



SOCIO-DEMOGRAPHIC PROFILE OF ENGLISH SPEAKERS AGED 34 YEARS PLUS IN THE MONTEREGIE

**Presenting a
portrait on
employment of
English-speaking
residents in the
region**



**Presenting
barriers
to employment
and tools
to overcome
them**



About ARC (Assistance and Referral Centre)

Our mission is to assist and empower people of all ages to access health and social services, information, resources, programs, and activities in English on the South Shore to promote well-being.

How to reach us?



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About This Document

The opinions and interpretations in this publication/report are meant as general information only, and do not represent those of the funder.

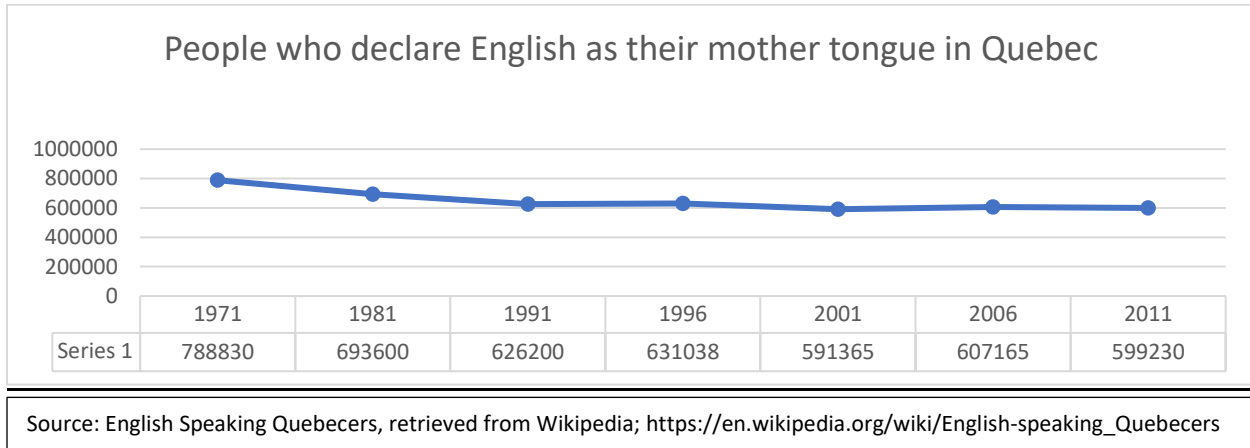
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Situation

Population

The population of the English-speaking community (ESC) that identifies English as their mother tongue has varied in the last few decades. These variations are due to many factors, such as immigration, politics, socio-economic, etc. In the last census of 2011, 7.45% of Quebecers declared English as their mother tongue. Whereas, similar figures are observed in the Monteregie area, 7.76% of its residents declared English as their mother tongue.



Population size sorted by the First Official Language Spoken

Population Size		Quebec	RSS de la Montérégie
FOLS - English speakers	number	1,046,498	155,630
	percentage	13.5%	11.0%
FOLS - French speakers	number	6,734,530	1,267,970
	percentage	87.1%	89.5%
Total population	number	7,732,520	1,417,485
	percentage	100.0%	100.0%

Source: Statistics Canada, 2011 National Household Survey. The linguistic concept used is First Official Language Spoken with multiple responses proportionately distributed between the English and the French.

English is the First Official Language Spoken (FOLS) for 11% of the population of the Monteregie area. In contrasted, 13.5% of Quebecers across the province spoke English as a first official language.

