

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY
2020 SURVEY OF GRADUATES OF 2017
OF THE NEW BRUNSWICK COMMUNITY COLLEGE**

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Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, PRA Inc. conducted the 2020 Follow-up Survey of 2016-2017 Graduates of the New Brunswick Community College (NBCC). This class was also interviewed in 2018, one year following their graduation.

This report presents the findings of the follow-up survey, which generated information from 328 graduates, representing 39% of the 843 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (September 20 to 26, 2020) for 2016-2017 NBCC graduates has increased just slightly, from 92% in 2018 to 94% in 2020.
- The employment rate in the reference week for this class of graduates has remained fairly stable over the two-year period, measuring 91% in 2018 and 90% in 2020.
- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of \$954.54. This represents a 10% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$865.90).
- A difference in the wages earned by male and female graduates exists. In 2018, female graduates employed full-time in the reference week had an average salary of \$841.68, which was 95% of the male average weekly salary of \$887.01. In 2020, the average weekly salary for females employed full-time in the reference week was \$861.57, which was 82% of the male salary of \$1,054.91. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 73% in 2018 to 82% in 2020.
- About 17% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2017. Within this group, 40% have since returned to the province. In total, 89% of the graduating class of 2016-2017 currently reside in New Brunswick.
- Since completing their NBCC training in 2017, 33% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 73% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 89% of graduates surveyed felt that the NBCC did an excellent (47%) or good (42%) job of preparing them for employment in a related field.
- Overall, 47% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (21%), specific skills related to their field (14%), job searching/resumé building/interview skills (13%), people/social skills (12%), and time management/organizational skills (10%) were the most commonly mentioned skills.

1.0 Introduction

This report presents a summary of the findings from the 2020 Three-Year Graduate Follow-up Survey of 2016-2017 Graduates of the New Brunswick Community College (NBCC). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by PRA Inc.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations, and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2018.

2.0 Survey Background

Since 1983, the employment activities and labour force involvement of graduates of the NBCC have been tracked on an annual basis. In 1996, the Department, then known as the Department of Advanced Education and Labour, completed the first three-year follow-up survey with graduates from the class of 1992-93. Since that time, the Department has conducted three-year follow-up surveys annually, with the exception of 2008, 2015, 2017, and 2018.

The population for this year's survey consists of those who graduated in 2016-17 and who provided their consent for use of their contact information. Only those who specifically provided their consent are included in the population. The objectives for this study focus primarily on compiling and analyzing information relating to the graduates' employment and additional education or training activities since graduation.

Specifically, the 2020 survey was designed to:

- determine the current (2020) employment status of NBCC graduates of regular programs of the 2016-2017 academic year;
- generate information on the labour force activities of graduates since completion of their program of study at the NBCC;
- determine the relationship between the training program completed and employment positions held since graduation in 2016-2017;
- generate information about additional education and training experiences of graduates since completion of their program at the NBCC;
- generate information about the migration patterns of graduates; and
- determine graduates' assessment of their experience at the NBCC.

3.0 Methodology

The Department provided PRA Inc. with a database of the original listings for 843 graduates of regular NBCC programs in 2016-2017 who provided their consent to be contacted.

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by PRA and administered via telephone using a computer-assisted telephone interviewing system and via the web from September 2020 through December 2020.

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality and were informed of their valuable contribution to the study. PRA's telephone interviewing staff completed a comprehensive training session prior to data collection, were informed of the project objectives, and trained in the use of the final survey. We started calling a small number of graduates on September 28, 2020, to ensure that the survey was working correctly. Graduates for whom we had an email address were invited via email starting on September 29, 2020, to complete the survey online. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between September 28, 2020 and December 21, 2020. In order to achieve the highest possible response rate for this study, unlimited call-backs were conducted on all working numbers.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total eligible graduates. The response rate for this study was 39% (328 completed interviews with a total graduate population of 843). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study.

The survey population for the three-year follow-up survey includes NBCC graduates of regular programs.

Upon completion of data collection, the data file was cleaned and all open-ended responses coded. Following this, a final SPSS data file was provided to the Department.

4.0 Graduate and Survey Populations

Typically, the information gathered through the three-year follow-up survey is used to describe the characteristics of the overall population of regular NBCC program graduates. As previously noted, the overall response rate for this study was 39%.

PRA completed interviews with graduates from 65 of the 74 individual regular programs represented in the data file.

Table 1 provides a comparison of the eligible graduate population and the survey population in terms of gender, age, and campus.

Table 1: Population – Sample Comparison (Regular Program Graduates)		
Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	843	328
Gender		
Male	52%	51%
Female	47%	49%
Another	1%	-
Age		
24 or Younger	44%	42%
25 to 29	28%	25%
30 to 39	18%	19%
40 to 49	7%	9%
50+	4%	5%
Campus		
Fredericton	9%	9%
Miramichi	21%	20%
Moncton	8%	10%
Saint John	35%	34%
St. Andrews	15%	14%
Woodstock	12%	13%

In 2020, the average age of all graduates of regular programs who participated in this study was 29.4 years old.

At the time of the survey, 90% of respondents were residing in New Brunswick, while 10% of respondents lived outside of the province, most often in Nova Scotia (4%) and Alberta (2%).¹

¹ Based on those who provided a response (n=327).

5.0 Research Findings

This section summarizes the key survey findings in relation to the research objectives.

Throughout Section 5.0, comparative data is presented based on the information collected in the one-year follow-up survey (2018) and this survey (2020). To enable comparison, information collected in 2018 that is presented in this report is based exclusively on the information collected from NBCC graduates of regular programs.

5.1 Labour Force Participation and Employment Rates

According to Statistics Canada definitions, respondents can be grouped into three mutually exclusive categories:

- Employed
- Unemployed
- Not in the labour force

The definition of *labour force* is people of working age (15 years of age and over) who were employed or unemployed during the reference week.

Employed includes those respondents who worked during the reference week in return for wages, salary, or a benefit. *Employed* also includes those who had a job but were not working for the following reasons: temporary illness or disability, personal or family responsibilities, bad weather, labour dispute, vacation, and other unspecified reasons. *Employment* includes full-time employment (30 hours or more per week) and part-time employment (less than 30 hours per week).

Unemployed refers to respondents who, during the reference week:

- were without work, had actively looked for work in the past four weeks, and were available for work; or
- had not been actively looking for work in the past four weeks, had been laid off, and were available for work (and were expecting to be recalled to the job from which they were laid off); or
- had not actively looked for work in the past four weeks but had a new job to start in four weeks or less from the reference week and were available for work.

Not in the labour force refers to respondents who did not have a job and did not meet the criteria for an unemployed person.

5.2 Labour Force Participation Rates (Reference Week)

During the reference week of September 20 to 26, 2020, 94% of survey respondents (n=308) were in the labour force, with the remaining 6% not in the labour force (not actively seeking work or not available for work; n=18).²

When analyzed by gender, labour force participation during the reference week appears to be similar among men (93%, n=147) and women (96%, n=159).

Labour force participation has increased slightly for the 2017 graduating class since last interviewed in 2018 (92%). In 2020, three years following graduation, 94% of graduates of regular programs were in the labour force, with a participation rate of 93% for men and 96% for women.

5.3 Employment Rate (Reference Week)

For the purpose of this report, the *employment rate* is calculated as the percentage of employed graduates out of the total number of graduates in the labour force. The unemployment rate is calculated as the percentage of unemployed graduates out of the total number of graduates in the labour force.

During the reference week of September 20 to 26, 2020, the employment rate³ for respondents was 90% (n=276) and the unemployment rate was 10% (n=32). When contacted in 2018, one year after graduation from the NBCC, the employment rate was similar (91%).

When examined by gender, men (86%, n=126) were slightly less likely than women (93%, n=148) to be employed. However, men were slightly more likely than employed women to be working on a full-time basis (98% and 90%, respectively).

In 2018, at the one-year follow-up survey, there was a similar percentage of men employed (91%) compared to women (92%).

