

# **Survey of 2007 New Brunswick Community College Non-Completers**

**Prepared For:**

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## EXECUTIVE SUMMARY

This report presents the findings of the Survey of 2007 New Brunswick Community College Non-Completers, conducted by MarketQuest Research on behalf of the Department of Post-Secondary Education, Training and Labour. This research was conducted to collect information from students who exited a program of study at the New Brunswick Community College<sup>1</sup> that was scheduled to end in 2007, prior to the successful completion of a certificate or diploma

Surveys were conducted with 624 non-completers, representing 49% of the 1,274 non-completers to be contacted for this study. The survey sample was generally comparable to the overall non-completer population in terms of age, gender, and campus attended.

Presented in this section are the key findings from this report:

### **Profile of NBCC Experience**

- The main reasons for enrolling at the NBCC were personal development (39%), finding a job (28%) and professional development (23%).
- In terms of outcomes, almost three-quarters of non-completers (71%) voluntarily withdrew from the program they were attending at the NBCC, while 4% were asked to leave by the NBCC and 25% did not complete the final requirements necessary for graduation.
- Overall, the most common motivations for exiting an NBCC program before completion were that the program was the wrong choice (28%) or personal reasons/family responsibilities (16%).
- Approximately one-third of non-completers (32%) felt the NBCC could have done something to help them complete their program, with the most common suggestions being more availability of options to help students finish (e.g., online/distance) (26%), more tutoring/one-on-one time with instructors (18%), more counselling/support system services (16%) and improved quality of instructors/instruction (12%).
- Almost three-quarters of non-completers (72%) indicated they would return to the NBCC in another training program.

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<sup>1</sup> Note that references to the New Brunswick Community College or NBCC also include all campuses of the Collège communautaire du Nouveau-Brunswick, or CCNB.

### **Suggestions for Improvement of Programs and Services**

- Most commonly, non-completers provided suggestions to improve the quality of instruction (17%) and the program content (16%) at the NBCC.
- The most common suggestions to improve the quality of instruction were to have instructors with more professionalism (31%), more knowledgeable/qualified instructors (29%) and more assistance/tutoring/one-on-one available (21%).
- The most common suggestions to improve the program content were to make certain courses not mandatory (17%) and extend programs/teach at a slower pace (17%).

### **Labour Force Information**

- Since exiting their NBCC training, 95% of non-completers have been employed in at least one job.
- During the reference week, 87% of non-completers were in the labour force, with the employment rate resting at 86%.
- Among those employed during the reference week:
  - 89% were working for one employer.
  - 63% were working in positions not at all related to their training.
  - 92% were working on a full-time basis.
  - The average weekly wage for full-time positions was \$557.26, with females working full-time earning 84% of the wages of males working full-time (\$495.73 and \$588.79, respectively).
  - Top occupations included customer service, information and related clerks (6%) and retail salespersons and sales clerks (5%).
  - Top industries included retail trade (13%) and construction (11%).
  - 84% were working within New Brunswick.

### **Additional Education and Training**

- Since exiting their NBCC training, 38% of surveyed non-completers have pursued additional education/training (not including any current training or training to be pursued within the next four months). Of these non-completers, 59% successfully completed a program at an educational institution, most commonly receiving a certificate (39%) or diploma (29%).

- Almost one-third of non-completers (31%) were attending an education/training program at the time of the survey or were planning to attend within the next four months. Of these non-completers, 52% were attending/planning to attend an NBCC. The most common reasons for pursuing this education/training were to upgrade existing skills (28%) or to obtain a better/more interesting job (26%).
- Almost two-thirds (62%) of surveyed non-completers planned to pursue further education/training within the next five years.

### **Comparative Profile of 2007 Non-Completers and Graduates**

- NBCC graduates had a higher labour force participation rate than non-completers (96% and 87%, respectively).
- Non-completers had a higher unemployment rate than graduates (14% and 8%, respectively).
- As might be expected, graduates were more likely than non-completers to be working in positions related to their NBCC training (85% and 37%, respectively).
- Graduates earned higher average weekly full-time wages than non-completers (\$625 and \$557, respectively).
- Non-completers were more likely than graduates to be living outside of New Brunswick or to have left the province at some point since concluding training (25% and 16%, respectively). However, of those who had left the province, graduates were more likely than non-completers to have relocated because of the potential for employment (64% and 46%, respectively).

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### APPENDIX: SURVEY RESPONSE RATES AND LABOUR MARKET INFORMATION

## 1 INTRODUCTION AND SURVEY BACKGROUND

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This report presents a summary of the findings from the Survey of 2007 New Brunswick Community College (NBCC) Non-Completers. This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by MarketQuest Research. This research was conducted to collect information from students who exited a program of study at the New Brunswick Community College<sup>2</sup> prior to the successful completion of a certificate or diploma.

The non-completers contacted for this study were those who enrolled in a program that was scheduled to conclude in the 2007 calendar year, but who did not successfully complete. This includes those who did not successfully complete their one-year program, those who did not successfully complete the first or second year of a two-year program and those who did not successfully complete the first, second or third year of a three-year program.

Specifically, the objectives of this research were as follows:

- to develop a profile of the non-completer population and develop an understanding of their perceptions of their NBCC experience;
- to develop a better understanding of the motivations which lead to the decision to exit NBCC prior to successful program completion and possible actions which could prevent exits;
- to gather information about the post-NBCC experience of non-completers; and
- to compare the experiences of non-completers and 2007 NBCC graduates.

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

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<sup>2</sup> Note that references to the New Brunswick Community College or NBCC also include all campuses of the Collège communautaire du Nouveau-Brunswick, or CCNB.

## 2 SURVEY METHODOLOGY

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The Department provided MarketQuest with a database of the original listings for 1,377 students who were enrolled in an NBCC program that was scheduled to end in 2007 but who did not successfully complete their program of study. This includes students who did not successfully complete their one-year program, students who did not successfully complete the first or second year of a two-year program and students who did not successfully complete the first, second or third year of a three-year program. Prior to the start of the survey (in July 2008), the database was reduced by fifty-one (51) students for whom no current telephone numbers were available. During the data collection period, fifty-two (52) students were removed from the original list because they were deceased (4) or they indicated they were actually graduates of a 2007 program (48). Following removal of these names from the database, there were 1,274 potential contacts. In reporting data from this survey, 1,274 non-completers constitute the base for calculation of population statistics.

Similar to the NBCC graduate follow-up research, non-completers were asked about their activities during a specific week of the year (the reference week), which serves as an indicator of students' current activities. ***The reference week for the 2008 survey was June 1<sup>st</sup> to June 7<sup>th</sup>, 2008.***

The Department, in consultation with the NBCC, designed the survey instrument prior to the contract award. The survey was reviewed by MarketQuest and administered via telephone using a Computer Assisted Telephone Interviewing (CATI) system.

An attempt was made to contact all non-completers, regardless of their current area of residence. Students were assured of absolute confidentiality of responses and were informed of their valuable contribution to the study. MarketQuest's telephone interviewing staff completed a comprehensive training session prior to data collection and were informed of the project objectives and trained in the use of the final survey. MarketQuest's toll-free number was provided to students if they had any questions or apprehensions about the survey.

Non-completers were given the option to complete the survey in French or English. Data collection for this study was completed between July 23<sup>rd</sup> and December 21<sup>st</sup>, 2008. Unlimited callbacks were conducted on all working numbers. For students with outdated or unavailable contact information, various websites were used to source new contact information, where possible.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total non-completers. The response rate for this study was 49% (624 completed interviews with a total non-completer population of 1,274). The primary reason for non-contact was the lack of a current telephone number rather than refusal to participate in the study.

### 3 NON-COMPLETER AND SURVEY POPULATIONS

Throughout this report, the information gathered through the non-completer survey is used to describe the characteristics of the overall population of non-completers for 2007. To determine whether the survey sample (respondents) is representative of the non-completers population, an assessment of the response rate for each program was undertaken. The result of this assessment is presented in Table A-1 of the Appendix, which provides information on the survey response rates for each NBCC program. As previously noted, the overall response rate for this study was 49%.

The following table provides a comparison of the non-completer population and the survey sample in terms of age, gender and campus attended. The survey sample and non-completer population are generally comparable in terms of gender, age distribution and type of program. The survey sample is also representative of the non-completer population with regards to the campus attended.

<b>Population – Sample Comparison</b>		
<b>Characteristics</b>	<b>Non-Completer Population</b>	<b>Survey Sample (Respondents)</b>
<b>Total Number</b>	<b>1,274</b>	<b>624</b>
<b>Gender</b>		
Male	57%	60%
Female	43%	40%
	100%	100%
<b>Age</b>		
24 or younger	57%	64%
25 or older	43%	36%
	100%	100%
<b>Type of Program</b>		
Regular	82%	86%
Non-Regular	18%	14%
	100%	100%

**Population – Sample Comparison**

<b>Characteristics</b>	<b>Non-Completer Population</b>	<b>Survey Sample (Respondents)</b>
<b>Campus</b>		
Bathurst	9%	11%
Campbellton	6%	6%
Dieppe	15%	15%
Edmundston	3%	3%
Fredericton	2%	1%
Miramichi	7%	7%
Moncton	25%	25%
NBCCD	<1%	1%
Péninsule acadienne	2%	2%
Saint John	19%	19%
St. Andrews	5%	4%
Woodstock	7%	6%
	100%	100%

## 4 RESEARCH FINDINGS

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This section summarizes the key survey findings in relation to the research objectives. Table A-1 in the Appendix provides key employment information at the NBCC program level.

