

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY
2024 SURVEY OF GRADUATES OF 2021
OF THE NEW BRUNSWICK COMMUNITY COLLEGE**

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Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, PRA Inc. conducted the 2024 Follow-up Survey of 2021 Graduates of the New Brunswick Community College (NBCC). This class was also interviewed in 2022, one year following their graduation.

This report presents the findings of the follow-up survey, which generated information from 659 graduates, representing 35% of the 1,877 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (August 18 to 24, 2024) for 2021 NBCC graduates has increased, from 95% in 2022 to 97% in 2024.
- The employment rate in the reference week for this class of graduates has remained the same in the two-year period, measuring 92% in both 2022 and 2024.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$1,236. This represents a 22% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$1,010).
- A difference in the wages earned by male and female graduates increased in the two-year period between 2022 and 2024. In 2022, female graduates employed full-time in the reference week had an average salary of \$994, which was 97% of the male average weekly salary of \$1,026. In 2024, the average weekly salary for females employed full-time in the reference week was \$1,187, which was 93% of the male salary of \$1,276.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 81% in 2022 to 85% in 2024.
- About 16% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2021. Within this group, 36% have since returned to the province. In total, 90% of the graduating class of 2021 currently reside in New Brunswick.
- Since completing their NBCC training in 2021, 34% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 76% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 80% of graduates surveyed felt that the NBCC did an excellent (43%) or good (37%) job of preparing them for employment in a related field.
- Overall, 51% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (17%), job searching/resumé building/interview skills (13%), and computer-related skills (10%) were the most commonly mentioned skills.

1.0 Introduction

This report presents a summary of the findings from the 2024 Three-Year Graduate Follow-up Survey of 2021 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 2022.

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 2021 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 2024 survey was designed to:

- determine the current (2024) employment status of NBCC graduates of regular programs of the 2021 calendar 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 2021;
- 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 1,877 graduates of regular NBCC programs in 2021 who provided their consent to be contacted.

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by PRA and administered via telephone using a computer-assisted telephone interviewing system and via the web from September 2024 through November 2024.

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 September 17, 2024, to complete the survey online. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between September 17, 2024 and November 28, 2024. In order to achieve the highest possible response rate for this study, unlimited call-backs were conducted on all working numbers.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total eligible graduates. The response rate for this study was 35% (659 completed interviews with a total graduate population of 1,877). 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, 18% (n=150) of eligible graduates who were able to be contacted declined to complete the survey.

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

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

4.0 Graduate and Survey Populations

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

PRA completed interviews with graduates from 78 of the 87 individual regular programs represented in the data file.

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

Table 1: Population – Sample Comparison (Regular Program Graduates)		
Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	1,877	659
Gender¹		
Male	51%	52%
Female	49%	48%
Undeclared	<1%	<1%
Age		
24 or younger	31%	25%
25 to 29	31%	27%
30 to 39	23%	24%
40 to 49	12%	18%
50+	4%	6%
Campus		
Fredericton	9%	10%
Miramichi	12%	10%
Moncton	34%	38%
Saint John	32%	28%
St. Andrews	7%	7%
Woodstock	6%	7%

In 2024, the average age of all graduates of regular programs who participated in this study was 32.1 years old.

At the time of the survey, 90% of respondents were residing in New Brunswick, while 10% of respondents lived outside of the province, most often in Ontario (4%), Nova Scotia (3%), or Alberta (2%).²

¹ Throughout this report, differences reported by gender exclude those who are undeclared; therefore, n-sizes will be based on n=658 instead of n=659.

² Based on those who provided a response (n=655).

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 (2022) and this survey (2024). To enable comparison, information collected in 2022 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 18 to 24, 2024, 97% of survey respondents (n=636) were in the labour force, with the remaining 3% not in the labour force (not actively seeking work or not available for work; n=23).³

When analyzed by gender, labour force participation during the reference week appears to be slightly higher among men (98%, n=334) than among women (95%, n=301).

Labour force participation has increased for the 2021 graduating class since last interviewed in 2022 (96% for men and 93% for 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 18 to 24, 2024, the employment rate for respondents was 92% (n=583) and the unemployment rate was 8% (n=53). When contacted in 2022, one year after graduation from the NBCC, the employment rate was the same (92%).

When examined by gender, men (92%, n=307) were slightly more likely than women (91%, n=275) to be employed. Additionally, employed men (98%, n=287) were slightly more likely than employed women (94%, n=219) to be working on a full-time basis.⁴

The percentage of men employed has remained the same since 2022 (92%), at the one-year follow-up survey, while the percentage of women employed has decreased (from 93% to 91%).

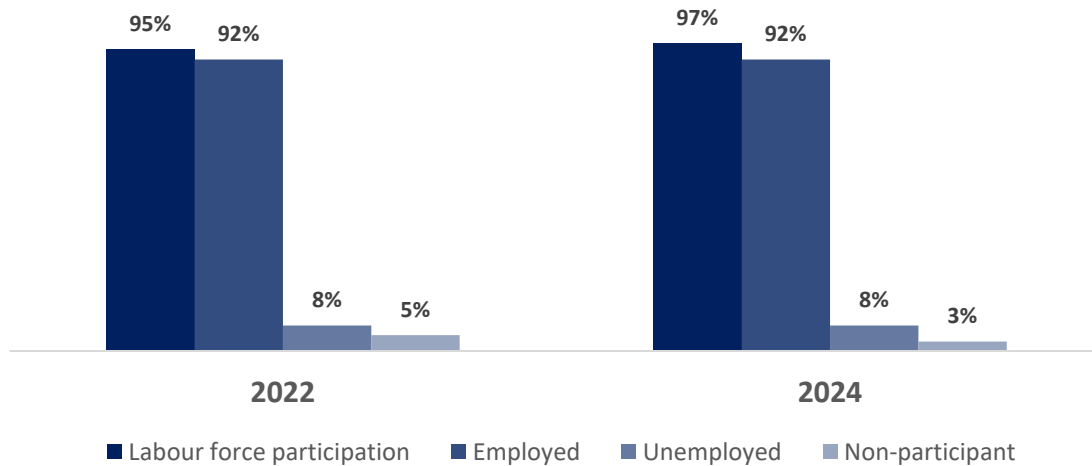
³ Respondents who could not be classified due to lack of information provided were excluded

⁴ Respondents who did not provide the number of hours worked during the reference week were excluded; therefore, n-sizes are based on 293 for men and 232 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 2021 at the one- and three-year follow-up intervals upon the completion of their NBCC program.

Chart 1: Labour force Participation and Employment Rate 2022 and 2024 Comparison



The labour force participation rate has increased from 2022 to 2024 (95% and 97%, respectively). The employment rate remained the same (92% in 2022 and 2024).

5.5 Employment in New Brunswick (Reference Week)

In 2022, at their one-year follow-up survey, 93% of employed 2021 graduates from regular programs resided in New Brunswick during the reference week. This is higher than the 88% of employed graduates residing in New Brunswick in 2024.

Among *employed* graduates:

- 88% (n=489) were residing in New Brunswick;
- 4% were living in Ontario (n=23);
- 3% were living in Nova Scotia (n=17);
- 2% were living in Alberta (n=13);
- 1% were living in each of BC (n=4), PEI (n=4), or Newfoundland and Labrador (n=3);
- less than 1% each were living in Quebec (n=2), Northwest Territories (n=1), or outside Canada (n=1).⁵

About 16% (n=92) of *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation.⁶ Within this group (n=92), 36% (n=33) had returned to the province by 2024 and were currently living in New Brunswick at the time of the survey.

⁵ Based on those who provided a response (n=557).

⁶ Based on those who provided a response (n=569).

