

Profile of the
ENGLISH-SPEAKING
population of

Monterégie-
Est



Monterégie East Partnership
for the English-Speaking Community

Partenariat de l'est de la Montérégie pour
la communauté d'expression anglaise



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

Québec 

Introduction

This profile presents information relevant to employment, economic development and community vitality for the English-speaking community of Montérégie-Est. It was produced by MEPEC, a community-based organization serving the interests of English speakers in Montérégie-Est. MEPEC connects with its community and with partners and represents the English-speaking community in decision-making tables and other national and provincial fora. MEPEC also collaborates with community, public and private organizations and seeks to improve communication between the community and service providers. It works to increase opportunities to learn, socialize and remain active, and facilitates access to information and services in English.

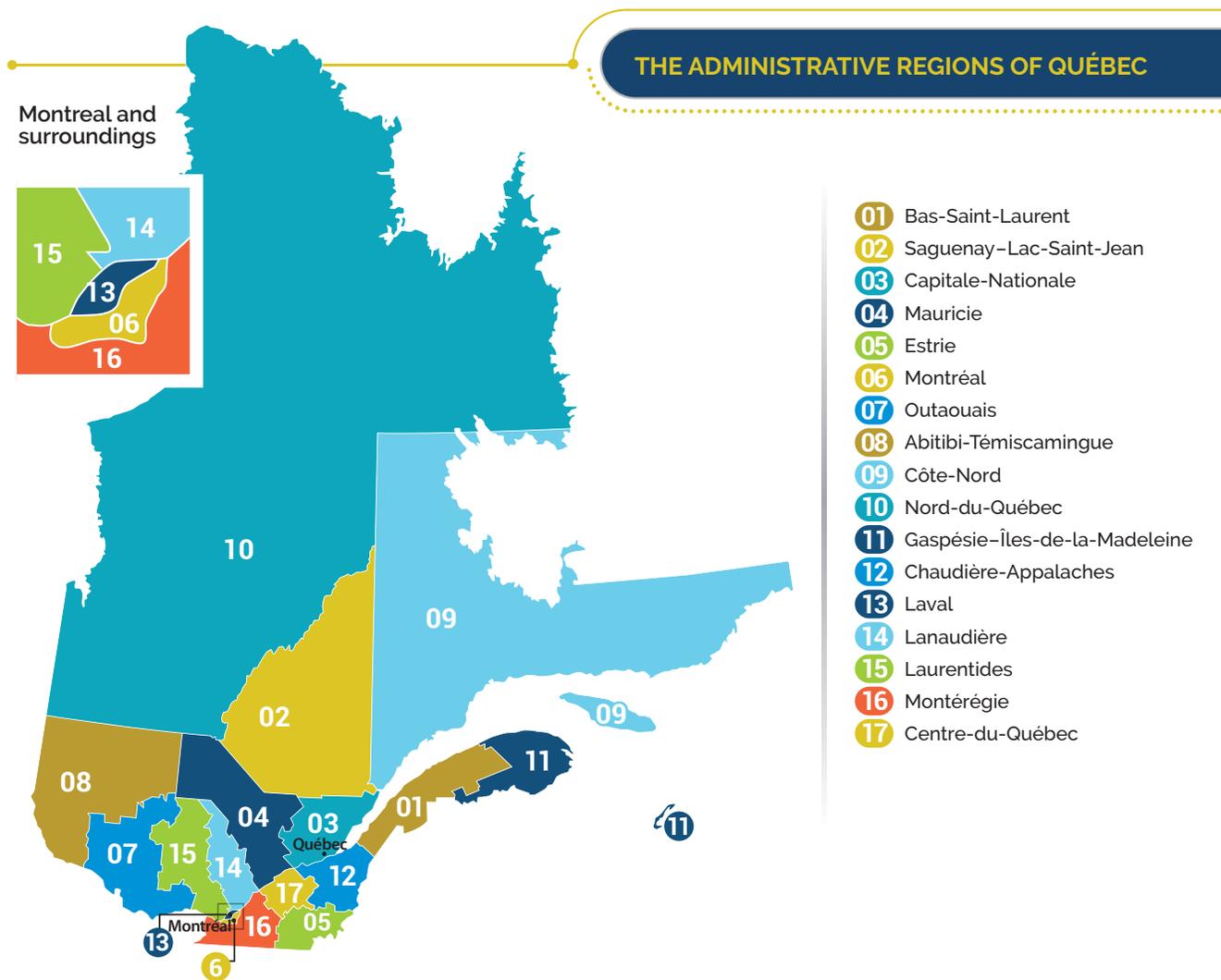
Overview of the region

In this profile, we present some key statistics that help situate the English-speaking population of Montérégie-Est. In some cases, we compare to the French-speaking population, and in others we compare to the situation for English speakers elsewhere in the province or on different territories within Montérégie-Est. Because these statistics are presented by the administrative divisions used in the health system, we provide a brief overview of those divisions.

Understanding Québec's administrative regions

The Montérégie region (region 16) is located on the south shore of the Saint Lawrence, bordered to the South by the United States, to the west by Ontario, to the east by the Estrie region and to the

north-east by Centre-du-Québec. Montréal and the city of Laval are directly north, and constitute a major urban centre, easily accessible by various forms of transportation.



Regions are made up of Regional County Municipalities (RCM or *MRC* in French). However, because of the availability of high-quality statistical analyses that use the territorial divisions of the health and social services system in Québec, we will be using the RTS territories (*réseau territorial de services*). These sometimes coincide with *MRC* boundaries and sometimes do not. Each RTS is divided into RLS (*réseau*

