

**2024 SURVEY OF 2021 GRADUATES OF THE NEW  
BRUNSWICK COLLEGE OF CRAFT AND DESIGN (NBCCD)**

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

ISBN: 978-1-4605-4166-1 (Print)  
ISBN: 978-1-4605-4167-8 (Online)

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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 2024 Follow-up Survey of 2021 Graduates of the New Brunswick College of Craft and Design (NBCCD). 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 36 graduates, representing 32% of the 112 graduates to be contacted for this survey. Note that results should be interpreted with caution due to small sample sizes.

- The labour force participation rate in the reference week (August 18 to 24, 2024) for 2021 NBCCD graduates has remained the same, 83% in both 2022 and 2024.
- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 86% in 2022 and 87% in 2024.
- Graduates working full-time in the reference week worked an average of 40 hours and had an average weekly salary of \$956. This represents a 21% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$792) despite the same number of hours worked on average.
- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased from 56% in 2022 to 74% in 2024, primarily due to the decrease in those who are self-employed, which is down from 16% in 2022 to 9% in 2024.
- About 20% of employed survey respondents lived or worked outside New Brunswick since graduation from the NBCCD in 2021. Within this group (n=5), one has since returned to the province. In total, 89% of the graduating class of 2021 currently reside in New Brunswick.
- Since completing their NBCCD training in 2021, 75% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 77% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
- Overall, 77% of graduates surveyed felt that the NBCCD did an excellent (54%) or good (23%) job of preparing them for employment in a related field.
- Overall, 64% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, time management / organizational skills (26%), practical knowledge in their field (22%), and entrepreneurship and business skills (17%) 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 College of Craft and Design (NBCCD). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by PRA Inc.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations, and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2022.

## 2.0 Survey Background

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

On April 1, 2010, changes were made to the governance of New Brunswick's community colleges, resulting in autonomous English and French community college corporations. Publishing of separate reports for NBCCD graduates first began in 2018 (survey of 2015 graduates).

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 NBCCD graduates of the 2021 calendar year;
- generate information on the labour force activities of graduates since completion of their program of study at the NBCCD;
- determine the relationship between the training program completed and employment positions held since graduation in 2021;
- generate information about additional education and training experiences of graduates since completion of their program at the NBCCD;
- generate information about the migration patterns of graduates; and
- determine graduates' assessment of their experience at the NBCCD.

### 3.0 Methodology

The Department provided PRA Inc. with a database of the original listings for 112 graduates of NBCCD 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 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 32% (36 completed interviews with a total graduate population of 112). 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, 19% (n=9) of eligible graduates who were able to be contacted declined to complete the survey.<sup>1</sup>

Throughout this report, results should be interpreted with caution due to small sample sizes.

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.

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<sup>1</sup> The percentage is based on the number of successful contacts (n = 47).

#### 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 NBCCD program graduates. As previously noted, the overall response rate for this study was 32%.

PRA completed interviews with graduates from 9 of the 10 individual programs represented in the data file.

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

<b>Table 1: Population – Sample Comparison</b>		
<b>Characteristics</b>	<b>Eligible Graduate Population</b>	<b>Survey Population (Respondents)</b>
<b>Total Number</b>	112	36
<b>Gender<sup>2</sup></b>		
Male	22%	23%
Female	78%	77%
<b>Age</b>		
24 or Younger	49%	44%
25 to 29	29%	22%
30 to 39	14%	14%
40 to 49	2%	3%
50+	6%	17%

In 2024, the average age of all graduates who participated in this study was 32.8 years old.

At the time of the survey, 89% of respondents (n=32) were residing in New Brunswick, while 11% of respondents lived outside of the province, most often in Ontario (6%).

<sup>2</sup> Throughout this report, differences reported by gender exclude those who are undeclared; therefore, n-sizes will be based on n=35 instead of n=36.

## 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).

### 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, 83% of survey respondents (n=30) were in the labour force, with the remaining 17% not in the labour force (not actively seeking work or not available for work; n=6).

When analyzed by gender, labour force participation during the reference week appears to be slightly higher for women (85%, n=23) than for men (75%, n=6). Although this is not a statistically significant difference, historically, the opposite has typically been true.

Overall labour force participation has remained the same for the 2021 graduating class since last interviewed in 2022 (83%).

