

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY  
2020 SURVEY OF GRADUATES OF 2017  
OF THE NEW BRUNSWICK COLLEGE OF CRAFT AND  
DESIGN (NBCCD)**

ISSN 1923-9289 (Print)  
ISSN 1923-9297 (Online)

ISBN: 978-1-4605-2665-1 (Print)  
ISBN: 978-1-4605-2666-8 (Online)

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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## Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, PRA Inc. conducted the 2020 Follow-up Survey of 2016-2017 Graduates of the New Brunswick College of Craft and Design (NBCCD)<sup>1</sup>. This class was also interviewed in 2018, one year following their graduation.

This report presents the findings of the follow-up survey, which generated information from 41 graduates, representing 45% of the 92 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (September 20 to 26, 2020) for 2016-2017 NBCCD graduates has increased significantly, from 69% in 2018 to 83% in 2020.
- The employment rate in the reference week for this class of graduates has fallen over the two-year period, measuring 92% in 2018 and 79% in 2020.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$766.44. This represents a 30% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$589.50).
- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased from 39% in 2018 to 50% in 2020.
- Almost one quarter of employed survey respondents (23%) lived or worked outside New Brunswick since graduating from the NBCCD in 2017. Within this group, 67% have since returned to the province. In total, 88% of the graduating class of 2016-2017 currently reside in New Brunswick.
- Since completing their NBCCD training in 2017, 73% 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 NBCCD.
- Overall, 78% of graduates surveyed felt that the NBCCD did an excellent (34%) or good (44%) job of preparing them for employment in a related field.
- Overall, 49% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, entrepreneurship and business skills (30%) and specific skills related to their field (30%) were the most commonly mentioned skills.

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<sup>1</sup> 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 third year that a separate report has been published for NBCCD graduates. This report contains only data and information pertaining to NBCCD. NBCC and CCNB have their own reports.

## 1.0 Introduction

This report presents a summary of the findings from the 2020 Three-Year Graduate Follow-up Survey of 2016-2017 Graduates of the New Brunswick 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 PRA Inc.

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

## 2.0 Survey Background

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

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

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

Specifically, the 2020 survey was designed to:

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

### 3.0 Methodology

The Department provided PRA Inc. with a database of the original listings for 92 graduates of regular NBCCD programs in 2016-2017 who provided their consent to be contacted.

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

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

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

Calculation of the survey response rate is based on the total completed interviews as a percentage of total eligible graduates. The response rate for this study was 45% (41 completed interviews with a total graduate population of 92). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study.

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

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

#### 4.0 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 NBCCD program graduates. As previously noted, the overall response rate for this study was 45%.

PRA completed interviews with graduates from nine of the 10 individual regular programs represented in the data file.

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

<b>Table 1: Population – Sample Comparison (Regular Program Graduates)</b>		
<b>Characteristics</b>	<b>Eligible Graduate Population</b>	<b>Survey Population (Respondents)</b>
<b>Total Number</b>	92	41
<b>Gender</b>		
Male	30%	29%
Female	70%	71%
Another	-	-
<b>Age</b>		
24 or Younger	37%	34%
25 to 29	34%	37%
30 to 39	14%	7%
40 to 49	7%	10%
50+	9%	12%

In 2020, the average age of all graduates of regular programs who participated in this study was 31.4 years old.

At the time of the survey, 88% of respondents (n= 36) were residing in New Brunswick, while 12% of respondents (n=5) lived in Alberta, Nova Scotia, PEI, Quebec, or outside Canada.

#### 5.0 Research Findings

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

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

## 5.1 Labour Force Participation and Employment Rates

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

- Employed
- Unemployed
- Not in the Labour Force

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

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

*Unemployed* refers to respondents who, during the reference week:

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

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

## 5.2 Labour Force Participation Rates (Reference Week)

During the reference week of September 20 to 26, 2020, 83% of survey respondents (n=33) were in the labour force, with the remaining 18% not in the labour force (not actively seeking work or not available for work; n=7).<sup>2</sup>

When analysed by gender, labour force participation during the reference week appears to be higher for men (92%, n=11) than for women (79%, n=22).

Labour force participation has increased for the 2017 graduating class since last interviewed in 2018 (69%). In 2020, three years following graduation, 83% of graduates of regular programs were in the labour force, with a participation rate of 92% for men and 79% for women.