5.6 Employment Related to Training (Reference Week)

Among all survey respondents *employed* during the reference week in 2024 (n=583):

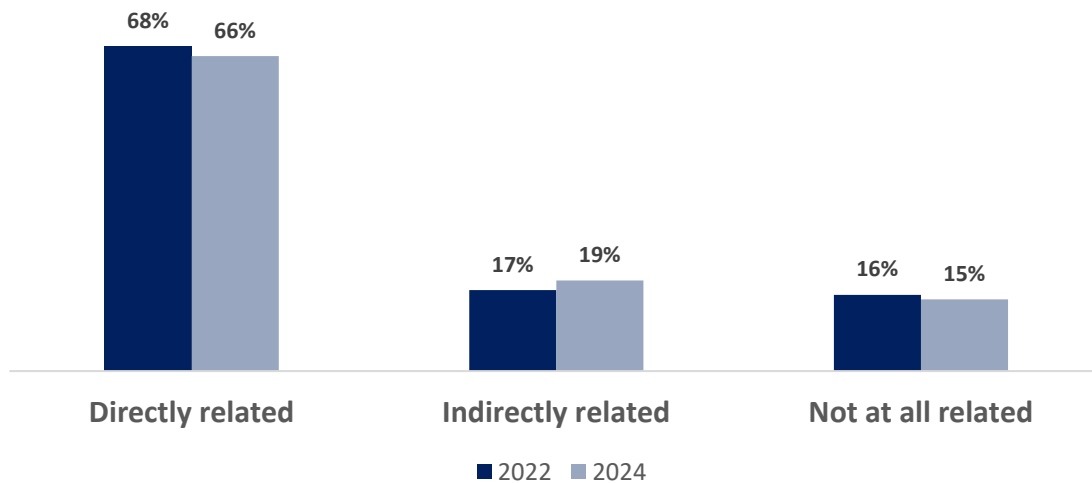
- 66% (n=371) were employed in positions that they described as directly related to the training they received through the NBCC;
- 19% (n=104) described their position as indirectly related to the training they received through the NBCC; and
- 15% (n=83) of employed graduates were in positions they described as not at all related to their NBCC training.⁷

Within the group of graduates employed on a full-time basis (n=507), the percentage employed in positions directly related to the training they received through the NBCC was the same at 67% (n=337).⁸

As seen below in Chart 2, one year following graduation (2022), the percentage of graduates employed in positions directly related to their training was slightly higher, with 68% of graduates employed in positions directly related to their training, compared to 66% in 2024.

Chart 2: Relation of Employment to NBCC Program 2022 and 2024 Comparison

Hours of Work (Reference Week)



⁷ Based on those who provided a response (n=558).

⁸ Based on those who provided a response (n=505).

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, 96% (n=507) were employed in full-time positions, working an average of 41 hours per week during the reference week. The 4% (n=19) of graduates who were employed in part-time positions worked an average of 18 hours per week during the reference week.⁹ In the one-year follow-up study in 2022, the proportion of employed graduates reported working on a full-time basis (93%) was slightly lower. The average number of hours worked during the reference week in 2022 was 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 2021. The percentage of males employed full-time increased, with 98% of males employed full-time in 2024 compared to 96% in 2022. The percentage of females employed full-time increased as well from 90% in 2022 to 94% in 2024. The percentage of males employed full-time remains higher in both 2022 and 2024 than the percentage of females employed full-time, although a smaller gap in 2024.

	2022	2024¹⁰
Employed Full-time	93%	96%
Male	96%	98%
Female	90%	94%
Employed Part-time	7%	4%
Male	4%	2%
Female	10%	6%

⁹ Based on those who could be classified/provided a response (n=526).

¹⁰ Based on those who could be classified/provided a response (n=526).

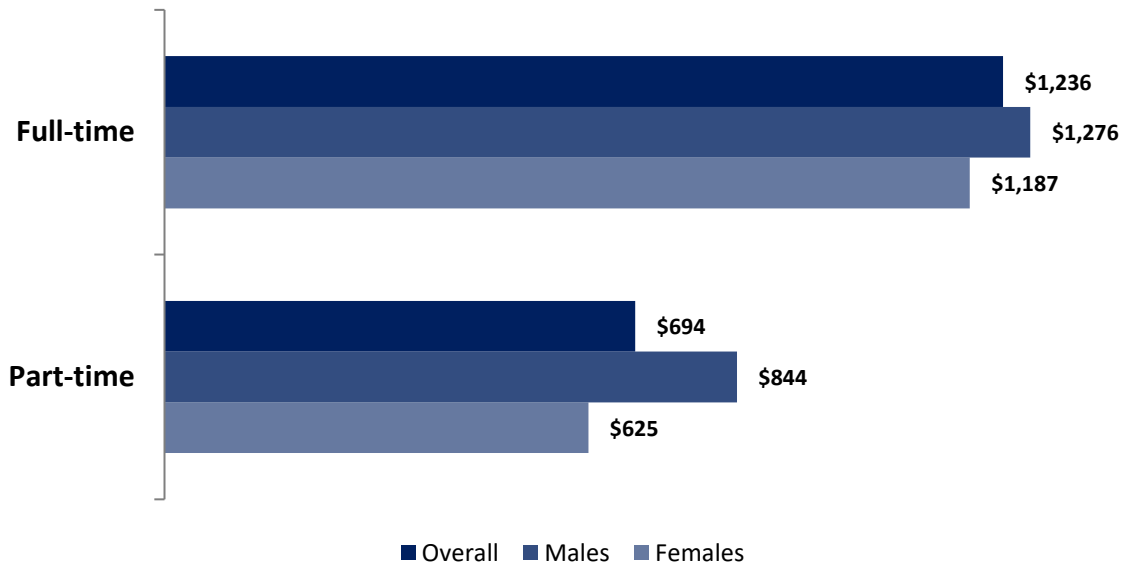
5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2022, those working full-time earned an average weekly wage of \$1,010. Two years later, in 2024, full-time earnings for graduates employed in full-time positions averaged \$1,236.¹¹

Over the two-year period since 2022, 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 2024 reference week of \$1,251.¹² This is higher when compared to an average of \$1,026 in 2022 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.

Chart 3: Wage Levels by Gender and Hours Worked



¹¹ Based on those who could be classified/provided a response (n=425).

¹² Based on those who could be classified/provided a response (n=289).

There is a slight 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 \$1,276, while female graduates employed on a full-time basis reported average earnings of \$1,187 (93% of wages earned by males). The disparity in full-time wages between male and female graduates has increased since 2022, as females working on a full-time basis reported average weekly earnings 97% that of males. Table 3 presents additional information to compare the wages of male and female graduates in 2022 and 2024.

Table 3: Reported Earnings in the Reference Week of Regular Program Graduates Full-time (F-T) / Part-time (P-T) Employment¹³		
	2022	2024
Employed Full-time	93%	96%
Average Hours Worked (All)	41	41
Males	42	42
Females	40	40
Average Weekly Earnings (F-T)	\$1,010	\$1,236
Males	\$1,026	\$1,276
Females	\$994	\$1,187
Employed Part-time	7%	4%
Average Hours Worked (All)	14	18
Males	12	15
Females	15	19
Average Weekly Earnings (P-T)	\$479	\$694
Males	\$628	\$844
Females	\$440	\$625

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

- Overall average weekly earnings have increased by 22% from \$1,010 in 2022 to \$1,236 in 2024 for NBCC graduates employed on a full-time basis.
- Overall average weekly earnings also increased considerably for graduates employed part-time, increasing by 45%, from \$479 to \$694.

¹³ Those who did not provide a response were excluded.

Table 4 compares the reference week wages of 2021 graduates employed in full-time positions *directly related* to their NBCC training, for 2022 and 2024, 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 2022 and 2024 follow-up interviews.

Table 4: Comparative Wages in Reference Week by NBCC Programs (Full-time, Directly Related Positions)				
Relation of Job to Training	Sample (2024)	Average Reference Week Wage		% Change
		2022	2024	
Overall (Full-time, Directly Related)	289	\$1,026	\$1,251	+22%
Accounting and Payroll Administration	7	\$890	\$1,403	+58%
Administrative Professional	8	\$855	\$913	+7%
Administrative Professional: French Second Language Training	6	\$816	\$1,016	+25%
Automotive Service Technician	9	\$641	\$982	+53%
Building Engineering Technology: Construction Management	8	\$1,258	\$1,063	-15%
Business Administration: Accounting	15	\$986	\$1,236	+25%
Business Administration: Financial Management	8	\$1,075	\$970	-10%
Business Administration: Management	13	\$895	\$1,077	+20%
Business Administration: Marketing	8	\$1,003	\$920	-8%
Carpentry	10	\$799	\$999	+25%
Civil Engineering Technology: Highway and Municipal	6	\$951	\$983	+3%
Electrical: Construction	4	\$605	\$869	+44%
Human Resources Management	4	\$886	\$1,030	+16%
Human Services	8	\$999	\$898	-10%
Industrial Mechanics	8	\$1,420	\$1,958	+38%
Information Technology: Business Analysis	5	\$1,084	\$1,137	+5%
Information Technology: Network Administration	13	\$945	\$1,202	+27%
Information Technology: Programmer-Analyst	8	\$1,367	\$1,548	+13%
Personal Support Worker: Acute Care	4	\$1,060	\$968	-9%
Power Engineering Technology	9	\$1,887	\$1,659	-12%
Practical Nurse	23	\$1,165	\$1,619	+39%

Table 5 compares wages among 2021 graduates in 2022 and 2024 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 2024 in directly related positions (n=289) have seen, on average, a 22% increase in their weekly income since 2022.

