

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY  
2023 SURVEY OF GRADUATES OF 2020  
OF THE NEW BRUNSWICK COMMUNITY COLLEGE**

ISSN: 1923-9289 (Print)

ISSN: 1923-9297 (Online)

ISBN: 978-1-4605-3822-7 (Print)

ISBN: 978-1-4605-3823-4 (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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Appendix A – Results by Program

## Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, PRA Inc. conducted the 2023 Follow-up Survey of 2019-2020 Graduates of the New Brunswick Community College (NBCC). This class was also interviewed in 2021, one year following their graduation.

This report presents the findings of the follow-up survey, which generated information from 545 graduates, representing 30% of the 1,827 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (August 20 to 26, 2023) for 2019-2020 NBCC graduates has increased, from 93% in 2021 to 96% in 2023.
- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 90% in 2021 and 92% in 2023.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$1,048. This represents an 18% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$888).
- A difference in the wages earned by male and female graduates increased in the two-year period between 2021 and 2023. In 2021, female graduates employed full-time in the reference week had an average salary of \$815, which was 86% of the male average weekly salary of \$944. In 2023, the average weekly salary for females employed full-time in the reference week was \$921, which was 79% of the male salary of \$1,171.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 79% in 2021 to 86% in 2023.
- About 17% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2020. Within this group, 25% have since returned to the province. In total, 87% of the graduating class of 2019-2020 currently reside in New Brunswick.
- Since completing their NBCC training in 2020, 34% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 59% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 80% of graduates surveyed felt that the NBCC did an excellent (37%) or good (43%) job of preparing them for employment in a related field.
- Overall, 50% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, job searching/resumé building/interview skills (19%), specific skills related to their field (15%), and communication skills (14%) were the most commonly mentioned skills.

## 1.0 Introduction

This report presents a summary of the findings from the 2023 Three-Year Graduate Follow-up Survey of 2019-2020 Graduates of the New Brunswick Community College (NBCC). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by PRA Inc.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations, and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2021.

## 2.0 Survey Background

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

The population for this year's survey consists of those who graduated in 2019-20 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 2023 survey was designed to:

- determine the current (2023) employment status of NBCC graduates of regular programs of the 2019-2020 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 2019-2020;
- generate information about additional education and training experiences of graduates since completion of their program at the NBCC;
- generate information about the migration patterns of graduates; and
- determine graduates' assessment of their experience at the NBCC.

### 3.0 Methodology

The Department provided PRA Inc. with a database of the original listings for 1,827 graduates of regular NBCC programs in 2019-2020 who provided their consent to be contacted.

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by PRA and administered via telephone using a computer-assisted telephone interviewing system and via the web from August 2023 through November 2023.

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality and were informed of their valuable contribution to the study. PRA's telephone interviewing staff completed a comprehensive training session prior to data collection, were informed of the project objectives, and trained in the use of the final survey. Graduates for whom we had an email address were invited via email, starting on August 27, 2023, to complete the survey online. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between August 27, 2023 and November 1, 2023. 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 30% (545 completed interviews with a total graduate population of 1,827). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study, however, 20% (n=137) of eligible graduates who were able to be contacted declined to complete the survey.

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

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

#### 4.0 Graduate and Survey Populations

Typically, the information gathered through the three-year follow-up survey is used to describe the characteristics of the overall population of regular NBCC program graduates. As previously noted, the overall response rate for this study was 30%.

PRA completed interviews with graduates from 77 of the 80 individual regular programs represented in the data file.

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

<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>	1,827	545
<b>Gender<sup>1</sup></b>		
Male	54%	47%
Female	46%	53%
Undeclared	<1%	<1%
<b>Age</b>		
24 or younger	37%	29%
25 to 29	28%	24%
30 to 39	22%	28%
40 to 49	10%	14%
50+	4%	5%
<b>Campus</b>		
Fredericton	8%	11%
Miramichi	14%	10%
Moncton	32%	35%
Saint John	31%	29%
St. Andrews	7%	6%
Woodstock	9%	10%

In 2023, 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, 87% of respondents were residing in New Brunswick, while 13% of respondents lived outside of the province, most often in Ontario (3%), Nova Scotia (3%), or Alberta (2%).<sup>2</sup>

<sup>1</sup> Throughout this report, differences reported by gender exclude those who are undeclared; therefore, n-sizes will be based on n=543 instead of n=545.

<sup>2</sup> Based on those who provided a response (n=543).

## 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 (2021) and this survey (2023). To enable comparison, information collected in 2021 that is presented in this report is based exclusively on the information collected from NBCC graduates of regular programs.

### 5.1 Labour Force Participation and Employment Rates

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

- Employed
- Unemployed
- Not in the labour force

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

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

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

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

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

## 5.2 Labour Force Participation Rates (Reference Week)

During the reference week of August 20 to 26, 2023, 96% of survey respondents (n=522) were in the labour force, with the remaining 4% not in the labour force (not actively seeking work or not available for work; n=22).<sup>3</sup>

When analyzed by gender, labour force participation during the reference week appears to be slightly higher among men (97%, n=246) than among women (95%, n=274).

Labour force participation has increased for the 2020 graduating class since last interviewed in 2021 (93% for both men and women).

## 5.3 Employment Rate (Reference Week)

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

During the reference week of August 20 to 26, 2023, the employment rate for respondents was 92% (n=480) and the unemployment rate was 8% (n=42). When contacted in 2021, one year after graduation from the NBCC, the employment rate was slightly lower (90%).

When examined by gender, men (93%, n=228) were slightly more likely than women (91%, n=250) to be employed. Additionally, employed men (94%, n=203) were slightly more likely than employed women (92%, n=198) to be working on a full-time basis.<sup>4</sup>

The percentage of men employed has increased since 2021 (from 89% to 93%), at the one-year follow-up survey, while the percentage of women employed has not changed (91%).

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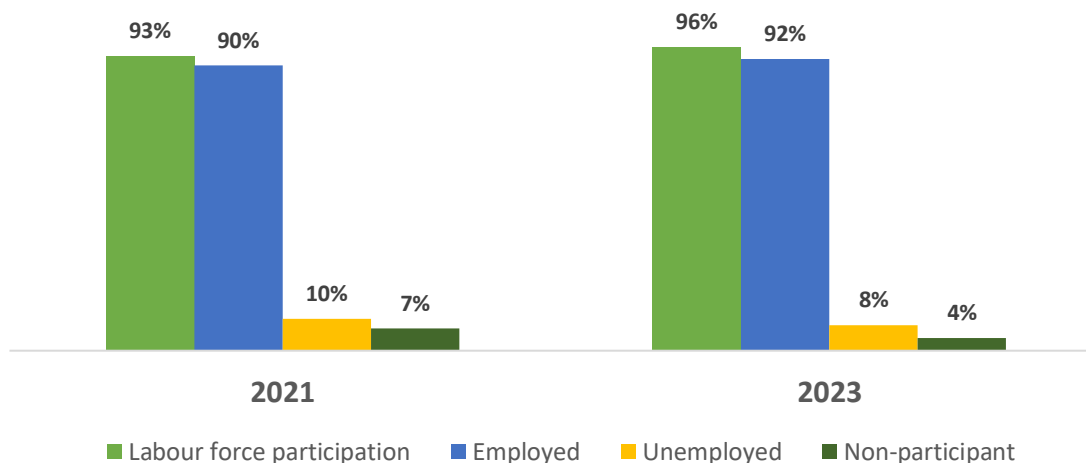
<sup>3</sup> Respondents who could not be classified due to lack of information provided were excluded

<sup>4</sup> Respondents who did not provide the number of hours worked during the reference week were excluded; therefore, n-sizes are based on 215 for men and 216 for women.

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

Chart 1 provides a comparison of the information collected regarding labour force participation and employment rates for the class of 2020 at the one- and three-year follow-up intervals upon the completion of their NBCC program.

**Chart 1: Labour force Participation and Employment Rate 2021 and 2023 Comparison**



The labour force participation rate has increased from 2021 to 2023 (93% and 96%, respectively). The employment rate also increased slightly (from 90% in 2021 to 92% in 2023).

## 5.5 Employment in New Brunswick (Reference Week)

In 2021, at their one-year follow-up survey, 93% of employed 2020 graduates from regular programs resided in New Brunswick during the reference week. This is higher than the 87% of employed graduates residing in New Brunswick in 2023.

