



Labour Market Information Workshop Montreal 2006

The purpose of this information workshop is to help you understand **labour market** issues and enter the market as efficiently as possible.



Emploi-Québec's mission is to help you:

- ✓ **plan** your approach to entering the labour market;
- ✓ **explore** the labour market;
- ✓ **learn about** the different types of training available;
- ✓ **succeed** in your search for a job.

Among the basic services it offers, the CLE (centre local d'emploi) has a multiservice area which is open to you. This area contains many information documents on the labour market as well as a number of job preparation and search tools.





All the pertinent information on the Montréal labour market is available in the **multiservice area** of your CLE.

However, this information is extensive and sometimes complex.



**Let's see if we can
clarify it...**



Labour Market Information Workshop

1. **Profile** of Montréal
2. The Main Labour Market **Trends**
3. The **Sectors** and **Occupations** with the Best Job Prospects
4. Labour Market Information (LMI) **Tools**

Profile of Montréal





Profile of Montréal

The only French-speaking urban centre in America:

50%
of the workforce is
bilingual
(French and
English).

10%
of the
workforce
speaks a third
language.



Profile of Montréal

**Montréal
has a population of
1.8 million.**

**Of this number,
1 million are either
working or looking
for a job.**



Profile of Montréal



If we consider the Montréal census metropolitan area into account...

...the population increases to 3.4 million residents, which is close to half the population of Québec!



According to an analysis of job prospects for 2005-2009, 71,000 new jobs will be generated in Montréal through economic growth

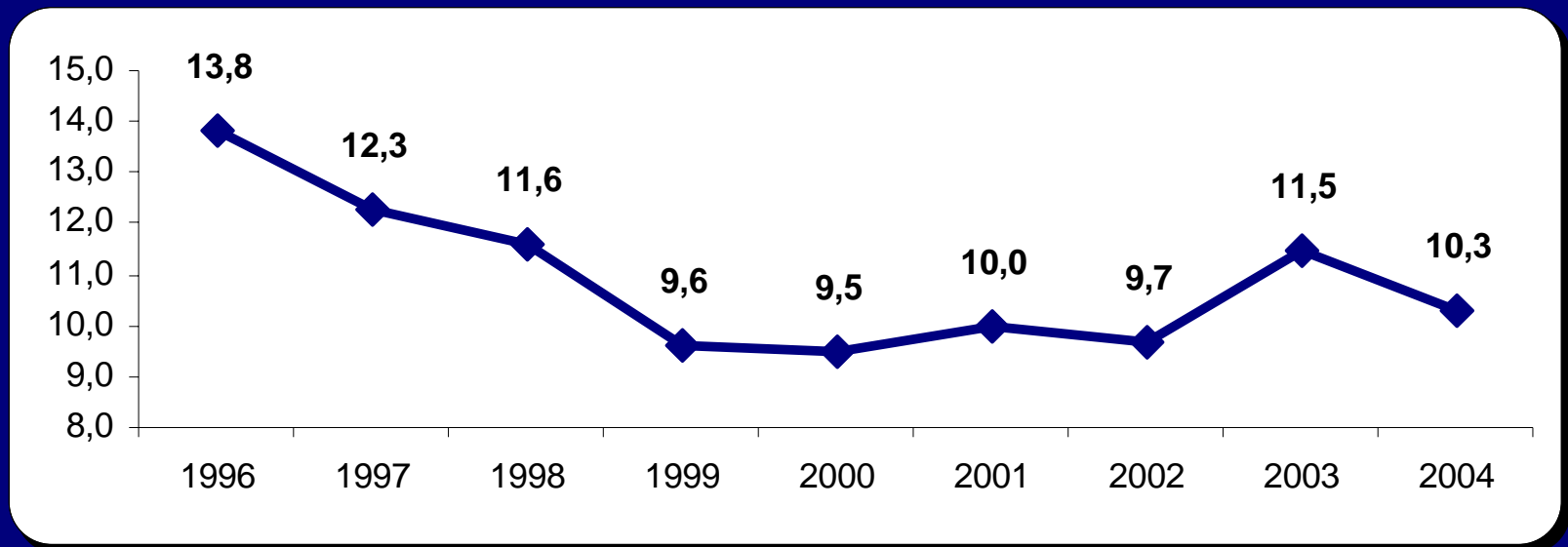


Profile of Montréal

This represents 28% of the 251,000 new jobs that will become available in Québec as a whole between now and 2009.



Evolution of the Unemployment Rate in Montréal since 1996



Source: Statistics Canada Labour Force Survey; special compilation by Emploi-Québec in Montréal.



Profile of Montréal

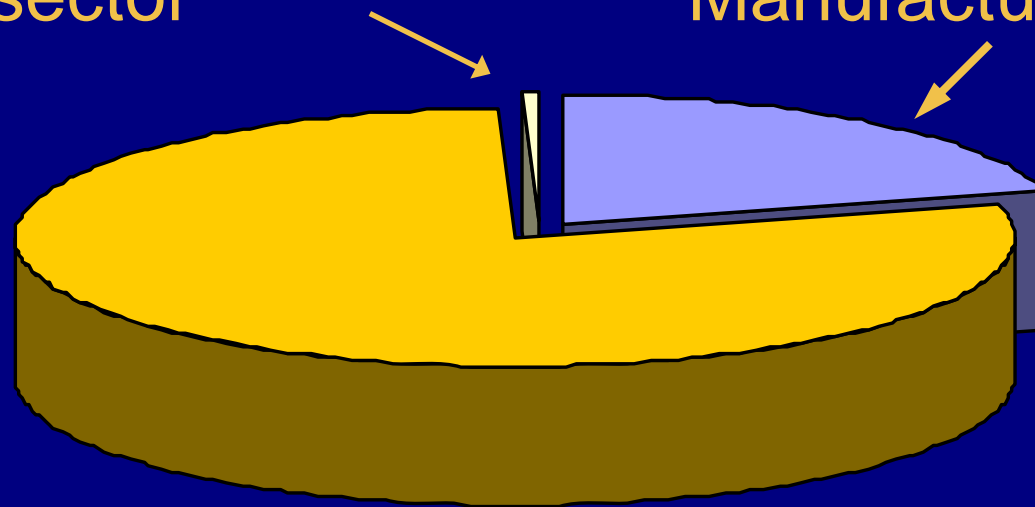
Close to **100,000 businesses** are concentrated in the **Greater Montréal** area, most of which are in the **service** and **manufacturing sectors**.

