



# **Employment Profile of English Speakers in** Centre-du-Québec

Provincial Employment Roundtable



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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.

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# Executive Summary

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

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





## KEY FINDINGS:

- English speakers constitute 1.5% of Centre-du-Québec's labour force, and they have a labour force participation rate of 65.9% compared to 63.2% among the French-speaking majority.
- English speakers in Centre-du-Québec have an unemployment rate of 6.6%. This is higher than the unemployment rate of French speakers in the region (4.8%).
- English speakers earn a median after-tax income of \$32,400 and a median employment income of \$31,200. Compared to French speakers, they earn \$1,600 less in after-tax income and \$2,400 less in median employment income.
- Less than half of English speakers are engaged in full-time employment (47.6%), 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 Centre-du-Québec are 'Manufacturing', followed by 'Retail trade', 'Agriculture, forestry, fishing, and hunting', and 'Health care and social assistance'. The top 4 leading industries for French speakers in Centre-du-Québec are 'Manufacturing', followed by 'Health care and social assistance', 'Retail trade' and 'Construction'.
- There are vulnerable groups within the English-speaking labour force – English-speaking youth, women, immigrants, and First Nations and Inuit individuals tend to face greater labour market obstacles, as demonstrated by higher unemployment rates or lower employment incomes.

## RECOMMENDATIONS:

**Increased Funding for On-the-Job Learning Programs:** Include English speakers as a target underrepresented group in existing on-the-job 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 PRIIME<sup>1</sup> and IPOP.<sup>2</sup>
- Increased funding for organizations to deliver English-language on-the-job learning and short-term training 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 programs that focus on confidence and other soft skills development.
  - Prioritize programs aimed at integrating highly qualified workers into positions that best suit their skill sets.

**Industry-Specific French-Language Training:** Provide funding to improve the delivery of on-the-job French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, the Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
  - Better promotion and increased access for employers to enroll in subsidized on-the-job French-language training.
  - Funding for regional organizations and adult education centres already serving English speakers to deliver on-the-job French-language training for priority sectors, including health-care, social assistance, and accommodation services.

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<sup>1</sup> 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](https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf)

<sup>2</sup> 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](https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf)

<sup>3</sup> 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 Capitale-Nationale's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Simplify the government recognition process for credentials, promote existing programs aimed at helping individuals get their credentials recognized and create programs aimed at helping employers understand out-of-province or international credentials.

**English language vocational training and postsecondary education:** Improve access to English language vocational training and postsecondary education programs within the region.

- Increase the availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

**Tackle issues related to outmigration from the region:** Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training opportunities and employment opportunities.

# Research Methodology & Considerations

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

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<sup>4</sup> 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. 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.

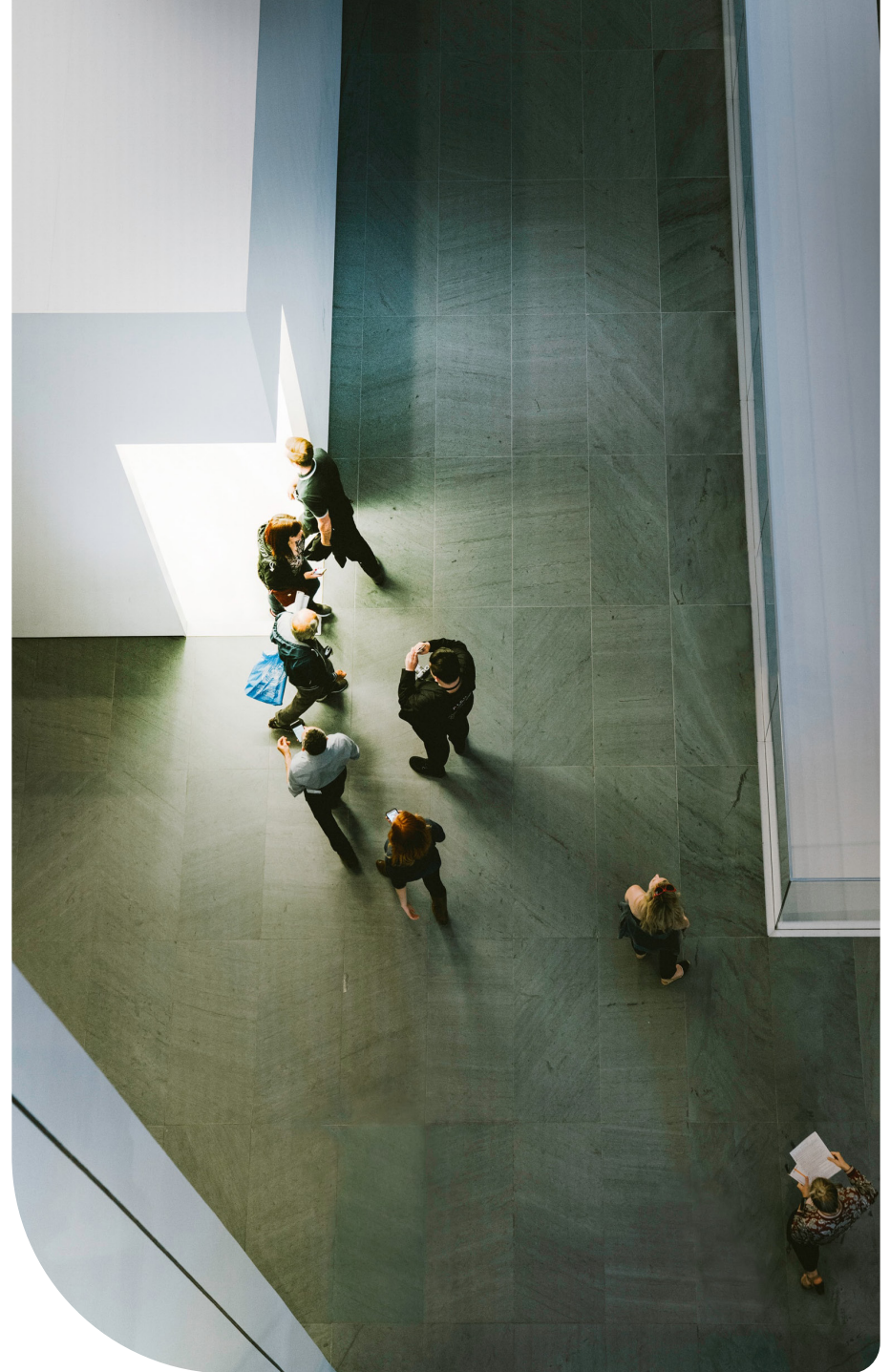
<sup>5</sup> Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. 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.<sup>6</sup>

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<sup>6</sup> 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.<sup>7</sup>

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

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

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

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

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

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

**Labour Force** - refers to all persons aged 15 and over who were either employed or unemployed during the reference week of May, in 2021.

**Labour Force Participation Rate** - refers to the proportion of the working-age population (aged 15 and over) who are either employed or actively seeking employment and are therefore considered to be part of the labour force.

**Low Income Cut Off (LICO)** - refers to thresholds below which people would likely have devoted a larger share of their income than average to basic necessities such as food, shelter, and clothing.

**Temporarily Employed** - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee contract which has an end date as opposed to permanent employment where the work contract does not usually have an end date.

**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.

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<sup>7</sup> Statistics Canada. (2023, June 21). Dictionary, census of population, 2021. Canada. <https://www12.statcan.gc.ca/census-recensement/2021/ref/dict/index-eng.cfm>



**Visible Minority** - refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, according to the Employment Equity Act. In the Census, visible minority populations consist of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

**Work Activity** - refers to whether or not a person 15 years or over worked in 2020. For those who worked, this refers to the number of weeks they worked for pay or in self employment during the reference year, even if they only worked for a couple of hours.



# Introduction

This profile provides an overview of the most current data available on the employment situation of English speakers in the Capitale-Nationale 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 Capitale-Nationale. 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 Capitale-Nationale's labour market.



An aerial photograph of a city, likely Chicago, showing a dense residential area with many trees displaying vibrant autumn colors in shades of orange, red, and yellow. The city extends to the horizon under a bright sky. A large, semi-transparent blue circle is overlaid on the left side of the image, containing the text 'Section 1' and 'Population'.

Section 1

# Population



# Population

## TOTAL POPULATION

Out of Centre-du-Québec’s total population of 246,825, there are approximately 3,488 individuals who are English speakers and represent 1.4% of the region’s population.<sup>8</sup> Among these small English-speaking communities, the majority (1,900) live in Drummond, which also has the highest population share among English speakers with English speakers representing 1.8% of the RCM’s population.

Graph 1: Share of Total Population of Centre-du-Québec by RCM

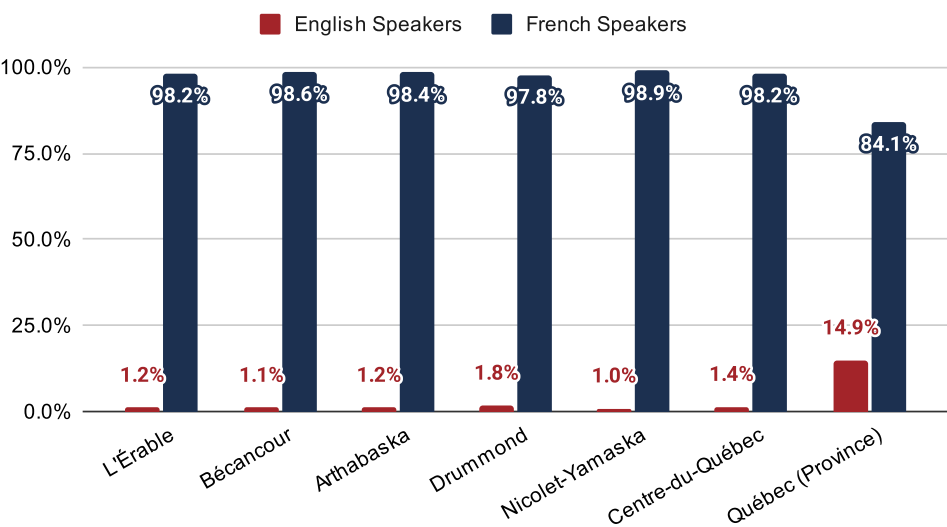


Table 1 : Total Population of Centre-du-Québec by RCM

	English Speakers	French Speakers
L'Érable	270	22,895
Bécancour	233	20,018
Arthabaska	850	72,185
Drummond	1,900	104,355
Nicolet-Yamaska	225	22,955
Centre-du-Québec	3,488	242,413
Québec (Province)	1,253,578	7,074,328

<sup>8</sup> 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 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 both linguistic communities, youth aged 15-24 tend to make up the smallest portion of the total population of most RCMs.

**Table 2.a: Age Structure of Centre-du-Québec's English-Speaking Population by RCM**

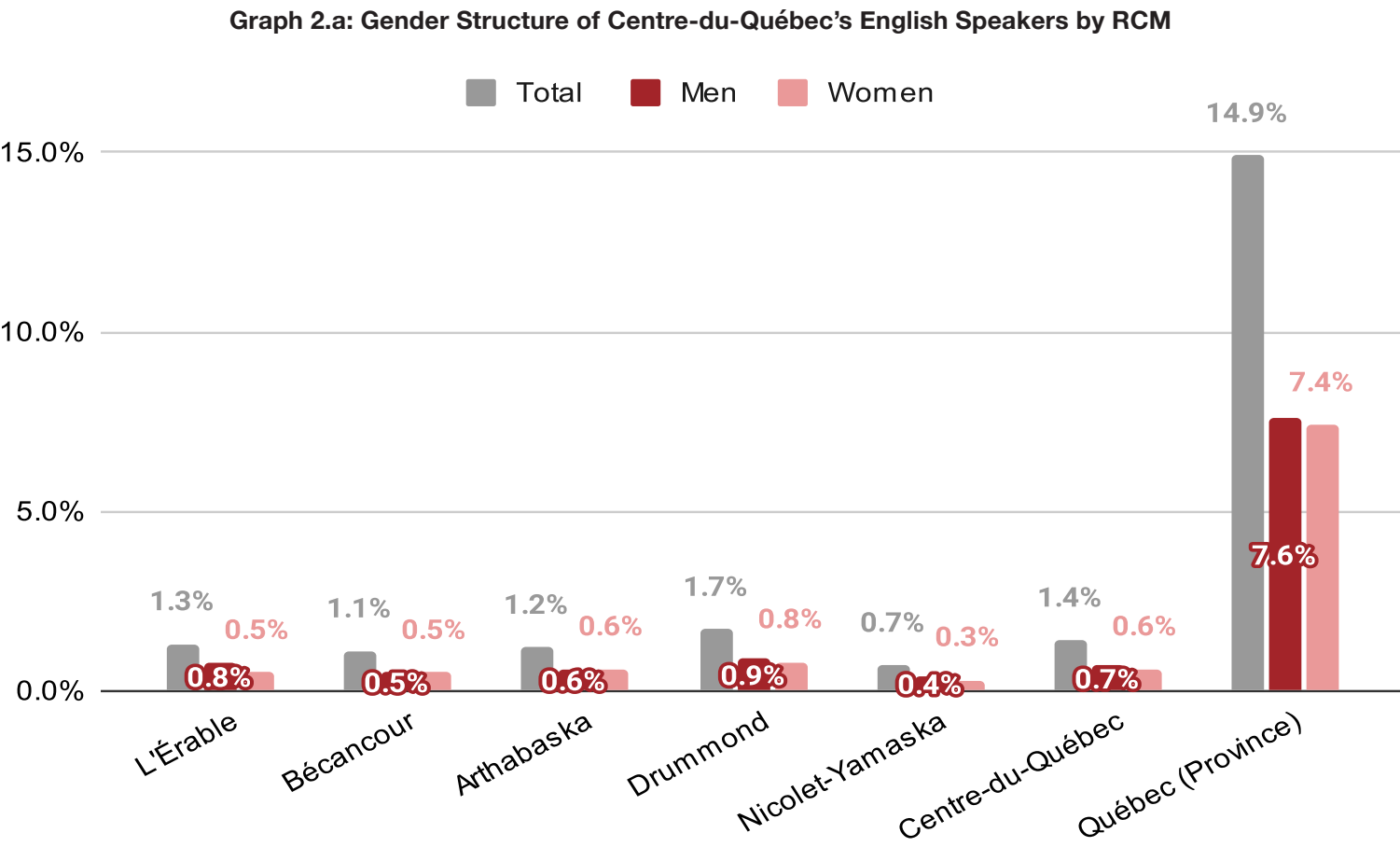
English Speakers							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	1.30%	0.10%	0.20%	0.20%	0.20%	0.10%	0.30%
Bécancour	1.10%	0.10%	0.20%	0.20%	0.00%	0.10%	0.30%
Arthabaska	1.20%	0.10%	0.10%	0.20%	0.20%	0.20%	0.20%
Drummond	1.70%	0.30%	0.30%	0.20%	0.20%	0.20%	0.20%
Nicolet-Yamaska	0.70%	0.00%	0.10%	0.10%	0.10%	0.10%	0.10%
Centre-du-Québec	1.40%	0.20%	0.20%	0.20%	0.20%	0.20%	0.20%
Québec (Province)	14.90%	1.90%	2.30%	2.20%	2.00%	1.90%	2.20%

**Table 2.b: Age Structure of Centre-du-Québec's French-Speaking Population by RCM**

French Speakers							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	98.00%	9.40%	10.60%	11.00%	11.30%	16.00%	22.80%
Bécancour	98.80%	8.40%	11.00%	12.60%	11.50%	16.30%	22.60%
Arthabaska	98.30%	9.80%	10.40%	12.50%	11.40%	15.30%	22.10%
Drummond	98.00%	10.40%	11.20%	13.00%	11.60%	14.50%	20.20%
Nicolet-Yamaska	99.20%	9.00%	11.00%	11.80%	10.40%	17.40%	22.40%
Centre-du-Québec	98.30%	9.80%	10.90%	12.50%	11.40%	15.30%	21.40%
Québec (Province)	84.10%	8.70%	10.40%	11.20%	10.30%	12.70%	16.70%

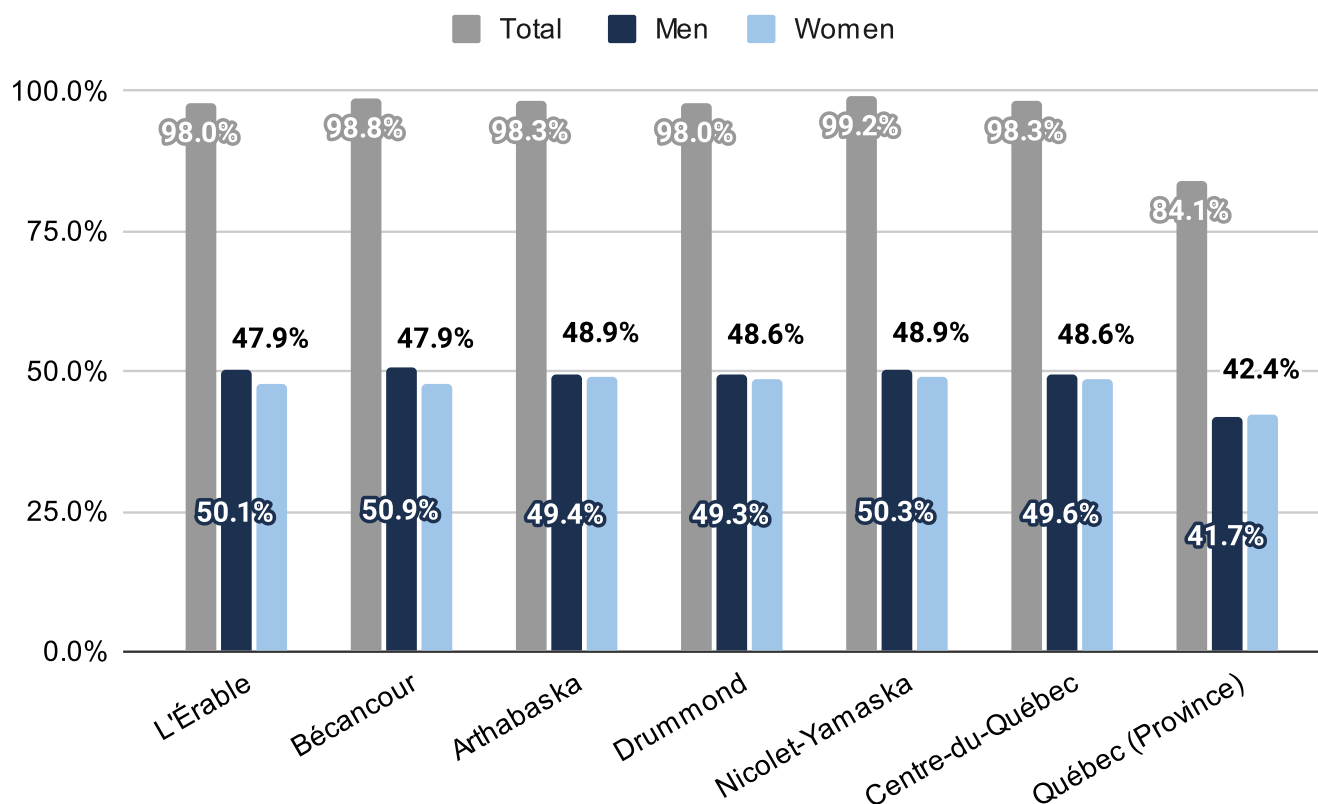
Population - Gender Structure

English-speaking women represent 0.6% of Centre-du-Québec's population compared to English-speaking men who represent 0.7%. Among French speakers, women represent 48.6% of the population while men represent 49.6%.