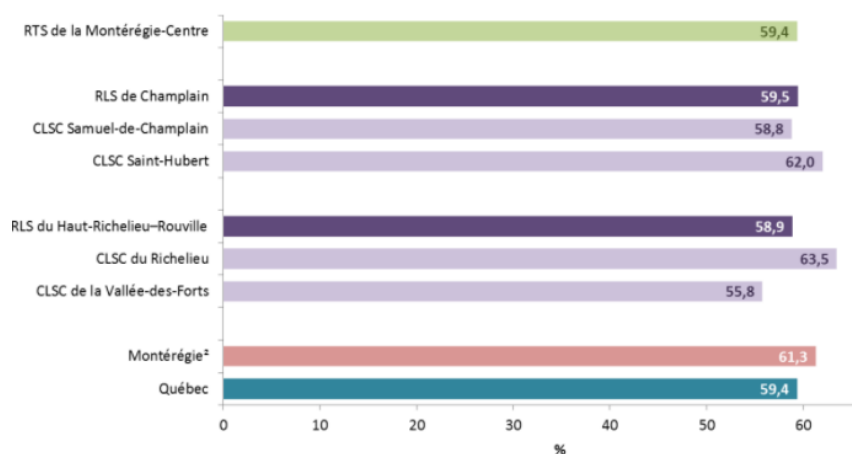
Employment Status

The employment rate of the ESC varies slightly in different regions of Quebec. Overall, in the province of Quebec, the employment rate of the ESC was of 59.4%. While, the overall employment rate in Quebec was 60% for the same period.

Labour Force Activity	Quebec		RSS de la Montérégie	
	English	French	English	French
Total - Labour force activity	887,850	5,643,905	129,815	1,051,420
In the labour force	571,845	3,668,685	85,315	710,200
Employed	518,295	3,413,740	78,748	670,450
Unemployed	53,558	254,950	6,565	39,740
Out of the labour force	316,005	1,975,220	44,505	341,225

There were 6,565 unemployed English speakers in the Monteregie region, which account to a rate of unemployment of 5,057%. Whereas, the French population has a rate of employment of 3.77% in the Monteregie.

Employment rate of the ESC aged 15 years plus across Quebec



Source: Statistics Canada, 2011 National Household Survey. Retrieved on a CHSSN document titled Demographic Profile of the English-speaking communities of CSSS du Haut-Saint Laurent.

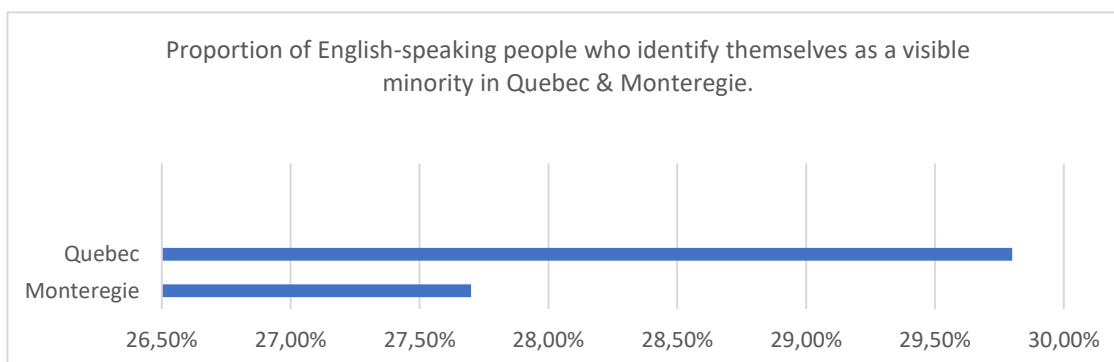
Anglophones in Monteregie seem to have a similar rate of employment (61.3%) compared to (59.4%) for ESC throughout Quebec.

Source : Melissa Beaudry-Godin, 2018, *Profil démographique et socioéconomique de la population d'expressions anglaise du RTS de la Monteregie-Centre*

Diversity & Identity

English speakers in the Monteregie are comprised of a very diverse group of people coming from all over the world. 27.7% of English speakers in the Monteregie identifies themselves as a visible minority.

Whereas, 29.8% of Quebec's anglophones identify themselves as a visible minority. Overall visible minorities comprise 11% of Quebec total population. Thus, ESC in the Monteregie are two times more diverse than the average. A lot of this aspect could be explained by the fact that the majority of newcomers to Quebec speak English, due to the popularity of the English language around the world.



