2022-2023 TRAINING YEAR
ANNUAL REPORT

CAnD3
THROUGHLINES

Upskilling the next generation of researchers in population analytics

CAnD3 | CONSORTIUM ON
ANALYTICS FOR DATA-DRIVEN
DECISION-MAKING

Land acknowledgement

McGill University is located on land which has long served as a site of meeting and exchange amongst Indigenous peoples, including the Haudenosaunee and Anishinabeg nations. McGill honours, recognizes and respects these nations as the traditional stewards of the lands and waters on which we meet today.

L'Université McGill est sur un emplacement qui a longtemps servi de lieu de rencontre et d'échange entre les peuples autochtones, y compris les nations Haudenosaunee et Anishinabeg. McGill honore, reconnaît et respecte ces nations à titre d'intendant traditionnel des terres et de l'eau sur lesquelles nous nous réunissions aujourd'hui.

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WHY THROUGHLINES?

For the first time in history, adults 65 years and over outnumber children 14 years and under in Canada.

Building equitable societies in the context of population aging across the world requires an integrated policy approach rooted in data-driven decision-making. To support such an approach, CAnD3 equips the next generation of population researchers with data analytics skills through our Population Analytics in an Aging Society training program.

Data analytics skills are throughlines because...

1 They are highly transferable **across** disciplines and sectors.

2 They help accelerate **exchanges** between stakeholders, notably researchers and decision-makers to transform evidence into policies.

3 They will be crucial to navigating **current and future** demographic shifts by providing insights from Big Data to drive social innovation.

This report showcases how CAnD3 is fostering these throughlines via the co-construction, co-implementation, and co-delivery of an innovative training program in partnership with multisectoral and international partners.
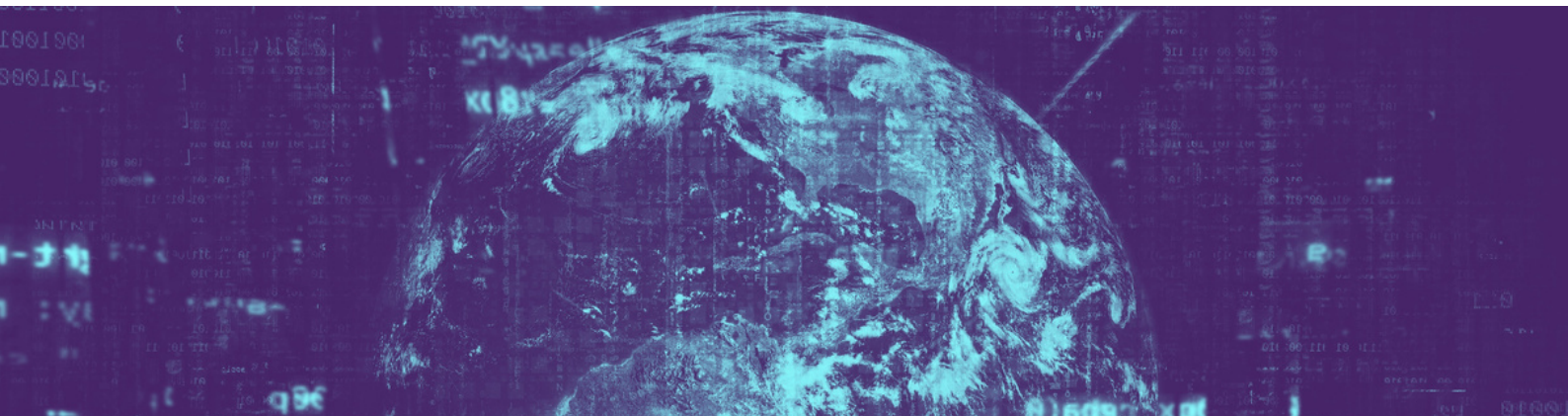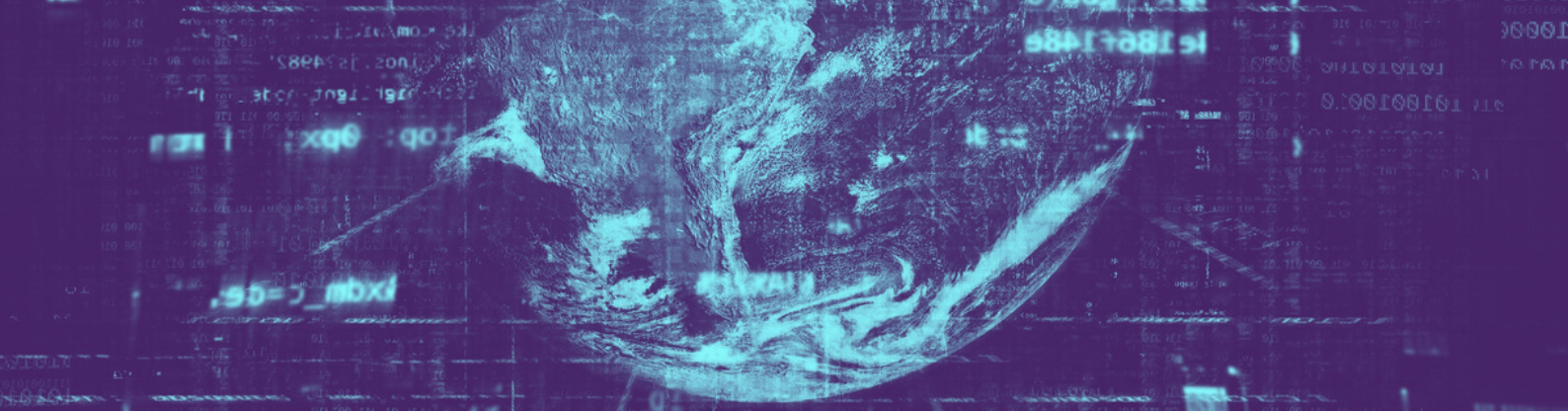
2023 marked the halfway point of the $2.5M Social Sciences and Humanities Research Council (SSHRC) Partnership Grant that formed CAnD3.

