

A photograph of three young adults jumping joyfully in front of a brick wall with a wooden door. The man on the left is wearing a blue denim shirt and jeans, the man in the middle is wearing a light blue sweater and khaki pants, and the woman on the right is wearing a black leather vest over a grey t-shirt and jeans. They are all smiling and giving thumbs up. The background is a brick wall with a wooden door on the right.

Take the Leap!

into the Social Economy
or Community Action

Do you want a job that matters?

Looking for a career with social impact?

Passionate about collective projects?

200 amazing careers are waiting for you!

CSMO
ESAC

Comité sectoriel
de main-d'œuvre
Économie sociale
action communautaire

www.csmoesac.qc.ca

THERE ARE THREE MAIN JOB SECTORS IN QUÉBEC

1 PUBLIC/ PARAGOVERNMENTAL SECTOR

WHAT DIFFERENTIATES THEM?

PUBLIC ORGANIZATIONS

Who has administrative power?



The State
(municipal, provincial,
and federal)

Who makes the decisions?



Ministerial policies
and/or
democratic bodies

Source of revenue?



The State

What is their aim?



Designated by the State

Distribution of
surplus/profits?



The State collects surplus
and redistributes it or invests
it based on its
established policy

Guided by what
values or principles?



Accessibility
Sharing
Efficiency
Profitability
(according to the values upheld
by the public organization)



2 PRIVATE, FOR-PROFIT SECTOR

3 SOCIAL ECONOMY/COMMUNITY ACTION SECTOR

PRIVATE ENTERPRISES



Shareholders

Owner and/or board of directors

Sale of goods/services and/or investments



Maximum return on invested capital



Profits redistributed on pro rata basis to shareholders and/or reinvested in the enterprise

Competitiveness
Performance
Efficiency
Productivity

COMMUNITY ORGANIZATIONS



Members elect a board

Board of directors

Government grants and/or fundraising campaigns and/or philanthropic financing



Respond to members' or community needs



Reinvested in the organization or community

Solidarity
Mutual aid
Equity
Primacy of Human being
Democracy
in addition to efficiency and accessibility

SOCIAL ECONOMY ENTERPRISES (COOPERATIVE OR NPO)



Members elect a board

Board of directors

Sale of goods/services and/or government grants and/or investments



Respond to members' or community needs



Redistributed equally to members (coop) or reinvested in the enterprise

THE SOCIAL ECONOMY AND COMMUNITY ACTION SECTOR INCLUDES...



16,590
regroupements et organisations



319,893 employees,
including 84,698 employees
of co-operatives

COLLECTIVELY HELD AND MANAGED ORGANIZATIONS



Parity
between men and women
on boards of directors



of rganizations benefit from the
support of volunteers other than
board members



1 member
=
1 vote

SMALL, CREATIVE AND INNOVATIVE ORGANIZATIONS, ROOTED IN THEIR COMMUNITIES



Average number of women in each organization



Average number of men in each organization

A SECTOR THAT ATTRACTS NEW TALENT



5 employees aged 35 and under in each
organization, on average



40%
of organizations have an intern
on their team

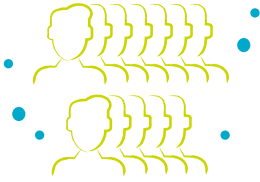


42%
of organizations benefit from
the support of volunteers aged
35 and under

COMPOSITION : 32 SECTORS

- Volunteer action
- Agri-food
- Home support
- Wholesale and retail
- Consumer, restaurants, bars and craft breweries
- Construction
- Cooperation and international solidarity education
- Culture, arts and theatre, heritage conservation
- Popular education, literacy, stay-in-school projects and training
- Employment, social inclusion, social and professional integration
- Environment and sustainability
- Solidarity Finance
- Forestry
- Housing and real estate
- Shelters
- Immigration, social integration of cultural communities and support for refugees
- Recreation, sports and tourism
- Poverty reduction
- Manufacturing and production
- Media, communications and events
- Early childhood
- Promotion and defense of social rights
- Advocacy and coordination
- Health and social services
- Schooling
- Food security
- Administrative, consultation and professional services
- Funeral services
- Support for community action and/or social economy and entrepreneurship
- Support for local and regional development
- Digital and information technology
- Transportation

AN IMPORTANT SOURCE OF *employment in Québec*



319,893

employees in the social economy and community action¹ sector

The social economy and community action sector is composed of organizations (non-profit organizations: NPO and co-operatives) with a **mission to meet the needs of their members or their community**, rather than simply focusing on profit. These organizations are rooted in the values of **solidarity, autonomy and civic engagement**, and operate through various forms of **democratic governance**.

