

Pathways to Professions

2023 Program in Review



NB-IRDT
New Brunswick Institute for
Research, Data and Training



A Note From the Editor

"Pathways to Professions allowed me to be part of the change I always dreamed to make in our beautiful province."

Growing up, I never understood the negative connotations sometimes placed upon New Brunswick. While living 15 minutes away from the province's most concentrated homeless population showed me some populations are less fortunate than others, the beautiful scenery and resilient communities showed me substantial work was being done to improve New Brunswickers' quality of life. I knew at a young age what work had to be done, but there wasn't much I could do to help those around me on the scale I wanted. P2P allowed me to be part of the change I always dreamed to make in our beautiful province through projects designed to positively impact the lives of those around me.



As I enter my fourth year at Mount Allison University, I see first-hand the motivated and hardworking students who are entering the workforce. P2P provides these students with the opportunity to see the positive impact they can make in the province while equipping them with job readiness skills for whatever path they embark on. It also gives students a glimpse of what different jobs could involve by welcoming professionals to share their experiences and tips on how to obtain meaningful employment and make connections. From my experience with P2P, I have the support system to go after my career goals and continue building a skillset and network that will prepare me for whatever comes ahead.

Now entering my second year of P2P as Training Assistant, I am responsible for creating outreach materials and filling the gap in communication between our researchers and stakeholders. Overall, this role allows me to make a difference through knowledge transfer and to connect student research to both the public and policy makers who have the ability to turn this research into action. This year's Program in Review is merely a glimpse into the experiences and knowledge shared among our students and professionals. Thank you to everyone who has shown an interest in helping our students excel!

*Hannah Breneol
(Training Assistant, NB-IRDT)*

What is Pathways to Professions?

Pathways to Professions (P2P) is a 13-week experiential learning program that provides post-secondary students with meaningful work experience, labour market training, and skills development opportunities. Through P2P, students interested in data analysis, communications, and project management are matched with researchers, civil servants, and industry professionals to provide NB organizations with relevant, data-informed evidence. Our vision for P2P is to connect students with researchers, local employers, their peers, and resources for training and skills formation.

Table of Contents

<u>A Note From the NB-IRDT Director</u>	4
<u>A Note From the P2P Program Lead</u>	5
<u>A Note From the Future GNB Program Lead</u>	7
<u>The Importance of Experiential Education</u>	8
<u>Program Administration</u>	9
<u>Professional Development</u>	10
<u>Workshops</u>	11
<u>Research Projects</u>	12
<u>BoostNB</u>	13
<u>Ignite</u>	14
<u>IDEA.NB</u>	15
<u>HousingNB</u>	16
<u>Value-For-MoneyNB</u>	17
<u>ActionNB</u>	18
<u>VitalSignsNB-Midwifery</u>	19
<u>VitalSignsNB-Diabetes</u>	20
<u>How to Get Involved</u>	21
<u>Acknowledgements</u>	22

A Note From the NB-IRDT Director

From its modest beginning in 2020 in an environment constrained by strict COVID protocols, P2P has developed into a large and multi-dimensional summer experiential learning program that draws students from a range of academic backgrounds and institutions. Of particular note is that the partnership with the Province of New Brunswick's Future GNB program has led to complementary pathways for students in both academic and government settings. The topics covered in 2023 feature a wide array of important themes, from housing and tourism to IDEA (Inclusivity, Diversity, Equity and Accessibility) and midwifery. At the core of each theme there remains a focus on the importance of professional development, research and data, and for students a set of skills that are immediately transferrable to the workplace.



Although the main focus of the P2P program is on helping the student participants to develop valuable skills through experiential learning, there are also wider benefits to the participating institutions, to the provincial government, and to the province more generally. Experiential learning programs such as P2P are in increasing demand by students keen to enhance their workplace readiness and so help host universities to meet this demand. Placements within GNB through Future GNB or within partner organizations such as Ignite Capital Region can increase the visibility of employment opportunities in these organizations for graduates in an increasingly competitive labour market. Perhaps most importantly, this program can help to encourage more productive and engaged graduates to stay, live and work in New Brunswick.

I congratulate the P2P team and the student participants on another successful summer program, and I look forward with anticipation, and some curiosity, to P2P's continued growth and development.

Dr. Ted McDonald

Director, New Brunswick Institute for Research, Data and Training



A Note From the P2P Program Lead



Our fourth year of Pathways to Professions is ending, and with that brings an opportunity for reflection. This year, I am feeling lucky to be standing on the other side of another successful run. Our formula of placing promising students on New Brunswick-relevant research projects, with opportunities for personal and professional development, is a powerful way to deliver experiential training. P2P has grown from six students in 2020 to more than sixty across three different streams in 2023.

