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

NB-IRDT TRAINING
2021 Annual Report

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Our Training Mission

You're probably familiar with the old adage: Give a man a fish, and he'll eat for a day. Teach a man to fish, and he'll eat for the rest of his life. Clichés aside, this proverb encapsulates our approach to training at NB-IRDT.

Our mission, as a research institute, is to lead and facilitate research in New Brunswick. Through our research projects and the data sets on our secure platform, we aim to provide evidence that informs policy and decision making in the province. It is our hope that this evidence will directly improve the lives of New Brunswickers and, ultimately, the progress and prosperity of New Brunswick at large.

We believe data-informed decision making is the way of the future. However, we don't want to be the only ones providing evidence. Instead, it is our goal to invest in the future of New Brunswick by helping boost the knowledge and skill sets of the present and upcoming generation of researchers and decision makers - through training in research, data, and workplace readiness.

When it comes to evaluating programs and policies and planning for the future, the data housed at NB-IRDT is an extremely valuable resource. We are proud of our data and our infrastructure, and we don't want to be the only ones who know how - and why - to use it. Instead, we hope to see New Brunswickers passionate about creating positive change using our data to advance their communities and places of work.

Data literacy is a key skill in the modern workplace, and it will only continue to grow in importance over time. We believe that if we can use our training programs to provide this skill to New Brunswickers, we are ultimately handing them the key to success.
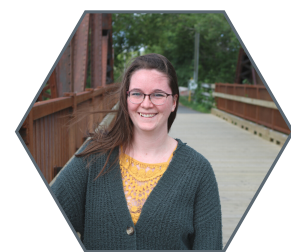
The Training Team

Eva Christensen
Manager, Research & Training

Bethany Jones
Scientific Writer

Jessica Mann
Training Coordinator

Using Our Data to Understand the World

Partnership Development

Fostering Partnerships Between NB-IRDT, Government, and Community

Breaking down silos between academia, government, and community through training partnerships that promote investment in the present and future workforce of New Brunswick.

Pre-Workforce Development

Enhanced Curriculum to Support Workplace Readiness

Empowering students for successful transitions to meaningful careers through experiential learning initiatives and training in data literacy and professionalism.

Credited Learning

Focused Training to Enhance and / or Upgrade Credentials

Providing training and tools for students and professionals to advance toward their educational and career goals through structured workshops and recognized certification.

Continuing Education Opportunities

Research Expertise to Support Continuous Learning

Enabling professionals to advance their understanding of research-related practices through introductory lectures and more advanced workshops, with a focus on utilizing the resources NB-IRDT offers.

Measuring Impact

Easily Digestible Packages of Training for Professionals

Improving internal and external training opportunities through program evaluation and measured tracking of all project outcomes.

2021 Programs & Growth

Continuing Education

NB-IRDT offers various levels of training opportunities in areas of research, program evaluation, data privacy, and more - all catered toward professionals looking to advance their research capacity through continuing education. Whether you are looking for a quick introduction to key concepts in our Lunch & Learn series, or advanced hands-on working sessions in our multi-day workshops, our staff is committed to sharing expertise to promote data literacy and professionalism in New Brunswick.

Lunch & Learn

Lunch & Learn sessions are free to the public and provide a 1-hour primer on key concepts in research. In 2021, these sessions included the following:

Mar 17	A Program Evaluation Primer
May 12	Privacy
Sept 22	Data Services at NB-IRDT
Nov 17	Knowledge Transfer

Introductory Workshops

The Introductory Workshop series includes full- and half-day sessions in a variety of topics surrounding administrative data, with assignments between sessions to consolidate knowledge. In 2021, these sessions included the following:

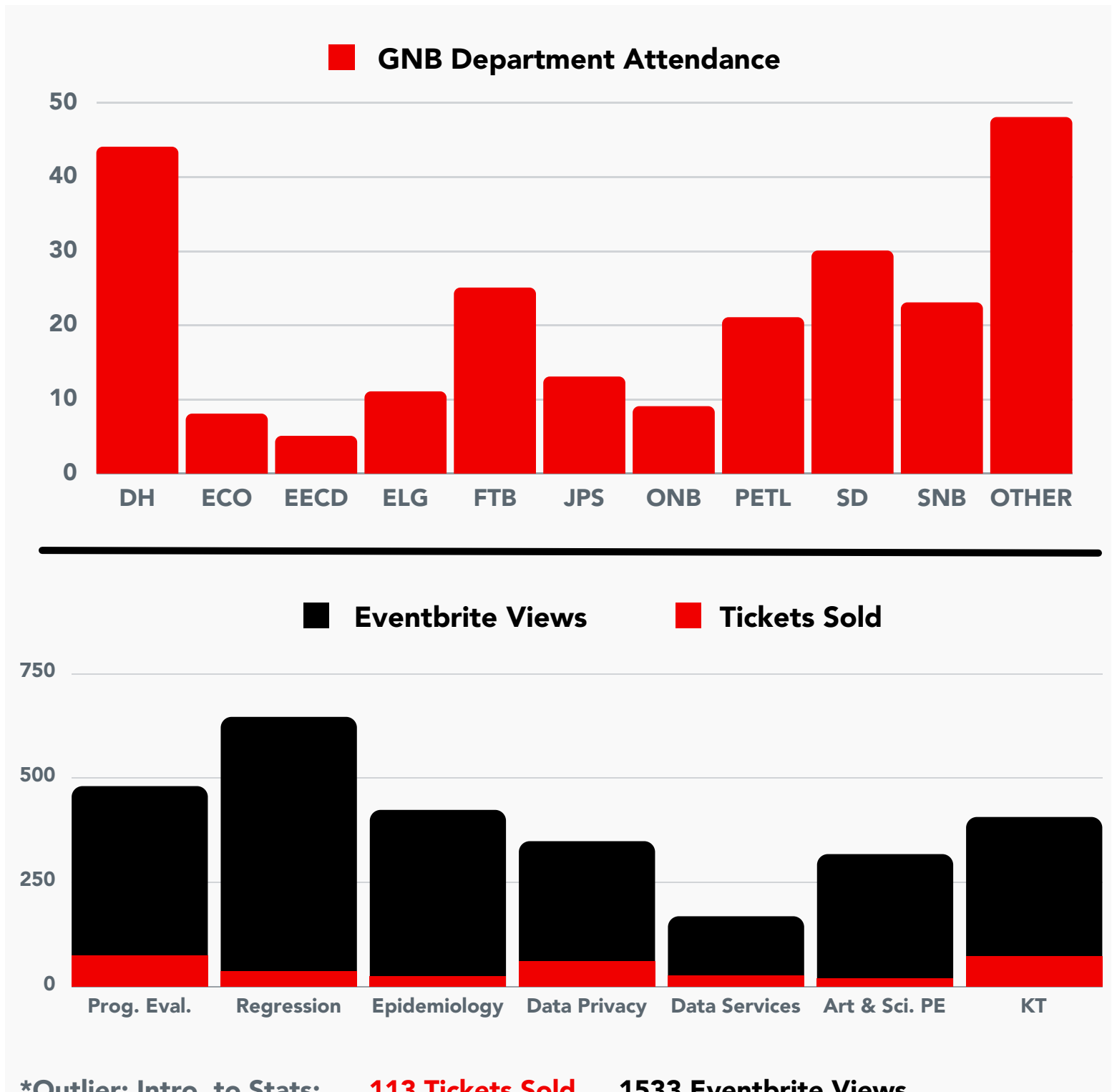|		
Feb	10 - 19	Introduction to Statistics: Describing Data
Apr	7 & 14	Introduction to Regression
May	5	Concepts in Epidemiology
Oct	13 & 20	The Art and Science of Program Evaluation

