

Rural Secretariat

Strategic Social Plan

Expatriate Newfoundlanders and Labradorians Speak Out

*An Initiative of the
Cormack - Grenfell Steering Committee*

September 2004



GOVERNMENT OF
NEWFOUNDLAND AND LABRADOR

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Executive Summary

In March of 2000, the Cormack-Grenfell Regional Steering Committee for the Strategic Social Plan established strategic directions for the region. One of the strategic directions focused on strengthening the region's human resource capital, in light of recent out-migration patterns and anticipated labour shortages. The Cormack-Grenfell Regional Steering Committee determined there was a need to develop a regional human resources strategy to address these issues. A working group, the Human Resources Directional Team, was formed to develop the Human Resources (HR) Strategy.

Development of an effective human resources strategy required research on issues specific to the region. As a part of this objective, Newfoundlanders and Labradorians living away from the province were surveyed to gather details on their reasons for out-migration, residential decisions, education and employment history, knowledge of career opportunities in Newfoundland and Labrador, plans to return to Newfoundland and Labrador to settle, and their access to career resources.

An electronic survey was posted online from December 2, 2002 to May 23, 2003 on the Strategic Social Plan webpage (www.gov.nl.ca/ssp). Between December 4 to May, 2003, the link to the survey was advertised on various webpages, posted on message boards, and placed in other media sources frequently viewed by expatriate Newfoundlanders and Labradorians. A total of 1,951 expatriate Newfoundlanders and Labradorians completed the survey during the posting time on the Strategic Social Plan's webpage.

The majority of respondents were from the Northeast Avalon Strategic Social Plan (SSP) region (27%), with the Central region and Cormack-Grenfell region following close behind with 25% and 22% respectively. Gender distribution was almost equal with 47% of the expatriate respondents identified as women and 51% men. In terms of age, over one-third of the respondents (35%) are between 20-29 years of age, with more than another third (36%) between 30-39 years of age. Also, most of the respondents indicated they are married or living common-law (69%).

Over one half (51%) of expatriates left Newfoundland and Labrador between the years 1996-2003. Another 17% left the province between 1990-1995, and close to one third (29%) left prior to 1990. Almost one half (41%) of respondents currently reside in Ontario, with close to one quarter (22%) residing in Alberta. The remainder live in the Atlantic provinces (12%), other parts of the country or the world (23%).

Key Findings

Based on the survey results, the following overall comments about Newfoundlanders and Labradorians (hereafter referred to as NL), who have left the province and are living elsewhere can be made.

In terms of education and training, most Newfoundlanders and Labradorians who are living away have obtained some post-secondary education. As well, most are employed in full-time permanent positions. As shown in the report, the existence of job opportunities is a key reason individuals plan to leave or return to the province. It is therefore important that Newfoundlanders and Labradorians who are currently living in the province, as well as those who left, are more informed about existing job opportunities in NL.

Over one half of expatriates who had spoken to a career counsellor said they received useful information about future job opportunities in NL. While this is the case, individuals are not taking advantage of career planning supports to seek career advice or to find out about possible job opportunities. As it is shown that many are not discussing their career plans or future job opportunities with career counsellors, it is important that these individuals are provided with updated information of future job opportunities, and that they are encouraged to access career resources such as career counsellors.

Generally, many expatriate Newfoundlanders and Labradorians have the desire to return to the province to settle. However, the lack of full-time job opportunities seems to be the main reason they left and the barrier preventing individuals from returning. This trend is more apparent among those who are under the age of 30 years, those who left the province more recently, and expatriates from the Avalon SSP region. While many have family and friends living near their current residence outside of NL, close to 100% also still have family living in the province.

While over one half of expatriates surveyed indicated they believe there are future job opportunities in NL, less than one half are actually searching for job opportunities in NL. Getting the message out of the opportunities that do exist in NL is significant to future growth of the province.

1 Introduction

1.1 *Background of the SSP Human Resources Strategy*

The Strategic Social Plan (SSP) is a provincial government initiative that attempts to integrate social and economic development through a multi-stakeholder approach. The Cormack-Grenfell Regional Steering Committee is one of six regional bodies across the province mandated to work at the local level to integrate social and economic development. As of 2004, the work of the Strategic Social Plan became the first building block of the Rural Secretariat.

In March of 2000, the Cormack-Grenfell Regional Steering Committee established strategic directions for the region. One of the strategic directions focused on strengthening the region's human resource capital, in light of recent out-migration patterns and anticipated labour shortages.

Demographic trends of this country and province are leading employers to anticipate changes in social and economic behaviour, especially with regard to the current workforce. As well, several local stakeholders have identified the lack of human resources planning using regional-specific information as a major concern for the Cormack-Grenfell Region. The steering committee has received significant anecdotal evidence about the difficulty in filling job vacancies due to a skills mismatch in the region. The aging workforce and expectations of retirements in the coming years were also raised as a concern. Further, recent out-migration patterns show the region has large out-migration rates in the age group of 18-29 years.

Based on this information, the Cormack-Grenfell Regional Steering Committee determined there was a need to develop a regional human resources strategy that could also be used as a protocol for other geographic human resources strategies.

The objectives of the human resources strategy include:

- To increase the knowledge base around career planning based on labour market information and develop a collaborative approach to human resource development-based service delivery.
- To help curb out-migration patterns by educating youth, their parents, educators and the general public around possible employment opportunities in the region and province.
- To address employer concerns around recruitment and retention of staff, through sound planning and the provision of labour market information.
- To provide information to the general public, youth and employers about the importance of human resources planning.

- To enhance the potential for local economic success by addressing supply and demand issues in the employment environment.

A working-group, the Human Resources Directional Team, was formed to develop and implement the Human Resources (HR) Strategy. Membership is listed in Appendix A.

1.2 Demographic Profile

The Cormack-Grenfell region (herein referred to as the region) covers 45,076 square kilometres, an area from Quirpon, south to Port aux Basques, and east to Francois on the south coast. See Appendix B for map of SSP regions. According to the Community Accounts database, in 2001, the population for the Cormack-Grenfell Region was 93,545, based on Statistics Canada Census Subdivisions (Community Accounts webpage: www.communityaccounts.ca). This population spreads over approximately 173 communities within the region.

The Cormack-Grenfell region recognizes 79 community clusters, 61 of which have populations of less than one thousand. Approximately 55% of the entire population of the Region live in communities with no more than 500 residents. There are five major centres: Corner Brook, Stephenville, Deer Lake, Channel-Port aux Basques, and St. Anthony.

At the time of survey administration, the province of Newfoundland and Labrador had eleven public school districts, three of which are located in the Cormack-Grenfell region: (1) District 2 - Northern Peninsula/Labrador South, (2) District 3 - Corner Brook/Deer Lake/St. Barbe, and (3) District 4 - Cormack Trail. There were a total of 16,444 students enrolled in the three school districts at that time, of which 4,322 were enrolled in high school.

Two public post-secondary institutions serve the Cormack-Grenfell region with 5 campuses: (1) St. Anthony - College of the North Atlantic, (2) Corner Brook - College of the North Atlantic, (3) Corner Brook - Sir Wilfred Grenfell College campus of Memorial University, (4) Stephenville/Bay St. George - College of the North Atlantic, (5) Port aux Basques - College of the North Atlantic.

According to the Community Accounts database, in 2001, within the Cormack-Grenfell region, there were 23,010 youth under the age of 20, with the majority 10 years and older and less than one half (9,330) between age 0 – 9 years. This is consistent with declining school enrolments in the K-12 school system. The median age for the Cormack-Grenfell region is 40 years. The average age of the Cormack-Grenfell region continues to increase.

1.3 Purpose of this Survey

While there was abundant anecdotal information on recruitment and retention issues, substantiated by evidence from migration data and employment data, there was a need to investigate the issues specific to the region in order to develop an effective Human Resources Strategy.

A component of the HR Strategy involved surveying high school students, individuals graduating from post secondary programs and Adult Basic Education (ABE) students in the region. These surveys were intended to gather details on the students' educational goals, career plans, and their knowledge of career opportunities in the province. Another component involved surveying expatriate Newfoundlanders and Labradorians to gather information on why they left the province, education and employment history, knowledge of career opportunities in NL, plans to return to NL to settle, and their access to career resources.

This report is based on the survey of expatriate Newfoundlanders and Labradorians. This information will be incorporated into the Human Resources Strategy, and used to ensure that people are receiving adequate career-related information useful to make long-term plans, and possibly return to NL.

2 Survey Methodology and Responses

The survey consisted of seventeen questions, designed to gather information on demographics, residential decisions, education background, employment history, access to career resources and knowledge of job opportunities in Newfoundland and Labrador. The survey took approximately 15 minutes to complete. A copy of the survey is included in Appendix C.

The electronic survey was posted online from December 2, 2002 to May 23, 2003, on the Strategic Social Plan webpage (www.gov.nl.ca/ssp) The link to the survey (www.gov.nl.ca/ssp/Form.htm) was advertised on the webpage of Downhomer Magazine (<http://www.downhomer.com/>) from December 4, 2002 to April 16, 2003, and the Newfoundlanders Abroad website (<http://www.newfoundlandersabroad.com/index.html>) from December 4, 2002 to May 2003. An advertisement regarding the survey was displayed in the January and February issues of Downhomer Magazine. The link to the survey was also posted on other webpages and on-line message boards, frequented by expatriate Newfoundlanders and Labradorians. Respondents completed the on-line survey by using a computer keyboard and mouse. By selecting the “submit” option, completed surveys were sent to an e-mail account designated for the survey responses. A total of 1,951 expatriate Newfoundlanders and Labradorians completed the survey while it was posted on the Strategic Social Plan’s webpage.

Chart 1: Respondent Distribution by SSP Region

SSP Region	Survey Responses	Percent N=1951
Northeast Avalon	519	27%
Avalon	222	11%
Eastern	223	11%
Central	484	25%
Cormack-Grenfell	423	22%
Labrador	63	3%
No response	17	1%
Total	1951	100%

- The majority of respondents were from the Northeast Avalon Strategic Social Plan (SSP) region (27%), with the Central and Cormack-Grenfell regions following close behind with 25% and 22% respectively. Distribution of respondents by these SSP regions is shown in Chart 1.
- 47% of the expatriate respondents are women and 51% are men. Two percent did not state their gender.
- Over one-third of the respondents (35%) are between 20-29 years of age, with more than another third (36%) between 30-39 years of age. Sixteen percent are between 40-49 years of age, 12% are of the 50 + age group, and 1% under 20 years of age.

- Most of the respondents were married or living common-law (69%), with almost one third identifying as single (24%), and 6% are separated, divorced, or widowed. One percent did not respond.

- Over one half (51%) of expatriates left NL between the years 1996-2003. Another 17% left the province between 1990-1995, and close to one third (29%) left prior to 1990. See Chart 2.

Chart 2: Respondent Distribution by Year Left NL

Year Left NL	Survey Responses	Percent N=1951
Prior to 1990	561	29%
1990 – 1995	341	17%
1996 - 2003	987	51%
No response	62	3%
Total	1951	100%

- Almost one half (41%) of respondents currently reside in Ontario, with close to one quarter (22%) residing in Alberta. The remainder are living in the Atlantic provinces (12%), or other parts of the country or the world (23%).