## 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 87% (n=26) and the unemployment rate was 13% (n=4). When contacted in 2022, one year after graduation from the NBCCD, the employment rate was slightly lower (86%).

When examined by gender, men (100%, n=6) were more likely<sup>3</sup> than women (83%, n=19) to be employed. Employed men were also more likely<sup>4</sup> than employed women to be working on a full-time basis (100% and 69%, respectively).<sup>5</sup>

In 2022, at the one-year follow-up survey, women (87%) were more likely than men (80%) to be employed.

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<sup>3</sup> Not a statistically significant difference.

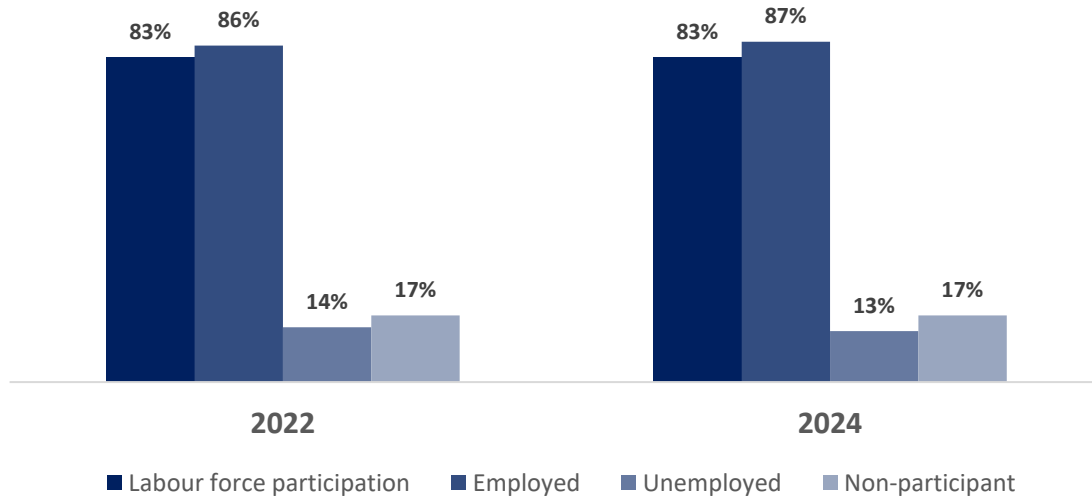
<sup>4</sup> Not a statistically significant difference.

<sup>5</sup> Respondents who did not provide the number of hours worked during the reference week were excluded; therefore, n-sizes are based on 6 for men and 13 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 NBCCD program.

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



The labour force participation rate has remained the same (83% in both 2022 and 2024). However, the employment rate has increased slightly from 2022 to 2024 (86% and 87%, respectively).

#### 5.5 Employment in New Brunswick (Reference Week)

In 2022, at their one-year follow-up survey, 96% of employed 2021 graduates resided in New Brunswick. This is higher than the 83% of employed graduates residing in New Brunswick during the reference week in 2024.

Among *employed* graduates:

- 83% (n=20) were residing in New Brunswick;
- 8% were in Ontario (n=2); and
- 4% each were in Alberta (n=1) and Nova Scotia (n=1).<sup>6</sup>

About 20% (n=5) of *employed* NBCCD graduates reported that they had lived or worked outside New Brunswick at some point since graduation.<sup>7</sup> Within this group (n=5), one (n=1) had returned to the province by 2024 and were living in New Brunswick at the time of the survey.

<sup>6</sup> Based on those who provided a response (n=24).

<sup>7</sup> Based on those who provided a response (n=25).