Among *employed* graduates:

- 87% (n=404) were residing in New Brunswick;
- 4% were living in Ontario (n=19);
- 3% were living in Nova Scotia (n=12);
- 2% were living outside Canada (n=7);
- 1% were living in each of Alberta (n=6), BC (n=5), PEI (n=4), or Quebec (n=3); and
- less than 1% each were living in Manitoba (n=1), Newfoundland and Labrador (n=1), Saskatchewan (n=1), Nunavut (n=1), or Northwest Territories (n=1).<sup>5</sup>

About 17% (n=79) of *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation.<sup>6</sup> Within this group (n=79), 25% (n=20) had returned to the province by 2023 and were currently living in New Brunswick at the time of the survey.

<sup>5</sup> Based on those who provided a response (n=465).

<sup>6</sup> Based on those who provided a response (n=473).

## 5.6 Employment Related to Training (Reference Week)

Among all survey respondents *employed* during the reference week in 2023 (n=480):

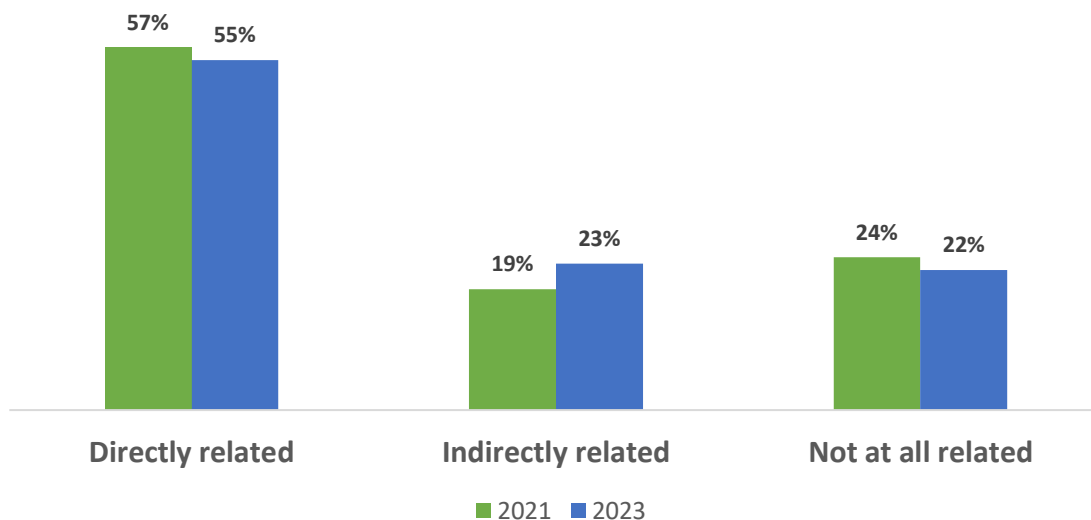
- 55% (n=256) were employed in positions that they described as directly related to the training they received through the NBCC;
- 23% (n=108) described their position as indirectly related to the training they received through the NBCC; and
- 22% (n=100) of employed graduates were in positions they described as not at all related to their NBCC training.<sup>7</sup>

Within the group of graduates employed on a full-time basis (n=402), the percentage employed in positions directly related to the training they received through the NBCC was the same at 55% (n=221).<sup>8</sup>

As seen below in Chart 2, one year following graduation (2021), the percentage of graduates employed in positions directly related to their training was slightly higher, with 57% of graduates employed in positions directly related to their training, compared to 55% in 2023. This is primarily due to the increase in percentage of graduates in positions indirectly related to their training, which is up from 19% in 2021 to 23% in 2023.

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

Hours of Work (Reference Week)



<sup>7</sup> Based on those who provided a response (n=464).

<sup>8</sup> Based on those who provided a response (n=400).

## 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, 93% (n=402) were employed in full-time positions, working an average of 41 hours per week during the reference week. The 7% (n=31) of graduates who were employed in part-time positions worked an average of 19 hours per week during the reference week.<sup>9</sup> In the one-year follow-up study in 2021, the same proportion of employed graduates reported working on a full-time basis (93%). The average number of hours worked during the reference week in 2021 was also the same at 41 for full-time employment.

The following table presents a summary of work patterns for male and female employed graduates of the class of 2020. The percentage of males employed full-time decreased, with 94% of males employed full-time in 2023 compared to 97% in 2021. The percentage of females employed full-time increased slightly from 90% in 2021 to 92% in 2023. The percentage of males employed full-time remains higher in both 2021 and 2023 than the percentage of females employed full-time, although a smaller gap in 2023.

	<b>2021</b>	<b>2023<sup>10</sup></b>
<b>Employed Full-time</b>	<b>93%</b>	<b>93%</b>
Male	97%	94%
Female	90%	92%
<b>Employed Part-time</b>	<b>7%</b>	<b>7%</b>
Male	3%	6%
Female	10%	8%

<sup>9</sup> Based on those who could be classified/provided a response (n=433).

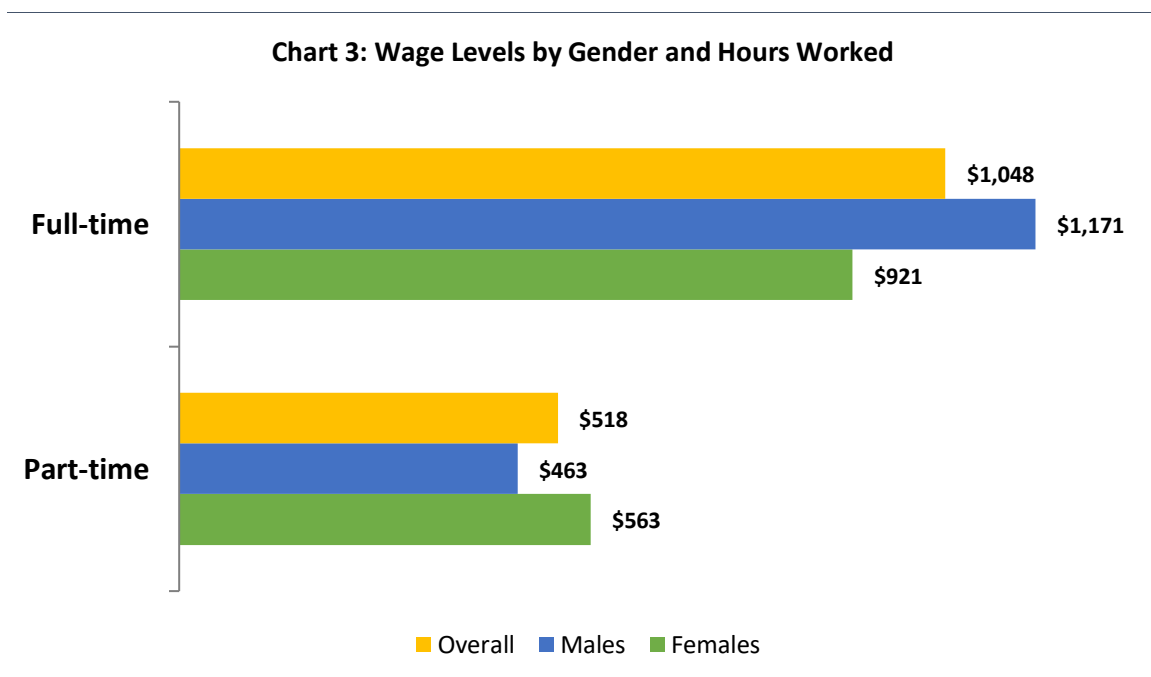
<sup>10</sup> Based on those who could be classified/provided a response (n=431).

### 5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2021, those working full-time earned an average weekly wage of \$888. Two years later, in 2023, full-time earnings for graduates employed in full-time positions averaged \$1,048.<sup>11</sup>

Over the two-year period since 2021, 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 2023 reference week of \$1,077.<sup>12</sup> This is higher when compared to an average of \$906 in 2021 for graduates employed in full-time positions directly related to their program of study.

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



<sup>11</sup> Based on those who could be classified/provided a response (n=336).

<sup>12</sup> Based on those who could be classified/provided a response (n=187).

There is a considerable gap between the full-time wages of male and female graduates of the NBCC. Male graduates employed on a full-time basis reported average earnings of \$1,171, while female graduates employed on a full-time basis reported average earnings of \$921 (79% of wages earned by males). The disparity in full-time wages between male and female graduates has increased since 2021, as females working on a full-time basis reported average weekly earnings 86% that of males. Table 3 presents additional information to compare the wages of male and female graduates in 2021 and 2023.