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<sup>2</sup> One respondent was not classified due to lack of information. Those not working due to maternity/paternity leave were classified as employed.

### 5.3 Employment Rate (Reference Week)

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

During the reference week of September 20 to 26, 2020, the employment rate<sup>3</sup> for respondents was 79% (n=26) and the unemployment rate was 21% (n=7). When contacted in 2018, one year after graduation from the NBCCD, the employment rate was higher (92%).

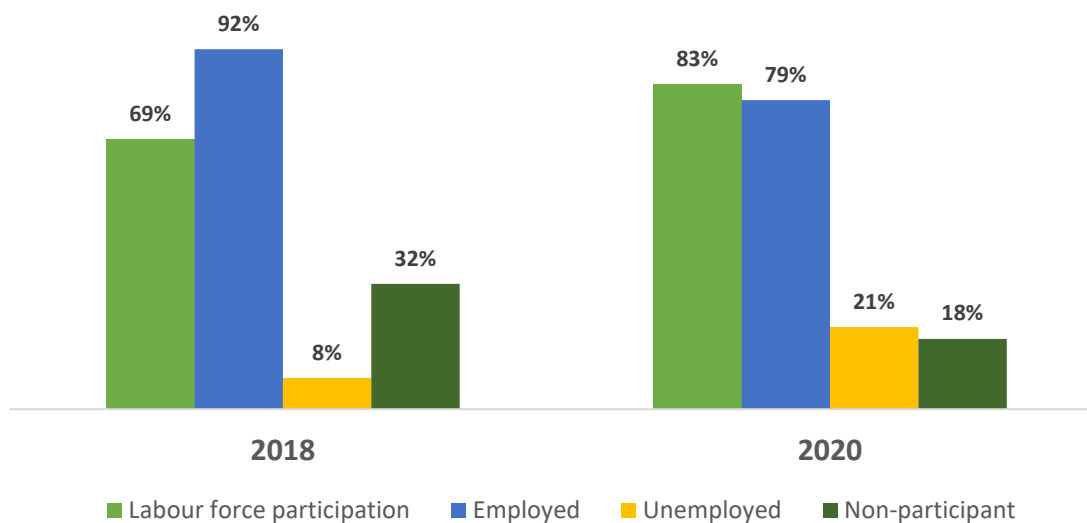
When examined by gender, men (73%, n=8) were slightly less likely<sup>4</sup> than women (82%, n=18) to be employed. Employed men were also slightly more likely<sup>5</sup> than employed women to be working on a full-time basis (71% and 64%, respectively).

In 2018, at the one-year follow-up survey, there was a higher percentage of men employed (94%) than women (90%).

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

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

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



The labour force participation rate has increased from 2018 to 2020 (69% and 83%, respectively). However, the employment rate has decreased (92% in 2018 and 79% in 2020).

<sup>3</sup> Graduates who were on maternity/paternity leave and graduates in a block release during the reference week were classified as employed.

<sup>4</sup> Not a statistically significant difference.

<sup>5</sup> Not a statistically significant difference.



## 5.5 Employment in New Brunswick (Reference Week)

In 2018, at their one-year follow-up survey, 82% of employed 2017 graduates from regular programs resided in New Brunswick. This is slightly lower than the 92% (n=24) of employed graduates residing in New Brunswick in 2020.

Among *employed* graduates:

- 92% (n=24) were residing in New Brunswick;
- 4% (n=1) were in Alberta; and
- 4% (n=1) were living outside Canada.

About one in four (23%, n=6) *employed* NBCCD graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=6), 67% (n=4) had returned to the province by 2020 and are currently living in New Brunswick.

