

**THREE-YEAR GRADUATE FOLLOW-UP SURVEY
2021 SURVEY OF GRADUATES OF 2018
OF THE NEW BRUNSWICK COLLEGE OF CRAFT AND
DESIGN (NBCCD)**

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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 College of Craft and Design (NBCCD). 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 61 graduates, representing 41% of the 150 graduates to be contacted for this survey.

- The labour force participation rate in the reference week (August 22 to 28, 2021) for 2017-2018 NBCCD graduates has increased significantly, from 64% in 2019 to 85% in 2021.
- The employment rate in the reference week for this class of graduates has fallen over the two-year period, measuring 96% in 2019 and 84% in 2021.
- Graduates working full-time in the reference week worked an average of 40 hours and had an average weekly salary of \$827.93. This represents a 1% decrease over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$839.23).
- The percentage of NBCCD graduates employed in permanent positions in the reference week has remained stable, at 71% in 2019 and 69% in 2021.
- About 17% of employed survey respondents lived or worked outside New Brunswick since graduation from the NBCCD in 2018. Within this group (n=7), only one has since returned to the province. In total, 80% of the graduating class of 2017-2018 currently reside in New Brunswick.
- Since completing their NBCCD training in 2018, 58% of graduates have returned to school/training (none in apprenticeship programs), with 68% reporting that their additional training was related to the program of study they completed through the NBCCD.
- Overall, 79% of graduates surveyed felt that the NBCCD did an excellent (44%) or good (34%) job of preparing them for employment in a related field.
- Overall, 49% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, specific skills related to their field (33%) and practical knowledge in their field (17%) 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 College of Craft and Design (NBCCD). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by PRA Inc.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations, and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2019.

2.0 Survey Background

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

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

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 NBCCD 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 NBCCD;
- 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 NBCCD;
- generate information about the migration patterns of graduates; and
- determine graduates' assessment of their experience at the NBCCD.

3.0 Methodology

The Department provided PRA Inc. with a database of the original listings for 150 graduates of regular NBCCD 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 41% (61 completed interviews with a total graduate population of 150). 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 NBCCD 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 NBCCD program graduates. As previously noted, the overall response rate for this study was 41%.

PRA completed interviews with at least one graduate from each of the 10 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 age and gender.

Table 1: Population – Sample Comparison (Regular Program Graduates)		
Characteristics	Eligible Graduate Population	Survey Population (Respondents)
Total Number	150	61
Gender		
Male	25%	21%
Female	75%	79%
Another	1%	-
Age		
24 or Younger	45%	44%
25 to 29	33%	34%
30 to 39	12%	13%
40 to 49	3%	5%
50+	6%	3%

In 2021, the average age of all graduates of regular programs who participated in this study was 27.9 years old.

At the time of the survey, 80% of respondents (n= 47) were residing in New Brunswick, while 20% of respondents lived outside of the province, most often in Nova Scotia (7%) or Ontario (7%).¹

¹ Based on those who provided a response (n=59).

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 NBCCD 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, 85% of survey respondents (n=51) were in the labour force, with the remaining 15% not in the labour force (not actively seeking work or not available for work; n=9).²

When analyzed by gender, labour force participation during the reference week appears to be higher for men (92%, n=12) than for women (83%, n=39).

Labour force participation has increased significantly for the 2018 graduating class since last interviewed in 2019 (64%).

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 84% (n=43) and the unemployment rate was 16% (n=8). When contacted in 2019, one year after graduation from the NBCCD, the employment rate was higher (96%).

When examined by gender, men (92%, n=11) were more likely⁴ than women (82%, n=32) to be employed. Employed men were also more likely⁵ than employed women to be working on a full-time basis (89% and 76%, respectively).⁶

In 2019, at the one-year follow-up survey, there was a higher percentage of women employed (100%) than men (90%).

² One respondent was not classified due to lack of information.

³ Graduates who were on vacation during the reference week (n=1) were classified as employed.

⁴ Not a statistically significant difference.