<b>Table 3: Reported Earnings in the Reference Week of Regular Program Graduates Full-time (F-T) / Part-time (P-T) Employment<sup>13</sup></b>		
	<b>2021</b>	<b>2023</b>
<b>Employed Full-time</b>	<b>93%</b>	<b>93%</b>
Average Hours Worked (All)	41	41
Males	42	43
Females	39	39
Average Weekly Earnings (F-T)	\$888	\$1,048
Males	\$944	\$1,171
Females	\$815	\$921
<b>Employed Part-time</b>	<b>7%</b>	<b>7%</b>
Average Hours Worked (All)	17	19
Males	18	17
Females	17	19
Average Weekly Earnings (P-T)	\$430	\$518
Males	\$307	\$463
Females	\$451	\$563

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

- Overall average weekly earnings have increased by 18% from \$888 in 2021 to \$1,048 in 2023 for NBCC graduates employed on a full-time basis.
- Overall average weekly earnings also increased at a similar rate for graduates employed part-time, increasing by 20%, from \$430 to \$518.

<sup>13</sup> Those who did not provide a response were excluded.

Table 4 compares the reference week wages of 2020 graduates employed in full-time positions *directly related* to their NBCC training, for 2021 and 2023, 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 2021 and 2023 follow-up interviews.

Relation of Job to Training	Sample (2023)	Average Reference Week Wage		% Change
		2021	2023	
<b>Overall (Full-time, Directly Related)</b>	<b>187</b>	<b>\$906</b>	<b>\$1,077</b>	<b>+19%</b>
Accounting and Payroll Administration	7	\$922	\$1,304	+41%
Building Engineering Technology: Building Systems	4	\$952	\$933	-2%
Business Administration: Accounting	18	\$806	\$871	+8%
Business Administration: Management	5	\$656	\$1,296	+98%
Business Administration: Marketing	8	\$706	\$845	+20%
Early Childhood Education	12	\$760	\$909	+20%
Electrical: Construction	5	\$569	\$980	+72%
Human Services	11	\$719	\$869	+21%
Industrial Mechanics	4	\$1,808	\$1,550	-14%
Information Technology: Network Administration	7	\$961	\$1,250	+30%
Information Technology: Programmer-Analyst	6	\$922	\$1,111	+20%
Personal Support Worker: Acute Care	4	\$770	\$924	+20%
Practical Nurse	8	\$1,000	\$1,037	+4%

Table 5 compares wages among 2020 graduates in 2021 and 2023 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 2023 in directly related positions (n=187) have seen, on average, a 19% increase in their weekly income since 2021.

Relation of Job to Training	Average Reference Week Wage		% Change
	2021	2023	
<b>Overall (Full-time)</b>	<b>\$888</b>	<b>\$1,048</b>	<b>+18%</b>
Directly Related	\$906	\$1,077	+19%
Indirectly Related	\$922	\$1,031	+12%
Not at all Related	\$815	\$987	+21%

## 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 2023 (three years following graduation) and the information collected in 2021 (one year following graduation) is presented in Table 6. In 2023, 86% (n=397) of those employed reported that the position was permanent, while 13% (n=58) indicated that it was temporary or casual.<sup>14</sup>

	<b>2021</b>	<b>2023</b>
Permanent Positions	79%	86%
Temporary/Casual Positions	19%	13%
Self-employed	2%	2%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased from 2021 to 2023, and the percentage of graduates in temporary or casual positions decreased over the same period.

## 5.10 Time in Current Employment (Reference Week)

Respondents who were employed in the reference week had been employed in that position for an average of approximately 22 months (if the respondent had started employment directly after graduation, this leaves 38 months between July 1, 2020 and the 2023 reference week).

Of those employed during the reference week:

- 29% (n=125) had been employed for a period of 12 months or less;
- 25% (n=107) had been employed for a period of 13-24 months;
- 15% (n=65) had been employed for a period of 25-32 months;
- 15% (n=66) had been employed for a period of 33-37 months; and
- 17% (n=72) had been employed for the full 38-month period.<sup>15</sup>

Graduates employed in positions directly or indirectly related to their NBCC training program were, on average, employed in that position for a longer period of time (23 months) than respondents in positions not at all related (19 months) to the program completed.<sup>16</sup>

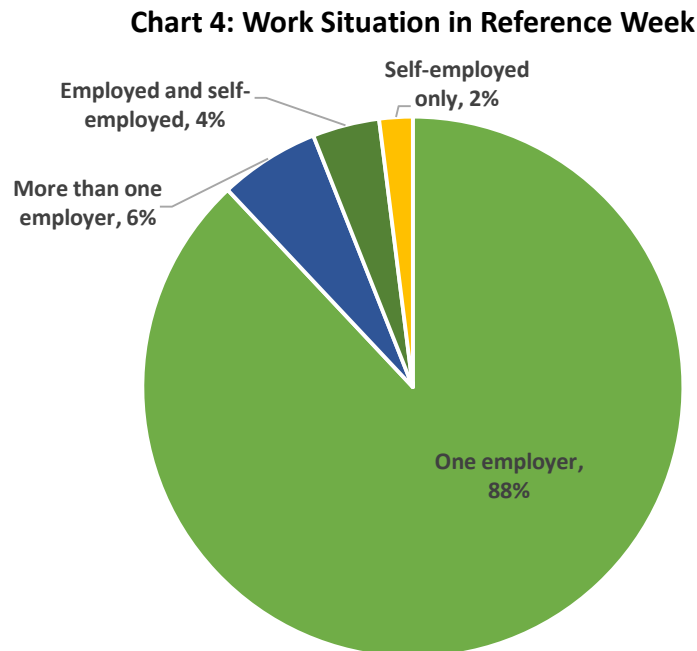
<sup>14</sup> Based on those who provided a response (n=464).

<sup>15</sup> Based on those who provided a response (n=435).

<sup>16</sup> Based on those who provided a response (n=433).

### 5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of August 20 to 26, 2023. The following chart demonstrates that the majority of NBCC graduates (88%) were working for one employer during the reference week.<sup>17</sup>



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week has not changed in the two-year period following the one-year follow-up survey (88% in both 2021 and 2023), although the proportion working for more than one employer decreased slightly (from 9% to 6%).

<b>Table 7: Work Situation in Reference Week Graduates of Regular Programs</b>		
	<b>2021</b>	<b>2023</b>
One employer	88%	88%
More than one employer	9%	6%
Employed/Self-employed	2%	4%
Self-employed only	2%	2%

<sup>17</sup> Based on those who provided a response (n=469).

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

Table 8 summarizes the employment information for 2020 NBCC graduates one and three years after graduation.

	<b>2021</b>	<b>2023</b>
Labour force participation rate	93%	96%
Employment rate	90%	92%
Percent of those employed working full-time	93%	93%
Average weekly full-time wage	\$888	\$1,048

### 5.13 Graduates Not Working in Reference Week

This section provides a summary of the 64 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:

- 66% (n=42) 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
- 34% (n=22) were not in the labour force.

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

- Own illness or disability – 13% (n=8)
- In school (full- or part-time) – 13% (n=8)
- Inability to find job related to training – 11% (n=7)
- Waiting for recall after layoff – 11% (n=7)
- Laid off – 11% (n=7)
- Waiting for a job to start – 10% (n=6)
- Personal or family responsibilities – 8% (n=5)
- Available jobs require more training or education – 5% (n=3)
- Lack of work experience – 5% (n=3)
- Not able to find work - no jobs available – 3% (n=2)
- Moving or moved – 3% (n=2)
- Other reasons – 8% (n=5)<sup>19</sup>

<sup>18</sup> Based on those who could be classified/provided a response.

<sup>19</sup> Based on those who provided a response (n=63).

### 5.14 Overall Employment Since Graduation

Overall, almost all (99%, n=526) of the 2020 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCC program of study.<sup>20</sup>

Over the 38-month period since their graduation from the NBCC (July 2020 to August 2023), respondents were employed in an average of just over two jobs (2.3) and employed for an average of 31 months. Respondents averaged 23 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents who have had at least one job (n=526):

- 29% (n=150) resumed or continued with employment held prior to the completion of their NBCC program;
- 52% (n=267) started their first job following the completion of their NBCC program in 2020;
- 15% (n=76) started their first job in 2021; and
- 4% (n=23) started their first job in 2022 or later.<sup>21</sup>

Furthermore, since completion of the NBCC program:

- 30% (n=161) have held one employment position;
- 33% (n=174) have held two employment positions;
- 22% (n=119) have held three employment positions;
- 14% (n=72) have held four or more employment positions; and
- 1% (n=5) have not been employed.<sup>22</sup>

### 5.15 Migration of Graduates

About 18% of graduates (n=96) lived or worked outside of New Brunswick at some point since July 1, 2020.<sup>23</sup> Of those who lived or worked outside of New Brunswick, 48% (n=46) relocated in an effort to find employment, while the other 52% (n=50) relocated for other reasons.