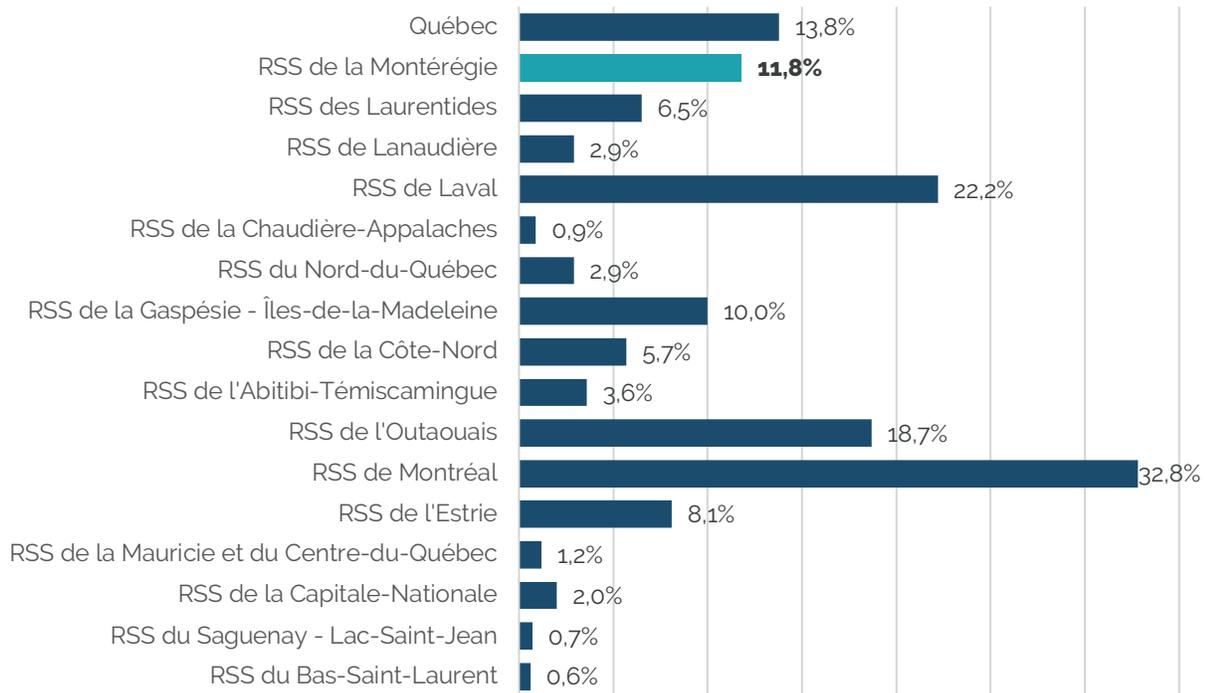
local de services). Each RLS in turn contain the smallest health territories, those of the CLSCs. This is important to understand, as the statistics provided in subsequent sections will use these administrative divisions to present an overview of the populations living there. Unless specified otherwise, all statistics are drawn from Beaudry-Godin (2018).

English speakers in Québec

There are about one million (1,097,925) individuals living in Québec whose first official language spoken (FOLS) is English. Québec's English-speaking communities comprise 13.8% of the Québec population. However, these communities

vary widely according to size and their weight in regional populations. In the Montérégie region, English speakers represent 11.8% of the total population.

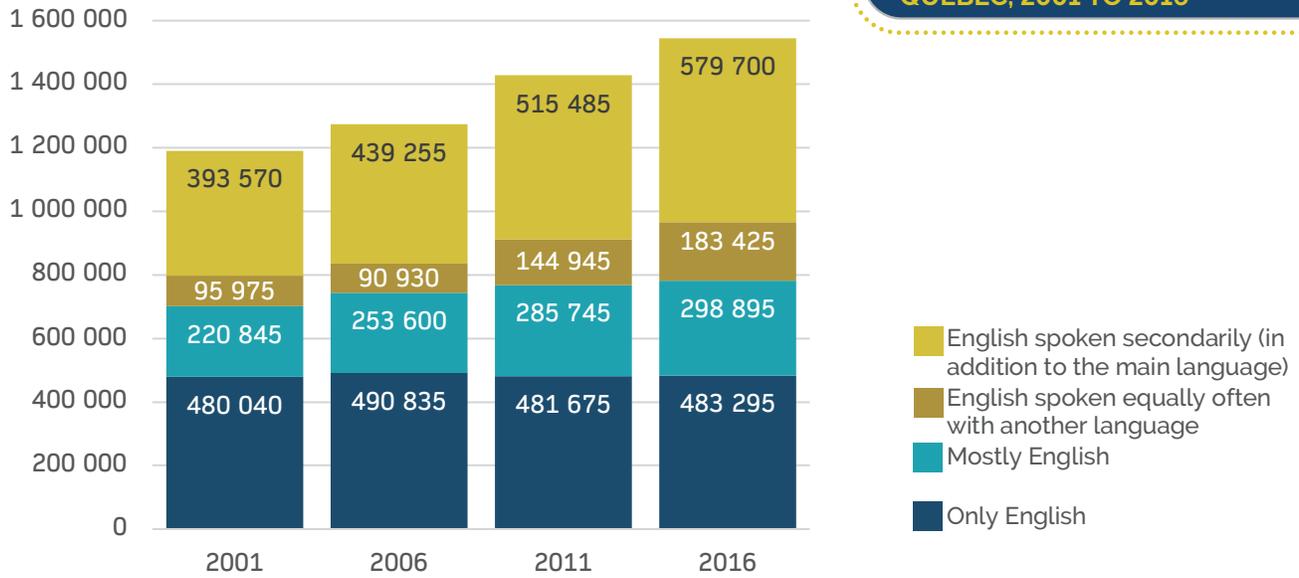
ENGLISH SPEAKERS AS A PROPORTION OF THE TOTAL POPULATION, BY REGION, 2016



Between 2001 and 2016, the number of people who reported speaking English at least regularly at home increased by 29.8%, a figure which

translates to an additional 354,885 people over that 15-year period (Páez Silva, 2019).

ENGLISH SPOKEN AT HOME, QUÉBEC, 2001 TO 2016



Montréal and Montréal-Est

The Montréal is divided into East, Centre and West. They each contain some urban centers with areas that are rural.

MONTÉRÉGIE

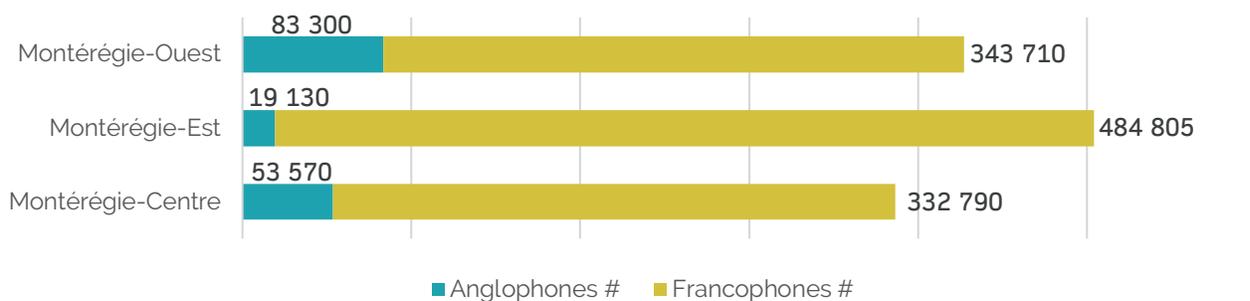
- CISSS de la Montréal-Est
- CISSS de la Montréal-Centre
- CISSS de la Montréal-Ouest



The different territories within the Montérégie vary in terms of the number of English speakers,

with the largest numbers living in Montérégie west and the lowest in Montérégie-Est.