Table 5: Comparative Full-time Wages in Reference Week			
Relation of Job to Training	Average Reference Week Wage		% Change
	2022	2024	
Overall (Full-time)	\$1,010	\$1,236	+22%
Directly Related	\$1,026	\$1,251	+22%
Indirectly Related	\$1,008	\$1,222	+21%
Not at all Related	\$962	\$1,192	+24%

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 2024 (three years following graduation) and the information collected in 2022 (one year following graduation) is presented in Table 6. In 2024, 85% (n=475) of those employed reported that the position was permanent, while 12% (n=66) indicated that it was temporary or casual.¹⁴

	2022	2024
Permanent Positions	81%	85%
Temporary/Casual Positions	18%	12%
Self-employed	1%	3%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased from 2022 to 2024, 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 27 months (if the respondent had started employment directly after graduation, this leaves 38 months between July 1, 2021 and the 2024 reference week).

Of those employed during the reference week:

- 19% (n=99) had been employed for a period of 12 months or less;
- 15% (n=79) had been employed for a period of 13-24 months;
- 16% (n=82) had been employed for a period of 25-32 months;
- 20% (n=102) had been employed for a period of 33-37 months; and
- 30% (n=152) had been employed for the full 38-month period.¹⁵

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 (28 months) than respondents in positions not at all related (23 months) to the program completed.¹⁶

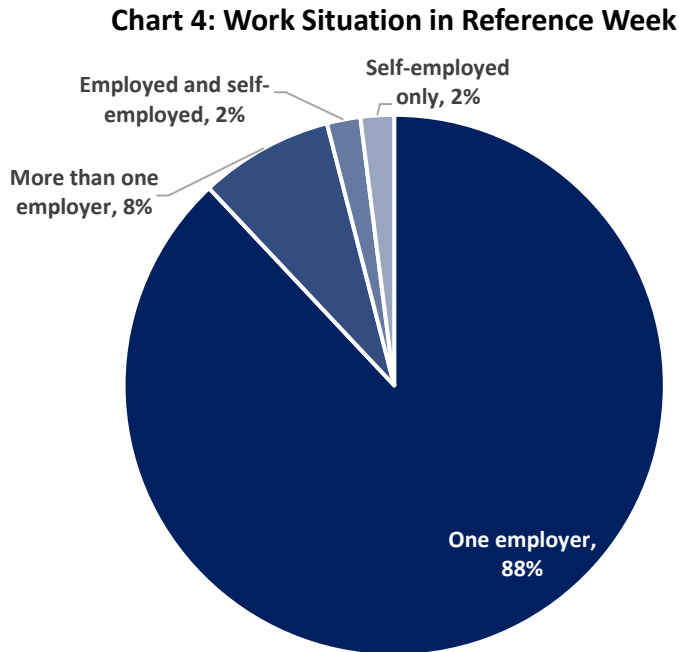
¹⁴ Based on those who provided a response (n=557).

¹⁵ Based on those who provided a response (n=514).

¹⁶ Based on those who provided a response (n=514).

5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of August 18 to 24, 2024. The following chart demonstrates that the majority of NBCC graduates (88%) were working for one employer during the reference week.¹⁷



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week has increased in the two-year period following the one-year follow-up survey (84% in 2022 and 88% in 2024), although the proportion working for more than one employer decreased slightly (from 14% to 8%).

Table 7: Work Situation in Reference Week Graduates of Regular Programs		
	2022	2024
One employer	84%	88%
More than one employer	14%	8%
Employed/Self-employed	1%	2%
Self-employed only	1%	2%

¹⁷ Based on those who provided a response (n=563).

5.12 Summary of Graduate Employment (Reference Week)

Table 8 summarizes the employment information for 2021 NBCC graduates one and three years after graduation.

	2022	2024
Labour force participation rate	95%	97%
Employment rate	92%	92%
Percent of those employed working full-time	93%	96%
Average weekly full-time wage	\$1,010	\$1,236

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 76 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:

- 70% (n=53) 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
- 30% (n=23) were not in the labour force.

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

- Not able to find work - no jobs available – 18% (n=13)
- Inability to find job related to training – 15% (n=11)
- Own illness or disability – 14% (n=10)
- Waiting for recall after layoff – 11% (n=8)
- Waiting for a job to start – 9% (n=7)
- In school (full- or part-time) – 7% (n=5)
- Personal or family responsibilities – 5% (n=4)
- Lack of work experience – 4% (n=3)
- Laid off – 3% (n=2)
- Moving or moved – 3% (n=2)
- Between jobs – 3% (n=2)
- Available jobs require more training or education – 1% (n=1)
- Job / contract ended – 1% (n=1)
- Living outside Canada – 1% (n=1)
- Other reasons – 5% (n=4)¹⁹

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

¹⁹ Based on those who provided a response (n=74).

5.14 Overall Employment Since Graduation

Overall, almost all (99%, n=639) of the 2021 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCC program of study.²⁰

Over the 38-month period since their graduation from the NBCC (July 2021 to August 2024), respondents were employed in an average of just over two jobs (2.2) and employed for an average of 33 months. Respondents averaged 28 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents who have had at least one job (n=639):

- 40% (n=243) resumed or continued with employment held prior to the completion of their NBCC program;
- 50% (n=307) started their first job following the completion of their NBCC program in 2021;
- 8% (n=50) started their first job in 2022; and
- 2% (n=14) started their first job in 2023 or later.²¹

Furthermore, since completion of the NBCC program:

- 35% (n=226) have held one employment position;
- 33% (n=215) have held two employment positions;
- 18% (n=114) have held three employment positions;
- 13% (n=84) have held four or more employment positions; and
- 1% (n=6) have not been employed.²²

5.15 Migration of Graduates

About 17% of graduates (n=108) lived or worked outside of New Brunswick at some point since July 1, 2021.²³ Of those who lived or worked outside of New Brunswick, 42% (n=45) relocated in an effort to find employment, while the other 58% (n=62) relocated for other reasons.²⁴

Among the graduates who left New Brunswick for employment (n=45), 66% had a job before they moved.²⁵ Those who moved to find employment without an arranged job (n=15) required an average of 16 weeks (16.1) to find a job.

²⁰ Based on those who provided a response (n=645).

²¹ Based on those who provided a response (n=614).

²² Based on those who provided a response (n=645).

²³ Based on those who provided a response (n=644).

²⁴ Based on those who provided a response (n=107).

²⁵ Based on those who provided a response (n=44).

5.16 Additional Education and Training

Since completing their NBCC training in 2021, 34% (n=224) of surveyed graduates reported that they had returned to school/training (23%, n=148) or were currently enrolled in an apprenticeship program (12%, n=76).²⁶

Of these (n=224):

- 76% (n=169) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2021; and
- 24% (n=54) reported returning to an education/training program or enrolling in a program within a different area of study.²⁷

Among those who reported that they had returned to school/training (n=148):

- 51% (n=72) were attending full-time studies; and
- 49% (n=70) were attending part-time studies.²⁸

Among *employed* graduates who returned to full- or part-time studies (n=129), 30% (n=38) reported that they needed to complete the additional training to qualify for their current main position.²⁹

²⁶ Based on those who provided a response (n=651)

²⁷ Based on those who provided a response (n=223)

²⁸ Based on those who provided a response (n=142)

²⁹ Based on those who provided a response (n=128).