We reflect on our successes and progress so far and look ahead to doing more to support capacity-building in data-driven decision-making.

2022-2023 TRAINING YEAR
ANNUAL REPORT

The Consortium on Analytics for Data-Driven Decision-Making

Director's Message

Dear CAnD3 friends,

It's hard to believe, but 2023 already marked the midpoint of our partnership grant!

And yet it seems just like yesterday that we were facing a pandemic requiring a radical shift in our program delivery. Thanks to your unwavering support, we faced that challenge head on, and put together a more engaging and comprehensive remote program than I could ever have imagined.

Professor Amélie Quesnel-Vallée
CAnD3 Executive Director

With the program running at steady state thanks to the outstanding leadership of our Project Coordinator Arianne Rodriguez-Saltron and the steadfast support of our stellar CAnD3 staff team, we decided we were ready to innovate further by formally integrating hybrid offerings into our program.

Strong with the learnings of our 2022 pilot capstone event, we honed our processes, and in June 2023 we welcomed 79 persons at the McGill Faculty Club in Montréal, as well as 37 virtual attendees. They were treated to a most engaging Keynote Address, "Aging Across the Decades", delivered by none other than Dr. Anne Martin-Matthews, an internationally renowned sociologist of aging. The attendees included members from four cohorts of CAnD3 fellows as well as numerous academic and private, non-profit, and governmental partners, providing an exceptional networking experience for our fellows.

This partner commitment is also evident throughout the program, and we have accordingly already far exceeded the minimum matching goal of 35% set by our funder, the Social Sciences and Humanities Research Council of Canada (SSHRC). Indeed, I am delighted to report that the matching funds from our partners now exceed $1.3M, representing 54% matching to SSHRC's $2.5M. This is a clear indication of our partners' appreciation for the timeliness of this initiative and of the unmet needs it fills. To wit, 45% of the fellows who completed an internship between 2020 and 2022 continued to work beyond the end of the internship and 78% of these extensions resulted in offers for full-time positions.

Finally, 2023 presented another milestone for CAnD3, namely the submission of our midterm report to SSHRC. This report was the fruit of months of labor and careful data collection by staff and partners, so we were delighted that the SSHRC Expert Panel rated our midterm report enthusiastically. In their own words, they acknowledged that "[...] this project is meeting or exceeding all benchmarks" and further, "the committee judged that the annual report is an exemplary model of how to summarize accomplishments and give meaning to project activities." As I cannot think of a more positive note to end on, I will stop here to let you enjoy this latest iteration of said report!

THE TRAINING PROGRAM

*Our mission is to address the needs of aging societies by **innovating** in the way we use **data**.*

Capacity

We face a **bottleneck in data-driven decision making**: 65 per cent of employers report a skills shortage in data analytics. CAnD3 will prepare the **next generation** of and upskill current population researchers.

Connection

CAnD3 lives by the motto '**Strength in numbers**'. The training program is supported by 38 academic, public, not-for-profit, and private sector partners. The networks that CAnD3 facilitates are the true key to the **sustainability of these partnership**.

Creative solutions

Myriad decisions are being made in all sectors of society and particularly government, that affect millions of us. We must **accelerate exchanges** between academia and decision-makers so that these decisions are routinely informed by scientific evidence.

