



SOCIO-DEMOGRAPHIC PROFILE OF ENGLISH-SPEAKING YOUTH AGED 15-34 IN THE MONTEREGIE

**Presenting a
community portrait
on employment of
English-speaking
youth**



**Tackling barriers to
employment that
young anglophones
face**

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 funders.

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The English-speaking Community (ESC) in Quebec

The ESC of Quebec constitute one of Canada's official language minority communities. The unique element that defines the ESC in Quebec is that they are a minority within the French-speaking majority in Quebec, while the French speakers are a linguistic minority themselves within Canada. That is to say, the ESC in Quebec is a small minority living within a bigger minority. While the ESC was perceived as professional leader and high-class earners in the past forty years, their elite status has been declining quickly the past years.²

Population

Population of youth **aged between 19 and 29** sorted by language spoken the most often at home in the **Monteregie and the province of Quebec.**

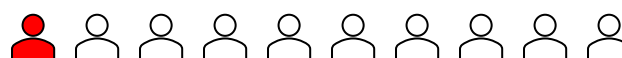
	English	French	Other	Total
Monteregie Area	30 134	282 193	25 506	337 833
As a %	8.9%	83.5%	7.5%	100%
Quebec	188 067	1 533 845	218 926	1 940 839
As a %	9.7%	79.0%	11.3%	100%

Source: Statistic Canada
<https://www12.statcan.gc.ca/census-recensement...>

Employment

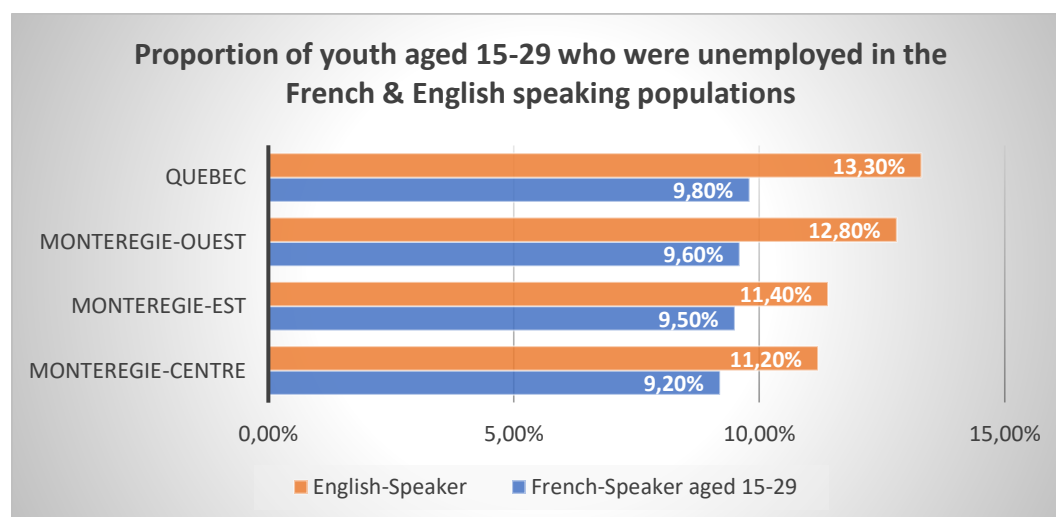


1 in 8 English-speaking youth is unemployed



whereas, 1 in 10 French-speaking youth is unemployed

According to the 2011 national household survey data, the overall unemployment rate for English-speaking youth (aged 15–29) in Quebec was 13.3% compared to 9.9% for French-speaking youth. In the **Monteregie** area, the unemployment rate was 5.20% for the ESC youth compared to 3.82% for the French-speaking youth in the area.¹



Source: Key demographic and socioeconomic characteristics of Quebec's English-speaking Youth (15–29), JPocock Research consulting for Community Health and Social Services Network CHSSN

Education:



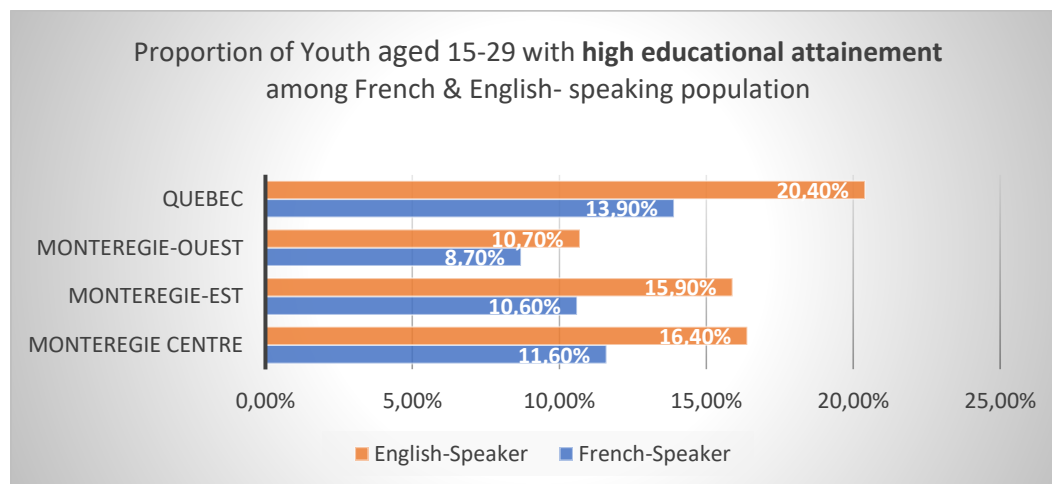
1 in 4 English-speaking youth has a university degree



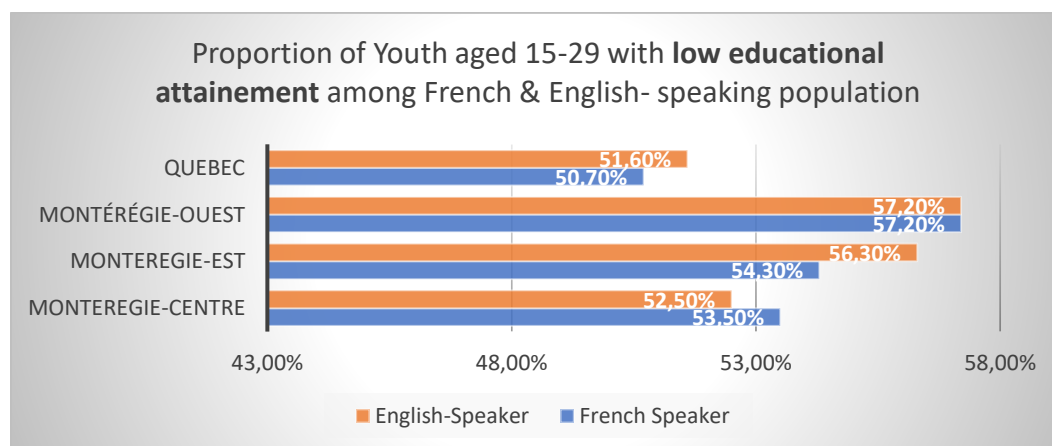
whereas, 1 in 6 French-speaking youth has a university degree

In Quebec, 20.2% of the English-speaking youth has a university degree compared to less than 13% of the French-speaking youth holding a university degree. In the Monteregie, the same trend seems to follow, English speakers are more likely to hold a post-secondary diploma compared to French speakers. ¹

In fact, Quebec Anglophones are 17% more likely to hold a post-secondary certificate, diploma or degree compared to Canadians throughout the country. Not to mention that ESC youths have the lowest high-school dropout rate (14% less) compared to the Canadian average. High education level is defined as having a post-secondary diploma. ²



Source: Key demographic and socioeconomic characteristics of Quebec's English-speaking Youth (15-29), JPocock Research consulting for Community Health and Social Services Network CHSSN



Low educational attainment is defined as having a high school diploma or less, as the highest level of educational attainment.

Overall, in the Monteregie area, the rate of low educational attainment is almost identical for the English and French speaker. In many ways, low education attainment is an important determinant of health status of a community. The level of education achieved by an individual tends to be an indicator of social status, and predictor of economic opportunity. In the Monteregie area, it's fair to say that the basic education level is similar for English & French speakers.