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 2024, three years following graduation. Overall, 80% (n=525) indicated that their training program did an excellent or good job in preparing them for a job in a related field.³⁰

Chart 5: Program Rating for Job Preparedness

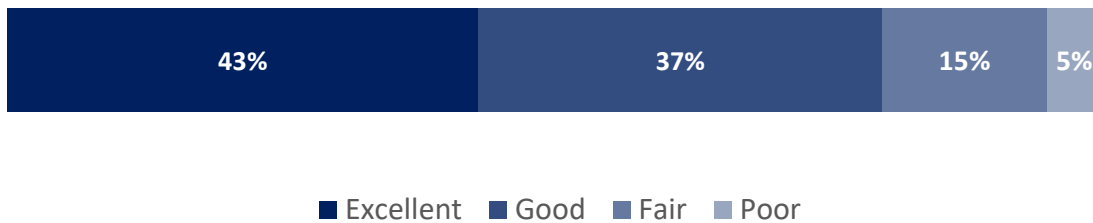
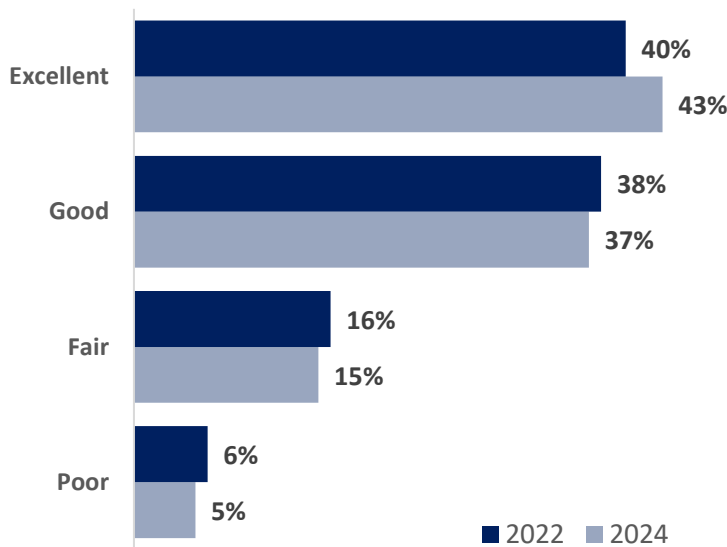


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2022) and three years following graduation (2024).

Chart 6: Program Rating for Job Preparedness in 2022 and 2024



³⁰ Based on those who provided a response (n=655).

Between 2022 and 2024, there was a slight increase overall in those evaluating NBCC programs as “excellent” with regards to job preparedness. This increase was seen among respondents who were employed or not in the labour force, and remained the same among those unemployed. 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 Week³¹		
	2022	2024
Overall		
Excellent	40%	43%
Good	38%	37%
Fair	16%	15%
Poor	6%	5%
Employed		
Excellent	40%	43%
Good	39%	38%
Fair	15%	15%
Poor	5%	4%
Unemployed		
Excellent	36%	36%
Good	33%	36%
Fair	17%	15%
Poor	14%	13%
Not in labour force		
Excellent	53%	57%
Good	32%	22%
Fair	16%	17%
Poor	-	4%

In general, the above table demonstrates that, in 2024, graduates who found employment provided similarly favourable evaluations of their preparation for employment. In both 2022 and 2024, unemployed respondents were less positive than employed respondents. Positive ratings are higher among those not in the labour force, however, this should be interpreted with caution due to a small sample size (n=23).

³¹ 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, 51% of survey respondents (n=336) 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:

	% mentioned
Communication skills	17%
Job searching / resume building / interview skills	13%
Computer-related skills	10%
Specific skills related to their field	9%
Entrepreneurship and business skills (includes networking)	8%
Time management / organizational skills	7%
People / social skills	7%
Trade skills	7%
Personal and life skills (includes soft skills)	7%
Management skills	5%
Practical knowledge in their field	5%
Report and presentation skills (includes public speaking)	4%
Teamwork / working in groups	4%
Confidence	4%
Commerce skills (computation, accounting, payroll, etc.)	4%
Practical work experience	4%
Problem solving / independence / initiative	3%
Writing skills	3%
All skills and knowledge acquired through course	3%
Leadership	2%
Patient care and compassion	2%
Work-related skills and professionalism	2%
Language skills	2%
Critical thinking skills	2%
Customer service skills	1%
First aid course / CPR certification	1%
Other	3%

6.0 Conclusions

This report presented a summary of the findings from the 2024 Three-Year Graduate Follow-up Survey of 2021 Graduates of the NBCC. This study represents the 17th three-year follow-up survey conducted with NBCC graduates.³²

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week (August 18 to 24, 2024) for 2021 NBCC graduates has increased, from 95% in 2022 to 97% in 2024.
- The employment rate in the reference week for this class of graduates has remained the same in the two-year period, measuring 92% in both 2022 and 2024.
- Graduates working full-time in the reference week worked an average of 41 hours and had an average weekly salary of \$1,236. This represents a 22% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$1,010).
- A difference in the wages earned by male and female graduates increased in the two-year period between 2022 and 2024. In 2022, female graduates employed full-time in the reference week had an average salary of \$994, which was 97% of the male average weekly salary of \$1,026. In 2024, the average weekly salary for females employed full-time in the reference week was \$1,187, which was 93% of the male salary of \$1,276.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 81% in 2022 to 85% in 2024.
- About 16% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2021. Within this group, 36% have since returned to the province. In total, 90% of the graduating class of 2021 currently reside in New Brunswick.
- Since completing their NBCC training in 2021, 34% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 76% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 80% of graduates surveyed felt that the NBCC did an excellent (43%) or good (37%) job of preparing them for employment in a related field.
- Overall, 51% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (17%), job searching/resumé building/interview skills (13%), and computer-related skills (10%) were the most commonly mentioned skills.

³² 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 # ³³	Program ³⁴	Total Graduates	# Respondents		Response Rate	Average Age in 2024
			Males	Females		
	Overall	1877	342	316	35%	32
541	Accounting and Payroll Administration	39	4	10	36%	39
257	Administrative Professional	57	4	16	35%	38
257	Administrative Professional: Executive	13	0	4	31%	39
257	Administrative Professional: French Second Language Training	14	3	6	64%	39
257	Administrative Professional: Health Services	28	1	9	36%	35
513	Agricultural Equipment Repair*	3	2	0	67%	-
78	Animation and Graphics*	8	1	1	25%	-
20	Auto Body and Collision Technician	14	5	0	36%	25
21	Automotive Service Technician	64	20	1	33%	25
563	Automotive Technology*	11	2	0	27%	-
557	Building Engineering Technology: Architectural*	5	0	1	20%	-
557	Building Engineering Technology: Building Systems	15	7	1	53%	32
557	Building Engineering Technology: Construction Management	18	9	2	61%	32
557	Building Engineering Technology: Structural	12	6	0	50%	38
258	Business Administration: Accounting	69	9	19	41%	34
258	Business Administration: Financial Management	30	6	9	50%	35
258	Business Administration: Insurance and Risk Management	8	2	2	50%	36
258	Business Administration: Management	64	11	21	50%	33
258	Business Administration: Marketing	63	9	16	40%	29
144	Carpentry	53	17	2	36%	30
547	Child and Youth Care	17	1	6	41%	28
5	Civil Engineering Technology: Highway and Municipal	19	9	2	58%	33
503	Civil Technician*	7	1	0	14%	-
510	CNC Machining*	7	2	0	29%	-
9	Cook	13	3	2	38%	26
517	Culinary Arts*	2	0	0	0%	-
537	Culinary Arts Management	19	3	1	21%	27
107	Early Childhood Education	52	0	9	17%	35
228	Educational Assistant	40	3	12	38%	33
548	Electrical Engineering Technology	17	6	1	41%	30
10	Electrical: Construction	54	8	0	15%	28
10	Electrical: Industrial*	8	2	0	25%	-

³³ In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

³⁴ In this and all tables, the "Program" field reflects the program names as they were in 2021.