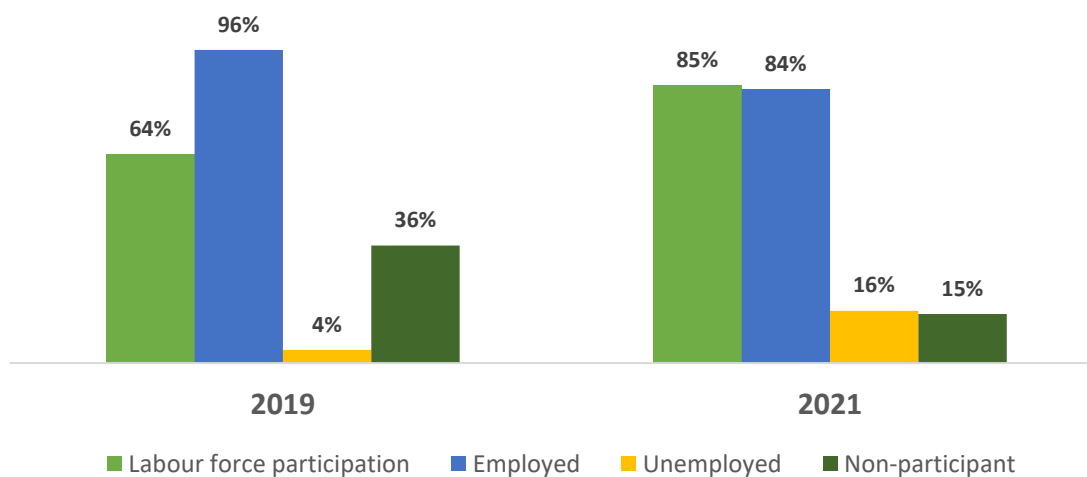
⁵ Not a statistically significant difference.

⁶ Respondents who did not provide the number of hours worked during the reference week were excluded; therefore, n-sizes are based on 9 for men and 29 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 NBCCD program.

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



The labour force participation rate has increased from 2019 to 2021 (64% and 85%, respectively). However, the employment rate has decreased (96% in 2019 and 84% in 2021).

5.5 Employment in New Brunswick (Reference Week)

In 2019, at their one-year follow-up survey, 71% of employed 2019 graduates from regular programs resided in New Brunswick. This is lower than the 86% (n=36) of employed graduates residing in New Brunswick in 2021.⁷

Among *employed* graduates:

- 86% (n=36) were residing in New Brunswick;
- 5% (n=2) were in Nova Scotia;
- 5% (n=2) were in Ontario; and
- 5% (n=2) were in BC.

About 17% (n=7) of *employed* NBCCD graduates reported that they had lived or worked outside New Brunswick at some point since graduation.⁸ Within this group (n=7), one (n=1) had returned to the province by 2021 and is currently living in New Brunswick.

⁷ Based on those who could be classified/provided a response (n=42).

⁸ Based on those who could be classified/provided a response (n=42).

5.6 Employment Related to Training (Reference Week)

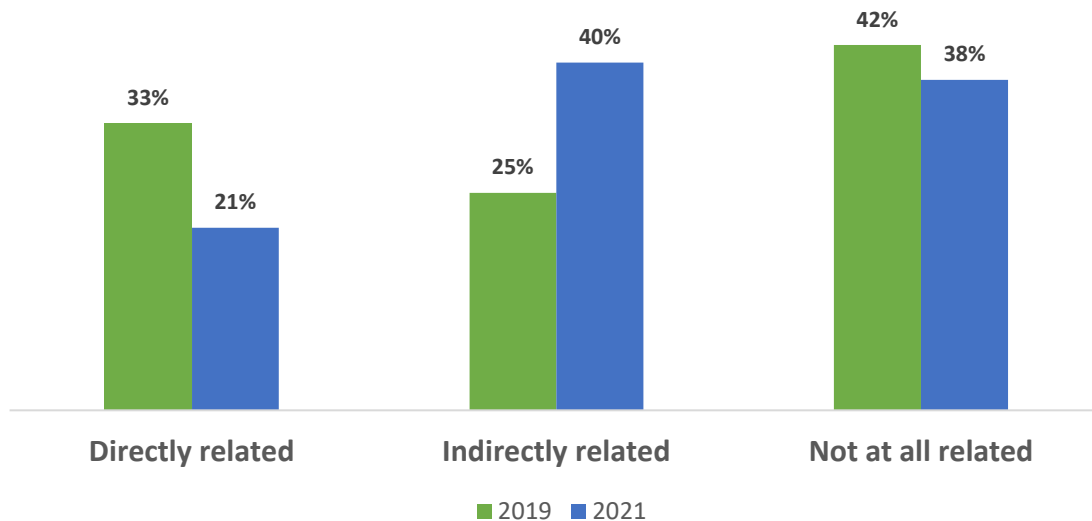
Among all survey respondents *employed* during the reference week in 2021:

- 21% (n=9) were employed in positions that they described as directly related to the training they received through the NBCCD;
- 40% (n=17) described their position as indirectly related to the training they received through the NBCCD; and
- 38% (n=16) of employed graduates were in positions they described as not at all related to their NBCCD training.⁹

Within the group of graduates employed on a full-time basis, the percentage employed in positions directly related to the training they received through the NBCCD was similar at 23% (n=7).

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 at 33%, although the percentage of graduates in positions not at all related to their training was also slightly higher at 42%.

Chart 2: Relation of Employment to NBCCD Program 2019 and 2021 Comparison
Hours of Work (Reference Week)



⁹ Percent is based on those who provided a response (n=42).

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, 79% (n=30) were employed in full-time positions, working an average of 40 hours per week during the reference week. The 21% (n=8) of graduates who were employed in part-time positions worked an average of 24 hours per week during the reference week. In the one-year follow-up study in 2019, a lower percentage of employed graduates reported working on a full-time basis (70%). The average number of hours worked during the reference week in 2019 was similar, if slightly higher, at 41 for full-time employment.

5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2019, those working full-time earned an average weekly wage of \$839.23.¹⁰ Two years later, in 2021, full-time earnings for graduates employed in full-time positions averaged \$827.93.¹¹

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

	2019	2021
Employed Full-time	70%	79%
Average Hours Worked (F-T)	41	40
Average Weekly Earnings (F-T)	\$839.23	\$827.93
Employed Part-time	30%	21%
Average Hours Worked (P-T)	12	24
Average Weekly Earnings (P-T)	\$129.00	\$386.63

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

- Average weekly earnings have remained stable, although decreasing slightly by 1% from \$839.23 in 2019 to \$827.93 in 2021 for NBCCD graduates employed on a full-time basis.¹²
- Average weekly earnings increased significantly for graduates employed part-time from \$129.00 to \$386.63.¹³ Although the average number of part-time hours worked doubled, the average wages earned essentially tripled.

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

¹⁰ Based on those who could be classified/provided a response (n=11).

¹¹ Based on those who could be classified/provided a response (n=21).

¹² Small sample sizes, interpret with caution.

¹³ Small sample sizes, interpret with caution.

Table 3 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 NBCCD program completed. As evident in Table 3, graduates employed full-time in 2021 (n=30)¹⁴ have seen virtually no change (-1%) in their weekly income since 2019. However, those in directly related positions saw a 7% increase in wages since 2019.

Relation of Job to Training	Average Reference Week Wage		% Change
	2019	2021	
Overall (Full-time)	\$839.23	\$827.93	-1%
Directly Related	\$1,036.80	\$1,108.40	+7%
Indirectly Related	\$774.38	\$783.58	+1%
Not at all Related	\$475.00	\$552.71	+16%

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 4. In 2021, 69% (n=27) of those employed reported that the position was permanent, while 23% (n=9) indicated that it was temporary or casual.¹⁵

	2019	2021
Permanent Positions	71%	69%
Temporary/Casual Positions	21%	23%
Self-employed	8%	8%

As Table 4 demonstrates, the percentage of graduates employed in permanent positions remained fairly stable from 2019 to 2021, as did the percentage of graduates in temporary or casual positions.

¹⁴ Based on those who reported working 30 hours or more during the reference week and provided weekly earnings.

¹⁵ Based on those who provided a response (n=39).

5.10 Time in Current Employment (Reference week)

Respondents who were employed in the reference week had been employed in that position for approximately 18 months on average (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:¹⁶

