<center>**NBIF Research Assistantship Initiative**</center>

Project Title: Economic Performance of Mover, Stayers, and Return Migrants in New Brunswick

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Strategic Industries: (Select drop-down in portal)

Strategic Priority of the Province: (Select drop-down in portal)

Executive Summary

Overview: Due to low birth rates, aging population, and youth outmigration, attracting and retaining new immigrants is an important policy agenda for New Brunswick to reverse the declining trend of population.

Main Goal: To investigate the long-term retention rate of immigrants in New Brunswick and examine the labour market performance of different groups of immigrants. The study will help to better design the future strategies relevant to immigration, population, and labour market.

Specific Objectives:
1. Analyzing the retention rate of immigrants arriving in New Brunswick dating back to 1980
2. Investigating the retention rate of immigrants arriving through the Express Entry and Atlantic Growth Strategy programmes
3. Examining the labour market performance of stayers, movers, return migrants across different categories.

Deliverables or Applications: To examine the stated goals, we will conduct quantitative analysis using data from the Longitudinal Immigration Database (IMDB) and Canadian Censuses. The study will shed light on which groups of immigrants are more likely to stay in the province and illustrate how long it takes to stabilize the retention rate, as the mobility of immigrants is high initially and subsequently drops. The labour market outcome of different groups of immigrants will indicate which group is economically successful throughout the integration process.

Concluding Statement: The findings will help the province to project population growth over time and design effective immigration policies to increase the retention and integration of immigrants in New Brunswick.

Description of Research Project

Methodology: First, we will submit a proposal to Statistics Canada to gain access to the long-form censuses and the Longitudinal Immigration Database (IMDB) dataset through the Research Data Centre (RDC). The censuses will help in examining the retention rate of immigrants in New Brunswick. The IMDB dataset provides information regarding immigrant mobility and economic well-being and the data is available on a yearly basis from 1982 to 2016. The IMDB combines an administrative dataset with tax files covering immigrants' well-being and their migration behaviour. The data will also facilitate our examination of the retention rate and economic integration of different groups of immigrants.

To estimate the retention rate, we will use the Kaplan-Meier survival analysis. For labour market performance of immigrants in New Brunswick, we will conduct a sequence analysis of labour market transitions and migration patterns. The sequence analysis will illustrate a critical feature of the immigrants' settlement experience. Instead of treating mobility as a one-time incident, we will examine the labour market features of one-time and multiple-movers as well as stayers. We will also consider the duration of the move and the location of moving. Moreover, we will focus on employment status, occupations, and income levels.

Among the above outcomes, we will identify prominent sequence patterns. For example, we will examine spells of unemployment and whether employment status is preceded by a spell of unemployment. The study will also identify immigrants' reasons for quitting their first job, i.e. better job or skill upgrade. Therefore, through sequence analysis, we will map the patterns of labour market activities for immigrants in New Brunswick.

Additionally, we will examine immigrant earning trends. Each pattern and trend will be examined across categories, e.g. economic immigrant class, family class, provincial nominees, business class, temporary, permanent migrants. We will also map the patterns of movements. For example, we will identify whether immigrants are making inter-provincial or intra-provincial moves. Once we complete the mapping of geographic mobility, we will examine the factors behind such mobility. We will also identify whether immigrants' economic performance has any link with their prior experience, i.e. Temporary Foreign Workers and International Students in Canada. As part of our analysis, we will compare the sequence of labour market with their geographic mobility. To identify the reasons behind the economic performance, we will use more traditional statistical analysis, i.e. regression analysis.

Schedule:
February-March, 2019: Receiving access to the RDC
April-August, 2019: Preparing bibliography and conducting retention
September 2019-April 2020: Sequence analysis using IMDB data
May 2020-August 2020: Drafting paper and sharing with the academic and non-academic audience.

Milestones:
These reports will help the Government of New Brunswick to evaluate their population strategies, labour market scenarios, and future policy planning. The outcomes of this study will also shed light on the effectiveness of immigration as a policy tool to reverse the 'demographic tsunami' in Atlantic Canada, and more specifically, in New Brunswick.

Deliverables: Knowledge dissemination is an integral part of this project. Through various channels, we intend to disseminate the findings of this study among researchers, policymakers, knowledge brokers and knowledge users in such a way that it creates positive impacts within and beyond academia locally, nationally, and internationally. Beyond academia, this project is expected to create public discourse about policies undertaken to retain immigrants at their initial destination. Moreover, this study is expected to produce specific knowledge valuable for researchers working in international and internal geographic mobility, immigrants' integration in the host country, population strategies of countries and regions.