These organizations are already a part of your daily life. They exist in every part of Québec and make concrete contributions to their communities.



157,086

employees in construction²



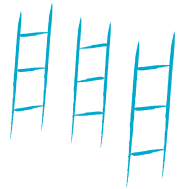
69,688

employees in food processing³



59,295

employees in aerospace⁴



DID YOU KNOW?



More than a third of organizations in the social economy and community action sector expect to hire new staff over the coming year!

Source : CSMO-ÉSAC (2018) *Les repères en économie sociale et en action communautaire, panorama du secteur et de sa main-d'œuvre.e.*

EMPLOYMENT AT A HUMAN SCALE

Take the leap into the social economy and community action employment sector!

- Participate in sustainable, redistributive and collective development.
- Join a dynamic, open and innovative team with humanist and social values.
- Feel like you're making a real, meaningful difference and realize your potential on the labour market.

1 - Source: CSMO-ÉSAC, Les Repères 2018 et Institut statistique du Québec. Includes workers in the Mouvement Desjardins and in agricultural and forestry co-operatives.

2 - Source: Commission de la construction du Québec, 2017.

3 - Source: Statistics Canada, SEPH, CANSIM, table 281-0024; compiled by the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation (MAPAQ), 2017.

4 - Source: Comité sectoriel de main-d'œuvre en aérospatiale, 2019.

WHAT IS *The Social Economy*

The social economy is composed of companies developed through collective entrepreneurship (NPOs, co-operatives and mutuals). These companies combine both a **social mission and economic activity** and operate through democratic processes that are enshrined in their regulations and daily practices. These companies **sell products or offer services to address the needs of a community** or group of people. **Profits are reinvested** in the company to improve working conditions or develop new services.

A FEW EXAMPLES



Geneviève Ducharme, CPHR -
Responsible for Human Resources and
Co-operative Education
Fédération québécoise des coopératives
en milieu scolaire (FQCMS/COOPSCO)

« At the end of the day, I'm motivated by the fact that I'm working for the benefit of all students and that our co-operative employees are critical in ensuring that we continue to meet our members' needs. I find managing human resources in the social economy to be a wonderful challenge, as we strive to translate our values into the actions and management practices we undertake every day. Throughout my career, co-operative values have been at the heart of my work, informing everything I do. That's why I've chosen to commit myself both personally and professionally to the incredible environment offered by the co-operative movement. »

LEARN MORE

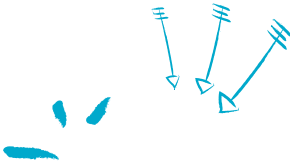
Visit the website of Chantier de l'économie sociale - chantier.qc.ca

Visit the website of the Conseil québécois de la coopération et de la mutualité to learn more about the different forms a co-operative can take - cqcm.coop

WHAT IS *Community Action*

Community organizations **work to respond to community needs** and seek to **improve quality of life** by supporting **personal autonomy** and **civic engagement**. These NPOs develop creative and collective **solutions** to **social issues** or **shared needs**. In so doing, they address a vast array of public needs that aren't being met by the public or private sector. Community action also involves a certain percentage of self-generated income (e.g., fundraising).

A FEW EXAMPLES



Latifa Hamza
Reception Officer
Carrefour jeunesse-emploi
Horizon Carrière

Working in the community action sector offers an opportunity to grow and develop in a dynamic and fulfilling environment. I appreciate the authenticity and quality of the human interactions we often find in this sector. Personally, I like feeling that my work is making a difference, by offering real help to those facing difficulties with their professional integration.

LEARN MORE

Community organizations are often united through large national networks. You can learn more about these networks in the members section of the Regroupement québécois de l'action communautaire autonome (RQ-ACA) - rq-aca.org











WHAT'S YOUR Profile?



Learn more about the most in-demand trades and professions!

PROFILE	BECOME A...
<p>Passionate about support and aid relationships</p> 	<ul style="list-style-type: none"> • Support worker (local, psychosocial, for addiction, for intellectual disabilities, for physical disabilities, with youth, for mental health, postpartum, etc.) • Street outreach worker • Employment counsellor • Social worker • Dietician, nutritionist • Home support worker • Orderly • Etc.
<p>Passionate about leadership, recreation and sports</p> 	<ul style="list-style-type: none"> • Facilitator • Camp director (day, summer, family) • Instructor • Lifeguard • Guide (tourism, recreation, outdoor) • Etc.
<p>Leader</p> 	<ul style="list-style-type: none"> • Chief executive officer • Coordinator • Director (of operations, of accounts, project, of services, of interventions, of communications, etc.) • Etc.
<p>Organized</p> 	<ul style="list-style-type: none"> • Administrative assistant • Receptionist • Assistant coordinator - director • Accountant • Accounting clerk • Office clerk • Etc.
<p>Nature lover</p> 	<ul style="list-style-type: none"> • Gardener • Forest engineering • Forest technician • Horticulturalist • Etc.
<p>Creative</p> 	<ul style="list-style-type: none"> • Camera operator • Sound or video technician • Designer • Etc.