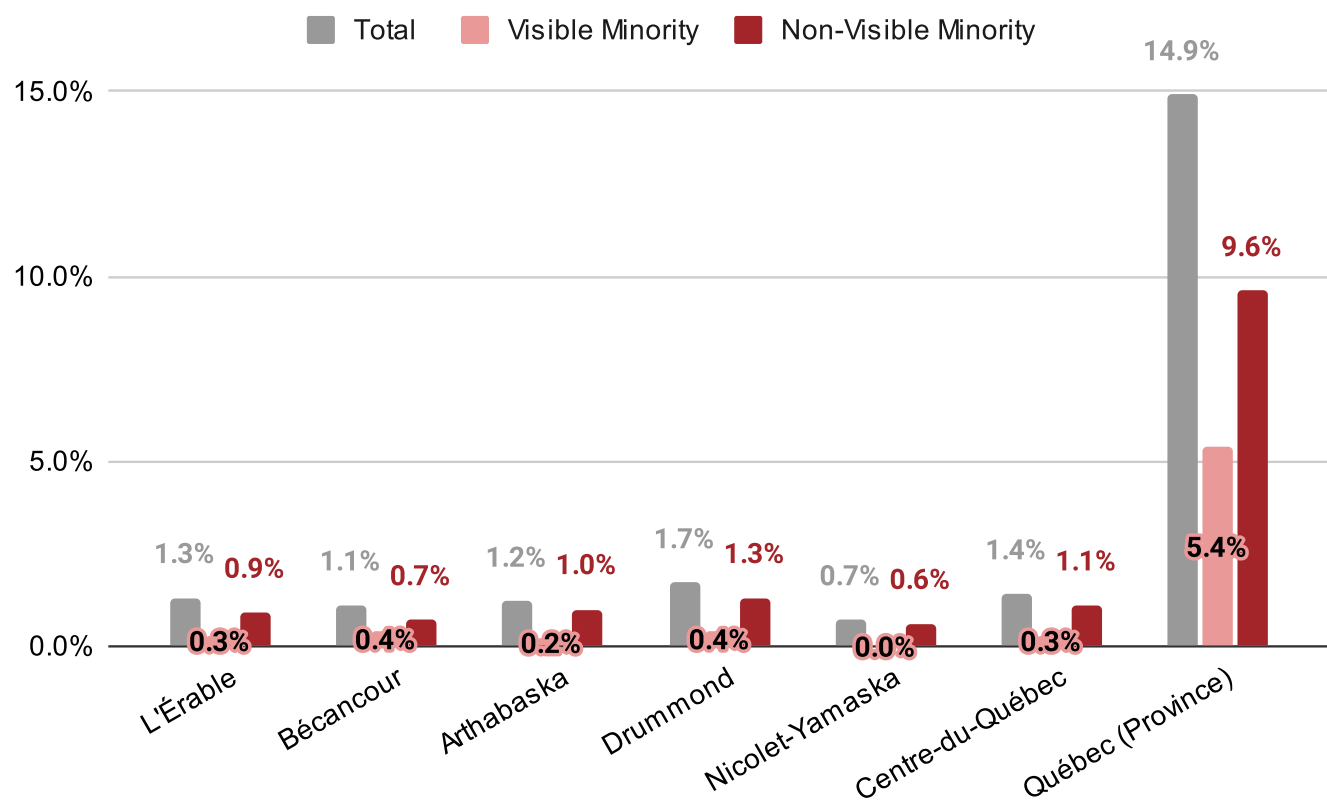
**Graph 2.b: Gender Structure of Centre-du-Québec's French Speakers by RCM**



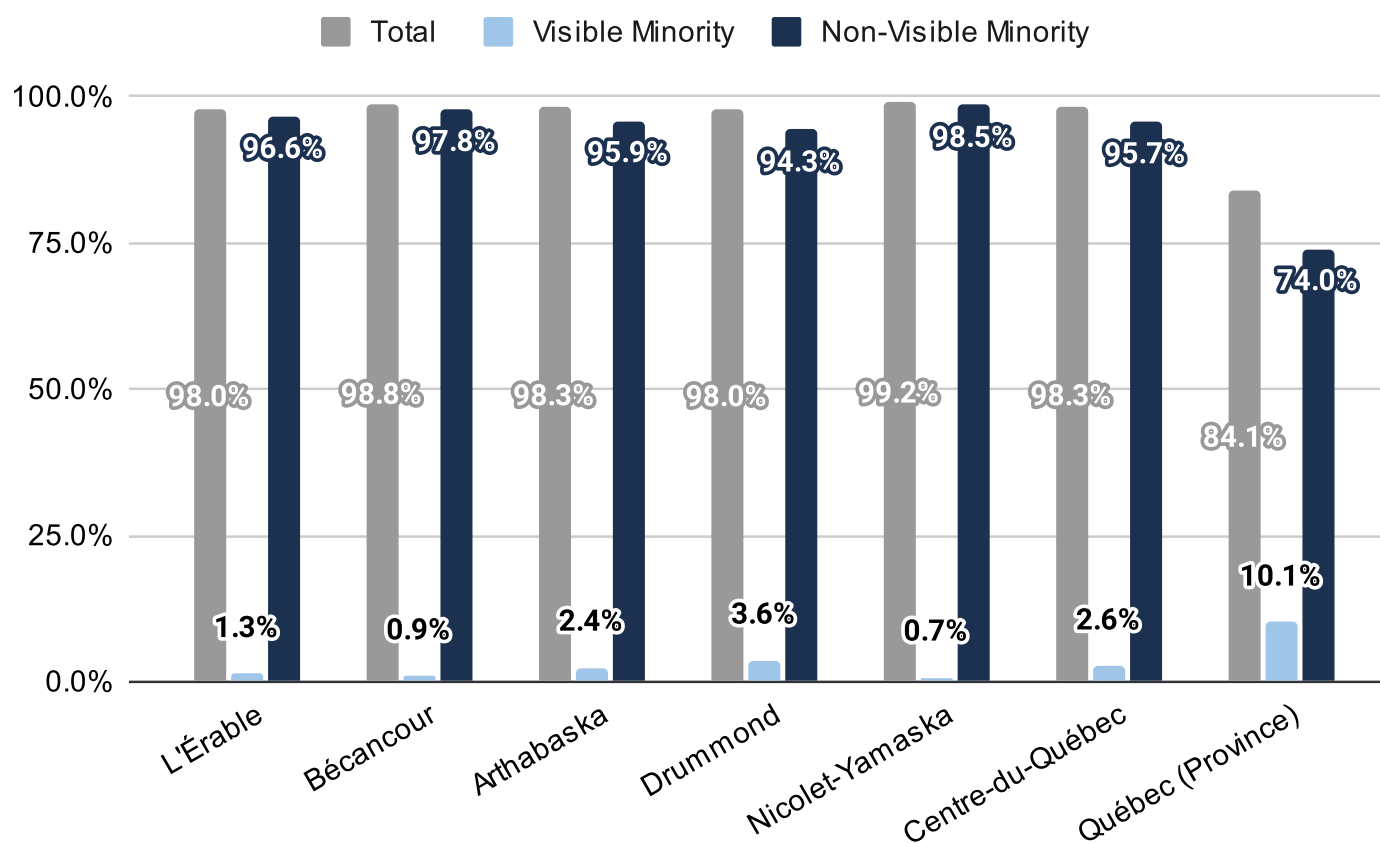
Population - Visible Minorities

English-speaking visible minorities represent 22% of the region’s English-speaking population but only 0.3% of the total population in the region. Among French speakers, visible minorities comprise 2.6% of the French-speaking population and 2.6% of the total population. Drummond has the highest visible minority population share for both linguistic groups.

Graph 3.a: Visible Minority Structure of Centre-du-Québec’s English Speakers by RCM



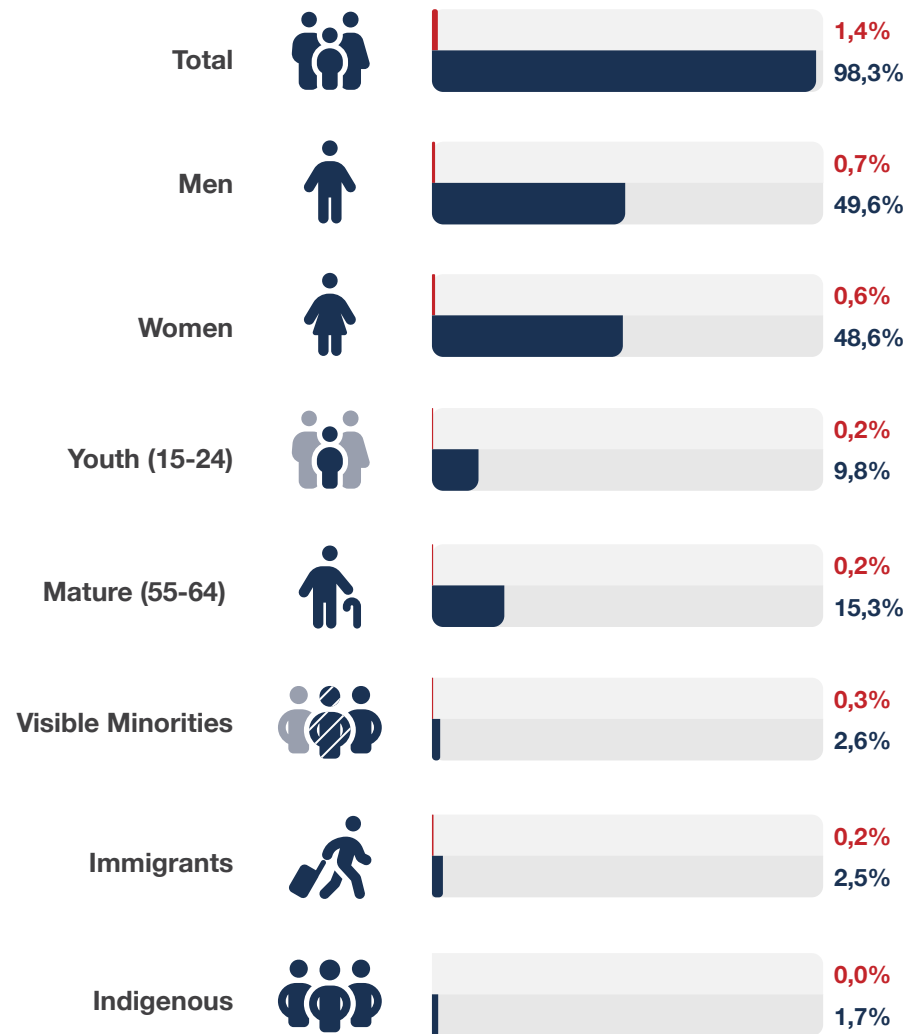
**Graph 3.b: Visible Minority Structure of Centre-du-Québec's French Speakers by RCM**



# Summary of Share of Total Population for English and French Speakers in Centre-du-Québec

## Share of Total Population<sup>9</sup>

Centre-du-Québec



English Speakers French Speakers

<sup>9</sup> The population data in this summary table consists solely of 25% sample data. See the «Total Population» section above for 100% sample data representative of the region's entire population.





Section 2

# Economic Background



# Economic Background

Centre-du-Québec is designated as a manufacturing-oriented region in Québec.<sup>10</sup> Employment in Centre-du-Québec is centred on the production of goods; the region has the highest proportion of manufacturing jobs of any region in the province.<sup>11</sup> Major subsets of the manufacturing industry include the production of machinery, wood, and food products.<sup>12</sup> In relation to this, there are significant agricultural industries in the region, which produce the raw products and materials that are then processed by manufacturers.

Certain areas have been recognized by the provincial government as creneaux d'excellences, or specialized areas of excellence in the region, including textile and furniture production, production of clean technologies, and ground transportation.<sup>13</sup> Jobs in the 'Manufacturing' sector, which are often related to the manufacturing of equipment and machinery, comprise 21.6% of total jobs in the region.<sup>14</sup> This is higher than the 11.4% share of jobs in manufacturing.

Upcoming projects in the region include Premier Tech and Virentia's creation of a \$250 million alfalfa-processing plant in Bécancour between 2023-2025 and Nouveau Monde Graphite's development of a \$350-400 million commercial-scale processing plant to create graphite products.<sup>15</sup> Meanwhile, there have also been investments related to batteries in Bécancour.<sup>16</sup>

Additionally, the Hôtel-Dieu d'Arthabaska is currently being expanded, a project worth \$202 million and expected to be completed in late 2024.<sup>17</sup>

In 2020, Centre-du-Québec's gross domestic product (GDP) amounted to \$10.3 billion, roughly 2.5% of the total GDP of Québec.<sup>18</sup> Centre-du-Québec's GDP per capita was \$40,870, which is the 9th highest GDP per capita among all of Québec's regions.

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<sup>10</sup> 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](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf)

<sup>11</sup> Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 14). Structure économique. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/centre-du-quebec/portrait-regional/structure-economique>

<sup>12</sup> Routhier, C. (2021, May 11). Études régionales: Région administrative du Centre-du-Québec. Desjardins. <https://www.desjardins.com/ressources/pdf/21Centre-du-Quebec-f.pdf>

<sup>13</sup> Routhier, C. (2021, May 11). Études régionales: Région administrative du Centre-du-Québec. Desjardins. <https://www.desjardins.com/ressources/pdf/21Centre-du-Quebec-f.pdf>

<sup>14</sup> Ministère de l'Économie, de l'Innovation et de l'Énergie. (2023, June 14). Structure économique. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/centre-du-quebec/portrait-regional/structure-economique>

<sup>15</sup> Routhier, C. (2021, May 11). Études régionales: Région administrative du Centre-du-Québec. Desjardins. <https://www.desjardins.com/ressources/pdf/21Centre-du-Quebec-f.pdf>

<sup>16</sup> Boulais-Préseault, M. (2023, April 5). Études régionales: Région administrative du Centre-du-Québec. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-centre-quebec.pdf>

<sup>17</sup> Routhier, C. (2021, May 11). Études régionales: Région administrative du Centre-du-Québec. Desjardins. <https://www.desjardins.com/ressources/pdf/21Centre-du-Quebec-f.pdf>

<sup>18</sup> 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](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf)



In 2020, the region had an economic development index<sup>19</sup> of 94.9, ranking 12th among the regions. Its labour productivity index<sup>20</sup> was 79.3, and its scored 40.2 on Québec's industrial diversity index,<sup>21</sup> suggesting that in terms of industrial productivity, the region's economy performs at an average level compared to some of the urban regions.

**Table 3: Economic Performance Indicators of Centre-du-Québec**

Economic Indicators <sup>22</sup> (Centre-du-Québec)	Number	Rank Among Regions (sur 17)
Economic Development Index (2020)	94.9	12 <sup>th</sup>
Gross Domestic Product (2020)	\$10.3 (Billions)	11 <sup>th</sup>
GDP per capita (2020)	\$ 40,870	9 <sup>th</sup>
Labour Productivity Index (2020)	79.3	16 <sup>th</sup>
Industrial Diversity Index (2021)	40.2	11 <sup>th</sup>

<sup>19</sup> 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.

<sup>20</sup> 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.

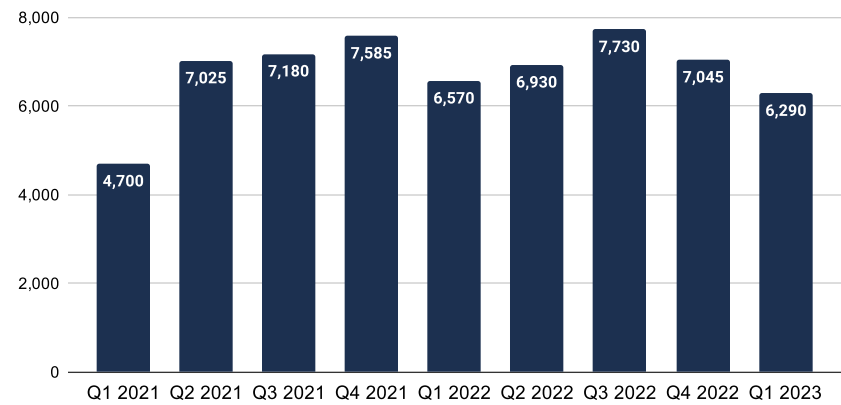
<sup>21</sup> The industry diversity index measures the similarity between the industrial structure of the region and that of Québec province. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more the region's structure differs from that of Québec. The industrial diversity index is compiled by the Ministry of Economy, Innovation and Energy.

<sup>22</sup> 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](https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf)

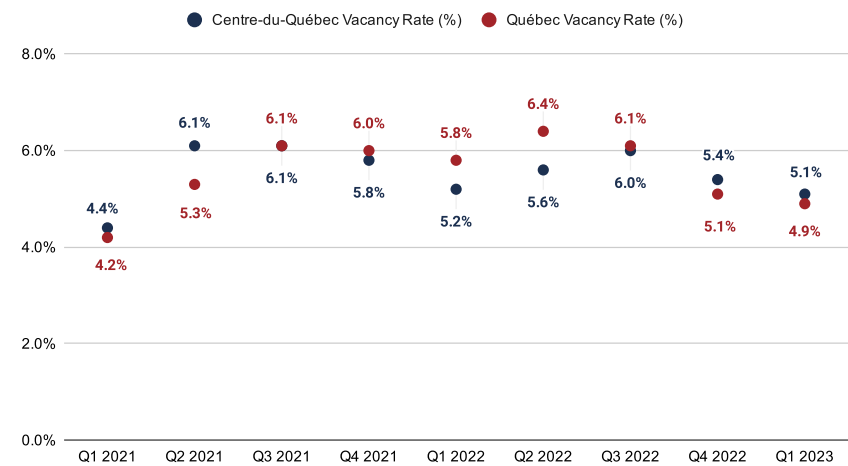
# JOB VACANCY

Quarterly vacancy numbers<sup>23</sup> for Centre-du-Québec were 4,700 in the first quarter of 2021. In the 1st quarter of 2023, Centre-du-Québec had 6,290 vacant positions. This is higher than pre-pandemic vacancy numbers, where Centre-du-Québec had 4,340 vacancies in Q4 of 2020.

Graph 4.a: Total Job Vacancies in Centre-du-Québec (Quarterly)<sup>24</sup>



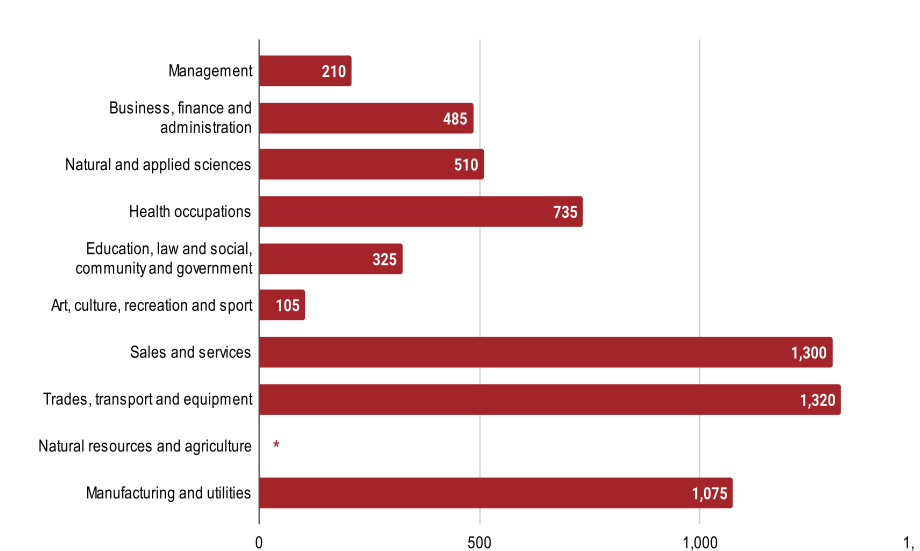
Graph 4.b: Job Vacancy Rate of Centre-du-Québec (Quarterly)



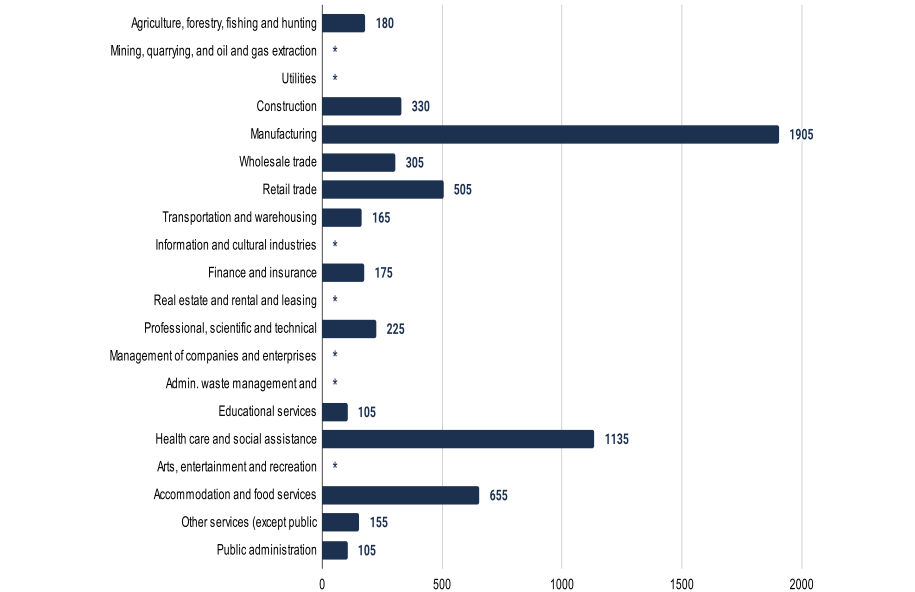
In the 1st quarter of 2023, Centre-du-Québec had a vacancy rate of 5.1%, higher than the provincial vacancy rate of 4.9%, suggesting a slightly stronger labour demand than the provincial average.

<sup>23</sup> 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).  
<sup>24</sup> 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 Centre-du-Québec by Occupation Level (Q1 2023)<sup>25</sup>



Graph 5.b: Total Job Vacancies in Centre-du-Québec by Industry (Q1 2023)<sup>26</sup>



Job vacancy data for Q1 2023 shows that ‘Trade and transport’ occupations lead with 1,320 vacancies. This is followed by ‘Sales and services’ occupations with 1,300 vacancies, and ‘Manufacturing’ occupations rank third with slightly over 1,075 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 (1,905), followed by ‘Health care and social assistance’ (1,135), and ‘Accommodation’ (655). As a comparison, at the provincial level, the ‘Health care and social assistance’ industry leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and then ‘Retail trade’ (21,110).

<sup>25</sup> 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>

<sup>26</sup> Some data do not appear in the graphs for certain occupations and industries. This is due to two reasons: 1) The data is deemed too unreliable to be published by Statistics Canada. 2) The data is suppressed to meet the confidentiality requirements of the Statistics Act. The occupations and industries that are affected by these limitations are presented with an asterisk in the graphs.



Section 3

# Labour Force

# Labour Force

Labour force participation is an important metric for understanding the levels of activity of individuals and communities in the labour market.

