



New Brunswick College of Craft and Design (NBCCD)
Three-Year Graduate Follow-Up Survey
2019 Survey of 2015-2016 Graduates

Prepared for:

Policy, Research and Labour Market Analysis Branch

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Foreword

This report presents the findings of the New Brunswick College of Craft and Design (NBCCD) Three-Year Graduate Follow-Up Survey — 2019 Survey of 2015-2016 Graduates¹. This is the twentieth year that the Department has conducted a survey of graduates three years following completion of training². The information contained herein, in addition to other follow-up surveys, provides valuable feedback on the success of graduates in the labour market. The surveys also serve as important tools for decision-makers.

This survey has been designed to gather information on the labour force activities of graduates and their satisfaction with training received at the New Brunswick College of Craft and Design. The three-year survey also allows comparison of results with the follow-up survey of these graduates conducted in 2017 (one year after completion of training).

Surveys were conducted with 36 graduates of NBCCD regular training programs during the months of October 2019 to January 2020, representing a response rate of 44%.

Overall, the results indicate that the 2015-2016 NBCCD graduates have improved their financial situations three years following graduation compared to their initial contact one year following graduation. Compared to their 2017 follow-up results, graduates are increasingly employed in permanent positions.

The Department wishes to thank graduates for their participation in this year's survey.

The three-year graduate follow-up survey results will be available on the Department of Post-Secondary Education, Training and Labour website at the following location:

http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/People/content/LabourMarketInfo/follow-up_surveys.html.

Your comments and questions are appreciated. Please forward all communication regarding this year's survey to:

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¹ As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the second year that a separate report has been published for New Brunswick College of Craft and Design graduates. This report contains only data and information pertaining to NBCCD. NBCC and CCNB have their own reports.

² This survey was not completed in 2008, 2015, 2017 or 2018.

Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, Advanis conducted the 2019 follow-up survey of graduates of 2015-2016 of the New Brunswick College of Craft and Design (NBCCD)³. This class was also interviewed in 2017, one year following their graduation. The information gathered from this study is similar to that collected in the most recent report published in 2016 and suggests that graduates follow similar patterns in the three-year period following graduation.

This report presents the findings of the follow-up survey, which generated information from 36 graduates, representing 43% of the 82 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (September 22 to 28, 2019) for 2015-2016 NBCCD graduates has increased significantly, from 67% in 2017 to 89% in 2019.
- The employment rate in the reference week for this class of graduates has remained relatively stable over the two-year period, measuring 86% in 2017 and 87% in 2019.
- Graduates working full-time in the reference week worked an average of 39 hours and had an average weekly salary of \$624.08. This represents a 6% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$586.88).
- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased, from 52% in 2017 to 60% in 2019.
- One-third of employed survey respondents (33%) lived or worked outside New Brunswick since graduation from the NBCCD in 2016. Within this group, 33% have since returned to the province. In total, 92% of the graduating class of 2015-2016 currently reside in New Brunswick.
- Since completing their NBCCD training in 2016, 47% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 41% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
- Overall, 74% of graduates surveyed felt that the NBCCD did an excellent (35%) or good (38%) job of preparing them for employment in a related field.
- Overall, 56% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, people/social skills (31%), time management/organizational skills (25%), and work-related skills and professionalism (19%) were the most commonly mentioned skills.

³ As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the second year that a separate report has been published for New Brunswick College of Craft and Design graduates. This report contains only data and information pertaining to NBCCD. NBCC and CCNB have their own reports.

1 Introduction

This report presents a summary of the findings from the 2019 Three-Year Graduate Follow-up Survey of 2015-2016 Graduates of the New Brunswick College of Craft and Design (NBCCD). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by Advanis.

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 2017.

2 Survey Background

Since 1983, the employment activities and labour force involvement of graduates of the New Brunswick Community College 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.

On April 1, 2010, changes were made to the governance of New Brunswick's community colleges, resulting in autonomous English and French community college corporations. This is the second year that a separate report has been published for New Brunswick College of Craft and Design graduates.

The population for this year's survey will consist of those who graduated during 2016 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 2019 survey was designed to:

- determine the current (2019) employment status of NBCCD graduates of regular programs of the 2015-2016 academic year;
- generate information on the labour force activities of graduates since completion of their program of study at the NBCCD;
- determine the relationship between the training program completed and employment positions held since graduation in 2015-2016;
- generate information about additional education and training experiences of graduates since completion of their program at the NBCCD;
- generate information about the migration patterns of graduates; and
- determine graduates' assessment of their experience at the NBCCD.