## 5.6 Employment Related to Training (Reference Week)

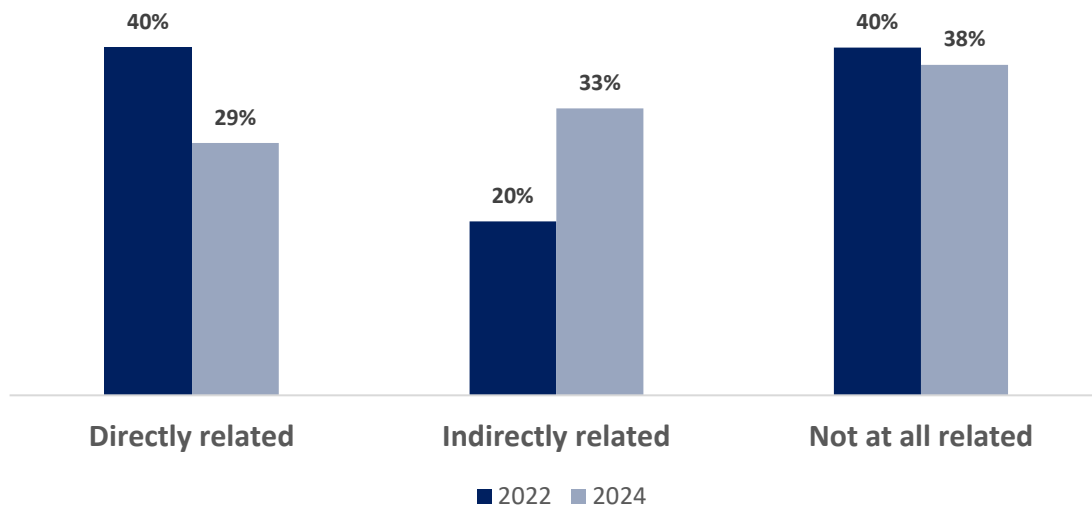
Among all survey respondents *employed* during the reference week in 2024:

- 29% (n=7) were employed in positions that they described as directly related to the training they received through the NBCCD;
- 33% (n=8) described their position as indirectly related to the training they received through the NBCCD; and
- 38% (n=9) of employed graduates were in positions they described as not at all related to their NBCCD training.<sup>8</sup>

Within the group of graduates employed on a full-time basis, the percentage employed in positions directly related to the training they received through the NBCCD was lower at 20% (n=3).

As seen below in Chart 2, one year following graduation (2022), the percentage of graduates employed in positions directly related to their training was higher at 40%, while the percentage of graduates in positions indirectly related to their training was lower at 20%.

**Chart 2: Relation of Employment to NBCCD Program 2022 and 2024 Comparison**  
Hours of Work (Reference Week)



<sup>8</sup> Percent is based on those who provided a response (n=24).

## 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, 75% (n=15) were employed in full-time positions, working an average of 40 hours per week during the reference week. The 25% (n=5) of graduates who were employed in part-time positions worked an average of 20 hours per week during the reference week.<sup>9</sup> In the one-year follow-up study in 2022, a much lower percentage of employed graduates reported working on a full-time basis (61%). The average number of hours worked during the reference week in 2022 was the same at 40 for full-time employment.

## 5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2022, those working full-time earned an average weekly wage of \$792. Two years later, in 2024, full-time earnings for graduates employed in full-time positions averaged higher, at \$956.<sup>10</sup>

Due to small sample sizes, more detailed information on wages by gender is not shown.

	<b>2022</b>	<b>2024</b>
Employed Full-time	61%	75%
Average Hours Worked (F-T)	40	40
Average Weekly Earnings (F-T)	\$792	\$956
Employed Part-time	39%	25%
Average Hours Worked (P-T)	17	20
Average Weekly Earnings (P-T)	\$521	\$688

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

- Average weekly earnings have increased by 21% from \$792 in 2022 to \$956 in 2024 for NBCCD graduates employed on a full-time basis, despite the same number of hours worked on average.<sup>11</sup>
- Average weekly earnings increased for graduates employed part-time from \$521 to \$688.<sup>12</sup> Although the average number of part-time hours worked increased by 18%, the average wages increased by 32%.

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

<sup>9</sup> Based on those who could be classified/provided a response (n=20).

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

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

<sup>12</sup> Small sample sizes, interpret with caution.

Table 3 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 NBCCD program completed. As evident in Table 3, graduates employed full-time in 2024 (n=10)<sup>13</sup> have seen an increase (+21%) in their weekly income since 2022. Those in directly related positions saw an even larger 91% increase in wages since 2022.

<b>Table 3: Comparative Full-time Wages in Reference Week</b>			
Relation of Job to Training	Average Reference Week Wage		% Change
	2022	2024	
<b>Overall (Full-time)</b>	<b>\$792</b>	<b>\$956</b>	<b>+21%</b>
Directly Related	\$626	\$1,198	+91%
Indirectly Related	\$755	\$773	+2%
Not at all Related	\$1,198	\$1,050	-12%

### 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 4. In 2024, 74% (n=17) of those employed reported that the position was permanent, while 17% (n=3) indicated that it was temporary or casual.<sup>14</sup>

<b>Table 4: Comparison of Employment Status for Main Position in Reference Week</b>		
	2022	2024
Permanent Positions	56%	74%
Temporary/Casual Positions	28%	17%
Self-employed	16%	9%

As Table 4 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.

