



NB-IRDT

New Brunswick Institute for
Research, Data and Training

TEMPORARY RESIDENTS IN NEW
BRUNSWICK AND THEIR TRANSITION
TO PERMANENT RESIDENCY



PROJECT INFO

PROJECT TITLE

Temporary Residents in New Brunswick and Their Transition to Permanent Residency

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RESEARCH TEAM

This project was completed with the assistance of analysts at NB-IRDT

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HIGHLIGHTS

- New Brunswick (NB) and the other Atlantic provinces (ATL) have had the same rate of increase in Temporary Residents (TRs) (Non-permanent Residents) as Canada (CAN) over the period 2000-2013.
- In proportion to its share of regional and Canadian populations, however, NB does not hold as strong an attraction for TRs.
 - If NB attracted TRs in the same proportion of its population to match that of the ATL, there would have been 2,300 more TRs in NB in 2013, and nearly 6,000 more TRs if attracted at the same proportion of population as Canada overall.
- Relative to its share of regional and national population, NB attracts lower skill TRs and university students at the expected numbers but not for all other skill categories. In contrast, the rest of the ATL is attracting higher skill TRs.
- The ATL is attracting university student TRs disproportionate to its share of Canadian population.
 - If NB matched attracted student TRs at the rate of the ATL, there would have been 700 more university students in NB in 2013.
- Programs of intake for TRs in NB, like Low-skill Pilot and students, represent larger shares of TRs in NB compared to Canada and the rest of the ATL.
 - Notable is the lack of TRs in “Live in caregiver program” in NB and the ATL given the needs of an aging population in Atlantic Canada.
- NB, like the ATL, is not attracting TRs from India, but TRs from Saudi Arabia are over-represented relative to CAN. NB is attracting a greater proportion of TRs from “Other birth countries” including countries in Oceania, Africa, and much of the Middle East.
- While NB holds lower attraction for TRs than the ATL, NB has a higher proportion of its TRs transitioning to permanent resident status (PR) and those rates compare to those for CAN.
 - The ATL is better at attracting TRs, but poorer performing with respect to transitioning them to PR.
 - Consistent with an earlier Statistics Canada study, low skill workers from developing countries are more likely to transition to PR, which likely contributes to the higher transition rate for NB.
- TRs in NB who transition to PR and reside in NB for at least one year show a high persistence of residence in NB after the first year of becoming a PR.
- What is not certain is how to interpret the higher TR to PR transition rate of NB than the ATL. It could be that transition to PR in NB is higher because there are fewer TRs and both reflect the absorptive capacity of the labour market. For the ATL, more TRs come in but they are unable to be absorbed. Consider that if NB had TRs in proportion to population for the ATL but none of the additional 2,300 TRs transitioned to PR, then NB would have the same lower TR/PR transition rate as the ATL.
- Increasing the annual intake of TRs to NB by 2,300 would be expected to add around 875 permanent residents to the provincial population by 2,025.

TERMS & ABBREVIATIONS

Types of Resident:

Temporary Resident (TR)

Temporary Foreign Worker (TFW)

TR Programs:

Temporary Foreign Worker Program (TFWP)

Low skill pilot program

Information technology workers

Live-in caregiver program

Seasonal agricultural worker program

Other workers under TFWP

International Mobility Program (IMP)

NAFTA

Other international arrangements

Reciprocal employment

Employment benefit

Spouse/common law partner

Research and studies related

Other Canadian interests

Other workers under IMP

International Student Program (ISP)

Students with work permits

students without work permit

Permanent Resident (PR)

Geography:

New Brunswick (NB)

NS, PEI, NFLD (the ATL)

Canada (CAN)

With an aging population, outmigration, declining population growth, and persistent budget deficits, New Brunswick (NB) is seeking to increase the number of immigrants settling in the province. Temporary Residents (TRs), and Temporary foreign workers (TFWs) in particular, play an important role in the New Brunswick economy and many transition to permanent residency. This report describes the characteristics of TRs and TFWs in New Brunswick, the rates at which TRs and TFWs in New Brunswick transition to permanent resident (PR) status, and the rates at which these immigrants to New Brunswick are retained as residents of the province. The evidence presented in this report is intended to identify the potential for increasing TRs and TFWs in New Brunswick and ultimately the number of permanent residents settling in New Brunswick.

Statistics Canada recently published a report “Transition from Temporary Foreign Workers to Permanent Residents, 1990 to 2014” that analysed data from the Temporary Residents file and the Immigrant Landing file. The focus of the Statistics Canada report was national with the different regions of Canada included as factors that may influence transition from temporary to permanent residence. The number of TFWs to Canada doubled from the early 1990s to 2014. From 2000-2004, 357,000 temporary work permits were issued, and from 2010-2014, 578,000 permits were issued. (Hou and Lu, 2017)

From the Statistics Canada study we know that the Atlantic region holds lower attraction for TFWs than the rest of Canada. But we do not know how the experience of the region with respect to TRs and transitioning to PR informs us about the individual provinces in the region. Different provinces might find varying levels of importance for the programs of TR intake, the type of TR they are attracting, and how many choose to transition to PR.

By investigating the characteristics of TRs in NB and their transition to permanent residency, we believe that the Federal and Provincial Government can identify gaps and opportunities for NB with respect to immigration policies. This report also presents an overview of the transition of TFW to PR, and the patterns of these transitions from 2000-2013.

Relative to its share of regional and national population, we show that NB attracts lower skill TRs and university students at the expected numbers but not for all other skill categories. In contrast, the ATL is attracting higher skill TRs. Numerically, NB TRs have been increasingly concentrated in the Low Skill Pilot Program and international students with and without work permits. The ATL also shows high representation of students as TRs, particularly in comparison to the rest of Canada. Notably, NB and the other Atlantic provinces draw in few TRs through reciprocal work arrangements and international agreements compared to Canada overall. One notable difference between TR entry programs for NB and the ATL compared to Canada overall is the low numbers of live-in caregivers despite the caregiving needs of the aging population in Atlantic Canada. NB, like the ATL, has not been attracting TRs from India, but TRs from Saudi Arabia over-represented relative to CAN. NB has been attracting a greater proportion of TRs from “Other birth countries” including countries in Oceania, Africa, and much of the Middle East.

NB holds a weaker attraction for TRs than for the rest of the ATL. If NB had a share of TRs in the ATL to match its population share, there would have been 2,300 more TRs and 700 more international students in New Brunswick in 2013.

While NB attracts numerically fewer TRs than the rest of the ATL, NB has a higher proportion of its TRs who transition to PR and those rates compare to those for CAN. The rest of the ATL is better at attracting TRs, but a lower proportion of those TR transition to PR. What is not certain is how to interpret the higher transition rate of NB than the ATL. On the one hand, consistent with the Statistics Canada study discussed above, low skill workers from developing countries are more likely to transition to PR. On the other hand, it could be that transition to PR is higher because there are fewer TRs and both reflect the absorptive capacity of the labour market. For the ATL, more TRs come in but they are unable to find permanent employment opportunities. Consider that if NB had TRs

in but they are unable to find permanent employment opportunities. Consider that if NB had TRs in proportion to the ATL but none of those additional 2,300 TRs transitioned to PR, then NB would have the same lower TR/PR transition rate as the ATL. The transition rate from TR to PR linearly declines with the level of TRs; however, an additional 2,300 TRs with an intended destination of NB per year would result in 600 additional PRs resident in the province after 5 years.

Data

This study focuses on the foreign nationals who had valid temporary resident status in New Brunswick, the other Atlantic provinces, and Canada between 2000 and 2013, and uses their intended destination on immigration records to identify their province of stay. This report focuses on TRs who have a permit with New Brunswick as the intended destination.

The data are from the Temporary Residents file and the Immigration Records file, which are created by Immigration, Refugees and Citizenship Canada (IRCC) and supplied to Statistics Canada. The Temporary Residents file contains demographic and administrative information on all non permanent residents who arrived in Canada from 1980 onwards, including temporary foreign workers, international students, and refugee claimants. The Immigration Records file includes administrative information collected at landing for immigrants since 1980. This study uses the Immigrant Records file to identify temporary permit holders who made the transition to permanent resident status. IMDB-T1FF file provides earning information for TRs who had transitioned to permanent residents (PR). The Longitudinal Immigration Database (IMDB) combines linked administrative immigration records and annual tax files (T1FF), and covers immigrants who filed taxes at least once since 1982. The tax files contain information on demographics, income, and other taxation data at the different levels of aggregation. The characteristics used to describe the TR are those from the time of their initial TR permit, which is the only time point at which this information is captured for a TR.