Our Objective

To collaboratively develop, implement, and deliver an innovative training program, Population Analytics in an Aging Society

To equip the next generation of academic and applied population researchers

With the knowledge, skills, and networks to support data-driven decision-making in aging societies.
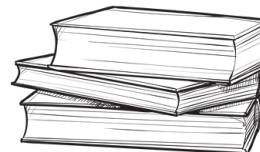
A program that sets Fellows apart

12 months
online training

$5,000+
fellowship award

160+ hours
experiential learning

Skillset Enhancement

A leading-edge suite of data science and policy mobilization skills to enhance employability

Connect with Experts

Learn from leading Canadian and international researchers and professionals

Interdisciplinary and Intersectoral

A robust program integrated with skills, substantive, and experiential training opportunities

Program Content

Substantive training areas in population aging

Education, Labour and Inequality

Examines how critical institutions of education and work shape our lives, and their interplay with a critical policy challenge, the secular rise in inequality

Family and Social Inclusion

Examines how families have changed over time, and how these changes affect health, wealth, and happiness

Well-Being and Autonomy

Examines how social and economic factors shape individuals' vulnerability to and experience of well-being and autonomy

Migration and Ethnicity

Examines how migration, ethnicity and indigenous issues are interwoven in the increasing pace of globalisation

Population data science training

Social media and demographic methods
Machine learning for social scientists
Population data visualization

Data-driven decision-making

Evidence-informed decision-making
Knowledge mobilization
Plain language writing

Program Components & Design

Core program components
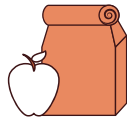
Lunch & Learn speaker series

Meet the Speaker

Connect2Learn training series

Skills modules

Professionalization training

Internships and applied projects

Program design

Program components	Training Objectives
	Acquire knowledge in population aging
	Build skills in population data science most relevant for today's workforce
	Gain an understanding of the data-to-decision making processes in non-academic sectors
	Build multidisciplinary, intersectoral & international professional networks
	Develop professional skills
	Apply knowledge & skills to investigating real world questions & communicating results

The Program

In the words of CAnD3 partners

"Many things about CAnD3 have been helpful to students, such as **expanding their networks** and **breaking their geographic and disciplinary boundaries**. While there is a shared set of core interests, the program also enhances opportunities for exposure to students and scientists with different backgrounds, from various disciplines, and from a **diverse collection of settings**. Participants enjoy interdisciplinary training that complement their core skills in a way that is **key for their growth as researchers**."

Emilio Zagheni
Director
Max Planck Institute for Demographic Research

"What jumps out to me with CAnD3 is the representation of **both academic and non-academic experts**. The topics covered really appear to both of those sectors. Talking to students who have participated in CAnD3, they are really excited about the **range of perspectives** from inside and outside academia."

Markus Schafer
Associate Professor
Department of Sociology, Baylor University

"CAnD3 is a great opportunity for Fellows to see there are **options outside of academia** Among economists there is sometimes a perception that we are the only ones doing quantitative work among social scientists, so the exposure to other social scientists using quantitative approaches is good for our doctoral trainees. The **interdisciplinarity further strengths** the program."

Michel Grignon
Health Economist and Professor
Department of Health, Aging and Society, McMaster University

CAnD3 FELLOWS

CAnD3 Fellows are multidisciplinary, pan-Canadian, and international with a diversity of skillsets and research interests.

