

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY
2022 SURVEY OF GRADUATES OF 2019
OF THE NEW BRUNSWICK COMMUNITY COLLEGE**

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Prepared for:

Policy, Research and Labour Market Analysis Branch
Department of Post-Secondary Education, Training and Labour
P.O. Box 6000
Fredericton NB E3B 5H1

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Appendix A – Results by Program

Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, PRA Inc. conducted the 2022 Follow-up Survey of 2018-2019 Graduates of the New Brunswick Community College (NBCC). This class was also interviewed in 2020, one year following their graduation.

This report presents the findings of the follow-up survey, which generated information from 594 graduates, representing 35% of the 1675 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (August 21 to 27, 2022) for 2018-2019 NBCC graduates has increased, from 92% in 2020 to 96% in 2022.
- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 91% in 2020 and 93% in 2022.
- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of \$1,038. This represents a 28% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$810).
- A difference in the wages earned by male and female graduates changed very little. In 2020, female graduates employed full-time in the reference week had an average salary of \$801, which was 98% of the male average weekly salary of \$817. In 2022, the average weekly salary for females employed full-time in the reference week was \$1,004, which was 94% of the male salary of \$1,071. The gender wage gap for this group of graduates does not appear to be as much of a factor as previous graduating classes have shown.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 81% in 2020 to 85% in 2022.
- About 16% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2019. Within this group, 36% have since returned to the province. In total, 90% of the graduating class of 2018-2019 currently reside in New Brunswick.
- Since completing their NBCC training in 2019, 33% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 67% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 86% of graduates surveyed felt that the NBCC did an excellent (40%) or good (46%) job of preparing them for employment in a related field.
- Overall, 48% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, job searching/resumé building/interview skills (20%), communication skills (16%), and specific skills related to their field (13%) were the most commonly mentioned skills.

1.0 Introduction

This report presents a summary of the findings from the 2022 Three-Year Graduate Follow-up Survey of 2018-2019 Graduates of the New Brunswick Community College (NBCC). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by PRA Inc.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations, and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2020.

2.0 Survey Background

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

The population for this year's survey consists of those who graduated in 2018-19 and who provided their consent for use of their contact information. Only those who specifically provided their consent are included in the population. The objectives for this study focus primarily on compiling and analyzing information relating to the graduates' employment and additional education or training activities since graduation.

Specifically, the 2022 survey was designed to:

- determine the current (2022) employment status of NBCC graduates of regular programs of the 2018-2019 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 2018-2019;
- generate information about additional education and training experiences of graduates since completion of their program at the NBCC;
- generate information about the migration patterns of graduates; and
- determine graduates' assessment of their experience at the NBCC.

3.0 Methodology

The Department provided PRA Inc. with a database of the original listings for 1,706 graduates of regular NBCC programs in 2018-2019 who provided their consent to be contacted.

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by PRA and administered via telephone using a computer-assisted telephone interviewing system and via the web from August 2022 through November 2022.

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality and were informed of their valuable contribution to the study. PRA's telephone interviewing staff completed a comprehensive training session prior to data collection, were informed of the project objectives, and trained in the use of the final survey. Graduates for whom we had an email address were invited via email, starting on August 28, 2022, to complete the survey online. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between August 28, 2022 and November 7, 2022. In order to achieve the highest possible response rate for this study, unlimited call-backs were conducted on all working numbers.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total eligible graduates. The response rate for this study was 35% (594 completed interviews with a total graduate population of 1,675). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study, however, 16% (n=119) of eligible graduates who were able to be contacted declined to complete the survey.

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

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

4.0 Graduate and Survey Populations

Typically, the information gathered through the three-year follow-up survey is used to describe the characteristics of the overall population of regular NBCC program graduates. As previously noted, the overall response rate for this study was 35%.

PRA completed interviews with graduates from 78 of the 80 individual regular programs represented in the data file.

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

Table 1: Population – Sample Comparison (Regular Program Graduates)		
Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	1,675	594
Gender¹		
Male	52%	51%
Female	47%	49%
Undeclared	<1%	1%
Age		
24 or younger	39%	33%
25 to 29	27%	23%
30 to 39	22%	25%
40 to 49	9%	13%
50+	3%	6%
Campus		
Fredericton	8%	10%
Miramichi	14%	14%
Moncton	32%	36%
Saint John	31%	29%
St. Andrews	7%	6%
Woodstock	8%	6%

In 2022, the average age of all graduates of regular programs who participated in this study was 31.2 years old.

At the time of the survey, 90% of respondents were residing in New Brunswick, while 10% of respondents lived outside of the province, most often in Ontario (3%), Nova Scotia (2%), or Alberta (2%).²

¹ Throughout this report, differences reported by gender exclude those who are undeclared; therefore, n-sizes will be based on n=590 instead of n=594.

² Based on those who provided a response (n=591).

5.0 Research Findings

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

Throughout Section 5.0, comparative data is presented based on the information collected in the one-year follow-up survey (2020) and this survey (2022). To enable comparison, information collected in 2020 that is presented in this report is based exclusively on the information collected from NBCC graduates of regular programs.

5.1 Labour Force Participation and Employment Rates

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

- Employed
- Unemployed
- Not in the labour force

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

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

Unemployed refers to respondents who, during the reference week:

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

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

5.2 Labour Force Participation Rates (Reference Week)

During the reference week of August 21 to 27, 2022, 96% of survey respondents (n=570) were in the labour force, with the remaining 4% not in the labour force (not actively seeking work or not available for work; n=24).

When analyzed by gender, labour force participation during the reference week appears to be similar among men (96%, n=277) and women (96%, n=289).

Labour force participation has increased for the 2019 graduating class since last interviewed in 2020 (92%).

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 August 21 to 27, 2022, the employment rate for respondents was 93% (n=532) and the unemployment rate was 7% (n=38). When contacted in 2020, one year after graduation from the NBCC, the employment rate was slightly lower (91%).

When examined by gender, men (95%, n=264) were slightly more likely than women (91%, n=264) to be employed. Additionally, employed men (98%, n=243) were more likely than employed women (93%, n=204) to be working on a full-time basis.³

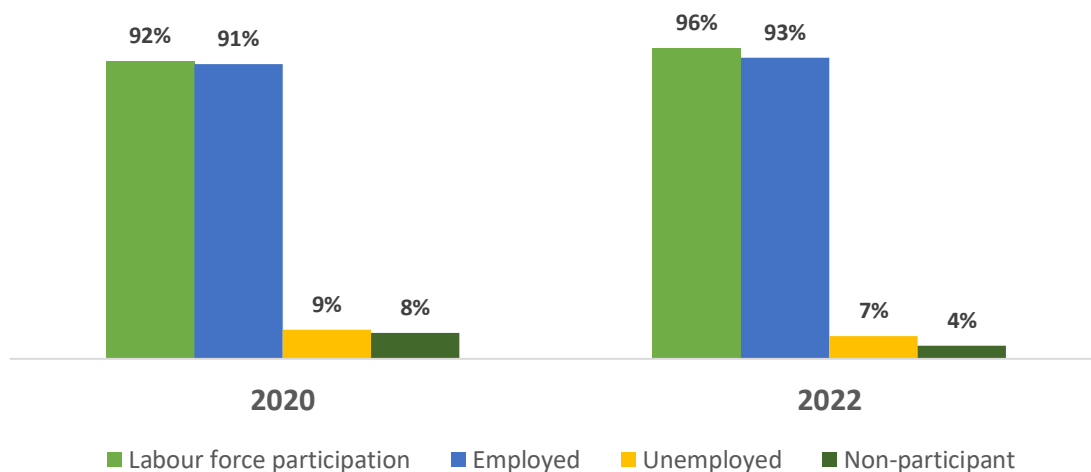
The percentage of men employed has increased since 2020 (from 88% to 95%), at the one-year follow-up survey, while the percentage of women employed has decreased (from 94% to 91%).

³ Respondents who did not provide the number of hours worked during the reference week were excluded; therefore, n-sizes are based on 249 for men and 220 for women.

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 2019 at the one- and three-year follow-up intervals upon the completion of their NBCC program.

Chart 1: Labour force Participation and Employment Rate 2020 and 2022 Comparison



The labour force participation rate has increased from 2020 to 2022 (92% and 96%, respectively). The employment rate increased slightly (from 91% in 2020 to 93% in 2022).

5.5 Employment in New Brunswick (Reference Week)

In 2020, at their one-year follow-up survey, 94% of employed 2019 graduates from regular programs resided in New Brunswick during the reference week. This is higher than the 90% of employed graduates residing in New Brunswick in 2022.