Temporary Residents (TRs) are foreign nationals allowed in Canada legally for a short, defined period of time. This group includes students, workers, and visitors. TRs require a visa to enter the country, and for students and workers, a permit allowing them to work or study.

Temporary Foreign Workers (TFWs) are a category within TR where a foreign national requires a work permit granted through two main categories: the Temporary Foreign Worker Program (TFWP), and the International Mobility Program (IMP).

The Temporary Foreign Worker Program was created to allow Canadian employers to hire foreign workers to fill temporary labour shortages in jobs where qualified Canadians or permanent residents were not available. This program requires employers to complete a Labour Market Impact Assessment from Employment and Social Development Canada before the foreign national can apply for a work permit. Although designed for short-term labour shortages, TFWs in this program can apply for permanent residence if they meet certain requirements. Work permits granted through the TFWP are usually employer specific, although TFWs can apply for a new position through the TFWP as their current position expires. TFWP work permit categories include 'Live-in Caregiver', Seasonal Agricultural Workers', Low-skill Pilot', and others. (Lu and Hou, 2017) (IRCC)

The International Mobility Program (IMP) is designed to advance Canada's economic and cultural interests by admitting foreign workers who can improve Canada's competitiveness; provide economic, social or cultural benefit; or fulfill international trade agreements. IMP does not require a Labour Market Impact Assessment, and may or may not be employer specific. Typically, they are 'open': unrestricted to employer or location, or 'open restricted': restricted to occupation or location, but not employer. The IMP permit includes 'International Agreement', Significant Benefit', Reciprocal Employment', Spouse/Common-law Partner', Research and Studies Related', and others. (Lu and Hou, 2017) (IRCC)

¹We have tables generated for the smaller populations of TRs whose first permit was granted with an intended destination of NB, but they do not produce information that differs from that for the larger number of TRs with NB as the intended destination for their current, but not necessarily first, permit.

Permanent Residency (PR) is granted to a TR when they fulfill the requirements of one of immigration categories on the Confirmation of Permanent Residence. When a TR is granted PR status, they are considered 'landed'. There are four classes of application types for Permanent Residence: 'Economic' (the category TFW would normally qualify for as workers), 'Family', 'Refugee', and 'Other'. TR status provides a channel to PR under the Economic class of application. The Economic class includes the 'Canadian Experience Class', 'Provincial Nominee Program', 'Federal Skilled Trades Program', and 'Federal Skilled Worker Program' in an Express Entry process. Further, the Federal Comprehensive Ranking System scores PR applicants using a point system that assigns scores for Age, Level of Education, Official Language Proficiency, Canadian Work Experience, Spousal Factors, Skills Transferability, Provincial Nomination, a Qualifying Offer of Arranged Employment, and Canadian Educational Credential. (IRCC)

The two programs for TFWs are the International Mobility Program (IMP), designed to attract foreign nationals to improve Canada's economic, cultural, and social benefit; and the Temporary Foreign Worker Program (TFWP), meant to provide a temporary solution to short term structural labour deficits. According to the 2017 Statistics Canada study using the same data sources, from 1990-2014 the IMP brought more TFWs to Canada, although the TFWP's share increased significantly over this period. Coincident with the rising importance of TFWs, the percentage of highly skilled workers as a total of TFWs reduced from 67% to 40%. The majority of TFWs have been men, but the percentage of women has increased to 41% by the late 2000s. The proportion of TFWs aged 18-34 has also increased, from less than 60% in the late 1990s to close to 72% in 2010-2014.

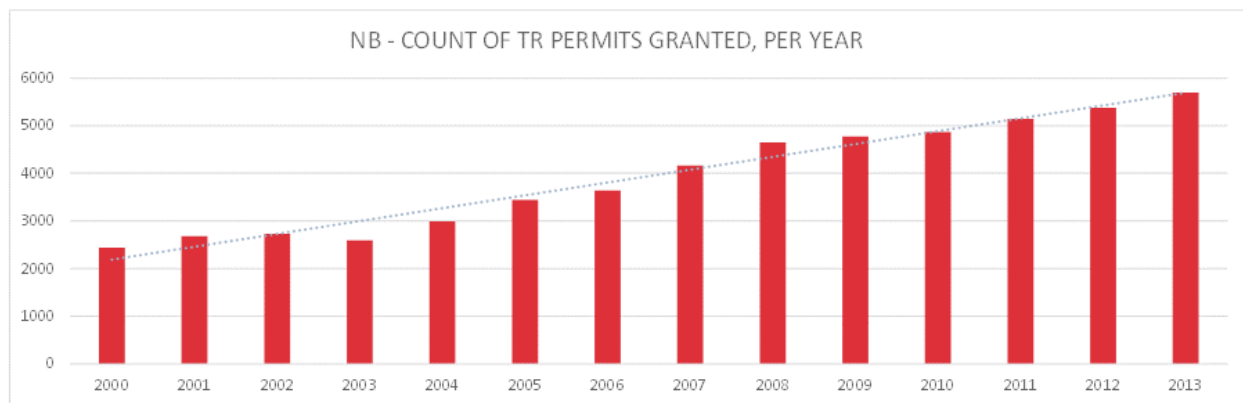
According to the 2017 Statistics Canada study, since 1990 an increasing number of TFWs have gained permanent resident status (PR) in Canada. 21% of TFWs issued their first work permits from 2005-2009 had transitioned to permanent residency by 2013. Most transitions to PR happened within the first 5 years of the receipt of an initial temporary resident work permit. For permits issued from 2000-2004, 13% became permanent residents within 5 years. That rate rose only to 16% if extended to 10 years after the permit was first issued. The transition rates of TFWs was strongly tied to the category of their work permit. Live-in caregivers, and spouse or common-law partner categories had the highest transition rates. Seasonal agricultural workers and reciprocal employment categories had the lowest rates. The country of origin of TFWs also had an impact on transition rates. Those who came from lower income countries were more likely to become permanent residents, likely due to the expected increase in living standards from permanent migration.

One important category of TR that the Hou and Lu (2017) Statistics Canada report did not examine was international students. The number of international students admitted to Canada increased significantly from the 1990s to 2010s: from 1990-1994, approximately 31,000 students were issued study permits per year, growing to 96,000 per year from 2010-2014. Japan and the United States were the two largest sources of international students to Canada in the early 1990s. South Korea and China became the largest sources in the early 2000s, and China and India were the largest source of students in the early 2010s. These sources were also the most common for students that came to Atlantic Canada. (Hou and Lu, 2015) Coincident with the rising numbers of international students, the number of foreign students applying for permanent resident status fell from 62% in 1999, to 31% in 2009. (Van Huystee, 2011)

Trends in TR numbers

There are a wide variety of temporary residents who come to NB under the TFWP, the IMP and International Student Program (ISP). Between 2000 and 2013, 55,215 permits for TRs in NB were issued. The number of permits issued for TRs in NB per year has been increasing over the period, rising from 2,439 permits in 2000 to 5,698 in 2013.

Figure 1



The increase of TRs in NB follows the same rate of increase in the ATL, and CAN overall. Despite strong growth in TR numbers, unlike the other Atlantic provinces, New Brunswick has not been as successful in attracting TRs. Compared to its share of the population of the four Atlantic provinces, TRs in NB are under-represented for the region. If NB had a share of TRs in the Atlantic region to match its population share, then there would have been 2,300 more TRs in New Brunswick in 2013. But the Atlantic region holds lower attraction for TRs than Canada overall. If NB's share of Canadian TRs matched NB's share of the Canadian population, then there would have been 6,000 more TRs in NB in 2013.

What do we know about TRs in New Brunswick?

Table 1 presents counts of temporary resident permits issued by permit type, per year. For NB, there have been 55,215 TR permits issued between 2000 and 2013. 10,919 permits for NB TRs were issued through the Temporary Foreign Worker program, with the majority falling under the 'Low skill pilot program' with 5,263, or 'Other workers' categories, with 4,656.

13,907 permits were issued through the International Mobility Program. TR permits under NAFTA accounts for 2,985, or 21%. 'Other international arrangements', 'Reciprocal employment', 'Employment benefit', 'Spouse/common law partner', 'Research and studies related' were each between 13% and 15% of the total permits under the IMP.

