



New Brunswick Community College (NBCC)
Three-Year Graduate Follow-Up Survey
2019 Survey of 2015-2016 Graduates

Prepared for:

Policy, Research and Labour Market Analysis Branch

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Foreword

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

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

Surveys were conducted with 316 graduates of NBCC regular training programs during the months of October 2019 to January 2020, representing a response rate of 37%.

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

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

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

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

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

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¹ As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the sixth year that a separate report has been published for each of New Brunswick Community College graduates and Collège communautaire du Nouveau-Brunswick graduates. This report contains only data and information pertaining to NBCC. The New Brunswick College of Craft and Design has its own report.

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

Executive Summary

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

This report presents the findings of the follow-up survey, which generated information from 316 graduates, representing 37% of the 851 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (September 22 to 28, 2019) for 2015-2016 NBCC graduates has increased slightly, from 92% in 2017 to 93% in 2019.
- The employment rate in the reference week for this class of graduates has increased over the two-year period, measuring 90% in 2017 and 94% in 2019.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$883.61. This represents a 13% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$784.00).
- A difference in the wages earned by male and female graduates continues to exist. In 2017, female graduates employed full-time in the reference week had an average salary of \$728.10, which was 87% of the male average weekly salary of \$832.79. In 2019, the average weekly salary for females employed full-time in the reference week was of \$792.73, 74% of the male salary of \$963.14. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased, from 75% in 2017 to 85% in 2019.
- Approximately one in six survey respondents (17%) lived or worked outside New Brunswick since graduation from the NBCC in 2016. Within this group, 48% have since returned to the province. In total, 90% of the graduating class of 2015-2016 currently reside in New Brunswick.
- Since completing their NBCC training in 2016, 36% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 64% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (53%) or good (34%) job of preparing them for employment in a related field.
- Overall, 42% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, job searching / resume building /

³ As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the sixth year that a separate report has been published for New Brunswick Community College graduates and Collège communautaire du Nouveau-Brunswick graduates. This report contains only data and information pertaining to NBCC. The New Brunswick College of Craft and Design (NBCCD) has its own report.

interviewing skills (17%), communication skills (14%), work-related skills and professionalism (11%), and specific skills related to their field (10%) were the most commonly mentioned skills.

1 Introduction

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

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations and the findings from this three-year follow-up study as well as comparisons to the one-year follow-up study conducted in 2017.

2 Survey Background

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

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

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

Specifically, the 2019 survey was designed to:

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

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

3 Survey Methodology

The Department provided Advanis with a database of the original listings for 851 graduates of regular NBCC programs in 2015-2016 who provided their consent to be contacted.

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by Advanis and administered via telephone using a Computer Assisted Telephone Interviewing (CATI) system and via the web from October 2019 until January 2020.

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality of responses and were informed of their valuable contribution to the study. Advanis' telephone interviewing staff completed a comprehensive training session prior to data collection and were informed of the project objectives and trained in the use of the final survey. We started calling a small number of graduates on October 30, 2019 to ensure the survey was working correctly and then graduates for whom we had an email address were invited via email starting on November 1, 2019 to complete the survey online. Graduates who had not yet completed the survey online or for whom we did not have a valid email address were called starting on November 14, 2019. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between October 30th, 2019 and January 14th, 2020. In order to achieve the highest possible response rate for this study, unlimited callbacks were conducted on all working numbers.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total eligible graduates. The response rate for this study was 37% (316 completed interviews with a total graduate population of 851). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study.

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

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

4 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 37%.

Advanis completed interviews with graduates from 72 of the 79 individual regular programs represented in the data file.

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

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

Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	851	316
Gender		
Male	50%	50%
Female	50%	50%
Age		
24 or Younger	52%	39%
25 to 29	23%	27%
30 to 39	14%	19%
40 to 49	7%	10%
50+	3%	5%
Campus		
Fredericton	13%	17%
Miramichi	22%	17%
Moncton	21%	25%
Saint John	22%	21%
St. Andrews	10%	9%
Woodstock	12%	12%

In 2019, the average age of all graduates of regular programs who participated in this study was 29.5 years old.

At the time of the survey, 89% of respondents were residing in New Brunswick while 3% of respondents lived in Nova Scotia, 2% in Alberta and 6% in other locations.

5 Research Findings

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

Throughout Section 5, comparative data is presented based on the information collected in the one-year follow-up survey (2017) and this survey (2019). To enable comparison, information collected in 2017 that is presented in this report is based exclusively on the information collected from NBCC graduates of regular programs.

5.1 Labour Force Participation and Employment Rates

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

- Employed
- Unemployed
- Not in the Labour Force

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

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

Unemployed refers to respondents who during the reference week:

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

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

5.2 Labour Force Participation Rates (Reference Week)

During the reference week of September 22 to 28, 2019, 93% of survey respondents were in the labour force, with the remaining 7% not in the labour force (not actively seeking work or not available for work).

When analysed by gender, labour force participation during the reference week was similar for males (94%) and females (93%).

Labour force participation has increased slightly for the 2015-2016 graduating class since last interviewed. In 2017, one year following graduation, 92% of graduates of regular programs were in the labour force, with a participation rate of 91% for males and 94% for females.

5.3 Employment Rate (Reference Week)

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

During the reference week of September 22 to 28, 2019, the employment rate⁴ for respondents was 94% and the unemployment rate was 6%. When contacted in 2017, one year after graduation from the NBCC, the employment rate was lower, measuring 90%.

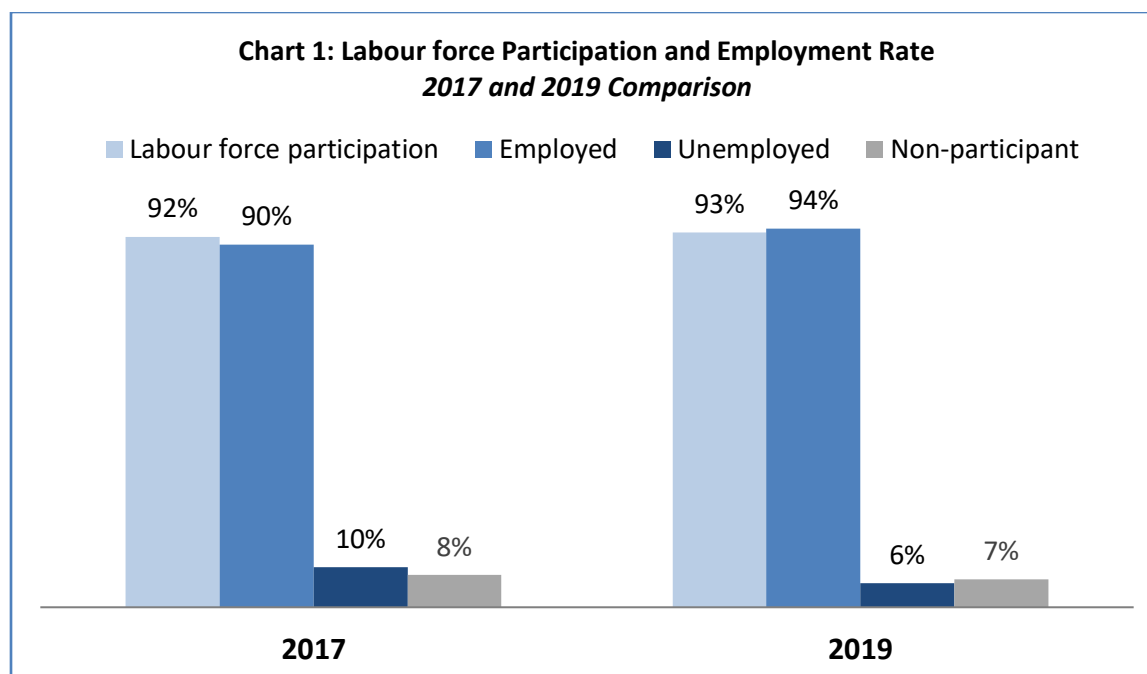
When examined by gender, no statistically significant difference was found to exist between males (94%) and females (95%). However, employed males were statistically significantly more likely than employed females to be working on a full-time basis (98% and 87%, respectively).

A similar difference was found between the male and female employment rates at the one-year follow-up survey, with a higher percentage of females employed (96%) than males (85%).

