



2020

# Pathways to Professions

Photo by Tina Witherspoon on Unsplash

## EDITOR'S NOTE



**A**s it becomes increasingly difficult for young people to attain meaningful employment, it is more important than ever for employers to create opportunities that challenge, motivate, and develop the future labour force. I believe that NB-IRDT has done exactly that with the creation of their Pathways to Professions (P2P) summer program.

As Communications Coordinator, I was tasked with editing numerous reports, updating the BoostNB website, and creating infographics. I also wrote a blog post, put together informational guides for future students, and administered internal surveys for programming purposes. P2P certainly fostered an environment that encouraged initiative and critical thinking.

Working remotely from Chilliwack, BC, I am especially grateful to the staff at NB-IRDT for making P2P accessible during the onset of the Covid-19 pandemic. Although I have not yet had the opportunity to meet my coworkers face to face, I know I will be stepping away from the program with some lifelong connections.

This handbook offers a glimpse into a very successful first iteration of P2P, and it was created collaboratively with contributions from several talented colleagues. Thank you for your interest in the program, and I hope that you enjoy flipping through the pages as much as we enjoyed putting them together!

**Noubahar Hasnain,  
Communications Coordinator**

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# ABOUT PATHWAYS TO PROFESSIONS

*A message from the Training Development Team*

Pathways to Professions (P2P) is a 13-week experiential learning program developed by NB-IRDT with support from the Atlantic Institute for Policy Research (AIPR), FutureReadyNB, and the Director of Experiential Education at UNB.

The program 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 professionals in the field of research to produce relevant, data-informed deliverables for community-based organizations.

From May 19 - August 14, 2020, six UNB students participated in weekly training and mentoring sessions in research-oriented and basic employment skills while developing reports on New Brunswick population dynamics and economic indicators for this year's community partner: Planet Hatch. In future iterations of P2P, we look forward to bringing on even more students to complete projects for other NB organizations.

While New Brunswick's undergraduate students are being well educated on matters of research, there is still a need for training in applied research and data literacy in the workplace. By connecting students with researchers, local employers, their peers, and resources for training and skills formation, P2P is empowering students with skills and experience they cannot learn in a classroom setting alone, increasing their marketability in the future workplace and overall likelihood to attain meaningful work in New Brunswick.

*Helping students embrace their full potential through workplace training, hands-on research, and connection with local businesses.*



**Eva Christensen**

Research and Evaluation Manager



**Bethany Daigle**

Scientific Writer



**Sandra Magalhaes**

Research Associate



# WHAT IS EXPERIENTIAL EDUCATION?

*A message from UNB's Director of Experiential Education*

One of the questions I get when I visit faculties and departments is, What is experiential education? And what makes it different from hands-on learning, community-engaged learning, authentic learning, and other pedagogical 'buzzwords'?

Experiential education is a pedagogical philosophy and approach with a long and rich history – John Dewey and David Kolb are perhaps its most 'famous' proponents and scholars in the field. Both believed that experiential education is key to educating students and citizens to participate in democracy. Perhaps those lessons are even more important now than ever!

Experiential education helps students to integrate the knowledge they have gained from their academic study through authentic experiences and intentional reflection. We know that experiential learning increases student engagement with their academic program and their academic and civic communities. Through this process, students are able to apply their learning in new contexts and begin to understand how their learning can have a tangible impact on themselves, their future personal and professional goals, and on the communities around them.

*“ Pathways to Professions is an exceptional example of experiential learning – one of many experiential learning opportunities UNB is working to provide to students. ”*

As part of our new strategic vision, Toward 2030, UNB is committed to providing experiential learning to all students, to being a university that is deeply committed to our community, and to being a leader in our region. The work students have been doing in the Pathways to Professions program helps us move towards reaching all of those goals, by giving students authentic and concrete opportunities to engage with projects that have a direct impact on our province.

New Brunswick as a province is working hard to become a leader in the field of experiential learning and to make our province a destination for students seeking opportunities to make an impact through projects like this one. As we move forward, I look forward to seeing the Pathways to Professions program grow as we strengthen our commitment to applied research and other forms of experiential learning.

