

GRADUATE FOLLOW-UP RESULTS – 2015

Results In Brief

Entrepreneurship,
Portfolio and
Service Learning
help build brighter

FUTURES

COMMUNITY CONNECTIONS

REAL-WORLD
experience delivers
real-world employment

JOB READY

**WORK
TERMS**

lead to real jobs
in industry.

PROGRAM OPTIONS

GROWING
our Labour
Force throughout
Nova Scotia

**CAREER
OPTIONS**

if the job market
demands it, you can
learn it at NSCC.

nscc

INTRODUCTION

This report summarizes the results of the 2015 Graduate Follow-Up Survey, an extensive annual survey of NSCC graduates one year following graduation. Graduates were surveyed by telephone and online by Corporate Research Associates to explore employment and other graduate activities, as well as graduates' satisfaction with their experience at NSCC. This is the sixteenth year that this survey has been commissioned by NSCC and results continue to demonstrate that graduates succeed after graduation.

The 2015 survey was conducted during the period of July 5 to November 1, 2015, and included the graduates of the Class of 2014. To create a snapshot of employment and continued learning experiences of graduates approximately one year after graduation, a reference week of June 21 – 27, 2015 was used. There were 3,947 graduates in the class of 2014¹ eligible for the survey, 1,286 of whom participated. This number of respondents produces results that are accurate 95% of the time to within 2.2% of the stated result.

SUMMARY OF RESULTS

Results from the 2015 survey confirm that NSCC graduates continue to succeed after graduation.

2015 Graduate Follow-Up Survey Results							
Employment Outcomes	GFS 2009	GFS 2010	GFS 2011	GFS 2012	GFS 2013	GFS 2014	GFS 2015
% of graduates participating in the labour force	97%	96%	96%	96%	97%	97%	97%
% of graduates employed	86%	87%	87%	86%	86%	86%	88%
% of graduates employed in work related to field of studies	83%	80%	83%	83%	83%	83%	85%
% of graduates who worked three or more months in the year following graduation	95%	90%	91%	93%	92%	92%	92%
% of employed graduates living and working in Nova Scotia	94%	94%	95%	94%	89%	91%	90%
Average annual earnings of working graduates employed full time in work related to field of study ^[2]	\$30,357	\$31,855	\$33,841	\$36,204	\$39,455	\$38,556	\$36,837
% of graduates satisfied with the overall NSCC experience	95%	95%	95%	93%	92%	92%	94%

¹ This **excludes** graduates from the Adult Learning Program under School of Access as it is not a post-secondary program.

² During the data cleaning process, the annual salaries of respondents who reported earning less than the minimum wage were excluded. For 2015, this corresponded to an annual salary of \$16,536, which is a minimum wage of \$10.60 at 30 hours per week.

EMPLOYMENT OUTCOMES

Since NSCC became a Board-governed college in 1996, there have been consistently favourable employment outcomes for students after graduation. Table 1 outlines the labour force participation rates, employment rates and employment relatedness for NSCC graduates for the last decade:

Table 1: Labour Force Participation Rates, Employment Rates & Employment Relatedness

Labour Force Participation, Employment & Employment Relatedness of Graduates											
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Labour Force Participation Rates of Graduates ³	97%	97%	97%	97%	97%	97%	96%	96%	97%	97%	97%
Employment Rate of Graduates in Labour Force ⁴	90%	91%	91%	92%	86%	87%	87%	86%	86%	86%	88%
% of employed graduates in work related to studies	81%	83%	86%	88%	83%	80%	83%	83%	83%	83%	85%

NSCC continues to track employment rates of our graduates. NSCC graduate employment rates are relatively consistent with the current employment situation in the Province.

Table 2: Employment Rates of Graduates in the Labour Force by School

Employment Rate of Graduates in the Labour Force By School											
School	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Access ⁵										70%	83%
Applied Arts & New Media	90%	89%	85%	91%	84%	88%	89%	87%	81%	79%	88%
Business	90%	91%	91%	91%	87%	89%	86%	83%	84%	86%	88%
Health & Human Services	90%	95%	95%	96%	96%	93%	93%	92%	93%	95%	94%
Trades & Technology	90%	90%	89%	90%	81%	80%	84%	86%	83%	87%	84%
OVERALL NSCC	90%	91%	91%	92%	86%	87%	87%	86%	86%	86%	88%

³ Labour Force Participation Rate specifies the percent of respondents indicating they are working or looking for work.

⁴ Employment Rate specifies the percent of those in the Labour Force that indicate they are working.

⁵ Graduates from the School of Access were included in the Graduate Follow-Up Survey results since 2014.

GRADUATE SATISFACTION

The Graduate Follow-Up Survey asks questions that are related to College satisfaction. Overall graduate satisfaction with the NSCC experience remains very high at 94%. Additionally, 88% of graduates reported that they were satisfied that their NSCC program prepared them for employment.

The importance of portfolio continues to be significant. Results showed that 86% of graduates were satisfied with the portfolio experience at NSCC. The Class of 2014 was the twelfth graduating class to participate in portfolio education.

