New Brunswick Community College
Three-Year Graduate Follow-Up Survey

2014 Survey of 2010-2011 Graduates

Prepared For:

Strategic Services Branch
Department of Post-Secondary Education, Training and Labour
P.O. Box 6000
Fredericton, NB
E3B 5H1

ISBN: 978-1-4605-0778-0 (Printed)
ISBN: 978-1-4605-0780-3 (Online)

Prepared By:

ADVANIS Jolicoeur

March 2015

FOREWORD

This report presents the findings of the **New Brunswick Community College (NBCC) Three-Year Graduate Follow-Up Survey — 2014 Survey of 2010-2011 Graduates**[1]. This is the eighteenth year that the Department has conducted a survey of graduates three years following completion of training[2]. 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 Community College. The three-year survey also allows comparison of results with the follow-up survey of these graduates conducted in 2012 (one year after completion of training).

Surveys were conducted with 692 graduates of NBCC regular training programs during the months of May to November 2014, representing a response rate of 32%.

Overall, the results indicate that the 2010-2011 NBCC graduates have improved their financial situations three years following graduation compared to their initial contact one year following graduation. Compared to their 2012 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:

Strategic Services Branch
Department of Post-Secondary Education, Training and Labour
LMI@gnb.ca
(506) 457-4859

[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 fifth year that a separate report has been published for each of New Brunswick Community College graduates and Collège communautaire du Nouveau-Brunswick graduates. This report contains only data and information pertaining to NBCC and NBCCD graduates.
[2] This survey was not completed in 2008.

EXECUTIVE SUMMARY

On behalf of the Department of Post-Secondary Education, Training and Labour, Advanis Jolicoeur conducted the Three-Year Graduate Follow-Up Survey of the Class of 2010-2011 of the New Brunswick Community College (NBCC)[3]. This class was also interviewed in 2012, one year following their graduation.

There were a total of 2,160 NBCC graduates of regular programs in the Class of 2010-2011. A total of 692 interviews were conducted with NBCC graduates of regular programs in the 2010-2011 academic year, representing 32% of all regular NBCC graduates (692 survey respondents out of the total of 2,160 graduates). The survey population provides an accurate representation of the overall graduate population in terms of age, gender, and college attended.

Presented in this section are the key findings from this report:

- The labour force participation rate in the reference week (March 2nd to March 8th, 2014) for 2010-2011 NBCC graduates has declined slightly, from 95% in 2012 to 92% in 2014.

- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 87% in 2012 and 88% in 2014.

- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of $779.12. This represents a 13% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation ($692.20).

[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 fifth year that a separate report has been published for New Brunswick Community College graduates and Collège communautaire du Nouveau-Brunswick graduates. This report contains only data and information pertaining to NBCC and New Brunswick College of Craft and Design (NBCCD) graduates, which herein are all referred to as the NBCC.

- A difference in the wages earned by male and female graduates continues to exist. In 2012, female graduates employed full-time in the reference week had an average salary of $606.47, which was 80% of the male average weekly salary of $761.67. In 2014, the average weekly salary for females employed full-time in the reference week was $688.58, 76% of the male salary of $878.99. 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 significantly, from 70% in 2012 to 83% in 2014.

- Approximately two in ten survey respondents (23%) lived or worked outside New Brunswick since graduation from the NBCC in 2011. Within this group, 51% have since returned to the province. In total, 89% of the graduating class of 2010-2011 currently reside in New Brunswick.

- Since completing their NBCC training in 2011, 35% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 76% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.

- Overall, 84% of graduates surveyed felt that the NBCC did an excellent (42%) or good (42%) job of preparing them for employment in a related field.

- Overall, 36% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (19%), resume development / job search skills / interviewing techniques (17%), and practical knowledge in their field (11%) were the most commonly mentioned skills.

This study represents the eighteenth three-year follow-up survey conducted with New Brunswick Community College graduates[4]. The information gathered from this study is similar to that collected in the most recent report published in 2013 and suggests that graduates follow similar patterns in the three-year period following graduation.

[4] This survey was not completed in 2008.

TABLE OF CONTENTS

1 INTRODUCTION 1

2 SURVEY BACKGROUND 1

3 SURVEY METHODOLOGY 3

4 GRADUATE AND SURVEY POPULATIONS 5

5 RESEARCH FINDINGS 8

5.1 Labour Force Participation and Employment Rates 8
5.2 Labour Force Participation Rates (Reference Week) 9
5.3 Employment Rate (Reference Week) 10
5.4 Comparative Labour Force Participation and Employment Rates (Reference Week) 11
5.5 Employment in New Brunswick (Reference Week) 13
5.6 Employment Related to Training (Reference Week) 13
5.7 Hours of Work (Reference Week) 14
5.8 Average Weekly Earnings (Reference Week) 15
5.9 Employment Status (Reference Week) 20
5.10 Time in Current Employment 21
5.11 Work Situation (Reference Week) 22
5.12 Summary of Graduate Employment (Reference Week) 23
5.13 Graduates Not Working in Reference Week 23
5.14 Overall Employment since Graduation 24
5.15 Migration of Graduates 26
5.16 Additional Education and Training 26
5.17 Evaluation of NBCC Programs 27
5.18 Additional Skills Developed at the NBCC 30

6 CONCLUSIONS 31

List of Charts and Tables

List of Charts

Chart 1: Labour Force Participation and Employment Rate 12
Chart 2: Relation of Employment to NBCC Program 14
Chart 3: Wage Levels by Gender and Hours Worked 16
Chart 4: Work Situation in Reference Week 22
Chart 6: Program Rating for Job Preparedness 28
Chart 7: Program Rating for Job Preparedness in 2012 and 2014 28

List of Tables

Table 1: Population – Sample Comparison 6
Table 2: Employment Patterns Reported in 2012 and 2014 15
Table 3: Reported Earnings of Regular Program Graduates 17
Table 4: Comparative Wages in Reference Week by NBCC Programs 18
Table 5: Comparative Full-time Wage Information for Specific Occupations Directly Related to the Program Completed 19
Table 6: Comparative Full-time Wage Information 19
Table 7: Comparison of Employment Status for Main Position in Reference Week 20
Table 8: Work Situation in Reference Week 22
Table 9: Comparative Information of the Class of 2010-2011 23
Table 10: Program Evaluation by Labour Force Status 29
Table 11: Additional Skills Developed at the NBCC 30

1 INTRODUCTION

This report presents a summary of the findings from the 2014 Three-Year Graduate Follow-up Survey of 2010-2011 Graduates of the New Brunswick Community College (NBCC), which for the purposes of this study includes 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 Jolicoeur.

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 2012. Detailed data tables for this study are presented in the Appendix of this report.

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.

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 fifth year that a separate report has been published for New Brunswick Community College graduates.

The 2014 survey was designed to gather pertinent information relating to graduates' experiences over the three-year period following completion of their program of study at the NBCC.

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 2014 survey was designed to:

- determine the current (2014) employment status of NBCC graduates of regular programs of the 2010-2011 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 2010-2011;

- 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 the graduates' assessment of their experience at the NBCC.

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

3 SURVEY METHODOLOGY

The Department provided Advanis Jolicoeur with a database of the original listings for 2,183 graduates of regular NBCC programs in 2010-2011. This database included all graduates for whom contact information was available in 2012 (for the one-year survey) along with updated contact information collected in 2012. Prior to the start of the survey (in April 2014), the database was reduced by five (5) graduates for whom an incomplete or partial telephone number was available or no valid email address was available. During the data collection period, four (4) respondents were removed from the original list because they were ill or deceased; fourteen (14) more were removed because they did not graduate from the noted program in 2010-2011. Following removal of these twenty-three (23) names from the database, there were 2,160 potential contacts. In reporting data from this survey, 2,160 graduates of regular programs constitute the base for calculation of graduate population statistics.

The Department, in consultation with the NBCC, designed the survey instrument prior to the contract award. 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 Jolicoeur and administered via telephone using a Computer Assisted Telephone Interviewing (CATI) system and via the web until November 2014.

An attempt was made to contact all 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 Jolicoeur's 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. Graduates for whom we had an email address were invited via email starting on May 8, 2014 to complete the survey online. Graduates who had not yet completed the survey online were called starting June 9, 2014 to complete the survey over the telephone, and graduates for whom we did not have an email address were called starting

on May 9, 2014. 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 May 8th and November 29th, 2014. In order to achieve the highest possible response rate for this study, unlimited callbacks were conducted on all working numbers. For graduates with outdated or unavailable contact information, various websites were used to source new contact information where possible.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total graduates. The response rate for this study was 32% (692 completed interviews with a total graduate population of 2,160). The primary reason for non-completion was the lack of a current telephone number 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. Therefore, it is important to note that when comparisons are made with the one-year follow-up survey, all NBCC graduates from non-regular programs are removed from analysis.

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

Throughout this report, the information gathered through the three-year follow-up survey is used to describe the characteristics of the overall population of regular NBCC 2010-2011 program graduates. Therefore, it is very important that the survey population (respondents) mirrors the overall 2010-2011 NBCC graduate population. To determine whether the survey population is representative of the graduate population, an assessment of the response rate for each program was undertaken. The result of this assessment is presented in Table A-1 of the Appendix, which provides information on the survey response rates for each NBCC program. As previously noted, the overall response rate for this study was 32%.

Advanis Jolicoeur completed interviews with graduates from 91 of the 93 individual regular programs available to the Class of 2010-2011. The programs (and number of graduates) from which interviews were not completed were Geographic Information Systems Technology (eight graduates) and Hospitality and Tourism Operations: Hotel and Restaurant (eleven graduates). Due to significantly lower response rates this year few programs had response rates of 50% or greater since it was difficult to locate graduates from many programs. This resulted in seventy-five (75) programs having response rates below 50% in the three-year follow-up study.

Table 1 provides a comparison of the graduate population and the survey population in terms of age, gender and college. The survey and graduate populations for regular programs are comparable in terms of gender and age distribution ensuring a representative survey population. The survey population is also representative of the graduate population with regards to the campus at which the programs were completed.

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

Characteristics	Graduate Population	Survey Population (Respondents)
Total Number	**2,160**	**692**
Gender		
Male	53%	50%
Female	47%	50%
	100%	100%
Age		
24 or Younger	43%	39%
25-29	25%	23%
30-39	17%	17%
40-49	10%	13%
50+	5%	8%
	100%	100%
Campus		
Fredericton	6%	6%
Miramichi	16%	17%
Moncton	24%	25%
Saint John	27%	27%
St. Andrews	12%	9%
Woodstock	11%	11%
NBCCD	4%	5%
	100%	100%

In 2014, the average age of all graduates of regular programs who participated in this study is 30.8 years of age which is slightly higher than the mean age of the survey population which sits at 29.2 years of age. Table A-1 contains a breakdown of the average age of respondents surveyed within each program, as well as information on the gender distribution within each program.

At the time of the survey, 89% of graduates were residing in New Brunswick while 5% of respondents lived in Alberta, 1% in each of Nova Scotia, Ontario and Quebec and 3% in other locations.

The information in Table 2 and Table A-1 (in the Appendix) demonstrates that the characteristics of the survey population mirror those of the graduate population. This ensures that the survey sample provides a solid base from which to generalize conclusions about the total population of NBCC graduates.

