

Profile of
Laurentian
English-Speaking
Youth

15-29

riESS

Regional **Individual** Employmen
Services & Support

Laurentians



ABOUT THIS DOCUMENT

This summary document offers an overview of several topics that have an impact in the lives of young people between 15 and 29 years of age, living in the Laurentian region. 4Korners conducted this research by compiling key resources as well as highlighting relevant statistics with the goal of sharing youth realities, and to raise awareness on several issues that challenge their individual and social development.

4Korners is a registered Canadian charitable organization founded in 2005. Our goal is to connect individuals in the Laurentians with programs and services to meet their identified needs in a secure and inclusive environment. We offer a wide range of programs that focus on healthy lifestyles, mental health, fostering creativity, and providing support for youth, families, individuals, seniors and caregivers of the elderly.

In order to present a relevant portrait of Laurentian English-speaking youth, a mixed-methods approach combined documentary research with interviews conducted with three young participants, exploring questions related to identity, language skills, education, employment, income, social life, health and wellness, mobility and attractivity, as well as governance.



 **4korners**
Laurentian community network
Réseau communautaire des Laurentides

200 rue Henri-Dunant
Deux-Montagnes, QC J7R 4W6

Tel: 450 974-3940
Toll-free: 1-888-974-3940

4korners.org

This document was made possible through funding from:


Regional Development Network
Réseau de Développement Régional

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

Québec 

 Health Canada Santé Canada

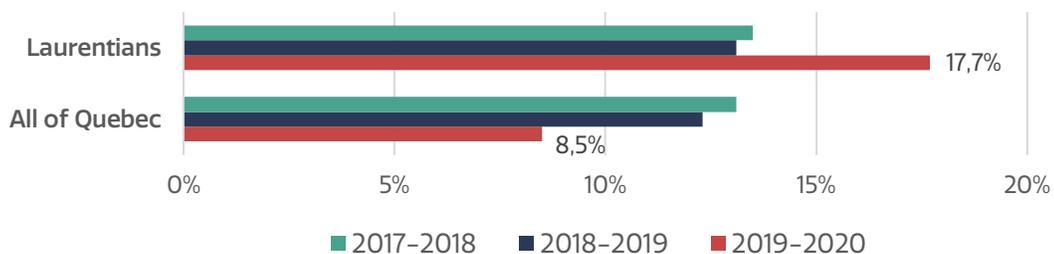
INTRODUCTION

Demographic Impact of the COVID-19 Pandemic

According to data published by the Institut de la statistique du Québec in 2020, the population living in the administrative regions of the province has significantly changed between 2019 and 2021, being directly affected by the social impacts caused by the COVID-19 pandemic and its implications for out-migration, mobility, workforce attractiveness, work/life balance, lifestyle habits and leisure activities.

As a result, it is estimated that 632,000 inhabitants were living in the Laurentian region as of July 1, 2020. This represents an increase of 17.7% for the year 2019–2020, which is higher than the average rate across the province (8.5%) for that year. In fact, it is important to highlight that this region presents the largest increase since the outbreak of the pandemic in March 2020.

Annual Rate (per 1,000)



Despite a decreasing number of immigrants and temporary residents—seasonal workers—coming from abroad, as well as a higher mortality rate due to

the COVID-19 pandemic, the Laurentian population has kept growing at a rapid pace over the first two years of the pandemic (2020–2022).

Total Population and Annual Growth Rate in the Laurentians and the Province of Quebec from 2016 to 2020

	POPULATION					ANNUAL GROWTH RATE			
	2016	2017	2018	2019	2020	2016–2017	2017–2018	2018–2019	2019–2020
	n					Per 1,000			
Laurentians	594 981	603 209	611 917	620 521	631 592	13,7	14,3	14,0	17,7
All of Quebec	8 225 950	8 302 063	8 401 738	8 501 703	8 574 571	9,2	11,9	11,8	8,5

Among the significant factors mentioned by new residents—notably young parents with children, as well as seniors over 60—what led them to settle in the region, was the attractiveness of nature and its

outstanding scenery, the practice of outdoor sports plus the proximity to two major urban areas in the province, Montreal and Laval.

TARGET POPULATION SIZE AND PROPORTION

As reported by the *Institut de la statistique du Québec* in 2020, the Laurentians have a slightly younger population—22% were under the age of 20—compared to the rest of the province (20.8%). On the other hand, the median age is 42.7 years, which is higher than Montreal (40.5 years), but still lower than Gaspésie-Îles-de-la-Madeleine (48.5 years). These data give an idea about the vitality and the importance of youth in the sociocultural and economic development of the region.

According to the 2016 census, the total population of English speakers in the province of Quebec is 1,103,475. The term 'English speakers' refers to persons for who English is either their native language or is used as their primary means of communication at home. Of that total, there are approximately 130,000 English-speaking youth (individuals between 15 and 29 years of age) living in the province of Quebec. It is estimated that some 5,000 reside in the Laurentian region.

The proportion of English-speaking youth in the Laurentians varies by Regional County Municipality (RCM), *Municipalité régionale de comté* in French. There are 8 RCM's in the region: Antoine-Labelle, Argenteuil, Deux-Montagnes, Laurentides, Mirabel, Pays-d'en-Haut, Rivière-du-Nord and Thérèse-De

Blainville. Although English speakers are present all over the eight RCM's, some of them, such as Argenteuil and Deux-Montagnes, have a relevant population, while some others, such as Rivière-du-Nord, have only a few families in their communities who speak English, mainly due to work-related activities.