Among *employed* graduates:

- 90% (n=449) were residing in New Brunswick;
- 3% were living in Ontario (n=16);
- 2% were living in Nova Scotia (n=11);
- 1% were living in each of Alberta (n=7), BC (n=6), or living outside Canada (n=4); and
- less than 1% each were living in Quebec (n=2), PEI (n=2), Manitoba (n=1), Newfoundland and Labrador (n=1), Saskatchewan (n=1), or Yukon (n=1).⁴

About 16% (n=84) of *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation.⁵ Within this group (n=84), 36% (n=30) had returned to the province by 2022 and were currently living in New Brunswick at the time of the survey.⁶

⁴ Based on those who provided a response (n=501).

⁵ Based on those who provided a response (n=527).

⁶ Based on those who provided a response (n=83).

5.6 Employment Related to Training (Reference Week)

Among all survey respondents *employed* during the reference week in 2022 (n=532):

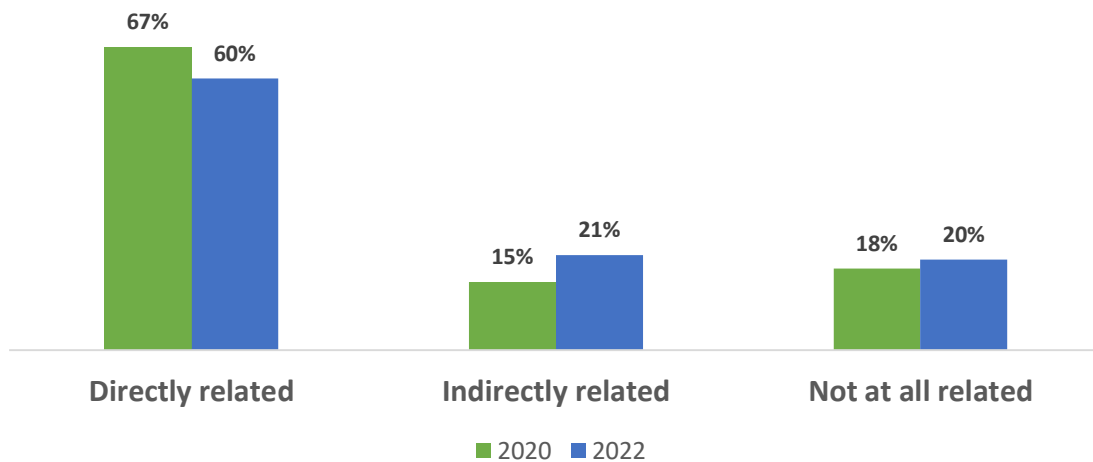
- 60% (n=299) were employed in positions that they described as directly related to the training they received through the NBCC;
- 21% (n=103) described their position as indirectly related to the training they received through the NBCC; and
- 20% (n=98) of employed graduates were in positions they described as not at all related to their NBCC training.⁷

Within the group of graduates employed on a full-time basis (n=451), the percentage employed in positions directly related to the training they received through the NBCC was similar at 61% (n=273).⁸

As seen below in Chart 2, one year following graduation (2020), the percentage of graduates employed in positions directly related to their training was higher, with 67% of graduates employed in positions directly related to their training, primarily due to the percentage of graduates in positions indirectly related to their training, which is up from 15%.

Chart 2: Relation of Employment to NBCCD Program 2020 and 2022 Comparison

Hours of Work (Reference Week)



⁷ Based on those who provided a response (n=500).

⁸ Based on those who provided a response (n=449).

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, 95% (n=451) were employed in full-time positions, working an average of 42 hours per week during the reference week. The 5% (n=22) of graduates who were employed in part-time positions worked an average of 18 hours per week during the reference week.⁹ In the one-year follow-up study in 2020, a slightly lower percentage of employed graduates reported working on a full-time basis (92%). The average number of hours worked during the reference week in 2020 was slightly lower at 40 for full-time employment.

The following table presents a summary of work patterns for male and female employed graduates of the class of 2019. The percentage of males employed full-time increased slightly, with 98% of males employed full-time in 2022 compared to 95% in 2020. The percentage of females employed full-time increased from 88% in 2020 to 93% in 2022. The percentage of males employed full-time remains higher in both 2020 and 2022 than the percentage of females employed full-time, although a slightly smaller gap in 2022.

	2020	2022¹⁰
Employed Full-time	92%	95%
Male	95%	98%
Female	88%	93%
Employed Part-time	8%	5%
Male	5%	2%
Female	12%	7%

⁹ Based on those who could be classified/provided a response (n=473).

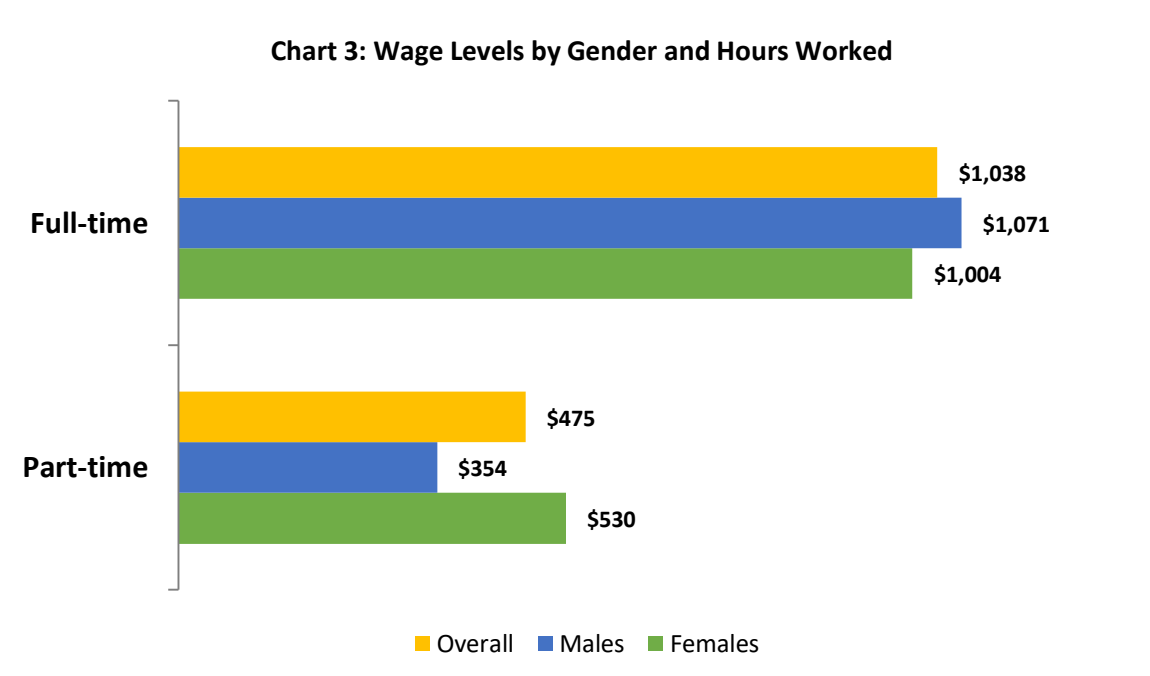
¹⁰ Based on those who could be classified/provided a response (n=469).

5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2020, those working full-time earned an average weekly wage of \$810.¹¹ Two years later, in 2022, full-time earnings for graduates employed in full-time positions averaged \$1,038.¹²

Over the two-year period since 2020, there was an increase in the average weekly earnings among graduates who were employed in full-time positions *directly related* to their field of study at the NBCC. Full-time NBCC graduates employed in positions directly related to their program of study reported average weekly earnings during the 2022 reference week of \$1,092.¹³ This is higher when compared to an average of \$818 in 2020 for graduates employed in full-time positions directly related to their program of study.¹⁴

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



¹¹ Based on those who could be classified/provided a response (n=323).

¹² Based on those who could be classified/provided a response (n=349).

¹³ Based on those who could be classified/provided a response (n=217).

¹⁴ Based on those who could be classified/provided a response (n=221).

There was not much of a gap between the full-time wages of male and female graduates of the NBCC. Male graduates employed on a full-time basis reported average earnings of \$1,071, while female graduates employed on a full-time basis reported average earnings of \$1,004 (94% of wages earned by males). The differences in full-time wages between male and female graduates has changed very little since 2020, as females working on a full-time basis reported average weekly earnings 98% that of males. Table 3 presents additional information to compare the wages of male and female graduates in 2020 and 2022.

