

Your **values**

Your **career**

Welcome to the social economy and  
community action sector!



**200 exciting careers that make a  
real social impact**

**CSMO**  
**ÉSAC**

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

[www.csmoesac.qc.ca](http://www.csmoesac.qc.ca)

## Private for-profit sector

### Private enterprises

- Decisions made by the owner and/or the board of directors
- Income comes from the sale of goods or services
- The goal is to get the best financial returns
- Profits are redistributed to shareholders pro rata or reinvested

#### Values

Competition,  
Performance,  
Efficiency,  
Productivity

## Public sector

### Public organizations

- Decisions made according to ministerial objectives and/or democratic bodies
- Taxpayer-funded
- The objective is determined by the state
- Surplus money redistributed and/or reinvested according to the objectives determined by the state

#### Values

Accessibility,  
Sharing,  
Effectiveness,  
Financial Viability



# Labour market

## Social economy and community action sector

### Common characteristics of companies and organizations in the sector:



Democratic governance



Non-profit organizations or cooperatives



Social or environmental goals



Meeting the needs of community members

### Community organizations (non-profits)

- Income sources: grants, government funding, fundraising, philanthropic funding
- Profits or surpluses are reinvested in the organization or community

### Social economy enterprises (cooperatives and non-profits)

- Income sources: sale of goods and services, government funding and/or investments
- Profits are equitably redistributed to members (co-op) and/or reinvested in the company (co-op or NPO)

### Values and principles:

Solidarity, Equity, Commitment, Transparency (in addition to aiming for effectiveness and accessibility)

### Examples:

# The social economy and community action employment sector:

**18,643**  
groups and  
organizations

**438,931**  
employees, including  
**84,698** cooperative  
employees

## SMALL, CREATIVE, AND INNOVATIVE ORGANIZATIONS ROOTED IN THEIR COMMUNITY



An average of **12** women and **5** men per organization

**12%** of organizations have 3 full-time disabled employees

## COLLECTIVELY OWNED AND MANAGED ORGANIZATIONS



**57%** of organizations benefit from the participation of volunteers other than administrators

**1 member**  
=  
**1 vote**

## A SECTOR THAT ATTRACTS THE NEXT GENERATION

**60%** of organizations have, on average, 6 employees aged 35 and under

**40%** of organizations have interns on their work team

**67%** of organizations benefit from volunteers aged 35 and under

## 32 ACTIVITY SECTORS

- Administrative, advisory and professional services
- Agri-food
- Construction
- Culture, arts and performing arts, and heritage conservation
- Early childhood
- Education, literacy, school dropout prevention and training
- Employment, social inclusion, and social and professional integration
- Environment and sustainable development
- Fight against poverty
- Food security
- Forestry
- Funeral services
- Health and social services
- Housing and real estate
- Immigration, social integration of cultural communities and aid to refugees
- Information and digital technology
- In-home help
- International solidarity cooperation and education
- Leisure, sports and tourism
- Lodging
- Manufacturing
- Media, communications and events
- Promotion and defense of social rights
- Representation and consultation
- Restaurants, bars and craft breweries
- School
- Solidarity finance
- Support for community action and/or the social economy and entrepreneurship
- Support for local and regional development
- Volunteering
- Wholesale and retail trade



# An important employment sector in the province of Québec

The social economy and community action sector includes organizations (non-profit organizations and cooperatives) whose mission is to meet the needs of their members or the community rather than aiming solely for profitability.

These organizations base their actions on values of **solidarity, autonomy, and citizen participation**, and they are governed democratically.

These organizations are part of your daily life. They can be found in each of Québec's regions and make a concrete difference within their community.

There are **438,931** employees in the social economy and community action sector.<sup>1</sup>

**That's more than the total number of employees** in the construction, food processing and aerospace sectors combined.

(324,867)

## DID YOU KNOW?

**67%** of organizations in the social economy and community action employment sector are considering hiring in the next year!<sup>5</sup>

## Jobs on a human scale!

- Participate in sustainable, community-oriented development.
- Join dynamic, open, and innovative work teams with human and social values.
- Feel useful, make a real difference and achieve your goals in the job market.

