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Newcomers Centre
CNASJ | Le Centre des nouveaux
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NEW BRUNSWICK
MULTICULTURAL
COUNCIL



CONSEIL
MULTICULTUREL DU
NOUVEAU-BRUNSWICK



INTERNATIONAL STUDENTS TRANSITION TO EMPLOYMENT

EXECUTIVE REPORT

AUGUST
2022

INTERNATIONAL STUDENTS TRANSITION TO EMPLOYMENT

International students are vital for New Brunswick's population and economic growth. This study was completed to gain knowledge and insights about the challenges and opportunities facing international students' integration in the workplace and long-term retention in New Brunswick.

Surveying 200 international students and 36 local employers & interviewing over 45 stakeholders, partners, local employers, and education institutions shed light on the barriers and opportunities.



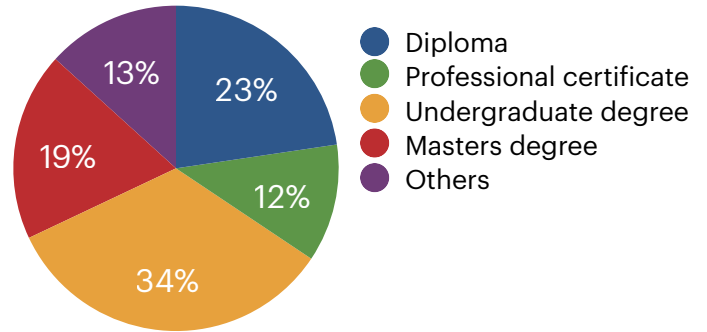
INTERNATIONAL STUDENTS IN NB COME FROM A DIVERSE CORNERS OF THE WORLD

78% arrived after 2021, & 41% have families
Partners of international students possess strong language skills (in either French or English), yet only 23% of partners are employed in Canada.

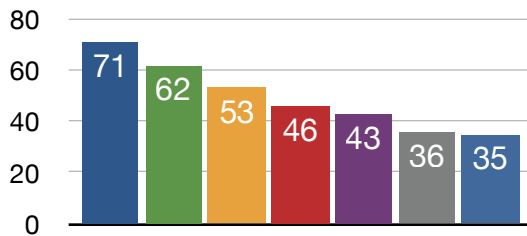
THEY BRING A WEALTH OF EDUCATION & WORK EXPERIENCE IN DIVERSE FIELDS

80% have an undergraduate, a master's degree, or a Phd before coming to Canada 51% have five years of work experience or more in multiple fields.

Half of the students are working in Canada, only 37% work in jobs related to their career/industry.



Top Challenges

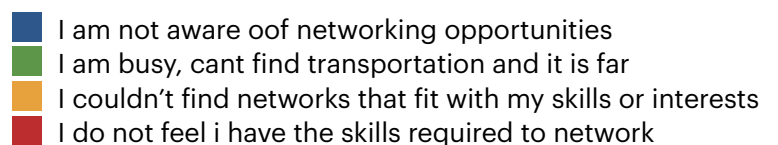
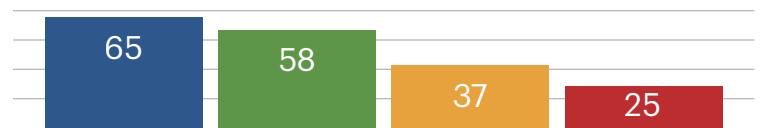


STUDYING IN NB COMES WITH CHALLENGES

Employment, immigration, and finance were the most frequently encountered challenges. However, other challenges, like a "sense of belonging" and "a struggle to find networking opportunities," are also reported

NETWORKING OPPORTUNITIES EMERGED AS A KEY CHALLENGE

Barriers to Networking



MOST STUDENTS HOPE TO BRING THEIR SKILLS TO NB PERMANENTLY

Particularly among students at the professional or expert levels

81%
plan to live in NB

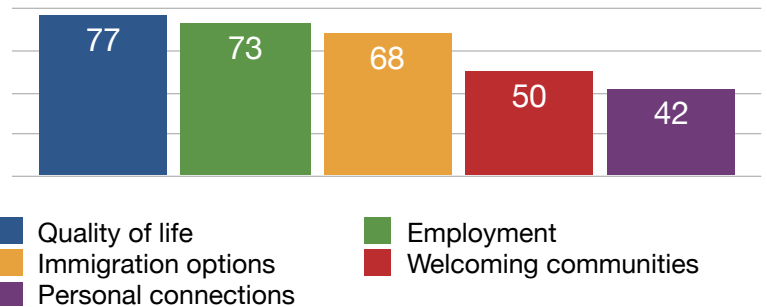


94%
plan to apply for PR.