"More than ever, I am aware of the important role we play in helping to encourage and motivate the future leaders of NB."

Many wonderful people generously give their time to deliver workshops and networking opportunities and oversee the student projects that are central to P2P. We recognize our partners at GNB Finance and Treasury Board, whose immense support has allowed us to expand to such a great extent. We also thank our friends at Ignite Capital Region for operational support and for leading a student project for the first time this summer. This year, we welcomed back a group of P2P alumni as program assistants to design, facilitate, and deliver some P2P content and provide project leadership and support. It was amazing to share the reins and watch P2P level up in the most unexpectedly wonderful ways in their capable hands.

More than ever, I am aware of the important role we play in helping to encourage and motivate the future leaders of NB. 2023 P2P students – I hope you take what you need from this summer to follow your passions, use your voices to ask important questions, and contribute to a future that benefits all New Brunswickers.

See you next year,

Eva Christensen

P2P Program Lead

Manager of Research and Training, NB-IRDT

A Note From the Future GNB Lead

As the Future GNB lead for P2P, I am so grateful to have been involved in our second remarkable summer of partnership with NB-IRDT. Experiential learning lies at the core of our program and is a key factor in the transformative experiences our students have. Through hands-on projects, research, teamwork, and real-world challenges, our students have gained invaluable skills and insights that go beyond the traditional classroom setting. These experiences will undoubtedly shape their futures and empower them to be change-makers in their chosen fields.



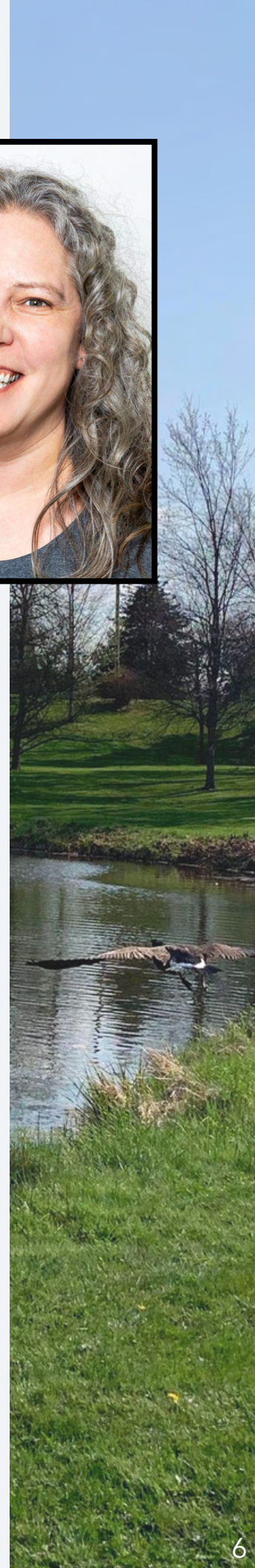
"Our students are the architects of change and are providing data and direction for GNB programming."

These past few months have been filled with enthusiasm and incredible growth. I want to extend my heartfelt appreciation to all the students who participated this year. Your dedication, passion, and willingness to embark on this journey have made it truly special. We witnessed a cohort of ambitious individuals driven by the desire to make a lasting impact on our province. I am proud to say our students are the architects of change and are providing data and direction for GNB programming.

To our returning students who were project leads this summer, you have been the heart and soul of our program. It brings me immense joy to see how much you have grown and developed. Your journey from enthusiastic participants to inspiring leaders exemplifies the true spirit of P2P. As we bid farewell to another incredible summer, I want to extend my gratitude to our Future GNB / NB-IRDT team. Your commitment to creating a space for student growth has made all the difference. You demonstrated how partnerships and collaboration can be truly successful.

To our amazing students: Your journey doesn't end here. Let the experiences and connections you made this summer serve as the foundation for finding your place in New Brunswick where you can continue to have meaningful impact.

*Rochelle Fletcher
Director, Talent Acquisition and Employee Experience
Government of New Brunswick*



The Importance of Experiential Education

Experiential education is a process through which students engage in concrete learning outside of a classroom setting. At P2P, students take part in experiential education through their involvement in research projects that not only benefit the overall well-being of the province but also help to develop their own academic and professional goals.

Experiential education is recognized for its ability to empower participants, and at P2P we do just that. From our strong focus on improving students' hard and soft skills through informative sessions to the opportunity to engage with other professionals outside of P2P, students are equipped with the necessary tools to confidently enter the workforce. More specific to New Brunswick, P2P produces skilled workers who are well-equipped to help face labour shortages and skills mismatches in the province.

"I had the opportunity to work in a variety of team settings which fostered collaboration and teamwork skills that will translate into my future professional endeavours."