Unique Sessions	Participants	Net Revenue
8	425	$8,287

2021 Programs & Growth

Continuing Education

GNB Department Attendance

	50	40	30	20	10	0

Categories: DH, ECO, EECD, ELG, FTB, JPS, ONB, PETL, SD, SNB, OTHER

Eventbrite Views   **Tickets Sold**

750, 500, 250, 0

Categories: Prog. Eval., Regression, Epidemiology, Data Privacy, Data Services, Art & Sci. PE, KT

*Outlier: Intro. to Stats: 113 Tickets Sold   1533 Eventbrite Views

2021 Programs & Growth

Data Literacy for Public Servants

To help support the move toward evidence-informed policy, we have partnered with the Government of New Brunswick to develop a data literacy training program for government employees.

With a focus on e-learning, engagement, and mentorship opportunities, our training program aims to

- **enhance data literacy skills to enable public servants to incorporate evidence-based practices into their everyday work**

- **create opportunities for research collaborations between government departments and in partnership with university researchers.**

In April 2020, the Social Sciences and Humanities Research Council awarded NB-IRDT and GNB a 3-year $200,000 Partnership Development Grant to develop and implement a data literacy training program for public servants. The program involves 5 initiatives to promote data literacy.

2021 Programs & Growth

Data Literacy for Public Servants

The Program

Data Bites

Data Bites is a guided talk intended to engage public servants across NB to discuss how research and data literacy can improve their everyday practices. **In 2021, NB-IRDT facilitated 9 Data Bites sessions with GNB.**

Data Matters

Data Matters is an e-learning course with 5 modules designed to provide a comprehensive introduction to using administrative data. **In 2021, NB-IRDT reached the halfway point in module development.**

Data Connect

Data Connect is an inventory of policy-relevant project ideas connecting university students across NB with GNB to undertake research at NB-IRDT. **In 2021, NB-IRDT's Pathways to Professions students developed a networking framework for Data Connect.**

Data Fellowship

Data Fellowship is a professional development opportunity open to GNB employees to undertake interdisciplinary research with NB-IRDT mentorship. **In 2021, NB-IRDT prepared a job description to send to public servants.**

Data Day

Data Day is an interactive session during which participants from GNB and NB-IRDT will collaboratively use the research process to address a case study on a policy-relevant problem in New Brunswick. **NB-IRDT will use Data Day to showcase program completion in 2024.**

2021 Programs & Growth

Pathways to Professions

More and more, organizations around the world are turning to data-driven research to inform the way they do business. While New Brunswick's students are being well educated on matters of research, there is still a need for training in applied research in the workplace – something that cannot be learned in a classroom. This is where Pathways to Professions (P2P) comes in.

P2P is a 13-week experiential learning program, developed and run by NB-IRDT, providing UNB students with hands-on workplace experience and training in research methods and job readiness. NB-IRDT has spent the last two years developing and improving all aspects of hiring and onboarding, workshop and tutorial curriculum development, and evaluation processes while providing students with work experience, labour market training, and skills development opportunities.

P2P aims to empower students with job readiness skills and experience in a wide variety of in-demand areas, increasing their marketability in future workplaces and overall likelihood to attain meaningful work in NB. For more information, see the 2021 student-made video and Program in Review.

Widening the Research Path

In 2020 Pathways to Professions had only 2 research streams:

BoostNB - Which focused on NB economic indicators.

PopNB - Which focused on characterizing the population of NB.