5 RESEARCH FINDINGS

This section summarizes the key survey findings in relation to the research objectives. Detailed tables in the Appendix provide survey results at the NBCC program level.

Throughout Section 5, comparative data is presented based on the information collected in the one-year follow-up survey (2012) and this survey (2014). To enable comparison, information collected in 2012 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 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 March 2nd to March 8th, 2014, 92% of survey respondents were in the labour force[5], with the remaining 8% not in the labour force (not actively seeking work or not available for work).

When analyzed by gender, labour force participation during the reference week was slightly larger for males (93%) than females (92%).

Labour force participation has dropped slightly for the 2010-2011 graduating class since last interviewed. In 2012, one year following graduation, 95% of graduates of regular programs were in the labour force, with a participation rate of 96% for males and 95% for females.

[5] It was not possible to establish the labour force participation status for 2 respondents.

Table A-2 in the Appendix presents data on labour force participation rates in the reference week for respondents from NBCC program. As presented in Table A-2:

- Respondents from 62 of the 91 programs contacted (68% of programs) had a 100% labour force participation rate.

- Respondents from five of the 91 programs contacted (5% of programs) had labour force participation rates of less than 70%.

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 March 2nd to March 8th, 2014, the employment rate[6,7] for respondents was 88% and the unemployment rate was 12%. When contacted in 2012, one year after graduation from the NBCC, the employment rate was slightly higher, measuring 89%.

When examined by gender, no statistically significant difference was found to exist between males (86%) and females (91%). However, employed males were statistically significantly more likely than employed females to be working on a full-time basis (96% and 83%, respectively)[8,9].

[6] Graduates who were on maternity/paternity leave and graduates in a block release during the reference week were classified as employed.
[7] Labour force status and employment rate could not be established for 2 respondents.
[8] Employment details including number of hours of work, occupation, and average wages were not collected for 27 graduates who were employed during the reference week. These graduates were on maternity leave or in a block release during the reference week.
[9] 20 employed graduates could not be classified as full-time or part-time and were therefore removed from the analysis.

A similar difference was found between the male and female employment rates at the one-year follow-up survey, with a slightly higher percentage of females employed (89%) than males (85%).

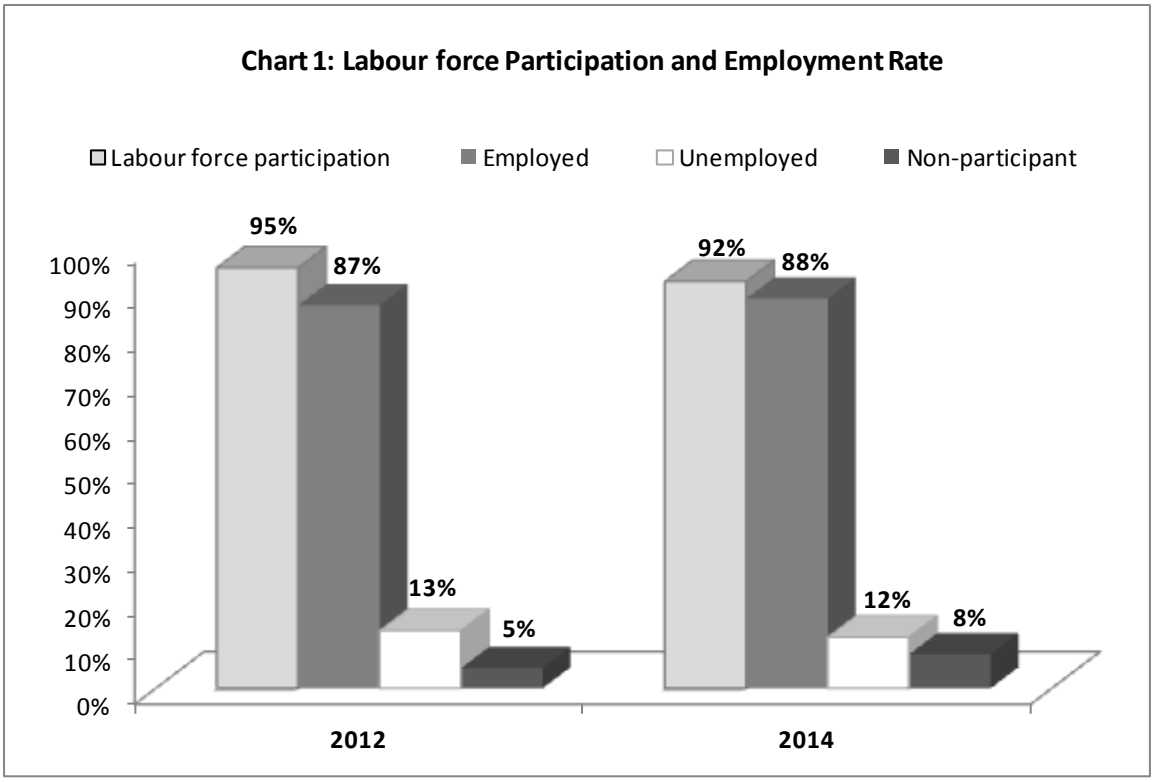
A review of the data presented in Table A-2 demonstrates that:

- Respondents from 54 of the 91 programs contacted (59% of programs) had an employment rate of 100%.

- Respondents from eight of the 91 programs contacted (9% of programs) had employment rates at or below 50%.

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 2010-2011 at the one and three-year follow-up intervals upon the completion of their NBCC program.



The labour force participation rate has declined slightly from 2012 to 2014 (95% and 92% respectively), and the employment rate has increased slightly (from 87% in 2012 to 88% in 2014).

5.5 Employment in New Brunswick (Reference Week)

In 2012, at their one-year follow-up survey, 92% of *employed* 2010-2011 graduates from regular programs resided in New Brunswick, higher than the 89% of *employed* graduates currently residing in New Brunswick in 2014. Among *employed* graduates contacted in 2014:

- 89% were residing in New Brunswick;
- 5% were in Alberta;
- 1% were in Nova Scotia;
- 1% were in Ontario;
- 1% were in Quebec;
- 1% were in Saskatchewan and;
- 2% were in other locations.

Two in ten (21%) *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=119), 46% (n=54) had returned to the province by 2014 and are currently living in New Brunswick.

Relocation patterns of the *total group* of survey respondents are presented in Table A-6 of the Appendix.

5.6 Employment Related to Training (Reference Week)

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

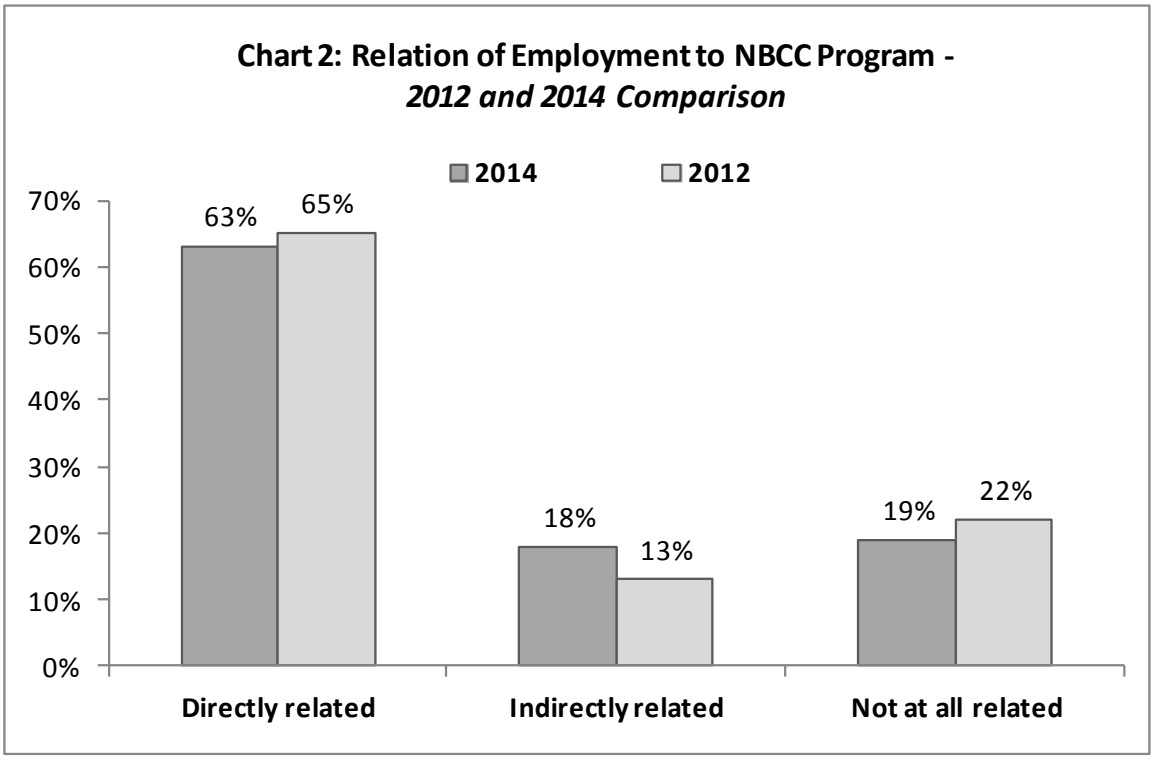
- 63% were employed in positions which they described as directly related to the training they received through the NBCC;

- 18% described their position as indirectly related to the training they received through the NBCC; and

- 19% of employed graduates were in positions they described as not at all related to their NBCC training.

Table A-3 in the Appendix provides a summary of related employment by program for *full-time* employed graduates. Within this group of graduates employed on a *full-time* basis, the percentage employed in positions directly related to training received through the NBCC was slightly higher, at 64%.

As seen below in Chart 2, one year following graduation (2012), the percentage of graduates employed in positions directly and indirectly related to their training was similar, with 65% of graduates employed in positions directly related to their training and 13% of graduates in positions indirectly related to their training.



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, 89% were employed in full-time positions working

an average of 42 hours per week during the reference week[10]. In the one-year follow-up study, a slightly higher percentage of employed graduates reported working on a full-time basis (91%). The average number of hours worked during the reference week in 2012 was identical at 42.

The following table presents a summary of work patterns for male and female employed graduates of the Class of 2010-2011. The percentage of males employed full-time has increased slightly, with 96% of males employed full-time in 2014 compared to 95% in 2012. However, the percentage of females employed full-time has decreased notably and the percentage of males employed full-time remains higher in both 2012 and 2014 than the percentage of females employed full-time.

Table 2: Employment Patterns Reported in 2012 and 2014

	2012	2014
Employed Full-time	91%	89%
Males	95%	96%
Females	87%	83%
Employed Part-time	9%	11%
Males	5%	4%
Females	14%	17%

5.8 Average Weekly Earnings (Reference Week)

Weekly full-time earnings during the reference week are detailed in Table A-3 of the Appendix.