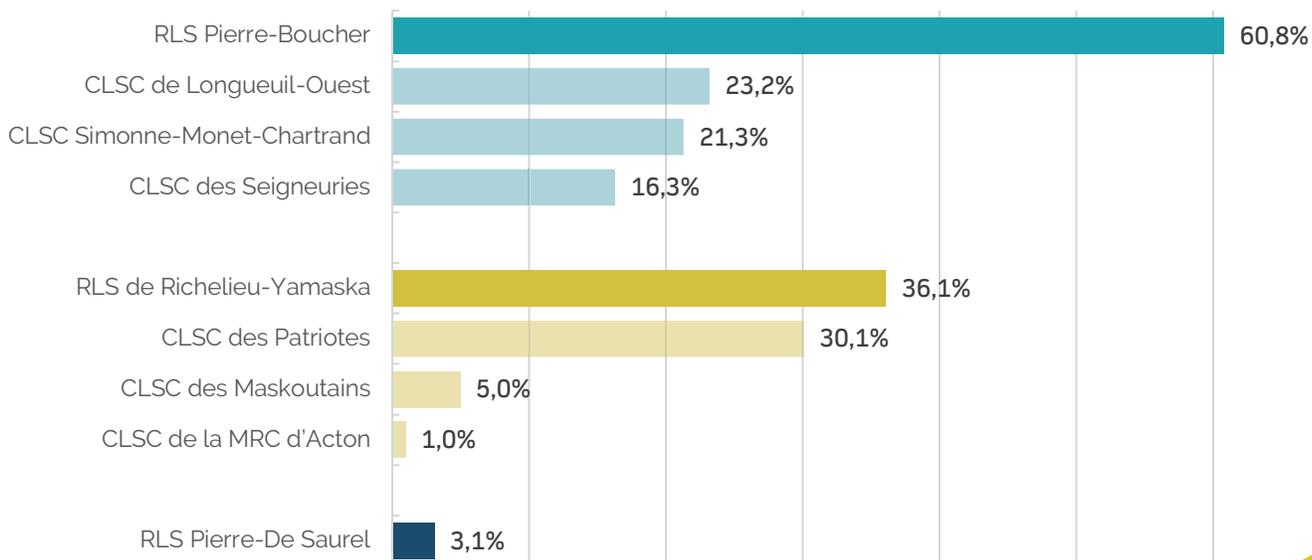
NUMBER OF ENGLISH AND FRENCH SPEAKERS, 2016



Within Montérégie-Est, 60.8% of English speakers live in the RLS Pierre-Boucher, 36.1% in the RLS

de Richelieu-Yamaska and 3.1% in the RLS Pierre-De Saurel.

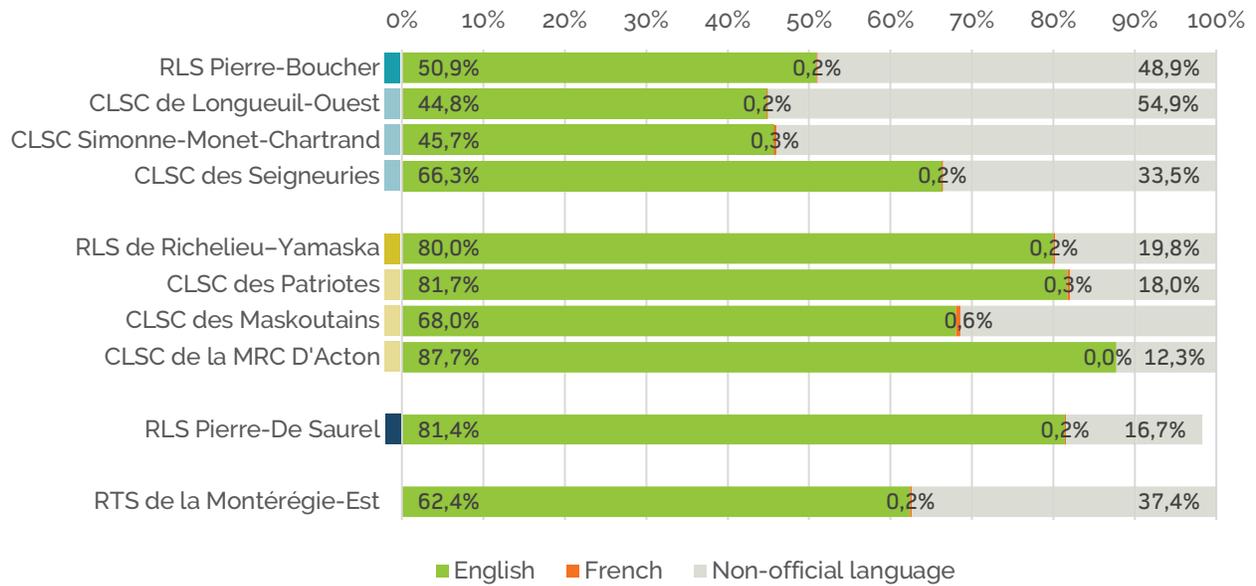
DISTRIBUTION OF THE ENGLISH-SPEAKING POPULATION IN MONTÉRÉGIE-EST



People who have English as their first official language spoken do not, however, all speak English as their mother tongue. In Montérégie-Est overall, 37.4% of English speakers have a mother tongue that is a non-official language. This proportion is nearly half in the RLS Pierre-Boucher (and as high as 54.9% in Longueuil-Ouest).

means that many people who use English as their most comfortable official language are speaking both English and French as a second language. This may have an impact on how able they are to integrate into the local community, access services, take advantage of social activities, and more.

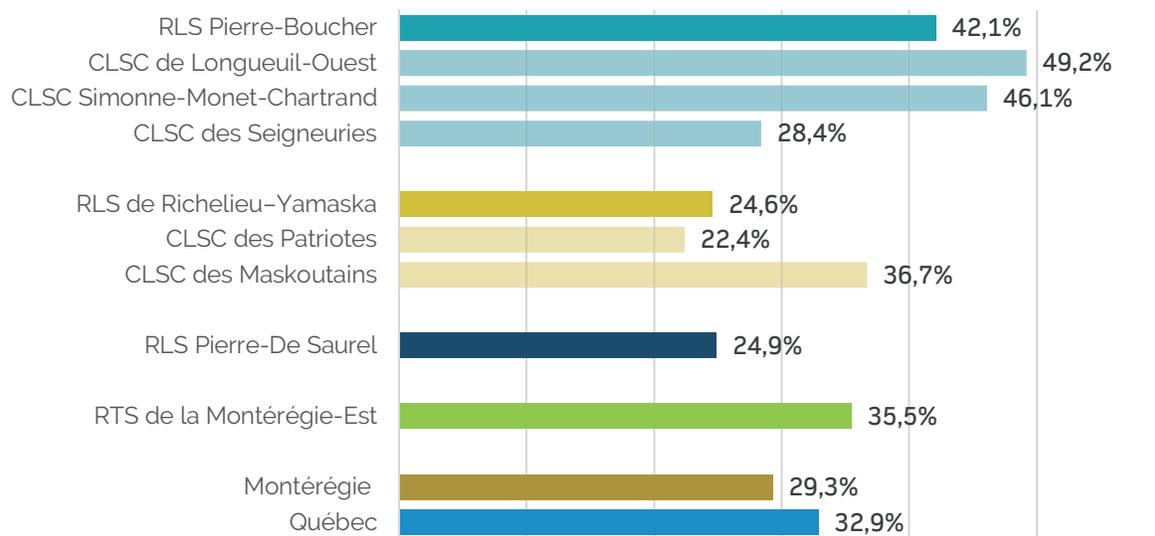
ENGLISH SPEAKERS BY MOTHER TONGUE



Immigration

The numbers above can be explained by the fact that in Montérégie-Est, more than one third of English speakers (35.5%) were born outside Canada. This proportion is higher than in Montérégie as a whole (29.3%) and in Quebec overall (32.9%).

