

**NSCC**

# **2024 Graduate Survey**

***nscc***

# Graduate Survey 2024

## Results in Brief

### INTRODUCTION

This report summarizes the results of the 2024 Graduate Survey, an extensive annual survey of NSCC graduates one year following graduation. Graduates were surveyed by telephone and online by Narrative Research to explore employment and other graduate activities, as well as graduates’ satisfaction with their experience at NSCC. This is the twenty-fourth year that this survey has been commissioned by NSCC and results continue to demonstrate that graduates succeed after graduation.

The 2024 survey was conducted online during the period of July 10 to October 30, 2024 and included the graduates of the Class of 2023. To create a snapshot of employment and continued learning experiences of graduates, a reference week of June 23 to June 29, 2024 was used. There were 3,860 graduates in the Class of 2023<sup>1</sup> eligible for the survey and they were invited by telephone, email, or text (SMS). The survey yielded participation from 1,498 graduates for an overall response rate of 39%.

The Graduate Survey is considered an “attempted census survey” where every effort is made to collect data from each member of the graduating class. For the Class of 2023, there were 10 graduates for whom no contact information exists in the alumni database, who are deceased, or who asked not to be contacted. The process for contacting graduates included an email invitation (if address available), with up to eight reminder emails, a maximum of five telephone attempts, and up to two SMS invitations (with another triggered upon request during the telephone survey). As per the Government of Canada’s [Standards and Guidelines for Sampling](#), margin of sampling error does not apply due to the research being an attempted census and a sample of graduates was not the chosen data collection methodology (see 13.2.5.7).

### SUMMARY OF RESULTS

Table 1. Summary of Employment and Overall Satisfaction Outcomes

2024 Graduate Survey Results								
Employment Outcomes	2017	2018	2019	2020	2021	2022	2023	2024
% of graduates participating in the labour force <sup>2</sup>	96%	97%	97%	93%	94%	96%	96%	97%
% of graduates employed <sup>3</sup>	87%	88%	90%	82%	83%	91%	92%	90%
% of employed graduates working in a job related to field of studies <sup>4</sup>	81%	83%	87%	85%	80%	83%	88%	89%
% of employed graduates living and working in Nova Scotia	93%	92%	91%	94%	94%	93%	93%	93%
Average annual earnings of working graduates employed full time in work related to field of study <sup>5</sup>	\$37,426	\$38,395	\$39,943	\$41,192	\$41,861	\$43,881	\$47,060	\$50,707
% of graduates satisfied with the overall NSCC experience	94%	95%	95%	93%	91%	90%	93%	94%
Median annual earnings of working graduates employed full time in work related to field of study <sup>5</sup>	\$35,000	\$35,000	\$38,000	\$40,000	\$40,000	\$41,639	\$44,841	\$47,583

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

<sup>2</sup> Labour Force Participation Rate specifies the percent of respondents indicating they are working or looking for work.

<sup>3</sup> Employment Rate specifies the percent of those in the Labour Force that indicate they are working.

<sup>4</sup> Related employment rate specifies the percent of those employed who indicate their job is in a field directly or indirectly related to their field of study.

<sup>5</sup> Average annual salary includes those employed full time in a job related to their field of study. During the data cleaning process, the annual salaries of respondents who reported earning less than the minimum wage were excluded. For 2024, this corresponded to an annual salary of \$23,712, which is a minimum wage of \$15.20 at 30 hours per week at 52 weeks. Outliers of \$100,000 or more were examined for salary validity. For graduates who provided an hourly wage, their annual salary was estimated using a figure of 35 hours per week.

# Graduate Survey 2024

## Results in Brief

### EMPLOYMENT OUTCOMES

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

Employment Rate of Graduates in the Labour Force By School						
School	2019	2020	2021	2022	2023	2024
Access, Education and Language	81%	68%	75%	89%	89%	97%
Business and Creative Industries	90%	77%	81%	91%	93%	89%
Health and Human Services	93%	92%	92%	94%	96%	93%
Technology and Environment	89%	84%	83%	92%	87%	88%
Trades and Transportation	89%	79%	78%	86%	90%	88%
<b>Overall NSCC</b>	<b>90%</b>	<b>82%</b>	<b>83%</b>	<b>91%</b>	<b>92%</b>	<b>90%</b>

### GRADUATE SATISFACTION

Overall graduate satisfaction with the NSCC experience remains very high at 94% (Table 3).