Among the graduates who left New Brunswick for employment (n=46), 64% had a job before they moved.<sup>24</sup> Those who moved to find employment without an arranged job (n=14) required an average of 12 weeks (11.9) to find a job.

<sup>20</sup> Based on those who provided a response (n=531).

<sup>21</sup> Based on those who provided a response (n=516).

<sup>22</sup> Based on those who provided a response (n=531).

<sup>23</sup> Based on those who provided a response (n=537).

<sup>24</sup> Based on those who provided a response (n=39).

## 5.16 Additional Education and Training

Since completing their NBCC training in 2020, 34% (n=184) of surveyed graduates reported that they had returned to school/training (26%, n=142) or were currently enrolled in an apprenticeship program (8%, n=42).<sup>25</sup>

Of these (n=184):

- 59% (n=105) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2020; and
- 41% (n=73) reported returning to an education/training program or enrolling in a program within a different area of study.<sup>26</sup>

Among those who reported that they had returned to school/training (n=142):

- 61% (n=81) were attending full-time studies; and
- 39% (n=52) were attending part-time studies.<sup>27</sup>

Among *employed* graduates who returned to full- or part-time studies (n=124), 40% (n=48) reported that they needed to complete the additional training to qualify for their current main position.<sup>28</sup>

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<sup>25</sup> Based on those who provided a response (n=540)

<sup>26</sup> Based on those who provided a response (n=178)

<sup>27</sup> Based on those who provided a response (n=133)

<sup>28</sup> Based on those who provided a response (n=120).

### 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 2023, three years following graduation. Overall, 80% (n=433) indicated that their training program did an excellent or good job in preparing them for a job in a related field.<sup>29</sup>

**Chart 5: Program Rating for Job Preparedness**

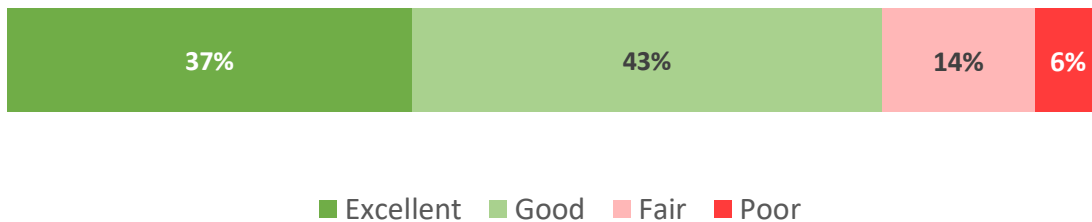
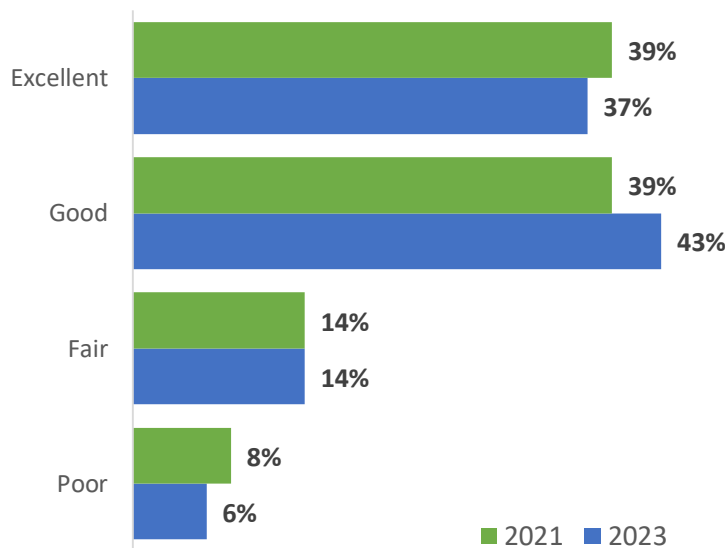


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2021) and three years following graduation (2023).

**Chart 6: Program Rating for Job Preparedness in 2021 and 2023**



<sup>29</sup> Based on those who provided a response (n=538).

Between 2021 and 2023, there was a slight decrease overall in those evaluating NBCC programs as “excellent” with regards to job preparedness. However, this decrease was only seen among respondents who were unemployed or not in the labour force. Table 9 provides an overview of the graduates’ evaluation of their preparation for employment by labour force status in the reference week.

<b>Table 9: Program Evaluation by Labour Force Status in the Reference Week<sup>30</sup></b>		
	<b>2021</b>	<b>2023</b>
<b>Overall</b>		
Excellent	39%	37%
Good	39%	43%
Fair	14%	14%
Poor	8%	6%
<b>Employed</b>		
Excellent	39%	39%
Good	39%	44%
Fair	14%	12%
Poor	7%	5%
<b>Unemployed</b>		
Excellent	29%	27%
Good	42%	29%
Fair	21%	34%
Poor	9%	10%
<b>Not in labour force</b>		
Excellent	46%	18%
Good	34%	45%
Fair	4%	27%
Poor	16%	9%

In general, the above table demonstrates that, in 2023, graduates who found employment provided similarly favourable evaluations of their preparation for employment. In both 2021 and 2023, unemployed respondents were less positive than employed respondents, while positive ratings dropped considerably from 2021 to 2023 for those not in the labour force.

<sup>30</sup>

Based on those who provided a response.

### 5.18 Additional Skills Developed at the NBCC

Survey respondents were asked the following question:

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

Overall, 50% of survey respondents (n=271) 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:

<b>Table 10: Additional Skills Developed at the NBCC</b>	
	<b>% mentioned</b>
Job searching / resume building / interview skills	19%
Specific skills related to their field	15%
Communication skills	14%
People / social skills	11%
Entrepreneurship and business skills (includes networking)	10%
Computer-related skills	8%
Personal and life skills (includes soft skills)	8%
Time management / organizational skills	7%
Teamwork / working in groups	6%
Work-related skills and professionalism	6%
Commerce skills (computation, accounting, payroll, etc.)	4%
Confidence	4%
Critical thinking skills	4%
Patient care and compassion	4%
Practical knowledge in their field	4%
Practical work experience	4%
Problem solving / independence / initiative	4%
Report and presentation skills (includes public speaking)	4%
Trade skills	4%
Leadership	3%
Customer service skills	2%
Management skills	2%
All skills and knowledge acquired through course	1%
Language skills	1%
Writing skills	1%
Other	2%

## 6.0 Conclusions

This report presented a summary of the findings from the 2023 Three-Year Graduate Follow-up Survey of 2019-2020 Graduates of the NBCC. This study represents the 16<sup>th</sup> three-year follow-up survey conducted with NBCC graduates.<sup>31</sup>

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week (August 20 to 26, 2023) for 2019-2020 NBCC graduates has increased, from 93% in 2021 to 96% in 2023.
- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 90% in 2021 and 92% in 2023.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$1,048. This represents an 18% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$888).
- A difference in the wages earned by male and female graduates increased in the two-year period between 2021 and 2023. In 2021, female graduates employed full-time in the reference week had an average salary of \$815, which was 86% of the male average weekly salary of \$944. In 2023, the average weekly salary for females employed full-time in the reference week was \$921, which was 79% of the male salary of \$1,171.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 79% in 2021 to 86% in 2023.
- About 17% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2020. Within this group, 25% have since returned to the province. In total, 87% of the graduating class of 2019-2020 currently reside in New Brunswick.
- Since completing their NBCC training in 2020, 34% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 59% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 80% of graduates surveyed felt that the NBCC did an excellent (37%) or good (43%) job of preparing them for employment in a related field.
- Overall, 50% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, job searching/resumé building/interview skills (19%), specific skills related to their field (15%), and communication skills (14%) were the most commonly mentioned skills.

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<sup>31</sup> This survey was not completed in 2008, 2015, 2017, or 2018.