The following section outlines the methodology used to achieve these research objectives.

3 Survey Methodology

The Department provided Advanis with a database of the original listings for 83 graduates of regular NBCCD programs in 2015-2016 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 Advanis and administered via telephone using a Computer Assisted Telephone Interviewing (CATI) system and via the web from October 2019 until January 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 of responses and were informed of their valuable contribution to the study. Advanis' telephone interviewing staff completed a comprehensive training session prior to data collection and were informed of the project objectives and trained in the use of the final survey. We started calling a small number of graduates on October 30, 2019 to ensure the survey was working correctly and then graduates for whom we had an email address were invited via email starting on November 1, 2019 to complete the survey online. Graduates who had not yet completed the survey online or for whom we did not have a valid email address were called starting on November 14, 2019. 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 October 30th, 2019 and January 14th, 2020. In order to achieve the highest possible response rate for this study, unlimited callbacks 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 43% (36 completed interviews with a total graduate population of 83). 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 NBCCD 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 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 NBCCD program graduates. As previously noted, the overall response rate for this study was 43%.

Advanis completed interviews with graduates from 8 of the 10 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 age, gender and campus.

Table 1: Population – Sample Comparison (Regular Program Graduates)

Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	83	36
Gender		
Male	20%	19%
Female	80%	75%
Another	-	6%
Age		
24 or Younger	39%	36%
25 to 29	45%	44%
30 to 39	8%	11%
40 to 49	0%	0%
50+	8%	8%

In 2019, the average age of all graduates of regular programs who participated in this study was 28.9 years old.

At the time of the survey, 81% of respondents were residing in New Brunswick while 11% of respondents lived in Ontario, 6% in Nova Scotia and 3% in Alberta.

5 Research Findings

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

Throughout Section 5, comparative data is presented based on the information collected in the one-year follow-up survey (2017) and this survey (2019). To enable comparison, information collected in 2017 that is presented in this report is based exclusively on the information collected from NBCCD 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 the *labour force* is those people of the working age population (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 and 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, but 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 22 to 28, 2019, 89% of survey respondents were in the labour force, with the remaining 11% not in the labour force (not actively seeking work or not available for work).

When analysed by gender, labour force participation during the reference week was higher for males (100%) than for females (88%).

Labour force participation has increased slightly for the 2015-2016 graduating class since last interviewed. In 2017, one year following graduation, 67% of graduates of regular programs were in the labour force, with a participation rate of 71% for males and 55% for females.

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 22 to 28, 2019, the employment rate⁴ for respondents was 87% and the unemployment rate was 13%. When contacted in 2017, one year after graduation from the NBCCD, the employment rate was about the same, measuring 86%.

When examined by gender, no statistically significant difference was found to exist between males (86%) and females (87%). However, employed males were significantly⁵ more likely than employed females to be working on a full-time basis (83% and 68%, respectively).

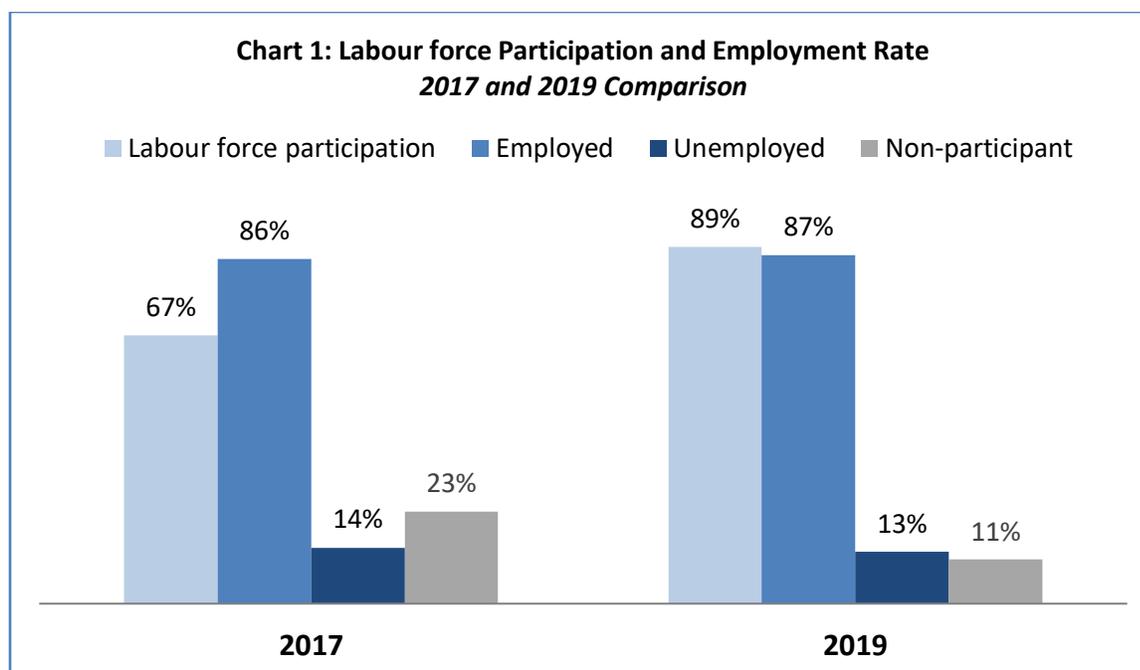
In 2017 at the one-year follow-up survey there was a higher percentage of females employed (86%) than males (83%).