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

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

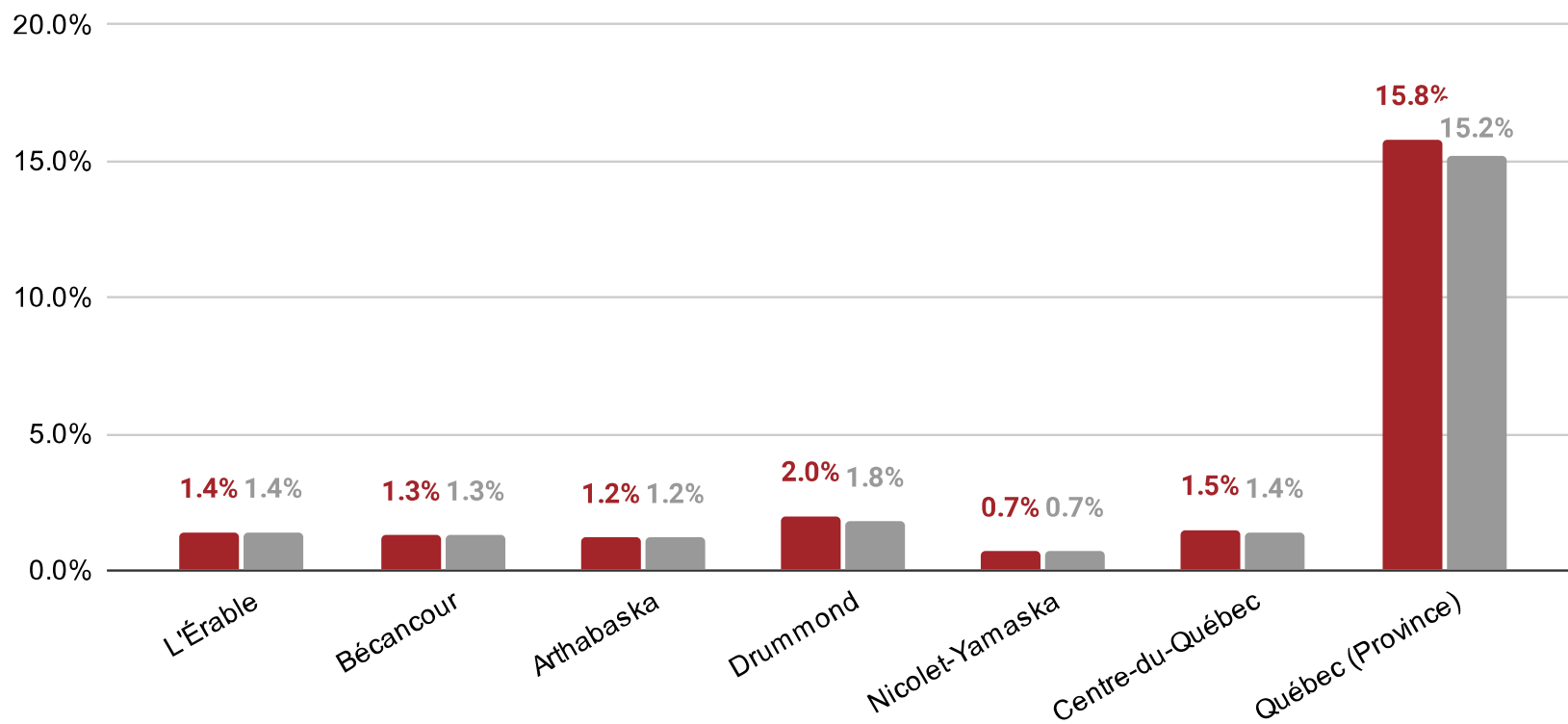
## TOTAL LABOUR FORCE

There are 127,155 individuals in Centre-du-Québec's labour force, an increase from 123,220 in the 2016 Census. English speakers continue to occupy a small share of Centre-du-Québec's labour force (1.5%), similar to their population share (1.4%). There are 124,778 French speakers in Centre-du-Québec's labour market, making up 98.1% of the labour market.

Drummond is the only RCM where English speakers' labour force share is higher than the regional average (2%). Nicolet-Yamaska recorded the lowest labour force share for English speakers (0.7%).

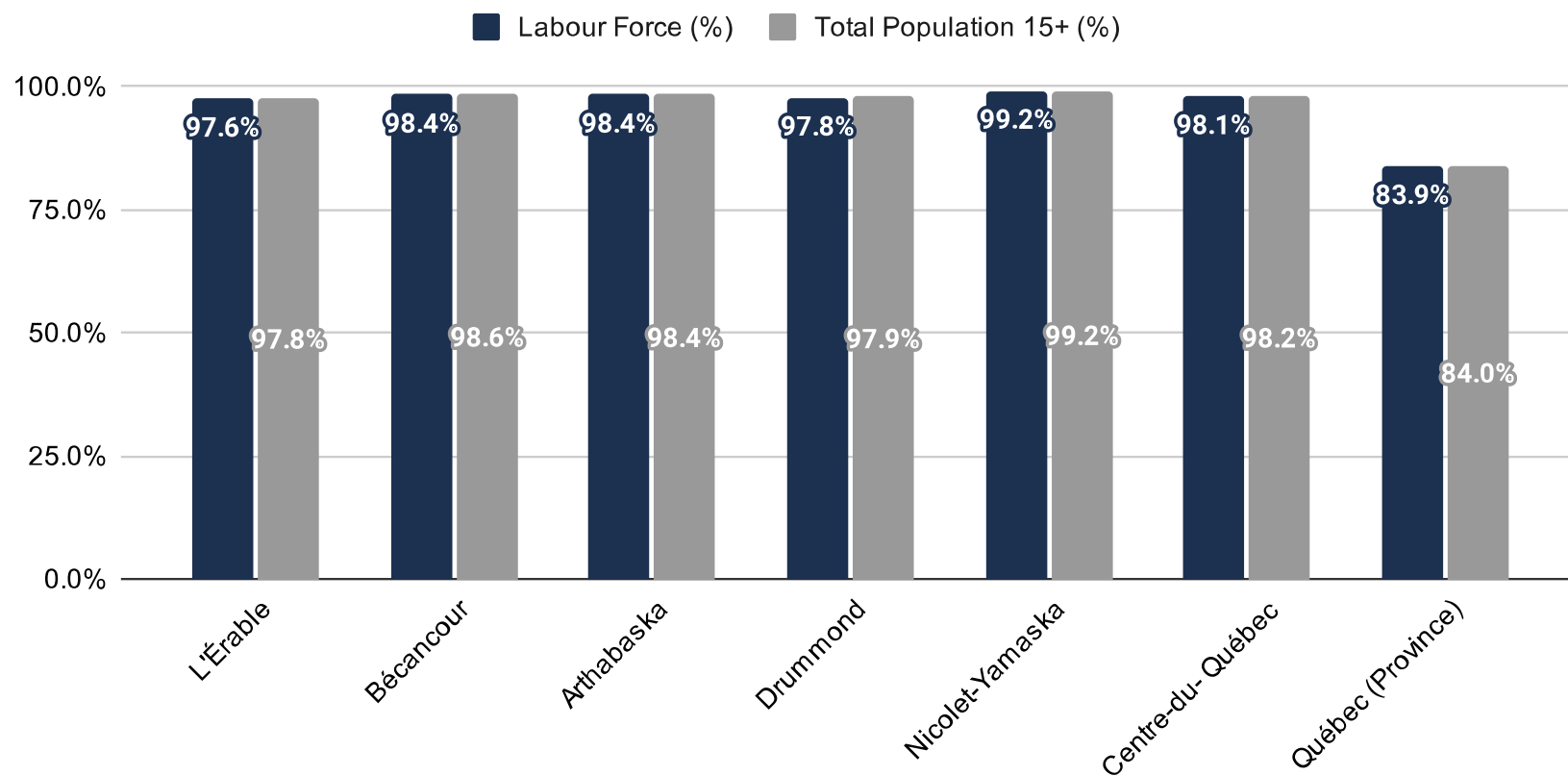


Graph 6.a: Labour Force of Centre-du-Québec's Englishspeakers by RCM





**Graph 6.b: Labour Force of Centre-du-Québec's French Speakers by RCM**



**Table 4: Total Labour Force of Centre-du-Québec by RCM**

	English Speakers	French Speakers
L'Érable	173	12,078
Bécancour	138	10,183
Arthabaska	438	36,733
Drummond	1,083	53,973
Nicolet-Yamaska	80	11,815
Centre-du-Québec	1,908	124,778
Québec (Province)	699,015	3,721,250

## Labour Force - Age Structure

Youth (15-24) and mature workers 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among French speakers, middle-aged workers (35-44) and mature workers aged 55-64 have a significant share of the labour force, with French-speaking workers aged 35-44 representing the largest labour force shares in Bécancour and Drummond.

**Table 5.a: Age Structure of Centre-du-Québec'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+
L'Érable	1.4%	0.1%	0.3%	0.3%	0.4%	0.1%	0.1%
Bécancour	1.3%	0.1%	0.3%	0.5%	0.1%	0.2%	0.1%
Arthabaska	1.2%	0.2%	0.2%	0.4%	0.2%	0.2%	0.1%
Drummond	2.0%	0.3%	0.5%	0.4%	0.4%	0.3%	0.1%
Nicolet-Yamaska	0.7%	0.0%	0.2%	0.2%	0.1%	0.1%	0.1%
Centre-du-Québec	1.5%	0.2%	0.3%	0.4%	0.3%	0.2%	0.1%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

**Table 5.b: Age Structure of Centre-du-Québec's French-Speaking Labour Force by RCM**

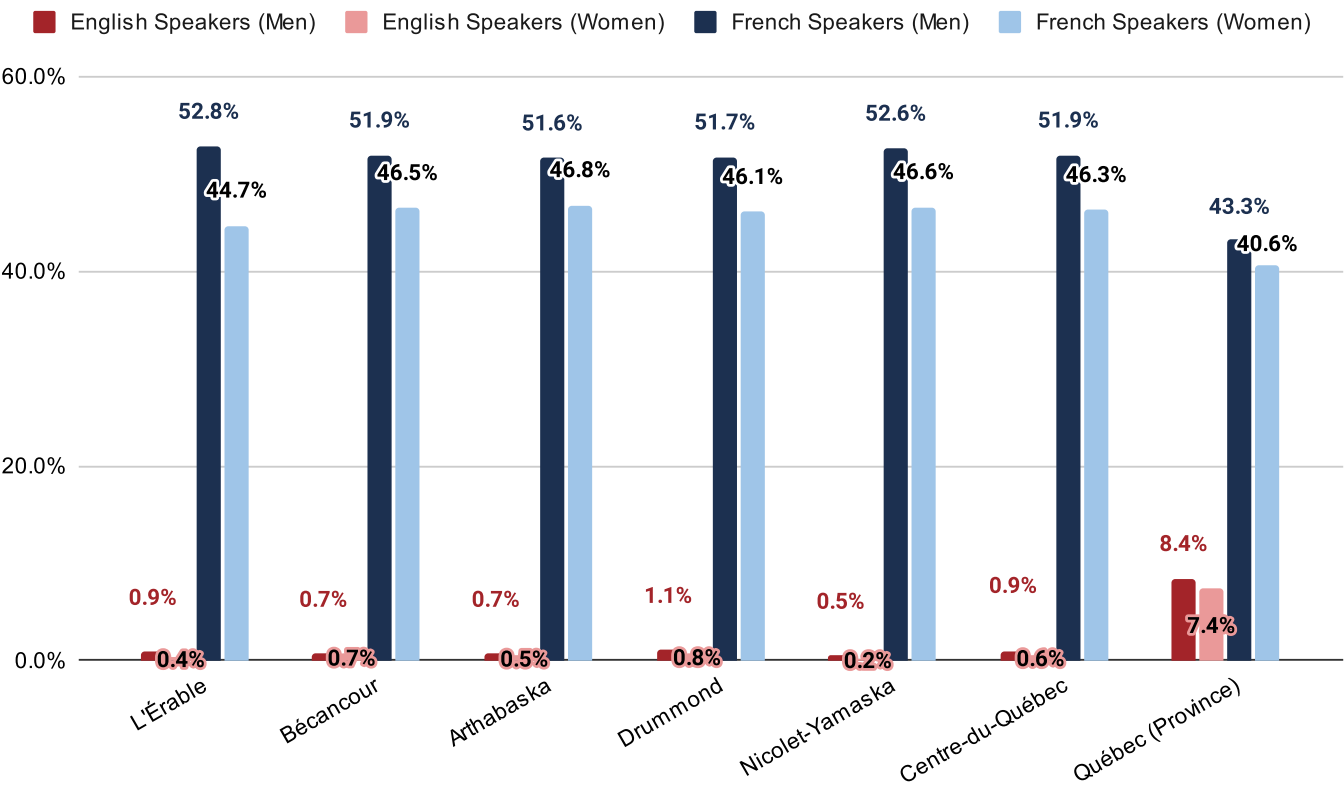
Labour Force Share (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	97.6%	13.9%	18.4%	18.9%	19.2%	21.4%	5.8%
Bécancour	98.4%	12.7%	19.2%	22.6%	19.8%	19.0%	5.2%
Arthabaska	98.4%	14.6%	17.6%	21.8%	19.4%	19.6%	5.4%
Drummond	97.8%	14.4%	18.7%	22.2%	19.3%	18.4%	4.8%
Nicolet-Yamaska	99.2%	13.0%	19.0%	20.3%	18.0%	22.8%	6.2%
Centre-du-Québec	98.1%	14.2%	18.4%	21.6%	19.2%	19.5%	5.2%
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 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 0.9% of the labour force, English-speaking women make up 0.6%. A similar trend is observed among French speakers, where men represent 51.9% of the region's labour force, and women represent 46.3%.

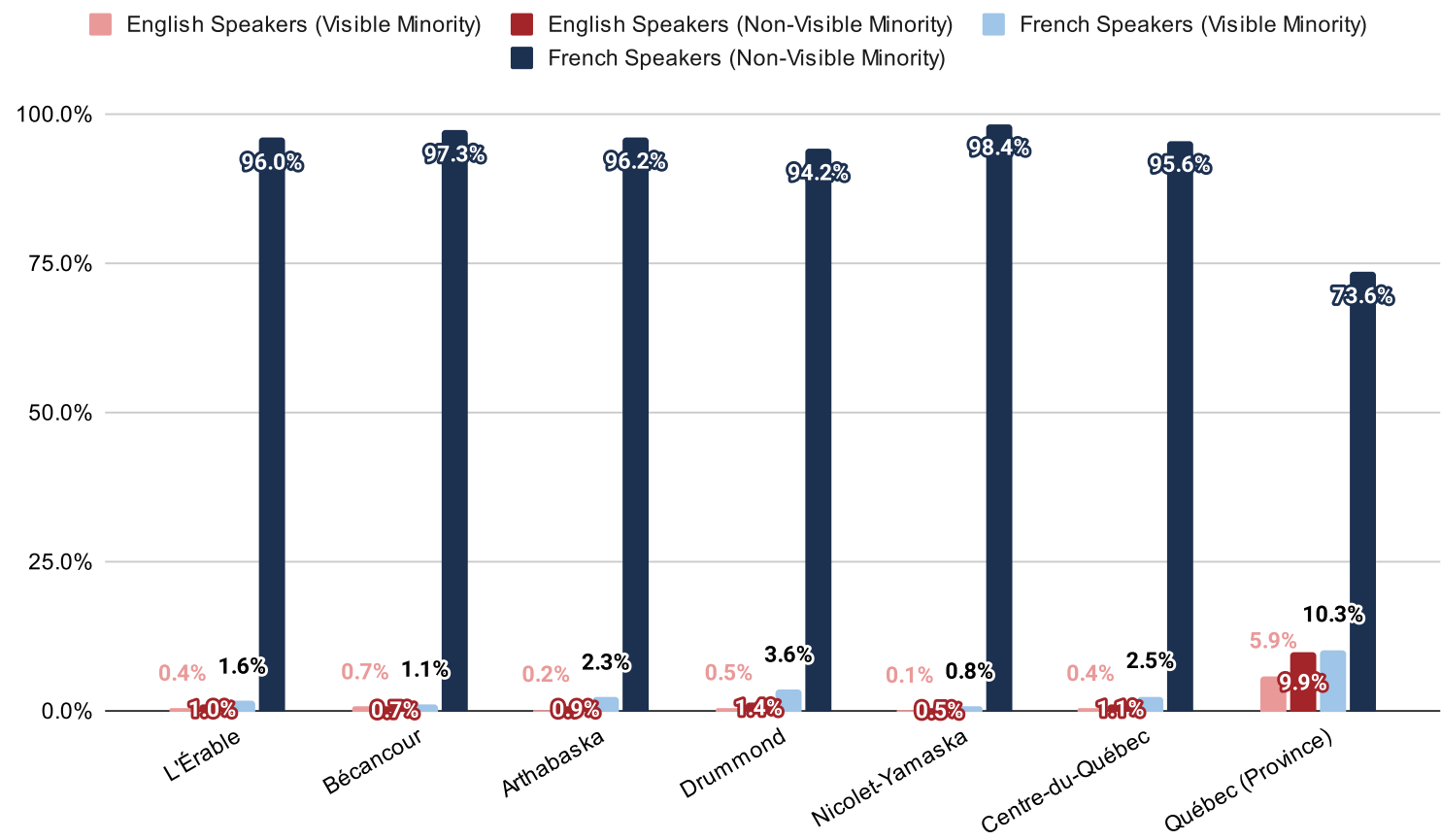
Graph 7: Gender Structure of Centre-du-Québec's Labour Force by RCM



Labour Force - Visible Minorities

English-speaking visible minorities represent 0.4% of the total labour force in the region. Among French speakers, visible minorities make up 2.5% of the total labour force. L'Érable, Arthabaska and Drummond have high visible minority labour shares among both linguistic groups.

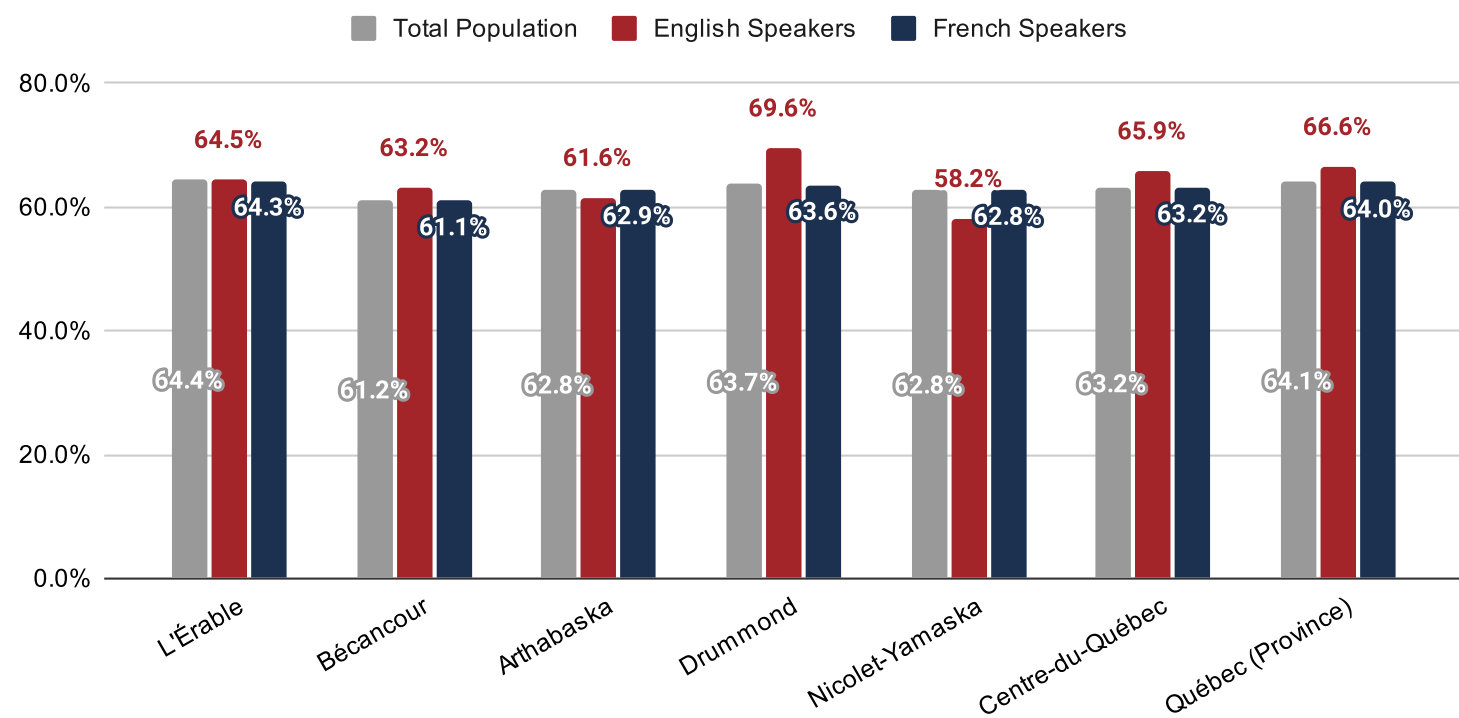
Graph 8: Visible Minority Structure of Centre-du-Québec's Labour Force by RCM



# LABOUR FORCE PARTICIPATION RATE

The labour force participation rate of English speakers in Centre-du-Québec is 65.9%, compared to 63.2% among French speakers in Centre-du-Québec and 66.6% for English speakers across the province. Labour force participation is highest among English speakers in Drummond (69.6%) and lowest among English speakers in Nicolet-Yamaska (58.2%).

Graph 9: Labour Force Participation Rate of Centre-du-Québec by RCM





## Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature workers aged 55+ 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 73.1%, which is lower than the labour force participation rate of French-speaking youth (75.4%).

