# Graduate Retention in New Brunswick

## 2021 Graduate Cohort Update

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## Project Title

Graduate retention in New Brunswick: 2021 graduate cohort update

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# Abbreviations and Definitions

| | |
|---|---|
| CCNB | Collège communautaire du Nouveau-Brunswick |
| EECD | Education and Early Childhood Development |
| MPHEC | Maritime Provinces Higher Education Commission |
| MTA | Mount Allison University |
| NBCC | New Brunswick Community College |
| NBCCD | New Brunswick College of Craft and Design |
| STU | St. Thomas University |
| UdeM | Université de Moncton |
| UNB | University of New Brunswick |

# Executive Summary

This report is the third in a <u>series</u> of annual updates on post-secondary graduates' retention in New Brunswick (NB) by the New Brunswick Institute for Research, Data and Training (NB-IRDT). These reports provide an overview of the retention patterns of graduates from post-secondary institutions in NB[1] since the previous reporting period, and their updates on graduates' retention trends can help guide public policy discussions around education and training strategies to attract younger individuals to study, work and live in NB.

The current study, which includes data on the 2021 graduate cohort, provides an update to the graduate retention results released by NB-IRDT in 2023 (Balzer et al., 2023), which included data on individuals who graduated in 2019 and 2020. The methodology followed by Balzer et al. (2023) was replicated for this cohort update.

## Highlight of Findings

### Counts: How Many Students Graduated in 2021?

- In 2021, 4090 students graduated from NB universities, and 3735 students graduated from NB colleges.[1] Although these counts are similar to the 2020 university and college graduate cohorts, the 2021 college cohort saw changes in count composition.

    - The number of college graduates from outside Canada (i.e., international students) grew by around 35% between 2020 and 2021, with graduates from outside Canada making up 29.7% of all college graduates in 2021. This is a noteworthy increase, especially when we consider the much lower proportion of college graduates from outside Canda (5.5%) only six years earlier, in 2015.

### Matching Rates: How Many Graduates Were Living in NB After They Graduated?

*Matching rates indicate the percentage of graduates whose educational data (showing they attended a post-secondary institution in NB) can be matched with Medicare records (indicating they resided in NB following their graduation).*

*Graduates whose data are not successfully matched are predominantly individuals from different Canadian provinces who were ineligible for NB Medicare during their study period*

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[1] This series presents results for graduates from seven publicly funded post-secondary institutions in NB, including Collège communautaire du Nouveau-Brunswick (CCNB), Mount Allison University (MTA), New Brunswick Community College (NBCC), New Brunswick College of Craft and Design (NBCCD), St. Thomas University (STU), Université de Moncton (UdeM) and the University of New Brunswick (UNB).

*and who departed NB shortly after completing their studies. Along with graduates who terminated their Medicare, unmatched graduates are assumed to have left the province.*

- The matching rate for university and college graduates decreased slightly in 2021 (76.8%) compared to matching rates in 2019 (77.0%) and 2020 (77.6%).

- Among the 2021 university cohort, the matching rates for graduates from outside Canada (78.7%) or provinces outside NB (25.4%) increased compared to matching rates in 2020 (76.1% and 22.5%, respectively).

- Although there was a similar increase in the matching rate for 2021 college graduates from outside Canada (from 85.4% in 2020 to 86.0% in 2021), the matching rate for college graduates from provinces outside NB decreased (from 23.5% in 2020 to 18.8% in 2021).

**Retention Rates: How Many Graduates Stayed in NB Over Time (1, 3, 5 and 10 Years Later)?**

- Among the 2021 cohort, 1-year retention rates continue to be higher among college graduates (86.6%) than university graduates (68.5%).

    o Although we see a 19-percentage point gap here, it should be noted that this gap has slowly narrowed over the years, with university retention rates steadily increasing in recent cohorts. A similar trend is observed for 3- and 5-year retention rates.

- The overall trend for 1-year retention rates does not differ when the results are broken down by sex: for both male and female university graduates in the 2021 cohort, a slight increase from 2020 is observed; and for college graduates, a marginal decrease is seen.

- Nursing university graduates have the highest 1-, 3-, 5- and 10-year retention rates compared to other university fields of study, followed by health and related fields. Architecture, engineering and related technologies graduates have the lowest.

- For college graduates, the fields of study with the highest retention rates vary over time. However, information technology graduates consistently have the lowest retention rates over a 1-, 3- and 5-year period for the newest cohort.

- The institution with the highest 1-year retention rate for the 2021 cohort is NBCC (87.8%), while the lowest retention rate belongs to MTA (39.5%). For the 2012 graduating cohort, graduates from UdeM have the highest 10-year retention rate (57.2%), which is 17 percentage points higher than the next closest institutions: STU (39.8%) and UNB (39.5%). It should be noted that 2012 cohort data are only available for university graduates.

    o When we break these results down by previous residence, we see that, similar to previous years, UdeM continues to have the highest 1-, 3-, 5- and 10-year

retention rates among 2021 university graduates from NB, as well as for graduates from provinces outside NB. For college graduates from NB, CCNB historically has the highest retention rates; however, among more recent cohorts, the gap between CCNB and NBCC has been narrowing as NBCC retention rates have been increasing.

o Undergraduates from UNB have higher 1-, 3-, 5- and 10-year retention rates than postgraduates (i.e., master's/PhD graduates). However, for UdeM graduates, the gap between undergraduate and postgraduate retention rates is narrower: in fact, for the 2019 cohort, the 3-year retention rate of postgraduates exceeds that of undergraduates.

## Key Takeaways

Overall, data on the 2021 graduating cohort show updated results that are similar to earlier graduating cohorts. Matching and retention rates appear to have remained stable despite the occurrence of the COVID-19 pandemic and substantial changes in economic conditions and in the composition of students by location of origin.

The number and matching rates of university and college students who graduated in 2021 are close to those of the 2020 and 2019 cohorts. Likewise, similar to previous findings, we see that college graduates in general have higher retention rates than university graduates – with university and college graduates from NB having higher retention rates than graduates from outside Canada or from other provinces outside NB. In other words, graduates who are from NB are more likely to stay in NB. Consistent with previous trends, graduates from UdeM still have the highest retention rates of the university cohorts, while graduates from MTA have the lowest.

That being said, we also observe some notable differences – the most interesting being the changing composition of recent college cohorts. While college graduates were primarily from NB at the beginning of the study period (92.7% in 2014), graduates from NB made up only two-thirds of college graduates in 2021 (68.1%). Meanwhile, graduates from outside Canada have gone from comprising only 5.1% of college graduates in 2014 to nearly one-third (29.7%) in 2021.

Given our findings that graduates from NB have higher retention rates than graduates from outside Canada, one might expect to see a drop in college retention rates corresponding in magnitude to the increase in international college graduates. However, college retention rates have decreased only slightly in recent years, dropping by less than 2 percentage points between the 2020 and 2021 cohorts despite the number of international college graduates growing by around 35% during that time.

While colleges have been successfully recruiting more international students, the province of NB has also recruited a growing number of international immigrants, boosting population growth in recent years. As time passes and data on future graduate cohorts become available, it will be interesting to see if this population influx leads to an increase in domestic graduates – and whether domestic graduates whose families migrated to NB exhibit retention rates similar to previous domestic cohorts. This would be a compelling topic for future work.

# Introduction

This report updates earlier work by the New Brunswick Institute for Research, Data and Training (NB-IRDT) on post-secondary graduates' retention in New Brunswick (NB) using newly available data for students who graduated in 2021.

A baseline report by Bhuiyan et al. (2021) used matched administrative data from the NB university and college registrars and the Citizen Data holdings on NB-IRDT's secure platform to estimate the retention rates of post-secondary graduates from publicly funded institutions in NB for the years 2010-2018. This work was then updated with 2019 and 2020 graduate cohort data by Balzer et al. (2023).

This study updates findings from the earlier two publications by adding an additional year of data (2021) to the analysis and by extending the period of observation in the Citizen Data to the end of 2022.

# Data and Methodology

## Data

Consistent with the previous report in NB-IRDT's graduate retention series (Balzer et al., 2023), this study considers the retention of graduates from three publicly funded colleges and four publicly funded universities in NB (see Table 1).

**NB University Graduates** data used here come from the Maritime Provinces Higher Education Commission (MPHEC) which combine the four universities into one data source, rather than using the university data sources individually. MPHEC data do not include students from UNB's Humber College in Ontario. Additionally, unlike the individual university data sources, they have no "Unknown" sex records.

The **CCNB Student Data**, **NBCC Student Data** and **NBCCD Student Information** data sets used in this report come directly from those colleges. Previously, information regarding previous residence was not included in NBCCD data; therefore, results for NBCCD graduates by previous residence were excluded from the baseline report by Balzer et al. (2023). However, these data are now available for the 2021 cohort and previous cohorts, and results by previous residence for NBCCD are included in this report for all available cohorts.

Our analysis only includes years for which the educational institutions collected 12 full months (one calendar year) of data. The educational data sources and ranges in this report are shown in Table 1. It should be noted that graduates in the 2021 cohort are defined as students who graduated at any point in the 2021 calendar year.

**Table 1: Institutions and Data Ranges From This Report**

| Institution | This Report |
|---|---|
| **Maritime Provinces Higher Education Commission (MPHEC) for NB University Graduates** | |
| **UNB** | 2010-2021 |
| **UdeM** | 2010-2021 |
| **MTA** | 2010-2021 |
| **STU** | 2010-2021 |
| **College Student Information for NB College Graduates** | |
| **NBCC** | 2014-2021 |
| **CCNB** | 2014-2021 |
| **NBCCD** | 2016-2021 |

*Note: **Data ranges are in calendar year**.*

Only UNB and UdeM retention rates are reported by level of education (i.e., undergraduate, postgraduate) due to small sample sizes among postgraduates at MTA and lack of historical data at STU.

We also use NB-IRDT's **Citizen Data** holdings, which are used and described in Bhuiyan et al. (2021). However, we expand the Citizen Data range in this report to include registered residents up to December 31, 2022.

## Methodology

This report uses much of the same methodology as Balzer et al. (2023).

Like Balzer et al. (2023), this report assumes that an individual's NB Medicare status identifies whether they remained in the province and the duration of their stay in NB. A graduate's departure from the province is determined by the date of termination of their active Medicare status in the Citizen Data.[2]

"Matched" individuals (i.e., graduates with Medicare information) are considered to be retained if they have an active Medicare registration in NB 1 year, 3 years, 5 years or 10 years after the date of graduation – otherwise, they are considered to have left the province on or prior to the date of termination of their active Medicare status. "Unmatched" individuals (i.e., graduates with no Medicare information) are also assumed to have left the province.

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[2] Persons living in NB are extremely likely to have registered with NB Medicare, as this government program covers the cost of many medical expenses. Therefore, we assume that individuals residing in NB will appear in the Medicare registry (i.e., Citizen Data).

We calculate retention, or "retained" individuals, based on active Medicare status after graduation. An individual without an active Medicare status after graduation is assumed to have left NB.

The counts and rates in this study are reported for the calendar year for all graduating cohorts between 2010 and 2021 according to data availability. Counts presented throughout this report are randomly rounded to base 5 to protect the confidentiality of small sample sizes.

# Results

## Overall

**Counts with Matching Rates**

The matching rate for individuals who graduated from publicly funded post-secondary universities in 2021 (76.8%) is marginally lower than the corresponding rates in 2019 and 2020 (77.0% and 77.6%, respectively), as shown in Table 2.

**Table 2: Annual Distribution of Matched University Graduates in NB**

| Graduation Year | Total Graduates | Matched Graduates | Matching Rate |
|---|---|---|---|
| 2010 | 4,405 | 3,340 | 75.8% |
| 2011 | 4,390 | 3,330 | 75.9% |
| 2012 | 4,405 | 3,330 | 75.6% |
| 2013 | 4,580 | 3,425 | 74.8% |
| 2014 | 4,365 | 3,175 | 72.7% |
| 2015 | 4,355 | 3,265 | 75.0% |
| 2016 | 4,270 | 3,105 | 72.7% |
| 2017 | 4,145 | 3,120 | 75.3% |
| 2018 | 3,865 | 2,960 | 76.6% |
| 2019 | 3,935 | 3,030 | 77.0% |
| 2020 | 4,040 | 3,135 | 77.6% |
| 2021 | 4,090 | 3,140 | 76.8% |
| **Overall** | **50,845** | **38,355** | **75.4%** |

Similarly, the matching rate for individuals who graduated from publicly funded colleges decreased slightly in 2021 (91.7%) compared to 2019 (94.2%) and 2020 (92.5%) matching rates, as shown in Table 3.

