March 28, 2019

Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act, 2015 [Our File #: AESL/012/2019]

On March 5, 2019 the Department of Advanced Education, Skills and Labour received your request for access to the following records/information:

"January 2019 decision note titled Newfoundland and Labrador Provincial Nominee Program (NLPNP) and Atlantic Immigration Pilot (AIPP) Program Retention Survey."

I am pleased to inform you that your request for access to these records has been granted.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information requests website within one day following the applicable period of time.

If you have any further questions, please feel free to contact the undersigned at (709) 729-4276 or SharonSeaward@gov.nl.ca.

Sincerely,

SHARON SEAWARD
ATIPP Coordinator

Attachment
Decision Note
Department of Advanced Education, Skills and Labour

Title: Newfoundland and Labrador Provincial Nominee Program (NLPNP) and Atlantic Immigration Pilot (AIPP) Program Retention Survey

Decision/Direction Required:

• Whether to approve the Newfoundland and Labrador Statistics Agency (NLSA) to conduct regular surveys of Provincial Nominees and Endorsees who have become permanent residents.

• It is recommended that the Department of Advanced Education, Skills and Labour (AESL) be directed to approve the study and have NLSA commence surveying.

Background and Current Status:

• The Office of Immigration and Multiculturalism (OIM) requires more timely data about the retention of immigrants in the province. Retention is one of the focus areas of The Way Forward on Immigration, and the Federal-Provincial agreement on immigration commits the province to report on retention numbers annually.

• Immigration, Refugees and Citizenship Canada (IRCC) currently provides retention rates based on tax-filer data, but these rates have approximately a three and a half year lag. As a result, the most recent retention data OIM has received from IRCC is from 2014.

• AIPP was launched in March 2017, and provides a faster pathway into permanent residency than most of the NLPNP categories. Understanding how faster processing impacts retention would be integral to improving policy and programming in provincial immigration pathways.

Analysis:

• Under the current Canada Newfoundland and Labrador Agreement on Immigration and the Canada-Newfoundland and Labrador Agreement on the Atlantic Immigration Pilot Program, Newfoundland and Labrador is responsible for annual reporting on the retention of the NLPNP nominees and AIPP endorsees.

• The retention survey will provide ongoing, recent data. Tax-filer studies are considered some of the most accurate available; however, given the long lag associated with IRCC data, it would benefit provincial public policy to have more recent data, even with the risk of the data being not quite as reliable as tax filer data.

• The survey will contain questions that will assist OIM in better understanding barriers and challenges to retention, such as regional differences, industry-specific employment and impacts on retention. The survey will also help OIM in creating and altering policies and procedures to help increase the retention rate over time. IRCC’s retention data does not contain any contextual information that could assist in this manner.

• NLSA has raised privacy concerns with regard to departments conducting their own web-based surveys, such as through Survey Monkey or Fluid Surveys. Given this is an ongoing retention study, it is more appropriate for NLSA to conduct and store this information rather than OIM or AESL subscribing to a survey system that might subsequently lead to privacy concerns. When OIM contacted NLSA for advice on this matter, the agency suggested an internal, NLSA-based solution.
• OIM has liaised with NLSA in recent weeks to refine the survey and to ensure that NLSA has all the data it will need to undertake the surveying. The survey is anticipated to be circulated to three cohorts of former applicants during any given month:
  o One-year retention: This cohort will comprise individuals who became permanent residents approximately one year prior to the survey being executed. For example, in January 2019, NLSA would survey the cohort of NLPNP and AIPP applicants who became permanent residents in December 2017 and January 2018;
  o Three-year retention: This cohort will comprise a survey of NLPNP applicants who became permanent residents in December 2015 and January 2016; and
  o Five-year retention: This cohort will comprise a survey of NLPNP applicants who became permanent residents in December 2013 and January 2014

• The survey will be conducted on a monthly basis. NLSA will compile the data annually at the end of a given calendar year and provide it to OIM through a jointly-created shared drive.