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 2015-2016 at the one and three-year follow-up intervals upon the completion of their NBCCD program.

⁴ Graduates who were on maternity/paternity leave and graduates in a block release during the reference week were classified as employed.

⁵ Not a statistically significant difference



The labour force participation rate has increased from 2017 to 2019 (67% and 89% respectively), and the employment rate has increased very slightly (86% in 2017 and 87% in 2019).

5.5 Employment in New Brunswick (Reference Week)

In 2017, at their one-year follow-up survey, 92% of employed 2015-2016 graduates from regular programs resided in New Brunswick, higher than the 78% of employed graduates currently residing in New Brunswick in 2019.

Among *employed* graduates:

- 78% were residing in New Brunswick;
- 11% were in Ontario;
- 7% were in Nova Scotia and;
- 4% were Alberta.

About one in three (33%) *employed* NBCCD graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=9), 33% (n=3) had returned to the province by 2019 and are currently living in New Brunswick.

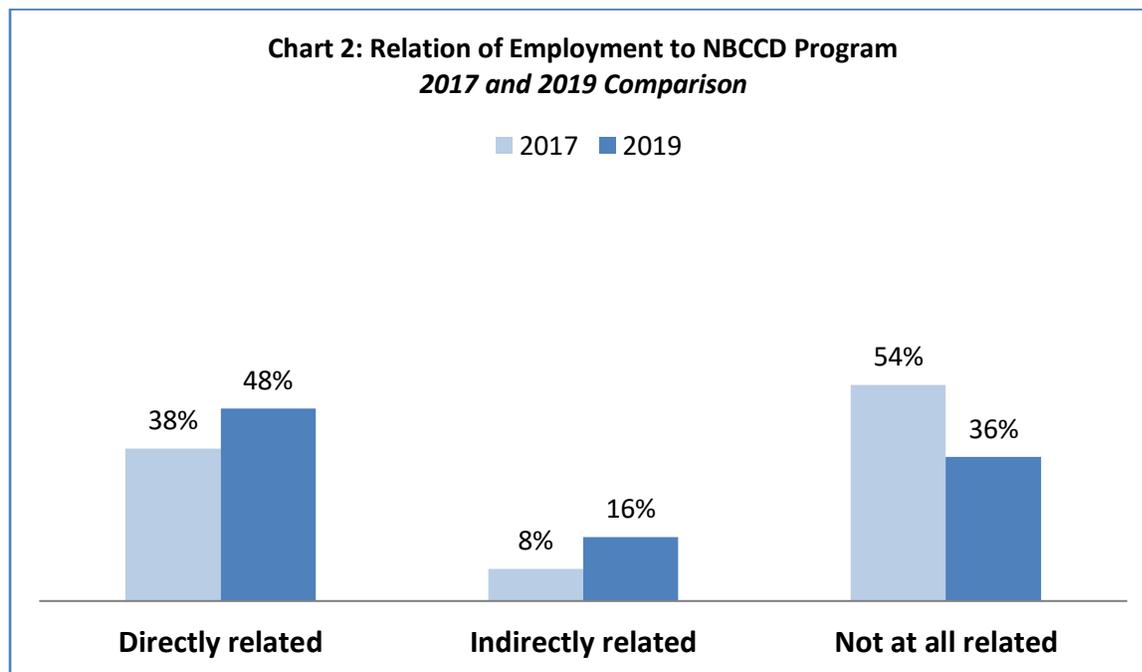
5.6 Employment Related to Training (Reference Week)

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

- 48% were employed in positions which they described as directly related to the training they received through the NBCCD;
- 16% described their position as indirectly related to the training they received through the NBCCD; and
- 36% of employed graduates were in positions they described as not at all related to their NBCCD training.