**Table 3: Annual Distribution of Matched College Graduates in NB**

| Graduation Year | Total Graduates | Matched Graduates | Matching Rate |
|---|---|---|---|
| **2014** | 3,245 | 3,010 | 92.8% |
| **2015** | 3,025 | 2,775 | 91.7% |
| **2016** | 3,170 | 2,915 | 92.0% |
| **2017** | 3,370 | 3,140 | 93.2% |
| **2018** | 3,460 | 3,235 | 93.5% |
| **2019** | 3,365 | 3,170 | 94.2% |
| **2020** | 3,545 | 3,280 | 92.5% |
| **2021** | 3,735 | 3,425 | 91.7% |
| **Overall** | **26,915** | **24,950** | **92.7%** |

Table 4 shows counts and matching rates of university graduates by their previous residence (i.e., residence before enrollment). The results indicate that the matching rates for university graduates originally from outside Canada continued to increase for the 2021 cohort (78.7%), similar to trends observed in 2019 (74.8%) and 2020 (76.1%). For NB residents, the matching rate for university graduates decreased by 3 percentage points from 2020 (98.0%) to 2021 (95.0%).[3]

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[3] It is important to note that graduates may be unmatched because of technical errors, such as missing information or information that is not reported consistently across data sets (i.e., name, date of birth and sex) even though they are residing in NB after graduation.

**Table 4: Annual Distribution of Matched University Graduates by Previous Residence**

| Year | New Brunswick | | Outside Canada | | Province Outside NB | |
|---|---|---|---|---|---|---|
| | Total Graduates | Matching Rate | Total Graduates | Matching Rate | Total Graduates | Matching Rate |
| **2010** | 3035 | 95.2% | 485 | 40.2% | 885 | 28.8% |
| **2011** | 2995 | 95.2% | 455 | 50.6% | 940 | 26.6% |
| **2012** | 2945 | 95.8% | 510 | 48.5% | 950 | 27.1% |
| **2013** | 3060 | 95.9% | 595 | 42.4% | 940 | 25.8% |
| **2014** | 2805 | 96.1% | 670 | 38.1% | 890 | 25.7% |
| **2015** | 2795 | 96.8% | 695 | 45.7% | 875 | 28.2% |
| **2016** | 2665 | 96.4% | 710 | 42.6% | 900 | 26.1% |
| **2017** | 2565 | 98.3% | 670 | 53.0% | 920 | 26.5% |
| **2018** | 2320 | 98.1% | 600 | 69.2% | 945 | 28.6% |
| **2019** | 2345 | 97.0% | 705 | 74.8% | 885 | 26.4% |
| **2020** | 2460 | 98.0% | 690 | 76.1% | 895 | 22.5% |
| **2021** | 2480 | 95.0% | 705 | 78.7% | 905 | 25.4% |
| **Overall** | **32,470** | **96.4%** | **7490** | **55.1%** | **10,930** | **26.3%** |

In the case of college graduates (Table 5), we observe a 35% increase in the number of graduates from outside Canada between 2020 and 2021. While the number of international college graduates has grown each year since 2015, the proportion of that growth has increased markedly in recent years – with individuals from outside Canada comprising 30% of all college graduates in 2021(compared to 5%, for example, in 2014).

While matching rates for college graduates from outside Canada remain similar between 2020 and 2021, we observe a decrease in matching rates for college graduates from provinces outside NB (from 23.5% in 2020 to 18.8% in 2021). However, there are relatively small counts in this category, which could explain some variability.

**Table 5: Annual Distribution of Matched College Graduates by Previous Residence**

| Year | New Brunswick | | Outside Canada | | Province Outside NB | |
|------|---------------------|------------------|---------------------|------------------|---------------------|------------------|
| | Total Graduates | Matching Rate | Total Graduates | Matching Rate | Total Graduates | Matching Rate |
| **2014** | 3015 | 94.7% | 165 | 78.8% | 65 | 38.5% |
| **2015** | 2800 | 94.1% | 165 | 78.8% | 60 | 16.7% |
| **2016** | 2855 | 95.3% | 240 | 75.0% | 75 | 20.0% |
| **2017** | 3005 | 96.8% | 270 | 74.1% | 95 | 31.6% |
| **2018** | 3010 | 97.2% | 345 | 79.7% | 105 | 33.3% |
| **2019** | 2830 | 97.7% | 455 | 84.6% | 80 | 25.0% |
| **2020** | 2640 | 97.0% | 820 | 85.4% | 85 | 23.5% |
| **2021** | 2545 | 96.5% | 1110 | 86.0% | 80 | 18.8% |
| **Overall** | **22,700** | **96.1%** | **3570** | **82.8%** | **645** | **26.4%** |

It should be noted that the jump in the matching rates observed after 2017 for both university and college graduates from outside Canada (Tables 4 and 5) can be attributed to the issuance of Medicare to international students in that year.

However, the matching rate for graduates from outside Canada is not as high as that of graduates from NB, even though these students are eligible for provincial Medicare. This may be due to some students not switching to NB Medicare and/or relying on a campus health clinic and then leaving the province shortly after graduation.

Other graduates may be unmatched because of technical errors, such as missing information or information that is not reported consistently across data sets (i.e., name, date of birth and sex) even though they are residing in NB after graduation. This may result in an underestimation of the retention rates for graduates from outside Canada.[4]

It should also be noted that a large majority of unmatched individuals are Canadian students from other provinces who are not eligible for NB Medicare while enrolled in their studies, and many of them return to their province of origin shortly after graduation.

**1-Year Retention Rates**

The 1-year retention rate for university graduates in the 2021 cohort (68.5%) dropped slightly compared to the 2020 cohort (69.8%), which in turn is nearly 2 percentage points higher than the retention rate for the 2019 cohort (67.9%), as shown in Figure 1.

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[4] For example, the matching rates for CCNB graduates who are originally from outside Canada is about 6-8 percentage points lower than those of NBCC. This difference in the matching rates may contribute to the lower retention rates for CCNB graduates from outside Canada as opposed to NBCC graduates.

The retention rate for college students who graduated in 2021 continues to be higher than for university graduates, which is similar to previous cohorts.

However, the 2021 college cohort continues a slight declining trend observed in the 2020 cohort. The 1-year retention rate for 2021 college graduates (87%) is within a percentage point of the 2020 cohort (88%); yet, it is 4 percentage points lower than the 2019 cohort (91%), as shown in Figure 1.

**Figure 1: 1-Year Retention Rates of College and University Graduates**
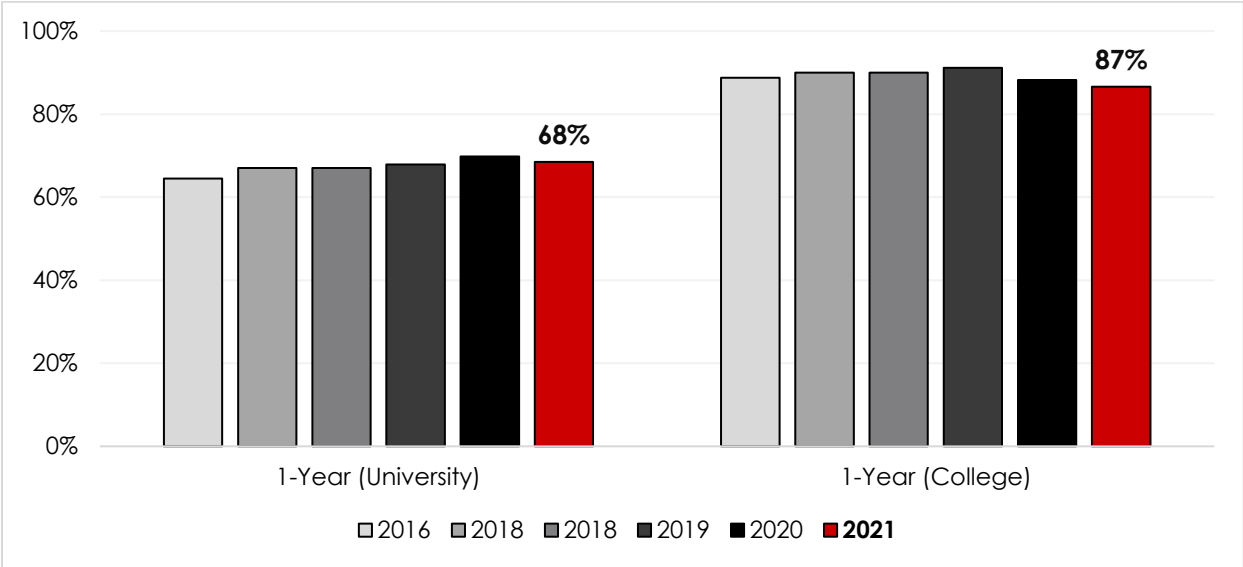


As mentioned earlier, it should be noted that the distribution of graduates by previous residence has evolved over time in NB, as an increasing number of college graduates in particular are from outside Canada. These trends are depicted in Figure 9 and Figure 10, and the corresponding data are shown in Table 19 In the Appendix. Table 13 and Table 14 in the Appendix show the corresponding data for overall retention rates for universities and colleges for all available cohorts.

Here, and in future descriptions of 1-year retention rates in this report, it is important to remember that the COVID-19 pandemic could have impacted retention rates, particularly for the 2020 cohort. In 2020, travel regulations were still common throughout Canada and may have complicated the return to home province or country for graduates from outside of New Brunswick.

Throughout this report, particularly for university graduates, we tend to see slightly higher levels of retention among the 2020 cohort compared to other cohorts, but these retention rates return to similar retention levels as previous cohorts for the 2021 graduating year.

**3-Year Retention Rates**

3-year retention rates for college graduates continue to be higher than those of university graduates in the 2019 cohort.

For both college and university graduates, 3-year retention rates remain virtually unchanged for the 2019 cohort compared to previous cohorts, as shown in Figure 2. However, there is a marginal decrease in retention among 2019 college graduates (82.0%) compared to the previous year (83.5%). The corresponding data for Figure 2 can be found in Table 13 and Table 14 in the Appendix.

**Figure 2: 3-Year Retention Rates of College and University Graduates**
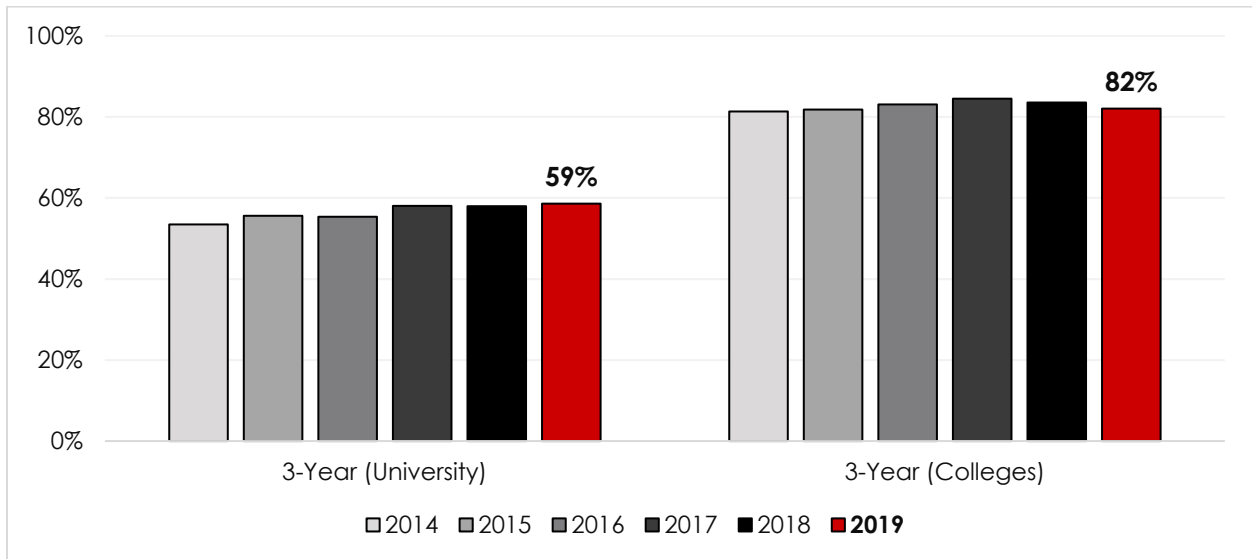


**5-Year Retention Rates**

The 5-year retention rate for university graduates from the 2017 cohort has increased compared to previous cohorts, as shown in Figure 3.

For college graduates, the 5-year retention rate for the 2017 cohort (80.7%) remains similar to the previous year's cohort (80.2%). The corresponding data for Figure 3 can be found in Table 13 and Table 14 in the Appendix.