Income

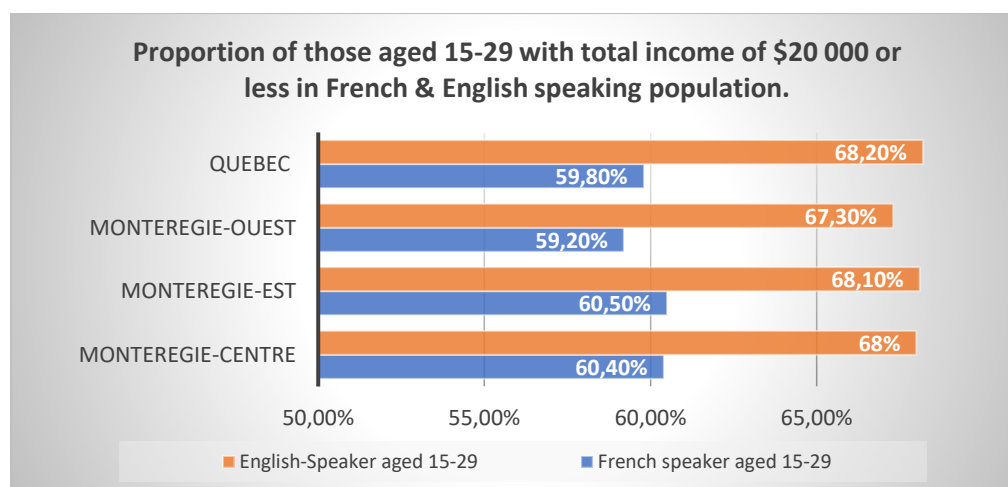


1 in 4 Anglophones in Quebec lives below the LICO



whereas, 1 in 6 of Francophones lives below the LICO

The gap in income between Anglophones and Francophones in Quebec is mostly felt among youth. 27.7% of Anglophones youth aged 15–29 are living below the low-income cut-off line (LICO) versus 18% for French-speaking youth in Quebec.¹ English-speaking youth in the Monteregie are approximately 4% more likely to live under the low-income cut-offs as compared to other youth.



Source: Key demographic and socioeconomic characteristics of Quebec's English-speaking Youth (15–29) JPocock Research consulting for Community Health and Social Services Network CHSSN