Bailey Howland (Student Researcher, VitalSignsNB Diabetes)

How P2P is Expanding Every Year

In 2022, NB-IRDT and Future GNB embarked on a new partnership that allowed P2P to offer experiential learning opportunities to students whose post-secondary institutions were previously outside our reach. We welcomed Ignite to this partnership in 2023.

The P2P partnership model enables groups outside NB-IRDT to hire students to perform their own research or evaluation projects under P2P's administrative oversight. Thanks to our partners, in 2023 we were able to offer P2P programming to 10 students through NB-IRDT, 3 students through Ignite, and 8 students through Future GNB, while providing supplemental P2P professional skills workshops to 34 GNB interns.



"To me, the value of Pathways to Professions lies in providing eye-opening research experience, fostering critical thinking and problem-solving skills, and offering opportunities to build a professional network."

Shirley Andow (Student Researcher, VitalSignsNB Midwifery)

The Pathways

Pathways to Professions

Experiential Research Program

2023

Pathways to Professions (P2P) hosts three different research streams including NB-IRDT, Ignite, and the Government of New Brunswick, as well as government interns who attend professional workshops and networking opportunities. 2023 is the first year that P2P welcomes Ignite Capital Region as well as provides access to its material for government interns.

Stream A

Industry+ Academia

Stream A students work on NB-relevant research projects for NB-IRDT and Ignite while attending a full curriculum of professional skills-building workshops.



Stream B

Government

Stream B students work on NB-relevant workshops for GNB while attending a full curriculum of professional skills-building workshops.



Stream C

Interns

Stream C students receive access to P2P's professional skills-building workshops but are not affiliated with P2P's research streams.



The Importance

Through experiential learning, student researchers participate in sessions that help to develop their professional, real-world skills such as:

- Data-Driven Fact-Based Decision Making
- Professionalism
- Critical Thinking
- Networking
- Knowledge Transfer



Check out the NB-IRDT Training Webpage for More Information:



"I enjoyed being part of a community of students who also love to learn and whom I learned from as well."

Program Administration



Eva Christensen
P2P Program Lead
Manager of Research and
Training, NB-IRDT



Rochelle Fletcher
Director, Talent Acquisition
and Employee Experience,
GNB



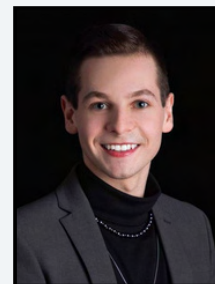
Jessica Mann
Training Coordinator



Bethany Jones
Science Writer



Alexa Landry-LeBlanc
Future GNB Program
Manager



Ryan Allain
Future GNB Program
Coordinator



Martina Berko
Program Assistant



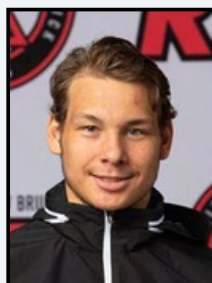
Hannah Breneol
Training Assistant



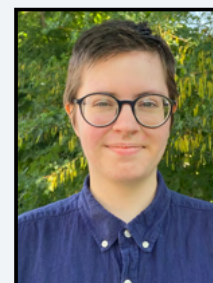
Rikkie Guillemette
Program Assistant



Olivia Hamilton
Program Assistant



Evan Smith
Program Assistant



Lee Whelan
Research Assistant

Professional Development

At NB-IRDT, our goal is to provide students with the opportunity to learn, develop, and apply professional research skills that will help them succeed as leaders in their communities and in the future labour market. Because of this, we not only provide the chance for students to participate in hands-on research with P2P. We also offer them a full curriculum of workshops, with topics ranging from research to communication, leadership, project management, and more.

Each week, P2P students hosted by NB-IRDT, Future GNB, and Ignite gather online to partake in lectures, presentations, and workshops that align with their work on their research projects. Many of these sessions are provided to GNB interns as well. These training sessions support the student work experience, provide collaborative learning opportunities, and enhance future employability.

"With the addition of sessions on writing, leadership, career development, and more, [P2P] is an incredible opportunity for students looking to mature their research skills."

Gavin Woodward (Student Researcher, VitalSignsNB Diabetes)

Career Connect

One of the professional development opportunities provided by P2P is called Career Connect: a series of meet and greet sessions with industry and government leaders, presented in the form of a roundtable, or interview. During these sessions, leaders in the NB workforce discuss their personal career journeys and what they learned along the way. Sessions are interactive, casual, and demonstrate how students can apply their research skills in a variety of workplace settings.

In 2023, our P2P students sat down for Career Connect sessions with Deputy Ministers and representatives from multiple departments in the Government of New Brunswick, directors of research institutes, leaders in economic development, a Canada Research Chair in housing and poverty, policy research experts, and advocates for experiential education and civic engagement.