Table 3. Graduate Satisfaction with NSCC

Graduate Satisfaction with NSCC									
	2016	2017	2018	2019	2020	2021	2022	2023	2024
Overall satisfaction with NSCC experience	95%	94%	95%	95%	93%	91%	90%	93%	94%

### SUMMARY BY SCHOOL AND CREDENTIAL

Employment relatedness is high across credential types but is highest for those with Advanced Diplomas at 100%. Average annual earnings are highest among Graduate Certificate holders (Table 4).

Table 4. Employment Outcomes by Credential

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***	Median Annual Salary***
Certificate	1,508	545	521	96%	467	54	90%	384	87%	\$45,751	\$41,860
Diploma	2,107	836	813	97%	733	80	90%	608	91%	\$51,962	\$49,900
Graduate Certificate	235	115	107	94%	96	11	90%	78	82%	\$59,620	\$58,120
Advanced Diploma	10	2	2	100%	2	0	100%	2	100%	-	-
<b>Overall NSCC</b>	<b>3,860</b>	<b>1,498</b>	<b>1,443</b>	<b>97%</b>	<b>1,298</b>	<b>145</b>	<b>90%</b>	<b>1,072</b>	<b>89%</b>	<b>\$50,707</b>	<b>\$47,583</b>

\* Number of graduates eligible to participate in the survey.

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

\*\*\* Average and Median Annual Salary includes those employed full time in a job related to their field of study. Groups with less than 10 salary respondents display (-).

## Graduate Survey 2024

### Results in Brief

Results from the 2024 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 Access, Education and Language have the highest employment rate (97%), overtaking the School of Health & Human Services which had the highest employment rate last year. The School of Health & Human Services has the highest percentage of graduates working in program-related occupations (96%). Graduates from the School of Technology and Environment experienced the highest average (\$58,738) and median (\$56,500) annual salary related to their field of study.

Below is a summary of survey results by school and credential (Table 5).

*Table 5. Employment Outcomes by School and Credential*

Employment Outcomes by School and Credential											
	# Grads Eligible*	# of Responses	In Labour Force	% Labour Force**	Number Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary***	Median Annual Salary***
<b>Access, Education and Language</b>	<b>265</b>	<b>107</b>	<b>100</b>	<b>94%</b>	<b>97</b>	<b>3</b>	<b>97%</b>	<b>67</b>	<b>85%</b>	<b>\$46,026</b>	<b>\$48,000</b>
Certificate	94	31	29	94%	26	3	90%	5	36%	-	-
Diploma	171	76	71	95%	71	0	100%	62	95%	\$46,026	\$48,000
<b>Business and Creative Industries</b>	<b>1,129</b>	<b>496</b>	<b>476</b>	<b>96%</b>	<b>424</b>	<b>52</b>	<b>89%</b>	<b>340</b>	<b>87%</b>	<b>\$46,671</b>	<b>\$44,000</b>
Certificate	388	178	164	92%	143	21	87%	122	90%	\$42,653	\$41,660
Diploma	635	265	261	98%	235	26	90%	180	87%	\$46,517	\$43,680
Graduate Certificate	98	52	50	96%	45	5	90%	37	84%	\$58,192	\$54,054
Advanced Diploma	8	1	1	100%	1	0	100%	1	100%	-	-
<b>Health and Human Services</b>	<b>757</b>	<b>308</b>	<b>299</b>	<b>97%</b>	<b>277</b>	<b>22</b>	<b>93%</b>	<b>239</b>	<b>96%</b>	<b>\$48,007</b>	<b>\$45,500</b>
Certificate	275	109	106	97%	101	5	95%	93	97%	\$42,886	\$42,697
Diploma	464	186	181	97%	166	15	92%	136	96%	\$50,407	\$52,228
Graduate Certificate	18	13	12	92%	10	2	83%	10	100%	-	-
<b>Technology and Environment</b>	<b>668</b>	<b>280</b>	<b>269</b>	<b>97%</b>	<b>236</b>	<b>33</b>	<b>88%</b>	<b>194</b>	<b>85%</b>	<b>\$58,738</b>	<b>\$56,500</b>
Certificate	58	25	25	100%	23	2	92%	13	65%	-	-
Diploma	491	205	199	98%	172	27	86%	150	89%	\$57,715	\$55,000
Graduate Certificate	119	50	45	92%	41	4	91%	31	76%	\$64,320	\$62,500
<b>Trades and Transportation</b>	<b>1,041</b>	<b>307</b>	<b>299</b>	<b>97%</b>	<b>264</b>	<b>35</b>	<b>88%</b>	<b>232</b>	<b>89%</b>	<b>\$52,000</b>	<b>\$45,000</b>
Certificate	693	202	197	98%	174	23	88%	151	87%	\$48,184	\$41,860
Diploma	346	104	101	97%	89	12	88%	80	91%	\$57,289	\$50,000
Advanced Diploma	2	1	1	100%	1	0	100%	1	100%	-	-
<b>Overall NSCC</b>	<b>3,860</b>	<b>1,498</b>	<b>1,443</b>	<b>97%</b>	<b>1,298</b>	<b>145</b>	<b>90%</b>	<b>1,072</b>	<b>89%</b>	<b>\$50,707</b>	<b>\$47,583</b>