There are also specific programs to help you develop the skills to work in a collective enterprise or community organization. These training programs are often complementary to your professional education! **Leran more at www.csmoesac.qc.ca**

PROFIL	BECOME A...
<p>More than one string to your bow</p> 	<ul style="list-style-type: none"> • Project coordinator • Volunteer coordinator • Officer (outreach, integration, mobilization, research, development, etc.) • Budget advisor • Community organizer • Fundraising coordinator • Etc.
<p>Passionate about education</p> 	<ul style="list-style-type: none"> • Early childhood educator • Education assistant • Specialized educator • Instructor (literacy, organizational development, human resources, governance, etc.) • Etc
<p>Ready to chop and to serve</p> 	<ul style="list-style-type: none"> • Cook • Kitchen helper • Kitchen manager • Food and beverage server • Counter attendant, kitchen hand • Butcher • Fishmonger • Etc
<p>Pro communicator and salesperson</p> 	<ul style="list-style-type: none"> • Marketing and communications project manager • Journalist (radio, television, print media) • Translator • Salesperson • Sales clerk • Etc
<p>Active</p> 	<ul style="list-style-type: none"> • Driver – Delivery driver • Truck driver • Security guard • Material handler, forklift operator • Housekeeping attendant • Agricultural worker • Mechanic • Sorter – Recycling waste handler • Caretaker • Etc.

Where TO FIND WORK



economiesocialequebec.ca

This social economy portal is the ideal point of entry to discover the social economy. You can find a huge number of positions available across Quebec.

cqcm.coop

Looking for a job at a co-operative? The Conseil québécois de la coopération et de la mutualité maintains a job bank just for Quebec co-operatives. Look for it under the Qui sommes-nous tab.

engages.ca

Are you socially engaged? If so, consult this site for a whole host of job offers in sustainable development and the social economy

cdeacf.ca

The Centre de documentation sur l'éducation des adultes et la condition féminine maintains a job board that focuses primarily on the community sector.

arrondissement.com/eng/

Arrondissement.com est la référence sociocommunautaire du Grand Montréal et même du Québec. Ce site affiche de nombreuses offres d'emploi, des offres de stages ainsi qu'un bottin des organismes communautaires montréalais par arrondissement.

coco-net.org

The Centre for Community Organizations (CoCo) works primarily with Anglophone, bilingual and ethno-cultural organizations to help develop the community sector. You can explore job offers from its organizations as well as a directory of its members and their resources.

placement.emploi quebec.net

Emploi-Québec offers a free online placement service where you can consult job offers by searching for keywords or by creating a profile to receive employment alerts related to your interests.

Many other job opportunities are available!

Looking for work in a specific sector (early childhood, recreation, community housing, etc.) or a specific region? The CSMO-ÉSAC has an inventory of websites that share job postings! Visit www.csmoesac.qc.ca



Make sure you like the CSMO-ÉSAC

Facebook page! It includes a variety of job postings and information on the social economy and community action sector.

Join the Facebook group: Offres d'emploi en ÉSAC - Trouve une job de valeurs!

YOUR FUTURE IS HERE!

Many positions are available!

Of organizations plan to hire new staff over the short and medium term.



42%

5 REASONS TO WORK HERE

- 1 Diverse job opportunities.
- 2 Meaningful work.
- 3 Work that's anything but routine.
- 4 A dynamic employment sector rooted in social and collective values
- 5 Significant professional flexibility.



BREAK THROUGH WITH NETWORKING!

The best way to find work with an organization in this sector is through networking and proactive efforts. The more key stakeholders you know in local organizations, the better your chances of landing a job!

Pros Tips!

- Create a profile on LinkedIn and emphasize your values in the résumé section.
- Learn more about the organizations that interest you (sign up for their newsletter and follow them on social media).
- Participate in the organization's events and get involved (volunteer, support member, member of the board of directors)..



ARE YOU AN IMMIGRANT? THERE'S A PLACE FOR YOU IN THIS SECTOR!