### 4.1 Profile of NBCC Experience

Surveyed non-completers were asked a series of questions about their experiences at the NBCC. These experiences are profiled in the following section.

#### ***Main Reasons for Enrolling***

Non-completers offered the following main reasons for enrolling at the NBCC:

- Personal development – 39%;
- To find a job – 28%;
- Professional development – 23%;
- To create own job (self-employment) – 6%;
- Thought they would like it – 1%;
- To work in preferred career – 1%; and
- Other reasons – 2%.

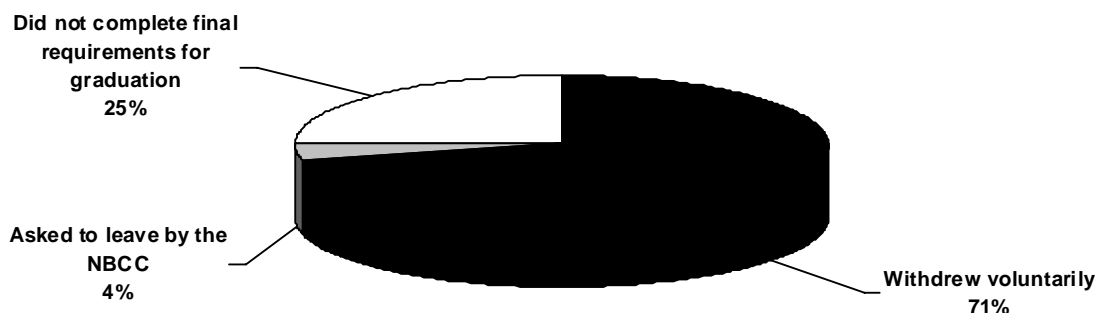
#### ***Motivations for Exiting Before Program Completion***

All surveyed non-completers were asked to describe the outcome of the program they attended at the NBCC, by choosing the statement which best described them from the following list:

- I withdrew from the training program, meaning that I made a voluntary choice to discontinue my program;
- I was asked by the NBCC to leave the training program (e.g., due to non-payment, disciplinary reasons, etc); or
- I completed most of the program, but did not complete the final academic requirements necessary to graduate (e.g., failed the final exam at the end of the program, did not complete a certain course, etc).

As shown below, almost three-quarters of non-completers (71%) voluntarily withdrew from the program they were attending at the NBCC.

### Self-Described Outcome of NBCC Program



The following table shows self-described outcomes by campus attended. Voluntary withdrawal was the most common type of outcome across all campuses.

### Self-Described Outcome by Campus Attended

Campus	Total Non-Completers	Self-Described Outcome			Total
		Withdrew Voluntarily	Asked to leave by the NBCC	Did not complete final program requirements	
Bathurst	71	75%	4%	21%	100%
Campbellton	35	74%	-	26%	100%
Dieppe	93	66%	2%	32%	100%
Edmundston	20	70%	10%	20%	100%
Fredericton	9	67%	11%	22%	100%
Miramichi	42	81%	2%	17%	100%
Moncton	157	68%	3%	29%	100%
NBCCD	5	100%	-	-	100%
Péninsule acadienne	14	71%	-	29%	100%
Saint John	118	73%	5%	22%	100%
St. Andrews	22	73%	5%	23%	100%
Woodstock	38	68%	5%	26%	100%

Non-completers were asked to identify the main reason for exiting their NBCC program before completion. The following table presents reasons for exiting according to self-described outcome.

<b>Reasons for Exiting by Self-Described Outcome</b>	
<b>Self-Described Outcome</b>	<b>Main Reason for Exiting NBCC Program Before Completion</b>
Withdrew voluntarily (N=444)	<ul style="list-style-type: none"> <li>• Wrong choice of program – 40%;</li> <li>• Personal reasons/family responsibilities – 19%;</li> <li>• Academic difficulty – 9%;</li> <li>• Financial difficulty – 7%;</li> <li>• Returned to work – 6%;</li> <li>• Medical/health issues – 2%;</li> <li>• Transportation difficulties – 2%; and</li> <li>• Other reasons – 15%.</li> </ul>
Asked to leave by the NBCC (N=23)	<ul style="list-style-type: none"> <li>• Lack of progress (n=8);</li> <li>• Personal reasons (n=3);</li> <li>• Non-payment of tuition (n=1);</li> <li>• Disciplinary reasons (n=1);</li> <li>• Other reasons (n=8); and</li> <li>• Unsure (n=2).</li> </ul>
Did not complete final program requirements (N=157)	<ul style="list-style-type: none"> <li>• Failed some courses/final exam – 20%;</li> <li>• Lost interest – 13%;</li> <li>• Academic difficulty – 9%;</li> <li>• Personal reasons/family responsibilities – 8%;</li> <li>• Only needed to complete a particular course – 5%;</li> <li>• Returned to work – 5%;</li> <li>• Issues with instructors – 3%;</li> <li>• Did not submit reports on time – 3%;</li> <li>• Lacked some credits – 3%;</li> <li>• Medical/health issues – 3%;</li> <li>• Other reasons – 24%; and</li> <li>• Unsure – 4%.</li> </ul>

Of all non-completers (n=624), the main reasons for exiting an NBCC program before completion included:

- Wrong choice of program – 28%;
- Personal reasons/family responsibilities – 16%;
- Academic difficulty – 9%;
- Returned to work – 6%;
- Financial difficulty – 5%;
- Did not pass some courses/final exam – 5%;
- Lost interest – 3%;
- Medical/health issues – 2%;
- Only completed needed courses – 2%;
- Issues with instructors – 2%;
- Other reasons – 18%;
- No reasons – 2%; and
- Unsure – 1%.

### ***Prevention of Program Exits***

All non-completers were asked if they felt the NBCC could have done anything to help them complete their program of study. Overall, 32% of surveyed non-completers felt there was something the NBCC could have done to help them.

The most common suggestions from these non-completers (n=198) included<sup>3</sup>:

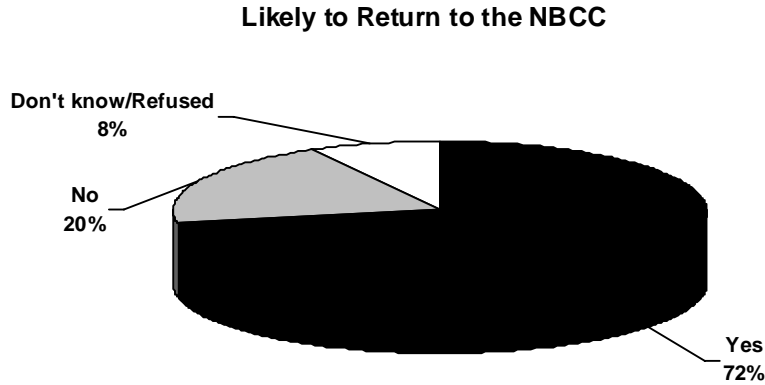
- Having more options available to help students finish (e.g., online/distance) – 26%;
- More tutoring/one-on-one time with instructors – 18%;
- More counselling/support system services – 16%;
- Improve quality of instructors/ instruction – 12%;
- Better/faster financial aid – 7%; and
- Other reasons – 34%.

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<sup>3</sup> Multiple responses allowed.

**Likelihood of Return to the NBCC**

Overall, almost three-quarters of non-completers (72%) would return to the NBCC in another training program, while 20% would not return and 8% were unsure or refused to provide a response.



The following table presents a profile of non-completers by their likelihood of returning to NBCC.

<b>Profile of Non-Completers by Likelihood of Return to the NBCC</b>					
Characteristics	Total Non-Completers	Likely to Return			Total
		Yes	No	Don't know/Refused	
<b>Overall</b>	624	72%	20%	8%	100%
<b>Gender</b>					
Male	373	74%	19%	7%	100%
Female	251	69%	22%	9%	100%
<b>Age</b>					
24 or younger	397	75%	18%	7%	100%
25 or older	224	67%	23%	9%	100%

**Profile of Non-Completers by Likelihood of Return to the NBCC**

Characteristics	Total Non-Completers	Likely to Return			Total
		Yes	No	Don't know/ Refused	
<b>Campus</b>					
Bathurst	71	72%	24%	4%	100%
Campbellton	35	63%	29%	9%	100%
Dieppe	93	59%	26%	15%	100%
Edmundston	20	50%	30%	20%	100%
Fredericton	9	78%	11%	11%	100%
Miramichi	42	83%	14%	2%	100%
Moncton	157	76%	18%	6%	100%
NBCCD	5	60%	-	40%	100%
Péninsule acadienne	14	57%	29%	14%	100%
Saint John	118	80%	16%	4%	100%
St. Andrews	22	73%	27%	-	100%
Woodstock	38	76%	13%	11%	100%
<b>Top Reasons for Exit</b>					
Wrong choice of program	176	72%	20%	8%	100%
Personal reasons/family responsibilities	101	74%	21%	5%	100%
Academic difficulty	55	76%	16%	7%	100%
Returned to work	35	74%	14%	11%	100%
Financial difficulty	31	90%	7%	3%	100%
Did not pass some courses/final exam	31	71%	23%	6%	100%

As shown in the above table:

- Male non-completers were slightly more likely than female non-completers to indicate a likelihood to return to the NBCC (74% and 69%, respectively).
- Younger non-completers (24 years or less) were more likely than their older counterparts to express a likelihood to return to the NBCC (75% and 67%, respectively).