Congratulations to the staff, students, and faculty at NB-IRDT and their hard work to build this program!

**Sarah King, Director of Experiential Education**  
**University of New Brunswick**

# WHO WE ARE

The New Brunswick Institute for Research, Data and Training (NB-IRDT) is a research data centre at UNB and the sole administrative data repository in New Brunswick. At NB-IRDT, we lead and facilitate world-class research in, and about, our province by

- \* Providing access to reliable and high-quality administrative data,
- \* Supporting researchers through training and other relevant initiatives, and
- \* Contributing to the development of evidence-based policy.

With secure facilities in Fredericton, Moncton, and Saint John, we collaborate with government and other public bodies to produce evidence to promote the health, progress, and prosperity of New Brunswickers – all while prioritizing citizens' privacy and security of information.

We believe data is the way of the future, and we are committed to investing in the next generation of researchers through initiatives such as Pathways to Professions.

Learn more at [nbirdt.ca](http://nbirdt.ca)



**NB-IRDT**

New Brunswick Institute for  
Research, Data and Training

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# PATHWAYS TO PROFESSIONS TEAM

## Program Manager

- \* Eva Christensen | Research & Evaluation Manager, NB-IRDT

## Project Leads

- \* Ted McDonald | Director, NB-IRDT
- \* Herb Emery | Director, AIPR
- \* Sandra Magalhaes | Academic Project Oversight, NB-IRDT

## Mentors

- \* Andy Balzer | Data Analyst, NB-IRDT
- \* Erfan Bhuiyan | Data Analyst, NB-IRDT
- \* Bethany Daigle | Science Writer, NB-IRDT

## Human Resources

- \* Dale Chisholm | Acting Office Manager, NB-IRDT

# A TYPICAL WEEK AT P2P

*Black blocks signify standing meetings and red blocks signify professional development sessions*

Week 5	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 AM					
8:30 AM					
9:00 AM	A weekly check-in with NB-IRDT staff	PopNB analysts meet with Project Lead		Students touch base with Mentors	
9:30 AM					
10:00 AM	Research Group Team Meeting	PopNB Check-In with Ted	"Wednesday in 301" - Posters and Infographics**	Thursday Touch Base	Weekly Student Show and Tell
10:30 AM					
11:00 AM					
11:30 AM	Monday Touch Base			Midway Presentation Rehearsal	
12:00 PM	Students touch base with Mentors				Opportunity to share progress and ask questions
12:30 PM					
1:00 PM		Meet the Researcher	BoostNB Check-In with Herb	Career Connect Series	
1:30 PM					
2:00 PM	Research Methods Tutorial – Data Visualization using R and Excel**		BoostNB analysts meet with Project Lead		
2:30 PM					
3:00 PM					
3:30 PM					
4:00 PM					
4:30 PM					

\*\*Weekly "Wednesday in 301" workshops and weekly Tutorial sessions alternated topics each week. To see a list of the sessions offered in 2020 please see "Building Professionalism."

# MEET THE

## Jessica Mann | Project Manager

*BBA, Honours Marketing, Minor in Media Arts and Culture, Class of 2020*

**Hometown:** St. Stephen, NB

**Career Aspirations:** Project Management

**Fun Fact:** I have a massive dice collection, enjoy playing video games during down time, and I'm just a nerd doing nerd things.

## Madeleine Gorman-Asal | Data Analyst

*BSc, Mathematics/Statistics-Biology, Class of 2021*

**Hometown:** Fredericton, NB

**Career Aspirations:** Epidemiology, biostatistics, and public health

**Fun Fact:** I studied Irish cultural heritage at Maynooth University in Ireland for a year.

## Nihla Hussain | Data Analyst

*BSc, Biology-Chemistry, Class of 2022*

**Hometown:** Saint John, NB

**Career Aspirations:** To work in the health field and contribute to medical innovation in the future

**Fun Fact:** I was once kissed on the cheek by a beluga whale and I've traveled to over 10 countries in the past 4 years.