• The survey will be limited to reporting on the retention rate of NLPNP and AIPP applicants, and will not extend to individuals supported through federal immigration streams, such as individuals who obtained their permanent residency through the federal Express Entry category, and resettled refugees.

• Communications Branch has reviewed and identified no issues or concerns.

Alternatives:
1. Approve the NLPNP and AIPP retention survey and have NLSA commence surveying permanent residents. (Recommended)

Advantages
• Will provide AESL with more timely data on how many immigrants are remaining in the province upon receiving permanent residency status, as well as the reasons why they may remain or leave.
• Will help fulfill commitments made in The Way Forward on Immigration in Newfoundland and Labrador, as well as Federal reporting requirements.
• NLSA will protect the data it collects.

Disadvantages
• None identified.

2. Not approve the NLPNP and AIPP retention survey. (Not Recommended)

Advantages
• No resources will be directed to NLSA for the survey.

Disadvantages
• OIM will continue to rely on outdated retention rates from IRCC.
• OIM will not receive feedback from surveyed permanent residents about why they have chosen to stay or leave the province.

Prepared/Approved by: D. Mason/E. Reid/G. Newman/R. Ceg. with assistance from NLSA/F. Langor

Ministerial Approval

January 10, 2019
Annex A:
Newfoundland and Labrador Provincial Nominee Program (NLPNP) and Atlantic Immigration Pilot Program (AIPP) Nominee and Endorsee Retention Survey Questions

Survey of Landed Provincial Nominees and Endorsees

Section A: Demographic Information
A1 Gender (provided)
A2 Date of birth (provided)
A3 Country of birth (provided)
A4 Mother Tongue (provided for NLPNP, will need to be asked for AIPP)
A5 Official languages spoken
☐ English ☐ French ☐ English and French

A6 Marital status: ☐ Single (never married) ☐ Married
☐ Common Law ☐ Separated
☐ Divorced ☐ Widowed

A7 Do you currently have any dependents? Dependents would be people such as a spouse, children, parents, or other individuals who live with you and rely upon you for financial support
☐ Yes
☐ No (go to A9)

A8 Number of family members (including spouse), if applicable

A9 NLPNP/AIPP category (provided)

A10 Education level: ☐ No secondary
☐ Secondary
☐ Trade/Apprenticeship
☐ Non-university certificate/diploma
☐ Bachelor
☐ Masters
☐ PhD

A11 Nomination/Endorsement date (provided)
A12 Landing date (provided)
A13 Age at landing (provided)

A14 Where do you reside?
☐ In NL? Where in NL? (go to A16)
☐ Another province/territory? What province/territory?
☐ Another country? What country?

A15 Why did you move?
☐ Employment ☐ Cultural network
☐ Family ☐ Lifestyle
☐ Further education ☐ Other:
A16. To the best of your knowledge, which of the categories best describes your total annual household income.
☐ Less than $25,000 CAD
☐ $25,000 to $50,000 CAD
☐ $50,000 to $75,000 CAD
☐ $75,000 to $100,000 CAD
☐ $100,000 to $150,000 CAD
☐ More than $150,000 CAD

A17. Which of the following best describes your current living situation? Do you... (select only one response)
☐ Own your own house
☐ Rent a house
☐ Rent an apartment
☐ Stay with family or friends and pay rent
☐ Stay with family or friends without paying rent
☐ Other

Section B: Background
(Yellow highlights will only be included in the initial survey)

B1. Why did you originally come to Newfoundland and Labrador? Choose all that apply.
☐ Employment/job
☐ Better quality of life
☐ Education
☐ Political or religious freedom
☐ Family/personal
☐ Other, please specify

B2. Where did you look for information about immigrating to Newfoundland and Labrador? (choose all that apply)
☐ A relative or friend
☐ An immigration consultant
☐ An immigration lawyer
☐ Association for New Canadians website
☐ Immigration, Refugee and Citizenship Canada website
☐ International embassy or consulate officer
☐ Newfoundland and Labrador provincial government website
☐ Non-governmental organization representative
☐ The media (for example, newspapers, internet or television)
☐ Other, please specify

B3. Please indicate the importance of the following factors in your decision to make Newfoundland and Labrador your home.