PROPORTION OF ENGLISH SPEAKERS BORN OUTSIDE CANADA

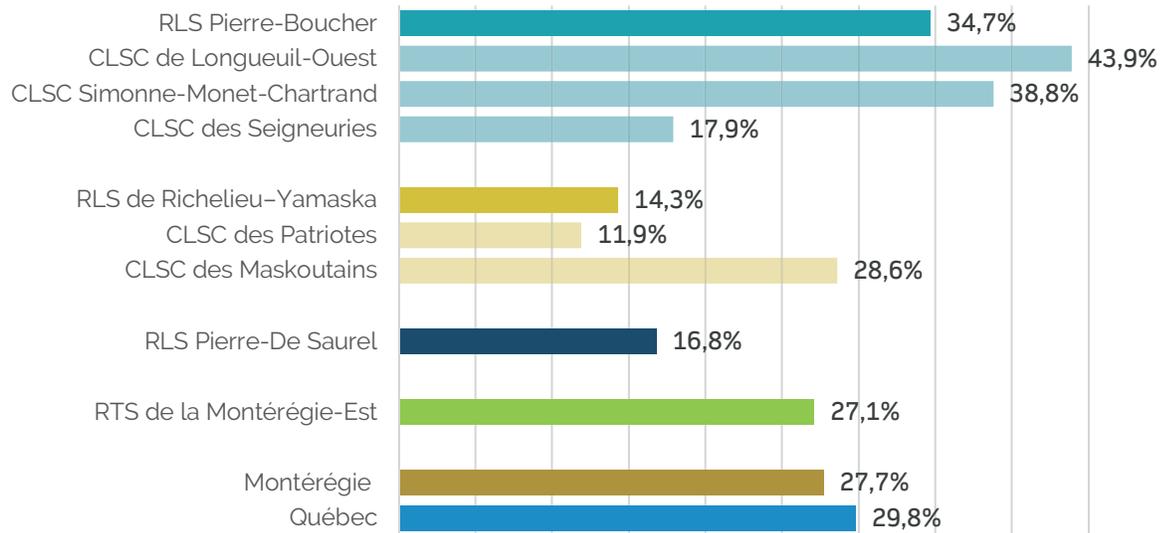


The proportion of English-speaking people with an immigrant background is significantly higher in the RLS Pierre-Boucher than in the other two RLS territories, with some CLSC territories having almost half their English-speaking population born outside Canada (in the CLSC de Longueuil-Ouest 49.2% of English speakers are immigrants).

Not only are there a high number of English-speaking immigrants in many of the RTS in Montérégie-Est, there is also a high proportion of those English speakers (immigrant or not) that belong to visible minority groups ¹. Statistical research often examines the differences between visible minorities and the rest of the population in order to determine the obstacles faced by racialized minorities. With respect to job searches, visible minority status may be claimed to counteract discriminatory recruitment barriers.

1- **Statistics Canada's definition of Visible minority:** "Visible minority refers to whether a person is a visible minority or not, as defined by the Employment Equity Act. The Employment Equity Act defines visible minorities as «persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour». The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, SouthEast Asian, West Asian, Korean and Japanese" (<https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152>).

PROPORTION OF ENGLISH SPEAKERS BELONGING TO A VISIBLE MINORITY GROUP

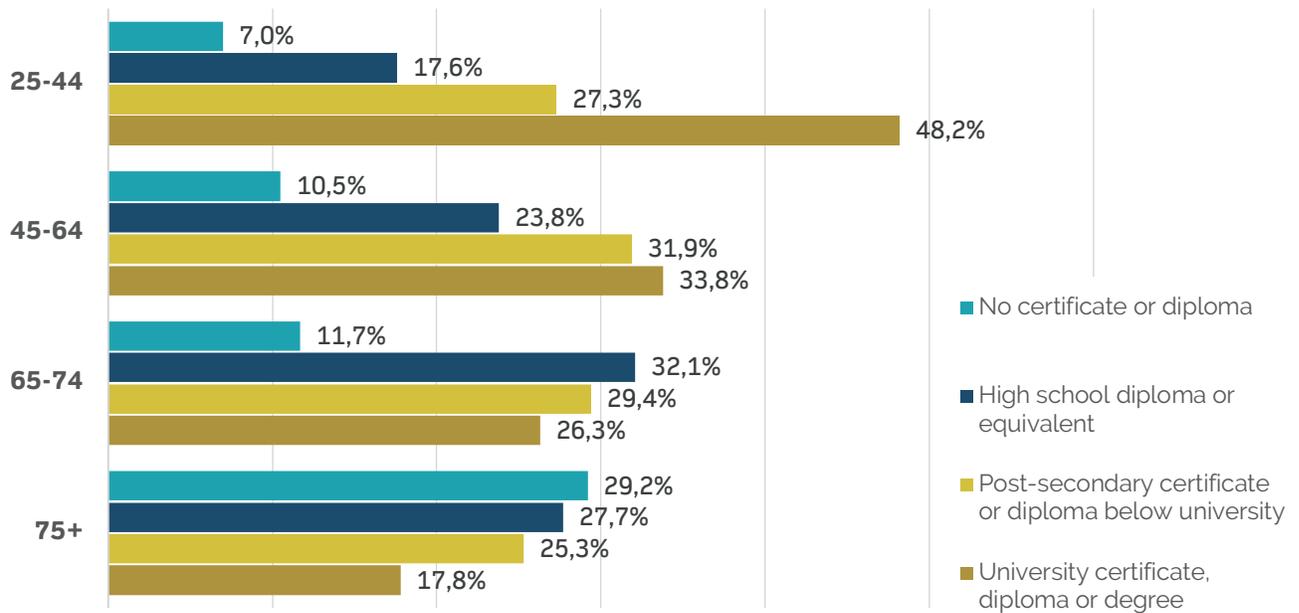


Education

In the RTS Montérégie-Est, the older age groups have a higher proportion of people without any certificate, diploma or degree and a lower proportion with a postsecondary certificate,

diploma or degree (university or non-university). Younger age groups are more likely to have high education levels.