# STUDENTS

## Noubahar Hasnain | Communications Coordinator

*BBA, Honours Finance, Minors in Economics and International Business, Class of 2021*

**Hometown:** Mount Pearl, NL

**Career Aspirations:** Management Consultant or Financial Analyst

**Fun Fact:** I design and sew womenswear.

## Aya Benotmane | Data Analyst

*BSc, Chemical Engineering, Class of 2020*

**Hometown:** Dubai, United Arab Emirates

**Career Aspirations:** To use the skills I gained through internships and my chemical engineering degree to make an impact by working in the environmental and clean technology field

**Fun Fact:** I enjoy writing fictional short-stories.

## Thomas Campbell | Data Analyst

*BSc, Software Engineering, Minor in Electrical Engineering, Class of 2023*

**Hometown:** Moncton, NB

**Career Aspirations:** To use the skills learned from school and work experiences to improve (or provide information to help improve) the world around me and make it a more enjoyable place

**Fun Fact:** I have been playing the piano for 15 years.

# STUDENT ROLES & *JOB DESCRIPTIONS*



## PROJECT MANAGER

- \* Develop, implement, and maintain a project management system
- \* Assist in the preparation of PowerPoint and poster presentations
- \* Lead/assign research updates (e.g. Monday research group, Friday show-and-tell sessions)
- \* Ensure that project goals, outcomes, and project reporting requirements are met in a timely manner
- \* Construct implementation plans, monitor progress of activities, and collaborate with project teams to ensure timely project progression
- \* Create work plans collaboratively with project supervisors and student colleagues
- \* Organize workflow and ensure that research staff understand their duties and delegated tasks
- \* Collate reports of research and related work activities
- \* Perform other duties as directed

## DATA ANALYST

- \* Provide support in preparing research proposals
- \* Conduct in-depth literature searches, comprehensive reviews, and research with multiple sources of information
- \* Under supervision of the project PIs and lead NB-IRDT Data Analyst, prepare analytic data sets and conduct and interpret data analyses using various sources of population-based data
- \* Create graphs and tables for research reports, presentations, and scientific manuscripts for academic publication
- \* Follow all project management processes as required
- \* Assist in the preparation of PowerPoint and poster presentations
- \* Perform data stewardship functions, including data validation and documentation
- \* Participate in the planning, development, and implementation of research and training initiatives
- \* Perform other duties as directed

## COMMUNICATIONS COORDINATOR

- \* Edit research reports from results generated by data analysts and other research staff of NB-IRDT and AIPR
- \* Undertake literature syntheses of previously published work to support NB-IRDT and AIPR research
- \* In collaboration with research staff, draft, assemble, and edit communications content for submission to peer-reviewed journals and other publications
- \* Contribute to the public engagement activities of NB-IRDT and AIPR through providing content and feedback on training materials, website content, information products on Pathways to Professions, and related materials
- \* Lead the preparation of PowerPoint and poster presentations
- \* Perform other duties as directed

## Meet the Researcher

Students met with research staff in a relaxed setting to discuss their role in research and their personal career journeys.

June 2	Bethany Daigle
June 9	Sandra Magalhaes
June 16	Eva Christensen
June 30	Herb Emery
July 7	Ted McDonald
July 13	Donna Curtis Maillet
July 20	Erfan Bhuiyan
July 27	Andy Balzer

## Tutorials

The purpose of tutorials is to answer students' questions about the research projects and provide education on several project-related topics.

May 19	Introduction to Research Projects
May 22	Accessing and Using Open Data
May 25	Basics Economic Measures I
May 29	Analytical Toolkit, Using R and Excel
June 1	Basic Economic Measures II
June 8	Population Mobility in New Brunswick

## Career Connect Series

This series was to give students a better understanding of how research and data are used in practice.