Fellows are usually PhD candidates in population research, including but not limited to economics, demography, sociology, geography, political science, and psychology. Master's students and postdoctoral researchers are considered on a case-by-case basis.
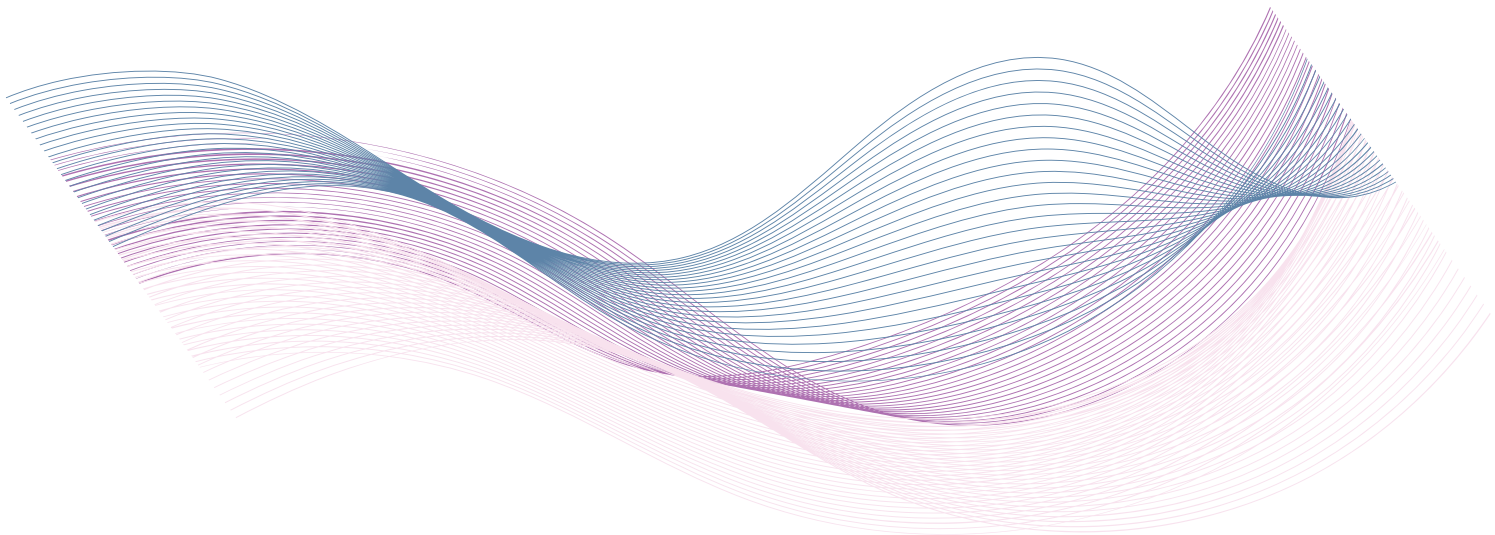
Our Fellows are united by the common goal of addressing the structural, policy, and institutional challenges facing aging societies.

Since the first year of the program in 2020 until 2023, CAnD3 trained 52 Fellows who are now part of our alumni network. Our alumni are now using their training to make real-world impact in academia, government, and private sectors. Many of our past Fellows return to the program as speakers and trainers.

Our newest 2023-2024 cohort is composed of 22 Fellows.

2020-2023 Cohorts Summary

52 Fellows

18 Universities

10 Time zones

525 Hours of remote training

Countless lines of R code

Cohorts by level of study

Post-doc
6 Fellows

PhD
37 Fellows

MA/MSc
9 Fellows
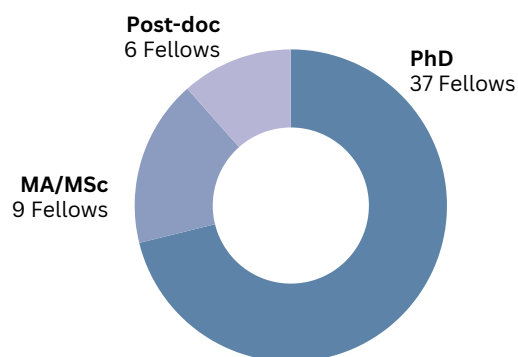
Cohorts by program of study

Program	Count
Sociology	28
Health & epidemiology	8
Demography	5
Economics	3
Geography	2
Politics and policy	2
Psychology	2
Urban planning	1
Interactive arts	1

0 5 10 15 20 25 30
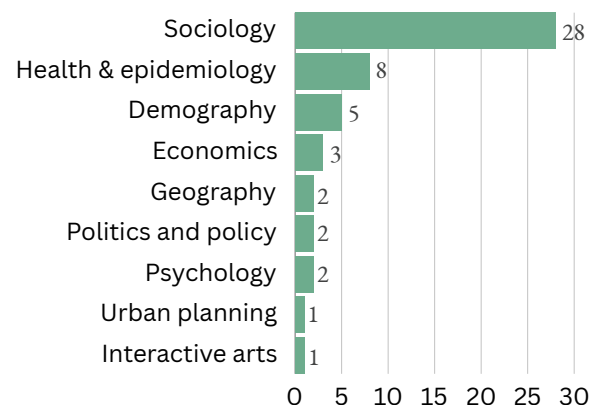
Cohorts by region of institution

Europe   3

USA   8

Canada   41
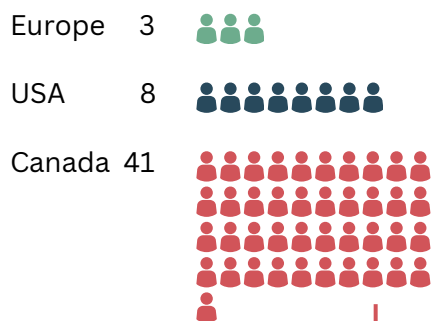
CAnD3 Alumni

Year 1 | 2020-2021 Cohort

Madeleine Steinmetz-Wood
McGill University

Daniel Tingskou
McMaster University

Emma Rodrigues
Simon Fraser University

Mari Aaltonen
University of Tampere
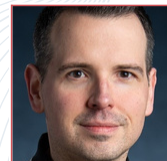
James Dunbar
University of New Brunswick