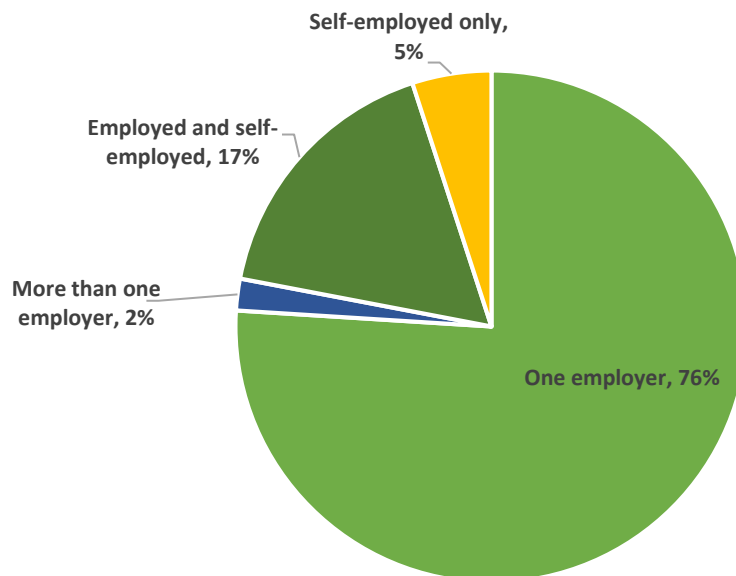
- 51% (n=20) had been employed for a period of 12 months or less;
- 13% (n=5) had been employed for a period of 13-24 months;
- 15% (n=6) had been employed for a period of 25-32 months;
- 0% (n=0) had been employed for a period of 33-37 months; and
- 21% (n=8) had been employed for the full 38-month period.

Graduates employed in positions directly or indirectly related to their NBCCD training program were, on average, employed in that position for a longer period of time (19 months) than respondents in positions not at all related (15 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 August 22 to 28, 2021. The following chart demonstrates that three quarters of NBCCD graduates (76%) were working for one employer during the reference week.¹⁷

Chart 3: Work Situation in Reference Week



¹⁶ Based on those who provided a response (n=39).

¹⁷ Based on those who provided a response (n=42).

As demonstrated in Table 5, the percentage of graduates working for one employer in the reference week has increased in the two-year period following the one-year follow-up survey (52% in 2019 and 76% in 2021).

Table 5: Work Situation in Reference Week for Graduates of Regular Programs		
	2019	2021
One employer	52%	76%
More than one employer	13%	2%
Employed/Self-employed	26%	17%
Self-employed only	9%	5%

5.12 Summary of Graduate Employment (Reference Week)

Table 6 summarizes the employment information for 2018 NBCCD graduates one and three years after graduation.

Table 6: Comparative Information for the Class of 2018 Graduates of Regular Programs		
	2019	2021
Labour force participation rate	64%	85%
Employment rate	96%	84%
Percent of those employed working full-time	70%	79%
Average weekly full-time wage	\$839.23	\$827.93

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 17 graduates (28%) who were not working during the reference week. Those not working include those who were unemployed and those who were not in the labour force.¹⁸

Of those not working:

- 47% (n=8) 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
- 53% (n=9) were not in the labour force.

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

- inability to find job related to training – 18% (n=3)
- in school (full- or part-time) – 18% (n=3)
- not able to find work - no jobs available – 12% (n=2)

Other reasons (mentioned by one respondent [6%] each) include illness or disability, personal or family responsibilities, available jobs requiring more training/education, waiting for recall after layoff, waiting for a job to start, being laid off and not expecting a recall, being retired, moving, and job/contract ending.

Of those graduates not working during the reference week, 38% said the reason they were not working was related to the COVID-19 pandemic.¹⁹

¹⁸ Based on those who could be classified (n=60).

¹⁹ Based on those who provided a response (n=16).

5.14 Overall Employment since Graduation

Overall, 97% (n=57) of 2018 graduates who completed the three-year follow-up interview have been employed in at least one job since graduating from their NBCCD program of study.²⁰

Over the 38-month period since their graduation from the NBCCD (July 2018 to August 2021), respondents were employed in an average of three jobs (2.7) and employed for an average of 25 months. Respondents averaged 15 months in positions directly or indirectly related to their NBCCD program of study.

Of those respondents who have had at least one job:

- 55% (n=30) resumed or continued with employment held prior to the completion of their NBCCD program;
- 27% (n=15) started their first job following the completion of their NBCCD program in 2018;
- 11% (n=6) started their first job in 2019; and
- 7% (n=4) started their first job in 2020 or later.²¹

Furthermore, since completion of the NBCCD program:

- 22% (n=13) have held one employment position;
- 20% (n=12) have held two employment positions;
- 27% (n=16) have held three employment positions;
- 27% (n=16) have held four or more employment positions; and
- 3% (n=2) have not been employed.