<table>
<thead>
<tr>
<th>Factor</th>
<th>Very Important</th>
<th>Somewhat Important</th>
<th>Not At All Important</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Employment opportunities</td>
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<tr>
<td>b) Educational opportunities</td>
<td></td>
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<tr>
<td>c) Health care</td>
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<td>d) Feeling of safety (for you and your family)</td>
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<td>e) Politically stable/peaceful</td>
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<td>f) Welcoming communities</td>
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<td>g) Strong community support</td>
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<td>h) Social programs</td>
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<tr>
<td>i) Housing</td>
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<td>j) Weather/climate</td>
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<tr>
<td>k) Natural environment</td>
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</tbody>
</table>
Section C: Employment
If A9 = Entrepreneur, then ask questions C1 to C3. otherwise start at C4

C1 Are you currently operating a business in Newfoundland and Labrador?
☐ Yes ☐ No (go to C5)

C2 Are you expecting the current business you are operating in Newfoundland and Labrador to grow within the next year?
☐ Yes (go to C5, then C12) ☐ No

C3 Are you expecting the current business you are operating in Newfoundland and Labrador to grow within the next five years?
☐ Yes (go to C5, then C12) ☐ No (go to C5, then C12)

C4 Are you currently employed?
☐ Yes ☐ No (go to C11)

C5 Are you in the same position/operating the same business (if AP=Entrepreneur) that you held at the time of nomination/endorsement?
☐ Yes (go to C7) ☐ No

C6 Why are you in a different position as the one you held at the time of nomination/endorsement? (select all that apply)
☐ Received a promotion ☐ Changed jobs
☐ Changed employers ☐ Pursued an education
☐ Self-employed ☐ Other

C7 Which of the following industries best describes the type of work you are doing now? (choose only one).
☐ Accommodation/Food Services
☐ Administrative/Waste Management/Remediation Services
☐ Agriculture
☐ Arts/Entertainment/Recreation
☐ Construction
☐ Education (Schools/School Board)
☐ Finance
☐ Fishing
☐ Forestry
☐ Government Services (Federal/Provincial/Municipal/Crown Corporations)
☐ Healthcare/Social Services
☐ Information/Cultural Industries
☐ Insurance
☐ Management of Companies/Enterprises
☐ Manufacturing
☐ Mining/Oil/Gas Extraction
☐ Professional/Scientific/Technical Services (including technology)
☐ Real Estate
☐ Transportation/Warehousing
C8. How long have you been employed in your current position? (select one response)
☐ Less than a year ☐ One year
☐ Two years ☐ Three years
☐ Four Years ☐ Five Years
☐ More than 5 years

C9. Are you happy in your current job?
☐ Yes ☐ No

C10. Related to your current job, are you satisfied or not satisfied with the following aspect of your current job?

<table>
<thead>
<tr>
<th>a) Salary or wage</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>b) Benefits</td>
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<td>c) Number of hours of work</td>
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<tr>
<td>d) Flexible working hours</td>
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<td></td>
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<tr>
<td>e) Opportunity for advancement, promotion or development</td>
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<td>f) Working environment</td>
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<td>g) Work location</td>
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<tr>
<td>h) Other satisfactory aspects (specify)</td>
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</tr>
<tr>
<td>i) Other unsatisfactory aspects (specify)</td>
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</tbody>
</table>

If the respondent answered YES to C4 and answered questions C5 to C10, skip to C12

C11. Why are you currently not employed? (select all that apply)
☐ Unable to find suitable employment
☐ Personal Choice
☐ On maternity leave
☐ Family responsibilities
☐ Medical/health reasons
☐ Returned to school
☐ Laid off
☐ Other

C12. Are you pursuing or planning to pursue any further education or training?
☐ Yes
☐ No (go to C14)

