

# **New Brunswick Community College Three-Year Graduate Follow-Up Survey 2016 Survey of 2012-2013 Graduates**

**Prepared For:**

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## FOREWORD

This report presents the findings of the **New Brunswick Community College (NBCC) Three-Year Graduate Follow-Up Survey — 2016 Survey of 2012-2013 Graduates**<sup>1</sup>. This is the nineteenth year that the Department has conducted a survey of graduates three years following completion of training<sup>2</sup>. The information contained herein, in addition to other follow-up surveys, provides valuable feedback on the success of graduates in the labour market. The surveys also serve as important tools for decision-makers.

This survey has been designed to gather information on the labour force activities of graduates and their satisfaction with training received at the New Brunswick Community College. The three-year survey also allows comparison of results with the follow-up survey of these graduates conducted in 2014 (one year after completion of training).

Surveys were conducted with 177 graduates of NBCC regular training programs during the months of December 2016 to March 2017, representing a response rate of 26%.<sup>3</sup>

Overall, the results indicate that the 2012-2013 NBCC graduates have improved their financial situations three years following graduation compared to their initial contact one year following graduation. Compared to their 2014 follow-up results, graduates are increasingly employed in permanent positions.

The Department wishes to thank graduates for their participation in this year's survey. The three-year graduate follow-up survey results will be available on the Department of Post-Secondary Education, Training and Labour website at the following location:  
[http://www2.gnb.ca/content/gnb/en/departments/post-secondary\\_education\\_training\\_and\\_labour/People/content/LabourMarketInfo/follow-up\\_surveys.html](http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/People/content/LabourMarketInfo/follow-up_surveys.html)

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

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(506) 457-4859

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

<sup>2</sup> This survey was not completed in 2008 or 2015.

<sup>3</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=2,149) was reduced to a sampling frame of 671 graduates who were contacted to complete this survey.

## EXECUTIVE SUMMARY

On behalf of the Department of Post-Secondary Education, Training and Labour, Advanis Jolicoeur conducted the 2016 follow-up survey of graduates of 2012-2013 of the New Brunswick Community College (NBCC)<sup>4</sup>. This class was also interviewed in 2014, one year following their graduation. This study represents the nineteenth three-year follow-up survey conducted with New Brunswick Community College graduates<sup>5</sup>. The information gathered from this study is similar to that collected in the most recent report published in 2014 and suggests that graduates follow similar patterns in the three-year period following graduation.

This report presents the findings of the follow-up survey, which generated information from 177 graduates, representing 26% of the 671 graduates to be contacted for this survey<sup>6</sup>.

- The labour force participation rate in the reference week (October 23 to 29, 2016) for 2012-2013 NBCC graduates has declined slightly, from 95% in 2014 to 94% in 2016.
- The employment rate in the reference week for this class of graduates has increased over the two-year period, measuring 87% in 2014 and 93% in 2016.
- Graduates working full-time in the reference week worked an average of 40 hours and had an average weekly salary of \$838.81. This represents a 9% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$771.15).

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<sup>4</sup> As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the fifth year that a separate report has been published for New Brunswick Community College graduates and Collège communautaire du Nouveau- Brunswick graduates. This report contains only data and information pertaining to NBCC. The New Brunswick College of Craft and Design (NBCCD) has its own report starting this year.

<sup>5</sup> This survey was not completed in 2008 or 2015.

<sup>6</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=2,149) was reduced to a sampling frame of 671 graduates who were contacted to complete this survey.

- A difference in the wages earned by male and female graduates continues to exist. In 2014, female graduates employed full-time in the reference week had an average salary of \$692.30, which was 82% of the male average weekly salary of \$844.05. In 2016, the average weekly salary for females employed full-time in the reference week was \$716.11, 74% of the male salary of \$973.31. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys<sup>7</sup>.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased, from 71% in 2014 to 86% in 2016.
- Approximately one in five survey respondents (21%) lived or worked outside New Brunswick since graduation from the NBCC in 2013. Within this group, 53% have since returned to the province. In total, 90% of the graduating class of 2012-2013 currently reside in New Brunswick.
- Since completing their NBCC training in 2013, 36% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 71% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (53%) or good (34%) job of preparing them for employment in a related field.
- Overall, 30% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (7%), resume development / job search skills / interviewing techniques (5%), and time management / organizational skills (3%) were the most commonly mentioned skills.