"The P2P program has taken me on an amazing journey, providing students like me with immersive real-world experiences, great resources, and the opportunity to connect with incredible individuals."

Alex Tran (Student Researcher, IDEA.NB)

Workshops

Tri-Agency and EDI Requirements in Grants

Reid Lodge (Grant Facilitator, Office of Research Services, UNB)

Project Planning and Task Management

Duncan Gallant (Manager, Internal Audit and Consulting, Office of the Comptroller, GNB)

Telling a Story With Data

Dr. Bethany Jones (Science Writer, NB-IRDT)

Research Bias + Trans/LGBTQ+ Issues in Research

Reid Lodge (Grant Facilitator, Office of Research Services, UNB)

Workplace Mental Health Strategies

Matt MacLean (Mental Health Strategist, UNB)

Effective Writing

Dr. Bethany Jones (Science Writer, NB-IRDT)

Introduction to Cost-Benefit Analysis

Dr. Herb Emery (Vaughn Chair of Regional Economics, UNB)

Policy in Practice (UNB Projects)

Dr. Heather Millar (Assistant Professor, UNB)

Empathetic Leadership

Eva Christensen (Manager, Research & Training, NB-IRDT)

Getting Your Dream Job

Panel Discussion

Graduate School 101

Laura Gilks (Graduate Student Recruiter, International Recruitment Centre, UNB)

Goal Setting

Dr. Sarah King (Director, Office of Experiential Education, UNB)

Before You Start Writing

Dr. Bethany Jones (Science Writer, NB-IRDT)

Accessing and Using Open Source Data

Siobhan Hanratty (Head of Reference and Data/GIS Librarian, UNB)

Visuals in Excel

*Dr. Bethany Jones (Science Writer, NB-IRDT)
Lee Whelan (Research Assistant, NB-IRDT)*

Self-Marketing Strategies: Parts 1 & 2

Dr. Bethany Jones (Science Writer, NB-IRDT)

Presentation Skills

Jennifer Hagen (Manager, Relationship Development & Outreach, NB-IRDT)

How to (and not to) Assert Yourself

Eva Christensen (Manager, Research & Training, NB-IRDT)

Experiential Learning Reflection

Dr. Sarah King (Director, Office of Experiential Education, UNB)

Privacy and Ethics

Dr. Donna Curtis Maillet (Privacy Officer and Research Associate, NB-IRDT)

Research Projects

The following pages outline the research projects that our hardworking students completed this summer. The students' reports and infographics will be released over the coming months on the DataNB platform through NB-IRDT's Student Spotlight series.

[Subscribe to DataNB](#) so you don't miss out on student research in New Brunswick!



Project Lead

Dr. Herb Emery

Vaughan Chair of Regional Economics, University of New Brunswick



BoostNB

“Pathways to Professions has been a game-changing development in terms of my ability to advance my mission of developing the next generation of policy analysts for New Brunswick. BoostNB.com is a vehicle where in an experiential way students learn about the statistical history and profile of the provincial economy, and (the part I am most proud of seeing) it engages them to dig deeper into understanding the causes of our stagnant economic situation and some solutions for getting the province back to growth.”

-Dr. Herb Emery

Meet the Team



Leen

Bachelor of Arts in Economics, UNB



Kiet Phan

Bachelor of Business Administration in Economics, UNB



Minh Dao

Bachelor of Business Administration, UNB

About the Project

BoostNB.com is an online dashboard of economic indicators crafted by student researchers. This dashboard is updated annually using open-source data from Statistics Canada. Specifically, "BoostNB" signifies the mission to propel the NB economy towards specific goals and targets inspired by Nova Scotia's Now or Never Action Plan. The project's primary objectives are twofold. Firstly, it offers post-secondary students in NB an opportunity to follow their passion for economics and effect positive change in their communities by providing pertinent information about the NB economy in a simple and accessible manner. Secondly, the program seeks to empower stakeholders and decision-makers by equipping them with accurate and user-friendly reports, enabling them to observe and interpret the progress of the NB economy with confidence.

BoostNB's research findings revolve around key economic indicators, such as GDP growth, trade, labour force participation, post-secondary enrollments, industry, and more. The study also explores non-economic factors like life satisfaction and carbon emissions, shedding light on intricate interdependencies shaping the provincial economy. The implications of BoostNB are significant, and it is a valuable resource for stakeholders, decision-makers, and the general public alike. By providing objective research and easily digestible data, BoostNB facilitates informed decision-making, fosters economic awareness, and contributes to a broader understanding of the regional economy's performance. This initiative is pivotal in promoting economic growth and development while nurturing skilled and engaged student researchers who can contribute to their community's progress.