Table 3: Reported Earnings in the Reference Week of Regular Program Graduates		
Full-time (F-T) / Part-time (P-T) Employment		
	2020	2022
Employed Full-time	92%	95%
Average Hours Worked (All)	40	42
Males	41	43
Females	39	40
Average Weekly Earnings (F-T)	\$810	\$1,038
Males	\$817	\$1,071
Females	\$801	\$1,004
Employed Part-time	8%	5%
Average Hours Worked (All)	17	18
Males	17	17
Females	17	19
Average Weekly Earnings (P-T)	\$424	\$475
Males	\$450	\$354
Females	\$403	\$530

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

- Average weekly earnings have increased by 28% from \$810 in 2020 to \$1,038 in 2022 for NBCC graduates employed on a full-time basis.
- Average weekly earnings also increased for graduates employed part-time, although to a lesser extent (12%), from \$424 to \$475.

Table 4 compares the reference week wages of 2019 graduates employed in full-time positions *directly related* to their NBCC training, for 2020 and 2022, by NBCC program. The programs that are listed within the table are programs where at least four (4) graduates provided wage information for both the 2020 and 2022 follow-up interviews.

Relation of Job to Training	Sample (2022)	Average Reference Week Wage		% Change
		2020	2022	
Overall (Full-time, Directly Related)	217	\$818	\$1,092	+33%
Accounting and Payroll Administration	8	\$735	\$1,102	+50%
Automotive Service Technician	5	\$548	\$996	+82%
Business Administration: Accounting	20	\$803	\$995	+24%
Business Administration: Management	6	\$761	\$866	+14%
Business Administration: Marketing	5	\$784	\$926	+18%
Carpentry	4	\$688	\$731	+6%
Early Childhood Education	9	\$785	\$951	+21%
Electrical: Construction	7	\$802	\$871	+9%
Electronics Engineering Technology	6	\$998	\$1025	+3%
Human Services	10	\$693	\$1,017	+47%
Information Technology: Web and Mobile Application Development	4	\$931	\$1,033	+11%
Power Engineering Technology	5	\$1,450	\$2,048	+41%
Practical Nurse	16	\$1,051	\$1,414	+35%
Truck and Transport Service Technician	4	\$696	\$1,148	+65%

Table 5 compares wages among 2019 graduates in 2020 and 2022 who were employed in full-time positions in the reference week that were either directly, indirectly, or not at all related to the NBCC program completed. As evident in Table 5, graduates employed full-time in 2022 in directly related positions (n=217) have seen, on average, a 33% increase in their weekly income since 2020.

Relation of Job to Training	Average Reference Week Wage		% Change
	2020	2022	
Overall (Full-time)	\$810	\$1,038	+28%
Directly Related	\$818	\$1,092	+33%
Indirectly Related	\$849	\$976	+15%
Not at all Related	\$750	\$915	+22%

5.9 Employment Status (Reference Week)

Each respondent provided information about their employment status in relation to their main job held during the reference week. The information collected in 2022 (three years following graduation) and the information collected in 2020 (one year following graduation) is presented in Table 6. In 2022, 85% (n=424) of those employed reported that the position was permanent, while 13% (n=64) indicated that it was temporary or casual.¹⁵

	2020	2022
Permanent Positions	81%	85%
Temporary/Casual Positions	18%	13%
Self-employed	1%	2%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased slightly from 2020 to 2022, and the percentage of graduates in temporary or casual positions decreased over the same period.

5.10 Time in Current Employment (Reference Week)

Respondents who were employed in the reference week had been employed in that position for an average of approximately 23 months (if the respondent had started employment directly after graduation, this leaves 38 months between July 1, 2019 and the 2022 reference week).

Of those employed during the reference week:¹⁶

- 32% (n=147) had been employed for a period of 12 months or less;
- 16% (n=71) had been employed for a period of 13-24 months;
- 10% (n=44) had been employed for a period of 25-32 months;
- 15% (n=70) had been employed for a period of 33-37 months; and
- 27% (n=125) had been employed for the full 38-month period.

Graduates employed in positions directly or indirectly related to their NBCC training program were, on average, employed in that position for a longer period of time (25 months) than respondents in positions not at all related (16 months) to the program completed.¹⁷

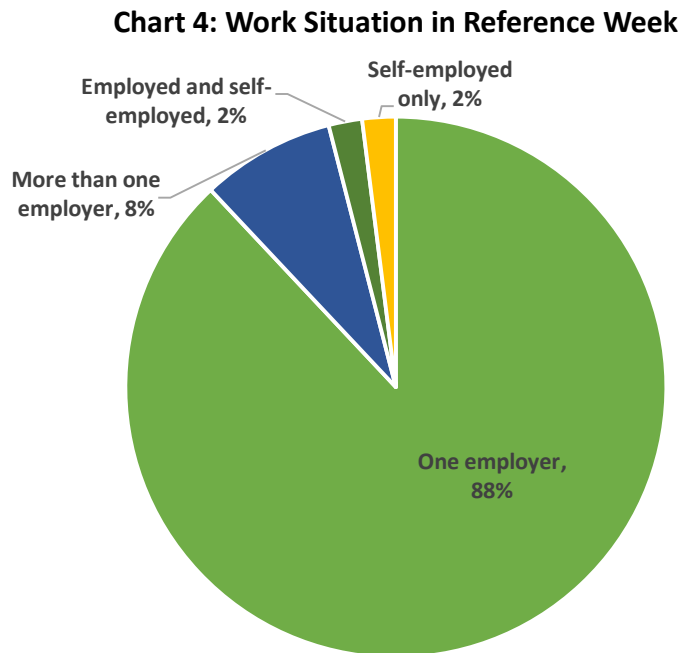
¹⁵ Based on those who provided a response (n=497).

¹⁶ Based on those who provided a response (n=457).

¹⁷ Based on those who provided a response (n=456).

5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of August 21 to 27, 2022. The following chart demonstrates that the majority of NBCC graduates (88%) were working for one employer during the reference week.¹⁸



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week is similar, if slightly lower, in the two-year period following the one-year follow-up survey (91% in 2020 compared with 88% in 2022).

	2020	2022
One employer	91%	88%
More than one employer	7%	8%
Employed/Self-employed	2%	2%
Self-employed only	1%	2%

¹⁸ Based on those who provided a response (n=506).

5.12 Summary of Graduate Employment (Reference Week)

Table 8 summarizes the employment information for 2019 NBCC graduates one and three years after graduation.

	2020	2022
Labour force participation rate	92%	96%
Employment rate	91%	93%
Percent of those employed working full-time	92%	95%
Average weekly full-time wage	\$810	\$1,038

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 62 graduates (10%) 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:

- 61% (n=38) were actively seeking employment, waiting to return to work from a layoff, or waiting for a job to start (within four weeks of the reference week); and
- 39% (n=24) were not in the labour force.

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

- Own illness or disability – 19% (n=11)
- Waiting for recall after layoff – 16% (n=9)
- Personal or family responsibilities – 12% (n=7)
- Not able to find work - no jobs available – 12% (n=7)
- In school (full- or part-time) – 10% (n=6)
- Waiting for a job to start – 9% (n=5)
- Inability to find job related to training – 7% (n=4)
- Lack of work experience – 3% (n=2)¹⁹

¹⁹ Based on those who provided a response (n=58).

5.14 Overall Employment Since Graduation

Overall, almost all (99%, n=576) of the 2019 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCC program of study.²⁰

Over the 38-month period since their graduation from the NBCC (July 2019 to August 2022), respondents were employed in an average of just over two jobs (2.2) and employed for an average of 31 months. Respondents averaged 25 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents who have had at least one job (n=576):

- 36% (n=203) resumed or continued with employment held prior to the completion of their NBCC program;
- 53% (n=300) started their first job following the completion of their NBCC program in 2019;
- 9% (n=50) started their first job in 2020; and
- 2% (n=12) started their first job in 2021 or later.²¹

Furthermore, since completion of the NBCC program:

- 33% (n=193) have held one employment position;
- 31% (n=181) have held two employment positions;
- 21% (n=119) have held three employment positions;
- 14% (n=83) have held four or more employment positions; and
- 1% (n=4) have not been employed.²²

5.15 Migration of Graduates

About 17% of graduates (n=98) lived or worked outside of New Brunswick at some point since July 1, 2019.²³ Of those who lived or worked outside of New Brunswick, 50% (n=49) relocated in an effort to find employment, while the other 50% (n=49) relocated for other reasons.

Among the graduates who left New Brunswick for employment (n=49), 56% had a job before they moved.²⁴ Those who moved to find employment without an arranged job (n=21) required an average of just under six weeks (5.6) to find a job.

²⁰ Based on those who provided a response (n=580).

²¹ Based on those who provided a response (n=565).

²² Based on those who provided a response (n=580).

²³ Based on those who provided a response (n=588).

²⁴ Based on those who provided a response (n=48).