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<sup>7</sup> Due to small numbers, caution should be exercised in interpreting these results.

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## **1 INTRODUCTION**

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This report presents a summary of the findings from the 2016 Three-Year Graduate Follow-up Survey of 2012-2013 Graduates of the New Brunswick Community College (NBCC). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by Advanis Jolicoeur.

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 2014.<sup>8</sup>

## **2 SURVEY BACKGROUND**

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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 and 2015.

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

The 2016 survey was designed to gather pertinent information relating to graduates' experiences over the three-year period following completion of their program of study at the NBCC.

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<sup>8</sup> In previous reports, detailed data tables by program are provided in an Appendix. However, given the starting population and reduced number of respondents, detailed tables have not been included in this report.

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 2016 survey was designed to:

- determine the current (2016) employment status of NBCC graduates of regular programs of the 2012-2013 academic year;
- generate information on the labour force activities of graduates since completion of their program of study at the NBCC;
- determine the relationship between the training program completed and employment positions held since graduation in 2012-2013;
- 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 the graduates' assessment of their experience at the NBCC.

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



### **3 SURVEY METHODOLOGY**

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The Department provided Advanis Jolicoeur with a database of the original listings for 671 graduates of regular NBCC programs in 2012-2013.<sup>9</sup>

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by Advanis Jolicoeur and administered via telephone using a Computer Assisted Telephone Interviewing (CATI) system and via the web from December 2016 until March 2017.

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality of responses and were informed of their valuable contribution to the study. Advanis Jolicoeur's telephone interviewing staff completed a comprehensive training session prior to data collection and were informed of the project objectives and trained in the use of the final survey. Graduates for whom we had an email address were invited via email starting on December 9, 2016 to complete the survey online. Graduates who had not yet completed the survey online or for whom we did not have a valid email address were called starting on January 3, 2017. 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 December 9<sup>th</sup>, 2016 and March 25<sup>th</sup>, 2017. In order to achieve the highest possible response rate for this study, unlimited callbacks were conducted on all working numbers. For graduates with outdated or unavailable contact information, a partner, [cleanlist.ca](http://cleanlist.ca), was used to source new contact information where possible.

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<sup>9</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=2,149) was reduced to a sampling frame of 671 graduates who were contacted to complete this survey.

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 26% (177 completed interviews with a total graduate population of 671). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study.

The survey population for the three-year follow-up survey includes NBCC graduates of *regular* programs. Therefore, it is important to note that when comparisons are made with the one-year follow-up survey, all NBCC graduates from non-regular programs are removed from analysis.

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

## **4 GRADUATE AND SURVEY POPULATIONS**

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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. Due to the smaller starting population of the 2012-2013 graduates, it is difficult to determine whether the survey population is representative of the larger 2012-2013 NBCC graduate population, so caution must be used in interpreting the results. As previously noted, the overall response rate for this study was 26%.<sup>10</sup>

Advanis Jolicoeur completed interviews with graduates from 47 of the 67 individual regular programs represented in the data file.

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<sup>10</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=2,149) was reduced to a sampling frame of 671 graduates who were contacted to complete this survey.

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

<b>Characteristics</b>	<b>Eligible Graduate Population</b>	<b>Survey Population (Respondents)</b>
<b>Total Number</b>	<b>671</b>	<b>177</b>
<b>Gender</b>		
Male	47%	42%
Female	53%	58%
	100%	100%
<b>Age</b>		
24 or Younger	56%	47%
25-29	21%	19%
30-39	13%	15%
40-49	7%	12%
50+	4%	7%
	100%	100%
<b>Campus</b>		
Fredericton	11%	15%
Miramichi	12%	12%
Moncton	32%	29%
Saint John	23%	24%
St. Andrews	16%	14%
Woodstock	6%	6%
	100%	100%

In 2016, the average age of all graduates of regular programs who participated in this study was 29.2 years old.

At the time of the survey, 90% of respondents were residing in New Brunswick while 4% of respondents lived in Alberta, 3% in Nova Scotia and 3% in other locations.

## 5 RESEARCH FINDINGS

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

Throughout Section 5, comparative data is presented based on the information collected in the one-year follow-up survey (2014) and this survey (2016). To enable comparison, information collected in 2014 that is presented in this report is based exclusively on the information collected from NBCC graduates of regular programs.