- In most of the organizations comprising this sector, immigrant employees hold a position in line with their professional experience and work full-time.
- This employment sector is particularly accessible, since:
 - It rarely requires citizenship;
 - Degrees and experience aren't the only hiring criteria: teamwork and commitment to the social mission are also important;
 - Its core values of solidarity and inclusion are in line with the professional integration of immigrants.

ARE YOU UNDER 35?

The Carrefours Jeunesse Emploi can support and guide you through the steps for social and economic integration across Quebec - rcjeq.org/trouvetoncje

Volunteering IT PAYS OFF!

Given its participatory governance model, the social economy and community action sector is **one of the most open to civic participation. Who knows, maybe you'll end up working there after your studies.**

Interested in getting involved? Here are some interesting resources to get you started:

Fédération des centres d'action bénévoles du Québec

The Fédération des centres d'action bénévole du Québec (FCABQ) is a non-profit organization that brings together 114 volunteer centres from across Quebec. Find the centre in your region at fcabq.org. You can also visit jebenevole.ca to find volunteer opportunities near you!

Réseau de l'action bénévole du Québec

The Réseau de l'action bénévole du Québec (RABQ) is the primary organization advocating for volunteerism with the government. It brings together 26 national and multi-sectoral volunteer organizations in Quebec. You can find volunteer opportunities in your region, according to your interests, on its website: rabq.org

Bénévoles d'affaires

Bénévoles d'affaires is an organization that will pair a volunteer from the business sector with a non-profit organization, matching the needs and focus of the organization with the expertise and interests of the volunteer. Are you an undergraduate or graduate student in communications, marketing, management, accounting, finance, human resources, law, computer science, etc.? Eager to dive into a new volunteering experience? Get in touch! benevolesdaffaires.org

L'Aile jeunesse du Chantier de l'économie sociale

The youth wing of the Chantier de l'économie sociale has a mandate to unite key stakeholders and passionate individuals in the social economy under the age of 35. It is mostly composed of young people who are involved or interested in the social economy. Want to get involved?

Learn more at chantier.qc.ca



DID YOU KNOW?

86% of volunteers under the age of 35 interviewed by the RABQ stated that their volunteer experience helped them to further develop their skills. 38% of them even joined the organizations they were helping as an employee!

Source: Réseau de l'action bénévole du Québec, Portrait des bénévoles et du bénévolat, 2018.

A FEW EXAMPLES OF PROJECTS INITIATED BY YOUNG PEOPLE



Émile (polytechnique) launched a community fridge project on campus. The project has been very successful and helps to reduce food waste while offering food to students in need.



Laure (ETS) and Abrielle (HEC) are members of an eleven-person group who came together to create an engineering co-op: ALTE. They completed the PARCOURS COOP program, given by Réseau Coop, and specialize in engineering consulting.



Gabrielle worked with other students at UQAM to launch the Tortue Têtu daycare centre. Created for students at UQAM, it offers flexible schedules and qualified educators that understand the needs of its specific clientele.

NEED HELP FINDING WORK?

Visit the members section on the website of the Coalition des organismes communautaires pour le développement de la main-d'œuvre! There you'll find information on all of the employability networks that can help you, depending on your age, your project and your profile: cocdmo.qc.ca

Consult TrouvetonX.ca to quickly find an employment counseling centre near you that can meet your needs. Powered by AXTRA, the Alliance des centres-conseil en emploi.

LOOKING FOR A SUMMER JOB?

Have you thought about working in recreation or at a camp?

Visit the website of the Conseil québécois du loisir (CQL) to see available job offers.

loisirquebec.com

Check out the employment section of the Association des camps du Québec (ACQ) to discover job opportunities in day camps, summer camps, family camps, etc.

camps.qc.ca

Interested in Entrepreneurship?

HAVE YOU CONSIDERED WORKING COLLECTIVELY?

Entrepreneurship is wonderful, but it's even better together! A collective entrepreneurship project can allow you to :

- Identify missing services in your community, or maintain existing ones, while creating local jobs in your area (e.g., grocery store, community radio, recreation and cultural services, etc).
- Make decisions that respond to public interests through a democratic board of directors composed of local residents.
- Reinvest the profits from your project in your community.

HELPFUL RESOURCES

WANT TO KNOW WHAT LEGAL FORM IS BEST ADAPTED TO YOUR PROJECT? (NPO, WORKER CO-OPERATIVE, ...)