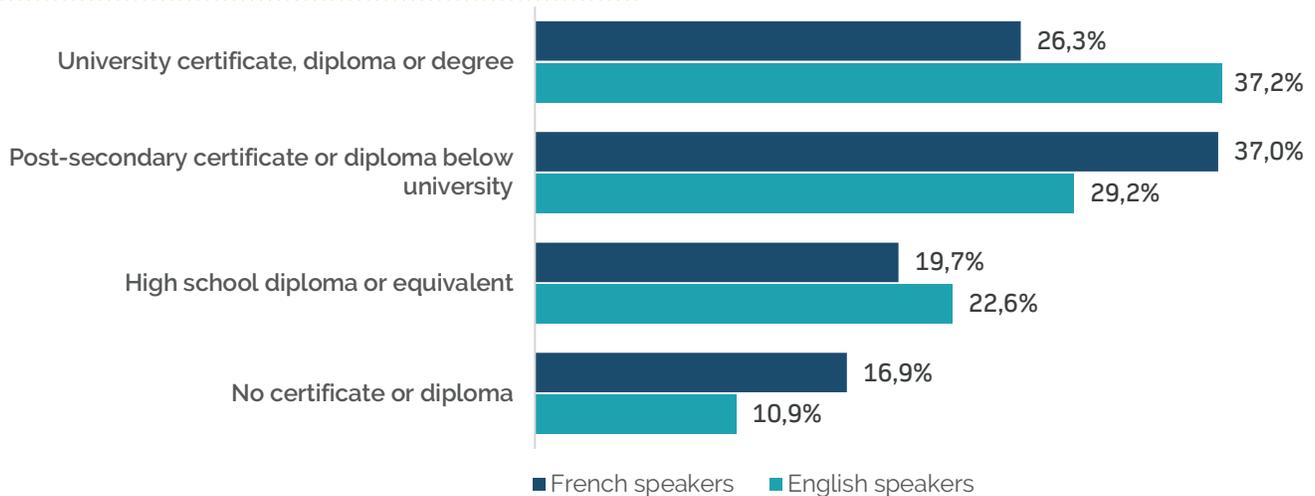
EDUCATION LEVELS OF ENGLISH SPEAKERS IN MONTRÉGIE-EST, BY AGE GROUP



Moreover, the proportion of people without any certificate, diploma or degree is lower among English speakers than among French speakers (10.9% vs. 16.9%) and English speakers are more

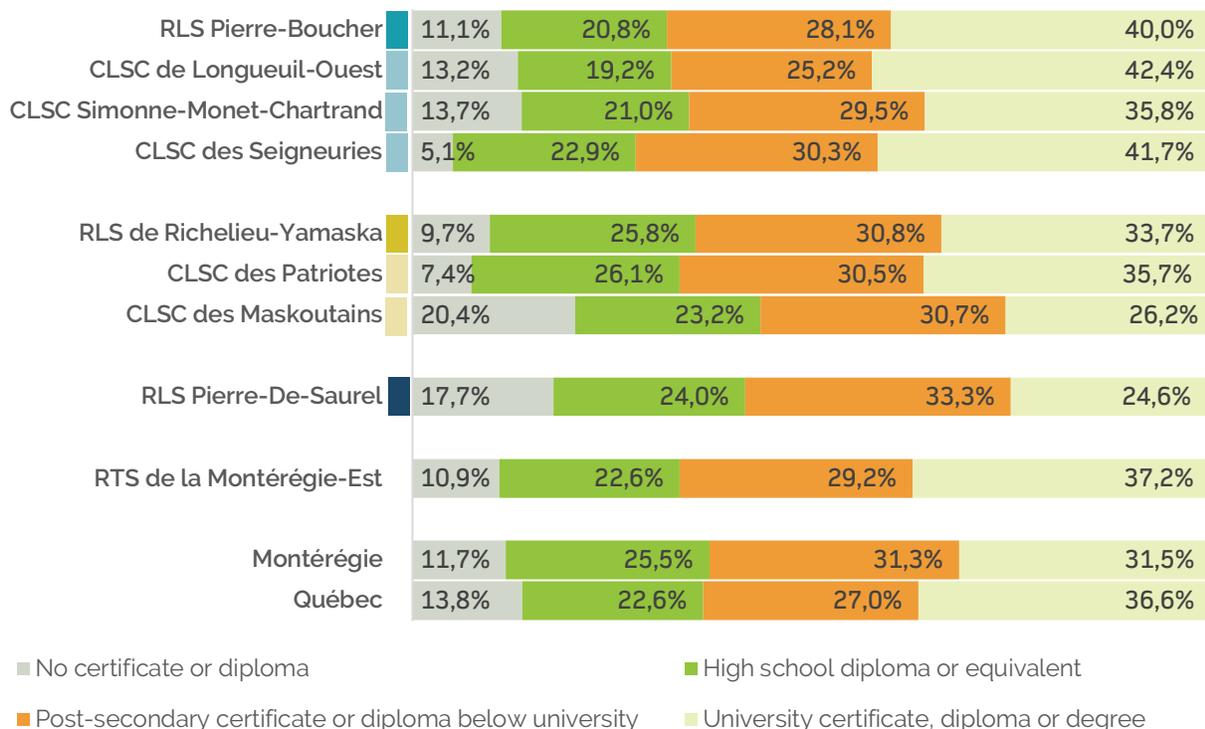
likely, in proportion, to have obtained a university certificate, diploma or degree than French speakers (37.2% vs. 26.3%).

EDUCATION LEVELS OF ENGLISH AND FRENCH SPEAKERS IN MONTRÉGIE-EST



The proportion of English speakers with university education is highest in the RLS Pierre-Boucher (40%).

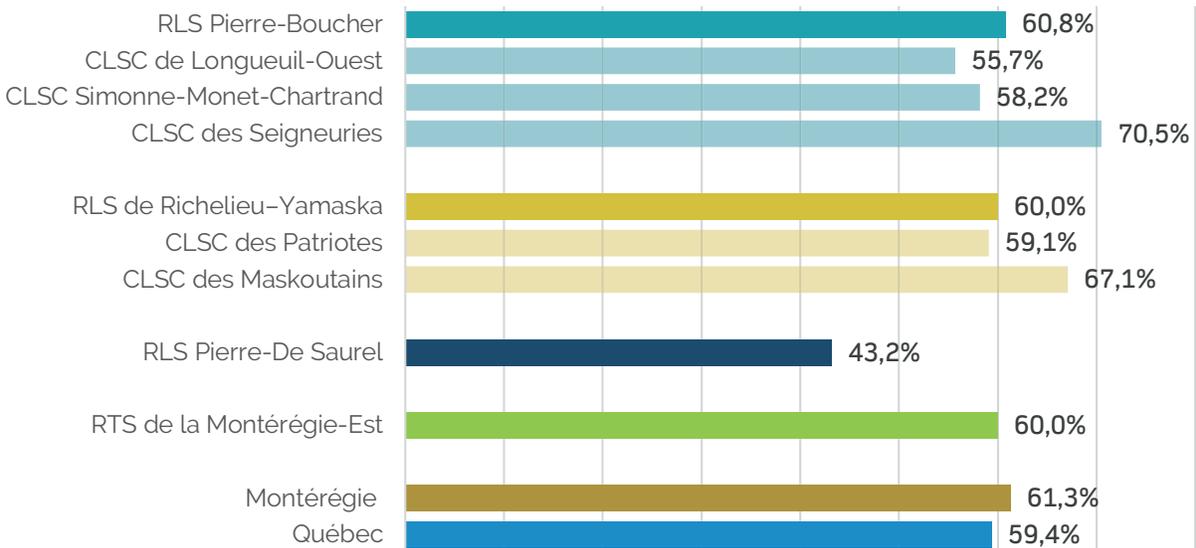
EDUCATION LEVELS AMONG ENGLISH SPEAKERS IN MONTRÉGIE-EST



Employment

According to the 2016 Census, in the RTS of Montérégie-Est, six out of ten English speakers (60%) are employed, a proportion slightly lower than that observed in the general Montérégie area (61.3%), but comparable to that observed in Quebec (59.4%).