## 5.6 Employment Related to Training (Reference Week)

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

- 36% (n=8) were employed in positions that they described as directly related to the training they received through the NBCCD;
- 23% (n=5) described their position as indirectly related to the training they received through the NBCCD; and
- 41% (n=9) of employed graduates were in positions they described as not at all related to their NBCCD training.<sup>6</sup>

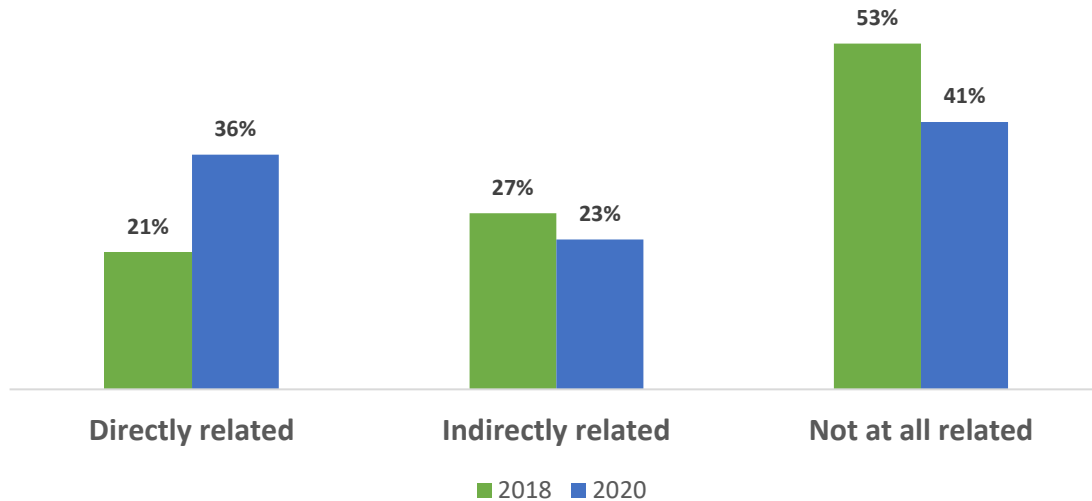
Within the group of graduates employed on a full-time basis, the percentage employed in positions directly related to the training they received through the NBCCD was the same at 36% (n=5).

As seen below in Chart 2, one year following graduation (2018), the percentage of graduates employed in positions directly related to their training was lower, with 21% of graduates employed in positions directly related to their training, and the percentage of graduates in positions not at all related to their training was higher at 53%.

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<sup>6</sup> Percent is based on those who provided a response (n=22). Three answered 'Don't know.' One was not asked due to being on maternity/paternity leave.

**Chart 2: Relation of Employment to NBCCD Program 2018 and 2020 Comparison**  
Hours of Work (Reference Week)



### 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, 67% (n=14) were employed in full-time positions, working an average of 41 hours per week during the reference week. The 33% (n=7) of graduates who were employed in part-time positions worked an average of 18 hours per week during the reference week.<sup>7</sup> In the one-year follow-up study in 2018, a lower percentage of employed graduates reported working on a full-time basis (54%). The average number of hours worked during the reference week in 2018 was similar, if slightly lower, at 38 for full-time employment.<sup>8</sup>

### 5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2018, full-time earnings ranged from a low of \$300 to a high of \$750. The average wage was \$589.50, with a standard deviation of \$162.05.<sup>9</sup> In 2020, the average full-time earnings for graduates employed in full-time positions ranged from \$425 to \$1,200, with an average wage of \$766.44 and a standard deviation of \$283.74.<sup>10</sup>

<sup>7</sup> Based on those who could be classified/provided a response (n=21).

<sup>8</sup> Based on those who could be classified/provided a response (n=28).

<sup>9</sup> Based on those who could be classified/provided a response (n=6).

<sup>10</sup> Based on those who could be classified/provided a response (n=9).

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

<b>Table 2: Reported Earnings in the Reference Week of Regular Program Graduates Full-time (F-T) / Part-time (P-T) Employment</b>		
	<b>2018</b>	<b>2020</b>
Employed Full-time	54%	67%
Average Hours Worked (F-T)	38	41
Average Weekly Earnings (F-T)	\$589.50	\$766.44
Employed Part-time	46%	33%
Average Hours Worked (P-T)	19	18
Average Weekly Earnings (P-T)	\$265.67	\$375.20

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

- Average weekly earnings have increased by 30% from \$589.50 in 2018 to \$766.44 in 2020 for NBCCD graduates employed on a full-time basis.<sup>11</sup>
- Average weekly earnings also increased significantly (41%) for graduates employed part-time from \$265.67 to \$375.20.

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

Table 3 compares wages among 2017 graduates in 2018 and 2020 who were employed in full-time positions in the reference week that were either directly, indirectly, or not at all related to the NBCCD program completed. As evident in Table 3, graduates employed full-time in 2020 (n=9)<sup>12</sup> have seen significant increases (30%) in their weekly income since 2018. Although those in directly related positions saw an 11% increase in wages since 2018, it is those in indirectly related positions that account for the majority of higher wages (increase of 84%).