Source : Melissa Beaudry-Godin, 2018, *Profil démographique et socioéconomique de la population d'expressions anglaise du RTS de la Monteregie-Centre*

Income

The percentage of people living below the low-income cut-off line (LICO) in Quebec varies from region to region as it's mostly related to the labour market. By definition, the LICO is an income threshold below which a family will devote a much larger share of its income than the average family on the necessities of food, shelter, and clothing. In 2021, the LICO is approximately of \$22,000 for one person, \$26,000 for two persons and \$33,000 for three persons¹. In the Monteregie area, 10.0% of the regional English speaker are living below the LICO. This proportion of those living below the LICO is higher than the one found among the French-speaking population.

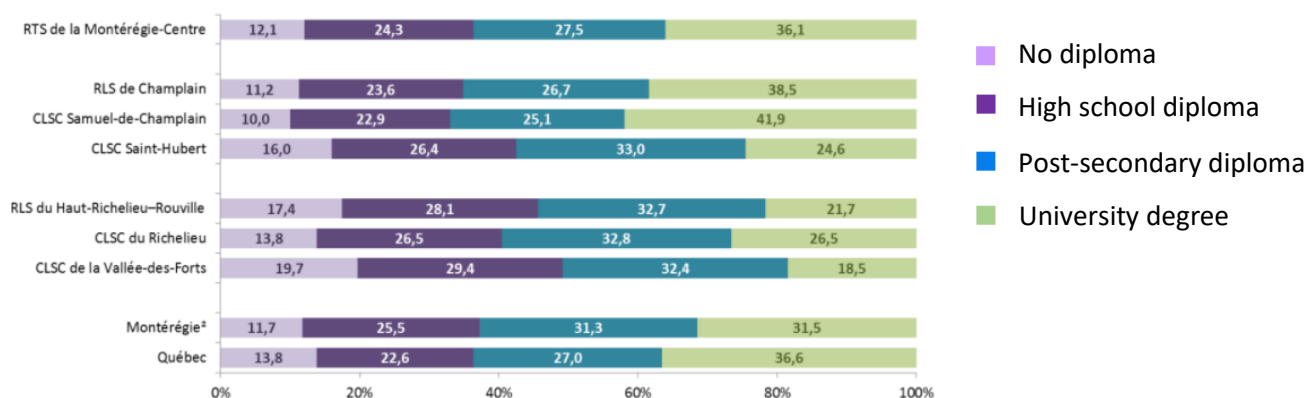
According to a document named *Portrait of the English-speaking Population of the South Shore*, produced by Ph.D. Mary Richardson, an anthropologist and consultant, she found out that compared to French speakers, English speakers are more likely to have these unfavourable conditions:

- ❖ They are more likely to live under the low-income cut-off after taxes (9.9% compared to 6.3%)
- ❖ They have lower median incomes (\$28,088 compared to \$32,416)
- ❖ They are more likely to live in a home needing major repairs (7.9% compared to 6.1%) - They are more likely to live in a home that is too small (7.8% compared to 4.7%).

Education

Education level of ESC in the Monteregie is approximately the same as the one found in the other regions of Quebec.

Proportion of English speaker of 25 years plus in different parts of Quebec, sorted by level of education



Source : Melissa Beaudry-Godin, 2018, *Profil démographique et socioéconomique de la population d'expressions anglaise du RTS de la Monteregie-Centre*

Compared to other linguistic ethnicity, the ESC are achieving more in academic terms. 36.6% of Quebec's anglophones have a university degree, compared to 20.8% of the overall residents in Quebec. Also, anglophones have 8% greater chance of obtaining a post-secondary diploma compared to their peers in Quebec.²

The Most Common Barrier of Employment

In the document, *Workers Want Jobs, but Five Barriers Are in Their Way*, published by the *Express Employment Professionals*, a leading staffing provider across the globe, there are five main barriers preventing Canadians from landing a job:

- ❖ Transportation & mobility
- ❖ Child/elder care
- ❖ Government policies
- ❖ Communication issues
- ❖ Education/skills training

Transportation and mobility



More often than ever before, people are moving from major cities to be able to afford the high cost of living. Moving to suburban areas presents its own challenges, especially since there are fewer jobs available. People often find themselves travelling an hour or more to work in major cities while living in suburban areas. Therefore, distance between home and work can be insurmountable if a job seeker doesn't have a car. Public transportation might be improving, but it's rarely available in suburban area. Not to mention that jobs are not always from 9 to 5 during weekdays, many jobs require people to work during evenings, nights and weekends.

