

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY
2021 SURVEY OF GRADUATES OF 2018
OF THE NEW BRUNSWICK COMMUNITY COLLEGE**

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Prepared for:

Policy, Research and Labour Market Analysis Branch
Department of Post-Secondary Education, Training and Labour
P.O. Box 6000
Fredericton NB E3B 5H1

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Executive Summary

On behalf of the Department of Post-Secondary Education, Training and Labour, PRA Inc. conducted the 2021 Follow-up Survey of 2017-2018 Graduates of the New Brunswick Community College (NBCC). This class was also interviewed in 2019, one year following their graduation.

This report presents the findings of the follow-up survey, which generated information from 546 graduates, representing 34% of the 1,600 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (August 22 to 28, 2021) for 2017-2018 NBCC graduates has increased, from 90% in 2019 to 96% in 2021.
- The employment rate in the reference week for this class of graduates has remained fairly stable over the two-year period, measuring 90% in 2019 and 91% in 2021.
- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of \$1,006.60. This represents a 19% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$845.37).
- A difference in the wages earned by male and female graduates continues to exist. In 2019, female graduates employed full-time in the reference week had an average salary of \$767.37, which was 85% of the male average weekly salary of \$907.67. In 2021, the average weekly salary for females employed full-time in the reference week was \$860.79, which was 75% of the male salary of \$1,147.74. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 74% in 2019 to 82% in 2021.
- About 13% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2018. Within this group, 42% have since returned to the province. In total, 92% of the graduating class of 2017-2018 currently reside in New Brunswick.
- Since completing their NBCC training in 2018, 36% 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 NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (46%) or good (41%) 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, job searching/resumé building/interview skills (17%), communication skills (13%), practical knowledge in their field (12%), specific skills related to their field (11%), and computer-related skills (10%) were the most commonly mentioned skills.

1.0 Introduction

This report presents a summary of the findings from the 2021 Three-Year Graduate Follow-up Survey of 2017-2018 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 2019.

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 2017-18 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 2021 survey was designed to:

- determine the current (2021) employment status of NBCC graduates of regular programs of the 2017-2018 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 2017-2018;
- 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 1,600 graduates of regular NBCC programs in 2017-2018 who provided their consent to be contacted.

The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by PRA and administered via telephone using a computer-assisted telephone interviewing system and via the web from August 2021 through November 2021.

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality and were informed of their valuable contribution to the study. PRA's telephone interviewing staff completed a comprehensive training session prior to data collection, were informed of the project objectives, and trained in the use of the final survey. Graduates for whom we had an email address were invited via email, starting on August 29, 2021, to complete the survey online. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between August 29, 2021 and November 21, 2021. 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 34% (546 completed interviews with a total graduate population of 1,600). The primary reason for non-completion of the survey was the lack of valid contact information rather than a graduate's refusal to participate in the study.

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

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

4.0 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 34%.

PRA completed interviews with graduates from 74 of the 79 individual regular programs represented in the data file.

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

Table 1: Population – Sample Comparison (Regular Program Graduates)		
Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	1,600	546
Gender		
Male	54%	48%
Female	46%	52%
Another	<1%	-
Age		
24 or younger	39%	32%
25 to 29	31%	30%
30 to 39	19%	21%
40 to 49	8%	12%
50+	4%	4%
Campus		
Fredericton	9%	11%
Miramichi	13%	12%
Moncton	31%	33%
Saint John	31%	28%
St. Andrews	8%	8%
Woodstock	8%	9%

In 2021, the average age of all graduates of regular programs who participated in this study was 30.2 years old.

At the time of the survey, 92% of respondents were residing in New Brunswick, while 8% of respondents lived outside of the province, most often in Nova Scotia (2%) or Ontario (2%).¹

¹ Based on those who provided a response (n=545).

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 (2019) and this survey (2021). To enable comparison, information collected in 2019 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 22 to 28, 2021, 96% of survey respondents (n=519) were in the labour force, with the remaining 4% not in the labour force (not actively seeking work or not available for work; n=24).²

When analyzed by gender, labour force participation during the reference week appears to be similar among men (95%, n=248) and women (96%, n=271).

Labour force participation has increased for the 2018 graduating class since last interviewed in 2019 (90%).

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 22 to 28, 2021, the employment rate³ for respondents was 91% (n=472) and the unemployment rate was 9% (n=47). When contacted in 2019, one year after graduation from the NBCC, the employment rate was similar (90%).

When examined by gender, men (92%, n=227) were slightly more likely than women (90%, n=245) to be employed. Additionally, employed men (98%, n=206) were more likely than employed women (88%, n=185) to be working on a full-time basis.⁴

The percentage of men employed has increased since 2019 (from 87% to 92%), at the one-year follow-up survey, while the percentage of women employed has decreased slightly (from 93% to 90%).

² Three respondents were not classified due to lack of information.

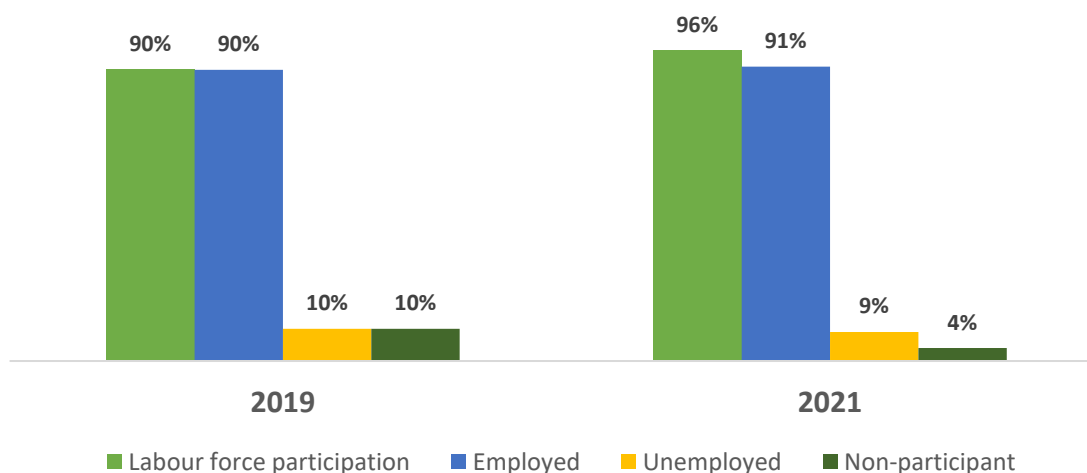
³ Graduates who were on maternity/paternity leave (n=11) or on vacation during the reference week (n=4) were classified as employed.

⁴ Respondents who did not provide the number of hours worked during the reference week were excluded; therefore, n-sizes are based on 213 for men and 212 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 2018 at the one- and three-year follow-up intervals upon the completion of their NBCC program.

Chart 1: Labour force Participation and Employment Rate 2019 and 2021 Comparison



The labour force participation rate has increased from 2019 to 2021 (90% and 96%, respectively). However, the employment rate is about the same (90% in 2019 and 91% in 2021).

5.5 Employment in New Brunswick (Reference Week)

In 2019, at their one-year follow-up survey, 95% of employed 2018 graduates from regular programs resided in New Brunswick. This is slightly higher than the 93% (n=437) of employed graduates residing in New Brunswick in 2021.⁵

Among *employed* graduates:

- 93% (n=437) were residing in New Brunswick;
- 2% were in each of Nova Scotia (n=10), Ontario (n=8), and Québec (n=8);
- 1% were living in Alberta (n=5); and
- less than 1% were living in BC (n=1), PEI (n=1), or were living outside Canada (n=1).

About 13% (n=59) of *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation.⁶ Within this group (n=59), 42% (n=25) had returned to the province by 2021 and are currently living in New Brunswick.

⁵ Based on those who provided a response (n=471).

⁶ Based on those who provided a response (n=470).