Note: Greater Montréal covers the Montréal census metropolitan area.

Distribution of Jobs in Montréal

Primary sector
(0.1%)

Manufacturing sector
(18.8%)



Service sector (81,1%)

Source:

LFS, 2002 annual data, NAICS classification



The Services in Montréal

The sectors with the largest percentage of jobs in the Montréal region are as follows

Retail trade (12%)

Healthcare and social assistance (11%)

Professional, scientific and technical services (9%)

Educational services (8%)

Finance, insurance and real estate (7%)

Information, culture and recreation (6%)

Transportation and storage (5%)

Accommodation and food services (5%)

Wholesale trade (5%)

Sources: Statistics Canada Business Register, and a special compilation by Emploi-Québec Montréal, November 2003



Profile of Montréal

The **service sector** is clearly the largest sector in Montréal, as 81% of workers are concentrated in it.



Montréal is also known for its manufacturing industry



The manufacturing sector encompasses all activities involved in the fabrication of goods.



The Manufacturing Sector in Montréal

There are close to 5,000 businesses in the manufacturing sector in Montréal.

Source: Statistics Canada Business Register, November 2003

Source: Statistics Canada 2001 census, and a special compilation by Emploi-Québec Montréal, DPSIMT, April 2004

198,000 jobs are related to it.



The Manufacturing Industry in Montréal

However, this sector is increasingly focused on new economy sectors associated with technology and knowledge, such as:

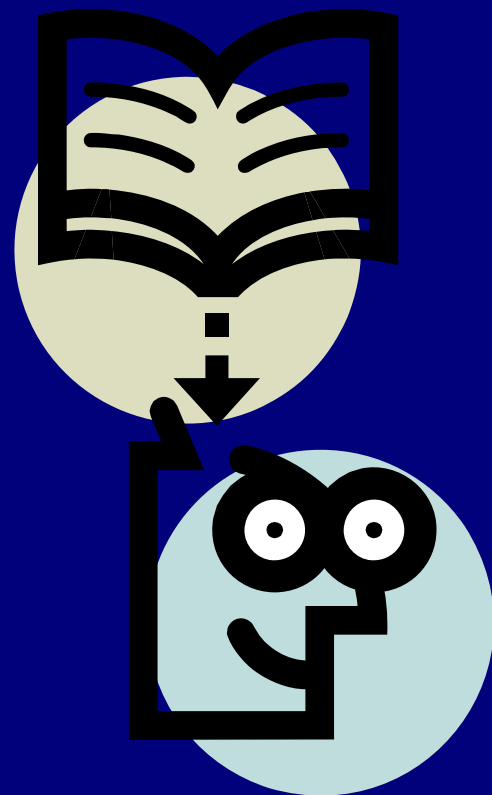
- aeronautics;
- biopharmaceuticals;
- electronics;
- information technologies and telecommunications.



Education in Montréal

To be able to take your place in the labour market, you need to consider training, as it is an invaluable asset.

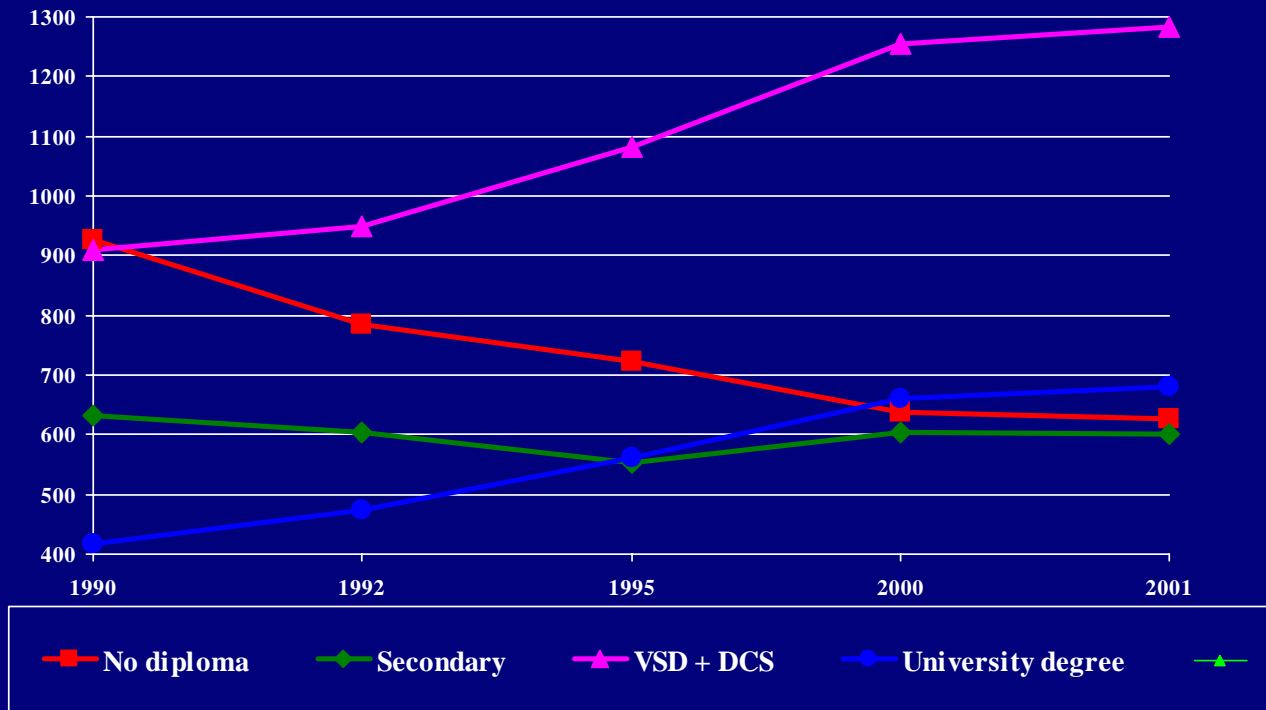
There is a direct link between your education level and your chances of finding a job.





