



CONNECTING EMPLOYERS TO THE RIGHT TALENT

A Workforce Development Strategy
for Quebec English speakers

THE INCREASING BILINGUALISM OF QUÉBEC'S ENGLISH-SPEAKING WORKFORCE IS A FUNDAMENTAL ASSET TO BUILD UPON AS THE ABILITY TO SPEAK MORE THAN ONE LANGUAGE HAS POSITIVE ECONOMIC PAYOFFS.*

Data shows that the rate of bilingualism among English-speakers rose from 37% in 1971 to 67% in 2001. It continues to rise, especially among young English-speakers (15-24 years), where the rate is currently more than 80%.

Over the past fifteen years the proportion of English-speakers in Québec has grown considerably, by about 50% in some regions of the province. At the same time as this growth has been occurring there have been economic and workforce pressures, which have made finding a job difficult: these include the economic downturn of 2008, employer demands for bilingual applicants, and growing opportunities for English-speakers outside Québec.

In fact, an increasing number of young, well-educated English-speaking Québécois are leaving Québec to pursue employment elsewhere – a trend that is worrisome since many of these individuals possess skills that are needed in the Québec labour market.

THE STRATEGY: CONNECTING EMPLOYERS TO THE RIGHT TALENT

1. PROMOTE THE BENEFITS OF BILINGUAL EMPLOYEES

- Demonstrate important impact on Canadian economy

2. SUPPORT EMPLOYERS

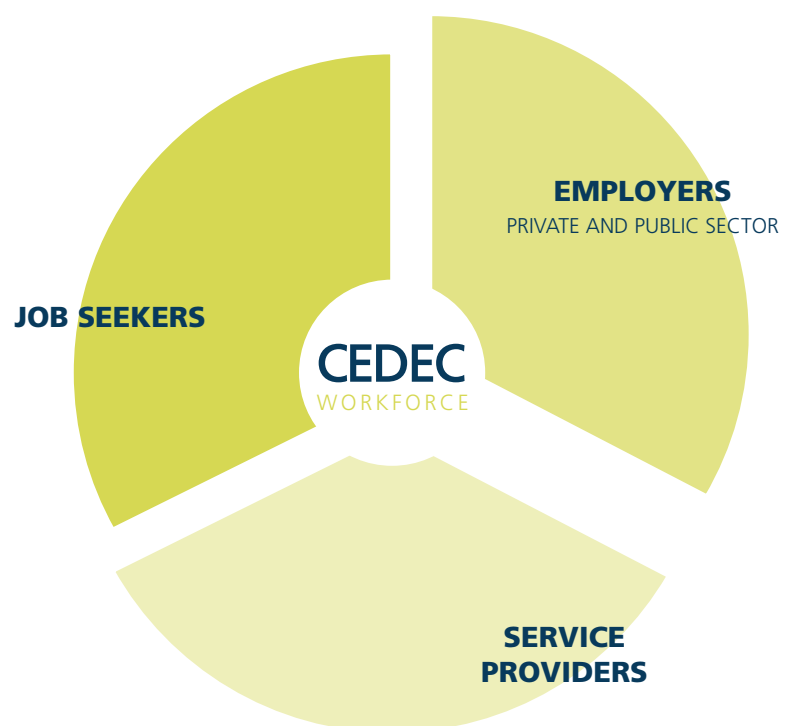
- Develop a robust analytics capacity, including workforce analysis, forecasting, and modelling
- Coordination of workforce integration between job seekers, employers and service providers

3. SUPPORT SERVICE PROVIDERS

- Develop a continuum of workforce development services and products that can provide the framework for an integrated network approach to workforce development

4. GENERATE BETTER LABOUR MARKET INFORMATION

- Gather data, analyze evidence and focus on consolidating and growing a robust evidence base on Québec's English-speaking workforce



FACT 01: CANADA'S MAJOR ECONOMIC AND WORKFORCE CHALLENGES

The economy and the labour market are affected by five principal forces of change:



GLOBALIZATION, including lingering fears of returning to recession conditions in many parts of the world



DOMESTIC SHIFTS in the economy (example: reduction in oil prices, the value of the Canadian dollar, etc.)