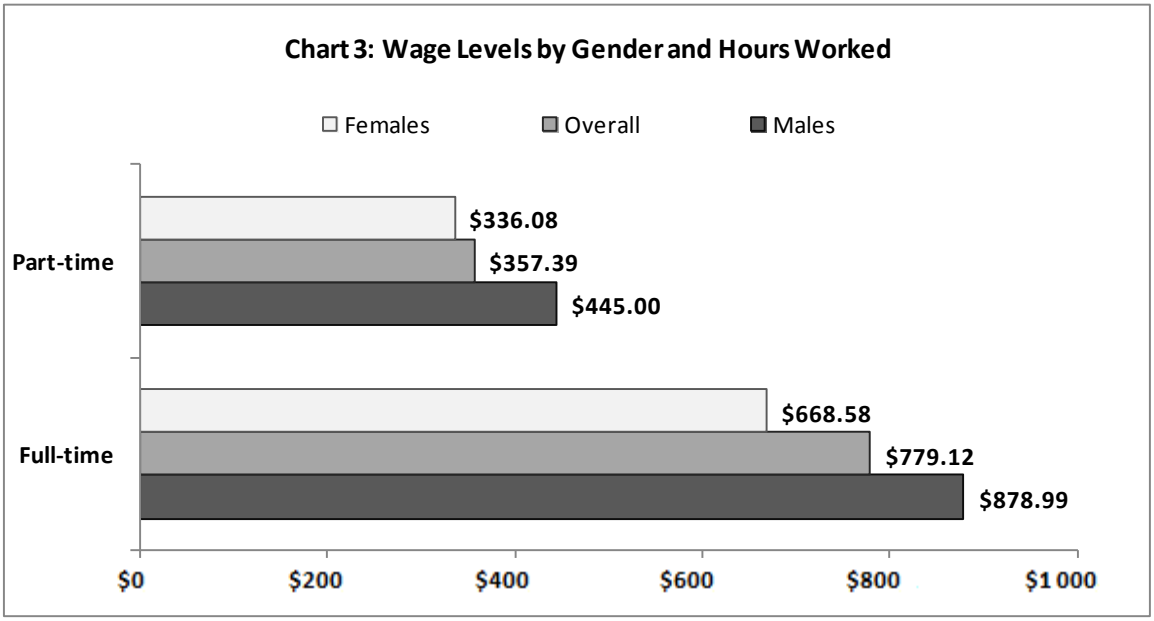
During the reference week in 2012, full-time earnings ranged from a low of $100 to a high of $2,443. The average wage was $692.20 with a standard deviation of $348.62. When contacted in 2014, average full-time earnings for graduates employed in full-time

[10] 53 employed graduates could not be classified as full-time or part-time and were therefore removed from the analysis.

positions ranged from $200 to $2,500 with an average wage of $779.12 and a standard deviation of $370.51.

Over the two-year period since 2012, 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 ranging from $350 to $2,400 with an average of $805.75. This is higher when compared to an average of $714.18 in 2012 for graduates employed in full-time positions *directly related* to their program of study, with a range of $100 to $2,443.

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



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 $878.99, while female graduates employed on a full-time basis reported average earnings of $668.58 (76% of wages earned by males). Table 3 presents additional information to compare the wages of male and female graduates in 2012 and 2014.

Table 3: Reported Earnings in the Reference Week of Regular Program Graduates Full-time/Part-time Employment (2012-2014)

	2012	**2014**
Employed Full-time	91%	89%
Average Hours Worked - All	42	42
Males	44	44
Females	39	39
Average Weekly Earnings (F-T)	$692.20	$779.12
Males	$761.67	$878.99
Females	$606.47	$668.58
Employed Part-time	9%	11%
Average Hours Worked – All	18	17
Males	16	16
Females	19	17
Average Weekly Earnings (P-T)	$397.25	$357.39
Males	$349.60	$445.00
Females	$416.57	$336.08

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

- Average weekly earnings have increased by 13% from $692.20 in 2012 to $779.12 in 2014 for NBCC graduates employed on a full-time basis.

- In 2012, female graduates working full-time earned approximately 80% of the earnings of male graduates working full-time. In 2014, full-time female graduates earned 76% of the earnings of full-time male graduates.

Table 4 compares the reference week wages of 2010-2011 graduates employed in full-time positions directly related to their NBCC training, for 2012 and 2014, ***by NBCC program***. The programs that are listed within the table are programs where at least 10 graduates provided wage information for both the 2012 and 2014 follow-up interviews.

Table 4: Comparative Wages in Reference Week by NBCC Programs (Full-time, Directly Related Positions)

Program Title	**Sample 2014**	**Average Reference Week Wage**		**% Change**
		2012	**2014**	
Overall (Full-time, Directly Related)	**293**	**$714.18**	**$805.75**	**+13%**
Practical Nurse	17	$774.27	$787.65	+2%
Early Childhood Education	26	$563.42	$619.00	+10%
Human Services	19	$485.78	$582.18	+20%
Office Administration	11	$540.33	$640.00	+18%
Electrical	10	$591.68	$775.50	+31%
Business Administration: Accounting	10	$701.40	$702.56	+<1%

- Full-time NBCC 2010-2011 graduates employed in positions directly related to their program of study reported average weekly earnings of $805.75, which is 13% higher than 2010-2011 graduates in similar positions contacted one year following graduation.

Table 5 compares the reference week wages of 2010-2011 graduates employed in full-time positions directly related to their NBCC training, for 2012 and 2014, ***by occupation***. The occupations that are listed within the table are those where at least 10 graduates provided wage information for both the 2012 and 2014 follow-up interviews.

Table 5: Comparative Full-time Wages in Reference Week for Specific Occupations Directly Related to the Program Completed

Occupation	Sample 2014	Average Reference Week Wage		% Change
		2012	2014	
Overall (Full-time, Directly Related)	**288**	**$714.18**	**$804.40**	**+13%**
4214 - Early Childhood Educators and Assistants	22	$546.41	$617.38	+13%
3233 – Licensed Practical Nurses	20	$770.62	$806.44	+5%
7321 - Automotive service technicians, truck and bus mechanics and mechanical repairers	11	$528.67	$579.33	+10%

Table 6 compares wages among 2010-2011 graduates in 2012 and 2014 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 6, graduates employed full-time in directly related positions have seen significant increases (13%) in their weekly income since 2012.

Table 6: Comparative Full-time Wages in Reference Week

Relation of Job to Training	Average Reference Week Wage		% Change
	2012	2014	
Overall (Full-time)	**$692.20**	**$779.12**	**+13%**
Directly Related	$714.18	$805.75	+13%
Indirectly Related	$815.96	$769.14	-9%
Not at all Related	$550.77	$688.14	+25%

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 2014 (three years following graduation) and the information collected in 2012 (one year following graduation) is presented in Table 7.

Table 7: Comparison of Employment Status for Main Position in Reference Week Regular Program Graduates

	2012	2014
Permanent Positions	70%	86%
Temporary/Casual Positions	28%	12%
Self-employed	3%	2%

As Table 7 demonstrates, the percentage of graduates employed in permanent positions increased significantly from 2012 to 2014, while the percentage of graduates employed in temporary / casual positions 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 19 months on average (if the student had started employment after graduation, this leaves 33 months between July 1, 2011 and the reference week).

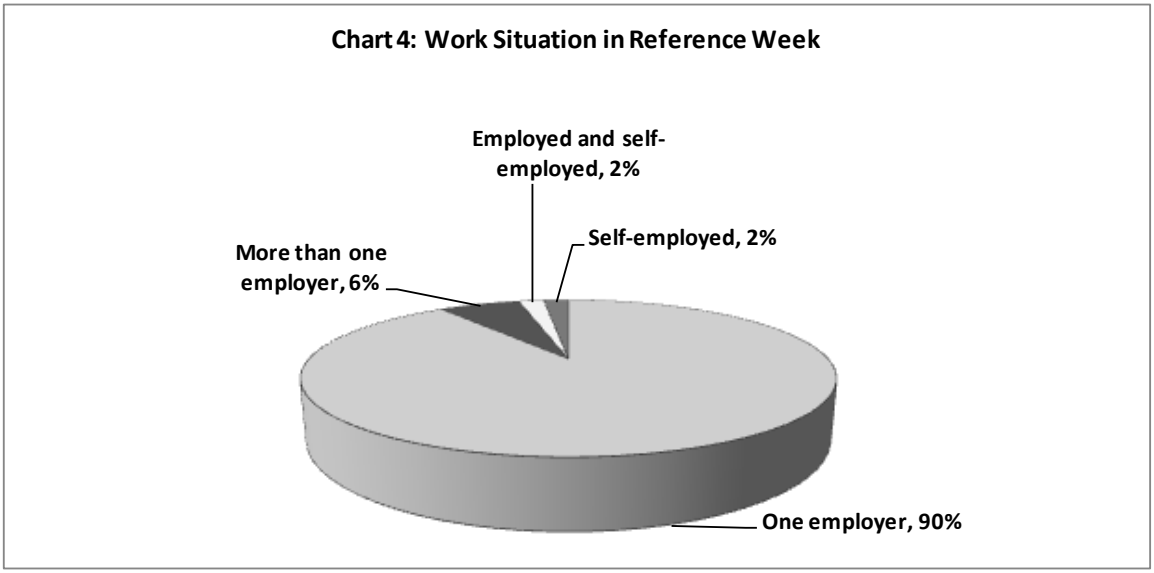
Of those employed during the reference week:

- 17% had been employed for a period of 6 months or less;
- 11% had been employed for a period of 7-12 months;
- 63% had been employed for a period of 13-24 months;
- 1% had been employed for a period of 25-32 months; and
- 8% had been employed for the full 33-month period.

Graduates employed in positions directly or indirectly related to the NBCC training program completed were, on average, employed in that position for a shorter period of time (18 months for both) than respondents in positions not at all related (25 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 March 2nd to March 8th, 2014. Information about the various work situations for graduates of each program is presented in Table A-4 in the Appendix. The following chart demonstrates that nine in ten employed NBCC graduates (90%) were working for one employer during the reference week.



As demonstrated in Table 8, the percentage of graduates working for one employer in the reference week has remained relatively stable in the two year period following the one-year follow-up survey (90% in 2014 compared to 87% in 2012).

Table 8: Work Situation in Reference Week
Graduates of Regular Programs

	2012	2014
One employer	87%	90%
More than one employer	9%	6%
Employed/Self-employed	2%	2%
Self-employed only	2%	2%

5.12 Summary of Graduate Employment (Reference Week)

Table 9 summarizes the employment information for 2010-2011 NBCC graduates one year and three years after graduation.

Table 9: Comparative Information for the Class of 2010-2011 Graduates of Regular Programs

	2012 (Reference Week)	2014 (Reference Week)
Labour force participation rate	95%	92%
Employment rate	87%	88%
Percent of those employed working full-time	91%	89%
Average weekly full-time wage	$692.20	$779.12

The above table indicates that the labour force participation rate and percentage of those employed working full-time are slightly lower three years following graduation when compared to the one-year follow-up. However, graduates employed on a full-time basis are earning 13% more in wages.

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 127 graduates (18%) 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:

- 58% of respondents (50% for females; 65% for males) 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

- 42% of respondents (50% for females; 35% for males) were not in the labour force.