Within the group of graduates employed on a *full-time* basis, the percentage employed in positions directly related to training received through the NBCCD was higher, at 56%.

As seen below in Chart 2, one year following graduation (2017), the percentage of graduates employed in positions directly related to their training was lower, with 38% 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 higher at 54%.



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, 72% were employed in full-time positions working an average of 39 hours per week during the reference week. The 28% of graduates who were employed in part-time positions worked an average of 15 hours per week during the reference week. In the one-year follow-up study in

2017, a lower percentage of employed graduates reported working on a full-time basis (63%). The average number of hours worked during the reference week in 2017 was the same at 39 for full-time employment.

5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2017, full-time earnings ranged from a low of \$300 to a high of \$1,500. The average wage was \$586.88 with a standard deviation of \$399.40. When contacted in 2019, average full-time earnings for graduates employed in full-time positions ranged from \$345 to \$822 with an average wage of \$624.08 with a standard deviation of \$143.77.

Due to small sample sizes, more detailed information on wages by gender was not possible.

Table 2: Reported Earnings in the Reference Week of Regular Program Graduates Full-time/Part-time Employment

	2017	2019
Employed Full-time	63%	72%
Average Hours Worked (F-T)	39	39
Average Weekly Earnings (F-T)	\$586.88	\$624.08
Employed Part-time	37%	28%
Average Hours Worked (P-T)	20	15
Average Weekly Earnings (P-T)	\$802.60 ⁶	\$280.00

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

- Average weekly earnings have increased by 6% from \$586.88 in 2017 to \$624.08 in 2019 for NBCCD graduates employed on a full-time basis⁷.

Due to small sample sizes, reference week wages by program are not available.

Table 3 compares wages among 2015-2016 graduates in 2017 and 2019 who were employed in full-time positions in the reference week that were either directly, indirectly, or not at all related to the NBCCD program completed. As evident in Table 3, graduates employed full-time in directly related positions have seen significant increases (6%) in their weekly income since 2017.

⁶ Respondents who did not provide a response were excluded. Results should be interpreted with caution due to small sample sizes.

⁷ Small sample sizes, interpret with caution

Table 3: Comparative Full-time Wages in Reference Week

Relation of Job to Training	Average Reference Week Wage ⁸		% Change
	2017	2019	
Overall (Full-time)	\$586.68	\$624.08	+6%
Directly Related	\$896.67	\$573.17	-36%
Indirectly Related	\$490.00	\$650.00	+33%
Not at all Related	\$341.67	\$700.00	+51%

5.9 Employment Status (Reference Week)

Each respondent provided information about his or her employment status in relation to the main job held during the reference week. The information collected in 2019 (three years following graduation) and the information collected in 2017 (one year following graduation) is presented in Table 4.

**Table 4: Comparison of Employment Status for Main Position in Reference Week
Regular Program Graduates**

	2017	2019
Permanent Positions	52%	60%
Temporary/Casual Positions	22%	28%
Self-employed	26%	8%
Something else	0%	4%

As Table 4 demonstrates, the percentage of graduates employed in permanent positions increased from 2017 to 2019, and the percentage of graduates self-employed decreased significantly over the same period.

5.10 Time in Current Employment

Respondents who were employed in the reference week had been employed in that position for approximately 14 months on average (if the respondent had started employment directly after graduation, this leaves 39 months between July 1, 2016 and the 2019 reference week).

Of those employed during the reference week:

- 50% had been employed for a period of 6 months or less;
- 4% had been employed for a period of 7-12 months;
- 19% had been employed for a period of 13-24 months;
- 12% had been employed for a period of 25-32 months;

