

# Building Your Career in Québec

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<http://www.concordia.ca/students/success>



# Agenda

Icebreaker

Canadian Immigrants

Myth and Fears

Why do Companies Hire International Graduates?

Quebec Labor Market

Your Rights as a Worker

The importance of French in Quebec

*Career Planning Steps* to build a successful career

The Canadians General Attitudes Towards Work

Verbal and Non-Verbal Communication

Resources and Windup

# Activity A – Reflecting on your Education/Career in Montréal

Take **two-three minutes** to think about why you did choose to come to Montreal, to change geography location to pursue your university education. Describe the motivational factors, the reasoning behind your decision to move to Montreal, to study at Concordia University

# Pair & Share – in team (10min)

- **Teammate 1:** Share your example.
  - **Teammate 2:** Listen and take note of the story you hear.
  - **Teammate 2:** After your teammate has shared their example, reflect back the story you heard.
- **Teammate 1:** Share any *additional details* you felt were missing in your example.

Change roles!!

# Canadian Immigrants

## **Long History: Centuries of immigration**

- 1 in 5 Canadians born outside Canada (Latest Census)
- Statistics Canada projects that 28.2% of Canadians will have been born somewhere else by 2036.
- Vast diversity of cultures

## **Montreal a Chief Canadian Destination**

- 30 865 immigrants in 2019
- A diverse, multi-ethnic community
- 60% of the population speaks French and English fluently.
- At home: 55% of Montrealers uses French, 25% speaks English and 20% uses a non-official language
- At work: 67% of Montrealers uses French, 32% speaks in English and 15% uses French and English
- Great growth recently of people who speak non-official languages
- *Statistique Canada* shows that 34% of Montrealers are born outside of Canada.

# Why do Companies Hire International Graduates

- Cultural & ethnic diversity
- Adaptability
- Leadership skills
- Initiative & strong work ethic (i.e. studying in a second language)
- High degree of education (males more highly educated than Canadian male)
- Qualifications from Canada & abroad
- Team-oriented mentality
- Proficiency in native language
- Multicultural communication skills
- Connections to global market
- Willingness to travel overseas

# Quebec Labour Market

Different regions offer Different opportunities in your field

- Hot Montreal industries

- Health care
- Food & beverage manufacturing
- Computer, IT, Software, Support, technical
- Professional, scientific & technical services
- Public services
- Business & building management services

- Means of Research

- Professional Associations
- Websites (Businesses/LinkedIn)
- <http://emploiQuebec.net/index.asp>
- Industry Canada: <http://www.ic.gc.ca/Intro.html>
- Working in Canada: <http://www.workingincanada.gc.ca>
- <https://www.placeauxjeunes.qc.ca/> **Working in QC regions (18-35 y.old)**
- For future entrepreneurs:  
<https://www.concordia.ca/research/d3center.html> (District 3)  
<http://sajeenaaffaires.org/english/index.php>  
<http://www.yesmontreal.ca/yes.php?section=entrepreneurship/services>

## Activity B - Myths and Fears (*working/living in Qc*)

Take ***two-three minutes***

**A)**to write down any concerns, fears and/or worries you are thinking about related to a potential choice of building up your career here in the province of Quebec.

**B)**Describe one action/strategy/idea you can use to help you succeed your career in Qc;



# Pair & Share – in team (15min)

- **Teammate 1:** Share your example.
  - **Teammate 2:** Listen and take note of the story you hear.
  - **Teammate 2:** After your teammate has shared their example, reflect back the story you heard.
- **Teammate 1:** Share any *additional details* you felt were missing in your example.

Change roles!!

# Your Rights as a Worker

- Employment Laws
  - There are human rights laws that protect employees from unfair treatment by employers based on sex, age, race, religion or disability and harassment.
- Discrimination
  - There are laws to protect employees from discrimination.
- If you feel you have been discriminated against, contact:

“La Commission des Normes du Travail du Quebec” at:  
[www.cnt.gouv.qc.ca](http://www.cnt.gouv.qc.ca)

# The importance of French in Québec

- **The official language:**
  - On July 31st, 1974, the Official Language Act officially recognized French as the common language of all Quebecers.
  - In 1977, the government adopted the Charter of the French Language.
  - More than 80% of the population speaks French.  
45% of the population speaks French and English

# **Good reasons to learn French:**

## **Communicate effectively in everyday life**

- i.e. explaining a health problem to a doctor

## **Working in French**

- i.e. finding a job, passing a job interview, obtaining a promotion

## **Practicing a profession in Québec**

- i.e. being a member of a professional order (OIQ)

## **Doing business in Québec**

- i.e. open a business and communicate effectively with clients

## **Participate in cultural, civic and social life**

- i.e. understanding theatre, literature, films and songs

## **Help your children succeed at school**

- Promote the integration of your child into the francophone community.