Andrew Lai
Columbia University

Evelina Akimova
University of Oxford

Sakeef Karim
McGill University

Ladanya Ramírez Surmeier
Florida State University
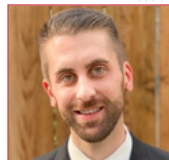
Anthony Jehn
University of Western Ontario
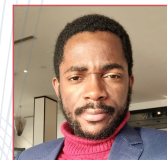
Georges Alain Tchango Ngalé
Université de Montréal
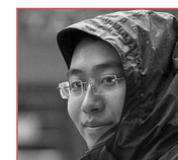
Haosen Sun
University of Toronto

Year 2 | 2021-2022 Cohort
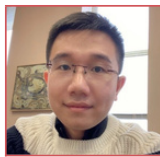
Han Wang
University of Saskatchewan

Jason Pagaduan
University of Toronto

Amy Pitonak
Université de Montréal

Ina Palii
University of Western Ontario
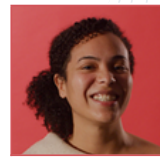
Mélissa Coissard
Université du Québec à Montréal
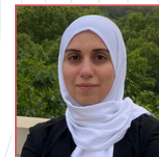
Elham Shekari
Florida State University

Jennifer Suliteanu
McGill University

Clara Bolster-Foucault
McGill University
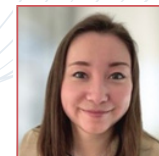
Shreyans Kothari
Columbia University

Yvonne Chang
McGill University

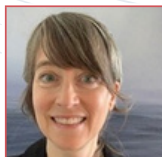**Matthew Stackhouse**
University of Western Ontario

Sofia Gil-Clavel
Max Planck Institute for
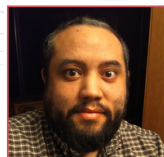Demographic Research

Julia Nakamura
University of British Columbia

Feinuo Sun
Mount Saint Vincent University

Allison Laing
University of British Columbia

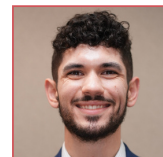**W. Zachary Marshall**
McGill University

Gum-Ryeong Park
McMaster University

Isaac Mpinda
University of Western Ontario

Rachel Ganly
University of Oxford

Tyler Bruefach
Florida State University

CAnD3 Alumni

Year 3 | 2022-2023 cohort

Avelin Peguy Angos
Université de Montréal

Tim Arthur
Florida State University

Yue Teng
University of Western Ontario
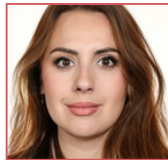
Sagi Ramaj
University of Toronto

Shawna Hopper
Simon Fraser University

Christopher Yurris
McGill University
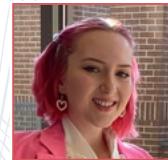
Emna Ben Jelili
Université de Montréal

Merita Limani
University of Western Ontario

Saman Rais-Ghasem
McGill University

Sophie Liu
University of British Columbia
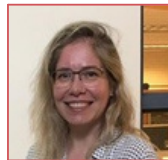
Trinity Lakin
Florida State University

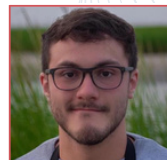**Akwugo Balogun**
McMaster University

Kamila Kolpashnikova
York University

Shayla Batty
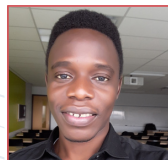University of Saskatchewan

Alla Konnikov
University of Alberta

Nick Zambrotta
Columbia University

Lucy Kervin
Simon Fraser University

Exaucé Ngadande
Université de Montréal

Maria do Carmo Correia de Lima
Université du Québec à Chicoutimi

Amber Duynisveld
Mount Saint Vincent University

CAnD3 Fellows

Year 4 | 2023-2024 cohort

Maria Ahmed
University of Western Ontario

Chris Borst
McGill University

Gwenaelle De Clifford-Faugere
UQAT

Xinyao Huang
Columbia University

Tara Henry
Florida State University

Regan Johnston
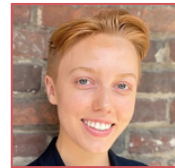McMaster University

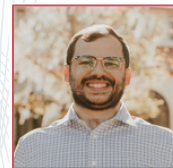**Alexander Lam**
McMaster University

Anne-Charlotte Latour
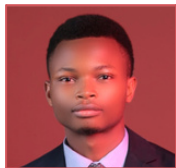UQAM

Pratik Mahajan
McGill University

Kate Marr-Laing
McGill University

Melix Bertram
Florida State University
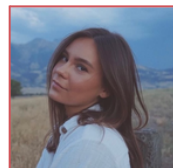
Shannon Mok
University of Western Ontario