EMPLOYMENT RATE OF THE ENGLISH-SPEAKING POPULATION AGED 15 AND OVER

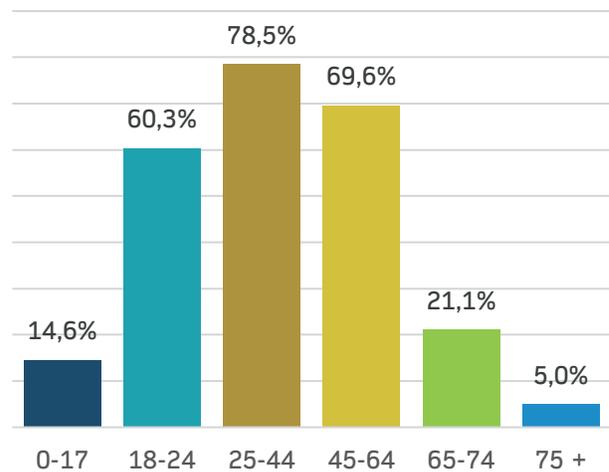


The English-speaking population of the CLSC des Seigneuries is the one with the highest employment rate in the RTS (70.5%). Conversely,

only 43.2% of English-speaking people in the RLS Pierre-De Saurel are employed.

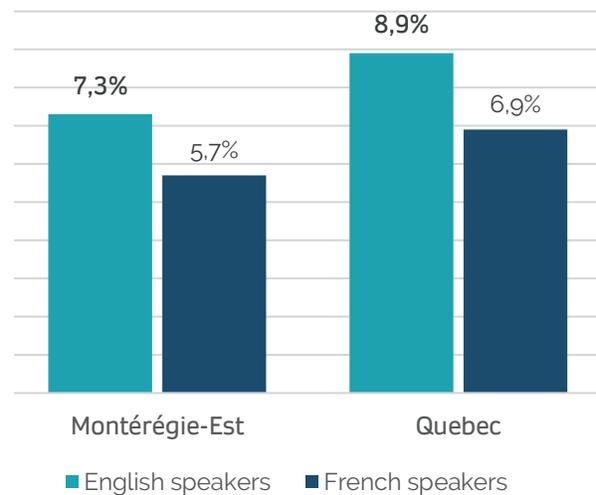
In the RTS, English-speaking men are more likely than women to be employed (63.6% vs. 56%). The employment rate of English speakers varies greatly by age, going from 14.6% among 15 to 17-year-olds to 78.5% among 25 to 44-year-olds, then decreasing with age and to 5% among those aged 75 and over. Interestingly, just over one fifth (21.1%) of English speakers aged 65 to 74 were working in 2016.

EMPLOYMENT RATE OF THE ENGLISH-SPEAKING POPULATION AGED 15 AND OVER BY AGE GROUP



According to analyses carried out for the CHSSN, in 2016, there were 805 unemployed English speakers in the Montérégie-Est region. The unemployment rate of the regional English-speaking population was much higher than the unemployment rate in the regional French-speaking majority population (7.3% compared to 5.7%). However, the unemployment rate among English speakers in the Montérégie-Est was lower than that for the provincial population (7.3% compared to 8.9%) (Pocock 2017).

UNEMPLOYMENT RATE BY LANGUAGE GROUP, 2016



Source: Pocock 2017

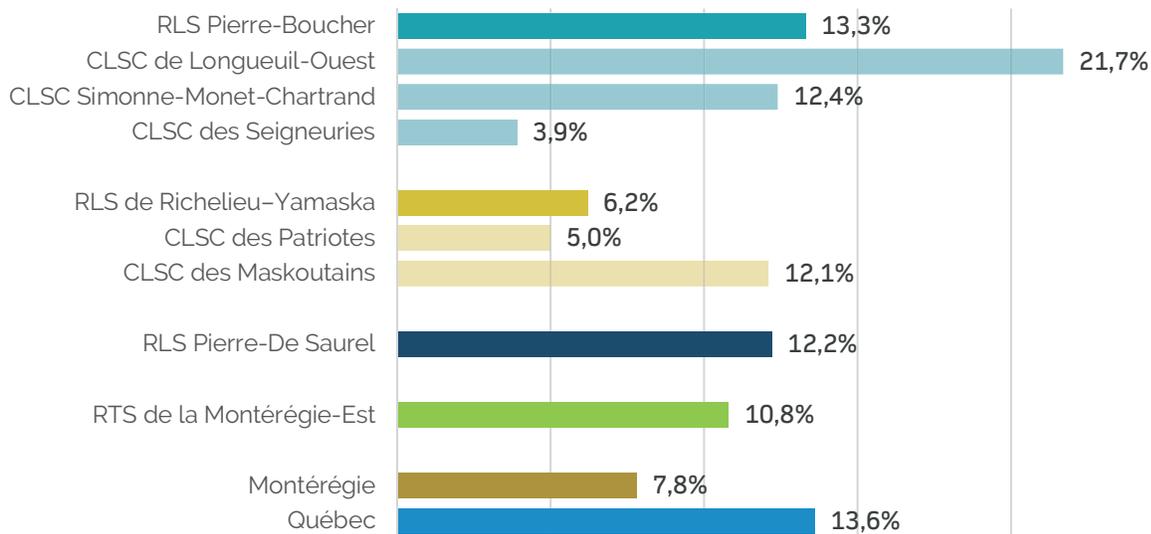
Income

According to the 2016 Census, 10.8% of English-speaking people in the RTS live below the low-income cut-off (LICO) after taxes, a proportion higher than that observed in Montérégie as a whole (7.8%), but lower than that observed in Quebec (13.6%).