12% of businesses said transportation issues had stopped job applicants from accepting a job at their business

42% of jobs seekers are not ready to relocate to another city/town or province in order to find a job

"Between the cost of buying a vehicle, high gas prices and exorbitant insurance rates (especially for young men), owning a vehicle is almost considered a skill by some companies."

- Bruce Hein, Executive at
Express Employment
Professionals

Caring for a family member – child/elder care



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 incurring a hefty bill for childcare or stay at home and have less income for the essentials. In both situations, the parent has to make a difficult decision. Staying home will create a gap in employment that might be problematic in a fast-paced labour market. Employers are often looking for someone with recent experience with the fewest gaps possible. On the other hand, seeking a childcare service will still mean that the parent has to take some time off every now and then when the child is sick, and that's for every child. Quebec stands out among other provinces as the least costly province in terms of childcare. However, there is a long waiting list for government-subsidized childcare centres that can provide an affordable price. Often, parents have to register their child on a waiting list and pay *waitlist fees* even before they are born.

\$47.50 is the average daily price for a non-subsidized daycare centre in Québec

Source: <https://www.mcgill.ca/familycare/childcare>

Waitlist time of **18 months to 2 years** is not uncommon for government-subsidized day care

Source: <https://www.lifetales.com/blog/what-to-expect-from-a-daycare-wait-list>

Between 2015 and 2021, the number of seniors in Canada was projected to exceed the number of children aged 14 and under. The responsibility to care for aging parents is a growing challenge now and it's only increasing over time. Nowadays, workers have to balance their work, personal life, take care of their kids and their parents as well. In the Montérégie area, 18% of the population are composed of seniors aged 65 years and over. While approximately, 5.5% of the Montérégie residents are aged between 0 and 4 years old. Seniors and toddlers in Canada compose a total of 23.5% of the total population.

By 2036, the number of seniors could reach **between 9.9 and 10.9 million** which is approximately 27% of the total projected population

"More and more, we see workers who must balance a job with looking after an aging parent, even if they are being cared for in a facility – they still need to help out with their care."

- Jessica Culo, Executive at Express Employment Professionals

Government policy

In a survey of more than 1000 North American businesses, 1 in 3 have said they would eliminate positions because of a mandated minimum wage increase. Knowing that 60% of minimum wage earners in Canada are under 24 years of age, an increase in the minimum wage will mostly impact younger people. In theory, an increase in the minimum wage will decrease employers demand for workers (because they cost more) and supply of workers will increase (because they are promised more money) causing unemployment.

“People deserve a raise, and the best way to provide it is through a growing economy where workers are in high demand. Unfortunately, when the government tries to raise wages artificially, some people will win, but many will lose.”

- Bob Funk, Executive at Express Employment Professionals

Communication issues

Language barriers are one of the main barriers to finding work for newly arrived people all across the province, including the Monteregie. Lack of language skills prevents these people from performing the core job functions or to prove that they can comply with basic safety regulation.

The labour force in Canada grew in large part due to the increase in immigration, accounting for 24% of the labour force in 2016. For example, 1 in 2 workers in Toronto are immigrants and approximately 1 in 3 in Montréal.

The 2016 census confirmed that the employment rate for recent immigrants was approximately 10% lower than Canadian-born workers.