5.16 Additional Education and Training

Since completing their NBCC training in 2019, 33% (n=194) of surveyed graduates reported that they had returned to school/training (23%, n=133) or were currently enrolled in an apprenticeship program (10%, n=61).²⁵

Of these (n=194):

- 67% (n=129) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2019; and
- 33% (n=63) reported returning to an education/training program or enrolling in a program within a different area of study.²⁶

Among those who reported that they had returned to school/training (n=133):

- 59% (n=74) were attending full-time studies; and
- 41% (n=52) were attending part-time studies.²⁷

Among *employed* graduates who returned to full- or part-time studies (n=111), 36% (n=39) reported that they needed to complete the additional training to qualify for their current main position.²⁸

²⁵ Based on those who provided a response (n=588)

²⁶ Based on those who provided a response (n=192)

²⁷ Based on those who provided a response (n=126)

²⁸ Based on those who provided a response (n=107).

5.17 Evaluation of NBCC Programs

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

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

Chart 5 shows an overall summary of the evaluations provided by graduates in 2022, three years following graduation. Overall, 86% (n=508) indicated that their training program did an excellent or good job in preparing them for a job in a related field.²⁹

Chart 5: Program Rating for Job Preparedness

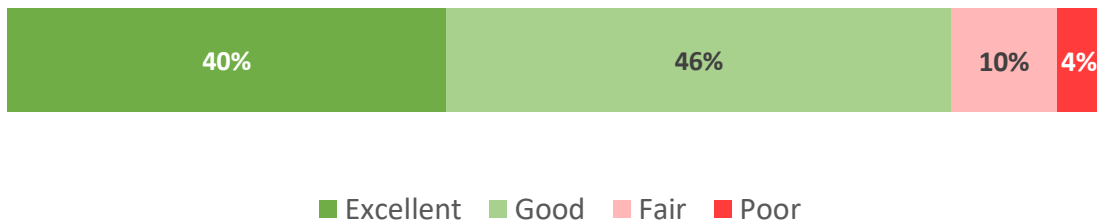
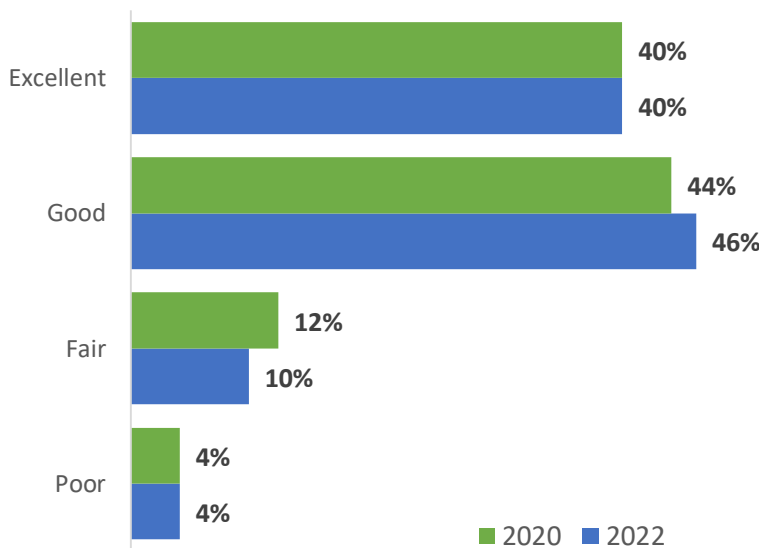


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2020) and three years following graduation (2022).

Chart 6: Program Rating for Job Preparedness in 2020 and 2022



²⁹ Based on those who provided a response (n=588).

Between 2020 and 2022, there was virtually no change overall in those evaluating NBCC programs as “excellent” with regards to job preparedness. However, those who were unemployed in 2022 tend to have more positive evaluations of their NBCC programs than those who were unemployed during the 2020 reference week. Table 9 provides an overview of the graduates’ evaluation of their preparation for employment by labour force status in the reference week.

Table 9: Program Evaluation by Labour Force Status in the Reference Week		
	2020	2022
Overall		
Excellent	40%	40%
Good	44%	46%
Fair	12%	10%
Poor	4%	4%
Employed		
Excellent	40%	40%
Good	44%	46%
Fair	12%	10%
Poor	4%	4%
Unemployed		
Excellent	29%	39%
Good	47%	47%
Fair	19%	11%
Poor	5%	3%
Not in labour force		
Excellent	44%	38%
Good	40%	50%
Fair	12%	8%
Poor	4%	4%

In general, the above table demonstrates that, in 2022, graduates provided similarly favourable evaluations of their preparation for employment regardless of their employment status. In 2020, unemployed respondents were much less positive than employed respondents or those not in the labour force.

5.18 Additional Skills Developed at the NBCC

Survey respondents were asked the following question:

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

Overall, 48% of survey respondents (n=288) identified additional skills or abilities developed during their training at the NBCC that helped them to find a job. Respondents were able to give multiple responses to this question. The following table summarizes the skills identified by NBCC graduates three years following graduation:

Table 10: Additional Skills Developed at the NBCC	
	% mentioned
Job searching / resume building / interview skills	20%
Communication skills	16%
Specific skills related to their field	13%
Computer-related skills	8%
People / social skills	8%
Personal and life skills (includes soft skills)	8%
Practical knowledge in their field	8%
Practical work experience	8%
Time management / organizational skills	7%
Report and presentation skills (includes public speaking)	6%
Work-related skills and professionalism	6%
Trade skills	5%
Teamwork / working in groups	5%
Entrepreneurship and business skills (includes networking)	4%
Writing skills	4%
Problem solving / independence / initiative	3%
Confidence	3%
Management skills	3%
Patient care and compassion	3%
All skills and knowledge acquired through course	2%
Language skills	2%
Leadership	1%
First aid course / CPR certification	<1%
Critical thinking skills	<1%
Other	1%

6.0 Conclusions

This report presented a summary of the findings from the 2022 Three-Year Graduate Follow-up Survey of 2018-2019 Graduates of the NBCC. This study represents the 15th three-year follow-up survey conducted with NBCC graduates.³⁰

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week (August 21 to 27, 2022) for 2018-2019 NBCC graduates has increased, from 92% in 2020 to 96% in 2022.
- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 91% in 2020 and 93% in 2022.
- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of \$1,038. This represents a 28% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$810).
- A difference in the wages earned by male and female graduates changed very little. In 2020, female graduates employed full-time in the reference week had an average salary of \$801, which was 98% of the male average weekly salary of \$817. In 2022, the average weekly salary for females employed full-time in the reference week was \$1,004, which was 94% of the male salary of \$1,071. The gender wage gap for this group of graduates does not appear to be as much of a factor as previous graduating classes have shown.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 81% in 2020 to 85% in 2022.
- About 16% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2019. Within this group, 36% have since returned to the province. In total, 90% of the graduating class of 2018-2019 currently reside in New Brunswick.
- Since completing their NBCC training in 2019, 33% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 67% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 86% of graduates surveyed felt that the NBCC did an excellent (40%) or good (46%) job of preparing them for employment in a related field.
- Overall, 48% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, job searching/resumé building/interview skills (20%), communication skills (16%), and specific skills related to their field (13%) were the most commonly mentioned skills.

³⁰ This survey was not completed in 2008, 2015, 2017, or 2018.

Appendix A – Results by Program

Table A-1
Survey Response Rate by Program

Academic Program # ³¹	Program ³²	Total Graduates	# Respondents		Response Rate	Average Age in 2022
			Males	Females		
	Overall	1,675	289	301	35%	31
541	Accounting and Payroll Administration	38	4	12	42%	41
257	Administrative Professional	30	0	8	27%	30
257	Administrative Professional: Executive	19	0	6	32%	38
257	Administrative Professional: French Second Language Training	12	0	5	42%	26
257	Administrative Professional: Health Services	24	0	6	25%	46
513	Agricultural Equipment Repair*	6	2	0	33%	-
78	Animation and Graphics	12	2	5	67%	26
20	Auto Body and Collision Technician*	10	2	1	30%	-
21	Automotive Service Technician	59	15	2	29%	26
186	Bricklaying*	5	2	1	60%	-
557	Building Engineering Technology: Architectural*	8	3	0	38%	-
557	Building Engineering Technology: Building Systems	13	4	2	54%	33
557	Building Engineering Technology: Construction Management	10	4	0	40%	28
557	Building Engineering Technology: Structural	8	4	2	75%	28
258	Business Administration: Accounting	64	12	22	53%	35
258	Business Administration: Financial Management*	12	2	1	25%	-
258	Business Administration: Insurance and Risk Management	16	1	5	38%	37
258	Business Administration: Management	36	6	10	44%	34
258	Business Administration: Marketing	38	7	10	47%	31
144	Carpentry	49	12	2	29%	31
112	Chemical Technology	6	0	4	67%	26
547	Child and Youth Care	12	1	5	50%	28
5	Civil Engineering Technology: Highway and Municipal*	7	1	1	29%	-
503	Civil Technician*	7	2	0	29%	-
510	CNC Machining*	10	3	0	30%	-
9	Cook	17	3	1	24%	32
546	Criminal Justice: Corrections	22	3	3	27%	27
544	Criminal Justice: Police Foundations	18	5	3	44%	24
517	Culinary Arts*	4	1	1	50%	-
537	Culinary Arts Management	11	1	4	45%	27
107	Early Childhood Education	112	0	27	24%	31
228	Educational Assistant	49	1	16	35%	33

³¹ In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

³² In this and all tables, the "Program" field reflects the program names as they were in 2018-19.