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

- Attending a full-time or part-time study / training program – 21%
- Inability to find employment related to training –16%
- Inability to find employment – 16%
- Own illness or disability – 9%
- Waiting for a position to commence – 9%
- Personal / family responsibilities – 7%
- Waiting for recall to a previous position after a layoff – 7%
- Laid off – 6%
- Lack of work experience – 2%
- Retired – 2%
- Lack of bilingual ability – 2%
- Available jobs require more training /education – 1%
- Other reasons – 5%

5.14 Overall Employment since Graduation

Overall, approximately 98% of 2010-2011 graduates who completed the three-year follow-up interview had been employed in at least one job since graduation from their NBCC program of study. Table A-5 in the Appendix presents the employment history of respondents by program since their graduation from the NBCC.

Over the 33-month period since their graduation from the NBCC (July 2011-March 2014), respondents were employed in an average of two jobs and employed for an average of 31 months. Respondents averaged 24 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents:

- 11% resumed, or continued with employment held prior to completion of their NBCC program;
- 43% started their first job following completion of their NBCC program in 2011;
- 21% started their first job in 2012; and
- 26% started their first job in 2013 or later.

Furthermore, since completion of the NBCC program:

- 38% have held one employment position;
- 29% have held two employment positions;
- 16% have held three employment positions;
- 16% have held four or more employment positions; and
- 2% have not been employed.

5.15 Migration of Graduates

About two out of ten survey respondents (23%) lived or worked outside New Brunswick at some time since their graduation in 2011. Of those who lived or worked outside of New Brunswick, 69% relocated in an effort to find employment, while the other 31% relocated for other reasons.

Table A-6 in the Appendix presents information about graduate relocation by program. On average, graduates who left New Brunswick to find employment without an arranged job required an average of 9 weeks to find a job, while 58% 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 NBCC training in 2011, 35% of surveyed graduates reported that they had returned to school / training or were currently enrolled in an apprenticeship program. Of these:

- 76% (n=184) reported returning to an education / training program or enrolling in an apprenticeship program within the same field of study that they completed in 2011; and

- 24% (n=59) 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=243):

- 37% were attending full-time studies;
- 23% were attending part-time studies; and
- 39% were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=109), 46% reported that they needed to complete the additional training to qualify for their current main position.

Within the *total group* of respondents, 14% (n=94) reported that they were currently registered in an apprenticeship program.

Detailed information about education, training and apprenticeships following completion of a program at the NBCC is presented in Table A-7 of the Appendix.

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?

Table A-8 in the Appendix presents a summary of the responses provided by the NBCC graduates in each program. Chart 6 shows an overall summary of the evaluations provided by graduates in 2014, three years following graduation.

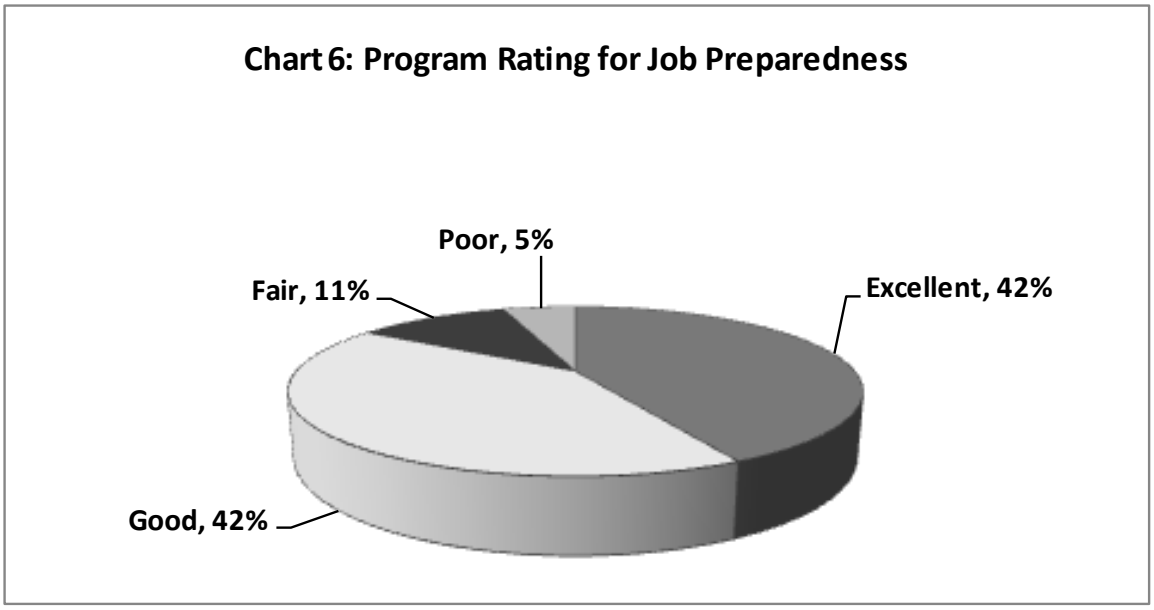
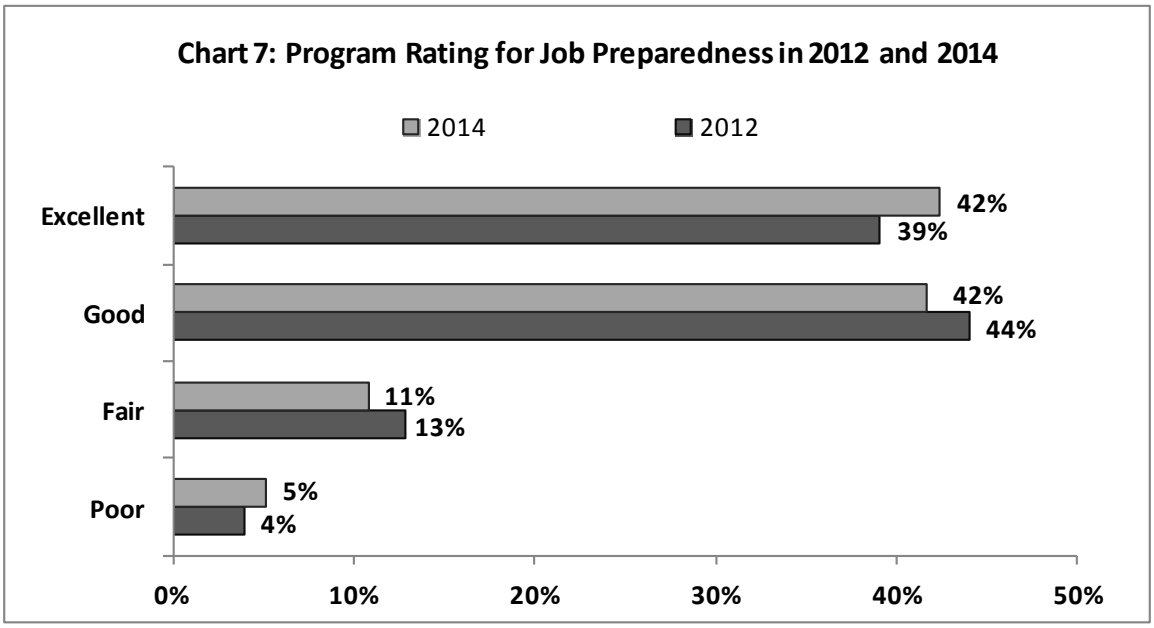


Chart 7 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2012) and three years following graduation (2014).



There has been an increase in those evaluating NBCC programs as 'excellent' with regards to job preparedness between 2012 and 2014.

Table 10 provides an overview of the graduates' evaluation of their preparation for employment by labour force status in the reference week.

Table 10: Program Evaluation by Labour Force Status in the Reference Week

	Overall	Employed	Unemployed	Not in Labour Force
2012				
Excellent	39%	40%	32%	40%
Good	44%	43%	47%	51%
Fair	13%	13%	17%	9%
Poor	4%	4%	4%	0%
	100%	100%	100%	100%
2014				
Excellent	42%	45%	33%	29%
Good	42%	40%	52%	50%
Fair	11%	10%	11%	13%
Poor	5%	5%	4%	8%
	100%	100%	100%	100%

Overall, the above table demonstrates that in 2014 as in 2012, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates.

5.18 Additional Skills Developed at the NBCC

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 Community College that helped you find a job?

Overall, 249 survey respondents (36%) 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 11: Additional Skills Developed at the NBCC

Skills Identified	Overall
Communication skills	19%
Resumé development / job search skills / interviewing techniques	17%
Practical knowledge in their field	11%
People / social skills	7%
Specific skills related to their field	7%
All skills and knowledge acquired through course	6%
Computer-related skills	5%
Practical work experience	5%
Problem-solving / independence / initiative	5%
Work-related skills and professionalism	5%
Patient care skills / compassion	4%
Time management / organizational skills	3%
Writing and language skills	3%
Teamwork / working in groups	2%
Personal and life skills	2%
Report / presentation skills	2%
Management skills	2%
Language skills	2%
Entrepreneurship and business skills	2%
First Aid Course/CPR certification	2%
Customer service skills	2%
Confidence	1%
Trade skills	1%
Leadership	1%
Other skills	11%

6 CONCLUSIONS

This report presents a summary of the findings from the 2014 Three-Year Graduate Follow-up Survey of 2010-2011 Graduates of the New Brunswick Community College. This study represents the eighteenth three-year follow-up survey conducted with New Brunswick Community College graduates[11]. The data gathered from this study is similar to that collected in the most recent report published in 2013 and suggests that graduates follow similar patterns in the three-year period following graduation.

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week for 2010-2011 NBCC graduates has declined slightly, from 95% in 2012 to 92% in 2014.

- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 87% in 2012 and 88% in 2014.

- Graduates working full-time in the reference week of March 2nd to March 8th, 2014 worked an average of 42 hours and had an average weekly salary of $779.12. This represents a 13% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation ($692.20).

- In 2012, female graduates employed full-time in the reference week had an average salary of $606.47, which was 80% of the male graduates' average weekly salary of $761.67. In 2014, the average weekly salary for female graduates employed full-time in the reference week was $688.58, 76% of the male graduate

[11] This survey was not completed in 2008.

salary of $878.99. The gender wage gap for this group of graduates has increased over the 2012-2014 study period.

- The percentage of NBCC graduates employed in permanent positions in the reference week has increased significantly, from 70% in 2012 to 83% in 2014.

- Approximately two in ten survey respondents (23%) lived or worked outside New Brunswick since graduation from the NBCC in 2011. Within this group, 51% have since returned to the province. In total, 89% of the graduating class of 2010-2011 currently reside in New Brunswick.

- Since completing their NBCC training in 2011, 35% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 76% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.

- Overall, 84% of graduates surveyed felt that the NBCC did an excellent (42%) or good (42%) job of preparing them for employment in a related field.

- Overall, 36% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (19%), resume development / job search skills / interviewing techniques (17%), and practical knowledge in their field (11%) were the most commonly mentioned skills.