The International Student Program (ISP) was the largest numerical category of TR permits in NB, with 30,321 issued over the 13-year period. The ISP accounted for a 55% of all TRs in NB during the study period, which is a larger fraction than that observed for both the ATL (51%) and CAN (41%). Of the 30,321 international student permits issued for NB TRs, 7,749 were for 'students with work permits'; and 22,572 were for 'students without work permits'.

Despite the high share of ISP permits in the NB TR permit counts, NB has seen smaller growth within the ISP, compared to the ATL and Canada. The share of Canadian ISPs in NS, Nfld or PEI is greater than the share of population of those provinces. If NB matched this outcome for the rest of the ATL, there would have been 700 more university students in NB in 2013.

Skill Level of TFWs

Table 2 presents information on the skill level of the different TFW permit types. For TFWP and IMP, the categories are Level O – 'Managerial', Level A – 'Professional', Level B – 'Skilled and technical', Level C – 'Intermediate and clerical', Level D- 'Elemental and labourers', and 'Level not stated'. Skilled workers and Levels O, A and B accounted for half of NB TFW permits over the 2000-2013 period. While this representation of skilled worker TRs is comparable to that for Canada overall, two-thirds of all ATL TRs are skilled workers primarily because of a much larger intake of Level B TFWs and a much lower representation of lower skill TFWs than NB and CAN overall (Figure 2).

Figure 2

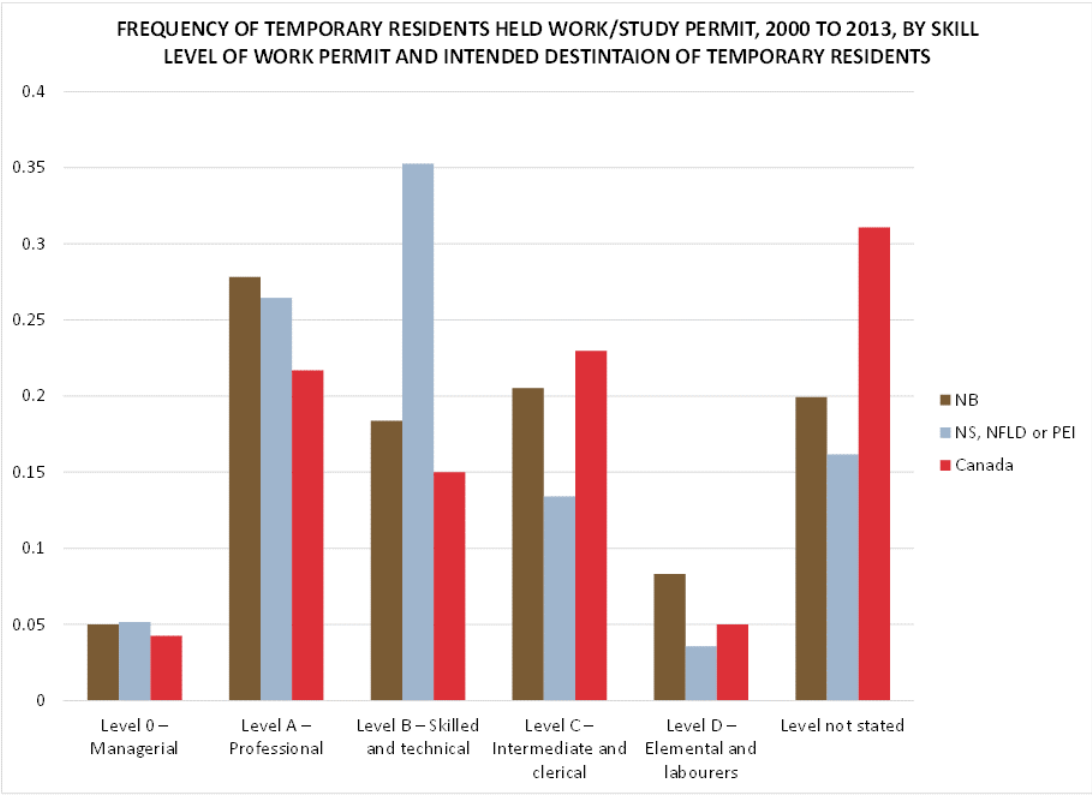
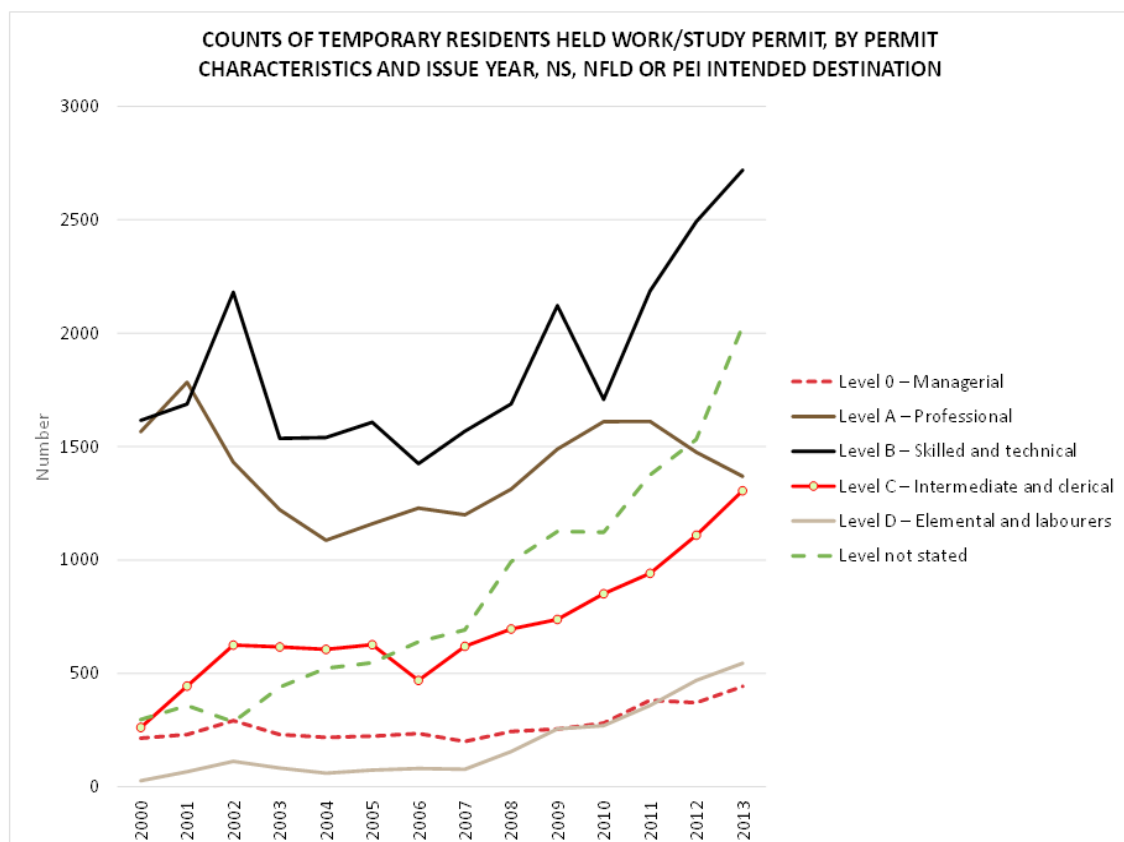
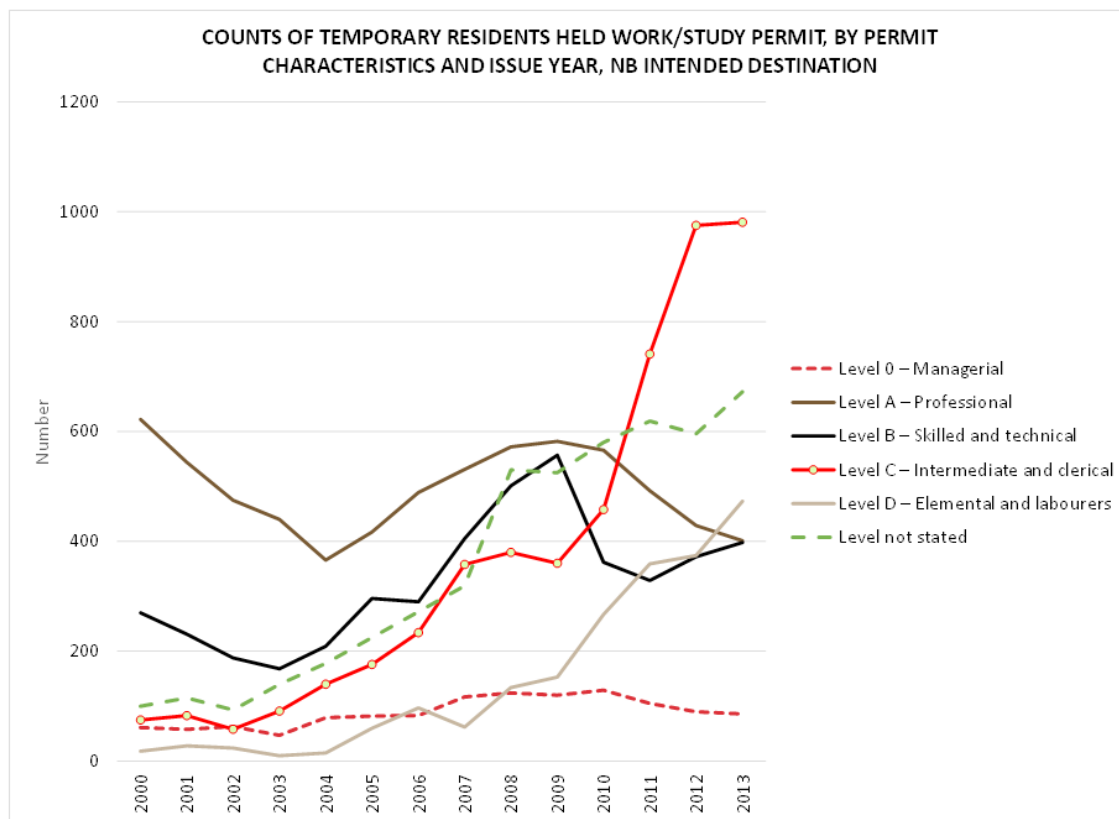