- The likelihood of return was highest for non-completers who attended the Miramichi (83%) and Saint John (80%) campuses.
- The likelihood of return was also highest for non-completers who exited their program as a result of financial difficulty (90%).

Non-completers who indicated they would not return to the NBCC (n=126) were asked to identify the reasons why. Reasons included<sup>4</sup>:

- Not interested – 23%;
- Quality of courses/services/instruction – 20%;
- Had a bad experience there – 10%;
- Attending another school/university – 10%;
- Would rather work – 10%;
- Would rather go to university – 7%;
- Not living near campus – 6%; and
- Other reasons – 18%

The following table shows non-completers' suggestions of things the NBCC could have done to help them finish their program of study, segmented by the likelihood of a future return to NBCC. As shown below, the most common suggestions to prevent program exits among those with a desire to return are similar to the overall suggestions.

#### Non-Completer Suggestions to Prevent Exits by Likelihood of Return

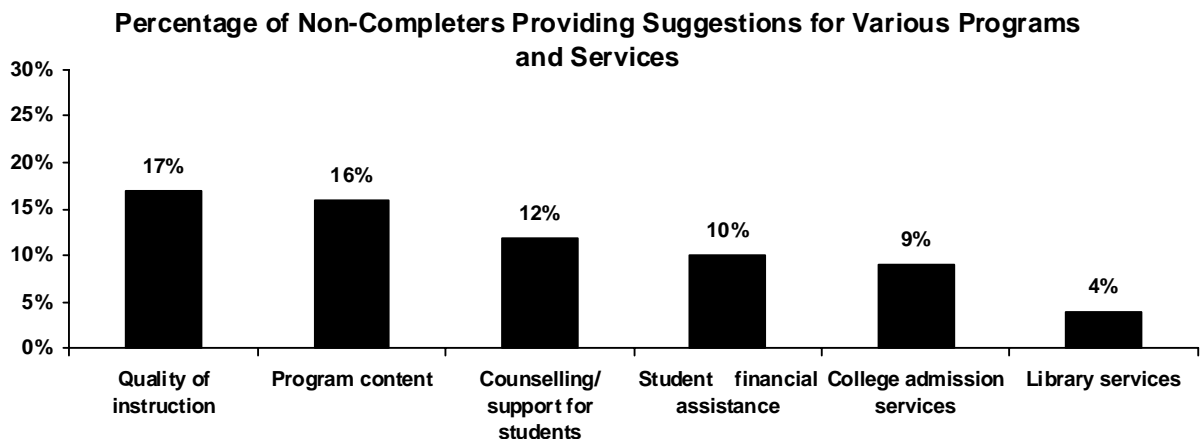
Suggestions*	Overall N=198	Likely to Return		
		Yes N=126	No N=55	Don't know/ Refused N=17
More options available to help students finish (e.g., online/distance)	26%	29%	18%	29%
More tutoring/one-on-one time with instructors	18%	21%	16%	6%
More counselling/support system services	16%	14%	18%	24%
More professional/knowledgeable instructors	12%	10%	18%	12%
Better/faster financial aide	7%	9%	4%	-
Other reasons	34%	32%	34%	47%

\*Multiple responses allowed.

<sup>4</sup> Multiple responses allowed.

## 4.2 Suggestions for Improvement of Programs and Services

In an attempt to develop a better understanding of non-completers and their overall experiences at the NBCC, non-completers were asked if they had any suggestions to improve a variety of programs and services offered. As shown below, 17% of non-completers provided suggestions to improve the quality of instruction, while 16% provided suggestions to improve program content.



The suggestions provided for each program/service are provided below.

### ***Quality of Instruction***

In total, 17% of non-completers (n=108) provided suggestions to improve the quality of instruction at the NBCC.

Suggestions included<sup>5</sup>:

- Instructors with more professionalism – 31%;
- Instructors with more qualifications/knowledge – 29%;
- More assistance/tutoring/one-on-one – 21%;
- More communication/clearer instruction – 12%;
- Improved course material – 6%;
- Teaching at a slower pace – 6%;
- Improved course organization – 2%;
- Other reasons – 11%; and
- Unsure – 4%.

<sup>5</sup> Multiple responses allowed.

### ***Program Content***

In total, 16% of non-completers (n=102) provided suggestions to improve the program content at the NBCC.

Suggestions included<sup>6</sup>:

- Making certain courses not mandatory – 17%;
- Extending program/teaching at a slower pace – 17%;
- Improved/more detailed courses – 15%;
- More up-to-date program content – 11%;
- More hands on courses/material – 8%;
- Increased difficulty – 7%;
- Shortened programs – 3%;
- Other reasons – 29%; and
- Unsure – 3%.

Male non-completers were more likely than female non-completers to identify updating program content as a suggestion for improvement (16% and 2%, respectively), whereas females were more likely than males to identify extending the program (27% and 10%, respectively).

### ***Counselling/Support for Students***

In total, 12% of non-completers (n=74) provided suggestions to improve the counselling/support services for students at the NBCC. Suggestions included<sup>7</sup>:

- Increased availability – 28%;
- Friendlier/more approachable staff – 26%;
- Increased awareness of services – 15%;
- More tutoring – 14%;
- More one-on-one contact – 12%;
- Other reasons – 13%; and
- Unsure – 5%.

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<sup>6</sup> Multiple responses allowed.

<sup>7</sup> Multiple responses allowed.

### ***Student Financial Assistance***

In total, 10% of non-completers (n=62) provided suggestions to improve the student financial assistance at the NBCC. Suggestions included<sup>8</sup>:

- More financial options for students – 36%;
- Quicker process for obtaining loans – 21%;
- Improved process/procedures for obtaining loans – 13%;
- More information on process/procedures – 11%;
- Lower interest rates – 7%;
- Other reasons – 13%; and
- Unsure – 3%.

### ***College Admission Services***

In total, 9% of non-completers (n=55) provided suggestions to improve the college admission services at the NBCC. Suggestions included<sup>9</sup>:

- Lower tuition – 15%;
- More information on programs/courses offered – 11%;
- Raised GPA for acceptance – 7%;
- Decreased/eliminated laptop costs – 9%;
- Other reasons – 36%; and
- Unsure – 24%.

### ***Library Services***

In total, 4% of non-completers (n=25) provided suggestions to improve the library services at the NBCC. Suggestions included<sup>10</sup>:

- More variety of books – n=10;
- Increased hours of operation – n=8;
- Increased library size – n=8;
- More computers – n=3;
- Increased library staff – n=2;
- Other reasons – n=1; and
- Unsure – n=1.

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<sup>8</sup> Multiple responses allowed.

<sup>9</sup> Multiple responses allowed.

<sup>10</sup> Multiple responses allowed.

### ***Other Suggestions for Improvement***

Eight percent of non-completers (n=52) provided other suggestions for changes they would like to see implemented at the NBCC. Suggested changes included<sup>11</sup>:

- Changes to distance education (improve resources/communication, reduce delays) – 14%;
- Improved services/resources for adult students – 8%;
- Improved services/resources for international students – 6%;
- More follow-up with students – 6%;
- Modernized/updated buildings/infrastructure – 6%;
- Improved parking – 6%;
- Improved website – 4%;
- Reduced cafeteria costs – 4%;
- More knowledgeable administrative staff – 4%;
- Improved services/resources for disabled students – 4%; and
- Other reasons – 40%.

Female non-completers were more likely than male non-completers to suggest changes to the distance education program (27% and 3%, respectively)<sup>12</sup>.

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<sup>11</sup> Multiple responses allowed.

<sup>12</sup> Suggestions for all programs and services were checked for gender differences. However, very few differences were identified.

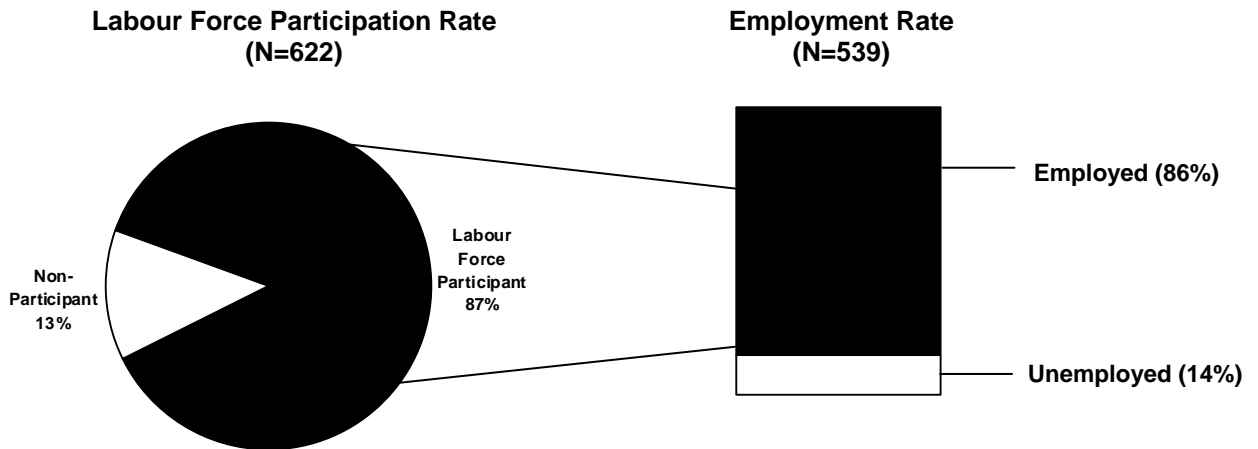
### 4.3 Labour Force Information

During the reference week of June 1<sup>st</sup> to June 7<sup>th</sup>, 2008, 87% of non-completers were in the labour force, with the remaining 13% not in the labour force (not actively seeking work or not available for work).