**Appendix A – Results by Program**

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

Academic Program # <sup>32</sup>	Program <sup>33</sup>	Total Graduates	# Respondents		Response Rate	Average Age in 2023
			Males	Females		
	<b>Overall</b>	<b>1,827</b>	<b>255</b>	<b>288</b>	<b>30%</b>	<b>31</b>
541	Accounting and Payroll Administration	51	6	14	39%	38
257	Administrative Professional	48	5	16	44%	36
257	Administrative Professional: Executive	16	0	5	31%	34
257	Administrative Professional: French Second Language Training	17	2	5	41%	36
257	Administrative Professional: Health Services	24	0	13	54%	33
513	Agricultural Equipment Repair*	7	2	0	29%	-
78	Animation and Graphics*	9	1	1	22%	-
20	Auto Body and Collision Technician*	8	1	0	13%	-
21	Automotive Service Technician	53	10	1	21%	26
186	Bricklaying*	4	1	0	25%	-
557	Building Engineering Technology: Architectural*	5	1	1	40%	-
557	Building Engineering Technology: Building Systems	17	4	2	35%	27
557	Building Engineering Technology: Construction Management*	3	3	0	100%	-
557	Building Engineering Technology: Structural*	11	2	0	18%	-
258	Business Administration: Accounting	58	9	20	50%	30
258	Business Administration: Financial Management	24	3	3	25%	33
258	Business Administration: Insurance and Risk Management	18	2	4	33%	32
258	Business Administration: Management	41	5	15	49%	34
258	Business Administration: Marketing	37	10	9	51%	26
144	Carpentry	43	5	2	16%	26
112	Chemical Technology*	9	0	2	22%	-
547	Child and Youth Care	16	0	5	31%	32
5	Civil Engineering Technology: Highway and Municipal*	5	0	0	0%	-
503	Civil Technician	9	4	0	44%	33
510	CNC Machining*	7	2	0	29%	-
9	Cook	13	2	3	38%	32
517	Culinary Arts*	5	1	1	40%	-
537	Culinary Arts Management	13	1	3	31%	35
107	Early Childhood Education	112	0	28	26%	30
228	Educational Assistant	37	1	8	24%	32
548	Electrical Engineering Technology	15	6	0	40%	31
10	Electrical: Construction	59	14	1	25%	29

<sup>32</sup> In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

<sup>33</sup> In this and all tables, the "Program" field reflects the program names as they were in 2019-20.

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

Academic Program # <sup>32</sup>	Program <sup>33</sup>	Total Graduates	# Respondents		Response Rate	Average Age in 2023
			Males	Females		
	<b>Overall</b>	<b>1,827</b>	<b>255</b>	<b>288</b>	<b>30%</b>	<b>31</b>
10	Electrical: Industrial	25	5	1	24%	28
549	Electronics Engineering Technology	20	3	1	20%	34
532	Energy Systems Technology*	5	2	0	40%	-
12	Environmental Technology*	7	2	0	29%	-
530	Fuels Technician*	6	0	0	0%	-
552	Graphic and Communications Design	18	0	5	33%	29
14	Heavy Equipment Service Technician	19	4	0	21%	28
553	Hotel and Restaurant Management	14	0	4	29%	36
516	Hotel and Restaurant Operations*	6	1	0	17%	-
511	Human Resources Management	31	3	9	39%	36
85	Human Services	103	5	26	30%	30
33	HVAC: Sheet Metal Fabrication*	6	2	1	50%	-
67	Industrial Control Technology	15	5	0	33%	29
16	Industrial Mechanics	35	8	0	23%	25
508	Information Technology: Business Analysis	43	14	6	47%	38
508	Information Technology: Cybersecurity	21	4	1	24%	41
508	Information Technology: Electronic Game Development*	6	3	0	50%	-
508	Information Technology: Network Administration	42	9	3	29%	34
508	Information Technology: Network Support*	21	3	0	14%	-
508	Information Technology: Programmer-Analyst	30	7	4	37%	30
508	Information Technology: Quality Assurance Testing*	10	0	2	20%	-
508	Information Technology: Web and Mobile Application Development	20	4	2	30%	34
550	International Business Management	24	4	5	38%	33
518	International Travel and Tourism*	9	1	0	11%	-
546	Justice Studies: Corrections	26	3	5	31%	35
544	Justice Studies: Police Foundations*	23	3	0	13%	-
17	Machinist*	13	3	0	23%	-
18	Marine Diesel Mechanics*	10	0	0	0%	-
529	Mechanical Engineering Technology*	10	3	0	30%	-
109	Mechanical Technician*	12	2	0	17%	-
501	Medical Laboratory Assistant*	2	0	1	50%	-
30	Medical Laboratory Technology	10	1	4	50%	26
512	Motorcycle Repair*	8	2	0	25%	-
314	Personal Support Worker*	9	0	1	11%	-
314	Personal Support Worker: Acute Care	49	1	17	37%	35

Academic Program # <sup>32</sup>	Program <sup>33</sup>	Total Graduates	# Respondents		Response Rate	Average Age in 2023
			Males	Females		
	<b>Overall</b>	<b>1,827</b>	<b>255</b>	<b>288</b>	<b>30%</b>	<b>31</b>
554	Pharmacy Technician*	14	1	2	21%	-
139	Plumbing	29	9	1	34%	27
23	Power Engineering Technology	13	5	0	38%	35
292	Practical Nurse	94	3	19	23%	33
322	Process Control Technician	12	3	1	33%	23
31	Refrigeration and Air Conditioning Technician*	13	2	0	15%	-
312	Respiratory Therapy*	11	0	2	18%	-
551	Steamfitting/Pipefitting*	13	2	0	15%	-
26	Steel Fabrication	17	4	0	24%	24
22	Truck and Transport Service Technician	25	5	0	20%	24
27	Welding	41	5	3	20%	26
540	Welding and Metal Fabrication	33	5	0	15%	31
29	Welding Technology*	10	1	0	10%	-

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

**Table A-2**  
**Labour Market Information for the Reference Week**

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	545	522	96%	92%	78%
541	Accounting and Payroll Administration	20	20	100%	90%	83%
257	Administrative Professional	21	19	90%	89%	71%
257	Administrative Professional: Executive	5	5	100%	100%	80%
257	Administrative Professional: French Second Language Training	7	7	100%	100%	71%
257	Administrative Professional: Health Services	13	11	85%	100%	91%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	2	-	-	-	-
20	Auto Body and Collision Technician*	1	-	-	-	-
21	Automotive Service Technician	11	10	91%	90%	44%
186	Bricklaying*	1	-	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-	-
557	Building Engineering Technology: Building Systems	6	6	100%	100%	100%
557	Building Engineering Technology: Construction Management*	3	-	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-	-
258	Business Administration: Accounting	29	29	100%	93%	93%
258	Business Administration: Financial Management	6	6	100%	100%	50%
258	Business Administration: Insurance and Risk Management	6	6	100%	100%	100%
258	Business Administration: Management	20	20	100%	90%	89%
258	Business Administration: Marketing	19	19	100%	84%	88%
144	Carpentry	7	7	100%	100%	60%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care	5	5	100%	60%	100%
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-	-
503	Civil Technician	4	4	100%	100%	75%
510	CNC Machining*	2	-	-	-	-
9	Cook	5	5	100%	100%	60%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	4	4	100%	100%	67%
107	Early Childhood Education	29	27	93%	93%	96%
228	Educational Assistant	9	8	89%	63%	100%
548	Electrical Engineering Technology	6	6	100%	100%	67%
10	Electrical: Construction	15	13	87%	92%	83%
10	Electrical: Industrial	6	5	83%	100%	40%
549	Electronics Engineering Technology	4	4	100%	100%	100%
532	Energy Systems Technology*	2	-	-	-	-

**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
	<b>Overall</b>	<b>545</b>	<b>522</b>	<b>96%</b>	<b>92%</b>	<b>78%</b>
12	Environmental Technology*	2	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design	6	6	100%	50%	33%
14	Heavy Equipment Service Technician	4	3	75%	67%	100%
553	Hotel and Restaurant Management	4	3	75%	100%	100%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	12	12	100%	100%	55%
85	Human Services	31	31	100%	94%	76%
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
67	Industrial Control Technology	5	5	100%	100%	100%
16	Industrial Mechanics	8	8	100%	88%	71%
508	Information Technology: Business Analysis	20	20	100%	95%	56%
508	Information Technology: Cybersecurity	5	5	100%	80%	75%
508	Information Technology: Electronic Game Development*	3	-	-	-	-
508	Information Technology: Network Administration	12	10	83%	90%	89%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	11	11	100%	91%	90%
508	Information Technology: Quality Assurance Testing*	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development	6	6	100%	83%	80%
550	International Business Management	9	8	89%	100%	63%
518	International Travel and Tourism*	1	-	-	-	-
546	Justice Studies: Corrections	8	8	100%	88%	100%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist*	3	-	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	2	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
30	Medical Laboratory Technology	5	5	100%	100%	100%
512	Motorcycle Repair*	2	-	-	-	-
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	18	16	89%	94%	100%
554	Pharmacy Technician*	3	-	-	-	-
139	Plumbing	10	8	80%	75%	33%
23	Power Engineering Technology	5	5	100%	100%	100%