Diversity

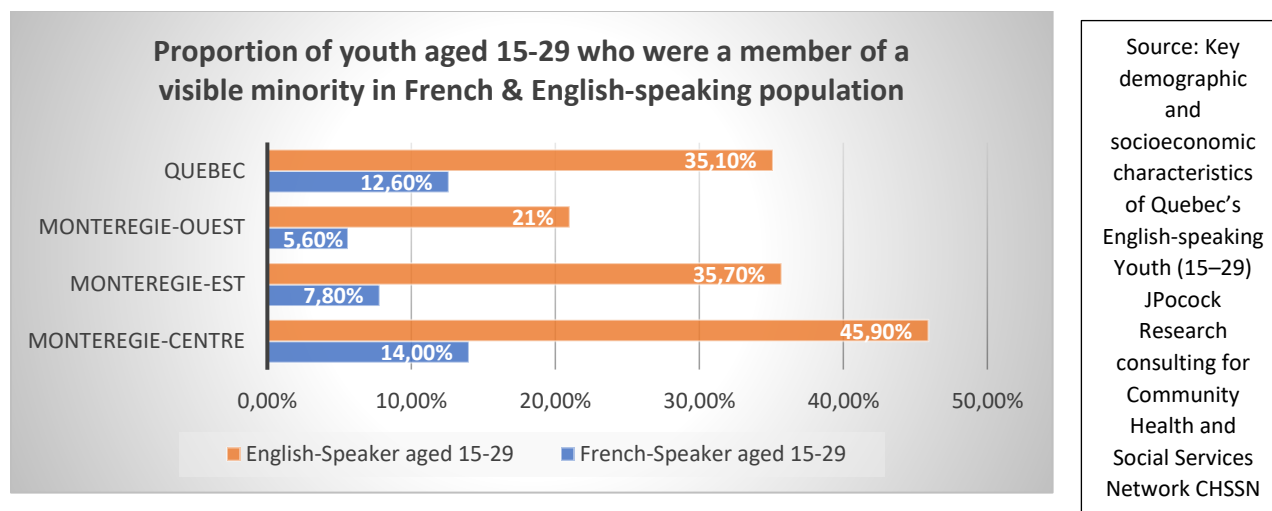


1 in 3 English-speaking youth is a visible minority



whereas, 1 in 10 French-speaking youth is a visible minority

Contrary to the general belief that the ESC is a homogeneous society, these days, they are more diverse than ever before.² Actually, 35.10% of English-speaking youth is a visible minority in Quebec. A significant difference compared to the Francophone youths, which is comprised of only 12.60% of visible minorities. Meanwhile, 27.5% of the English-speaking youth in the Monteregie area identify themselves as a visible minority. Compared to 5.9% of the French population that are recognized as a visible minority.¹



Summary:

Despite their higher level of education compared to other young Canadians in Quebec, Quebec's Anglophones have shown the highest unemployment rate among Canada's four language collectives. (Francophone in Quebec, Anglophone in the rest of Canada, Francophone in the rest of Canada and Anglophones in Quebec.)^{1,2}

It's then obvious that English-speaking youth are facing some difficulties entering the workforce in Quebec and the area of the Monterege as well. Young Anglophones are academically better prepared for the job market than any other Canadian of the same age. So, what other reason could explain this gap? While knowledge of the French language might be a big barrier for Anglophones, it is surely not the only one to explain this gap in employment.

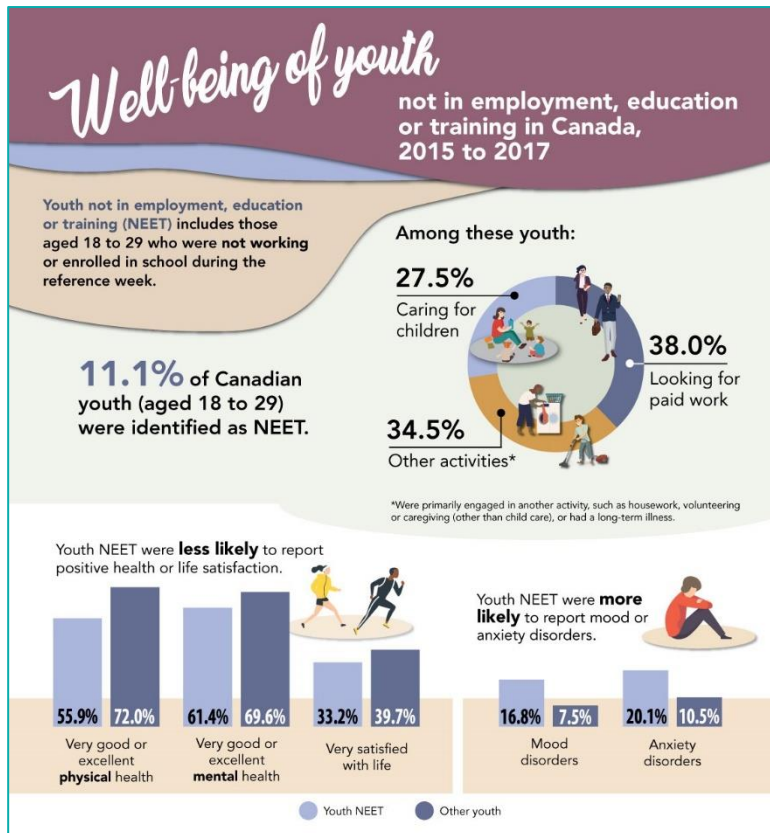
Also, as mentioned before in the employment section, the unemployment rate is lower in the Monterege area than the provincial average. What could explain the differences in employment rate?

This document presents and describes the barriers of entry that Anglophones are facing in Quebec and particularly, in the area of Monterege. Once the barriers are known, the next step is to address these problems by providing resources that are useful for the English-speaking community, in order for them to exceed these barriers.

The Relationship Between Unemployment & Well-being of Youth

As a youth, you might think that getting a job is only a way to earn money and pay your bills. While it's not wrong to think that way, getting a job allows you to satisfy other needs. Employment promotes independence and personal achievement, as well as improving your self-esteem by giving you a purpose. A job allows you to pick up new skills and grow as a person.