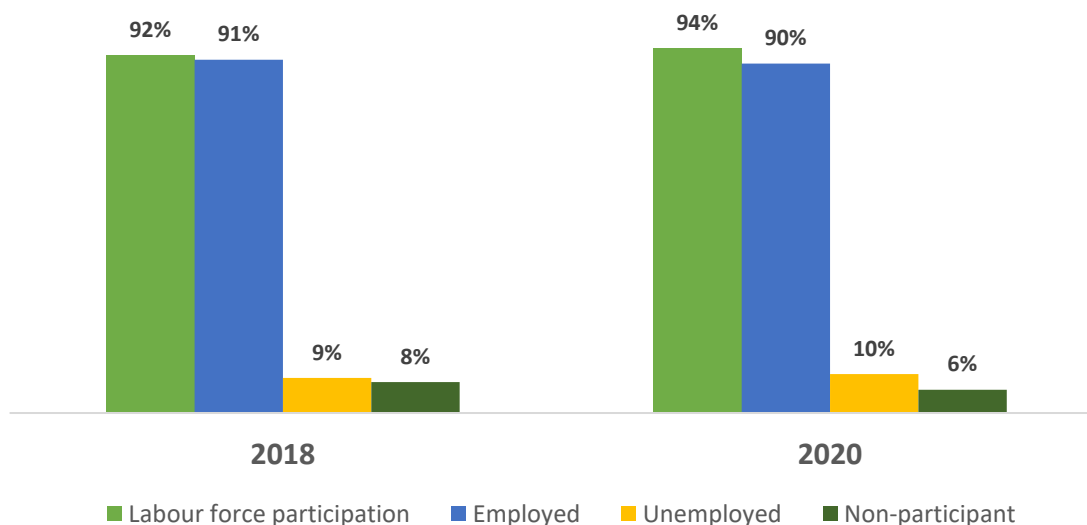
² Two respondents were not classified due to lack of information.

³ Graduates who were on maternity/paternity leave (n=7) and graduates who reported working casually and were not working during the reference week (n=2) were classified as employed.

5.4 Comparative Labour Force Participation and Employment Rates (Reference Week)

Chart 1 provides a comparison of the information collected regarding labour force participation and employment rates for the class of 2017 at the one- and three-year follow-up intervals upon the completion of their NBCC program.

Chart 1: Labour force Participation and Employment Rate 2018 and 2020 Comparison



The labour force participation rate has increased slightly from 2018 to 2020 (92% and 94%, respectively). However, the employment rate is about the same (91% in 2018 and 90% in 2020).

5.5 Employment in New Brunswick (Reference Week)

In 2018, at their one-year follow-up survey, 92% of employed 2017 graduates from regular programs resided in New Brunswick. This is similar to the 89% (n=245) of employed graduates residing in New Brunswick in 2020.⁴

Among *employed* graduates:

- 89% (n=245) were residing in New Brunswick;
- 5% (n=13) were in Nova Scotia;
- 2% (n=5) were in Alberta;
- 1% were in each of PEI (n=4), Ontario (n=3), Newfoundland and Labrador (n=2), Saskatchewan (n=2); and
- less than 1% (n=1) were living outside Canada.

About 17% (n=47) of *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=47), 40% (n=19) had returned to the province by 2020 and are currently living in New Brunswick.

⁴ Based on those who provided a response (n=275).

5.6 Employment Related to Training (Reference Week)

Among all survey respondents *employed* during the reference week in 2020:

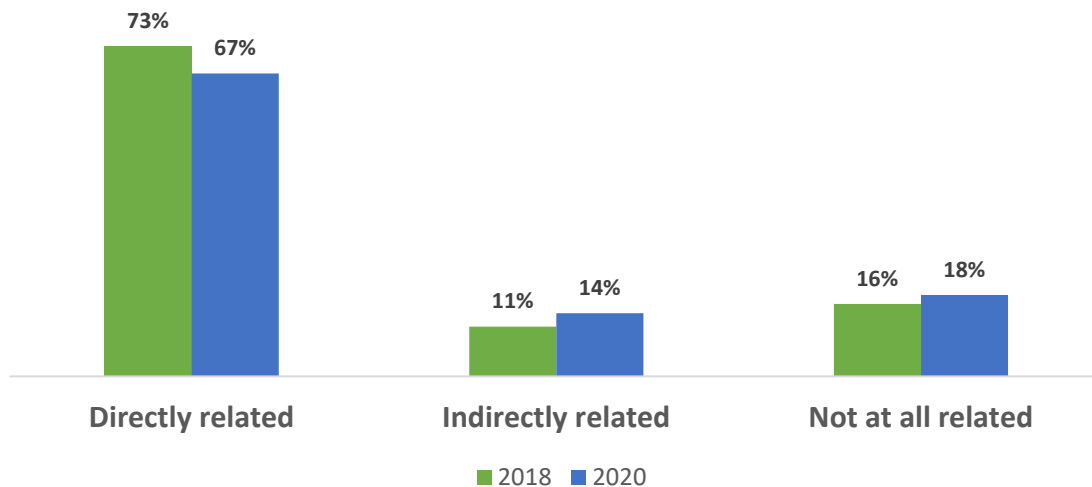
- 67% (n=179) were employed in positions that they described as directly related to the training they received through the NBCC;
- 14% (n=38) described their position as indirectly related to the training they received through the NBCC; and
- 18% (n=49) of employed graduates were in positions they described as not at all related to their NBCC training.⁵

Within the group of graduates employed on a full-time basis (n=241), the percentage employed in positions directly related to the training they received through the NBCC was the same at 67% (n=161).

As seen below in Chart 2, one year following graduation (2018), the percentage of graduates employed in positions directly related to their training was higher, with 73% of graduates employed in positions directly related to their training, and the percentage of graduates in positions not at all related to their training was lower at 16%.

**Chart 2: Relation of Employment to NBCCD Program 2018 and 2020
Comparison**

Hours of Work (Reference Week)



⁵ Based on those who provided a response (n=266).

5.7 Hours of Work (Reference Week)

A key indicator of successful transition to the labour force is full-time graduate employment. Of employed graduates, 94% (n=242) were employed in full-time positions, working an average of 42 hours per week during the reference week. The 6% (n=16) of graduates who were employed in part-time positions worked an average of 22 hours per week during the reference week.⁶ In the one-year follow-up study in 2018, a lower percentage of employed graduates reported working on a full-time basis (90%). The average number of hours worked during the reference week in 2018 was similar, if slightly lower, at 41 for full-time employment.

The following table presents a summary of work patterns for male and female employed graduates of the class of 2017. The percentage of males employed full-time remained about the same, with 98% of males employed full-time in 2020 compared to 99% in 2018. The percentage of females employed full-time has increased from 83% in 2018 to 90% in 2020. The percentage of males employed full-time remains higher in both 2018 and 2020 than the percentage of females employed full-time.

	2018	2020
Employed Full-time	90%	94%
Male	99%	98%
Female	83%	90%
Employed Part-time	10%	6%
Male	1%	2%
Female	17%	10%

⁶ Based on those who could be classified/provided a response (n=258).

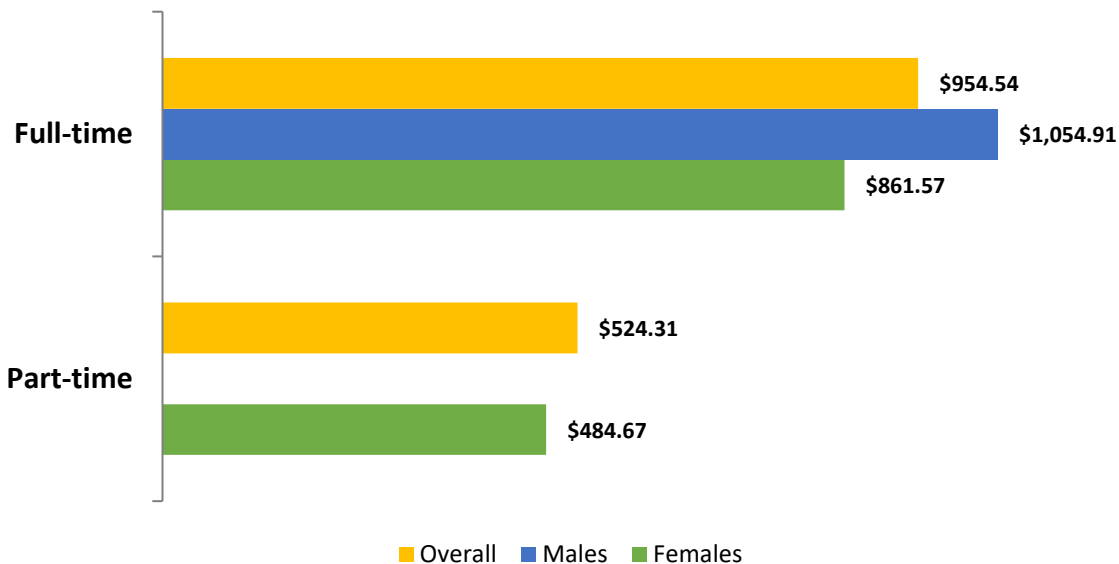
5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2018, full-time earnings ranged from a low of \$338 to a high of \$3,000. The average wage was \$865.90, with a standard deviation of \$380.71.⁷ In 2020, full-time earnings for graduates employed in full-time positions ranged from \$398 to \$6,000, with an average wage of \$954.54 and a standard deviation of \$550.72.⁸

Over the two-year period since 2018, there was an increase in the average weekly earnings among graduates who were employed in full-time positions *directly related* to their field of study at the NBCC. Full-time NBCC graduates employed in positions directly related to their program of study reported average weekly earnings during the 2020 reference week ranging from \$406 to \$2,672, with an average of \$994.36. This is higher when compared to an average of \$904.50 in 2018 for graduates employed in full-time positions directly related to their program of study, with a range of \$350 to \$3,000.