### 5.1 Labour Force Participation and Employment Rates

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

- Employed
- Unemployed
- Not in the Labour Force

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

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

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

- were without work and had actively looked for work in the past four weeks, and were available for work; or

- had not been actively looking for work in the past four weeks, but had been laid off and were available for work (and were expecting to be recalled to the job from which they were laid off); or
- had not actively looked for work in the past four weeks, but had a new job to start in four weeks or less from the reference week and were available for work.

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

## **5.2 Labour Force Participation Rates (Reference Week)**

During the reference week of October 23 to 29, 2016, 94% of survey respondents were in the labour force, with the remaining 6% not in the labour force (not actively seeking work or not available for work).

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

Labour force participation has dropped slightly for the 2012-2013 graduating class since last interviewed. In 2014, one year following graduation, 95% of graduates of regular programs were in the labour force, with a participation rate of 97% for males and 93% for females.

## **5.3 Employment Rate (Reference Week)**

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

During the reference week of October 23 to 29, 2016, the employment rate<sup>11</sup> for respondents was 93% and the unemployment rate was 7%. When contacted in 2014, one year after graduation from the NBCC, the employment rate was lower, measuring 87%.

When examined by gender, no statistically significant difference was found to exist between males (91%) and females (94%). However, employed males were statistically significantly more likely than employed females to be working on a full-time basis (98% and 81%, respectively).

A similar difference was found between the male and female employment rates at the one-year follow-up survey, with a slightly higher percentage of females employed (88%) than males (87%).

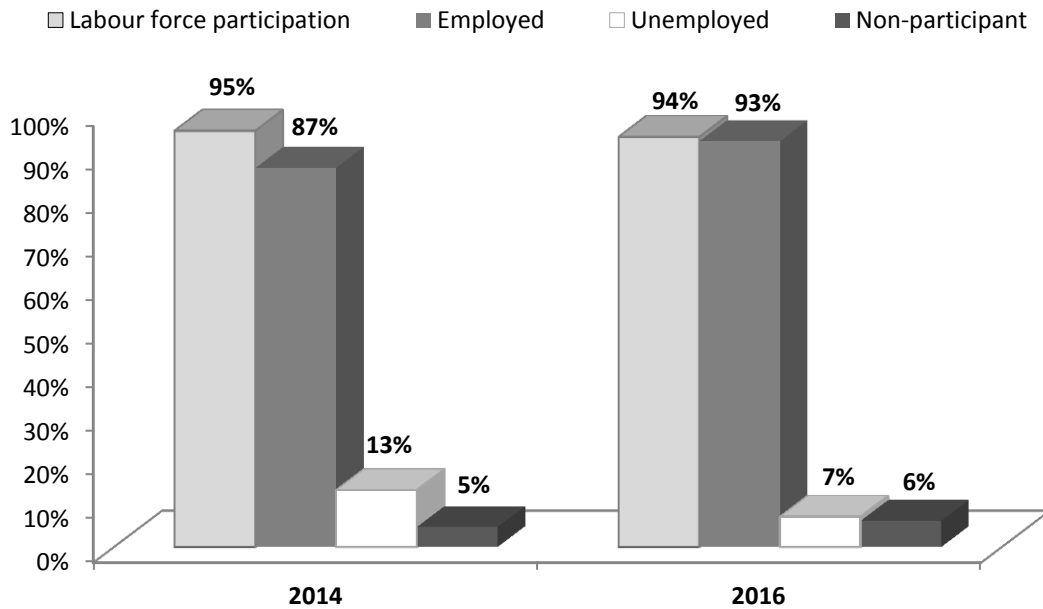
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<sup>11</sup> Graduates who were on maternity/paternity leave and graduates in a block release during the reference week were classified as employed.

### 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 2012-2013 at the one and three-year follow-up intervals upon the completion of their NBCC program.

**Chart 1: Labour force Participation and Employment Rate**



The labour force participation rate has declined slightly from 2014 to 2016 (95% and 94% respectively), and the employment rate has increased (87% in 2014 and 93% in 2016).



## 5.5 Employment in New Brunswick (Reference Week)

In 2014, at their one-year follow-up survey, 88% of *employed* 2012-2013 graduates from regular programs resided in New Brunswick, lower than the 90% of *employed* graduates currently residing in New Brunswick in 2016. Among *employed* graduates contacted in 2016:

- 90% were residing in New Brunswick;
- 4% were in Alberta;
- 3% were in Nova Scotia and;
- 3% were in other locations.