5.6 Employment Related to Training (Reference Week)

Among all survey respondents *employed* during the reference week in 2021:

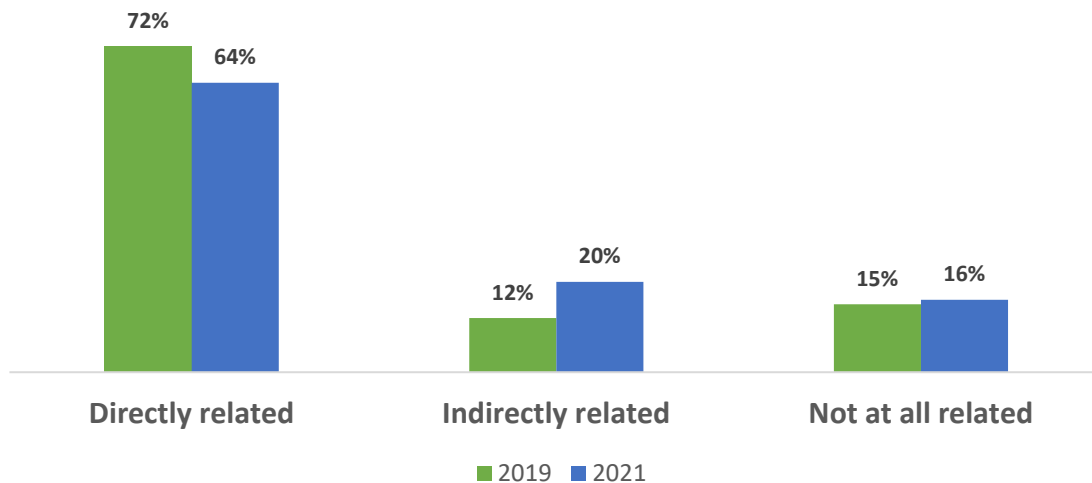
- 64% (n=290) were employed in positions that they described as directly related to the training they received through the NBCC;
- 20% (n=90) described their position as indirectly related to the training they received through the NBCC; and
- 16% (n=70) of employed graduates were in positions they described as not at all related to their NBCC training.⁷

Within the group of graduates employed on a full-time basis (n=386), the percentage employed in positions directly related to the training they received through the NBCC was slightly higher at 66% (n=254).

As seen below in Chart 2, one year following graduation (2019), the percentage of graduates employed in positions directly related to their training was higher, with 72% of graduates employed in positions directly related to their training, however, the percentage of graduates in positions not at all related to their training was similar at 15%.

Chart 2: Relation of Employment to NBCCD Program 2019 and 2021 Comparison

Hours of Work (Reference Week)



⁷ Based on those who provided a response (n=450).

5.7 Hours of Work (Reference Week)

A key indicator of successful transition to the labour force is full-time graduate employment. Of employed graduates, 93% (n=391) were employed in full-time positions, working an average of 42 hours per week during the reference week. The 7% (n=29) of graduates who were employed in part-time positions worked an average of 17 hours per week during the reference week.⁸ In the one-year follow-up study in 2019, a similar percentage of employed graduates reported working on a full-time basis (93%). The average number of hours worked during the reference week in 2019 was slightly lower at 40 for full-time employment.

The following table presents a summary of work patterns for male and female employed graduates of the class of 2018. The percentage of males employed full-time increased slightly, with 98% of males employed full-time in 2021 compared to 96% in 2019. The percentage of females employed full-time remained similar at 89% in 2019 and 88% in 2021. The percentage of males employed full-time remains higher in both 2019 and 2021 than the percentage of females employed full-time.

	2019	2021
Employed Full-time	93%	93%
Male	96%	98%
Female	89%	88%
Employed Part-time	7%	7%
Male	4%	2%
Female	11%	12%

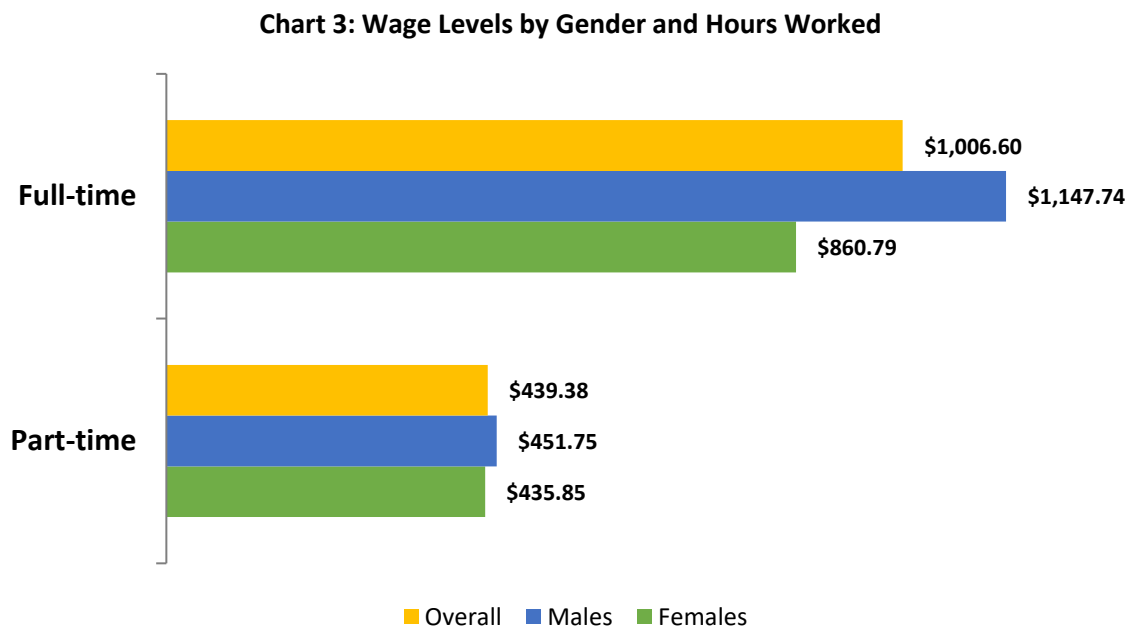
⁸ Based on those who could be classified/provided a response (n=420).

5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2019, those working full-time earned an average weekly wage of \$845.37.⁹ Two years later, in 2021, full-time earnings for graduates employed in full-time positions averaged \$1,006.60.¹⁰

Over the two-year period since 2019, 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 2021 reference week of \$1,055.82.¹¹ This is higher when compared to an average of \$840.35 in 2019 for graduates employed in full-time positions directly related to their program of study.¹²

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



⁹ Based on those who could be classified/provided a response (n=268).

¹⁰ Based on those who could be classified/provided a response (n=307).

¹¹ Based on those who could be classified/provided a response (n=206).

¹² Based on those who could be classified/provided a response (n=197).

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 \$1,147.74, while female graduates employed on a full-time basis reported average earnings of \$860.79 (75% of wages earned by males). This wage gap has increased from 2019, as females working on a full-time basis reported average weekly earnings 85% that of males. Table 3 presents additional information to compare the wages of male and female graduates in 2019 and 2021.

Table 3: Reported Earnings in the Reference Week of Regular Program Graduates Full-time (F-T) / Part-time (P-T) Employment		
	2019	2021
Employed Full-time	93%	93%
Average Hours Worked (All)	40	42
Males	42	43
Females	39	40
Average Weekly Earnings (F-T)	\$845.37	\$1,006.60
Males	\$907.67	\$1,147.74
Females	\$767.37	\$860.79
Employed Part-time	7%	7%
Average Hours Worked (All)	18	17
Males	16	13
Females	19	17
Average Weekly Earnings (P-T)	\$407.86	\$439.38
Males	\$349.67	\$451.75
Females	\$431.14	\$435.85

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

- Average weekly earnings have increased by 19% from \$845.37 in 2019 to \$1,006.60 in 2021 for NBCC graduates employed on a full-time basis.
- Average weekly earnings also increased for graduates employed part-time, although to a lesser extent (8%), from \$407.86 to \$439.38.

Table 4 compares the reference week wages of 2018 graduates employed in full-time positions *directly related* to their NBCC training, for 2019 and 2021, 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 2019 and 2021 follow-up interviews.

Table 4: Comparative Wages in Reference Week by NBCC Programs (Full-time, Directly Related Positions)				
Relation of Job to Training	Sample (2021)	Average Reference Week Wage		% Change
		2019	2021	
Overall (Full-time, Directly Related)	206	\$840.35	\$1,055.82	+26%
Accounting and Payroll Administration	4	\$708.75	\$908.75	+28%
Administrative Professional	5	\$833.20	\$726.54	-13%
Administrative Professional: French Second Language Training	4	\$1,024.00	\$993.75	-3%
Automotive Service Technician	7	\$579.44	\$693.86	+20%
Business Administration: Accounting	11	\$893.80	\$1,025.09	+15%
Business Administration: Management	5	\$689.75	\$828.57	+20%
Carpentry	6	\$600.00	\$673.33	+12%
Early Childhood Education	11	\$860.00	\$791.38	-8%
Electrical: Construction	8	\$726.94	\$882.00	+21%
Human Services	5	\$626.50	\$534.80	-15%
Industrial Control Technology	4	\$1,587.90	\$1,448.00	-9%
Information Technology: Network Administration	5	\$1,128.90	\$1,230.00	+9%
Information Technology: Programmer-Analyst	11	\$967.13	\$1,246.12	+29%
Power Engineering Technology	10	\$1,461.50	\$2,258.30	+55%
Practical Nurse	12	\$852.88	\$872.92	+2%
Welding and Metal Fabrication	7	\$1,000.00	\$1,341.43	+34%

Table 5 compares wages among 2018 graduates in 2019 and 2021 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 2021 in directly related positions (n=206) have seen, on average, a 26% increase in their weekly income since 2019.