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

During the reference week, the employment rate<sup>13</sup> for non-completers was 86% and the unemployment rate was 14%. When analysed by gender, the labour force participation and employment rates during the reference week were similar for males and females.

#### Summary of Reference Week Labour Force Activity



\*Due to missing information, labour force status could not be classified for two non-completers.

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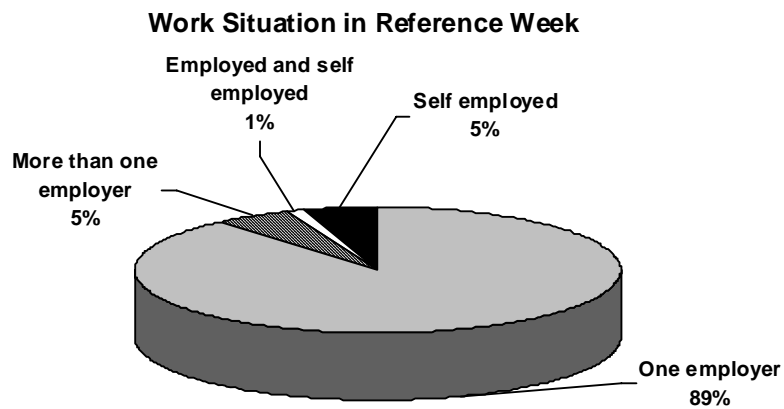
<sup>13</sup> Females who were on maternity leave and students working in an apprenticeship block during the reference week were classified as employed.

#### 4.4 Reference Week Employment

A total of 461 non-completers, or 86% of labour force participants, were employed during the reference week. The following section presents an overview of students' reference week employment<sup>14</sup>.

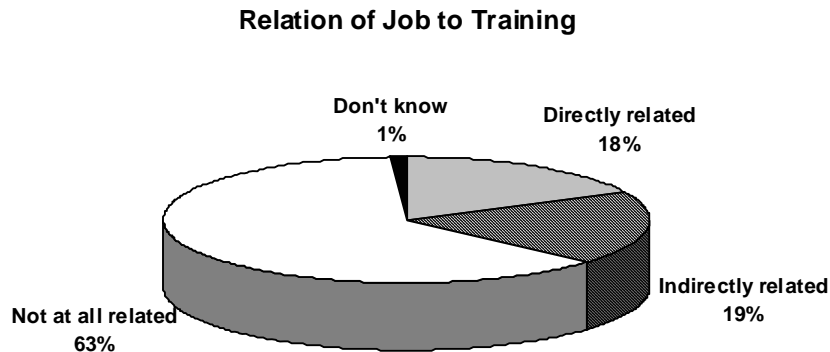
##### **Work Situation**

Among those employed, the large majority (89%) were working for one employer. Of those who worked as a self-employed person (n=25), three reported employing someone other than themselves. Of those who worked for another employer (n=424), 66% were permanent employees, while 34% were temporary.



##### **Relation of Reference Week Job to Training**

During the reference week, 63% of employed non-completers were working in positions that were not at all related to the training program they left.



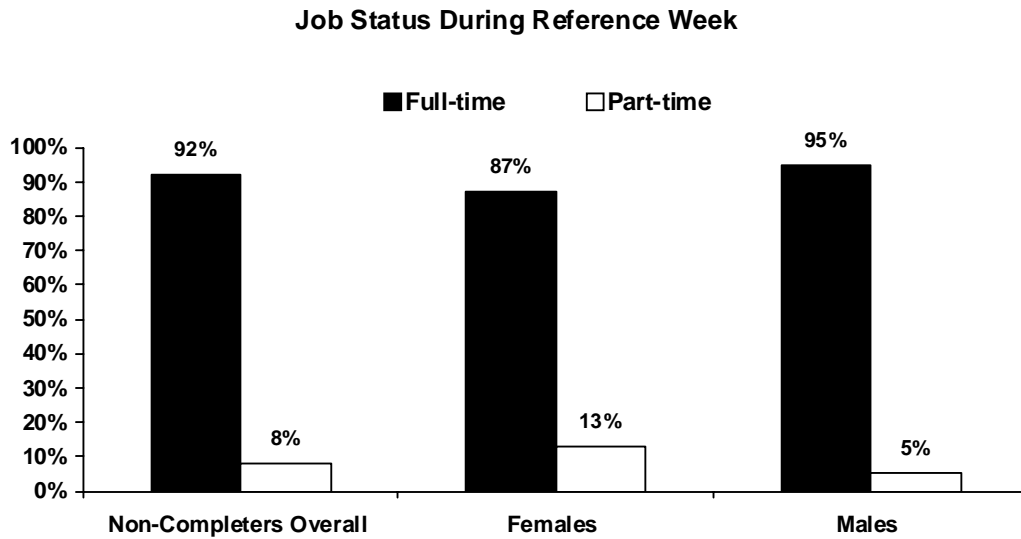
<sup>14</sup> Employment details including job classification, hours of work, average wages, and occupation were not collected for 17 students who were on maternity leave or working in an apprenticeship block during the reference week.

### **Job Status**

During the reference week, 92% of employed non-completers were working on a full-time basis<sup>15</sup>. Females (13%) were more likely than males (5%) to be working in part-time positions.

During the reference week, employed non-completers worked an overall average of 40 hours. Specifically:

- Full-time employees worked an average of 42 hours; and
- Part-time employees worked an average of 18 hours.



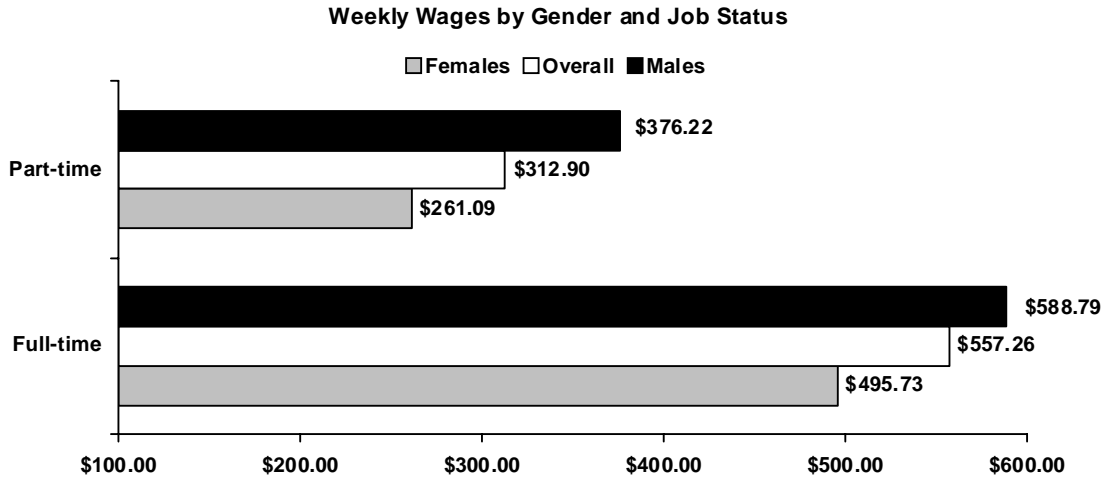
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<sup>15</sup> 31 employed non-completers could not be classified as full-time or part-time and were therefore removed from the analysis.

### **Average Weekly Earnings**

During the reference week, employed non-completers earned an average weekly wage of \$534.28.

The average earnings for non-completers reporting full-time and part-time hours in the reference week are summarized in the following chart.



There was a gap between the full-time and part-time wages of male and female non-completers. More specifically, male students employed on a full-time basis reported average earnings of \$588.79, while female students employed on a full-time basis reported average earnings of \$495.73. This translates into female students working full-time earning approximately 84% of the wages of male students working full-time.

Employed non-completers were asked for their perceptions about the wages they earned during the reference week. Overall:

- 9% reported that their wages were much better than those of others in similar positions;
- 21% reported that their wages were better than those of others in similar positions;
- 55% reported that their wages were the same as those of others in similar positions; and
- 16% reported that their wages were worse (12%) or much worse (4%) than those of others in similar positions.

The table which follows shows the average wages of employed non-completers based on their perceptions of these wages. As shown below, there appears to be a relationship between the wages earned during the reference week and the perceptions of those wages. More specifically, the higher the wages, the more positive the perception of these wages compared to wages in other similar positions.

<b>Satisfaction With Wages</b>			
<b>Perception of Wages</b>	<b>Average Overall Wage</b>	<b>Average Full-time Wage</b>	<b>Average Part-time Wage</b>
<b>Overall Average</b>	<b>\$534.28</b>	<b>\$557.26</b>	<b>\$312.90</b>
Much better	\$701.63	\$714.19	-
Better	\$600.97	\$613.46	\$506.25
Same	\$494.71	\$523.42	\$263.69
Worse	\$448.76	\$465.97	\$215.00
Much worse	\$398.56	\$410.88	-

#### **Reference Week Occupations and Industries**

The following table shows the top occupations in which non-completers were employed during the reference week. The top occupations included customer service, information and related clerks (6%) and retail salespersons and sales clerks (5%).