The average earnings for employed respondents reporting full-time and part-time hours in the reference week are summarized in Chart 3 below.⁹

Chart 3: Wage Levels by Gender and Hours Worked



⁷ Based on those who could be classified/provided a response (n=230).

⁸ Based on those who could be classified/provided a response (n=202).

⁹ Only one male respondent who worked part-time hours provided weekly earnings, therefore, average is not reported.

There was a significant gap between the full-time wages of male and female graduates of the NBCC. Male graduates employed on a full-time basis reported average earnings of \$1,054.91, while female graduates employed on a full-time basis reported average earnings of \$861.57 (82% of wages earned by males). Table 3 presents additional information to compare the wages of male and female graduates in 2018 and 2020.

Table 3: Reported Earnings in the Reference Week of Regular Program Graduates Full-time (F-T) / Part-time (P-T) Employment		
	2018	2020
Employed Full-time	90%	94%
Average Hours Worked (All)	41	42
Males	42	44
Females	39	39
Average Weekly Earnings (F-T)	\$865.90	\$954.54
Males	\$887.01	\$1,054.91
Females	\$841.68	\$861.57
Employed Part-time	10%	6%
Average Hours Worked (All)	19	22
Males	15	15
Females	20	23
Average Weekly Earnings (P-T)	\$350.38	\$524.31
Males	\$197.50	*
Females	\$364.27	\$484.67

* Only one male respondent working part-time hours provided weekly earnings, therefore, average is not reported.

Based on the information provided in the table above, the following observations are provided:

- Average weekly earnings have increased by 10% from \$865.90 in 2018 to \$954.54 in 2020 for NBCC graduates employed on a full-time basis.¹⁰
- Average weekly earnings also increased significantly (50%) for graduates employed part-time, from \$350.38 to \$524.31.

¹⁰ Small sample sizes; interpret with caution.

Table 4 compares the reference week wages of 2017 graduates employed in full-time positions directly related to their NBCC training, for 2018 and 2020, by NBCC program. The programs that are listed within the table are programs where at least four (4) graduates provided wage information for both the 2018 and 2020 follow-up interviews.

Table 4: Comparative Wages in Reference Week by NBCC Programs (Full-time, Directly Related Positions)				
Relation of Job to Training	Sample (2020)	Average Reference Week Wage		% Change
		2018	2020	
Overall (Full-time, Directly Related)	142	\$904.50	\$994.36	+10%
Business Administration: Accounting	9	\$673.13	\$832.80	+24%
Criminal Justice: Police Foundations	4	\$1,037.50	\$1,702.75	+64%
Early Childhood Education	5	\$625.75	\$744.00	+19%
Electrical Engineering Technology: Commercial & Industrial Systems Design	4	\$1,154.20	\$1,591.25	+38%
Electrical: Construction	5	\$656.50	\$1,002.38	+53%
Human Services	4	\$745.64	\$924.00	-24%
Medical Laboratory Technology	5	\$1,348.95	\$1,162.00	-14%
Practical Nurse	16	\$943.11	\$903.06	-4%

Table 5 compares wages among 2017 graduates in 2018 and 2020 who were employed in full-time positions in the reference week that were either directly, indirectly, or not at all related to the NBCC program completed. As evident in Table 5, graduates employed full-time in 2020 in directly related positions (n=142) have seen, on average, a 10% increase in their weekly income since 2018.

Table 5: Comparative Full-time Wages in Reference Week			
Relation of Job to Training	Average Reference Week Wage		% Change
	2018	2020	
Overall (Full-time)	\$865.90	\$954.54	+10%
Directly Related	\$904.50	\$994.36	+10%
Indirectly Related	\$729.77	\$957.17	+31%
Not at all Related	\$735.92	\$756.73	+3%

5.9 Employment Status (Reference Week)

Each respondent provided information about their employment status in relation to their main job held during the reference week. The information collected in 2020 (three years following graduation) and the information collected in 2018 (one year following graduation) is presented in Table 6. In 2020, 82% (n=218) of those employed reported that the position was permanent, while 16% (n=38) indicated that it was temporary or casual.¹¹

	2018	2020
Permanent Positions	73%	82%
Temporary/Casual Positions	26%	16%
Self-employed	1%	2%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased from 2018 to 2020, and the percentage of graduates in temporary or casual positions decreased over the same period.

5.10 Time in Current Employment (Reference Week)

Respondents who were employed in the reference week had been employed in that position for an average of approximately 27 months (if the respondent had started employment directly after graduation, this leaves 39 months between July 1, 2017 and the 2020 reference week).

Of those employed during the reference week:¹²

- 18% (n=46) had been employed for a period of 12 months or less;
- 16% (n=41) had been employed for a period of 13-24 months;
- 14% (n=36) had been employed for a period of 25-32 months;
- 11% (n=28) had been employed for a period of 33-38 months period; and
- 40% (n=101) had been employed for the full 39-month period.

Graduates employed in positions directly or indirectly related to their NBCC training program were, on average, employed in that position for a longer period of time (28 months) than respondents in positions not at all related (20 months) to the program completed.¹³

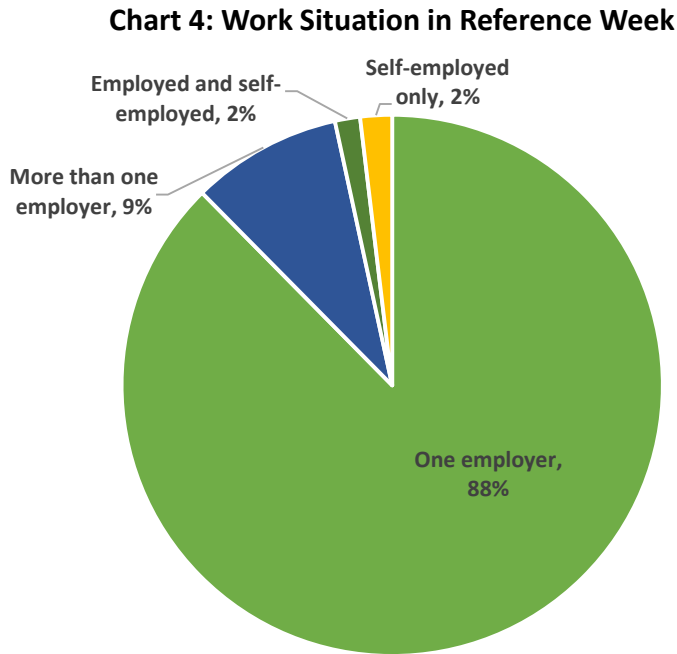
¹¹ Based on those who provided a response (n=265).

¹² Based on those who provided a response (n=252).

¹³ Based on those who provided a response (n=234).

5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of September 20 to 26, 2020. The following chart demonstrates that the majority of NBCC graduates (88%) were working for one employer during the reference week.¹⁴



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week is similar, if slightly higher, in the two-year period following the one-year follow-up survey (86% in 2018 compared with 88% in 2020).

Table 7: Work Situation in Reference Week Graduates of Regular Programs		
	2018	2020
One employer	86%	88%
More than one employer	12%	9%
Employed/Self-employed	2%	1%
Self-employed only	1%	2%

¹⁴ Based on those who provided a response (n=267).

5.12 Summary of Graduate Employment (Reference Week)

Table 8 summarizes the employment information for 2017 NBCC graduates one and three years after graduation.

	2018	2020
Labour force participation rate	92%	94%
Employment rate	91%	90%
Percent of those employed working full-time	90%	94%
Average weekly full-time wage	\$865.90	\$954.54

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 50 graduates (15%) who were not working during the reference week.¹⁵ Those not working include those who were unemployed and those who were not in the labour force.