5.15 Migration of Graduates

About 22% (n=13) lived or worked outside of New Brunswick at some point since July 1, 2018.²² Of those who lived or worked outside of New Brunswick, 58% (n=7) relocated in an effort to find employment, while the other 42% (n=5) relocated for other reasons.²³

Among the graduates who left New Brunswick for employment, 71% (n=5) had a job before they moved. The two respondents who moved to find employment without an arranged job required four and 30 weeks to find a job.

²⁰ Based on those who provided a response (n=59).

²¹ Based on those who provided a response (n=55).

²² Based on those who provided a response (n=59).

²³ Based on those who provided a response (n=12).

5.16 Additional Education and Training

Since completing their NBCCD training in 2018, 58% (n=34) of surveyed graduates reported that they had returned to school/training or were currently enrolled in an apprenticeship program.²⁴ Of these:

- 68% (n=23) reported returning to an education/training program or enrolling in a program within the same field of study that they completed in 2018; and
- 32% (n=11) reported returning to an education/training program or enrolling in a program within a different area of study.

Among those who reported that they had returned to school/training:

- 85% (n=29) were attending full-time studies;
- 15% (n=5) were attending part-time studies; and
- none were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=23), 30% (n=7) reported that they needed to complete the additional training to qualify for their current main position.

Within the *total group* of respondents, none reported that they were currently registered in an apprenticeship system.

²⁴ Based on those who provided a response (n=59).

5.17 Evaluation of NBCCD Programs

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

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

Chart 4 shows an overall summary of the evaluations provided by graduates in 2021, three years following graduation. Overall, 79% (n=48) indicated that their training program did an excellent or good job in preparing them for a job in a related field.

Chart 4: Program Rating for Job Preparedness

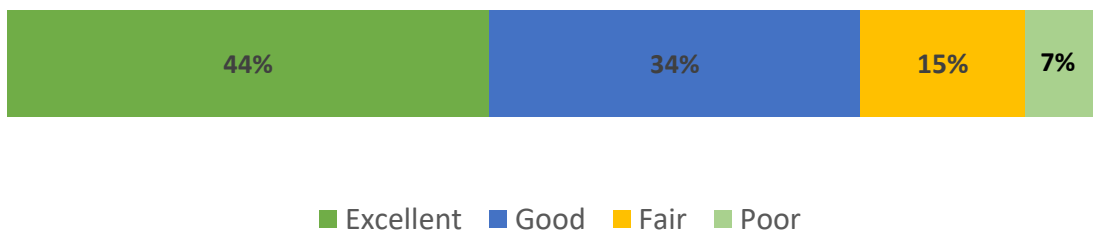
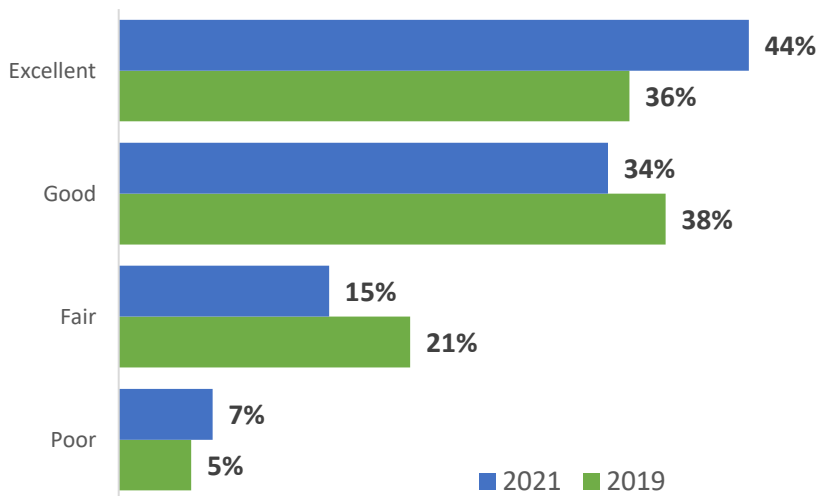


Chart 5 compares the evaluation of the performance of NBCCD programs with regards to job preparedness one year following graduation (2019) and three years following graduation (2021).

Chart 5: Program Rating for Job Preparedness in 2019 and 2020



Between 2019 and 2021, there has been an increase in those evaluating NBCCD programs as “good” and “excellent” with regards to job preparedness (74% and 79%, respectively).