Academic Program # ³³	Program ³⁴	Total Graduates	# Respondents		Response Rate	Average Age in 2024
			Males	Females		
	Overall	1877	342	316	35%	32
549	Electronics Engineering Technology	22	11	2	59%	33
532	Energy Systems Technology*	6	2	1	50%	-
12	Environmental Technology*	8	1	2	38%	-
530	Fuels Technician*	1	0	0	0%	-
552	Graphic and Communications Design	15	1	5	40%	30
14	Heavy Equipment Service Technician	15	5	1	40%	25
553	Hotel and Restaurant Management	28	0	8	29%	34
516	Hotel and Restaurant Operations*	2	0	0	0%	-
511	Human Resources Management	39	4	8	31%	36
85	Human Services	109	2	22	22%	33
33	HVAC: Sheet Metal Fabrication	8	4	0	50%	35
16	Industrial Mechanics	41	10	1	27%	25
508	Information Technology: Business Analysis	31	9	8	55%	40
508	Information Technology: Cybersecurity	22	4	2	27%	39
508	Information Technology: Data Analytics	14	6	3	64%	42
508	Information Technology: Electronic Game Development*	3	0	0	0%	-
508	Information Technology: Gaming Experience Development*	8	2	1	38%	-
508	Information Technology: Network Administration	56	20	3	41%	33
508	Information Technology: Network Support	29	11	0	38%	34
508	Information Technology: Programmer-Analyst	30	10	3	43%	34
508	Information Technology: Quality Assurance Testing	15	3	4	47%	39
508	Information Technology: Web and Mobile Application Development	15	6	1	47%	29
550	International Business Management*	14	0	3	21%	-
546	Justice Studies: Corrections	14	3	2	36%	30
544	Justice Studies: Police Foundations*	22	3	0	14%	-
17	Machinist	14	5	0	36%	27
18	Marine Diesel Mechanics	14	5	0	36%	23
529	Mechanical Engineering Technology	20	6	1	35%	27
501	Medical Laboratory Assistant*	4	0	0	0%	-
30	Medical Laboratory Technology	18	0	7	39%	29
26	Metal Fabrication	11	3	1	36%	28
512	Motorcycle Repair	9	4	0	44%	36
314	Personal Support Worker*	4	0	2	50%	-
314	Personal Support Worker: Acute Care	39	4	8	31%	35
554	Pharmacy Technician*	7	0	2	29%	-

Academic Program # ³³	Program ³⁴	Total Graduates	# Respondents		Response Rate	Average Age in 2024
			Males	Females		
	Overall	1877	342	316	35%	32
139	Plumbing	28	7	0	25%	35
23	Power Engineering Technology	36	9	7	44%	30
292	Practical Nurse	130	1	43	34%	32
322	Process Control Technician	15	5	2	47%	27
31	Refrigeration and Air Conditioning Technician*	14	3	0	21%	-
312	Respiratory Therapy	12	1	4	42%	26
551	Steamfitting/Pipefitting*	12	2	1	25%	-
22	Truck and Transport Service Technician	16	4	0	25%	28
27	Welding	32	6	2	25%	25
540	Welding and Metal Fabrication	22	3	2	23%	25
29	Welding Technology*	10	1	1	20%	-

* 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	659	636	97%	92%	85%
541	Accounting and Payroll Administration	14	12	86%	75%	88%
257	Administrative Professional	20	19	95%	84%	88%
257	Administrative Professional: Executive	4	4	100%	100%	50%
257	Administrative Professional: French Second Language Training	9	9	100%	100%	89%
257	Administrative Professional: Health Services	10	8	80%	100%	88%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	2	-	-	-	-
20	Auto Body and Collision Technician	5	5	100%	100%	60%
21	Automotive Service Technician	21	19	90%	95%	89%
563	Automotive Technology*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	1	-	-	-	-
557	Building Engineering Technology: Building Systems	8	8	100%	100%	88%
557	Building Engineering Technology: Construction Management	11	11	100%	91%	100%
557	Building Engineering Technology: Structural	6	6	100%	100%	83%
258	Business Administration: Accounting	28	28	100%	100%	96%
258	Business Administration: Financial Management	15	15	100%	87%	92%
258	Business Administration: Insurance and Risk Management	4	4	100%	100%	75%
258	Business Administration: Management	32	32	100%	100%	94%
258	Business Administration: Marketing	25	25	100%	92%	65%
144	Carpentry	19	18	95%	83%	86%
547	Child and Youth Care	7	7	100%	86%	100%
5	Civil Engineering Technology: Highway and Municipal	11	11	100%	91%	80%
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	2	-	-	-	-
9	Cook	5	5	100%	100%	60%
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management	4	4	100%	100%	67%
107	Early Childhood Education	9	7	78%	86%	100%
228	Educational Assistant	15	15	100%	80%	43%
548	Electrical Engineering Technology	7	7	100%	100%	71%
10	Electrical: Construction	8	8	100%	100%	71%
10	Electrical: Industrial*	2	-	-	-	-
549	Electronics Engineering Technology	13	12	92%	92%	91%
532	Energy Systems Technology*	3	-	-	-	-
12	Environmental Technology*	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	659	636	97%	92%	85%
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design	6	6	100%	83%	80%
14	Heavy Equipment Service Technician	6	6	100%	100%	83%
553	Hotel and Restaurant Management	8	8	100%	100%	88%
516	Hotel and Restaurant Operations*	0	-	-	-	-
511	Human Resources Management	12	12	100%	100%	90%
85	Human Services	24	22	92%	77%	79%
33	HVAC: Sheet Metal Fabrication	4	3	75%	100%	67%
16	Industrial Mechanics	11	11	100%	91%	90%
508	Information Technology: Business Analysis	17	16	94%	88%	92%
508	Information Technology: Cybersecurity	6	6	100%	83%	60%
508	Information Technology: Data Analytics	9	9	100%	89%	75%
508	Information Technology: Electronic Game Development*	0	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	23	23	100%	87%	100%
508	Information Technology: Network Support	11	10	91%	90%	67%
508	Information Technology: Programmer-Analyst	13	11	85%	100%	91%
508	Information Technology: Quality Assurance Testing	7	7	100%	86%	83%
508	Information Technology: Web and Mobile Application Development	7	7	100%	86%	100%
550	International Business Management*	3	-	-	-	-
546	Justice Studies: Corrections	5	5	100%	100%	80%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist	5	5	100%	100%	20%
18	Marine Diesel Mechanics	5	5	100%	100%	60%
529	Mechanical Engineering Technology	7	7	100%	71%	100%
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology	7	7	100%	100%	100%
26	Metal Fabrication	4	4	100%	100%	100%
512	Motorcycle Repair	4	4	100%	75%	67%
314	Personal Support Worker*	2	-	-	-	-
314	Personal Support Worker: Acute Care	12	9	75%	89%	100%
554	Pharmacy Technician*	2	-	-	-	-
139	Plumbing	7	7	100%	71%	80%
23	Power Engineering Technology	16	16	100%	94%	93%
292	Practical Nurse	44	44	100%	100%	95%

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	659	636	97%	92%	85%
322	Process Control Technician	7	7	100%	100%	71%
31	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy	5	5	100%	100%	100%
551	Steamfitting/Pipefitting*	3	-	-	-	-
22	Truck and Transport Service Technician	4	4	100%	100%	100%
27	Welding	8	8	100%	88%	71%
540	Welding and Metal Fabrication	5	5	100%	80%	75%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

Participation Rate – Percentage of respondents participating in the labour force

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

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

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	507	67%	19%	41	\$1,236
541	Accounting and Payroll Administration	7	100%	0%	39	\$1,403
257	Administrative Professional	14	64%	21%	40	\$883
257	Administrative Professional: Executive	4	50%	0%	41	\$550
257	Administrative Professional: French Second Language Training	8	75%	13%	37	\$1,036
257	Administrative Professional: Health Services	7	43%	43%	36	\$950
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	1	-	-	-	-
20	Auto Body and Collision Technician	5	60%	0%	38	\$820
21	Automotive Service Technician	15	73%	13%	42	\$1,111
563	Automotive Technology*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	0	-	-	-	-
557	Building Engineering Technology: Building Systems	8	75%	13%	39	\$1,180
557	Building Engineering Technology: Construction Management	9	100%	0%	42	\$1,063
557	Building Engineering Technology: Structural	5	80%	20%	48	\$985
258	Business Administration: Accounting	26	72%	24%	39	\$1,203
258	Business Administration: Financial Management	13	62%	31%	38	\$1,098
258	Business Administration: Insurance and Risk Management	4	75%	0%	36	\$998
258	Business Administration: Management	27	67%	26%	40	\$1,001
258	Business Administration: Marketing	20	40%	30%	39	\$1,273
144	Carpentry	15	79%	7%	45	\$930
547	Child and Youth Care*	3	-	-	-	-
5	Civil Engineering Technology: Highway and Municipal	9	67%	11%	44	\$1,045
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	1	-	-	-	-
9	Cook	5	20%	40%	36	\$795
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
107	Early Childhood Education	5	100%	0%	39	\$1,026
228	Educational Assistant*	3	-	-	-	-
548	Electrical Engineering Technology	7	57%	14%	42	\$1,436
10	Electrical: Construction	7	57%	14%	41	\$987
10	Electrical: Industrial*	2	-	-	-	-
549	Electronics Engineering Technology	11	55%	36%	42	\$1,388
532	Energy Systems Technology*	1	-	-	-	-