APPENDIX

Table A-1 Survey Response Rate by Program						
Academic Program # [12]	**Program** [13]	**Total Graduates**	**# Respondents**		**Response Rate**	**Average Age in 2014**
			Males	**Females**		
	Overall	**2160**	**347**	**345**	**32%**	**31**
521	Aboriginal Visual Arts*	2	-	1	50%	-
514	Accounting Technician*	6	1	2	50%	-
078	Animation and Graphics	15	5	3	53%	29
003	Aquaculture Technician*	10	1	1	20%	-
011	Art Fundamentals	17	2	3	29%	24
021	Automotive Service Technician	72	20	1	29%	23
186	Bricklaying*	8	3	-	38%	-
258	Business Administration	25	4	7	44%	30
258	Business Administration: Accounting	57	4	17	37%	35
258	Business Administration: Investment Management*	8	1	-	13%	-
258	Business Administration: Sales and Marketing*	9	3	-	33%	-
258	Business Administration: Marketing	17	1	6	41%	31
144	Carpentry	76	21	3	32%	32
112	Chemical Technology	10	5	1	60%	25
005	Civil Engineering Technology: Architectural	17	4	3	41%	25
005	Civil Engineering Technology: Building System Services	10	4	1	50%	29
005	Civil Engineering Technology: Construction Management	29	4	4	28%	31
005	Civil Engineering Technology: Highway and Municipal	17	3	2	29%	32
005	Civil Engineering Technology: Structural	19	8	-	42%	25
503	Civil Technician*	9	2	-	22%	-
008	Computerized Numerically Controlled Manufacturing Technician	9	4	2	67%	33
009	Cook*	22	2	-	9%	-
036	Correctional Techniques	42	9	2	26%	38
088	Criminal Justice	21	4	1	24%	32
232	Digital Photography*	17	-	2	12%	-
107	Early Childhood Education	105	2	37	37%	32
010	Electrical	103	22	-	21%	26
010	Electrical: Industrial	16	3	1	25%	29
116	Electronic Game - 3D Graphics	10	6	-	60%	28
068	Electronic Game - Design	11	6	-	55%	29
278	Electronics Engineering Technology: Alternate Energy Systems*	14	1	-	7%	-
278	Electronics Engineering Technology: Computer Systems	9	5	-	56%	36
278	Electronics Engineering Technology: Electronic Communication Systems*	9	2	-	22%	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	7	1	-	14%	-
278	Electronics Engineering Technology: Industrial Electronics	10	4	-	40%	29
278	Electronics Engineering Technology: Telecommunications*	10	2	-	20%	-
012	Environmental Technology	8	3	2	63%	34

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
***** Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-1 Survey Response Rate by Program						
Academic Program # [12]	**Program** [13]	**Total Graduates**	**# Respondents**		**Response Rate**	**Average Age in 2014**
			Males	**Females**		
	Overall	**2160**	**347**	**345**	**32%**	**31**
502	Event Management*	5	1	-	20%	-
505	Fine Craft and Applied Design	30	3	9	40%	29
283	Floor Installer*	10	2	-	20%	-
115	Foundation Visual Arts	56	5	15	36%	25
141	Gas Technician*	14	1	-	7%	-
507	Geographic Information Systems Technology*	8	-	-	0%	-
302	Graduate Studies*	5	1	-	20%	-
190	Graphic Design	11	3	3	55%	24
515	Health Information Management*	7	-	3	43%	-
236	Health Unit Coordinator	13	-	5	38%	43
014	Heavy Equipment Service Technician*	13	3	-	23%	-
500	Hospitality and Tourism Management: Culinary Arts*	12	-	1	8%	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	7	-	1	14%	-
500	Hospitality and Tourism Management: International Travel and Tourism*	9	1	2	33%	-
517	Hospitality and Tourism Operations: Culinary Arts*	17	1	2	18%	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	11	-	-	0%	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	15	1	1	13%	-
085	Human Services	123	7	36	35%	33
067	Industrial Control Technology	19	5	1	32%	31
016	Industrial Mechanics	40	12	-	30%	29
508	Information Technology: Desktop Support	20	4	1	25%	27
508	Information Technology: Internet Application Development	12	4	1	42%	26
508	Information Technology: Network Administration	18	8	-	44%	35
508	Information Technology: Network Support*	7	2	1	43%	-
508	Information Technology: Programmer-Analyst	11	4	-	36%	28
047	Journalism*	2	1	-	50%	-
077	Landscape*	14	2	1	21%	-
017	Machinist	19	6	1	37%	31
018	Marine Diesel Mechanics*	11	1	-	9%	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	12	7	-	58%	26
019	Mechanical Engineering Technology: Production Management	5	4	-	80%	25
109	Mechanical Technician	14	4	-	29%	26
501	Medical Laboratory Assistant	12	-	9	75%	32
030	Medical Laboratory Technology	16	-	4	25%	26
020	Motor Vehicle Body Repairer and Painter*	14	1	-	7%	-
028	Nuclear Medicine Technology*	6	-	2	33%	-
257	Office Administration	88	1	28	33%	38
257	Office Administration: Bilingual	14	-	8	57%	35
257	Office Administration: Executive	31	-	8	26%	31
257	Office Administration: Medical	11	-	6	55%	33
314	Personal Support Worker: Acute Care	65	2	23	38%	35

Table A-1 Survey Response Rate by Program						
Academic Program # [12]	**Program** [13]	**Total Graduates**	**# Respondents**		**Response Rate**	**Average Age in 2014**
			Males	**Females**		
	Overall	**2160**	**347**	**345**	**32%**	**31**
314	Personal Support Worker: Long Term Care	28	2	7	32%	41
106	Pharmacy Technician	19	3	4	37%	27
139	Plumbing	68	9	1	15%	32
290	Police Foundations	25	7	4	44%	25
023	Power Engineering Technology	23	10	2	52%	28
292	Practical Nurse	120	1	44	38%	33
322	Process Control Technician*	9	3	-	33%	-
031	Refrigeration and Air Conditioning Technician	17	5	-	29%	33
312	Respiratory Therapy	17	1	4	29%	25
033	Sheet Metal Fabrication*	5	2	-	40%	-
026	Steel Fabrication	11	4	-	36%	24
022	Truck and Transport Service Technician	28	7	-	25%	25
027	Welding	83	20	-	24%	25
029	Welding Technology	12	3	1	33%	26
050	Youth Care Worker	12	1	4	42%	35

Academic Program # – Program identifier
Program – Program name
Total Graduates – Total number of graduates in programs
Respondents – Total number of graduates who completed the three-year follow-up interview
Response Rate – Percentage of graduates interviewed to total number of graduates
Average Age in 2014 – Average age of graduates interviewed

Table A-2 Labour Market Information for the Reference Week						
Academic Program #[12]	**Program[13]**	**Total Respondents**	**# in Labour Force**	**Participation Rate**	**Employment Rate**	**In Related Employment**
	Overall	**692**	**637**	**92%**	**88%**	**81%**
521	Aboriginal Visual Arts*	1	-	-	-	-
514	Accounting Technician*	3	-	-	-	-
078	Animation and Graphics	8	6	75%	33%	100%
003	Aquaculture Technician*	2	-	-	-	-
011	Art Fundamentals	5	3	60%	67%	50%
021	Automotive Service Technician	21	19	95%	90%	71%
186	Bricklaying*	3	-	-	-	-
258	Business Administration	11	11	100%	91%	78%
258	Business Administration: Accounting	21	19	90%	79%	93%
258	Business Administration: Investment Management*	1	-	-	-	-
258	Business Administration: Sales and Marketing*	3	-	-	-	-
258	Business Administration: Marketing	7	6	86%	83%	100%
144	Carpentry	24	22	92%	77%	54%
112	Chemical Technology	6	6	100%	83%	80%
005	Civil Engineering Technology: Architectural	7	7	100%	100%	71%
005	Civil Engineering Technology: Building System Services	5	5	100%	100%	80%
005	Civil Engineering Technology: Construction Management	8	8	100%	75%	100%
005	Civil Engineering Technology: Highway and Municipal	5	4	80%	75%	67%
005	Civil Engineering Technology: Structural	8	6	75%	100%	100%
503	Civil Technician*	2	-	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	6	6	100%	100%	80%
009	Cook*	2	-	-	-	-
036	Correctional Techniques	11	9	82%	89%	88%
088	Criminal Justice	5	4	80%	100%	75%
232	Digital Photography*	2	-	-	-	-
107	Early Childhood Education	39	38	97%	90%	90%
010	Electrical	22	22	100%	82%	81%
010	Electrical: Industrial	4	4	100%	75%	100%
116	Electronic Game - 3D Graphics	6	5	83%	80%	100%
068	Electronic Game - Design	6	6	100%	100%	100%
278	Electronics Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	5	100%	100%	60%
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	4	100%	100%	100%
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-	-
012	Environmental Technology	5	5	100%	100%	75%
502	Event Management*	1	-	-	-	-

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
***** 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 #[12]	**Program[13]**	**Total Respondents**	**# in Labour Force**	**Participation Rate**	**Employment Rate**	**In Related Employment**
	Overall	**692**	**637**	**92%**	**88%**	**81%**
505	Fine Craft and Applied Design	12	12	100%	92%	55%
283	Floor Installer*	2	-	-	-	-
115	Foundation Visual Arts	20	14	70%	93%	54%
141	Gas Technician*	1	-	-	-	-
507	Geographic Information Systems Technology*	-	0	-	0%	0%
302	Graduate Studies*	1	-	-	-	-
190	Graphic Design	6	3	50%	100%	33%
515	Health Information Management*	3	-	-	-	-
236	Health Unit Coordinator	5	5	100%	100%	40%
014	Heavy Equipment Service Technician*	3	-	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	3	-	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	3	-	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	0	-	0%	0%
518	Hospitality and Tourism Operations: International Travel and Tourism*	2	-	-	-	-
085	Human Services	43	39	91%	90%	85%
067	Industrial Control Technology	6	6	100%	100%	83%
016	Industrial Mechanics	12	12	100%	100%	78%
508	Information Technology: Desktop Support	5	5	100%	100%	60%
508	Information Technology: Internet Application Development	5	5	100%	100%	100%
508	Information Technology: Network Administration	8	8	100%	88%	86%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	4	4	100%	100%	100%
047	Journalism*	1	-	-	-	-
077	Landscape*	3	-	-	-	-
017	Machinist	7	5	71%	100%	100%
018	Marine Diesel Mechanics*	1	-	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	7	6	86%	100%	67%
019	Mechanical Engineering Technology: Production Management	4	4	100%	100%	100%
109	Mechanical Technician	4	4	100%	100%	100%
501	Medical Laboratory Assistant	9	9	100%	100%	56%
030	Medical Laboratory Technology	4	4	100%	100%	100%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
257	Office Administration	29	26	90%	81%	90%
257	Office Administration: Bilingual	8	8	100%	100%	100%
257	Office Administration: Executive	8	8	100%	100%	88%
257	Office Administration: Medical	6	5	83%	80%	67%
314	Personal Support Worker: Acute Care	25	23	92%	91%	67%