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

Chart 1 provides a comparison of the information collected regarding labour force participation and employment rates for the Class of 2015-2016 at the one and three-year follow-up intervals upon the completion of their NBCC program.

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



The labour force participation rate has increased slightly from 2017 to 2019 (92% and 93% respectively), and the employment rate has increased (90% in 2017 and 94% in 2019).

5.5 Employment in New Brunswick (Reference Week)

In 2017, at their one-year follow-up survey, 91% of employed 2015-2016 graduates from regular programs resided in New Brunswick, slightly higher than the 90% of employed graduates currently residing in New Brunswick in 2019.

Among *employed* graduates:

- 90% were residing in New Brunswick;
- 3% were in Nova Scotia;
- 2% were in Alberta and;
- 5% were in other locations.

About one in six (17%) *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=44), 48% (n=17) had returned to the province by 2019 and are currently living in New Brunswick.

5.6 Employment Related to Training (Reference Week)

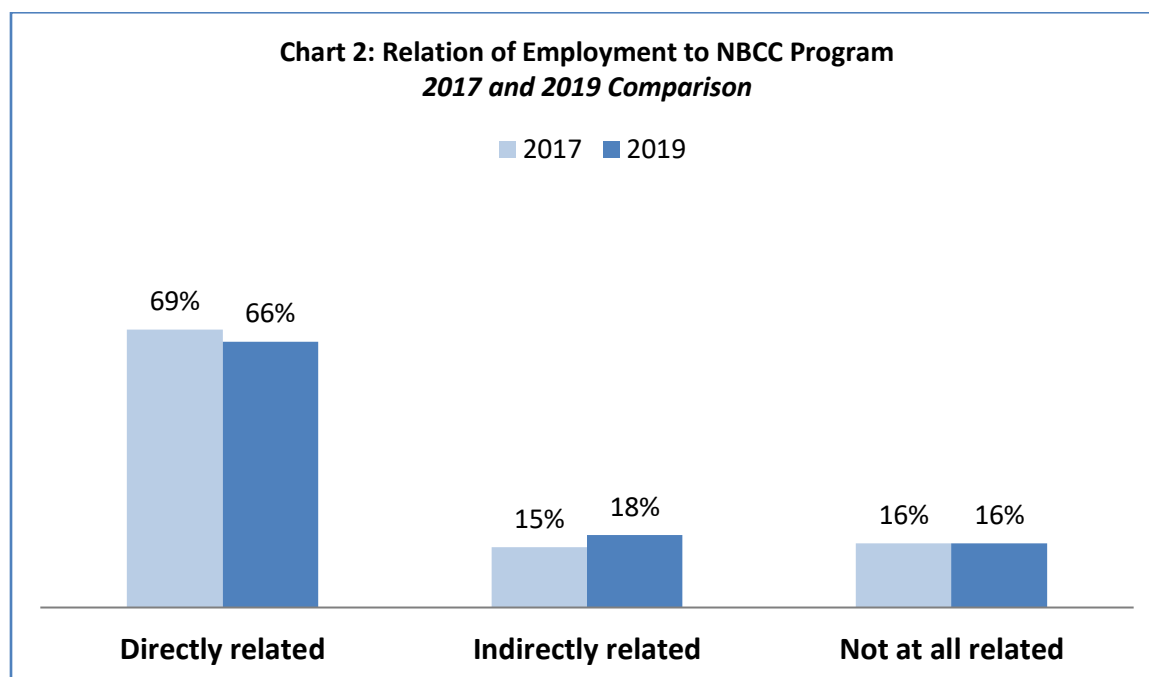
Among all survey respondents *employed* during the reference week:

- 66% were employed in positions which they described as directly related to the training they received through the NBCC;

- 18% described their position as indirectly related to the training they received through the NBCC; and
- 16% of employed graduates were in positions they described as not at all related to their NBCC training.

Within the group of graduates employed on a *full-time* basis, the percentage employed in positions directly related to training received through the NBCC was slightly higher, at 68%.

As seen below in Chart 2, one year following graduation (2017), the percentage of graduates employed in positions directly related to their training was somewhat higher, with 69% of graduates employed in positions directly related to their training and the percentage of graduates in positions indirectly related to their training was somewhat lower at 15%.



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, 92% were employed in full-time positions working an average of 41 hours per week during the reference week. The 8% of graduates who were employed in part-time positions worked an average of 16 hours per week during the reference week. In the one-year follow-up study in 2017, a slightly lower percentage of employed graduates reported working on a full-time basis (90%). The average number of hours worked during the reference week in 2017 was the same at 41.

The following table presents a summary of work patterns for male and female employed graduates of the Class of 2015-2016. The following table presents a summary of work patterns for male and female employed graduates of the Class of 2015-2016. The percentage of males employed full-time has increased slightly, with 98% of males employed full-time in 2017 compared to 97% in 2017. The

percentage of females employed full-time has also increased from 83% in 2017 to 87% in 2019. The percentage of males employed full-time remains higher in both 2017 and 2019 than the percentage of females employed full-time.

Table 2: Employment Patterns Reported in 2017 and 2019

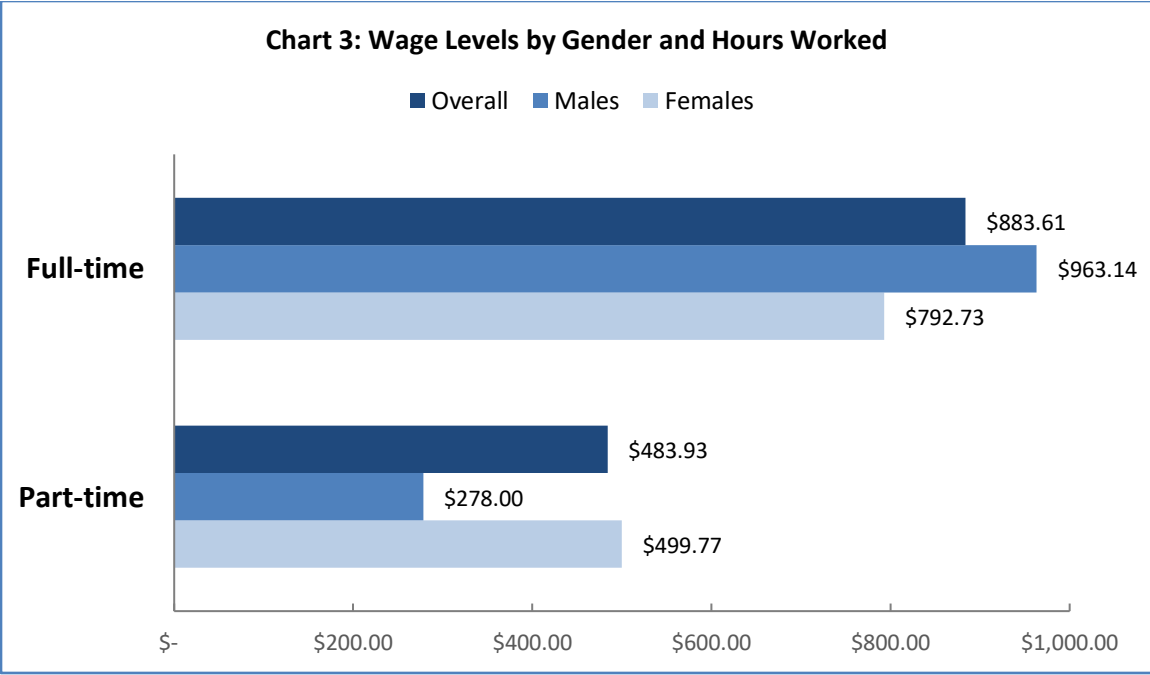
	2017	2019
Employed Full-time	90%	92%
Males	97%	98%
Females	83%	87%
Employed Part-time	10%	8%
Males	3%	2%
Females	17%	13%

5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2017, full-time earnings ranged from a low of \$275 to a high of \$2,600. The average wage was \$784.00 with a standard deviation of \$376.07. When contacted in 2019, average full-time earnings for graduates employed in full-time positions ranged from \$125 to \$2,010 with an average wage of \$883.61 and a standard deviation of \$364.12.

Over the two-year period since 2017, 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 2019 reference week ranging from \$355 to \$2,010 with an average of \$871.04. This is higher when compared to an average of \$823.63 in 2017 for graduates employed in full-time positions directly related to their program of study, with a range of \$288 to \$2,600.