Of those not working:

- 64% (n=32) were actively seeking employment, waiting to return to work from a layoff, or waiting for a job to start (within four weeks of the reference week); and
- 36% (n=18) were not in the labour force.

The main reasons for not working in the reference week included the following:

- In school (full- or part-time) – 20% (n=10)
- Not able to find work - no jobs available – 12% (n=6)
- Waiting for recall after layoff – 8% (n=4)
- Waiting for a job to start – 8% (n=4)
- Inability to find job related to training – 8% (n=4)

Other reasons (mentioned by two or more respondents) include: illness or disability, personal or family responsibility, COVID-19, lack of work experience, being laid off and not expecting to be recalled (each mentioned by 6% [n=3 each]), and being retired (4%, n=2).

Although mentioned by only three respondents, when asked specifically if the reason graduates were not working during the reference week was related to the COVID-19 pandemic, 41% (n=20) said that it was related.¹⁶

¹⁵ Based on those who could be classified (n=326).

¹⁶ Based on those who provided a response (n=49).

5.14 Overall Employment Since Graduation

Overall, almost all (99%, n=319) of the 2017 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCC program of study.¹⁷

Over the 39-month period since their graduation from the NBCC (July 2017 to September 2020), respondents were employed in an average of just over two jobs (2.3) and employed for an average of 34 months. Respondents averaged 28 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents who have had at least one job (n=310):

- 39% (n=121) resumed or continued with employment held prior to the completion of their NBCC program;
- 48% (n=147) started their first job following the completion of their NBCC program in 2017;
- 12% (n=36) started their first job in 2018; and
- 1% (n=4) started their first job in 2019 or later.¹⁸

Furthermore, since completion of the NBCC program:

- 35% (n=114) have held one employment position;
- 28% (n=92) have held two employment positions;
- 20% (n=66) have held three employment positions;
- 15% (n=47) have held four or more employment positions; and
- 1% (n=4) have not been employed.¹⁹

5.15 Migration of Graduates

About 17% of graduates (n=56) lived or worked outside of New Brunswick at some point since July 1, 2017.²⁰ Of those who lived or worked outside of New Brunswick, 48% (n=27) relocated in an effort to find employment, while the other 52% (n=29) relocated for other reasons.

Among the graduates who left New Brunswick (n=27), 56% had a job before they moved. Those who moved to find employment without an arranged job (n=12) required an average of 10 weeks to find a job.

¹⁷ Based on those who provided a response (n=323).

¹⁸ Based on those who provided a response (n=310).

¹⁹ Based on those who provided a response (n=323).

²⁰ Based on those who provided a response (n=325).

5.16 Additional Education and Training

Since completing their NBCC training in 2017, 33% (n=107) of surveyed graduates reported that they had returned to school/training (24%, n=69) or were currently enrolled in an apprenticeship program (12%, n=38).²¹

Of these (n=107):

- 73% (n=78) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2017; and
- 27% (n=29) reported returning to an education/training program or enrolling in a program within a different area of study.

Among those who reported that they had returned to school/training (n=66):

- 68% (n=45) were attending full-time studies; and
- 32% (n=21) were attending part-time studies.²²

Among *employed* graduates who returned to full- or part-time studies, 39% (n=19) reported that they needed to complete the additional training to qualify for their current main position.²³

²¹ Based on those who provided a response (n=327)

²² Based on those who provided a response (n=66)

²³ Based on those who provided a response (n=49).

5.17 Evaluation of NBCC Programs

All NBCC graduates who completed the survey were asked the following question:

In general, would you say your training program did an excellent, good, fair, or poor job of preparing you for a job in a related field?

Chart 5 shows an overall summary of the evaluations provided by graduates in 2020, three years following graduation. Overall, 89% (n=290) indicated that their training program did an excellent or good job in preparing them for a job in a related field.²⁴

Chart 5: Program Rating for Job Preparedness

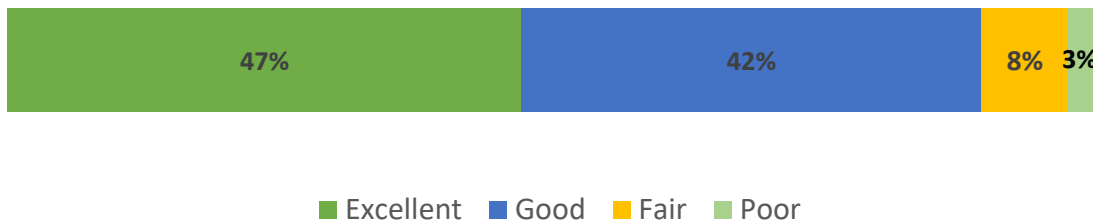
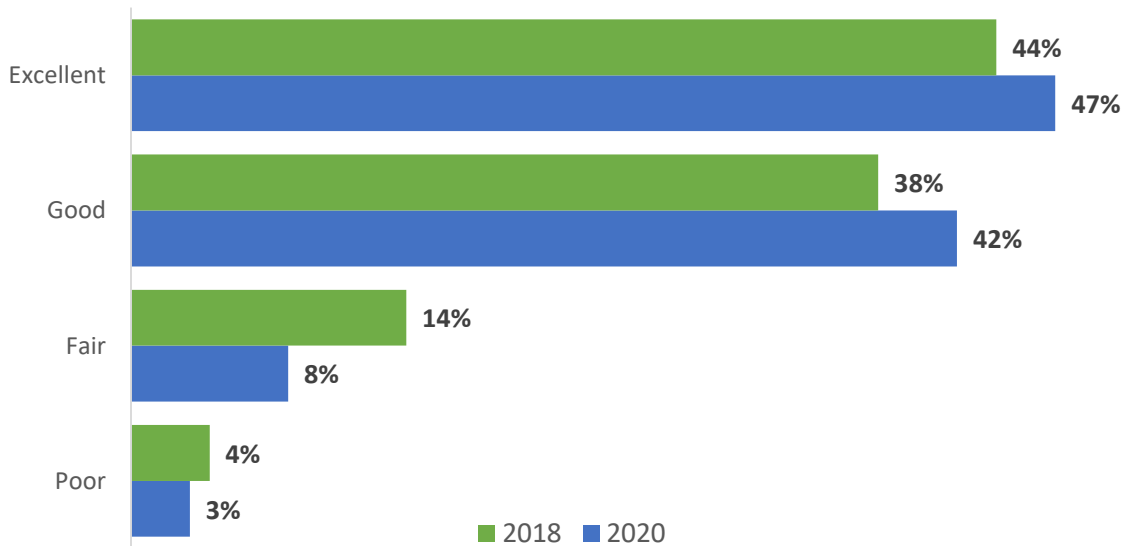


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2018) and three years following graduation (2020).

Chart 6: Program Rating for Job Preparedness in 2018 and 2020



²⁴ Based on those who provided a response (n=325).

Between 2018 and 2020, there has been an increase in those evaluating NBCC programs as “excellent” and “good” with regards to job preparedness. Table 9 provides an overview of the graduates’ evaluation of their preparation for employment by labour force status in the reference week.

Table 9: Program Evaluation by Labour Force Status in the Reference Week		
	2018	2020
Overall		
Excellent	44%	47%
Good	38%	42%
Fair	14%	8%
Poor	4%	3%
Employed		
Excellent	45%	49%
Good	39%	41%
Fair	14%	8%
Poor	3%	2%
Unemployed		
Excellent	40%	28%
Good	37%	53%
Fair	10%	9%
Poor	13%	9%
Not in labour force		
Excellent	42%	53%
Good	33%	41%
Fair	18%	6%
Poor	6%	0%

In general, the above table demonstrates that, in 2020, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates. A similar pattern was found in 2018 with unemployed.

5.18 Additional Skills Developed at the NBCC

Survey respondents were asked the following question:

In addition to occupational skills, were there any other skills or abilities that you developed during your training at the New Brunswick Community College that helped you find a job?