Figure 3 (next page) shows NB and the ATL have had strong growth in Level C TFWs over the 2000-2013 period but unlike the ATL, NB has seen the same strong growth in Level B. This shows that in addition to the weaker attraction of NB for TRs, NB has been a weaker attraction for skilled labour and has relied on growth in lower skill TFWs.

Study Permits

Table 2 shows the counts of TRs by level of study permits: ‘Secondary or less’, ‘Trade’, ‘University’, ‘Other post-secondary’, ‘Other’, and ‘Level of study not stated’. Among these categories, ‘Secondary or less’, ‘University’ and ‘Other post-secondary’ have the largest counts. ‘Secondary or less’ accounted for 4,153 counts, and grew by 24%. ‘University’ was by far the largest at 22,741, and grew by 119%. ‘Other post-secondary’ had 1,640 permits in 2013, up from 12 permits in 2000. In comparison to the ATL, NB had lower growth of TRs with study permits.

Figure 3



Characteristics of TRs

Hou and Lu (2017) caution that the characteristics of TFWs are highly reflective of the program under which their TR permit has been issued. Consequently, it is not clear if the characteristics of TRs show who is attracted to working in Canada or a province, or if the characteristics show what kinds of jobs employers were seeking to fill.

Table 3 shows us the gender, age and nationality of TRs with the intended destination of NB. Between 2000 and 2013, there were 35,127 permits issued to male TRs, and 19,497 issued to female TRs. This ratio of male TRs to female TRs is comparable to the other Atlantic provinces and the rest of Canada. Similarly to both Canada and the ATL overall, two-thirds of TRs in NB are aged 18 to 34 at the time the permit for residency is issued.

In terms of country of origin, the Philippines and “Other birth countries” (eg Africa, Middle East) were increasingly numerically important sources of TRs to New Brunswick over the 2000-2013 period. New Brunswick is notable in the lack of TRs from India in comparison to the rest of the Atlantic region and Canada overall. Early in the study period, New Brunswick had high levels of TRs from China compared to the ATL but over the period, the number of TRs from China has had no growth in NB and strong growth in the ATL. In 2000, there were more TRs from China in NB than in the ATL combined. By 2013, for every TR from China in NB, there are four TRs from China in the ATL.

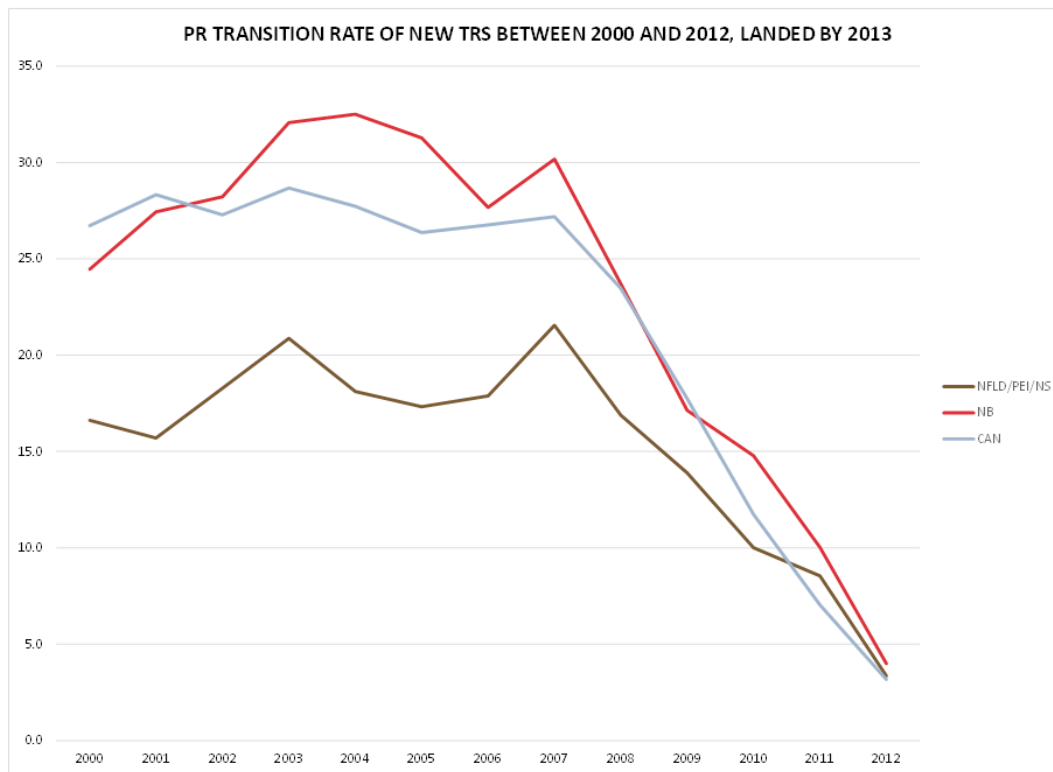
Transition for TR to PR

Table 4 shows all TRs who received a work/study permit between 2000 and 2013, and became a PR by 2013. There were 7,403 TRs in NB who became a PR somewhere in Canada during this period. 4,741 or 64% of these TRs with permits for NB became PRs with an intention of landing in NB; 12% intended on landing in Ontario, and 9% intended on landing in Quebec. For the TRs in the other Atlantic provinces who landed and became PRs, 70% intended in landing in one of NS, NFLD or PEI. Of the total TRs in the ATL, only 213 intended on landing in NB over the 2000-2013 period. For Canada overall, only 251 TRs not in the NB, NS, NFLD or PEI intended in landing in NB. The lack of attraction of NB as a province to land for TRs is not different from that of the ATL. Thus, PRs in the four Atlantic provinces are a product of how many TRs are attracted to the province of intended landing. In contrast, for the rest of Canada, TRs in the Atlantic provinces are a source of PRs.

Figure 4 shows that while NB attracts fewer TRs than the rest of the ATL, it has a higher proportion of TRs who transition to PR, and these rates compare to those for CAN. One interpretation of these statistics is that the ATL is better at attracting TRs but poorer performing with respect to retention. Another interpretation comes from the Statistics Canada study, which showed low skill workers from developing countries are more likely to transition to PR. New Brunswick has of late relied more on unskilled TRs from countries in Africa and the Middle East.

A final potential interpretation of the higher TR to PR transition rate in NB compared to the ATL along with fewer TRs is that the outcomes reflect the absorptive capacity of the labour market. For the ATL, more TRs come in but they are unable to be find employment. Consider that if NB had TRs in proportion to the rest of the ATL but none of the additional 2,300 TRs transitioned to PR, then NB would have the same TR/PR transition as the rest of the ATL. If this interpretation is correct, then NB does not have too few TRs; rather, the ATL has too many relative to the absorptive capacity of the labour market.

Figure 4



NOTE: Lower transition rates after 2008 reflect a higher proportion of TRs have been in Canada less than five years.

