

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

**Prepared For:**

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**ISBN: 978-1-4605-1428-3 (Printed)**

**ISBN: 978-1-4605-1429-0 (Online)**



**June 2017**

## FOREWORD

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

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

Surveys were conducted with 13 graduates of NBCCD regular training programs during the months of December 2016 to March 2017, representing a response rate of 41%.<sup>3</sup>

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

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

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

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

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

<sup>3</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=124) was reduced to a sampling frame of 32 graduates who were contacted to complete this survey.

## EXECUTIVE SUMMARY

On behalf of the Department of Post-Secondary Education, Training and Labour, Advanis Jolicoeur conducted the 2016 follow-up survey of graduates of 2012-2013 of the New Brunswick College of Craft and Design (NBCCD)<sup>4</sup>. This class was also interviewed in 2014, one year following their graduation. This study represents the nineteenth three-year follow-up survey conducted with New Brunswick College of Craft and Design graduates<sup>5</sup>.

This report presents the findings of the follow-up survey, which generated information from 13<sup>6</sup> graduates, representing 41% of the 32 graduates to be contacted for this survey<sup>7</sup>.

- The labour force participation rate in the reference week (October 23 to 29, 2016) for 2012-2013 NBCCD graduates has increased, from 90% in 2014 to 100% in 2016.
- The employment rate in the reference week for this class of graduates has increased over the two-year period, measuring 82% in 2014 and 92% in 2016.
- Graduates working full-time in the reference week worked an average of 36 hours and had an average weekly salary of \$560.00. This represents a 12% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$498.57).

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

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

<sup>6</sup> Due to the small number of respondents from NBCCD, caution should be exercised in interpreting results.

<sup>7</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=124) was reduced to a sampling frame of 32 graduates who were contacted to complete this survey.

- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased significantly, from 41% in 2014 to 92% in 2016.
- Approximately one in seven survey respondents (15%) lived or worked outside New Brunswick since graduation from the NBCCD in 2013. Within this group, none (0%) have since returned to the province. In total, 85% of the graduating class of 2012-2013 currently reside in New Brunswick.
- Since completing their NBCCD training in 2013, 62% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 15% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
- Overall, 85% of graduates surveyed felt that the NBCCD did an excellent (31%) or good (54%) job of preparing them for employment in a related field.
- Overall, six (6) survey respondents (46%) reported that they developed other skills or abilities at the NBCCD that helped them to find employment.

## TABLE OF CONTENTS

<b>1</b>	<b>INTRODUCTION.....</b>	<b>1</b>
<b>2</b>	<b>SURVEY BACKGROUND.....</b>	<b>1</b>
<b>3</b>	<b>SURVEY METHODOLOGY .....</b>	<b>3</b>
<b>4</b>	<b>GRADUATE AND SURVEY POPULATIONS .....</b>	<b>5</b>
<b>5</b>	<b>RESEARCH FINDINGS .....</b>	<b>7</b>
5.1	LABOUR FORCE PARTICIPATION AND EMPLOYMENT RATES .....	7
5.2	LABOUR FORCE PARTICIPATION RATES (REFERENCE WEEK) .....	8
5.3	EMPLOYMENT RATE (REFERENCE WEEK).....	8
5.4	COMPARATIVE LABOUR FORCE PARTICIPATION AND EMPLOYMENT RATES (REFERENCE WEEK).....	9
5.5	EMPLOYMENT IN NEW BRUNSWICK (REFERENCE WEEK) .....	10
5.6	EMPLOYMENT RELATED TO TRAINING (REFERENCE WEEK) .....	10
5.7	HOURS OF WORK (REFERENCE WEEK).....	11
5.8	AVERAGE WEEKLY EARNINGS (REFERENCE WEEK) .....	11
5.9	EMPLOYMENT STATUS (REFERENCE WEEK) .....	13
5.10	TIME IN CURRENT EMPLOYMENT .....	14
5.11	WORK SITUATION (REFERENCE WEEK) .....	15
5.12	SUMMARY OF GRADUATE EMPLOYMENT (REFERENCE WEEK) .....	16
5.13	OVERALL EMPLOYMENT SINCE GRADUATION.....	16
5.14	ADDITIONAL EDUCATION AND TRAINING .....	17
5.15	EVALUATION OF NBCCD PROGRAMS.....	18
5.16	ADDITIONAL SKILLS DEVELOPED AT THE NBCC.....	20
<b>6</b>	<b>CONCLUSIONS .....</b>	<b>21</b>