**Figure 3: 5-Year Retention Rates of College and University Graduates**
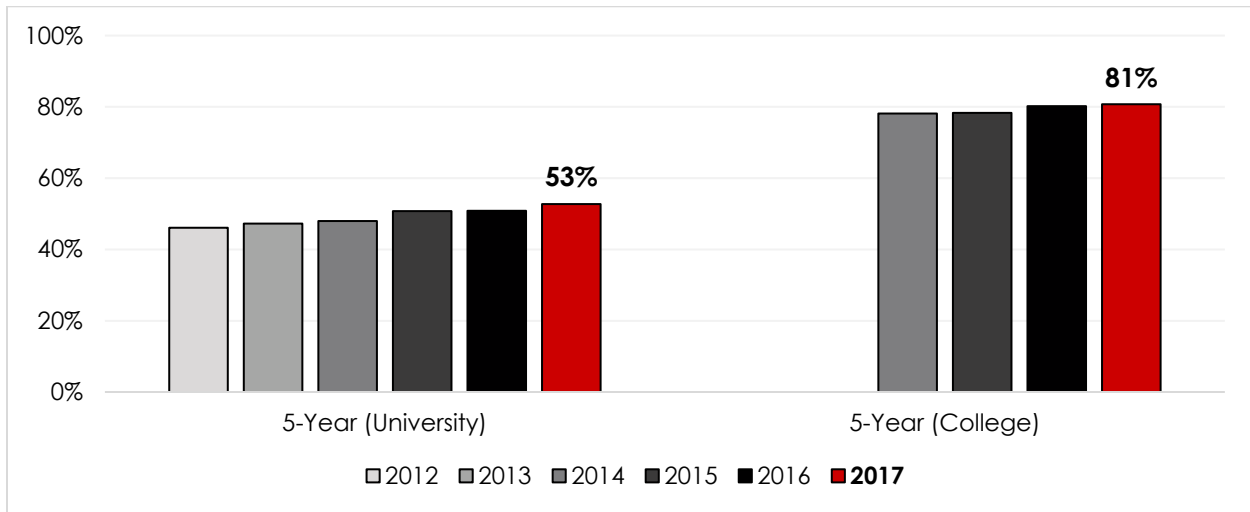


*Note: College data for CCNB and NBCC are available from 2014 onward. Data for NBCCD are available from 2016 onward.*

**10-Year Retention Rates**

While the 2012 cohort's 10-year retention rate (40.3%) is not as high as the rate from the 2011 cohort (41.5%), it remains nearly 2 percentage points higher than the 2010 cohort (37.9%), as shown in Figure 4. The corresponding data for Figure 4 can be found in Table 14 in the Appendix.

**Figure 4: 10-Year Retention Rates of University Graduates**
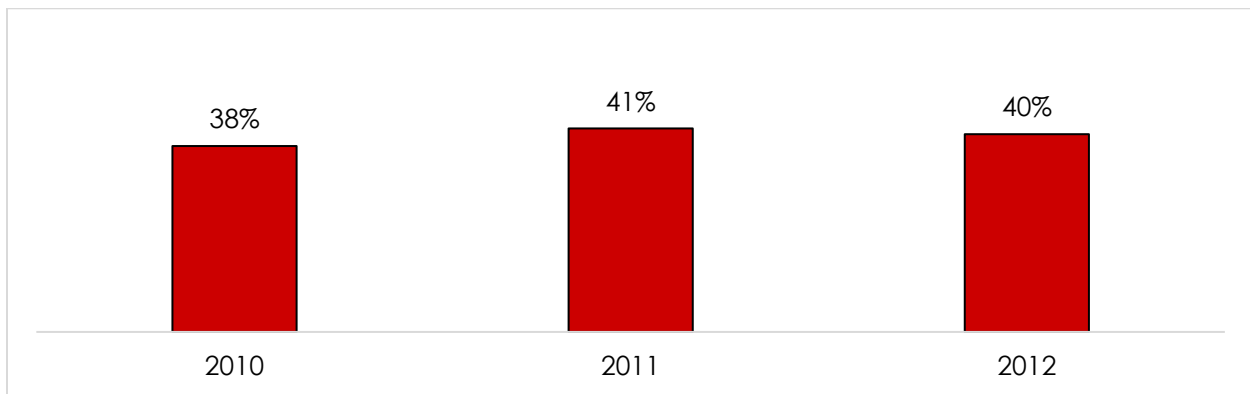


## By Sex

**1-Year Retention Rates**

The 1-year retention rates for female university graduates continue to be higher than those of male university graduates for the 2021 cohort; however, the gap has narrowed to only 3

percentage points difference. The 1-year retention rates for both male and female university graduates declined slightly between the 2020 and 2021 cohorts, as shown in Figure 5.

The 1-year retention rate among 2021 college graduates dropped by 2 percentage points among males and less than a percentage point among females compared to the previous cohorts, as shown in Figure 5. The 2021 cohort of male college graduates saw the lowest 1-year retention rate for this group since 2016.

Table 15 in the Appendix shows the corresponding data for Figure 5.

**Figure 5: 1-Year Retention Rates of University and College Graduates by Sex**
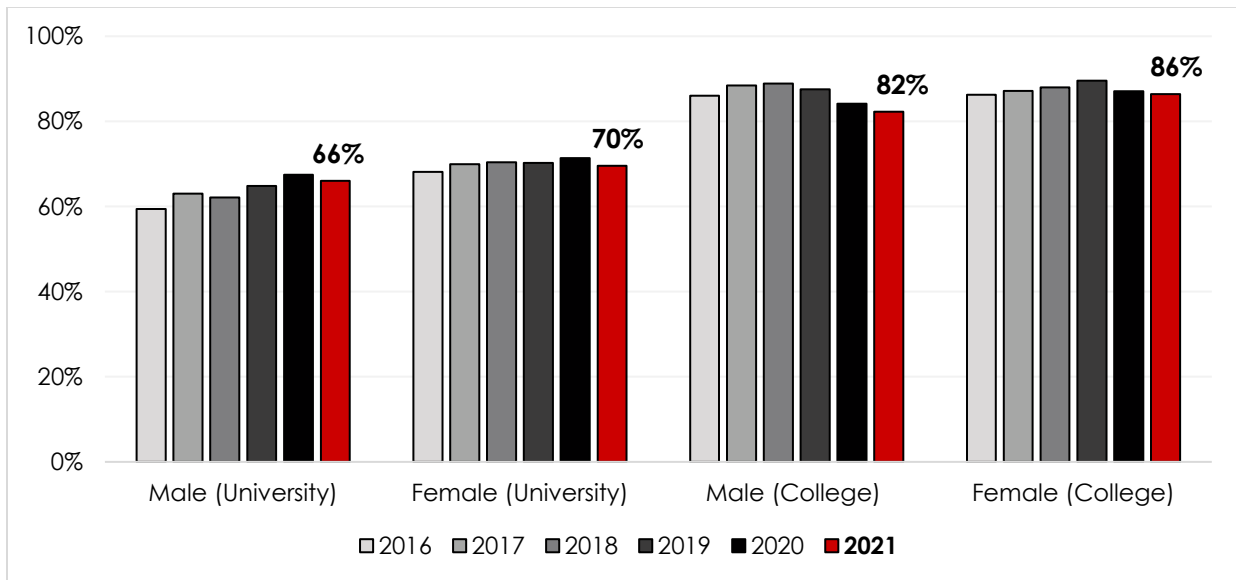


**3-Year Retention Rates**

There is no noticeable change in the 3-year retention rates disaggregated by sex between the 2019 and 2018 university graduate cohorts, as shown in Figure 6.

However, among college graduates, the 3-year retention rate saw a larger decline among males than females by one percentage point. Table 16 in the Appendix shows the corresponding data for Figure 6.

**Figure 6: 3- Year Retention Rates of University and College Graduates by Sex**
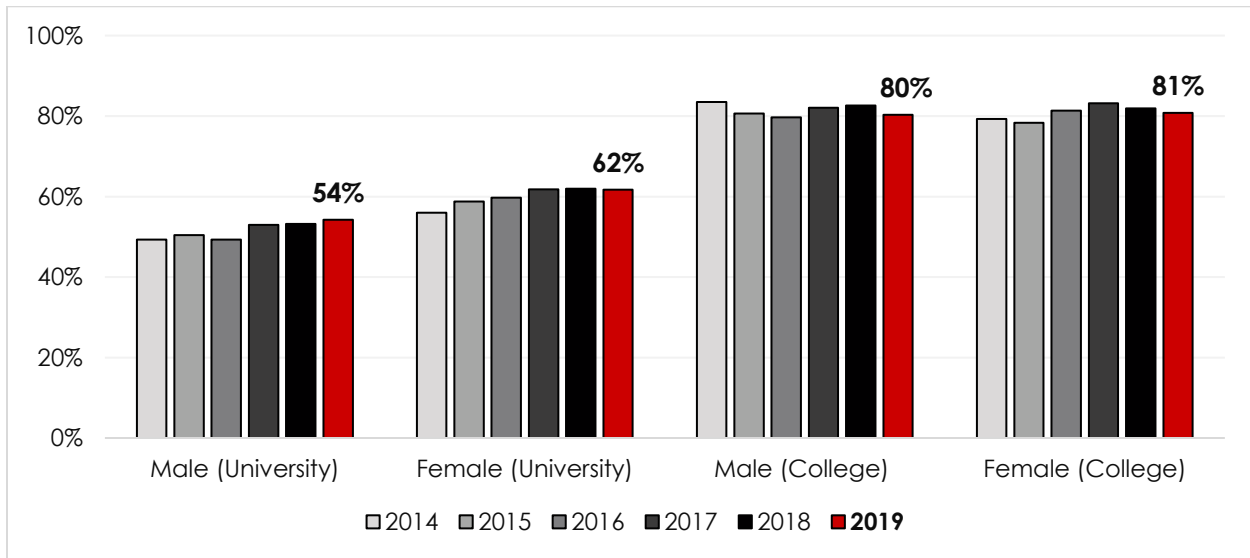


**5-Year Retention Rates**

There are no notable differences in the growth of male and female graduates' 5-year retention rates for the 2017 university and college cohorts compared to the previous year, as shown in Figure 7. For both sex categories, a 1 to 2 percentage point increase in 5-year retention is observed. Table 17 in the Appendix shows the corresponding data for Figure 7.

**Figure 7: 5-Year Retention Rates of University and College Graduates by Sex**
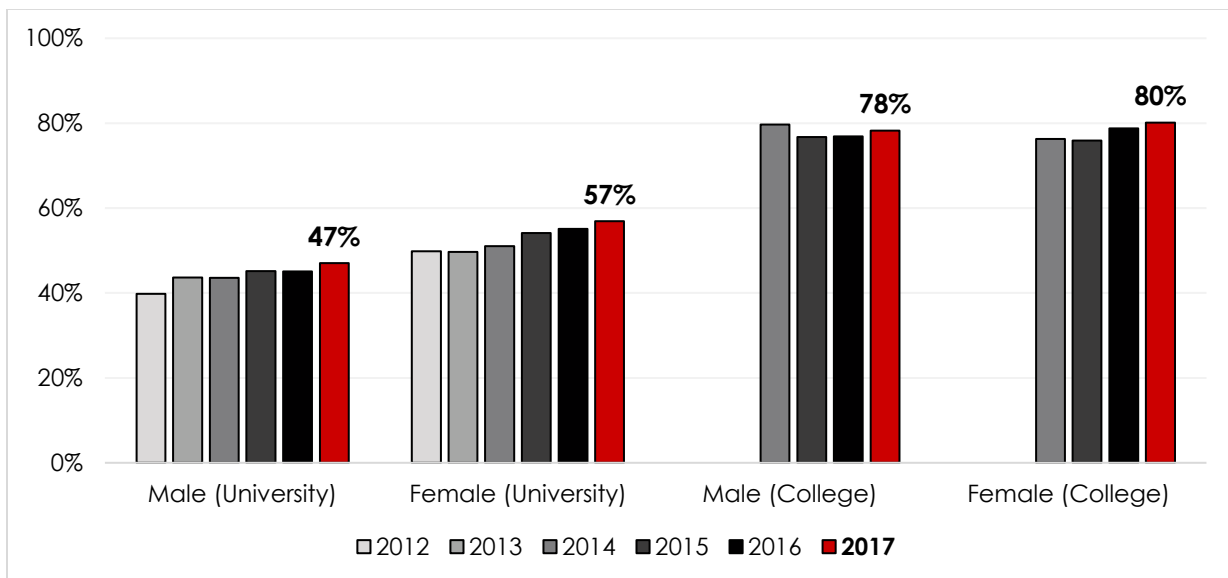


*Note: College data for CCNB and NBCC are available from 2014 onward. Data for NBCCD are available from 2016 onward.*

## 10-Year Retention Rates (University Only)

The 10-year retention rate for the 2012 cohort remained stable for males and for females when compared to the 2011 cohort, as shown in Figure 8. Table 18 in the Appendix shows the corresponding data for Figure 8.