Table 5: Comparative Full-time Wages in Reference Week			
Relation of Job to Training	Average Reference Week Wage		% Change
	2019	2021	
Overall (Full-time)	\$845.37	\$1,006.60	+19%
Directly Related	\$840.35	\$1,055.82	+26%
Indirectly Related	\$948.59	\$894.87	-6%
Not at all Related	\$775.24	\$938.96	+21%

5.9 Employment Status (Reference Week)

Each respondent provided information about their employment status in relation to their main job held during the reference week. The information collected in 2021 (three years following graduation) and the information collected in 2019 (one year following graduation) is presented in Table 6. In 2021, 82% (n=371) of those employed reported that the position was permanent, while 16% (n=71) indicated that it was temporary or casual.¹³

	2019	2021
Permanent Positions	74%	82%
Temporary/Casual Positions	25%	16%
Self-employed	1%	2%

As Table 6 demonstrates, the percentage of graduates employed in permanent positions increased from 2019 to 2021, 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 25 months (if the respondent had started employment directly after graduation, this leaves 38 months between July 1, 2018 and the 2021 reference week).

Of those employed during the reference week:¹⁴

- 25% (n=104) had been employed for a period of 12 months or less;
- 15% (n=65) had been employed for a period of 13-24 months;
- 17% (n=73) had been employed for a period of 25-32 months;
- 18% (n=78) had been employed for a period of 33-37 months; and
- 25% (n=104) had been employed for the full 38-month period.

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 (26 months) than respondents in positions not at all related (20 months) to the program completed.¹⁵

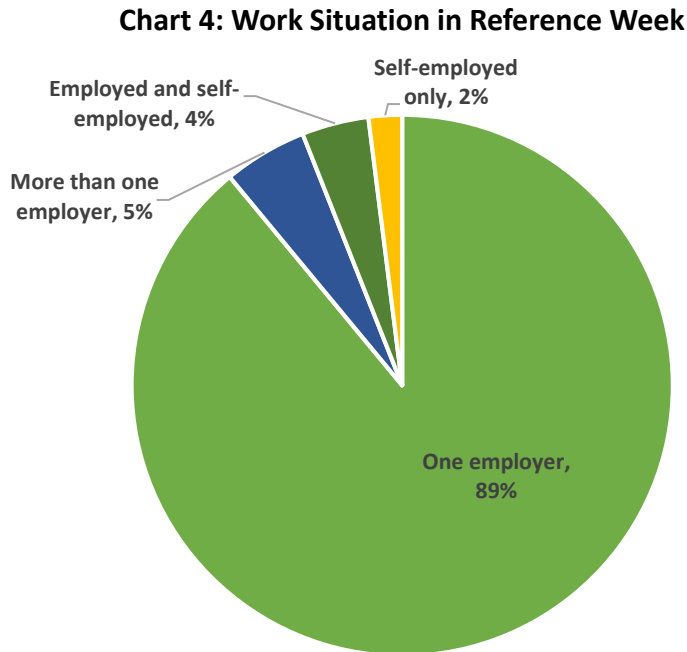
¹³ Based on those who provided a response (n=450).

¹⁴ Based on those who provided a response (n=424).

¹⁵ Based on those who provided a response (n=419).

5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of August 22 to 28, 2021. The following chart demonstrates that the majority of NBCC graduates (89%) were working for one employer during the reference week.¹⁶



As demonstrated in Table 7, the percentage of graduates working for one employer in the reference week is similar, if slightly lower, in the two-year period following the one-year follow-up survey (92% in 2019 compared with 89% in 2021). However, this slight drop is primarily due to an increase in those who are self-employed (2% in 2019 compared to 5% in 2021), including those who are both working for an employer and self-employed.

	2019	2021
One employer	92%	89%
More than one employer	6%	5%
Employed/Self-employed	1%	4%
Self-employed only	1%	2%

¹⁶ Based on those who provided a response (n=456).

5.12 Summary of Graduate Employment (Reference Week)

Table 8 summarizes the employment information for 2018 NBCC graduates one and three years after graduation.

	2019	2021
Labour force participation rate	90%	96%
Employment rate	90%	91%
Percent of those employed working full-time	93%	93%
Average weekly full-time wage	\$845.37	\$1,006.60

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 71 graduates (13%) who were not working during the reference week.¹⁷ Those not working include those who were unemployed and those who were not in the labour force.

Of those not working:

- 66% (n=47) were actively seeking employment, waiting to return to work from a layoff, or waiting for a job to start (within four weeks of the reference week); and
- 34% (n=24) were not in the labour force.

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

- Own illness or disability – 13% (n=9)
- Not able to find work - no jobs available – 13% (n=9)
- In school (full- or part-time) – 12% (n=8)
- Inability to find job related to training – 12% (n=8)
- Laid off and not expecting to be recalled – 10% (n=7)
- Personal or family responsibilities – 9% (n=6)
- Available jobs require more training/education – 6% (n=4)
- Waiting for recall after layoff – 6% (n=4)

Other reasons (mentioned by two or more respondents) include: waiting for a job to start (4%, n=3), lack of work experience, retired, or between jobs (each mentioned by 3% [n=2 each]).¹⁸

When asked specifically if the reason graduates were not working during the reference week was related to the COVID-19 pandemic, 25% (n=17) said that it was related.¹⁹

¹⁷ Based on those who could be classified (n=543).

¹⁸ Based on those who provided a response (n=69).

¹⁹ Based on those who provided a response (n=69).

5.14 Overall Employment Since Graduation

Overall, almost all (99%, n=533) of the 2018 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 2018 to August 2021), respondents were employed in an average of just over two jobs (2.2) and employed for an average of 32 months. Respondents averaged 27 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents who have had at least one job (n=533):

- 48% (n=250) resumed or continued with employment held prior to the completion of their NBCC program;
- 42% (n=219) started their first job following the completion of their NBCC program in 2018;
- 8% (n=39) started their first job in 2019; and
- 2% (n=10) started their first job in 2020 or later.²¹

Furthermore, since completion of the NBCC program:

- 32% (n=171) have held one employment position;
- 31% (n=170) have held two employment positions;
- 22% (n=120) have held three employment positions;
- 13% (n=72) have held four or more employment positions; and
- 1% (n=7) have not been employed.²²

5.15 Migration of Graduates

About 13% of graduates (n=70) lived or worked outside of New Brunswick at some point since July 1, 2018.²³ Of those who lived or worked outside of New Brunswick, 61% (n=42) relocated in an effort to find employment, while the other 39% (n=27) relocated for other reasons.²⁴

Among the graduates who left New Brunswick for employment (n=42), 72% had a job before they moved.²⁵ Those who moved to find employment without an arranged job (n=11) required an average of six weeks to find a job.

²⁰ Based on those who provided a response (n=540).

²¹ Based on those who provided a response (n=518).

²² Based on those who provided a response (n=540).

²³ Based on those who provided a response (n=542).

²⁴ Based on those who provided a response (n=69).

²⁵ Based on those who provided a response (n=39).

5.16 Additional Education and Training

Since completing their NBCC training in 2018, 36% (n=195) of surveyed graduates reported that they had returned to school/training (22%, n=118) or were currently enrolled in an apprenticeship program (14%, n=77).²⁶

Of these (n=195):

- 77% (n=150) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2018; and
- 23% (n=44) 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=118):

- 57% (n=64) were attending full-time studies; and
- 43% (n=48) were attending part-time studies.²⁸

Among *employed* graduates who returned to full- or part-time studies (n=97), 43% (n=41) 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=543)

²⁷ Based on those who provided a response (n=194)

²⁸ Based on those who provided a response (n=112)

²⁹ Based on those who provided a response (n=95).