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

Table 7: Program Evaluation by Labour Force Status in the Reference Week		
	2019	2021
Overall		
Excellent	36%	44%
Good	38%	34%
Fair	21%	15%
Poor	5%	7%
Employed		
Excellent	29%	44%
Good	46%	35%
Fair	17%	16%
Poor	8%	5%
Unemployed		
Excellent	0%	38%
Good	0%	38%
Fair	100%	13%
Poor	0%	13%
Not in Labour Force		
Excellent	50%	44%
Good	29%	33%
Fair	21%	11%
Poor	0%	11%

In general, the above table demonstrates that, in 2021, as in 2019, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates. However, the difference is much smaller in 2021.

5.18 Additional Skills Developed at the NBCCD

Survey respondents were asked the following question:

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

Overall, 30 survey respondents (49%) identified additional skills or abilities developed during their training at the NBCCD that helped them to find a job. Respondents were able to give multiple responses to this question. The following table summarizes the skills identified by NBCCD graduates three years following graduation:

Table 8: Additional Skills Developed at the NBCCD	
	% mentioned
Specific skills related to their field	33%
Practical knowledge in their field	17%
Work-related skills and professionalism	13%
Job searching/resumé building/interview skills	10%
Entrepreneurship and business skills	7%
Practical work experience	7%
Teamwork/working in groups	7%
Critical thinking skills	3%
Time management/organizational skills	3%
Personal and life skills	3%
Writing skills	3%
Confidence	3%
Problem solving/independence/initiative	3%
Other	3%

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 NBCCD. This study represents the 14th three-year follow-up survey conducted with NBCCD graduates.²⁵

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 NBCCD graduates has increased significantly, from 64% in 2019 to 85% in 2021.
- The employment rate in the reference week for this class of graduates has fallen over the two-year period, measuring 96% in 2019 and 84% in 2021.
- Graduates working full-time in the reference week worked an average of 40 hours and had an average weekly salary of \$827.93. This represents a 1% decrease over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$839.23).
- The percentage of NBCCD graduates employed in permanent positions in the reference week has remained stable at 71% in 2019 and 69% in 2021.
- About 17% of employed survey respondents lived or worked outside New Brunswick since graduation from the NBCCD in 2018. Within this group (n=7), only one has since returned to the province. In total, 80% of the graduating class of 2017-2018 currently reside in New Brunswick.
- Since completing their NBCCD training in 2018, 58% of graduates have returned to school/training (none in apprenticeship programs), with 68% reporting that their additional training was related to the program of study they completed through the NBCCD.
- Overall, 79% of graduates surveyed felt that the NBCCD did an excellent (44%) or good (34%) job of preparing them for employment in a related field.
- Overall, 49% of graduates reported that they developed other skills or abilities at the NBCCD that helped them to find employment. Among these graduates, specific skills related to their field (33%) and practical knowledge in their field (17%) were the most commonly mentioned skills.

²⁵

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

Appendix A – Results by Program

Academic Program # ²⁶	Program ²⁷	Total Graduates	# Respondents		Response Rate	Average Age in 2021
			Males	Females		
	Overall	150	13	48	41%	28
521	Aboriginal Visual Arts*	2	0	1	50%	-
523	Advanced Studio Practice*	10	1	1	20%	-
522	Digital Media	11	3	2	45%	30
528.1	Fashion Design*	3	1	0	33%	-
526.1	Fine Craft: Ceramics*	3	0	1	33%	-
526.2	Fine Craft: Jewellery/Metal Arts	9	0	4	44%	35
155	Foundation Visual Arts	86	5	30	41%	26
520	Graphic Design	13	1	5	46%	28
527	Photography*	5	1	0	20%	-
528.2	Textile Design	8	1	4	63%	31

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

²⁶ In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

²⁷ In this and all tables, the "Program" field reflects the program names as they were in 2017-18.