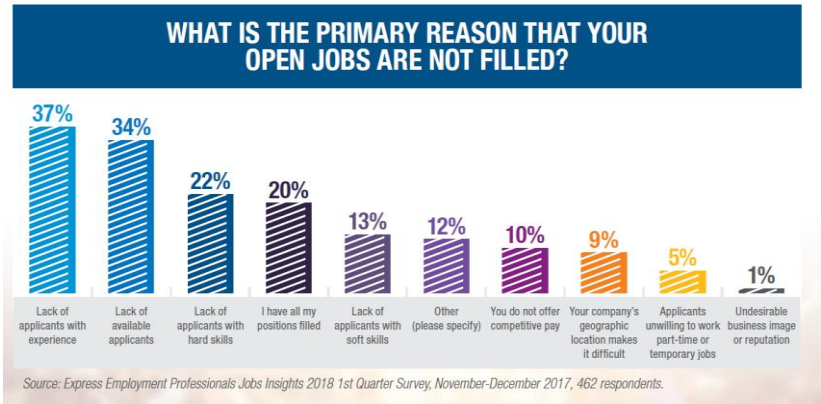
While most immigrants have to pass several language tests before arriving to Canada, the level of English or French required to pass these tests doesn't reflect the requirement level that employer are expecting. Similarly, anglophones in Quebec might be facing the same kind of employment barriers related to language.

Immigrants are projected to represent **between 24.5% to 30%** of Canada's population in 2036. Immigrant and second-generation individuals could represent **nearly 50%** of Canada's population in 2036. Thus, the language barriers have to be tackled as soon as possible to allow newcomers to participate in the Canadian economy.

Education and skills



It seems that there is always a mismatch between skills required for jobs that are in demand and the skills possessed by people who need jobs. There are many reasons for this mismatch. Unemployed people often struggle to attain these skills due to lack of money or lack of time. Often in the labour market, lack of jobs can be a result of open jobs not getting filled and not a lack of employment like as is commonly thought.



The Express Employment Professionals surveyed several businesses regarding their unfilled open jobs. Here is what they found.

The importance of soft skills

When thinking about skills to get a job, people often mention technical skills. Those skills are mostly taught at school and becomes solidified with experience. However, technical skills are not the only requirement for employment. Soft skills such as leadership, communication, adaptability and attitude are essential.

“While education and experience are important, soft skills are equally, if not more valuable. We have seen countless talented individuals who cannot find work because of a bad attitude, little motivation or an off-putting personality. Someone can look great on paper, but the interview really is the time to showcase your soft skills, such as conflict resolution, problem-solving, flexibility, teamwork, etc.”

- Bruce Hein, Executive at Express Employment Professionals



Job-hopping and how it damages employment prospects⁴

Job-hopping, generally defined as spending less than 2 years in a position can be an easy path to a higher salary, but experts caution that bouncing from position to position can be a serious red flag to prospective employers.

Why people are hopping jobs nowadays more than ever before?

According to a survey done by NBC NEWS BETTER, 78.7% of people thinks that hopping jobs, instead of staying put, increase their salary. So, a new position can bring increased compensation, but money itself isn't a reason to keep moving, according to Karen Chopra, a career counselor. She says, "Employers look at short stints and say to themselves, 'I'm spending a lot of time recruiting and you seem unlikely to stay here for more than 18 months. I should keep looking for someone who's more stable.'"