Table A-1
Survey Response Rate by Program

Academic Program # ³¹	Program ³²	Total Graduates	# Respondents		Response Rate	Average Age in 2022
			Males	Females		
	Overall	1,675	289	301	35%	31
548	Electrical Engineering Technology	11	7	0	64%	28
10	Electrical: Construction	69	14	3	25%	29
10	Electrical: Industrial*	11	3	0	27%	-
549	Electronics Engineering Technology	14	10	1	79%	33
12	Environmental Technology	8	2	2	50%	29
530	Fuels Technician*	9	2	0	22%	-
552	Graphic and Communications Design	14	4	3	50%	31
14	Heavy Equipment Service Technician*	20	3	0	15%	-
553	Hotel and Restaurant Management*	7	1	2	43%	-
516	Hotel and Restaurant Operations*	4	1	0	25%	-
511	Human Resources Management	18	5	6	61%	31
85	Human Services	98	3	37	41%	34
33	HVAC: Sheet Metal Fabrication*	5	0	0	0%	-
67	Industrial Control Technology*	6	2	0	33%	-
16	Industrial Mechanics	23	5	0	22%	24
508	Information Technology: Business Analysis	28	10	7	61%	40
508	Information Technology: Cybersecurity	14	9	0	64%	37
508	Information Technology: Electronic Game Development*	4	1	0	25%	-
508	Information Technology: Gaming Experience Development*	9	2	1	33%	-
508	Information Technology: Network Administration	21	6	1	33%	29
508	Information Technology: Network Support	24	7	3	42%	29
508	Information Technology: Programmer-Analyst	30	9	1	37%	26
508	Information Technology: Quality Assurance Testing	11	3	3	55%	33
508	Information Technology: Web and Mobile Application Development	19	8	0	42%	29
550	International Business Management	11	1	4	45%	35
518	International Travel and Tourism*	8	1	2	38%	-
17	Machinist	9	5	0	56%	26
18	Marine Diesel Mechanics*	9	3	0	33%	-
529	Mechanical Engineering Technology*	7	3	0	43%	-
109	Mechanical Technician*	9	1	0	11%	-
501	Medical Laboratory Assistant*	1	0	0	0%	-
30	Medical Laboratory Technology*	8	0	2	25%	-
512	Motorcycle Repair	4	3	1	100%	31
314	Personal Support Worker*	10	1	2	30%	-
314	Personal Support Worker: Acute Care	45	5	11	36%	36

Academic Program # ³¹	Program ³²	Total Graduates	# Respondents		Response Rate	Average Age in 2022
			Males	Females		
	Overall	1,675	289	301	35%	31
554	Pharmacy Technician	10	0	4	40%	23
139	Plumbing	34	9	1	29%	31
23	Power Engineering Technology	22	7	1	36%	28
292	Practical Nurse	104	1	29	29%	31
322	Process Control Technician*	9	1	0	11%	-
31	Refrigeration and Air Conditioning Technician	15	4	0	27%	29
312	Respiratory Therapy	11	1	5	55%	27
551	Steamfitting/Pipefitting*	12	1	1	17%	-
26	Steel Fabrication*	17	2	1	18%	-
22	Truck and Transport Service Technician	31	4	1	16%	28
27	Welding	36	11	0	31%	24
540	Welding and Metal Fabrication	27	4	0	15%	27
29	Welding Technology*	5	1	1	40%	-

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

Table A-2
Labour Market Information for the Reference Week

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	594	570	96%	93%	80%
541	Accounting and Payroll Administration	16	15	94%	87%	100%
257	Administrative Professional	8	8	100%	100%	71%
257	Administrative Professional: Executive	6	6	100%	100%	83%
257	Administrative Professional: French Second Language Training	5	5	100%	100%	100%
257	Administrative Professional: Health Services	6	6	100%	83%	80%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics	8	7	88%	100%	57%
20	Auto Body and Collision Technician*	3	-	-	-	-
21	Automotive Service Technician	17	16	94%	94%	60%
186	Bricklaying*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-	-
557	Building Engineering Technology: Building Systems	7	7	100%	100%	100%
557	Building Engineering Technology: Construction Management	4	4	100%	75%	67%
557	Building Engineering Technology: Structural	6	4	67%	100%	100%
258	Business Administration: Accounting	34	34	100%	97%	87%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management	6	6	100%	100%	83%
258	Business Administration: Management	16	16	100%	94%	93%
258	Business Administration: Marketing	18	18	100%	100%	89%
144	Carpentry	14	12	86%	100%	58%
112	Chemical Technology	4	4	100%	100%	75%
547	Child and Youth Care	6	6	100%	67%	50%
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-	-
503	Civil Technician*	2	-	-	-	-
510	CNC Machining*	3	-	-	-	-
9	Cook	4	3	75%	67%	50%
546	Criminal Justice: Corrections	6	6	100%	83%	80%
544	Criminal Justice: Police Foundations	8	8	100%	100%	86%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	5	5	100%	100%	80%
107	Early Childhood Education	27	24	89%	88%	94%
228	Educational Assistant	17	16	94%	63%	86%
548	Electrical Engineering Technology	7	6	86%	100%	67%
10	Electrical: Construction	17	17	100%	88%	64%
10	Electrical: Industrial*	3	-	-	-	-

Table A-2
Labour Market Information for the Reference Week

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	594	570	96%	93%	80%
549	Electronics Engineering Technology	11	11	100%	91%	100%
12	Environmental Technology	4	4	100%	100%	50%
530	Fuels Technician*	2	-	-	-	-
552	Graphic and Communications Design	7	7	100%	100%	86%
14	Heavy Equipment Service Technician*	3	-	-	-	-
553	Hotel and Restaurant Management*	3	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	11	11	100%	100%	64%
85	Human Services	40	39	98%	90%	79%
33	HVAC: Sheet Metal Fabrication*	0	-	-	-	-
67	Industrial Control Technology*	2	-	-	-	-
16	Industrial Mechanics	5	5	100%	100%	80%
508	Information Technology: Business Analysis	17	16	94%	94%	100%
508	Information Technology: Cybersecurity	9	9	100%	89%	57%
508	Information Technology: Electronic Game Development*	1	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	7	7	100%	100%	67%
508	Information Technology: Network Support	10	10	100%	100%	60%
508	Information Technology: Programmer-Analyst	11	10	91%	100%	80%
508	Information Technology: Quality Assurance Testing	6	6	100%	83%	100%
508	Information Technology: Web and Mobile Application Development	8	8	100%	88%	71%
550	International Business Management	5	5	100%	100%	40%
518	International Travel and Tourism*	3	-	-	-	-
17	Machinist	5	5	100%	80%	25%
18	Marine Diesel Mechanics*	3	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology*	2	-	-	-	-
512	Motorcycle Repair	4	4	100%	100%	50%
314	Personal Support Worker*	3	-	-	-	-
314	Personal Support Worker: Acute Care	16	15	94%	93%	83%
554	Pharmacy Technician	4	4	100%	100%	100%
139	Plumbing	10	9	90%	100%	63%
23	Power Engineering Technology	8	8	100%	100%	88%

Table A-2 Labour Market Information for the Reference Week						
Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	594	570	96%	93%	80%
292	Practical Nurse	30	29	97%	100%	92%
322	Process Control Technician*	1	-	-	-	-
31	Refrigeration and Air Conditioning Technician	4	4	100%	100%	100%
312	Respiratory Therapy	6	6	100%	100%	100%
551	Steamfitting/Pipefitting*	2	-	-	-	-
26	Steel Fabrication*	3	-	-	-	-
22	Truck and Transport Service Technician	5	5	100%	100%	100%
27	Welding	11	10	91%	90%	78%
540	Welding and Metal Fabrication	4	4	100%	100%	100%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