<b>Table 3: Comparative Full-time Wages in Reference Week</b>			
<b>Relation of Job to Training</b>	<b>Average Reference Week Wage</b>		<b>% Change</b>
	<b>2018</b>	<b>2020</b>	
<b>Overall (Full-time)</b>	<b>\$589.50</b>	<b>\$766.44</b>	<b>+30%</b>
Directly Related	\$700.00	\$773.75	+11%
Indirectly Related	\$562.50	\$1,037.50	+84%
Not at all Related	\$589.50	\$576.44	-2%

<sup>11</sup> Small sample sizes, interpret with caution.

<sup>12</sup> Based on those who reported working 30 hours or more during the reference week and provided weekly earnings.

## 5.9 Employment Status (Reference Week)

Each respondent provided information about their employment status in relation to their main job held during the reference week. The information collected in 2020 (three years following graduation) and the information collected in 2018 (one year following graduation) is presented in Table 4. In 2020, half (n=10) of those employed reported that the position was permanent, while 34% (n=7) indicated that it was temporary or casual.<sup>13</sup>

	<b>2018</b>	<b>2020</b>
Permanent Positions	39%	50%
Temporary/Casual Positions	42%	34%
Self-employed	18%	15%

As Table 4 demonstrates, the percentage of graduates employed in permanent positions increased slightly from 2018 to 2020, and the percentage of graduates in temporary or casual positions decreased slightly 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 approximately 14 months on average (if the respondent had started employment directly after graduation, this leaves 39 months between July 1, 2017 and the 2020 reference week).

Of those employed during the reference week:<sup>14</sup>

- 62% (n=13) had been employed for a period of 12 months or less;
- 14% (n=3) had been employed for a period of 13-24 months;
- 5% (n=1) had been employed for a period of 25-32 months;
- 5% (n=1) had been employed for a period of 33-38 months period; and
- 14% (n=3) had been employed for the full 39-month period.

Graduates employed in positions directly or indirectly related to their NBCCD training program were, on average, employed in that position for a shorter period of time (11 months) than respondents in positions not at all related (18 months) to the program completed.<sup>15</sup>

<sup>13</sup> Based on those who provided a response (n=20).

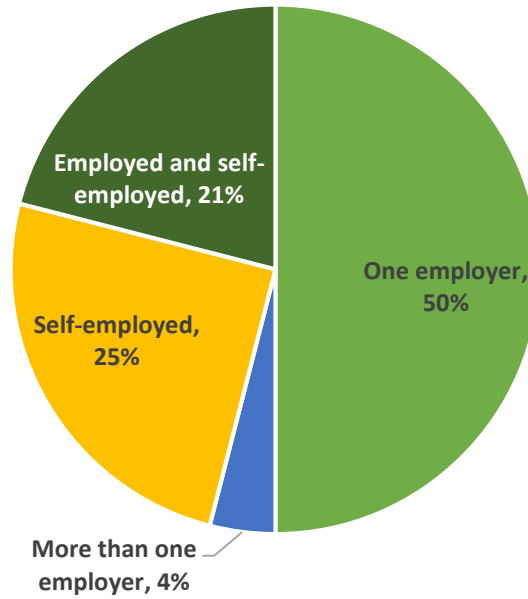
<sup>14</sup> Based on those who provided a response (n=21).

<sup>15</sup> Based on those who provided a response (n=21).

### 5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of September 20 to 26, 2020. The following chart demonstrates that half of NBCCD graduates (50%) were working for one employer during the reference week.<sup>16</sup>

**Chart 3: Work Situation in Reference Week**



As demonstrated in Table 5, the percentage of graduates working for one employer in the reference week has remained the same in the two-year period following the one-year follow-up survey (50% in both 2020 and in 2018).

Table 5: Work Situation in Reference Week Graduates of Regular Programs		
	2018	2020
One employer	50%	50%
More than one employer	9%	4%
Employed/Self-employed	24%	21%
Self-employed only	18%	25%

<sup>16</sup> Based on those who provided a response (n=24).