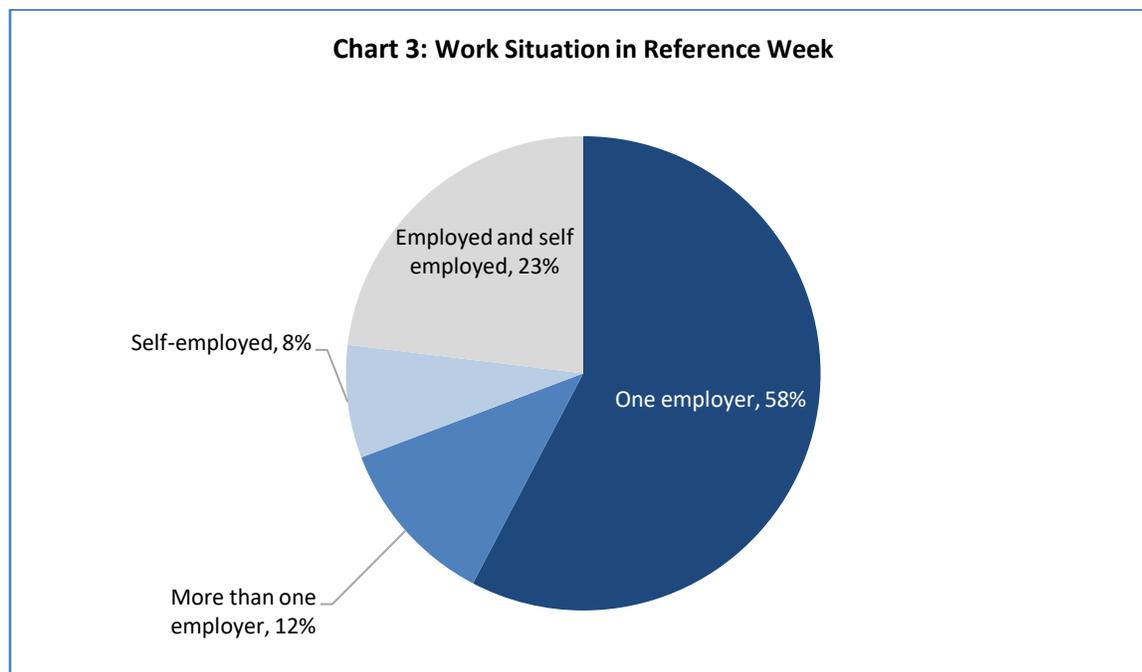
⁸ Small sample sizes, interpret with caution

- 0% had been employed for a period of 33-38 months period; and
- 15% had been employed for the full 39-month period.

Graduates employed in positions directly or indirectly related to the NBCCD training program completed were, on average, employed in that position for a slightly shorter period of time (12 months for directly and indirectly) than respondents in positions not at all related (15 months) to the program completed.

5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of September 22 to 28, 2019. The following chart demonstrates that nearly three in five employed NBCCD graduates (58%) were working for one employer during the reference week.



As demonstrated in Table 5, the percentage of graduates working for one employer in the reference week has increased in the two year period following the one-year follow-up survey (58% in 2019 compared to 44% in 2017).

**Table 5: Work Situation in Reference Week
Graduates of Regular Programs**

	2017	2019
One employer	44%	58%
More than one employer	13%	12%
Employed/Self-employed	17%	23%
Self-employed only	26%	8%

5.12 Summary of Graduate Employment (Reference Week)

Table 6 summarizes the employment information for 2015-2016 NBCCD graduates one and three years after graduation.

**Table 6: Comparative Information for the Class of 2015-2016
Graduates of Regular Programs**

	2017	2019
Labour force participation rate	67%	89%
Employment rate	86%	87%
Percent of those employed working full-time	63%	72%
Average weekly full-time wage	\$586.68	\$624.08

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 8 graduates (23%) who were not working during the reference week. Those not working include those who were unemployed and those who were not in the labour force.

Of those not working:

- 50% of respondents were actively seeking employment, waiting to return to work from a lay-off, or waiting for a job to start (within four weeks of the reference week); and
- 50% of respondents were not in the labour force.

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

- Not able to find work - no jobs available – 38%
- Own illness or disability – 13%
- Available jobs require more training /education – 13%
- Attending a full-time or part-time study / training program – 13%
- Retired – 13%
- Other reasons – 13%

5.14 Overall Employment since Graduation

Overall, approximately 94% of 2015-2016 graduates who completed the three-year follow-up interview had been employed in at least one job since graduation from their NBCCD program of study.

Over the 39 month period since their graduation from the NBCCD (July 2016-September 2019), respondents were employed in an average of three jobs and employed for an average of 14 months.

Respondents averaged 12 months in positions directly or indirectly related to their NBCCD program of study.

Of those respondents who have had at least one job:

- 27% resumed, or continued with employment held prior to completion of their NBCCD program;
- 48% started their first job following completion of their NBCCD program in 2016;
- 9% started their first job in 2017; and
- 15% started their first job in 2018 or later.

Furthermore, since completion of the NBCCD program:

- 20% have held one employment position;
- 11% have held two employment positions;
- 34% have held three employment positions;
- 29% have held four or more employment positions; and
- 6% have not been employed.