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
	<b>Overall</b>	<b>545</b>	<b>522</b>	<b>96%</b>	<b>92%</b>	<b>78%</b>
292	Practical Nurse	22	21	95%	95%	90%
322	Process Control Technician	4	4	100%	100%	100%
31	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-	-
26	Steel Fabrication	4	4	100%	100%	50%
22	Truck and Transport Service Technician	5	5	100%	100%	60%
27	Welding	8	8	100%	88%	43%
540	Welding and Metal Fabrication	5	5	100%	100%	20%
29	Welding Technology*	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

Participation Rate – Percentage of respondents participating in the labour force

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

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

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
	<b>Overall</b>	<b>402</b>	<b>55%</b>	<b>24%</b>	<b>41</b>	<b>\$1,048</b>
541	Accounting and Payroll Administration	15	53%	27%	40	\$1,107
257	Administrative Professional	14	29%	50%	38	\$880
257	Administrative Professional: Executive	5	40%	40%	41	\$1,043
257	Administrative Professional: French Second Language Training	6	67%	0%	38	\$1,218
257	Administrative Professional: Health Services	10	50%	40%	37	\$773
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	1	-	-	-	-
20	Auto Body and Collision Technician*	0	-	-	-	-
21	Automotive Service Technician	6	33%	17%	39	\$675
186	Bricklaying*	1	-	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-	-
557	Building Engineering Technology: Building Systems	5	80%	20%	47	\$933
557	Building Engineering Technology: Construction Management*	3	-	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-	-
258	Business Administration: Accounting	26	73%	19%	38	\$953
258	Business Administration: Financial Management	5	40%	0%	41	\$1,625
258	Business Administration: Insurance and Risk Management	5	100%	0%	37	\$961
258	Business Administration: Management	16	31%	56%	40	\$955
258	Business Administration: Marketing	14	64%	21%	42	\$985
144	Carpentry	4	33%	33%	56	\$1,413
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care*	2	-	-	-	-
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-	-
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	2	-	-	-	-
9	Cook	5	20%	40%	52	\$740
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management*	3	-	-	-	-
107	Early Childhood Education	19	84%	11%	42	\$993
228	Educational Assistant*	3	-	-	-	-
548	Electrical Engineering Technology	6	17%	50%	38	\$1,001
10	Electrical: Construction	12	58%	25%	42	\$1,088
10	Electrical: Industrial	5	20%	20%	51	\$3,105
549	Electronics Engineering Technology*	3	-	-	-	-

**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
	<b>Overall</b>	<b>402</b>	<b>55%</b>	<b>24%</b>	<b>41</b>	<b>\$1,048</b>
532	Energy Systems Technology*	1	-	-	-	-
12	Environmental Technology*	1	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design*	2	-	-	-	-
14	Heavy Equipment Service Technician*	2	-	-	-	-
553	Hotel and Restaurant Management*	2	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	9	44%	11%	39	\$996
85	Human Services	23	48%	35%	40	\$780
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
67	Industrial Control Technology	5	60%	40%	47	\$1,450
16	Industrial Mechanics	7	71%	0%	42	\$1,403
508	Information Technology: Business Analysis	17	18%	41%	41	\$1,079
508	Information Technology: Cybersecurity*	3	-	-	-	-
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration	9	78%	11%	44	\$1,174
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	8	75%	13%	40	\$1,131
508	Information Technology: Quality Assurance Testing*	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development*	3	-	-	-	-
550	International Business Management	7	0%	57%	38	\$998
518	International Travel and Tourism*	1	-	-	-	-
546	Justice Studies: Corrections	7	71%	29%	44	\$725
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist*	2	-	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-	-
529	Mechanical Engineering Technology*	2	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
30	Medical Laboratory Technology*	3	-	-	-	-
512	Motorcycle Repair*	1	-	-	-	-
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	9	56%	44%	41	\$998
554	Pharmacy Technician*	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
	<b>Overall</b>	<b>402</b>	<b>55%</b>	<b>24%</b>	<b>41</b>	<b>\$1,048</b>
139	Plumbing	5	20%	20%	49	\$1,139
23	Power Engineering Technology	5	80%	20%	54	\$1,893
292	Practical Nurse	16	81%	6%	41	\$1,086
322	Process Control Technician	4	75%	25%	49	\$1,375
31	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	1	-	-	-	-
26	Steel Fabrication	4	50%	0%	40	\$1,296
22	Truck and Transport Service Technician*	3	-	-	-	-
27	Welding	6	50%	0%	41	\$812
540	Welding and Metal Fabrication	5	20%	0%	40	\$1,350
29	Welding Technology*	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	<b>Overall</b>	<b>402</b>	<b>88%</b>	<b>6%</b>	<b>4%</b>	<b>2%</b>
541	Accounting and Payroll Administration	15	87%	0%	7%	7%
257	Administrative Professional	14	79%	7%	14%	0%
257	Administrative Professional: Executive	5	100%	0%	0%	0%
257	Administrative Professional: French Second Language Training	6	100%	0%	0%	0%
257	Administrative Professional: Health Services	10	70%	30%	0%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	1	-	-	-	-
20	Auto Body and Collision Technician*	0	-	-	-	-
21	Automotive Service Technician	6	100%	0%	0%	0%
186	Bricklaying*	1	-	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-	-
557	Building Engineering Technology: Building Systems	5	100%	0%	0%	0%
557	Building Engineering Technology: Construction Management*	3	-	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-	-
258	Business Administration: Accounting	26	92%	8%	0%	0%
258	Business Administration: Financial Management	5	80%	20%	0%	0%
258	Business Administration: Insurance and Risk Management	5	100%	0%	0%	0%
258	Business Administration: Management	16	88%	6%	0%	6%
258	Business Administration: Marketing	14	64%	0%	21%	14%
144	Carpentry	4	50%	25%	25%	0%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care*	2	-	-	-	-
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-	-
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	2	-	-	-	-
9	Cook	5	100%	0%	0%	0%
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management*	3	-	-	-	-
107	Early Childhood Education	19	100%	0%	0%	0%
228	Educational Assistant*	3	-	-	-	-
548	Electrical Engineering Technology	6	100%	0%	0%	0%
10	Electrical: Construction	12	83%	0%	8%	8%
10	Electrical: Industrial	5	80%	0%	0%	20%
549	Electronics Engineering Technology*	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
	<b>Overall</b>	<b>402</b>	<b>88%</b>	<b>6%</b>	<b>4%</b>	<b>2%</b>
532	Energy Systems Technology*	1	-	-	-	-
12	Environmental Technology*	1	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design*	2	-	-	-	-
14	Heavy Equipment Service Technician*	2	-	-	-	-
553	Hotel and Restaurant Management*	2	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	9	78%	22%	0%	0%
85	Human Services	23	96%	4%	0%	0%
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
67	Industrial Control Technology	5	100%	0%	0%	0%
16	Industrial Mechanics	7	100%	0%	0%	0%
508	Information Technology: Business Analysis	17	88%	6%	0%	6%
508	Information Technology: Cybersecurity*	3	-	-	-	-
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration	9	89%	11%	0%	0%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	8	100%	0%	0%	0%
508	Information Technology: Quality Assurance Testing*	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development*	3	-	-	-	-
550	International Business Management	7	86%	14%	0%	0%
518	International Travel and Tourism*	1	-	-	-	-
546	Justice Studies: Corrections	7	57%	43%	0%	0%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist*	2	-	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-	-
529	Mechanical Engineering Technology*	2	-	-	-	-
109	Mechanical Technician*	1	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
30	Medical Laboratory Technology*	3	-	-	-	-
512	Motorcycle Repair*	1	-	-	-	-
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	9	89%	0%	11%	0%
554	Pharmacy Technician*	2	-	-	-	-

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
	<b>Overall</b>	<b>402</b>	<b>88%</b>	<b>6%</b>	<b>4%</b>	<b>2%</b>
139	Plumbing	5	60%	20%	20%	0%
23	Power Engineering Technology	5	100%	0%	0%	0%
292	Practical Nurse	16	88%	6%	6%	0%
322	Process Control Technician	4	100%	0%	0%	0%
31	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	1	-	-	-	-
26	Steel Fabrication	4	100%	0%	0%	0%
22	Truck and Transport Service Technician*	3	-	-	-	-
27	Welding	6	100%	0%	0%	0%
540	Welding and Metal Fabrication	5	100%	0%	0%	0%
29	Welding Technology*	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