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



There was a significant gap between the full-time wages of male and female graduates of the NBCC. Male graduates employed on a full-time basis reported average earnings of \$964.16, while female graduates employed on a full-time basis reported average earnings of \$792.73 (82% of wages earned by males). Table 3 presents additional information to compare the wages of male and female graduates in 2017 and 2019.

**Table 3: Reported Earnings in the Reference Week of Regular Program Graduates
Full-time/Part-time Employment**

	2017	2019
Employed Full-time	90%	92%
Average Hours Worked - All	41	41
Males	42	43
Females	39	39
Average Weekly Earnings (F-T)	\$784.00	\$883.61
Males	\$832.79	\$963.14
Females	\$728.10	\$792.73
Employed Part-time	10%	8%
Average Hours Worked - All	19	16
Males	23	8
Females	19	18
Average Weekly Earnings (P-T)	\$372.19	\$483.93
Males	\$933.33	\$278.00
Females	\$278.00	\$499.77

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

- Average weekly earnings have increased by 13% from \$784.00 in 2017 to \$883.61 in 2019 for NBCC graduates employed on a full-time basis.
- In 2017, female graduates working full-time earned approximately 87% of the earnings of male graduates working full-time. In 2019, full-time female graduates earned 82% of the earnings of full-time male graduates.
- Full-time NBCC 2015-2016 graduates employed in positions directly related to their program of study reported average weekly earnings of \$871.04, which is 6% higher than 2015-2016 graduates in similar positions contacted one year following graduation in 2017 (\$823.63).

Table 4 compares the reference week wages of 2015-2016 graduates employed in full-time positions directly related to their NBCC training, for 2017 and 2019, **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 2017 and 2019 follow-up interviews.

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

Program Title	Sample (2019)	Average Reference Week Wage		% Change
		2017	2019	
Overall (Full-time, Directly Related)	158	\$823.63	\$871.04	+6%
Early Childhood Education	14	\$713.92	\$644.91	-10%
Practical Nurse	11	\$988.23	\$883.00	-11%
Personal Support Worker: Acute Care	10	\$766.25	\$566.67	-26%
Electrical Construction	6	\$626.71	\$708.00	+13%
Human Services	6	582.92	\$656.33	+13%
Office Administration	6	584.44	\$807.60	+38%
Heavy Equipment Service Technician	5	\$889.13	\$1,100.00	+24%
Carpentry	5	\$902.00	\$685.00	-24%
Business Administration	5	1058.63	\$967.50	-9%
Business Administration: Accounting	5	\$776.25	\$936.75	+21%
Civil Engineering Technology: Building System Services	4	1016.67	\$865.25	-15%
Office Administration: Medical	4	\$682.00	\$780.00	+14%

Table 5 compares wages among 2015-2016 graduates in 2017 and 2019 who were employed in full-time positions in the reference week that were either directly, indirectly, or not at all related to the NBCC program completed. As evident in Table 5, graduates employed full-time in directly related positions have seen significant increases (6%) in their weekly income since 2017.

Table 5: Comparative Full-time Wages in Reference Week

Relation of Job to Training	Average Reference Week Wage		% Change
	2017	2019	
Overall (Full-time)	\$784.00	\$883.61	+13%
Directly Related	\$823.63	\$871.04	+6%
Indirectly Related	\$658.27	\$984.82	+50%
Not at all Related	\$712.95	\$811.56	+14%

5.9 Employment Status (Reference Week)

Each respondent provided information about his or her employment status in relation to the main job held during the reference week. The information collected in 2019 (three years following graduation) and the information collected in 2017 (one year following graduation) is presented in Table 6.

**Table 6: Comparison of Employment Status for Main Position in Reference Week
Regular Program Graduates**

	2017	2019
Permanent Positions	75%	85%
Temporary/Casual Positions	24%	13%
Self-employed	1%	2%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased significantly from 2017 to 2019, and the percentage of graduates employed in temporary/casual positions decreased significantly over the same period.

5.10 Time in Current Employment

Respondents who were employed in the reference week had been employed in that position for approximately 25 months on average (if the respondent had started employment directly after graduation, this leaves 39 months between July 1, 2016 and the 2019 reference week).

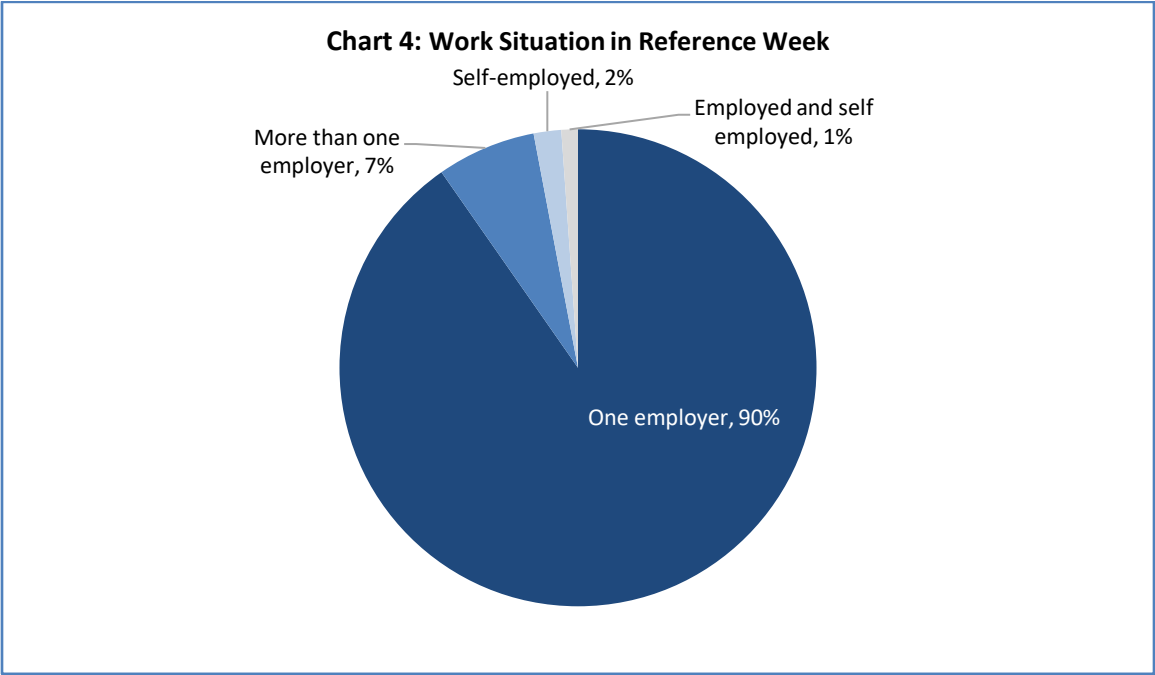
Of those employed during the reference week:

- 18% had been employed for a period of 6 months or less;
- 10% had been employed for a period of 7-12 months;
- 16% had been employed for a period of 13-24 months;
- 16% had been employed for a period of 25-32 months;
- 22% had been employed for a period of 33-38 months period; and
- 18% had been employed for the full 39-month period.

Graduates employed in positions directly or indirectly related to the NBCC training program completed were, on average, employed in that position for a slightly greater period of time (25 months for directly and indirectly) than respondents in positions not at all related (23 months) to the program completed.

5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of September 22 to 28, 2019. The following chart demonstrates that nine in ten employed NBCC graduates (90%) were working for one employer during the reference week.



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week has remained stable in the two year period following the one-year follow-up survey (90% in 2019 compared to 89% in 2017).

**Table 7: Work Situation in Reference Week
Graduates of Regular Programs**

	2017	2019
One employer	89%	90%
More than one employer	9%	7%
Employed/Self-employed	1%	1%
Self-employed only	1%	2%

5.12 Summary of Graduate Employment (Reference Week)

Table 8 summarizes the employment information for 2015-2016 NBCC graduates one and three years after graduation.