Table A-2 Labour Market Information for the Reference Week						
Academic Program #[12]	**Program[13]**	**Total Respondents**	**# in Labour Force**	**Participation Rate**	**Employment Rate**	**In Related Employment**
	Overall	**692**	**637**	**92%**	**88%**	**81%**
314	Personal Support Worker: Long Term Care	9	7	78%	86%	67%
106	Pharmacy Technician	7	7	100%	100%	100%
139	Plumbing	10	10	100%	70%	50%
290	Police Foundations	11	10	91%	80%	75%
023	Power Engineering Technology	12	12	100%	92%	100%
292	Practical Nurse	45	43	96%	98%	100%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician	5	4	80%	50%	50%
312	Respiratory Therapy	5	5	100%	100%	100%
033	Sheet Metal Fabrication*	2	-	-	-	-
026	Steel Fabrication	4	4	100%	100%	75%
022	Truck and Transport Service Technician	7	5	71%	100%	100%
027	Welding	20	18	90%	61%	70%
029	Welding Technology	4	4	100%	100%	75%
050	Youth Care Worker	5	5	100%	100%	60%

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 #[12]	**Program[13]**	**Total Employed FT**	**In Directly Related Employment**	**In Indirectly Related Employment**	**Average FT Hours Worked**	**Average Weekly FT Earnings**
	Overall	**471**	**64%**	**17%**	**42**	**$779**
521	Aboriginal Visual Arts*	-	-	-	-	-
514	Accounting Technician*	2	-	-	-	-
078	Animation and Graphics*	2	-	-	-	-
003	Aquaculture Technician*	1	-	-	-	-
011	Art Fundamentals*	2	-	-	-	-
021	Automotive Service Technician	14	64%	7%	43	$662
186	Bricklaying*	3	-	-	-	-
258	Business Administration	7	71%	29%	39	$800
258	Business Administration: Accounting	14	71%	21%	40	$696
258	Business Administration: Investment Management*	1	-	-	-	-
258	Business Administration: Sales and Marketing*	-	-	-	-	-
258	Business Administration: Marketing*	2	-	-	-	-
144	Carpentry	12	33%	25%	53	$706
112	Chemical Technology	5	60%	20%	44	$829
005	Civil Engineering Technology: Architectural	6	50%	17%	43	$738
005	Civil Engineering Technology: Building System Services	5	60%	20%	40	$710
005	Civil Engineering Technology: Construction Management	6	100%	0%	46	$1,055
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural	6	83%	17%	44	$933
503	Civil Technician*	1	-	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	5	80%	0%	38	$606
009	Cook*	-	-	-	-	-
036	Correctional Techniques	7	71%	14%	45	$1,075
088	Criminal Justice	4	25%	50%	40	$583
232	Digital Photography*	2	-	-	-	-
107	Early Childhood Education	30	87%	3%	39	$600
010	Electrical	15	67%	20%	44	$819
010	Electrical: Industrial*	2	-	-	-	-
116	Electronic Game - 3D Graphics*	3	-	-	-	-
068	Electronic Game - Design	6	67%	33%	41	$759
278	Electronics Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	60%	0%	42	$1,245
278	Electronics Engineering Technology: Electronic Communication Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	75%	25%	40	$1,008
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-	-

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-3 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #[12]	**Program[13]**	**Total Employed FT**	**In Directly Related Employment**	**In Indirectly Related Employment**	**Average FT Hours Worked**	**Average Weekly FT Earnings**
	Overall	**471**	**64%**	**17%**	**42**	**$779**
012	Environmental Technology*	3	-	-	-	-
502	Event Management*	1	-	-	-	-
505	Fine Craft and Applied Design	7	57%	0%	36	$687
283	Floor Installer*	1	-	-	-	-
115	Foundation Visual Arts	5	60%	20%	38	$700
141	Gas Technician*	1	-	-	-	-
507	Geographic Information Systems Technology*	-	-	-	-	-
302	Graduate Studies*	-	-	-	-	-
190	Graphic Design*	2	-	-	-	-
515	Health Information Management*	3	-	-	-	-
236	Health Unit Coordinator	5	20%	20%	37	$533
014	Heavy Equipment Service Technician*	1	-	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	2	-	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	1	-	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	-	-	-	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	1	-	-	-	-
085	Human Services	27	70%	15%	39	$568
067	Industrial Control Technology	5	80%	0%	48	$1,500
016	Industrial Mechanics	9	56%	22%	41	$746
508	Information Technology: Desktop Support	4	50%	25%	40	$485
508	Information Technology: Internet Application Development	5	100%	0%	40	$900
508	Information Technology: Network Administration	7	57%	29%	45	$1,054
508	Information Technology: Network Support*	2	-	-	-	-
508	Information Technology: Programmer-Analyst	4	100%	0%	39	$1,150
047	Journalism*	1	-	-	-	-
077	Landscape*	3	-	-	-	-
017	Machinist	4	25%	75%	41	$745
018	Marine Diesel Mechanics*	1	-	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	6	33%	33%	40	$797
019	Mechanical Engineering Technology: Production Management	4	50%	50%	40	$704
109	Mechanical Technician	4	75%	25%	47	$1,520
501	Medical Laboratory Assistant	7	43%	0%	39	$739
030	Medical Laboratory Technology*	3	-	-	-	-
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
257	Office Administration	17	65%	29%	38	$646
257	Office Administration: Bilingual	8	63%	38%	38	$796
257	Office Administration: Executive	6	33%	67%	40	$613

Table A-3 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #[12]	**Program[13]**	**Total Employed FT**	**In Directly Related Employment**	**In Indirectly Related Employment**	**Average FT Hours Worked**	**Average Weekly FT Earnings**
	Overall	**471**	**64%**	**17%**	**42**	**$779**
257	Office Administration: Medical*	3	-	-	-	-
314	Personal Support Worker: Acute Care	14	43%	14%	38	$539
314	Personal Support Worker: Long Term Care	6	50%	17%	38	$592
106	Pharmacy Technician	6	100%	0%	39	$725
139	Plumbing	6	33%	17%	47	$996
290	Police Foundations	7	43%	29%	49	$904
023	Power Engineering Technology	10	100%	0%	50	$1,274
292	Practical Nurse	27	100%	0%	39	$788
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	3	-	-	-	-
033	Sheet Metal Fabrication*	1	-	-	-	-
026	Steel Fabrication	4	50%	25%	45	$755
022	Truck and Transport Service Technician	5	100%	0%	43	$750
027	Welding	10	50%	20%	49	$842
029	Welding Technology*	3	-	-	-	-
050	Youth Care Worker*	3	-	-	-	-

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 Current Work Situation for Those Employed in the Reference Week						
Academic Program #[12]	**Program[13]**	**Total Employed**	**One Employer**	**More Than One Employer**	**Employed and Self-Employed**	**Self-Employed**
	Overall	**563**	**90%**	**6%**	**2%**	**2%**
521	Aboriginal Visual Arts*	-	-	-	-	-
514	Accounting Technician*	3	-	-	-	-
078	Animation and Graphics*	2	-	-	-	-
003	Aquaculture Technician*	1	-	-	-	-
011	Art Fundamentals*	2	-	-	-	-
021	Automotive Service Technician	17	93%	7%	0%	0%
186	Bricklaying*	3	-	-	-	-
258	Business Administration	10	89%	11%	0%	0%
258	Business Administration: Accounting	15	93%	7%	0%	0%
258	Business Administration: Investment Management*	1	-	-	-	-
258	Business Administration: Sales and Marketing*	-	-	-	-	-
258	Business Administration: Marketing	5	100%	0%	0%	0%
144	Carpentry	17	85%	8%	8%	0%
112	Chemical Technology	5	100%	0%	0%	0%
005	Civil Engineering Technology: Architectural	7	86%	14%	0%	0%
005	Civil Engineering Technology: Building System Services	5	100%	0%	0%	0%
005	Civil Engineering Technology: Construction Management	6	83%	0%	17%	0%
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
005	Civil Engineering Technology: Structural	6	100%	0%	0%	0%
503	Civil Technician*	1	-	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	6	100%	0%	0%	0%
009	Cook*	1	-	-	-	-
036	Correctional Techniques	8	88%	13%	0%	0%
088	Criminal Justice	4	100%	0%	0%	0%
232	Digital Photography*	2	-	-	-	-
107	Early Childhood Education	34	84%	13%	0%	3%
010	Electrical	18	88%	6%	0%	6%
010	Electrical: Industrial*	3	-	-	-	-
116	Electronic Game - 3D Graphics	4	100%	0%	0%	0%
068	Electronic Game - Design	6	83%	17%	0%	0%
278	Electronics Engineering Technology: Alternate Energy Systems*	-	-	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	100%	0%	0%	0%
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	100%	0%	0%	0%
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-	-
012	Environmental Technology	5	50%	0%	0%	50%
502	Event Management*	1	-	-	-	-

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-4 Current Work Situation for Those Employed in the Reference Week						
Academic Program #[12]	**Program[13]**	**Total Employed**	**One Employer**	**More Than One Employer**	**Employed and Self-Employed**	**Self-Employed**
	Overall	**563**	**90%**	**6%**	**2%**	**2%**
505	Fine Craft and Applied Design	11	82%	0%	18%	0%
283	Floor Installer*	1	-	-	-	-
115	Foundation Visual Arts	13	69%	8%	15%	8%
141	Gas Technician*	1	-	-	-	-
507	Geographic Information Systems Technology*	-	-	-	-	-
302	Graduate Studies*	1	-	-	-	-
190	Graphic Design*	3	-	-	-	-
515	Health Information Management*	3	-	-	-	-
236	Health Unit Coordinator	5	80%	20%	0%	0%
014	Heavy Equipment Service Technician*	2	-	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	2	-	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	2	-	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	-	-	-	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	2	-	-	-	-
085	Human Services	35	94%	6%	0%	0%
067	Industrial Control Technology	6	100%	0%	0%	0%
016	Industrial Mechanics	12	89%	11%	0%	0%
508	Information Technology: Desktop Support	5	80%	20%	0%	0%
508	Information Technology: Internet Application Development	5	100%	0%	0%	0%
508	Information Technology: Network Administration	7	86%	0%	0%	14%
508	Information Technology: Network Support*	2	-	-	-	-
508	Information Technology: Programmer-Analyst	4	100%	0%	0%	0%
047	Journalism*	1	-	-	-	-
077	Landscape*	3	-	-	-	-
017	Machinist	5	100%	0%	0%	0%
018	Marine Diesel Mechanics*	1	-	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	6	83%	0%	0%	17%
019	Mechanical Engineering Technology: Production Management	4	100%	0%	0%	0%
109	Mechanical Technician	4	100%	0%	0%	0%
501	Medical Laboratory Assistant	9	100%	0%	0%	0%
030	Medical Laboratory Technology	4	100%	0%	0%	0%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
257	Office Administration	21	95%	5%	0%	0%
257	Office Administration: Bilingual	8	100%	0%	0%	0%
257	Office Administration: Executive	8	88%	0%	0%	13%
257	Office Administration: Medical	4	100%	0%	0%	0%
314	Personal Support Worker: Acute Care	21	95%	0%	5%	0%
314	Personal Support Worker: Long Term Care	6	100%	0%	0%	0%