C13. Why are you pursuing or planning to pursue further education or training? Choose all that apply.
☐ It is required by the employer
☐ For career advancement/development or for career change
☐ It is required for recognition of diploma, certificate or degree
☐ For personal development or fulfilment
☐ Pursuing a hobby or interest
☐ Other, please specify

C14. Do you currently have a partner or spouse?
☐ Yes          ☐ No (go to Section D)

C15. Is your partner or spouse currently working?
☐ Yes (go to Section D)
☐ No

C16. Why is your partner or spouse not currently working? (select all that apply).
☐ Unable to find suitable employment
☐ Personal choice
☐ Pursuing an education
☐ Looking after family
☐ On maternity leave
☐ Medical/health reasons
☐ Other

C17. Is your partner or spouse actively seeking employment?
☐ Yes
☐ No

Section D: Future Plans

D1. Do you expect to move outside your current community within the next year?
☐ Yes (go to D2)
☐ No (go to D3)

D2. Where? (go to D5)
☐ To another part of the province
☐ To another province
☐ To another country

D3. Do you expect to move outside your current community within the next five years?
☐ Yes
☐ No (go to Section E)

D4. Where?
☐ To another part of the province
☐ To another province
☐ To another country

D5. Why are you planning on moving?
☐ Better job opportunities or better salary/wages elsewhere
☐ Poor weather/climate in Newfoundland and Labrador
☐ Better access to education elsewhere
☐ Better access to healthcare elsewhere
☐ To be close to family and friends
Section E: Experiences in Newfoundland and Labrador

E1. Please indicate how easy is it to do the following while living in Newfoundland and Labrador?

<table>
<thead>
<tr>
<th></th>
<th>Easy</th>
<th>Moderate</th>
<th>Difficult</th>
<th>Don't Know</th>
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<tbody>
<tr>
<td>a)</td>
<td>Make friends</td>
<td></td>
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<td>b)</td>
<td>Find good food</td>
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<td>c)</td>
<td>Understand rules, regulations and laws</td>
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<td>d)</td>
<td>Access healthcare</td>
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<td>e)</td>
<td>Access education</td>
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<tr>
<td>f)</td>
<td>Access entertainment and recreation</td>
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<td>g)</td>
<td>Access transportation</td>
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<td>h)</td>
<td>Communicate with locals</td>
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<td>i)</td>
<td>Access shopping</td>
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<td>j)</td>
<td>Obtain housing</td>
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<td>k)</td>
<td>Participate in community events</td>
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<td>l)</td>
<td>Interact with people from different ethnic groups</td>
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<td>m)</td>
<td>Understand ethnic or cultural differences</td>
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<td>n)</td>
<td>Worship or practice your religious beliefs</td>
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<td>o)</td>
<td>Adjust to the weather/climate</td>
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<tr>
<td>p)</td>
<td>Adjust to the pace of life</td>
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E2. Do you feel Newfoundland and Labrador does enough to retain immigrants?
☐ Yes ☐ No ☐ Undecided
Comments ____________________________

E3. Do you feel Newfoundland and Labrador is a welcoming community?
☐ Yes ☐ No ☐ Undecided
Comments ____________________________

E4. What do you think Newfoundland and Labrador as a whole should do to provide the best possible experience for newcomers already in the province? Choose all that apply
☐ Provide more job opportunities/better wages
☐ Improve the accessibility of healthcare
☐ Have more social gatherings or community events for newcomers
☐ Accept foreign credentials
☐ Improve settlement services (for example, housing, transportation, banking, language courses, etc.)
☐ Provide more education or training programs
☐ Nothing
☐ Other, please specify ____________________________
E5. What do you think Newfoundland and Labrador as a whole should do to provide the best possible experience for future newcomers to the province? Choose all that apply.
- Provide more job opportunities or better wages
- Provide information on education services
- Provide information on healthcare services
- Provide information about the different cultural associations
- Provide a tour/overview of the province
- Shorten the processing time
- Improve settlement services (for example, housing, transportation, banking, language courses, etc.)
- Have welcome gatherings of similar cultural backgrounds
- Nothing
- Other, please specify

Thank you for taking the time to take part in this survey!