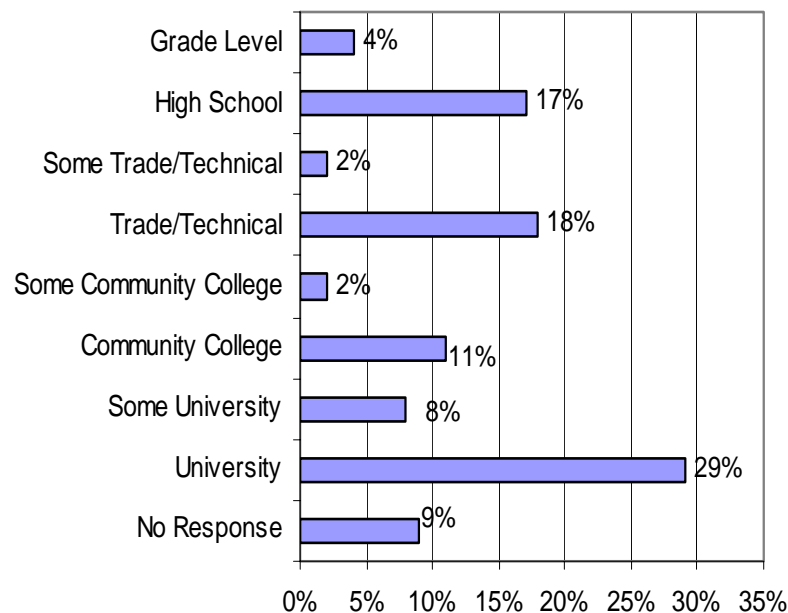
- Analysis of survey questions was completed by Strategic Social Plan (SSP) region, gender, age, marital status, year left Newfoundland and Labrador, and current residence. The list of charts is included in Appendix D. The detailed cross-tabulations are in Appendix E of this report, with table numbering corresponding to charts in the body of this report.

3 Survey Findings

The survey respondents were asked about their reasons for leaving Newfoundland and Labrador, residential decisions, education and employment history, knowledge of career opportunities in Newfoundland and Labrador, plans to return to Newfoundland and Labrador to settle, and access to career resources. Findings are summarized below, with detailed tables in Appendix D.

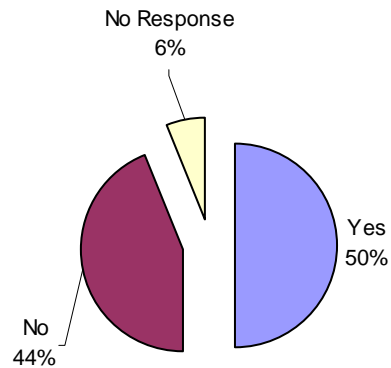
3.1 Education and Employment

Chart 3: Highest Level of Education Obtained Before Leaving NL



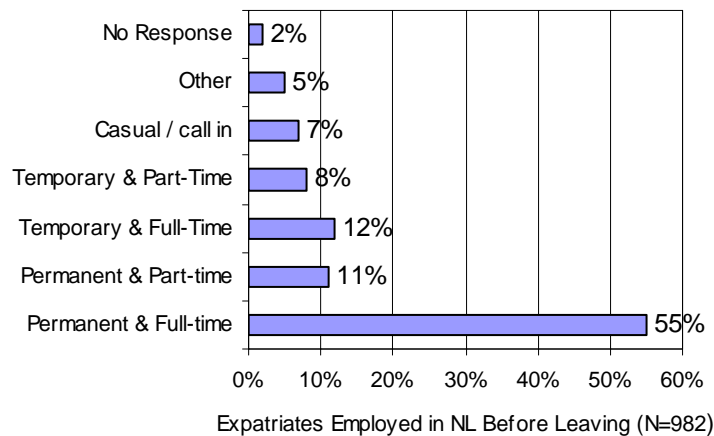
- Prior to leaving NL, almost one-third (29%) of expatriates had obtained a university degree, and a further 8% received some university education. The highest level of education obtained by 18% of expatriates was a trade/technical education, and a community college diploma/certificate by 11%.
- There were only minor differences between the genders, with slightly more males having obtained education in trades/technical (10% compared to 8% of women).
- A higher percentage of those under age 30 had obtained a university education (38%) as oppose to those in the 30-49 year range (28%) or in the 50+ age range (7%). Those in the older age range of 50+ years were least likely to have obtained a community college education (5%) compared to those in the under 30 age range (11%) or 30-49 years of age (12%). However, a smaller percentage of those in the under 30 age group had obtained a trade/technical education (16%) compared to the older age groups of 19 per cent for each group.

Chart 4: Respondents Employed - Before Left NL



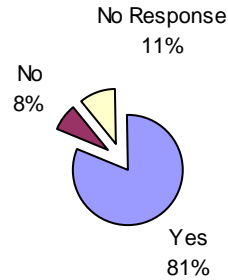
- Prior to leaving the province, one half of respondents were employed. Over one half (55%) of those working were employed in a permanent and full time position. Temporary and full time were the next most common type of employment (12%), with those employed in a permanent and part time position following close behind (11%). Close to 20 percent were employed in temporary–part time positions, casual, call-in, self employed, seasonal, or contract jobs.
- There were no differences between the percentages of men and women employed, with 50% of each group saying yes to this question.
- A higher percentage of those in the 50+ age range were employed (60%) than the younger age groups of 30-49 years (53%) and under 30 years of age (45%).

Chart 5: Type of Employment - Before Left NL



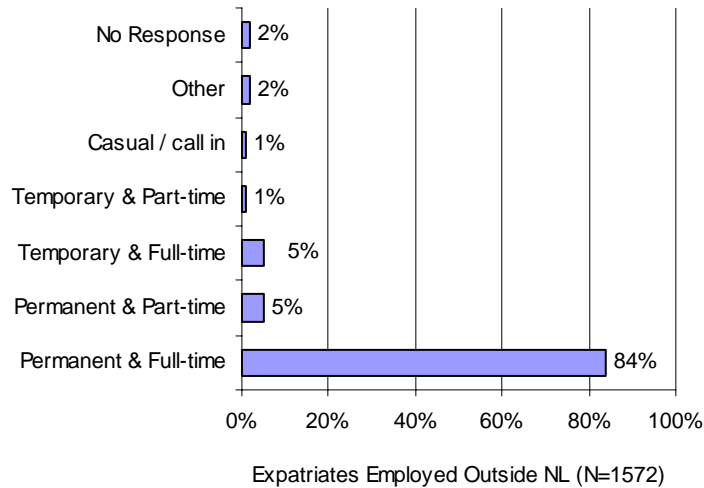
- Those who left the province prior to 1990 or between 1996-2003 were more likely to have been employed (50% and 54% respectively) than those who left between 1990-1995 (41%).
- A higher percentage of those from the Northeast Avalon (63%) and Labrador region (54%) were employed compared to the other Strategic Social Plan regions of Avalon (46%), Eastern (43%) Central (47%) and Cormack-Grenfell (44%).

Chart 6: Respondents Employed-Since Leaving NL



- Since leaving NL, 81% of expatriates are employed.
- Slightly more men (82%) than women (79%) are employed since leaving NL.
- Fewer respondents in the over 50 age range (63%) are employed compared to the younger age groups which have 83% employed.

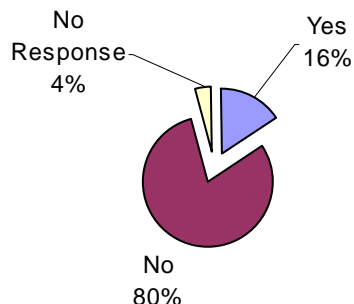
Chart 7: Type of Employment - Since Leaving NL



- Fewer expatriates living in the Atlantic provinces (76%) are employed compared to those living in Alberta (83%), Ontario (80%), other provinces or elsewhere (82%).
- Most of those employed are working in permanent-full time positions (84%).
- More men (89%) are employed in permanent-full time positions compared to the women (80%)

3.2 Experience with Career Counselling

Chart 8: Spoke to Career Counsellor Prior to Leaving NL



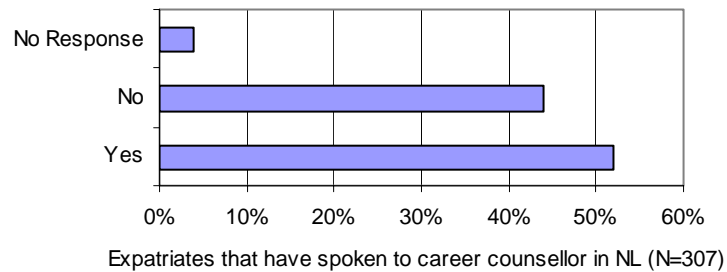
- Prior to leaving NL, most (80%) expatriates had not spoken to a professional career counsellor regarding future career opportunities in the province.
- Women were just slightly more likely than men to have spoken to a career counsellor about future career opportunities in NL (16% compared to 15%).
- A higher percentage of those under the age of 30 (20%) had spoken to a career counsellor regarding future job opportunities than those in the 30-49 (15%) or 50+ age range (4%).
- Those who left the province prior to 1990 were least likely to have spoken with a career counsellor (11%) than those who left between 1990-1995 (16%), and between the years 1996-2003 (18%).
- Expatriates from the Avalon SSP region (20%) and Cormack-Grenfell SSP region (17%) were more likely to have spoken with a career counsellor than those from Central region (15%), Eastern (15%), the Northeast Avalon (14%), or Labrador (11%).

Chart 9: Where Respondents Spoke to Career Counsellor in NL

	Number of mentions (n=307)
Local High School	121
Post-Secondary Institute	150
HRSDC office	96
HRLE office	26
Other	21
No response	14

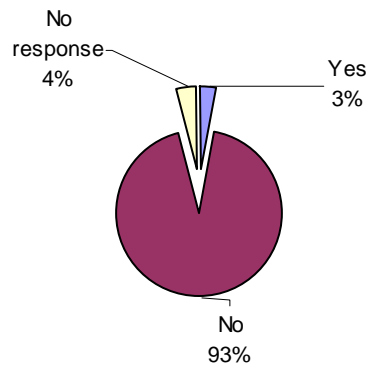
- The most commonly cited location of where expatriates spoke with a career counsellor in NL was a post-secondary institution (n=150), followed by local high school (n=121). Prior to leaving NL, some expatriates also spoke with a career counsellor at a Human Resources Skills Development Canada (HRSDC) office (n=96), and at a Human Resources, Labour and Employment (HRLE) office (n=26).

Chart 10: Career Counsellor in NL Provided Useful Information



- Over one half (52%) of expatriates who had spoken to a career counsellor said they received useful information about future job opportunities in NL.
 - Slightly more women (53%) than men (50%) said they received useful information when talking to career counsellors about future job opportunities in the province.
-
- The 135 expatriates who indicated they did not receive useful information from a career counsellor in the province were asked of the type of information they were unable to obtain. While the majority (n=81) did not answer this question, those that did, provided the information cited below:
 - Information about job prospects (n=47);
 - The outlook of the market upon graduation (n=7);
 - How to transfer existing skills (n=1);
 - Information about company names for future reference (n=1).

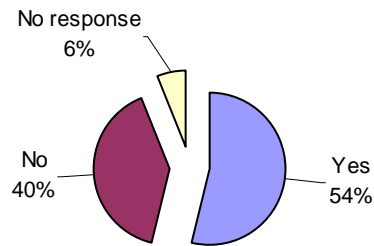
Chart 11: Spoke to Career Counsellor Since Leaving NL



- Since leaving the province, over ninety per cent (93%) of all expatriates indicated they have not spoken to a professional career counsellor regarding future career opportunities in NL.
 - Men were just slightly more likely than women to have not spoken to a career counsellor about future career opportunities in NL (94% compared to 92%).
 - A higher percentage of expatriates under the age of 30 (93%) and between 30-49 years of age (94%) have not spoken to a career counsellor since leaving the province regarding future job opportunities, compared to those over 50 years of age (89%).
-
- There were no significant differences between the years in which a person left the province.
 - When comparing the current residences of expatriates, there were no significant differences for those that have or have not spoken with a career counsellor since leaving the province about future job opportunities in NL.
 - Of the 49 expatriate Newfoundlanders and Labradorians that have spoken with a career counsellor since leaving the province, the most commonly cited locations of where expatriates spoke with a career counsellor were HRSDC office (n=14), and a post-secondary institution (n=13).
 - Over one half (51%) of the 49 expatriates who had spoken to a career counsellor since leaving the province said they did not receive useful information about future job opportunities in NL; 14% did not respond to this question.