<sup>13</sup> Based on those who reported working 30 hours or more during the reference week and provided weekly earnings.

<sup>14</sup> Based on those who provided a response (n=23).

### 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 18 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:

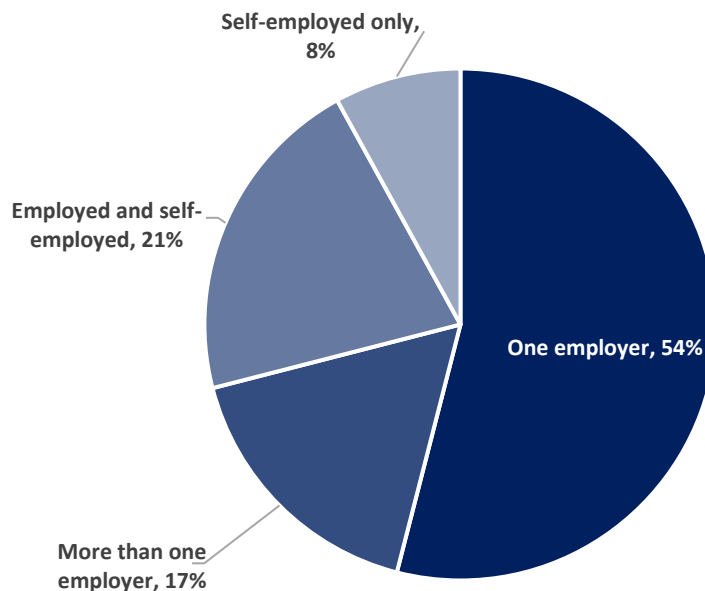
- 38% (n=9) had been employed for a period of 12 months or less;
- 33% (n=8) had been employed for a period of 13-24 months;
- 13% (n=3) had been employed for a period of 25-32 months;
- 13% (n=3) had been employed for a period of 33-37 months; and
- 4% (n=1) had been employed for the full 38-month period.<sup>15</sup>

Graduates employed in positions directly or indirectly related to their NBCCD training program were, on average, employed in that position for a slightly shorter period of time (16 months) than respondents in positions not at all related (20 months) to the program completed.<sup>16</sup>

### 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 more than half of NBCCD graduates (54%) were working for one employer during the reference week.<sup>17</sup>

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



<sup>15</sup> Based on those who provided a response (n=24).

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

<sup>17</sup> Based on those who provided a response (n=24).

As demonstrated in Table 5, 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 (48% in 2022 and 54% in 2024), primarily due to the decrease in those who are solely self-employed (down from 16% to 8%).

<b>Table 5: Work Situation in Reference Week</b>		
	<b>2022</b>	<b>2024</b>
One employer	48%	54%
More than one employer	20%	17%
Employed/Self-employed	16%	21%
Self-employed only	16%	8%

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

Table 6 summarizes the employment information for 2021 NBCCD graduates one and three years after graduation.

<b>Table 6: Comparative Information for the Class of 2021 Graduates</b>		
	<b>2022</b>	<b>2024</b>
Labour force participation rate	83%	83%
Employment rate	86%	87%
Percent of those employed working full-time	61%	75%
Average weekly full-time wage	\$792	\$956

### 5.13 Graduates Not Working in Reference Week

This section provides a summary of the 10 graduates (28%) 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:

- 40% (n=4) 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
- 60% (n=6) were not in the labour force.

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

- own illness or disability – 20% (n=2)
- personal or family responsibilities – 20% (n=2)

Other reasons (mentioned by one respondent [10%] each) include inability to find job related to training, available jobs require more training or education, lack of work experience, in school, retirement, and being laid off and not expecting a recall.

### 5.14 Overall Employment since Graduation

Overall, 94% (n=32) of 2021 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCCD program of study.<sup>18</sup>

Over the 38-month period since their graduation from the NBCCD (July 2021 to August 2024), respondents were employed in an average of three jobs (2.8) and employed for an average of 28 months. Respondents averaged 17 months in positions directly or indirectly related to their NBCCD program of study.