## *List of Charts and Tables*

### **List of Charts**

Chart 1: Labour Force Participation and Employment Rate	9
Chart 2: Relation of Employment to NBCCD Program	11
Chart 3: Work Situation in Reference Week	15
Chart 4: Program Rating for Job Preparedness	18
Chart 5: Program Rating for Job Preparedness in 2014 and 2016	18

### **List of Tables**

Table 1: Population – Sample Comparison	6
Table 2: Reported Earnings of Regular Program Graduates	12
Table 3: Comparative Full-time Wage Information	13
Table 4: Comparison of Employment Status for Main Position in Reference Week	13
Table 5: Work Situation in Reference Week	15
Table 6: Comparative Information of the Class of 2012-2013	16
Table 7: Program Evaluation by Labour Force Status	19
Table 8: Additional Skills Developed at the NBCCD	20

## **1 INTRODUCTION**

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This report presents a summary of the findings from the 2016 Three-Year Graduate Follow-up Survey of 2012-2013 Graduates of the New Brunswick 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 Advanis Jolicoeur.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2014.<sup>8</sup>

## **2 SURVEY BACKGROUND**

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

On April 1, 2010, changes were made to the governance of New Brunswick's community colleges, resulting in autonomous English and French community college corporations. This year, for the first time, the New Brunswick College of Craft and Design has its own separate report.

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

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<sup>8</sup> In previous reports, detailed data tables by program are provided in an Appendix. However, given the starting population and number of respondents, detailed tables have not been included in the 2012-2013 report.

The objectives for this study focus primarily on compiling and analyzing information relating to the graduates' employment and additional education or training activities since graduation. Specifically, the 2016 survey was designed to:

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

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



### 3 SURVEY METHODOLOGY

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The Department provided Advanis Jolicoeur with a database of the original listings for 32 graduates of regular NBCCD programs in 2012-2013.<sup>9</sup>

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

An attempt was made to contact all eligible graduates of regular programs, regardless of their current area of residence. Graduates were assured absolute confidentiality of responses and were informed of their valuable contribution to the study. Advanis Jolicoeur's telephone interviewing staff completed a comprehensive training session prior to data collection, were informed of the project objectives, and were trained in the use of the final survey. Graduates for whom we had an email address were invited via email starting on December 9, 2016 to complete the survey online. Graduates who had not yet completed the survey online, or for whom we did not have a valid email address, were called starting on January 3, 2017. A toll-free number was provided to graduates if they had any questions or concerns about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between December 9, 2016 and March 25, 2017. In order to achieve the highest possible response rate for this study, unlimited callbacks were conducted on all working numbers. For graduates with outdated or unavailable contact information, a partner (cleanlist.ca) was used to source new contact information where possible.

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<sup>9</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=124) was reduced to a sampling frame of 32 graduates who were contacted to complete this survey.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total eligible graduates. The response rate for this study was 41% (13 completed interviews with a total graduate population of 32). The primary reason for non-completion of the survey was lack of valid contact information rather than a graduate's refusal to participate.

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

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

## **4 GRADUATE AND SURVEY POPULATIONS**

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Typically, the information gathered through the three-year follow-up survey is used to describe the characteristics of the overall population of regular NBCCD program graduates. Due to the smaller starting population of the 2012-2013 graduates, it is difficult to determine whether the survey population is representative of the larger 2012-2013 NBCCD graduate population, so caution must be used when interpreting the results. As previously noted, the overall response rate for this study was 41%.<sup>10</sup>

Advanis Jolicoeur completed interviews with graduates from 7 of the 8 individual regular programs represented in the data file.