3.3 Knowledge of Local Labour Market

Chart 12: Believe Future Job Opportunities in NL Will Exist



- Over one half (54%) of expatriates surveyed indicated they believe there are future job opportunities in NL. Forty percent said they do not believe future job opportunities will exist in the province.
 - There were no significant gender differences in belief of the future job opportunities in the province. There were also no differences in comparing the years in which expatriates left the province.
 - Expatriates under 30 years of age are more likely to believe (58%) there are future job opportunities in NL than the older age groups of 30-49 (52%), and 50 years and older (53%).
-
- Newfoundlanders and Labradorians who are now residing in Alberta or Ontario are less likely to believe there are future job opportunities in NL (51% and 52% respectively) compared to those living in the Atlantic provinces (65%), other areas in Canada or elsewhere (57%).
 - Expatriates from the Northeast Avalon SSP region and the Avalon SSP region are more positive about future job opportunities in the province, with 61% and 60% respectively believing there are future job opportunities in NL, compared to Eastern region (53%), Central (50%), Cormack-Grenfell (51%) and Labrador (51%).

- Newfoundlanders and Labradorians living away were asked to rate industry sectors as having good or poor future job opportunities in the province. As shown in Chart 13, some were very optimistic in their ratings, and for most sectors, over 50% provided a “good” or “somewhat good” rating.
- The hospitality / tourism sector, mining/oil & gas, construction, community services, business administration, and food services received the highest percentages for a “good” rating with 72%, 65%, 64%, 64%, 63%, and 63% respectively.
- Those sectors at the higher end for the “poor” ratings were agriculture (57%), fishery & aquaculture (49%), forestry (49%), recreation (41%), and craft/apparel (40%).
- The top sectors for the “unsure” rating were recreation (21%), agriculture (20%), craft/apparel (20%), electronics (20%), and law practice/enforcement (18%).
- Expatriates were asked the sources of information which may have influenced their responses to rating industry sectors. The top influencers were:
 - ✓ Newspaper / Magazines (44%)
 - ✓ What people/family/friends are saying (43%)
 - ✓ Television (34%)
 - ✓ Radio (31%)
 - ✓ Internet / E-mail (27%)

Chart 13: Rating of Potential Job Opportunities by Sector

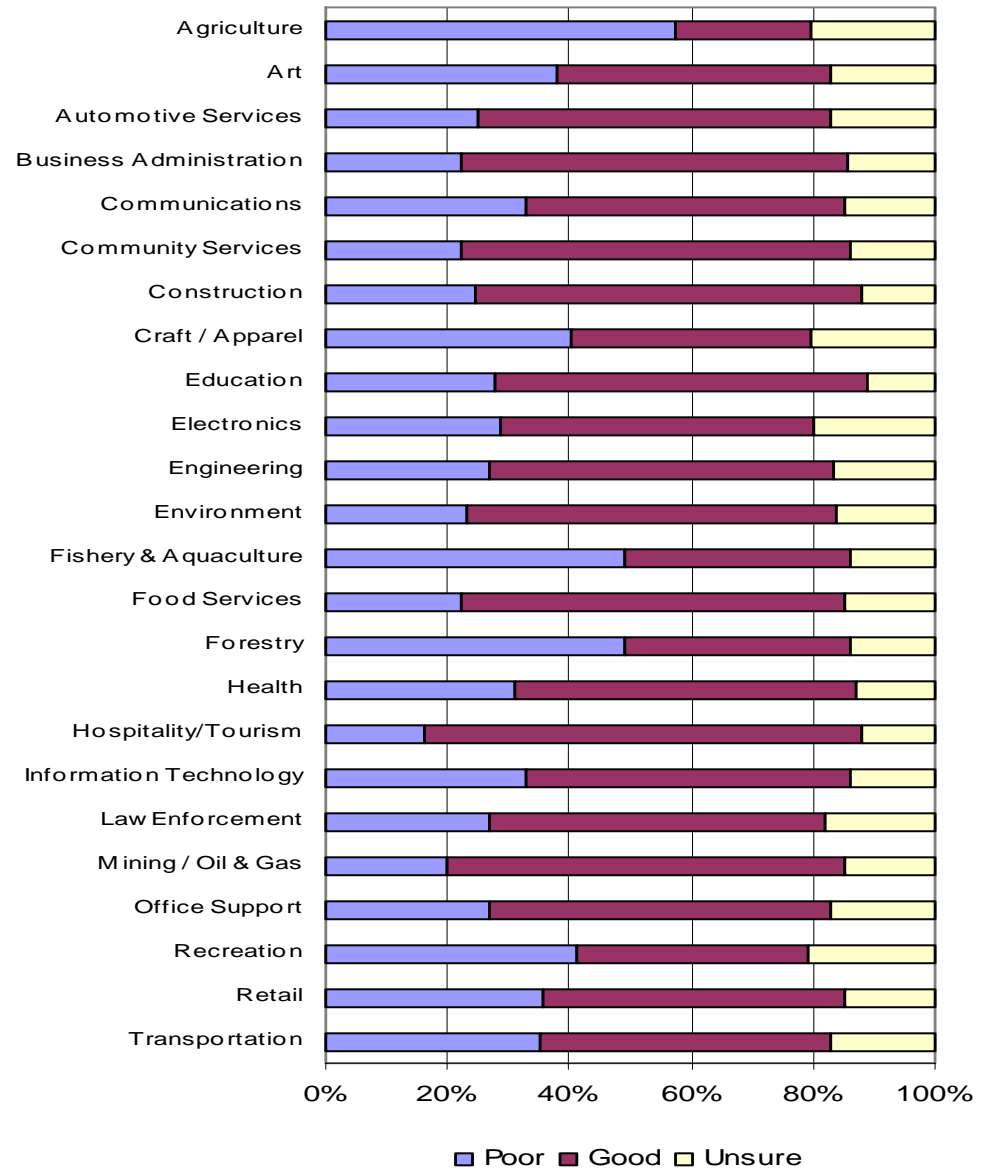
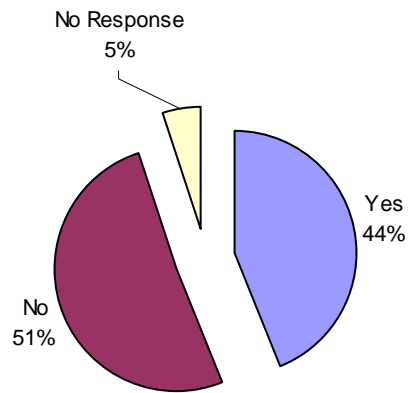
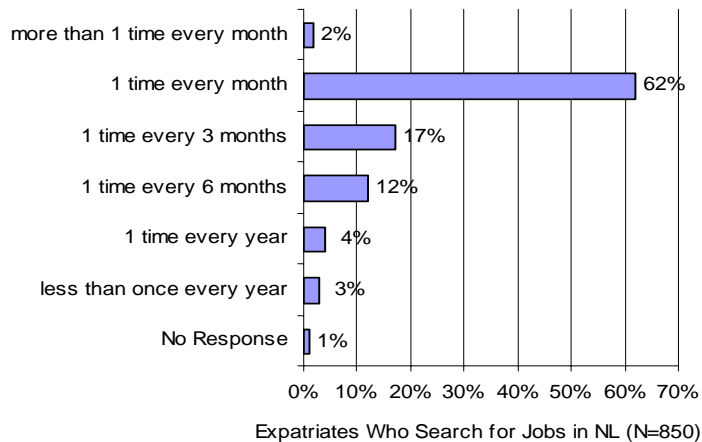


Chart 14: Searches for Jobs in NL



- Less than one half of expatriates (44%) search for job opportunities in NL. Over one half do not.
- Men are only slightly more likely than women to search for job opportunities in the province (45% compared to 42%).
- A higher percentage of expatriates under the age of 30 (54%) search for jobs in NL than do those in the older age groups of 30-49 years (42%), and over 50 years of age (18%).
- Expatriates who left the province more recently, between 1996 – 2003, are more likely to search for jobs in the province (53%) than are those who have been gone for a longer period of time, between 1990-1995 (41%) or prior to 1990 (29%).
- Respondents living in Alberta, Ontario, or the Atlantic Provinces are more likely to search for jobs in NL (46%, 44%, and 46% respectively) than those living elsewhere (40%).

Chart 15: Frequency of NL Job Searches By Expatriates



- More expatriates from the SSP regions of Avalon, Eastern, and North East Avalon search for jobs in the province (53%, 46%, and 44% respectively) than do those from the SSP regions of Cormack-Grenfell (41%), Labrador (41%), and Central (40%).
- Married / common law expatriates are less likely than others (single/widow/separated/divorced) to search for jobs (41% compared to 49%).
- The 850 expatriates who indicated they search for job opportunities in NL were also asked how often they do these job searches. The majority of respondents search for NL jobs once per month (62%). A further 17% indicated once every 3 months, while 12% perform NL job searches once every 6 months.

- The percentages of men and women who search for jobs in NL one time per month were equal with 62 per cent. However, a higher percentage of women search for jobs in the province once every 3 months compared to men (19% and 14% respectively).
- Expatriates under the age of 30 search for jobs more frequently than those between the ages of 30–49, and 50 years and older. Sixty-five per cent of those under age 30 job search once every month, while only 60% of those in the age range of 30-49 search for jobs every month. This percent is even less for those 50 years and older (52%).
- Expatriates who left the province more recently (between 1996-2003) more frequently search for jobs in NL than do others who left the province earlier. Sixty-five per cent of those who left between 1996-2003 perform NL job searches once every month, while 57% of those who left between 1990-1995, and 54% of expatriates who left the province prior to 1990, search for jobs once per month. This pattern is also consistent for the frequency of once every 3 months, with a higher percentage of those that left more recently job searching.
- Respondents living in the Atlantic Provinces (72%) search for jobs in NL more frequently (one time per month) than those living in Alberta (66%), Ontario (62%), and other areas (52%).

Chart 16: Sources Used by Respondents to Search for Jobs in NL

	# of mentions (n=850)
Internet	687
Local Newspapers	340
Personal Contacts	289
HRSDC office	266
Contact Employers	91
Recruiting Agencies	48
Other	81

- Expatriates were also asked the sources they use to search for job opportunities in NL. Most expatriates that search for jobs in NL are using the internet (n=687). Local Newspapers (n=340) is the next most common source used by expatriates, followed by personal contacts (n=289), and a HRSDC office (n=266).

3.4 Decisions to Leave and Return to Newfoundland and Labrador

Chart 17: Have Family/Friends Living in NL

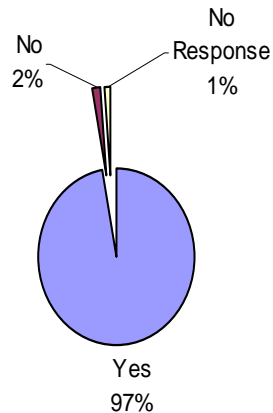
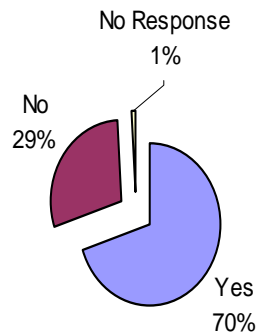
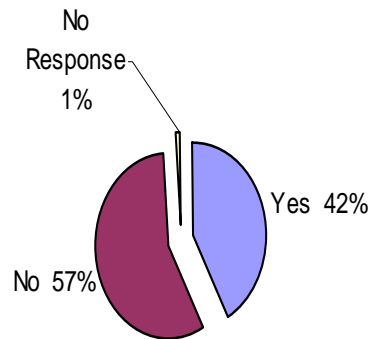


Chart 18: Have Family/Friends Living Near Them Outside NL



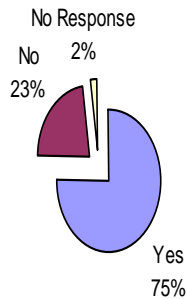
- Expatriates were asked if they have family or friends currently living in NL. Almost all of them (97%) said they do. There were no apparent gender differences.
- Expatriates over 50 years old are less likely to have family and friends living in the province (92%) than the younger age groups of 30-49 (99%), and under 30 years old (98%).
- Expatriates who left the province prior to 1990 are less likely to have family and friends currently living in NL (96%) compared to those that left more recently between 1996 – 2003 (99%), and between 1990-1995 (98%).
- Expatriates from the North East Avalon SSP region were less likely to have family and friends still living in the province (96%) than those of the SSP regions of Avalon (100%), Eastern (97%), Cormack-Grenfell (98%), Labrador (98%), and Central (98%).
- 70% of expatriates have family and friends living near their current residence outside NL.
- There was no significant difference between men and women regarding those that have family/friends living near them. There was also no difference between those that were married/common-law compared to those that were not.
- Expatriates that left the province prior to 1990 are more likely to have family and friends living near them (75%) compared to those that left more recently between 1996 – 2003 (68%), and between 1990-1995 (67%).
- Expatriates over 50 years old are more likely to have family and friends living near their current residence (77%) than the younger age groups of 30-49 (68%), and under 30 years old (70%).
- Respondents living in Alberta or Ontario are more likely to have family and friends living near them (78% and 79% respectively) than those living in the Atlantic provinces (65%) or elsewhere (49%).