### 5.12 Summary of Graduate Employment (Reference Week)

Table 6 summarizes the employment information for 2017 NBCCD graduates one and three years after graduation.

<b>Table 6: Comparative Information for the class of 2017 Graduates of Regular Programs</b>		
	<b>2018</b>	<b>2020</b>
Labour force participation rate	69%	83%
Employment rate	92%	79%
Percent of those employed working full-time	54%	67%
Average weekly full-time wage	\$589.50	\$766.44

### 5.13 Graduates Not Working in Reference Week

This section provides a summary of the 14 graduates (35%) 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.<sup>17</sup>

Of those not working:

- 50% (n=7) 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
- 50% (n=7) were not in the labour force.

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

- In school – 29% (n=4)
- Not able to find work - no jobs available – 21% (n=3)
- Own illness or disability – 14% (n=2)
- Inability to find job related to training – 14% (n=2)
- Personal or family responsibilities – 7% (n=1)
- Waiting to recall after layoff – 7% (n=1)
- Laid off from job but not expecting to be recalled – 7% (n=1)

Of those graduates not working during the reference week, 39% said the reason they were not working was related to the COVID-19 pandemic.<sup>18</sup>

<sup>17</sup> Based on those who could be classified (n=40).

<sup>18</sup> Based on those who provided a response (n=13).

### 5.14 Overall Employment since Graduation

Overall, approximately 95% (n=39) of 2017 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCCD program of study.

Over the 39-month period since their graduation from the NBCCD (July 2017 to September 2020), respondents were employed in an average of two jobs and employed for an average of 26 months.<sup>19</sup> Respondents averaged 18 months in positions directly or indirectly related to their NBCCD program of study.

Of those respondents who have had at least one job:

- 16% (n=6) resumed or continued with employment held prior to the completion of their NBCCD program;
- 55% (n=21) started their first job following the completion of their NBCCD program in 2017;
- 11% (n=4) started their first job in 2018; and
- 18% (n=7) started their first job in 2019 or later.

Furthermore, since completion of the NBCCD program:

- 34% (n=14) have held one employment position;
- 27% (n=11) have held two employment positions;
- 15% (n=6) have held three employment positions;
- 20% (n=8) have held four or more employment positions; and
- 5% (n=2) have not been employed.

### 5.15 Migration of Graduates

About one quarter (24%, n=10) lived or worked outside of New Brunswick at some point since July 1, 2017. Of those who lived or worked outside of New Brunswick, 30% (n=3) relocated in an effort to find employment, while the other 70% (n=7) relocated for other reasons.

The one graduate who left New Brunswick to find employment without an arranged job required four weeks to find a job, while the two other graduates who left New Brunswick to find employment had a job arranged prior to relocation.

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<sup>19</sup> Total number of months worked between July 2017 and September 2020 was not collected for some respondents who were not working during the reference week, therefore, the average is based on n=29.

### 5.16 Additional Education and Training

Since completing their NBCCD training in 2017, 73% (n=30) of surveyed graduates reported that they had returned to school / training or were currently enrolled in an apprenticeship program. Of these:

- 62% (n=18) reported returning to an education / training program or enrolling in a program within the same field of study that they completed in 2017; and
- 38% (n=11) reported returning to an education / training program or enrolling in a program within a different area of study.<sup>20</sup>

Among those who reported that they had returned to school / training:

- 73% (n=22) were attending full-time studies;
- 27% (n=8) were attending part-time studies; and
- none were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=18), 60% reported that they needed to complete the additional training to qualify for their current main position.<sup>21</sup>

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

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<sup>20</sup> One respondent did not provide a response, these percentages are based on n=29.

<sup>21</sup> Based on those who provided a response (n=15).



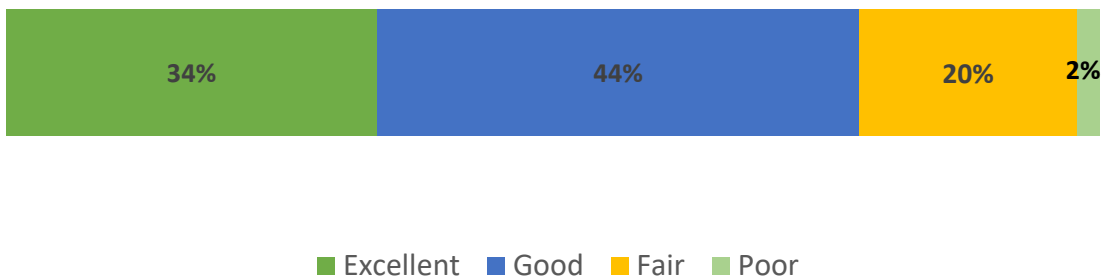
### 5.17 Evaluation of NBCCD Programs

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

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

Chart 4 shows an overall summary of the evaluations provided by graduates in 2020, three years following graduation. Overall, 78% (n=32) indicated that their training program did an excellent or good job in preparing them for a job in a related field.<sup>22</sup>