\* Number of graduates eligible to participate in the survey.

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

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# Graduate Survey 2024

## Results in Brief

### SUMMARY BY SCHOOL AND CLUSTER

When the survey results are broken down by cluster, differences in employment outcomes are more variable. Within the School of Access, Education, and Language, the percentage of graduates with related employment is highest among those in the Education cluster. Within the School of Business and Creative Industries, there is a lower percentage of Creative and Digital Media graduates with related employment compared to the other two clusters. In 2024, the Education and Marine clusters had the highest employment rates (100%). Health and Wellness graduates (98%), followed by Education graduates (97%), and Engineering Technologies graduates (95%) had the highest related employment. Marine graduates reported the highest average (\$88,333) and median (\$93,000) annual salary of all clusters. (Table 6).

Table 6. Employment Outcomes by School and Cluster

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***	Median Annual Salary***
<b>Access, Education and Language</b>	<b>265</b>	<b>107</b>	<b>100</b>	<b>94%</b>	<b>97</b>	<b>3</b>	<b>97%</b>	<b>67</b>	<b>85%</b>	<b>\$46,026</b>	<b>\$48,000</b>
Academic Upgrading and Skills Development	70	20	19	95%	17	2	89%	4	36%	-	-
Education	165	74	69	95%	69	0	100%	61	97%	\$46,026	\$48,000
Language & Cultural Studies	30	13	12	92%	11	1	92%	2	40%	-	-
<b>Business and Creative Industries</b>	<b>1,129</b>	<b>496</b>	<b>476</b>	<b>96%</b>	<b>424</b>	<b>52</b>	<b>89%</b>	<b>340</b>	<b>87%</b>	<b>\$46,671</b>	<b>\$44,000</b>
Business	730	352	341	97%	312	29	91%	259	92%	\$48,294	\$45,000
Creative & Digital Media	205	78	73	94%	57	16	78%	36	67%	\$47,438	\$42,300
Culinary & Tourism	194	66	62	94%	55	7	89%	45	87%	\$36,785	\$34,580
<b>Health and Human Services</b>	<b>757</b>	<b>308</b>	<b>299</b>	<b>97%</b>	<b>277</b>	<b>22</b>	<b>93%</b>	<b>239</b>	<b>96%</b>	<b>\$48,007</b>	<b>\$45,500</b>
Health & Wellness	476	183	177	97%	168	9	95%	156	98%	\$49,377	\$47,500
Social & Community Supports	281	125	122	98%	109	13	89%	83	93%	\$45,776	\$45,000
<b>Technology and Environment</b>	<b>668</b>	<b>280</b>	<b>269</b>	<b>97%</b>	<b>236</b>	<b>33</b>	<b>88%</b>	<b>194</b>	<b>85%</b>	<b>\$58,738</b>	<b>\$56,500</b>
Engineering Technologies	239	100	97	98%	89	8	92%	83	95%	\$58,913	\$55,000
Environment, Sustainability and Natural Resources	105	48	46	98%	37	9	80%	28	78%	\$53,921	\$52,000
IT & Data Analytics	228	84	81	96%	68	13	84%	49	73%	\$56,280	\$55,500
Surveying, Mapping & Geomatics	96	48	45	94%	42	3	93%	34	87%	\$65,712	\$60,000
<b>Trades and Transportation</b>	<b>1,041</b>	<b>307</b>	<b>299</b>	<b>97%</b>	<b>264</b>	<b>35</b>	<b>88%</b>	<b>232</b>	<b>89%</b>	<b>\$52,000</b>	<b>\$45,000</b>
Building & Manufacturing	732	222	217	98%	190	27	88%	168	89%	\$51,248	\$45,250
Marine	40	16	16	100%	16	0	100%	14	88%	\$88,333	\$93,000
Transportation	269	69	66	96%	58	8	88%	50	88%	\$42,122	\$38,400
<b>Overall NSCC</b>	<b>3,860</b>	<b>1,498</b>	<b>1,443</b>	<b>97%</b>	<b>1,298</b>	<b>145</b>	<b>90%</b>	<b>1,072</b>	<b>89%</b>	<b>\$50,707</b>	<b>\$47,583</b>

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# Graduate Survey 2024

## Results in Brief

### BY CLUSTER AND CREDENTIAL

Further detail is provided by cluster and credential (Table 7).