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<sup>10</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=124) was reduced to a sampling frame of 32 graduates who were contacted to complete this survey.

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

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**Table 1: Population – Sample Comparison (Regular Program Graduates)**

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<b>Characteristics</b>	<b>Eligible Graduate Population</b>	<b>Survey Population (Respondents)</b>
<b>Total Number</b>	<b>32</b>	<b>13</b>
<b>Gender</b>		
Male	22%	-
Female	78%	100%
	100%	100%

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All of the survey respondents in 2016 were female.

At the time of the survey, 11 respondents out of 13 were residing in New Brunswick while the other two (2) were residing in Ontario and Alberta.

## 5 RESEARCH FINDINGS

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

Throughout Section 5, comparative data is presented based on the information collected in the one-year follow-up survey (2014) and this survey (2016). To enable comparison, information collected in 2014 that is presented in this report is based exclusively on the information collected from 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 the *labour force* is those people of the working age population (15 years of age and over) who were employed or unemployed during the reference week.

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

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

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

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

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

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

During the reference week of October 23 to 29, 2016, all 13 survey respondents were in the labour force (100%).

Labour force participation has increased for the 2012-2013 graduating class since last interviewed. In 2014, one year following graduation, 90% of graduates of regular programs were in the labour force.

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

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

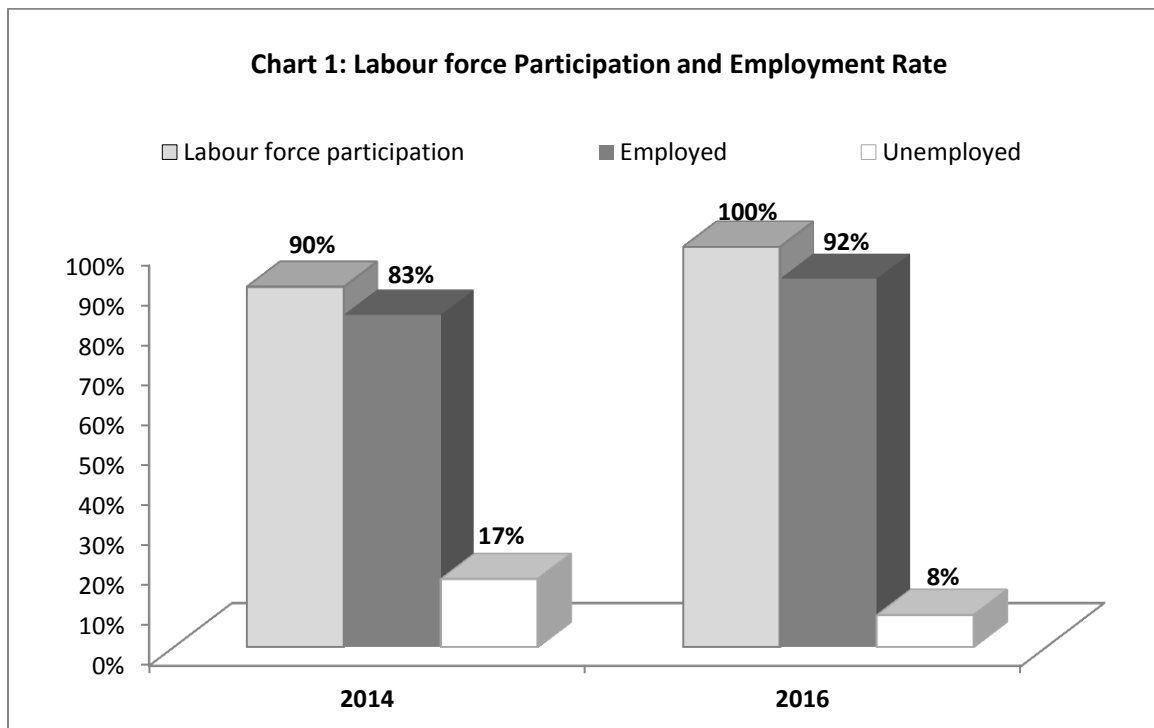
During the reference week of October 23 to 29, 2016, the employment rate<sup>11</sup> for respondents was 92% and only one respondent was unemployed. When contacted in 2014, one year after graduation from the NBCCD, the employment rate was lower, measuring 83%.