Education: An Essential Employment Tool

Number of Jobs in Québec by Education Level



Source: Education Indicators, Ministère de l'Éducation du Québec (MEQ), 2001 edition



Education in Montréal

The minimum education required by most job offers is grade 11, i.e. a secondary school graduation diploma.

A good knowledge of French is highly prized by the entire labour market..

A knowledge of English is an essential asset, especially in the Greater Montréal area.



Education in Montréal

Some 300 vocational (secondary) and technical (college) programs are offered on the Island of Montréal. For information, simply consult the MEQ's Vocational and Technical Education Network.



Québec's Vocational and Technical Education Network

www.inforoutefpt.org



This network provides information on the **content**, **specific characteristics** and **admission requirements** of the vocational and technical programs of study. It also indicates the **names**, **addresses**, **etc.** of the educational institutions that offer these programs on the Island of Montréal.

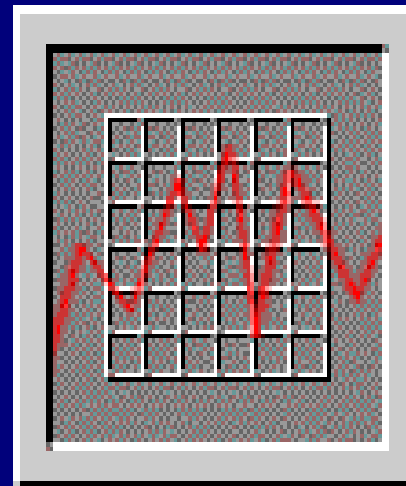


Educational Institutions in Montréal

- 4** universities (2 French-speaking and 2 English-speaking)
 - 12** public colleges
 - 43** private colleges
 - 3** government schools
 - 5** school boards (including 2 English-speaking) offering numerous skills training courses
- as well as many affiliated schools and research institutes



The Main Labour Market Trends





The Main Labour Market Trends

1. Globalization

2. Aging of the Population



What is globalization?

- ✓ The **opening up** of world markets (free trade).
- ✓ The elimination of **trade barriers**.
- ✓ Very strong **competition** among businesses throughout the world.
- ✓ Great opportunities for **expansion**.
- ✓ A much more extensive **consumer** base than in the past.



Impact of Globalization

- ✓ Increased competition among businesses.
- ✓ Need to introduce technological change to remain competitive.
- ✓ New job opportunities, but also the elimination of some jobs.



Impact of Globalization

But, be careful!

Workers now have
to be more highly
qualified!



Impact of Globalization

There are many occupations today that did not exist 10 years ago.

The examples are numerous.

Take, for instance, jobs like optoelectronics technician and software designer.

Can you think of other examples?



Impact of Globalization

But, be careful!

Workers now have
to be more highly
qualified!



Impact of Globalization in Montréal

**The Greater
Montréal area
is known for
its high-tech
job density.**

Note: Greater Montréal covers the Montréal census metropolitan area.