Stephen Ogbodo
McGill University

Aida Parnia
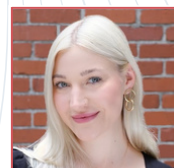University of Toronto

Carlos Arturo Ramirez Hernandez
Université de Montréal

Victoria Ramirez
McGill University

Megan Slowronski
McGill University

Rebecca Stewart
McGill University

Callie Thomson
Mount Saint Vincent University

Bavisha Thurairajah
McGill University

Leigh-Ann Waldropt-Bonair
University of Alberta

Khandideh Williams
McGill University

The Program

In the words of CAnD3 Fellows

❝ Through my time in the CAnD3 training program, I have had the opportunity to gain various valuable skills, including coding in python and R, gain exposure to different fields of research outside of political science, and in the process learn new research methods and designs. One highlight of the program is the experiential learning opportunity, which provides hands-on experience; through CAnD3 I was able to start a part-time paid internship with Indigenous Services Canada. ❞

Christopher Yurris
CAnD3 Alum, 2022/2023 cohort

❝ I appreciated the opportunity to get to know the other Fellows in small group settings and socializing with other people from a diverse range of disciplines and lifestyles... Building that interpersonal relationship is really important because in academia there is sometimes a distance between colleagues. But CAnD3 allowed us to get to know each other in a personal way. ❞

Ina Palii
CAnD3 Alum, 2021/2022 cohort

❝ I was hired as an Assistant Professor in Sociology at Concordia University of Edmonton, and I am confident that the skills acquired during the CAnD3 training helped me to improve the presentation of my skills during the job talks. I also extend my appreciation to the whole CAnD3 team for their professionalism and support. ❞

Alla Konnikov
CAnD3 Alum, 2022/2023 cohort

THE 2022-2023 TRAINING YEAR

2022-2023 Training Calendar

September

7 The Many Faces of Population Aging *Panel*	**14** Research replicability & workflow mgmt I *Grant Gibson, CRDCN*
21 Flex time	**28** Tips on time management

October

5 Research replicability & Workflow mgmt II *Grant Gibson, CRDCN*	**12** The Role of IT in Transportation Services *Manish Shirgaokar*
19 DataViz Ggplot I *Tim Elrick, McGill*	**26** Navigating group dynamics for team projects *CaPS, McGill*

November

2 Directed acyclic graphs (DAGs) *McGill*	**9** Future of Home Care *Hein van Hout, Andrew Costa*
16 DataViz Ggplot II *Tim Elrick, McGill*	**23** Data Ethics
30 Introduction to Python I *QMSS*	

December

7 Introduction to Python II *QMSS*	**14** End of term

January

11 Gender-based analysis with existing datasets *Anaïs Lacasse*	**18** Integrated policy framework *PCPO*
25 Imagine PhD	

February

1 Inclusion, Diversity, Equity and Access (IDEA) I	**8** Colorism and Distress among Black Americans *Alexis Dennis*
15 Systematic Literature Review	**22** Interview tips: Academic and Data Science

March

1 Causal Inference	**8** Creating a Public Resource *Dawn Carr & Rebekah Carpenter*
15 Inclusion, Diversity, Equity and Access (IDEA)	**22** Inclusion, Diversity, Equity and Access (IDEA) II
29 Inclusion, Diversity, Equity and Access (IDEA) III	

April

5 Social Media Analysis	**12** Adding life to years *Zachary Zimmer*
19 Introduction to Machine Learning I *QMSS*	**26** Introduction to Machine Learning II *QMSS*

May

3 How to tell a data story *Statistics Canada & Health Canada*	**10** Data initiatives during COVID-19
17 Dragon's Den ideation semi-finals	**24** Dragon's Den Dataviz finals

June

12 Keynote lecture

Legend

Skills training Activities and exercises to develop skills in population data science, and evidence-to-decision-making skills *Access reserved to Fellows*	**Professional development** Activities addressing professional and workplace skill development *Access reserved to Fellows*	**Connect2Learn** Events facilitating exchange and co-learning among Fellows, team members & partners *Open to all (with registration)*	**Lunch&Learn** Monthly noon-hour (ET) research seminars and Q&A on population aging topics across four axes *Open to all (with registration)*

CAnD3 hosted 13 public events this training year, 11 of them remote and two in hybrid format, with a total of 706 attendees.

Our public events are categorized as either a Connect2Learn or Lunch&Learn. The Connect2Learn series is designed to facilitate interdisciplinary and intersectoral learning and exchange among Fellows, team members, and partners. They span topics such as data ethics and integrated polimaking.

The Lunch&Learn series is a monthly noon-hour (ET) research seminar on emerging and relevant population aging topics across CAnD3's substantive areas of training.