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

#### 5.4 Comparative Labour Force Participation and Employment Rates (Reference Week)

Chart 1 provides a comparison of the information collected regarding labour force participation and employment rates for the Class of 2012-2013 at the one and three-year follow-up intervals upon the completion of their NBCCD program.



The labour force participation rate has increased from 2014 to 2016 (90% and 100% respectively), and the employment rate has increased (83% in 2014 and 92% in 2016).

## 5.5 Employment in New Brunswick (Reference Week)

In 2014, at their one-year follow-up survey, 83% of *employed* 2012-2013 graduates from regular programs resided in New Brunswick, lower than the 90% of *employed* graduates currently residing in New Brunswick in 2016. Among *employed* graduates contacted in 2016:

- 85% were residing in New Brunswick;
- 7.5% were in Alberta and;
- 7.5% were in Ontario.

About 15% of *employed* NBCCD graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=2), none had returned to the province by 2016 nor are any currently living in New Brunswick.

## 5.6 Employment Related to Training (Reference Week)

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

- 33% (4 out of 12) were employed in positions which they described as directly related to the training they received through the NBCCD;
- 25% (3 out of 12) described their position as indirectly related to the training they received through the NBCCD; and
- 42% (5 out of 12) of employed graduates were in positions they described as not at all related to their NBCCD training.

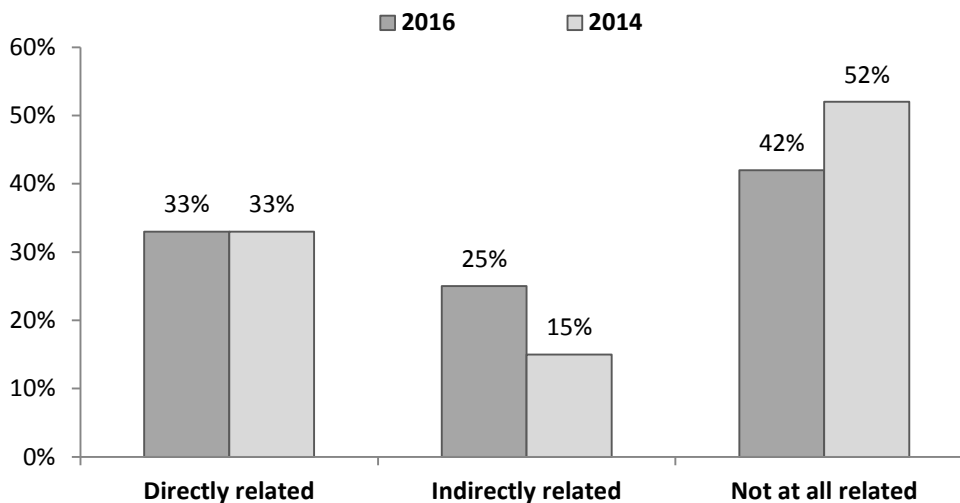
Within the group of graduates employed on a *full-time* basis, the percentage employed in positions directly related to training received through the NBCCD was slightly higher, at 43%.

As seen below in Chart 2, one year following graduation (2014), the percentage of graduates employed in positions directly related to their training (33%) was the same as it was in 2016, while the percentage of graduates employed in positions indirectly related to their training was somewhat lower (15% in 2014, 25% in 2016).<sup>4</sup> In 2016, the proportion



of graduates in positions not at all related to their training was lower at 42%, versus 52% in 2014.