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 2021, three years following graduation. Overall, 87% (n=471) 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

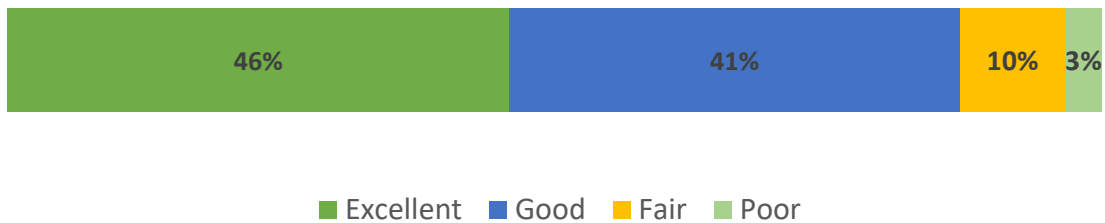
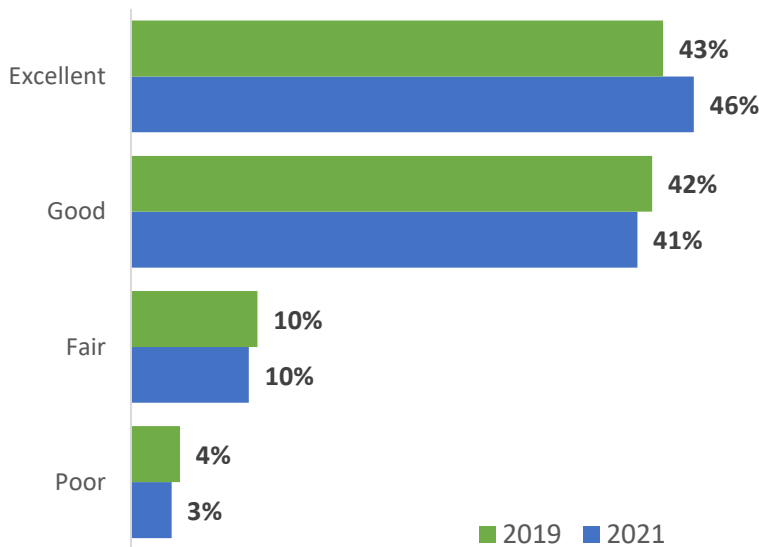


Chart 6 compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2019) and three years following graduation (2021).

Chart 6: Program Rating for Job Preparedness in 2018 and 2020



³⁰ Based on those who provided a response (n=541).

Between 2019 and 2021, there has been a slight increase in those evaluating NBCC programs as “excellent” with regards to job preparedness. 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		
	2019	2021
Overall		
Excellent	44%	46%
Good	42%	41%
Fair	10%	10%
Poor	4%	3%
Employed		
Excellent	44%	47%
Good	42%	42%
Fair	10%	9%
Poor	4%	3%
Unemployed		
Excellent	38%	40%
Good	34%	34%
Fair	21%	17%
Poor	6%	9%
Not in labour force		
Excellent	44%	38%
Good	50%	46%
Fair	4%	13%
Poor	2%	4%

In general, the above table demonstrates that, in 2021, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates. A similar pattern was observed in 2019 with unemployed graduates.

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=281) 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	
	% mentioned
Job searching/resumé building/interview skills	17%
Communication skills	13%
Practical knowledge in their field	12%
Specific skills related to their field	11%
Computer-related skills	10%
Time management/organizational skills	8%
People/social skills	6%
Teamwork/working in groups	6%
Trade skills	6%
Personal and life skills	6%
Work-related skills and professionalism	5%
Practical work experience	5%
Language skills	4%
Entrepreneurship and business skills	4%
Confidence	3%
Problem solving/independence/initiative	3%
Critical thinking skills	3%
Writing skills	3%
Leadership	2%
Report and presentation skills	1%
Patient care and compassion	1%
Customer service skills	1%
Management skills	1%
First aid course/CPR certification	1%
Other	1%

6.0 Conclusions

This report presented a summary of the findings from the 2021 Three-Year Graduate Follow-up Survey of 2017-2018 Graduates of the NBCC. This study represents the 14th three-year follow-up survey conducted with NBCC graduates.³¹

The following points summarize the primary findings of this study:

- The labour force participation rate in the reference week (August 22 to 28, 2021) for 2017-2018 NBCC graduates has increased, from 90% in 2019 to 96% in 2021.
- The employment rate in the reference week for this class of graduates has remained fairly stable over the two-year period, measuring 90% in 2019 and 91% in 2021.
- Graduates working full-time in the reference week worked an average of 42 hours and had an average weekly salary of \$1,006.60. This represents a 19% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$845.37).
- A difference in the wages earned by male and female graduates continues to exist. In 2019, female graduates employed full-time in the reference week had an average salary of \$767.37, which was 85% of the male average weekly salary of \$907.67. In 2021, the average weekly salary for females employed full-time in the reference week was \$860.79, which was 75% of the male salary of \$1,147.74. The gender wage gap for this group of graduates has increased during the two-year period between the two surveys.
- The percentage of NBCC graduates employed in permanent positions in the reference week has increased from 74% in 2019 to 82% in 2021.
- About 13% of employed survey respondents lived or worked outside New Brunswick since graduating from the NBCC in 2018. Within this group, 42% have since returned to the province. In total, 92% of the graduating class of 2017-2018 currently reside in New Brunswick.
- Since completing their NBCC training in 2018, 36% 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 NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (46%) or good (41%) 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, job searching/resumé building/interview skills (17%), communication skills (13%), practical knowledge in their field (12%), specific skills related to their field (11%), and computer-related skills (10%) were the most commonly mentioned skills.

³¹ 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 # ³²	Program ³³	Total Graduates	# Respondents		Response Rate	Average Age in 2021
			Males	Females		
	Overall	1,600	263	283	34%	30
541	Accounting and Payroll Administration	28	2	10	43%	32
257	Administrative Professional	32	1	11	38%	35
257	Administrative Professional: Executive	11	0	5	45%	31
257	Administrative Professional: French Second Language Training	11	0	5	45%	36
257	Administrative Professional: Health Services	24	0	7	29%	31
513	Agricultural Equipment Repair*	5	1	0	20%	-
078	Animation and Graphics*	3	0	0	0%	-
020	Auto Body and Collision Technician*	5	0	0	0%	-
021	Automotive Service Technician	60	21	0	35%	25
186	Bricklaying*	9	2	0	22%	-
258	Business Administration: Accounting	50	9	17	52%	32
258	Business Administration: Financial Management*	10	0	3	30%	-
258	Business Administration: Insurance and Risk Management*	6	0	3	50%	-
258	Business Administration: Management	29	1	9	34%	33
258	Business Administration: Marketing	33	4	7	33%	25
144	Carpentry	61	16	2	30%	33
112	Chemical Technology*	9	1	1	22%	-
547	Child and Youth Care	17	1	9	59%	28
005	Civil Engineering Technology: Architectural	9	0	4	44%	34
005	Civil Engineering Technology: Building System Services	19	5	4	47%	35
005	Civil Engineering Technology: Construction Management*	8	2	0	25%	-
005	Civil Engineering Technology: Highway and Municipal	12	4	0	33%	27
005	Civil Engineering Technology: Structural	11	5	1	55%	33
503	Civil Technician*	4	3	0	75%	-
510	CNC Machining*	3	0	0	0%	-
009	Cook*	8	0	1	13%	-
546	Criminal Justice: Corrections	17	4	2	35%	30
544	Criminal Justice: Police Foundations	24	2	5	29%	25
517	Culinary Arts	8	0	4	50%	33
537	Culinary Arts Management*	5	1	1	40%	-
107	Early Childhood Education	111	0	38	34%	30
228	Educational Assistant	29	0	7	24%	35

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

³³ In this and all tables, the "Program" field reflects the program names as they were in 2017-18.