Of those respondents who have had at least one job:

- 79% (n=22) resumed or continued with employment held prior to the completion of their NBCCD program;
- 14% (n=4) started their first job following the completion of their NBCCD program in 2021;
- 4% (n=1) started their first job in 2022; and
- 4% (n=1) started their first job in 2023 or later.<sup>19</sup>

Furthermore, since completion of the NBCCD program:

- 18% (n=6) have held one employment position;
- 18% (n=6) have held two employment positions;
- 26% (n=9) have held three employment positions;
- 32% (n=11) have held four or more employment positions; and
- 6% (n=2) have not been employed.<sup>20</sup>

### 5.15 Migration of Graduates

About 14% (n=5) lived or worked outside of New Brunswick at some point since July 1, 2021.<sup>21</sup> Of those who lived or worked outside of New Brunswick, 60% (n=3) relocated in an effort to find employment, while the other 40% (n=2) relocated for other reasons.

Among the graduates who left New Brunswick for employment, one respondent had a job before they moved. Two respondents who moved to find employment without an arranged job required 6 and 18 weeks to find a job.

<sup>18</sup> Based on those who provided a response (n=34).

<sup>19</sup> Based on those who provided a response (n=28).

<sup>20</sup> Based on those who provided a response (n=34).

<sup>21</sup> Based on those who provided a response (n=35).

### 5.16 Additional Education and Training

Since completing their NBCCD training in 2021, 75% (n=27) of surveyed graduates reported that they had returned to school/training (100%, n=27), while none were currently enrolled in an apprenticeship program.

Of these (n=27):

- 77% (n=20) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2021; and
- 23% (n=6) reported returning to an education/training program or enrolling in a program within a different area of study.<sup>22</sup>

Among those who reported that they had returned to school/training (n=27):

- 74% (n=20) were attending full-time studies; and
- 26% (n=7) were attending part-time studies.

Among *employed* graduates who returned to full- or part-time studies (n=17), 20% (n=3) reported that they needed to complete the additional training to qualify for their current main position.<sup>23</sup>

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<sup>22</sup> Based on those who provided a response (n=26).

<sup>23</sup> Based on those who provided a response (n=15).

### 5.17 Evaluation of NBCCD Programs

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

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

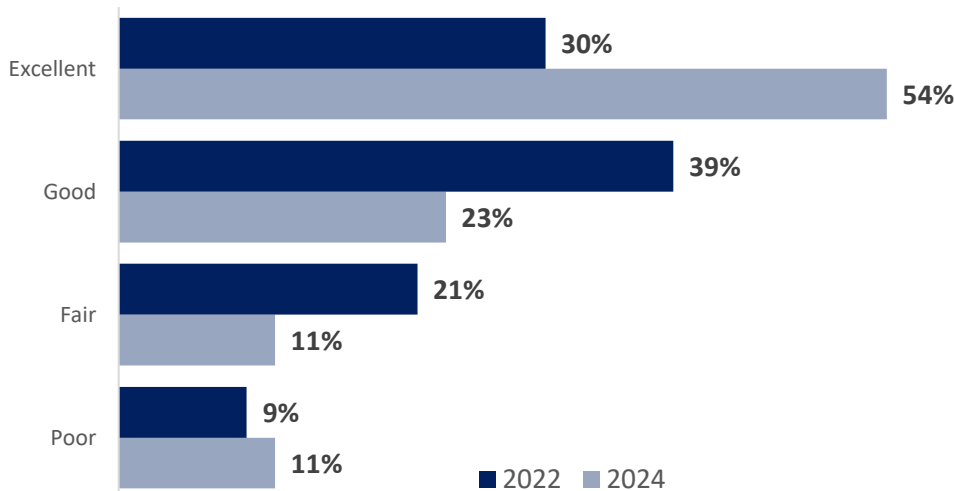
Chart 4 shows an overall summary of the evaluations provided by graduates in 2024, three years following graduation. Overall, 77% (n=27) indicated that their training program did an excellent or good job in preparing them for a job in a related field.<sup>24</sup>

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



Chart 5 compares the evaluation of the performance of NBCCD programs with regards to job preparedness one year following graduation (2022) and three years following graduation (2024).

**Chart 5: Program Rating for Job Preparedness in 2022 and 2024**



<sup>24</sup> Based on those who provided a response (n=35).