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



### 5.7 Hours of Work (Reference Week)

A key indicator of successful transition to the labour force is full-time graduate employment. Of employed graduates, 64% were employed in full-time positions working an average of 36 hours per week during the reference week. In the one-year follow-up study in 2014, a lower percentage of employed graduates reported working on a full-time basis (52%). The average number of hours worked during the reference week in 2014 was slightly higher at 37.

### 5.8 Average Weekly Earnings (Reference Week)

During the reference week in 2014, full-time earnings ranged from a low of \$360 to a high of \$700. The average wage was \$498.57 with a standard deviation of \$128.64. When contacted in 2016, average full-time earnings for graduates employed in full-time positions ranged from \$300 to \$875 with an average wage of \$560.00 and a standard deviation of \$208.12.

Over the two-year period since 2014, there was an increase in the average weekly earnings among graduates who were employed in full-time positions directly related to their field of study at the NBCCD. Full-time NBCCD graduates employed in positions *directly related* to their program of study reported average weekly earnings during the 2016 reference week ranging from \$500 to \$600 with an average of \$550.00. This is higher when compared to an average of \$532.50 in 2014 for graduates employed in full-time positions *directly related* to their program of study, with a range of \$465 to \$600.

Table 3 presents additional information to compare the wages of graduates in 2014 and 2016.

**Table 2: Reported Earnings in the Reference Week of Regular Program Graduates Full-time/Part-time Employment (2014-2016)**

	<b>2014</b>	<b>2016</b>
Employed Full-time	52%	64%
Average Hours Worked - All	37	36
Average Weekly Earnings (Full-Time)	\$498.57	\$560.00
Employed Part-time	48%	36%
Average Hours Worked – All	19	26
Average Weekly Earnings (Part-Time)	\$389.04	\$399.33

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

- Average weekly earnings have increased by 12% from \$498.57 in 2014 to \$560.00 in 2016 for NBCCD graduates employed on a full-time basis.

Table 3 compares wages among 2012-2013 graduates in 2014 and 2016 who were employed in full-time positions (in the reference week) that were either directly, indirectly, or not at all related to the NBCCD program completed. As evident in Table 6, graduates employed full-time in directly related positions have seen significant increases (12%) in their weekly income since 2014.

**Table 3: Comparative Full-time Wages in Reference Week**

Relation of Job to Training	Average Reference Week Wage		% Change
	2014	2016	
<b>Overall (Full-time)</b>	<b>\$498.57</b>	<b>\$560.00</b>	<b>+12%</b>
Directly Related	\$532.50	\$550.00	+3%
Indirectly Related	\$415.00	\$875.00	+211%
Not at all Related	\$502.50	\$412.50	-18%

**5.9 Employment Status (Reference Week)**

Each respondent provided information about his or her employment status in relation to the main job held during the reference week. The information collected in 2016 (three years following graduation) and the information collected in 2014 (one year following graduation) is presented in Table 4.

**Table 4: Comparison of Employment Status for Main Position in Reference Week Regular Program Graduates**

	2014	2016
Permanent Positions	41%	92%
Temporary/Casual Positions	33%	8%
Self-employed	26%	-

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

### **5.10 Time in Current Employment**

Respondents who were employed in the reference week had been employed in that position for approximately 20 months on average (if the respondent had started employment directly after graduation, this leaves about 39 months between July 1, 2013 and the 2016 reference week).