The proportion of English-speaking people living below the LICO is twice as high in the Pierre-

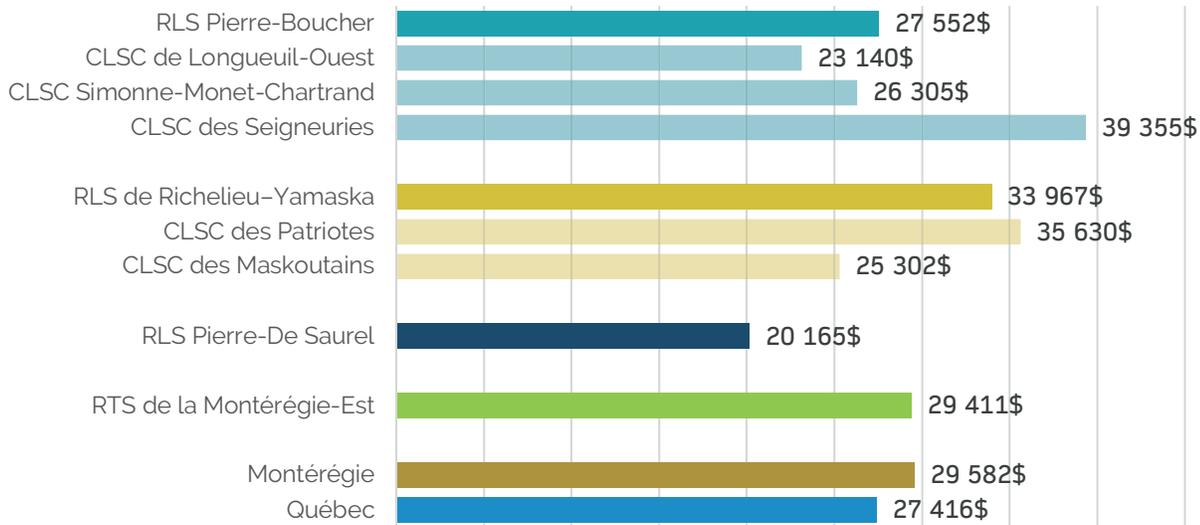
Boucher RLS as in the Richelieu-Yamaska RLS (13.3% vs. 6.2%). Moreover, in the CLSC de Longueuil-Ouest, more than one fifth of the English-speaking population lives below the LICO (21.7%). Note that this is where English speakers were more likely to be immigrants, to be members of a visible minority, and to have high levels of education.

PROPORTION OF THE ENGLISH-SPEAKING POPULATION LIVING BELOW THE LOW-INCOME CUT-OFF



The median income is slightly higher in Montérégie than in Quebec as a whole, with some significant variations by territory.

MEDIAN INCOME AMONG ENGLISH SPEAKERS



Conclusions

This overview paints a portrait of an English-speaking population that is both different from its Francophone neighbours and diverse across the territory. English speakers are more likely than French speakers to have a college or university education, yet they are also more likely to live under the low-income cut-off. English speakers in Montérégie-Est are more likely than French speakers to be born outside the country, to be

a visible minority, and to have a mother tongue other than English or French. These specificities call for adapted approaches to supporting community vitality and helping the population access employment, education and training opportunities. They also point to some important strengths that can provide opportunities for English speakers in the region.



Employment challenges and opportunities

In this section, we provide some information about employment to help inform strategies around employability, skills-building, education,

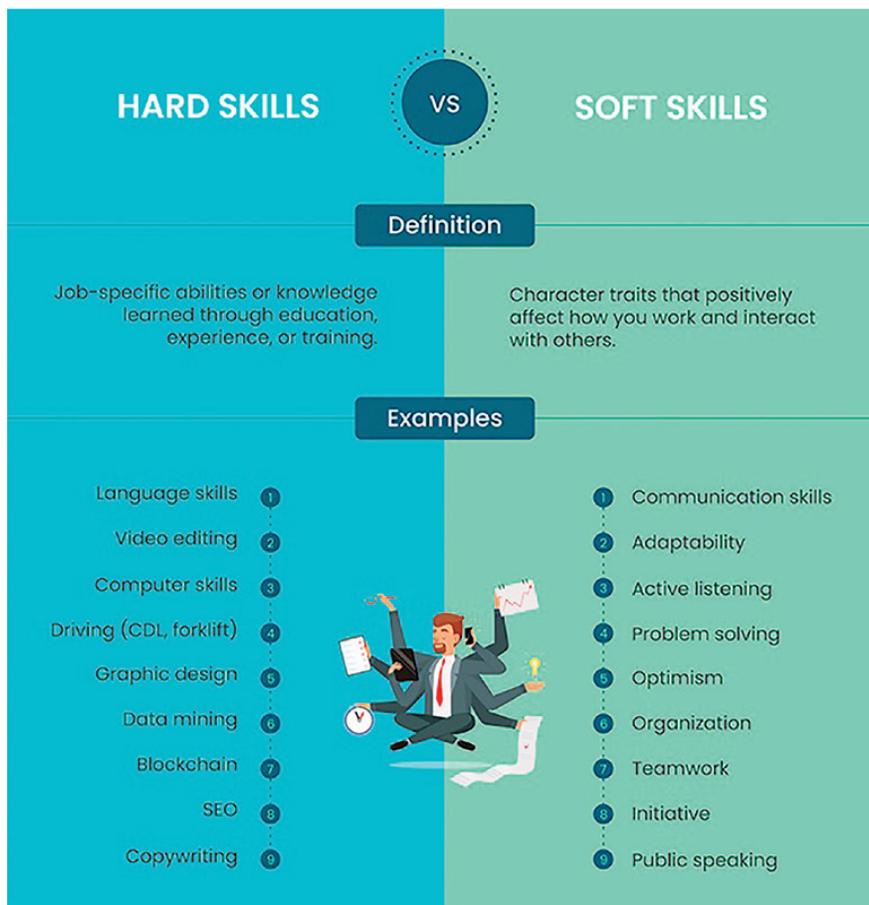
training and work trajectories. We begin with some general information, then provide a focus on youth.

Soft skills and navigating the transition TO THE WORKFORCE

Many people feel underprepared for the workforce. They have been consistently told that in addition to education or technical skills, they need resiliency and soft skills like problem

solving, communication and interpersonal skills, and critical thinking. However, too few have been given the opportunity to hone these skills in high school and throughout their post-secondary education. Those who work part-time find that these jobs often fail to help them develop the relevant and transferrable skills required by the careers they want (Government of Canada, 2016).

Source: <https://resumegenius.com/blog/resume-help/hard-skills-vs-soft-skills>



TOP 5 MOST IN DEMAND SOFT SKILLS FOR WORK

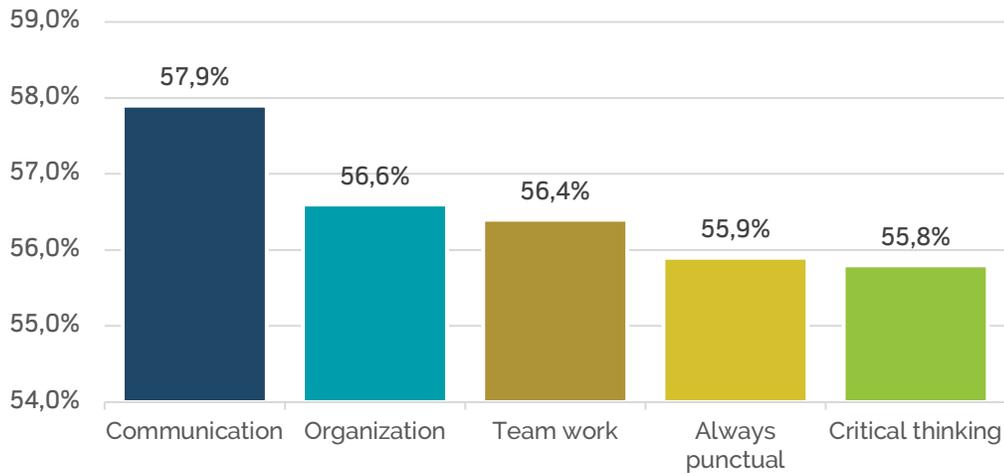


Figure 1: LinkedIn Survey 2015 based on % of members with skills who were hired into new job

Complex and Varied barriers

For some, finding employment is more complicated than just needing to work on soft skills. Many people are dealing with complex barriers like homelessness, food insecurity, young children, the effects of childhood trauma and mental health challenges. For people with disabilities, additional challenges include a lack of previous work experience and obtaining appropriate accommodations at work (Government of Canada, 2016).