# Career Building STEPS

- **1. Self-Exploration** ( values, skills, interests, personality traits, strenghts, qualities, needs and wants.)
  - Career cruising – a database of information on careers
    - <https://public.careercruising.com/en/> Username: Concordiauni Password: Careers
  
- **2. Researching occupations/careers/job market/ trends:** keep a list of what is most captivating LinkedIn Search profiles doing the work you are interested/ Reach out to professionals of interest to ask for information and advice  
<http://emploi.quebec.net/index.asp> <http://www.workingincanada.gc.ca>
  
- **3. Narrow down your options**, make a list of your top 3-5 best career scenarios <https://www.indeed.com/career-advice/career-development/pros-and-cons-list>
  
- **4. Goal Setting/** Designing a concrete action plan  
<https://www.indeed.com/career-advice/career-development/smart-goals>

# *Canadian Etiquette/Attitudes*

<b>Respect for hard work</b>	<b>Subtle difference between quebecois and canadians culture</b>
<b>Respect professional success attained through discipline, hard word and playing by the rules</b>	<b>Use formal methods (memos, structured meetings, minutes of meetings, emails, letters etc)</b>
<b>Are mostly law-abiding</b>	<b>Respect direct communication style, look at straight answers to questions</b>
<b>Protect our privacy and keep our home-life separate our work life</b>	<b>Value managers who can make immediate decisions after a problem solving exercise involving managers and staff</b>
<b>Avoid doing business with friends and relatives</b>	<b>Managers support employees and allow them to find solutions</b>
<b>Tend to be polite but not necessarily too friendly</b>	<b>Gifts are not given in a formal business setting</b>
<b>Discussing politics, religions are seen as private matters and not to discuss at work</b>	<b>Maintain a reserved demeanor in a business situation, dont raise your voice, interrupt others, be over bearing or aggressive</b>
<b>Making discriminatory comments or sexual jokes are not accepted and can lead to strong consequences and negatively impact your reputation</b>	<b>Women occupy the same range of positions as men and have the same kind of authority</b>
<b>Social equality meaning mixing with people of different social mobility and gender is encouraged</b>	<b>A person's athority is related to his or her position or responsability</b>
<b>Value personal experience and expertise and don't refer of family origins</b>	

# Verbal Communications

- Always speak of yourself in a positive way
- Talk in an assertive way and show confidence when describing your skills (skills assessment exercise)
- Learn to describe your strengths, weaknesses, likes and dislikes
- Demonstrate knowledge of yourself and your career goals

# **Non-Verbal Communications**

**(The message your body is sending)**

- Be well organized and professional with your documents
- At meetings or during an interview, hand gestures should be controlled as to not distract the person in front of you
- You should stand about a meter away from one another when speaking
- Other than the handshake, you do not touch the other person
- Smiling reveals warmth and friendliness
- Good eye contact, straight posture and a firm handshake reveals confidence, maturity and professionalism. However, be careful not to stare
- Leaning slightly forward, while seated, reveals interest in the conversation
- Playing with your hair, nails, etc. reveals boredom as does yawning, stretching or moving around in your chair
- Repetitive gestures, movements, actions (i.e. foot tapping, leg shaking, finger strumming) may be distracting and reveal impatience, nervousness and fear



# ***Creating Your Marketing Statement; Your career branding, Your Elevator Pitch***

Elaborate a clear verbal presentation that could be used in a cold call or when developing contacts. Practice until it feels right. Your presentation could include: job titles, skills, interests, and problems you could solve.

Example:

***I'm looking for a position in computer assisted design where I could develop my artistic skills. I'm good at creating layouts, designing logos, and producing documents.***

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# Resources & Windup

## **Visit our CCET – CAPS services at our Student Success Centre**

Go to the Student Career Resource Centre

<https://www.concordia.ca/students/success/resource-centre.html>

- Meet with Career Counsellors for career planning/building/goal setting
- Meet with Career Advisors for job search expertise

## **Visit websites for on-going events, workshops and courses**

- <https://www.concordia.ca/students/success/career-planning-services.html>
- <http://www.concordia.ca/artsci/francais/vie-etudiante/reussir-en-francais.html> ( to learn and improve your French skills)
- [FutureBound](#) ( to develop professional skills for undergrad students)
- [GradProSkills](#) ( to develop professional skills for grad students)
- [Udemy- Concordia University](#) (access to a collection of more than 4,000 online courses **non-academic** courses ranging from IT operations, web development, leadership and management, marketing and project management and operations.)

## **Get involved on & off campus**

- Attend events and activities
- <http://www.concordia.ca/offices/live.html> ( to volunteer and gain extra curricular experience)
- [Student life](#) ( to engage in many students' activities and get extra curricular experience)
- [ISO <http://www.concordia.ca/students/international.html>](http://www.concordia.ca/students/international.html) ( support services for international students)

## **Building futures in Canada**

<http://www.immigration-quebec.gouv.qc.ca/en/informations/learning-quebec/index.html>