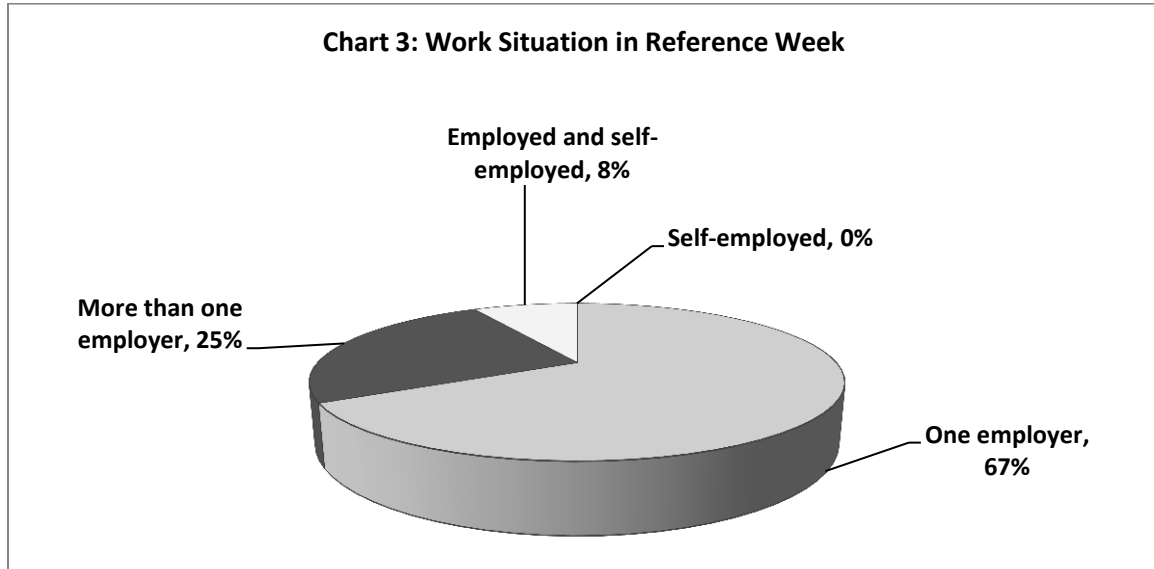
Of those employed during the reference week:

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

Graduates employed in positions directly related to the NBCCD training program completed were, on average, employed in that position for a 10 month period of time. Those with indirectly related positions were employed for an average of 23 months, while those with not at all related positions were employed for an average of 26 months.

### 5.11 Work Situation (Reference Week)

Employed graduates were asked to describe their work situation during the reference week of October 23 to 29, 2016. The following chart demonstrates that two out of three employed NBCCD graduates (67%) were working for one employer during the reference week.



As demonstrated in Table 5, the percentage of graduates working for one employer in the reference week has remained stable in the two year period following the one-year follow-up survey (67% in 2016 compared to 64% in 2014).

**Table 5: Work Situation in Reference Week  
Graduates of Regular Programs**

	<b>2014</b>	<b>2016</b>
One employer	64%	67%
More than one employer	7%	28%
Employed/Self-employed	4%	8%
Self-employed only	25%	0%

## 5.12 Summary of Graduate Employment (Reference Week)

Table 6 summarizes the employment information for 2012-2013 NBCCD graduates one year and three years after graduation.

**Table 6: Comparative Information for the Class of 2012-2013  
Graduates of Regular Programs**

	<b>2014 (Reference Week)</b>	<b>2016 (Reference Week)</b>
Labour force participation rate	90%	100%
Employment rate	83%	92%
Percent of those employed working full-time	52%	64%
Average weekly full-time wage	\$498.57	\$560.00

The above table indicates that the labour force participation and employment rates are higher three years following graduation when compared to the one-year follow-up. In addition, graduates employed on a full-time basis are earning 12% more in wages.

## 5.13 Overall Employment since Graduation

Overall, approximately 92% of 2012-2013 graduates who completed the three-year follow-up interview had been employed in at least one job since graduation from their NBCCD program of study. Over the 39-month period since their graduation from the NBCCD (July 2013-October 2016), respondents were employed in an average of two jobs and employed for an average of 31 months (n=10). Respondents averaged 10 months in positions directly or indirectly related to their NBCCD program of study (n=8).

Since completion of the NBCCD program:

- 15% have held one employment position;
- 31% have held two employment positions;
- 31% have held three employment positions;
- 15% have held four or more employment positions; and
- 8% have not been employed.