**Table 8: Comparative Information for the Class of 2015-2016
Graduates of Regular Programs**

	2017	2019
Labour force participation rate	92%	93%
Employment rate	90%	94%
Percent of those employed working full-time	90%	92%
Average weekly full-time wage	\$784.00	\$883.61

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 39 graduates (12%) 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:

- 46% of respondents (44% for females; 47% for males) were actively seeking employment, waiting to return to work from a lay-off, or waiting for a job to start (within four weeks of the reference week); and
- 54% of respondents (56% for females; 53% for males) were not in the labour force.

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

- Attending a full-time or part-time study / training program – 31%
- Inability to find employment related to training – 13%
- Personal / family responsibilities – 10%
- Own illness or disability – 10%
- Not able to find work - no jobs available – 5%
- Lack of bilingual ability – 3%
- Available jobs require more training /education – 3%
- Other reasons – 15%

5.14 Overall Employment since Graduation

Overall, approximately 98% of 2015-2016 graduates who completed the three-year follow-up interview had been employed in at least one job since graduation from their NBCC program of study.

Over the 39 month period since their graduation from the NBCC (July 2016-September 2019), respondents were employed in an average of two jobs and employed for an average of 24 months. Respondents averaged 25 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents:

- 8% resumed, or continued with employment held prior to completion of their NBCC program;
- 80% started their first job following completion of their NBCC program in 2016;
- 9% started their first job in 2017; and
- 3% started their first job in 2018 or later.

Furthermore, since completion of the NBCC program:

- 28% have held one employment position;
- 36% have held two employment positions;
- 19% have held three employment positions;
- 15% have held four or more employment positions; and
- 2% have not been employed.

5.15 Migration of Graduates

About one out of six survey respondents (17%) lived or worked outside New Brunswick at some time since their graduation in 2016. Of those who lived or worked outside of New Brunswick, 50% relocated in an effort to find employment, while the other 50% relocated for other reasons.

On average, graduates who left New Brunswick to find employment without an arranged job required an average of 10 weeks to find a job, while 46% of graduates who left New Brunswick to find employment had a job arranged prior to relocation.

5.16 Additional Education and Training

Since completing their NBCC training in 2016, 39% of surveyed graduates reported that they had returned to school / training or were currently enrolled in an apprenticeship program. Of these:

- 64% (n=79) reported returning to an education / training program or enrolling in an apprenticeship program within the same field of study that they completed in 2016; and
- 36% (n=44) reported returning to an education / training program or enrolling in an apprenticeship program within a different area of study.

Among those who reported that they had returned to school / training (n=123):

- 35% were attending full-time studies;
- 23% were attending part-time studies;
- 1% were attending studies but did not indicate whether it was full-time or part-time; and
- 41% were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=48), 48% reported that they needed to complete the additional training to qualify for their current main position.

Within the *total group* of respondents 16% (n=51) reported that they were currently registered in an apprenticeship program.

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 2019, three years following graduation. Overall, 87% indicated that their training program did an excellent or good job in preparing them for a job in a related field.

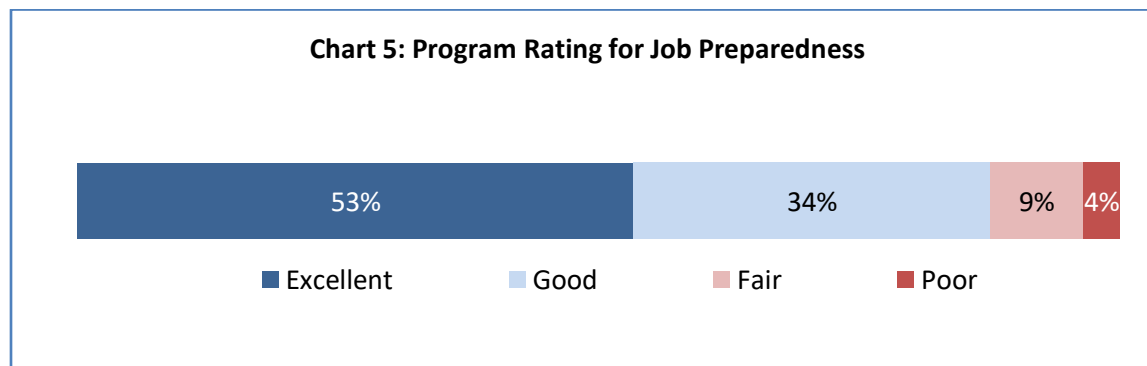
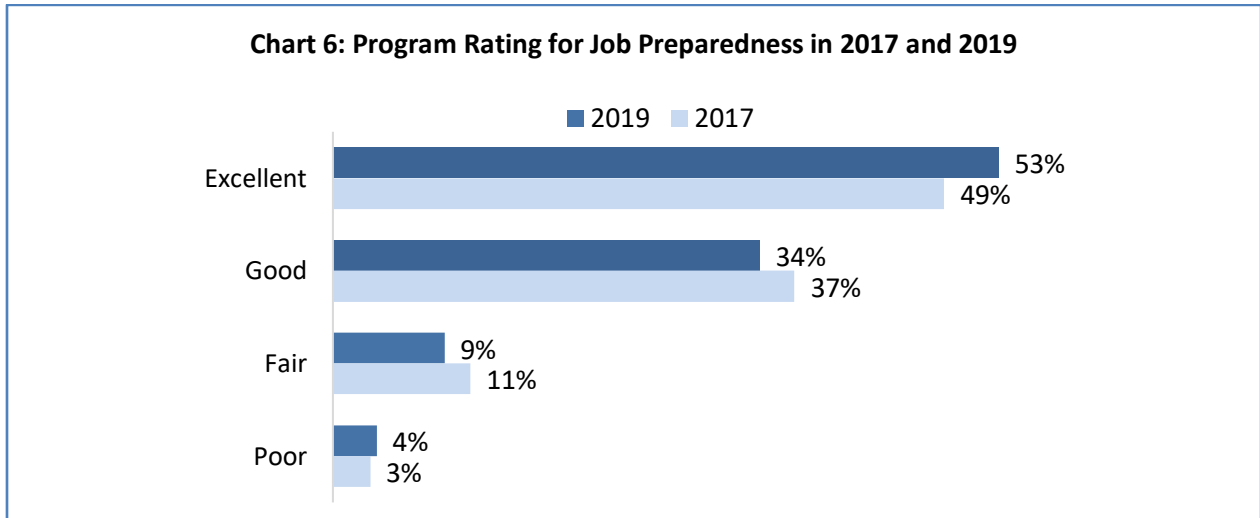


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2017) and three years following graduation (2019).



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

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

	Overall	Employed	Unemployed	Not in Labour Force
2017				
Excellent	49%	52%	29%	49%
Good	37%	37%	40%	34%
Fair	11%	9%	18%	14%
Poor	3%	2%	13%	3%
2019				
Excellent	53%	56%	44%	29%
Good	34%	33%	39%	52%
Fair	9%	8%	11%	14%
Poor	4%	3%	6%	5%

Overall, the above table demonstrates that in 2019 as in 2017, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates.

5.18 Additional Skills Developed at the NBCC

Survey respondents were asked:

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

Overall, 290 survey respondents (42%) 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

Skills Identified	% mentioned
Job searching/Resume-building/Interviewing skills	17%
Communication skills	14%
Work-related skills and professionalism	11%
Specific skills related to their field	10%
People / Social skills	9%
Problem-solving / Independence / Initiative	7%
Time management / Organizational skills	7%
Practical work experience	7%
Computer-related skills	6%
Practical knowledge in their field	6%
Personal and life skills	5%
Confidence	5%
Language skills	4%
Teamwork / Working in groups	4%
Leadership	3%
Entrepreneurship and Business skills	3%
Report and presentation skills	3%
Patient care and compassion	2%
Writing skills	2%
All skills and knowledge acquired through course	2%
Customer service skills	2%
First Aid course / CPR certification	1%
Trade skills	1%
Other	10%

6 Conclusions

This report presented a summary of the findings from the 2016 Three-Year Graduate Follow-up Survey of 2015-2016 Graduates of the New Brunswick Community College. This study represents the twentieth three-year follow-up survey conducted with New Brunswick Community College graduates⁵. The data gathered from this study is similar to that collected in the most recent report published in 2016 and suggests that graduates follow similar patterns in the three-year period following graduation.