**Table 6.a: Age Structure of Centre-du-Québec's Labour Force Participation Rate for English Speakers by RCM**

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	64.5%	50.0%	88.9%	77.8%	83.3%	50.0%	16.7%
Bécancour	63.2%	50.0%	76.5%	90.9%	66.7%	83.3%	18.2%
Arthabaska	61.6%	83.9%	65.7%	91.5%	65.2%	69.6%	14.7%
Drummond	69.6%	72.0%	86.2%	84.6%	86.5%	63.3%	16.0%
Nicolet-Yamaska	58.2%	*	66.7%	80.0%	60.0%	50.0%	28.6%
Centre-du-Québec	65.9%	73.1%	80.7%	87.5%	79.9%	68.7%	15.5%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

**Table 6.b: Age Structure of Centre-du-Québec's Labour Force Participation Rate for French Speakers by RCM**

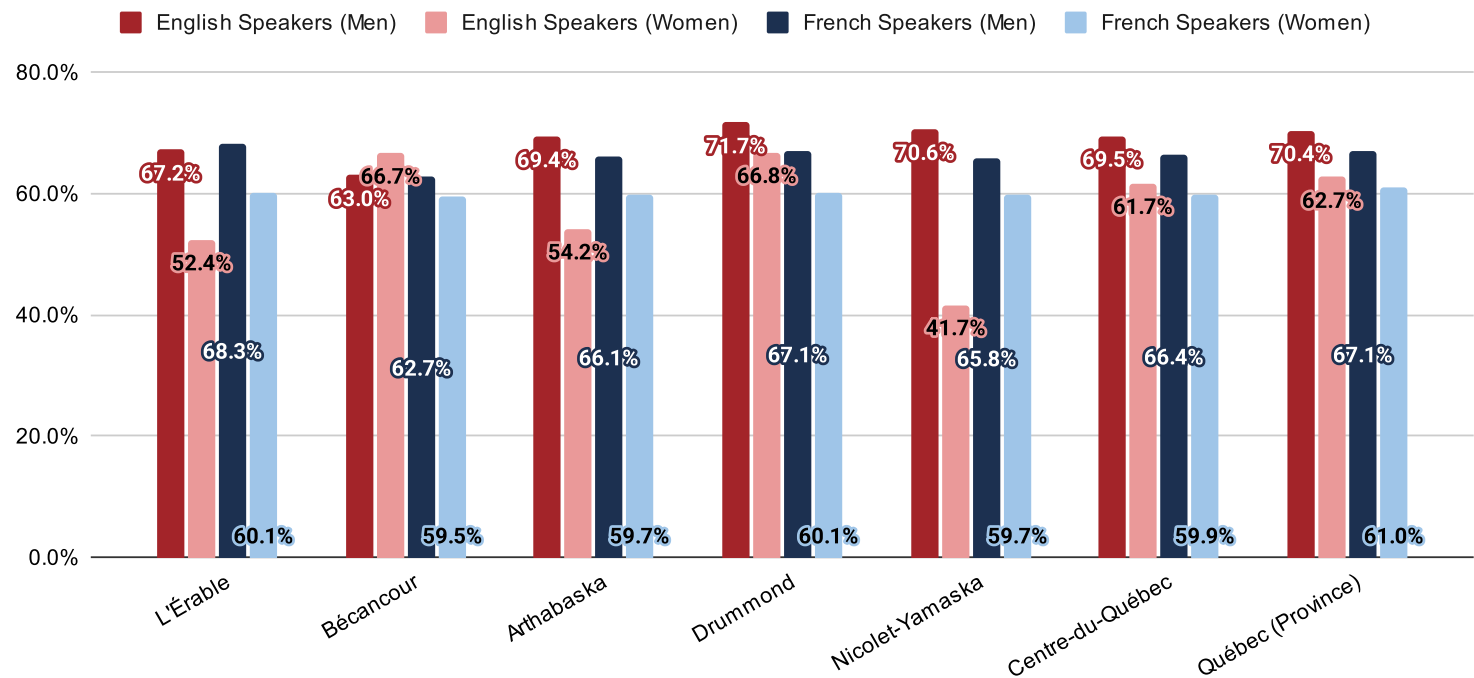
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	64.3%	78.7%	93.3%	92.1%	90.5%	71.4%	13.6%
Bécancour	61.1%	77.1%	89.4%	91.9%	87.8%	59.5%	11.7%
Arthabaska	62.9%	77.2%	88.1%	90.8%	88.8%	66.9%	12.7%
Drummond	63.6%	73.4%	87.7%	89.7%	87.6%	66.6%	12.4%
Nicolet-Yamaska	62.8%	75.1%	89.5%	89.1%	89.4%	68.3%	14.3%
Centre-du-Québec	63.2%	75.4%	88.6%	90.4%	88.4%	66.7%	12.8%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

# Labour Force Participation - Gender Structure

Generally, men have higher labour force participation rates than women in both linguistic groups. In the region, English-speaking men have the highest participation rate (69.5%), followed by French-speaking men (66.4%).

Drummond, Nicolet-Yamaska and Arthabaska reported high labour participation rates among English-speaking men, while the lowest labour force participation rate for women is reported in Nicolet-Yamaska (41.7%).

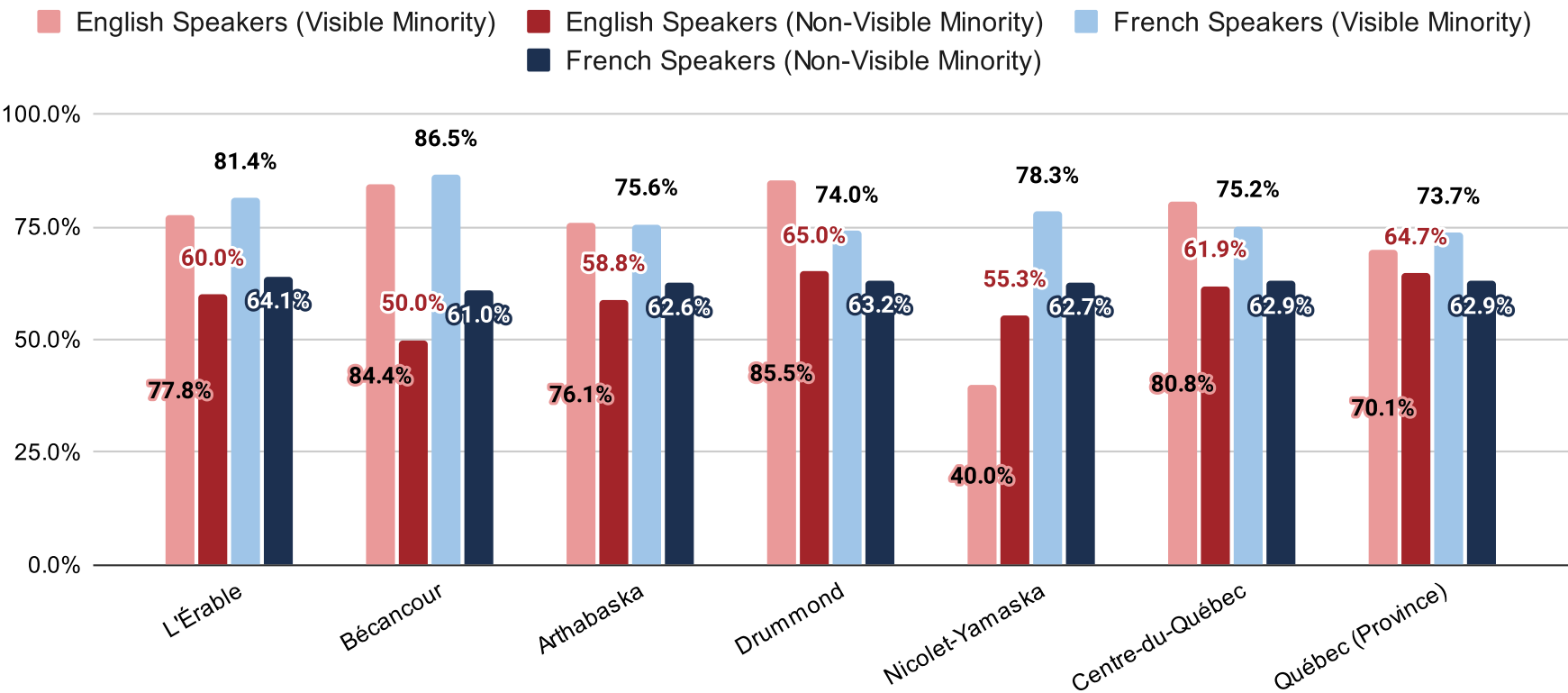
Graph 10: Gender Structure of Centre-du-Québec's Labour Force Participation by RCM



# Labour Force Participation - Visible Minorities

Among English speakers and French speakers, visible minorities have significantly higher participation rates than non-visible minorities. English-speaking visible minorities in Drummond have a labour force participation rate of 85.5%, significantly higher than the rate of 80.8% for English-speaking visible minorities in the region and 70.1% at the provincial level.

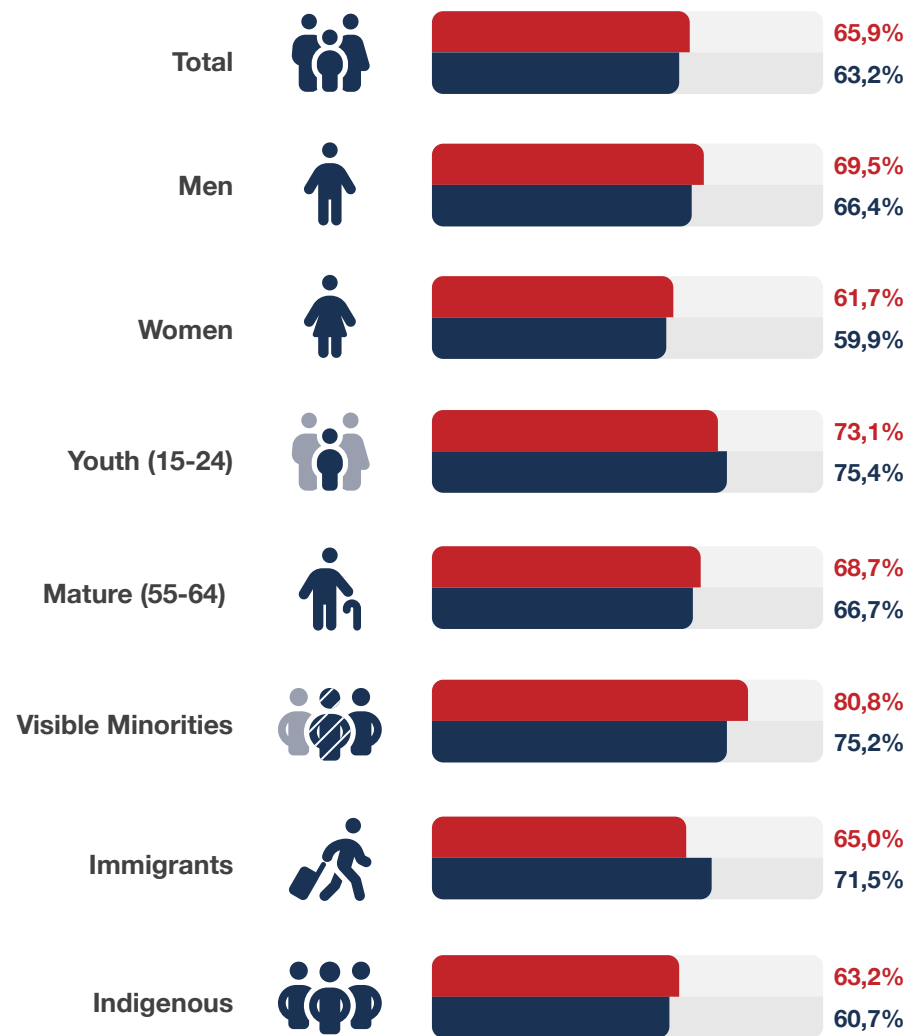
Graph 11: Visible Minority Structure of Centre-du-Québec's Labour Force Participation Rate by RCM



# Summary of Labour Force Participation Rate for English and French Speakers in Centre-du-Québec

## Labour Force Participation Rate

Centre-du-Québec



English Speakers French Speakers



A photograph of a long, multi-span bridge with a complex steel truss structure. The bridge has concrete piers and metal railings. The left half of the image is covered by a semi-transparent red overlay. In the distance, a small vehicle is visible on the bridge deck. The background shows green trees and a cloudy sky.

Section 4

# Unemployment

# Unemployment Rate

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 2021.

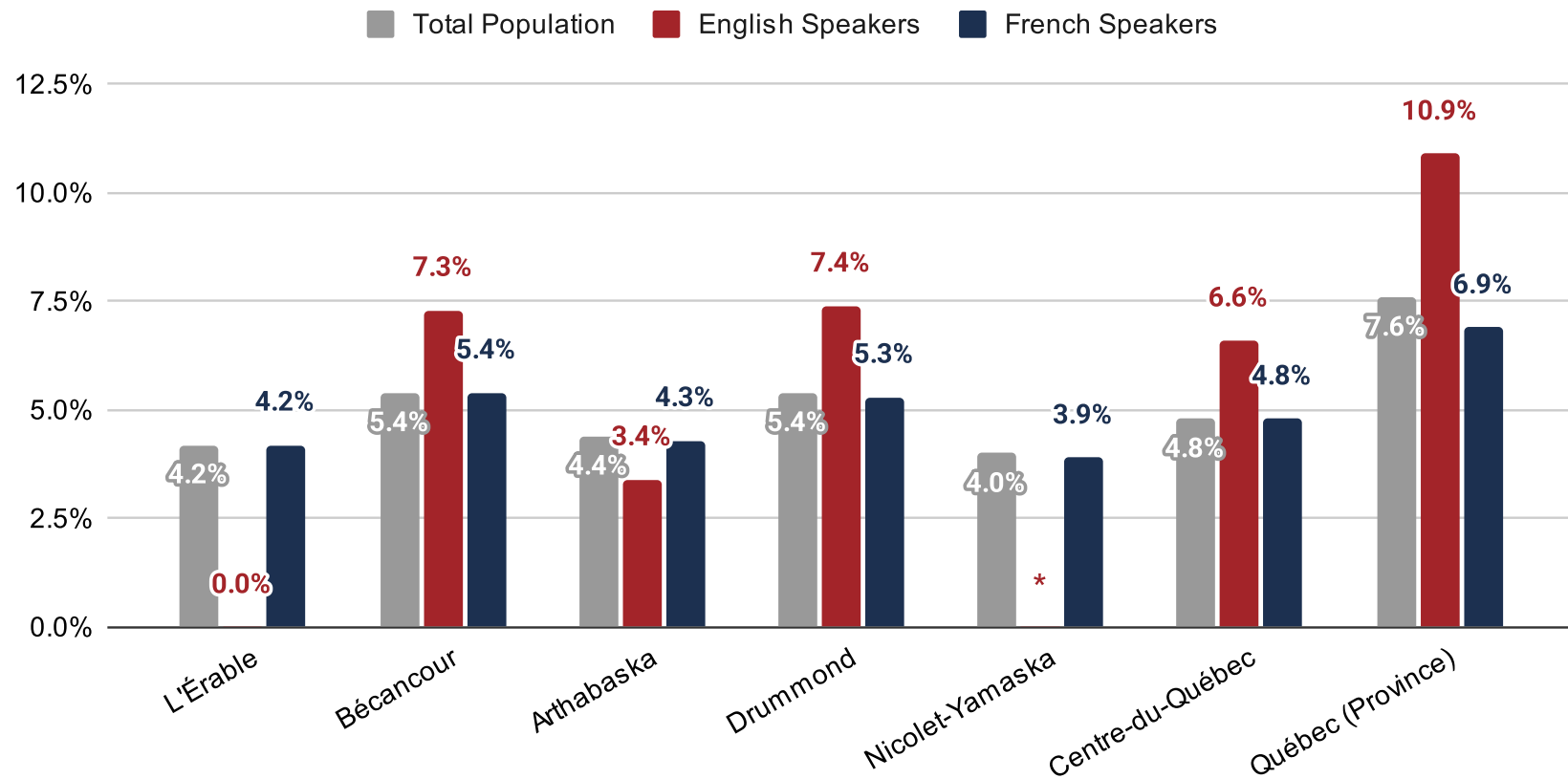
**The unemployment rate, however, has its limitations. The unemployment rate does not capture:**

- 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 Centre-du-Québec are lower than those at the provincial level for both English and French speakers. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is 6.6% in Centre-du-Québec. French speakers in the region have a lower unemployment rate (4.8%) than English speakers and experience lower unemployment rates in most RCMs, except Arthabaska and L'Érable.. English speakers in Drummond experience one of the highest unemployment rates among the RCMs at 7.4%.

**Graph 12: Unemployment Rate of Centre-du-Québec by RCM**





## Who are the Unemployed English Speakers?

In the Centre-du-Québec region, an estimated 125 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 men than women in the unemployed English-speaking population in the region (57% compared to 43%).
- Roughly one-seventh of the unemployed group are immigrants (14%)
- A small share identify as indigenous (8%)
- Nearly a quarter of the unemployed group are visible minorities (24%)
- More than half of the unemployed population are found to have attained postsecondary level education (52%)
- A majority of the unemployed English-speaking population reported to have worked part-time previously before they were unemployed (50%)
- Drummond has the largest unemployed population among English speakers in the region (64%)





## 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 in most age groups.

Among English speakers, individuals aged 35-44 experience one of the lowest regional unemployment rates (5.3%). This is also the case among French speakers; French speakers aged 35-44 experience an unemployment rate of 2.8%.

English-speaking youth aged 15-24 experience an unemployment rate of 6.8%, which is higher than that of French-speaking youth (5.1%). English-speaking mature workers aged 55-64 tend to experience relatively low unemployment rates in the region. English-speaking mature workers have a regional unemployment rate of 5.3% compared to 5.8% among French-speaking mature workers.

**Table 7.a: Age Structure of Centre-du-Québec'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+
L'Érable	0.0%	*	*	*	*	*	*
Bécancour	7.3%	*	*	20.0%	*	*	*
Arthabaska	3.4%	*	*	0.0%	13.3%	*	*
Drummond	7.4%	10.4%	6.0%	4.5%	8.9%	7.0%	*
Nicolet-Yamaska	*	*	*	*	*	*	*
Centre-du-Québec	6.6%	6.8%	6.9%	5.3%	7.9%	5.3%	*
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

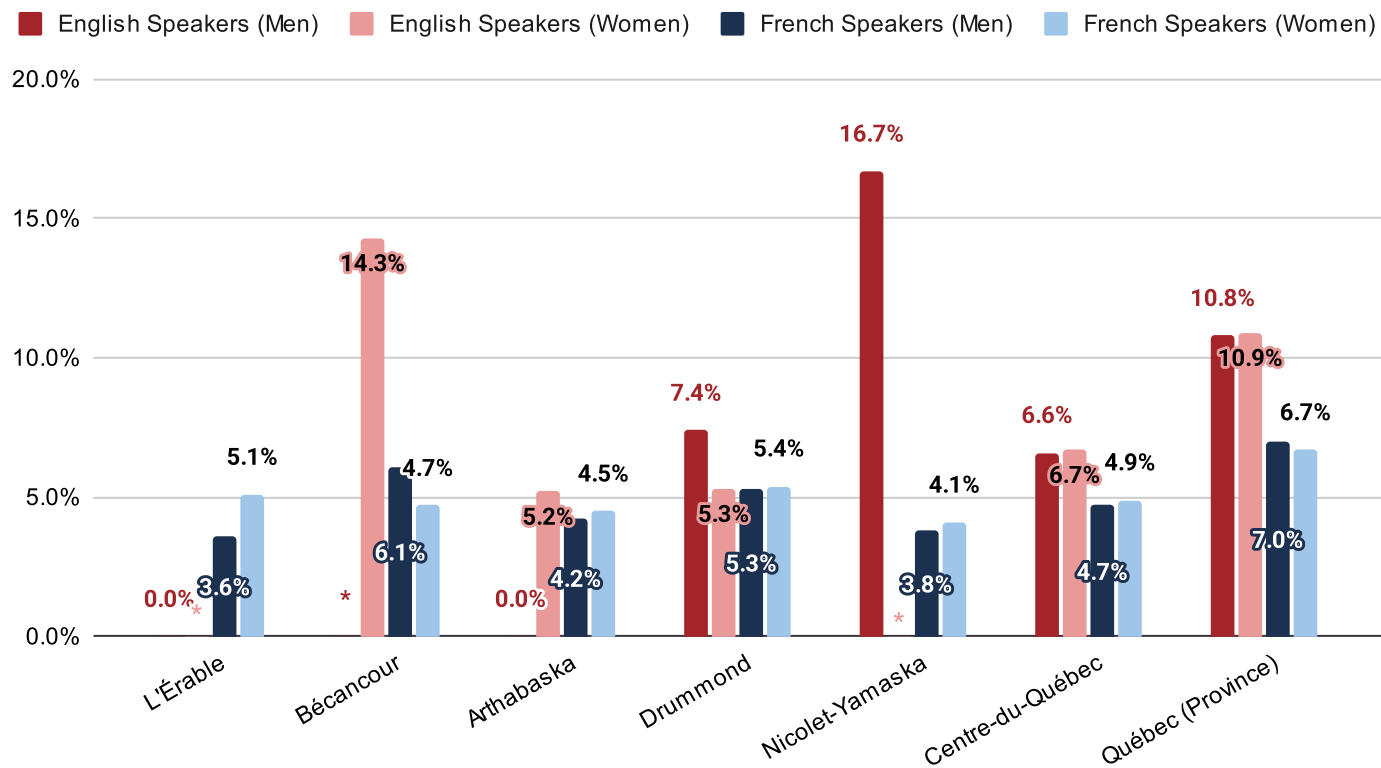
**Table 7.b: Age Structure of Centre-du-Québec's Unemployment Rate for French Speakers by RCM**

Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	4.2%	3.8%	3.3%	1.5%	3.6%	7.0%	8.4%
Bécancour	5.4%	4.6%	4.8%	2.6%	3.7%	7.6%	20.6%
Arthabaska	4.3%	4.3%	3.1%	2.7%	3.3%	4.8%	16.3%
Drummond	5.3%	6.2%	4.2%	3.4%	3.5%	6.4%	18.8%
Nicolet-Yamaska	3.9%	4.2%	3.3%	1.9%	2.3%	4.4%	14.3%
Centre-du-Québec	4.8%	5.1%	3.9%	2.8%	3.4%	5.8%	16.7%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

# Unemployment Rate - Gender Structure

Among English speakers in Centre-du-Québec, women experience similar unemployment rates as men (6.7% compared to 6.6%). A similar pattern is observed among French speakers, where women experience similar unemployment rates as men (4.9% compared to 4.7%). Relatively, French-speaking men have the lowest unemployment rate in the region, while English-speaking women have the highest.