Making It Happen with Partners

38 Multi-Sectoral Partners

in the Consortium who have contributed
53.7% matching funding to the program

$343,449

in in-kind time contribution by Partners

Non-Academic Partners

designing and delivering the program was valued at

$401,960

for 32 remunerated
internships and counting.
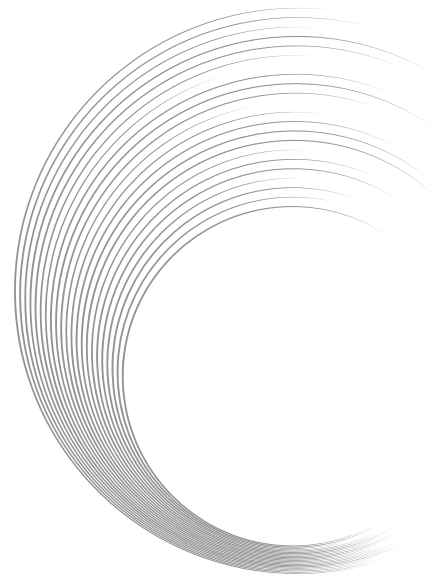
Academic Partners

who spent just as many hours designing
and delivering the program, and pledged

$596,283

in matching funding to support
Fellows and run the program

$2.5 Million

from the Social Sciences and Humanities Research
Council (SSHRC) over the duration of the program.
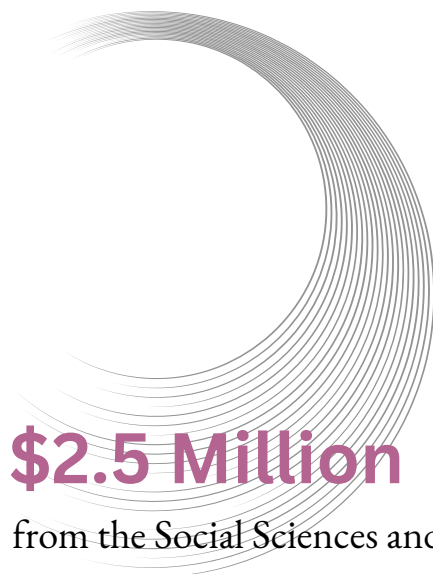
2023 CAnD3 Keynote Address

The event on June 12, 2023 brought together 79 in-person and 37 virtual attendees, including four cohorts of CAnD3 Fellows and leading population researchers and institutions. Dr. Anne Martin-Matthews gave a Keynote Address on "Aging across the Decades".

"We are not only living *to* old age, but we live longer *in* old age."

Speaking with insight from a 45-year career in social gerontology, Dr. Martin-Matthews emphasized that population aging is and will continue to be a shared phenomenon across time and space.

Interdisciplinary and intersectoral exchange for equitable and inclusive societies

Drs. Amélie Quesnel-Vallée, Miles Taylor, and Janice Keefe (left to right) speaking on the "Future of Aging Research" panel.

The Keynote Address by Dr. Martin-Matthews was followed by a panel on the "**Future of Aging Research**". Drs. Miles Taylor and Janice Keefe addressed the need for more diversity in aging research in approach and topic and the need to tackle ageist policies and practices to promote justice.

Embedded in the panel discussion was the crucial importance of approaching the challenges faced by aging societies from an interdisciplinary and intersectoral angle, a core mission of CAnD3 and the training program.

One way CAnD3 delivers on this mission is through the annual "**CAnD3 Dragons' Den Competition**", organized among the given year's cohort of Fellows. The Fellows are challenged to effectively communicate a data visualization in under two minutes and assessed on their technical and data-driven storytelling acumen.

Saman Rais-Ghasem took first place in the 2023 round for a data story on the regional dimension of Canadian innovation. The synergy between her narration and visualization made a compelling story that shifted our thinking about the urban innovation bias.

The other winners were Amber Duynisveld (second place), and Christopher Yurris, Emna Ben Jelili, and Kamila Kolpashnikova (tied for third place).

Saman Rais-Ghasem receiving the first place certificate in the CAnD3 Dragons' Den data visualization competition.

The CAnD3 Team sincerely thanks Drs. Anne Martin-Matthews, Miles Taylor, and Janice Keefe, partner representatives, the Fellows, all in-person and online participants, and the staff at the Faculty Club for making our 2023 Keynote Address a success.

2023 CAnD3 Keynote Address photo gallery

HALFWAY POINT ACHIEVEMENTS

Throughlines to foster and advance data analytics skills

CAnD3 launched in September 2020 amidst the pandemic. We rapidly redesigned the program and turned limitations into opportunities. We reinvested travel savings into a state-of-the-art remote program and have gradually incorporated hybrid and in-person components as public health guidelines allow.