Chart 19: Have Family/Friends Leaving NL Within Next 5 Years



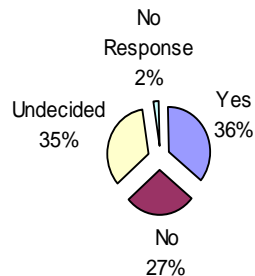
- Expatriates were asked if they know of any family members or friends who are residing in NL and are planning to leave the province within the next 5 years. Close to one half (42%) said “yes”, with 57% saying “no”.
 - Men were only slightly more likely than women to have family or friends leaving the province (44% compared to 40%).
 - A higher percentage of expatriates under the age of 30 (57%) indicated they have family/friends planning to leave the province within the next 5 years compared to those in the older age groups of 30-49 years (36%), and over 50 years of age (20%).
 - Expatriates who left the province more recently, between 1996 – 2003, are more likely to know of family/friends planning to leave NL (55%) than those who left between 1990-1995 (35%) or prior to 1990 (24%).
- Respondents living in Alberta are more likely to know of family/friends planning to leave NL within the next 5 years (47%) than those living in Ontario (40%), the Atlantic provinces (40%), or elsewhere (40%).
- A higher percentage of expatriates from the SSP regions of Avalon or Labrador indicated they know of family/friends planning to leave the province (48% and 46% respectively) than those from the SSP regions of North East Avalon (43%), Cormack-Grenfell (38%), Eastern (41%), and Central (40%).
- Expatriates were asked why they left NL. Various reasons were provided, with multiple responses allowed. The main reasons they left NL were:
 - To obtain employment (99%)
 - Not many job opportunities in NL (60%);
 - Jobs in NL are too low-paying (40%);
 - Want to experience life outside NL (40%);
 - NL has poor economic prospects (33%)
 - NL has little to offer young people (24%).
 - To experience life outside NL (22%)
 - To attend post-secondary (14%)
 - To be near spouse / partner (12%)

Chart 20: Expatriates Wanting to Return to NL to Settle



- Expatriates were also asked if they would like to return to NL to settle. Seventy-five per cent said “yes”.
 - Men were only slightly more likely than women to want to return to the province to settle (77% compared to 74%).
 - A higher percentage of expatriates under age 30 (82%) want to return to the province to settle than those in the older age groups of 30-49 years (75%), and over 50 years of age (57%).
 - Expatriates who left the province more recently, between 1996 – 2003, are more likely to want to return to the province (80%) than those who have been gone for a longer period of time, between 1990-1995 (77%) or prior to 1990 (65%).
 - There were no significant differences among respondents living in various provinces or elsewhere. There were also no differences between those that are married/common-law compared to those of other marital status.
- A higher percentage of expatriates from the Avalon SSP region want to return to NL to settle (87%) compared to those from the SSP regions of North East Avalon (75%), Eastern (74%), Cormack-Grenfell (72%), Labrador (67%), and Central (75%).

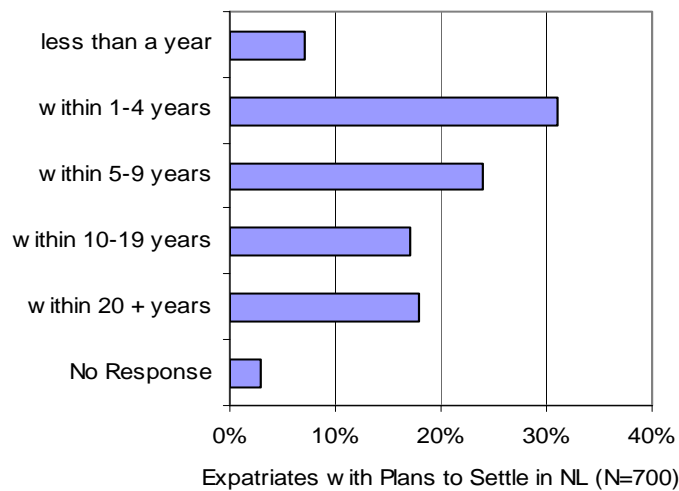
Chart 21: Expatriates Planning to Return to NL to Settle



- Only one third (36%) of expatriates have actual plans to return to NL to settle. Another one third (35%) are undecided.
 - Men were only slightly more likely than women to have plans to return to the province to settle (37% compared to 35%).
 - A higher percentage of expatriates under the age of 30 years (40%) have plans to return to settle than those in the older age groups of 30-49 years (36%), and over 50 years of age (26%).
 - Expatriates who left the province more recently, between 1996 – 2003, are more likely to have plans to return to NL to settle (41%) than those who have been gone for a longer period of time, between 1990-1995 (36%) or prior to 1990 (28%).

- Respondents living in the Atlantic provinces are more likely to have plans to return (41%) than those living in Alberta, Ontario, or elsewhere (34%, 35%, and 36% respectively).
- Again, a higher percentage of expatriates from the Avalon SSP region have plans to return to NL to settle (45%) compared to those from the SSP regions of North East Avalon (36%), Cormack-Grenfell (35%), Central (35%), Eastern (32%), and Labrador (32%).
- There were no significant differences between those of various marital status.

Chart 22: When Expatriates Plan to Return to NL to Settle

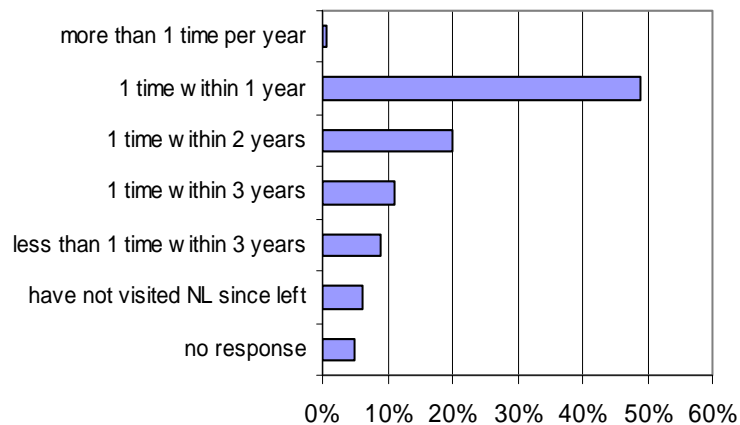


- The 700 expatriates who indicated they plan to return to NL to settle were also asked when they plan to do so. The majority of these respondents plan to return to the province to settle in less than 10 years (62%). However, this represents 22% of all expatriates who responded to this survey.
- The percentages of men and women who want to return to NL within one year were near equal, with 8% and 7% respectively. However, a higher percentage of women (34%) compared to the men (28%) plan to settle in NL within 1 to 4 years, while, more men than women indicated plans to settle in the province within 5 to 9 years (27% and 21% respectively).
- Expatriates under the age of 30 are more likely than those in the 30-49 age range to plan to return to NL within 1 to 4 years (37% vs 24% respectively).

- Expatriates who left the province more recently (between 1996-2003) were more likely to settle in NL sooner than those who left the province earlier. Forty-one per cent of those who left between 1996-2003 plan to settle in NL within the next four years, while 35% of those who left between 1990-1995, and 31% of expatriates which left the province prior to 1990, have plans to settle in the province within the next four years.
- Respondents living in Alberta (42%) are more likely to plan to return to NL to settle within the next four years than those living in the Atlantic Provinces (40%), Ontario (34%), and other areas (38%).

- The 700 expatriates who indicated they plan to return to NL to settle were also asked if they plan to settle in their hometown within the province. Over one half of these respondents (53%) indicated their plan to settle in their hometown when they return to the province. However, this represents just 19% of all expatriates who responded to this survey.
- Some of the reasons identified by those not planning to settle in their hometown within NL included:
 - Lack of jobs and other opportunities (n=84)
 - Want to work and live in a larger center (n=68)
 - Hometown is too small (n=55)
 - Hometown is too isolated (n=20)
 - Hometown is not a thriving place (n=19)

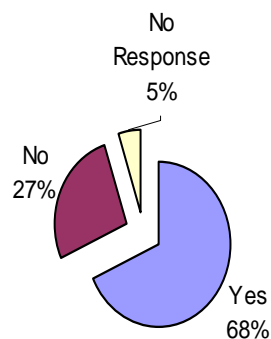
Chart 23: Frequency of Expatriates Visiting NL



- Expatriate Newfoundlanders and Labradorians visit the province once per year (49%). Some visit once every two years (20%), while others indicated they visit NL once within a 3 year period (11%). Very few visit the province more than once per year (0.3%), and others have not visited since they left (6%).
- More women than men visit the province once per year (53% compared to 47%). However, there are no major differences between genders of those that visit every 2 years, or every 3 years.
- Expatriates under the age of 30 years visit NL more often than those in the older age groups. Over two-thirds of those under 30 years said they visit NL once per year (67%) compared to those 30-49 years of age (42%) or those 50 years and older (32%).
- Expatriates who left the province more recently (between 1996-2003) are more likely to visit NL sooner than those which left the province earlier. Sixty-one per cent of those that left between 1996-2003 visit NL once per year, while 47% of those that left between 1990-1995, and 32% of expatriates which left the province prior to 1990, visit once per year.

- Respondents living in the Atlantic provinces (73%) are more likely to visit NL once per year than those living in Ontario (56%), Alberta (32%), and other areas (43%).
- A higher percentage of expatriates from the Avalon SSP region visit NL once per year (61%) compared to those from the SSP regions of North East Avalon (55%), Labrador (49%), Eastern (48%), Cormack-Grenfell (44%), and Central (44%).
- Married/common law expatriates visit NL less often than others (single/widow/separated/divorced). Forty-four percent of married or common law expatriates visit NL once per year compared to 62% of others (single/widow/separated/divorced).

Chart 24: Expatriates Willing to Return to NL to Live for Full-time Employment



- Newfoundlanders and Labradorians who currently live outside the province were asked if they would return to NL to live if they were able to obtain full time employment. Many (68%) said they would, while 27% said they would not return to NL for full time employment.
- More men than women indicated they would return to the province for full time employment (70% compared to 65%).
- Expatriates under the age of 30 are more likely to return to NL to live if able to obtain employment (77%) than those in the older age groups of 30-49 years of age (68%) or those 50 years and older (40%).
- Expatriates who left the province more recently are more likely to return to NL for employment than are those who left the province earlier. Seventy-four per cent of those who left between 1996-2003 said they would return for employment, while 67% of those that left between 1990-1995, and 57% of expatriates which left the province prior to 1990, indicated they would return to live in the province if full time employment was available to them.
- Respondents living in Alberta (70%) are only slightly more likely to return to NL for full time employment compared to those living in Ontario (69%), the Atlantic Provinces (66%), and other areas (65%).
- A higher percentage of expatriates from the Avalon SSP region said they would return to the province if they were able to obtain full-time employment (78%) compared to those from the SSP regions of Central (70%), Eastern (66%), North East Avalon (65%), Labrador (65%), and Cormack-Grenfell (64%).
- Married/common law expatriates are less likely to return to NL for full time employment (66%) compared to expatriates of another marital status (single/widow/separated/divorced) (71%).