Among English speakers, the age structure of the population living in the Laurentians is as follows:

AGE GROUPS	ENGLISH SPEAKERS
	PROPORTION OF THE POPULATION
0-14 years	15.5%
15-24 years	10.9%
25-44 years	23.4%
45-64 years	31.1%
65+ years	19.1%

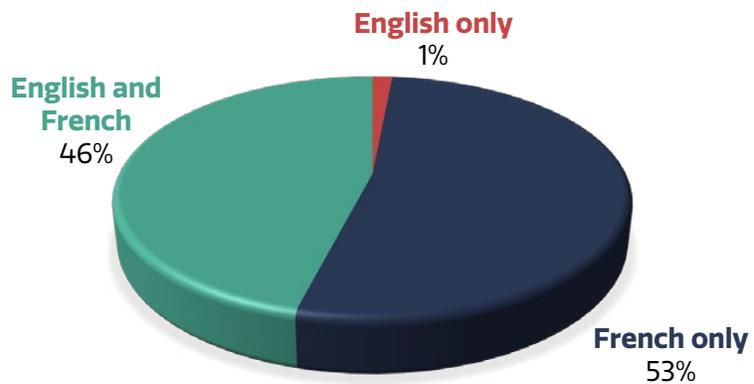
FRENCH LANGUAGE SKILLS

Over the last three decades, a large number of Laurentian English-speaking youth aged 15-29 have remained in school at the elementary and secondary education levels. In spite of this, the acquisition of the French language continues to be the greatest barrier to English speakers in finding, maintaining, and advancing their position within the regional and provincial workforce.

Poor or inadequate achievement levels of French, especially after secondary school, as well as low levels of satisfaction and confidence in the ability to function professionally in French, bar a large number of English speakers from successfully integrating into the labour market.

These language barriers also affect some other aspects in the lives of English-speaking youth, such as the creation of a sense of belonging, participation in sports and recreational activities, and socialization in day-to-day life.

According to the 2016 census, the proportion of bilingualism in the population of the Laurentians was:



IDENTITY

English speakers living in the Laurentians represent the largest linguistic minority group in the region. As happens in other Canadian provinces, their ethnic background can be traced back to European ancestry with most having English, Scottish, Irish and Welsh origins, although some others descend from Nordic, Mediterranean, Central and Eastern European countries.

However, over the second half of the 20th century, with the arrival of successive waves of immigrants from Africa, Asia and Latin America, the English-speaking population became more diverse, bringing together a patchwork of backgrounds, traditions, accents and lifestyles. As a result, English-speaking youth living in the Laurentians constitute a heterogeneous collectivity that face challenges together.

Some of these challenges are related to the lack of services provided in their first language. According to our research, some young Laurentian English-speakers consider that their identity is threatened by some services that are missing from their communities:



Aboriginal Identity

It is important to highlight that some Aboriginal presence exists in the Laurentian region. In the 2016 census, the English-speaking population aged 15 to 29 who declared themselves as Aboriginal represented less than 1% of the regional total. The MRC with the highest proportion of Aboriginal residents was Antoine-Labelle (9%), and they were in the group that uses French most often at home.

With respect to the English-speaking population, Deux-Montagnes and Rivière-du-Nord presented

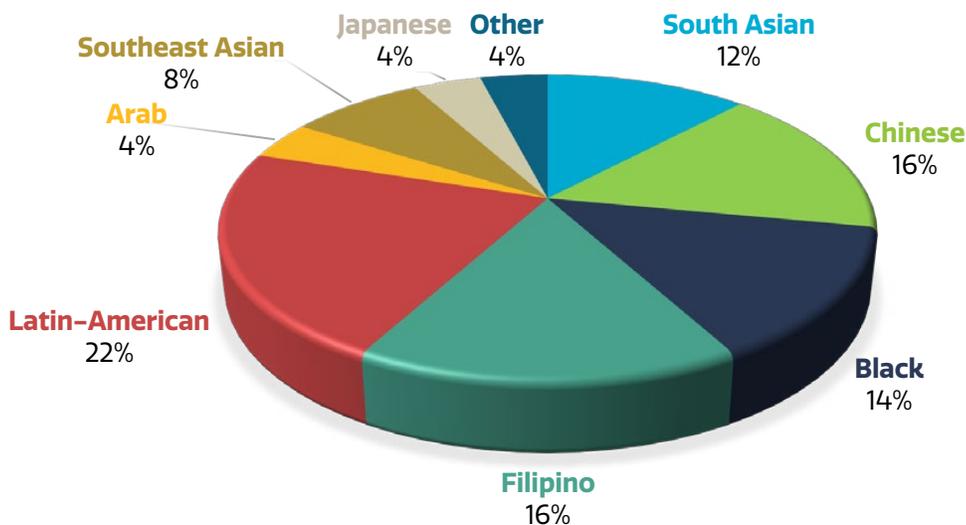
the highest proportion declaring an Aboriginal Identity (5%). Indeed, located in the Deux-Montagnes MRC, the Mohawk community of Kanésatake has a relevant English-speaking population.

Likewise, it is worth mentioning that youth declaring themselves as Aboriginal face diverse challenges related to better accessibility to social services, employment opportunities, inclusion, equity and mental health, to name but a few.

Visible Minorities

According to the 2016 census, less than 10% in the Laurentian region declared being a member of a visible minority. For those who speak English as a primary language, the highest proportion lives in the Laurentides MRC (9%), followed by the Deux-Montagnes MRC (7%).

Concerning English-speaking youth aged 15-29, 6% of them declared being a member of a visible minority, in the following proportions:



2SLGBTQIA+ Youth

Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual English-speaking youth as well as their allies living in the Laurentians are part of diverse collectivities that have strengthened their visibility and inclusion over the last few years. However, there is a growing need to raise awareness of issues that have a direct impact in their lifestyles, physical and mental health, and also in respect of their rights and freedoms.

Resources to support these young individuals of the Laurentians are still limited in schools and organizations in the region, and misconceptions, prejudices, harassment and discrimination are still present for some individuals. Unlike what happens with 2SLGBTQIA+ youth living in Montreal, there are neither regional organizations nor specialized programs to assist this segment of the population.