Academic Program # ³²	Program ³³	Total Graduates	# Respondents		Response Rate	Average Age in 2021
			Males	Females		
	Overall	1,600	263	283	34%	30
548	Electrical Engineering Technology	18	8	1	50%	33
509	Electrical Engineering Technology: Alternate Energy Systems*	1	0	0	0%	-
010	Electrical: Construction	59	14	3	29%	27
010	Electrical: Industrial*	12	1	0	8%	-
549	Electronics Engineering Technology	20	7	2	45%	28
532	Energy Systems Technology*	4	1	1	50%	-
012	Environmental Technology	12	0	4	33%	28
530	Fuels Technician*	12	2	1	25%	-
552	Graphic and Communications Design	10	1	3	40%	28
014	Heavy Equipment Service Technician	17	4	0	24%	25
553	Hotel and Restaurant Management*	3	0	1	33%	-
516	Hotel and Restaurant Operations*	5	0	1	20%	-
511	Human Resources Management	19	3	7	53%	31
085	Human Services	105	7	28	33%	30
033	HVAC: Sheet Metal Fabrication*	11	1	0	9%	-
067	Industrial Control Technology	20	7	0	35%	27
016	Industrial Mechanics	19	5	0	26%	27
508	Information Technology: Business Analysis	18	3	6	50%	36
508	Information Technology: Electronic Game Development*	3	2	0	67%	-
508	Information Technology: Network Administration	24	12	0	50%	30
508	Information Technology: Network Support	25	8	1	36%	29
508	Information Technology: Programmer-Analyst	22	11	1	55%	27
508	Information Technology: Quality Assurance Testing	8	3	1	50%	31
508	Information Technology: Web and Mobile Application Development*	9	1	0	11%	-
550	International Business Management	7	3	1	57%	34
518	International Travel and Tourism	9	0	4	44%	38
017	Machinist	17	4	1	29%	24
018	Marine Diesel Mechanics*	10	3	0	30%	-
529	Mechanical Engineering Technology	9	5	0	56%	33
109	Mechanical Technician*	10	2	0	20%	-
030	Medical Laboratory Technology*	11	0	3	27%	-
512	Motorcycle Repair*	10	2	1	30%	-
314	Personal Support Worker	26	0	4	15%	31
314	Personal Support Worker: Acute Care	47	0	15	32%	34
554	Pharmacy Technician*	8	0	3	38%	-

Academic Program # ³²	Program ³³	Total Graduates	# Respondents		Response Rate	Average Age in 2021
			Males	Females		
	Overall	1,600	263	283	34%	30
139	Plumbing	31	8	0	26%	29
023	Power Engineering Technology	33	13	2	45%	31
292	Practical Nurse	83	1	26	33%	30
322	Process Control Technician*	10	0	0	0%	-
031	Refrigeration and Air Conditioning Technician*	8	2	0	25%	-
312	Respiratory Therapy*	12	0	2	17%	-
551	Steamfitting/Pipefitting*	9	1	1	22%	-
026	Steel Fabrication	18	7	1	44%	27
022	Truck and Transport Service Technician	28	7	0	25%	30
027	Welding	34	5	2	21%	26
540	Welding and Metal Fabrication	34	12	0	35%	26
029	Welding Technology*	9	2	0	22%	-

* 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	546	519	96%	91%	84%
541	Accounting and Payroll Administration	12	11	100%	91%	90%
257	Administrative Professional	12	12	100%	92%	91%
257	Administrative Professional: Executive	5	5	100%	100%	100%
257	Administrative Professional: French Second Language Training	5	5	100%	100%	100%
257	Administrative Professional: Health Services	7	7	100%	100%	67%
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	0	-	-	-	-
020	Auto Body and Collision Technician*	0	-	-	-	-
021	Automotive Service Technician	21	18	86%	94%	81%
186	Bricklaying*	2	-	-	-	-
258	Business Administration: Accounting	26	25	96%	84%	90%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management*	3	-	-	-	-
258	Business Administration: Management	10	10	100%	100%	90%
258	Business Administration: Marketing	11	11	100%	100%	100%
144	Carpentry	18	17	94%	94%	75%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care	10	9	90%	78%	100%
005	Civil Engineering Technology: Architectural	4	4	100%	100%	100%
005	Civil Engineering Technology: Building System Services	9	9	100%	89%	100%
005	Civil Engineering Technology: Construction Management*	2	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	4	100%	100%	100%
005	Civil Engineering Technology: Structural	6	5	83%	100%	100%
503	Civil Technician*	3	-	-	-	-
510	CNC Machining*	0	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections	6	6	100%	83%	100%
544	Criminal Justice: Police Foundations	7	7	100%	100%	100%
517	Culinary Arts	4	4	100%	100%	100%
537	Culinary Arts Management*	2	-	-	-	-
107	Early Childhood Education	38	37	97%	81%	81%
228	Educational Assistant	7	6	86%	67%	100%
548	Electrical Engineering Technology	9	9	100%	100%	67%
509	Electrical Engineering Technology: Alternate Energy Systems*	0	-	-	-	-
010	Electrical: Construction	17	16	100%	94%	80%

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	546	519	96%	91%	84%
010	Electrical: Industrial*	1	-	-	-	-
549	Electronics Engineering Technology	9	9	100%	100%	89%
532	Energy Systems Technology*	2	-	-	-	-
012	Environmental Technology	4	4	100%	100%	100%
530	Fuels Technician*	3	-	-	-	-
552	Graphic and Communications Design	4	4	100%	75%	67%
014	Heavy Equipment Service Technician	4	3	75%	100%	100%
553	Hotel and Restaurant Management*	1	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	10	10	100%	90%	71%
085	Human Services	35	33	97%	91%	69%
033	HVAC: Sheet Metal Fabrication*	1	-	-	-	-
067	Industrial Control Technology	7	7	100%	71%	100%
016	Industrial Mechanics	5	5	100%	100%	100%
508	Information Technology: Business Analysis	9	8	89%	100%	75%
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration	12	12	100%	83%	90%
508	Information Technology: Network Support	9	8	89%	88%	71%
508	Information Technology: Programmer-Analyst	12	12	100%	100%	100%
508	Information Technology: Quality Assurance Testing	4	4	100%	50%	100%
508	Information Technology: Web and Mobile Application Development*	1	-	-	-	-
550	International Business Management	4	4	100%	100%	100%
518	International Travel and Tourism	4	4	100%	100%	50%
017	Machinist	5	5	100%	100%	50%
018	Marine Diesel Mechanics*	3	-	-	-	-
529	Mechanical Engineering Technology	5	5	100%	100%	80%
109	Mechanical Technician*	2	-	-	-	-
030	Medical Laboratory Technology*	3	-	-	-	-
512	Motorcycle Repair*	3	-	-	-	-
314	Personal Support Worker	4	4	100%	100%	75%
314	Personal Support Worker: Acute Care	15	14	93%	93%	69%
554	Pharmacy Technician*	3	-	-	-	-
139	Plumbing	8	8	100%	88%	86%
023	Power Engineering Technology	15	14	93%	93%	92%
292	Practical Nurse	27	26	96%	92%	100%

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	546	519	96%	91%	84%
322	Process Control Technician*	0	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-	-
026	Steel Fabrication	8	7	88%	100%	83%
022	Truck and Transport Service Technician	7	5	71%	100%	100%
027	Welding	7	6	86%	83%	80%
540	Welding and Metal Fabrication	12	11	92%	82%	100%
029	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	391	65%	20%	42	\$1,007
541	Accounting and Payroll Administration	9	56%	44%	38	\$929
257	Administrative Professional	9	67%	22%	39	\$822
257	Administrative Professional: Executive	5	60%	40%	38	\$738
257	Administrative Professional: French Second Language Training	5	80%	20%	37	\$994
257	Administrative Professional: Health Services	5	50%	25%	37	\$884
513	Agricultural Equipment Repair*	-	-	-	-	-
078	Animation and Graphics*	-	-	-	-	-
020	Auto Body and Collision Technician*	-	-	-	-	-
021	Automotive Service Technician	16	75%	6%	42	\$768
186	Bricklaying*	-	-	-	-	-
258	Business Administration: Accounting	18	72%	22%	38	\$958
258	Business Administration: Financial Management*	-	-	-	-	-
258	Business Administration: Insurance and Risk Management*	-	-	-	-	-
258	Business Administration: Management	10	60%	30%	39	\$792
258	Business Administration: Marketing	9	44%	56%	40	\$920
144	Carpentry	13	62%	23%	44	\$719
112	Chemical Technology*	-	-	-	-	-
547	Child and Youth Care	6	83%	17%	38	\$883
005	Civil Engineering Technology: Architectural	3	-	-	-	-
005	Civil Engineering Technology: Building System Services	8	50%	50%	46	\$1,294
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	100%	0%	55	\$1,333
005	Civil Engineering Technology: Structural	5	60%	40%	39	\$831
503	Civil Technician*	-	-	-	-	-
510	CNC Machining*	-	-	-	-	-
009	Cook*	-	-	-	-	-
546	Criminal Justice: Corrections	4	100%	0%	43	\$917
544	Criminal Justice: Police Foundations	4	50%	50%	44	\$791
517	Culinary Arts	3	-	-	-	-
537	Culinary Arts Management*	-	-	-	-	-
107	Early Childhood Education	24	68%	9%	39	\$778
228	Educational Assistant	0	-	-	-	-
548	Electrical Engineering Technology	8	50%	13%	44	\$968
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-