**Figure 8: 10-Year Retention Rates of University Graduates by Sex**
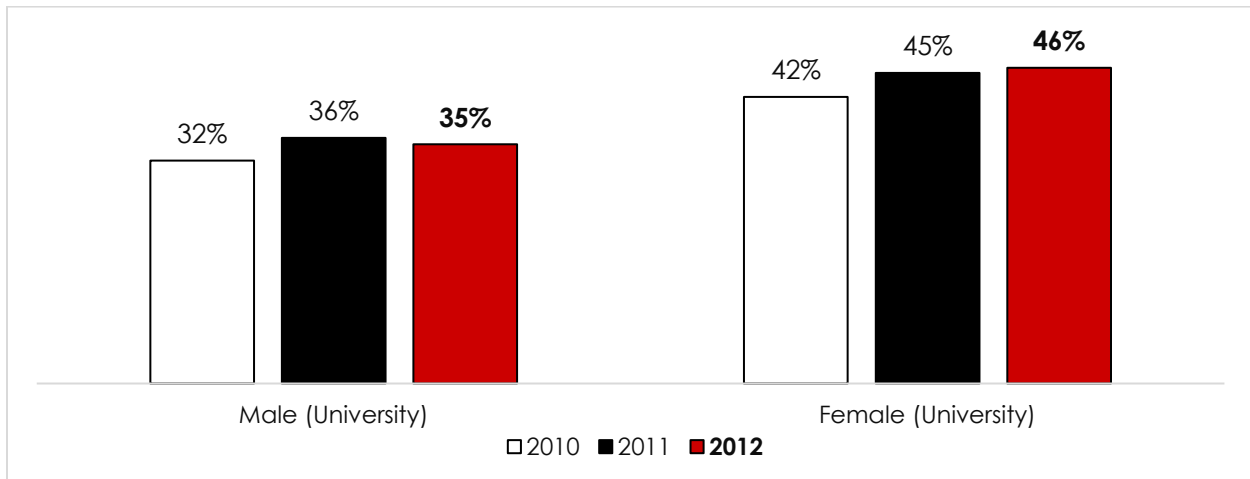


## By Previous Residence

**Distribution of Graduates**

The distribution of university graduates by previous residence has not markedly changed over time. As shown in Figure 9, roughly 20% of university graduates are from provinces outside NB, 15% are from outside Canada and over 60% are from NB, with limited variation across cohorts.

Table 19 in the Appendix shows the corresponding data for Figure 9.

**Figure 9: Distribution of University Graduates by Previous Residence**
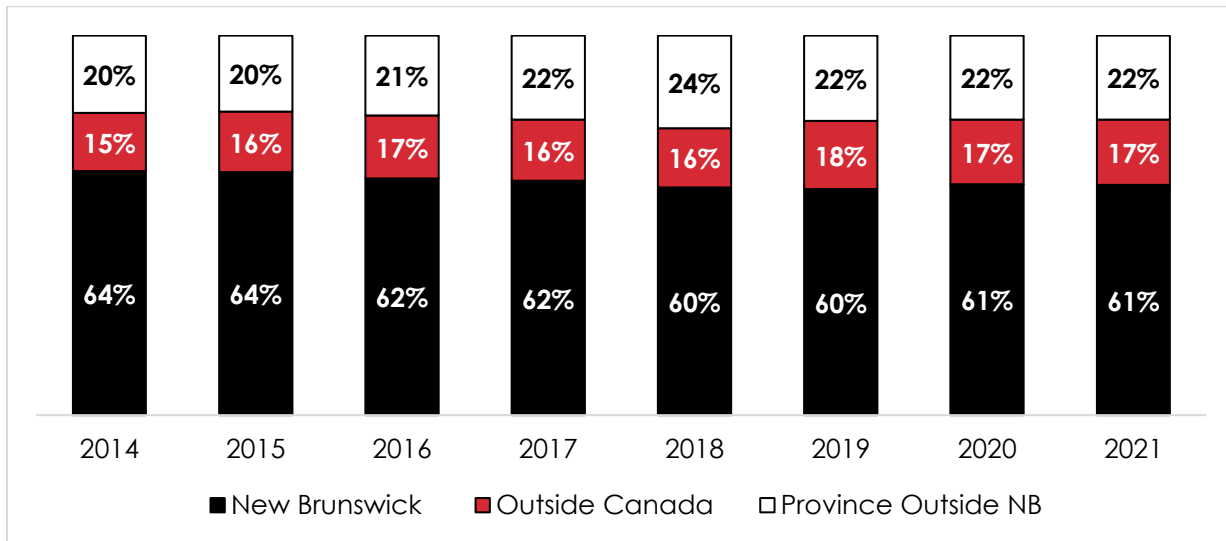


The distribution of college graduates by previous residence has changed more noticeably over time compared to university graduates, as shown in Figure 10.

In the 2014 cohort, 92.9% of graduates were from NB and only 5.1% were from outside Canada. However, by 2021, the percentage of graduates from outside Canada had increased 6-fold to 29.7%. The percentage of graduates from provinces outside NB remains similar across cohorts at around 2%.

When comparing the distribution of college graduates by previous residence, broken down by institution, CCNB had a larger share of graduates from outside Canada (33%) by 4 percentage points compared to NBCC (29%) in 2021, which is a narrower gap than previous cohorts.[5] Table 19 in the Appendix shows the corresponding data for Figure 10.

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[5] For CCNB, the percentage of graduates from outside Canada in the 2018, 2019 and 2020 cohorts was 13%, 16% and 28%, respectively. For NBCC, the proportion of graduates from outside Canada was 8% in 2018, 13% in 2019 and 22% in 2020. CCNB consistently had a higher share of graduates from outside Canada compared to NBCC during these years, with differences of 5 percentage points in 2018, 3 percentage points in 2019 and 6 percentage points in 2020.

**Figure 10: Distribution of College Graduates by Previous Residence**
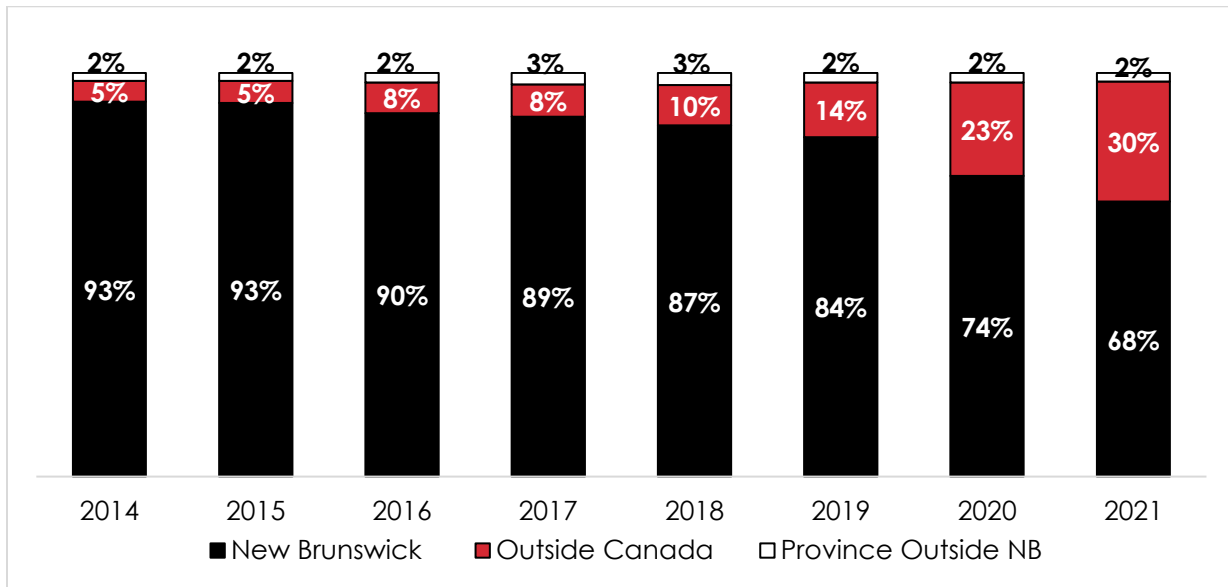


**1-Year Retention Rates – University**

The highest 1-year retention rate in 2021 for graduates who resided in NB prior to enrollment is among UdeM graduates (94.5%), which is consistent with previous cohorts. However, the 1-year retention rate for the 2021 cohort dropped by at least one percentage point for all university institutions compared to the 2020 cohort, as shown in Figure 11.

Table 20 the Appendix has the corresponding data for Figure 11, and Table 23 shows the aggregated 1-year retention rates (university and college) by previous residence.

**Figure 11: 1-Year Retention Rates of Graduates from NB (University)**
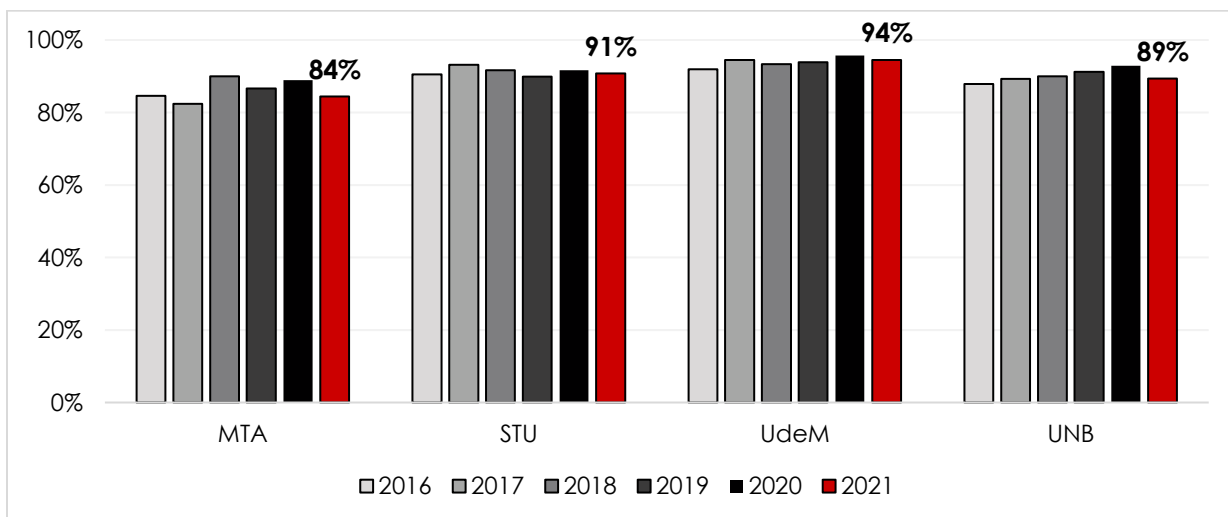
For university graduates who were from outside Canada prior to enrollment, the highest 1-year retention rate for the 2021 cohort is among graduates from STU (60.0%). This differs dramatically from the 2020 cohort, as STU previously had the second lowest retention rate (33.3%), shown in Figure 12.

It should be noted that small underlying samples for STU and MTA have led to increased variability in retention rates for those universities over time. Table 21 in the Appendix has the corresponding data for Figure 12.

**Figure 12: 1-Year Retention Rates of Graduates from Outside Canada (University)**
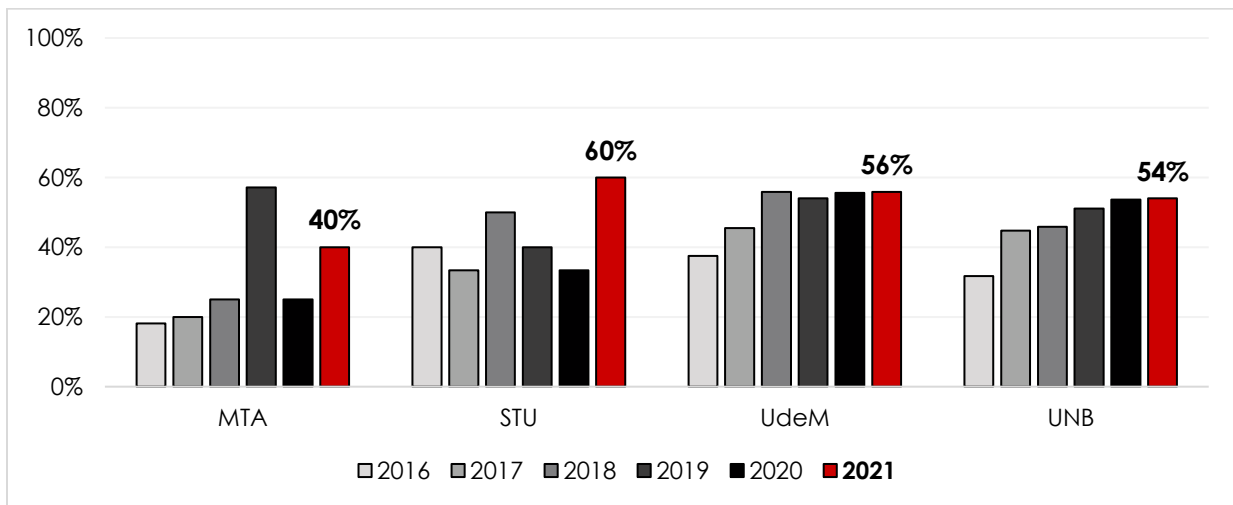


For graduates who were residents of other provinces prior to post-secondary enrollment in NB, UdeM graduates have the highest 1-year retention rate (33.3%) for the 2021 cohort, followed closely by STU, as shown in Figure 13. MTA graduates have the lowest 1-year retention rate of the 2021 cohort, at 6.8%. Table 22 in the Appendix shows the corresponding data for Figure 13.