<b>Top Occupations During the Reference Week</b>				
<b>Occupation</b>	<b>Total</b>	<b>Average Overall Wage</b>	<b>Average FT Wage</b>	<b>Average PT Wage</b>
Customer service, information and related clerks	6%	\$465.58	\$465.58	-
Retail salespersons and sales clerks	5%	\$392.71	\$460.00	\$175.00
Nurse aides, orderlies and patient service associates	4%	\$503.92	\$515.64	\$375.00
Cashiers	4%	\$239.00	\$275.00	\$193.50
Cooks	3%	\$458.89	\$458.89	-
Carpenters	3%	\$726.11	\$726.11	-
Construction trades helpers and labourers	3%	\$594.40	\$594.40	-
User support technicians	2%	\$516.67	\$516.67	-
General office clerks	2%	\$603.67	\$603.67	-
Food counter attendants, kitchen helpers and related	2%	\$348.33	\$398.00	\$100.00
Material handlers	2%	\$335.25	\$428.33	\$56.00

The following table shows the top industries in which non-completers were employed during the reference week. The top industries included retail trade (13%), construction (11%) and health care and social assistance (10%).

<b>Top Industries During the Reference Week</b>				
<b>Industry</b>	<b>Total</b>	<b>Average Overall Wage</b>	<b>Average FT Wage</b>	<b>Average PT Wage</b>
Retail trade	13%	\$389.00	\$427.62	\$195.67
Construction	11%	\$653.73	\$653.73	-
Health care and social assistance	10%	\$450.03	\$478.44	\$272.50
Accommodation and food services	9%	\$402.50	\$413.70	\$100.00
Public administration	8%	\$526.88	\$592.69	\$212.50
Manufacturing	7%	\$607.78	\$607.78	-
Other services (except public administration)	7%	\$470.13	\$527.83	\$340.00
Administrative and support, waste management and remediation	6%	\$459.76	\$459.76	-
Agriculture, forestry, fishing and hunting	4%	\$672.22	\$678.57	\$800.00
Information and cultural industries	4%	\$599.29	\$599.29	-

### ***Time in Reference Week Job***

Of those employed during the reference week:

- 24% had been working for 1 to 10 weeks;
- 16% had been working for 11 to 30 weeks;
- 17% had been working for 31 to 50 weeks; and
- 43% had been working for 51 weeks or more.

### ***Location of Employment***

During the reference week, the large majority of employed non-completers (84%) were working within New Brunswick. The remaining non-completers were working:

- In the rest of Atlantic Canada – 8%;
- In Alberta – 4%;
- In Quebec – 2%;
- In Ontario – 1%; and
- In other locations – 1%.

### ***Non-Completers Not Working During Reference Week***

This section provides a summary of the 161 non-completers who were not working during the reference week. This includes those who were unemployed and those who were not in the labour force.

Of all non-completers:

- 13% (n=78) were unemployed; and
- 13% (n=83) were not in the labour force.

Non-completers who were not working during the reference week (n=161) were asked to provide the main reason for this. The main reasons for not working in the reference week included:

- In school/training full-time – 29%;
- Unable to find work/ lack of jobs – 27%;
- Own illness or disability – 11%;
- Personal or family responsibilities – 7%;
- Inability to find jobs related to training – 6%;
- In school/training part-time – 4%;
- Waiting for a recall after a layoff – 2%;
- Moving – 2%;
- Retired – 2%;
- Waiting for a job to start – 2%; and
- Other reasons – 7%.

Almost one-half of non-completers who were not working (46%) were looking for employment during the reference week. Of those looking (n=74), 54% would be willing to relocate in an effort to secure employment.

## **4.5 Overall Employment Since Training**

Overall, approximately 95% of non-completers have been employed in at least one job since exiting their NBCC training.

Since leaving the NBCC training program that was scheduled to end in 2007, students have been employed in an average of two jobs and employed for an average of 17 months. Students averaged five months in positions directly or indirectly related to their NBCC program of study.

#### 4.6 Geographic Location of Non-Completers

At the time of the survey, 88% of non-completers were residing in New Brunswick. Most commonly, students resided in Moncton (12%) or Saint John (10%).

##### Top Locations Where Non-Completers Currently Reside

Moncton	12%	Riverview	3%
Saint John	10%	Dieppe	2%
Miramichi	4%	Alnwick	2%
Fredericton	3%	Woodstock	2%
Bathurst	3%	Campbellton	1%

One-quarter of non-completers (25%) have lived or worked outside New Brunswick at some point since leaving their program at the NBCC. Of those who lived or worked outside of New Brunswick (n=158), 46% relocated because of the potential for employment.

On average, students who have lived or worked outside New Brunswick required an average of 3.1 weeks to find a job, while 42% had a job arranged prior to relocation.

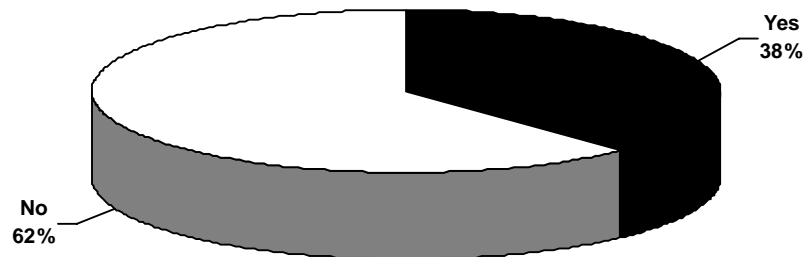
#### 4.7 Additional Education and Training

In total, 52% (n=327) of surveyed non-completers have *attended* an education/training program since exiting the NBCC, or are *currently enrolled* in an education/training program (or *planning to attend within the next four months*). The following section profiles past, current and future education/training experiences of non-completers.

##### ***Education/Training Pursued Since Exiting the NBCC***

Since exiting their NBCC training, 38% of surveyed non-completers have pursued additional education/training, excluding any current training or training to be pursued within the next four months.

**Additional Education/Training Since Exiting NBCC Training**



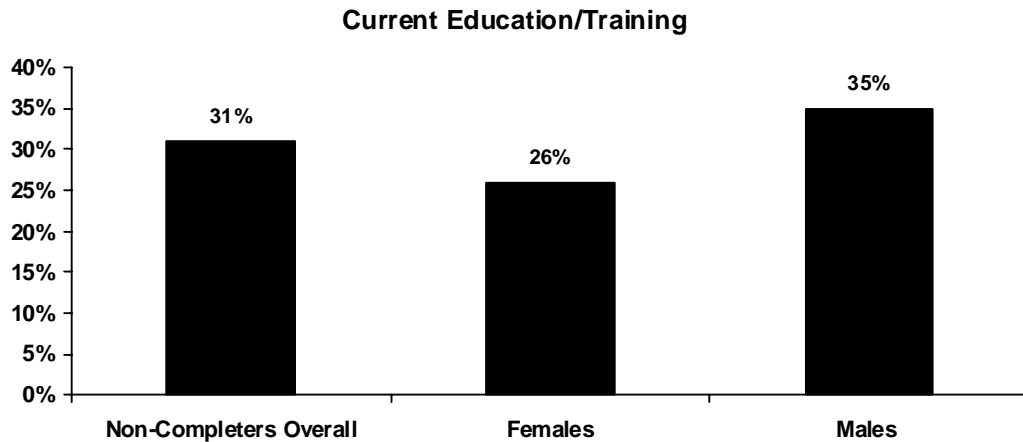
These students were asked to describe this education/training. Of these students (n=237):

- 75% were enrolled full-time and 25% part-time; and
- 48% attended the NBCC, 26% attended a private training institution, 14% attended a university and 13% attended another type of school.

Of these students (n=237), 59% (n=140) successfully completed the program, with the most common designations received being a certificate (39%), a diploma (29%) or a degree (4%).

### ***Current/Planned Education/Training***

Almost one-third (31%) of surveyed non-completers reported that they were currently attending an educational or training program, or were planning to attend within the next four months. As shown below, male non-completers were more likely than female non-completers to be attending/planning to attend an educational/training program (35% and 26%, respectively).



Of students who were attending or planning to attend an educational/training program at the time of the survey (n=196):

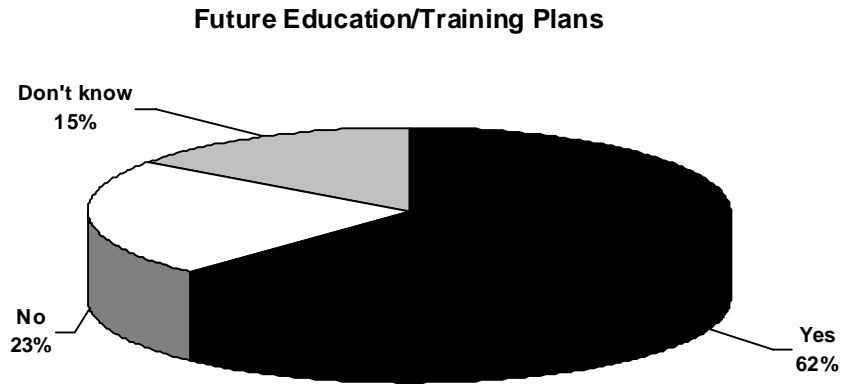
- 79% were enrolled or expect to be enrolled on a full-time basis, while 21% were enrolled/expect to be enrolled part-time.
- 52% were attending/planning to attend the NBCC, while 19% were/will be attending a university, 13% were/will be attending a private training institution, and 13% were/will be attending another type of school.