The following point summarize the primary findings of this study:

- The labour force participation rate in the reference week (September 22 to 28, 2019) for 2015-2016 NBCC graduates has increased slightly, from 92% in 2017 to 93% in 2019.
- The employment rate in the reference week for this class of graduates has increased over the two-year period, measuring 90% in 2017 and 94% in 2019.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$883.61. This represents a 13% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$784.00).
- A difference in the wages earned by male and female graduates continues to exist. In 2017, female graduates employed full-time in the reference week had an average salary of \$728.10, which was 87% of the male average weekly salary of \$832.79. In 2019, the average weekly salary for females employed full-time in the reference week was of \$792.73, 74% of the male salary of \$963.14. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased, from 75% in 2017 to 85% in 2019.
- Approximately one in six survey respondents (17%) lived or worked outside New Brunswick since graduation from the NBCC in 2016. Within this group, 48% have since returned to the province. In total, 90% of the graduating class of 2015-2016 currently reside in New Brunswick.
- Since completing their NBCC training in 2016, 36% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 64% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (53%) or good (34%) job of preparing them for employment in a related field.
- Overall, 42% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, job searching / resume building / interviewing skills (17%), communication skills (14%), work-related skills and professionalism (11%), and specific skills related to their field (10%) were the most commonly mentioned skills.

⁵ This survey was not completed in 2008, 2017 or 2018.

7 Appendix

Academic Program # ⁶	Program ⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2019
			Males	Females		
	Overall	851	158	158	37%	30
541	Accounting and Payroll Administration*	6	1	1	33%	-
513	Agricultural Equipment Repair*	3	1	-	33%	-
078	Animation and Graphics*	6	1	-	17%	-
003	Aquaculture Technician*	3	-	2	67%	-
021	Automotive Service Technician	15	7	-	47%	27
186	Bricklaying*	5	2	-	40%	-
258	Business Administration	25	3	8	44%	37
258	Business Administration: Accounting	26	4	8	46%	33
258	Business Administration: Insurance and Risk Management*	1	-	1	100%	-
258	Business Administration: Investment Management*	3	-	-	0%	-
258	Business Administration: Marketing	10	2	3	50%	28
144	Carpentry	26	10	1	42%	32
112	Chemical Technology*	4	2	1	75%	-
005	Civil Engineering Technology: Architectural*	5	-	1	20%	-
005	Civil Engineering Technology: Building System Services	14	9	1	71%	35
005	Civil Engineering Technology: Construction Management*	4	-	-	0%	-
005	Civil Engineering Technology: Highway and Municipal*	4	3	-	75%	-
510	CNC Machining*	3	-	1	33%	-
009	Cook*	7	1	1	29%	-
036	Correctional Techniques	12	3	2	42%	29
088	Criminal Justice*	8	-	1	13%	-
517	Culinary Arts*	5	-	1	20%	-
537	Culinary Arts Management*	4	1	1	50%	-
232	Digital Photography*	4	-	1	25%	-

⁶ In this and all tables, the “Academic Program” field reflects the program code used to identify the program.

⁷ In this and all tables, the “Program” field reflects the program names as they were in 2015-16.

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

**Table A-1
Survey Response Rate by Program**

Academic Program # ⁶	Program ⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2019
			Males	Females		
	Overall	851	158	158	37%	30
107	Early Childhood Education	50	-	20	40%	30
228	Educational Assistant*	6	-	3	50%	-
010	Electrical Engineering Technology: Alternate Energy Systems*	3	1	-	33%	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	3	1	-	33%	-
509	Electrical: Construction	49	14	-	29%	29
509	Electrical: Industrial	9	4	-	44%	27
116	Electronic Game - 3D Graphics*	3	1	1	67%	-
068	Electronic Game - Design*	2	-	-	0%	-
278	Electronics Engineering Technology: Computer Systems*	3	2	-	67%	-
278	Electronics Engineering Technology: Electronic Communication Systems*	3	2	-	67%	-
278	Electronics Engineering Technology: Industrial Electronics*	2	1	-	50%	-
012	Environmental Technology*	5	-	1	20%	-
530	Fuels Technician*	1	-	-	0%	-
515	Health Information Management*	1	-	-	0%	-
014	Heavy Equipment Service Technician	22	7	-	32%	23
516	Hotel and Restaurant Operations*	6	-	1	17%	-
511	Human Resources Management	8	2	4	75%	29
085	Human Services	69	2	20	32%	27
033	HVAC: Sheet Metal Fabrication*	3	-	-	0%	-
067	Industrial Control Technology*	3	1	-	33%	-
016	Industrial Mechanics	15	4	-	27%	26
508	Information Technology: Business Analysis*	7	2	1	43%	-
508	Information Technology: Internet Application Development*	1	1	-	100%	-
508	Information Technology: Network Administration*	3	1	-	33%	-
508	Information Technology: Network Support	15	4	-	27%	23
508	Information Technology: Programmer-Analyst	14	5	-	36%	28
508	Information Technology: Web and Mobile application Development	6	3	2	83%	28
518	International Travel and Tourism*	6	-	1	17%	-
017	Machinist	9	6	1	78%	24
018	Marine Diesel Mechanics*	6	-	1	17%	-
529	Mechanical Engineering Technology	8	3	1	50%	29
501	Medical Laboratory Assistant*	2	-	-	0%	-
030	Medical Laboratory Technology*	5	-	1	20%	-
020	Motor Vehicle Body Repairer and Painter*	4	1	2	75%	-

Table A-1
Survey Response Rate by Program

Academic Program # ⁶	Program ⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2019
			Males	Females		
	Overall	851	158	158	37%	30
512	Motorcycle Repair*	2	2	-	100%	-
257	Office Administration	28	1	11	43%	30
257	Office Administration: Bilingual	12	-	6	50%	29
257	Office Administration: Executive*	1	-	1	100%	-
257	Office Administration: Medical	12	1	5	50%	41
314	Personal Support Worker: Acute Care	45	1	15	36%	29
314	Personal Support Worker: Long Term Care*	8	1	2	38%	-
106	Pharmacy Technician*	10	-	1	10%	-
139	Plumbing	30	6	1	23%	25
290	Police Foundations*	7	2	-	29%	-
023	Power Engineering Technology	9	4	-	44%	32
292	Practical Nurse	44	-	17	39%	30
322	Process Control Technician*	6	1	1	33%	-
031	Refrigeration and Air Conditioning Technician*	6	3	-	50%	-
312	Respiratory Therapy*	6	-	1	17%	-
026	Steel Fabrication*	4	1	-	25%	-
022	Truck and Transport Service Technician*	6	2	-	33%	-
027	Welding	37	9	-	24%	24
540	Welding and Metal Fabrication*	8	1	-	13%	-
029	Welding Technology	5	4	-	80%	25
050	Youth Care Worker*	10	1	2	30%	-

**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	316	294	93%	94%	84%
541	Accounting and Payroll Administration*	2	-	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	1	-	-	-	-
003	Aquaculture Technician*	2	-	-	-	-
021	Automotive Service Technician	7	7	100%	86%	67%
186	Bricklaying*	2	-	-	-	-
258	Business Administration	11	10	91%	100%	80%
258	Business Administration: Accounting	12	10	83%	100%	89%
258	Business Administration: Insurance and Risk Management*	1	-	-	-	-
258	Business Administration: Investment Management*	-	-	-	-	-
258	Business Administration: Marketing	5	4	80%	100%	100%
144	Carpentry	11	10	91%	70%	86%
112	Chemical Technology*	3	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	10	9	90%	100%	100%
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
510	CNC Machining*	1	-	-	-	-
009	Cook*	2	-	-	-	-
036	Correctional Techniques	5	4	80%	100%	75%
088	Criminal Justice*	1	-	-	-	-
517	Culinary Arts*	1	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
232	Digital Photography*	1	-	-	-	-
107	Early Childhood Education	20	19	95%	100%	100%
228	Educational Assistant*	3	-	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	1	-	-	-	-
509	Electrical: Construction	14	13	93%	100%	50%
509	Electrical: Industrial	4	4	100%	100%	100%
116	Electronic Game - 3D Graphics*	2	-	-	-	-
068	Electronic Game - Design*	-	-	-	-	-