Between 2022 and 2024, there has been an increase in those evaluating NBCCD programs as “excellent” with regards to job preparedness (30% and 54%, respectively). This increase was seen among respondents who were employed or not in the labour force, and remained the same among those unemployed.

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

<b>Table 7: Program Evaluation by Labour Force Status in the Reference Week<sup>25</sup></b>		
	<b>2022</b>	<b>2024</b>
<b>Overall</b>		
Excellent	30%	54%
Good	39%	23%
Fair	21%	11%
Poor	9%	11%
<b>Employed</b>		
Excellent	35%	56%
Good	39%	28%
Fair	13%	4%
Poor	13%	12%
<b>Unemployed</b>		
Excellent	25%	25%
Good	75%	25%
Fair	0%	50%
Poor	0%	0%
<b>Not in Labour Force</b>		
Excellent	17%	67%
Good	17%	0%
Fair	67%	17%
Poor	0%	17%

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.

<sup>25</sup>

Based on those who provided a response.

### 5.18 Additional Skills Developed at the NBCCD

Survey respondents were asked the following question:

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

Overall, 23 survey respondents (64%) identified additional skills or abilities developed during their training at the NBCCD that helped them to find a job. Respondents were able to give multiple responses to this question. The following table summarizes the skills identified by NBCCD graduates three years following graduation:

<b>Table 8: Additional Skills Developed at the NBCCD</b>	
	<b>% mentioned</b>
Time management / organizational skills	26%
Practical knowledge in their field	22%
Entrepreneurship and business skills	17%
Specific skills related to their field	13%
Work-related skills and professionalism	13%
Personal and life skills	9%
Communication skills	4%
Computer-related skills	4%
Confidence	4%
Job searching/resumé building/interview skills	4%
Management skills	4%
Practical work experience	4%
Critical thinking skills	4%

## 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 NBCCD. This study represents the 17<sup>th</sup> three-year follow-up survey conducted with NBCCD graduates.<sup>26</sup>

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 NBCCD graduates has remained the same, 83% in both 2022 and 2024.
- The employment rate in the reference week for this class of graduates has increased slightly over the two-year period, measuring 86% in 2022 and 87% in 2024.
- Graduates working full-time in the reference week worked an average of 40 hours and had an average weekly salary of \$956. This represents a 21% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$792) despite the same number of hours worked on average.
- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased from 56% in 2022 to 74% in 2024, primarily due to the decrease in those who are self-employed, which is down from 16% in 2022 to 9% in 2024.
- About 20% of employed survey respondents lived or worked outside New Brunswick since graduation from the NBCCD in 2021. Within this group (n=5), one has since returned to the province. In total, 89% of the graduating class of 2021 currently reside in New Brunswick.
- Since completing their NBCCD training in 2021, 75% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 77% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
- Overall, 77% of graduates surveyed felt that the NBCCD did an excellent (54%) or good (23%) job of preparing them for employment in a related field.
- Overall, 64% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, time management / organizational skills (26%), practical knowledge in their field (22%), and entrepreneurship and business skills (17%) were the most commonly mentioned skills.

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<sup>26</sup>

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

**Appendix A – Results by Program**

Academic Program # <sup>27</sup>	Program <sup>28</sup>	Total Graduates	# Respondents		Response Rate	Average Age in 2024
			Males	Females		
	<b>Overall</b>	<b>112</b>	<b>8</b>	<b>27</b>	<b>32%</b>	<b>33</b>
521	Aboriginal Visual Arts*	2	1	1	100%	-
523	Advanced Studio Practice*	4	0	2	50%	-
522	Digital Media	7	4	0	57%	25
528.1	Fashion Design*	10	1	1	20%	-
526.1	Fine Craft: Ceramics*	2	0	0	0%	-
526.2	Fine Craft: Jewellery/Metal Arts*	4	0	1	25%	-
155	Foundation Visual Arts	53	1	13	28%	27
520	Graphic Design	15	1	3	27%	38
527	Photography*	6	0	1	17%	-
528.2	Textile Design	9	0	5	56%	35

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

<sup>27</sup> In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

<sup>28</sup> In this and all tables, the "Program" field reflects the program names as they were in 2021.