4 Key Findings and Conclusions

Based on the survey results, the following findings and overall comments about Newfoundlanders and Labradorians who have left the province and are living elsewhere are presented:

4.1 *Education and Training*

- Prior to leaving NL, most expatriates (70%) had received some post-secondary training; 29% graduated from a university degree program, 18% from a trade/technical program, and 11% have a community college diploma/certificate.
- A higher percentage of those under the age of 30 years had obtained a university education (38%) than those in the 30-49 years range (28%) or in the 50+ age range (7%). However, those in the younger age group were least likely to have obtained a trade/technical education compared to the older age groups.
- Prior to leaving the province, one half of respondents were employed. Over one half (55%) of those working were employed in a permanent and full time position.
- A higher percentage of those from the Northeast Avalon and Labrador regions were employed compared to the other Strategic Social Plan regions of Avalon, Eastern, Central, and Cormack-Grenfell.
- Since Leaving NL, 81% of expatriates are employed. Most of those employed are working in permanent-full time positions. More men (89%) are employed in permanent full-time positions compared to the women (80%).

4.2 *Experience with Career Counselling*

- Prior to leaving NL, most (80%) expatriates had not spoken to a professional career counsellor regarding future career opportunities in the province. Women were only slightly more likely than men to have spoken to a career counsellor about future career opportunities in NL. Since leaving the province, over ninety per cent (93%) of all expatriates indicated they have not spoken to a professional career counsellor regarding future career opportunities in NL.
- Those under the age of 30 years (20%) were more likely to have spoken to a career counsellor regarding future job opportunities than those in the 30-49 years range (15%) or in the 50+ age range.
- Those who left the province prior to 1990 were least likely to have spoken with a career counsellor (11%) than those who left between 1990-1995 (16%), and between the years 1996-2003 (18%).

- Expatriates from the SSP regions of Avalon (20%) and Cormack-Grenfell (17%) were more likely to have spoken with a career counsellor than those from Central (15%), Eastern (15%), Northeast Avalon (14%), or Labrador (11%) regions.
- The most commonly cited location of where expatriates spoke with a career counsellor in NL was a post-secondary institution, followed by local high school.
- Over one half of expatriates who had spoken to a career counsellor said they received useful information about future job opportunities in NL. While this is the case, individuals are not taking advantage of career planning supports to seek career advice or to find out about possible job opportunities. These individuals need additional encouragement to use the information available to their advantage.

4.3 Knowledge of Local Labour Markets

- Over one half (54%) of expatriates surveyed indicated they believe there are future job opportunities in NL.
- Expatriates under 30 years of age (58%) are more likely to believe there are future job opportunities in NL than the older age groups of 30-49 (52%), and 50 years and older (53%).
- Expatriates from the Northeast Avalon SSP region and the Avalon SSP region are more positive about the future job opportunities in the province, with 61% and 60% respectively, believing there are future job opportunities in NL, compared to Eastern (53%), Central (50%), Cormack-Grenfell (51%) and Labrador (51%).
- Newfoundlanders and Labradorians who are now residing in the Atlantic provinces are also more positive about future job opportunities in NL (65%), compared to those living in Alberta or Ontario (51% and 52% respectively).
- When asked to rate industry sectors as having a good or poor future outlook for jobs in NL, expatriates were generally optimistic about the future of the province. Those sectors receiving the highest percentages for a “good” rating included hospitality/tourism, mining/oil & gas, construction, community services, business administration, and food services.
- Less than one half of expatriates (44%) search for job opportunities in NL and over one half do not. Men are slightly more likely than women to search for job opportunities in the province (45% compared to 42%).
- A higher percentage of expatriates under the age of 30 years (54%) search for jobs in NL than do those in the older age groups of 30-49 years (42%), and over 50 years of age (18%). Married/common law expatriates are less likely than others (single/widow/separated/divorced) to search for jobs (41% compared to 49%).

- Expatriates who left the province more recently, between 1996 – 2003, are more likely to search for jobs in the province (53%) than are those who have been gone for a longer period of time, between 1990-1995 (41%) or prior to 1990 (29%). More expatriates from the SSP regions of Avalon, Eastern, and North East Avalon search for jobs in the province (53%, 46%, and 44% respectively) than do those from the SSP regions of Cormack-Grenfell (41%), Labrador (41%), and Central (40%).
- The majority of the 850 expatriates who indicated they do search for job opportunities in NL said they search for NL jobs once per month (62%). A further 17% indicated once every 3 months as the frequency of such job searches, while 12% perform NL job searches once every 6 months.
- Expatriates who left the province more recently search for jobs in NL more frequently than do those who left the province earlier. Sixty-five per cent of those that left between 1996-2003 perform NL job searches once every month, while 57% of those who left between 1990-1995, and 54% of expatriates which left the province prior to 1990, search for jobs once per month
- Respondents living in the Atlantic Provinces (72%) search for jobs in NL more frequently (once per month) than do those living in Alberta (66%), Ontario (62%), and other areas (52%).
- Most expatriates searching for jobs in NL use the internet (n=687). Local newspapers (n=340) is the next most common source used by expatriates, followed by personal contacts (n=289), and a HRSDC office (n=266).
- As shown in the following section, the existence of job opportunities is a key reason individuals plan to leave or return to the province. It is therefore important that Newfoundlanders and Labradorians who are currently living in the province, as well as those who left, are more informed about existing job opportunities in NL. As it is shown that many are not discussing their career plans or future job opportunities with career counsellors, it is important that these individuals are provided with updated information of future job opportunities, and that they are encouraged to access career resources such as career counsellors.

4.4 Decision to Leave and Return to Newfoundland and Labrador

- Expatriates were asked if they have family or friends currently living in NL. Almost all of them (97%) said they do. Expatriates from the North East Avalon SSP region were less likely to have family and friends still living in the province (96%) than those of the SSP regions of Avalon (100%), Eastern (97%), Cormack-Grenfell (98%), Labrador (98%), and Central (98%).

- 70% of expatriates have family and friends living near their current residence outside NL. Expatriates who left the province prior to 1990 are more likely to have family and friends living near them (75%) compared to those who left more recently, between 1996 – 2003 (68%), and between 1990-1995 (67%). Expatriates over 50 years old are more likely to have family and friends living near their current residence than the younger age groups. Further, respondents living in Alberta or Ontario are more likely to have family and friends living near them (78% and 79% respectively) than those living in the Atlantic provinces (65%) or elsewhere.
- Expatriates were asked if they know of any family members or friends who are residing in NL and are planning to leave the province within the next 5 years. Close to one half (42%) said “yes”, with 57% saying “no”. A higher percentage of those under the age of 30 years (57%) indicated they have family/friends planning to leave the province within the next 5 years compared to those in the older age groups of 30-49 years (36%), and over 50 years of age (20%). Expatriates who left the province more recently, between 1996 – 2003, are more likely to know of family/friends planning to leave NL (55%) than those who left between 1990-1995 (35%) or prior to 1990 (24%).
- A higher percentage of expatriates from the SSP regions of Avalon or Labrador indicated they know of family/friends planning to leave the province (48% and 46% respectively) than those from the SSP regions of North East Avalon (43%), Cormack-Grenfell (38%), Eastern (41%), and Central (40%). As well, respondents living in Alberta are more likely to know of family/friends planning to leave NL within the next 5 years (47%) than those living in Ontario (40%), the Atlantic provinces (40%), or elsewhere (40%).
- The main reasons expatriates left NL were to obtain employment (99%), not many job opportunities in NL (60%), jobs in NL are too low-paying (40%), want to experience life outside NL (40%), and NL has poor economic prospects (33%).
- Seventy-five per cent of expatriates said they would like to return to NL to settle. A higher percentage of expatriates under the age of 30 years (82%) want to return to the province to settle than those in the older age groups of 30-49 years (75%), and over 50 years of age (57%).
- Expatriates who left the province more recently, between 1996 – 2003, are more likely to want to return to the province (80%) than those who have been gone for a longer period of time, between 1990-1995 (77%) or prior to 1990 (65%).
- A higher percentage of expatriates from the Avalon SSP region want to return to NL to settle (87%) compared to those from the SSP regions of North East Avalon (75%), Eastern (74%), Cormack-Grenfell (72%), Labrador (67%), and Central (75%).
- Only one third (36%) of expatriates have actual plans to return to NL to settle. Another one third (35%) are undecided.

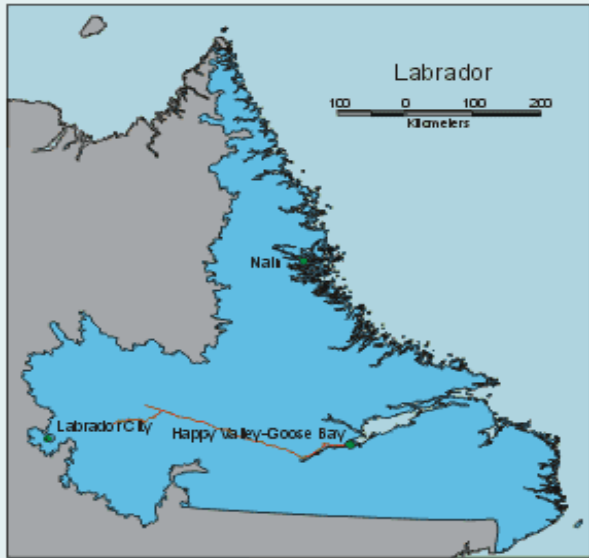
- These 700 expatriates who indicated they do plan to return to the province to settle were also asked when they plan to do so. The majority of these respondents plan to return to the province to settle in less than 10 years (62%). However, this represents 22% of all expatriates who responded to this survey. These expatriates were also asked if they plan to settle in their hometown of NL, with 53% indicating “yes”. Some of the reasons for those not planning to settle in their hometown include the lack of jobs and other opportunities, the desire to work and/or live in a larger center, or their hometown is small, isolated, and/or not a thriving place.
- Expatriate Newfoundlanders and Labradorians visit the province once per year (49%). Some visit once every two years (20%), while others indicated they visit NL once within a 3 year period (11%). More women than men visit the province once per year (53% compared to 47%). Expatriates under the age of 30 years visit NL more often than those in the older age groups. Over two-thirds of those under 30 years said they visit NL once per year (67%) compared to those 30-49 years of age (42%) or those 50 years and older (32%). Also, expatriates who left the province more recently (between 1996-2003) are more likely to visit NL sooner than those who left the province earlier.
- A higher percentage of expatriates from the Avalon SSP region visit NL once per year (61%) compared to those from the SSP regions of North East Avalon (55%), Labrador (49%), Eastern (48%), Cormack-Grenfell (44%), and Central (44%). Further, respondents living in the Atlantic provinces (73%) are more likely to visit NL once per year than those living in Ontario (56%), Alberta (32%), and other areas (43%).
- Most Newfoundlanders and Labradorians who currently live outside the province said they would return to NL to live if they were able to obtain full-time employment (68%). More men than women indicated they would return to the province for full-time employment (70% compared to 65%). Also, those under the age of 30 are more likely to return to NL to live if able to obtain employment (77%) than those in the older age groups of 30-49 years of age (68%) or those 50 years and older (40%).
- Expatriates who left the province more recently are more likely (74%) to return to NL for full-time employment than those who left the province earlier, between 1990-1995 (67%), and prior to 1990 (57%). A higher percentage of expatriates from the Avalon SSP region said they would return to the province if they were able to obtain full-time employment (78%) compared to those from the SSP regions of Central (70%), Eastern (66%), North East Avalon (65%), Labrador (65%), and Cormack-Grenfell (64%).
- Generally, many expatriate Newfoundlanders and Labradorians have the desire to return to the province to settle. However, the lack of full-time job opportunities seems to be the main reason they left and the barrier preventing individuals from returning. This trend is more apparent among those who are under the age of 30 years, those who left the province more recently, and expatriates from the Avalon SSP region. While many have family and friends living near their current residence outside of NL, close to 100% also still have family living in the province.