**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	316	294	93%	94%	84%
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
012	Environmental Technology*	1	-	-	-	-
530	Fuels Technician*	-	-	-	-	-
515	Health Information Management*	-	-	-	-	-
014	Heavy Equipment Service Technician	7	6	86%	100%	100%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	6	6	100%	100%	100%
085	Human Services	22	19	86%	79%	85%
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology*	1	-	-	-	-
016	Industrial Mechanics	4	4	100%	100%	100%
508	Information Technology: Business Analysis*	3	-	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-	-
508	Information Technology: Network Administration*	1	-	-	-	-
508	Information Technology: Network Support	4	4	100%	100%	25%
508	Information Technology: Programmer-Analyst	5	5	100%	100%	100%
508	Information Technology: Web and Mobile application Development	5	4	80%	100%	75%
518	International Travel and Tourism*	1	-	-	-	-
017	Machinist	7	5	71%	100%	80%
018	Marine Diesel Mechanics*	1	-	-	-	-
529	Mechanical Engineering Technology	4	3	75%	100%	67%
501	Medical Laboratory Assistant*	-	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-	-
020	Motor Vehicle Body Repairer and Painter*	3	-	-	-	-
512	Motorcycle Repair*	2	-	-	-	-
257	Office Administration	12	11	92%	100%	91%
257	Office Administration: Bilingual	6	6	100%	67%	75%
257	Office Administration: Executive*	1	-	-	-	-
257	Office Administration: Medical	6	5	83%	100%	100%
314	Personal Support Worker: Acute Care	16	16	100%	100%	100%
314	Personal Support Worker: Long Term Care*	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					
	Overall	316	294	93%	94%	84%
106	Pharmacy Technician*	1	-	-	-	-
139	Plumbing	7	7	100%	71%	75%
290	Police Foundations*	2	-	-	-	-
023	Power Engineering Technology	4	4	100%	100%	75%
292	Practical Nurse	17	17	100%	100%	94%
322	Process Control Technician*	2	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	1	-	-	-	-
026	Steel Fabrication*	1	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding	9	9	100%	100%	56%
540	Welding and Metal Fabrication*	1	-	-	-	-
029	Welding Technology	4	4	100%	100%	100%
050	Youth Care Worker*	3	-	-	-	-

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	233	68%	18%	41	\$884
541	Accounting and Payroll Administration*	2	-	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	-	-	-	-	-
003	Aquaculture Technician*	2	-	-	-	-
021	Automotive Service Technician	5	80%	0%	40	\$820
186	Bricklaying*	1	-	-	-	-
258	Business Administration	9	56%	33%	38	\$847
258	Business Administration: Accounting	7	71%	29%	39	\$858
258	Business Administration: Insurance and Risk Management*	1	-	-	-	-
258	Business Administration: Investment Management*	-	-	-	-	-
258	Business Administration: Marketing*	3	-	-	-	-
144	Carpentry	7	71%	14%	39	\$619
112	Chemical Technology*	3	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	7	57%	43%	40	\$887
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
510	CNC Machining*	1	-	-	-	-
009	Cook*	1	-	-	-	-
036	Correctional Techniques	4	25%	50%	40	\$1,050
088	Criminal Justice*	-	-	-	-	-
517	Culinary Arts*	1	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
232	Digital Photography*	-	-	-	-	-
107	Early Childhood Education	14	100%	0%	38	\$645
228	Educational Assistant*	3	-	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	-	-	-	-	-
509	Electrical: Construction	12	50%	0%	41	\$757
509	Electrical: Industrial	4	100%	0%	42	\$650
116	Electronic Game - 3D Graphics*	1	-	-	-	-
068	Electronic Game - Design*	-	-	-	-	-

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	233	68%	18%	41	\$884
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
012	Environmental Technology*	-	-	-	-	-
530	Fuels Technician*	-	-	-	-	-
515	Health Information Management*	-	-	-	-	-
014	Heavy Equipment Service Technician	5	100%	0%	58	\$1,100
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	6	83%	17%	39	\$975
085	Human Services	10	60%	20%	42	\$784
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology*	1	-	-	-	-
016	Industrial Mechanics*	3	-	-	-	-
508	Information Technology: Business Analysis*	3	-	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-	-
508	Information Technology: Network Administration*	1	-	-	-	-
508	Information Technology: Network Support	4	25%	0%	40	\$625
508	Information Technology: Programmer-Analyst	5	100%	0%	39	\$1,126
508	Information Technology: Web and Mobile application Development	4	50%	25%	40	\$1,182
518	International Travel and Tourism*	1	-	-	-	-
017	Machinist	4	50%	50%	45	\$1,004
018	Marine Diesel Mechanics*	1	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
501	Medical Laboratory Assistant*	-	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-	-
020	Motor Vehicle Body Repairer and Painter*	2	-	-	-	-
512	Motorcycle Repair*	2	-	-	-	-
257	Office Administration	8	75%	25%	40	\$766
257	Office Administration: Bilingual*	3	-	-	-	-
257	Office Administration: Executive*	1	-	-	-	-
257	Office Administration: Medical	5	80%	20%	37	\$805
314	Personal Support Worker: Acute Care	11	91%	9%	39	\$567
314	Personal Support Worker: Long Term Care*	2	-	-	-	-

Table A-3						
Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	233	68%	18%	41	\$884
106	Pharmacy Technician*	-	-	-	-	-
139	Plumbing	4	75%	0%	44	\$760
290	Police Foundations*	1	-	-	-	-
023	Power Engineering Technology*	3	-	-	-	-
292	Practical Nurse	11	100%	0%	40	\$883
322	Process Control Technician*	2	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	1	-	-	-	-
026	Steel Fabrication*	-	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding	9	33%	22%	46	\$965
540	Welding and Metal Fabrication*	1	-	-	-	-
029	Welding Technology	4	50%	50%	51	\$1,168
050	Youth Care Worker*	3	-	-	-	-

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

**Table A-4
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	276	90%	7%	1%	2%
541	Accounting and Payroll Administration*	2	-	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	-	-	-	-	-
003	Aquaculture Technician*	2	-	-	-	-
021	Automotive Service Technician	6	83%	0%	0%	17%
186	Bricklaying*	2	-	-	-	-
258	Business Administration	10	90%	0%	10%	0%
258	Business Administration: Accounting	10	89%	11%	0%	0%
258	Business Administration: Insurance and Risk Management*	1	-	-	-	-
258	Business Administration: Investment Management*	-	-	-	-	-
258	Business Administration: Marketing	4	100%	0%	0%	0%
144	Carpentry	7	86%	14%	0%	0%
112	Chemical Technology*	3	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	9	100%	0%	0%	0%
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
510	CNC Machining*	1	-	-	-	-
009	Cook*	1	-	-	-	-
036	Correctional Techniques	4	100%	0%	0%	0%
088	Criminal Justice*	-	-	-	-	-
517	Culinary Arts*	1	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
232	Digital Photography*	-	-	-	-	-
107	Early Childhood Education	19	89%	6%	6%	0%
228	Educational Assistant*	3	-	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	-	-	-	-	-
509	Electrical: Construction	13	100%	0%	0%	0%
509	Electrical: Industrial	4	100%	0%	0%	0%
116	Electronic Game - 3D Graphics*	1	-	-	-	-
068	Electronic Game - Design*	-	-	-	-	-

**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	276	90%	7%	1%	2%
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
012	Environmental Technology*	-	-	-	-	-
530	Fuels Technician*	-	-	-	-	-
515	Health Information Management*	-	-	-	-	-
014	Heavy Equipment Service Technician	6	100%	0%	0%	0%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	6	100%	0%	0%	0%
085	Human Services	15	77%	15%	0%	8%
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology*	1	-	-	-	-
016	Industrial Mechanics	4	100%	0%	0%	0%
508	Information Technology: Business Analysis*	3	-	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-	-
508	Information Technology: Network Administration*	1	-	-	-	-
508	Information Technology: Network Support	4	100%	0%	0%	0%
508	Information Technology: Programmer-Analyst	5	80%	0%	20%	0%
508	Information Technology: Web and Mobile application Development	4	100%	0%	0%	0%
518	International Travel and Tourism*	1	-	-	-	-
017	Machinist	5	100%	0%	0%	0%
018	Marine Diesel Mechanics*	1	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
501	Medical Laboratory Assistant*	-	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-	-
020	Motor Vehicle Body Repairer and Painter*	3	-	-	-	-
512	Motorcycle Repair*	2	-	-	-	-
257	Office Administration	11	100%	0%	0%	0%
257	Office Administration: Bilingual	4	75%	25%	0%	0%
257	Office Administration: Executive*	1	-	-	-	-
257	Office Administration: Medical	5	100%	0%	0%	0%
314	Personal Support Worker: Acute Care	16	80%	20%	0%	0%
314	Personal Support Worker: Long Term Care*	3	-	-	-	-