The Main Labour Market Trends

Aging of the Population

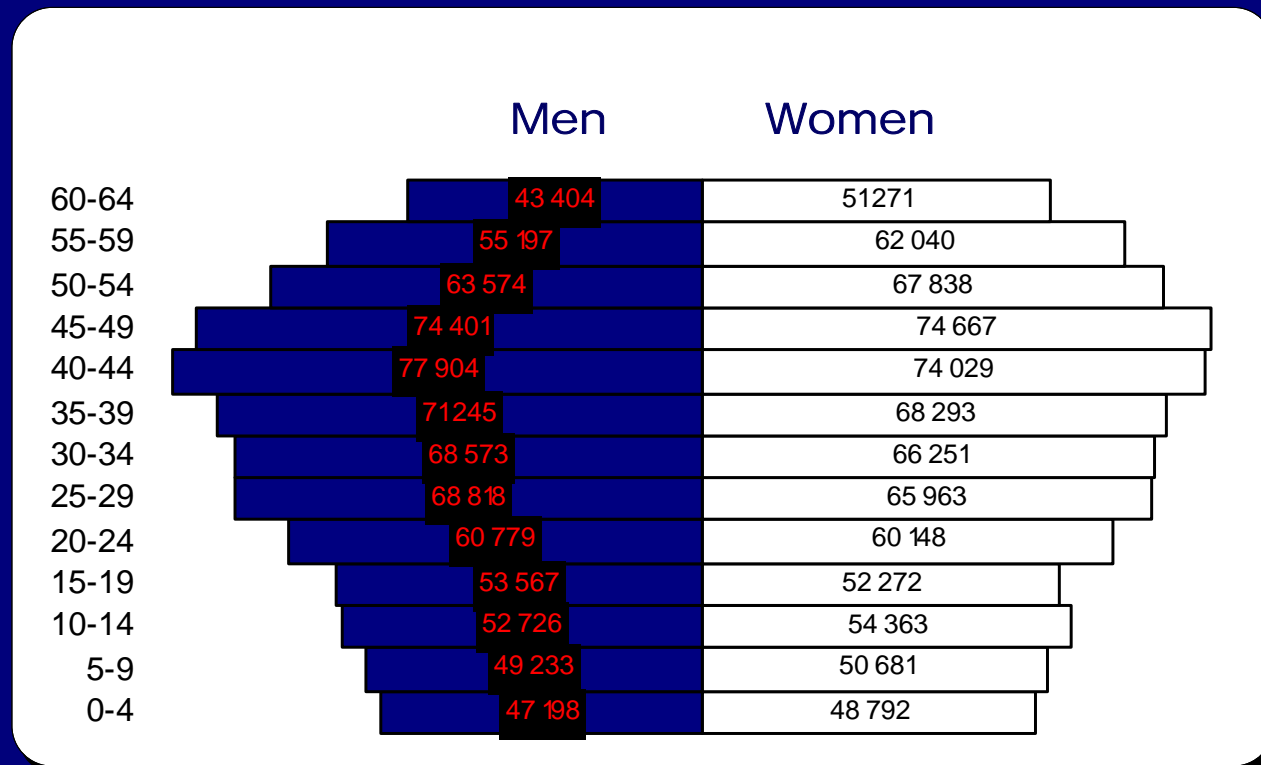


Aging of the Population

The aging of the labour force is inescapable and will affect several sectors in Québec in the next few years.



Aging of the Population



Source: Institut de la statistique du Québec, *Perspectives démographiques 1996-2041*; special compilation by Emploi-Québec in Montréal, April 2003



Aging of the Population

In addition, a number of jobs will be vacated by people leaving the workforce (retirement or death) or changing careers (job mobility).

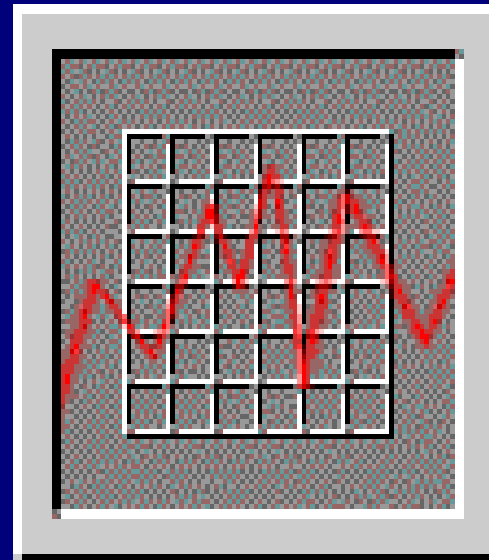


Here are a few examples of sectors that will be affected by the **aging** of the labour force in Montréal:

- ✓ Construction
- ✓ Metal manufacturing
- ✓ Public administration
- ✓ Education services
- ✓ Finance, insurance and real estate



Sectors and Occupations with Good Job Prospects





Do you know the sectors in Montréal that have good job prospects?

Here is a list of some important sectors in Montréal.

Which of these sectors do you think offer good job prospects?

Why?



Major Sectors in Montréal

- **Construction**
- **Metal product manufacturing**
- **Plastic product manufacturing**
- **Computer, electronic and electrical product manufacturing**
- **Petroleum, coal and chemical product manufacturing**
- **Healthcare and social assistance**
- **Professional, scientific and technical services**
- **Transportation equipment manufacturing**
- **Finance, insurance and real estate**
- **Accommodation and food services**
- **Information, culture and recreation**
- **Retail trade**
- **Wholesale trade**
- **Food, beverages and tobacco**



Sectors with Good Job Prospects

Construction



3,250 businesses.

24,000 Montréal residents directly employed.

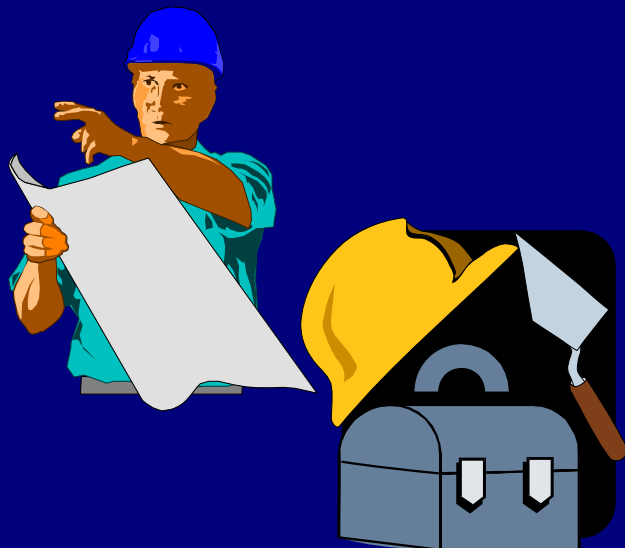
Continuous growth in the Montréal region for the past several years.

Sub-sectors with the highest demand: civil engineering, road work and housing construction.