For every 100 youth, there are 12 that are not in employment, education or training (NEET) in Canada. In Quebec the figures seem to be better than the average, only 6.3% of youth are NEET⁹. NEET youth were 16.1% less likely to be in excellent **physical** health. Also, they are 8.2% less likely to have an excellent **mental** health than their Canadians peers. Anxiety disorder is (9.6%) more likely to affect NEET youth as well as 9.3% more likelihood of a mood disorder.



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

As a youth, getting a job is important because you get to learn soft skills that you will need later on in your career. This document will cover why soft skills are essential in every job.

Top 5 Most In-Demand Soft Skills

Communication	57.9%
Organization	56.6%
Teamwork	56.4%
Always Punctual	55.9%
Critical Thinking	55.8%

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

Here are some brief benefits of getting a job early on in your life:

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

Source: <https://workethic.org> : Why It's Important for Young People to Have

The Expert Panel on Youth Employment surveyed several services providers, educators and young people in 2016, they found out 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 overqualified⁴.

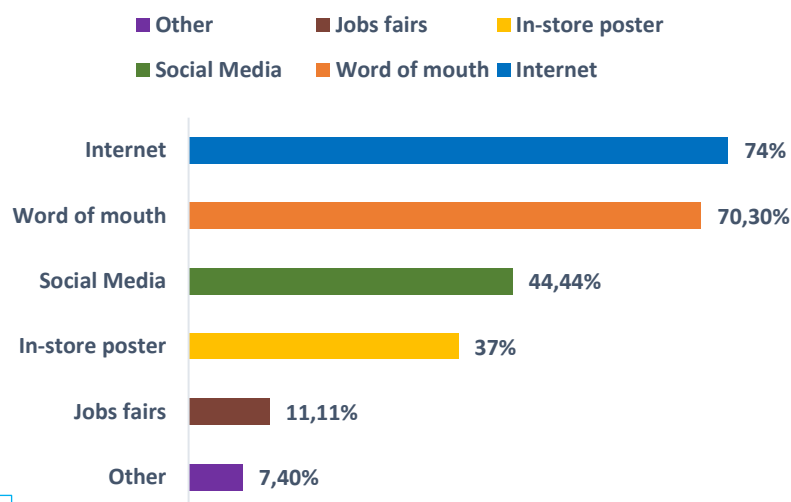
According to the same survey, young people revealed that the best way to find a job is through personal and family networks. Not everyone has such a strong network and building one could be as hard as finding a job.

In 2021, ARC conducted its own survey regarding employment. We found out that word of mouth was almost as popular as online job searching. Which emphasizes the importance of networking when it comes to finding a job.

To view the full result of our survey, scan this QR code



Most common way of finding a job













Main & most common barriers to youth employment

In 2016, The Canadian Federal Government created an Expert Panel on Youth Employment to assess the barriers faced by vulnerable youth in finding and keeping jobs.

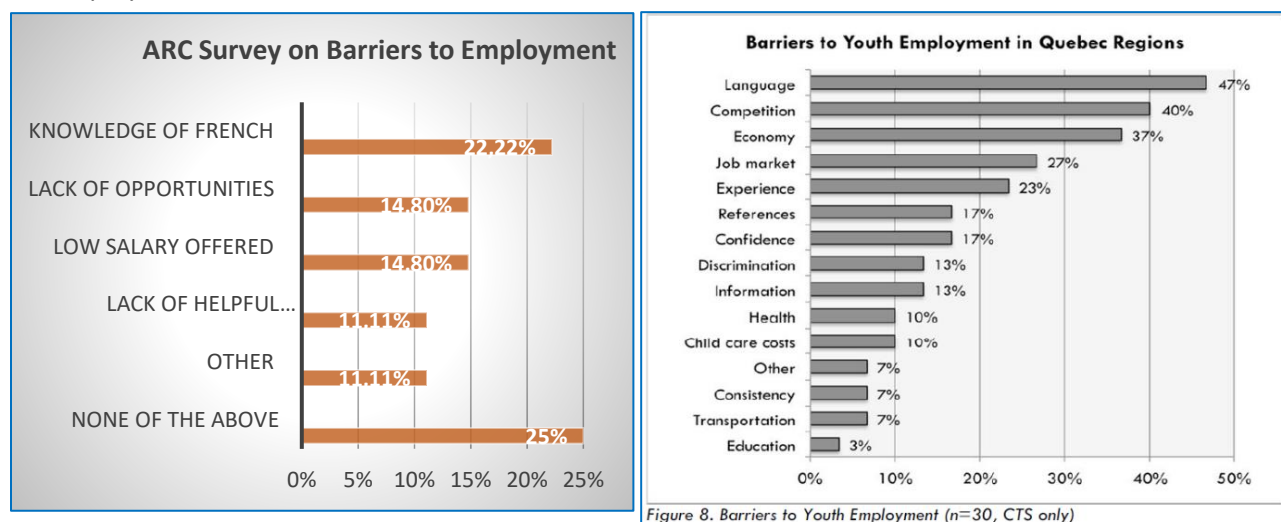
In 2017, *the Expert Panel on Youth Employment*, created a document suggesting thirteen ways to modernize youth employment in Canada¹⁰. In this document, they presented 6 key barriers to employability. These barriers are briefly presented in the next page along with possible solutions to unpack them. We will refer to these barriers as of “The U barriers” further ahead.