**Figure 13: 1-Year Retention Rates of Graduates from Provinces Outside NB (University)**
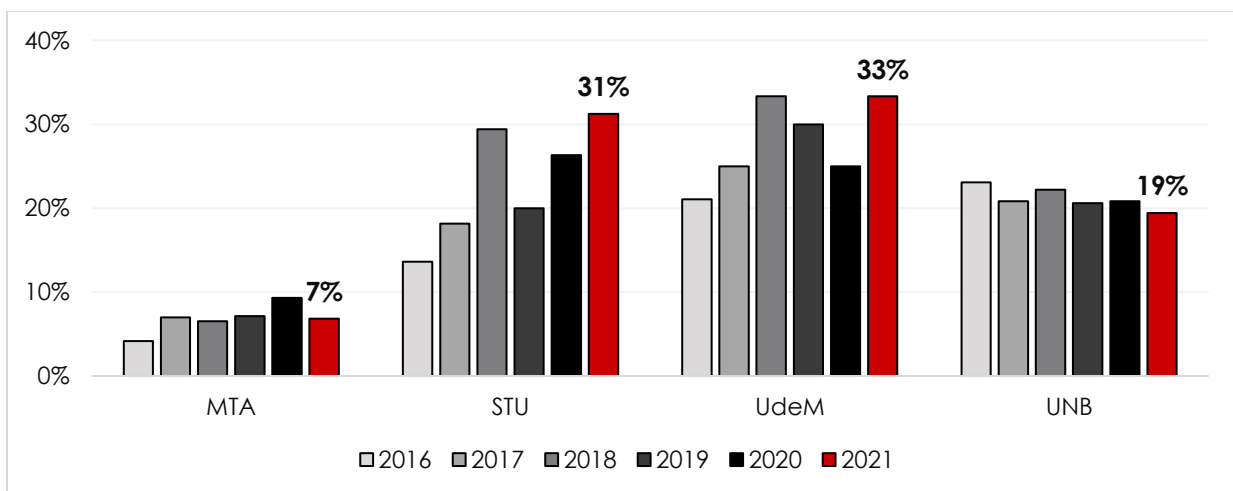
**1-Year Retention Rates – College**

The highest 1-year retention rate for the 2021 cohort of college graduates from NB is among CCNB graduates. This group has a 97% retention rate, which is a slight decrease from 2020, as shown in Figure 14.

The 2021 cohorts from NBCCD and NBCC both show a 2 percentage point drop in 1-year retention rates compared to their respective 2020 cohorts. However, their most recent retention rates remain higher than the 2016-2019 graduate cohorts. Table 20 in the Appendix has the corresponding data for Figure 14, and Table 23 shows the aggregated 1-year retention rates (university and college) by previous residence.

**Figure 14: 1-Year Retention Rates of Graduates from NB (College)**



Among college graduates from outside Canada, all of NBCCD's graduates from the 2019-2021 cohorts were retained for at least 1 year following graduation year, as shown in Figure 15.

NBCC's 1-year retention rate for the 2021 cohort of graduates from outside Canada increased by more than 2 percentage points compared to 2020.

CCNB has the lowest 1-year-retention rate among the 2021 college cohorts; its retention rate is 13 percentage points lower than NBCC.

While the retention rates for college graduates from outside Canada are generally increasing or remaining steady over time, these groups of graduates have also been steadily increasing in size over time, as was previously shown in Figure 10.  Table 21 in the Appendix shows the corresponding data for Figure 15.

**Figure 15: 1-Year Rates of Graduates from Outside Canada (College)**
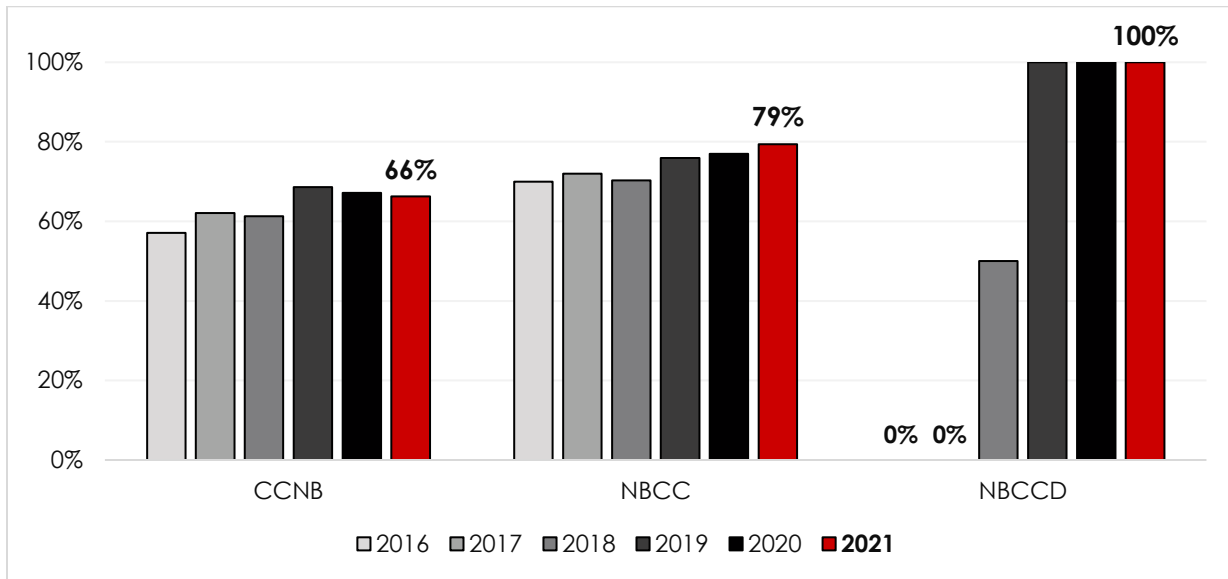


Figure 16 shows that 17% of the 2021 cohort of CCNB graduates from provinces outside NB were retained 1 year after graduation. Meanwhile, no NBCCD or NBCC graduates from the 2021 cohort were retained after 1 year. It should be noted, however, that underlying counts of college graduates from other provinces are typically quite small.

Table 22 in the Appendix shows the corresponding data for Figure 16.

**Figure 16: 1-Year Retention Rates of Graduates from Provinces Outside NB (College)**
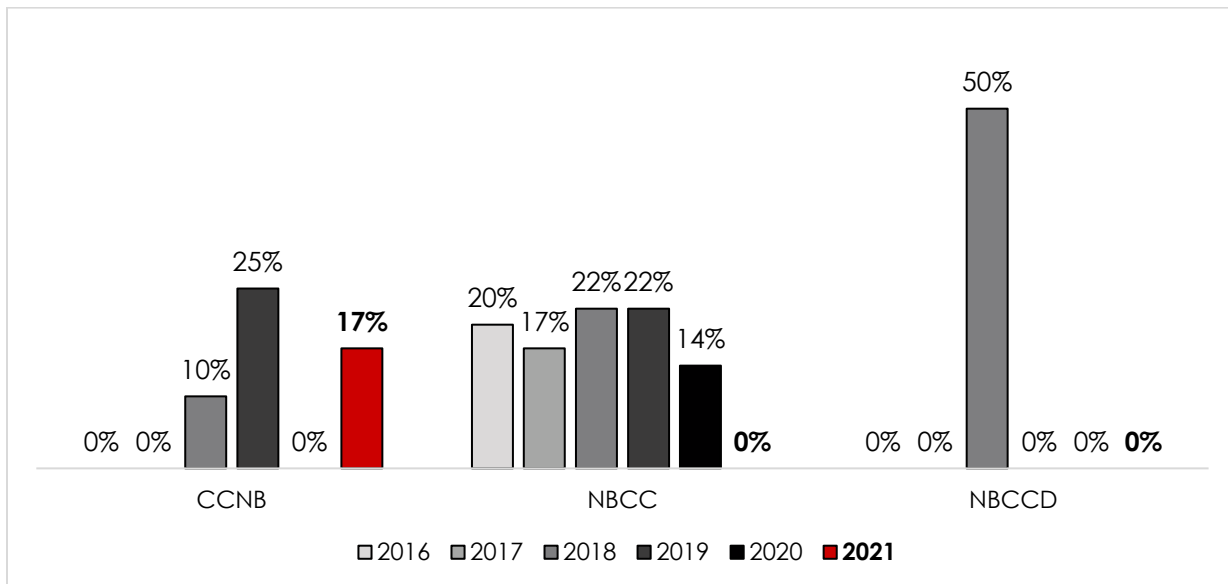
**3-Year Retention Rates - University**

UdeM graduates who were residents of NB prior to enrollment have the highest 3-year retention rates among the 2019 cohort of NB university graduates (87.0%). For all institutions except UNB, 3-year retention rates dropped slightly in 2019 compared to the 2018 cohorts. For UNB graduates, a steady increase in 3-year retention has been observed over time, as shown in Figure 17.

Table 24 in the Appendix shows the corresponding data for Figure 17, and Table 27 shows the aggregated rates (university and college) by previous residence.

**Figure 17: 3-Year Retention Rates of Graduates from NB (University)**



The 3-year retention rates for 2019 graduates originally from outside Canada are very similar among MTA, UdeM and UNB graduates but are 4 to 5 percentage points lower among STU graduates. UNB and UdeM graduates show a rising trend in 3-year retention across cohorts, as illustrated in Figure 18. Table 25 in the Appendix shows the corresponding data for this figure.

**Figure 18: 3-Year Retention Rates of Graduates from Outside Canada (University)**
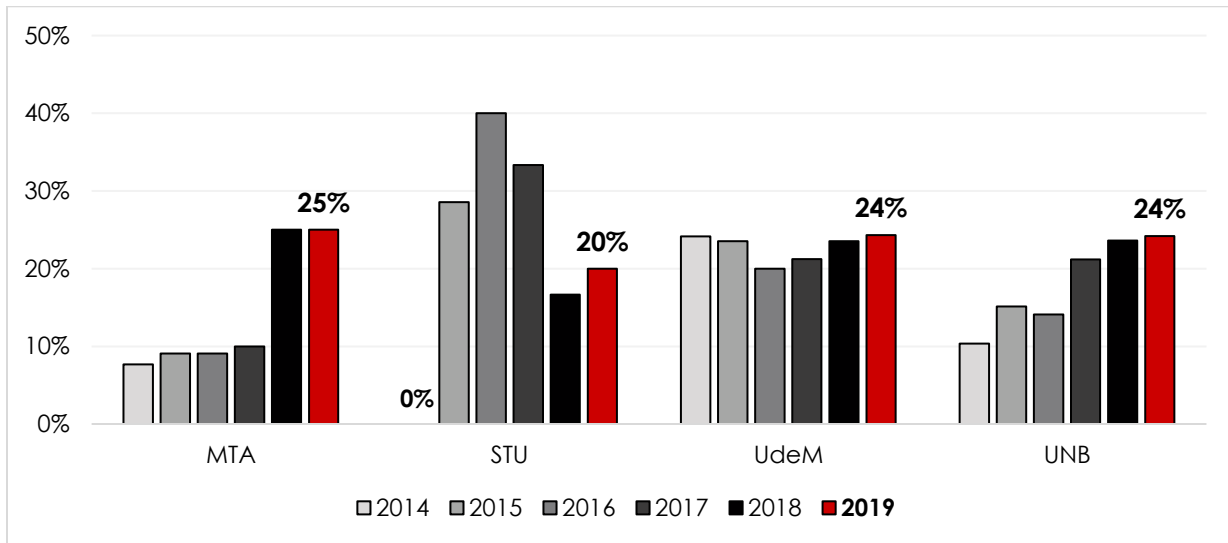


UdeM graduates have the highest 3-year retention rates among the 2019 cohort of university graduates residing in provinces outside NB prior to registration. All four universities observed an increasing 3-year retention rate from the 2017 cohort onward, as shown in Figure 19. Table 26 in the Appendix shows the corresponding data for this figure.