"Through P2P, I've learned accountability and feel involved in meaningful projects, fostering real change. Moreover, P2P provides a supportive workplace environment for students."

Minh Dao (Student Researcher, BoostNB)

Ignite



"Working with the P2P student group on their research project was an absolute pleasure. Their economic analysis of the region showcased their exceptional professionalism and commitment to producing high-quality work. They were not only knowledgeable and well-prepared, but also displayed a remarkable level of collaboration with our team, partners, and stakeholders. Their contributions proved invaluable, shedding new light on the region's economic landscape. The P2P program has been a tremendous opportunity for Ignite, fostering such talented individuals and enabling incredible results."

-Andrew Lockhart



Project Lead

Andrew Lockhart

Director of Entrepreneurial and Economic Growth, Ignite

About the Project

Ignite is an economic development agency that has expanded its services from just Fredericton, Oromocto, and New Maryland to the entire Capital Region. The Capital Region Service Commission is comprised of 13 entities (local governments) and one rural district. The entities range from high economic activity, such as Fredericton, to lower activity like Tracy. The goal of the 2023 Ignite Economic Analyst Interns team was to develop an economic analysis of the Capital Region. This included gathering data primarily on the region's demography, immigration, labour force, income, businesses, major industries and sectors, and other relevant information.

The Ignite team conducted research and interviewed stakeholders and business partners, and the collected information was analyzed and interpreted to provide a general overview of this region's economy. They were then able to create and organize a comprehensive economic analysis highlighting strengths and weaknesses across the Capital Region of NB. The Ignite team faced some challenges during the data gathering process due to lack of granular data. They overcame that barrier by identifying gaps and creating assumptions that became an important component in the data interpretation stage.

The data collected by this P2P research team can aid Ignite by providing a clearer picture of the Capital Region, which will allow them to perform and fulfill their regional economic development goals more efficiently. These goals include facilitating new business development plans, making capital investment decisions, and developing retention and attraction strategies.

"I have gathered various transferable skills throughout this experience that will be sure to serve me well in my future endeavors."

Yara Bayoumi (Student Researcher, IgniteNB)

Meet the Team



Estefania Martinez

Bachelor of Arts in International Relations and Economics, STU



Ivy Bialowas

Bachelor of Business Administration in Finance and Marketing, UNB



Yara Bayoumi

Bachelor of Arts in Psychology and Classical Studies, UNB



Project Lead

Rochelle Fletcher

Director, Talent Acquisition and Employee Experience, GNB



Project Mentor

Rikkie Guillemette



IDEA.NB

"As a Future GNB mentor, I have enjoyed watching the students' growth this summer with P2P. The framework of workshops, learning sessions, and check-ins along with the hands-on experience sets the space for intense learning. The Career Connects allow the students to see what opportunities are available here in New Brunswick and to network with those they may not otherwise have access to. Most importantly, their research is providing us with data that our team is actively using to inform our work to make GNB a more inclusive employer."

-Rochelle Fletcher

Meet the Team



Jessica Copeland

Bachelor of Arts in English and VCMS, MTA



Kiruthika Krishnasamy

Master of Business Administration, UNB



Ruthie Stanley-Blackwell

Bachelor of Arts in Psychology and Art History, MTA

About the Project

IDEA.NB is a Future GNB project stream in P2P focused on fostering Inclusivity, Diversity, Equity, and Accessibility (IDEA) within the Government of New Brunswick (GNB). By exploring valuable insights from groups seeking Diversity, Equity, and Inclusion (DEI), the project provides a roadmap for cultivating a more inclusive and thriving workplace environment.

This summer, the IDEA.NB team's goal was to address the unique challenges faced by DEI groups in GNB. By analyzing 2022 Employee Experience Survey data in Qualtrics and exploring the comment section, the team aimed to gain a comprehensive understanding of areas of concern for these marginalized groups. However, as survey questions were not DEI-specific, the project also analyzed responses from the majority group to better understand the overall perspective and concerns of GNB employees. The DEI groups were considered to be persons with a disability, visible minorities, Indigenous peoples, and members of the 2SLGBTQIA+ community. Remarkably, 21.5% of GNB Part 1 survey respondents self-identified as part of a DEI group. Communication was a significant concern across all groups, with employees expressing a need for more transparency and involvement in decision-making processes from senior leadership.

IDEA.NB's project findings shed light on critical areas for improvement in fostering inclusivity, diversity, equity, and accessibility in GNB, which is one of NB's largest employers. By implementing the project's recommendations, future surveys can be more DEI-specific, leading to a deeper understanding of challenges faced by underrepresented groups to promote a more equitable and harmonious society.

"The diverse programming and group of students make for a meaningful and impactful summer of not only research but also connection."