## 5.14 Migration of Graduates

Two (2) of the survey respondents lived or worked outside New Brunswick at some time since their graduation in 2013. They both live outside of New Brunswick today. They both relocated specifically to look for work. On average, it took them 3.5 weeks to find a job.

## 5.15 Additional Education and Training

Since completing their NBCCD training in 2013, 62% of surveyed graduates reported that they had returned to school / training or were currently enrolled in an apprenticeship program. Of these:

- 25% (n=2) reported returning to an education / training program or enrolling in an apprenticeship program within the same field of study that they completed in 2013; and
- 75% (n=6) reported returning to an education / training program or enrolling in an apprenticeship program within a different area of study.

Among those who reported that they had returned to school / training (n=8):

- 75% were attending full-time studies;
- 25% 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, two (29%) 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.

### 5.16 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 2016, three years following graduation.

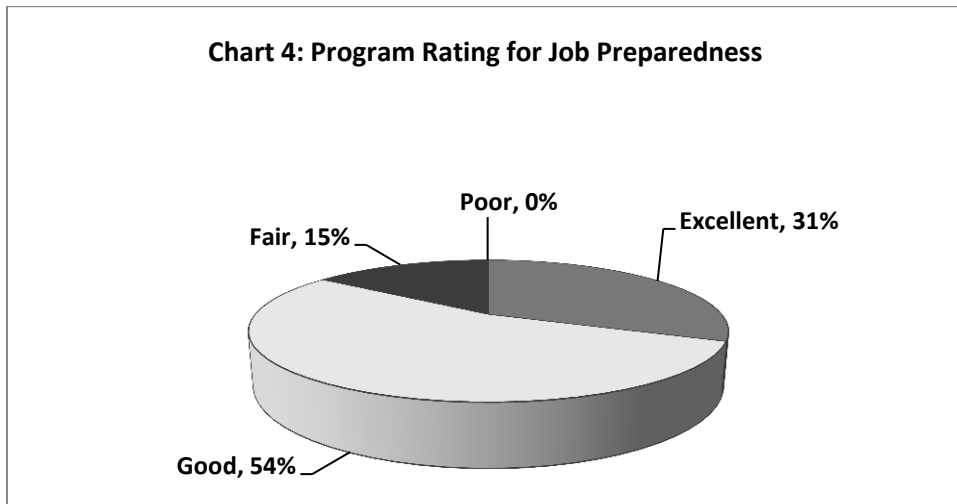
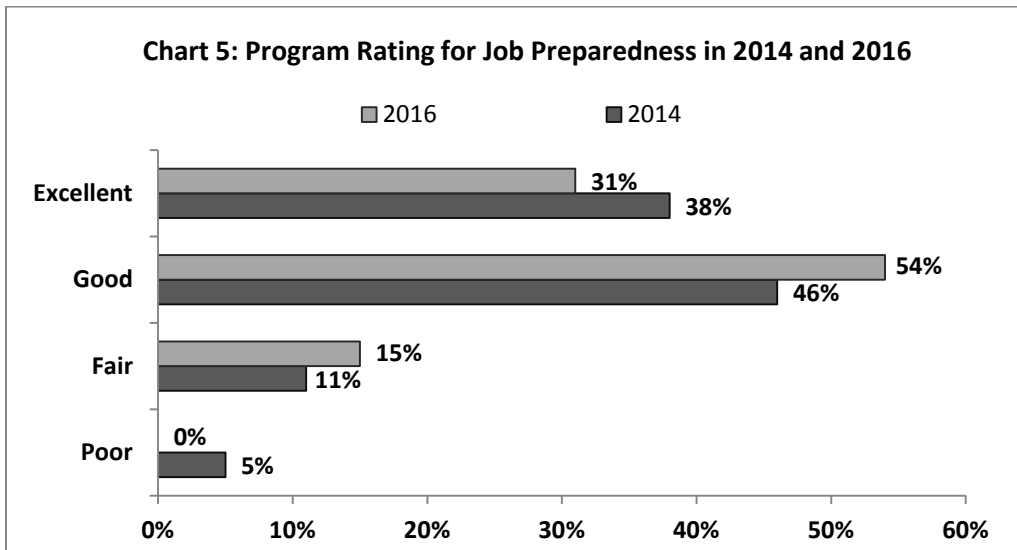