SOCIAL AND COMMUNITY LIFE

Promoted internationally through the slogan “our scenery, your story,” the Laurentian region offers a broad array of possibilities to locals and visitors who wish to spend leisure time in the company of family members, friends and work colleagues. For this reason, the tourism industry plays a significant role in the development of the region, and represents a substantial source of revenue for the English-speaking youth working in the area. Mont-Tremblant, Val-David, Morin-Heights, Saint-Sauveur and Oka are some of the most popular destinations.

Notwithstanding the economic value of this sector, public health measures to prevent the spread of

COVID-19 have had a profound impact on tourism and recreation, and as a result, Laurentian youth aged 15-29 have been significantly hit by employment loss. To get a better idea of such incidence, the drop in accommodation expenditures in 2020 led to a decrease in gross rental income of approximately \$49 million in the region, which represents 29.3% of the total observed in 2019 (\$168.2 million). This factor has also led to an increase in unemployment rates in the Laurentians.

Some of the recreational activities that keep Laurentian youth entertained include:



On the other hand, the Laurentians have a rich cultural heritage as well as some dynamic creative and cultural industries that employ English-speaking youth aged 15-29, both on a seasonal—especially during the summer—and permanent basis. Nevertheless, as happened with the tourism industry, the COVID-19 pandemic has had adverse effects on hiring rates.

Heritage sites, public libraries, community centres, science fairs, artisan workshops, theatres, museums and galleries offer a variety of activities throughout the year, and some of them are especially created to target young audiences, e. g., Festival Santa

Teresa in Sainte-Thérèse, Pool Parties at the Beach Club in Pointe-Calumet and Fête de la musique in Tremblant.

When it comes to addressing the cultural participation and consumption of cultural goods, it is important to note that the effects of the pandemic have also been negative for English-speaking youth. For example, in 2020 all the cinemas located in the Laurentian region were closed for 12 weeks, which constituted a 58% drop in the number of cinema screenings compared to 2019.

EDUCATION

Sir Wilfrid Laurier School Board is the main public entity offering education and training to the English-speaking youth living in the Laurentians. As of 2021, there were more than 5,000 students enrolled in their programs, including:

SIR WILFRID LAURIER SCHOOL BOARD	
2,665 students	11 Elementary Schools
2,271 students	5 High Schools
163 students*	1 Adult Education Centre
456 students*	1 Vocational Training Centre
	1 Nature and Science Centre

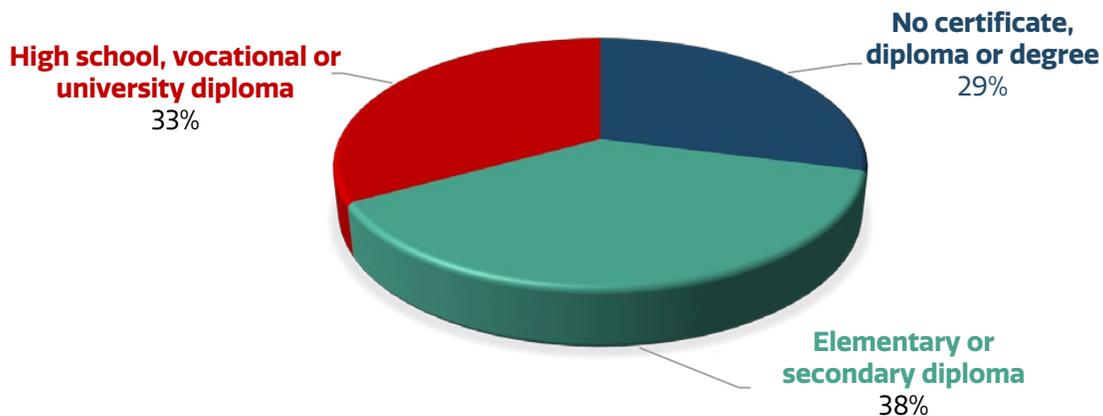
**Some of these students are older than 29.*

Concerning postsecondary education, English-speaking students don't have significant options to pursue their studies in the Laurentians in their mother language; the two public colleges in the region, *Collège Lionel-Groulx* and *Cégep de Saint-Jérôme*, offer programs primarily in French. This is one of the main reasons why Laurentian youth leave the region, having to move to Montreal or elsewhere to continue their education.

On this point, according to the Provincial Employment Roundtable (2020): "More than half of

English speakers born in Quebec now live outside the province. Those with higher educational attainment are more likely to leave."

Furthermore, English speakers are more likely to have a lower level of educational attainment than French speakers in the Laurentian region and its MRCs. According to the 2016 census, the proportion of educational attainment of English speakers living in the Laurentians was:



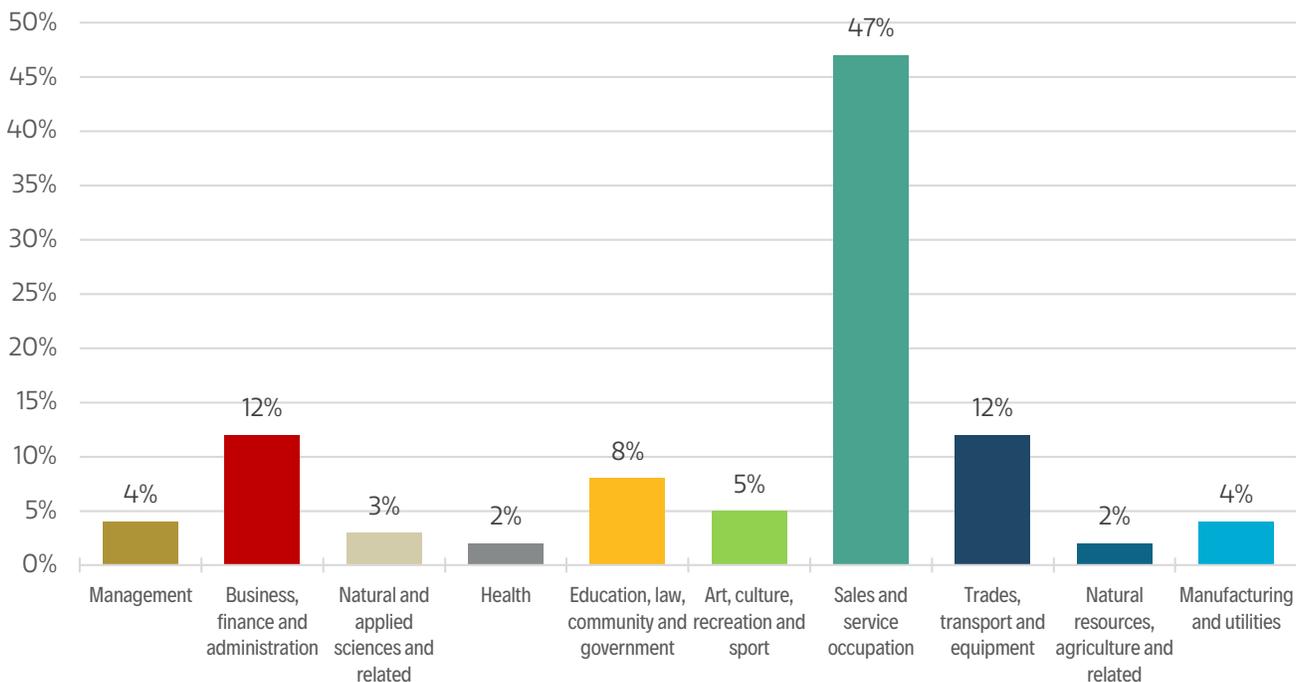
Lastly, as with other fields, the COVID-19 pandemic has challenged the way young Laurentianers study and learn. This has caused major changes in education, such as online learning, hybrid models

of teaching, imposition of health and security measures, physical distancing and social restrictions.

EMPLOYMENT

The labour market in the Laurentians is characterized by many enterprises providing goods and services related to recreation and tourism, farming, industrial manufacturing and locally grown edible products. Social services, government agencies and healthcare also offer employment opportunities for people looking for full-time, part-time or seasonal jobs.

According to the 2016 census, the proportions of occupations by English-speaking youth aged 15-29 in the Laurentians were:



It is important to note, however, that approximately 36,000 jobs (some 25,000 full-time plus other 11,000 part-time and seasonal), were lost in the region between 2019 and 2020, as a result of the COVID-19 pandemic. This represents a decline of approximately 11%. On top of that, it is estimated that the number of full-time job losses were mainly observed among people aged 15 to 24 (approximately 16,000).

Another factor that undermines access to the labour market is the inadequate achievement level of French language skills. This 'obstacle' leads to low employment rates, poor career progression, and an outward migration of talent from the region. According to Statistics Canada, in 2016 there were

more unemployed English speakers (a proportion of 13.3%) than French speakers (9.8%) aged 15-29.

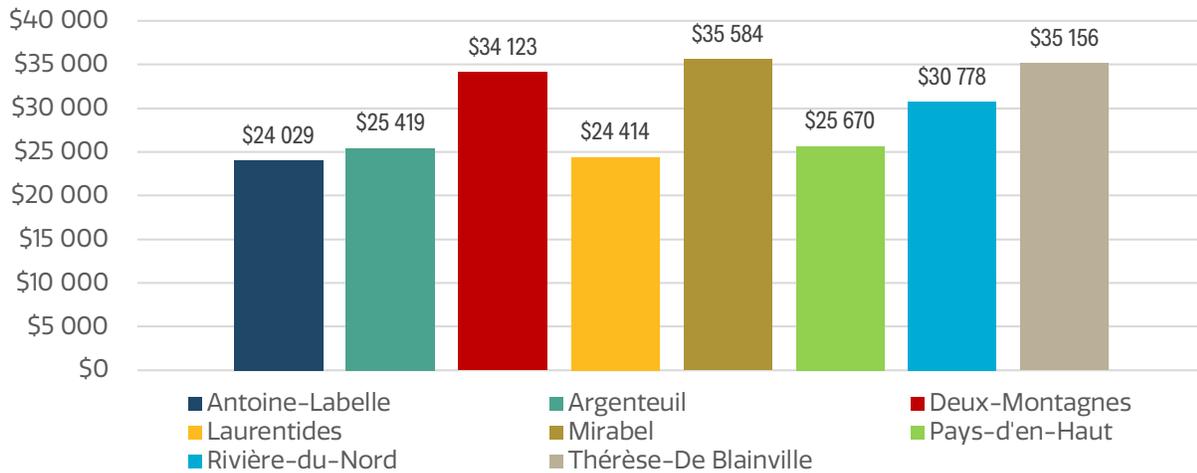
While some of them lack the French proficiency to integrate into the labour market, others simply don't know the local resources created to assist them in their job search. This often happens because such resources aren't available in English, or they neglect the English-speaking population.

Additionally, over the last decade there has been an increasing interest in entrepreneurship among Laurentian youth. In spite of this, there is still an absence of regional services adapted to English-speaking youth created to offer guidance to this segment of the population.