June 11	Danielle Leger, Policy Analyst at GNB
June 18	David Campbell, President of Jupia Consulting Inc.
June 25	John Calhoun, Senior Economist with PETL
July 6	Blake McNeil, Manager of Analytical Unit at GNB
July 16	Adam Peabody, Director at Planet Hatch
July 23	Susan Knolla, Director at People Analytics & Compensation at J.D. Irving
July 23	Cathy Simpson, CEO at TechImpack, Co-Founder of UP+GO

## Workshops

The purpose of this series is to enhance student employability through collaborative training.

May 20	Administrative Data 101
May 20	Data Privacy
May 21	Student Goal Setting
May 22	Project Management Planning
May 27	Research Methods I
June 2	Research Methods II
June 10	Presentation Skills
June 17	Poster and Infographics
July 2	Teambuilding Strategies
July 8	Effective Writing and Communications Strategies in Research
July 14	Data Collection Automation Theory
July 21	How (and How Not) to Assert Yourself I
July 22	Research and Policy
July 29	Evaluation Primer
July 30	How (and How Not) to Assert Yourself II
Aug 12	Self-Marketing Strategies for Workplace Readiness
Aug 13	Experiential Learning Reflection with an Academic Focus



# PROFESSIONALISM

## Meet the Researcher

During “**Meet the Researcher**” sessions, students meet with research professionals for an informal talk – not just about their research but also about their personal experiences and the journeys they took to reach to the careers they are in today. The purpose of these sessions is to provide a research talk in a relaxing atmosphere. For undergrad students on the cusp of making life-long decisions, these sessions are meant to feel approachable and relevant. We hope to see more undergrads continue on to research related careers, and these sessions aim to show them many different possibilities for achieving this.

### Tutorials

Students attend weekly alternating **Tutorials** led by NB-IRDT data analysts. The purpose of these tutorials is:

1. To answer students' questions about the research projects and
2. To provide education about a variety of project-related topics.

### Career Connect

**Career Connect** is a series of meet-and-greet sessions scheduled with industry and government leaders intended to give students a better understanding of how research and data are used in practice. Session leads will discuss how data informs new policies, decision-making, and future planning. These sessions are intended to be interactive and casual and will demonstrate to students how their research skills can be applied in a variety of workplace settings.

## Workshops

Our **Workshop** series covered a variety of foundational topics to enhance professional practice. The purpose of this series is to meet our goal of enhancing student employability through collaborative training. Students developed key skills that will empower them to more effectively participate in the future labour market in areas of knowledge translation, research methodology, team-building skills, data visualization, research ethics and privacy principles, communications strategies, project management, and more.

# THE RESEARCH PROJECTS



Sunset on the Miramichi River during the Fall season  
Photo by Nathaniel Pitcher on Unsplash

# PROJECT MANAGER'S NOTE



I was lucky enough to have worked with BoostNB in 2019 so, entering into the role of Project Manager (PM) in 2020, I already had some ideas on how to move forward with the project. PopNB was more challenging as it was a new research project. As PM, my main duty was to see that all deliverables were completed by their deadline. This meant keeping an open line of communication with all the Data Analysts and our Communications Coordinator.

Over the last 13 weeks my time was spent lending a helping hand while making sure everyone felt more confident in their abilities. A personal realization was that it is possible to contribute to a project in several different ways. My efforts were focused on maintaining a comprehensive view of the overarching goals of the projects and organizing final deliverables for ease of continuity to future years.

The research conducted over the summer was separated into two closely aligned research streams: Population New Brunswick (PopNB), which characterized the province's population, and Boost New Brunswick (BoostNB), which analyzed various economic indicators. Overall, both streams had a core focus on New Brunswick's economic growth and sustainability. Personally, I am passionate about the work we conducted over the summer because I am a proud New Brunswicker. I call this province home, and I want to see it thrive and grow for generations to come.