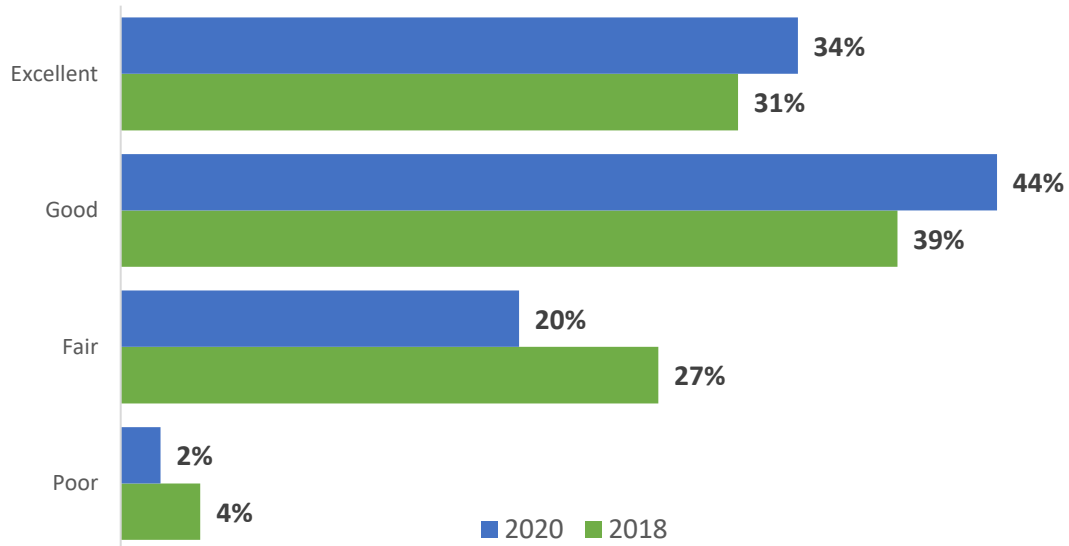
**Chart 4: Program Rating for Job Preparedness**



<sup>22</sup> Based on those who provided a response (n=29).

Chart 5 compares the evaluation of the performance of NBCCD programs with regards to job preparedness one year following graduation (2018) and three years following graduation (2020).

**Chart 5: Program Rating for Job Preparedness in 2018 and 2020**



Between 2018 and 2020, there has been an increase in those evaluating NBCCD programs as “excellent” and “good” with regards to job preparedness.

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

<b>Table 7: Program Evaluation by Labour Force Status in the Reference Week</b>		
	<b>2018</b>	<b>2020</b>
<b>Overall</b>		
Excellent	31%	34%
Good	39%	44%
Fair	27%	20%
Poor	4%	2%
<b>Employed</b>		
Excellent	34%	31%
Good	41%	54%
Fair	25%	12%
Poor	0%	4%
<b>Unemployed</b>		
Excellent	50%	29%
Good	50%	29%
Fair	0%	43%
Poor	0%	0%
<b>Not in Labour Force</b>		
Excellent	21%	43%
Good	36%	29%
Fair	29%	29%
Poor	14%	0%

In general, the above table demonstrates that, in 2020, as in 2018, unemployed graduates and graduates not in the labour force provided less favourable evaluations of their preparation for employment compared to employed graduates.