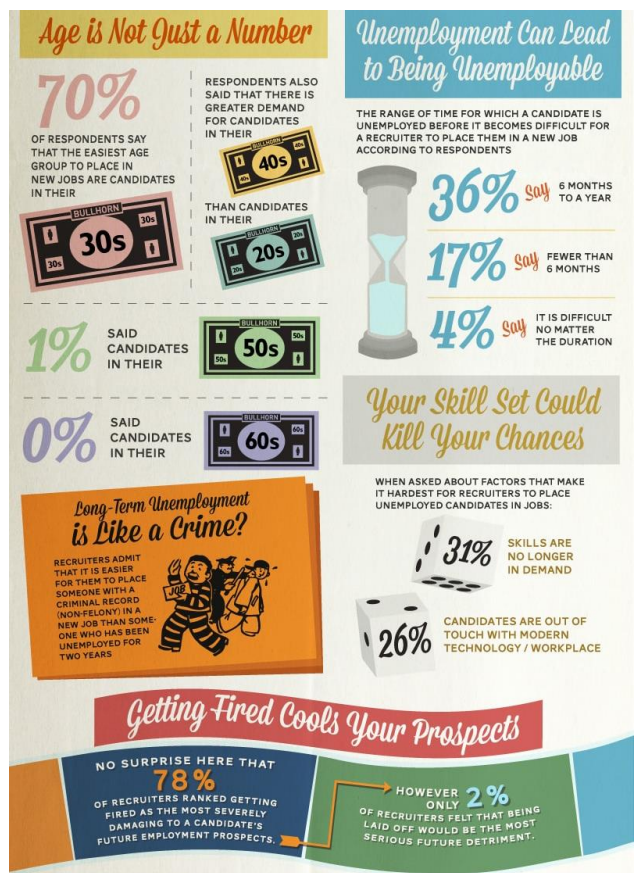
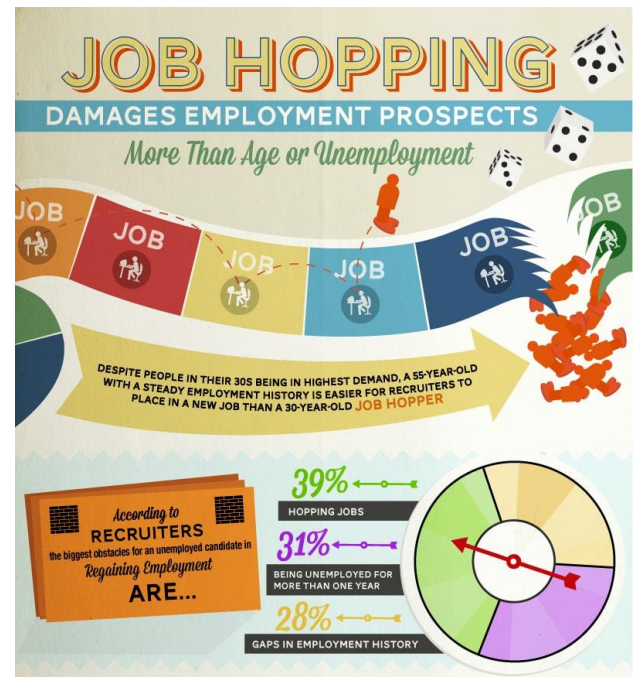
According to recruiters, the biggest obstacle for unemployed candidates in regaining employment is **hopping jobs**, even more than being unemployed for more than 1 year.

Why job-hopping is on the rise?

Job-hopping is becoming popular because of the good economy and millennials who've grown up suspecting that there's no such thing as loyalty from employers anymore. For example, following the Great Recession of 2008, millennials saw their parents and friends getting laid off despite spending 20–30 years with the same company.

Danger of job-hopping

If there's a shortage of talent in the market, job hoppers will still find plenty of opportunities. Once the market shifts and there's more talent available than there are jobs, the candidates who have been more stable will rise to the top and be the first called. If you keep hopping jobs for money, you're not going to develop your skills since it takes on average of 6 months for an employee to be fully up and running in a position. You will spend your time learning and adapting in your new environment instead of developing your own skills. Eventually, after hopping from one job to another, your skills are going to quickly hit a plateau and your salary as well. You will be at risk of being overpriced for the market.



Tips for Jobs Searching

Exploring the hidden job market⁵

In the '80s and precisely before the internet was created, 80% of jobs were never advertised. In other words, only 20% were advertised while 80% of them were given to relatives, referral by employees, etc. Nowadays, the 80% rule is no longer valid, however, 70% of employers begin hunting for talent internally and in their immediate networks.

“Even though most jobs are not hidden today, that doesn't mean that the market is totally open and transparent. The job market can be compared to a gated community where you need to know someone to get through the gate.”