The 6 “U” Barriers, Preventing Youth from Finding a Job

  Uninformed <p>Often, youth are not informed about the actual reality of the job market. This lack of information can come in several forms such as lack of information about current opportunities, jobs, internships, etc. Also, lack of pertinent information about laws regulating the work environment; for instance, employee and employer rights & responsibilities.</p>	  Underrated <p>When it comes to employment and responsibility, youth are typically viewed as irresponsible and untrustworthy by most employers nowadays. However, if given the opportunity, they could be very valuable to a company. Often very enthusiastic and grateful to be given a chance, they show a great desire to prove themselves and therefore their productivity increases.</p>
  Uncertain <p>Not only do they lack the resources to find a job, youth also lack the resources to choose their academic & career path. In a fast-paced world, youth are uncertain more than ever before about choosing their path, knowing that some jobs are vanishing while others are created every decade. Another source of uncertainty is having a big dilemma between choosing a job/career that pays well, a secure job or a job that one would rather love doing.</p>	  Under-prepared <p>Sometimes, there is a gap between knowledge learned at school & skills required in the labour market. A great portion of young adults are unprepared to deal with the real world. Many have insufficient tools of skills (soft skills, hard skills, etc.) to find a job of their dreams. For instance, oral communication is an essential skill in almost every job. However, means of communication are changing especially among young people and it's done mainly through writing (texting, social media, etc.)</p>
  Unaccepted <p>Canada's working environment is getting increasingly diverse, however, discrimination related to hiring still exists in our workplaces. Discrimination can come in several forms such as sexism, ageism, religious, visible minorities, indigenous people, LGBTQ, etc. A new study done recently by <i>Lincoln Quillian</i>, a sociologist professor at the <i>Northwestern University</i>, found that visible minority candidate experience on average 11% more discrimination during the hiring process in Canada.</p>	  Under-resourced <p>People – especially younger – increasingly prefers an independent lifestyle. They want to do work they like and have autonomy over their hours and working conditions. These aspirations drive young adults to be entrepreneurs⁴. Young entrepreneurs are more likely to identify access to financing as an obstacle to business growth than older entrepreneurs and they appear to have higher request rates for financing⁵.</p>