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	507	67%	19%	41	\$1,236
12	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design*	3	-	-	-	-
14	Heavy Equipment Service Technician	6	50%	33%	48	\$1,110
553	Hotel and Restaurant Management	6	67%	17%	38	\$1,034
516	Hotel and Restaurant Operations*	0	-	-	-	-
511	Human Resources Management	10	50%	40%	40	\$1,196
85	Human Services	12	75%	8%	38	\$841
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
16	Industrial Mechanics	10	80%	10%	56	\$1,874
508	Information Technology: Business Analysis	12	50%	42%	38	\$1,099
508	Information Technology: Cybersecurity	4	25%	25%	38	\$1,038
508	Information Technology: Data Analytics	8	25%	50%	39	\$1,172
508	Information Technology: Electronic Game Development*	0	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	19	84%	16%	40	\$1,225
508	Information Technology: Network Support	9	33%	33%	44	\$1,118
508	Information Technology: Programmer-Analyst	11	82%	9%	38	\$1,460
508	Information Technology: Quality Assurance Testing	6	67%	17%	38	\$760
508	Information Technology: Web and Mobile Application Development	6	100%	0%	39	\$1,234
550	International Business Management*	1	-	-	-	-
546	Justice Studies: Corrections	4	50%	25%	44	\$1,267
544	Justice Studies: Police Foundations*	2	-	-	-	-
17	Machinist	4	25%	0%	38	\$875
18	Marine Diesel Mechanics	5	60%	0%	48	\$1,350
529	Mechanical Engineering Technology	5	100%	0%	39	\$1,095
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology	7	100%	0%	38	\$1,101
26	Metal Fabrication*	3	-	-	-	-
512	Motorcycle Repair*	3	-	-	-	-
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	6	67%	33%	43	\$934
554	Pharmacy Technician*	1	-	-	-	-
139	Plumbing	5	80%	0%	41	\$830

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	507	67%	19%	41	\$1,236
23	Power Engineering Technology	14	64%	29%	44	\$1,864
292	Practical Nurse	32	88%	6%	44	\$1,578
322	Process Control Technician	7	57%	14%	47	\$1,929
31	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy	4	100%	0%	39	\$1,633
551	Steamfitting/Pipefitting*	3	-	-	-	-
22	Truck and Transport Service Technician	4	50%	50%	44	\$838
27	Welding	7	71%	0%	44	\$1,450
540	Welding and Metal Fabrication	4	75%	0%	47	\$1,008
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

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	507	88%	8%	2%	2%
541	Accounting and Payroll Administration	7	100%	0%	0%	0%
257	Administrative Professional	14	86%	7%	7%	0%
257	Administrative Professional: Executive	4	100%	0%	0%	0%
257	Administrative Professional: French Second Language Training	8	100%	0%	0%	0%
257	Administrative Professional: Health Services	7	86%	14%	0%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	1	-	-	-	-
20	Auto Body and Collision Technician	5	100%	0%	0%	0%
21	Automotive Service Technician	15	93%	7%	0%	0%
563	Automotive Technology*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	0	-	-	-	-
557	Building Engineering Technology: Building Systems	8	100%	0%	0%	0%
557	Building Engineering Technology: Construction Management	9	89%	0%	11%	0%
557	Building Engineering Technology: Structural	5	80%	20%	0%	0%
258	Business Administration: Accounting	26	88%	12%	0%	0%
258	Business Administration: Financial Management	13	92%	8%	0%	0%
258	Business Administration: Insurance and Risk Management	4	100%	0%	0%	0%
258	Business Administration: Management	27	74%	19%	0%	7%
258	Business Administration: Marketing	20	85%	10%	5%	0%
144	Carpentry	15	80%	7%	7%	7%
547	Child and Youth Care*	3	-	-	-	-
5	Civil Engineering Technology: Highway and Municipal	9	89%	11%	0%	0%
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	1	-	-	-	-
9	Cook	5	80%	20%	0%	0%
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management*	2	-	-	-	-
107	Early Childhood Education	5	80%	0%	0%	20%
228	Educational Assistant*	3	-	-	-	-
548	Electrical Engineering Technology	7	57%	14%	14%	14%
10	Electrical: Construction	7	100%	0%	0%	0%
10	Electrical: Industrial*	2	-	-	-	-
549	Electronics Engineering Technology	11	82%	18%	0%	0%
532	Energy Systems Technology*	1	-	-	-	-

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	507	88%	8%	2%	2%
12	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design*	3	-	-	-	-
14	Heavy Equipment Service Technician	6	83%	17%	0%	0%
553	Hotel and Restaurant Management	6	100%	0%	0%	0%
516	Hotel and Restaurant Operations*	0	-	-	-	-
511	Human Resources Management	10	100%	0%	0%	0%
85	Human Services	12	100%	0%	0%	0%
33	HVAC: Sheet Metal Fabrication*	3	-	-	-	-
16	Industrial Mechanics	10	90%	10%	0%	0%
508	Information Technology: Business Analysis	12	92%	8%	0%	0%
508	Information Technology: Cybersecurity	4	100%	0%	0%	0%
508	Information Technology: Data Analytics	8	100%	0%	0%	0%
508	Information Technology: Electronic Game Development*	0	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	19	89%	11%	0%	0%
508	Information Technology: Network Support	9	89%	0%	0%	11%
508	Information Technology: Programmer-Analyst	11	91%	9%	0%	0%
508	Information Technology: Quality Assurance Testing	6	83%	17%	0%	0%
508	Information Technology: Web and Mobile Application Development	6	100%	0%	0%	0%
550	International Business Management*	1	-	-	-	-
546	Justice Studies: Corrections	4	75%	25%	0%	0%
544	Justice Studies: Police Foundations*	2	-	-	-	-
17	Machinist	4	50%	0%	50%	0%
18	Marine Diesel Mechanics	5	100%	0%	0%	0%
529	Mechanical Engineering Technology	5	100%	0%	0%	0%
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology	7	100%	0%	0%	0%
26	Metal Fabrication*	3	-	-	-	-
512	Motorcycle Repair*	3	-	-	-	-
314	Personal Support Worker*	1	-	-	-	-
314	Personal Support Worker: Acute Care	6	100%	0%	0%	0%
554	Pharmacy Technician*	1	-	-	-	-
139	Plumbing	5	100%	0%	0%	0%

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	507	88%	8%	2%	2%
23	Power Engineering Technology	14	93%	7%	0%	0%
292	Practical Nurse	32	72%	25%	3%	0%
322	Process Control Technician	7	86%	14%	0%	0%
31	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy	4	100%	0%	0%	0%
551	Steamfitting/Pipefitting*	3	-	-	-	-
22	Truck and Transport Service Technician	4	100%	0%	0%	0%
27	Welding	7	86%	0%	14%	0%
540	Welding and Metal Fabrication	4	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
	Overall	659	2.2	33	28
541	Accounting and Payroll Administration	14	2.0	30	24
257	Administrative Professional	20	2.1	31	25
257	Administrative Professional: Executive	4	1.5	32	26
257	Administrative Professional: French Second Language Training	9	2.3	35	33
257	Administrative Professional: Health Services	10	1.8	32	26
513	Agricultural Equipment Repair*	2	-	-	-
78	Animation and Graphics*	2	-	-	-
20	Auto Body and Collision Technician	5	2.4	37	12
21	Automotive Service Technician	21	2.1	36	30
563	Automotive Technology*	3	-	-	-
557	Building Engineering Technology: Architectural*	1	-	-	-
557	Building Engineering Technology: Building Systems	8	1.8	37	31
557	Building Engineering Technology: Construction Management	11	2.0	35	38
557	Building Engineering Technology: Structural	6	1.8	30	25
258	Business Administration: Accounting	28	1.7	34	32
258	Business Administration: Financial Management	15	2.3	32	27
258	Business Administration: Insurance and Risk Management	4	2.0	37	24
258	Business Administration: Management	32	2.1	32	29
258	Business Administration: Marketing	25	2.7	34	25
144	Carpentry	19	2.5	33	28
547	Child and Youth Care	7	2.3	34	27
5	Civil Engineering Technology: Highway and Municipal	11	1.5	36	28
503	Civil Technician*	1	-	-	-
510	CNC Machining*	2	-	-	-
9	Cook	5	3.2	36	27
517	Culinary Arts*	0	-	-	-
537	Culinary Arts Management	4	2.8	36	36
107	Early Childhood Education	9	1.1	34	34
228	Educational Assistant	15	2.6	31	19
548	Electrical Engineering Technology	7	2.9	36	25
10	Electrical: Construction	8	1.9	35	25
10	Electrical: Industrial*	2	-	-	-
549	Electronics Engineering Technology	13	1.9	35	26
532	Energy Systems Technology*	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	659	2.2	33	28
12	Environmental Technology*	3	-	-	-
530	Fuels Technician*	0	-	-	-
552	Graphic and Communications Design	6	1.3	38	25
14	Heavy Equipment Service Technician	6	2.3	34	28
553	Hotel and Restaurant Management	8	2.8	32	24
516	Hotel and Restaurant Operations*	0	-	-	-
511	Human Resources Management	12	2.4	31	31
85	Human Services	24	2.0	31	24
33	HVAC: Sheet Metal Fabrication	4	2.3	36	27
16	Industrial Mechanics	11	2.9	31	23
508	Information Technology: Business Analysis	17	1.9	30	32
508	Information Technology: Cybersecurity	6	2.3	31	13
508	Information Technology: Data Analytics	9	2.2	35	25
508	Information Technology: Electronic Game Development*	0	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-
508	Information Technology: Network Administration	23	1.9	35	34
508	Information Technology: Network Support	11	1.9	24	13
508	Information Technology: Programmer-Analyst	13	2.2	31	30
508	Information Technology: Quality Assurance Testing	7	1.7	32	30
508	Information Technology: Web and Mobile Application Development	7	1.6	37	37
550	International Business Management*	3	-	-	-
546	Justice Studies: Corrections	5	3.0	35	14
544	Justice Studies: Police Foundations*	3	-	-	-
17	Machinist	5	1.8	33	19
18	Marine Diesel Mechanics	5	3.2	34	24
529	Mechanical Engineering Technology	7	2.0	31	21
501	Medical Laboratory Assistant*	0	-	-	-
30	Medical Laboratory Technology	7	1.6	34	34
26	Metal Fabrication	4	2.8	36	36
512	Motorcycle Repair	4	3.0	37	26
314	Personal Support Worker*	2	-	-	-
314	Personal Support Worker: Acute Care	12	1.7	34	34
554	Pharmacy Technician*	2	-	-	-
139	Plumbing	7	2.3	35	29