**Jessica Mann, Project Manager**

# POPULATION NEW BRUNSWICK

*Characterizing the province's population*

## PopNB Project Description

Population New Brunswick (PopNB) was started in May 2020 under the leadership of Dr. Ted McDonald. The PopNB project focuses on characterizing New Brunswick's permanent and non-permanent residents using an assortment of open data and indicators. PopNB has a sizable impact on understanding New Brunswick's population demographics, providing insight into how the population is changing, and informing how to better make predictions for the future of the province. This project is the first step in moving towards creating more informed policies and initiatives from government and industry, while keeping community stakeholders and residents of New Brunswick informed of growth or areas that could be expanded to allow New Brunswick to become more sustainable.

This year, the PopNB team produced six research reports that will be publicly available through the NB-IRDT website. These reports focus on six topics of immense importance to New Brunswick:

1. Population Age, Marital Status, and Family and Household Characteristics
2. Farm Population
3. Immigrant Income & Employment
4. Income Evolution of Population Segments
5. Immigrant Mobility
6. Postsecondary Enrolments and Graduate Outcomes



Dr. Ted McDonald | Director, NB-IRDT

“While there is no disputing the critical role that universities play in making people more skilled and productive when they enter the workforce, it is not uncommon for there to be some misalignment between what students are learning and what employers are looking for. By giving our summer students an opportunity to apply their knowledge to solving real world challenges, we are reducing that misalignment. If our experiential learning opportunity allows students to overcome the challenges faced by most New Brunswickers, then our students will be more likely to secure employment after graduation and stay in NB.”

**Dr. Ted McDonald**  
Director, NB-IRDT



# THE RESEARCH

In February 2020, Nihla Hussain and Madeleine Gorman-Asal attended the ASRJ Reaching Higher conference at the University of New Brunswick, where they first learned about NB-IRDT and Pathways to Professions (P2P). Both students applied because they have aspirations to use their passions for STEM to affect positive change in their community through research, and both landed jobs as Data Analysts.

At the onset of the program, each student took three of the six topics chosen by their NB-IRDT mentor. The research process began with a literature review. Contextualizing the topics provided an increased understanding of the relevance of each topic to New Brunswick, allowing the formulation of appropriate research questions. Using open source data, data sets were individually found and used in their data analysis to create visualizations that highlighted the most interesting findings.



Nihla Hussain  
Data Analyst for PopNB

Madeleine and Nihla identified low population growth and an impending labour market gap as key issues that may be impeding New Brunswick's growth. They explored two possible solutions for the labour market gap. Nihla's data analysis into postsecondary enrolments and median graduate income showed that graduate numbers have not only declined in most fields, but they are also 2-3 times lower than enrolment numbers. Health related fields had the largest decrease in graduates, yet the province has high replacement demand for nurses and healthcare workers. She also found that males in all fields had higher median income after graduation. Furthermore, the importance of international students to postsecondary institutions was highlighted as they make up a significant portion of enrolments in many fields - for instance, comprising 36% of mathematics and computer science graduates.

International migration is the other solution that was identified to potentially solve slow population growth and labour shortage issues in New Brunswick. Admitting individuals who are able to fill skill shortages and increase the workforce implies positive growth for the province, but retention is a frequent issue Atlantic provinces face. Madeleine found that Canadian experience class applicants have the highest income, which is the admission category of immigrants with skilled work experience in Canada. Skilled workers are the second highest earning, with previous skilled work experience elsewhere. Combining this with mobility data, she found that work permit holders have the highest retention rates in New Brunswick over study permit holders and even those with both study and work permits prior to admission. This tells us that work experience in skilled jobs that have been identified as having labour shortages, and work experience within Canada in general, contributes strongly to the economic success and retention of immigrants in New Brunswick.



Madeleine Gorman-Asal  
Data Analyst for PopNB

Overall, this experiential learning opportunity offered both Nihla and Madeleine a chance to improve their data literacy, engage in discussions, and learn from inspiring professionals in occupations involving data analysis, as well as to practice their ability to construct narratives using data to present findings in an accessible and engaging way. The Pathways to Professions program has given them meaningful insights into provincial issues and has also provided an analytical toolkit and professional skill set that they can carry with them to help pave success in their future careers.