Characterized by an aging workforce.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the construction sector**:

- Plumbers
- Sheet metal workers
- Heavy equipment operators



Sectors with Good Job Prospects

Metal product manufacturing



700 businesses.

18,000 workers.

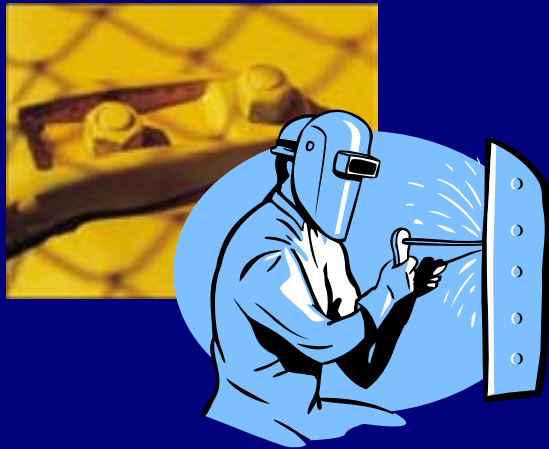
SMB very prevalent: 90% of businesses have under 50 employees.

A large portion of orders are for the construction and aeronautics sectors.

The workforce is, to a large extent, an aging one.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the metal product manufacturing sector**:

Mechanical engineers

Tool and die makers

Mechanical engineering technicians



Sectors with Good Job Prospects

Plastic product manufacturing



200 businesses and more than 5,700 jobs in Montreal.

Predominantly SMBs, as 75% of these businesses have less than 25 employees. Sector characterized by a high turnover rate. Recruitment difficulties for several occupations.

75% of production workers have a secondary school diploma at best.



Sectors with Good Job Prospects

A few examples of occupations with good job prospects in **the plastic product manufacturing sector**:

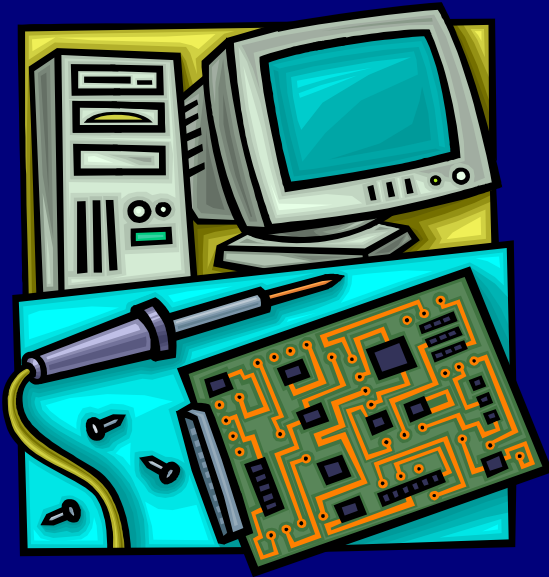


Plastic molding machine operators
Plastic processing technicians



Sectors with Good Job Prospects

Computer, electronic and electrical product manufacturing



11,500 Montréal residents working in this sector (2004) and 345 businesses on the Island of Montréal.

Major emigration of Montréal plants to Asian countries.

The design, development and assembly of high-tech products (for the telecommunications and aerospace industries) are better positioned.

The percentage of engineers and technologists should increase to the detriment of plant workers (operators and assemblers).

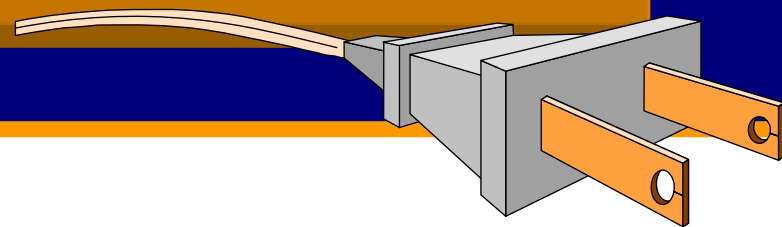


Sectors with Good Job Prospects

Computer, electronic and electrical product manufacturing



Computer and electronic product sub-sector: large decline in jobs since 2001, thus an increase in the experienced workforce available (for example, machine operators and assembler-fabricators); the situation, however, stabilized in 2003





Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the computer, electronic and electrical product sector**:

Computer engineers

Computer system and software evaluators

Industrial engineering and manufacturing technologists and technicians



Sectors with Good Job Prospects

Petroleum, coal and chemical product manufacturing (including the pharmaceutical industry)



260 businesses in Montréal.

14,900 Montréal residents working in this sector.

The chemical, petrochemical and refining sector (excluding pharmaceuticals) accounts for 80% of SMBs with less than 50 employees.

75% of jobs in this sector are located in the Montréal CMA.

60% of employees are 45 years of age or over.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the petroleum, coal and chemical product manufacturing sector:**

Chemical technologists and technicians
Chemical treatment facilities operators
Medical laboratory technicians



Sectors with Good Job Prospects

Healthcare and social assistance



101,000 Montréalers working in the sector.

62% of employees work in hospitals and 22% in long-term residential and care facilities.

High demand for labour now and in future.