Specific employment barriers to the ESC in the Monteregie

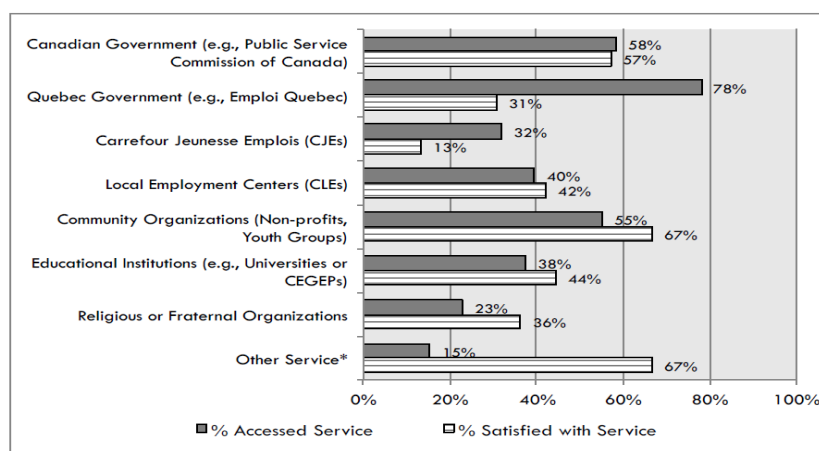
In a survey done by YES-Quebec related to barriers to employment preventing English youth in Quebec region from finding a job, they found out that language, competition and economy are the major barriers to employment.¹



In ARC's recent survey addressing the employment of the ESC in the Monteregie. Knowledge of French was the main barrier to young adults, followed by lack of opportunities and low salary offered. It is not a surprise that knowledge of French is required for most jobs in Quebec, especially those that require public service. Lack of opportunities could also be due to the lack of information or resources. As mentioned before, the job market is evolving like never before. Therefore, sometimes it takes some help to find and keep a job.

In the same survey done by YES Quebec, they found out that the most consulted employment services in the Monteregie are those provided by the government of Quebec (e.g., Emploi Quebec)

However, the degree of satisfaction for these services was low (31%). The highest satisfaction rate arises from community organization with a rate of 67%.



What could explain the satisfaction rate gap between government and community services?

Possibly because government services already have a high workload and can't provide personalized services that are suited to every individual. Whereas, community services can provide specific services to meet the precise needs of individuals. However, government services are still crucial, since they provide a job directory and lot of job opportunities. Perhaps, when used and combined together, community and government services yield the best result.

Most valuable skills

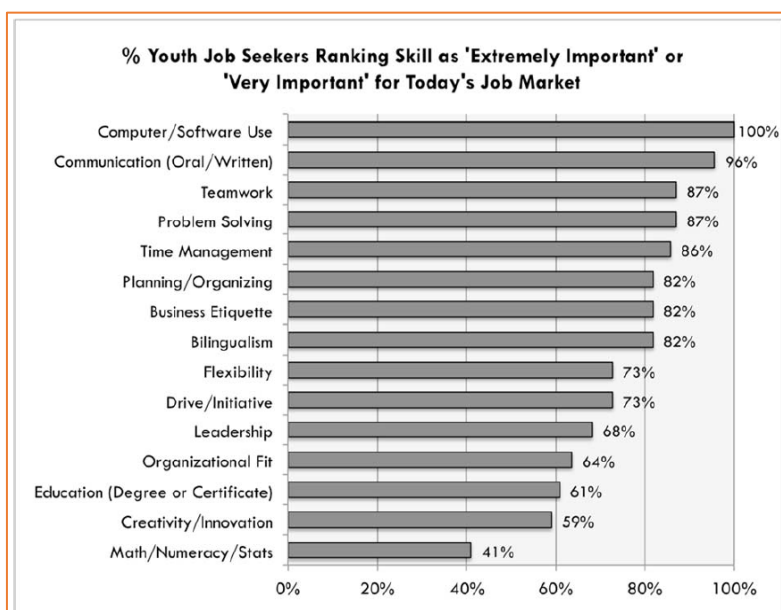


Figure 9. Employability Skills (n=30, CTS only)

When it comes to skills, youth job seekers ranked computer/software use as the most important, next to communication, teamwork, and problem solving. It's worth mentioning that the majority of the skills identified by youth are **soft skills**. By definition, a soft skill is a personal attribute that enable someone to interact effectively and harmoniously with other people.



Source: beyond – the CAREERNETWORK, Beyond survey of 3000+ job seekers in 2014

To conclude this segment, youth in general can face several and complex barriers to find a job. The common ones were mentioned (The U Barriers). Also, English-speaking youth in the Monterege have to deal with additional barriers to access the labour market. In the next segment, tips for finding a job will be proposed as well as how to prepare & go through an interview.

Unpacking the 6 “U barriers” to help YOU get ahead!