Graph 13: Gender Structure of Centre-du-Québec's Unemployment Rate by RCM

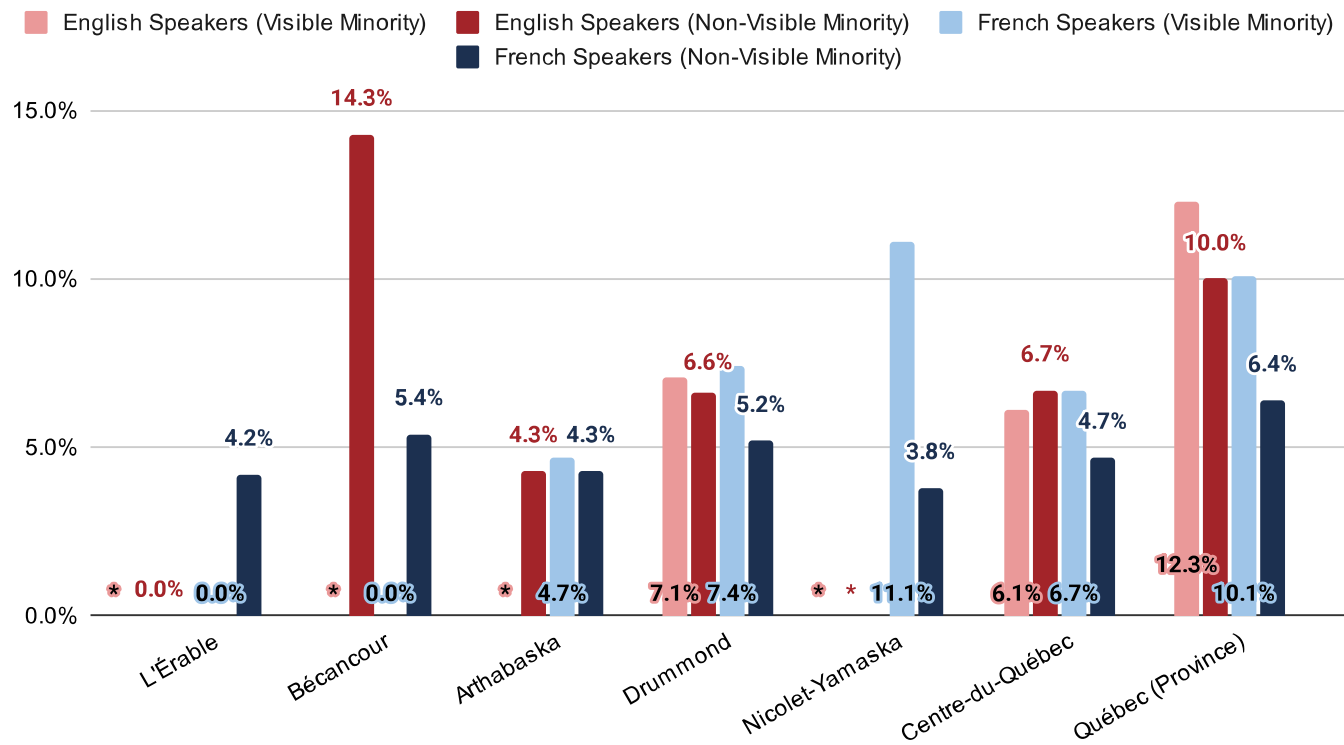


# Unemployment Rate - Visible Minorities

English-speaking visible minorities in Centre-du-Québec experience an unemployment rate of 6.1% in the region, which is lower than the unemployment rate of English-speaking non-visible minorities (6.7%). The trend is the inverse of what is observed at the provincial level, where English-speaking visible minorities experience a higher unemployment rate than English-speaking non-visible minorities and French speakers.

Within the RCMs, unemployment rate trends tend to vary significantly due to the limited availability of data. English-speaking visible minorities in Drummond experience an unemployment rate of 7.1%.

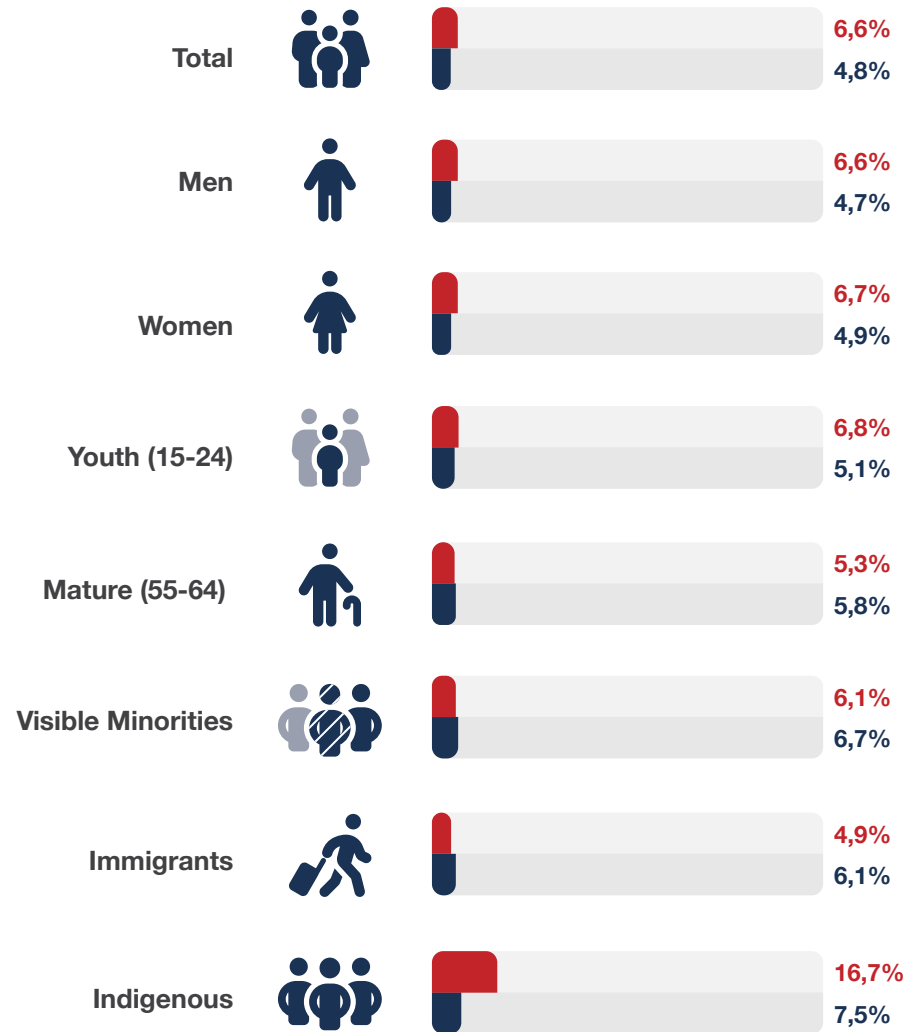
Graph 14: Unemployment Rate by Visible Minority Status in Centre-du-Québec by RCM



# Summary of Unemployment Rate for English and French Speakers in Centre-du-Québec

## Unemployment Rate

Centre-du-Québec



English Speakers French Speakers





Section 5

**Income**



# Revenu

Similar to the trend observed at the provincial level, English speakers in Centre-du-Québec tend to earn lower median after-tax income and lower median employment income than French speakers.<sup>27</sup> This could be explained by the higher unemployment rate that English speakers face, and in addition, the lower income levels can be attributed to the higher tendency of English speakers to engage in temporary, seasonal, part-time, and minimum wage opportunities.

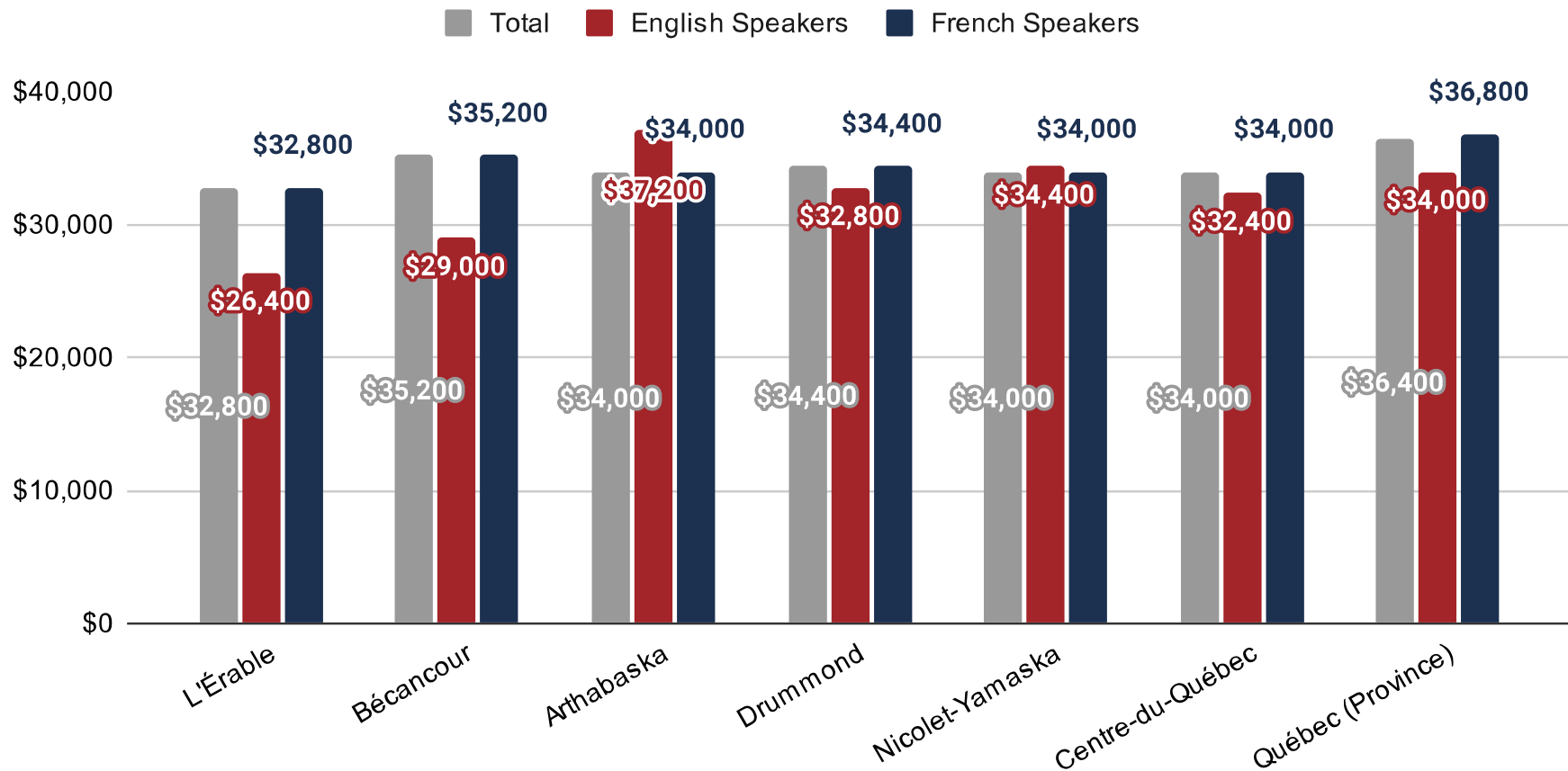
## AFTER-TAX INCOME

Les personnes d'expression anglaise dans la région du Centre-du-Québec gagnent un revenu médian après impôt de 32 400 \$, ce qui est environ 1 600 \$ de moins que les personnes d'expression française (34 000 \$). Les personnes d'expression anglaise enregistrent un revenu après impôt plus faible que les personnes d'expression française dans la plupart des MRC.

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<sup>27</sup> The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language; this is due to limitations in the data available.

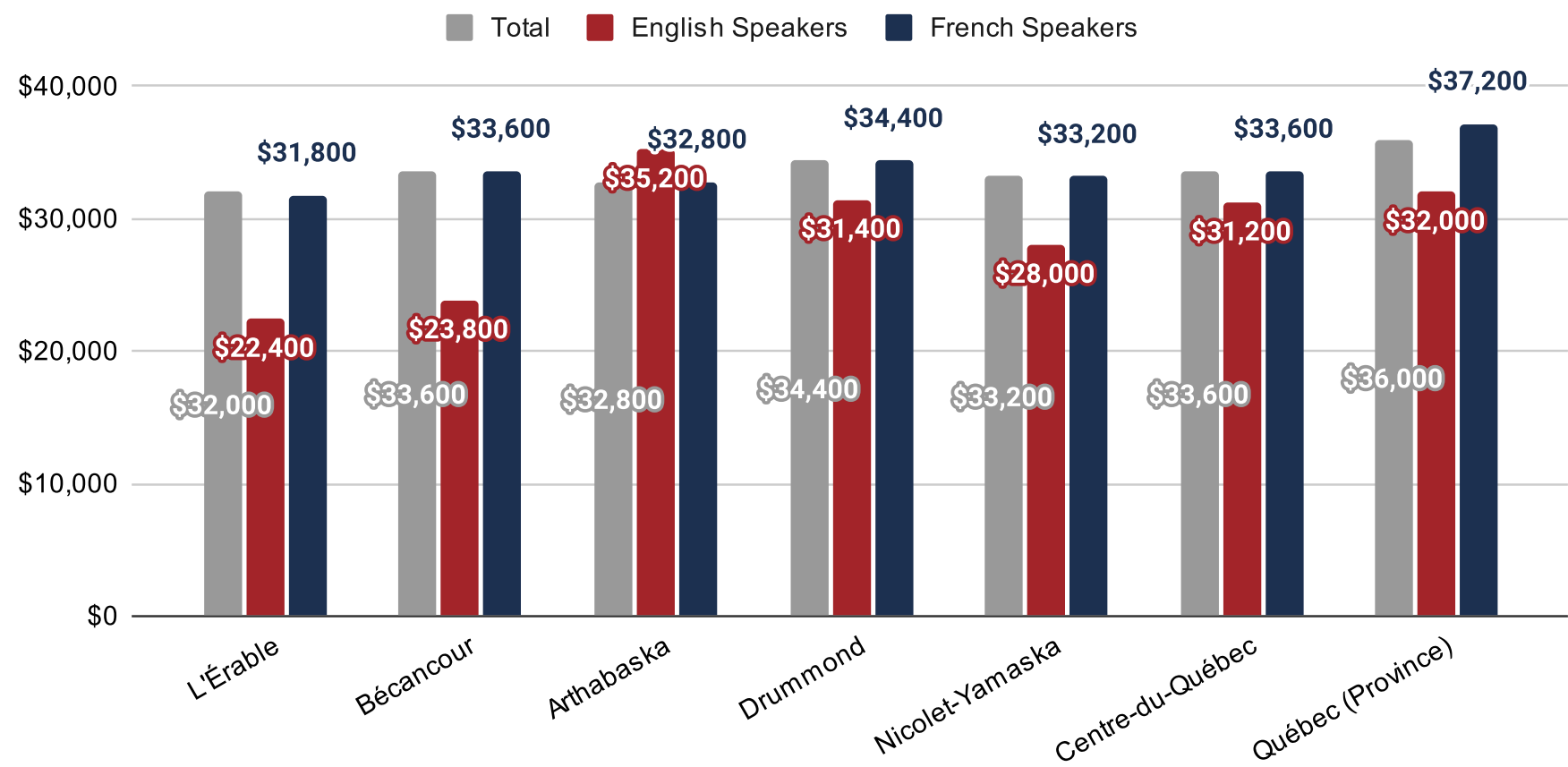
Graph 15: Median After-Tax Income in Centre-du-Québec by RCM



EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Centre-du-Québec earn a median employment income of \$31,200, which is lower than that of French speakers (\$33,600) by approximately \$2,400. Arthabaska is the only RCM in the region where English speakers earn a higher median employment income than French speakers by \$2,400.

Graph 16: Median Employment Income in Centre-du-Québec by RCM



## Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 55+ tend to earn significantly lower median employment incomes than the other age groups. This trend is seen in both the English-speaking and French-speaking populations, though English-speaking youth aged 15-24 earn slightly less than French-speaking youth aged 15-24 (\$11,800 compared to \$11,900). English speakers aged 65 and over have a median employment income of \$1,140, lower than their French-speaking counterparts earning \$5,680.

**Table 8.a: Age Structure of Centre-du-Québec'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+
L'Érable	\$22,400	*	*	*	\$45,200	*	*
Bécancour	\$23,800	*	*	\$45,200	*	*	*
Arthabaska	\$35,200	\$17,000	\$33,200	\$53,200	\$27,200	\$50,400	\$6,800
Drummond	\$31,400	\$10,900	\$36,400	\$41,600	\$58,400	\$26,200	\$532
Nicolet-Yamaska	\$28,000	*	*	*	*	*	*
Centre-du-Québec	\$31,200	\$11,800	\$34,800	\$43,200	\$48,400	\$32,800	\$1,140
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

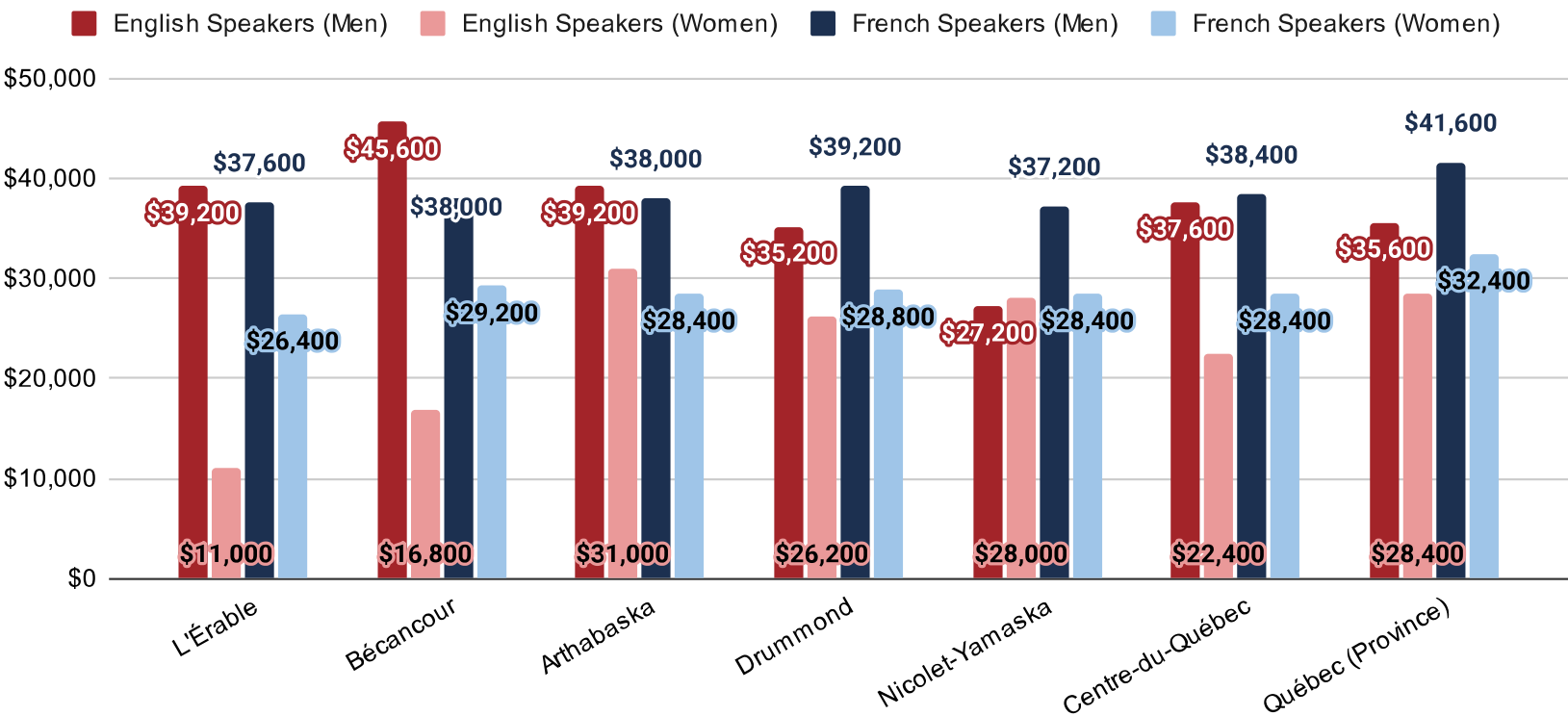
**Table 8.b: Age Structure of Centre-du-Québec's Median Employment Income for French Speakers by RCM**

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
L'Érable	\$31,800	\$13,200	\$37,200	\$42,000	\$43,600	\$34,800	\$5,120
Bécancour	\$33,600	\$12,700	\$38,800	\$48,000	\$50,000	\$34,400	\$2,800
Arthabaska	\$32,800	\$11,400	\$37,200	\$46,400	\$45,600	\$36,400	\$4,720
Drummond	\$34,400	\$11,800	\$36,800	\$46,000	\$48,400	\$36,800	\$7,250
Nicolet-Yamaska	\$33,200	\$12,200	\$39,200	\$48,000	\$46,000	\$31,600	\$9,900
Centre-du-Québec	\$33,600	\$11,900	\$37,200	\$46,000	\$47,200	\$35,600	\$5,680
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

# Employment Income - Gender Structure

Men in Centre-du-Québec earn a higher median employment income than women in the region, with French-speaking men earning the highest regional median employment income of \$38,400. English-speaking women earn the lowest regional median employment income of \$22,400, with English-speaking women in L'Érable earning a median employment income of only \$11,000.