INCOME

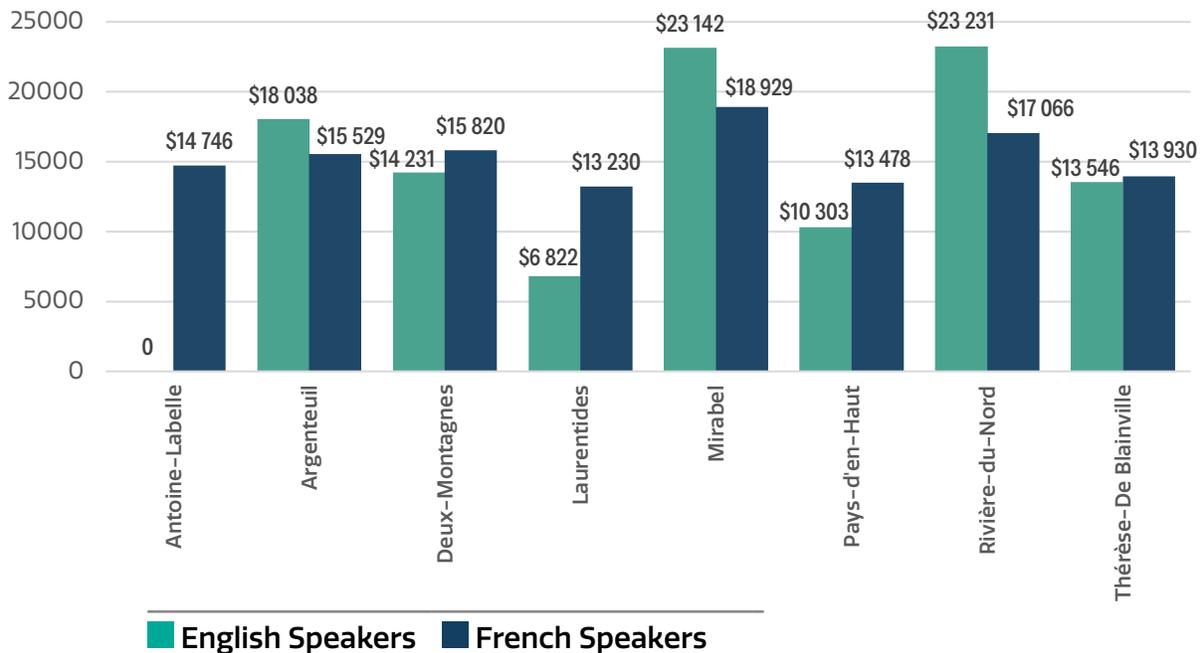
The disparities between French speakers and English speakers are not only related to equity in employment opportunities and accessibility to ongoing training for employees, but they are also

reflected in their revenue. According to the 2016 census, the Median Employment Income in the Laurentians was:



Thus, the English-speaking youth are more likely to be earning \$20,000 or less (after tax) than their French-speaking counterparts (60.7% vs. 66%) in the Laurentians. In order to better comprehend the differences between the annual income earned

by English-speaking and French-speaking youth aged 15-29 in the Laurentians, this chart shows the Median Employment Income (according to the 2016 census):



HEALTH & WELLNESS

The access to adequate health services offered in English to populations living beyond the Montreal region has been a recurrent issue over time.

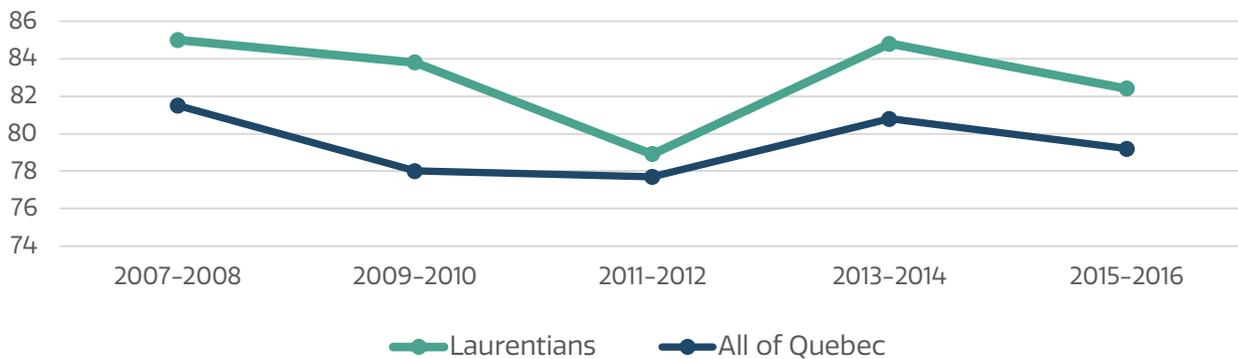
Laurentian English-speaking youth face this challenge, and unfortunately, many young patients don't have access to English-speaking physicians, nurses or therapists. This deficiency represents a major barrier concerning the quality of healthcare and safety in the region.

However, in order to deal with this situation, the *Centre intégré de santé et de services sociaux des Laurentides* (CISSS Laurentides) has recently created a regional committee to make programs and services available in the English language. 4Korners has been working closely with the public agency to provide better support to English-speaking communities, and to ensure that other organizations have the

proper tools—resources, training and programs—to effectively serve them.

On the other hand, mental health issues have increased among adolescents and young adults, affecting particularly the unemployed and students. The effects of the COVID-19 pandemic have greatly affected this situation as well. Depression, anxiety, feelings of anger, and panic disorders are on the rise since the beginning of sanitary measures and social restrictions in March 2020.

Despite these somber findings, there are still some encouraging statistics. According to data published by *l'Observatoire Jeunes et Société* in 2016, about eight teenagers out of ten living in the Laurentians (82.4%), considered themselves to be in excellent or very good mental health. This proportion was higher compared to Quebec as a whole (79.2%). In fact, between 2007 and 2016 (latest data available), the region remained above the provincial average.



It is to be noted that issues related to health and wellness among Laurentian youth require immediate and adequate actions. In order to do so, social services centres and community organizations should implement programs for prevention,

awareness and access to healthcare that can help reduce the number of young people dealing with physical disabilities or facing psychological distress.

MOBILITY AND ATTRACTIVITY

Out-migration of English-speaking youth from the Laurentians, especially those aged 18 and older, is an enduring problem which weakens the economic development of the region. Moreover, this issue affects the sociodemographic composition, since those who leave the Laurentians possess better educational credentials and more bilingual skills in contrast to those who stay.

According to the Quebec English-speaking Communities Research Network (QUESCREN), the persistence of linguistic tensions in the province is a decisive factor that pushes English speakers to leave the region. Lack of higher education institutions, unemployment, financial vulnerability, low income, inadequate assistance to start a business, external family bonds and cultural dissociation are also reasons to emigrate.