**Figure 19: 3-Year Retention Rates of Graduates from Provinces Outside NB (University)**
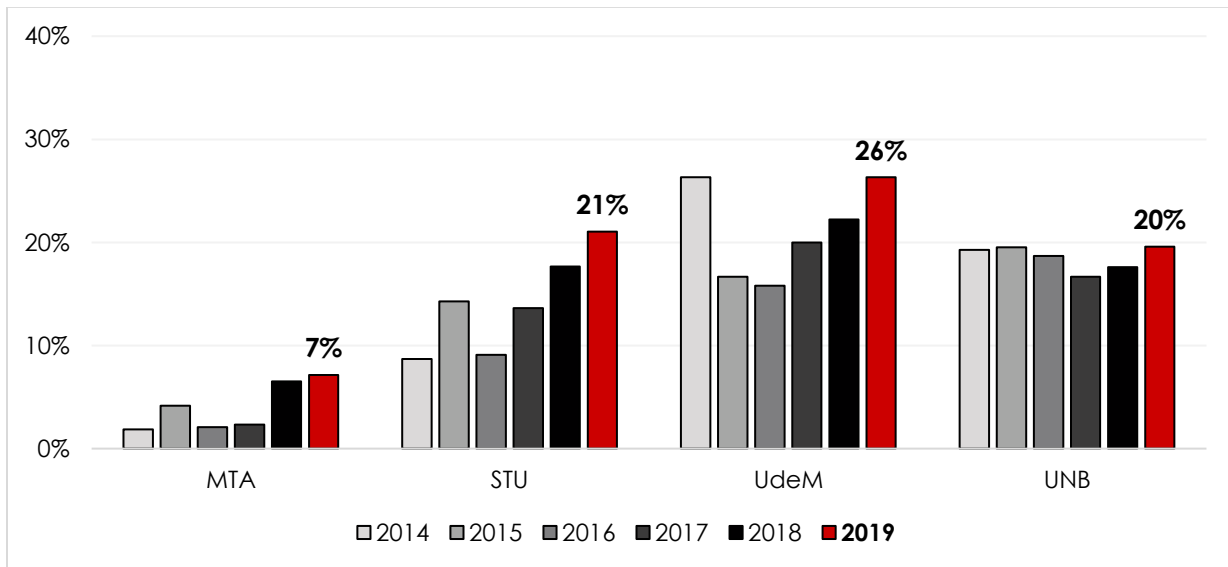


**3-Year Retention Rates – College**

CCNB graduates who originally resided in NB have the highest 3-year retention rate of the 2019 college cohort (93.4%). While CCNB's 3-year retention rates have remained relatively stable over

time, the 3-year retention rates for NBCCD and NBCC graduates have been increasing since the 2016 cohorts, as shown in Figure 20, narrowing the gap with CCNB.

Table 24 in the Appendix shows the corresponding data for Figure 20, and Table 27 shows the aggregated 3-year retention rates (university and college) by previous residence.

**Figure 20: 3-Year Retention Rates of Graduates from NB (College)**
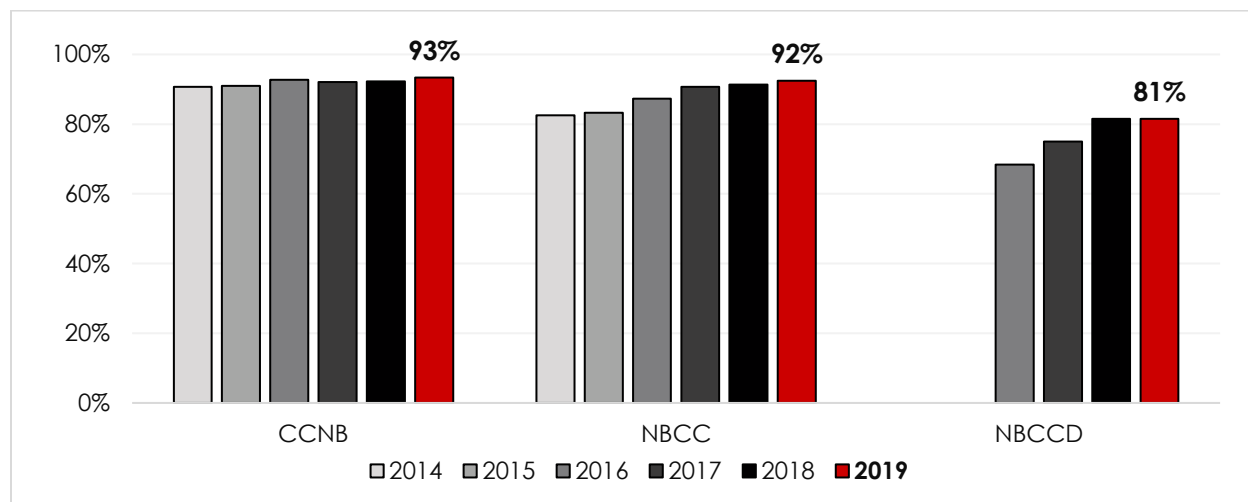


*Note: Data for NBCCD are available from 2016 onward.*

The 2019 cohort of NBCC graduates has the highest 3-year retention rate for graduates from outside Canada (37.0%); however, this is a 4.8 percentage point decrease from the 2018 cohort, as shown in Figure 21.

Meanwhile, the 3-year retention rate for 2019 CCNB graduates (25.7%) increased by 3.1 percentage points compared to the 2018 cohort.

It should be noted that the matching rates for CCNB graduates who were originally from outside Canada are about 6-8 percentage points lower than those of NBCC graduates. This difference in matching rates has likely contributed to the lower retention rates of CCNB graduates from outside Canada compared to retention rates of NBCC graduates.

Table 25 in the Appendix shows the corresponding data for Figure 21.

**Figure 21: 3-Year Retention Rates of Graduates from Outside Canada (College)**
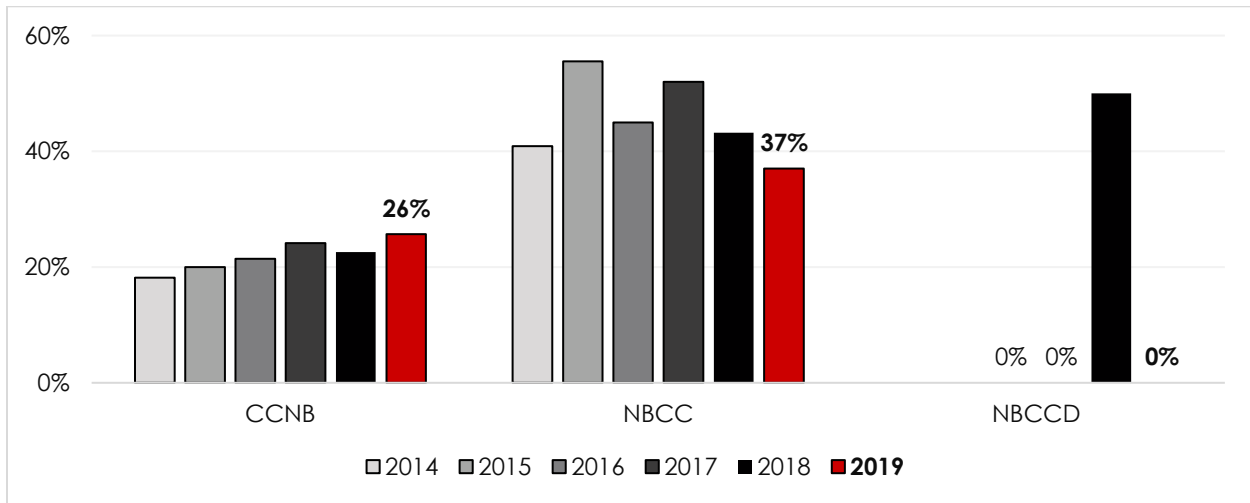


*Note: Data for NBCCD are available from 2016 onward.*

All three colleges have small numbers of graduates from provinces outside NB, which may lead to variability in results. For college graduates from a province outside NB, NBCC has the highest 3-year retention rate (11.1%) for the 2019 cohort, as shown in Figure 22. However, this is more than a 10 percentage point decrease from the 2018 cohort of NBCC graduates.

Among the same cohort, no CCNB or NBCCD graduates from a province outside NB were retained after 3 years. Meanwhile, across all 2016-2019 cohorts, no NBCCD graduates from a province outside NB were retained after 3 years.

Table 26 in the Appendix shows the corresponding data for Figure 22.

**Figure 22: 3-Year Retention Rates of Graduates from Provinces Outside NB (College)**
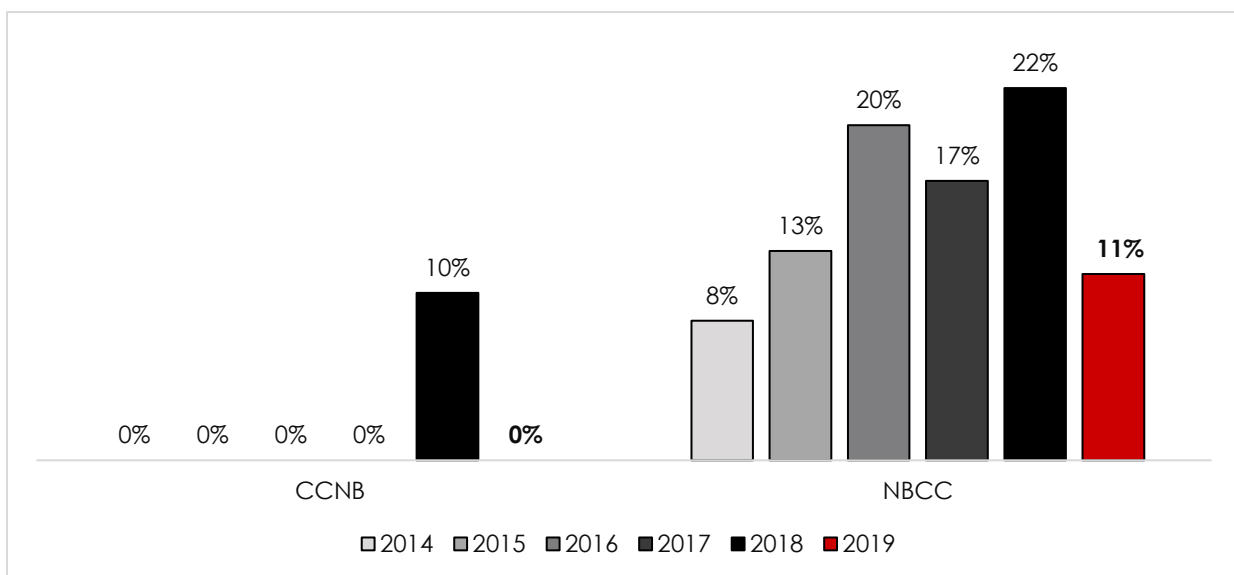
**5-Year Retention Rates – University**

Among university graduates who were resident in NB prior to enrollment, UdeM has the highest 5-year retention rate (85.5%) of the 2017 cohort, with an increase of 3.1 percentage points from the 2016 cohort, as shown in Figure 23.

UNB also saw an increase of approximately 3 percentage points in 5-year retention in the 2017 cohort compared to the 2016 cohort. Table 28 in the Appendix shows the corresponding data for Figure 23, and Table 31 shows the aggregated 5-year retention rates (university and college) by previous residence.

**Figure 23: 5-Year Retention Rates of Graduates from NB (University)**
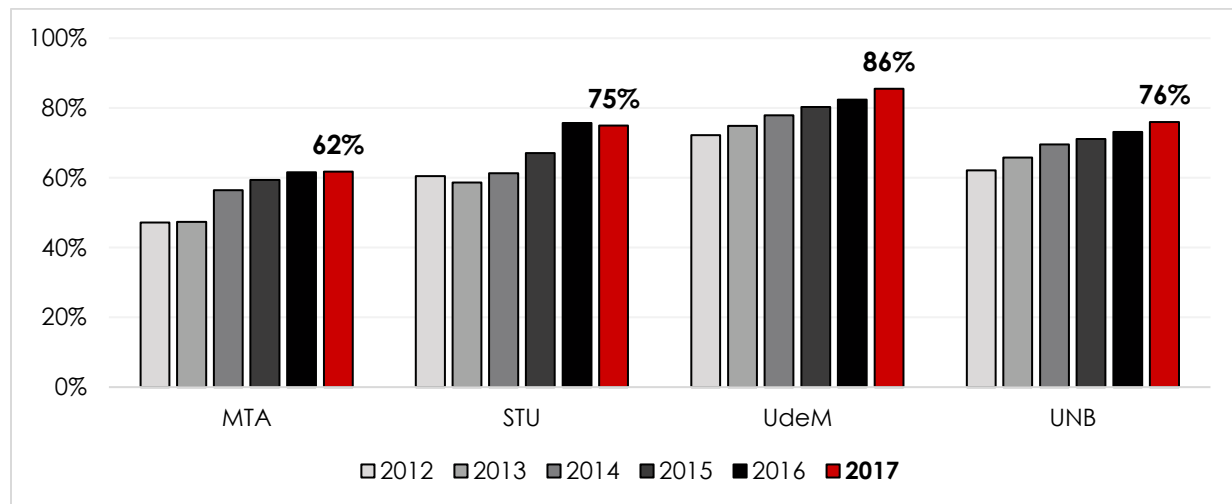
Among the 2017 cohort of university graduates originally from outside Canada, the universities with the highest 5-year retention rates are STU (16.7%) and UNB (15.3%), as shown in Figure 24. It should be noted, though, that small sample counts have resulted in substantial variation in rates across cohorts.

