in training or access services.

“....[For] the family that arrives here, [perhaps] they’re not able to take a French course or be able to go to school, or even find employment if they’re not able to have daycare services for their children.”

– Participant

Work Opportunities

Finding work can be a challenge for some English speakers in the region, particularly those looking to work in sales and services. Although English speakers in the region have a high representation in public administration, education and health care occupations in the region, they still face a higher unemployment rate and have lower representation in the sales, services and trades sectors. Low French-language skills may be a primary contributor in English speaking unemployment, as well as employers being reluctant to hire English speakers who they assessed as not having adequate French language skills. These factors contribute to a complex situation for English speakers seeking employment in the local community, impacting their motivation and efforts to find work.

“The problem here is the English speakers don’t end up applying for jobs, or they end up applying, and they don’t get any phone calls or any answers back. So they stop applying for work.”

– Participant

Additionally, some participants noted that they had difficulty getting job credentials, certifications, and qualifications from other provinces recognized in the region, due to translating and transferring issues. More support is needed for individuals who require translation and accompaniment services of their qualifications in order to facilitate their ability to apply for local opportunities.

Training Opportunities

There is also a need for skills training programs that focus on integrating and bridging English speakers and other linguistic minorities directly in the labour force and priority sectors. Eligibility requirements or French-language barriers can prevent English speakers from participating in programs, indicating a need for more targeted programs for linguistic minorities. With these programs, more support and incentives are needed for employers who are willing to hire linguistic minorities and provide them with on-the-job French-language training.

Access to postsecondary education in English is limited within the region, with students often having to leave to attend English-language institutions. This lack of local options can deter individuals from returning

to their communities after obtaining their education. Participants also highlighted the need for more English language employment services to aid and instruct them in job seeking CV writing and interview preparation. These services are typically offered in French, with leaving services available to assist English speakers, particularly those who are non-immigrants and are not eligible for other programs.

“In terms of programs, there really isn’t anything that’s focused on English speakers. Like you can’t access that if you’re [an English speaker] coming from another province into Quebec.”

– Participant

Participants also highlighted the need for more organizations that provide employment and employability support for English speakers who face higher unemployment in the region. These organizations often face funding challenges and lack a specific mandate to provide employment support to English speakers. There is a need not only for organizations to provide employment support to English speakers but also for organizations that 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

A substantial number of youth from the region leave to pursue higher education elsewhere and often do not return. This trend affects the region's workforce development. The small English-speaking population in the region consists mainly of families with historic ties to the area, or newcomer families. However, outmigration remains an issue with youth leaving the region due to a lack of work and training opportunities.

“So I see a lot of youth that are leaving the region, that don't go to school here, that leave and go to school elsewhere, and then they're not coming back.”

– Personne participante

Conclusion & Recommendations

In our review of the available data on linguistic groups in the Saguenay-Lac-Saint-Jean 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. 'Public administration', 'Educational services', 'Health care and social assistance', and 'Manufacturing' tend to be the leading industries for English speakers to work in. English-speaking women are found to have both a much higher unemployment rate and a significantly lower median employment income than men. Additionally, English-speaking visible minorities, immigrants and Indigenous individuals are also found to have higher unemployment rates and lower median employment incomes compared to the total English-speaking population in the region. There are also disparities found among youth in the region; English-speaking youth have higher 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, as well as local stakeholders, to improve the labour market outcomes of English speakers and linguistic minorities in the Saguenay-Lac-Saint-Jean 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 PRIIME³² and IPOP³³.
- Increased funding for employers and organizations to deliver English-language work-integrated learning and short-term training³⁴ 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, including services and the trades
 - Prioritize programs aimed at the recruitment and retention of English-speaking youth in the region

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, including non-immigrants.
 - Better promotion and increased access for employers to enroll in subsidized workplace French-language training
 - Funding for regional organizations already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including the trades and services.

³² 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_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

³³ 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_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³⁴ 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 Saguenay-Lac-Saint-Jean's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers in the region.
- 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.

Accessibility of Job Opportunities and Postsecondary Education:

Increase the ease of access to job opportunities and English post-secondary education for English speakers within the region.

- Increase the number of available options for English-speaking youth to receive postsecondary instruction in English within the region
- Simplify the process of transferring professional licences and credentials between provinces

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 develop programs that tackle issues related to outmigration local training opportunities and recruitment challenges.

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