Concerning the factors that attract youth aged 15–29 to move into the Laurentians, the vast majority of them come with their parents or tutors from abroad, after completing a process of immigration. According to the 2016 census, over the last decade there has been an increasing proportion of immigrants (citizens and permanent residents) in the region:

Immigration of Youth 15–29 in the Laurentian Region

1980 to 1990	4%
1991 to 2001	28%
2001 to 2011	24%
2011 to 2016	44%
65+ years	19.1%

CONCLUSION

■ French Language Skills as a Pivotal Point

As previously stated, the main purpose of this document is to offer a portrait of several factors that impact the realities of English-speaking youth aged 15-29 who live in the Laurentian region.

According to our findings, a common factor that determines successful, sufficient or unfruitful identification, attachment and integration within the Laurentian region is the proficiency of French language skills. These skills play a pivotal role in the efficacy of interactions related to social and community life, education,

employment, income, health and wellness, mobility and attractiveness.

The exposure to acquisition and learning of the French language is affected by education, type of employment, friends, family, neighbors and communities where English-speaking youth grow up. While some young Laurentianers are able to acquire a high level of fluency because of their family backgrounds and close entourage, others simply do not have the opportunities to do so.

In the Laurentian region, 5 out of 8 MRCs have a large population of English-speaking youth, who live mainly in these municipalities:

MRC	MUNICIPALITIES WITH A LARGE POPULATION OF ENGLISH-SPEAKING YOUTH
Argenteuil	Lachute, Brownsburg-Chatham, Harrington, Wentworth
Deux-Montagnes	Deux-Montagnes
Laurentides	Mont-Tremblant, Sainte-Agathe-des-Monts, Arundel, Montcalm
Pays-d'en-Haut	Morin-Heights, Saint-Sauveur
Thérèse-De Blainville	Rosemère, Blainville

In contrast, the Antoine-Labelle, Mirabel and Rivière-du-Nord MRCs do not have a large proportion of English-speaking youth in relation to their total populations.

Some Reasons to Stay In or Leave the Laurentians

Being a minority within a minority, Quebec's English speakers face continuous challenges that have a major impact in their everyday lives. English-speaking Laurentian youth are not exempt from these circumstances, and as such, they play a paramount role in the development of the region.

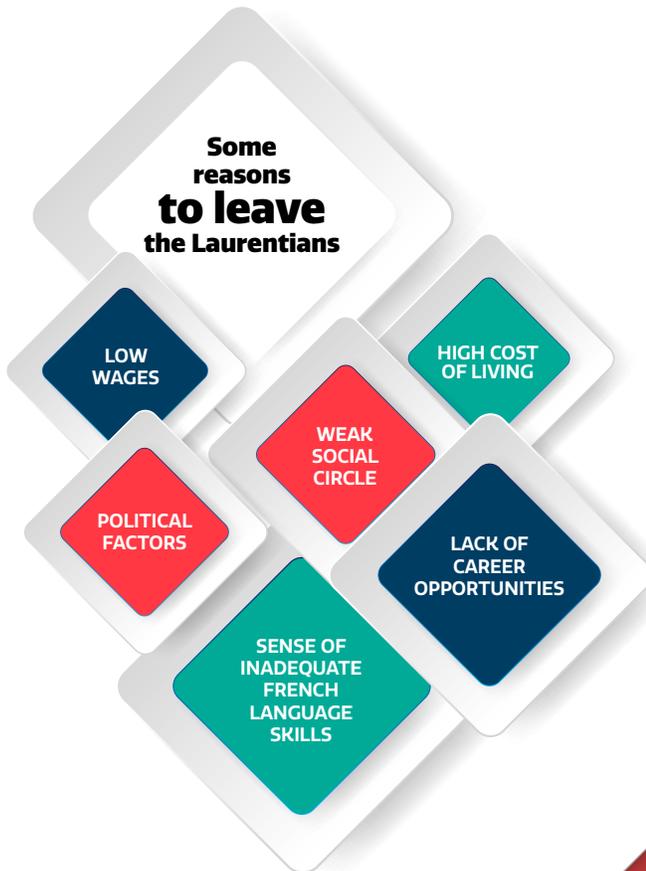
Sometimes known as "Montreal's North Shore Region," the Laurentians' proximity to Quebec's largest city constitutes a paradox for many young Laurentianers, especially those aged 18 and over, who want to leave the countryside to get a better job or to pursue higher education. At the same

time, it attracts former residents—some of whom are new parents—who are looking for a peaceful suburban region in which to live, not too far from the big city.

Along with this, it is important to note that the annual rates of interprovincial migration and immigration from outside Canada were relatively stable in the region, at least until the onset of the COVID-19 pandemic in March 2020. Tackling issues related to English-speaking youth in Quebec deserves special attention.

At this point, the first question arises:

Why do some English-speaking youth choose **to leave** the Laurentian region?



[Following the notions explained by Holley (2017); Sioufi & Bourhis (2018)].

And, on the other hand:

Why do some English-speaking youth choose **to stay** in the Laurentian region?



[Findings according to our research].

TESTIMONIALS OF THREE YOUNG LAURENTIANERS (15-29)

In order to provide a better insight into the realities of Laurentian English-speaking youth aged 15-29, 4Korners conducted three interviews with a focus group – three young participants living in different

municipalities of the region – addressing some topics that, according to our research, have a deep impact in their lives. Our participants wanted to remain anonymous in our research.

FIRST PARTICIPANT:
**YOUNG LAURENTIANER,
MALE, 16 YEARS OLD**



Our first participant lives in Boisbriand, in the Lower Laurentians. He's fully bilingual, and he has been equally exposed to English and French since he was born, although he considers the English language as his mother tongue. When asked about his identity, he describes himself as a Canadian.