TR to PR and PR Retention and Labour Market Outcomes

Figure 5 shows the Kaplan Meier survivor function describing the length of time PRs remain in NB in the first five years after landing for the cohort of TRs who landed (gained PR) between 2000-2008. In the context of the transition from TR to PR, the Kaplan Meier survivor function describes the probability at the time of transition that the PR will still be a resident in NB t years after the transition from TR to PR, conditional on having remained in NB for $t-1$ years since landing.

Figure 5 shows that 40% of TRs who land with NB as the intended destination are not resident in NB one year after landing. After the first year, retention of NB TRs who transition to PR is high with only a 10 point change in the probability of remaining a resident of NB between one year after landing and five years after landing. Thus, at the time of landing, the probability that a PR in NB will be a resident of the province after five years is about 50%. Thus, much of the attrition of immigrants from NB occurs in the first year after landing but retention is high thereafter.

⁴The Kaplan Meier estimator is a non-parametric statistic used to describe the conditional probability of surviving in a defined state for a defined period of time t after a treatment or event conditional on having remained in the defined state to at least period $t-1$.

⁵Uses data from the first panel of Table 5. Excludes the counts of TRs not in the tax files.

⁶Note, we do not know if they all landed in NB. Some may have been TRs in NB, moved to another province and then landed.

Figure 5:

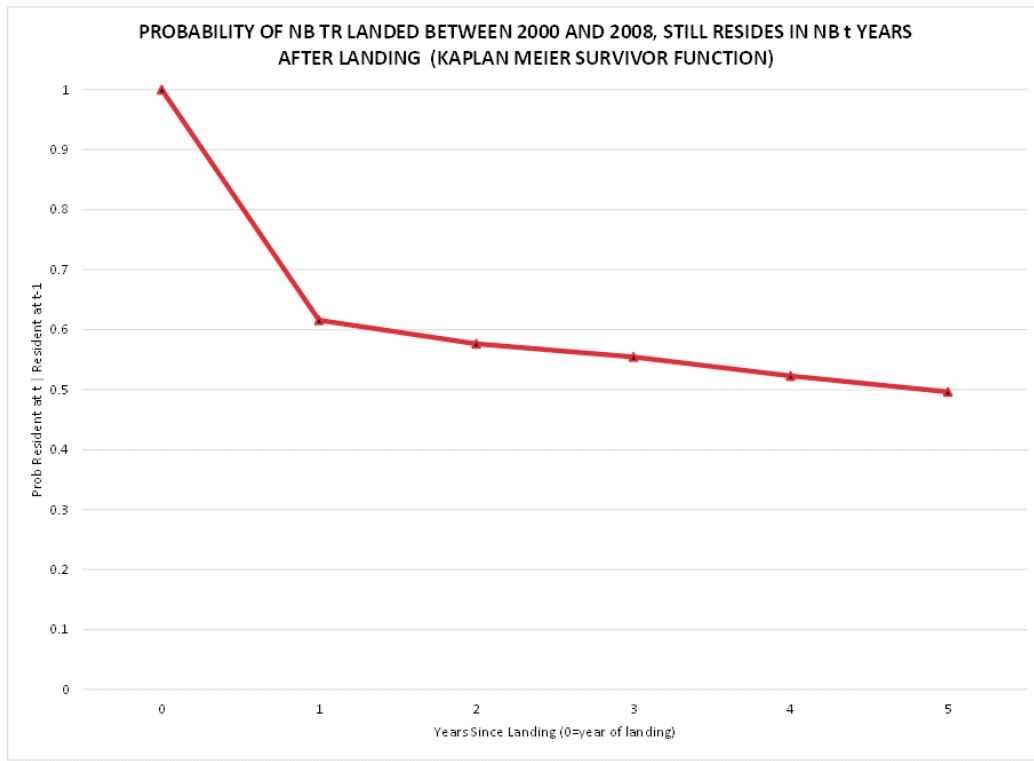
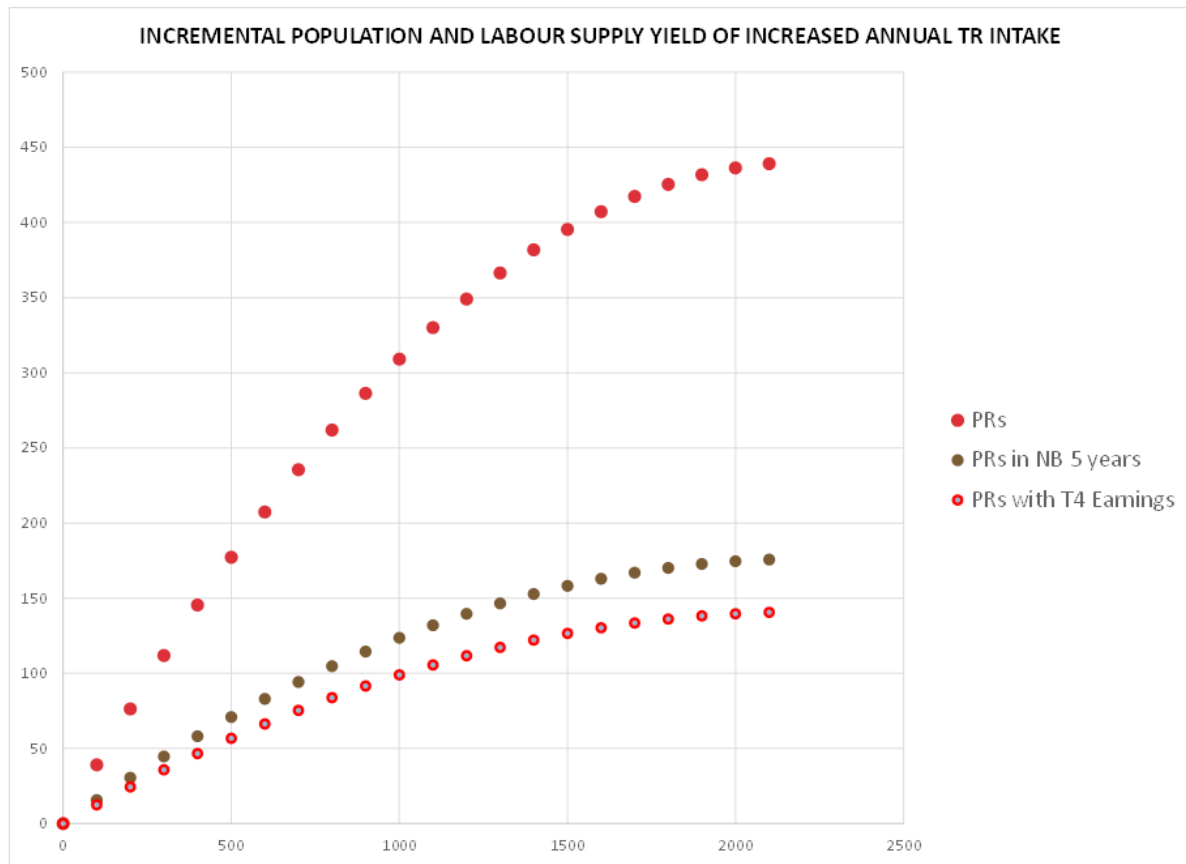


Table 6 shows that the proportion of the NB TRs who become PRs residing in NB with positive T4 earnings is around 70% for the five years after landing. For the NB TRs who landed but reside in another province, the percentages with positive T4 earnings are higher in the ATL and the Prairie provinces. However, the earnings rate of the NB-residing PRs compares to that for the former NB TRs residing in Ontario, Quebec and BC.

The average total earnings of NB TRs who transitioned to PRs by province of residence shows stability of earnings in NB in the five years after migration and higher earnings for those PRs who relocated after landing to the Prairie and other Atlantic provinces. Ontario-residing PRs in our sample do not show higher earnings than those residing in NB. We are limited in what we can interpret from these earnings data as the PRs that have left NB for other provinces could be more skilled than those who remain in NB or may have other unobservable factors motivating migration. Taken together, however, the T4 earnings information suggests that retention of TRs as PRs in NB reflects the absorptive capacity of the labour market.

We are not certain how the retention rates in Figure 5 or the labour market outcomes in Table 6 compare to the outcomes for immigrants who land in other provinces because we have focused on TRs with NB as their intended destination. In future work, we would like to produce the same tables for immigrants landing in other provinces so that we might have comparator statistics to determine if NB is performing better, worse or as expected.