Participation Rate – Percentage of respondents participating in the labour force

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

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

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	451	61%	21%	42	\$1,038
541	Accounting and Payroll Administration	12	75%	25%	38	\$1,070
257	Administrative Professional	6	33%	33%	40	\$734
257	Administrative Professional: Executive	5	80%	20%	36	\$663
257	Administrative Professional: French Second Language Training	4	75%	25%	39	\$923
257	Administrative Professional: Health Services*	3	-	-	-	-
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics	5	40%	20%	51	\$1,025
20	Auto Body and Collision Technician*	1	-	-	-	-
21	Automotive Service Technician	14	43%	21%	41	\$929
186	Bricklaying*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-	-
557	Building Engineering Technology: Building Systems	6	50%	50%	40	\$1,141
557	Building Engineering Technology: Construction Management*	2	-	-	-	-
557	Building Engineering Technology: Structural	4	100%	0%	39	\$1,140
258	Business Administration: Accounting	27	74%	19%	39	\$985
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management	6	67%	17%	39	\$1,157
258	Business Administration: Management	12	67%	25%	38	\$829
258	Business Administration: Marketing	17	35%	53%	41	\$1,031
144	Carpentry	11	45%	18%	42	\$722
112	Chemical Technology	4	75%	0%	50	\$1,675
547	Child and Youth Care	4	50%	0%	43	\$782
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-	-
503	Civil Technician*	2	-	-	-	-
510	CNC Machining*	1	-	-	-	-
9	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections	4	25%	50%	45	\$1,575
544	Criminal Justice: Police Foundations	6	67%	17%	48	\$1,491
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	4	50%	25%	43	\$1,086
107	Early Childhood Education	14	71%	21%	40	\$922
228	Educational Assistant	4	50%	25%	31	\$805
548	Electrical Engineering Technology	5	20%	60%	48	\$1,100
10	Electrical: Construction	14	57%	7%	46	\$1,054

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

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	451	61%	21%	42	\$1,038
10	Electrical: Industrial*	3	-	-	-	-
549	Electronics Engineering Technology	10	90%	10%	39	\$1,035
12	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	2	-	-	-	-
552	Graphic and Communications Design	7	86%	0%	40	\$839
14	Heavy Equipment Service Technician*	2	-	-	-	-
553	Hotel and Restaurant Management*	2	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	11	55%	9%	42	\$1,043
85	Human Services	25	48%	28%	41	\$903
33	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
67	Industrial Control Technology*	2	-	-	-	-
16	Industrial Mechanics	5	60%	20%	44	\$1,201
508	Information Technology: Business Analysis	14	77%	23%	40	\$1,030
508	Information Technology: Cybersecurity	7	14%	43%	40	\$975
508	Information Technology: Electronic Game Development*	1	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	5	60%	20%	39	\$808
508	Information Technology: Network Support	10	10%	50%	38	\$737
508	Information Technology: Programmer-Analyst	9	67%	11%	38	\$859
508	Information Technology: Quality Assurance Testing	4	100%	0%	38	\$920
508	Information Technology: Web and Mobile Application Development	7	57%	14%	41	\$983
550	International Business Management	5	20%	20%	38	\$801
518	International Travel and Tourism*	2	-	-	-	-
17	Machinist*	3	-	-	-	-
18	Marine Diesel Mechanics*	2	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	-	-	-	-	-
30	Medical Laboratory Technology*	2	-	-	-	-
512	Motorcycle Repair	4	50%	0%	42	\$569
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	10	80%	0%	44	\$1,107
554	Pharmacy Technician	4	75%	25%	42	\$1,027

Table A-3 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	451	61%	21%	42	\$1,038
139	Plumbing	5	60%	20%	41	\$837
23	Power Engineering Technology	8	88%	0%	48	\$2,048
292	Practical Nurse	24	91%	0%	40	\$1,374
322	Process Control Technician*	1	-	-	-	-
31	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy	4	100%	0%	48	\$1,160
551	Steamfitting/Pipefitting*	1	-	-	-	-
26	Steel Fabrication*	3	-	-	-	-
22	Truck and Transport Service Technician	5	100%	0%	45	\$1,148
27	Welding	8	38%	38%	47	\$844
540	Welding and Metal Fabrication	4	75%	25%	42	\$749
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	451	91%	6%	2%	1%
541	Accounting and Payroll Administration	12	100%	0%	0%	0%
257	Administrative Professional	6	83%	17%	0%	0%
257	Administrative Professional: Executive	5	100%	0%	0%	0%
257	Administrative Professional: French Second Language Training	4	75%	25%	0%	0%
257	Administrative Professional: Health Services	3	-	-	-	-
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics	5	100%	0%	0%	0%
20	Auto Body and Collision Technician*	1	-	-	-	-
21	Automotive Service Technician	14	93%	7%	0%	0%
186	Bricklaying*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-	-
557	Building Engineering Technology: Building Systems	6	100%	0%	0%	0%
557	Building Engineering Technology: Construction Management	2	-	-	-	-
557	Building Engineering Technology: Structural	4	100%	0%	0%	0%
258	Business Administration: Accounting	27	96%	4%	0%	0%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management	6	100%	0%	0%	0%
258	Business Administration: Management	12	75%	17%	0%	8%
258	Business Administration: Marketing	17	76%	6%	6%	12%
144	Carpentry	11	91%	9%	0%	0%
112	Chemical Technology	4	100%	0%	0%	0%
547	Child and Youth Care	4	75%	25%	0%	0%
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-	-
503	Civil Technician*	2	-	-	-	-
510	CNC Machining*	1	-	-	-	-
9	Cook	1	-	-	-	-
546	Criminal Justice: Corrections	4	100%	0%	0%	0%
544	Criminal Justice: Police Foundations	6	100%	0%	0%	0%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	4	100%	0%	0%	0%
107	Early Childhood Education	14	86%	14%	0%	0%

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	451	91%	6%	2%	1%
228	Educational Assistant	4	75%	25%	0%	0%
548	Electrical Engineering Technology	5	100%	0%	0%	0%
10	Electrical: Construction	14	93%	7%	0%	0%
10	Electrical: Industrial*	3	100%	0%	0%	0%
549	Electronics Engineering Technology	10	100%	0%	0%	0%
12	Environmental Technology	3	-	-	-	-
530	Fuels Technician*	2	-	-	-	-
552	Graphic and Communications Design	7	86%	0%	14%	0%
14	Heavy Equipment Service Technician*	2	-	-	-	-
553	Hotel and Restaurant Management*	2	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	11	82%	18%	0%	0%
85	Human Services	25	100%	0%	0%	0%
33	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
67	Industrial Control Technology*	2	-	-	-	-
16	Industrial Mechanics	5	60%	20%	0%	20%
508	Information Technology: Business Analysis	14	93%	7%	0%	0%
508	Information Technology: Cybersecurity	7	100%	0%	0%	0%
508	Information Technology: Electronic Game Development*	1	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	5	100%	0%	0%	0%
508	Information Technology: Network Support	10	90%	0%	10%	0%
508	Information Technology: Programmer-Analyst	9	89%	0%	0%	11%
508	Information Technology: Quality Assurance Testing	4	100%	0%	0%	0%
508	Information Technology: Web and Mobile Application Development	7	100%	0%	0%	0%
550	International Business Management	5	100%	0%	0%	0%
518	International Travel and Tourism*	2	-	-	-	-
17	Machinist	3	-	-	-	-
18	Marine Diesel Mechanics*	2	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	451	91%	6%	2%	1%
501	Medical Laboratory Assistant*	-	-	-	-	-
30	Medical Laboratory Technology*	2	-	-	-	-
512	Motorcycle Repair	4	100%	0%	0%	0%
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	10	80%	10%	10%	0%
554	Pharmacy Technician	4	50%	50%	0%	0%
139	Plumbing	5	100%	0%	0%	0%
23	Power Engineering Technology	8	100%	0%	0%	0%
292	Practical Nurse	24	96%	4%	0%	0%
322	Process Control Technician*	1	-	-	-	-
31	Refrigeration and Air Conditioning Technician	3	-	-	-	-
312	Respiratory Therapy	4	75%	25%	0%	0%
551	Steamfitting/Pipefitting*	1	-	-	-	-
26	Steel Fabrication*	3	-	-	-	-
22	Truck and Transport Service Technician	5	100%	0%	0%	0%
27	Welding	8	63%	25%	0%	13%
540	Welding and Metal Fabrication	4	75%	0%	25%	0%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