One in five (20%) *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=31), 48% (n=15) had returned to the province by 2016 and are currently living in New Brunswick.

## 5.6 Employment Related to Training (Reference Week)

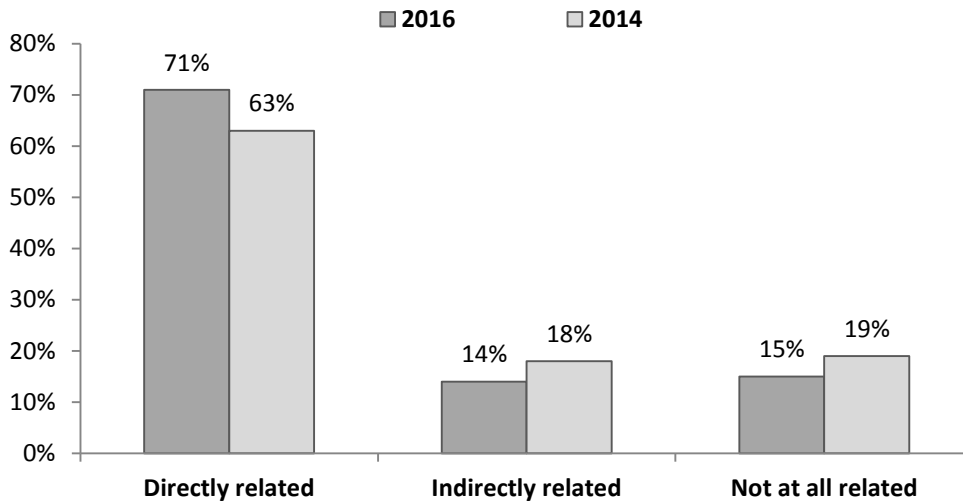
Among all survey respondents *employed* during the reference week:

- 71% were employed in positions which they described as directly related to the training they received through the NBCC;
- 14% described their position as indirectly related to the training they received through the NBCC; and
- 15% of employed graduates were in positions they described as not at all related to their NBCC training.

Within the group of graduates employed on a *full-time* basis, the percentage employed in positions directly related to training received through the NBCC was slightly higher, at 74%.

As seen below in Chart 2, one year following graduation (2014), the percentage of graduates employed in positions directly and indirectly related to their training was somewhat lower, with 63% of graduates employed in positions directly related to their training and 18% of graduates in positions indirectly related to their training.

**Chart 2: Relation of Employment to NBCC Program -  
2014 and 2016 Comparison**



### 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, 88% were employed in full-time positions working an average of 40 hours per week during the reference week. In the one-year follow-up study in 2014, a slightly higher percentage of employed graduates reported working on a full-time basis (91%). The average number of hours worked during the reference week in 2014 was slightly higher at 41.

The following table presents a summary of work patterns for male and female employed graduates of the Class of 2012-2013. The percentage of males employed full-time has increased slightly, with 96% of males employed full-time in 2014 compared to 98% in 2016. However, the percentage of females employed full-time has decreased notably

from 2014 to 2016. The percentage of males employed full-time remains higher in both 2014 and 2016 than the percentage of females employed full-time.

**Table 2: Employment Patterns Reported in 2014 and 2016**

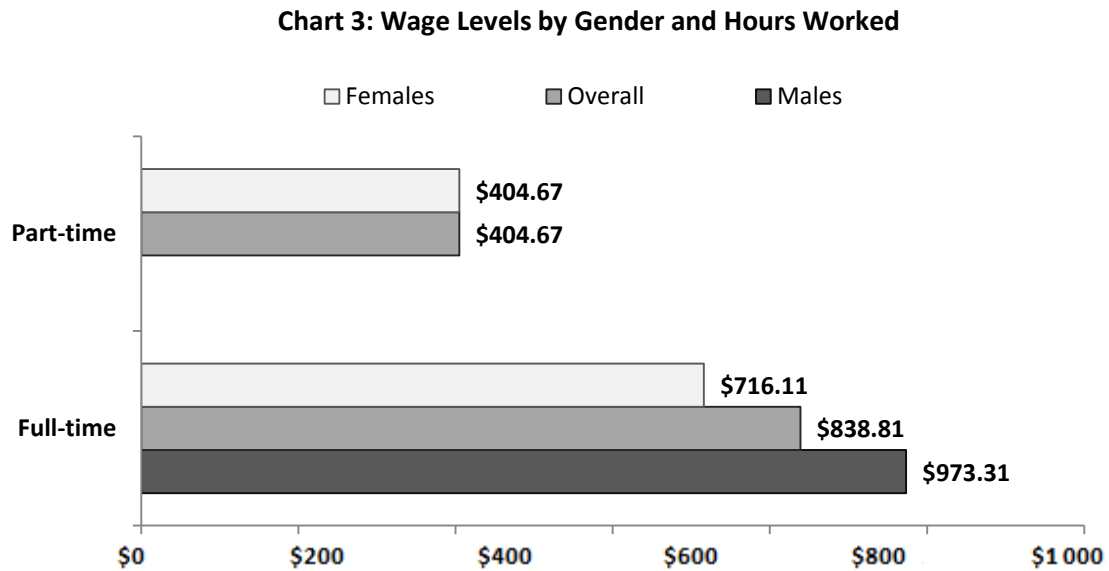
	<b>2014</b>	<b>2016</b>
Employed Full-time	91%	88%
Males	96%	98%
Females	87%	81%
Employed Part-time	9%	12%
Males	4%	2%
Females	13%	19%