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	61	51	85%	84%	62%
521	Aboriginal Visual Arts*	1	-	-	-	-
523	Advanced Studio Practice*	2	-	-	-	-
522	Digital Media	5	4	80%	100%	100%
528.1	Fashion Design*	1	-	-	-	-
526.1	Fine Craft: Ceramics*	1	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	4	3	75%	100%	33%
155	Foundation Visual Arts	35	28	82%	82%	50%
520	Graphic Design	6	6	100%	100%	100%
527	Photography*	1	-	-	-	-
528.2	Textile Design	5	4	80%	25%	100%

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

Academic Program # – Program identifier

Program – Program name

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

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

Participation Rate – Percentage of respondents participating in the labour force

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

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

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	Overall	30	23%	47%	40	\$828
521	Aboriginal Visual Arts*	-	-	-	-	-
523	Advanced Studio Practice*	-	-	-	-	-
522	Digital Media	3	-	-	-	-
528.1	Fashion Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics*	-	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	2	-	-	-	-
155	Foundation Visual Arts	15	20%	40%	38	\$702
520	Graphic Design	4	25%	75%	38	\$654
527	Photography*	-	-	-	-	-
528.2	Textile Design	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Employed FT	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	30	77%	3%	13%	7%
521	Aboriginal Visual Arts*	-	-	-	-	-
523	Advanced Studio Practice*	-	-	-	-	-
522	Digital Media	3	-	-	-	-
528.1	Fashion Design*	-	-	-	-	-
526.1	Fine Craft: Ceramics*	-	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	2	-	-	-	-
155	Foundation Visual Arts	15	73%	7%	20%	0%
520	Graphic Design	4	100%	0%	0%	0%
527	Photography*	-	-	-	-	-
528.2	Textile Design	1	-	-	-	-

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

Academic Program # – Program identifier

Program – Program name

Total Employed – Total number of respondents employed in reference week

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

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

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

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

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	61	2.6	25	15
521	Aboriginal Visual Arts*	1	-	-	-
523	Advanced Studio Practice*	2	-	-	-
522	Digital Media	5	2.4	24	17
528.1	Fashion Design*	1	-	-	-
526.1	Fine Craft: Ceramics*	1	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	4	1.0	30	10
155	Foundation Visual Arts	35	2.8	21	11
520	Graphic Design	6	2.5	31	26
527	Photography*	1	-	-	-
528.2	Textile Design	5	3.2	34	25

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

Academic Program # – Program identifier

Program – Program name

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

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

Average # of Months Employed – Average number of months respondents were employed since July 1, 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 NBCCD 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	61	22%	58%	4.5
521	Aboriginal Visual Arts*	1	-	-	-
523	Advanced Studio Practice*	2	-	-	-
522	Digital Media	5	60%	100%	17.0
528.1	Fashion Design*	1	-	-	-
526.1	Fine Craft: Ceramics*	1	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	4	25%	0%	-
155	Foundation Visual Arts	35	15%	60%	0.0
520	Graphic Design	6	17%	0%	-
527	Photography*	1	-	-	-
528.2	Textile Design	5	40%	50%	0.0

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

Academic Program # – Program identifier

Program – Program name

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

Percentage Who 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	61	58%	68%	30%	0%
521	Aboriginal Visual Arts*	1	-	-	-	-
523	Advanced Studio Practice*	2	-	-	-	-
522	Digital Media	5	20%	0%	-	0%
528.1	Fashion Design*	1	-	-	-	-
526.1	Fine Craft: Ceramics*	1	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	4	25%	0%	-	0%
155	Foundation Visual Arts	35	73%	79%	33%	0%
520	Graphic Design	6	67%	75%	25%	0%
527	Photography*	1	-	-	-	-
528.2	Textile Design	5	20%	0%	-	0%
* Programs with a "*" after the name have fewer than 4 respondents overall and results, apart from response rate, are not shown.						

Academic Program # – Program identifier

Program – Program name

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

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

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

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

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

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	61	44%	34%	15%	7%
521	Aboriginal Visual Arts*	1	-	-	-	-
523	Advanced Studio Practice*	2	-	-	-	-
522	Digital Media	5	20%	40%	40%	0%
528.1	Fashion Design*	1	-	-	-	-
526.1	Fine Craft: Ceramics*	1	-	-	-	-
526.2	Fine Craft: Jewellery/Metal Arts	4	75%	25%	0%	0%
155	Foundation Visual Arts	35	49%	31%	14%	6%
520	Graphic Design	6	33%	50%	17%	0%
527	Photography*	1	-	-	-	-
528.2	Textile Design	5	20%	80%	0%	0%

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

Academic Program # – Program identifier

Program – Program name

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

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