Career Advisor, Rich Grant

Beat the competition by thinking outside the box

Try alternative websites when you're applying, since most people use *indeed* for example, you can try jobboom, monster, etc. Also, government websites for jobs seekers are usually overlooked, which can provide jobs postings. Here are some alternative websites that you can use:

https://www.carrieres.gouv.qc.ca/accueil/?no_cache=1

<https://www.guichetemplois.gc.ca/accueil>

<https://www.temps-partiel.ca>

Be aware of your profile online⁶

According to a study done by CNBC, in 2006, 12% of employers checked candidate profiles online, mainly social media. In 2010 that figure was more than double with 25%. Now that figure stands at 70%. Be aware of what you post online and what's visible for public view. Instead, try posting things that improve your chances of getting hired, for example, creative content, interact virtually and positively with the business that you're applying for. Your online profile could be used to your advantage since 43 percent of employers say they have seen something in posted content that made them hire someone.

Create a cover/motivation letter⁷

Just the fact that not everyone includes a cover letter along their CV is a reason for you to write one. It will allow you to stand out against other candidates and allow to show that you know well the company for which you're applying. Your CV is factual, but your cover letter allows you to be more personal. For example, you can say why you are a good fit for the company or describe and empathize your biggest strength.

Importance of networking in job search

When it comes to finding a job, networking is the most essential tool. Looking for a job is like trying to sell a product, the product is your skill and you have to sell it for employers. The more you know people, the easier it's for you to sell this product. As mentioned in the previous section, many jobs are not initially advertised. That's because employers have a considerable preference for candidates that they personally know and can trust. Also, advertising for a job takes a lot of work, in order to filter, sort and choose the best candidate. According to Ashely Stirrup, Vice President of product marketing at Taelo, he states that a company typically receives about six times as many applications as the total number of its employers. So, a company that has 100 employees will receive 600 applications in a year. ⁸

Best ways to expand your network⁹

1- Meeting people through other people

Being introduced to someone new by a friend or a family relative is the easiest way to expand your network. The best way to receive help is actually by providing help. Networking is a two-way street; it's a way of getting to know someone and finding ways they might be able to help you and how you can help them in return.

2- Use social media

The use of social media nowadays is indispensable when it comes to expanding your network. It's an easier way to connect with the friends of your friends, or recruiters in the case of LinkedIn. Social media is the best way to connect with people without the pressure of a face-to-face meeting. Once you get comfortable with someone, you can meet them in-person.

3- Use your resume

Instead of asking someone for a job, you can try asking them to review your CV and have them give you feedback. Using this technique, people will discover your work history, your previous titles, your skills, and many things that you were too shy to tell them. It's also a way to open up the conversation on job search. They might give you advice or connect you with an employer that they know.



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

How to prepare for your next job interview¹⁰

Practice makes perfect

There is no doubt that the job interview is the most stressful part of finding a job. However, recruiters know that and when they see someone who is confident, certain, and well prepared they will see their likely candidate. Simply because, if you're well prepared to go through a stressful task (the interview) which involves answering unexpected questions and communicating well, chances are, you're a hard worker and can thrive through challenges encountered in your job. Luckily for you, there are several helpful resources to help you get well prepared. For example, LinkedIn has an interview preparation tool, where you can access videos and tips from experts and hiring managers to answer the most common interview questions.

Sharpen your skills

If a certain skill is needed for your job, for example, Excel, you can review the most common formulas and functions. You can also take a test from a third-party provider such as LinkedIn to prove that you have the basic skills. Also, on, *LinkedIn Learning*, you can learn how to improve your creativity, attract new recruiters, etc.

Learn about your potential employer

Researching about a company before an interview is one of the most important things to do. You have to know the products or services that they offer, you don't have to become an expert, but you must know the basics. Also, it's good to know in advance about the company culture. By understanding the company's culture, you can get an idea about its value and whether or not you would be a good fit.

Ask the right questions

It's always a good idea to ask questions during the interview; it will give you a chance to get answers to questions that you couldn't find online. Also, the interviewers will get the impression that you have taken the time to research the company.



Source: Indeed, Editorial Team Questions to ask in a job interview, Sept. 8, 2021, <https://www.indeed.com/career-advice/interviewing/questions-to-ask-in-an-interview>

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