Working while being a parent comes with a lot of challenges, especially with the rapidly rising cost of childcare in Canada. Most parents face a dilemma between either going to work and having to pay a hefty bill for childcare or staying at home and having less income for the essentials. In both cases, the parent has to make a difficult decision. Not only does it have financial consequences but staying home will also create a gap in employment on the CV that might be problematic in the current labour market. Employers are often looking for people with recent experiences and the fewest gaps possible in their CV. On the other hand, seeking a childcare service will still mean that the parent must take some time off every now and then when the child is sick. Although Québec stands out among other provinces as the

least costly province in terms of childcare, there is a long waiting list for government-subsidized childcare centres that can provide an affordable price. Often, parents must register their child on a waiting list and pay waitlist fees even before they are born.

Service providers also speak of several recurring themes such as the need for basic financial support, the importance of meeting physical and developmental needs, and the need for personalized support (ideally provided by one professional) to help navigate transitions. Even seemingly simple issues such as a lack of basic identification (e.g., SIN numbers, Canadian certifications, driver's licence) and lack of a bank accounts can be a barrier to getting a job or accessing employment services for some people (Government of Canada, 2016).

Racism and other forms of discrimination can also be real barriers to employment. During the hiring process, employers may discriminate (consciously or unconsciously) based on the name or address on a person's CV. Once employed, discrimination can also be a barrier to advancement in the workplace (Government of Canada, 2016).

Living in rural and remote areas

Other challenges facing many people in rural areas and small communities include a lack of available transportation, as some can't get to their jobs, even if they are otherwise available (Government of Canada, 2016).

There are also fewer potential job opportunities and training supports available to residents of a small town. As a result, youth are often forced to leave their communities to advance their careers or education (Government of Canada, 2016).

While a lot of the younger generation are being forced to move towards the cities, more often than ever before, the older generation of people are leaving the major cities to be able to afford the high cost of living. However, moving to suburban areas presents its own challenges, since there are fewer jobs available, and many require long commutes to an urban centre. The distance between home and work can be insurmountable if a job seeker doesn't have a car because public transportation is rarely available in suburban areas.

Employer attitudes and perceptions

On the other hand, some service providers highlight the fact that employers are not always aware of what potential employees can contribute, especially when it comes to young people trying to join the workforce. A potential employer's focus on formal work experience can cause them to ignore or downplay valuable skills that may have been gained from other experiences outside a work setting. It can be hard for them to recognize skills gained outside of employment and training (Government of Canada, 2016).



The Relationship

BETWEEN UNEMPLOYMENT & WELL-BEING OF YOUTH



Source : Well-being of youth not in employment, education or training in Canada, 2015 to 2017—statcan.gc.ca

SOME OF THE BENEFITS OF GETTING A JOB AT AN EARLY AGE:

- To learn money-management skills, such as saving.
- To get an idea for your future career path and decide what you like (or don't like) to do.
- To build self-confidence and develop a sense of responsibility.
- To learn basic work skills such as putting together a resume, interviewing and working with different colleagues.

Source: <https://workethic.org/why-its-important-for-young-people-to-have-part-time-jobs/>

People who work are generally in better psychological health than those who do not exercise any professional activity. In addition to the fact that work provides income and allows people to meet their needs and those of their family, it provides possibilities for fulfillment, for feeling useful and for building self-esteem (Davidson, J., & Arim, R., 2019).

Many people from the younger generations talk about the toll that trying to find a job can take on their mental health. There are high levels of anxiety among youth, even including those who have access to high levels of education, work experience and support. Some youth described how uncertainty about work can increase feelings of depression, frustration and anger (Government of Canada, 2016).

Youth not in employment, education or training (NEET) includes those aged 18 to 29 who are not working or enrolled in school. Davidson and Arim's (2019) research showed that 11.1% of Canadian youth (aged 18 to 29) were not in employment, education, or training. Among these youth, 38.0% were looking for paid work, 27.5% were caring for children, and 34.5% were working or enrolled in school because they were tending to other activities (such as housework, volunteering, caregiving, or had a long-term illness) (Davidson, J., & Arim, R., 2019).

THE CHALLENGE *of finding a job*

The Expert Panel on Youth Employment surveyed several services providers, educators and young people in 2016. They found that despite having a post-secondary degree, young Canadians still struggle to find a job. Many young people complete hundreds of online job applications without receiving any response, while others are only offered jobs for which they feel overqualified (Government of Canada, 2016).

According to the same survey, young people revealed that they have found that the best way to find a job is through personal and family networks. Unfortunately, not everyone has such a strong network and building one could be as hard as finding a job. Having a good social network gives you a head start in the job search process, and greatly disadvantages those who don't have a strong network (Government of Canada, 2016). The internet is also a place where many people find a job, including social media. Some find a job through posters (for example in a store) and others at a job fair.

HAVING THE TIME AND SPACE *to experiment*

Programs that provide opportunities for youth to experiment are often tied to school and good grades. As a result, they are inaccessible for young people who struggle in school or have dropped out. Yet young people need opportunities to gain diverse experiences. At school, they learn to succeed in a very structured environment. When they take their first job, they are faced with a far less structured environment without clear rules or expectations. This can limit their ability to succeed early on in the workplace. Others commit to furthering their education by seeking a university degree in a particular subject, only to realize when they do their first work placement or when they get their first job after graduating that it wasn't the right career for them (Government of Canada, 2016).



Resources

Current programs in Canada that are targeted at improving employment outcomes are numerous, broad-based and multifaceted, and are delivered by a wide variety of service providers, including the Government of Canada, provincial and territorial governments, non-profit organizations, and private businesses.

Both the federal and provincial governments use an assortment of tools to support youth employment, including:

- Wage subsidies
- Hiring incentives (e.g. tax credits)
- Training/skills upgrading
- Pre-employability supports
- Co-ops/Work Integrated Learning
- Providing labour market information
- Grants



Source: The Job Search Pyramid and The Importance of Networking, by Johana Lopez, Ph.D., PHR—_Published on April 19, 2019, on LinkedIn.com

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