### **5.8 Average Weekly Earnings (Reference Week)**

During the reference week in 2014, full-time earnings ranged from a low of \$300 to a high of \$2,400. The average wage was \$771.15 with a standard deviation of \$390.30. When contacted in 2016, average full-time earnings for graduates employed in full-time positions ranged from \$316 to \$2,092 with an average wage of \$838.81 and a standard deviation of \$324.46.

Over the two-year period since 2014, 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 2016 reference week ranging from \$450 to \$2,092 with an average of \$872.36. This is higher when compared to an average of \$779.62 in 2014 for graduates employed in full-time positions *directly related* to their program of study, with a range of \$300 to \$2,000.

The average earnings for employed respondents reporting full-time and part-time hours in the reference week are summarized in Chart 3 below. Note that there were too few males who worked part-time in the 2016 study to report results.



There was a significant gap between the full-time wages of male and female graduates of the NBCC. Male graduates employed on a full-time basis reported average earnings of \$973.31, while female graduates employed on a full-time basis reported average earnings of \$716.11 (74% of wages earned by males). Table 3 presents additional information to compare the wages of male and female graduates in 2014 and 2016.

**Table 3: Reported Earnings in the Reference Week of Regular Program Graduates Full-time/Part-time Employment (2014-2016)**

	<b>2014</b>	<b>2016</b>
Employed Full-time	91%	88%
Average Hours Worked - All	41	40
Males	43	43
Females	40	37
Average Weekly Earnings (F-T)	\$771.15	\$838.81
Males	\$844.05	\$973.31
Females	\$692.30	\$716.11
Employed Part-time	9%	12%
Average Hours Worked – All	20	21
Males	21	---
Females	20	21
Average Weekly Earnings (P-T)	\$320.12	\$404.67
Males	\$386.90	---
Females	\$304.00	\$404.67

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

- Average weekly earnings have increased by 9% from \$771.15 in 2014 to \$838.81 in 2016 for NBCC graduates employed on a full-time basis.

- In 2014, female graduates working full-time earned approximately 82% of the earnings of male graduates working full-time. In 2016, full-time female graduates earned 74% of the earnings of full-time male graduates.
- Full-time NBCC 2012-2013 graduates employed in positions directly related to their program of study reported average weekly earnings of \$872.36, which is 12% higher than 2012-2013 graduates in similar positions contacted one year following graduation in 2014 (\$779.62).

Table 4 compares the reference week wages of 2012-2013 graduates employed in full-time positions directly related to their NBCC training, for 2014 and 2016, *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 2014 and 2016 follow-up interviews.

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

Program Title	Sample 2016	Average Reference Week Wage		% Change
		2014	2016	
<b>Overall (Full-time, Directly Related)</b>	--	<b>\$779.62</b>	<b>\$872.36</b>	<b>+12%</b>
Practical Nurse	8	\$948.85	\$888.75	-6%
Early Childhood Education	8	\$572.32	\$653.71	+14%
Office Administration: Medical	4	\$632.86	\$738.75	+17%
Personal Support Worker: Acute Care	4	\$744.46	\$700.00	-6%
Human Services	4	\$493.27	\$663.75	+35%

Table 5 compares wages among 2012-2013 graduates in 2014 and 2016 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 6, graduates employed full-time in directly related positions have seen significant increases (12%) in their weekly income since 2014.