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	391	65%	20%	42	\$1,007
010	Electrical: Construction	14	71%	14%	41	\$877
010	Electrical: Industrial*	-	-	-	-	-
549	Electronics Engineering Technology	8	75%	13%	38	\$1,064
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology	4	50%	50%	41	\$1,104
530	Fuels Technician*	-	-	-	-	-
552	Graphic and Communications Design	1	-	-	-	-
014	Heavy Equipment Service Technician	3	-	-	-	-
553	Hotel and Restaurant Management*	-	-	-	-	-
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management	8	57%	14%	38	\$1,166
085	Human Services	18	33%	33%	37	\$658
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology	5	80%	20%	44	\$1,394
016	Industrial Mechanics	5	80%	20%	55	\$1,476
508	Information Technology: Business Analysis	8	50%	25%	39	\$903
508	Information Technology: Electronic Game Development*	-	-	-	-	-
508	Information Technology: Network Administration	9	67%	22%	39	\$1,342
508	Information Technology: Network Support	7	57%	14%	38	\$753
508	Information Technology: Programmer-Analyst	12	92%	8%	39	\$1,234
508	Information Technology: Quality Assurance Testing	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development*	-	-	-	-	-
550	International Business Management	3	-	-	-	-
518	International Travel and Tourism	3	-	-	-	-
017	Machinist	4	50%	25%	41	\$787
018	Marine Diesel Mechanics*	-	-	-	-	-
529	Mechanical Engineering Technology	4	75%	25%	41	\$1,006
109	Mechanical Technician*	-	-	-	-	-
030	Medical Laboratory Technology*	-	-	-	-	-
512	Motorcycle Repair*	-	-	-	-	-
314	Personal Support Worker	2	-	-	-	-
314	Personal Support Worker: Acute Care	7	57%	0%	41	\$1,012
554	Pharmacy Technician*	-	-	-	-	-
139	Plumbing	5	100%	0%	41	\$971

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	391	65%	20%	42	\$1,007
023	Power Engineering Technology	13	85%	8%	49	\$2,170
292	Practical Nurse	14	100%	0%	41	\$873
322	Process Control Technician*	-	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	-	-	-	-	-
312	Respiratory Therapy*	-	-	-	-	-
551	Steamfitting/Pipefitting*	-	-	-	-	-
026	Steel Fabrication	7	50%	33%	39	\$936
022	Truck and Transport Service Technician	4	100%	0%	46	\$1,175
027	Welding	4	50%	25%	50	\$1,268
540	Welding and Metal Fabrication	9	78%	22%	54	\$1,007
029	Welding Technology*	-	-	-	-	-

* 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	391	90%	5%	4%	1%
541	Accounting and Payroll Administration	9	78%	22%	0%	0%
257	Administrative Professional	9	78%	0%	11%	11%
257	Administrative Professional: Executive	5	80%	20%	0%	0%
257	Administrative Professional: French Second Language Training	5	100%	0%	0%	0%
257	Administrative Professional: Health Services	5	100%	0%	0%	0%
513	Agricultural Equipment Repair*	-	-	-	-	-
078	Animation and Graphics*	-	-	-	-	-
020	Auto Body and Collision Technician*	-	-	-	-	-
021	Automotive Service Technician	16	100%	0%	0%	0%
186	Bricklaying*	-	-	-	-	-
258	Business Administration: Accounting	18	83%	0%	17%	0%
258	Business Administration: Financial Management*	-	-	-	-	-
258	Business Administration: Insurance and Risk Management*	-	-	-	-	-
258	Business Administration: Management	10	100%	0%	0%	0%
258	Business Administration: Marketing	9	100%	0%	0%	0%
144	Carpentry	13	77%	8%	8%	8%
112	Chemical Technology*	-	-	-	-	-
547	Child and Youth Care	6	100%	0%	0%	0%
005	Civil Engineering Technology: Architectural	3	-	-	-	-
005	Civil Engineering Technology: Building System Services	8	100%	0%	0%	0%
005	Civil Engineering Technology: Construction Management*	-	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	100%	0%	0%	0%
005	Civil Engineering Technology: Structural	5	100%	0%	0%	0%
503	Civil Technician*	-	-	-	-	-
510	CNC Machining*	-	-	-	-	-
009	Cook*	-	-	-	-	-
546	Criminal Justice: Corrections	4	100%	0%	0%	0%
544	Criminal Justice: Police Foundations	4	75%	25%	0%	0%
517	Culinary Arts	3	-	-	-	-
537	Culinary Arts Management*	-	-	-	-	-
107	Early Childhood Education	24	92%	4%	0%	4%
228	Educational Assistant	0	-	-	-	-
548	Electrical Engineering Technology	8	88%	0%	13%	0%
509	Electrical Engineering Technology: Alternate Energy Systems*	-	-	-	-	-

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	391	90%	5%	4%	1%
010	Electrical: Construction	14	93%	0%	7%	0%
010	Electrical: Industrial*	-	-	-	-	-
549	Electronics Engineering Technology	8	100%	0%	0%	0%
532	Energy Systems Technology*	-	-	-	-	-
012	Environmental Technology	4	75%	25%	0%	0%
530	Fuels Technician*	-	-	-	-	-
552	Graphic and Communications Design	1	-	-	-	-
014	Heavy Equipment Service Technician	3	-	-	-	-
553	Hotel and Restaurant Management*	-	-	-	-	-
516	Hotel and Restaurant Operations*	-	-	-	-	-
511	Human Resources Management	8	75%	13%	0%	13%
085	Human Services	18	89%	6%	6%	0%
033	HVAC: Sheet Metal Fabrication*	-	-	-	-	-
067	Industrial Control Technology	5	100%	0%	0%	0%
016	Industrial Mechanics	5	100%	0%	0%	0%
508	Information Technology: Business Analysis	8	100%	0%	0%	0%
508	Information Technology: Electronic Game Development*	-	-	-	-	-
508	Information Technology: Network Administration	9	100%	0%	0%	0%
508	Information Technology: Network Support	7	86%	14%	0%	0%
508	Information Technology: Programmer-Analyst	12	100%	0%	0%	0%
508	Information Technology: Quality Assurance Testing	2	-	-	-	-
508	Information Technology: Web and Mobile Application Development*	-	-	-	-	-
550	International Business Management	3	-	-	-	-
518	International Travel and Tourism	3	-	-	-	-
017	Machinist	4	100%	0%	0%	0%
018	Marine Diesel Mechanics*	-	-	-	-	-
529	Mechanical Engineering Technology	4	100%	0%	0%	0%
109	Mechanical Technician*	-	-	-	-	-
030	Medical Laboratory Technology*	-	-	-	-	-
512	Motorcycle Repair*	-	-	-	-	-
314	Personal Support Worker	2	-	-	-	-
314	Personal Support Worker: Acute Care	7	100%	0%	0%	0%
554	Pharmacy Technician*	-	-	-	-	-
139	Plumbing	5	100%	0%	0%	0%

Table A-4 Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)						
Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	391	90%	5%	4%	1%
023	Power Engineering Technology	13	100%	0%	0%	0%
292	Practical Nurse	14	64%	29%	7%	0%
322	Process Control Technician*	-	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	1	-	-	-	-
312	Respiratory Therapy*	-	-	-	-	-
551	Steamfitting/Pipefitting*	-	-	-	-	-
026	Steel Fabrication	7	100%	0%	0%	0%
022	Truck and Transport Service Technician	4	100%	0%	0%	0%
027	Welding	4	75%	0%	25%	0%
540	Welding and Metal Fabrication	9	67%	33%	0%	0%
029	Welding Technology*	-	-	-	-	-

* 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	546	2.2	32	27
541	Accounting and Payroll Administration	12	2.3	35	27
257	Administrative Professional	12	2.2	34	26
257	Administrative Professional: Executive	5	2.6	38	33
257	Administrative Professional: French Second Language Training	5	2.4	38	38
257	Administrative Professional: Health Services	7	3.3	34	29
513	Agricultural Equipment Repair*	1	2.0	38	38
078	Animation and Graphics*	0	-	-	-
020	Auto Body and Collision Technician*	0	-	-	-
021	Automotive Service Technician	21	2.0	32	25
186	Bricklaying*	2	-	-	-
258	Business Administration: Accounting	26	1.8	30	24
258	Business Administration: Financial Management*	3	-	-	-
258	Business Administration: Insurance and Risk Management*	3	-	-	-
258	Business Administration: Management	10	2.0	36	32
258	Business Administration: Marketing	11	1.8	34	31
144	Carpentry	18	1.8	33	33
112	Chemical Technology*	2	-	-	-
547	Child and Youth Care	10	2.0	34	30
005	Civil Engineering Technology: Architectural	4	1.8	31	24
005	Civil Engineering Technology: Building System Services	9	1.9	32	28
005	Civil Engineering Technology: Construction Management*	2	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	1.8	38	38
005	Civil Engineering Technology: Structural	6	1.8	33	30
503	Civil Technician*	3	-	-	-
510	CNC Machining*	0	-	-	-
009	Cook*	1	-	-	-
546	Criminal Justice: Corrections	6	1.3	29	27
544	Criminal Justice: Police Foundations	7	2.7	37	37
517	Culinary Arts	4	3.5	23	23
537	Culinary Arts Management*	2	-	-	-
107	Early Childhood Education	38	2.1	30	25
228	Educational Assistant	7	1.4	32	31
548	Electrical Engineering Technology	9	2.1	35	18
509	Electrical Engineering Technology: Alternate Energy Systems*	0	-	-	-