<p style="text-align: center;">Uninformed</p> <p>What can you do?</p> <p>To find description, trends and prospect of any job position visit: <i>Trend Analysis at job Bank of Canada</i></p> <p>Use the help of free services provided by employment advisors at government organization (e.g., emploi-Quebec) or non-profit organization dedicated to this matter (e.g., YES-Montreal)</p> <p>What can government-funded organizations do?</p> <p>Promote & enhance websites that provide information on the labour jobs especially concerning jobs of the future.</p>	<p style="text-align: center;">Underrated</p> <p>What can you do?</p> <p>To prove to employers that you're worthy & trustful you need to have some experience on your CV.</p> <p>This experience can come from part-time jobs, summer jobs or volunteering. Other ways to build your experience in a CV: letter of recommendation from your teacher, an employer, your sports team coach, etc.</p> <p>What can government-funded organizations do?</p> <p>Promote, encourage, strengthen & support businesses that hire young people.</p>	<p style="text-align: center;">Uncertain</p> <p>What can you do?</p> <p>Choosing a path is not an easy task to do. The main challenge is to find what's your own purpose of having a job. Is it mainly to pay bills? Or to fulfill the need to feel accomplished?</p> <p>There are some tools to help you decide. Every person has a preference. Those tools include:</p> <ul style="list-style-type: none"> - Several personality tests (e.g., MBTI test) - Continuous learning can help you explore different passions and interests, thus new career pathway. <p>What can government-funded organizations do?</p> <p>Promote academic/career services providers in the area.</p>
<p style="text-align: center;">Under-prepared</p> <p>What can you do?</p> <p>Keep improving your hard skills by staying in school and persevering the furthest possible. With that said, it doesn't mean that you necessarily need a college or university degree to succeed, even a trade school degree can get you a decent job!</p> <p>In the meantime, keep improving your soft skills by doing activities such as collective sport, volunteering, community work, etc., to improve your communication and teamwork skills.</p>	<p style="text-align: center;">Unaccepted</p> <p>What can you do?</p> <p>While discrimination exists in the labour market, don't let your guard down, most businesses want the best talent, and they will not discriminate when it comes to hiring their next talent. Keep working on your skills & experience!</p> <p>What can government-funded organizations do?</p> <p>Create or improve programs related to supporting vulnerable youth to access the workforce (e.g., collective des entreprises d'insertion au Quebec).</p>	<p style="text-align: center;">Under-resourced</p> <p>What can you do?</p> <p>If you like the idea of being your own boss and putting boundless hours on your project, consider becoming an entrepreneur. You can use the help of organization such as BDC, Futurpreneur, etc. to learn and get yourself set.</p> <p>What can government-funded organizations do?</p> <p>Support organizations that help tackle the biggest obstacle to entrepreneurship, which is funding.</p>

Explore the hidden job market



Often, many jobs to fill are not advertised, they are given to employee referrals or relatives. It's always better to check with your family, relatives and friends first before looking online.

Beat the competition by thinking outside the box



If you live in a major city, chances are other students are also looking for a summer job as well. In particular, cities with university & colleges. If you look for a job in suburban area, you might have more chances. Also, you can look for jobs that are not usually typical for students. It would also help if you try alternative websites when you're applying, since everyone is using indeed, for example, you can try jobboom, monster, etc.

Be aware of your profile online



According to a study done by CNBC, in 2006, 12% of employers checked a candidate's profile online, mainly social media. In 2010 that figure was more than double with 25%. Now that figure stands at 70%. Be mindful 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 and interact virtually & positively with the business that you're applying for. Your online profile could be used to your advantage, since 43% of employers said that they have seen in posted content what made them hire someone.⁵

Start your search early



If you're looking for a summer job, keep in mind that many people of your age are also going through the same process. Employers need to plan their summer ahead for several reasons. Summer brings often more sales and different inventory has to be in place. So instead of applying when your school ends, at the end of June, try to apply in March or April.

Several CV versions



There is not a right or wrong way to build a CV, as long as the essential information is there (identification and background info). Knowing that 60% of employers only spend 11 seconds reading a CV⁶, it could be a good idea to build different CV versions for every job category/industry. If the job requires you to be creative, build a creative CV.

Create a Cover/Motivation Letter



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 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 emphasize on your biggest strength.⁷

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