**Table 5: Comparative Full-time Wages in Reference Week**

Relation of Job to Training	Average Reference Week Wage		% Change
	2014	2016	
<b>Overall (Full-time)</b>	<b>\$771.15</b>	<b>\$838.81</b>	<b>+9%</b>
Directly Related	\$779.62	\$872.36	+12%
Indirectly Related	\$780.20	\$778.07	-<1%
Not at all Related	\$709.51	\$677.58	-5%

### 5.9 Employment Status (Reference Week)

Each respondent provided information about his or her employment status in relation to the main job held during the reference week. The information collected in 2016 (three years following graduation) and the information collected in 2014 (one year following graduation) is presented in Table 7.

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

	2014	2016
Permanent Positions	71%	86%
Temporary/Casual Positions	27%	11%
Self-employed	2%	2%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased significantly from 2014 to 2016, and the percentage of graduates employed in temporary / casual positions decreased significantly over the same period.

## 5.10 Time in Current Employment

Respondents who were employed in the reference week had been employed in that position for approximately 26 months on average (if the respondent had started employment directly after graduation, this leaves 39 months between July 1, 2013 and the 2016 reference week).

Of those employed during the reference week:

- 17% had been employed for a period of 6 months or less;
- 8% had been employed for a period of 7-12 months;
- 20% had been employed for a period of 13-24 months;
- 14% had been employed for a period of 25-32 months;
- 15% had been employed for a period of 33-38 months period; and
- 26% had been employed for the full 39-month period.

Graduates employed in positions directly or indirectly related to the NBCC training program completed were, on average, employed in that position for a greater period of time (27 months for each of directly and indirectly) than respondents in positions not at all related (19 months) to the program completed.



### 5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of October 23 to 29, 2016. The following chart demonstrates that almost nine in ten employed NBCC graduates (88%) were working for one employer during the reference week.

**Chart 4: Work Situation in Reference Week**



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week has remained stable in the two year period following the one-year follow-up survey (88% in 2016 compared to 87% in 2014).

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

	<b>2014</b>	<b>2016</b>
One employer	87%	88%
More than one employer	9%	8%
Employed/Self-employed	3%	2%
Self-employed only	1%	2%

## 5.12 Summary of Graduate Employment (Reference Week)

Table 8 summarizes the employment information for 2012-2013 NBCC graduates one year and three years after graduation.

**Table 8: Comparative Information for the Class of 2012-2013  
Graduates of Regular Programs**

	<b>2014 (Reference Week)</b>	<b>2016 (Reference Week)</b>
Labour force participation rate	95%	94%
Employment rate	87%	93%
Percent of those employed working full-time	91%	88%
Average weekly full-time wage	\$771.15	\$838.81

The above table indicates that the labour force participation rate is a bit lower and the employment rate is slightly higher three years following graduation when compared to the one-year follow-up. However, graduates employed on a full-time basis are earning 9% more in wages.

## 5.13 Graduates Not Working in Reference Week

This section provides a summary of the 23 graduates (13%) 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:

- 52% of respondents (50% for females; 55% for males) were actively seeking employment, waiting to return to work from a lay-off, or waiting for a job to start (within four weeks of the reference week); and
- 48% of respondents (50% for females; 45% for males) were not in the labour force.

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

- Attending a full-time or part-time study / training program – 26%
- Inability to find employment related to training – 22%
- Own illness or disability – 9%
- Personal / family responsibilities – 9%
- Not able to find work - no jobs available – 9%
- Lack of bilingual ability – 4%
- Available jobs require more training /education – 4%
- Other reasons – 17%

#### **5.14 Overall Employment since Graduation**

Overall, approximately 98% of 2012-2013 graduates who completed the three-year follow-up interview had been employed in at least one job since graduation from their NBCC program of study.

Over the 39-month period since their graduation from the NBCC (July 2013-October 2016), respondents were employed in an average of two jobs and employed for an average of 34 months. Respondents averaged 30 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents:

- 12% resumed, or continued with employment held prior to completion of their NBCC program;
- 72% started their first job following completion of their NBCC program in 2013;
- 12% started their first job in 2014; and
- 5% started their first job in 2015 or later.

Furthermore, since completion of the NBCC program:

- 30% have held one employment position;
- 29% have held two employment positions;
- 17% have held three employment positions;
- 22% have held four or more employment positions; and
- 2% have not been employed.