Among those who were attending/planning to attend an educational/training program (n=196):

- 28% want/wanted to upgrade existing skills;
- 26% want/wanted to get a better/more interesting job;
- 19% want/wanted to learn a new trade or occupation;
- 14% want/wanted to obtain a university degree;
- 5% want/wanted to finish courses or blocks/apprenticeship;
- 5% cannot /could not find employment; and
- 3% provided other reasons.

### ***Future Education/Training Plans***

As shown below, almost two-thirds (62%) of surveyed non-completers plan to pursue further education/training within the next five years.



## 4.8 Comparative Profile of 2007 Non-Completers and Graduates

Since 1983, one-year follow-up surveys have been conducted with each graduating class of the NBCC. In the summer of 2008, data for the Survey of 2007 NBCC Graduates was collected. This section of the report provides a comparative profile of non-completers and 2007 NBCC graduates.

### *Demographic Profile*

The following table compares the characteristics of the non-completer sample and the 2007 graduate sample. The samples tend to differ slightly in terms of gender and age, with the non-completer sample slightly more skewed towards males (60%) and students aged 24 or younger (64%). However, the samples are generally comparable in terms of type of program and campus attended.

<b>2007 Non-Completer – Graduate Comparison</b>		
<b>Characteristics</b>	<b>Non-Completer Sample</b>	<b>Graduate Sample</b>
<b>Total Number</b>	<b>624</b>	<b>1,999</b>
<b>Gender</b>		
Male	60%	52%
Female	40%	48%
	100%	100%
<b>Age</b>		
24 or younger	64%	55%
25 or older	36%	45%
	100%	100%
<b>Type of Program</b>		
Regular	86%	82%
Non-Regular	14%	18%
	100%	100%

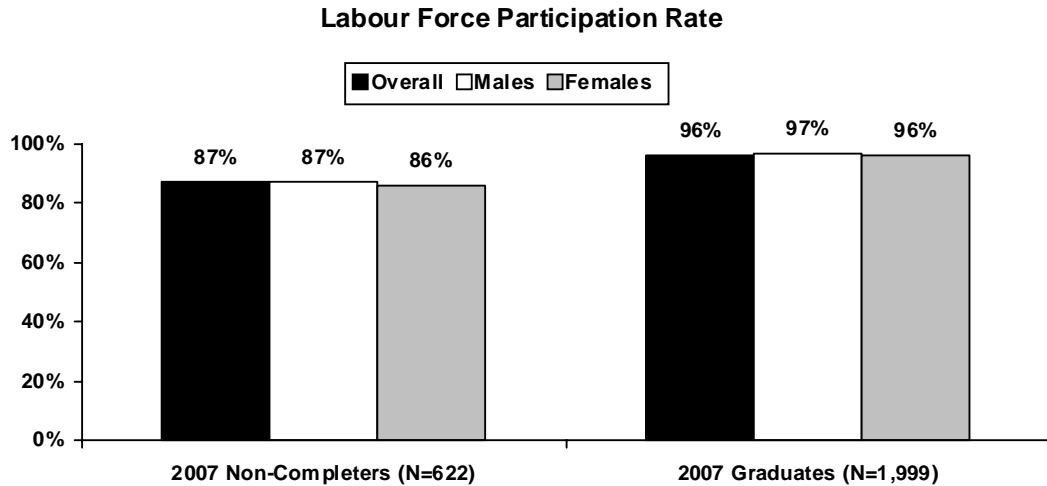
**2007 Non-Completer – Graduate Comparison**

<b>Characteristics</b>	<b>Non-Completer Sample</b>	<b>Graduate Sample</b>
<b>Campus</b>		
Bathurst	11%	11%
Campbellton	6%	9%
Dieppe	15%	8%
Edmundston	3%	5%
Fredericton	1%	3%
Miramichi	7%	8%
Moncton	25%	18%
NBCCD	1%	1%
Péninsule acadienne	2%	4%
Saint John	19%	24%
St. Andrews	4%	4%
Woodstock	6%	5%
	100%	100%

***Reference Week Employment Profile***

In both the non-completer and graduate surveys, respondents were asked to provide employment information for the same reference week, **June 1<sup>st</sup>-7<sup>th</sup>, 2008**. Employment information for both groups of respondents is compared in the following tables and charts.

As shown below, 2007 graduates had a higher labour force participation rate compared to non-completers (96% and 87%, respectively). This finding was similar for males and females.



Furthermore, 2007 graduates also had a higher employment rate compared to non-completers, and conversely, non-completers had higher rates of unemployment. Again, this finding was similar for males and females, suggesting that finding employment is more difficult for non-completers than for graduates.

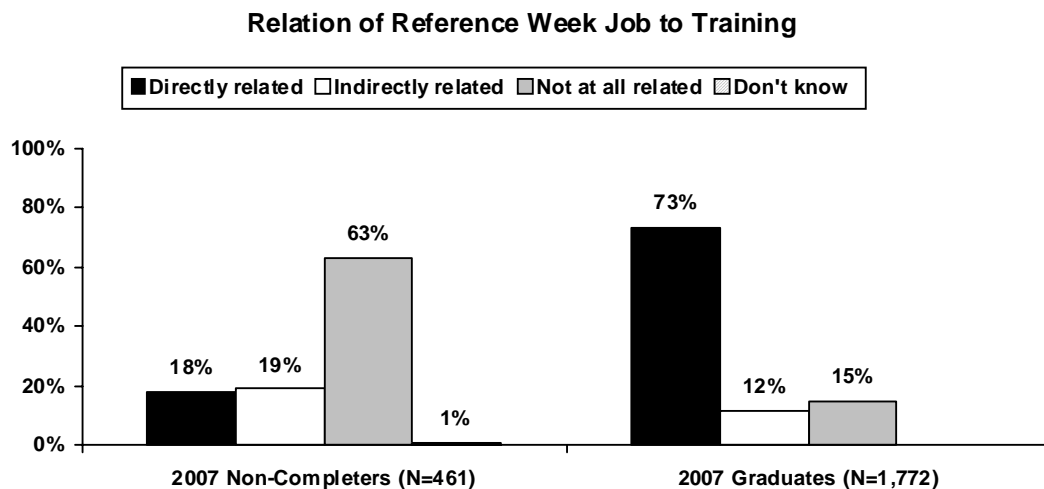
**Employment and Unemployment Rates**

	2007 Non-Completers (N=539)			2007 Graduates (N=1,923)		
	Overall	Males	Females	Overall	Males	Females
Employed	86%	84%	87%	92%	91%	94%
Unemployed	14%	16%	13%	8%	9%	6%

As shown below, unemployment rates appear higher for non-completers across most campuses. However, non-completer unemployment rates are only significantly higher for Dieppe, Moncton, and Saint John.

<b>Unemployment Rates by Campus</b>		
	<b>2007 Non-Completers (N=539)</b>	<b>2007 Graduates (N=1,923)</b>
<b>Overall</b>	14%	8%
Bathurst	18%	12%
Campbellton	13%	6%
Dieppe	16%	6%
Edmundston	19%	9%
Fredericton	11%	6%
Miramichi	8%	10%
Moncton	15%	8%
NBCCD	-	14%
Péninsule acadienne	-	18%
Saint John	16%	5%
St. Andrews	20%	9%
Woodstock	6%	4%

As might be expected, graduates were more likely than non-completers to be working in positions related to their NBCC training (85% and 37%, respectively).



The table below provides average weekly wages for non-completers and graduates. As shown, females tend to earn less than males, regardless of program completion status. However, employed non-completers tend to earn lower average weekly wages than employed graduates, and this is the case for both overall and full-time wages.

<b>Average Weekly Wages</b>						
	<b>2007 Non-Completers (N=461)</b>			<b>2007 Graduates (N=1,772)</b>		
	<b>Overall</b>	<b>Males</b>	<b>Females</b>	<b>Overall</b>	<b>Males</b>	<b>Females</b>
Overall	\$534	\$577	\$458	\$606	\$657	\$548
Full-time	\$557	\$589	\$496	\$625	\$663	\$576
Part-time	\$313	\$376	\$261	\$326	\$334	\$324

Shown below are the top occupations and average full-time weekly wages for both non-completers and graduates. While there were some differences in the top occupations for each group, a comparison of the occupations common to both groups indicates little difference in terms of average weekly wages.

<b>Top Occupations and Average Weekly Full-time Wages</b>			
<b>2007 Non-Completers (N=461)</b>		<b>2007 Graduates (N=1,772)</b>	
<b>Occupation</b>	<b>Average FT Wage</b>	<b>Occupation</b>	<b>Average FT Wage</b>
Customer service, information and related clerks	\$466	Nurse aides, orderlies and patient service associates	\$542
Retail salespersons and sales clerks	\$460	Licensed practical nurses	\$672
Nurse aides, orderlies and patient service associates	\$516	Early childhood educators and assistants	\$479
Cashiers	\$275	General office clerks	\$543
Cooks	\$459	Welders	\$708
Carpenters	\$726	Automotive service technicians	\$484
Construction trades helpers and labourers	\$594	Electricians (except industrial and power system)	\$662
User support technicians	\$517	Carpenters	\$613
General office clerks	\$604	Retail salespersons and sales clerks	\$443
Food counter attendants, kitchen helpers and related	\$398	Customer service, information and related clerks	\$500
Material handlers	\$428		

### ***Location and Employment History***

Among non-completers (N=624):

- 12% were residing outside of New Brunswick at the time of the survey;
- 25% have lived outside of the province at some point since leaving their program at the NBCC;
- 46% of those who have lived outside the province relocated because of the potential for employment; and
- It took non-completers who have lived outside of the province an average of 3.1 weeks to find a job.