Rikkie Guillemette (Project Mentor, IDEA.NB)

HousingNB

"Pathways to Professions provides a real-world workplace experience in research, critical thinking, and teamwork that complements many of the skills learned in a traditional academic setting. The HousingNB project is fundamental to understanding the current state of housing in the province and New Brunswick's progress towards achieving the National Housing Strategy. The students over the course of the summer grew together as individuals, teammates, and researchers."

-Evan Smith



Project Mentors

Lee Whelan, Evan Smith

Project Lead

Dr. Ted McDonald
Director, NB-IRDT



About the Project

HousingNB aims to evaluate New Brunswick's progress towards achieving its share of the Canadian National Housing Strategy (NHS) goals. Released in 2017, the NHS is a 10-year \$82 billion federal plan that aims to help Canadians access housing that meets their needs while reducing homelessness and core housing need through the creation of affordable housing. The general themes of the NHS and the HousingNB project include assessing housing affordability challenges, ensuring sufficient housing options in New Brunswick, and addressing the lack of tracking of new affordable housing unit constructions. There is still a lot of room for improvement when it comes to funding, as there is insufficient information regarding how the funds are being broken down and allocated to provide affordable housing units.

In addition to this evaluation, HousingNB created a website to serve as a framework for how to analyze New Brunswick's progress towards the goals of the NHS, which can be used by researchers in this area. The overall findings from the assessment indicate that New Brunswick still has significant work ahead to fulfill its responsibilities and make a meaningful contribution to the NHS objectives. As we are approximately halfway through the 10-year strategy, measuring the province's progress in line with the NHS goals has become crucial. The HousingNB team hopes that sharing this work will help New Brunswickers be well-informed about the province's role in achieving the NHS objectives, fostering greater awareness and understanding among the public. Furthermore, they aspire for their efforts to bring about policy changes surrounding housing in New Brunswick.

Meet the Team



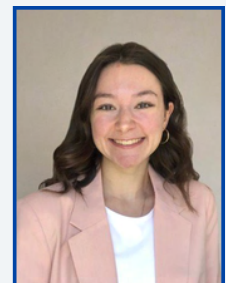
Benz Trani

Bachelor of Arts in
Political Science, UNB



Karlene Dalzell

Bachelor of Arts in
Psychology, UNB

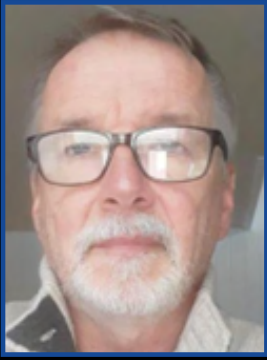


Tara Scott

Bachelor of Arts in
Political Science, MTA

"Pathways to Professions has been a transformative experience, expanding my horizons and connecting me with a diverse network of inspiring individuals."

Tara Scott (Student Researcher, HousingNB)



Project Lead
Kevin Brown

Planning Manager, Department of
Tourism, Heritage and Culture, GNB



Project Mentor
Martina Berko



Value-For-MoneyNB

"The P2P program is mutually beneficial for the students and the Department of Tourism, Heritage and Culture. The Department is responsible for many of the experiences that can impact pride in our Heritage, Arts, Culture and other important factors in New Brunswickers' well being and quality of life. The students are learning how to obtain data through surveys, perform analyses and develop recommendations. It's very satisfying to help develop skills that will be useful as professionals."

-Kevin Brown

Meet the Team



Shayna Cloutier

Bachelor of Arts in
Political Science, UNB



Chloe York

Bachelor of Arts in
International Relations, STU

About the Project

The Tourism New Brunswick (TNB) website was developed to attract tourists and grow the province's economy. The website supports 1500+ businesses that promote their goods and services to those interested in exploring NB. Each year, the website receives approximately 1.5 million visitors, with over 200,000 click-throughs to affiliated businesses. The Value-For-MoneyNB project was designed to collect data from venders who advertise their products on the TNB website.

Both qualitative and quantitative data were used to evaluate the current value and the perceived value generated by the website. Initially, the team was given a sample size of the top 500 performing affiliate links from the TNB website. The list was broken down and revealed that 23.6% were ecommerce-enabled businesses, 41.8% were not ecommerce-enabled, 4.6% were broken links, and 30% were repeated business links. The team first collaborated with the ecommerce-enabled businesses to collect their analytics. This quantitative data will later be used by the Department of Tourism Heritage and Culture (THC) to determine the dollar value converted from TNB's website referrals. The team then administered a website perception survey to all TNB-affiliated venders. The vender evaluations of the website will result in a Net Promoter Score and provide qualitative data. The data collected by the Value-For-MoneyNB project is a part of a larger initiative undertaken by THC as they work to understand how well they are promoting the NB businesses on the TNB website and if they could be better allocating their resources.