5.15 Migration of Graduates

Just under one-third (31%) lived or worked outside New Brunswick at some time since their graduation in 2016. Of those who lived or worked outside of New Brunswick, 36% relocated in an effort to find employment, while the other 64% relocated for other reasons.

On average, graduates who left New Brunswick to find employment without an arranged job required an average of 3 weeks to find a job, while 25% of graduates who left New Brunswick to find employment had a job arranged prior to relocation.

5.16 Additional Education and Training

Since completing their NBCCD training in 2016, 47% of surveyed graduates reported that they had returned to school / training or were currently enrolled in an apprenticeship program. Of these:

- 41% (n=7) reported returning to an education / training program or enrolling in an apprenticeship program within the same field of study that they completed in 2016; and
- 59% (n=10) reported returning to an education / training program or enrolling in an apprenticeship program within a different area of study.

Among those who reported that they had returned to school / training (n=17):

- 88% (n=15) were attending full-time studies;
- 12% (n=2) were attending part-time studies; and
- None were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=10), 20% reported that they needed to complete the additional training to qualify for their current main position.

Within the *total group* of respondents, none reported that they were currently registered in an apprenticeship system.

5.17 Evaluation of NBCCD Programs

All NBCCD 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 4 shows an overall summary of the evaluations provided by graduates in 2019, three years following graduation. Overall, 74% indicated that their training program did an excellent or good job in preparing them for a job in a related field.

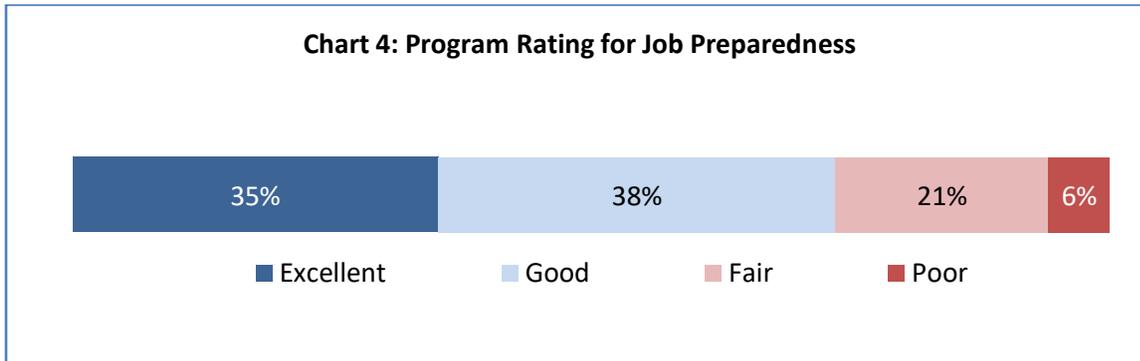
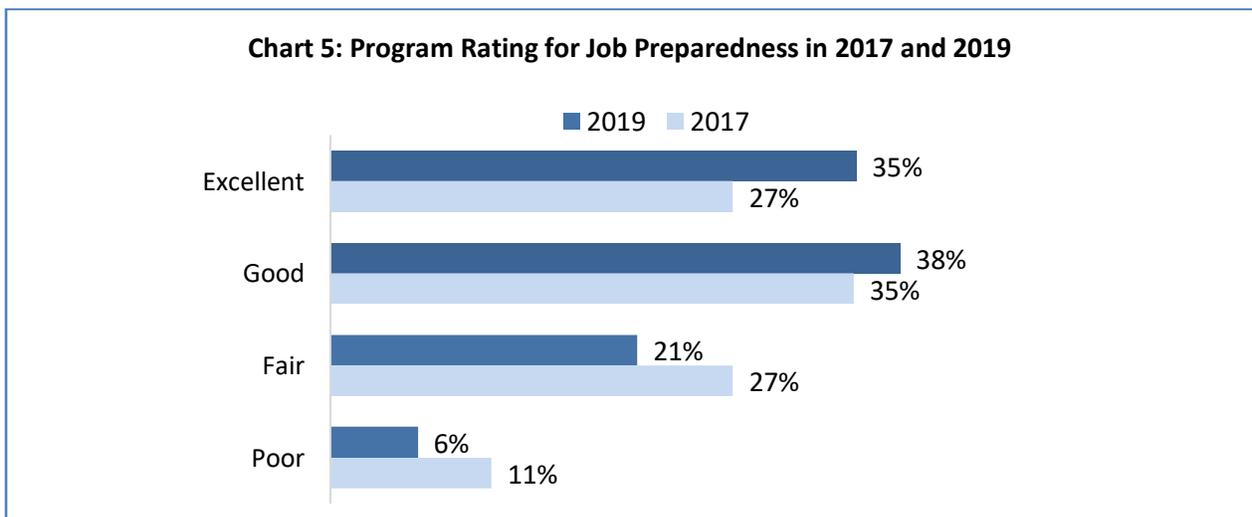


Chart 5 compares the evaluation of the performance of NBCCD programs with regards to job preparedness one year following graduation (2017) and three years following graduation (2019).