Table 7. *Employment Outcomes by Cluster and Credential*

Employment Outcomes by Cluster and Credential											
	# Grads Eligible*	# of Responses	In Labour Force	% Labour Force**	Number Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary***	Median Annual Salary***
<b>Academic Upgrading and Skills Development</b>	<b>70</b>	<b>20</b>	<b>19</b>	<b>95%</b>	<b>17</b>	<b>2</b>	<b>89%</b>	<b>4</b>	<b>36%</b>	<b>-</b>	<b>-</b>
<b>Building &amp; Manufacturing</b>	<b>732</b>	<b>222</b>	<b>217</b>	<b>98%</b>	<b>190</b>	<b>27</b>	<b>88%</b>	<b>168</b>	<b>89%</b>	<b>\$51,248</b>	<b>\$45,250</b>
Certificate	443	136	134	99%	118	16	88%	104	88%	\$50,810	\$45,500
Diploma	289	86	83	97%	72	11	87%	64	90%	\$51,882	\$45,000
<b>Business</b>	<b>730</b>	<b>352</b>	<b>341</b>	<b>97%</b>	<b>312</b>	<b>29</b>	<b>91%</b>	<b>259</b>	<b>92%</b>	<b>\$48,294</b>	<b>\$45,000</b>
Certificate	244	123	116	94%	106	10	91%	99	96%	\$44,474	\$41,860
Diploma	394	180	178	99%	162	16	91%	123	90%	\$47,836	\$45,000
Graduate Certificate	84	48	46	96%	43	3	93%	36	84%	\$58,491	\$54,527
Advanced Diploma	8	1	1	100%	1	0	100%	1	100%	-	-
<b>Creative &amp; Digital Media</b>	<b>205</b>	<b>78</b>	<b>73</b>	<b>94%</b>	<b>57</b>	<b>16</b>	<b>78%</b>	<b>36</b>	<b>67%</b>	<b>\$47,438</b>	<b>\$42,300</b>
Certificate	55	21	17	81%	10	7	59%	2	29%	-	-
Diploma	144	56	55	98%	46	9	84%	33	72%	\$47,432	\$41,600
Graduate Certificate	6	1	1	100%	1	0	100%	1	100%	-	-
<b>Culinary &amp; Tourism</b>	<b>194</b>	<b>66</b>	<b>62</b>	<b>94%</b>	<b>55</b>	<b>7</b>	<b>89%</b>	<b>45</b>	<b>87%</b>	<b>\$36,785</b>	<b>\$34,580</b>
Certificate	89	34	31	91%	27	4	87%	21	81%	\$34,498	\$32,380
Diploma	97	29	28	97%	27	1	96%	24	92%	\$38,615	\$34,580
Graduate Certificate	8	3	3	100%	1	2	33%	0	0%	-	-
<b>Education</b>	<b>165</b>	<b>74</b>	<b>69</b>	<b>95%</b>	<b>69</b>	<b>0</b>	<b>100%</b>	<b>61</b>	<b>97%</b>	<b>\$46,026</b>	<b>\$48,000</b>
<b>Engineering Technologies</b>	<b>239</b>	<b>100</b>	<b>97</b>	<b>98%</b>	<b>89</b>	<b>8</b>	<b>92%</b>	<b>83</b>	<b>95%</b>	<b>\$58,913</b>	<b>\$55,000</b>
<b>Environment, Sustainability and Natural Resources</b>	<b>105</b>	<b>48</b>	<b>46</b>	<b>98%</b>	<b>37</b>	<b>9</b>	<b>80%</b>	<b>28</b>	<b>78%</b>	<b>\$53,921</b>	<b>\$52,000</b>
Certificate	29	10	10	100%	9	1	90%	4	50%	-	-
Diploma	66	32	31	97%	23	8	74%	19	83%	\$54,537	\$51,500
Graduate Certificate	10	6	5	100%	5	0	100%	5	100%	-	-