Figure 6:



Can NB increase the size of the permanent resident immigrant population by increasing the number of TRs in the province? This depends on if the lower counts of TRs reflect underperformance with respect to recruiting/attracting TRs to the province for work opportunities that exist. If this is the case, then overcoming the barriers to TR location in NB will increase the TR population to convert to PR and remain in the province. For each additional 100 TRs attracted, 30 would be expected to land and become PRs. 15 of those 30 would be expected to be residing in NB five years later and 11 of those PRs would be employed (positive T4 earnings). Figure 6 shows the conversion of additional annual TRs with NB as intended destination to PRs, PRs resident in NB five years later and employed PRs resident in NB five years later assuming that the TR to PR transition rate linearly declines from its current NB value to the ATL value with 2,300 additional TRs. Figure 6 shows that 2,300 additional TRs with NB as an intended destination per year would generate around 175 PRs resident in NB five years after. A sustained increase in TR intake of that size for five years would result in 875 additional NB residents by around 2025.

DISCUSSION

New Brunswick does not attract a proportionate share TRs when compared to the other Atlantic provinces or Canada overall. While NB has had growth in TR numbers since 2000, that growth has been driven by unskilled workers in contrast to the higher skills of TRs in the ATL. However, NB does have a higher transition rate for its TR to land and become PR. NB's transition rates of TRs to PRs could be high due to NB's reliance on African and Middle Eastern TRs as previous literature suggest they have a higher propensity to become PR due to the likelihood of higher living standards than in their home countries.

The pool for PRs in the whole Atlantic region (NB, NS, PEI, and NFLD) is dependent on attracting TRs to this region, as TRs from elsewhere are unlikely to move to the Atlantic provinces after landing. 64% of PRs who, as TRs, had their first residency permit intended for NB, intended on landing in NB. 40% of those who land in NB are no longer residing there one year after immigrating. This rate of exit from the province slows significantly after the first year, as only 10% more of the PRs leave over the next four years.

However, we are not certain that NB is underperforming in terms of attracting TRs or over performing in terms of TRs transitioning to PRs. If the number of TRs and their characteristics in terms of skill level and country of origin reflect labour market opportunities in NB then it may be difficult to increase the numbers to match the relative intake of the ATL. NB's comparatively higher transition rates from TR to PR compared to the ATL could be due to the other Atlantic provinces having too many TRs to accommodate long term. If this is the situation then strategies for increasing TR numbers in NB to increase the number of PRs in NB (labour supply) requires policies that improve employment opportunities (labour demand). In the absence of these opportunities, TRs will not be attracted to NB and when they are, they may not remain in the province.

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APPENDIX 1

Table 1a. Counts of temporary residents held work/study permit, by permit type and issue year

	Permit issued in...													
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Intended destination = New Brunswick														
Temporary Foreign Worker Program (TFWP)														
Low skill pilot program	n.a.	n.a.	18	30	69	92	130	245	390	382	527	939	1163	1278
Information technology workers	19	20	26	25	15	34	25	18	30	30	68	*	*	*
Live-in caregiver program	*	13	16	23	31	35	38	62	64	72	62	61	40	19
Seasonal agricultural worker program	*	*	*	*	*	*	12	20	21	13	13	13	38	24
Other workers under TFWP	259	208	194	245	259	294	307	453	585	657	362	306	290	237
														1558
International Mobility Program (IMP)														
NAFTA	234	175	173	166	135	154	170	199	265	279	298	235	265	237
Other international arrangements	132	88	95	75	85	84	146	107	68	104	205	219	183	240
Reciprocal employment	46	71	79	88	80	146	160	148	167	176	222	208	239	214
Employment benefit	117	135	92	86	98	138	140	146	151	139	157	219	202	314
Spouse/common law partner	26	28	39	51	69	104	112	161	188	184	191	191	178	180
Research and studies related	38	58	57	59	96	118	157	179	244	212	193	177	157	197
Other Canadian interests	137	134	59	*	*	*	*	*	15	11	*	*	20	16
Other workers under IMP	129	129	53	35	47	47	62	52	53	38	55	63	59	55
International Student Program														
Students with work permits	109	121	139	169	379	639	697	798	750	687	660	777	857	967
students without work permit	1184	1504	1689	1533	1628	1550	1479	1576	1659	1790	1850	1723	1687	1720
Total	2439	2684	2729	2598	2994	3445	3641	4166	4650	4774	4872	5145	5380	5698
Intended Destination = Newfoundland, P.E.I. and Nova Scotia														
Temporary Foreign Worker Program (TFWP)														
Low skill pilot program	n.a.	n.a.	618	615	547	559	381	477	659	823	917	1080	1333	1475
Information technology workers	12	18	15	22	18	12	17	15	22	100	107	13	*	*
Live-in caregiver program	19	33	34	46	61	69	98	114	118	117	145	134	85	66
Seasonal agricultural worker program	*	20	*	*	*	18	12	31	25	27	39	43	69	152
Other workers under TFWP	1623	2086	2326	1846	1804	1860	1640	1705	1866	2300	1762	2044	2031	2126
International Mobility Program (IMP)														
NAFTA	384	416	392	373	325	344	414	408	457	561	651	733	703	723
Other international arrangements	307	341	193	157	112	111	119	133	213	198	318	489	560	733
Reciprocal employment	270	279	276	282	306	298	306	310	438	483	502	554	565	503
Employment benefit	276	334	297	280	325	305	301	300	316	328	372	517	576	980
Spouse/common law partner	52	73	135	186	209	234	265	321	368	441	430	525	548	636
Research and studies related	120	149	182	181	187	260	318	357	393	400	389	505	565	703
Other Canadian interests	606	496	320	69	46	78	91	67	80	104	125	119	294	191
Other workers under IMP	307	325	130	69	91	90	117	117	133	102	85	98	116	123
International Student Program														
Students with work permits	163	216	201	275	451	569	1157	1320	1385	1549	1792	2324	2568	2899
students without work permit	2737	3229	3646	3945	3972	3897	3732	4149	4413	4818	5520	5530	5782	5601
Total	6880	8015	8773	8348	8457	8704	8968	9824	10886	12351	13154	14708	15797	16911

APPENDIX 1 CONTINUED

Table 1b. Counts of temporary residents held work/study permit, by permit type and issue year

	Permit issued in...													
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Canada													
<u>Temporary Foreign Worker Program (TFWP)</u>														
Low skill pilot program	n.a.	n.a.	2782	2831	3177	4188	6858	16960	31059	26296	26144	30308	33045	35488
Information technology workers	1360	1452	1450	1625	1954	2408	2857	3859	4236	3803	4157	1459	513	95
Live-in caregiver program	8401	10496	12968	15400	19246	22571	26787	36042	30924	29972	25535	24095	14189	11377
Seasonal agricultural worker program	16631	18453	18575	18651	19010	20230	21226	22556	24205	23433	23988	24782	25905	27894
Other workers under TFWP	29287	29215	28065	26881	27685	29111	31391	36486	40106	34056	30980	33824	38222	35939
<u>International Mobility Program (IMP)</u>														
NAFTA	15098	14800	13904	12180	12332	12789	14327	15367	16980	16432	18735	19590	20997	21033
Other international arrangements	5633	6342	5912	4879	6295	2950	3469	4563	5864	6652	9483	12986	13626	15957
Reciprocal employment	17987	19365	21586	23156	27102	34115	37373	39312	47831	52414	57639	63224	68657	68921
Employment benefit	8846	8879	9026	9231	9794	10123	12476	12807	13362	12411	15728	25534	28206	35759
Spouse/common law partner	2083	2551	5028	6565	8404	9636	11435	14144	16301	16159	17169	19873	21604	25257
Research and studies related	4290	5048	5797	6075	6804	7892	9317	11736	15553	14514	15251	20729	23731	30383
Other Canadian interests	8969	8842	5260	1711	1589	2197	2028	1938	1810	1937	2191	2411	2602	2553
Other workers under IMP	17206	16835	5947	2665	3368	3828	4478	4527	3909	4239	3589	4693	5816	5873
<u>International Student Program</u>														
Students with work permits	5754	6482	6569	6934	9528	12692	23021	29874	32586	35370	41495	53166	60672	71795
students without work permit	93141	111313	116504	114898	118317	115505	109669	112778	109528	121237	127537	134366	140291	149049
Total	234686	260073	259373	253682	274605	290235	316712	362949	394254	398925	419621	471040	498076	537373

Data source: Temporary Resident File (IRCC)

Note:

If an individual held permit in difference years and/or geographic area, he/she will be counted in each corresponding group.