Graph 17: Gender Structure of Centre-du-Québec's Median Employment Income by RCM

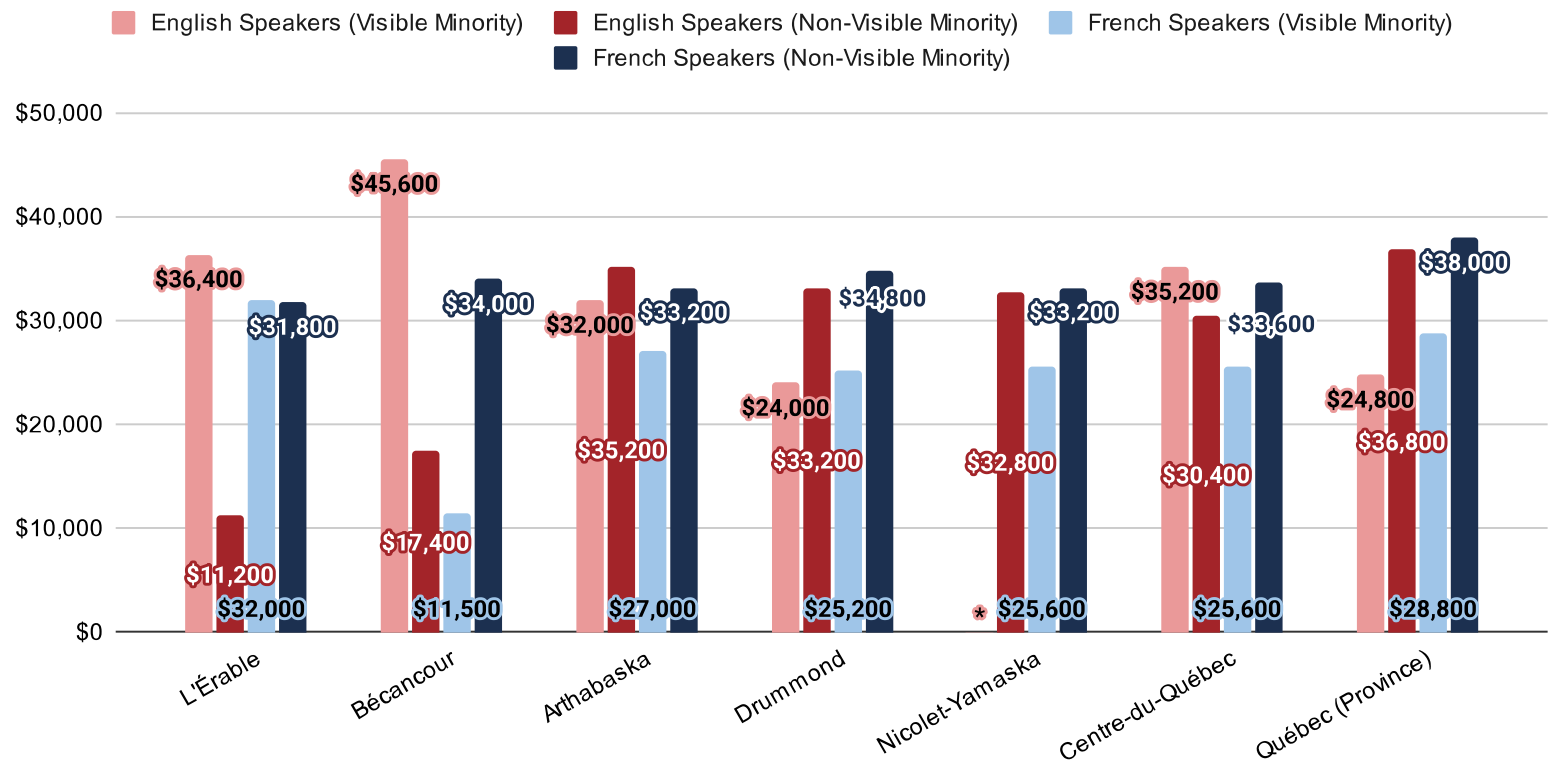




Employment Income - Visible Minorities

English-speaking visible minorities earn significantly higher median employment income than French-speaking visible minorities (\$35,200 compared to \$25,600) in the region. Bécancour reported the highest median employment income for English-speaking visible minorities (\$45,600), and Drummond has the lowest median employment income for visible minority English speakers (\$24,000).

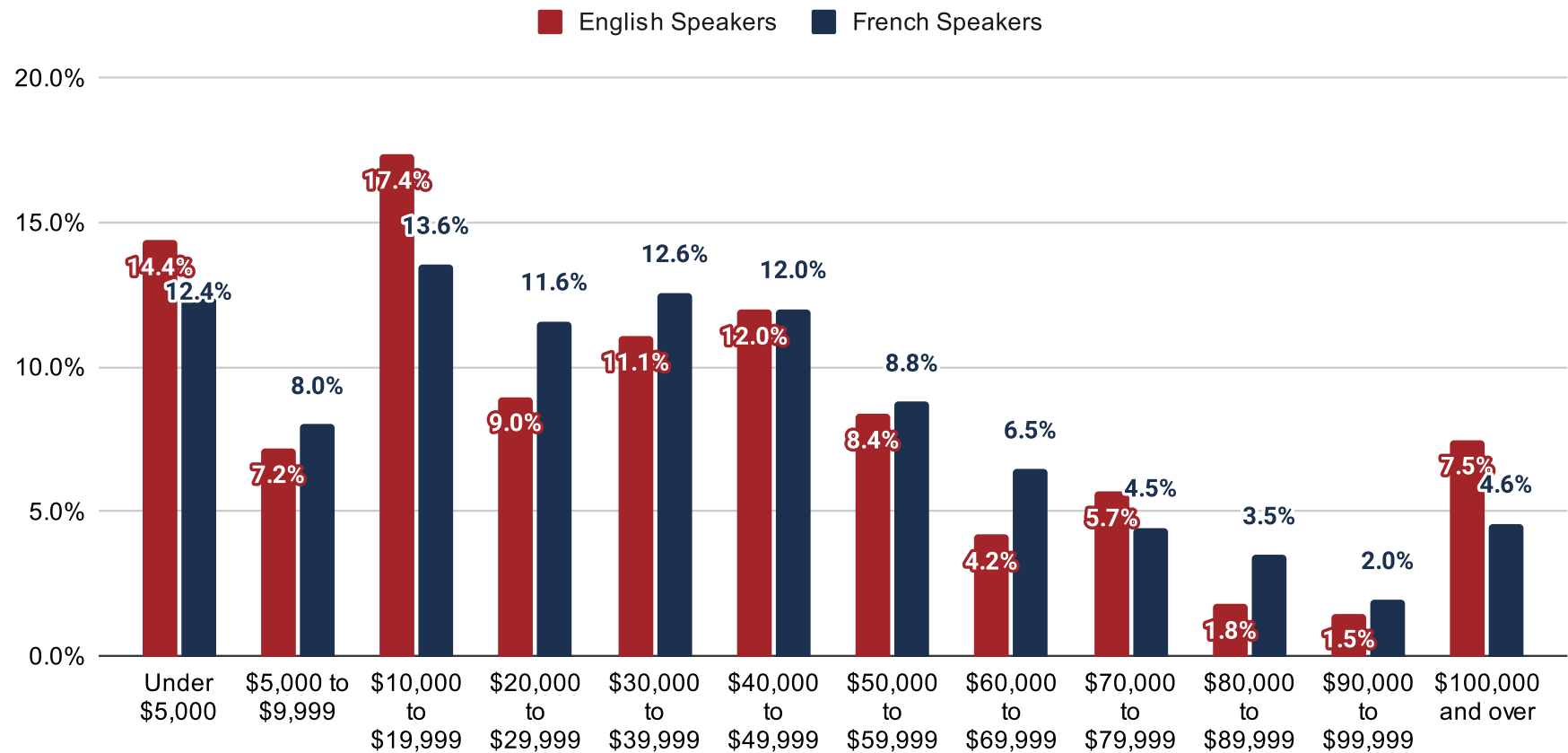
Graph 18: Visible Minority Structure of Centre-du-Québec’s Median Employment Income by RCM



# Employment Income Distribution

Employment income distribution data shows that roughly 38.9% of English speakers and 34% of French speakers earn an employment income of under \$20,000. At the higher end of the distribution, roughly 16.5% of English speakers and 14.5% of French speakers earn \$70,000 and over.

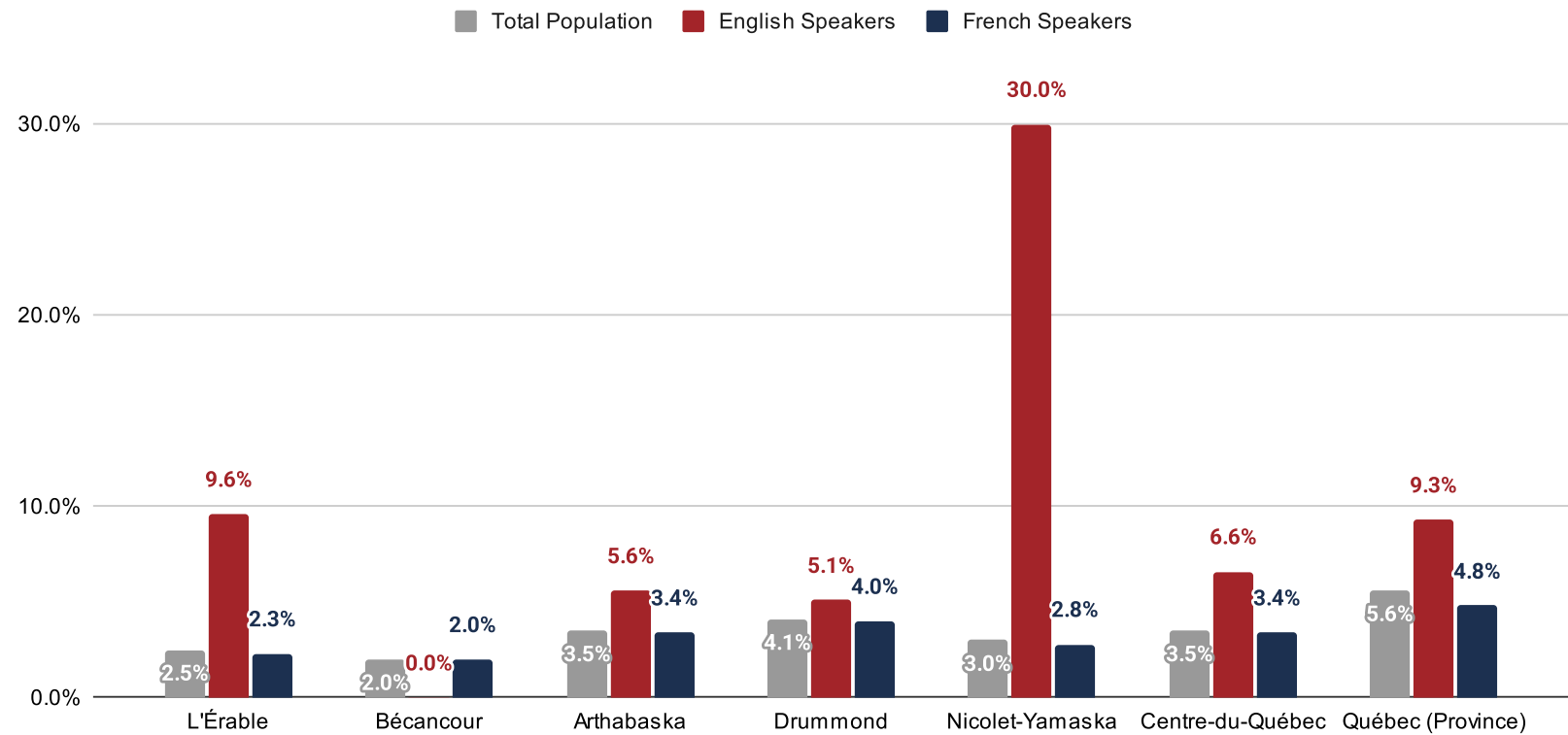
Graph 19: Distribution of Centre-du-Québec’s Employment Income



WORK ACTIVITY

Approximately 52.1% of English speakers engage in part-time or part-year work compared to 46.8% of French speakers. Bécancour and Arthabaska are the RCMs with the highest levels of part-time or part-year work in the region, with 86.3% of English speakers in Bécancour working part-time or part-year

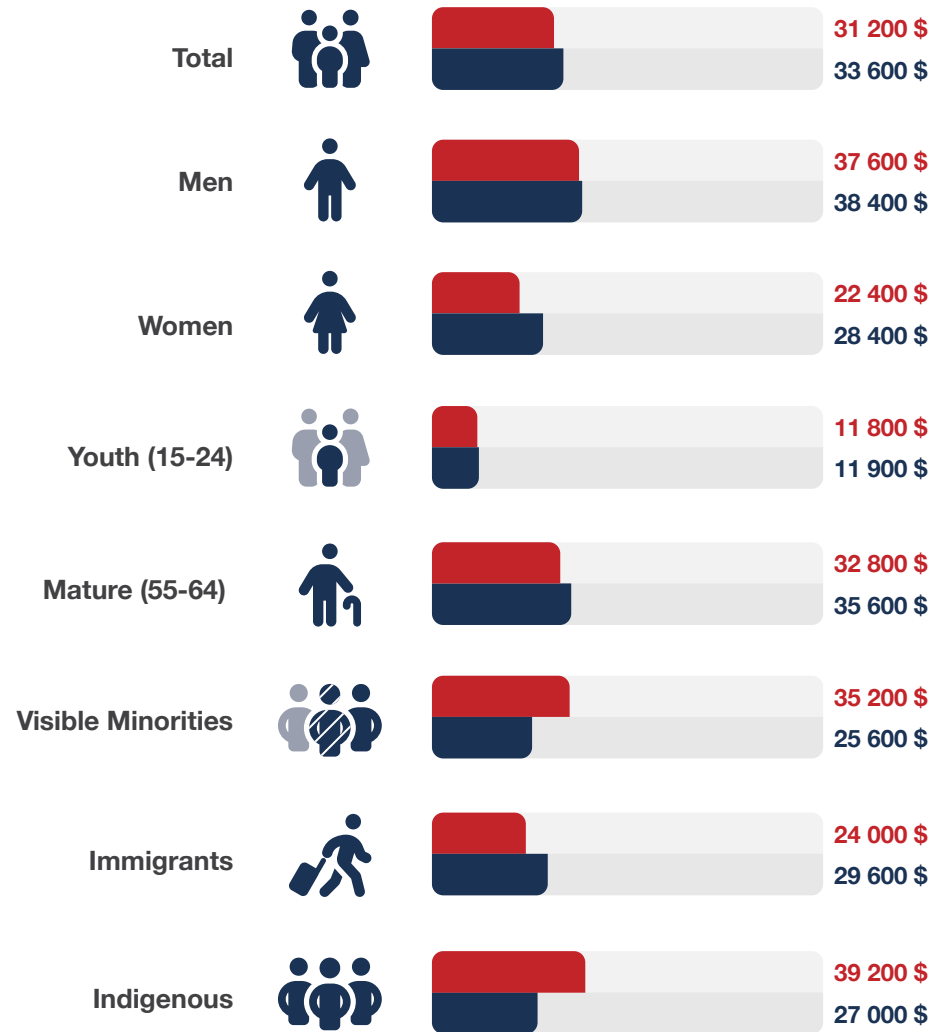
Graph 20: Work Activity of English Speakers in Centre-du-Québec by RCM



# Summary of Median Employment Income for English and French Speakers in Centre-du-Québec

## Median Employment Income

Centre-du-Québec



English Speakers

French Speakers



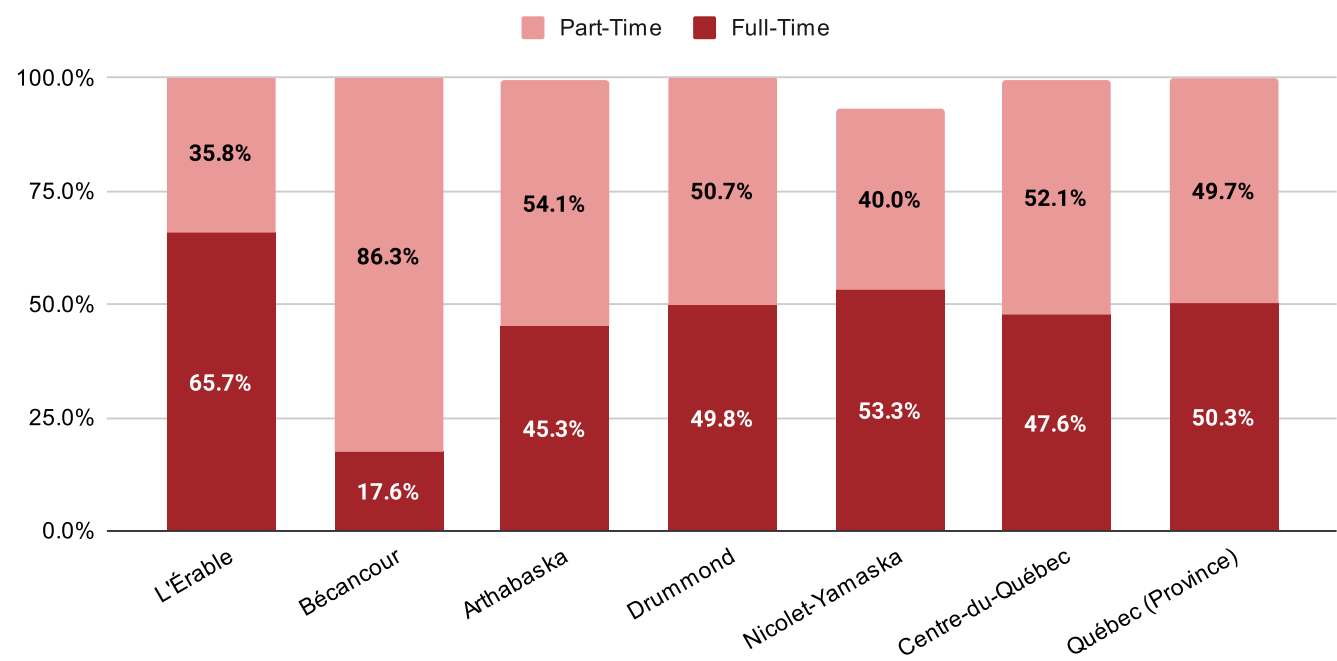
Section 6

# Work Activity

# Work Activity

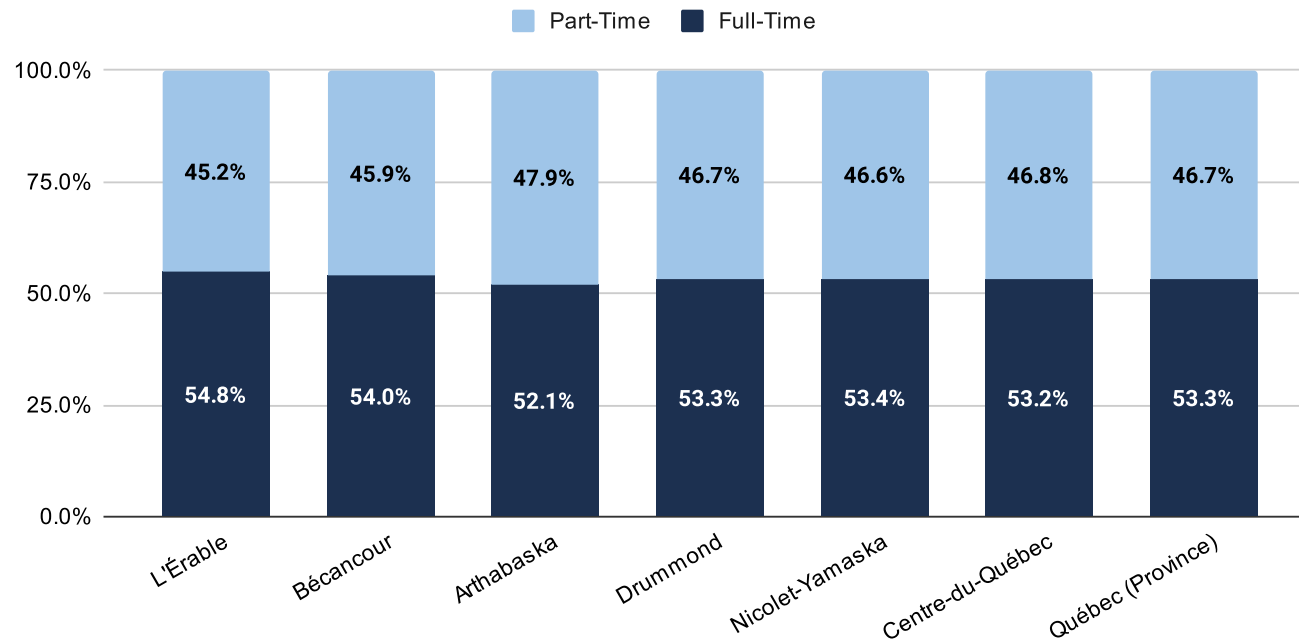
Approximately 52.1% of English speakers engage in part-time or part-year work compared to 46.8% of French speakers. Bécancour and Arthabaska are the RCMs with the highest levels of part-time or part-year work in the region, with 86.3% of English speakers in Bécancour working part-time or part-year.