Greater skills will be required in the next few years.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **healthcare and social assistance**:



Graduate nurses

Nurse aides, orderlies and patient service associates

Medical laboratory technicians

X-ray technologists



Sectors with Good Job Prospects

Professional, scientific and technical services

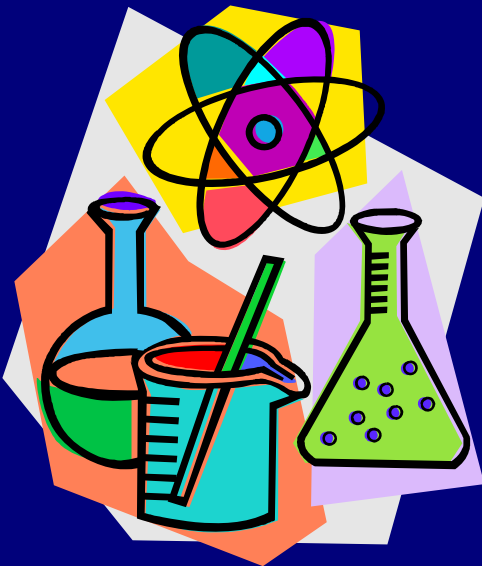


This sector includes 7,860 businesses and slightly over 80,000 jobs on the Island of Montréal. The number of jobs in professional, scientific and technical services has more than doubled in Québec in 15 years. In 2004, close to 90% of the jobs in this sector were full-time. Average annual growth is estimated at 3% for the 2005-2009 period



Sectors with Good Job Prospects

Professional, scientific and technical services



This sector includes such fields as computer services, legal services, accounting, advertising, architecture, engineering and design, management consulting services as well as scientific and technical consulting. Close to two-thirds of the jobs in this sector are concentrated in the census metropolitan area (CMA).



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the professional, scientific and technical services sector**:



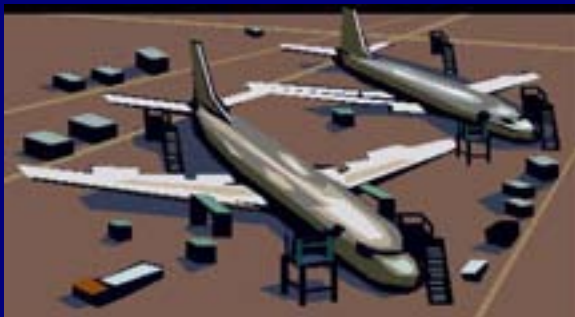
Architectural technologists and technicians
Computer analysts and consultants
Auditors and accounts
Translators, terminologists and interpreters



Sectors with Good Job Prospects



Transportation equipment manufacturing (including aerospace)



There are some 10,000 jobs and 130 businesses related to this sector in Montréal.

In 2004, more than half the employees in this sector worked in aerospace products and parts manufacture, and some 30% in automotive vehicles and parts manufacture. Close to 55% of these employees are located in the metro Montréal region.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the transportation equipment manufacturing sector**:

Tool and die makers

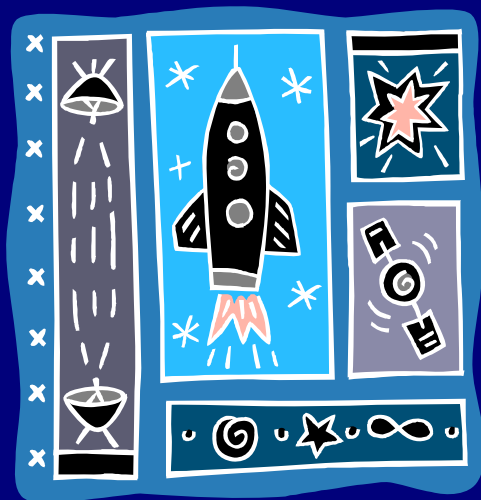
Purchase agents

Mechanical engineers

Machinists and machining and tooling inspectors



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the aerospace sector**:

Avionics technicians
Aerospace engineers



Sectors with Good Job Prospects

Finance, insurance and real estate



Over 60,000 Montréalers work in finance, while 20,000 are involved in real estate.

Montréal has more than 5,000 businesses in this sector and is becoming positioned increasingly as an international financial centre. Jobs are located primarily in the downtown area.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **finance, insurance and real estate:**

**Insurance underwriters
Brokers**

Financial analysts and investment analysts



Sectors with Good Job Prospects



Accommodation and food services



Close to 47,000 jobs and 4,800 businesses on the Island of Montréal.

The proportion of part-time workers in this sector (44% in Québec in 2002) is much greater than in the other service sectors (23%).

Jobs concentrated mainly in the Montréal and Québec City regions.

High turnover rate.





Sectors with Good Job Prospects



A few examples of occupations with FAIR job prospects in **the accommodation and food services sector**:

Hotel front desk clerks

Food counter attendants, kitchen helpers and related occupations



Sectors with Good Job Prospects

Information, culture and recreation



Includes two separate fields: the information industry (publishing, film, broadcasting and telecommunications, information services and data processing); and the arts, entertainment and recreation.

58,600 jobs and close to 2,800 businesses on the Island of Montréal.

Over half the jobs in Québec are provided by two sub-sectors: telecommunications; and entertainment, recreation, gambling and lotteries.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in the information, culture and recreation sector:

Network administrators
user support technicians
Systems testing technicians



Sectors with Good Job Prospects

Retail trade



This sector employs 111,000 Montréalers and includes 8,000 businesses.

In 2004, 3 workers out of 10 were part-time.

Retail trade accounted for 17% of jobs in the service sector in Québec in 2004.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the retail trade sector**:

Supervisors
Salespersons and sales clerks
Butchers and meatcutters



Sectors with Good Job Prospects

Wholesale trade



41,600 Montréalers working in wholesale trade in 2004.

Over 5,700 businesses on the Island of Montréal.

Aging workforce: in 2004, close to one-third of the wholesale trade workforce in Québec was 45 or older.

Jobs concentrated in the Montréal region (3 people out of 5).

Generally full-time work.



Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the wholesale sector**:

Technical sales specialists
Truck drivers
Non-technical sales representatives





Sectors with Good Job Prospects

Food, beverages and tobacco



Close to 18,000 jobs and 500 businesses in this sector in Montréal in 2004.

20% of the food, beverages and tobacco workforce lives in Montréal.

Sector includes meat processing, dairy, beverages and tobacco.

75% of businesses in the sector have less than 50 employees.

Largest manufacturing sector in Québec in 2004 in terms of jobs (84,000).

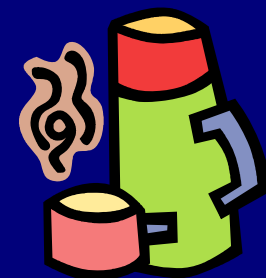


Sectors with Good Job Prospects



A few examples of occupations with good job prospects in **the food, beverages and tobacco sector**:

Process control and machine operators,
food and beverage processing
Industrial butchers
Supervisors, food processing





Labour
market
information
tools





LMI Tools

Here are some of the tools,
available in the multiservice
area of your local
employment centre, to help
you with your job preparation
and search.



**A guide
that walks
you
through all
steps that
lead to
finding a
job.**



<http://www>

**Trouver
un emploi
par Internet**



**Un guide
pour utiliser
efficacement
les outils
offerts dans
Internet**

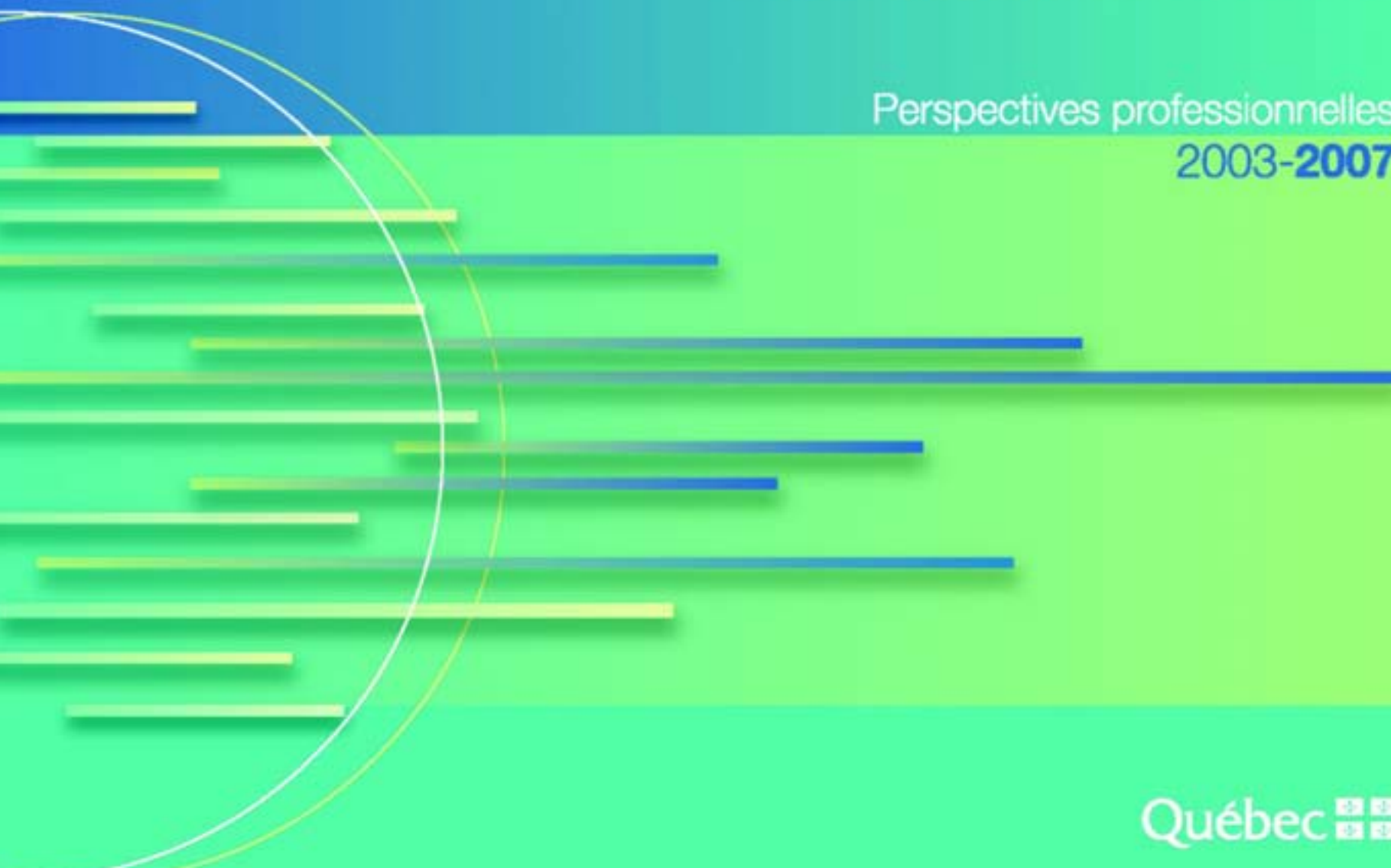
**A guide
designed to
support you
in your job
search
efforts via
the Internet**

Information
sur le marché
du travail

imt

Le marché du travail dans la région de Montréal

Perspectives professionnelles
2003-2007



Québec 



Job Prospects

This document provides an analysis of hundreds of occupations and discusses the labour market situation and employment prospects for each.