Table A-4 Current Work Situation for Those Employed in the Reference Week						
Academic Program #[12]	**Program[13]**	**Total Employed**	**One Employer**	**More Than One Employer**	**Employed and Self-Employed**	**Self-Employed**
	Overall	**563**	**90%**	**6%**	**2%**	**2%**
106	Pharmacy Technician	7	71%	29%	0%	0%
139	Plumbing	7	83%	17%	0%	0%
290	Police Foundations	8	88%	13%	0%	0%
023	Power Engineering Technology	11	100%	0%	0%	0%
292	Practical Nurse	42	85%	12%	2%	0%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy	5	100%	0%	0%	0%
033	Sheet Metal Fabrication*	2	-	-	-	-
026	Steel Fabrication	4	100%	0%	0%	0%
022	Truck and Transport Service Technician	5	100%	0%	0%	0%
027	Welding	11	90%	10%	0%	0%
029	Welding Technology	4	100%	0%	0%	0%
050	Youth Care Worker	5	60%	40%	0%	0%

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 #[12]	**Program[13]**	**Total Respondents**	**Average # of Jobs**	**Average # of Months Employed**	**Average # of Months in Related Employment**
	Overall	**692**	**2.2**	**31**	**24**
521	Aboriginal Visual Arts*	1	-	-	-
514	Accounting Technician*	3	-	-	-
078	Animation and Graphics	8	2	22	16
003	Aquaculture Technician*	2	-	-	-
011	Art Fundamentals	5	2	9	5
021	Automotive Service Technician	21	3	33	24
186	Bricklaying*	3	-	-	-
258	Business Administration	11	2	29	20
258	Business Administration: Accounting	21	2	28	25
258	Business Administration: Investment Management*	1	-	-	-
258	Business Administration: Sales and Marketing*	3	-	-	-
258	Business Administration: Marketing	7	3	33	28
144	Carpentry	24	2	29	24
112	Chemical Technology	6	2	29	24
005	Civil Engineering Technology: Architectural	7	2	35	17
005	Civil Engineering Technology: Building System Services	5	1	35	35
005	Civil Engineering Technology: Construction Management	8	1	33	33
005	Civil Engineering Technology: Highway and Municipal	5	2	27	19
005	Civil Engineering Technology: Structural	8	3	30	28
503	Civil Technician*	2	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	6	2	28	20
009	Cook*	2	-	-	-
036	Correctional Techniques	11	2	34	31
088	Criminal Justice	5	2	30	15
232	Digital Photography*	2	-	-	-
107	Early Childhood Education	39	2	31	29
010	Electrical	22	3	31	24
010	Electrical: Industrial	4	3	30	22
116	Electronic Game - 3D Graphics	6	4	24	10
068	Electronic Game - Design	6	4	30	26
278	Electronics Engineering Technology: Alternate Energy Systems*	1	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	1	36	29
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	2	36	36
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-5 Employment History Since Graduation					
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Average # of Jobs**	**Average # of Months Employed**	**Average # of Months in Related Employment**
	Overall	**692**	**2.2**	**31**	**24**
012	Environmental Technology	5	1	29	18
502	Event Management*	1	-	-	-
505	Fine Craft and Applied Design	12	3	32	19
283	Floor Installer*	2	-	-	-
115	Foundation Visual Arts	20	2	26	11
141	Gas Technician*	1	-	-	-
507	Geographic Information Systems Technology*	-	-	-	-
302	Graduate Studies*	1	-	-	-
190	Graphic Design	6	2	23	18
515	Health Information Management*	3	-	-	-
236	Health Unit Coordinator	5	2	38	23
014	Heavy Equipment Service Technician*	3	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	3	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	3	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	-	-	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	2	-	-	-
085	Human Services	43	2	30	26
067	Industrial Control Technology	6	1	33	29
016	Industrial Mechanics	12	2	30	25
508	Information Technology: Desktop Support	5	3	36	20
508	Information Technology: Internet Application Development	5	2	34	33
508	Information Technology: Network Administration	8	2	32	22
508	Information Technology: Network Support*	3	-	-	-
508	Information Technology: Programmer-Analyst	4	2	34	34
047	Journalism*	1	-	-	-
077	Landscape*	3	-	-	-
017	Machinist	7	2	24	19
018	Marine Diesel Mechanics*	1	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	7	2	34	25
019	Mechanical Engineering Technology: Production Management	4	2	32	29
109	Mechanical Technician	4	3	36	35
501	Medical Laboratory Assistant	9	2	35	21
030	Medical Laboratory Technology	4	2	30	30
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-
257	Office Administration	29	2	29	24
257	Office Administration: Bilingual	8	3	30	26
257	Office Administration: Executive	8	2	34	30

Table A-5 Employment History Since Graduation					
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Average # of Jobs**	**Average # of Months Employed**	**Average # of Months in Related Employment**
	Overall	**692**	**2.2**	**31**	**24**
257	Office Administration: Medical	6	2	34	19
314	Personal Support Worker: Acute Care	25	2	31	23
314	Personal Support Worker: Long Term Care	9	1	30	21
106	Pharmacy Technician	7	3	36	33
139	Plumbing	10	3	29	15
290	Police Foundations	11	3	26	13
023	Power Engineering Technology	12	1	33	32
292	Practical Nurse	45	2	35	34
322	Process Control Technician*	3	-	-	-
031	Refrigeration and Air Conditioning Technician	5	3	30	13
312	Respiratory Therapy	5	2	28	27
033	Sheet Metal Fabrication*	2	-	-	-
026	Steel Fabrication	4	4	29	16
022	Truck and Transport Service Technician	7	3	33	33
027	Welding	20	3	28	20
029	Welding Technology	4	2	36	34
050	Youth Care Worker	5	2	30	23

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 NBCC program

Table A-6 Relocation Patterns of Survey Respondents					
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Percentage Who Left NB**	**Percentage Who Left to Find Work**	**Average # of Weeks to Find Employment**
	Overall	**692**	**23%**	**69%**	**4**
521	Aboriginal Visual Arts*	1	-	-	-
514	Accounting Technician*	3	-	-	-
078	Animation and Graphics	8	38%	67%	48
003	Aquaculture Technician*	2	-	-	-
011	Art Fundamentals	5	20%	0%	.
021	Automotive Service Technician	21	19%	100%	1
186	Bricklaying*	3	-	-	-
258	Business Administration	11	9%	100%	8
258	Business Administration: Accounting	21	10%	50%	5
258	Business Administration: Investment Management*	1	-	-	-
258	Business Administration: Sales and Marketing*	3	-	-	-
258	Business Administration: Marketing	7	29%	0%	-
144	Carpentry	24	29%	57%	-
112	Chemical Technology	6	17%	100%	-
005	Civil Engineering Technology: Architectural	7	43%	67%	5
005	Civil Engineering Technology: Building System Services	5	0%	0%	-
005	Civil Engineering Technology: Construction Management	8	13%	100%	-
005	Civil Engineering Technology: Highway and Municipal	5	0%	0%	-
005	Civil Engineering Technology: Structural	8	38%	100%	1
503	Civil Technician*	2	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	6	17%	0%	-
009	Cook*	2	-	-	-
036	Correctional Techniques	11	27%	33%	-
088	Criminal Justice	5	0%	0%	-
232	Digital Photography*	2	-	-	-
107	Early Childhood Education	39	8%	33%	2
010	Electrical	22	55%	83%	32
010	Electrical: Industrial	4	75%	67%	1
116	Electronic Game - 3D Graphics	6	100%	83%	8
068	Electronic Game - Design	6	33%	100%	-
278	Electronics Engineering Technology: Alternate Energy Systems*	1	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	0%	0%	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	25%	100%	-
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-
012	Environmental Technology	5	40%	50%	-

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-6 Relocation Patterns of Survey Respondents					
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Percentage Who Left NB**	**Percentage Who Left to Find Work**	**Average # of Weeks to Find Employment**
	Overall	**692**	**23%**	**69%**	**4**
502	Event Management*	1	-	-	-
505	Fine Craft and Applied Design	12	33%	50%	2
283	Floor Installer*	2	-	-	-
115	Foundation Visual Arts	20	40%	25%	4
141	Gas Technician*	1	-	-	-
507	Geographic Information Systems Technology*	-	-	-	-
302	Graduate Studies*	1	-	-	-
190	Graphic Design	6	0%	0%	-
515	Health Information Management*	3	-	-	-
236	Health Unit Coordinator	5	0%	0%	-
014	Heavy Equipment Service Technician*	3	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	3	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	3	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	-	-	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	2	-	-	-
085	Human Services	43	7%	67%	2
067	Industrial Control Technology	6	0%	0%	-
016	Industrial Mechanics	12	25%	100%	6
508	Information Technology: Desktop Support	5	20%	0%	-
508	Information Technology: Internet Application Development	5	0%	0%	-
508	Information Technology: Network Administration	8	38%	67%	-
508	Information Technology: Network Support*	3	-	-	-
508	Information Technology: Programmer-Analyst	4	0%	0%	-
047	Journalism*	1	-	-	-
077	Landscape*	3	-	-	-
017	Machinist	7	14%	0%	-
018	Marine Diesel Mechanics*	1	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	7	43%	33%	-
019	Mechanical Engineering Technology: Production Management	4	50%	50%	1
109	Mechanical Technician	4	50%	100%	-
501	Medical Laboratory Assistant	9	11%	100%	16
030	Medical Laboratory Technology	4	50%	100%	4
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-
257	Office Administration	29	3%	100%	6
257	Office Administration: Bilingual	8	0%	0%	-
257	Office Administration: Executive	8	0%	0%	-
257	Office Administration: Medical	6	17%	100%	12
314	Personal Support Worker: Acute Care	25	16%	50%	4
314	Personal Support Worker: Long Term Care	9	0%	0%	-

Table A-6 Relocation Patterns of Survey Respondents					
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Percentage Who Left NB**	**Percentage Who Left to Find Work**	**Average # of Weeks to Find Employment**
	Overall	**692**	**23%**	**69%**	**4**
106	Pharmacy Technician	7	29%	50%	3
139	Plumbing	10	40%	100%	3
290	Police Foundations	11	27%	100%	1
023	Power Engineering Technology	12	33%	100%	-
292	Practical Nurse	45	7%	33%	2
322	Process Control Technician*	3	-	-	-
031	Refrigeration and Air Conditioning Technician	5	20%	100%	-
312	Respiratory Therapy	5	40%	100%	-
033	Sheet Metal Fabrication*	2	-	-	-
026	Steel Fabrication	4	25%	100%	-
022	Truck and Transport Service Technician	7	43%	67%	-
027	Welding	20	65%	85%	2
029	Welding Technology	4	25%	0%	-
050	Youth Care Worker	5	0%	0%	-