1. CSMO-ÉSAC (2022) *Les repères en économie sociale et en action communautaire, panorama du secteur et de sa main-d'œuvre*. Incluant les travailleuses et travailleurs du Mouvement Desjardins et des coopératives agricoles et forestières.
2. Commission de la construction du Québec, 2020.
3. Comité sectoriel de main-d'œuvre en transformation alimentaire, 2020.
4. Comité sectoriel de main-d'œuvre en aérospatiale, 2019.
5. CSMO-ÉSAC (2022) *Les repères en économie sociale et en action communautaire, panorama du secteur et de sa main-d'œuvre*.

# What's the **SOCIAL ECONOMY** ?

The social economy brings together enterprises emerging from collective entrepreneurship (non-profits, cooperatives or mutuals). Social economy enterprises combine both a social mission and economic activity and integrate democratic governance into their statutes and operations.

They sell products or offer services that meet a need expressed by the community or by a group of people. Profits are reinvested in the enterprise to improve working conditions or to develop new services.

## SOME EXAMPLES



**Adam Aït-Arab**  
**Cyclo Nord-Sud**

Communications and media relations Coordinator

*"For a long time, I have been looking to get involved in an organization that defends both ecological and social values. My work at Cyclo Nord-Sud lets me defend my values, both in the field and in digital communications.*

*Having an impact on ongoing issues is what motivates me the most to work in the social economy and community action sector. In this environment, we can contribute to building the world we live in. And that's a great opportunity!*

***Our freedom to act is what I like most about my job.***

*The connection with the community is also important, which keeps us in touch with the needs of the people we serve."*

## TO LEARN MORE

Visit the Chantier de l'économie sociale's website > [chantier.qc.ca](http://chantier.qc.ca)

Visit the Conseil québécois de la coopération et de la mutualité's website to learn more about the different types of cooperatives > [cqcm.coop](http://cqcm.coop)



Visit SEEnet's website to learn more about services and information for English speakers looking to become more involved in the social economy or work for a social economy enterprise > [see-net.ca](http://see-net.ca)

# What's **COMMUNITY ACTION** ?

Community organizations work to meet needs and aim to improve quality of life by promoting individual autonomy and fostering the development of community members. These non-profits offer collective and supportive solutions to social problems or shared needs. They are able to meet a variety of community needs that are either not filled or only partly filled by the public or private sector.

Community action can also include a percentage of income that is self-generated (e.g., fundraising).

## SOME EXAMPLES



*"The shelter provides the opportunity to create informal connections like having coffee in the morning with residents, playing with the children, or organizing weekend activities.*

### **No two days are alike.**

*I may have follow-ups all day long or interviews. I may talk with partners; I may have to go to the DPJ or to court. I never know what my day will look like.*

*To be a good support counsellor, you need to have the ability to analyze. You need to be able to go beyond what the person says, to understand their issues, to be able to self-reflect, to think about your strengths, and to do ongoing training."*



### **Annick Lavogiez**

**Maison Oxygène** Shelter for fathers with children – a service of the Carrefour Familial Hochelaga

Psychosocial counsellor

## TO LEARN MORE

Community organizations are often grouped together in provincial networks. Consult the Members section of the Réseau québécois de l'action communautaire autonome (RQ-ACA) to learn more. > [rq-aca.org](http://rq-aca.org)





**Jonathan**

benefited from  
career development  
services

Careers in community service

*change  
lives*





**Yann Sauriol**  
Clinical coordinator  
Projet Harmonie

If you're thinking about community service careers because you want to help people, social work is definitely something you'll enjoy! Through the exchanges that you'll have with people, you'll experience the human experience to its fullest.