# BOOST NEW BRUNSWICK

*A dashboard of economic indicators for the province*

“ 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.

The program has demonstrated to me the power of bringing my disciplinary economics perspective to smart motivated students from a range of degree programs on campus rather than remaining focused on trying to add a regional perspective to a crammed economics classroom-based curriculum.

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) engages them to dig deeper into understanding what the causes of our stagnant economic situation are, and some solutions for getting the province back to growth.

With exposure to the workplace culture of professionalism underlying Pathways to Professions, I have no hesitation in recommending any of my team members for employment in the private sector, public sector, or social sector. We started with bright, hardworking students and with this program we have helped them move to being job-ready and able to help New Brunswick even more when they are hired! ”

**Dr. Herb Emery**  
**Director, AIPR**



Dr. Herb Emery | Director, AIPR

## **BoostNB Project Description**

BoostNB was inspired by OneNS, which tracks Nova Scotia's progress towards meeting the proposed economic growth goals outlined in the 2014 Ivany Report. BoostNB adapted the goals that were relevant to New Brunswick, with reference to the province's 2016 Economic Growth Plan. Each summer, the BoostNB team uses economic indicators to create a framework for understanding New Brunswick's economic performance and progress towards sustainable growth.

The data collected for each BoostNB goal is gathered from open source data (Statistics Canada and other provincial sources). This ensures that the final results can be easily replicated. The BoostNB goals were originally developed in 2018, and each year new students have been tasked with keeping the information current, updating it with new data, and searching out new relevant findings.

All current 19 goals can be found at BoostNB.com, with topics including:

- \* Labour Force Participation
- \* Youth Employment
- \* Non-Government Employment
- \* Forestry in New Brunswick
- \* And More

These topics are vital in policy making, and BoostNB aims to equip decision makers and the citizens of NB with the knowledge they need to move New Brunswick in the right direction.

# THE RESEARCH

This summer, Aya Benotmane and Thomas Campbell worked as Data Analysts with the Pathways to Professions program on the BoostNB project. The BoostNB team was tasked with collecting and analyzing statistical data on various economic measures to quantify whether New Brunswick's economy has been progressing or not progressing based on the BoostNB goal indicators.

As previously mentioned, BoostNB was started in 2018, so the first part of this past summer was spent updating old excel files with the most current data. Aya and Thomas used open sources data to verify past data collected, including the most recently added data, perform calculations with the data, update graphics, re-formulate reports, and conduct literature reviews. They also began work on automating the data collection process by using Excel's built in auto-updating tool and VBA. It is their hope that future students on the BoostNB project will not have to worry so much about the task of collecting data and will be able to spend more time focused on other work.



Aya Benotmane  
Data Analyst for BoostNB

Thomas and Aya found that the New Brunswick economy is deep rooted, interesting, and more complex than they had previously thought. This led them to communicate in their findings that many goals are connected: such as how different areas of the economy affect each other and how events provincially, nationally, and even worldwide affect one or more of these goals. One of the most apparent issues overall was the ageing population in New Brunswick. Alongside low birth rates, this has resulted in a diminishing population of young people in New Brunswick. This issue plays an important part in the BoostNB goals for Youth Employment, Labour Force Participation, Interprovincial Migration, and Post-Secondary Education. All the economic indicators studied indicate that these goals are Not Progressing. However, there are goals which are Progressing the current economy of New Brunswick, including those relating to Fisheries and Agriculture, Real Non-Residential Private Sector Investment, and Forestry in New Brunswick.



Thomas Campbell  
Data Analyst for BoostNB

The BoostNB indicators monitor the current condition and overall trends in our economy, and they highlight the data available to New Brunswickers. Information on these indicators can be found at BoostNB.com in the form of concise, data-driven, detailed reports. This website is intended to provide policy makers, advisors, and the public with background information on the current state of the province, and an unbiased perspective of New Brunswick's economy. We hope that this information will be used to direct the province in future pathways and decisions.