Overall, 47% of survey respondents (n=155) identified additional skills or abilities developed during their training at the NBCC that helped them to find a job. Respondents were able to give multiple responses to this question. The following table summarizes the skills identified by NBCC graduates three years following graduation:

Table 10: Additional Skills Developed at the NBCC	
	% mentioned
Communication skills	21%
Specific skills related to their field	14%
Job searching/resumé building/interview skills	13%
People/social skills	12%
Time management/organizational skills	10%
Computer-related skills	9%
Teamwork/working in groups	9%
Confidence	8%
Work-related skills and professionalism	8%
Problem solving/independence/initiative	7%
Trade skills	7%
Personal and life skills	6%
Practical knowledge in their field	6%
Language skills	5%
Practical work experience	5%
Critical thinking skills	5%
Report and presentation skills	5%
Entrepreneurship and business skills	4%
Patient care and compassion	4%
Customer service skills	3%
Leadership	3%
Writing skills	3%
Management skills	1%
First aid course/CPR certification	1%
Other	1%

6.0 Conclusions

This report presented a summary of the findings from the 2020 Three-Year Graduate Follow-up Survey of 2016-2017 Graduates of the NBCC. This study represents the 13th three-year follow-up survey conducted with NBCC graduates.²⁵

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week (September 20 to 26, 2020) for 2016-2017 NBCC graduates has increased just slightly, from 92% in 2018 to 94% in 2020.
- The employment rate in the reference week for this class of graduates has remained fairly stable over the two-year period, measuring 91% in 2018 and 90% in 2020.
- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of \$954.54. This represents a 10% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$865.90).
- A difference in the wages earned by male and female graduates exists. In 2018, female graduates employed full-time in the reference week had an average salary of \$841.68, which was 95% of the male average weekly salary of \$887.01. In 2020, the average weekly salary for females employed full-time in the reference week was \$861.57, which was 82% of the male salary of \$1,054.91. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 73% in 2018 to 82% in 2020.
- About 17% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2017. Within this group, 40% have since returned to the province. In total, 89% of the graduating class of 2016-2017 currently reside in New Brunswick.
- Since completing their NBCC training in 2017, 33% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 73% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 89% of graduates surveyed felt that the NBCC did an excellent (47%) or good (42%) job of preparing them for employment in a related field.
- Overall, 47% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (21%), specific skills related to their field (14%), job searching/resumé building/interview skills (13%), people/social skills (12%), and time management/organizational skills (10%) were the most commonly mentioned skills.

²⁵ This survey was not completed in 2008, 2015, 2017, or 2018.

Appendix A – Results by Program

Academic Program # ²⁶	Program ²⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2020
			Males	Females		
	Overall	843	160	166	39%	29
541	Accounting and Payroll Administration	23	3	7	43%	32
257	Administrative Professional	8	2	3	63%	42
257	Administrative Professional: Executive	7	-	5	71%	38
257	Administrative Professional: French Second Language Training	8	-	4	63%	30
257	Administrative Professional: Health Services	8	-	4	50%	32
078	Animation and Graphics	12	3	1	33%	25
021	Automotive Service Technician	20	6	-	30%	30
186	Bricklaying*	1	1	-	100%	-
258	Business Administration*	2	-	-	0%	-
258	Business Administration: Accounting	20	2	8	50%	35
258	Business Administration: Financial Management*	4	-	2	50%	-
258	Business Administration: Insurance and Risk Management*	3	1	1	67%	-
258	Business Administration: Management	16	3	1	25%	38
258	Business Administration: Marketing	20	2	5	35%	26
144	Carpentry	26	8	2	38%	26
112	Chemical Technology	12	2	3	42%	28
547	Child and Youth Care*	11	-	2	18%	-
005	Civil Engineering Technology: Architectural*	3	1	-	33%	-
005	Civil Engineering Technology: Building System Services	11	4	-	36%	41
005	Civil Engineering Technology: Construction Management*	5	1	-	20%	-
005	Civil Engineering Technology: Highway and Municipal*	5	3	-	60%	-
005	Civil Engineering Technology: Structural*	3	2	1	100%	-
503	Civil Technician*	1	-	-	0%	-
009	Cook*	1	-	1	100%	-
546	Criminal Justice: Corrections*	12	2	1	25%	-
544	Criminal Justice: Police Foundations	23	5	5	43%	26
517	Culinary Arts*	9	-	3	33%	-
232	Digital Photography	6	1	3	67%	24
107	Early Childhood Education	46	-	19	41%	29
228	Educational Assistant*	10	2	1	30%	-
509	Electrical Engineering Technology: Alternate Energy Systems*	2	-	-	0%	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	12	6	1	58%	29

²⁶ In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

²⁷ In this and all tables, the "Program" field reflects the program names as they were in 2016-17.

Table A-1
Survey Response Rate by Program

Academic Program # ²⁶	Program ²⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2020
			Males	Females		
	Overall	843	160	166	39%	29
010	Electrical: Construction	44	11	3	32%	27
010	Electrical: Industrial	13	4	-	31%	25
278	Electronics Engineering Technology: Electronic Communication Systems*	4	3	-	75%	-
278	Electronics Engineering Technology: Industrial Electronics*	1	1	-	100%	-
532	Energy Systems Technology*	3	-	-	0%	-
012	Environmental Technology*	5	2	1	60%	-
530	Fuels Technician*	3	1	-	33%	-
014	Heavy Equipment Service Technician	13	4	-	31%	24
516	Hotel and Restaurant Operations*	4	-	-	0%	-
511	Human Resources Management*	1	-	1	100%	-
085	Human Services	48	3	11	29%	29
067	Industrial Control Technology*	3	2	-	67%	-
016	Industrial Mechanics	13	4	-	31%	35
508	Information Technology: Business Analysis	6	5	-	83%	37
508	Information Technology: Electronic Game Development*	6	3	-	50%	-
508	Information Technology: Network Administration*	6	3	-	50%	-
508	Information Technology: Network Support	20	9	-	45%	29
508	Information Technology: Programmer-Analyst	13	3	1	31%	34
518	International Travel and Tourism*	7	2	1	43%	-
017	Machinist	5	4	-	80%	29
018	Marine Diesel Mechanics	14	6	-	43%	24
529	Mechanical Engineering Technology*	3	-	-	0%	-
109	Mechanical Technician*	5	1	1	40%	-
501	Medical Laboratory Assistant*	4	-	1	25%	-
030	Medical Laboratory Technology	15	1	4	33%	28
020	Motor Vehicle Body Repairer and Painter*	6	1	-	17%	-
028	Nuclear Medicine Technology*	2	1	1	100%	-
314	Personal Support Worker: Acute Care	34	1	13	44%	29
314	Personal Support Worker: Long Term Care*	2	-	2	100%	-
139	Plumbing	17	5	-	29%	28
290	Police Foundations*	1	-	-	0%	-
023	Power Engineering Technology	14	3	3	43%	26
292	Practical Nurse	84	2	35	44%	29
322	Process Control Technician*	6	3	-	50%	-
031	Refrigeration and Air Conditioning Technician*	12	3	-	25%	-

Academic Program # ²⁶	Program ²⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2020
			Males	Females		
	Overall	843	160	166	39%	29
312	Respiratory Therapy*	5	-	3	60%	-
551	Steamfitting/Pipefitting*	7	1	-	14%	-
026	Steel Fabrication	11	4	-	36%	37
022	Truck and Transport Service Technician*	6	2	-	33%	-
027	Welding*	13	-	2	15%	-
540	Welding and Metal Fabrication*	13	2	-	15%	-
029	Welding Technology*	1	-	-	0%	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-2
Labour Market Information for the Reference Week

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	328	308	94%	90%	82%
541	Accounting and Payroll Administration	10	10	100%	100%	70%
257	Administrative Professional	5	5	100%	80%	100%
257	Administrative Professional: Executive	5	5	100%	60%	100%
257	Administrative Professional: French Second Language Training	5	5	100%	80%	100%
257	Administrative Professional: Health Services	4	4	100%	100%	100%
078	Animation and Graphics	4	4	100%	75%	33%
021	Automotive Service Technician	6	6	100%	83%	60%
186	Bricklaying*	1	-	-	-	-
258	Business Administration*	-	-	-	-	-
258	Business Administration: Accounting	10	10	100%	100%	100%
258	Business Administration: Financial Management*	2	-	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-	-
258	Business Administration: Management	4	2	50%	100%	100%
258	Business Administration: Marketing	7	6	86%	83%	80%
144	Carpentry	10	9	90%	89%	63%
112	Chemical Technology	5	5	100%	80%	75%
547	Child and Youth Care*	2	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	4	4	100%	75%	67%
005	Civil Engineering Technology: Construction Management*	1	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-	-
503	Civil Technician*	-	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections*	3	-	-	-	-
544	Criminal Justice: Police Foundations	10	10	100%	100%	90%
517	Culinary Arts*	3	-	-	-	-
232	Digital Photography	4	4	100%	100%	50%
107	Early Childhood Education	19	17	89%	94%	67%
228	Educational Assistant*	3	-	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	7	7	100%	86%	100%
010	Electrical: Construction	14	13	93%	77%	67%
010	Electrical: Industrial	4	4	100%	75%	100%
278	Electronics Engineering Technology: Electronic Communication Systems*	3	-	-	-	-