Among graduates (N=1,999):

- 9% were residing outside of New Brunswick at the time of the survey;
- 16% have lived outside of the province at some point since leaving their program at the NBCC;
- 64% of those who have lived outside the province relocated because of the potential for employment; and
- It took graduates who have lived outside of the province an average of 3.4 weeks to find a job.

As summarized in the previous paragraphs, non-completers were more likely than graduates to be living outside of New Brunswick or to have left the province at some point since concluding training (25% and 16%, respectively). However, of those who had left the province, graduates were more likely than non-completers to have relocated because of the potential for employment (64% and 46%, respectively).

# **APPENDIX**

**Table A-1  
Survey Response Rates and Labour Market Information**

<b>Prog #</b>	<b>Program Name*</b>	<b>Total Non-Completers</b>	<b>Total Respondents</b>	<b>Respondent Rate</b>	<b>Participation Rate</b>	<b>Employment Rate</b>	<b>Related Employment</b>	<b>Employed Since Training</b>
	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
155	2D – 3D Animation Technology	3	3	100%	67%	100%	-	100%
209	Accommodation, Food & Beverage Services	3	-	-	-	-	-	-
253	Administrative Management Techniques	4	2	50%	100%	50%	100%	100%
245	Agricultural Equipment/Repair (NR-C)	2	1	50%	100%	100%	-	100%
284	Agriculture	3	2	67%	100%	50%	100%	100%
255	Agroforestry	1	1	100%	100%	100%	-	100%
172	Aircraft Technology – Avionics	9	4	44%	75%	100%	67%	100%
078	Animation and Graphics	1	-	-	-	-	-	-
120	Applied Internet Programming	4	2	50%	100%	100%	50%	100%
125	Aquaculture	3	2	67%	50%	100%	100%	100%
011	Art Fundamentals	3	2	67%	-	-	-	50%
152	Automotive Marketing & Business Management	6	3	50%	100%	100%	33%	100%
087	Automotive Marketing and Business Studies	6	4	67%	75%	100%	67%	100%
021	Automotive Service Technician	13	10	77%	100%	90%	-	100%
021	Automotive Service Technician (NR-C)	1	1	100%	100%	100%	-	100%
201	Aviation Technology: Pilot (NR-C)	11	4	36%	75%	100%	33%	75%
221	Bachelor of Technology (Environmental Health) 3 <sup>rd</sup> year (NR-C)	1	-	-	-	-	-	-
093	Bilingual Office Administration	6	2	33%	100%	100%	-	100%

**Table A-1  
Survey Response Rates and Labour Market Information**

<b>Prog #</b>	<b>Program Name*</b>	<b>Total Non-Completers</b>	<b>Total Respondents</b>	<b>Respondent Rate</b>	<b>Participation Rate</b>	<b>Employment Rate</b>	<b>Related Employment</b>	<b>Employed Since Training</b>
	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
118	Bilingual Office Techniques	5	1	20%	100%	100%	100%	100%
079	Biotechnology	1	-	-	-	-	-	-
202	Biotechnology	6	4	67%	75%	67%	50%	67%
156	Bricklaying – Masonry	1	1	100%	100%	-	-	100%
186	Bricklaying – Masonry	5	3	60%	100%	100%	-	100%
258	Business Administration - Accounting	37	21	57%	86%	83%	36%	95%
258	Business Administration – E Business	1	1	100%	100%	100%	-	100%
258	Business Administration – General	90	34	38%	91%	97%	60%	97%
258	Business Administration – Investment Management	1	1	100%	100%	100%	-	100%
258	Business Administration – Marketing	11	5	45%	100%	80%	100%	100%
258	Business Administration – Transportation Management	3	2	67%	100%	100%	50%	100%
004	Business Technology – Accounting	2	1	50%	100%	100%	-	100%
004	Business Technology - Administration & Electronic Commerce	2	1	50%	100%	-	-	100%
004	Business Technology (No Option Declared)	19	13	68%	92%	92%	36%	100%
144	Carpentry	19	12	63%	83%	70%	86%	92%
247	Certificate in Office Technology (NR-D)	1	1	100%	100%	-	-	100%
112	Chemical Technology	20	12	60%	67%	100%	-	100%
005	Civil Engineering Technology - Architectural	7	3	43%	67%	100%	100%	67%

**Table A-1  
Survey Response Rates and Labour Market Information**

<b>Prog #</b>	<b>Program Name*</b>	<b>Total Non-Completers</b>	<b>Total Respondents</b>	<b>Respondent Rate</b>	<b>Participation Rate</b>	<b>Employment Rate</b>	<b>Related Employment</b>	<b>Employed Since Training</b>
	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
005	Civil Engineering Technology - Building Systems	2	1	50%	100%	100%	-	100%
214	Civil Engineering Technology -Building Services (Bathurst)	2	2	100%	100%	50%	-	100%
005	Civil Engineering Technology - Construction Management	5	5	100%	80%	100%	75%	80%
015	Civil Engineering - General (Co-op)	5	4	80%	50%	50%	-	100%
005	Civil Engineering Technology -Geomatics	1	-	-	-	-	-	-
005	Civil Engineering Technology - Highway and Municipal	12	5	42%	40%	100%	50%	100%
213	Civil Engineering Technology -Industrial	2	1	50%	100%	100%	-	100%
005	Civil Engineering Technology - Structural	5	1	20%	100%	100%	-	100%
005	Civil Engineering Technology (No Option Declared)	26	14	54%	86%	83%	20%	100%
037	Clay	1	1	100%	100%	100%	-	100%
105	Community Services Intervention - Adult Services	5	2	40%	100%	100%	100%	100%
105	Community Services Intervention - Child/Adolescent Services	1	-	-	-	-	-	-
105	Community Services Intervention (No Option Declared)	10	5	50%	100%	80%	50%	100%
281	Computer Network Technology – Network Design & Administration	19	10	53%	80%	88%	43%	90%

**Table A-1  
Survey Response Rates and Labour Market Information**

<b>Prog #</b>	<b>Program Name*</b>	<b>Total Non-Completers</b>	<b>Total Respondents</b>	<b>Respondent Rate</b>	<b>Participation Rate</b>	<b>Employment Rate</b>	<b>Related Employment</b>	<b>Employed Since Training</b>
	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
281	Computer Network Technology – Network/Web Support	1	-	-	-	-	-	-
280	Computer Programming Technology - Programmer/Analyst	6	2	33%	100%	50%	-	100%
280	Computer Programming Technology - Internet Application Programmer	5	2	40%	100%	50%	-	100%
007	Computer Programming Technology	19	11	58%	46%	60%	33%	91%
007	Computer Programming Technology - Technician & Network Specialist	3	1	33%	-	-	-	100%
007	Computer Programming Technology (NR-D)	1	-	-	-	-	-	-
060	Computer Systems Technician	1	1	100%	100%	100%	100%	100%
279	Computer Systems Technician – Desktop Support	1	1	100%	100%	100%	100%	100%
279	Computer Systems Technician - General	24	14	58%	86%	58%	17%	86%
008	Computerized Numerically Controlled Manufacturing Technician	1	1	100%	100%	100%	-	100%
009	Cook	5	2	40%	100%	100%	50%	100%
036	Correctional Techniques	13	8	62%	88%	71%	40%	100%
088	Criminal Justice	4	1	25%	100%	100%	-	100%
205	Culinary Techniques	3	1	33%	100%	100%	100%	100%
291	Digital Photography	5	4	80%	100%	100%	25%	100%

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	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
134	Distribution & Transportation Techniques	2	2	100%	100%	50%	-	100%
107	Early Childhood Education	18	9	50%	89%	88%	14%	89%
107	Early Childhood Education (NR-C)	14	4	29%	100%	100%	25%	100%
107	Early Childhood Education (NR-D)	2	-	-	-	-	-	-
010	Electrical	5	3	60%	100%	100%	33%	100%
278	Electrical Engineering Technology - Electronics Design & Embedded Systems	2	1	50%	100%	100%	100%	100%
278	Electrical Engineering Technology - General	31	22	71%	91%	90%	28%	100%
278	Electrical Engineering Technology - Industrial Electronics	2	2	100%	100%	100%	-	100%
116	Electronic Game – 3D Graphics	8	3	38%	100%	67%	50%	67%
068	Electronic Game Design	9	5	56%	100%	100%	20%	100%
084	Electronics Engineering Technology (Bathurst)	3	1	33%	100%	100%	-	100%
084	Electronics Engineering Technology - Computer Engineering	2	2	100%	100%	50%	100%	100%
084	Electronics Engineering Technology - Telecommunications	1	1	100%	100%	100%	100%	100%
230	Entrepreneurship & Small Business (NR-D)	39	18	46%	83%	93%	50%	100%
012	Environmental Technology	8	4	50%	75%	67%	-	100%