Chart 5 compares the evaluation of the performance of NBCCD programs with regards to job preparedness one year following graduation (2014) and three years following graduation (2016).





There has been a decrease in those evaluating NBCCD programs as ‘excellent’ with regards to job preparedness between 2014 and 2016. However, there has been a corresponding increase in those rating their job preparedness as good over that same period.

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

**Table 7: Job Preparedness by Labour Force Status in the Reference Week**

	<b>Overall</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in Labour Force</b>
<b>2014</b>				
Excellent	38%	41%	50%	-
Good	46%	41%	50%	75%
Fair	11%	11%	-	25%
Poor	5%	7%	-	-
	100%	100%	100%	100%
<b>2016</b>				
Excellent	31%	33%	-	-
Good	54%	50%	100%	-
Fair	15%	17½	-	-
Poor	-	-	-	--
	100%	100%	100%	100%

Overall, the above table demonstrates that in 2016, graduates provided similar evaluations of their preparation for employment, when considering the total of excellent and good ratings, to graduates in 2014.

### 5.17 Additional Skills Developed at the NBCC

Survey respondents were asked:

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

Overall, six (6) survey respondents (46%) 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:

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**Table 8: Additional Skills Developed at the NBCCD**

<b>Skills Identified</b>	<b>Overall</b>
Communication skills	15%
Resumé development / job search skills / interviewing techniques	7%
Computer-related skills	7%
Specific skills related to their field	7%
All skills and knowledge acquired through course	7%
Other skills	7%

## 6 CONCLUSIONS

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

The following points summarize the primary findings of this study:

This report presents the findings of the follow-up survey, which generated information from 13 graduates, representing 41% of the 32 graduates to be contacted for this survey<sup>13</sup>.

- The labour force participation rate in the reference week (October 23 to 29, 2016) for 2012-2013 NBCCD graduates has increased, from 90% in 2014 to 100% in 2016.
- The employment rate in the reference week for this class of graduates has increased over the two-year period, measuring 82% in 2014 and 92% in 2016.
- Graduates working full-time in the reference week worked an average of 36 hours and had an average weekly salary of \$560.00. This represents a 12% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$498.57).

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<sup>12</sup> This survey was not completed in 2008 or 2015.

<sup>13</sup> Due to an issue with obtaining consent for disclosure of personal information from the graduates of 2013, the population for this year's survey consisted only of those who graduated during the 2013 calendar year and who were subsequently able to be contacted during the summer of 2015 to provide their consent for use of their contact information. Thus, the original graduate population (n=124) was reduced to a sampling frame of 32 graduates who were contacted to complete this survey.

- The percentage of NBCCD graduates employed in permanent positions in the reference week has increased significantly, from 41% in 2014 to 92% in 2016.
  
- Approximately one in seven survey respondents (15%) lived or worked outside New Brunswick since graduation from the NBCCD in 2013. Within this group, none (0%) have since returned to the province. In total, 85% of the graduating class of 2012-2013 currently reside in New Brunswick.
  
- Since completing their NBCCD training in 2013, 62% of graduates have returned to school / training or have enrolled in apprenticeship programs, with 15% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCCD.
  
- Overall, 85% of graduates surveyed felt that the NBCCD did an excellent (31%) or good (54%) job of preparing them for employment in a related field.
  
- Overall, six (6) survey respondents (46%) reported that they developed other skills or abilities at the NBCCD that helped them to find employment.

## **APPENDIX**

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

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

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

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

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

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

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

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

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