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	659	2.2	33	28
23	Power Engineering Technology	16	1.9	35	28
292	Practical Nurse	44	2.1	34	33
322	Process Control Technician	7	2.3	37	25
31	Refrigeration and Air Conditioning Technician*	3	-	-	-
312	Respiratory Therapy	5	1.2	36	36
551	Steamfitting/Pipefitting*	3	-	-	-
22	Truck and Transport Service Technician	4	2.8	30	23
27	Welding	8	2.9	36	25
540	Welding and Metal Fabrication	5	2.4	32	25
29	Welding Technology*	2	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

Average # of Months Employed – Average number of months respondents were employed since July 1, 2021

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2021 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	659	17%	42%	6
541	Accounting and Payroll Administration	14	21%	33%	0
257	Administrative Professional	20	5%	0%	-
257	Administrative Professional: Executive	4	0%	-	-
257	Administrative Professional: French Second Language Training	9	11%	100%	0
257	Administrative Professional: Health Services	10	0%	-	-
513	Agricultural Equipment Repair*	2	-	-	-
78	Animation and Graphics*	2	-	-	-
20	Auto Body and Collision Technician	5	20%	100%	3
21	Automotive Service Technician	21	11%	50%	0
563	Automotive Technology*	3	-	-	-
557	Building Engineering Technology: Architectural*	1	-	-	-
557	Building Engineering Technology: Building Systems	8	13%	0%	-
557	Building Engineering Technology: Construction Management	11	45%	60%	1
557	Building Engineering Technology: Structural	6	33%	0%	-
258	Business Administration: Accounting	28	7%	50%	0
258	Business Administration: Financial Management	15	20%	33%	6
258	Business Administration: Insurance and Risk Management	4	25%	100%	0
258	Business Administration: Management	32	6%	50%	1
258	Business Administration: Marketing	25	20%	40%	0
144	Carpentry	19	22%	50%	1
547	Child and Youth Care	7	0%	-	-
5	Civil Engineering Technology: Highway and Municipal	11	27%	67%	3
503	Civil Technician*	1	-	-	-
510	CNC Machining*	2	-	-	-
9	Cook	5	0%	-	-
517	Culinary Arts*	0	-	-	-
537	Culinary Arts Management	4	33%	0%	-
107	Early Childhood Education	9	0%	-	-
228	Educational Assistant	15	7%	0%	-
548	Electrical Engineering Technology	7	29%	100%	0
10	Electrical: Construction	8	0%	-	-
10	Electrical: Industrial*	2	-	-	-
549	Electronics Engineering Technology	13	23%	33%	0
532	Energy Systems Technology*	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	659	17%	42%	6
12	Environmental Technology*	3	-	-	-
530	Fuels Technician*	0	-	-	-
552	Graphic and Communications Design	6	17%	0%	-
14	Heavy Equipment Service Technician	6	17%	0%	-
553	Hotel and Restaurant Management	8	57%	100%	6
516	Hotel and Restaurant Operations*	0	-	-	-
511	Human Resources Management	12	27%	0%	-
85	Human Services	24	4%	0%	-
33	HVAC: Sheet Metal Fabrication	4	25%	0%	-
16	Industrial Mechanics	11	40%	25%	0
508	Information Technology: Business Analysis	17	35%	50%	1
508	Information Technology: Cybersecurity	6	0%	-	-
508	Information Technology: Data Analytics	9	44%	25%	50
508	Information Technology: Electronic Game Development*	0	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-
508	Information Technology: Network Administration	23	9%	100%	2
508	Information Technology: Network Support	11	18%	100%	26
508	Information Technology: Programmer-Analyst	13	25%	0%	-
508	Information Technology: Quality Assurance Testing	7	14%	0%	-
508	Information Technology: Web and Mobile Application Development	7	17%	0%	-
550	International Business Management*	3	-	-	-
546	Justice Studies: Corrections	5	40%	0%	-
544	Justice Studies: Police Foundations*	3	-	-	-
17	Machinist	5	20%	0%	-
18	Marine Diesel Mechanics	5	20%	100%	0
529	Mechanical Engineering Technology	7	17%	0%	-
501	Medical Laboratory Assistant*	0	-	-	-
30	Medical Laboratory Technology	7	14%	100%	0
26	Metal Fabrication	4	25%	0%	-
512	Motorcycle Repair	4	0%	-	-
314	Personal Support Worker*	2	-	-	-
314	Personal Support Worker: Acute Care	12	8%	0%	-
554	Pharmacy Technician*	2	-	-	-
139	Plumbing	7	14%	0%	-

Table A-6 Employment History Since Graduation					
Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	Overall	659	17%	42%	6
23	Power Engineering Technology	16	13%	100%	7
292	Practical Nurse	44	7%	67%	0
322	Process Control Technician	7	14%	0%	-
31	Refrigeration and Air Conditioning Technician*	3	-	-	-
312	Respiratory Therapy	5	0%	-	-
551	Steamfitting/Pipefitting*	3	-	-	-
22	Truck and Transport Service Technician	4	33%	100%	24
27	Welding	8	38%	33%	0
540	Welding and Metal Fabrication	5	25%	0%	-
29	Welding Technology*	2	-	-	-

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

Academic Program # – Program identifier

Program – Program name

Total 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	659	34%	76%	30%	12%
541	Accounting and Payroll Administration	14	21%	67%	100%	0%
257	Administrative Professional	20	10%	0%	50%	0%
257	Administrative Professional: Executive	4	50%	0%	50%	0%
257	Administrative Professional: French Second Language Training	9	22%	0%	50%	0%
257	Administrative Professional: Health Services	10	20%	50%	50%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	2	-	-	-	-
20	Auto Body and Collision Technician	5	0%	-	-	0%
21	Automotive Service Technician	21	70%	100%	0%	68%
563	Automotive Technology*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	1	-	-	-	-
557	Building Engineering Technology: Building Systems	8	13%	100%	0%	0%
557	Building Engineering Technology: Construction Management	11	27%	100%	0%	10%
557	Building Engineering Technology: Structural	6	33%	100%	0%	33%
258	Business Administration: Accounting	28	21%	100%	17%	0%
258	Business Administration: Financial Management	15	47%	71%	33%	0%
258	Business Administration: Insurance and Risk Management	4	100%	100%	50%	50%
258	Business Administration: Management	32	28%	67%	33%	0%
258	Business Administration: Marketing	25	25%	50%	50%	0%
144	Carpentry	19	50%	100%	100%	44%
547	Child and Youth Care	7	0%	-	-	0%
5	Civil Engineering Technology: Highway and Municipal	11	55%	50%	33%	18%
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	2	-	-	-	-
9	Cook	5	0%	-	-	0%
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management	4	0%	-	-	0%
107	Early Childhood Education	9	44%	100%	0%	0%
228	Educational Assistant	15	7%	100%	0%	0%
548	Electrical Engineering Technology	7	14%	0%	0%	14%
10	Electrical: Construction	8	63%	100%	0%	63%
10	Electrical: Industrial*	2	-	-	-	-