In 2021, P2P expanded its research stream offerings, keeping both previous streams and also adding 3 new streams for a total of 5 distinct projects:

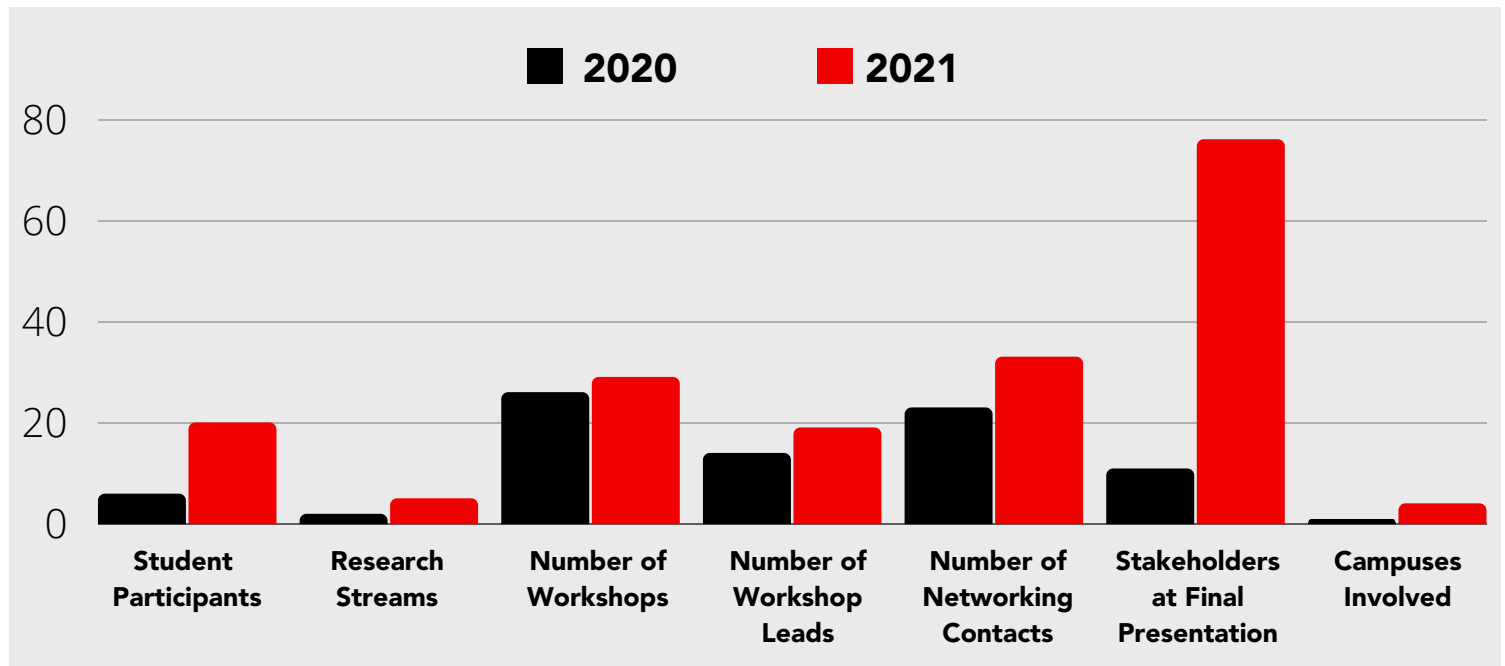**ExperienceNB** – Curation of a community impact assessment on experiential education.

VitalSignsNB – Cost-benefit analysis of physician and pharmacist vaccination legislation.

ConnectNB – Creation of a framework and process for Data Connect: a research project inventory and matchmaking opportunity for research-minded students and government employees looking for students to carry out their research.

2021 Programs & Growth

Pathways to Professions

Chart legend: ■ 2020 ■ 2021

Categories: Student Participants, Research Streams, Number of Workshops, Number of Workshop Leads, Number of Networking Contacts, Stakeholders at Final Presentation, Campuses Involved

Funding Growth: **233%**

2020	**$36,000**
2021	**$120,000**

"Throughout my time with P2P, I have learned the importance of data fluency, gained project management experience, and improved my presentation skills. The knowledge, skills, and connections I have gained this summer will be valuable as I transition into my Master's degree and continue my journey in research."

- Kyla Scott-MacBeth, ExperienceNB Data Analyst

"One of my favourite parts of working at NB-IRDT was learning how to blend problem-solving and critical thinking skills from my various backgrounds together to gain insights into my home province. The biggest takeaways for me were learning about the challenges facing New Brunswick and networking with the leaders who aim to solve them."