There has been an increase in both those evaluating NBCCD programs as ‘excellent’ and ‘good’ with regards to job preparedness between 2017 and 2019.

Table 7 provides an overview of the graduates’ evaluation of their preparation for employment by labour force status in the reference week.

Table 7: Program Evaluation by Labour Force Status in the Reference Week

	Overall	Employed	Unemployed	Not in Labour Force
2017				
Excellent	27%	30%	25%	20%
Good	35%	43%	25%	20%
Fair	27%	17%	25%	50%
Poor	11%	9%	25%	10%
2019				
Excellent	35%	46%	0%	0%
Good	38%	35%	50%	67%
Fair	21%	15%	25%	33%
Poor	6%	4%	25%	0%

In general, the above table demonstrates that in 2019 as in 2017, unemployed and not in the labour force graduates provided less favourable evaluations of their preparation for employment compared to employed graduates.

5.18 Additional Skills Developed at the NBCCD

Survey respondents were asked:

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

Overall, 16 survey respondents (56%) identified additional skills or abilities developed during their training at the NBCCD 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 NBCCD graduates three years following graduation:

Table 8: Additional Skills Developed at the NBCCD

Skills Identified	% mentioned
People / Social skill	31%
Time management / Organizational skills	25%
Work-related skills and professionalism	19%
Job searching/Resume-building/Interviewing skill	13%
Entrepreneurship and Business skills	13%
Communication skill	6%
Language skill	6%
Personal and life skill	6%
Report and presentation skills	6%
Management skill	6%
Specific skills related to their field	6%
Other	6%

6 Conclusions

This report presented a summary of the findings from the 2016 Three-Year Graduate Follow-up Survey of 2015-2016 Graduates of the New Brunswick College of Craft and Design. This study represents the twentieth three-year follow-up survey conducted with New Brunswick College of Craft and Design graduates⁹. The data gathered from this study is similar to that collected in the most recent report published in 2016 and suggests that graduates follow similar patterns in the three-year period following graduation.

The following point summarize the primary findings of this study:

- The labour force participation rate in the reference week (September 22 to 28, 2019) for 2015-2016 NBCCD graduates has increased significantly, from 67% in 2017 to 89% in 2019.
- The employment rate in the reference week for this class of graduates has remained relatively stable over the two-year period, measuring 86% in 2017 and 87% in 2019.
- Graduates working full-time in the reference week worked an average of 39 hours and had an average weekly salary of \$624.08. This represents a 6% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$586.88).
- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased, from 52% in 2017 to 60% in 2019.

⁹ This survey was not completed in 2008, 2015, 2017 or 2018.

- One-third of employed survey respondents (33%) lived or worked outside New Brunswick since graduation from the NBCCD in 2016. Within this group, 33% have since returned to the province. In total, 92% of the graduating class of 2015-2016 currently reside in New Brunswick.
- Since completing their NBCCD training in 2016, 47% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 41% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
- Overall, 74% of graduates surveyed felt that the NBCCD did an excellent (35%) or good (38%) job of preparing them for employment in a related field.
- Overall, 56% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, people/social skills (31%), time management/organizational skills (25%), and work-related skills and professionalism (19%) were the most commonly mentioned skills.

7 Appendix

Table A-1 Survey Response Rate by Program							
Academic Program # ¹⁰	Program ¹¹	Total Graduates	# Respondents			Response Rate	Average Age in 2019
			Males	Females	Another Gender		
	Overall	83	7	27	2	43%	29
521	Aboriginal Visual Arts*	2	1	-	-	50%	-
522	Digital Media*	3	1	1	-	67%	-
528.1	Fashion: Fashion Design	5	-	5	-	100%	26
528.2	Fashion: Textile Design*	1	-	-	-	0%	-
526.1	Fine Craft: Ceramics	7	-	5	-	71%	35
526.2	Fine Craft: Jewellery/Metal Arts*	4	-	-	-	0%	-
155	Foundation Visual Arts	44	2	12	2	36%	27
302	Graduate Studies*	4	1	-	-	25%	-
520	Graphic Design	8	2	3	-	63%	28
527	Photography*	5	-	1	-	20%	-

¹⁰ In this and all tables, the “Academic Program” field reflects the program code used to identify the program.