Table 29 in the Appendix shows the corresponding data for Figure 24.

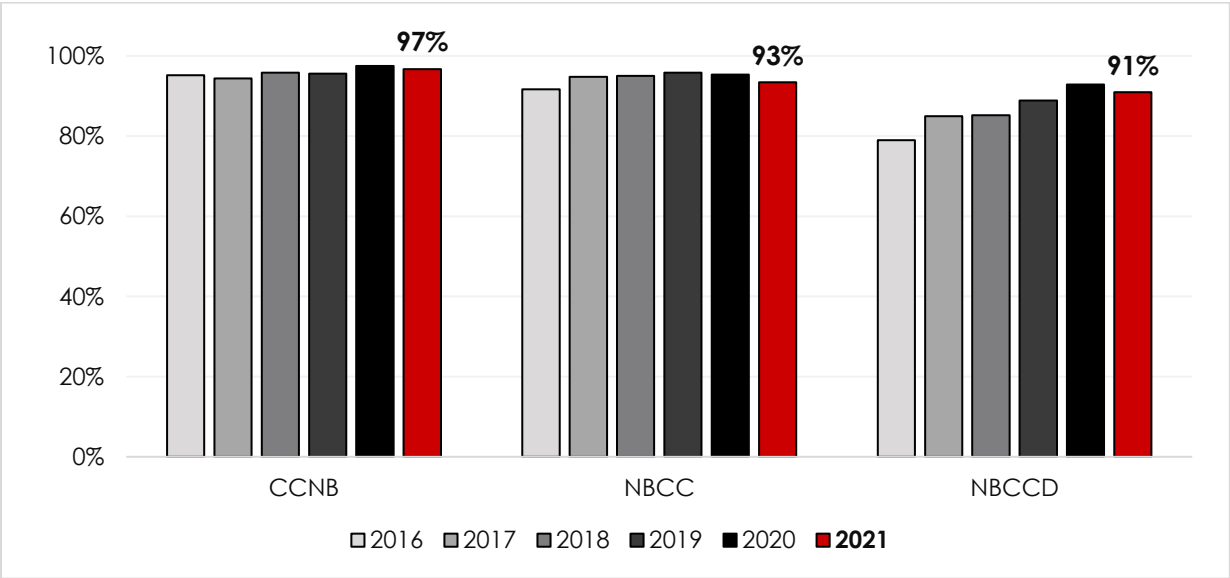**Figure 24: 5-Year Retention Rates of Graduates from Outside Canada (University)**
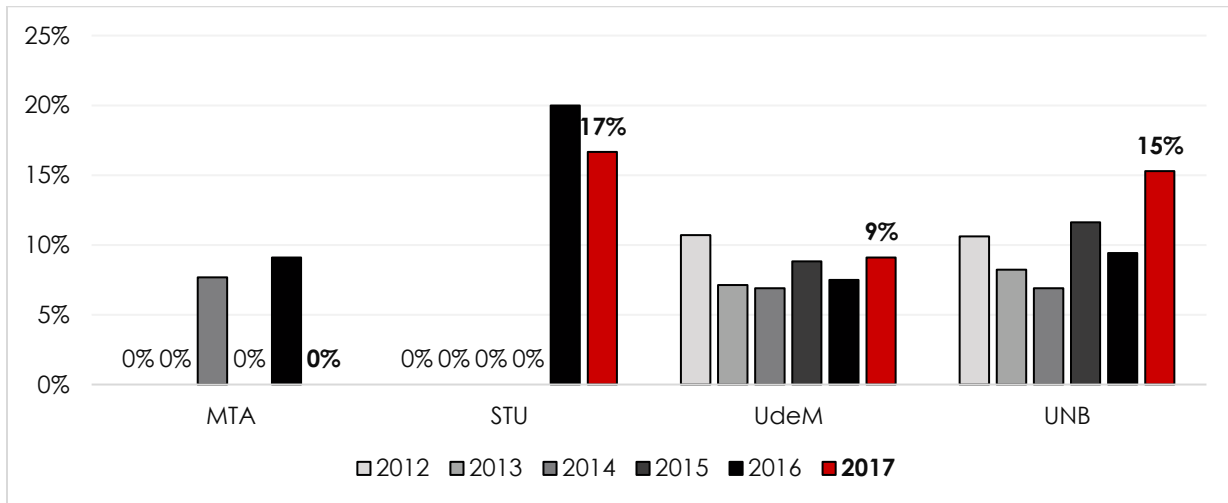


UdeM graduates from outside NB have the highest 5-year retention rates for the 2017 cohort of university graduates. While a drop in retention rate is observed in the 2016 cohort of UdeM graduates (15.8%), the corresponding 2017 figure (20.0%) returns to a rate similar to earlier cohorts, as shown in Figure 25.

Table 30 in the Appendix shows the corresponding data for this figure.

**Figure 25: 5-Year Retention Rates of Graduates from Provinces Outside NB (University)**
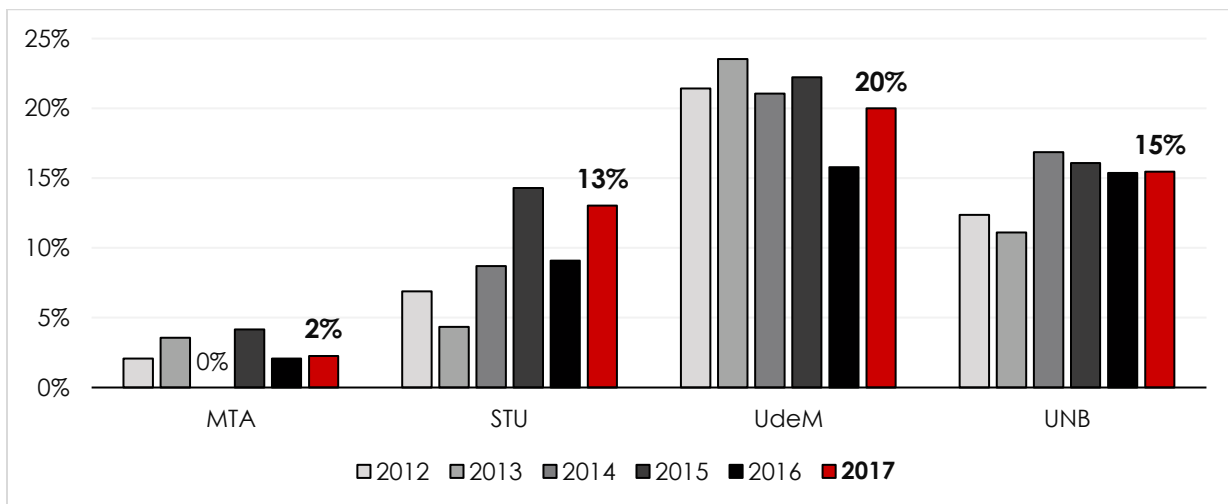


**5-Year Retention Rates – College**

CCNB graduates who originally resided in NB have the highest 5-year retention rate (89.3%) of the 2017 college cohort, as shown in Figure 26. This is followed closely by NBCC graduates' 5-year retention rate (88.0%), which has been steadily increasing since the 2014 cohort.

Table 28 in the Appendix shows the corresponding data for Figure 26, and Table 31 shows the aggregated 5-year retention rates (university and college) by previous residence.

**Figure 26: 5-Year Retention Rates of Graduates from NB (College)**
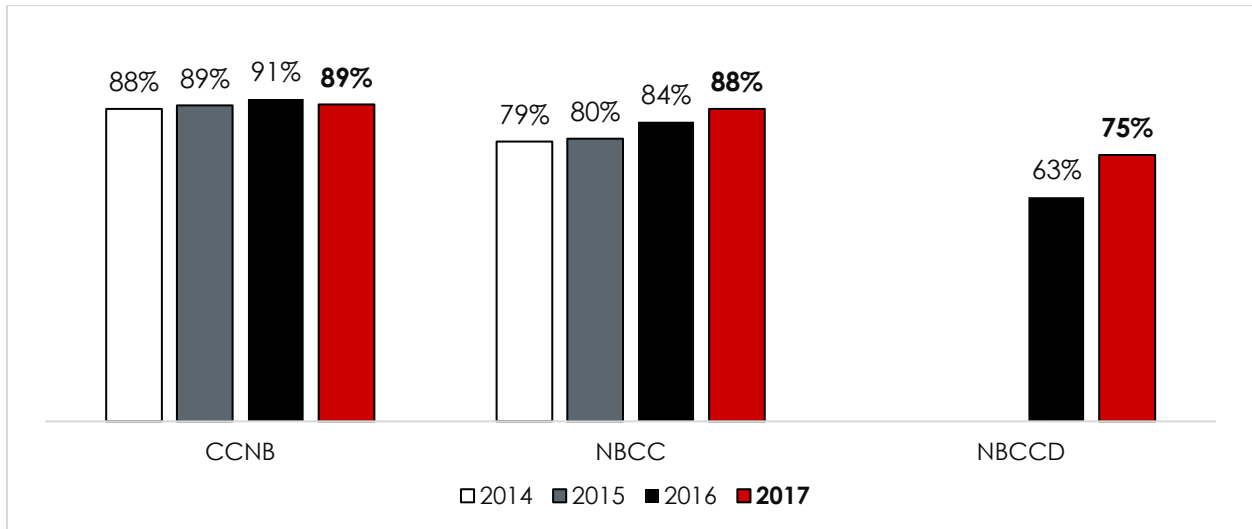


*Note: data for NBCCD are available from 2016 onward.*

The highest 5-year retention rate for 2017 college graduates from outside Canada is among NBCC graduates (44.0%) and is 9 percentage points higher than the 2016 cohort (35.0%), as shown in Figure 27. Across the 2016 and 2017 cohorts, no NBCCD graduates from a province outside NB were retained after 5 years

Table 29 in the Appendix shows the corresponding data for this figure.

**Figure 27: 5-Year Retention Rates of Graduates from Outside Canada (College)**
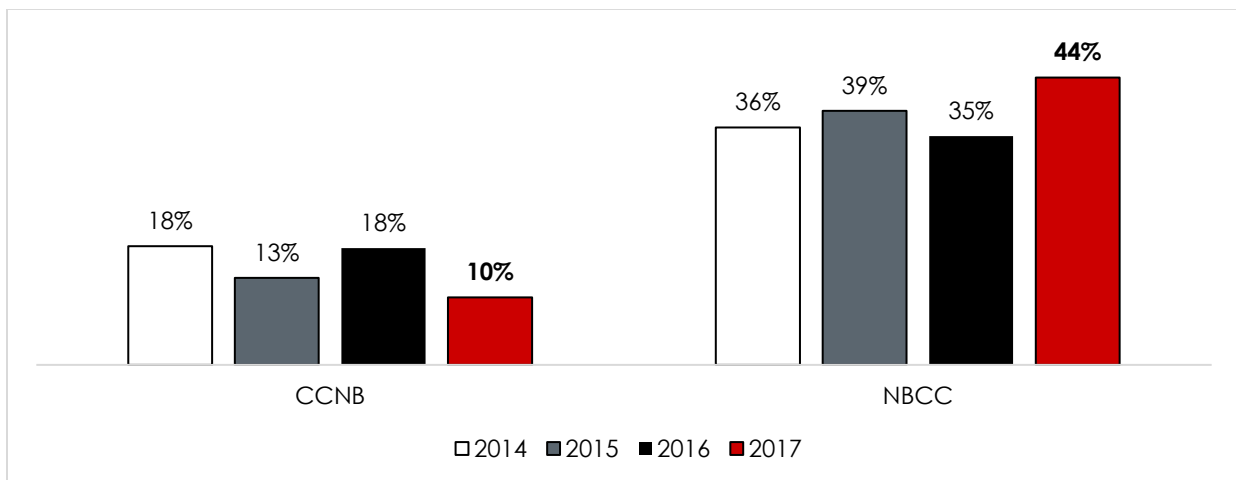
The 5-year retention rate for NBCC graduates from a province outside of NB has dropped by at least one percentage point each year since the 2015 cohort and is currently at 8.3% for the 2017 cohort, as shown in Figure 28. It should be noted that this variability may be due to small counts. Across the study period, no CCNB or NBCCD graduates from provinces outside NB were retained after 5 years.