Table A-4						
Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	276	90%	7%	1%	2%
106	Pharmacy Technician*	1	-	-	-	-
139	Plumbing	5	100%	0%	0%	0%
290	Police Foundations*	1	-	-	-	-
023	Power Engineering Technology	4	75%	0%	0%	25%
292	Practical Nurse	17	88%	12%	0%	0%
322	Process Control Technician*	2	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	1	-	-	-	-
026	Steel Fabrication*	-	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding	9	100%	0%	0%	0%
540	Welding and Metal Fabrication*	1	-	-	-	-
029	Welding Technology	4	75%	0%	0%	25%
050	Youth Care Worker*	3	-	-	-	-

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				
	Overall	316	2.3	34	26
541	Accounting and Payroll Administration*	2	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-
078	Animation and Graphics*	1	-	-	-
003	Aquaculture Technician*	2	-	-	-
021	Automotive Service Technician	7	3	37	29
186	Bricklaying*	2	-	-	-
258	Business Administration	11	2	35	31
258	Business Administration: Accounting	12	2	32	30
258	Business Administration: Insurance and Risk Management*	1	-	-	-
258	Business Administration: Investment Management*	-	-	-	-
258	Business Administration: Marketing	5	3	39	32
144	Carpentry	11	3	31	22
112	Chemical Technology*	3	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-
005	Civil Engineering Technology: Building System Services	10	1	32	29
005	Civil Engineering Technology: Construction Management*	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-
510	CNC Machining*	1	-	-	-
009	Cook*	2	-	-	-
036	Correctional Techniques	5	2	30	18
088	Criminal Justice*	1	-	-	-
517	Culinary Arts*	1	-	-	-
537	Culinary Arts Management*	2	-	-	-
232	Digital Photography*	1	-	-	-
107	Early Childhood Education	20	2	37	36
228	Educational Assistant*	3	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	1	-	-	-
509	Electrical: Construction	14	2	36	19
509	Electrical: Industrial	4	4	34	18
116	Electronic Game - 3D Graphics*	2	-	-	-
068	Electronic Game - Design*	-	-	-	-

**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				
	Overall	316	2.3	34	26
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-
012	Environmental Technology*	1	-	-	-
530	Fuels Technician*	-	-	-	-
515	Health Information Management*	-	-	-	-
014	Heavy Equipment Service Technician	7	2	40	40
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	6	3	39	39
085	Human Services	22	3	34	23
033	HVAC: Sheet Metal Fabrication*	-	-	-	-
067	Industrial Control Technology*	1	-	-	-
016	Industrial Mechanics	4	3	34	22
508	Information Technology: Business Analysis*	3	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-
508	Information Technology: Network Administration*	1	-	-	-
508	Information Technology: Network Support	4	3	33	11
508	Information Technology: Programmer-Analyst	5	2	38	38
508	Information Technology: Web and Mobile application Development	5	2	34	30
518	International Travel and Tourism*	1	-	-	-
017	Machinist	7	2	31	26
018	Marine Diesel Mechanics*	1	-	-	-
529	Mechanical Engineering Technology	4	3	28	19
501	Medical Laboratory Assistant*	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-
020	Motor Vehicle Body Repairer and Painter*	3	-	-	-
512	Motorcycle Repair*	2	-	-	-
257	Office Administration	12	3	35	27
257	Office Administration: Bilingual	6	3	33	24
257	Office Administration: Executive*	1	-	-	-
257	Office Administration: Medical	6	2	36	36
314	Personal Support Worker: Acute Care	16	2	35	32
314	Personal Support Worker: Long Term Care*	3	-	-	-

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	Overall	316	2.3	34	26
106	Pharmacy Technician*	1	-	-	-
139	Plumbing	7	5	36	19
290	Police Foundations*	2	-	-	-
023	Power Engineering Technology	4	1	40	30
292	Practical Nurse	17	3	35	33
322	Process Control Technician*	2	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-
312	Respiratory Therapy*	1	-	-	-
026	Steel Fabrication*	1	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-
027	Welding	9	3	30	11
540	Welding and Metal Fabrication*	1	-	-	-
029	Welding Technology	4	2	35	23
050	Youth Care Worker*	3	-	-	-

Academic Program # – Program identifier

Program – Program name

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

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

Average # of Months Employed – Average number of months respondents were employed since July 1, 2011

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2011 in a job directly or indirectly related to their NBCC program

**Table A-6
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	316	17%	50%	10
541	Accounting and Payroll Administration*	2	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-
078	Animation and Graphics*	1	-	-	-
003	Aquaculture Technician*	2	-	-	-
021	Automotive Service Technician	7	14%	100%	-
186	Bricklaying*	2	-	-	-
258	Business Administration	11	0%	0%	-
258	Business Administration: Accounting	12	17%	50%	4
258	Business Administration: Insurance and Risk Management*	1	-	-	-
258	Business Administration: Investment Management*	-	-	-	-
258	Business Administration: Marketing	5	20%	0%	-
144	Carpentry	11	9%	100%	-
112	Chemical Technology*	3	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-
005	Civil Engineering Technology: Building System Services	10	30%	0%	-
005	Civil Engineering Technology: Construction Management*	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-
510	CNC Machining*	1	-	-	-
009	Cook*	2	-	-	-
036	Correctional Techniques	5	20%	0%	-
088	Criminal Justice*	1	-	-	-
517	Culinary Arts*	1	-	-	-
537	Culinary Arts Management*	2	-	-	-
232	Digital Photography*	1	-	-	-
107	Early Childhood Education	20	5%	0%	-
228	Educational Assistant*	3	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	1	-	-	-
509	Electrical: Construction	14	7%	100%	4
509	Electrical: Industrial	4	0%	0%	-
116	Electronic Game - 3D Graphics*	2	-	-	-
068	Electronic Game - Design*	-	-	-	-

**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				
	Overall	316	17%	50%	10
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-
012	Environmental Technology*	1	-	-	-
530	Fuels Technician*	-	-	-	-
515	Health Information Management*	-	-	-	-
014	Heavy Equipment Service Technician	7	43%	33%	-
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	6	17%	0%	-
085	Human Services	22	14%	33%	-
033	HVAC: Sheet Metal Fabrication*	-	-	-	-
067	Industrial Control Technology*	1	-	-	-
016	Industrial Mechanics	4	0%	0%	-
508	Information Technology: Business Analysis*	3	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-
508	Information Technology: Network Administration*	1	-	-	-
508	Information Technology: Network Support	4	25%	100%	4
508	Information Technology: Programmer-Analyst	5	20%	0%	-
508	Information Technology: Web and Mobile application Development	5	20%	0%	-
518	International Travel and Tourism*	1	-	-	-
017	Machinist	7	43%	33%	4
018	Marine Diesel Mechanics*	1	-	-	-
529	Mechanical Engineering Technology	4	25%	100%	-
501	Medical Laboratory Assistant*	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-
020	Motor Vehicle Body Repairer and Painter*	3	-	-	-
512	Motorcycle Repair*	2	-	-	-
257	Office Administration	12	0%	0%	-
257	Office Administration: Bilingual	6	0%	0%	-
257	Office Administration: Executive*	1	-	-	-
257	Office Administration: Medical	6	0%	0%	-
314	Personal Support Worker: Acute Care	16	0%	0%	-
314	Personal Support Worker: Long Term Care*	3	-	-	-

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	316	17%	50%	10
106	Pharmacy Technician*	1	-	-	-
139	Plumbing	7	29%	100%	7
290	Police Foundations*	2	-	-	-
023	Power Engineering Technology	4	0%	0%	-
292	Practical Nurse	17	24%	75%	4
322	Process Control Technician*	2	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-
312	Respiratory Therapy*	1	-	-	-
026	Steel Fabrication*	1	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-
027	Welding	9	22%	100%	26
540	Welding and Metal Fabrication*	1	-	-	-
029	Welding Technology	4	50%	50%	-
050	Youth Care Worker*	3	-	-	-