¹¹ In this and all tables, the “Program” field reflects the program names as they were in 2015-16.

* 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	36	31	86%	87%	64%
521	Aboriginal Visual Arts*	1	-	-	-	-
522	Digital Media*	2	-	-	-	-
528.1	Fashion: Fashion Design	5	5	100%	80%	100%
528.2	Fashion: Textile Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics	5	4	80%	100%	33%
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-	-
155	Foundation Visual Arts	16	14	88%	93%	42%
302	Graduate Studies*	1	-	-	-	-
520	Graphic Design	5	5	100%	80%	100%
527	Photography*	1	-	-	-	-

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 NBCCD 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	18	56%	17%	39	\$624
521	Aboriginal Visual Arts*	1	-	-	-	-
522	Digital Media*	-	-	-	-	-
528.1	Fashion: Fashion Design	4	75%	25%	37	\$571
528.2	Fashion: Textile Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics*	2	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-	-
155	Foundation Visual Arts	7	14%	29%	37	\$619
302	Graduate Studies*	-	-	-	-	-
520	Graphic Design	4	100%	0%	39	\$694
527	Photography*	-	-	-	-	-

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 NBCCD program

In Indirectly Related Employment – Percentage of those employed in full-time positions indirectly related to their NBCCD 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	27	58%	12%	23%	8%
521	Aboriginal Visual Arts*	1	-	-	-	-
522	Digital Media*	-	-	-	-	-
528.1	Fashion: Fashion Design	4	75%	0%	25%	0%
528.2	Fashion: Textile Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics	4	33%	33%	0%	33%
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-	-
155	Foundation Visual Arts	13	62%	15%	23%	0%
302	Graduate Studies*	1	-	-	-	-
520	Graphic Design	4	75%	0%	25%	0%
527	Photography*	-	-	-	-	-

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	36	2.9	28	19
521	Aboriginal Visual Arts*	1	-	-	-
522	Digital Media*	2	-	-	-
528.1	Fashion: Fashion Design	5	4	34	33
528.2	Fashion: Textile Design*	-	-	-	-
526.1	Fine Craft: Ceramics	5	2	35	24
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-
155	Foundation Visual Arts	16	2	24	9
302	Graduate Studies*	1	-	-	-
520	Graphic Design	5	4	32	26
527	Photography*	1	-	-	-

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, 2011

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2011 in a job directly or indirectly related to their NBCCD 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	36	31%	36%	3
521	Aboriginal Visual Arts*	1	-	-	-
522	Digital Media*	2	-	-	-
528.1	Fashion: Fashion Design	5	40%	50%	4
528.2	Fashion: Textile Design*	-	-	-	-
526.1	Fine Craft: Ceramics	5	0%	0%	-
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-
155	Foundation Visual Arts	16	38%	33%	2
302	Graduate Studies*	1	-	-	-
520	Graphic Design	5	0%	0%	-
527	Photography*	1	-	-	-

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	36	47%	41%	20%	0%
521	Aboriginal Visual Arts*	1	-	-	-	-
522	Digital Media*	2	-	-	-	-
528.1	Fashion: Fashion Design	5	20%	0%	0%	0%
528.2	Fashion: Textile Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics	5	40%	50%	100%	0%
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-	-
155	Foundation Visual Arts	16	56%	33%	14%	0%
302	Graduate Studies*	1	-	-	-	-
520	Graphic Design	5	0%	0%	0%	0%
527	Photography*	1	-	-	-	-

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 NBCCD Programs: Preparedness for Work in Related Field**

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	36	35%	38%	21%	6%
521	Aboriginal Visual Arts*	1	-	-	-	-
522	Digital Media*	2	-	-	-	-
528.1	Fashion: Fashion Design	5	60%	0%	20%	20%
528.2	Fashion: Textile Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics	5	80%	20%	0%	0%
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-	-
155	Foundation Visual Arts	16	7%	64%	21%	7%
302	Graduate Studies*	1	-	-	-	-
520	Graphic Design	5	60%	20%	20%	0%
527	Photography*	1	-	-	-	-

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 NBCCD program did an excellent, good, fair, or poor job of preparing them for employment in a related field