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# Graduate Survey 2024

## Results in Brief

Employment Outcomes by Cluster and Credential											
Continued	# Grads Eligible*	# of Responses	In Labour Force	% Labour Force**	Number Employed	Seeking Employment	% Employed	# Employed Related	% Employed Related	Average Annual Salary***	Median Annual Salary***
<b>Health &amp; Wellness</b>	<b>476</b>	<b>183</b>	<b>177</b>	<b>97%</b>	<b>168</b>	<b>9</b>	<b>95%</b>	<b>156</b>	<b>98%</b>	<b>\$49,377</b>	<b>\$47,500</b>
Certificate	269	107	104	97%	99	5	95%	91	97%	\$42,947	\$42,825
Diploma	207	76	73	96%	69	4	95%	65	100%	\$55,808	\$56,638
<b>IT &amp; Data Analytics</b>	<b>228</b>	<b>84</b>	<b>81</b>	<b>96%</b>	<b>68</b>	<b>13</b>	<b>84%</b>	<b>49</b>	<b>73%</b>	<b>\$56,280</b>	<b>\$55,500</b>
Diploma	176	66	65	98%	54	11	83%	43	81%	\$56,292	\$55,000
Graduate Certificate	52	18	16	89%	14	2	88%	6	43%	-	-
<b>Language &amp; Cultural Studies</b>	<b>30</b>	<b>13</b>	<b>12</b>	<b>92%</b>	<b>11</b>	<b>1</b>	<b>92%</b>	<b>2</b>	<b>40%</b>	<b>-</b>	<b>-</b>
Certificate	24	11	10	91%	9	1	90%	1	33%	-	-
Diploma	6	2	2	100%	2	0	100%	1	50%	-	-
<b>Marine</b>	<b>40</b>	<b>16</b>	<b>16</b>	<b>100%</b>	<b>16</b>	<b>0</b>	<b>100%</b>	<b>14</b>	<b>88%</b>	<b>\$88,333</b>	<b>\$93,000</b>
Certificate	12	6	6	100%	6	0	100%	5	83%	-	-
Diploma	26	9	9	100%	9	0	100%	8	89%	-	-
Advanced Diploma	2	1	1	100%	1	0	100%	1	100%	-	-
<b>Social &amp; Community Supports</b>	<b>281</b>	<b>125</b>	<b>122</b>	<b>98%</b>	<b>109</b>	<b>13</b>	<b>89%</b>	<b>83</b>	<b>93%</b>	<b>\$45,776</b>	<b>\$45,000</b>
Certificate	6	2	2	100%	2	0	100%	2	100%	-	-
Diploma	257	110	108	98%	97	11	90%	71	92%	\$45,116	\$45,000
Graduate Certificate	18	13	12	92%	10	2	83%	10	100%	-	-
<b>Surveying, Mapping &amp; Geomatics</b>	<b>96</b>	<b>48</b>	<b>45</b>	<b>94%</b>	<b>42</b>	<b>3</b>	<b>93%</b>	<b>34</b>	<b>87%</b>	<b>\$65,712</b>	<b>\$60,000</b>
Certificate	29	15	15	100%	14	1	93%	9	75%	-	-
Diploma	10	7	6	86%	6	0	100%	5	100%	-	-
Graduate Certificate	57	26	24	92%	22	2	92%	20	91%	\$67,311	\$62,500
<b>Transportation</b>	<b>269</b>	<b>69</b>	<b>66</b>	<b>96%</b>	<b>58</b>	<b>8</b>	<b>88%</b>	<b>50</b>	<b>88%</b>	<b>\$42,122</b>	<b>\$38,400</b>
Certificate	238	60	57	95%	50	7	88%	42	86%	\$40,479	\$36,400
Diploma	31	9	9	100%	8	1	89%	8	100%	-	-
<b>Overall NSCC</b>	<b>3,860</b>	<b>1,498</b>	<b>1,443</b>	<b>97%</b>	<b>1,298</b>	<b>145</b>	<b>90%</b>	<b>1,072</b>	<b>89%</b>	<b>\$50,707</b>	<b>\$47,583</b>

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## SUMMARY OF GRADUATES IN PRE-APPRENTICESHIP PROGRAMS

There were 936 graduates from pre-apprenticeship programs invited to complete the survey. Two hundred and seventy-five responses were received, of which 42 graduates indicated they had already registered as apprentices (15%). Of those who had not registered, 181 stated they intended to register (78%), 31 did not intend to register (13%), and 5 had not decided (2%). Sixteen graduates (7%) were enrolled full-time in a college or university program.