CAnD3 has trained 52 Fellows to date and welcomed 23 new Fellows for the 2023-24 Academic Year. This milestone officially marks the midway point of the **$2.5M Social Sciences and Humanities Research Council (SSHRC) Partnership Grant** that formed the Consortium on Analytics for Data-Driven Decision-Making.

Achivement highlights

$1.3M in matching support from 38 partners

This represents 53% in matching the Partnership Grant, far exceeding the 35% matching requirement.
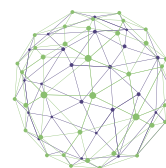
1'700+ people engaged through CAnD3 events

Between September 2020 to June 2023

45% of Fellows' internships extended*

Between 2020-23, 57% of internships with partners were in the public sector, 23% with not-for-profits, and 20% in the private sector.

78% of extensions resulted in offers for full-time positions*

**Calculated for 2020-22 internships*

Partners and Fellow Engagement

Graduate Fellows are **CAnD3's raison d'être**! The figure below illustrates the breadth of geographic and institutional (for example, non-U15) variation that our university partners and Fellows cover.
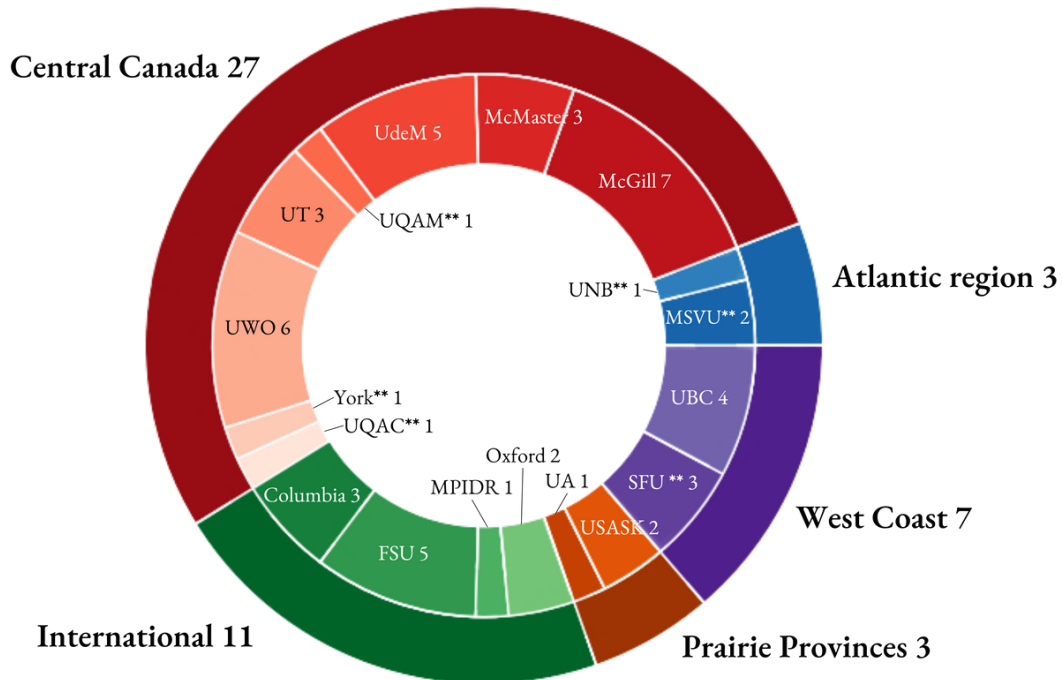
Number of Fellows from respective regions and universities from 2020 to present.
(**) indicates non-U15 universities.

We assess the Fellows' competencies for the various skills covered in the training program twice: pre-program to identify their needs and capacities and post-program to assess growth and improvement. We also systematically collect a wide range of quantitative and qualitative performance indicators throughout the year.

Fellow satisfaction with the program is extremely high, with 90% of the Fellows who completed the program feedback survey between 2020-22 reporting that they enjoyed the program "a lot" or "a great deal" (with the remainder having enjoyed the program "a moderate amount"). In addition, 93% of Fellows reported that they will "probably" or "definitely" use what they learned in the program in their work or research (the remainder are "unsure").

Convening a growing community

CAnD3 communication channels 2020-23

28'600+ unique visitors
34'000+ cumulative visits
CAnD3 website

mcgill.ca/cand3

544 readers
40% growth in the last year
CAnD3 monthly newsletter

bit.ly/CAnD3
NewsletterSignup

372 followers
150'000+ cumulative impressions

@CAnD3_PG

241 followers
7'000+ cumulative impressions

linkedin.com/
school/CAnD3/

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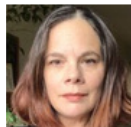Department of Sociology
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