Total Employed – Total number of respondents employed in reference week

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

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

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

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

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	594	2.0	31	25
541	Accounting and Payroll Administration	16	1.8	30	26
257	Administrative Professional	8	2.4	33	31
257	Administrative Professional: Executive	6	2.5	37	31
257	Administrative Professional: French Second Language Training	5	2.8	35	33
257	Administrative Professional: Health Services	6	2.8	22	10
513	Agricultural Equipment Repair*	2	-	-	-
78	Animation and Graphics	8	1.8	27	17
20	Auto Body and Collision Technician*	3	-	-	-
21	Automotive Service Technician	17	2.9	28	17
186	Bricklaying*	3	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-
557	Building Engineering Technology: Building Systems	7	1.7	31	29
557	Building Engineering Technology: Construction Management	4	1.8	24	16
557	Building Engineering Technology: Structural	6	1.8	28	24
258	Business Administration: Accounting	34	1.9	32	27
258	Business Administration: Financial Management*	3	-	-	-
258	Business Administration: Insurance and Risk Management	6	1.3	32	30
258	Business Administration: Management	16	2.2	29	26
258	Business Administration: Marketing	18	2.2	32	25
144	Carpentry	14	2.2	25	19
112	Chemical Technology	4	2.3	35	31
547	Child and Youth Care	6	2.3	25	23
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-
503	Civil Technician*	2	-	-	-
510	CNC Machining*	3	-	-	-
9	Cook	4	2.7	29	29
546	Criminal Justice: Corrections	6	2.7	36	25
544	Criminal Justice: Police Foundations	8	2.3	38	24
517	Culinary Arts*	2	-	-	-
537	Culinary Arts Management	5	3.2	30	30
107	Early Childhood Education	27	1.9	29	25
228	Educational Assistant	17	2.2	31	28
548	Electrical Engineering Technology	7	2.1	31	16
10	Electrical: Construction	17	2.8	29	20

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	594	2.0	31	25
10	Electrical: Industrial*	3	-	-	-
549	Electronics Engineering Technology	11	2.2	34	32
12	Environmental Technology	4	2.3	36	18
530	Fuels Technician*	2	-	-	-
552	Graphic and Communications Design	7	1.6	30	30
14	Heavy Equipment Service Technician*	3	-	-	-
553	Hotel and Restaurant Management*	3	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	11	3.0	35	16
85	Human Services	40	2.3	32	25
33	HVAC: Sheet Metal Fabrication*	0	-	-	-
67	Industrial Control Technology*	2	-	-	-
16	Industrial Mechanics	5	3.0	37	23
508	Information Technology: Business Analysis	17	1.6	36	34
508	Information Technology: Cybersecurity	9	2.0	26	5
508	Information Technology: Electronic Game Development*	1	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-
508	Information Technology: Network Administration	7	2.3	30	27
508	Information Technology: Network Support	10	2.2	34	17
508	Information Technology: Programmer-Analyst	11	1.7	33	28
508	Information Technology: Quality Assurance Testing	6	1.5	31	28
508	Information Technology: Web and Mobile Application Development	8	2.3	32	25
550	International Business Management	5	1.8	33	23
518	International Travel and Tourism*	3	-	-	-
17	Machinist	5	2.4	27	21
18	Marine Diesel Mechanics*	3	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-
109	Mechanical Technician*	1	-	-	-
501	Medical Laboratory Assistant*	0	-	-	-
30	Medical Laboratory Technology*	2	-	-	-
512	Motorcycle Repair	4	1.0	32	14
314	Personal Support Worker*	3	-	-	-
314	Personal Support Worker: Acute Care	16	2.6	32	31
554	Pharmacy Technician	4	4.3	32	32

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	594	2.0	31	25
139	Plumbing	10	2.4	35	21
23	Power Engineering Technology	8	1.3	37	24
292	Practical Nurse	30	2.5	32	31
322	Process Control Technician*	1	-	-	-
31	Refrigeration and Air Conditioning Technician	4	3.3	29	21
312	Respiratory Therapy	6	1.5	33	33
551	Steamfitting/Pipefitting*	2	-	-	-
26	Steel Fabrication*	3	-	-	-
22	Truck and Transport Service Technician	5	1.2	37	37
27	Welding	11	3.1	33	25
540	Welding and Metal Fabrication	4	2.5	29	28
29	Welding Technology*	2	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

Average # of Months Employed – Average number of months respondents were employed since July 1, 2019

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2019 in a job directly or indirectly related to their NBCC program

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	594	17%	50%	2
541	Accounting and Payroll Administration	16	6%	0%	-
257	Administrative Professional	8	25%	100%	0
257	Administrative Professional: Executive	6	17%	100%	1
257	Administrative Professional: French Second Language Training	5	0%	-	-
257	Administrative Professional: Health Services	6	0%	-	-
513	Agricultural Equipment Repair*	2	-	-	-
78	Animation and Graphics	8	25%	100%	6
20	Auto Body and Collision Technician*	3	-	-	-
21	Automotive Service Technician	17	35%	67%	1
186	Bricklaying*	3	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-
557	Building Engineering Technology: Building Systems	7	14%	0%	-
557	Building Engineering Technology: Construction Management	4	0%	-	-
557	Building Engineering Technology: Structural	6	17%	0%	-
258	Business Administration: Accounting	34	12%	75%	6
258	Business Administration: Financial Management*	3	-	-	-
258	Business Administration: Insurance and Risk Management	6	0%	-	-
258	Business Administration: Management	16	0%	-	-
258	Business Administration: Marketing	18	11%	0%	-
144	Carpentry	14	8%	0%	-
112	Chemical Technology	4	0%	-	-
547	Child and Youth Care	6	33%	50%	2
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-
503	Civil Technician*	2	-	-	-
510	CNC Machining*	3	-	-	-
9	Cook	4	0%	-	-
546	Criminal Justice: Corrections	6	17%	0%	0
544	Criminal Justice: Police Foundations	8	50%	50%	-
517	Culinary Arts*	2	-	-	-
537	Culinary Arts Management	5	20%	0%	-
107	Early Childhood Education	27	8%	100%	4
228	Educational Assistant	17	12%	50%	1
548	Electrical Engineering Technology	7	57%	0%	-
10	Electrical: Construction	17	12%	50%	0

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	594	17%	50%	2
10	Electrical: Industrial*	3	-	-	-
549	Electronics Engineering Technology	11	9%	100%	0
12	Environmental Technology	4	50%	0%	-
530	Fuels Technician*	2	-	-	-
552	Graphic and Communications Design	7	0%	-	-
14	Heavy Equipment Service Technician*	3	-	-	-
553	Hotel and Restaurant Management*	3	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	11	0%	-	-
85	Human Services	40	8%	33%	4
33	HVAC: Sheet Metal Fabrication*	0	-	-	-
67	Industrial Control Technology*	2	-	-	-
16	Industrial Mechanics	5	0%	-	-
508	Information Technology: Business Analysis	17	18%	67%	1
508	Information Technology: Cybersecurity	9	0%	-	-
508	Information Technology: Electronic Game Development*	1	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-
508	Information Technology: Network Administration	7	14%	100%	0
508	Information Technology: Network Support	10	10%	100%	3
508	Information Technology: Programmer-Analyst	11	9%	100%	0
508	Information Technology: Quality Assurance Testing	6	17%	0%	-
508	Information Technology: Web and Mobile Application Development	8	13%	0%	-
550	International Business Management	5	0%	-	-
518	International Travel and Tourism*	3	-	-	-
17	Machinist	5	20%	100%	0
18	Marine Diesel Mechanics*	3	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-
109	Mechanical Technician*	1	-	-	-
501	Medical Laboratory Assistant*	0	-	-	-
30	Medical Laboratory Technology*	2	-	-	-
512	Motorcycle Repair	4	25%	0%	-
314	Personal Support Worker*	3	-	-	-
314	Personal Support Worker: Acute Care	16	38%	33%	0
554	Pharmacy Technician	4	50%	0%	-