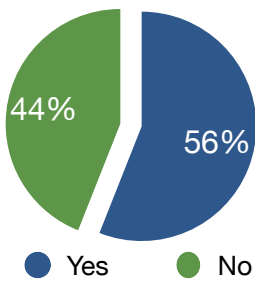


New Brunswick offers many attractions. Employment opportunities, quality of life, & easy immigration options. On the other hand, **Employment** ranked as the **#1** (87%) reason to leave NB

Top reasons to stay in NB



Faced Challenges



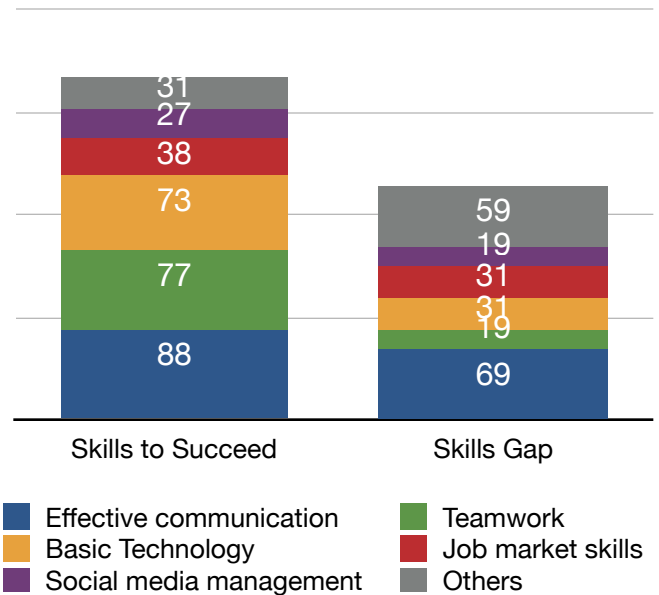
71% OF EMPLOYERS SURVEYED HAVE EMPLOYED INTERNATIONAL STUDENTS, 56% FACED CHALLENGES, BUT 100% ARE WILLING TO HIRE INTERNATIONAL STUDENTS IN THE FUTURE

EMPLOYERS BELIEVE INTERNATIONAL STUDENTS BRING VALUE TO LOCAL ORGANIZATIONS

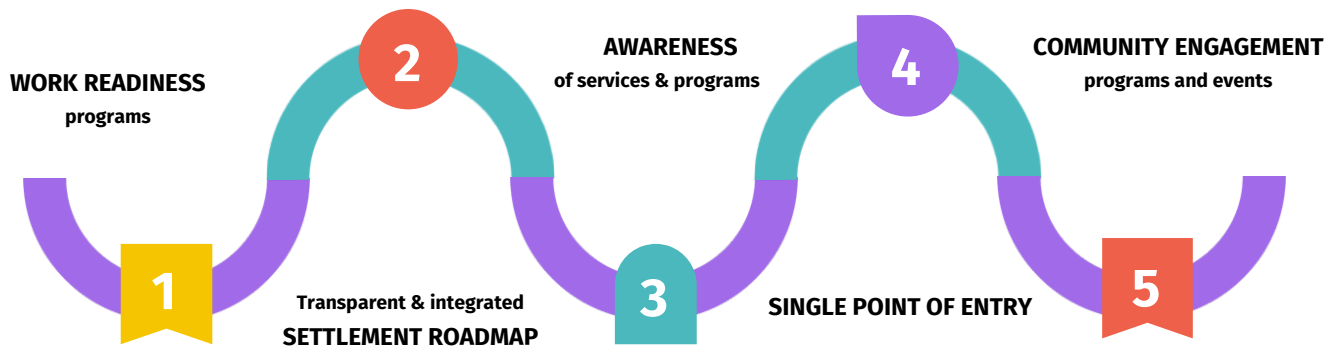
.....like Strong skill set/ Diversity & perspectives/ Opportunities to grow the local economy/ Solid experience and education.... and gratitude.

64% of employers feel international students could be missing some of the essential skills to work and succeed in New Brunswick. Students self-reporting suggests relatively high familiarity with the Canadian work culture. And yet, the employers cited this as a challenge

Skills & Gaps



OPPORTUNITIES FOR CREATING SYNERGY AND IMPACT FOR INTERNATIONAL STUDENTS IN NB



ISA
WorkingNB
Education
Institutions

Work readiness programs: create an essential skills development program tailored to international students. **Develop Cultural competency training** for students, and cultivate awareness and resources for employers and educational institutions to ensure all parties are actively engaged with the reality of cultural challenges and opportunities.

ISA
ONB

Create a transparent settlement and integration process roadmap and checklist (a pre-arrival option) as a guide through the complexities of the settlement process.

Create a single point of entry in each community in both official languages - A streamlined, dedicated service channel in each community supports settlement-related opportunities for international students and their needs.

ISA
ONB
Envision SJ
WorkingNB

Provide training for HR on the step-by-step processes of immigration and options for international students (this can be made available upon request or introduced via group training). Also, ensure employers have a single and accessible source of resources for information and advice.

ISA
Education
Institutions

Create awareness of programs and services for international students, employers and education institutions. This can be done through a single digital point of entry and regular newsletter communications within each community

ISA
Stakeholders

Create regular community engagement activities/ opportunities and networking events. Support education institutions by organizing general community activities and focusing on social integration outside of campus.