Table A-2
Labour Market Information for the Reference Week

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	328	308	94%	90%	82%
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	1	-	-	-	-
014	Heavy Equipment Service Technician	4	4	100%	100%	100%
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management*	1	-	-	-	-
085	Human Services	14	13	93%	92%	67%
067	Industrial Control Technology*	2	-	-	-	-
016	Industrial Mechanics	4	4	100%	100%	75%
508	Information Technology: Business Analysis	5	4	80%	100%	75%
508	Information Technology: Electronic Game Development*	3	-	-	-	-
508	Information Technology: Network Administration*	3	-	-	-	-
508	Information Technology: Network Support	9	7	78%	71%	60%
508	Information Technology: Programmer-Analyst	4	4	100%	75%	100%
518	International Travel and Tourism*	3	-	-	-	-
017	Machinist	4	3	75%	67%	50%
018	Marine Diesel Mechanics	6	4	67%	100%	75%
529	Mechanical Engineering Technology*	-	-	-	-	-
109	Mechanical Technician*	2	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
030	Medical Laboratory Technology	5	5	100%	100%	100%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
314	Personal Support Worker: Acute Care	15	15	100%	100%	93%
314	Personal Support Worker: Long Term Care*	2	-	-	-	-
139	Plumbing	5	5	100%	100%	100%
290	Police Foundations*	-	-	-	-	-
023	Power Engineering Technology	6	6	100%	100%	100%
292	Practical Nurse	37	35	95%	100%	94%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	3	-	-	-	-
551	Steamfitting/Pipefitting*	1	-	-	-	-
026	Steel Fabrication	4	3	75%	67%	0%

Table A-2 Labour Market Information for the Reference Week						
Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	328	308	94%	90%	82%
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding*	2	-	-	-	-
540	Welding and Metal Fabrication*	2	-	-	-	-
029	Welding Technology*	-	-	-	-	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Respondents – Total number of graduates who completed the three-year follow-up interview

in Labour Force – Number of respondents participating in the labour force

Participation Rate – Percentage of respondents participating in the labour force

Employment Rate – Percentage of respondents in the labour force who are employed

In Related Employment – Percentage of respondents employed (full-time and part-time) who are in positions directly or indirectly related to their NBCC program

Table A-3 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	242	67%	15%	42	\$955
541	Accounting and Payroll Administration	9	33%	33%	38	\$810
257	Administrative Professional	4	75%	25%	34	\$629
257	Administrative Professional: Executive*	3	-	-	-	-
257	Administrative Professional: French Second Language Training*	3	-	-	-	-
257	Administrative Professional: Health Services	4	75%	25%	38	\$638
078	Animation and Graphics*	2	-	-	-	-
021	Automotive Service Technician	4	50%	0%	40	\$749
186	Bricklaying*	1	-	-	-	-
258	Business Administration*	-	-	-	-	-
258	Business Administration: Accounting	10	90%	10%	41	\$805
258	Business Administration: Financial Management*	2	-	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-	-
258	Business Administration: Management*	2	-	-	-	-
258	Business Administration: Marketing	5	40%	40%	46	\$1,798
144	Carpentry	7	29%	29%	42	\$842
112	Chemical Technology	4	50%	25%	41	\$1,180
547	Child and Youth Care*	2	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services*	3	-	-	-	-
005	Civil Engineering Technology: Construction Management*	1	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-	-
503	Civil Technician*	-	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections*	2	-	-	-	-
544	Criminal Justice: Police Foundations	9	56%	33%	48	\$1,154
517	Culinary Arts*	-	-	-	-	-
232	Digital Photography	4	25%	25%	42	\$750
107	Early Childhood Education	10	50%	20%	38	\$700
228	Educational Assistant*	2	-	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	6	83%	17%	44	\$1,453
010	Electrical: Construction	9	56%	11%	43	\$926
010	Electrical: Industrial*	3	-	-	-	-

**Table A-3
Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)**

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	242	67%	15%	42	\$955
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	-	-	-	-	-
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology*	-	-	-	-	-
530	Fuels Technician*	1	-	-	-	-
014	Heavy Equipment Service Technician	4	75%	0%	44	\$1,260
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management*	1	-	-	-	-
085	Human Services	9	44%	22%	38	\$1,041
067	Industrial Control Technology*	2	-	-	-	-
016	Industrial Mechanics*	3	-	-	-	-
508	Information Technology: Business Analysis	4	25%	50%	39	\$833
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration*	3	-	-	-	-
508	Information Technology: Network Support	5	60%	0%	42	\$777
508	Information Technology: Programmer-Analyst*	3	-	-	-	-
518	International Travel and Tourism*	2	-	-	-	-
017	Machinist*	1	-	-	-	-
018	Marine Diesel Mechanics	4	50%	25%	73	\$1,600
529	Mechanical Engineering Technology*	-	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
030	Medical Laboratory Technology	5	100%	0%	43	\$1,162
020	Motor Vehicle Body Repairer and Painter*	-	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
314	Personal Support Worker: Acute Care	13	85%	8%	42	\$795
314	Personal Support Worker: Long Term Care*	1	-	-	-	-
139	Plumbing	5	100%	0%	39	\$619
290	Police Foundations*	-	-	-	-	-
023	Power Engineering Technology	6	100%	0%	44	\$1,754
292	Practical Nurse	26	88%	4%	41	\$889
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-

Table A-3 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	242	67%	15%	42	\$955
551	Steamfitting/Pipefitting*	1	-	-	-	-
026	Steel Fabrication*	2	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding*	2	-	-	-	-
540	Welding and Metal Fabrication*	-	-	-	-	-
029	Welding Technology*	-	-	-	-	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Employed FT – Total number of respondents employed who worked 30+ hours

In Directly Related Employment – Percentage of those employed in full-time positions directly related to their NBCC program

In Indirectly Related Employment – Percentage of those employed in full-time positions indirectly related to their NBCC program

Average FT Hours Worked – Average number of hours / week for those who worked full-time

Average Weekly FT Earnings – Average earnings / week for those who worked full-time

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	242	88%	9%	2%	1%
541	Accounting and Payroll Administration	9	100%	0%	0%	0%
257	Administrative Professional	4	75%	25%	0%	0%
257	Administrative Professional: Executive*	3	-	-	-	-
257	Administrative Professional: French Second Language Training*	3	-	-	-	-
257	Administrative Professional: Health Services	4	100%	0%	0%	0%
078	Animation and Graphics*	2	-	-	-	-
021	Automotive Service Technician	4	100%	0%	0%	0%
186	Bricklaying*	1	-	-	-	-
258	Business Administration*	-	-	-	-	-
258	Business Administration: Accounting	10	80%	20%	0%	0%
258	Business Administration: Financial Management*	2	-	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-	-
258	Business Administration: Management*	2	-	-	-	-
258	Business Administration: Marketing	5	60%	0%	20%	20%
144	Carpentry	7	86%	14%	0%	0%
112	Chemical Technology	4	100%	0%	0%	0%
547	Child and Youth Care*	2	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services*	3	-	-	-	-
005	Civil Engineering Technology: Construction Management*	1	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-	-
503	Civil Technician*	-	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections*	2	-	-	-	-
544	Criminal Justice: Police Foundations	9	89%	11%	0%	0%
517	Culinary Arts*	-	-	-	-	-
232	Digital Photography	4	50%	0%	50%	0%
107	Early Childhood Education	10	70%	20%	0%	10%
228	Educational Assistant*	2	-	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	6	83%	17%	0%	0%
010	Electrical: Construction	9	100%	0%	0%	0%
010	Electrical: Industrial*	3	-	-	-	-