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	594	17%	50%	2
139	Plumbing	10	11%	0%	-
23	Power Engineering Technology	8	13%	100%	1
292	Practical Nurse	30	24%	57%	3
322	Process Control Technician*	1	-	-	-
31	Refrigeration and Air Conditioning Technician	4	67%	0%	-
312	Respiratory Therapy	6	33%	100%	0
551	Steamfitting/Pipefitting*	2	-	-	-
26	Steel Fabrication*	3	-	-	-
22	Truck and Transport Service Technician	5	20%	0%	-
27	Welding	11	18%	50%	0
540	Welding and Metal Fabrication	4	25%	100%	0
29	Welding Technology*	2	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	Overall	594	33%	67%	36%	11%
541	Accounting and Payroll Administration	16	7%	100%	0%	0%
257	Administrative Professional	8	50%	0%	50%	13%
257	Administrative Professional: Executive	6	0%	-	-	-
257	Administrative Professional: French Second Language Training	5	20%	0%	0%	0%
257	Administrative Professional: Health Services	6	50%	0%	0%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics	8	25%	50%	50%	0%
20	Auto Body and Collision Technician*	3	-	-	-	-
21	Automotive Service Technician	17	59%	60%	33%	40%
186	Bricklaying*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-	-
557	Building Engineering Technology: Building Systems	7	0%	-	-	-
557	Building Engineering Technology: Construction Management	4	50%	0%	-	0%
557	Building Engineering Technology: Structural	6	67%	75%	50%	0%
258	Business Administration: Accounting	34	41%	86%	23%	0%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management	6	33%	50%	50%	0%
258	Business Administration: Management	16	25%	100%	0%	0%
258	Business Administration: Marketing	18	39%	43%	29%	0%
144	Carpentry	14	57%	75%	50%	36%
112	Chemical Technology	4	0%	-	-	-
547	Child and Youth Care	6	33%	0%	50%	0%
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-	-
503	Civil Technician*	2	-	-	-	-
510	CNC Machining*	3	-	-	-	-
9	Cook	4	50%	100%	-	50%
546	Criminal Justice: Corrections	6	33%	100%	50%	0%
544	Criminal Justice: Police Foundations	8	13%	100%	0%	0%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	5	40%	50%	0%	20%
107	Early Childhood Education	27	38%	50%	33%	0%
228	Educational Assistant	17	24%	75%	0%	0%

Table A-7 Training and Education Since Graduation						
Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	Overall	594	33%	67%	36%	11%
548	Electrical Engineering Technology	7	29%	50%	0%	0%
10	Electrical: Construction	17	71%	92%	33%	53%
10	Electrical: Industrial*	3	-	-	-	-
549	Electronics Engineering Technology	11	9%	0%	100%	0%
12	Environmental Technology	4	0%	-	-	-
530	Fuels Technician*	2	-	-	-	-
552	Graphic and Communications Design	7	14%	100%	100%	0%
14	Heavy Equipment Service Technician*	3	-	-	-	-
553	Hotel and Restaurant Management*	3	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	11	27%	33%	33%	0%
85	Human Services	40	15%	67%	50%	0%
33	HVAC: Sheet Metal Fabrication*	0	-	-	-	-
67	Industrial Control Technology*	2	-	-	-	-
16	Industrial Mechanics	5	80%	100%	-	80%
508	Information Technology: Business Analysis	17	18%	0%	67%	0%
508	Information Technology: Cybersecurity	9	50%	100%	67%	0%
508	Information Technology: Electronic Game Development*	1	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	7	29%	50%	0%	0%
508	Information Technology: Network Support	10	30%	67%	33%	0%
508	Information Technology: Programmer-Analyst	11	9%	100%	0%	0%
508	Information Technology: Quality Assurance Testing	6	33%	100%	100%	0%
508	Information Technology: Web and Mobile Application Development	8	13%	0%	100%	0%
550	International Business Management	5	20%	0%	0%	0%
518	International Travel and Tourism*	3	-	-	-	-
17	Machinist	5	40%	100%	0%	20%
18	Marine Diesel Mechanics*	3	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology*	2	-	-	-	-
512	Motorcycle Repair	4	75%	33%	33%	0%

Table A-7 Training and Education Since Graduation						
Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	Overall	594	33%	67%	36%	11%
314	Personal Support Worker*	3	-	-	-	-
314	Personal Support Worker: Acute Care	16	40%	50%	33%	0%
554	Pharmacy Technician	4	0%	-	-	-
139	Plumbing	10	33%	100%	-	38%
23	Power Engineering Technology	8	13%	100%	0%	0%
292	Practical Nurse	30	20%	83%	100%	4%
322	Process Control Technician*	1	-	-	-	-
31	Refrigeration and Air Conditioning Technician	4	75%	100%	-	75%
312	Respiratory Therapy	6	33%	50%	0%	20%
551	Steamfitting/Pipefitting*	2	-	-	-	-
26	Steel Fabrication*	3	-	-	-	-
22	Truck and Transport Service Technician	5	80%	100%	-	80%
27	Welding	11	36%	75%	-	36%
540	Welding and Metal Fabrication	4	25%	100%	100%	0%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	594	40%	46%	10%	4%
541	Accounting and Payroll Administration	16	50%	50%	0%	0%
257	Administrative Professional	8	38%	38%	25%	0%
257	Administrative Professional: Executive	6	33%	67%	0%	0%
257	Administrative Professional: French Second Language Training	5	80%	20%	0%	0%
257	Administrative Professional: Health Services	6	50%	50%	0%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics	8	13%	50%	13%	25%
20	Auto Body and Collision Technician*	3	-	-	-	-
21	Automotive Service Technician	17	24%	35%	29%	12%
186	Bricklaying*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	3	-	-	-	-
557	Building Engineering Technology: Building Systems	7	29%	71%	0%	0%
557	Building Engineering Technology: Construction Management	4	50%	25%	25%	0%
557	Building Engineering Technology: Structural	6	67%	17%	17%	0%
258	Business Administration: Accounting	34	44%	38%	15%	3%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management	6	17%	83%	0%	0%
258	Business Administration: Management	16	50%	31%	19%	0%
258	Business Administration: Marketing	18	35%	41%	12%	12%
144	Carpentry	14	21%	57%	21%	0%
112	Chemical Technology	4	50%	50%	0%	0%
547	Child and Youth Care	6	67%	0%	33%	0%
5	Civil Engineering Technology: Highway and Municipal*	2	-	-	-	-
503	Civil Technician*	2	-	-	-	-
510	CNC Machining*	3	-	-	-	-
9	Cook	4	50%	25%	25%	0%
546	Criminal Justice: Corrections	6	50%	17%	33%	0%
544	Criminal Justice: Police Foundations	8	13%	63%	25%	0%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	5	20%	80%	0%	0%
107	Early Childhood Education	27	44%	44%	11%	0%
228	Educational Assistant	17	35%	65%	0%	0%
548	Electrical Engineering Technology	7	17%	83%	0%	0%
10	Electrical: Construction	17	47%	41%	12%	0%

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	594	40%	46%	10%	4%
10	Electrical: Industrial*	3	-	-	-	-
549	Electronics Engineering Technology	11	27%	55%	18%	0%
12	Environmental Technology	4	25%	75%	0%	0%
530	Fuels Technician*	2	-	-	-	-
552	Graphic and Communications Design	7	29%	57%	14%	0%
14	Heavy Equipment Service Technician*	3	-	-	-	-
553	Hotel and Restaurant Management*	3	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	11	18%	55%	9%	18%
85	Human Services	40	62%	33%	3%	3%
33	HVAC: Sheet Metal Fabrication*	0	-	-	-	-
67	Industrial Control Technology*	2	-	-	-	-
16	Industrial Mechanics	5	40%	40%	20%	0%
508	Information Technology: Business Analysis	17	53%	41%	0%	6%
508	Information Technology: Cybersecurity	9	22%	44%	22%	11%
508	Information Technology: Electronic Game Development*	1	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	7	29%	57%	14%	0%
508	Information Technology: Network Support	10	20%	50%	30%	0%
508	Information Technology: Programmer-Analyst	11	10%	90%	0%	0%
508	Information Technology: Quality Assurance Testing	6	33%	50%	17%	0%
508	Information Technology: Web and Mobile Application Development	8	63%	38%	0%	0%
550	International Business Management	5	50%	50%	0%	0%
518	International Travel and Tourism*	3	-	-	-	-
17	Machinist	5	0%	100%	0%	0%
18	Marine Diesel Mechanics*	3	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology*	2	-	-	-	-
512	Motorcycle Repair	4	0%	25%	0%	75%
314	Personal Support Worker*	3	-	-	-	-
314	Personal Support Worker: Acute Care	16	63%	31%	0%	6%
554	Pharmacy Technician	4	50%	50%	0%	0%
139	Plumbing	10	20%	70%	0%	10%

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	594	40%	46%	10%	4%
23	Power Engineering Technology	8	25%	75%	0%	0%
292	Practical Nurse	30	40%	50%	10%	0%
322	Process Control Technician*	1	-	-	-	-
31	Refrigeration and Air Conditioning Technician	4	75%	25%	0%	0%
312	Respiratory Therapy	6	67%	33%	0%	0%
551	Steamfitting/Pipefitting*	2	-	-	-	-
26	Steel Fabrication*	3	-	-	-	-
22	Truck and Transport Service Technician	5	20%	20%	60%	0%
27	Welding	11	45%	27%	27%	0%
540	Welding and Metal Fabrication	4	50%	50%	0%	0%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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