"This experience enabled me to discover new professional pathways I had not previously imagined, as well as strengthened my transferable work skills which will be vital throughout my professional journey."

Chloe York (Student Researcher, Value-For-MoneyNB)

ActionNB



Project Mentor
Olivia Hamilton



Project Lead
Nicole Grechi
Senior Consultant,
Finance and Treasury Board

"The Pathways to Professions program provides students with valuable opportunities to explore their potential and acquire practical skills. Witnessing the inspiring dedication and teamwork of the ActionNB team has been a remarkable experience for GNB. It has been truly amazing to watch their tremendous growth and progress. ActionNB findings and recommendations will drive positive changes towards more inclusive workplace practices, fostering a more respectful, inclusive, accessible, and safer environment for everyone."

-Nicole Grechi

About the Project

The goal of the 2023 ActionNB team was to identify Inclusion, Diversity, Equity, and Accessibility (IDEA) best practices and develop them into Action Plans for Government of New Brunswick (GNB) people leaders. These plans are now incorporated into Qualtrics, a database where they are at the disposal of all GNB leaders. By gathering data from Interjurisdictional Scans (provincial level) and External Jurisdictional Scans (private sector), the team identified the best and current IDEA practices. Using the latest GNB Employee Experience Survey, they identified outstanding leaders in IDEA and, through interviews, learned more about their approach to inclusive leadership. The team achieved their ultimate goal of transforming these data into action items tailored to GNB leaders, from which they can improve their practices and the experiences for each of their employees.

Thanks to their three data sources, the following predominant themes were identified: "Get Familiar with the Basics" – training and education; "Recognize and Respect" – appreciating diversity; "Communication is Key" – establishing a line of feedback; "Walk the Talk" – putting words into action; and "Celebrate Differences" – developing a welcoming and trusting work environment. ActionNB developed 11 Action Items, which they will present alongside their IDEA scores when GNB leaders access their survey results. ActionNB aims to empower people leaders to improve their IDEA practices, thus fostering a workplace culture where every employee feels valued, respected, and empowered to thrive professionally. By actively engaging in IDEA, they are improving the employee experience and therefore providing better services to New Brunswickers, ultimately contributing to a more inclusive society.

"The value of the P2P program lies in how it allows the individual to use their knowledge practically, establishes lines of communication with stakeholders, and allows the students to expand their networking."

Diego Molina (Student Researcher, ActionNB)

Meet the Team



Bea Rivera
Bachelor of Medical
Laboratory Studies, UNB



Alex Tran
Diploma of Business
Administration in
Marketing, NBCC



Diego Molina
Bachelor of Arts in Political
Science, Philosophy, and
Economics, MTA



Project Lead

Dr. Chris Folkins

Research Scientist, NB-IRDT



VitalSigns NB

Midwifery

"I am thrilled to be leading VitalSignsNB for our third year! This year is special as it is the first time VitalSignsNB students are working in the secure NB-IRDT lab to conduct data analysis. We have an amazing group of students and data analyst mentors on the projects (two this year – another first!) who have helped to realize the collaborative, team-based approach that I envisioned for this summer. This year’s success has helped to cement the framework for student-driven, original health research at NB-IRDT, and I can’t wait to see where we go from here."

-Dr. Chris Folkins

VitalSignsNB is a research stream that conducts health-related research projects using NB administrative data. In 2023, VitalSignsNB encompassed two different research projects - one focused on midwifery and one focused on diabetes.

Meet the Team



Shirley Andow

Bachelor of Arts in Psychology, STU



Behdad Beykzadeh

Bachelor of Science in Biology, UNB

About the Project

This project used administrative data accessed via NB-IRDT to study midwifery practice in New Brunswick from its inception in the province in 2017 through 2020. The project objectives were to gain a deeper understanding of the practice of midwifery in NB as it grows in the province and to explore methodological approaches for studying midwifery using NB administrative data. The VitalSignsNB Midwifery team examined the proportion of total NB births that involved midwifery care both in hospital and at home, summarized the services provided by NB midwives, examined the proportion of home births requiring hospitalization of the baby or mother, and described the basic demographic and socioeconomic characteristics of NB midwifery clients.

Medicare billing data showed that 174 NB births (0.7%) from 2017-2020 involved midwifery care (117 hospital births, 57 home births). Among home births, 15 (26%) required hospitalization of the neonate (7 in NICU), and 15 required hospitalization of the mother. Midwifery clients had a mean age of 31 and tended towards higher socioeconomic status. Only a small proportion of NB births have involved midwifery care since 2017, which likely reflects limited service availability, as midwifery care is currently only offered through a single clinic in Fredericton. The higher socioeconomic status observed among midwifery clients may also reflect this catchment area. Administrative data were useful in describing midwifery services and characterizing clients; although, anecdotally, shadow billing data appeared to be incomplete with respect to detailed service records. Direct data sharing agreements with midwifery providers would be beneficial in supporting future research efforts.