Graph 21.a: Work Activity of English Speakers in Centre-du-Québec by RCM





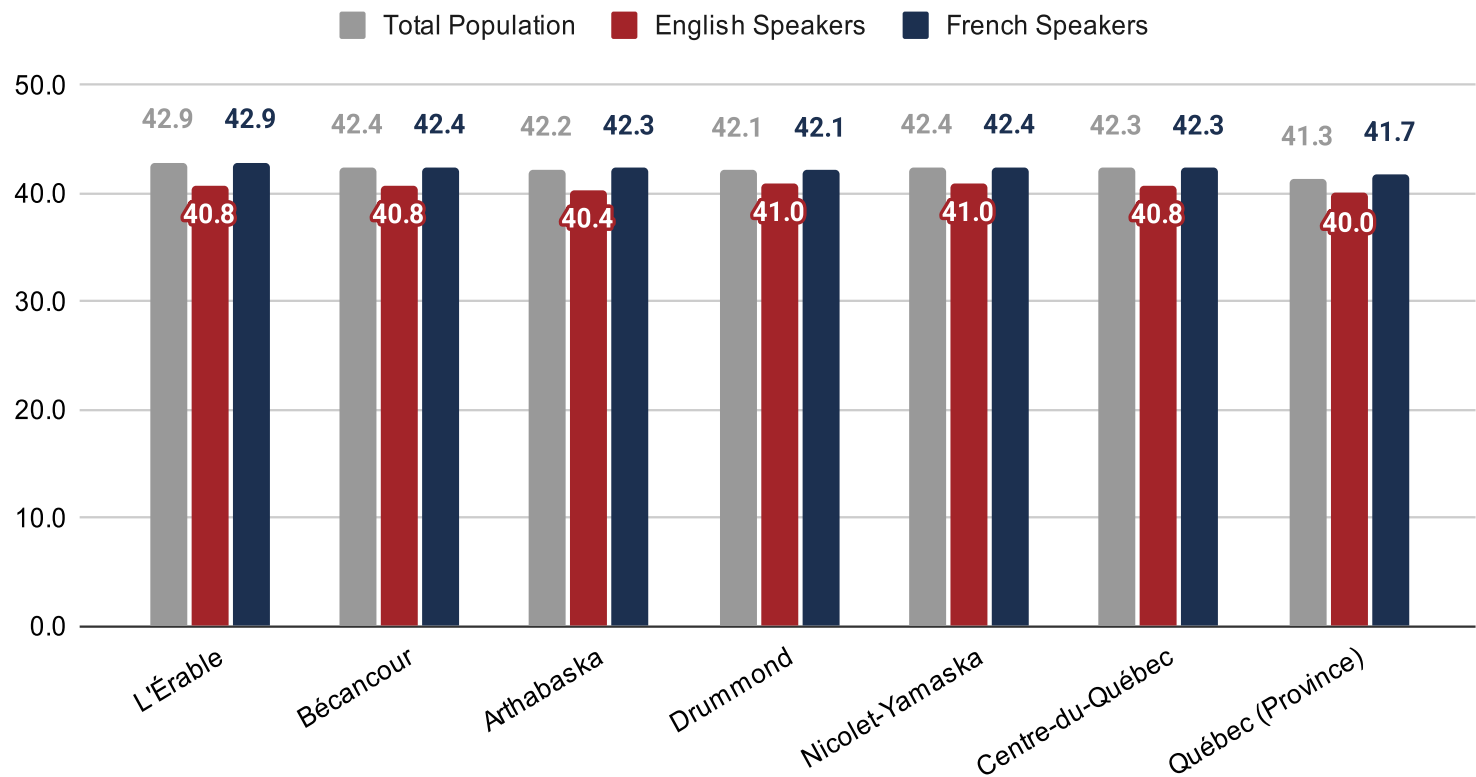
**Graph 21.b: Work Activity of French Speakers in Centre-du-Québec by RCM**



# Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (40.8) than French speakers (42.3). English speakers worked roughly 40 weeks on average in most RCMs in the year 2020.<sup>28</sup>

Graph 22: Average Weeks Worked in Centre-du-Québec by RCM

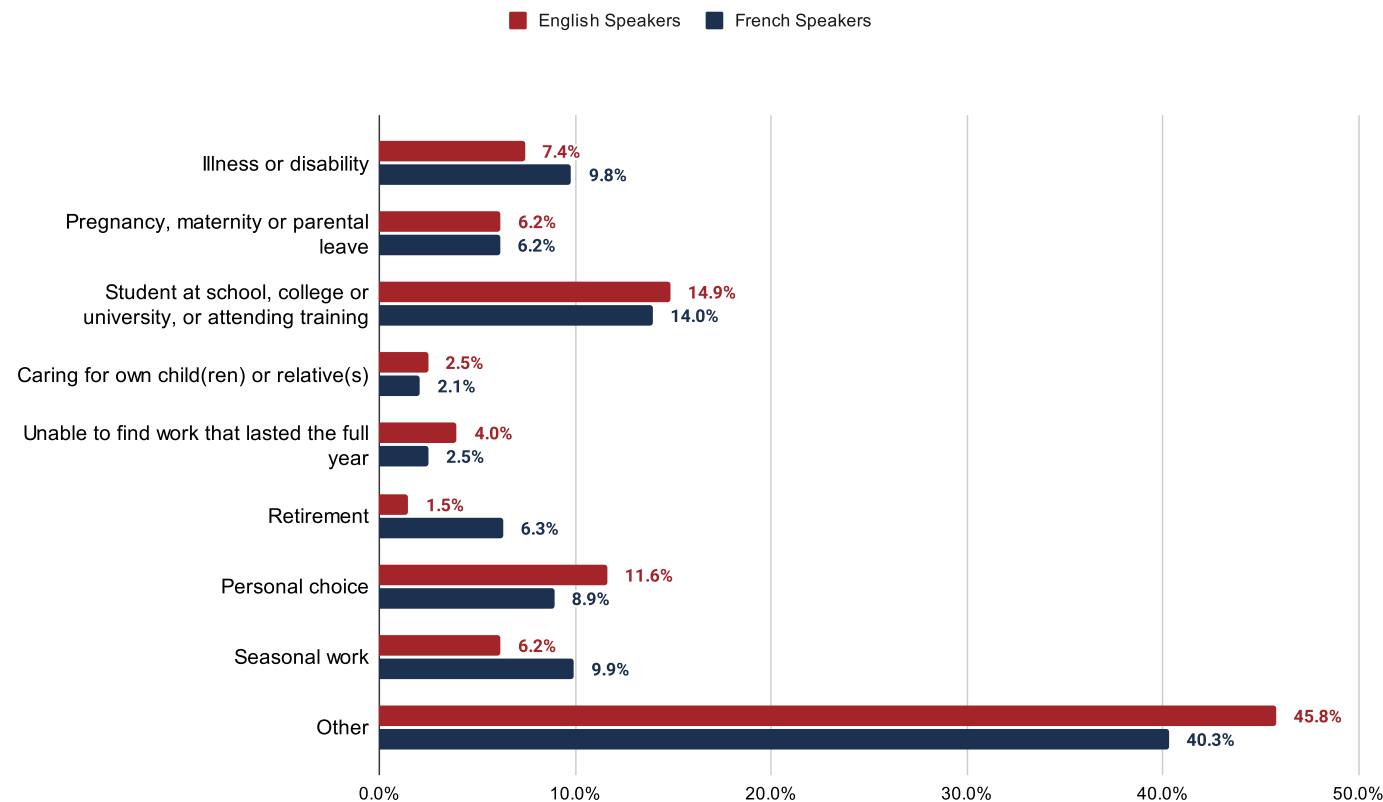


<sup>28</sup> The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

## Main Reasons for not Working Full-time / Full year<sup>29</sup>

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Centre-du-Québec was ‘Other’ reasons, with 45.8% of English speakers surveyed indicating this option. Approximately 4% of English speakers indicated they had been unable to find work that lasted the full year, compared to 2.5% among French speakers.

Graph 23: Main Reasons for not Working Full-Time/Full-Year in Centre-du-Québec in 2020



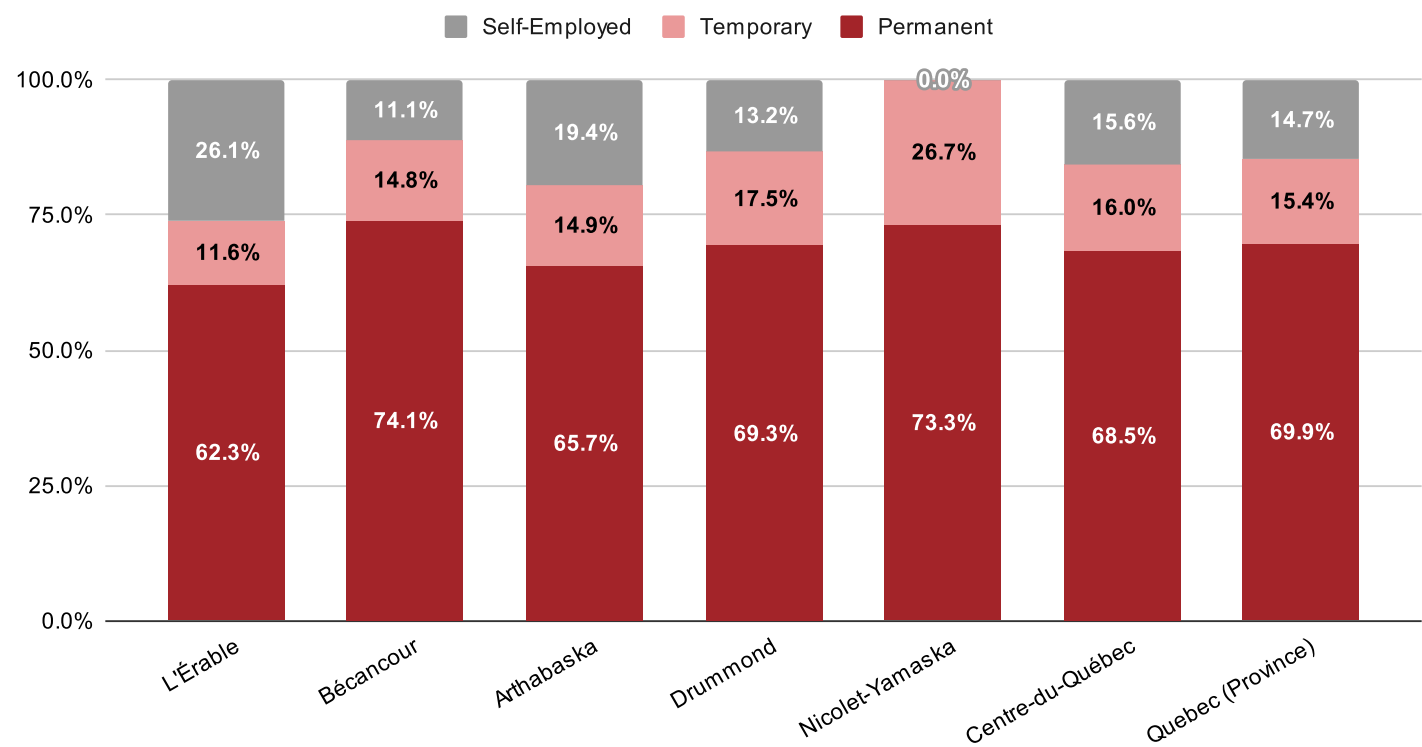
<sup>29</sup> In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

Types of Workers

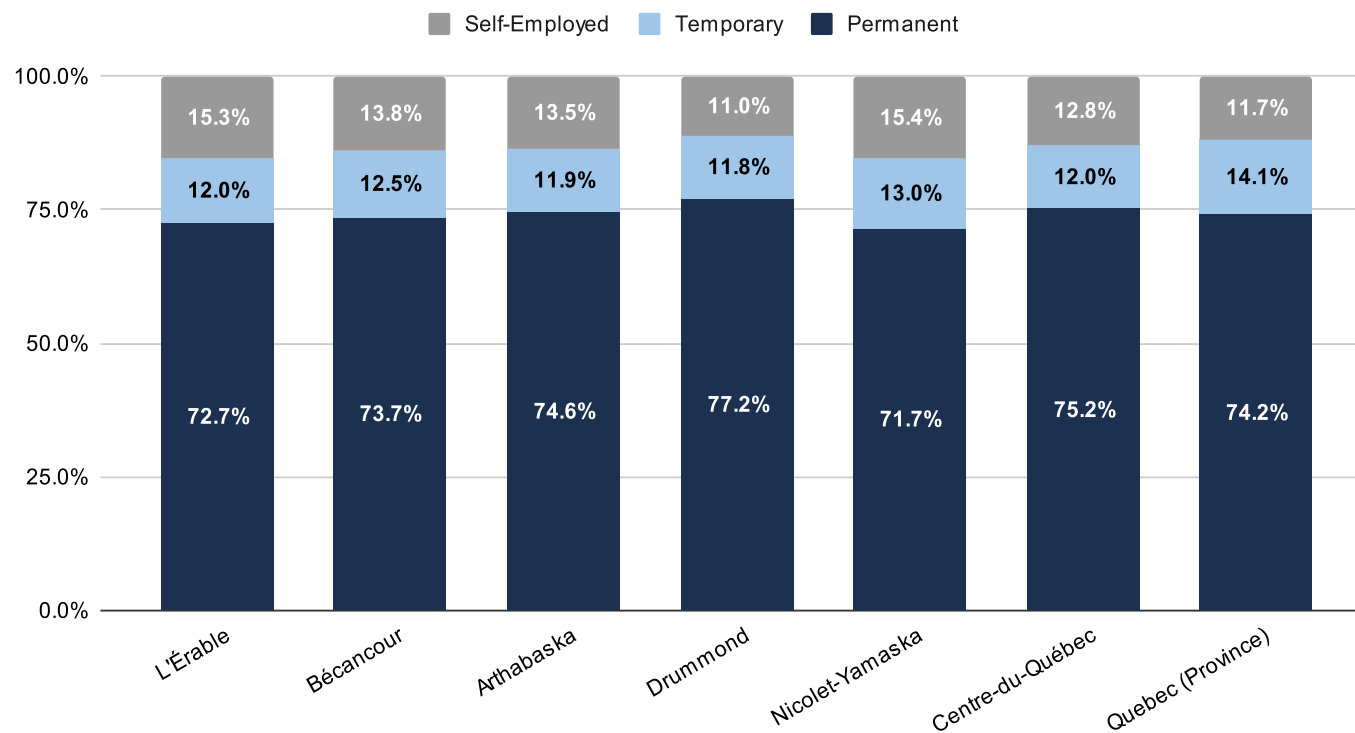
Approximately 16% of English speakers reported having a high share of temporary work compared to 12% of French speakers. Roughly 68.5% of employed English speakers in the region hold permanent positions compared to 75.2% of French speakers.

English speakers in Nicolet-Yamaska (26.7%) and Drummond (17.5%) reportedly had a high share of temporary work. Bécancour had the highest percentage of permanent workers among the English-speaking population (74.1%).

Graph 24.a: Type of Workers in Centre-du-Québec's English-Speaking Labour Force by RCM



**Graph 24.b: Type of Workers in Centre-du-Québec's French-Speaking Labour Force by RCM**





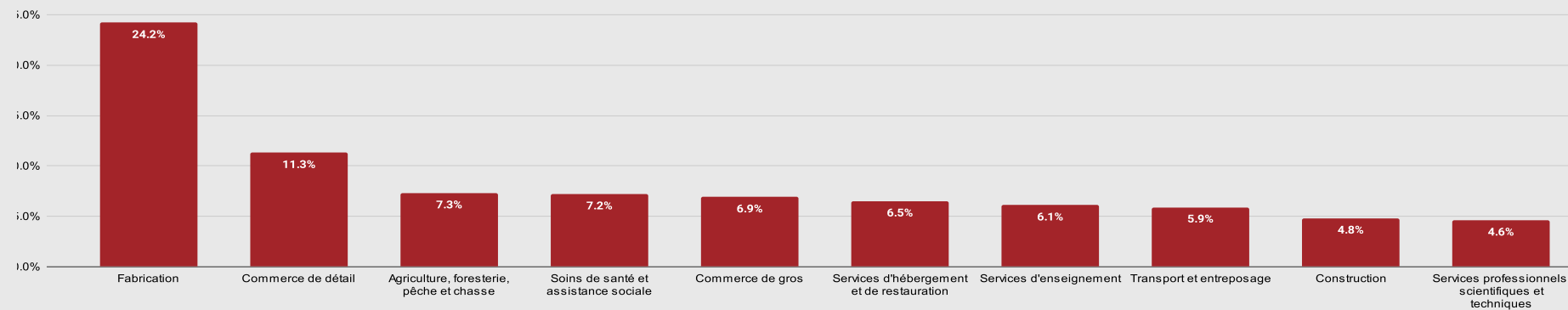
# Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Centre-du-Québec region. There is limited public data available on the skills within the population. Industry, educational attainment and bilingualism data from the Census provide insight into the worker’s work experience and professional skills in the labour market.

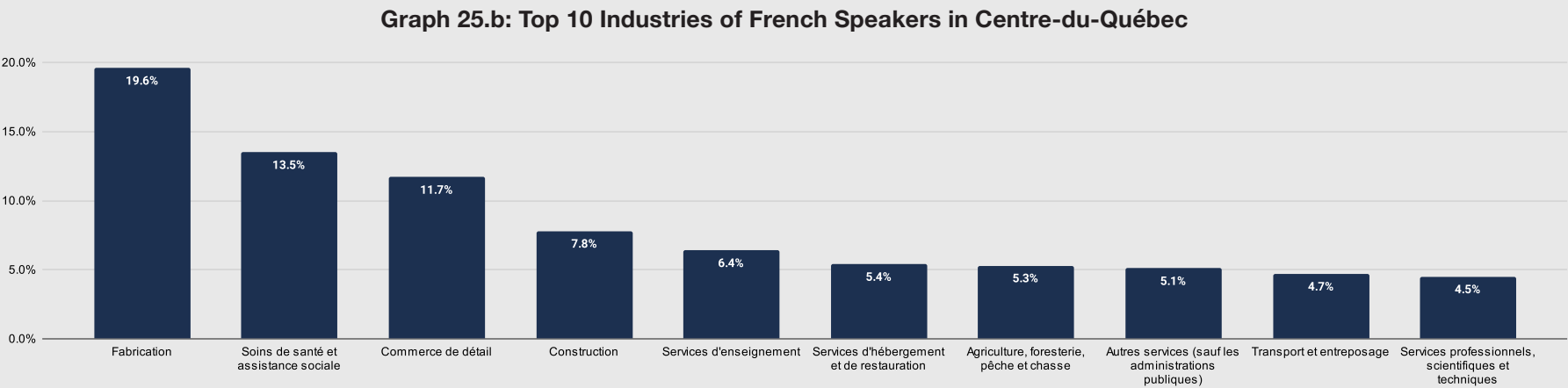
## TOP INDUSTRIES

Across the region, the top industries for employment are ‘Manufacturing’, ‘Health care and social assistance’ and ‘Retail trade’. The highest share of English-speaking workers in Centre-du-Québec work in ‘Manufacturing’ where 24.2% of English-speaking workers are employed, followed by ‘Retail trade’ (11.3%) and ‘Agriculture, forestry, fishing and hunting’ (7.3%).

Graph 25.a: Top 10 Industries of English Speakers in Centre-du-Québec

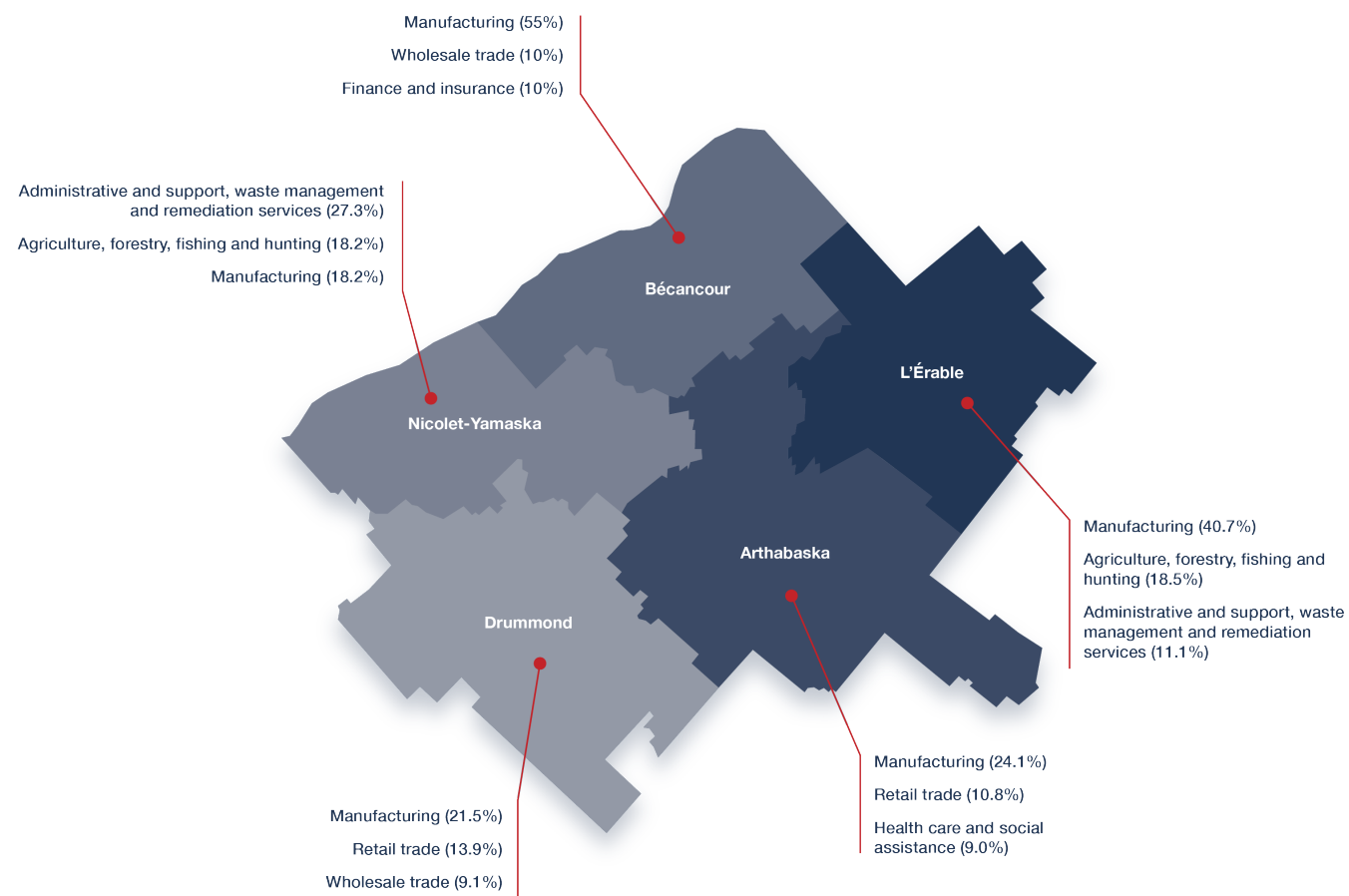


‘Manufacturing’ is also the top leading industry for French speakers (19.6%), but this is followed by ‘Health care and social assistance’ (13.5%), and ‘Retail trade’ (11.7%).