### **5.15 Migration of Graduates**

About one out of five survey respondents (21%) lived or worked outside New Brunswick at some time since their graduation in 2013. Of those who lived or worked outside of New Brunswick, 61% relocated in an effort to find employment, while the other 39% relocated for other reasons.

On average, graduates who left New Brunswick to find employment without an arranged job required an average of 13 weeks to find a job, while 57% of graduates who left New Brunswick to find employment had a job arranged prior to relocation.

### **5.16 Additional Education and Training**

Since completing their NBCC training in 2013, 36% of surveyed graduates reported that they had returned to school / training or were currently enrolled in an apprenticeship program. Of these:

- 71% (n=45) reported returning to an education / training program or enrolling in an apprenticeship program within the same field of study that they completed in 2013; and
- 29% (n=18) reported returning to an education / training program or enrolling in an apprenticeship program within a different area of study.

Among those who reported that they had returned to school / training (n=63):

- 38% were attending full-time studies;
- 24% were attending part-time studies;
- 3% were attending studies but did not indicate whether it was full-time or part-time; and
- 35% were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=28), 46% reported that they needed to complete the additional training to qualify for their current main position.

Within the *total group* of respondents, 13% (n=22) reported that they were currently registered in an apprenticeship program.

### 5.17 Evaluation of NBCC Programs

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

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

Chart 5 shows an overall summary of the evaluations provided by graduates in 2016, three years following graduation.

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

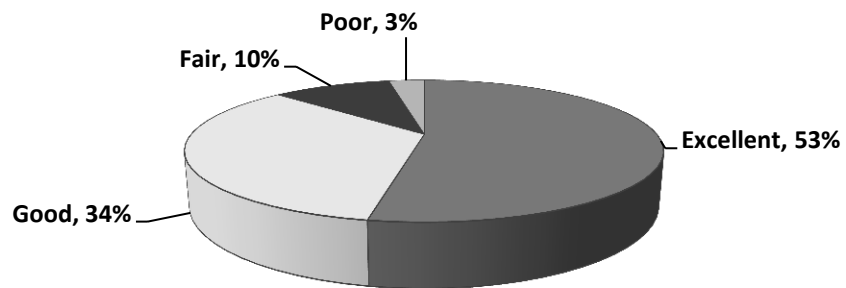
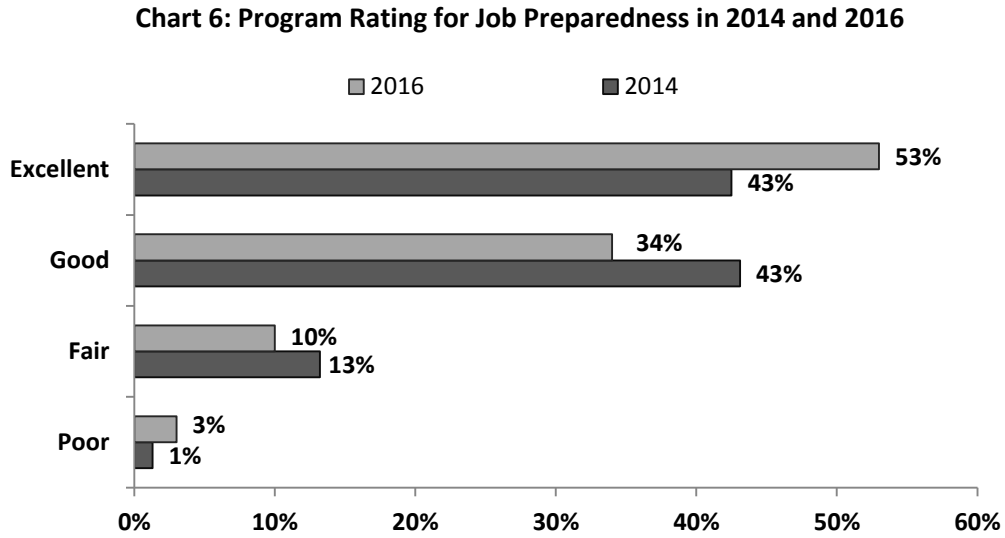


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2014) and three years following graduation (2016).



There has been an increase in those evaluating NBCC programs as ‘excellent’ with regards to job preparedness between 2014 and 2016.