Analysis of Employment Prospects

Job prospects	Potential for Entry into the Labour Market
Very good	Very high
Good	High
Fair	Average
Limited	Low
Very limited	Very Low



Job Prospects

Overall, there were good prospects (very good, good or fair) for three quarters of the occupations in 2004.



List of occupations presently in demand

A list of occupations for which there is presently a large number of job openings and thus employment opportunities.

Available in the Multiservice Room of your local employment centre (CLE) or on the Emploi-Québec web site at emploiquebec.net/montreal



LMI Online

The screenshot shows the LMI Online interface for the profession of 'Infirmiers auxiliaires/infirmières auxiliaires (21200)'. The page is in French and includes the following sections:

- Navigation:** Home, Recherche, Aide, Contact, Informations sur le marché du travail.
- Menu:** 1. Métiers et professions, 2. Programmes de formation, 3. Secteurs d'emploi.
- Search:** A search bar with the text 'Infirmiers auxiliaires/infirmières auxiliaires (21200)'. Below it, a dropdown menu shows 'Avis rapide des sections de la page'.
- Profession:** A section titled 'Profession pour les plus en demande actuellement dans l'économie de Québec'.
- Apprentissage d'emploi:** A section titled 'Apprentissage d'emploi' with a sub-section 'admet médullaires/médullaires - Fournit soins aux infirmiers auxiliaires en chirurgie'.
- Statut de travail:** A section titled 'Statut de travail' with a sub-section 'Les infirmiers auxiliaires administrent des soins infirmiers aux patients, habituellement sous la supervision des médecins, des infirmiers autorisés ou d'autres membres de l'équipe de soins. Ils travaillent dans des centres hospitaliers, des maisons de soins infirmiers, des établissements de soins préventifs, des centres de réhabilitation, des cabinets de médecine, des cliniques, des entreprises, des centres de santé communautaire et chez des particuliers. Un groupe de base comprend les techniciens en chirurgie.'
- Fonctions principales:** A section titled 'Fonctions principales' with a list of tasks:
 - Les infirmiers auxiliaires et les techniciens de salle d'opération exercent une partie ou l'ensemble des fonctions suivantes:
 - * Recueillir des renseignements, dans les limites de l'exercice professionnel, aux patients selon leur évaluation et les procédures de soins;
 - * Faire des observations infirmières, par exemple surveiller les signes vitaux des patients, appliquer les techniques d'urgence, y compris dans des situations critiques, veiller à nettoyer les instruments, contrôler l'administration des patients et positionner des appareils;
 - * Administrer des médicaments, en observer les effets thérapeutiques et consigner les résultats de ces observations;
 - * Administrer des soins personnels avant et après les interventions chirurgicales et recueillir les patients;
 - * Assister l'orthodontiste et la chirurgie orthodontique en soins;
 - * Apprécier les progrès des patients, évaluer l'efficacité des interventions infirmières et consulter les autres membres de l'équipe médicale;
 - * Assister les patients et leurs familles sur certains aspects de la santé et de la sécurité.
 - Techniciens de salle d'opération:
 - * Préparer les matériels pour une intervention chirurgicale en bloc, en respect et en appliquant les champs opératoires;
 - * Juger des instruments et l'équipement nécessaires à l'opération, selon l'équipe chirurgicale à partir des données d'échelle et des plans et donner aux chirurgiens les instruments demandés pendant l'opération;
 - * Nettoyer et désinfecter la salle d'opération et les instruments.
- Conditions d'accès à la profession:** A section titled 'Conditions d'accès à la profession' with a list of requirements:
 - * Un diplôme d'études collégiales ou la réalisation d'un programme de formation pratique ou d'un autre programme reconnu est exigé des infirmiers auxiliaires.
 - * L'admission à un processus de reconnaissance est exigée dans toutes les provinces et territoires.

Web site containing information on occupations, training programs and sectors of the economy.



Online Placement

Linked to Emploi-Québec's web site, this job bank enables employers and job seekers to register and look for candidates and job offers.

Offre(s) trouvée(s)	Caractéristiques de base de la travail	Nombre d'offres trouvées
Application d'Emploi: infirmiers auxiliaires/infirmières auxiliaires Nombre d'offres trouvées: 8 (cette date de la recherche précédente: 08)		8
Offres trouvées dans la région: Région de la Capitale-Nationale (2 offres)		2
Offres trouvées dans la région: Région de la Côte-Nord (1 offre)		1
Offres trouvées dans la région: Région de Gaspésie (1 offre)		1
Offres trouvées dans la région: Région de la Montérégie (2 offres)		2
Offres trouvées dans la région: Région de la Vallée de la Sagouine (1 offre)		1
Offres trouvées dans la région: Région de la Côte-de-la-Beauce (1 offre)		1
Offres trouvées dans la région: Région de la Gaspésie (1 offre)		1



Sector-Based Committees

Aerospace
Agricultural production
Automotive services
Chemicals, petrochemicals and refining
Culture
Doors, windows, furniture and kitchen cabinets
Electrical and electronics industry
Environment
Food processing
Food trade
Forest management
Graphic communications
Information technologies and communication

Lumber
Marine fisheries
Marine industry
Metal manufacturing
Metal processing
Ornamental horticulture
Personal care
Pharmaceutical and biotech products
Plastic processing
Rail transportation
Retail trade
Road transportation
Rubber
Social economics
Textile industry
Tourism



You will find all these documents and tools in the multiservice area of your CLE.





**For more information, visit
www.emploiquebec.net**





Design and production: Natalie Gagnon

**Direction de la planification, du suivi et de
l'information sur le marché du travail**

Emploi-Québec in Montréal