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	659	34%	76%	30%	12%
549	Electronics Engineering Technology	13	8%	100%	0%	0%
532	Energy Systems Technology*	3	-	-	-	-
12	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design	6	0%	-	-	0%
14	Heavy Equipment Service Technician	6	83%	80%	0%	50%
553	Hotel and Restaurant Management	8	38%	0%	0%	0%
516	Hotel and Restaurant Operations*	0	-	-	-	-
511	Human Resources Management	12	36%	25%	33%	0%
85	Human Services	24	4%	100%	0%	0%
33	HVAC: Sheet Metal Fabrication	4	50%	100%	0%	67%
16	Industrial Mechanics	11	100%	90%	0%	80%
508	Information Technology: Business Analysis	17	47%	38%	20%	0%
508	Information Technology: Cybersecurity	6	67%	100%	50%	0%
508	Information Technology: Data Analytics	9	44%	75%	0%	0%
508	Information Technology: Electronic Game Development*	0	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	23	13%	100%	33%	0%
508	Information Technology: Network Support	11	45%	40%	50%	0%
508	Information Technology: Programmer-Analyst	13	31%	100%	0%	0%
508	Information Technology: Quality Assurance Testing	7	43%	33%	0%	0%
508	Information Technology: Web and Mobile Application Development	7	0%	-	-	0%
550	International Business Management*	3	-	-	-	-
546	Justice Studies: Corrections	5	20%	100%	100%	0%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist	5	40%	100%	0%	40%
18	Marine Diesel Mechanics	5	40%	100%	0%	40%
529	Mechanical Engineering Technology	7	0%	-	-	0%
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology	7	14%	0%	0%	0%
26	Metal Fabrication	4	75%	67%	100%	25%
512	Motorcycle Repair	4	50%	100%	100%	0%
314	Personal Support Worker*	2	-	-	-	-

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	659	34%	76%	30%	12%
314	Personal Support Worker: Acute Care	12	33%	100%	67%	0%
554	Pharmacy Technician*	2	-	-	-	-
139	Plumbing	7	100%	86%	0%	86%
23	Power Engineering Technology	16	19%	67%	0%	0%
292	Practical Nurse	44	53%	83%	19%	2%
322	Process Control Technician	7	0%	-	-	0%
31	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy	5	20%	100%	0%	0%
551	Steamfitting/Pipefitting*	3	-	-	-	-
22	Truck and Transport Service Technician	4	50%	100%	0%	67%
27	Welding	8	50%	75%	0%	43%
540	Welding and Metal Fabrication	5	100%	50%	100%	75%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	659	43%	37%	15%	5%
541	Accounting and Payroll Administration	14	50%	36%	14%	0%
257	Administrative Professional	20	45%	20%	35%	0%
257	Administrative Professional: Executive	4	25%	50%	25%	0%
257	Administrative Professional: French Second Language Training	9	67%	33%	0%	0%
257	Administrative Professional: Health Services	10	30%	40%	30%	0%
513	Agricultural Equipment Repair*	2	-	-	-	-
78	Animation and Graphics*	2	-	-	-	-
20	Auto Body and Collision Technician	5	20%	60%	20%	0%
21	Automotive Service Technician	21	29%	43%	19%	10%
563	Automotive Technology*	3	-	-	-	-
557	Building Engineering Technology: Architectural*	1	-	-	-	-
557	Building Engineering Technology: Building Systems	8	75%	25%	0%	0%
557	Building Engineering Technology: Construction Management	11	82%	18%	0%	0%
557	Building Engineering Technology: Structural	6	17%	67%	0%	17%
258	Business Administration: Accounting	28	29%	46%	18%	7%
258	Business Administration: Financial Management	15	47%	47%	7%	0%
258	Business Administration: Insurance and Risk Management	4	50%	25%	25%	0%
258	Business Administration: Management	32	19%	52%	26%	3%
258	Business Administration: Marketing	25	44%	32%	20%	4%
144	Carpentry	19	32%	21%	37%	11%
547	Child and Youth Care	7	71%	14%	14%	0%
5	Civil Engineering Technology: Highway and Municipal	11	64%	36%	0%	0%
503	Civil Technician*	1	-	-	-	-
510	CNC Machining*	2	-	-	-	-
9	Cook	5	60%	40%	0%	0%
517	Culinary Arts*	0	-	-	-	-
537	Culinary Arts Management	4	100%	0%	0%	0%
107	Early Childhood Education	9	44%	33%	22%	0%
228	Educational Assistant	15	29%	57%	14%	0%
548	Electrical Engineering Technology	7	86%	14%	0%	0%
10	Electrical: Construction	8	13%	63%	13%	13%
10	Electrical: Industrial*	2	-	-	-	-
549	Electronics Engineering Technology	13	46%	38%	15%	0%
532	Energy Systems Technology*	3	-	-	-	-

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	659	43%	37%	15%	5%
12	Environmental Technology*	3	-	-	-	-
530	Fuels Technician*	0	-	-	-	-
552	Graphic and Communications Design	6	17%	50%	33%	0%
14	Heavy Equipment Service Technician	6	33%	67%	0%	0%
553	Hotel and Restaurant Management	8	88%	13%	0%	0%
516	Hotel and Restaurant Operations*	0	-	-	-	-
511	Human Resources Management	12	42%	33%	25%	0%
85	Human Services	24	67%	25%	8%	0%
33	HVAC: Sheet Metal Fabrication	4	75%	0%	25%	0%
16	Industrial Mechanics	11	45%	45%	0%	9%
508	Information Technology: Business Analysis	17	53%	47%	0%	0%
508	Information Technology: Cybersecurity	6	20%	60%	20%	0%
508	Information Technology: Data Analytics	9	22%	11%	67%	0%
508	Information Technology: Electronic Game Development*	0	-	-	-	-
508	Information Technology: Gaming Experience Development*	3	-	-	-	-
508	Information Technology: Network Administration	23	48%	35%	17%	0%
508	Information Technology: Network Support	11	40%	30%	10%	20%
508	Information Technology: Programmer-Analyst	13	46%	46%	8%	0%
508	Information Technology: Quality Assurance Testing	7	29%	43%	29%	0%
508	Information Technology: Web and Mobile Application Development	7	43%	43%	14%	0%
550	International Business Management*	3	-	-	-	-
546	Justice Studies: Corrections	5	80%	20%	0%	0%
544	Justice Studies: Police Foundations*	3	-	-	-	-
17	Machinist	5	80%	20%	0%	0%
18	Marine Diesel Mechanics	5	60%	40%	0%	0%
529	Mechanical Engineering Technology	7	14%	57%	0%	29%
501	Medical Laboratory Assistant*	0	-	-	-	-
30	Medical Laboratory Technology	7	71%	29%	0%	0%
26	Metal Fabrication	4	75%	25%	0%	0%
512	Motorcycle Repair	4	0%	25%	50%	25%
314	Personal Support Worker*	2	-	-	-	-
314	Personal Support Worker: Acute Care	12	75%	25%	0%	0%
554	Pharmacy Technician*	2	-	-	-	-
139	Plumbing	7	29%	43%	29%	0%
23	Power Engineering Technology	16	19%	50%	13%	19%

Table A-8 Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field						
Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	659	43%	37%	15%	5%
292	Practical Nurse	44	43%	30%	18%	9%
322	Process Control Technician	7	0%	57%	14%	29%
31	Refrigeration and Air Conditioning Technician*	3	-	-	-	-
312	Respiratory Therapy	5	60%	40%	0%	0%
551	Steamfitting/Pipefitting*	3	-	-	-	-
22	Truck and Transport Service Technician	4	25%	0%	0%	75%
27	Welding	8	13%	50%	25%	13%
540	Welding and Metal Fabrication	5	40%	60%	0%	0%
29	Welding Technology*	2	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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