We plan to disseminate the outputs of this project in a number of ways, including scholarly presentations, conference presentations, and op-eds in both print and online newspapers explaining the retention and economic performance of immigrants. We expect to have two peer-reviewed journal publications in the area of migration: International Migration Review and Canadian Public Policy. We also expect to produce a policy report to be submitted to the New Brunswick government and other federal and provincial agencies dealing with immigration relevant issues. The policy reports will be shared with the wider public to make awareness about the retention and labour market performance of immigrants.

Anticipated objectives and outcomes, specifically related to the potential innovation (e.g. creation of IP), commercialization, and/or economic impact:

The proposed project focuses on examining the retention rate and labour market performances of immigrants arriving in New Brunswick since 1982. The province is engaging in various efforts to retain immigrants and reverse the declining population trend. The estimation of retention rate and labour market performance for different categories and cohorts of immigrants would act as a guiding principle underpinning the immigration policies and designing population and labour market strategies. This project will provide important insights and much-needed information for policy planners on immigrants' integration process in the province. Moreover, this will enhance policymakers' understanding of the geographic mobility of immigrants and trajectories of labour market outcomes. New Brunswick is a small province relative to other Canadian provinces, and the government of New Brunswick is investing millions of dollars to attract and retain immigrants, e.g. missions in foreign countries to attract new immigrants, initial settlement programmes for new immigrants, language training programmes, etc. However, many of those immigrants are leaving the province following their arrival or after a certain time period. Such a departure is putting tremendous economic strains on the province. At the same time, due to internal migration, formulating a labour market strategy for the province is becoming difficult. Therefore, understanding the retention and integration pattern of immigrants is very important for the policymakers and businesses.

This study is expected to have a huge economic impact. The findings based on this study will clearly indicate the long-term retention rate of immigrants in the province. It will also provide insights about which groups of immigrants are faring well in the province. The project will enhance policy formation, enrich critical knowledge, and expand public discourse regarding the retention rate and labour market performance of various groups of immigrants. It will lead to further discussion about whether policies designed to attract and retain in the province are meeting their intended targets. By enriching public knowledge about immigrants' retention rates and labour market performance, the study will also shed light on how to improve immigration policy to maximize its benefits.

If improved immigration policy can increase the retention of immigrants in the province, the costs associated with attracting new immigrants will go down, saving taxpayers money. The study will also identify the underlying reasons behind possible variations in retention rate and economic well-being of immigrants. The study is expected to create more discussion about how to shape population policies for provinces with the goal of attracting and retaining new immigrants. The discussion related to the labour market outcome of different categories of immigrants as well as movers and stayers would provide a clearer insight into designing policies to attract and retain immigrants in the future. The outcome of this project can be replicated for other Atlantic Provinces as they often face similar problems in terms of attracting and retaining immigrants.

Research Assistant's expected contribution to the research project:

As part of this project, I intend to support a graduate (MA) student in Economics. The student will be responsible for undertaking the lead role in conducting the quantitative analysis. The data analysis will form the basis for their MA thesis, which also involves basic analysis and reporting on the analyzed data. They will design the codes related to the statistical techniques used in this research program. Additionally, the student will provide support in terms of conducting the literature reviews, and drafting the report. The detailed process of conducting this proposed research will enable the student to learn about planning, accessing data, merging datasets, analyzing, and reporting on data. At the same time, the student will obtain the necessary experience to formulate policies based on the quantitative outcomes. The student will be expected to disseminate the research in both academic and policymaker settings through peer-reviewed journals and policy briefings. Initially, I will train the student on relevant research methods and theories. I will help them to build a solid academic foundation with high academic standards so that they can apply this knowledge successfully in various academic and non-academic settings.

Will there be collaboration with industry, NGOs, NFPs? If yes, please describe:

Based on the preliminary outcome of my research, I plan to collaborate with various stakeholders including the Multicultural Council of New Brunswick and the Population Growth division of the New Brunswick Department of Post-Secondary Education, Training, and Labour (PETL). My research will shed light on the retention rate and labour market performance of movers, stayers, and return migrants, therefore, the Multicultural Association would be able to receive important insights about immigrants' settlement experience in New Brunswick. In collaboration with the Association, we will be able to better identify the necessities of the newcomers and design better settlement policies. At the same time, I will reach out to the population growth division of PETL to better forecast the population growth and the need for educational attainment for newcomers in the province.