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	546	2.2	32	27
010	Electrical: Construction	17	2.6	33	26
010	Electrical: Industrial*	1	-	-	-
549	Electronics Engineering Technology	9	2.2	30	33
532	Energy Systems Technology*	2	-	-	-
012	Environmental Technology	4	2.8	37	27
530	Fuels Technician*	3	-	-	-
552	Graphic and Communications Design	4	3.0	31	22
014	Heavy Equipment Service Technician	4	1.5	35	35
553	Hotel and Restaurant Management*	1	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	10	2.7	27	19
085	Human Services	35	2.9	32	23
033	HVAC: Sheet Metal Fabrication*	1	-	-	-
067	Industrial Control Technology	7	3.4	31	29
016	Industrial Mechanics	5	1.8	30	26
508	Information Technology: Business Analysis	9	2.1	25	24
508	Information Technology: Electronic Game Development*	2	-	-	-
508	Information Technology: Network Administration	12	2.0	31	28
508	Information Technology: Network Support	9	1.7	31	19
508	Information Technology: Programmer-Analyst	12	2.1	35	35
508	Information Technology: Quality Assurance Testing	4	1.8	28	27
508	Information Technology: Web and Mobile Application Development*	1	-	-	-
550	International Business Management	4	1.8	38	29
518	International Travel and Tourism	4	3.5	35	26
017	Machinist	5	2.4	35	32
018	Marine Diesel Mechanics*	3	-	-	-
529	Mechanical Engineering Technology	5	2.0	28	19
109	Mechanical Technician*	2	-	-	-
030	Medical Laboratory Technology*	3	-	-	-
512	Motorcycle Repair*	3	-	-	-
314	Personal Support Worker	4	3.0	25	16
314	Personal Support Worker: Acute Care	15	2.6	36	28
554	Pharmacy Technician*	3	-	-	-
139	Plumbing	8	2.3	32	28

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	546	2.2	32	27
023	Power Engineering Technology	15	2.0	35	29
292	Practical Nurse	27	1.9	35	34
322	Process Control Technician*	0	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-
312	Respiratory Therapy*	2	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-
026	Steel Fabrication	8	2.1	32	32
022	Truck and Transport Service Technician	7	2.1	34	33
027	Welding	7	2.2	34	28
540	Welding and Metal Fabrication	12	2.6	26	25
029	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, 2017

Average # of Months in Related Employment – Average number of months respondents were employed since July 1, 2017 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	546	13%	61%	1.7
541	Accounting and Payroll Administration	12	8%	0%	-
257	Administrative Professional	12	8%	0%	-
257	Administrative Professional: Executive	5	20%	100%	0.0
257	Administrative Professional: French Second Language Training	5	20%	0%	-
257	Administrative Professional: Health Services	7	0%	-	-
513	Agricultural Equipment Repair*	1	-	-	-
078	Animation and Graphics*	0	-	-	-
020	Auto Body and Collision Technician*	0	-	-	-
021	Automotive Service Technician	21	15%	0%	-
186	Bricklaying*	2	-	-	-
258	Business Administration: Accounting	26	4%	100%	0.0
258	Business Administration: Financial Management*	3	-	-	-
258	Business Administration: Insurance and Risk Management*	3	-	-	-
258	Business Administration: Management	10	10%	0%	-
258	Business Administration: Marketing	11	9%	0%	-
144	Carpentry	18	11%	0%	-
112	Chemical Technology*	2	-	-	-
547	Child and Youth Care	10	30%	67%	6.5
005	Civil Engineering Technology: Architectural	4	0%	-	-
005	Civil Engineering Technology: Building System Services	9	22%	50%	0.0
005	Civil Engineering Technology: Construction Management*	2	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	25%	0%	-
005	Civil Engineering Technology: Structural	6	17%	100%	0.0
503	Civil Technician*	3	-	-	-
510	CNC Machining*	0	-	-	-
009	Cook*	1	-	-	-
546	Criminal Justice: Corrections	6	17%	0%	-
544	Criminal Justice: Police Foundations	7	14%	100%	0.0
517	Culinary Arts	4	0%	-	-
537	Culinary Arts Management*	2	-	-	-
107	Early Childhood Education	38	3%	0%	-
228	Educational Assistant	7	0%	-	-
548	Electrical Engineering Technology	9	0%	-	-
509	Electrical Engineering Technology: Alternate Energy Systems*	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	546	13%	61%	1.7
010	Electrical: Construction	17	6%	0%	-
010	Electrical: Industrial*	1	-	-	-
549	Electronics Engineering Technology	9	22%	50%	-
532	Energy Systems Technology*	2	-	-	-
012	Environmental Technology	4	25%	100%	20.0
530	Fuels Technician*	3	-	-	-
552	Graphic and Communications Design	4	0%	-	-
014	Heavy Equipment Service Technician	4	25%	100%	0.0
553	Hotel and Restaurant Management*	1	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-
511	Human Resources Management	10	40%	100%	0.0
085	Human Services	35	3%	0%	-
033	HVAC: Sheet Metal Fabrication*	1	-	-	-
067	Industrial Control Technology	7	29%	100%	1.5
016	Industrial Mechanics	5	20%	100%	0.0
508	Information Technology: Business Analysis	9	0%	-	-
508	Information Technology: Electronic Game Development*	2	-	-	-
508	Information Technology: Network Administration	12	8%	100%	0.0
508	Information Technology: Network Support	9	11%	100%	6.0
508	Information Technology: Programmer-Analyst	12	17%	50%	0.0
508	Information Technology: Quality Assurance Testing	4	0%	-	-
508	Information Technology: Web and Mobile Application Development*	1	-	-	-
550	International Business Management	4	0%	-	-
518	International Travel and Tourism	4	0%	-	-
017	Machinist	5	20%	0%	-
018	Marine Diesel Mechanics*	3	-	-	-
529	Mechanical Engineering Technology	5	20%	100%	2.0
109	Mechanical Technician*	2	-	-	-
030	Medical Laboratory Technology*	3	-	-	-
512	Motorcycle Repair*	3	-	-	-
314	Personal Support Worker	4	0%	-	-
314	Personal Support Worker: Acute Care	15	14%	50%	0.0
554	Pharmacy Technician*	3	-	-	-
139	Plumbing	8	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	546	13%	61%	1.7
023	Power Engineering Technology	15	27%	100%	0.3
292	Practical Nurse	27	4%	0%	-
322	Process Control Technician*	0	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-
312	Respiratory Therapy*	2	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-
026	Steel Fabrication	8	25%	50%	8.0
022	Truck and Transport Service Technician	7	0%	-	-
027	Welding	7	43%	100%	2.0
540	Welding and Metal Fabrication	12	33%	100%	0.0
029	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

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	546	36%	77%	43%	15%
541	Accounting and Payroll Administration	12	17%	50%	100%	0%
257	Administrative Professional	12	17%	0%	50%	0%
257	Administrative Professional: Executive	5	20%	100%	100%	0%
257	Administrative Professional: French Second Language Training	5	20%	0%	0%	0%
257	Administrative Professional: Health Services	7	0%	-	-	0%
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	0	-	-	-	-
020	Auto Body and Collision Technician*	0	-	-	-	-
021	Automotive Service Technician	21	70%	100%	-	65%
186	Bricklaying*	2	-	-	-	-
258	Business Administration: Accounting	26	42%	82%	33%	0%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management*	3	-	-	-	-
258	Business Administration: Management	10	30%	100%	33%	0%
258	Business Administration: Marketing	11	27%	100%	0%	0%
144	Carpentry	18	56%	80%	50%	33%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care	10	30%	33%	50%	0%
005	Civil Engineering Technology: Architectural	4	0%	-	-	0%
005	Civil Engineering Technology: Building System Services	9	11%	0%	0%	0%
005	Civil Engineering Technology: Construction Management*	2	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	25%	100%	100%	0%
005	Civil Engineering Technology: Structural	6	33%	0%	0%	0%
503	Civil Technician*	3	-	-	-	-
510	CNC Machining*	0	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections	6	83%	80%	25%	0%
544	Criminal Justice: Police Foundations	7	29%	50%	50%	0%
517	Culinary Arts	4	75%	100%	0%	67%
537	Culinary Arts Management*	2	-	-	-	-
107	Early Childhood Education	38	13%	80%	0%	0%
228	Educational Assistant	7	14%	100%	-	0%