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	316	39%	64%	48%	16%
541	Accounting and Payroll Administration*	2	-	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	1	-	-	-	-
003	Aquaculture Technician*	2	-	-	-	-
021	Automotive Service Technician	7	86%	100%	0%	86%
186	Bricklaying*	2	-	-	-	-
258	Business Administration	11	9%	100%	0%	0%
258	Business Administration: Accounting	12	33%	75%	67%	0%
258	Business Administration: Insurance and Risk Management*	1	-	-	-	-
258	Business Administration: Investment Management*	-	-	-	-	-
258	Business Administration: Marketing	5	20%	0%	100%	0%
144	Carpentry	11	55%	50%	50%	27%
112	Chemical Technology*	3	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	10	30%	33%	50%	0%
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
510	CNC Machining*	1	-	-	-	-
009	Cook*	2	-	-	-	-
036	Correctional Techniques	5	40%	50%	0%	20%
088	Criminal Justice*	1	-	-	-	-
517	Culinary Arts*	1	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
232	Digital Photography*	1	-	-	-	-
107	Early Childhood Education	20	35%	86%	43%	0%
228	Educational Assistant*	3	-	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	1	-	-	-	-

**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	316	39%	64%	48%	16%
509	Electrical: Construction	14	64%	78%	0%	57%
509	Electrical: Industrial	4	50%	100%	0%	50%
116	Electronic Game - 3D Graphics*	2	-	-	-	-
068	Electronic Game - Design*	-	-	-	-	-
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
012	Environmental Technology*	1	-	-	-	-
530	Fuels Technician*	-	-	-	-	-
515	Health Information Management*	-	-	-	-	-
014	Heavy Equipment Service Technician	7	86%	67%	100%	57%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	6	17%	100%	0%	0%
085	Human Services	22	55%	33%	33%	0%
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology*	1	-	-	-	-
016	Industrial Mechanics	4	100%	100%	0%	100%
508	Information Technology: Business Analysis*	3	-	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-	-
508	Information Technology: Network Administration*	1	-	-	-	-
508	Information Technology: Network Support	4	0%	0%	0%	0%
508	Information Technology: Programmer-Analyst	5	0%	0%	0%	0%
508	Information Technology: Web and Mobile application Development	5	40%	50%	100%	0%
518	International Travel and Tourism*	1	-	-	-	-
017	Machinist	7	71%	40%	0%	43%
018	Marine Diesel Mechanics*	1	-	-	-	-
529	Mechanical Engineering Technology	4	75%	67%	0%	25%
501	Medical Laboratory Assistant*	-	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-	-
020	Motor Vehicle Body Repairer and Painter*	3	-	-	-	-

**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	316	39%	64%	48%	16%
512	Motorcycle Repair*	2	-	-	-	-
257	Office Administration	12	17%	0%	100%	0%
257	Office Administration: Bilingual	6	33%	100%	0%	0%
257	Office Administration: Executive*	1	-	-	-	-
257	Office Administration: Medical	6	0%	0%	0%	0%
314	Personal Support Worker: Acute Care	16	25%	100%	50%	0%
314	Personal Support Worker: Long Term Care*	3	-	-	-	-
106	Pharmacy Technician*	1	-	-	-	-
139	Plumbing	7	71%	100%	0%	71%
290	Police Foundations*	2	-	-	-	-
023	Power Engineering Technology	4	25%	0%	100%	0%
292	Practical Nurse	17	24%	50%	0%	6%
322	Process Control Technician*	2	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	1	-	-	-	-
026	Steel Fabrication*	1	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding	9	44%	25%	100%	33%
540	Welding and Metal Fabrication*	1	-	-	-	-
029	Welding Technology	4	25%	100%	100%	0%
050	Youth Care Worker*	3	-	-	-	-

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall					
	Overall	316	53%	34%	9%	4%
541	Accounting and Payroll Administration*	2	-	-	-	-
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	1	-	-	-	-
003	Aquaculture Technician*	2	-	-	-	-
021	Automotive Service Technician	7	71%	29%	0%	0%
186	Bricklaying*	2	-	-	-	-
258	Business Administration	11	50%	20%	20%	10%
258	Business Administration: Accounting	12	58%	42%	0%	0%
258	Business Administration: Insurance and Risk Management*	1	-	-	-	-
258	Business Administration: Investment Management*	-	-	-	-	-
258	Business Administration: Marketing	5	40%	40%	20%	0%
144	Carpentry	11	55%	36%	9%	0%
112	Chemical Technology*	3	-	-	-	-
005	Civil Engineering Technology: Architectural*	1	-	-	-	-
005	Civil Engineering Technology: Building System Services	10	20%	50%	30%	0%
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal*	3	-	-	-	-
510	CNC Machining*	1	-	-	-	-
009	Cook*	2	-	-	-	-
036	Correctional Techniques	5	60%	0%	40%	0%
088	Criminal Justice*	1	-	-	-	-
517	Culinary Arts*	1	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
232	Digital Photography*	1	-	-	-	-
107	Early Childhood Education	20	55%	35%	10%	0%
228	Educational Assistant*	3	-	-	-	-
010	Electrical Engineering Technology: Alternate Energy Systems*	1	-	-	-	-
010	Electrical Engineering Technology: Commercial & Industrial Systems Design*	1	-	-	-	-
509	Electrical: Construction	14	57%	43%	0%	0%
509	Electrical: Industrial	4	75%	25%	0%	0%
116	Electronic Game - 3D Graphics*	2	-	-	-	-
068	Electronic Game - Design*	-	-	-	-	-

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall					
	Overall	316	53%	34%	9%	4%
278	Electronics Engineering Technology: Computer Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Electronic Communication Systems*	2	-	-	-	-
278	Electronics Engineering Technology: Industrial Electronics*	1	-	-	-	-
012	Environmental Technology*	1	-	-	-	-
530	Fuels Technician*	-	-	-	-	-
515	Health Information Management*	-	-	-	-	-
014	Heavy Equipment Service Technician	7	57%	14%	14%	14%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	6	17%	83%	0%	0%
085	Human Services	22	59%	36%	5%	0%
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology*	1	-	-	-	-
016	Industrial Mechanics	4	100%	0%	0%	0%
508	Information Technology: Business Analysis*	3	-	-	-	-
508	Information Technology: Internet Application Development*	1	-	-	-	-
508	Information Technology: Network Administration*	1	-	-	-	-
508	Information Technology: Network Support	4	0%	75%	25%	0%
508	Information Technology: Programmer-Analyst	5	40%	40%	20%	0%
508	Information Technology: Web and Mobile application Development	5	20%	20%	40%	20%
518	International Travel and Tourism*	1	-	-	-	-
017	Machinist	7	71%	29%	0%	0%
018	Marine Diesel Mechanics*	1	-	-	-	-
529	Mechanical Engineering Technology	4	0%	75%	0%	25%
501	Medical Laboratory Assistant*	-	-	-	-	-
030	Medical Laboratory Technology*	1	-	-	-	-
020	Motor Vehicle Body Repairer and Painter*	3	-	-	-	-
512	Motorcycle Repair*	2	-	-	-	-
257	Office Administration	12	67%	25%	0%	8%
257	Office Administration: Bilingual	6	83%	0%	0%	17%
257	Office Administration: Executive*	1	-	-	-	-
257	Office Administration: Medical	6	67%	33%	0%	0%
314	Personal Support Worker: Acute Care	16	81%	13%	6%	0%
314	Personal Support Worker: Long Term Care*	3	-	-	-	-

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall					
	Overall	316	53%	34%	9%	4%
106	Pharmacy Technician*	1	-	-	-	-
139	Plumbing	7	57%	29%	0%	14%
290	Police Foundations*	2	-	-	-	-
023	Power Engineering Technology	4	100%	0%	0%	0%
292	Practical Nurse	17	53%	41%	6%	0%
322	Process Control Technician*	2	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy*	1	-	-	-	-
026	Steel Fabrication*	1	-	-	-	-
022	Truck and Transport Service Technician*	2	-	-	-	-
027	Welding	9	33%	44%	11%	11%
540	Welding and Metal Fabrication*	1	-	-	-	-
029	Welding Technology	4	100%	0%	0%	0%
050	Youth Care Worker*	3	-	-	-	-

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