### 5.18 Additional Skills Developed at the NBCCD

Survey respondents were asked 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 College of Craft and Design that helped you find a job?***

Overall, 20 survey respondents (49%) identified additional skills or abilities developed during their training at the NBCCD that helped them to find a job. Respondents were able to give multiple responses to this question. The following table summarizes the skills identified by NBCCD graduates three years following graduation:

<b>Table 8: Additional Skills Developed at the NBCCD</b>	
	<b>% mentioned</b>
Entrepreneurship and business skills	30%
Specific skills related to their field	30%
Job searching / resumé building / interview skills	15%
Practical knowledge in their field	15%
Practical work experience	15%
Report and presentation skills	15%
Communication skills	10%
Teamwork / working in groups	10%
Time management / organizational skills	10%
Work-related skills and professionalism	10%
Computer-related skills	5%
Customer service skills	5%
Personal and life skills	5%
Writing skills	5%

## 6.0 Conclusions

This report presented a summary of the findings from the 2020 Three-Year Graduate Follow-up Survey of 2016-2017 Graduates of the NBCCD. This study represents the 13<sup>th</sup> three-year follow-up survey conducted with NBCCD graduates.<sup>23</sup>

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week (September 20 to 26, 2020) for 2016-2017 NBCCD graduates has increased significantly, from 69% in 2018 to 83% in 2020.
- The employment rate in the reference week for this class of graduates has fallen over the two-year period, measuring 92% in 2018 and 79% in 2020.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$766.44. This represents a 30% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$589.50).
- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased, from 39% in 2018 to 50% in 2020.
- About one-quarter of employed survey respondents (23%) lived or worked outside New Brunswick since graduation from the NBCCD in 2017. Within this group, 67% have since returned to the province. In total, 88% of the graduating class of 2016-2017 currently reside in New Brunswick.
- Since completing their NBCCD training in 2017, 73% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 62% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
- Overall, 78% of graduates surveyed felt that the NBCCD did an excellent (34%) or good (44%) job of preparing them for employment in a related field.
- Overall, 49% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, entrepreneurship and business skills (30%) and specific skills related to their field (30%) were the most commonly mentioned skills.

<sup>23</sup> This survey was not completed in 2008, 2015, 2017, or 2018.

## Appendix A – Results by Program

Academic Program # <sup>24</sup>	Program <sup>25</sup>	Total Graduates	# Respondents			Response Rate	Average Age in 2020
			Males	Females	Another Gender		
	<b>Overall</b>	<b>92</b>	<b>12</b>	<b>29</b>	<b>-</b>	<b>45%</b>	
521	Aboriginal Visual Arts	1	-	-	-	0%	-
522	Digital Media*	9	1	1	-	22%	-
528.1	Fashion: Fashion Design	8	-	4	-	50%	35
528.2	Fashion: Textile Design*	3	-	2	-	67%	-
526.1	Fine Craft: Ceramics	5	-	4	-	80%	28
526.2	Fine Craft: Jewellery/Metal Arts*	5	2	1	-	60%	
155	Foundation Visual Arts	46	5	14	-	41%	30
302	Graduate Studies*	3	1	1	-	67%	-
520	Graphic Design	7	3	1	-	57%	-
527	Photography*	5	0	1	-	20%	-

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

<sup>24</sup> In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

<sup>25</sup> In this and all tables, the "Program" field reflects the program names as they were in 2016-17.

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	<b>Overall</b>	<b>41</b>	<b>33</b>	<b>82%</b>	<b>79%</b>	<b>59%</b>
521	Aboriginal Visual Arts*	-	-	-	-	-
522	Digital Media*	2	-	-	-	-
528.1	Fashion: Fashion Design	4	4	100%	75%	100%
528.2	Fashion: Textile Design*	2	-	-	-	-
526.1	Fine Craft: Ceramics	4	3	75%	67%	100%
526.2	Fine Craft: Jewellery/Metal Arts*	3	-	-	-	-
155	Foundation Visual Arts	19	14	74%	86%	55%
302	Graduate Studies*	2	-	-	-	-
520	Graphic Design	4	4	100%	100%	75%
527	Photography*	1	-	-	-	-

\* Programs with a "\*" after the name have fewer than 4 respondents overall and results, apart from response rate, 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 NBCCD program



Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	<b>Overall</b>	<b>14</b>	<b>36%</b>	<b>29%</b>	<b>41</b>	<b>\$766</b>
521	Aboriginal Visual Arts	-	-	-	-	-
522	Digital Media	-	-	-	-	-
528.1	Fashion: Fashion Design	1	-	-	-	-
528.2	Fashion: Textile Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics	-	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	-	-	-	-	-
155	Foundation Visual Arts	8	38%	25%	40	\$768
302	Graduate Studies*	1	-	-	-	-
520	Graphic Design	3	-	-	-	-
527	Photography*	1	-	-	-	-