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	<b>Overall</b>	<b>36</b>	<b>30</b>	<b>83%</b>	<b>87%</b>	<b>63%</b>
521	Aboriginal Visual Arts*	2	-	-	-	-
523	Advanced Studio Practice*	2	-	-	-	-
522	Digital Media	4	3	75%	100%	33%
528.1	Fashion Design*	2	-	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-	-
155	Foundation Visual Arts	15	14	93%	79%	50%
520	Graphic Design	4	3	75%	100%	100%
527	Photography*	1	-	-	-	-
528.2	Textile Design	5	3	60%	67%	100%

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

Academic Program # – Program identifier

Program – Program name

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

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

Participation Rate – Percentage of respondents participating in the labour force

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

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

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	<b>Overall</b>	<b>15</b>	<b>20%</b>	<b>33%</b>	<b>40</b>	<b>\$956</b>
521	Aboriginal Visual Arts*	1	-	-	-	-
523	Advanced Studio Practice*	1	-	-	-	-
522	Digital Media*	3	-	-	-	-
528.1	Fashion Design*	1	-	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-	-
155	Foundation Visual Arts	6	0%	33%	37	\$944
520	Graphic Design*	2	-	-	-	-
527	Photography*	0	-	-	-	-
528.2	Textile Design*	0	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Employed FT	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	<b>Overall</b>	<b>15</b>	<b>67%</b>	<b>13%</b>	<b>7%</b>	<b>13%</b>
521	Aboriginal Visual Arts*	1	-	-	-	-
523	Advanced Studio Practice*	1	-	-	-	-
522	Digital Media*	3	-	-	-	-
528.1	Fashion Design*	1	-	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-	-
155	Foundation Visual Arts	6	83%	17%	0%	0%
520	Graphic Design*	2	-	-	-	-
527	Photography*	0	-	-	-	-
528.2	Textile Design*	0	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

Total Employed – Total number of respondents employed in reference week

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

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

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

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

Academic Program #	Program	Total Respondents	Average # of Jobs	Average # Months Employed	Average # of Months in Related Employment
	<b>Overall</b>	<b>36</b>	<b>2.8</b>	<b>28</b>	<b>17</b>
521	Aboriginal Visual Arts*	2	-	-	-
523	Advanced Studio Practice*	2	-	-	-
522	Digital Media	4	2.0	13	6
528.1	Fashion Design*	2	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-
155	Foundation Visual Arts	15	3.0	27	9
520	Graphic Design	4	3.0	37	37
527	Photography*	1	-	-	-
528.2	Textile Design	5	2.6	31	27

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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>36</b>	<b>14%</b>	<b>60%</b>	<b>8</b>
521	Aboriginal Visual Arts*	2	-	-	-
523	Advanced Studio Practice*	2	-	-	-
522	Digital Media	4	33%	100%	0
528.1	Fashion Design*	2	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-
155	Foundation Visual Arts	15	7%	100%	18
520	Graphic Design	4	50%	50%	6
527	Photography*	1	-	-	-
528.2	Textile Design	5	0%	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/ Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	<b>Overall</b>	<b>36</b>	<b>75%</b>	<b>77%</b>	<b>20%</b>	<b>0%</b>
521	Aboriginal Visual Arts*	2	-	-	-	-
523	Advanced Studio Practice*	2	-	-	-	-
522	Digital Media	4	100%	50%	0%	0%
528.1	Fashion Design*	2	-	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-	-
155	Foundation Visual Arts	15	73%	82%	50%	0%
520	Graphic Design	4	25%	100%	0%	0%
527	Photography*	1	-	-	-	-
528.2	Textile Design	5	60%	50%	0%	0%
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.						

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>36</b>	<b>54%</b>	<b>23%</b>	<b>11%</b>	<b>11%</b>
521	Aboriginal Visual Arts*	2	-	-	-	-
523	Advanced Studio Practice*	2	-	-	-	-
522	Digital Media	4	0%	50%	0%	50%
528.1	Fashion Design*	2	-	-	-	-
526.1	Fine Craft: Ceramics*	0	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts*	1	-	-	-	-
155	Foundation Visual Arts	15	50%	29%	14%	7%
520	Graphic Design	4	75%	25%	0%	0%
527	Photography*	1	-	-	-	-
528.2	Textile Design	5	80%	0%	20%	0%

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

Academic Program # – Program identifier

Program – Program name

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

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