Total Employed – Total number of respondents employed in reference week

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

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

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

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

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	<b>Overall</b>	<b>545</b>	<b>2.3</b>	<b>31</b>	<b>23</b>
541	Accounting and Payroll Administration	20	2.4	31	26
257	Administrative Professional	21	1.7	27	18
257	Administrative Professional: Executive	5	2.0	31	17
257	Administrative Professional: French Second Language Training	7	3.4	36	28
257	Administrative Professional: Health Services	13	2.5	33	28
513	Agricultural Equipment Repair*	2	-	-	-
78	Animation and Graphics*	2	-	-	-
20	Auto Body and Collision Technician*	1	-	-	-
21	Automotive Service Technician	11	2.5	27	14
186	Bricklaying*	1	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-
557	Building Engineering Technology: Building Systems	6	1.3	33	32
557	Building Engineering Technology: Construction Management*	3	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-
258	Business Administration: Accounting	29	2.2	29	24
258	Business Administration: Financial Management	6	2.8	31	15
258	Business Administration: Insurance and Risk Management	6	2.0	37	29
258	Business Administration: Management	20	2.3	27	18
258	Business Administration: Marketing	19	2.2	32	29
144	Carpentry	7	3.3	29	18
112	Chemical Technology*	2	-	-	-
547	Child and Youth Care	5	2.3	33	26
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-
503	Civil Technician	4	2.0	15	1
510	CNC Machining*	2	-	-	-
9	Cook	5	3.8	25	21
517	Culinary Arts*	2	-	-	-
537	Culinary Arts Management	4	2.3	37	24
107	Early Childhood Education	29	2.4	33	30
228	Educational Assistant	9	2.0	30	30
548	Electrical Engineering Technology	6	2.5	28	23
10	Electrical: Construction	15	2.4	29	22
10	Electrical: Industrial	6	1.8	32	12
549	Electronics Engineering Technology	4	2.3	36	32

Table A-5 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	<b>Overall</b>	<b>545</b>	<b>2.3</b>	<b>31</b>	<b>23</b>
532	Energy Systems Technology*	2	-	-	-
12	Environmental Technology*	2	-	-	-
530	Fuels Technician*	0	-	-	-
552	Graphic and Communications Design	6	2.0	28	14
14	Heavy Equipment Service Technician	4	3.0	24	16
553	Hotel and Restaurant Management	4	1.8	33	24
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	12	2.3	30	12
85	Human Services	31	2.5	29	22
33	HVAC: Sheet Metal Fabrication*	3	-	-	-
67	Industrial Control Technology	5	2.0	33	31
16	Industrial Mechanics	8	4.3	32	20
508	Information Technology: Business Analysis	20	2.0	30	21
508	Information Technology: Cybersecurity	5	1.6	30	24
508	Information Technology: Electronic Game Development*	3	-	-	-
508	Information Technology: Network Administration	12	2.2	34	28
508	Information Technology: Network Support*	3	-	-	-
508	Information Technology: Programmer-Analyst	11	1.8	28	22
508	Information Technology: Quality Assurance Testing*	2	-	-	-
508	Information Technology: Web and Mobile Application Development	6	2.3	32	25
550	International Business Management	9	2.1	27	16
518	International Travel and Tourism*	1	-	-	-
546	Justice Studies: Corrections	8	2.4	33	32
544	Justice Studies: Police Foundations*	3	-	-	-
17	Machinist*	3	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-
109	Mechanical Technician*	2	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-
30	Medical Laboratory Technology	5	2.2	35	34
512	Motorcycle Repair*	2	-	-	-
314	Personal Support Worker*	1	-	-	-
314	Personal Support Worker: Acute Care	18	1.9	31	29
554	Pharmacy Technician*	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
	<b>Overall</b>	<b>545</b>	<b>2.3</b>	<b>31</b>	<b>23</b>
139	Plumbing	10	2.1	33	10
23	Power Engineering Technology	5	1.4	25	32
292	Practical Nurse	22	1.9	34	30
322	Process Control Technician	4	1.3	36	30
31	Refrigeration and Air Conditioning Technician*	2	-	-	-
312	Respiratory Therapy*	2	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-
26	Steel Fabrication	4	3.0	38	30
22	Truck and Transport Service Technician	5	2.4	36	15
27	Welding	8	3.9	31	14
540	Welding and Metal Fabrication	5	2.0	34	8
29	Welding Technology*	1	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

Average # of Months Employed – Average number of months respondents were employed since July 1, 2020

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2020 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
	<b>Overall</b>	<b>545</b>	<b>18%</b>	<b>48%</b>	<b>4</b>
541	Accounting and Payroll Administration	20	15%	67%	16
257	Administrative Professional	21	25%	40%	0
257	Administrative Professional: Executive	5	0%	-	-
257	Administrative Professional: French Second Language Training	7	14%	0%	-
257	Administrative Professional: Health Services	13	15%	50%	16
513	Agricultural Equipment Repair*	2	-	-	-
78	Animation and Graphics*	2	-	-	-
20	Auto Body and Collision Technician*	1	-	-	-
21	Automotive Service Technician	11	18%	0%	-
186	Bricklaying*	1	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-
557	Building Engineering Technology: Building Systems	6	33%	0%	-
557	Building Engineering Technology: Construction Management*	3	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-
258	Business Administration: Accounting	29	14%	25%	-
258	Business Administration: Financial Management	6	33%	100%	18
258	Business Administration: Insurance and Risk Management	6	0%	-	-
258	Business Administration: Management	20	15%	67%	6
258	Business Administration: Marketing	19	16%	33%	0
144	Carpentry	7	33%	50%	6
112	Chemical Technology*	2	-	-	-
547	Child and Youth Care	5	40%	50%	-
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-
503	Civil Technician	4	50%	100%	6
510	CNC Machining*	2	-	-	-
9	Cook	5	20%	100%	0
517	Culinary Arts*	2	-	-	-
537	Culinary Arts Management	4	25%	0%	-
107	Early Childhood Education	29	7%	0%	-
228	Educational Assistant	9	0%	-	-
548	Electrical Engineering Technology	6	33%	100%	8
10	Electrical: Construction	15	40%	33%	0
10	Electrical: Industrial	6	17%	100%	0
549	Electronics Engineering Technology	4	33%	100%	4

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>545</b>	<b>18%</b>	<b>48%</b>	<b>4</b>
532	Energy Systems Technology*	2	-	-	-
12	Environmental Technology*	2	-	-	-
530	Fuels Technician*	0	-	-	-
552	Graphic and Communications Design	6	33%	50%	2
14	Heavy Equipment Service Technician	4	25%	100%	0
553	Hotel and Restaurant Management	4	0%	-	-
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	12	17%	100%	1
85	Human Services	31	3%	0%	-
33	HVAC: Sheet Metal Fabrication*	3	-	-	-
67	Industrial Control Technology	5	20%	0%	-
16	Industrial Mechanics	8	25%	50%	-
508	Information Technology: Business Analysis	20	15%	67%	0
508	Information Technology: Cybersecurity	5	0%	-	-
508	Information Technology: Electronic Game Development*	3	-	-	-
508	Information Technology: Network Administration	12	25%	67%	0
508	Information Technology: Network Support*	3	-	-	-
508	Information Technology: Programmer-Analyst	11	9%	0%	-
508	Information Technology: Quality Assurance Testing*	2	-	-	-
508	Information Technology: Web and Mobile Application Development	6	33%	0%	-
550	International Business Management	9	13%	100%	3
518	International Travel and Tourism*	1	-	-	-
546	Justice Studies: Corrections	8	25%	50%	0
544	Justice Studies: Police Foundations*	3	-	-	-
17	Machinist*	3	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-
109	Mechanical Technician*	2	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-
30	Medical Laboratory Technology	5	40%	100%	0
512	Motorcycle Repair*	2	-	-	-
314	Personal Support Worker*	1	-	-	-
314	Personal Support Worker: Acute Care	18	6%	100%	0
554	Pharmacy Technician*	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
	<b>Overall</b>	<b>545</b>	<b>18%</b>	<b>48%</b>	<b>4</b>
139	Plumbing	10	30%	33%	0
23	Power Engineering Technology	5	40%	0%	-
292	Practical Nurse	22	5%	0%	-
322	Process Control Technician	4	0%	-	-
31	Refrigeration and Air Conditioning Technician*	2	-	-	-
312	Respiratory Therapy*	2	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-
26	Steel Fabrication	4	0%	-	-
22	Truck and Transport Service Technician	5	0%	-	-
27	Welding	8	38%	33%	3
540	Welding and Metal Fabrication	5	20%	0%	-
29	Welding Technology*	1	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	<b>Overall</b>	<b>545</b>	<b>34%</b>	<b>59%</b>	<b>40%</b>	<b>8%</b>
541	Accounting and Payroll Administration	20	10%	100%	0%	0%
257	Administrative Professional	21	25%	0%	50%	0%
257	Administrative Professional: Executive	5	0%	-	-	0%
257	Administrative Professional: French Second Language Training	7	29%	100%	0%	0%
257	Administrative Professional: Health Services	13	23%	0%	100%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	2	-	-	-	-
20	Auto Body and Collision Technician*	1	-	-	-	-
21	Automotive Service Technician	11	45%	60%	50%	18%
186	Bricklaying*	1	-	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-	-
557	Building Engineering Technology: Building Systems	6	0%	-	-	0%
557	Building Engineering Technology: Construction Management*	3	-	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-	-
258	Business Administration: Accounting	29	41%	83%	27%	0%
258	Business Administration: Financial Management	6	50%	67%	33%	0%
258	Business Administration: Insurance and Risk Management	6	33%	100%	100%	0%
258	Business Administration: Management	20	30%	67%	80%	0%
258	Business Administration: Marketing	19	42%	50%	25%	0%
144	Carpentry	7	50%	0%	0%	17%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care	5	0%	-	-	0%
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-	-
503	Civil Technician	4	50%	100%	0%	0%
510	CNC Machining*	2	-	-	-	-
9	Cook	5	60%	0%	33%	0%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	4	25%	0%	-	0%
107	Early Childhood Education	29	34%	80%	43%	4%
228	Educational Assistant	9	33%	100%	67%	0%
548	Electrical Engineering Technology	6	50%	100%	50%	17%
10	Electrical: Construction	15	67%	70%	50%	53%