He communicates in English with his family and friends, and also attends an English-speaking secondary school located in the area where he lives – he's currently enrolled in level 4 – but he usually speaks French in his workplace (working on a part-time basis). On this point, he adds that he feels at ease speaking either English or French to customers.

Concerning his close entourage, he socializes mainly with other English speakers around his age in sport-related circles – hockey, basketball, and working out – and he cites parks and sport centers as the best places to interact with English-speaking people living in the region, where he feels widely included.

In his opinion, the quality of education offered in the English language (across the Laurentians) is poor, and this fact has an impact when looking for good employment opportunities in the region. In this respect, local community organizations could support youth by improving referral services, besides offering services such as resume writing

tips, job interview preparation, and updated, user-friendly websites that display jobs available in the area.

There is a possibility that some of these services already exist and are available in the region, as well as some others focused on supporting young entrepreneurs, however, they are neither visible nor accessible to English-speaking populations. For this reason, our participant is unable to identify any resource or organization created to meet this goal. In addition to this, he expresses dismay that he "was recently looking for a job fair and found nothing."

When talking about salary expectations, our first participant considers that a full-time student (such as him) should be earning between \$18 and \$20 per hour in order to afford basic expenses (including food, housing, transportation, electricity, cellphone and Internet). Nevertheless, this sum does not cover some other basic services that are much needed in the Laurentians, such as mental health care.

Finally, our participant thinks that an increase in salaries would be a good idea to incentivize the migration towards the Laurentians. Otherwise, youth will continue to leave the region and move to Montreal.

SECOND PARTICIPANT:
YOUNG LAURENTIANER,
MALE, 19 YEARS OLD



Our second participant lives in Saint-Eustache with his girlfriend. English is his mother tongue – although both of his parents are fully bilingual – and is also the first language spoken at home.

Concerning his French language skills, he considers that he possesses an advanced level of proficiency, thanks to the bilingual education that he has received both at school and at home, since the elementary school level. He used to live in the family house with his parents in Rosemère (where he grew up), but he moved to Saint-Eustache in 2019, in order to share an apartment with his girlfriend, who's primarily an English speaker as well.

He simply considers himself as a Canadian, without the need of adding any hyphen to this. As far as he knows, his ancestors were born in Quebec. "I suppose that some of them spoke French, and some others, English," he said. On this point, he notes that improving his French skills has been an important part of his education and this has helped him to get hired without facing major difficulties, in working positions where he can speak comfortably with English and French speakers. Nowadays, he has a part-time job in a mall close to his home.

In his social and community life, he spends most of his leisure time with his girlfriend, parents and some school friends, "chilling out" – especially during the pandemic. He practices hockey and snowboarding on a regular basis, as well as rock climbing during

the warm seasons, an activity that he has been doing over the last two years.

He's currently studying a pre-university bilingual program in Science at Vanier College, and he wants to pursue university studies at Concordia University, where he'll be enrolled in a bachelor's degree in Exercise Science.

In sharing his thoughts on the challenges that English-speaking youth face living in the Laurentian region, he considers that the main barrier to encouraging youth to stay is the lack of support and financing from the government to create "interesting" jobs, as well as some effective measures to retain employees, for example "a decent salary."

In addition to this, he considers that there should be more services oriented to English-speaking youth, not only located in the region but also online. "There are a bunch of websites to guide young pals, but they only offer information in French, and many Anglophones haven't even heard about them," he affirms.

Lastly, our second participant states that he's not sure about staying in the region, in the medium or long term. "It will depend on job opportunities," he concludes.

THIRD PARTICIPANT:

**YOUNG LAURENTIANER,
FEMALE, 24 YEARS OLD**



The third participant shares an apartment in Sainte-Thérèse with a friend. She has recently moved away from her parent's house in Mirabel. She's fully bilingual, and English is the only language spoken at home. Some of her relatives – grandmother, aunts and uncles – speak French, but her parents, as well as her siblings and cousins, speak English, mainly due to their employment context and the neighbourhood where they grew up.

She identifies herself indistinguishably as a Canadian and Quebecer, and she doesn't see any incompatibility in claiming both cultural identities. She works at a law firm, where lawyers speak English and French, among some other languages. As for her education, she completed her elementary and secondary studies in a private academy located in the Laurentian region, before studying in an English-speaking college and university in Montreal.

Concerning her social lifestyle, she spends most weekends and holidays visiting her family and friends who live in the lower Laurentians and in Montreal. On this point, she attests that a vast majority of the people in her close entourage are English speakers, and she admits that she feels at ease consuming mostly English-language media – TV channels, music, podcasts, applications and social media – rather than French-language media.

When asked about the accessibility to social, health and employment services available in the Laurentians, she noted that, in her opinion, "such resources are not visible at all." She hadn't heard of 4Korners's mission before the interview – or

any other English-speaking organization in the Laurentians – and she considers that an information campaign should be created in order to promote community services among English-speaking populations who live in the region.

In addition to this, she highlights the need to provide better services in English, especially those related to mental health and better employment opportunities. "The COVID crisis has hit hard in the region, so there are many young people dealing with mental health issues, and many more are looking for decent jobs in order to pay their bills," she said. "This is the main reason why people are moving away, and I don't think that they're coming back anytime soon," she states.

Finally, involvement in community initiatives to encourage the participation of youth in economic development and social issues catches her attention. She firmly believes that Laurentian English-speaking youth should be taken into account when it comes to planning projects and taking decisions as members of governing bodies of community organizations located in the region.

RECOMMENDATIONS

BASED ON RESEARCH AND THREE TESTIMONIALS

After completing research and listening to three testimonials from young Laurentianers, 4Korners has elaborated the following list of recommendations with the aim of sharing our findings with our funders, stakeholders and communities.

French Language Skills

- Strengthen accessible French language training through work and at school in order to support English speakers in improving their language skills.
- Create French immersion programs for specific in-demand professions in order to ensure that job seekers can understand professional vernacular (i.e., healthcare, information technology, engineering, etc.).