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 #[12]	**Program[13]**	**Total Respondents**	**Percentage Who Returned to School/ Enrolled in Apprentice-ships**	**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	**692**	**35%**	**76%**	**46%**	**14%**
521	Aboriginal Visual Arts*	1	-	-	-	-
514	Accounting Technician*	3	-	-	-	-
078	Animation and Graphics	8	13%	0%	0%	0%
003	Aquaculture Technician*	2	-	-	-	-
011	Art Fundamentals	5	100%	80%	50%	0%
021	Automotive Service Technician	21	71%	93%	100%	67%
186	Bricklaying*	3	-	-	-	-
258	Business Administration	11	18%	100%	100%	0%
258	Business Administration: Accounting	21	43%	67%	17%	0%
258	Business Administration: Investment Management*	1	-	-	-	-
258	Business Administration: Sales and Marketing*	3	-	-	-	-
258	Business Administration: Marketing	7	43%	67%	50%	0%
144	Carpentry	24	58%	93%	100%	50%
112	Chemical Technology	6	33%	50%	100%	0%
005	Civil Engineering Technology: Architectural	7	14%	0%	100%	0%
005	Civil Engineering Technology: Building System Services	5	20%	100%	0%	0%
005	Civil Engineering Technology: Construction Management	8	38%	67%	100%	13%
005	Civil Engineering Technology: Highway and Municipal	5	20%	100%	0%	0%
005	Civil Engineering Technology: Structural	8	13%	100%	0%	0%
503	Civil Technician*	2	-	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	6	67%	75%	0%	50%
009	Cook*	2	-	-	-	-
036	Correctional Techniques	11	18%	50%	0%	9%
088	Criminal Justice	5	40%	100%	0%	0%
232	Digital Photography*	2	-	-	-	-
107	Early Childhood Education	39	21%	63%	71%	0%
010	Electrical	22	77%	94%	100%	73%
010	Electrical: Industrial	4	100%	100%	0%	100%
116	Electronic Game - 3D Graphics	6	50%	67%	0%	0%
068	Electronic Game - Design	6	33%	50%	0%	0%
278	Electronics Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	0%	0%	0%	0%
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-7 Training and Education Since Graduation						
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Percentage Who Returned to School/ Enrolled in Apprentice-ships**	**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	**692**	**35%**	**76%**	**46%**	**14%**
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	25%	0%	0%	0%
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-	-
012	Environmental Technology	5	40%	100%	100%	0%
502	Event Management*	1	-	-	-	-
505	Fine Craft and Applied Design	12	50%	50%	60%	0%
283	Floor Installer*	2	-	-	-	-
115	Foundation Visual Arts	20	75%	87%	33%	0%
141	Gas Technician*	1	-	-	-	-
507	Geographic Information Systems Technology*	-	-	-	-	-
302	Graduate Studies*	1	-	-	-	-
190	Graphic Design	6	33%	0%	0%	0%
515	Health Information Management*	3	-	-	-	-
236	Health Unit Coordinator	5	0%	0%	0%	0%
014	Heavy Equipment Service Technician*	3	-	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	3	-	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	3	-	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	-	-	-	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	2	-	-	-	-
085	Human Services	43	28%	83%	55%	0%
067	Industrial Control Technology	6	50%	67%	0%	33%
016	Industrial Mechanics	12	67%	100%	0%	67%
508	Information Technology: Desktop Support	5	20%	0%	0%	0%
508	Information Technology: Internet Application Development	5	0%	0%	0%	0%
508	Information Technology: Network Administration	8	13%	100%	100%	0%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	4	0%	0%	0%	0%
047	Journalism*	1	-	-	-	-
077	Landscape*	3	-	-	-	-
017	Machinist	7	57%	50%	0%	43%
018	Marine Diesel Mechanics*	1	-	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	7	29%	0%	0%	0%
019	Mechanical Engineering Technology: Production Management	4	0%	0%	0%	0%

Table A-7 Training and Education Since Graduation						
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Percentage Who Returned to School/ Enrolled in Apprentice-ships**	**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	**692**	**35%**	**76%**	**46%**	**14%**
109	Mechanical Technician	4	25%	100%	0%	25%
501	Medical Laboratory Assistant	9	33%	33%	67%	0%
030	Medical Laboratory Technology	4	0%	0%	0%	0%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
257	Office Administration	29	17%	40%	100%	0%
257	Office Administration: Bilingual	8	50%	25%	50%	0%
257	Office Administration: Executive	8	25%	50%	50%	0%
257	Office Administration: Medical	6	0%	0%	0%	0%
314	Personal Support Worker: Acute Care	25	16%	100%	50%	0%
314	Personal Support Worker: Long Term Care	9	0%	0%	0%	0%
106	Pharmacy Technician	7	0%	0%	0%	0%
139	Plumbing	10	40%	75%	0%	40%
290	Police Foundations	11	46%	40%	33%	9%
023	Power Engineering Technology	12	0%	0%	0%	0%
292	Practical Nurse	45	24%	91%	22%	2%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician	5	40%	100%	0%	40%
312	Respiratory Therapy	5	20%	100%	0%	0%
033	Sheet Metal Fabrication*	2	-	-	-	-
026	Steel Fabrication	4	0%	0%	0%	0%
022	Truck and Transport Service Technician	7	86%	100%	0%	71%
027	Welding	20	60%	83%	0%	45%
029	Welding Technology	4	50%	100%	50%	0%
050	Youth Care Worker	5	20%	100%	100%	0%

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 #[12]	**Program[13]**	**Total Respondents**	**Excellent**	**Good**	**Fair**	**Poor**
	Overall	**692**	**42%**	**42%**	**11%**	**5%**
521	Aboriginal Visual Arts*	1	-	-	-	-
514	Accounting Technician*	3	-	-	-	-
078	Animation and Graphics	8	0%	13%	0%	0%
003	Aquaculture Technician*	2	-	-	-	-
011	Art Fundamentals	5	40%	20%	0%	0%
021	Automotive Service Technician	21	29%	24%	0%	0%
186	Bricklaying*	3	-	-	-	-
258	Business Administration	11	27%	9%	0%	0%
258	Business Administration: Accounting	21	48%	0%	0%	0%
258	Business Administration: Investment Management*	1	-	-	-	-
258	Business Administration: Sales and Marketing*	3	-	-	-	-
258	Business Administration: Marketing	7	71%	14%	0%	0%
144	Carpentry	24	25%	17%	0%	0%
112	Chemical Technology	6	33%	17%	0%	0%
005	Civil Engineering Technology: Architectural	7	29%	14%	0%	0%
005	Civil Engineering Technology: Building System Services	5	0%	20%	0%	0%
005	Civil Engineering Technology: Construction Management	8	50%	0%	0%	0%
005	Civil Engineering Technology: Highway and Municipal	5	75%	0%	0%	0%
005	Civil Engineering Technology: Structural	8	38%	0%	0%	0%
503	Civil Technician*	2	-	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	6	50%	17%	0%	0%
009	Cook*	2	-	-	-	-
036	Correctional Techniques	11	18%	18%	0%	0%
088	Criminal Justice	5	40%	0%	0%	0%
232	Digital Photography*	2	-	-	-	-
107	Early Childhood Education	39	62%	10%	0%	0%
010	Electrical	22	68%	9%	0%	0%
010	Electrical: Industrial	4	50%	25%	0%	0%
116	Electronic Game - 3D Graphics	6	0%	50%	0%	0%
068	Electronic Game - Design	6	17%	33%	0%	0%
278	Electronics Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Computer Systems	5	40%	0%	0%	0%
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronics Design and Embedded Systems*	1	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics	4	100%	0%	0%	0%
278	Electronics Engineering Technology: Telecommunications*	2	-	-	-	-
012	Environmental Technology	5	60%	0%	0%	0%

[12] In this and all tables, the "Academic Program" field reflects the program code used to identify the program.
[13] In this and all tables, the "Program" field reflects the program names as they were in 2010-11.
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.

Table A-8 Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field						
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Excellent**	**Good**	**Fair**	**Poor**
	Overall	**692**	**42%**	**42%**	**11%**	**5%**
502	Event Management*	1	-	-	-	-
505	Fine Craft and Applied Design	12	17%	8%	0%	0%
283	Floor Installer*	2	-	-	-	-
115	Foundation Visual Arts	20	40%	5%	0%	0%
141	Gas Technician*	1	-	-	-	-
507	Geographic Information Systems Technology*	-	-	-	-	-
302	Graduate Studies*	1	-	-	-	-
190	Graphic Design	6	67%	0%	0%	0%
515	Health Information Management*	3	-	-	-	-
236	Health Unit Coordinator	5	60%	0%	0%	0%
014	Heavy Equipment Service Technician*	3	-	-	-	-
500	Hospitality and Tourism Management: Culinary Arts*	1	-	-	-	-
500	Hospitality and Tourism Management: Hotel and Restaurant Management*	1	-	-	-	-
500	Hospitality and Tourism Management: International Travel and Tourism*	3	-	-	-	-
517	Hospitality and Tourism Operations: Culinary Arts*	3	-	-	-	-
516	Hospitality and Tourism Operations: Hotel and Restaurant*	-	-	-	-	-
518	Hospitality and Tourism Operations: International Travel and Tourism*	2	-	-	-	-
085	Human Services	43	44%	9%	0%	0%
067	Industrial Control Technology	6	50%	0%	0%	0%
016	Industrial Mechanics	12	25%	0%	0%	0%
508	Information Technology: Desktop Support	5	20%	0%	0%	0%
508	Information Technology: Internet Application Development	5	60%	0%	0%	0%
508	Information Technology: Network Administration	8	38%	0%	0%	0%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	4	25%	0%	0%	0%
047	Journalism*	1	-	-	-	-
077	Landscape*	3	-	-	-	-
017	Machinist	7	29%	14%	0%	0%
018	Marine Diesel Mechanics*	1	-	-	-	-
019	Mechanical Engineering Technology: Buildings - Energy and Environment	7	0%	33%	0%	0%
019	Mechanical Engineering Technology: Production Management	4	0%	25%	0%	0%
109	Mechanical Technician	4	25%	0%	0%	0%
501	Medical Laboratory Assistant	9	56%	22%	0%	0%
030	Medical Laboratory Technology	4	75%	0%	0%	0%
020	Motor Vehicle Body Repairer and Painter*	1	-	-	-	-
028	Nuclear Medicine Technology*	2	-	-	-	-
257	Office Administration	29	45%	3%	0%	0%
257	Office Administration: Bilingual	8	63%	0%	0%	0%
257	Office Administration: Executive	8	63%	0%	0%	0%
257	Office Administration: Medical	6	67%	0%	0%	0%

Table A-8 Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field						
Academic Program #[12]	**Program[13]**	**Total Respondents**	**Excellent**	**Good**	**Fair**	**Poor**
	Overall	**692**	**42%**	**42%**	**11%**	**5%**
314	Personal Support Worker: Acute Care	25	48%	16%	0%	0%
314	Personal Support Worker: Long Term Care	9	33%	33%	0%	0%
106	Pharmacy Technician	7	43%	29%	0%	0%
139	Plumbing	10	20%	20%	0%	0%
290	Police Foundations	11	27%	27%	0%	0%
023	Power Engineering Technology	12	75%	0%	0%	0%
292	Practical Nurse	45	44%	4%	0%	0%
322	Process Control Technician*	3	-	-	-	-
031	Refrigeration and Air Conditioning Technician	5	20%	20%	0%	0%
312	Respiratory Therapy	5	20%	0%	0%	0%
033	Sheet Metal Fabrication*	2	-	-	-	-
026	Steel Fabrication	4	50%	25%	0%	0%
022	Truck and Transport Service Technician	7	29%	29%	0%	0%
027	Welding	20	65%	15%	0%	0%
029	Welding Technology	4	75%	0%	0%	0%
050	Youth Care Worker	5	60%	20%	0%	0%

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