* Suppressed because cell size less than 10.

APPENDIX 2

Table 2. Counts of temporary residents held work/study permit, by permit characteristics and issue year

	Permit issued in...													
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Intended destination = New Brunswick														
Skill level of work permit (TFWP, IMP)														
Level 0 – Managerial	61	58	63	47	79	82	83	117	124	120	129	105	90	86
Level A – Professional	622	544	475	440	366	417	489	531	572	582	566	492	429	401
Level B – Skilled and technical	270	231	188	168	209	296	290	405	501	557	362	329	372	398
Level C – Intermediate and clerical	75	83	58	91	140	176	234	358	380	360	458	741	975	981
Level D – Elemental and labourers	18	28	24	10	15	60	97	62	134	153	267	359	374	473
Level not stated	100	115	93	140	178	225	272	319	530	525	580	619	596	672
study level of study permit														
Secondary or less	248	253	180	144	237	282	252	374	406	389	396	381	304	307
Trade	29	35	41	41	46	59	69	100	148	97	59	67	69	39
University	939	1217	1471	1397	1579	1734	1678	1685	1585	1738	1828	1860	1969	2061
Other post-secondary	12	43	57	29	46	50	112	151	202	202	169	145	164	258
Other	63	75	79	91	99	64	65	64	68	51	58	47	38	18
Level of study not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Total	2439	2684	2729	2598	2994	3445	3641	4166	4650	4774	4872	5145	5380	5698
Intended Destination = Newfoundland, P.E.I. and Nova Scotia														
Skill level of work permit (TFWP, IMP)														
Level 0 – Managerial	214	231	292	231	218	223	235	200	244	255	281	382	371	443
Level A – Professional	1566	1783	1431	1222	1087	1160	1229	1199	1312	1489	1610	1611	1475	1369
Level B – Skilled and technical	1615	1687	2180	1536	1540	1607	1425	1568	1688	2121	1708	2186	2492	2718
Level C – Intermediate and clerical	262	444	625	617	606	627	469	619	696	738	851	941	1109	1305
Level D – Elemental and labourers	27	67	112	83	60	74	81	77	156	255	270	359	469	545
Level not stated	296	358	286	439	523	547	640	692	992	1126	1122	1375	1531	2031
study level of study permit														
Secondary or less	728	878	842	875	887	972	1045	1088	1104	1047	1217	1068	1197	1111
Trade	163	161	196	169	199	189	195	238	246	226	295	315	298	229
University	1842	2233	2555	2959	3164	3130	3472	3900	4075	4746	5255	5797	6064	6280
Other post-secondary	77	94	162	129	122	113	131	200	272	253	370	438	624	632
Other	87	78	91	88	50	62	43	42	99	94	175	235	167	241
Level of study not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Total	6880	8015	8773	8348	8457	8704	8968	9824	10886	12351	13154	14708	15797	16911
Canada														
Skill level of work permit (TFWP, IMP)														
Level 0 – Managerial	6148	6555	6717	6483	7153	7402	8093	9212	9750	9115	10605	11794	12322	12204
Level A – Professional	53343	53916	46161	37920	38340	40273	43681	44559	45841	42254	45648	45996	46512	44965
Level B – Skilled and technical	23631	23332	21398	19127	20191	22704	25614	32873	38183	33434	35014	41534	48537	49951
Level C – Intermediate and clerical	28363	32280	34875	36971	40827	45169	50798	62378	62027	55716	54501	55845	52946	53676
Level D – Elemental and labourers	1098	1213	1181	1399	1532	2439	4719	11436	20799	16864	15970	20473	21986	23879
Level not stated	23208	24982	25968	29950	38717	44051	51117	59839	75540	84935	88851	107866	114810	131854
study level of study permit														
Secondary or less	26483	30002	30482	29740	30420	30344	30140	32536	31151	30716	31147	33664	36478	40193
Trade	16832	20344	22279	22431	23088	21865	21267	22550	20556	21262	21663	21327	18414	12862
University	38575	45070	48004	49891	56510	58039	63564	69310	70245	79384	82645	91243	96283	103001
Other post-secondary	8348	11699	12746	12586	10766	11166	11036	11885	13213	17497	24515	32836	41236	54029
Other	8511	10595	9497	7169	7048	6776	6665	6358	6929	7740	9050	8445	8540	10540
Level of study not stated	146	85	65	15	13	*	18	13	20	*	12	17	12	219
Total	234686	260073	259373	253682	274605	290235	316712	362949	394254	398925	419621	471040	498076	537373

Data source: Temporary Resident File (IRCC)

Note:

If an individual held permit in difference years and/or geographic area, he/she will be counted in each corresponding group.

* Suppressed because cell size less than 10.

APPENDIX 3

Table 3a. Counts of temporary residents held work/study permit, by characteristics and issue year

	Permit issued in...													
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Intended Destination = New Brunswick													
Male	1651	1765	1781	1712	1930	2202	2341	2672	3027	3141	3103	3189	3250	3363
Female	781	908	937	880	1050	1198	1243	1437	1553	1588	1715	1909	2076	2222
Aged <18	163	203	183	139	227	268	238	359	392	372	398	362	295	283
aged 18 - 24	963	1254	1409	1318	1439	1482	1511	1512	1589	1685	1722	1703	1771	1805
aged 25 - 34	567	586	545	593	733	948	1019	1201	1412	1373	1446	1721	1869	1986
aged 35 - 44	352	290	284	260	287	371	406	539	614	620	672	730	817	925
aged 45 - 54	242	223	205	178	188	227	278	325	398	438	369	384	368	397
aged 55 and above	145	119	93	104	106	104	132	173	175	241	211	198	206	189
United Kingdom and Colonies	129	88	67	68	70	102	108	113	128	153	189	154	128	136
France	81	89	108	101	109	141	171	159	173	200	187	188	181	178
Germany, Federal Republic of	81	86	74	53	62	64	80	130	191	178	197	132	122	83
China, People's Republic of	331	570	685	638	747	744	752	803	825	790	594	494	520	620
India	84	95	117	128	146	190	166	152	153	161	214	183	195	181
Philippines	9	34	20	29	40	53	77	149	185	193	320	551	743	756
Saudi Arabia	1	9	6	11	13	19	40	31	98	242	384	419	359	309
Korea, Republic of	37	46	48	55	137	191	158	279	259	207	189	177	124	122
United States of America	721	635	551	554	565	565	629	712	716	703	710	638	589	551
Mexico	24	30	24	32	39	49	69	96	99	79	68	129	205	204
Other birth countries	934	993	1019	923	1052	1282	1334	1485	1753	1823	1766	2033	2160	2445
Total	2439	2684	2729	2598	2994	3445	3641	4166	4650	4774	4872	5145	5380	5698
	Intended Destination = Newfoundland, P.E.I. and Nova Scotia													
Male	4820	5569	6265	5635	5670	5882	5782	6344	7013	8190	8357	9448	9898	10743
Female	2045	2433	2487	2697	2764	2792	3124	3397	3761	4081	4699	5136	5771	5951
Aged <18	643	767	747	769	792	867	959	992	997	964	1095	939	1043	1035
aged 18 - 24	1682	2055	2435	2708	2911	2901	3126	3418	3855	4358	5125	5614	5936	5630
aged 25 - 34	1923	2227	2283	2223	2266	2292	2395	2855	3105	3610	3648	4439	4867	5588
aged 35 - 44	1434	1532	1621	1385	1213	1304	1229	1290	1419	1728	1665	1867	2041	2420
aged 45 - 54	872	1001	1194	875	897	899	801	801	928	1044	962	1042	1092	1241
aged 55 and above	311	420	472	374	356	412	396	386	470	567	562	683	691	780
United Kingdom and Colonies	1115	1219	1035	729	674	661	635	640	761	1006	719	847	779	993
France	131	113	92	103	146	128	103	114	153	172	151	206	190	155
Germany, Federal Republic of	259	239	219	230	299	300	353	376	417	427	393	339	316	299
China, People's Republic of	254	389	803	1024	1279	1317	1480	1938	2163	2453	2636	2967	3269	3492
India	131	188	296	327	357	323	319	350	417	545	680	746	978	1046
Philippines	71	236	553	601	412	416	311	388	423	584	755	1004	1255	1461
Saudi Arabia	42	42	55	75	70	91	144	238	426	584	1071	1453	1249	1202
Korea, Republic of	235	261	310	346	409	411	576	588	534	474	529	472	448	484
United States of America	1483	1616	1510	1264	1378	1387	1310	1312	1403	1514	1657	1748	1586	1611
Mexico	146	191	217	211	196	236	256	237	319	330	374	255	315	248
Other birth countries	2998	3508	3662	3424	3215	3405	3419	3561	3758	4182	4092	4547	5285	5703
Total	6880	8015	8773	8348	8457	8704	8968	9824	10886	12351	13154	14708	15797	16911