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	242	88%	9%	2%	1%
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	-	-	-	-	-
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology*	-	-	-	-	-
530	Fuels Technician*	1	-	-	-	-
014	Heavy Equipment Service Technician	4	100%	0%	0%	0%
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management*	1	-	-	-	-
085	Human Services	9	100%	0%	0%	0%
067	Industrial Control Technology*	2	-	-	-	-
016	Industrial Mechanics*	3	-	-	-	-
508	Information Technology: Business Analysis	4	100%	0%	0%	0%
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration*	3	-	-	-	-
508	Information Technology: Network Support	5	100%	0%	0%	0%
508	Information Technology: Programmer-Analyst*	3	-	-	-	-
518	International Travel and Tourism*	2	-	-	-	-
017	Machinist*	1	-	-	-	-
018	Marine Diesel Mechanics	4	75%	0%	0%	25%
529	Mechanical Engineering Technology*	-	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
030	Medical Laboratory Technology	5	100%	0%	0%	0%
020	Motor Vehicle Body Repairer and Painter*	-	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
314	Personal Support Worker: Acute Care	13	92%	8%	0%	0%
314	Personal Support Worker: Long Term Care*	1	-	-	-	-
139	Plumbing	5	100%	0%	0%	0%
290	Police Foundations*	-	-	-	-	-
023	Power Engineering Technology	6	100%	0%	0%	0%
292	Practical Nurse	26	73%	27%	0%	0%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	242	88%	9%	2%	1%
551	Steamfitting/Pipefitting*	1	-	-	-	-
026	Steel Fabrication*	2	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding*	2	-	-	-	-
540	Welding and Metal Fabrication*	-	-	-	-	-
029	Welding Technology*	-	-	-	-	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Employed – Total number of respondents employed in reference week

One Employer – Percentage of those employed who worked for only one employer

More Than One Employer – Percentage of those employed who worked for more than one employer

Employed and Self-Employed – Percentage of those employed who worked for an employer and for themselves

Self-Employed – Percentage of those employed who worked only for themselves

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	328	2.3	34	29
541	Accounting and Payroll Administration	10	1.7	36	27
257	Administrative Professional	5	2.0	28	27
257	Administrative Professional: Executive	5	2.4	34	33
257	Administrative Professional: French Second Language Training	5	3.0	35	35
257	Administrative Professional: Health Services	4	2.5	38	40
078	Animation and Graphics	4	3.0	37	19
021	Automotive Service Technician	6	3.2	30	20
186	Bricklaying*	1	-	-	-
258	Business Administration*	-	-	-	-
258	Business Administration: Accounting	10	2.3	36	34
258	Business Administration: Financial Management*	2	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-
258	Business Administration: Management	4	1.0	36	36
258	Business Administration: Marketing	7	2.9	37	36
144	Carpentry	10	2.9	32	18
112	Chemical Technology	5	1.6	38	30
547	Child and Youth Care*	2	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-
005	Civil Engineering Technology: Building System Services	4	1.8	23	19
005	Civil Engineering Technology: Construction Management*	1	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-
503	Civil Technician*	-	-	-	-
009	Cook*	1	-	-	-
546	Criminal Justice: Corrections*	3	-	-	-
544	Criminal Justice: Police Foundations	10	2.2	31	28
517	Culinary Arts*	3	-	-	-
232	Digital Photography	4	2.8	31	40
107	Early Childhood Education	19	2.2	32	26
228	Educational Assistant*	3	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	7	2.4	31	30
010	Electrical: Construction	14	2.6	33	21
010	Electrical: Industrial	4	4.0	33	17

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	328	2.3	34	29
278	Electronics Engineering Technology: Electronic Communication Systems*	3	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-
532	Energy Systems Technology*	-	-	-	-
012	Environmental Technology*	3	-	-	-
530	Fuels Technician*	1	-	-	-
014	Heavy Equipment Service Technician	4	2.0	38	38
516	Hotel and Restaurant Operations*	-	-	-	-
511	Human Resources Management*	1	-	-	-
085	Human Services	14	1.9	29	28
067	Industrial Control Technology*	2	-	-	-
016	Industrial Mechanics	4	2.5	35	23
508	Information Technology: Business Analysis	5	1.8	38	19
508	Information Technology: Electronic Game Development*	3	-	-	-
508	Information Technology: Network Administration*	3	-	-	-
508	Information Technology: Network Support	9	2.3	35	25
508	Information Technology: Programmer-Analyst	4	2.5	36	37
518	International Travel and Tourism*	3	-	-	-
017	Machinist	4	3.0	30	10
018	Marine Diesel Mechanics	6	2.5	28	21
529	Mechanical Engineering Technology*	-	-	-	-
109	Mechanical Technician*	2	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-
030	Medical Laboratory Technology	5	1.8	34	34
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-
314	Personal Support Worker: Acute Care	15	2.1	31	29
314	Personal Support Worker: Long Term Care*	2	-	-	-
139	Plumbing	5	2.0	36	35
290	Police Foundations*	-	-	-	-
023	Power Engineering Technology	6	1.5	39	39
292	Practical Nurse	37	2.2	36	35
322	Process Control Technician*	3	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-
312	Respiratory Therapy*	3	-	-	-

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	328	2.3	34	29
551	Steamfitting/Pipefitting*	1	-	-	-
026	Steel Fabrication	4	2.3	25	3
022	Truck and Transport Service Technician*	2	-	-	-
027	Welding*	2	-	-	-
540	Welding and Metal Fabrication*	2	-	-	-
029	Welding Technology*	-	-	-	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Respondents – Total number of graduates who completed the three-year follow-up interview

Average # of Jobs – Average number of jobs held by respondents since graduation

Average # of Months Employed – Average number of months respondents were employed since July 1, 2017

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2017 in a job directly or indirectly related to their NBCC program

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	328	17%	48%	4
541	Accounting and Payroll Administration	10	20%	100%	3
257	Administrative Professional	5	0%	-	-
257	Administrative Professional: Executive	5	0%	-	-
257	Administrative Professional: French Second Language Training	5	20%	0%	-
257	Administrative Professional: Health Services	4	0%	-	-
078	Animation and Graphics	4	25%	100%	24
021	Automotive Service Technician	6	0%	-	-
186	Bricklaying*	1	-	-	-
258	Business Administration*	-	-	-	-
258	Business Administration: Accounting	10	10%	100%	0
258	Business Administration: Financial Management*	2	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-
258	Business Administration: Management	4	25%	100%	1
258	Business Administration: Marketing	7	0%	-	-
144	Carpentry	10	10%	100%	2
112	Chemical Technology	5	20%	100%	0
547	Child and Youth Care*	2	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-
005	Civil Engineering Technology: Building System Services	4	25%	100%	0
005	Civil Engineering Technology: Construction Management*	1	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-
503	Civil Technician*	-	-	-	-
009	Cook*	1	-	-	-
546	Criminal Justice: Corrections*	3	-	-	-
544	Criminal Justice: Police Foundations	10	30%	33%	0
517	Culinary Arts*	3	-	-	-
232	Digital Photography	4	25%	100%	2
107	Early Childhood Education	19	5%	0%	-
228	Educational Assistant*	3	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	7	29%	50%	60
010	Electrical: Construction	14	0%	-	-
010	Electrical: Industrial	4	25%	100%	0

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	328	17%	48%	4
278	Electronics Engineering Technology: Electronic Communication Systems*	3	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-
532	Energy Systems Technology*	-	-	-	-
012	Environmental Technology*	3	-	-	-
530	Fuels Technician*	1	-	-	-
014	Heavy Equipment Service Technician	4	0%	-	-
516	Hotel and Restaurant Operations*	-	-	-	-
511	Human Resources Management*	1	-	-	-
085	Human Services	14	29%	0%	-
067	Industrial Control Technology*	2	-	-	-
016	Industrial Mechanics	4	50%	50%	0
508	Information Technology: Business Analysis	5	40%	0%	-
508	Information Technology: Electronic Game Development*	3	-	-	-
508	Information Technology: Network Administration*	3	-	-	-
508	Information Technology: Network Support	9	0%	-	-
508	Information Technology: Programmer-Analyst	4	0%	-	-
518	International Travel and Tourism*	3	-	-	-
017	Machinist	4	50%	100%	2
018	Marine Diesel Mechanics	6	33%	0%	-
529	Mechanical Engineering Technology*	-	-	-	-
109	Mechanical Technician*	2	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-
030	Medical Laboratory Technology	5	40%	100%	0
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-
314	Personal Support Worker: Acute Care	15	0%	-	-
314	Personal Support Worker: Long Term Care*	2	-	-	-
139	Plumbing	5	20%	100%	0
290	Police Foundations*	-	-	-	-
023	Power Engineering Technology	6	17%	100%	0
292	Practical Nurse	37	14%	40%	6
322	Process Control Technician*	3	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-
312	Respiratory Therapy*	3	-	-	-

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	328	17%	48%	4
551	Steamfitting/Pipefitting*	1	-	-	-
026	Steel Fabrication	4	50%	50%	3
022	Truck and Transport Service Technician*	2	-	-	-
027	Welding*	2	-	-	-
540	Welding and Metal Fabrication*	2	-	-	-
029	Welding Technology*	-	-	-	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Respondents – Total number of graduates who completed the three-year follow-up interview