Table 9 provides an overview of the graduates' evaluation of their preparation for employment by labour force status in the reference week.

**Table 9: Program Evaluation by Labour Force Status in the Reference Week**

	<b>Overall</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in Labour Force</b>
<b>2014</b>				
Excellent	43%	44%	35%	37%
Good	43%	43%	40%	44%
Fair	13%	11%	24%	19%
Poor	1%	1%	1%	0%
	100%	100%	100%	100%
<b>2016</b>				
Excellent	53%	58%	42%	0%
Good	34%	32%	33%	64%
Fair	10%	8%	17%	27%
Poor	3%	2%	8%	9%
	100%	100%	100%	100%

Overall, the above table demonstrates that in 2016 as in 2014, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates.



## 5.18 Additional Skills Developed at the NBCC

Survey respondents were asked:

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

Overall, 53 survey respondents (30%) identified additional skills or abilities developed during their training at the NBCC that helped them to find a job. Respondents were able to give multiple responses to this question. The following table summarizes the skills identified by NBCC graduates three years following graduation:

**Table 10: Additional Skills Developed at the NBCC**

<b>Skills Identified</b>	<b>Overall</b>
Communication skills	7%
Resumé development / job search skills / interviewing techniques	5%
Time management / organizational skills	3%
People / social skills	3%
Teamwork / working in groups	2%
Work-related skills and professionalism	2%
Confidence	2%
Entrepreneurship and business skills	2%
Practical work experience	2%
All skills and knowledge acquired through course	2%
Problem-solving / independence / initiative	1%
Language skills	1%
First Aid Course/CPR certification	1%
Specific skills related to their field	1%
Computer-related skills	1%
Personal and life skills	1%
Report / presentation skills	1%
Management skills	1%
Other skills	2%

## 6 CONCLUSIONS

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This report presented a summary of the findings from the 2016 Three-Year Graduate Follow-up Survey of 2012-2013 Graduates of the New Brunswick Community College. This study represents the nineteenth three-year follow-up survey conducted with New Brunswick Community College graduates<sup>12</sup>. The data gathered from this study is similar to that collected in the most recent report published in 2014 and suggests that graduates follow similar patterns in the three-year period following graduation.

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week for 2012-2013 NBCC graduates has declined slightly, from 95% in 2014 to 94% in 2016.
- The employment rate in the reference week for this class of graduates has increased over the two-year period, measuring 87% in 2014 and 93% in 2016.
- Graduates working full-time in the reference week of October 23 to 29, 2016 worked an average of 40 hours and had an average weekly salary of \$838.81. This represents a 9% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$771.15).
- In 2014, female graduates employed full-time in the reference week had an average salary of \$692.30, which was 82% of the male graduates' average weekly salary of \$844.05. In 2016, the average weekly salary for female graduates employed full-time in the reference week was \$716.11, 74% of the male graduate salary of \$973.31. The gender wage gap for this group of graduates has increased over the 2014-2016 study period<sup>13</sup>.

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<sup>12</sup> This survey was not completed in 2008.

<sup>13</sup> Due to small numbers, this result should be interpreted with caution.

- The percentage of NBCC graduates employed in permanent positions in the reference week has increased significantly, from 71% in 2014 to 86% in 2016.
- Approximately one in five survey respondents (21%) lived or worked outside New Brunswick since graduation from the NBCC in 2013. Within this group, 53% have since returned to the province. In total, 90% of the graduating class of 2012-2013 currently reside in New Brunswick.
- Since completing their NBCC training in 2013, 36% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 71% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (53%) or good (34%) job of preparing them for employment in a related field.
- Overall, 30% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Among these graduates, communication skills (7%), resumé development / job search skills / interviewing techniques (5%), and time management / organizational skills (3%) were the most commonly mentioned skills.

## **APPENDIX**

With comparison to previous years' reports, there is generally a series of tables with information by program, for programs with four (4) or more responses. However, given the starting population this year and the response rate, only 12 programs had four (4) or more respondents. For that reason, the tables that are generally part of the Appendix are not available for this report:

**Table A-1  
Response rate by program**

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

**Table A-3  
Relation of Work to Training, Hours Worked, and Average Earnings in the  
Reference Week (Full-Time Employment)**

**Table A-4  
Current Work Situation for Those Employed in the Reference Week**

**Table A-5  
Employment History since Graduation**

**Table A-6  
Relocation Patterns of Survey Respondents**

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

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