- Griffin Higgins, PopNB Data Analyst

New Initiatives

ExperienceGNB - Coming in 2022...

For March Break 2022, NB-IRDT has partnered with FutureGNB to launch Pathways to Professions: ExperienceGNB - a one-week policy bootcamp for NB high school students. Over March Break, student participants will work together with mentors to come up with real-world solutions for relevant issues currently facing NB students. They will take part in workshops intended to grow their workplace readiness skills, participate in networking opportunities with community leaders, and collaborate with other students on a team-based project to be presented to their Government of New Brunswick stakeholders directly.

Diving Deeper - In the Works...

The Diving Deeper series is comprised of hands-on working sessions geared toward learners with intermediate to advanced knowledge of administrative data and research. These sessions will build on the information covered in the Introductory Workshops and provide participants with data skills to apply in their professional lives.

2021 Training Highlights

VitalSignsNB - Funding and Media Coverage

In 2021, NB-IRDT received a New Brunswick Priority Occupation Student Support grant from the New Brunswick Innovation Foundation to employ 6 Pathways to Professions students in the new VitalSignsNB research stream. The VitalSignsNB team, under the leadership of Dr. Chris Folkins, investigated how the subsidization of physician-administered vaccines could help free up resources within the health care system. The result? A potential annual indirect cost savings of approximately $1.5 million!

The students' findings were showcased at the UNB Health Research Conference and the Atlantic Health Exploration and Discovery Collaborative Health Research Conference, they were presented to the NB Pharmacists' Association in the form of a report, and they were broadcast through local and national newspaper articles, as well as multiple TV and radio interviews. Congratulations, VitalSignsNB team, on a job well done!

Pathways to Professions - GNB

Thanks to an incredibly successful Pathways to Professions in 2021, stakeholders from the Government of New Brunswick asked to form a partnership between NB-IRDT and FutureGNB to expand Pathways to Professions offerings to their own experiential learning students. This partnership has resulted in additional funding from GNB to help NB-IRDT run Pathways to Professions - as well as two additional Pathways to Professions components:

Pathways to Professions: Experience GNB - a one-week policy bootcamp for high school students
Pathways to Professions: GNB - four policy research streams to be led by GNB in summer 2022

Continuing Education 2022

Session Name	Session Type	Session Date
Introduction to Knowledge Transfer Primer	Workshop – 2 Sessions	February 9th & 16th 9am – 12pm
Introduction to Cost Benefit Analysis	Workshop – 2 Sessions	February 23rd & March 2nd 9 am – 12 pm
A Program Evaluation Primer	Lunch & Learn	March 23rd 12 pm – 1 pm
Describing Data 101: Introduction to Statistics	Workshop – 2 Sessions	April 13th & 20th 10 am – 12 pm
Concepts in Data Privacy	Lunch & Learn	May 11th 12pm – 1pm
Describing Data 102: Introduction to Regression	Workshop – 2 Sessions	Sept 21st & Sept 28th 10 am – 12 pm
Data Services at NB-IRDT – How can we help you?	Lunch & Learn	Oct 19th 12 pm – 1 pm
The Art and Science of Program Evaluation	Workshop – 2 Sessions	Nov 9th & Nov 16th 9 am – 12 pm
Knowledge Transfer	Lunch & Learn	Nov. 30th 12 pm – 1 pm

Experiential Learning 2022

Pathways to Professions: ExperienceGNB

Applications Open	December 2021	
Applications Close	January 11, 2022	
Participants Notified	February 1, 2022	
Program Runs	March 7 - 11, 2022	9 am - 5 pm daily

Pathways to Professions: Summer 2022

Applications Open	December 2021	
Applications Close	March 9, 2022	
Participants Notified	April 1, 2022	
Program Runs	May 16 - August 12, 2022	9 am - 5 pm daily

TRAINING

COACHING

TEACHING

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