**Are you open-minded and empathetic?  
Are you an effective communicator? Do  
you enjoy supporting others?**

**DISCOVER COMMUNITY SERVICE OPPORTUNITIES AND  
FIND THE CAREER FOR YOU:**

- Employment counselor,
- Special education teacher
- Social worker,
- Social work technician,
- Psychoeducator.
- 

➤ The CEGEP network offers a research platform for college study programs throughout Québec: : [pygma.ca](http://pygma.ca)



**Find university courses and job  
descriptions by consulting**

**[fleurirdesvies.ca](http://fleurirdesvies.ca)**






## Where to look for a job?




- Discover the social economy on the Chantier de l'économie sociale's website. It's the gateway to information and job offers throughout the province of Québec. [economiesocialequebec.ca](http://economiesocialequebec.ca) (Limited English content)
- Would you like to work in a cooperative? The Conseil québécois de la coopération et de la mutualité offers a job portal specific to cooperatives in the province, under the heading *Qui sommes-nous*. [cqcm.coop](http://cqcm.coop) (In French only)
- Want to make a difference? Find job offers in the fields of sustainable development and social economy. [engages.ca](http://engages.ca) (In French only)
- The Centre de documentation sur l'éducation des adultes et la condition féminine offers a job board focused mainly on the community sector. [cdeacf.ca](http://cdeacf.ca) (In French only)
- **MaCommunaute.ca** is the socio-community resource for Greater Montreal and elsewhere in the province of Québec. This site displays numerous job and internship offers as well as a directory of Montreal community organizations by borough. (In French only)
- The **Centre for Community Organizations** (COCO) works primarily with ethnocultural, English-speaking and bilingual organizations to promote community development. Discover these organizations' job postings, members and resources. [coco-net.org](http://coco-net.org)
- Emploi-Québec's online placement service is a free resource. You can view job postings by searching by keyword or by creating a profile to receive job alerts based on your interests. <https://www.quebecemploi.gouv.qc.ca/plateforme-emploi>

## LOOKING FOR A SUMMER JOB? HAVE YOU THOUGHT ABOUT THE RECREATION AND CAMPS SECTOR?



Visit the Conseil québécois du loisir's website to consult the job opportunities. [loisirquebec.com](http://loisirquebec.com) (In French only)

Consult the Emplois section of the Association des camps du Québec to work in day camps, vacation camps. [camps.qc.ca](http://camps.qc.ca) (In French only)



Join the  
Facebook  
group:

**Offres d'emploi  
en ÉSAC -  
Trouve une job  
de valeurs!**



# YOUR FUTURE IS HERE !



## Many positions to fill



**67%** of organizations are considering hiring new staff in the short and medium term.



In **29%** of organizations, there are, on average and per organization, 4 employees with immigrant backgrounds.

## ARE YOU AN IMMIGRANT?

### THERE IS A PLACE FOR YOU IN THE SECTOR!

In most organizations in the sector, immigrants hold full-time jobs related to their area of expertise.

This employment sector is particularly accessible because:

- It rarely requires citizenship;
- Diplomas and experience are not the only hiring criteria: team spirit and commitment to the social mission are also valued;
- Its values of solidarity and inclusion are in line with the integration of immigrants.

## ARE YOU UNDER 35?

The Carrefours Jeunesse Emploi are there to support and guide you in your job search efforts throughout Québec. [rcjeq.org/trouvetoncje](http://rcjeq.org/trouvetoncje) (In French only)



## NEED HELP IN YOUR JOB SEARCH?

- Visit the Members section of the Coalition des organismes communautaires pour le développement de la main-d'oeuvre's website! You will discover all the employability networks that can help you based on your age, your project or your profile. [cocdmo.qc.ca](http://cocdmo.qc.ca) (In French only)
- Visit [TrouvetonX.ca](http://TrouvetonX.ca) to quickly find an employment counselling centre near you that meets your needs. - Powered by AXTRA, the Alliance of Employment Counselling Centres.



# 4

## REASONS TO WORK IN THE SOCIAL ECONOMY AND COMMUNITY ACTION SECTOR



Diverse jobs.

Rewarding jobs.

A dynamic employment sector with social and collective values.

Professional flexibility.