APPENDIX 3 CONTINUED

Table 3b. Counts of temporary residents held work/study permit, by characteristics and issue year

	Permit issued in...													
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Canada													
Male	146836	159854	154911	147545	157884	166986	181147	206235	229753	231298	246226	270783	291563	312744
Female	87174	99303	103414	104932	115479	121800	133334	153823	161621	165389	170276	195229	200848	216526
Aged <18	21439	24512	24294	24304	25130	26119	26622	28295	27423	26417	26972	28598	30802	33968
aged 18 - 24	71143	83036	87023	87282	93169	94027	98708	107180	114596	125395	135897	150226	161193	171956
aged 25 - 34	75613	83193	82395	81722	90404	97653	108345	128737	144098	143469	147689	167904	178554	194891
aged 35 - 44	38838	40592	38917	36436	40024	43755	50392	60592	66641	63614	64381	73636	74960	79903
aged 45 - 54	19315	20002	18445	16432	17858	19728	22105	26009	28519	27658	29576	33033	33103	34414
aged 55 and above	7747	7885	7291	6339	6808	7529	8329	9264	10109	10146	12001	12622	13810	14149
United Kingdom and Colonies	11160	12215	11120	10345	11966	12539	13341	14196	14910	14124	13830	15289	16235	16758
France	11364	11795	10900	10693	12710	14425	16591	18049	19247	22893	25384	27975	29791	32469
Germany, Federal Republic of	5805	6120	5582	4712	5591	6165	7878	9277	10378	10363	11081	10670	10759	9896
China, People's Republic of	12514	19632	25012	27180	29837	29840	32446	37948	40575	44731	46090	56026	61363	74205
India	4953	5503	6696	8108	9308	11125	13497	16793	19628	21517	31833	39313	47494	53482
Philippines	8087	10310	12928	15325	18765	22101	27436	41820	46156	45609	41424	54543	48592	47174
Saudi Arabia	570	664	818	1079	1374	1587	1700	2496	4804	7867	10806	12233	10767	10498
Korea, Republic of	17401	23105	26701	27625	29515	30254	31474	34135	32847	31163	29499	28381	25995	24358
United States of America	51045	48786	43188	37243	37573	38401	40216	40344	40598	39650	44234	43576	45447	44542
Mexico	15072	17390	16416	14700	15355	16835	18838	22279	26163	24124	24479	26304	28380	29417
Other birth countries	96124	103700	99004	95505	101399	105539	111084	122740	136080	134658	137856	151709	167599	186482
Total	234686	260073	259373	253682	274605	290235	316712	362949	394254	398925	419621	471040	498076	537373

Data source: Temporary Resident File (IRCC)

Note: If an individual held permit in difference years and/or geographic area, he/she will be counted in each corresponding group.

* Suppressed because cell size less than 10.

APPENDIX 4

Table 4. Counts of temporary residents held work/study permit between 2000 and 2013 and landed by 2013

	Intended destination of permit in...		
	<u>New Brunswick</u>	<u>Newfoundland, P.E.I. and Nova Scotia</u>	<u>Canada</u>
Male	4309	7818	215230
Female	3094	6081	229958
<u>Age in landing year</u>			
17 and younger	669	948	30106
18 - 24	720	1245	44318
25 - 34	3922	7447	227890
35 - 44	1333	2801	100750
45 - 54	605	1126	34616
55 and above	154	332	7516
	7403	13899	445196
United Kingdom and Colonies	381	1331	26368
France	215	162	22707
Germany, Federal Republic of	259	381	8665
China, People's Republic of	1387	2645	48176
India	425	1114	30920
Philippines	348	933	72190
Saudi Arabia	18	86	1105
Korea, Republic of	604	433	26592
United States of America	442	1142	25722
Mexico	57	120	10109
Other birth countries	3267	5552	172642
	7403	13899	445196
<u>Intended province of landing</u>			
Newfoundland and Labrador	43	2344	2483
Prince Edward Island	61	1131	1610
Nova Scotia	206	6233	6749
New Brunswick	4741	213	5205
Quebec	664	321	73941
Ontario	890	1995	157000
Manitoba	68	126	17220
Saskatchewan	28	95	18080
Alberta	419	807	71000
British Columbia	278	603	90468
three territories	*	31	1434
	7398	13899	445190
<u>level of education in landing year</u>			
High school or less	2386	3904	131706
Trade	437	618	22954
Non-university diploma	764	1363	65340
Bachelor	2540	5008	150527
Master/Doctorate	1276	3006	74669
<u>Immigration Class</u>			
Provincial/territorial nominees, principal applicants	1880	3366	58113
Other economic class, principal applicants	2044	4109	177369
Economic class, spouse/dependant	1986	3285	96800
Family class	1252	2690	96144
Refugees and other Humanitarian	240	448	16549
Other	*	*	209
Unknown	*	*	12

Data source: Temporary Resident File and landing record file (IRCC)

Note:

If an individual held permit in difference years and/or geographic area, he/she will be counted in each corresponding group.

* Suppressed because cell size less than 10.

APPENDIX 5

Table 5. Province of residence in 1-5 years since immigration, among those previously NB TRs* and landed between 2000 and 2008.

	Year since immigration				
	1	2	3	4	5
<u>Place of residence</u>					
New Brunswick	1483	1388	1335	1259	1195
other Atlantic region	83	89	86	78	79
Quebec	201	218	220	223	221
Ontario	367	434	474	531	547
Prairies	173	189	206	214	228
BC, territories	101	109	130	140	150
not in Canada	suppressed				12
not in tax file	763	747	721	723	744
	3171	3174	3172	3168	3176
<u>Initially held work permit</u>					
New Brunswick	505	461	443	424	392
other Atlantic region	22	22	23	17	18
Quebec	21	26	25	24	28
Ontario	77	93	92	109	114
Prairies	30	41	41	42	44
BC, territories	13	13	20	24	29
not in Canada	suppressed				
not in tax file	35	47	57	61	74
	703	703	701	701	699
<u>Initially held student permit</u>					
New Brunswick	319	294	286	260	251
other Atlantic region	44	49	45	44	43
Quebec	158	166	166	167	160
Ontario	222	259	292	319	326
Prairies	118	119	129	131	142
BC, territories	73	78	89	93	92
not in tax file	403	373	330	322	322
not in Canada	suppressed				
	1337	1338	1337	1336	1336

Data source: Temporary Resident File, landing record file (IRCC), IMDB-T1FF file (Statistics Canada)

* received initial TR permit in and after 2000, with the intended destination as New Brunswick.

APPENDIX 6

Table 6. Labor market activities in year 1-5 after immigration*

	Year since immigration				
	1	2	3	4	5
<u>Place of residence</u>					
having positive T4 earnings		Percent			
New Brunswick	69.0	70.7	71.8	71.7	71.5
other Atlantic region	81.9	86.5	89.5	82.1	78.5
Quebec	81.1	83.9	84.5	78.0	78.3
Ontario	71.9	70.0	72.8	68.2	68.9
Prairies	89.0	86.8	79.6	83.2	86.4
BC, territories	77.2	70.6	66.2	61.4	64.7
average T4 earnings (including zeros)		in 2013 dollar			
New Brunswick	25,870	26,401	27,975	30,278	29,149
other Atlantic region	32,797	33,938	40,937	38,943	39,249
Quebec	17,298	21,537	24,076	28,293	29,561
Ontario	22,709	24,874	27,072	30,483	32,357
Prairies	38,042	42,110	42,573	44,602	49,334
BC, territories	19,303	24,043	26,535	27,094	30,913
total employment income (including zeros)		in 2013 dollar			
New Brunswick	30,409	30,148	31,482	33,181	31,163
other Atlantic region	37,149	36,984	44,085	40,680	40,500
Quebec	19,208	23,476	25,726	29,611	30,356
Ontario	25,676	27,597	29,592	32,983	34,754
Prairies	41,749	45,708	45,376	47,174	51,272
BC, territories	21,440	27,618	29,927	29,484	32,462

Data source: Temporary Resident File, landing record file (IRCC), IMDB-T1FF file (Statistics Canada)

* same definition as used in table 10.



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