Table 3: Graduate Satisfaction with NSCC

Graduate Satisfaction with NSCC											
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Overall satisfaction with NSCC experience	95%	95%	95%	96%	95%	95%	95%	93%	92%	92%	94%
Overall satisfaction with Portfolio Learning	87%	86%	89%	90%	87%	90%	90%	84%	83%	83%	86%

Summary by School and Credential

Employment relatedness fluctuates between 81% for Certificate graduates, 86% for Diploma and 93% for Advanced Diploma graduates (Table 4).

Table 4. Employment Outcomes by Credential

	# grads eligible*	# of responses	In Labour Force	% Labour Force	Number Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary**
Certificate	1726	513	488	95%	396	75	84%	287	81%	\$ 33,678
Diploma	2044	701	680	97%	601	67	90%	459	86%	\$ 38,074
Advanced Diploma	177	72	71	99%	62	6	91%	55	93%	\$ 40,641
Overall NSCC	3947	1286	1239	97%	1059	148	88%	801	85%	\$ 36,837

* Number of graduates eligible to participate in the survey

** Average annual salary includes those employed full time in a job related to their field of study

Results from the 2015 survey are presented in more detail in the following summary tables, which break down results by academic school and credential type.

Graduates from the School of Health & Human Services continue to have the highest employment rate (94%). This school also has the highest percentage of graduates working in program-related occupations (94%) (Table 5). These results are consistent with the results from last year's survey.

Graduates from the School of Trades and Technology continue to experience the highest average annual earnings related to their field of study at \$40,816 (Table 5). Average salary for graduates from the School of Access are not provided as the response to this question was below 10 participants. The difference in average salaries by academic school varies, but the gap between the highest and lowest average salaries narrowed slightly from the previous year. The difference between the highest and lowest average annual salary by School in 2015 was \$9,125.

Graduate Follow-Up Survey 2015

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Below is a summary of survey results by school and credential.

Table 5. Employment outcomes by School and Credential

	# grads eligible*	# of responses	In Labour Force	% Labour Force	# Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary**
Access	124	40	34	85%	24	5	83%	7	47%	-
Certificate	124	40	34	85%	24	5	83%	7	47%	-
Applied Arts & New Media	342	125	120	97%	101	14	88%	70	78%	\$ 35,625
Certificate	101	33	30	94%	21	6	78%	8	57%	-
Diploma	241	92	90	98%	80	8	91%	62	82%	\$ 36,329
Business	1012	392	374	96%	322	45	88%	238	85%	\$ 31,691
Certificate	351	131	124	95%	97	25	80%	75	83%	\$ 29,865
Diploma	561	220	209	95%	186	19	91%	125	82%	\$ 30,836
Advanced Diploma	100	41	41	100%	39	1	98%	38	97%	\$ 36,879
Health and Human Services	914	299	292	98%	269	17	94%	222	94%	\$ 37,567
Certificate	392	117	112	96%	105	6	95%	96	99%	\$ 31,431
Diploma	494	168	166	99%	155	8	95%	121	91%	\$ 41,333
Advanced Diploma	28	14	14	100%	9	3	75%	5	83%	-
Trades and Technology	1555	430	419	98%	343	67	84%	264	82%	\$ 40,816
Certificate	758	192	188	98%	149	33	82%	101	74%	\$ 37,876
Diploma	748	221	215	97%	180	32	85%	151	88%	\$ 41,796
Advanced Diploma	49	17	16	94%	14	2	88%	12	86%	-
Overall NSCC	3947	1286	1239	97%	1059	148	88%	801	85%	\$ 36,837

* Number of graduates eligible to participate in the survey

** Average annual salary includes those employed full time in a job related to their field of study. Groups with less than 10 salary respondents show (-)

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Summary by School and Cluster

When survey results are broken down by cluster, differences in employment outcomes are more variable. In 2015, the Tourism and Culinary cluster had the highest employment rate (98%), though is in the mid-range for employment related to field of study (87%). The Health cluster has the highest related employment at 99%, and also has a very high general employment rate (96%). Geomatics graduates continue to report the highest average salary of all the clusters at \$51,500 (Table 6).

Table 6. Employment outcomes by School and Cluster

	# grads eligible*	# of responses	In Labour Force	% Labour Force	Number Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary**
Access	124	40	34	85%	24	5	83%	7	47%	-
Applied Arts & New Media	342	125	120	97%	101	14	88%	70	78%	\$ 35,625
Applied Arts	248	81	77	96%	61	11	85%	35	70%	\$ 28,723
Information Technology	94	44	43	98%	40	3	93%	35	88%	\$ 39,970
Business	1012	392	374	96%	322	45	88%	238	85%	\$ 31,691
Applied Business Technology	344	142	135	95%	105	28	79%	84	84%	\$ 30,351
Business Management	492	202	193	96%	172	16	91%	120	85%	\$ 34,295
Tourism and Culinary	176	48	46	98%	45	1	98%	34	87%	\$ 23,228
Health and Human Services	914	299	292	98%	269	17	94%	222	94%	\$ 37,567
Health	567	174	170	98%	164	6	96%	156	99%	\$ 39,948
Human Services	347	125	122	98%	105	11	91%	66	84%	\$ 31,428
Trades and Technology	1555	430	419	98%	343	67	84%	264	82%	\$ 40,816
Construction	793	199	193	97%	153	36	81%	108	74%	\$ 38,009
Geomatics	98	34	33	97%	30	2	94%	26	93%	\$ 51,500
Manufacturing	119	35	34	97%	26	7	79%	22	88%	\$ 42,706
Natural Resources	39	12	12	100%	11	1	92%	7	88%	-
Technology	255	80	78	98%	64	12	84%	53	84%	\$ 47,800
Transportation	251	70	69	99%	59	9	87%	48	89%	\$ 33,213
Overall NSCC	3947	1286	1239	97%	1059	148	88%	801	85%	\$ 36,837