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	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
092	Financial Services Management Techniques	5	1	20%	100%	100%	-	100%
141	Gas Technician (NR-C)	2	1	50%	-	-	-	-
173	Geographic Information Systems Technology (NR-C)	4	2	50%	100%	100%	-	100%
046	Graphic Arts – Electronic Press	3	-	-	-	-	-	-
045	Graphic Design	7	2	29%	100%	50%	-	100%
090	Health Care Aide	4	4	100%	100%	100%	33%	100%
090	Health Care Aide (NR-C)	18	9	50%	67%	67%	25%	63%
090	Health Care Aide (NR-D)	2	1	50%	100%	100%	-	100%
242	Health Information Management (NR-C)	4	1	25%	100%	100%	-	100%
236	Health Unit Coordinator (NR-C)	5	2	40%	100%	50%	-	100%
014	Heavy Equipment Service Technician	4	3	75%	100%	100%	-	100%
285	Home Care Support Worker (NR-C)	6	1	17%	100%	100%	100%	100%
227	Home Care Worker (NR-C)	1	1	100%	100%	-	-	-
194	Hospitality & Tourism Management - Adventure Recreation	7	4	57%	100%	100%	-	100%
235	Hospitality & Tourism Management - Culinary	7	3	43%	67%	50%	-	67%
192	Hospitality & Tourism Management - Global Tourism & Marketing	3	-	-	-	-	-	-

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195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	7	3	43%	100%	67%	100%	100%
196	Hospitality & Tourism Management - International Tourism	11	4	36%	75%	67%	-	100%
150	Human Resource Management	2	1	50%	100%	100%	-	100%
150	Human Resource Management (NR-C)	5	1	20%	100%	100%	100%	100%
085	Human Services	15	8	53%	100%	88%	25%	100%
085	Human Services (NR-C)	13	3	23%	100%	100%	33%	100%
056	Industrial Chemical Technology	2	2	100%	50%	100%	-	100%
067	Industrial Control Technology	8	3	38%	100%	67%	-	100%
138	Industrial Maintenance Technician	3	2	67%	100%	100%	-	100%
016	Industrial Mechanics	3	3	100%	100%	100%	-	100%
124	Instrumentation and Automation Technology	1	-	-	-	-	-	-
057	Interior Design	4	2	50%	50%	100%	-	100%
100	International Business	4	1	25%	100%	100%	-	100%
211	International Tourism	1	1	100%	100%	100%	-	100%
265	International Trade (NR-C)	4	1	25%	100%	100%	100%	100%
277	Intervention Techniques for Offenders	3	2	67%	50%	-	-	50%
177	IT Solutions Development	6	3	50%	67%	100%	-	67%
040	Jewellery/ Metal Arts	1	1	100%	100%	100%	100%	100%
047	Journalism	6	3	50%	100%	100%	-	100%

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	<b>Overall</b>	<b>1,274</b>	<b>624</b>	<b>49%</b>	<b>87%</b>	<b>86%</b>	<b>37%</b>	<b>95%</b>
077	Landscape	2	2	100%	100%	100%	100%	100%
252	Landscape Design	1	1	100%	100%	100%	100%	100%
225	Legal Office Administration	5	2	40%	100%	100%	50%	100%
233	Library Assistant (NR-D)	1	1	100%	100%	-	-	100%
117	Logistics & Transport Management	7	-	-	-	-	-	-
017	Machinist	7	2	29%	100%	100%	-	100%
286	Managing Non-Profit Organizations (NR-D)	36	15	42%	93%	86%	73%	100%
018	Marine Diesel Mechanics	2	-	-	-	-	-	-
276	Marine Diesel, Industrial & Commercial Mechanics	2	1	50%	100%	100%	100%	100%
089	Marine Navigation	4	3	75%	100%	100%	100%	100%
019	Mechanical Engineering Technology: Buildings – Energy & Environment	3	2	67%	100%	50%	100%	100%
019	Mechanical Engineering Technology - Production Management	4	3	75%	100%	67%	50%	100%
019	Mechanical Engineering Technology (No Option Declared)	12	4	33%	100%	75%	-	100%
109	Mechanical Technician	2	2	100%	-	-	-	100%
270	Medical Electrophysiology Technician (NR-C)	3	-	-	-	-	-	-
161	Medical Laboratory Techniques	2	1	50%	-	-	-	100%
030	Medical Laboratory Technology	2	1	50%	100%	100%	-	100%
217	Medical Office Administration	2	-	-	-	-	-	-

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122	Medical Secretary	6	4	67%	75%	100%	33%	75%
020	Motor Vehicle Body Repairer and Painter	7	6	86%	83%	80%	-	100%
254	Multimedia & Web Production Techniques	2	2	100%	50%	100%	100%	50%
190	Multimedia Graphic Design	3	2	67%	50%	100%	-	50%
080	Multimedia Production Design & Management	1	1	100%	100%	-	-	100%
094	Network Design & Administrative Technology	2	1	50%	100%	100%	-	100%
028	Nuclear Medicine Technology	1	-	-	-	-	-	-
257	Office Administration – Executive	6	2	33%	50%	100%	100%	100%
257	Office Administration – General	34	16	47%	81%	77%	20%	88%
256	Office Administration Certificate	17	6	35%	83%	80%	50%	100%
256	Office Administration Certificate (NR-C)	7	2	29%	100%	100%	-	100%
238	Office Management Techniques	5	2	40%	-	-	-	100%
063	Office Techniques	15	10	67%	100%	100%	50%	100%
288	Painter and Decorator Pre-Employment	2	1	50%	100%	-	-	100%
106	Pharmacy Technician	1	-	-	-	-	-	-
232	Photographic Digital Imaging Technician	3	2	67%	100%	100%	-	100%
139	Plumbing/ Pipe Trades	2	-	-	-	-	-	-
290	Police Foundations	9	4	44%	100%	75%	-	100%

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023	Power Engineering Technology	5	2	40%	100%	-	-	100%
111	Practical Nurse	50	26	52%	92%	96%	64%	100%
111	Practical Nurse (NR-C)	6	3	50%	100%	100%	67%	100%
111	Practical Nurse (NR-D)	1	-	-	-	-	-	-
295	Practical Nurse – First Nation (NR-C)	2	-	-	-	-	-	-
072	Production Welder - MIG	4	2	50%	100%	100%	100%	100%
223	Professional Cooking	2	2	100%	100%	100%	50%	100%
294	Professional Sales & Account Management (NR-C)	3	1	33%	100%	100%	-	100%
216	Pulp & Paper Process Technician	22	6	27%	83%	60%	-	83%
164	Radiotherapy Techniques (NR-C)	1	1	100%	100%	100%	-	100%
110	Records Management	2	-	-	-	-	-	-
031	Refrigeration & Air Conditioning Technician	3	1	33%	100%	100%	-	100%
048	Respiratory Therapy	1	1	100%	100%	100%	-	100%
034	Sales Techniques	2	2	100%	100%	100%	100%	100%
032	Second Language Training	3	3	100%	100%	67%	-	100%
033	Sheet Metal Fabrication	2	1	50%	100%	100%	-	100%
024	Small Business Management	8	6	75%	100%	100%	-	100%
025	Small Equipment Repair	6	2	33%	100%	50%	100%	100%
237	Specialized Repair of Recreational Vehicles	1	1	100%	100%	-	-	100%
095	Specialty Photography	1	1	100%	-	-	-	100%
151	Stationary Engineering	2	1	50%	100%	100%	-	100%
026	Steel Fabrication	4	1	25%	100%	-	-	100%

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102	Studio Pottery	2	2	100%	50%	100%	-	50%
228	Teacher Assistant (NR-C)	5	1	20%	100%	100%	-	100%
042	Textiles	1	-	-	-	-	-	-
207	Tourism Techniques	2	1	50%	100%	100%	-	100%
174	Transition to Nursing Assistant for C Nursing Orderly (NR-C)	1	1	100%	100%	100%	100%	100%
174	Transition to Nursing Assistant for C Nursing Orderly (NR-D)	2	1	50%	100%	100%	100%	100%
073	Transport Refrigeration Service Technician	1	-	-	-	-	-	-
126	Transportation Operations	1	-	-	-	-	-	-
128	Travel Counsellor	1	1	100%	100%	100%	-	100%
022	Truck & Transport Service Technician	3	-	-	-	-	-	-
074	Vocational Forestry	3	2	67%	100%	100%	-	100%
086	Webmaster (NR-D)	18	8	44%	88%	100%	71%	88%
203	Webmaster Online (NR-D)	1	1	100%	100%	100%	-	100%
064	Welder Fabricator (NR-C)	5	1	20%	100%	100%	-	100%
027	Welding	14	11	79%	91%	70%	29%	100%
027	Welding (NR-C)	6	1	17%	100%	100%	100%	100%
029	Welding Engineering Technology	2	1	50%	100%	100%	-	100%
075	Wood Processing Techniques	7	4	57%	50%	100%	100%	100%
204	Wood Processing Techniques	5	2	40%	100%	100%	-	100%
076	Woodworking Technology	1	-	-	-	-	-	-
200	Woodworking Technology	1	-	-	-	-	-	-

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050	Youth Care Worker	15	7	47%	86%	100%	-	86%

\*All programs listed in the above table are Regular programs, unless otherwise noted. Programs identified with NR-C are Non-Regular programs offered in Contract format and programs identified with NR-D are Non-Regular programs offered in Distance format.