Percentage Who Left NB – Percentage of respondents who left NB since graduation

Percentage Who Left to Find Work – Percentage of respondents who left NB in order to find work

Average # of Weeks to Find Employment – Average number of weeks required to find work as reported by respondents who left to find work

**Table A-7
Training and Education Since Graduation**

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/ Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	Overall	328	33%	73%	39%	12%
541	Accounting and Payroll Administration	10	10%	100%	0%	0%
257	Administrative Professional	5	60%	33%	50%	0%
257	Administrative Professional: Executive	5	-	-	-	-
257	Administrative Professional: French Second Language Training	5	20%	0%	0%	0%
257	Administrative Professional: Health Services	4	-	-	-	-
078	Animation and Graphics	4	25%	100%	0%	0%
021	Automotive Service Technician	6	67%	50%	100%	50%
186	Bricklaying*	1	-	-	-	-
258	Business Administration*	-	-	-	-	-
258	Business Administration: Accounting	10	60%	100%	60%	0%
258	Business Administration: Financial Management*	2	-	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-	-
258	Business Administration: Management	4	25%	100%	0%	0%
258	Business Administration: Marketing	7	29%	0%	100%	0%
144	Carpentry	10	20%	50%	0%	11%
112	Chemical Technology	5	20%	100%	0%	0%
547	Child and Youth Care*	2	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	4	-	-	-	-
005	Civil Engineering Technology: Construction Management*	1	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-	-
503	Civil Technician*	-	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections*	3	-	-	-	-
544	Criminal Justice: Police Foundations	10	30%	100%	33%	0%
517	Culinary Arts*	3	-	-	-	-
232	Digital Photography	4	50%	50%	0%	0%
107	Early Childhood Education	19	21%	25%	0%	0%
228	Educational Assistant*	3	-	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	7	29%	100%	0%	17%

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/ Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	Overall	328	33%	73%	39%	12%
010	Electrical: Construction	14	71%	90%	0%	69%
010	Electrical: Industrial	4	50%	100%	0%	0%
278	Electronics Engineering Technology: Electronic Communication Systems*	3	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	1	-	-	-	-
014	Heavy Equipment Service Technician	4	100%	100%	0%	100%
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management*	1	-	-	-	-
085	Human Services	14	7%	0%	100%	0%
067	Industrial Control Technology*	2	-	-	-	-
016	Industrial Mechanics	4	50%	100%	0%	50%
508	Information Technology: Business Analysis	5	40%	100%	100%	0%
508	Information Technology: Electronic Game Development*	3	-	-	-	-
508	Information Technology: Network Administration*	3	-	-	-	-
508	Information Technology: Network Support	9	56%	40%	0%	0%
508	Information Technology: Programmer-Analyst	4	25%	100%	0%	0%
518	International Travel and Tourism*	3	-	-	-	-
017	Machinist	4	25%	0%	0%	25%
018	Marine Diesel Mechanics	6	50%	67%	100%	20%
529	Mechanical Engineering Technology*	-	-	-	-	-
109	Mechanical Technician*	2	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
030	Medical Laboratory Technology	5	20%	100%	0%	0%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
314	Personal Support Worker: Acute Care	15	40%	100%	33%	0%
314	Personal Support Worker: Long Term Care*	2	-	-	-	-
139	Plumbing	5	100%	100%	0%	100%
290	Police Foundations*	-	-	-	-	-
023	Power Engineering Technology	6	17%	100%	0%	20%
292	Practical Nurse	37	22%	75%	14%	0%

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/ Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
Overall		328	33%	73%	39%	12%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	3	-	-	-	-
551	Steamfitting/Pipefitting*	1	-	-	-	-
026	Steel Fabrication	4	50%	100%	0%	0%
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding*	2	-	-	-	-
540	Welding and Metal Fabrication*	2	-	-	-	-
029	Welding Technology*	-	-	-	-	-

* Programs with a "*" after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Respondents – Total number of graduates who completed the three-year follow-up interview

Percentage Who Returned to School / Enrolled in Apprenticeships – Percentage of respondents who have returned to school since graduation or enrolled in an apprenticeship program

Percentage Returning to Same Area of Study – Percentage of those who returned to school / enrolled in apprenticeship who returned to the same area of study

Percentage Who Returned to School Requiring Additional Training for Current Job – Percentage of those employed who returned to school as a result of requiring additional training for their current job

Percentage Who Returned to School in Apprenticeships – Percentage of those who returned to school who reported being in an apprenticeship program

Table A-8
Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	328	47%	42%	8%	3%
541	Accounting and Payroll Administration	10	60%	30%	10%	0%
257	Administrative Professional	5	0%	60%	20%	20%
257	Administrative Professional: Executive	5	80%	20%	0%	0%
257	Administrative Professional: French Second Language Training	5	40%	60%	0%	0%
257	Administrative Professional: Health Services	4	50%	25%	25%	0%
078	Animation and Graphics	4	0%	50%	50%	0%
021	Automotive Service Technician	6	50%	33%	17%	0%
186	Bricklaying*	1	-	-	-	-
258	Business Administration*	-	-	-	-	-
258	Business Administration: Accounting	10	80%	20%	0%	0%
258	Business Administration: Financial Management*	2	-	-	-	-
258	Business Administration: Insurance and Risk Management*	2	-	-	-	-
258	Business Administration: Management	4	25%	50%	25%	0%
258	Business Administration: Marketing	7	71%	29%	0%	0%
144	Carpentry	10	30%	60%	0%	10%
112	Chemical Technology	5	40%	40%	20%	0%
547	Child and Youth Care*	2	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	4	0%	100%	0%	0%
005	Civil Engineering Technology: Construction Management*	1	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural*	3	-	-	-	-
503	Civil Technician*	-	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections*	3	-	-	-	-
544	Criminal Justice: Police Foundations	10	80%	20%	0%	0%
517	Culinary Arts*	3	-	-	-	-
232	Digital Photography	4	50%	50%	0%	0%
107	Early Childhood Education	19	53%	37%	11%	0%
228	Educational Assistant*	3	-	-	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
509	Electrical Engineering Technology: Commercial & Industrial Systems Design	7	29%	71%	0%	0%
010	Electrical: Construction	14	43%	50%	7%	0%
010	Electrical: Industrial	4	25%	75%	0%	0%

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	328	47%	42%	8%	3%
278	Electronics Engineering Technology: Electronic Communication Systems*	3	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	1	-	-	-	-
014	Heavy Equipment Service Technician	4	75%	0%	25%	0%
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management*	1	-	-	-	-
085	Human Services	14	36%	57%	7%	0%
067	Industrial Control Technology*	2	-	-	-	-
016	Industrial Mechanics	4	75%	0%	25%	0%
508	Information Technology: Business Analysis	5	60%	20%	0%	20%
508	Information Technology: Electronic Game Development*	3	-	-	-	-
508	Information Technology: Network Administration*	3	-	-	-	-
508	Information Technology: Network Support	9	22%	56%	11%	11%
508	Information Technology: Programmer-Analyst	4	25%	75%	0%	0%
518	International Travel and Tourism*	3	-	-	-	-
017	Machinist	4	25%	50%	25%	0%
018	Marine Diesel Mechanics	6	83%	0%	17%	0%
529	Mechanical Engineering Technology*	-	-	-	-	-
109	Mechanical Technician*	2	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
030	Medical Laboratory Technology	5	20%	80%	0%	0%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
314	Personal Support Worker: Acute Care	15	47%	20%	27%	0%
314	Personal Support Worker: Long Term Care*	2	-	-	-	-
139	Plumbing	5	60%	40%	0%	0%
290	Police Foundations*	-	-	-	-	-
023	Power Engineering Technology	6	67%	33%	0%	0%
292	Practical Nurse	37	51%	43%	5%	0%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	3	-	-	-	-

Table A-8 Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field						
Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	328	47%	42%	8%	3%
551	Steamfitting/Pipefitting*	1	-	-	-	-
026	Steel Fabrication	4	75%	25%	0%	0%
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding*	2	-	-	-	-
540	Welding and Metal Fabrication*	2	-	-	-	-
029	Welding Technology*	-	-	-	-	-

* Programs with a “*” after the name have fewer than 4 respondents overall and results are not shown.

Academic Program # – Program identifier

Program – Program name

Total Respondents – Total number of graduates who completed the three-year follow-up interview

Excellent, Good, Fair, Poor – Percentage of respondents who indicated their NBCC program did an excellent, good, fair, or poor job of preparing them for employment in a related field