\* Programs with a "\*" after the name have fewer than 4 respondents overall and results, apart from response rate, 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 NBCCD program

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

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

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

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	<b>Overall</b>	<b>14</b>	<b>71%</b>	-	<b>7%</b>	<b>21%</b>
521	Aboriginal Visual Arts	-	-	-	-	-
522	Digital Media	-	-	-	-	-
528.1	Fashion: Fashion Design*	1	-	-	-	-
528.2	Fashion: Textile Design	-	-	-	-	-
526.1	Fine Craft: Ceramics	-	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	-	-	-	-	-
155	Foundation Visual Arts	8	75%	-	13%	13%
302	Graduate Studies*	1	-	-	-	-
520	Graphic Design*	3	-	-	-	-
527	Photography*	1	-	-	-	-

\* Programs with a "\*" after the name have fewer than 4 respondents overall and results, apart from response rate, 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
	<b>Overall</b>	<b>41</b>	<b>2.3</b>	<b>26</b>	<b>16</b>
521	Aboriginal Visual Arts	-	-	-	-
522	Digital Media*	2	-	-	-
528.1	Fashion: Fashion Design	4	3	29	26
528.2	Fashion: Textile Design*	2	-	-	-
526.1	Fine Craft: Ceramics	4	4	25	15
526.2	Fine Craft: Jewellery/Metal Arts*	3	-	-	-
155	Foundation Visual Arts	19	2	22	8
302	Graduate Studies*	2	-	-	-
520	Graphic Design	4	3	34	31
527	Photography*	1	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	<b>Overall</b>	<b>41</b>	<b>24%</b>	<b>30%</b>	<b>1</b>
521	Aboriginal Visual Arts	-	-	-	-
522	Digital Media*	2	-	-	-
528.1	Fashion: Fashion Design	4	25%	100%	-
528.2	Fashion: Textile Design*	2	-	-	-
526.1	Fine Craft: Ceramics	4	100%	0%	-
526.2	Fine Craft: Jewellery/Metal Arts*	3	-	-	-
155	Foundation Visual Arts	19	16%	33%	4
302	Graduate Studies*	2	-	-	-
520	Graphic Design	4	0%	-	-
527	Photography*	1	-	-	-

\* Programs with a "\*" after the name have fewer than 4 respondents overall and results, apart from response rate, 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

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
	<b>Overall</b>	<b>41</b>	<b>73%</b>	<b>62%</b>	<b>60%</b>	<b>0%</b>
521	Aboriginal Visual Arts	-	-	-	-	-
522	Digital Media*	2	-	-	-	-
528.1	Fashion: Fashion Design	4	100%	100%	100%	0%
528.2	Fashion: Textile Design*	2	-	-	-	-
526.1	Fine Craft: Ceramics	4	50%	50%	0%	0%
526.2	Fine Craft: Jewellery/Metal Arts*	3	-	-	-	-
155	Foundation Visual Arts	19	90%	63%	60%	0%
302	Graduate Studies*	2	-	-	-	-
520	Graphic Design	4	25%	100%	0%	0%
527	Photography*	1	-	-	-	-
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, 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
	<b>Overall</b>	<b>41</b>	<b>34%</b>	<b>44%</b>	<b>20%</b>	<b>2%</b>
521	Aboriginal Visual Arts*	-	-	-	-	-
522	Digital Media*	2	-	-	-	-
528.1	Fashion: Fashion Design	4	75%	25%	0%	0%
528.2	Fashion: Textile Design*	2	-	-	-	-
526.1	Fine Craft: Ceramics	4	50%	25%	25%	0%
526.2	Fine Craft: Jewellery/Metal Arts*	3	-	-	-	-
155	Foundation Visual Arts	19	32%	47%	16%	5%
302	Graduate Studies*	2	-	-	-	-
520	Graphic Design	4	50%	50%	0%	0%
527	Photography*	1	-	-	-	-

\* Programs with a "\*" after the name have fewer than 4 respondents overall and results, apart from response rate, 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 NBCCD program did an excellent, good, fair, or poor job of preparing them for employment in a related field