Appendix A: Human Resources Directional Team

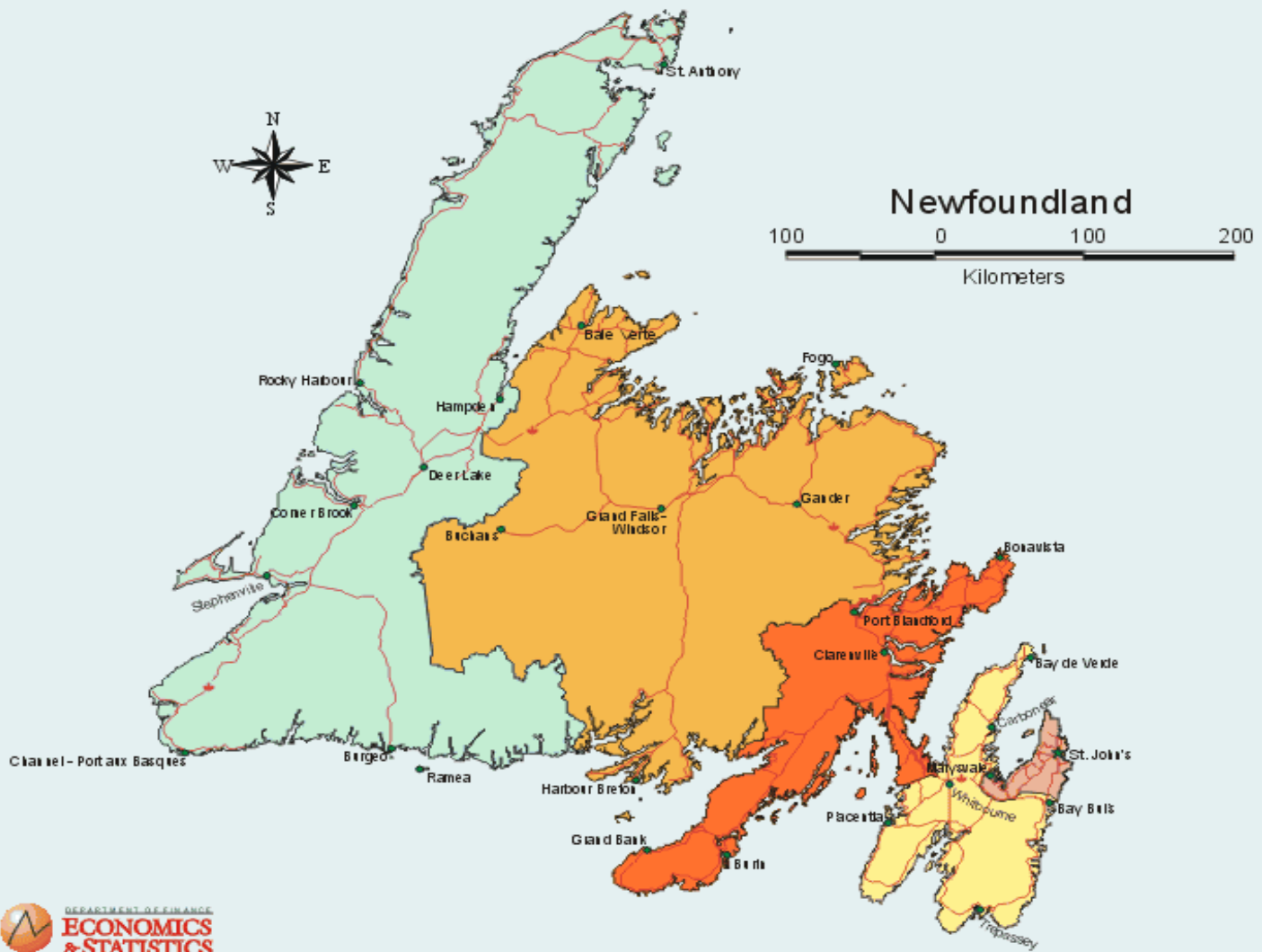
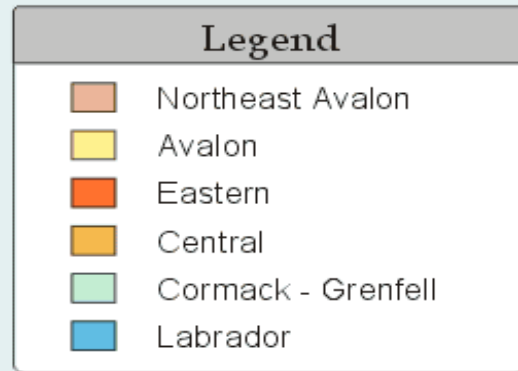
The following individuals participated in a working group to implement the Cormack-Grenfell SSP Human Resources Strategy.

Joe Arruda	Assistant Director of Personnel, School District # 4 (Cormack Trail School Board) (HR Team Member: November 2003 - Present)
John Davis	Planning Specialist, Department of Innovation, Trade and Rural Development
Paul Graham	Career Development Specialist, Department of Human Resources, Labour and Employment
Doris Hancock	Regional Planner, Cormack-Grenfell Regional Strategic Social Plan (HR Team Member: February 2002 – present)
Joanne Kendrick	Human Resources Researcher, Cormack-Grenfell Regional Strategic Social Plan
Bev Kirby	Director, Community Education Network (HR Team Member: December 2003 - Present)
Violet Pack	Guidance Counsellor, School District # 4 (Cormack Trail School Board) (HR Team Member: December 2003 - Present)
Danny Park	Labour Market Specialist, Human Resources Skills Development Canada
Richard Parsons	Assistant Director of Personnel, School District #3 (Corner Brook/Deer Lake/St. Barbe) (HR Team Member: September 2001 – April 2003)
Amanda Stratton	Student, College of the North Atlantic (Corner Brook campus) (HR Team Member: June 2002 – February 2004)
Alicia Sutton	Regional Planner, Labrador Regional Strategic Social Plan; former Regional Planner of Cormack-Grenfell Regional Strategic Social Plan (HR Team Member: September 2001 – February 2002)
Shawn Wells	Guidance Counsellor, School District # 2 (Northern Peninsula-Labrador South) (HR Team Member: September 2001 – June 2003)

Appendix B: Map of Strategic Social Plan Regions



Strategic Social Plan Regions



Appendix C: Survey of Expatriate Newfoundlanders & Labradorians

The following survey is being conducted by the Cormack-Grenfell Regional Strategic Social Plan, an initiative of the Government of Newfoundland & Labrador. The purpose of this survey is to gather information on why you left Newfoundland and Labrador, and your knowledge of career opportunities in the province. This information may be used to plan a strategy to ensure that people are receiving adequate career-related information useful to make long-term plans, and possibly return to Newfoundland & Labrador. Please be assured that all individual responses will be kept strictly confidential.

Please **DO NOT** place your name on this survey!!!

Demographics

Hometown (within NF & LAB):

Year left Newfoundland and Labrador: _____ Gender: Male Female

Current Residence (specify community/province/state/country):

Marital Status: Single (never married) Married/Common-law Separated/Divorced Widowed

Age: under 20 years 20 - 29 years 30 - 39 years 40 - 49 years 50 + years

Part A - Residential Decisions

Questions regarding your decision to leave and/or return to Newfoundland & Labrador

1. Do you have family living in Newfoundland and Labrador?
 Yes No
2. (a) Do you have family and/or friends living near your current residence outside Newfoundland & Labrador?
 Yes No
- (b) Do you know of any family members or friends who are residing in the province of Newfoundland & Labrador and are planning to move out of the province within the next 5 years?
 Yes No (go to Q#3)
- (c) How many family members or friends are planning to move out of the province within the next 5 years?
Family: 2 or less 3 - 5 6 - 10 more than 10
Friends: 2 or less 3 - 5 6 - 10 more than 10

3. What is the main reason(s) you left the province of Newfoundland and Labrador?
(Check all that apply)

- “ to attend post-secondary institution (*eg. trade school, community college, university, etc.*)
- “ to get a job
- “ to start my own business
- “ to obtain employment specific to my training
- “ cost of living too high/expensive within Newfoundland & Labrador
- “ not many job opportunities in Newfoundland & Labrador
- “ poor economic prospects for the future of Newfoundland & Labrador
- “ want to experience life outside of Newfoundland & Labrador
- “ jobs in Newfoundland & Labrador are too low-paying
- “ Newfoundland & Labrador is too small
- “ Newfoundland & Labrador is too isolated
- “ Newfoundland & Labrador has little to offer for young people
- “ to be near my children and/or grandchildren
- “ to be near friends and/or family other than my children/grandchildren
- “ to be near spouse/partner
- “ health-related (*ie. to receive better or more available health care*)
- “ other

4. Would you like to return to Newfoundland and Labrador to settle? (*ie. to live, work, and/or retire*)

- “ Yes (Why)
- “ No (Why Not)

5. Do you plan to return to Newfoundland and Labrador to settle? (*ie. to live, work, and/or retire*)

- “ Yes “ No (**go to Part B - Q#8**) “ undecided (**go to Part B - Q#8**)

6. When do you plan to return to Newfoundland and Labrador to settle? (*ie. to live, work, and/or retire*)

- “ less than 1 year “ 1 - 4 years “ 5 - 9 years “ 10 - 19 years “ 20 + years

7. Do you plan to settle in your home town? (*ie. to live, work, and/or retire*)

- “ Yes (Why)
- “ No (Why Not)

Part B - Career Resources / Education / Employment

Questions regarding your education background, employment history, and access to career resources

8. **Prior to leaving Newfoundland & Labrador:**

Did you speak with a professional career counselor regarding future career opportunities in Newfoundland and Labrador?

“ Yes **“** No (go to Q# 8e)

(b) From where? (Check all that apply).

- “** local high school (*specify school and community*) _____
- “** a post-secondary institution (*specify school & community*)
- “** HRDC (*Human Resources Development Canada*) (*specify office location*)
- “** HRE (*Human Resources & Employment*) (*specify office location*)
- “** other (*specify*)

(c) Did the career counselor provide you with useful information regarding future job opportunities in Newfoundland & Labrador?

“ Yes (go to Q# 8e) **“** No

(d) What type of information were you seeking that you were unable to obtain?

(e) What was the highest level of education you achieved?

- “** grade level (*specify grade*)
- “** high school (*specify school & town*)
- “** trade/technical (*specify school & province*)
- “** **some** trade/technical (*attended but incomplete - specify school & province*)
- “** community college (*specify school & province*)
- “** **some** community college (*attended but incomplete - specify school & province*)
- “** university (*specify school & province*)
- “** **some** university (*attended but incomplete - specify school & province*)

(f) Were you employed?

“ Yes (*specify below*) “ No (**go to Q# 9**)

(g) What was your job/occupation?

(h) What was your type of employment: (*select one below*)

- “ permanent & full-time (*35 hours or more per week & no reference to date of termination of employment*)
- “ permanent & part-time (*less than 35 hours per week & no reference to date of termination of employment*)
- “ temporary & full-time (*35 hours or more per week & reference to specific date of termination of employment*)
- “ temporary & part-time (*less than 35 hours per week & reference to specific date of termination of employment*)
- “ casual or call-in (*hours vary from week to week*)
- “ other (*specify*)

9. **Since leaving Newfoundland and Labrador:**

Have you spoken with a professional career counselor regarding future career opportunities in Newfoundland and Labrador?

“ Yes “ No (**go to Q#9e**)

(b) From where? (**Check all that apply**).

- “ local high school (*specify school and community*)
- “ a post-secondary institution (*specify school & community*)
- “ HRDC (*Human Resources Development Canada*) (*specify office location*)
- “ HRE (*Human Resources & Employment*) (*specify office location*)
- “ other (*specify*)

(c) Did the career counselor provide you with useful information regarding future job opportunities in Newfoundland & Labrador?

“ Yes (**go to Q#9e**) “ No

(d) What type of information were you seeking that you were unable to obtain?

(e) What is the highest level of education you have achieved?

- “ grade level (*specify grade*)
- “ high school (*specify school & town*)
- “ trade/technical (*specify school & province*)
- “ **some** trade/technical (*attended but incomplete - specify school & province*)
- “ community college (*specify school & province*)
- “ **some** community college (*attended but incomplete - specify school & province*)
- “ university (*specify school & province*)
- “ **some** university (*attended but incomplete - specify school & province*)

(f) Are you employed?