"Through this program, I not only expanded my knowledge but also built a strong network of like-minded individuals, empowering me to thrive in my academic and professional endeavors."

Behdad Beykzadeh (Student Researcher, VitalSignsNB Midwifery)

VitalSignsNB Diabetes



Dr. Hugh Shiplett

Chandy Somayaji

Simon Youssef

Pablo Miah

Thank you to our support team of data analysts who assisted student researchers with multiple code reviews, filtered through results, and provided invaluable guidance throughout our research projects!

About the Project

The 2023 VitalSignsNB Diabetes project examined the degree of concordance between three different approaches used to identify diabetes cases in New Brunswick administrative data. The Canadian Chronic Disease Surveillance System (CCDSS) is an administrative data tool commonly used to identify diabetes cases and estimate disease prevalence. Other administrative data resources that reflect diabetes diagnosis include Hemoglobin A1c blood test results and records of physician billing to Medicare for Chronic Disease Management (CDM) of diabetes.

Data from 2012-2018 were analyzed to examine the frequency of A1c- and CDM-identified cases missing from CCDSS records, and how population prevalence estimates are impacted by supplementing CCDSS with A1c and CDM data. A key finding was a degree of discordance between CCDSS and A1c/CDM case identification. From 2012-2018, 7201 individuals (9.3%) with A1c results indicative of diabetes and 1001 individuals (1.9%) who received physician services for chronic disease management of diabetes were not captured in CCDSS records. Cases identified exclusively in A1c and CDM records from 2012-2018 accounted for 9% of total prevalent cases in 2018 identified using combined CCDSS, A1c and CDM data.

This research is relevant to researchers studying diabetes in New Brunswick using administrative data products hosted by NB-IRDT. It explores the overlap and discordance of various approaches to identification of diabetes diagnoses and provides insight into potential limitations associated with their use.

Meet the Team



Gavin Woodward

Bachelor of Arts in Psychology, STU



Bailey Howland

Bachelor of Science in Biology, UNB

"By working collaboratively with fellow students and full-time researchers, and being given the freedom to learn from mistakes, P2P has allowed me to learn in the fullest capacity."

Gavin Woodward (Student Researcher, VitalSignsNB Diabetes)

How to Get Involved



Students

Sign up for our newsletter to receive emails when applications and opportunities for future Pathways to Professions positions become available.



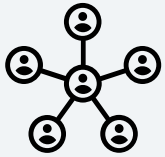
Researchers

Join our team to oversee a research project, mentor students, or lead a workshop.



Educational Institutions

Faculty leaders and professors, share your experiences and knowledge with students through Career Connect presentations. Also, inform students of opportunities with NB-IRDT and Pathways to Professions.



New Brunswick Organizations

Partner with us to design a research project in relation to your organization and help Pathways to Professions students gain workplace experience.

For more information, please contact the NB-IRDT Training team via email at nb-irdttraining@unb.ca.

Sign up for the NB-IRDT Monthly Newsletter at <https://unb.ca/nbirdt/datanb>.

Follow or subscribe to NB-IRDT's, GNB's, and Ignite's social media accounts.

Check out NB-IRDT's website at <https://www.unb.ca/nbirdt/>.

Check out Future GNB's website at www.gnb.ca/Avenirgnb or www.gnb.ca/futuregnb.

Check out Ignite's website at <https://myignite.ca/>.

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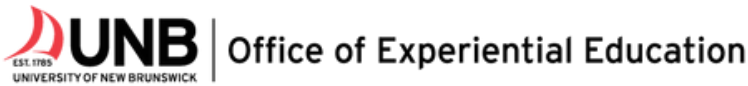
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Acknowledgements



We at NB-IRDT respectfully acknowledge that our buildings are located on the unceded territory of the Wolastoqiyik peoples – the People of the Beautiful River. We formally recognize that the land our staff and students work from remotely is traditionally part of the Wabanaki Confederacy, consisting of the Mi'kmaq, Passamaquoddy, Penobscot, and Wolastoqiyik nations. NB-IRDT plays a special role in helping improve our province through data-informed evidence, and we remain committed to tackling the problems that still need to be addressed to make our home a better, more equitable place for all.

Photo by: Tara Scott



Pathways to Professions is an experiential learning program developed and facilitated by NB-IRDT and run in partnership with Future GNB and Ignite with degrees of support from our community partners.

If you have any questions, email us at nb-irdttraining@unb.ca.

Thank you | Merci | Wəliwən | Wela'lin