* Number of graduates eligible to participate in the survey

** Average annual salary includes those employed full time in a job related to their field of study. Groups with less than 10 salary respondents show (-)

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By Cluster and Credential

Further detail is provided by cluster and credential. At this level of detail, several clusters have lower than 10 participants responding to questions related to salary. This table omits the reporting of average salary for these groups.

Table 7. Employment outcomes by Cluster and Credential

	# grads eligible*	# of responses	In Labour Force	% Labour Force	# Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary**
Access	124	40	34	85%	24	5	83%	7	47%	-
Applied Arts	248	81	77	96%	61	11	85%	35	70%	\$ 28,723
Certificate	101	33	30	94%	21	6	78%	8	57%	-
Diploma	105	48	47	98%	40	5	89%	27	75%	\$ 29,775
Info Technology	94	44	43	98%	40	3	93%	35	88%	\$ 39,970
Diploma	94	44	43	98%	40	3	93%	35	88%	\$ 39,970
Applied Business Technology	344	142	135	95%	105	28	79%	84	84%	\$ 30,351
Certificate	298	119	112	94%	85	25	77%	67	84%	\$ 30,363
Diploma	46	23	23	100%	20	3	87%	17	85%	\$ 30,305
Business Management	492	202	193	96%	172	16	91%	120	85%	\$ 34,295
Diploma	392	161	152	94%	133	15	90%	82	80%	\$ 32,981
Advanced Diploma	100	41	41	100%	39	1	98%	38	97%	\$ 36,879
Tourism & Culinary	176	48	46	98%	45	1	98%	34	87%	\$ 23,228
Certificate	53	12	12	100%	12	0	100%	8	80%	-
Diploma	123	36	34	97%	33	1	97%	26	90%	\$ 23,291
Health	567	174	170	98%	164	6	96%	156	99%	\$ 39,948
Certificate	336	94	90	96%	86	4	96%	80	100%	\$ 32,521
Diploma	231	80	80	100%	78	2	98%	76	99%	\$ 45,754
Human Services	347	125	122	98%	105	11	91%	66	84%	\$ 31,428
Certificate	56	23	22	96%	19	2	90%	16	94%	-
Diploma	263	88	86	98%	77	6	93%	45	80%	\$ 31,982
Advanced Diploma	28	14	14	100%	9	3	75%	5	83%	-

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continued	# grads eligible*	# of responses	In Labour Force	% Labour Force	# Employed	Seeking Employ- ment	% Employed	# Employed Related	% Employed Related	Average Annual Salary**
Construction	793	199	193	97%	153	36	81%	108	74%	\$ 38,009
Certificate	475	127	124	98%	96	24	80%	64	71%	\$ 42,339
Diploma	318	72	69	96%	57	12	83%	44	80%	\$ 31,141
Geomatics	98	34	33	97%	30	2	94%	26	93%	\$ 51,500
Certificate	26	6	6	100%	5	0	100%	3	100%	-
Diploma	30	11	11	100%	11	0	100%	16	100%	-
Advanced Diploma	42	17	16	94%	14	2	88%	7	86%	-
Manufacturing	119	35	34	97%	26	7	79%	22	88%	\$ 42,706
Certificate	34	6	6	100%	6	0	100%	5	83%	-
Diploma	85	29	28	97%	20	7	78%	17	89%	\$ 39,308
Natural Resources	39	12	12	100%	11	1	92%	7	88%	-
Diploma	39	12	12	100%	11	1	92%	7	88%	-
Technology	255	80	78	98%	64	12	84%	53	84%	\$ 47,800
Certificate	59	7	7	100%	6	1	86%	3	50%	-
Diploma	189	73	71	97%	58	11	84%	50	88%	\$ 48,724
Advanced Diploma	7	0								
Transportation	251	70	69	99%	59	9	87%	48	89%	\$ 33,213
Certificate	164	46	45	98%	36	8	82%	26	81%	\$ 26,093
Diploma	87	24	24	100%	23	1	96%	22	100%	\$ 41,458
Overall NSCC	3947	1286	1239	97%	1059	148	88%	801	85%	\$ 36,837

* Number of graduates eligible to participate in the survey

** Average annual salary includes those employed full time in a job related to their field of study. Groups with less than 10 salary respondents show (-)