- “ Yes (*specify below*) “ No (**go to Part C - Q#10**)

(g) What is your job/occupation?

(h) What is your type of employment: (*select one below*)

- “ permanent & full-time (*35 hours or more per week & no reference to date of termination of employment*)
- “ permanent & part-time (*less than 35 hours per week & no reference to date of termination of employment*)
- “ temporary & full-time (*35 hours or more per week & reference to specific date of termination of employment*)
- “ temporary & part-time (*less than 35 hours per week & reference to specific date of termination of employment*)
- “ casual or call-in (*hours vary from week to week*)
- “ other (*specify*)

Part C - Knowledge of Employment Opportunities

Questions regarding your knowledge of future job opportunities of Newfoundland & Labrador

10. (a) Do you search for job opportunities in Newfoundland and Labrador?
“ Yes “ No (go to Q#11)
- (b) **How often** do you search for job opportunities in Newfoundland and Labrador?
- “ more than 1 time every month
 - “ 1 time every month
 - “ 1 time every 3 months
 - “ 1 time every 6 months
 - “ 1 time every year
 - “ less than once every year (*ex. once every 2 years, once every 3 years, etc*)
- (c) Which source(s) do you use to search for job opportunities in Newfoundland and Labrador?
(Check all that apply)
- “ local newspapers (*specify newspapers*)
 - “ Internet (*specify websites*)
 - “ HRDC (*Human Resources Development Canada*) (*specify office location*)
 - “ HRE (*Human Resources & Employment*) (*specify office location*)
 - “ Career Magazines (*specify magazines*)
 - “ Recruiting Agencies (*specify agencies*)
 - “ contact employers (*specify employers*)
 - “ personal contacts (*specify type- ex. family, friends, neighbor, landlord, etc*)
 - “ other (*specify*)
11. How often do you visit Newfoundland and Labrador?
- “ more than 1 time per year
 - “ 1 time within 1 year
 - “ 1 time within 2 years
 - “ 1 time within 3 years
 - “ less than 1 time within 3 years
 - “ I have not visited Newfoundland and Labrador since leaving in (*specify year*)
12. Would you return to Newfoundland and Labrador to live if you were able to obtain full time employment?
“ Yes “ No
13. Do you believe there are future job opportunities in Newfoundland & Labrador?
“ Yes “ No

14. Please rate the following industry sectors on how you think the future looks for potential job opportunities in Newfoundland & Labrador: (Check the appropriate box)

	Very Poor	somewhat Poor	somewhat Good	Very Good	Unsure
a) Agriculture (eg. farming)	“	“	“	“	“
b) Art (eg. music, acting, photography)	“	“	“	“	“
c) Automotive Services (eg. auto dealerships)	“	“	“	“	“
d) Business Administration (eg. finances)	“	“	“	“	“
e) Communications (eg. journalism, TV/radio)	“	“	“	“	“
g) Construction (eg. carpentry, road construction)	“	“	“	“	“
h) Craft & Apparel (eg. Designer, production,)	“	“	“	“	“
i) Education (eg. teaching,)	“	“	“	“	“
j) Electronics (eg. repair/installation, sales)	“	“	“	“	“
k) Engineering (eg. civil, mechanical, electrical)	“	“	“	“	“
l) Environment (eg. geology, environmentalists)	“	“	“	“	“
m) Food Services (eg. chef, waitress, caterer)	“	“	“	“	“
n) Fisheries & Aquaculture (eg.biologist, officer)	“	“	“	“	“
o) Forestry (eg. loggers, labourers, foresters)	“	“	“	“	“
p) Health (eg. nursing, nutritionists, technicians)	“	“	“	“	“
q) Hospitality/Tourism (eg. tourguides, hotels)	“	“	“	“	“
r) Information Technology (eg. programmer)	“	“	“	“	“
s) Law Enforcement (eg. police, lawyer)	“	“	“	“	“
t) Mining/Oil & Gas (eg. geologist, drilling)	“	“	“	“	“
u) Office Support (eg. secretary, research)	“	“	“	“	“
v) Recreation (eg. coaching, planner)	“	“	“	“	“
w) Retail (eg. small business owners, salesperson)	“	“	“	“	“
x) Transportation (eg. air services, truck driver)	“	“	“	“	“
y) other _____	“	“	“	“	“

15. What sources of information has influenced your response to the above question? (eg. news programs, magazine/newspaper articles, what people are saying, reports, etc.)

16. If you have any further comments related to the areas covered in the survey, please add comments here.

17. How did you find out about this survey? (Check all that apply)

- “ through a link on another webpage (specify webpage)
- “ through an advertisement or article in a magazine (specify magazine)
- “ through an advertisement or article in a newspaper (specify newspaper)
- “ heard from a friend/family member who is living in Newfoundland & Labrador
- “ heard from a friend/family member who is living outside Newfoundland & Labrador and who is also a Newfoundlander & Labradorian
- “ through a co-worker or neighbor
- “ through another source (specify source)

Thank you for your time and cooperation.

Appendix D: List of Charts

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Appendix E: Detailed Survey Tables

Table number corresponds to the chart number in the body of this report. **A small number of respondents did not indicate their gender (n=45), their hometown in NL (n=17), marital status (n=18), age (n=15), current residence outside NL (n=46), and the year they left NL (n=62).** These individuals are not reported on in the cross-tabulation results, but have been included in the total number and percent in each table. The main focus of each table appears in **bold** and has full **UPPER CASE** lettering.

Some caution should be taken in interpreting results based on a small number of responses.

Some columns may actually total 99% or 101% due to rounding.

TABLE 1
Respondent Distribution by SSP REGION , GENDER, AGE & MARITAL STATUS

SSP REGION	Survey Responses	Percent N=1951
Northeast Avalon	519	27%
Avalon	222	11%
Eastern	223	11%
Central	484	25%
Cormack-Grenfell	423	22%
Labrador	63	3%
No response	17	1%
Total	1951	100%
GENDER		
Men	916	47%
Women	990	51%
Not Stated	45	2%
Total	1951	100%
MARITAL STATUS		
Single	471	24%
Married / Common law	1353	69%
Separated / Divorced / Widowed	109	6%
No response	18	1%

	Total	1951	100%
AGE			
Under 20 years		14	1%
20-29 years		679	35%
30-39 years		695	36%
40-49 years		316	16%
50 + years		232	12%
No response		15	1%
	Total	1951	100%

TABLE 2
Respondent Distribution by YEAR LEFT AND CURRENT RESIDENCE

YEAR LEFT NL	Survey Responses	Percent N=1951
Prior to 1990	561	29%
Between 1990-1995	341	17%
Between 1996-2003	987	51%
No response	62	3%
	Total	1951
		100%
CURRENT RESIDENCE		
Ontario	916	41%
Alberta	990	22%
Atlantic Provinces	239	12%
Manitoba	29	2%
Nunavut / NW Territories	40	2%
Quebec	18	1%
Saskatchewan	19	1%
British Columbia	119	6%
United States	192	10%
Outside North America	29	2%
No response	46	2%
	Total	1951
		100%

TABLE 3
Prior to Leaving NL - Highest Level Education Obtained by AGE and GENDER

	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Men (n=916)	Women (n=990)	Total Number	Percent (N=1951)
Grade Level	1%	4%	9%	2%	2%	68	4%
High School	13%	17%	26%	8%	9%	329	17%
Trade / Technical	16%	19%	19%	10%	8%	350	18%
Some Trade / Technical	2%	3%	3%	1%	1%	44	2%
Community College	11%	12%	5%	4%	6%	210	11%
Some Community College	1%	2%	1%	.5%	1%	34	2%
University	38%	28%	7%	14%	15%	573	29%
Some University	10%	7%	10%	4%	4%	162	8%
No Response	7%	8%	21%	4%	5%	181	9%
TOTAL	100%	100%	100	100%	100%	1951	100%

TABLE 4
Expatriates Employed Prior to Leaving NL by GENDER, AGE, YEAR LEFT

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	50%	50%	45%	53%	60%	50%	41%	54%	982	50%
No	44%	45%	52%	43%	28%	42%	53%	42%	862	44%
No Response	6%	5%	3%	5%	12%	8%	6%	4%	107	6%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%

TABLE 5
Before Left NL – Type of Employment by GENDER

	Men (n=462)	Women (n=498)	Total Number	Percent (N=982)
Permanent & Full time	55%	53%	1326	55%
Permanent & Part time	10%	12%	78	11%
Temporary & Full time	13%	12%	75	12%
Temporary & Part time	6%	9%	22	8%
Casual / Call in	6%	8%	16	7%
Other	8%	3%	29	5%
No Response	3%	2%	26	2%
TOTAL	100%	100%	1572	100%

TABLE 6
Expatriates Employed Since Leaving NL by GENDER, AGE, RESIDENCE

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=367)	Total Number	Percent (N=1951)
Yes	82%	79%	83%	83%	63%	83%	80%	76%	82%	1572	81%
No	5%	11%	8%	6%	15%	6%	7%	13%	8%	154	8%
No Response	13%	10%	9%	11%	22%	11%	12%	11%	10%	225	11%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%

TABLE 7
Since Leaving NL – Type of Employment by GENDER

	Men (n=753)	Women (n=786)	Total Number	Percent (N=1572)
Permanent & Full time	89%	80%	1326	84%
Permanent & Part time	2%	8%	78	5%
Temporary & Full time	4%	5%	75	5%
Temporary & Part time	1%	2%	22	1%
Casual / Call in	0.3%	2%	16	1%
Other	2%	2%	29	2%
No Response	2%	2%	26	2%
TOTAL	100%	100%	1572	100%

TABLE 8
Expatriates Spoken to Career Counsellor - Prior to Leaving NL by GENDER, AGE, YEAR LEFT, SSP REGION

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	15%	16%	20%	15%	4%	11%	16%	18%	307	16%
No	81%	79%	76%	81%	87%	83%	80%	78%	1552	80%
No Response	4%	5%	4%	4%	9%	6%	4%	4%	92	4%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%

SSP Region	Northeast Avalon (n=519)	Avalon (n=222)	Eastern (n=223)	Central (n=484)	Cormack- Grenfell (n=423)	Labrador (n=63)
Yes	14%	20%	15%	15%	17%	11%
No	81%	75%	81%	80%	79%	84%
No Response	5%	5%	4%	5%	4%	5%
TOTAL	100%	100%	100%	100%	100%	100%

TABLE 9
Where Expatriates Spoke with Career Counsellor – Prior to Leaving NL

	Number of mentions (n=307)	Percent* N=307
Local High School	121	39%
Post-Secondary Institute	150	49%
HRSDC office	96	31%
HRE office	26	9%
Other	21	7%
No response	14	5%

*Total may exceed 100% as multiple responses allowed.