Identity

- Acknowledge the fact that there exists a cultural wealth in the Laurentian region, as a result of continuous interactions among English speakers, French speakers, Allophones and Aboriginal peoples.
- Promote a culture of inclusion, diversity, equity and accessibility among individuals and collectivities that cohabit in the Laurentians, regardless of their gender, age, sex, race, class, religion, ethnicity, ability, language, sexual orientation or gender identity.

Social and Community Life

- Create both physical and virtual spaces for youth to speak, rest, socialize and develop a sense of belonging to their community and the region.
- Organize events and activities that bring youth together to enhance social exchanges between collectivities.

Education

- Facilitate access to education at all levels, as well as training opportunities such as placements, internships and mentorship programs.
- Provide support to increase the capacity of educational institutions in the Laurentians, including investments for the expansion and adaptation of vocational programs, based on the interests of current and prospective students.

Employment

- Provide measures that facilitate access to training and jobs (i.e., transportation allowance for potential employees who live far from their workplaces).
- Promote entrepreneurship programs for English speakers and support these programs with employment measures to help youth build and grow their businesses within their communities.

Income

- Increase participation in forums and roundtables to raise awareness concerning the low income of English-speaking youth in the region.
- Invite the public to weigh in on how to reduce vulnerability due to low income.

Health and Wellness

- Make resources available to English-speaking youth who are ill, disabled or coping with mental distress, particularly after the COVID-19 pandemic.
- Create initiatives, safe spaces and support groups to promote mental health and wellness.

Mobility and Attractivity

- Diversify the offer of career opportunities in the Laurentian region (i.e., those related to tourism, sustainable farming, information and technology) in order to attract and retain the labor force.
- Support programs and strengthen the Laurentian network of organizations that provide training in French language proficiency and offer employment opportunities.

Governance

- Support the participation of Laurentian youth in governing councils –(boards of directors) of regional organizations.
- Ensure that these English-speaking youth are included in formal consultations related to community planning and decision-making.

SOURCES & REFERENCES

Centre intégré de santé et de services sociaux (CISSS) des Laurentides (2020). Portraits des enjeux démographiques et socioéconomiques: MRC Antoine-Labelle/ MRC Argenteuil/ MRC Deux-Montagnes/ MRC des Laurentides/ MRC Les-Pays-d'en-Haut/ MRC Mirabel/ MRC Rivière-du-Nord/ MRC Thérèse-De Blainville. [<https://www.santelaurentides.gouv.qc.ca>].

Ciamarra, N., Lamarre P., Donovan P. & O'Donnell Lorraine (2021). Outmigration of Quebec's English-Speaking Youth. *Education Research Brief no. 7*. Quebec's English-Speaking Community Research Network (QUESCREEN). [https://www.concordia.ca/content/dam/artsci/scpa/quescreen/docs/Brief_7.pdf].

Dubé, Gaëtane, & Louis-Simon Corriveau (2020). «Les dépenses en culture des municipalités en 2018», *Optique culture*, no 71, juin, Institut de la statistique du Québec, Observatoire de la culture et des communications du Québec, p. 1-20. [statistique.quebec.ca/fr/recherche?sujet=depenses-en-culture-des-municipalites].

Holley, P. (2017). Push-pull factors related to student retention and integration in Québec. The Canadian Institute for Identities and Migration.

Institut de la Statistique du Québec (2021). Bulletin statistique régional. Édition 2021. Laurentides, Québec, L'Institut, p. 1-14. [statistique.quebec.ca/fr/fichier/bulletin-statistique-regional-laurentides-2021.pdf].

Institut de la Statistique du Québec (2021). « La population des régions administratives du Québec en 2020 », Bulletin sociodémographique, vol. 25, no. 2, janvier, L'institut, p. 1-6. [statistique.quebec.ca/fr/fichier/population-regions-administratives-quebec-2020.pdf].

Institut de la Statistique du Québec (2020). Panorama des régions du Québec. Édition 2020, Québec, L'Institut, 195 p. [statistique.quebec.ca/fr/fichier/panorama-des-regions-du-quebec-edition-2020.pdf].

Gallant, Nicole (2019). Portrait du bien-être des jeunes au Québec – région des Laurentides, (édition 2019), L'Observatoire Jeunes et Société, Institut de la recherche scientifique, 57 p. [<https://fondationjeunesentete.org/notre-cause/portrait-du-bien-etre-des-jeunes/>].

Mikkonen, J., & Raphael, D. (2010). *Social Determinants of Health: The Canadian Facts*. Toronto: York University School of Health Policy and Management. [<http://www.thecanadianfacts.org/>].

Pocock, J. (2018). Key demographic and socio-economic characteristics of Quebec's English-speaking youth (15-29). Quebec: Community Health and Social Services Network. [<http://chssn.org/wp-content/uploads/2014/11/Youth-Profile-CHSSN-2018.pdf>].

Sioufi, R., & Bourhis, R. Y. (2018). Acculturation and linguistic tensions as predictors of Quebec francophone and anglophone desire for internal migration in Canada. *Journal of Language and Social Psychology*, 37 (2).

Sir Wilfrid Laurier School Board (2021). Annual Report 2020-2021. [www.swlauriersb.qc.ca].

Statistics Canada. (2019). A Sociodemographic Profile of the Economic Region of the Laurentides, Findings for the Population Aged 15 to 29. Government of Canada.

Youth Employment Services (YES) & The Provincial Employment Roundtable (PERT). (2020). General Recommendations to Improve Employment Opportunities for English Speakers in Quebec. *Closing the 12k Gap: Improving Employment for Quebec's English-Speaking Community*. [http://pertquebec.ca/wp-content/uploads/2021/02/Conference_Report_-_English.pdf].



RIESS
Regional **Individual Employment**
Services & Support
Laurentians