The Boussole entrepreneuriale invites you to investigate your motivations, your interests and the ways in which you work to help you identify the legal structure that best meets your needs.

boussoleentrepreneuriale.com

YOUR PROJECT IS UNDERWAY AND YOU NEED SUPPORT IN THE FIELD

The Coopérative de développement régional du Québec (CDRQ) is a network of experts who can support co-operative enterprises across Quebec through their start up and development phases.

cdrq.coop

The Pôles d'économie sociale are dedicated to developing the social economy in their geographic regions. chantier.qc.ca

Réseau COOP is the reference for collective entrepreneurs who want to launch their business.

reseau.coop

ARE YOU LAUNCHING A YOUTH PROJECT?

If you're between the ages of 15 and 25, or if you're assisting youth in launching their project, the Youth Co-operative Entrepreneurship Development Officers at CQCM can help develop your youth co-op. cqcm.coop/education

Are you a university or college student? The Pôles d'économie sociale have an ideation and incubation process available to you across the province: SISMIC. chantier.qc.ca/sismic

ARE YOU LOOKING FOR A CAREER OR PROFESSION IN LINE WITH YOUR SOCIAL VALUES?

DO YOU WANT UNDERTAKE A COLLECTIVE PROJECT?

THE SOCIAL ECONOMY AND COMMUNITY ACTION SECTOR MIGHT BE JUST WHAT YOU'RE LOOKING FOR!

IT'S UP TO YOU TO MAKE THE LEAP!

Visit CSMO-ÉSAC's website to learn more about incredible careers in the social economy and community action sector. You'll find an inventory of trades and professions, interviews with the pros and videos about daily life for workers in this sector, where their work truly has meaning!

csmoesac.qc.ca

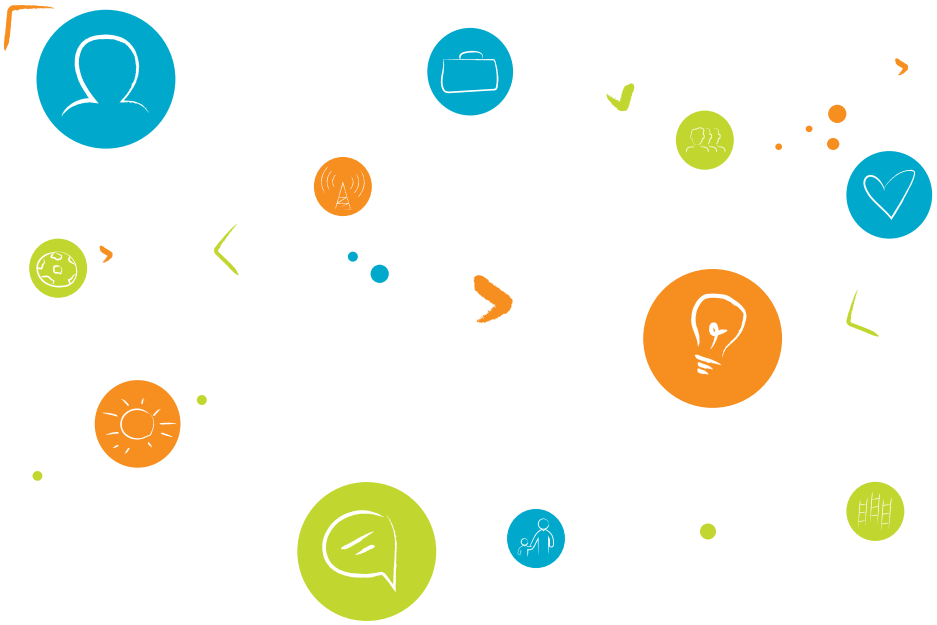
LEARN MORE ABOUT TRADES AND PROFESSIONS

The online IMT provides a wealth of information about every aspect of various trades and the labour market. The IMT («information sur le marché du travail») gives you access to easy-to-understand information that can help you to make informed choices.

www.imt.emploi.quebec.gouv.qc.ca

Concretely, the information on the labour market answers several questions :

- What is the current status of the labour market?
- Which trades and professions are experiencing the highest demand?
- What are the salaries generally like in a given profession?
- Do you have a better chance of finding work in one region over another?



CSMO
ÉSAC Comité sectoriel
de main-d'œuvre
Économie sociale
Action communautaire

The Comité sectoriel de main-d'œuvre de l'économie sociale et de l'action communautaire (CSMO-ÉSAC) is committed to supporting and consolidating joint efforts and partners to encourage workforce and employment development in the social economy and community action sector..

Contact :

Phone: 514 259- 7714 / Toll-free: 1 866 259-7714
www.csmoesac.qc.ca



CESIM

**Commission
des partenaires
du marché du travail**
Québec

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