TECHNOLOGICAL ADVANCES which are shaping how private, public and not-for-profit sectors and organizations develop, distribute and support their products, services and networks



INNOVATION including disruptive innovations that create new markets by discovering new categories of customers

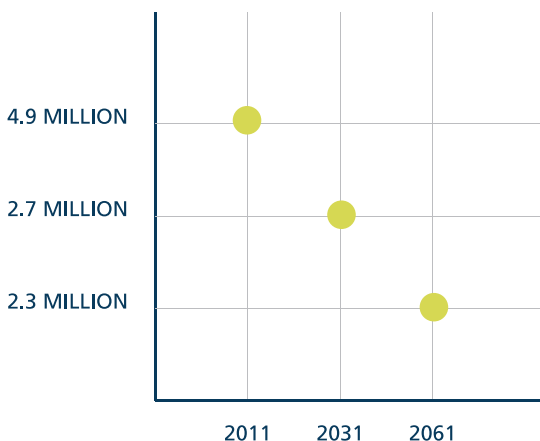


DEMOGRAPHIC shifts in the structure of the general population and therefore the labour force

FACT 02: CANADA SPECIFICALLY FACES THE CONSEQUENCES AND CHALLENGES OF AN AGING POPULATION

The ratio of "working-age" people (aged 15-64) to seniors (aged 65 and older) continues to decline.

THE RATIO* IS EXPECTED TO DROP:



FACT 03: A QUICK LOOK AT GENERAL ECONOMIC AND WORKFORCE CONSIDERATIONS IN QUÉBEC

Over the next two years, employment growth in Canada will be moderate but slightly higher than that expected for Québec. The number of jobs in Québec should increase on average by 0.7% per year (2012-2016). This is a much slower rate than in the last ten years, i.e. 1.4% annually.

BETWEEN 2014 AND 2021, IT IS EXPECTED* THAT:

1.4 MILLION

jobs will become available in Québec

20% (264,000)

of these jobs will be a result of economic development

80% (1.1 MILLION)

will be retirement replacement jobs

CEDEC WOULD LIKE TO THANK THE FOLLOWING ORGANIZATIONS FOR BEING A PART OF THE DEVELOPMENT OF THIS STRATEGY

- KSAR
 - YES Montreal
 - Townshippers' Association
 - Emploi Québec
 - Comité sectoriel 45+
 - La Passerelle
 - Bishops University
 - First Nations Human Resources Development Commission of Québec
 - Employment and Social Development Canada
 - West Québec School Board
 - Cummings Center
 - NDG Depot
 - Michael Goodman Executive Search
 - Centre de formation du transport routier Saint-Jérôme
 - Champlain St-Lawrence Collège
 - Québec Federation of Home & School Associations
 - Québec Drama Federation
 - Préférence Estrie Memphrémagog
 - Eastern Shores School Board
 - Neighbours Regional Association of Rouyn-Noranda
 - English Community Organization of Lanaudière
 - Future Committee
 - Municipality of East Bolton
 - Le Réseau des carrefours jeunesse-emploi
 - AIM Croit Québec
 - Santé et Services sociaux Québec
 - Globatech Santé et sécurité de bâtiment
- And Anonymous participants
of our online survey

*Workforce Development Concept Paper | JANUARY 2015
*Workforce Development Stakeholder Consultations Report | JULY 2015
<http://cedec.ca/publication/>

 CEDEC is funded by the Enabling Fund for Official Language Minority Communities and by the Government of Canada

IF YOU HAVE QUESTIONS OR WANT
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**MISE EN VALEUR
DE LA MAIN-D'ŒUVRE**
Workforce Development