TABLE 10
Career Counsellor in NL Provided Useful Information by GENDER

	Men (n=139)	Women (n=161)	Total Number	Percent (N=307)
Yes	50%	53%	160	52%
No	47%	42%	135	44%
No Response	3%	5%	12	4%
TOTAL	100%	100%	307	100%

TABLE 11
Expatriates Spoken to Career Counsellor -Since Leaving NL by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	2%	3%	4%	2%	2%	3%	3%	2%	49	3%
No	94%	92%	93%	94%	89%	91%	93%	94%	1816	93%
No Response	4%	5%	3%	4%	9%	6%	4%	4%	86	4%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%
Current Residence	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)						
Yes	3%	2%	4%	2%						
No	93%	93%	93%	94%						
No Response	4%	5%	3%	4%						
TOTAL	100%	100%	100%	100%						

TABLE 12
Expatriates Belief of Future Job Opportunities in NL by GENDER, AGE, CURRENT RESIDENCE, SSP REGION

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	54%	55%	58%	52%	53%	55%	54%	54%	1059	54%
No	41%	40%	38%	44%	33%	36%	41%	43%	783	40%
No Response	5%	5%	4%	4%	14%	9%	5%	4%	109	6%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)
Yes	51%	52%	65%	57%	61%	60%	53%	50%	51%	51%
No	45%	42%	31%	39%	34%	37%	43%	44%	43%	44%
No Response	5%	6%	4%	4%	6%	4%	5%	6%	6%	5%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TABLE 13
Expatriates Rating of Potential Job Opportunities by INDUSTRY SECTOR

Industry Sector	Poor	Good	Unsure	Number
Agriculture	57%	22%	20%	1776
Art	38%	45%	17%	1774
Automotive Services	25%	58%	17%	1773
Business				
Administration	22%	63%	14%	1767
Communications	33%	52%	15%	1766
Community Services	22%	64%	14%	1766
Construction	25%	64%	12%	1763
Craft / Apparel	40%	39%	20%	1751
Education	28%	61%	11%	1755
Electronics	29%	52%	20%	1748
Engineering	27%	57%	17%	1745
Environment	23%	61%	16%	1741
Fishery &				
Aquaculture	49%	37%	14%	1746
Food Services	22%	63%	15%	1744
Forestry	49%	37%	14%	1747
Health	31%	56%	13%	1746
Hospitality/Tourism	16%	72%	12%	1748
Information				
Technology	33%	53%	14%	1755
Law Enforcement	27%	55%	18%	1744
Mining / Oil & Gas	20%	65%	15%	1752
Office Support	27%	56%	17%	1735
Recreation	41%	38%	21%	1739
Retail	36%	50%	15%	1741
Transportation	35%	48%	17%	1747

TABLE 14

Expatriates Searching for Job Opportunities in NL by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, SSP REGION, MARITAL STATUS

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)		
Yes	45%	42%	54%	42%	18%	29%	41%	53%	850	44%		
No	50%	52%	41%	53%	68%	63%	53%	43%	990	51%		
No Response	5%	6%	4%	5%	14%	8%	6%	4%	111	5%		
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%		
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)	Married/ Common- law (n=1353)	Single/widow Separated/ Divorced/ (n=580)
Yes	46%	44%	46%	40%	44%	53%	46%	40%	41%	41%	41%	49%
No	48%	51%	47%	56%	50%	42%	50%	54%	53%	52%	53%	46%
No Response	6%	5%	7%	5%	6%	5%	4%	6%	6%	6%	6%	5%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TABLE 15

Frequency of Expatriates Searching for Job Opportunities in NL by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE

	Men		Under			Prior to 1990 (n=163)	1990-1995 (n=138)	1996-2003 (n=520)	Total Number	Percent (N=850)
	(n=413)	Women (n=417)	30 Years (n=377)	30-49 Years (n=424)	50+ years (n=42)					
More than 1 time every month	2%	3%	2%	2%	5%	1%	4%	3%	19	2%
1 time every month	62%	62%	65%	60%	52%	54%	57%	65%	523	62%
1 time every 3 months	14%	19%	18%	16%	12%	14%	15%	18%	141	17%
1 time every 6 months	13%	11%	10%	14%	14%	17%	15%	9%	100	12%
1 time every year	6%	2%	3%	4%	2%	6%	5%	3%	32	4%
Less than once every year	3%	3%	2%	3%	10%	7%	2%	2%	27	3%
No Response	1%	1%	1%	1%	5%	1%	1%	1%	8	1%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	850	100%
	Alberta (n=194)	Ontario (n=347)	Atlantic provinces (n=110)	Other Areas (n=178)						
More than 1 time every month	2%	2%	4%	3%						
1 time every month	66%	62%	72%	52%						
1 time every 3 months	19%	16%	10%	19%						
1 time every 6 months	8%	14%	6%	15%						
1 time every year	2%	3%	4%	7%						
Less than once every year	3%	3%	4%	3%						
No Response	1%	1%	1%	1%						
TOTAL	100%	100%	100%	100%						

TABLE 16

Sources Used by Expatriates to Search for Jobs in NL

	Number of mentions (n=850)	Percent* n=850
Internet	687	81%
Local Newspapers	340	40%
Personal Contacts	289	34%
HRDC office	266	31%
Contact Employers	91	11%
Recruiting Agencies	48	6%
Other	81	10%

*Total may exceed 100% as multiple responses allowed.

TABLE 17
Have Family/Friends Currently Living in NL by GENDER, AGE, YEAR LEFT, SSP REGION,

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	98%	98%	98%	99%	92%	96%	98%	99%	1901	97%
No	2%	1%	1%	1%	5%	3%	2%	1%	31	2%
No Response	1%	1%	1%	0.5%	3%	1%	0.3%	0.3%	19	1%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%
	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)				
Yes	96%	100%	97%	98%	98%	98%				
No	3%	0%	2%	1%	1%	2%				
No Response	1%	0.5%	1%	1%	1%	0%				
TOTAL	100%	100%	100%	100%	100%	100%				

TABLE 18
Have Family/Friends Living Near Current Residence Outside NL by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, MARITAL STATUS

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	71%	69%	70%	68%	77%	75%	67%	68%	1358	70%
No	28%	31%	29%	32%	21%	25%	32%	31%	572	29%
No Response	1%	1%	1%	1%	2%	1%	1%	1%	21	1%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)		Married/ Common-law (n=1353)	Single/widow Separated/ Divorced/ (n=580)			
Yes	78%	79%	65%	49%		70%	69%			
No	22%	20%	34%	50%		29%	30%			
No Response	1%	1%	1%	1%		1%	1%			
TOTAL	100%	100%	100%	100%		100%	100%			

TABLE 19

Have Family/Friends Leaving NL Within Next 5 Years by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, SSP REGION,

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)
Yes	44%	40%	57%	36%	20%	24%	35%	55%	811	42%
No	56%	59%	42%	63%	78%	75%	64%	44%	1112	57%
No Response	1%	1%	1%	1%	2%	1%	1%	1%	28	1%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)
Yes	47%	40%	40%	40%	43%	48%	41%	40%	38%	46%
No	52%	59%	59%	59%	55%	51%	57%	59%	61%	54%
No Response	1%	1%	1%	1%	2%	1%	2%	1%	1%	0%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TABLE 20

Expatriates Wanting to Return to NL to Settle by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, SSP REGION, MARITAL STATUS

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)		
Yes	77%	74%	82%	75%	57%	65%	77%	80%	1457	75%		
No	22%	24%	16%	24%	41%	33%	22%	19%	453	23%		
No Response	2%	1%	1%	1%	2%	2%	1%	1%	31	2%		
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%		
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)	Married/ Common- law (n=1353)	Single/widow Separated/ Divorced/ (n=580)
Yes	74%	77%	76%	75%	75%	87%	74%	75%	72%	67%	75%	76%
No	25%	22%	22%	24%	23%	13%	25%	23%	27%	32%	24%	22%
No Response	2%	1%	2%	1%	2%	0.5%	1%	1%	1%	2%	1%	2%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TABLE 21

Expatriates With Plans to Return to NL to Settle by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, SSP REGION, MARITAL STATUS

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)		
Yes	37%	35%	40%	36%	26%	28%	36%	41%	700	36%		
No	24%	29%	20%	28%	39%	35%	27%	22%	518	27%		
Undecided	37%	34%	37%	35%	31%	33%	35%	36%	681	35%		
No Response	2%	3%	2%	2%	4%	3%	3%	2%	52	3%		
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%		
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)	Married/ Common- law (n=1353)	Single/widow Separated/ Divorced/ (n=580)
Yes	34%	35%	41%	36%	36%	45%	32%	35%	35%	32%	36%	36%
No	30%	25%	26%	26%	27%	17%	25%	28%	31%	29%	28%	25%
Undecided	34%	37%	31%	36%	35%	35%	40%	36%	31%	37%	34%	36%
No Response	3%	2%	2%	2%	2%	3%	3%	2%	2%	3%	2%	2%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TABLE 22

When Expatriates Plan to Return to NL to Settle by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE

	Men (n=339)	Women (n=346)	Under 30 Years (n=278)	30-49 Years (n=360)	50+ years (n=61)	Prior to 1990 (n=159)	1990- 1995 (n=121)	1996- 2003 (n=400)	Total Number	Percent (N=850)
Less than 1 year	8%	7%	7%	6%	12%	5%	4%	9%	50	7%
Within 1-4 years	28%	34%	37%	24%	41%	26%	31%	33%	215	31%
Within 5-9 years	27%	21%	23%	23%	36%	26%	22%	24%	168	24%
Within 10-19 years	17%	19%	11%	26%	12%	28%	16%	15%	122	17%
20 or more years	18%	17%	20%	19%	0%	12%	25%	18%	124	18%
No Response	3%	3%	2%	4%	0%	4%	3%	3%	21	3%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	700	100%
	Alberta (n=142)	Ontario (n=280)	Atlantic provinces (n=99)	Other Areas (n=160)						
Less than 1 year	7%	6%	12%	6%						
Within 1-4 years	35%	29%	28%	31%						
Within 5-9 years	20%	23%	23%	30%						
Within 10-19 years	18%	18%	17%	16%						
20 or more years	17%	23%	16%	13%						
No Response	3%	3%	3%	3%						
TOTAL	100%	100%	100%	100%						

TABLE 23

Frequency of Expatriates Visiting NL by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, SSP REGION, MARITAL STATUS

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)		
More than 1 time per year	0.3%	0.1%	0.1%	0.3%	0.4%	0.2%	0.3%	0.3%	5	.3%		
1 time within 1 year	47%	53%	67%	42%	32%	32%	47%	61%	963	49%		
1 time within 2 years	20%	20%	16%	24%	16%	22%	23%	17%	390	20%		
1 time within 3 years	11%	9%	4%	13%	18%	16%	11%	7%	204	11%		
Less than 1 time within 3 years	10%	8%	2%	12%	16%	21%	11%	2%	180	9%		
Have not visited NL since Left	7%	6%	7%	5%	7%	4%	4%	8%	120	6%		
No Response	5%	4%	4%	4%	10%	5%	6%	4%	89	5%		
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%		
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)	Married/ Common- law (n=1353)	Single/widow Separated/ Divorced/ (n=580)
More than 1 time per year	0%	0.3%	0.4%	0.2%	0.2%	0.5%	0%	0.2%	0.5%	0%	0.3%	0.2%
1 time within 1 year	32%	56%	73%	43%	55%	61%	48%	44%	44%	49%	44%	62%
1 time within 2 years	25%	19%	11%	22%	19%	14%	20%	24%	21%	16%	22%	15%
1 time within 3 years	16%	9%	5%	12%	9%	8%	12%	12%	11%	10%	13%	5%
Less than 1 time within 3 years	11%	8%	4%	13%	8%	7%	11%	11%	10%	11%	10%	7%
Have not visited NL since Left	12%	4%	3%	7%	5%	5%	4%	5%	9%	10%	6%	7%
No Response	5%	5%	4%	4%	4%	4%	5%	4%	5%	5%	5%	4%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TABLE 24

Expatriates Willing to Return to NL for Full time Employment by GENDER, AGE, YEAR LEFT, CURRENT RESIDENCE, SSP REGION, MARITAL STATUS

	Men (n=916)	Women (n=990)	Under 30 Years (n=693)	30-49 Years (n=1011)	50+ years (n=232)	Prior to 1990 (n=561)	1990- 1995 (n=341)	1996- 2003 (n=987)	Total Number	Percent (N=1951)		
Yes	70%	65%	77%	68%	40%	57%	67%	74%	1319	68%		
No	25%	29%	19%	28%	47%	35%	28%	22%	523	27%		
No Response	5%	6%	4%	4%	13%	8%	5%	4%	109	6%		
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	1951	100%		
	Alberta (n=422)	Ontario (n=796)	Atlantic provinces (n=239)	Other Areas (n=448)	NorthEast Avalon SSP (n=519)	Avalon SSP (n=222)	Eastern SSP (n=223)	Central SSP (n=484)	Cormack- Grenfell SSP (n=423)	Labrador SSP (n=63)	Married/ Common- law (n=1353)	Single/widow Separated/ Divorced/ (n=580)
Yes	70%	69%	66%	65%	65%	78%	66%	70%	64%	65%	66%	71%
No	24%	25%	30%	31%	29%	18%	30%	25%	29%	29%	28%	25%
No Response	5%	7%	4%	5%	6%	4%	5%	5%	7%	6%	6%	4%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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