# Top Industries of English Speakers by RCM

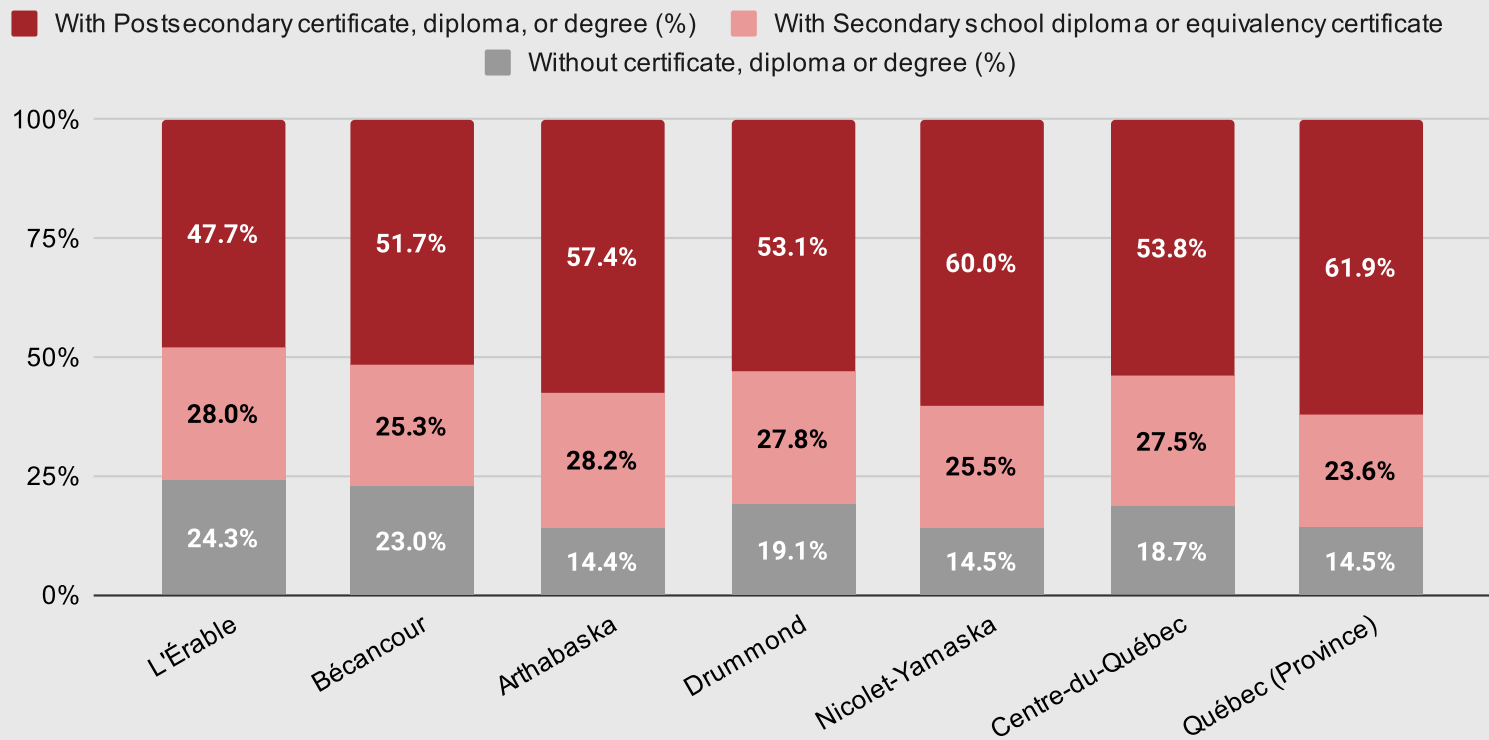
A significant majority of English speakers tend to work in 'Manufacturing', which is the leading industry for English speakers in 4 of the 5 RCMs in the region.



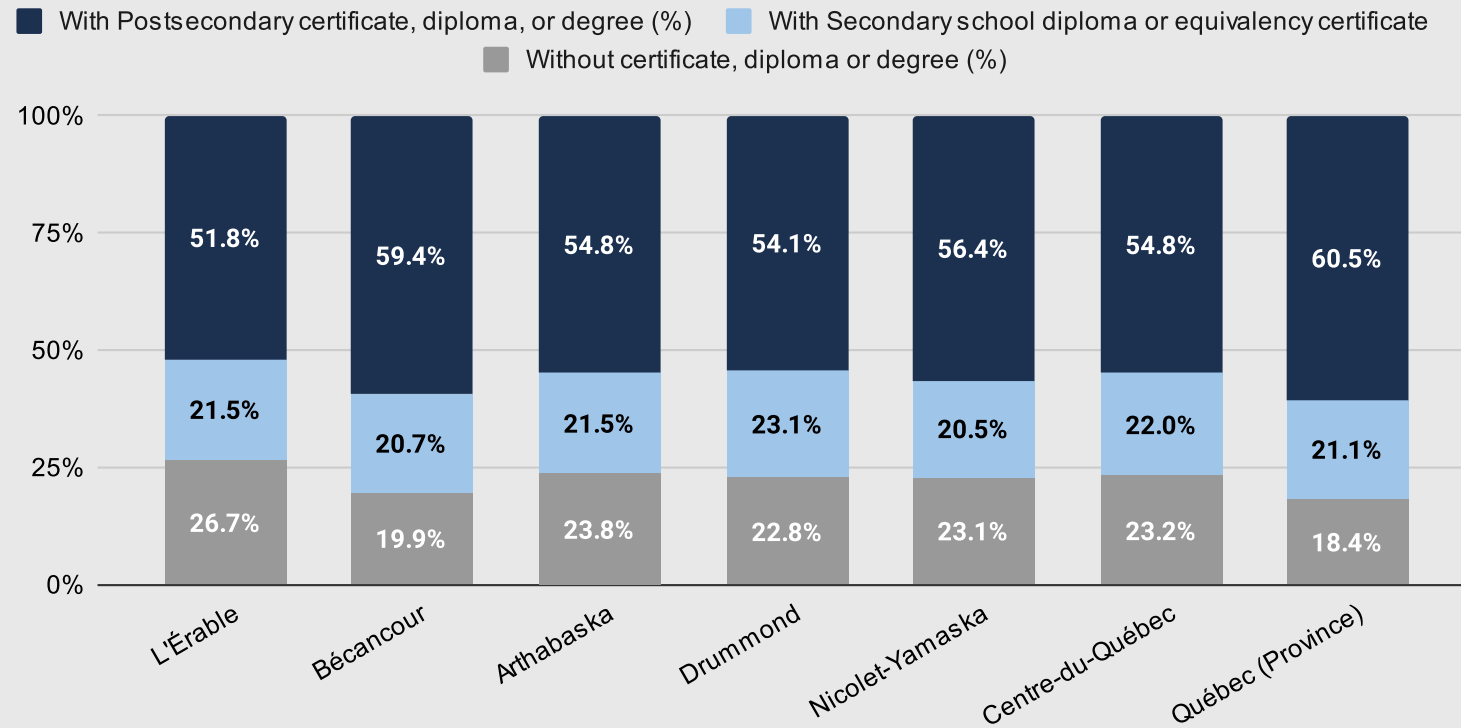
# EDUCATIONAL ATTAINMENT

Post-secondary educational attainment rates in Centre-du-Québec are relatively lower than those at the provincial level. The majority of English speakers in Centre-du-Québec have a postsecondary degree (53.8%), although this is slightly lower than the postsecondary attainment rate of French speakers in the region (54.8%).

Graph 26.a: Educational Attainment of English Speakers in Centre- du Québec by RCM



**Graph 26.b: Educational Attainment of French Speakers in Centre-du-Québec by RCM**

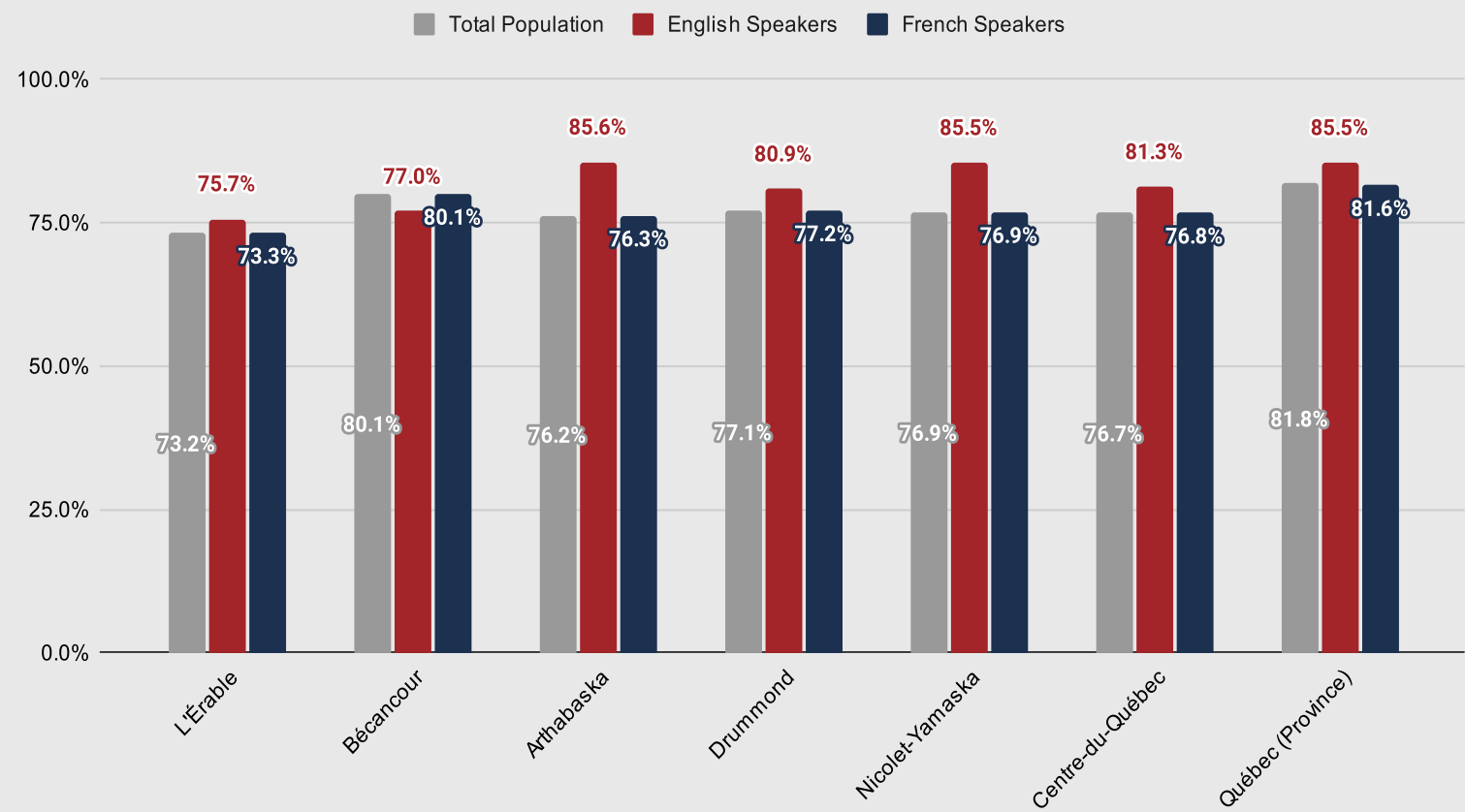




## Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Centre-du-Québec have a minimum secondary educational attainment rate of 81.3%. Secondary educational attainment levels are highest among English speakers in Arthabaska (85.6%) and lowest among English speakers in L'Érable (75.7%).

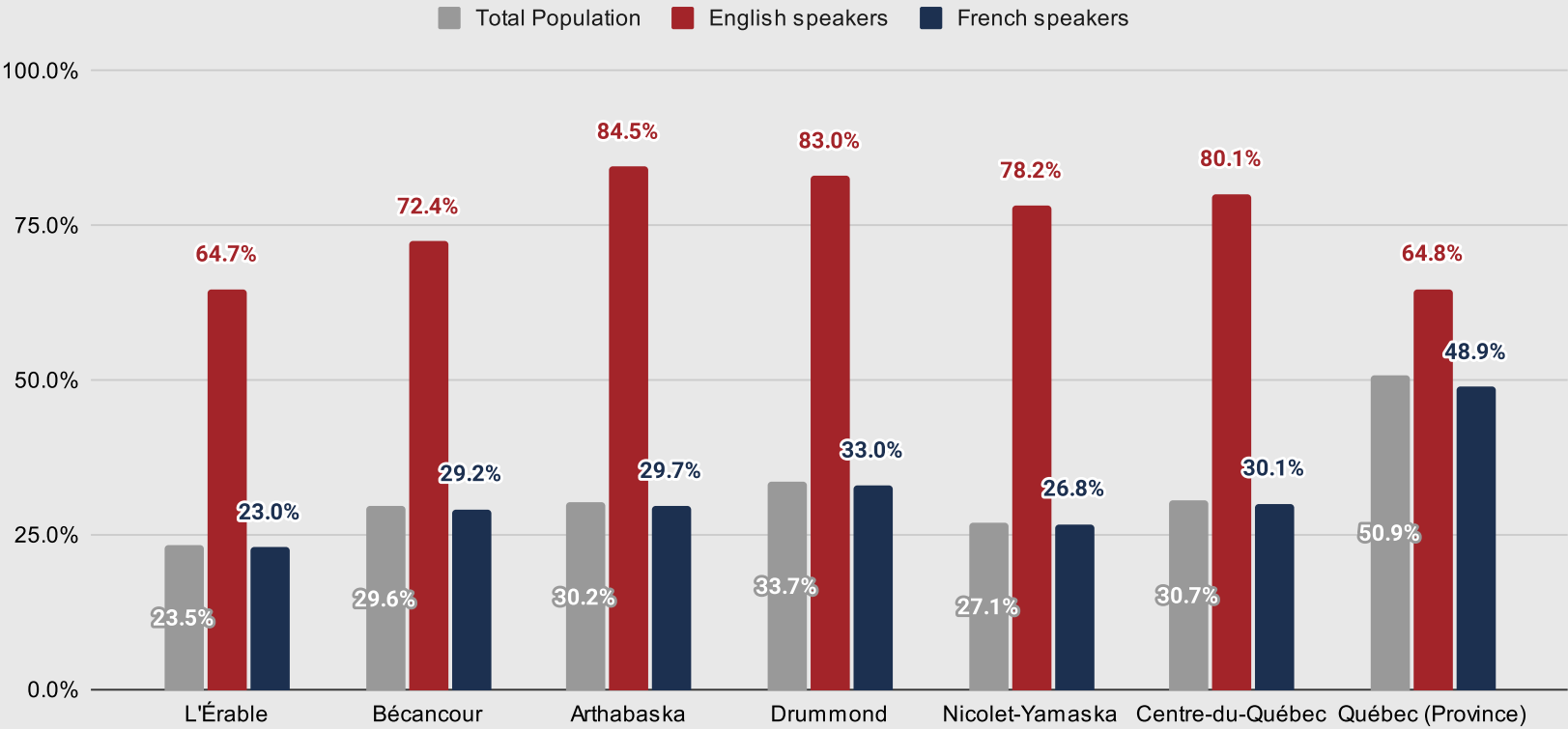
Graph 27: Minimum Secondary Education Attainment in Centre-du-Québec by RCM



ENGLISH-FRENCH BILINGUALISM

In Centre-du-Québec, English speakers have significantly higher bilingualism rates than French speakers (80.1% compared to 30.1%).<sup>30</sup> English speakers in Arthabaska reported the highest bilingual rate (84.5%), while English speakers in L'Érable reported a bilingual rate of 64.7%, the lowest among English speakers in the region.

Graph 28: English-French Bilingualism Rates in Centre-du-Québec by RCM



<sup>30</sup> 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.

# Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Centre-du-Québec's labour market based on online focus groups and interviews with individuals from organizations serving English speakers in the neighbouring regions of Mauricie and Centre-du-Québec. For that reason, participants described similar themes and labour force dynamics in both regions. Interviews were conducted in May 2023. In the same month, we conducted in-person consultations with relevant organizations in order to further identify issues and needs. The participants were questioned on the employment challenges facing English speakers, skill needs and employability needs. Responses were transcribed and sorted thematically to identify key themes.

## Skills Needs

When asked to identify skill needs among English speakers in Centre-du-Québec, participants primarily discussed French-language skills. While many English speakers in the region are highly proficient in French, others still need support to develop both their French-language competencies and their confidence in speaking French. Participants noted that this is also the case among English-speaking newcomers to the region.

**“Definitely one big skill needed here for English speakers is learning French skills.”**

- Participant

Participants also noted that English speakers need support to develop their job search skills (e.g. resume writing and interviewing). In particular, English speakers need support developing these skills in French, in order to integrate into the region's predominantly French-language labour market.

## Training Opportunities

There are no English-language adult education or vocational training centres in the region, nor any English-language CEGEPs or universities. Individuals interested in English-language higher education must therefore commute significant distances to the nearest educational institution (e.g. Champlain College in Québec City), or relocate altogether. Participants indicated that many English-speaking youth leave the region for school and do not return.

Participants also noted that among English-language elementary and secondary education, there are significant issues recruiting and retaining teachers. This shortage threatens the English-language education pipeline in the region.

Participants also discussed the need for more French-language training opportunities in the region. They highlighted one known employer that provides French-language training for their English-speaking employees. However, they indicated that there is a need for more French-language training opportunities in the region, including work-integrated French-language training opportunities. Participants also highlighted the need for easier access to French-language training, giving examples of English speakers who were born in Québec and require French-language training but find themselves on waiting lists for free language courses or having to pay for language training programs.

### **Work Opportunities**

Participants emphasized the difficulty of English speakers finding employment in the region. Employers generally require bilingualism, which can pose a barrier for English speakers who do not have a high level of French-language proficiency. Participants also noted that in some cases, employers may be reluctant to hire English speakers who they assessed as not having adequate French-language skills, emphasizing the need for programs supporting and sensitizing employers on better hiring practices for linguistic minorities.

**“They worked on their French, they’ve taken the French courses, and they go for an interview...but they get turned down.”**

- Participant

Participants observe that across Québec, and within Centre-du-Québec in particular, young people face challenges finding jobs that match their education and aspirations. They cite examples of youth seeking work in other provinces due to limited opportunities at home, particularly in professional fields, owing to the French-language barriers associated with joining regulated professions in Québec. Participants also noted that there are limited professional jobs available in the region, which contributes to highly educated youth leaving to pursue opportunities elsewhere.

## Integration

Participants indicated that there has been a growth in newcomers to the region, particularly in areas such as Trois-Rivières that are poised for growth. Some of these newcomers are English speakers who have had issues with integrating into life and work in the region. Participants described how although the region is generally open and welcoming to newcomers, there is still not enough employment support and systems in place to ensure that their talents and education are fully utilized in the labour market.

Further, participants indicated that the government recognition process for out-of-province credentials is a significant barrier to the employment of newcomers as well as efforts to address the labour shortage in the region. Employers may not understand international or out-of-province credentials, even when they are recognized by the Government of Québec, and may therefore overlook these candidates.

## Outmigration

Participants described a trend where English-speaking youth move to the region, often staying for a few years before leaving due to challenges with language barriers and lack of responses from job applications. They also noted that when youth leave the region to pursue higher education, they often do not return, as they have already established a community as well as a professional network in areas like Montréal. These cities are also more likely to have a wider array of professional opportunities and resources.

# Conclusion & Recommendations

In our review of the available data on linguistic groups in the Centre-du-Québec 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. 'Manufacturing', 'Retail trade', and 'Agriculture, forestry, fishing and hunting' tend to be the leading industries for English speakers to work in. English-speaking men and women are found to have similar unemployment rates, though English-speaking women also have a significantly lower median employment income compared to their male counterparts. English-speaking visible minorities and immigrants are found to have lower unemployment rates compared to the total English-speaking population, whereas English-speaking Indigenous individuals are found to have higher rates of unemployment in comparison. Additionally, English-speaking immigrants are found to have a much lower median employment income compared to the total English-speaking population of the region. There are also disparities found among youth in the region; English-speaking youth have lower labour force participation rates and higher unemployment rates compared to French-speaking youth.

Based on the findings in this employment profile, we offer the following recommendations for regional and provincial policymakers, as well as local stakeholders, with the aim of improving the labour market outcomes of English speakers and linguistic minorities in the Centre-du-Québec region:



**Increased Funding for On-the-Job Learning Programs:** Include English speakers as a target underrepresented group in existing on-the-job 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 PRIIME<sup>31</sup> and IPOP.<sup>32</sup>
- Increased funding for organizations to deliver English-language on-the-job learning and short-term training<sup>33</sup> 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 programs that focus on confidence and other soft skills development.
  - Prioritize programs aimed at integrating highly qualified workers into positions that best suit their skill sets.

**Industry-Specific French-Language Training:** Provide funding to improve the delivery of on-the-job French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, the Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
  - Better promotion and increased access for employers to enroll in subsidized on-the-job French-language training.
  - Funding for regional organizations and adult education centres already serving English speakers to deliver on-the-job French-language training for priority sectors, including health-care, social assistance, and accommodation services.

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<sup>31</sup> PRIIME fait référence au Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi. Le programme a été conçu pour soutenir l'intégration des nouveaux immigrants et des personnes issues des minorités visibles dans un premier emploi dans leur domaine de compétence, et qui présente de bonnes possibilités de rétention.

Voir MINISTÈRE DE L'EMPLOI ET DE LA SOLIDARITÉ SOCIALE (2023, 5 avril). 5.10 – *Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME)*. Québec. Repéré au [https://www.emploi Quebec.gouv.qc.ca/guide\\_mesures\\_services/05\\_Mesures\\_progr\\_Emploi\\_Quebec/05\\_10\\_Programme\\_PRIIME/Guide\\_PRIIME.pdf](https://www.emploi Quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf)

<sup>32</sup> IPOP fait référence à l'Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Le programme a été conçu pour fournir du soutien pour la transition professionnelle de personnes qui ont été formées à l'étranger et qui sont en train d'obtenir leur permis pour trouver un emploi dans leur domaine d'expertise.

Voir MINISTÈRE DE L'EMPLOI ET DE LA SOLIDARITÉ SOCIALE (2023, 17 avril). 5.10 – 5.10.1 – *IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel*. Québec. Repéré au [https://www.emploi Quebec.gouv.qc.ca/guide\\_mesures\\_services/05\\_Mesures\\_progr\\_Emploi\\_Quebec/05\\_10\\_Programme\\_PRIIME/5\\_10\\_1\\_IPOP.pdf](https://www.emploi Quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf)

<sup>33</sup> 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 Capitale-Nationale's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Simplify the government recognition process for credentials, promote existing programs aimed at helping individuals get their credentials recognized and create programs aimed at helping employers understand out-of-province or international credentials.

**English language vocational training and postsecondary education:** Improve access to English language vocational training and postsecondary education programs within the region.

- Increase the availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

**Tackle issues related to outmigration from the region:** Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training opportunities and employment opportunities.

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