## Networking is the key!

The best way to find a job in an organization in the sector is to network and be proactive. The more key people and organizations you know in the sector, the more you increase your chances of finding a job there:

- Create a LinkedIn profile and list your values in the summary section;
- Take a close interest in the organizations you like: subscribe to their newsletter and follow them on social media;
- Participate in these organizations' events and get involved as a volunteer, supporting member or administrator on a board of directors.

## Volunteering pays off!

The social economy and community action sector is one of the sectors most open to citizen involvement, thanks to its participatory governance model.

Who knows, maybe you'll work there after your studies?

### WANT TO GET INVOLVED?

#### HERE ARE SOME ESSENTIAL RESOURCES:

- Visit [jebenevole.ca](http://jebenevole.ca) to see volunteer opportunities near you!
- The youth wing of the Chantier de l'économie sociale has a mandate to bring together the driving forces of the social economy movement, specifically among those aged 35 and under. It mainly brings together young people involved in or attracted to the social economy. Interested? [chantier.qc.ca](http://chantier.qc.ca)



# Entrepreneurship is good, but it's even better when done collectively!

A collective entrepreneurship project will allow you to:

- Develop or maintain services needed in your community and create jobs in your area (e.g., food markets, community radio stations, leisure and cultural services).
- Make decisions reflecting shared interests thanks to a democratic board of directors made up of citizens.
- Reinvest the profits from this project in your community.

## SOME USEFUL RESOURCES

**Do you want to know which legal form (non-profit, worker cooperative, etc.) would be the most relevant for your project?**

- La Boussole entrepreneuriale offers a series of questions on your motivations and interests, your ways of doing things, and your values that can help you identify the legal form that could best suit you. [boussoleentrepreneuriale.com](http://boussoleentrepreneuriale.com)

**Is your project in the start-up phase and needing on-the-ground support?**

- **SEEnet** offers social economy start-up resources and support specific to Québec's English speakers. [see-net.ca](http://see-net.ca)
- The **Coopérative de développement régional du Québec** is a network of experts supporting the start-up and development of cooperatives and non-profits throughout the province of Québec. [cdrq.coop](http://cdrq.coop)
- The **Pôles d'économie sociale** are dedicated to the development of the social economy in their region. [chantier.qc.ca](http://chantier.qc.ca)
- **Réseau COOP** is the resource for collective entrepreneurs looking to launch their worker cooperative. [reseau.coop](http://reseau.coop)

**Are you starting a youth project?**

- If you are between 15 and 25 years old or you support young people starting their project, CQCM youth cooperative entrepreneurship agents are there to help you develop your Jeune Coop. [cqcm.coop/education](http://cqcm.coop/education)
- If you're in college or university, the Pôles d'économie sociale offer SISMIC, a program supporting the ideation and incubation of collective businesses throughout the province of Québec. [chantier.qc.ca/sismic](http://chantier.qc.ca/sismic)

# To sum it all up, the social economy and community action sector offers a wide variety of advantages for you to grow and develop!

Visit the CSMO-ÉSAC website to learn more about exciting careers in the social economy and community action sector.  
(In French only)

[csmoesac.qc.ca](http://csmoesac.qc.ca)



## LEARN MORE ABOUT TRADES AND OCCUPATIONS

Online **LMI (Labour Market Information)** provides access to easy-to-interpret information that will help you make informed decisions. [www.quebec.ca/emploi](http://www.quebec.ca/emploi)

Labour market information answers several questions such as:

- What is the current situation of the labour market?
- For which trades or professions is demand the highest?
- What is the salary that a given profession generally offers?
- Are the chances of finding a better job in a particular region?

## CONTACT US

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[www.csmoesac.qc.ca](http://www.csmoesac.qc.ca)



The mission of the Comité sectoriel de main-d'œuvre de l'économie sociale et de l'action communautaire (CSMO-ÉSAC) is to promote and consolidate consultation and partnership in order to foster workforce development and employment in the social economy and community action sector.

Québec 

La Commission des partenaires du marché du travail contribue au financement des activités du CSMO-ÉSAC.