**BoostNB**  
.com

# STUDENT IMPACT

*"The most memorable bits of advice for me this summer were, "Give every position a real try" and "You are never stuck in a position." We learn from everything in life, including work, and giving yourself time to learn in those new environments is key to personal and professional growth. The key skills that I picked up were tools in assertiveness, planning, and adapting. The trick with everything is to keep it realistic, check-in with your team, and make sure everyone is on the same page for information. Trying not to stress and asking for help shows maturity and growth."*

Jessica Mann

*"P2P has given me the opportunity to learn about the unique career journeys of many inspiring professionals. A piece of advice that resonated with me was to have a "yes" approach when it comes to opportunity, as there is a lot to learn, including one's likes and dislikes, in every experience. This program was my first time working with open source data. However, I have learned many aspects of data visualization and giving meaning to each set of data by creatively tying it to a story that aims to make a change in local communities. I also feel more prepared for future employment professionalism with numerous opportunities given for public speaking, networking and working collaboratively towards a common goal."*

Nihla Hussain

*"My time at P2P has given me practical experience tying data to a meaningful story about my community. What I loved about my time at NB-IRDT was how motivated my mentors were to create outcomes that could lead to meaningful change. It gave me a sense of how the technical skills I've learned through my degree can be applied in the workforce to generate creative solutions, but also the knowledge translation skills to be able to communicate those solutions to the right audience. After P2P, I am excited by the opportunities to work in data and research in New Brunswick."*

Madeleine Gorman-Asal

# STATEMENTS

*"Pathways to Professions has helped prepare me for future employment by giving me hands-on experience in various aspects of knowledge translation, including editing reports, creating web content, and making infographics. One of the best pieces of advice I got this summer was to aim for excellence, not perfection. Following this advice allowed me to balance a results-oriented attitude with high quality work. Leaving PtP, I feel more confident in myself and my skills – not only technical, but practical as well – such as professionalism, assertiveness, and effective prioritization. I am so grateful for the connections PtP has given me and look forward to what comes next!"*

Noubahar Hasnain

*"The most memorable advice I received this summer is that it is alright if one does not know the answer to a question during a presentation. Instead of answering the question incorrectly, it is best to say with confidence "I don't know, but I will look into it and get back you." Pathways to Professions provided me with great personal development and management skills via goal setting and assertive communication. I believe that those skills, in addition to gaining better coordination in communication, well prepared me for future employment."*

Aya Benotmane

*"Working with the Pathways to Professions program this summer has taught me many skills beyond what is being taught in my field of study. These skills range from ways to present my work in an important, informative, and exciting way to commonly needed workplace skills such as assertiveness and attentiveness. In this way, I greatly feel the program has prepared me for my future in the workforce much more than I was before the summer, and if I could remember a single piece of advice received this summer, it would be to remember the importance of making connections and networking yourself in the workforce as it makes it much easier to have opportunities when people know or have heard of your abilities."*

Thomas Campbell

# HOW TO GET INVOLVED



## **New Brunswick organizations**

Partner with us to have P2P students work on a project of your choice, benefiting the students as well as your organization



## **Researchers**

Come on board to oversee a project and guide students with your expertise.



## **Educational Institutions**

Faculty heads and other professors can help spread the word to interested students.



## **Students**

Sign up for our newsletter to receive an email when applications become available.

For more information, please contact NB-IRDT Training team at [nb-irdttaining@unb.ca](mailto:nb-irdttaining@unb.ca)

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



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# ACKNOWLEDGEMENTS

The 2020 Pathways to Professions program was made possible through the contributions and support of our partners:



**NB-IRDT**

New Brunswick Institute for  
Research, Data and Training



Office of  
Experiential Education



**PLANET HATCH**

**NBIF**

**FINB**



Atlantic Institute  
for Policy Research



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

Pathways to Professions is a summer program facilitated by NB-IRDT with degrees of support from our community partners.

If you have any questions about the Pathways to Professions, you can contact us at:



[@NBIRDТ\\_UNB](https://www.linkedin.com/company/nbirdt_unb)



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