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	546	36%	77%	43%	15%
548	Electrical Engineering Technology	9	11%	100%	100%	0%
509	Electrical Engineering Technology: Alternate Energy Systems*	0	-	-	-	-
010	Electrical: Construction	17	82%	93%	50%	80%
010	Electrical: Industrial*	1	-	-	-	-
549	Electronics Engineering Technology	9	33%	100%	33%	0%
532	Energy Systems Technology*	2	-	-	-	-
012	Environmental Technology	4	0%	-	-	0%
530	Fuels Technician*	3	-	-	-	-
552	Graphic and Communications Design	4	0%	-	-	0%
014	Heavy Equipment Service Technician	4	75%	100%	-	75%
553	Hotel and Restaurant Management*	1	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	10	30%	0%	0%	0%
085	Human Services	35	34%	58%	44%	0%
033	HVAC: Sheet Metal Fabrication*	1	-	-	-	-
067	Industrial Control Technology	7	57%	100%	-	43%
016	Industrial Mechanics	5	80%	100%	-	80%
508	Information Technology: Business Analysis	9	0%	-	-	0%
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration	12	17%	100%	0%	0%
508	Information Technology: Network Support	9	11%	100%	100%	0%
508	Information Technology: Programmer-Analyst	12	25%	100%	33%	0%
508	Information Technology: Quality Assurance Testing	4	0%	-	-	0%
508	Information Technology: Web and Mobile Application Development*	1	-	-	-	-
550	International Business Management	4	100%	25%	25%	0%
518	International Travel and Tourism	4	50%	50%	50%	0%
017	Machinist	5	80%	100%	-	60%
018	Marine Diesel Mechanics*	3	-	-	-	-
529	Mechanical Engineering Technology	5	60%	33%	0%	0%
109	Mechanical Technician*	2	-	-	-	-
030	Medical Laboratory Technology*	3	-	-	-	-
512	Motorcycle Repair*	3	-	-	-	-
314	Personal Support Worker	4	50%	50%	50%	0%

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		546	36%	77%	43%	15%
314	Personal Support Worker: Acute Care	15	27%	25%	67%	0%
554	Pharmacy Technician*	3	-	-	-	-
139	Plumbing	8	88%	100%	-	88%
023	Power Engineering Technology	15	7%	0%	100%	0%
292	Practical Nurse	27	26%	100%	60%	0%
322	Process Control Technician*	0	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-	-
026	Steel Fabrication	8	38%	100%	100%	29%
022	Truck and Transport Service Technician	7	71%	100%	-	71%
027	Welding	7	29%	50%	-	29%
540	Welding and Metal Fabrication	12	92%	82%	100%	50%
029	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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	546	46%	41%	10%	3%
541	Accounting and Payroll Administration	12	42%	58%	0%	0%
257	Administrative Professional	12	50%	42%	8%	0%
257	Administrative Professional: Executive	5	60%	20%	20%	0%
257	Administrative Professional: French Second Language Training	5	40%	60%	0%	0%
257	Administrative Professional: Health Services	7	57%	29%	0%	14%
513	Agricultural Equipment Repair*	1	-	-	-	-
078	Animation and Graphics*	0	-	-	-	-
020	Auto Body and Collision Technician*	0	-	-	-	-
021	Automotive Service Technician	21	52%	48%	0%	0%
186	Bricklaying*	2	-	-	-	-
258	Business Administration: Accounting	26	46%	54%	0%	0%
258	Business Administration: Financial Management*	3	-	-	-	-
258	Business Administration: Insurance and Risk Management*	3	-	-	-	-
258	Business Administration: Management	10	70%	20%	10%	0%
258	Business Administration: Marketing	11	27%	64%	9%	0%
144	Carpentry	18	76%	18%	6%	0%
112	Chemical Technology*	2	-	-	-	-
547	Child and Youth Care	10	40%	50%	10%	0%
005	Civil Engineering Technology: Architectural	4	33%	67%	0%	0%
005	Civil Engineering Technology: Building System Services	9	22%	56%	22%	0%
005	Civil Engineering Technology: Construction Management*	2	-	-	-	-
005	Civil Engineering Technology: Highway and Municipal	4	25%	75%	0%	0%
005	Civil Engineering Technology: Structural	6	17%	50%	0%	33%
503	Civil Technician*	3	-	-	-	-
510	CNC Machining*	0	-	-	-	-
009	Cook*	1	-	-	-	-
546	Criminal Justice: Corrections	6	67%	33%	0%	0%
544	Criminal Justice: Police Foundations	7	43%	57%	0%	0%
517	Culinary Arts	4	75%	0%	25%	0%
537	Culinary Arts Management*	2	-	-	-	-
107	Early Childhood Education	38	50%	34%	13%	3%
228	Educational Assistant	7	29%	57%	14%	0%
548	Electrical Engineering Technology	9	33%	33%	22%	11%
509	Electrical Engineering Technology: Alternate Energy Systems*	0	-	-	-	-

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	546	46%	41%	10%	3%
010	Electrical: Construction	17	59%	35%	6%	0%
010	Electrical: Industrial*	1	-	-	-	-
549	Electronics Engineering Technology	9	44%	33%	22%	0%
532	Energy Systems Technology*	2	-	-	-	-
012	Environmental Technology	4	50%	0%	50%	0%
530	Fuels Technician*	3	-	-	-	-
552	Graphic and Communications Design	4	25%	50%	0%	25%
014	Heavy Equipment Service Technician	4	75%	25%	0%	0%
553	Hotel and Restaurant Management*	1	-	-	-	-
516	Hotel and Restaurant Operations*	1	-	-	-	-
511	Human Resources Management	10	40%	20%	20%	20%
085	Human Services	35	29%	54%	11%	6%
033	HVAC: Sheet Metal Fabrication*	1	-	-	-	-
067	Industrial Control Technology	7	71%	29%	0%	0%
016	Industrial Mechanics	5	100%	0%	0%	0%
508	Information Technology: Business Analysis	9	56%	44%	0%	0%
508	Information Technology: Electronic Game Development*	2	-	-	-	-
508	Information Technology: Network Administration	12	42%	42%	17%	0%
508	Information Technology: Network Support	9	22%	33%	22%	22%
508	Information Technology: Programmer-Analyst	12	58%	42%	0%	0%
508	Information Technology: Quality Assurance Testing	4	25%	50%	25%	0%
508	Information Technology: Web and Mobile Application Development*	1	-	-	-	-
550	International Business Management	4	25%	50%	25%	0%
518	International Travel and Tourism	4	100%	0%	0%	0%
017	Machinist	5	100%	0%	0%	0%
018	Marine Diesel Mechanics*	3	-	-	-	-
529	Mechanical Engineering Technology	5	50%	25%	25%	0%
109	Mechanical Technician*	2	-	-	-	-
030	Medical Laboratory Technology*	3	-	-	-	-
512	Motorcycle Repair*	3	-	-	-	-
314	Personal Support Worker	4	25%	50%	25%	0%
314	Personal Support Worker: Acute Care	15	47%	53%	0%	0%
554	Pharmacy Technician*	3	-	-	-	-
139	Plumbing	8	25%	63%	13%	0%
023	Power Engineering Technology	15	40%	33%	13%	13%

Table A-8 Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field						
Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	546	46%	41%	10%	3%
292	Practical Nurse	27	63%	30%	7%	0%
322	Process Control Technician*	0	-	-	-	-
031	Refrigeration and Air Conditioning Technician*	2	-	-	-	-
312	Respiratory Therapy*	2	-	-	-	-
551	Steamfitting/Pipefitting*	2	-	-	-	-
026	Steel Fabrication	8	25%	50%	13%	13%
022	Truck and Transport Service Technician	7	43%	43%	14%	0%
027	Welding	7	14%	57%	14%	14%
540	Welding and Metal Fabrication	12	8%	75%	17%	0%
029	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