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>545</b>	<b>34%</b>	<b>59%</b>	<b>40%</b>	<b>8%</b>
10	Electrical: Industrial	6	50%	67%	0%	33%
549	Electronics Engineering Technology	4	0%	-	-	0%
532	Energy Systems Technology*	2	-	-	-	-
12	Environmental Technology*	2	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design	6	0%	-	-	0%
14	Heavy Equipment Service Technician	4	50%	0%	0%	25%
553	Hotel and Restaurant Management	4	0%	-	-	0%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	12	25%	33%	67%	0%
85	Human Services	31	42%	38%	25%	0%
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
67	Industrial Control Technology	5	40%	50%	-	40%
16	Industrial Mechanics	8	75%	100%	-	75%
508	Information Technology: Business Analysis	20	35%	14%	33%	5%
508	Information Technology: Cybersecurity	5	20%	100%	0%	0%
508	Information Technology: Electronic Game Development*	3	-	-	-	-
508	Information Technology: Network Administration	12	8%	0%	100%	0%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	11	0%	-	-	0%
508	Information Technology: Quality Assurance Testing*	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development	6	0%	-	-	0%
550	International Business Management	9	44%	0%	0%	11%
518	International Travel and Tourism*	1	-	-	-	-
546	Justice Studies: Corrections	8	75%	50%	40%	0%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist*	3	-	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	2	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
30	Medical Laboratory Technology	5	0%	-	-	0%
512	Motorcycle Repair*	2	-	-	-	-

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
	<b>Overall</b>	<b>545</b>	<b>34%</b>	<b>59%</b>	<b>40%</b>	<b>8%</b>
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	18	61%	80%	44%	0%
554	Pharmacy Technician*	3	-	-	-	-
139	Plumbing	10	50%	40%	50%	14%
23	Power Engineering Technology	5	0%	-	-	0%
292	Practical Nurse	22	36%	100%	38%	0%
322	Process Control Technician	4	0%	-	-	0%
31	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-	-
26	Steel Fabrication	4	50%	100%	-	50%
22	Truck and Transport Service Technician	5	80%	75%	0%	60%
27	Welding	8	50%	75%	100%	38%
540	Welding and Metal Fabrication	5	0%	-	-	0%
29	Welding Technology*	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>545</b>	<b>37%</b>	<b>43%</b>	<b>14%</b>	<b>6%</b>
541	Accounting and Payroll Administration	20	40%	45%	10%	5%
257	Administrative Professional	21	11%	53%	32%	5%
257	Administrative Professional: Executive	5	40%	60%	0%	0%
257	Administrative Professional: French Second Language Training	7	100%	0%	0%	0%
257	Administrative Professional: Health Services	13	23%	69%	8%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	2	-	-	-	-
20	Auto Body and Collision Technician*	1	-	-	-	-
21	Automotive Service Technician	11	18%	73%	0%	9%
186	Bricklaying*	1	-	-	-	-
557	Building Engineering Technology: Architectural*	2	-	-	-	-
557	Building Engineering Technology: Building Systems	6	83%	0%	17%	0%
557	Building Engineering Technology: Construction Management*	3	-	-	-	-
557	Building Engineering Technology: Structural*	2	-	-	-	-
258	Business Administration: Accounting	29	55%	34%	10%	0%
258	Business Administration: Financial Management	6	20%	40%	40%	0%
258	Business Administration: Insurance and Risk Management	6	50%	50%	0%	0%
258	Business Administration: Management	20	42%	26%	26%	5%
258	Business Administration: Marketing	19	16%	74%	5%	5%
144	Carpentry	7	14%	43%	29%	14%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care	5	80%	20%	0%	0%
5	Civil Engineering Technology: Highway and Municipal*	0	-	-	-	-
503	Civil Technician	4	25%	50%	25%	0%
510	CNC Machining*	2	-	-	-	-
9	Cook	5	40%	40%	0%	20%
517	Culinary Arts*	2	-	-	-	-
537	Culinary Arts Management	4	0%	25%	50%	25%
107	Early Childhood Education	29	38%	48%	7%	7%
228	Educational Assistant	9	33%	44%	22%	0%
548	Electrical Engineering Technology	6	33%	50%	17%	0%
10	Electrical: Construction	15	43%	29%	29%	0%
10	Electrical: Industrial	6	0%	20%	60%	20%
549	Electronics Engineering Technology	4	50%	50%	0%	0%

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>545</b>	<b>37%</b>	<b>43%</b>	<b>14%</b>	<b>6%</b>
532	Energy Systems Technology*	2	-	-	-	-
12	Environmental Technology*	2	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design	6	0%	17%	50%	33%
14	Heavy Equipment Service Technician	4	25%	25%	25%	25%
553	Hotel and Restaurant Management	4	50%	50%	0%	0%
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	12	17%	83%	0%	0%
85	Human Services	31	33%	57%	10%	0%
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
67	Industrial Control Technology	5	20%	80%	0%	0%
16	Industrial Mechanics	8	38%	25%	25%	13%
508	Information Technology: Business Analysis	20	35%	50%	10%	5%
508	Information Technology: Cybersecurity	5	40%	20%	20%	20%
508	Information Technology: Electronic Game Development*	3	-	-	-	-
508	Information Technology: Network Administration	12	42%	42%	17%	0%
508	Information Technology: Network Support*	3	-	-	-	-
508	Information Technology: Programmer-Analyst	11	0%	82%	18%	0%
508	Information Technology: Quality Assurance Testing*	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development	6	33%	17%	17%	33%
550	International Business Management	9	22%	44%	22%	11%
518	International Travel and Tourism*	1	-	-	-	-
546	Justice Studies: Corrections	8	50%	38%	13%	0%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist*	3	-	-	-	-
18	Marine Diesel Mechanics*	0	-	-	-	-
529	Mechanical Engineering Technology*	3	-	-	-	-
109	Mechanical Technician*	2	-	-	-	-
501	Medical Laboratory Assistant*	1	-	-	-	-
30	Medical Laboratory Technology	5	100%	0%	0%	0%
512	Motorcycle Repair*	2	-	-	-	-
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	18	50%	50%	0%	0%
554	Pharmacy Technician*	3	-	-	-	-
139	Plumbing	10	40%	10%	30%	20%

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>545</b>	<b>37%</b>	<b>43%</b>	<b>14%</b>	<b>6%</b>
23	Power Engineering Technology	5	60%	40%	0%	0%
292	Practical Nurse	22	50%	45%	5%	0%
322	Process Control Technician	4	50%	50%	0%	0%
31	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-	-
26	Steel Fabrication	4	50%	0%	0%	50%
22	Truck and Transport Service Technician	5	0%	60%	0%	40%
27	Welding	8	50%	0%	38%	13%
540	Welding and Metal Fabrication	5	20%	20%	40%	20%
29	Welding Technology*	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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