Table 30 in the Appendix shows the corresponding data for Figure 28.

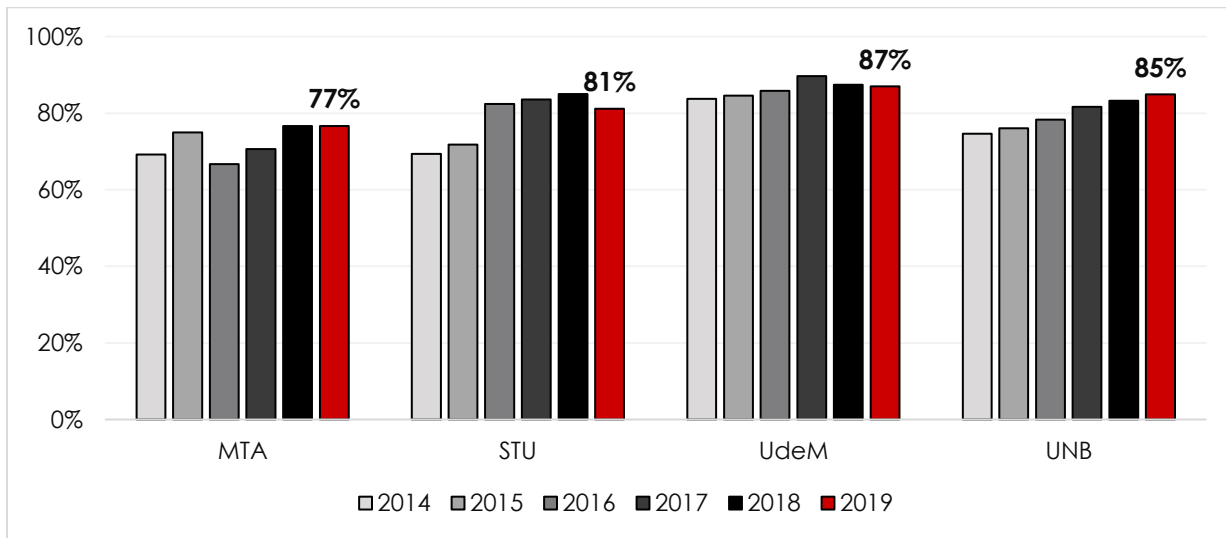**Figure 28: 5-Year Retention Rates of Graduates from Provinces Outside NB (College)**
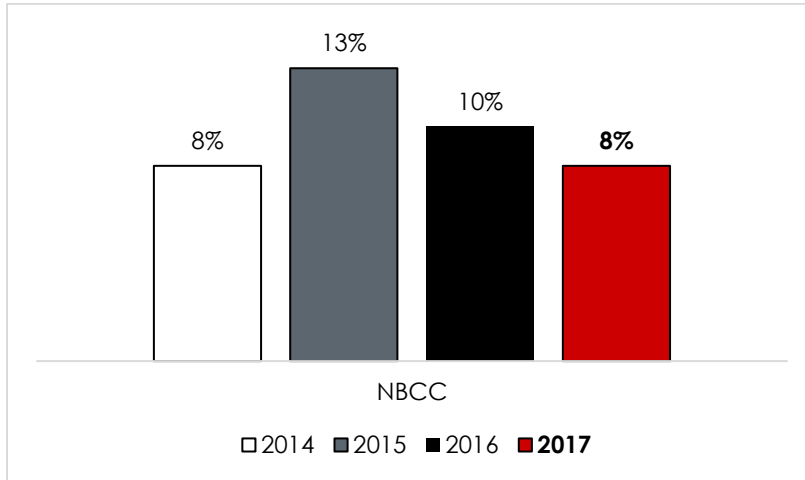


**10-Year Retention Rates – University**

Similar to previous cohorts, the 2012 cohort of UdeM graduates from NB has the highest 10-year retention rate (68.3%), followed by UNB graduates (56.3%), as shown in Figure 29. In fact, all four institutions show a rising trend in 10-year retention rates over time.

Table 32 in the Appendix shows the corresponding data for Figure 29 and Table 35 shows 10-year aggregated retention rates (university only) by previous residence.

**Figure 29: 10-Year Retention Rates of Graduates from NB (University)**
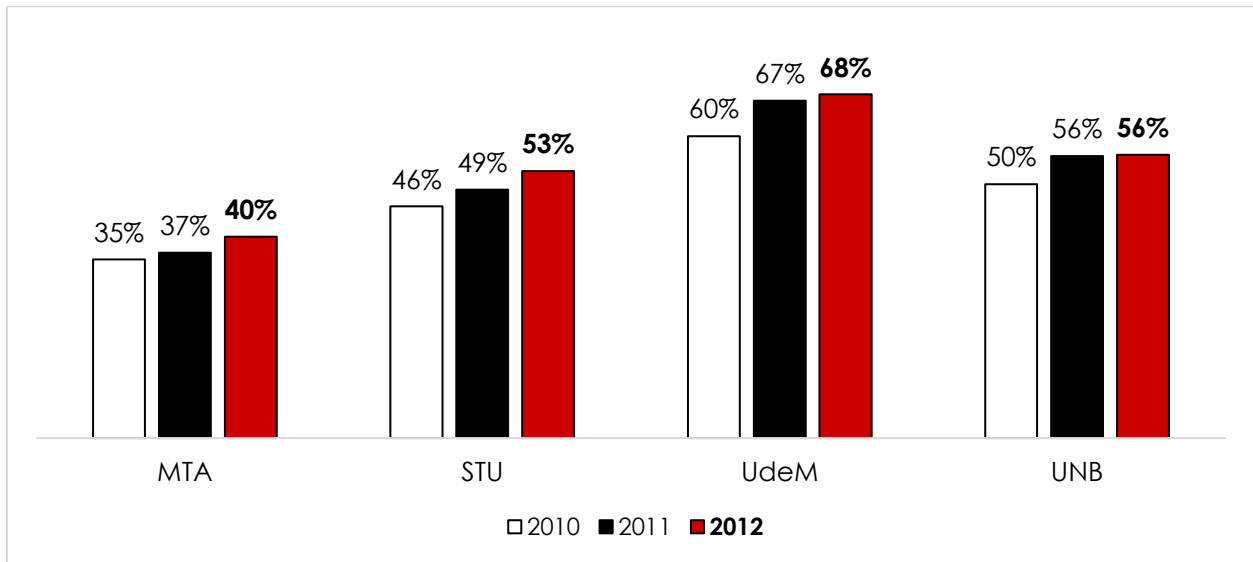


Among university graduates who were originally from outside Canada, UdeM graduates have the highest 10-year retention rate (9.0%) of the 2012 cohort, as shown in Figure 30. After 10 years, no graduates from outside Canada who graduated from either STU or MTA were retained in the province.

Table 33 in the Appendix shows the corresponding data for Figure 30.

**Figure 30: 10-Year Retention Rates of Graduates from Outside Canada (University)**
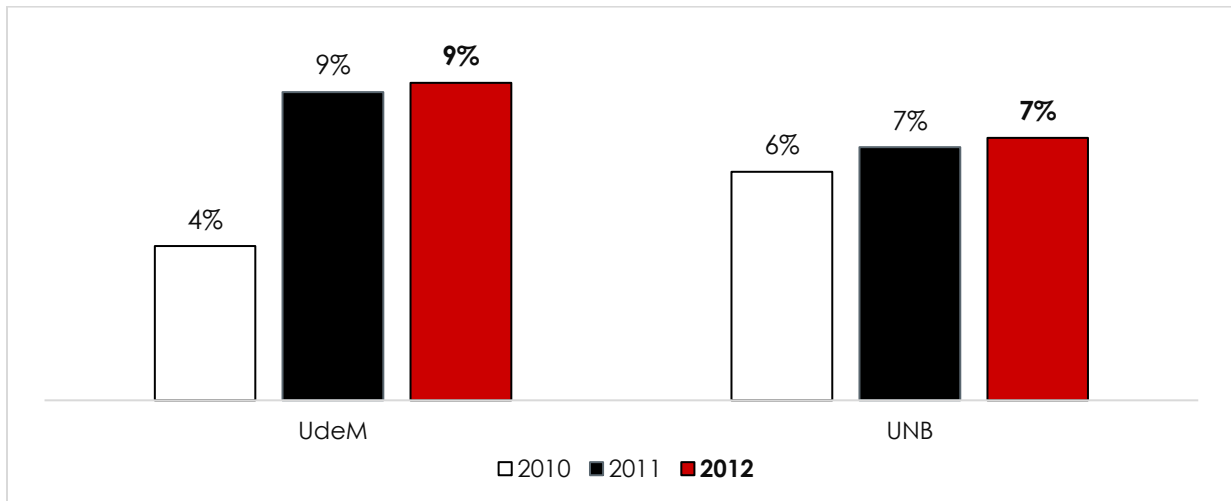


Among the 2012 cohort from provinces outside NB, UdeM graduates have the highest 10-year retention rate (13.3%); however, this figure is a 5.8 percentage point drop from the 2011 cohort.

As shown in Figure 31, STU and UNB saw increases to their 10-year retention rates in the 2012 cohort compared to 2011. Table 34 in the Appendix shows the corresponding data for Figure 31.

**Figure 31: 10-Year Retention Rates of Graduates from Provinces Outside NB (University)**
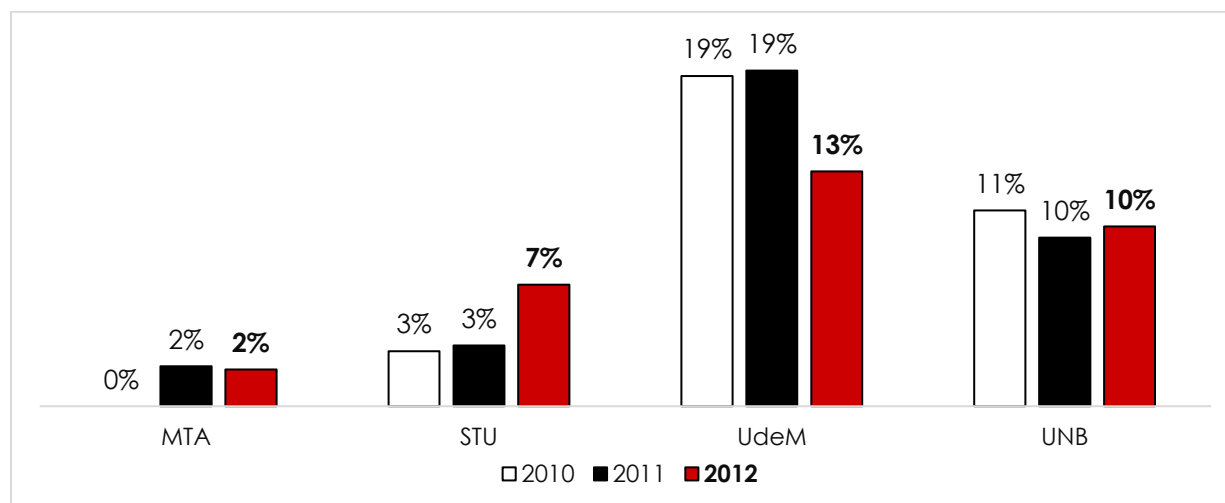


## By Field of Study

**1-Year Retention Rates – University**

In the 2021 cohort, nursing graduates have the highest 1-year retention rate by field of study, (83.0%), as shown in Table 6. However, this is a 9.4 percentage point drop from the 2020 cohort. The lowest retention rates for the 2021 cohort are among graduates of architecture, engineering and related technologies (62.7%), followed closely by graduates of social and behavioural sciences and law (63.2%). As well, fewer than 70% of graduates in Information Technology fields remain in the province after one year.

For most fields of study, 1-year retention rates are higher for the 2020 cohort than the 2021 cohort. This could be an effect of the COVID-19 pandemic, as we see the 2021 cohort retention rates return to pre-2020 levels.

**Table 6: 1-Year Retention Rates of Graduates by Field of Study (University)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---|---|---|---|---|---|---|---|---|---|
| **2010** | 55.1% | 61.9% | 77.3% | 69.4% | 62.5% | 81.3% | 65.6% | 59.4% | 61.4% |
| **2011** | 51.6% | 66.7% | 73.5% | 71.7% | 52.9% | 84.5% | 65.1% | 61.0% | 61.9% |
| **2012** | 47.8% | 65.7% | 76.0% | 69.0% | 58.8% | 78.5% | 62.3% | 59.4% | 61.0% |
| **2013** | 46.8% | 65.1% | 72.9% | 73.9% | 50.0% | 75.3% | 60.9% | 60.0% | 62.7% |
| **2014** | 50.0% | 59.7% | 70.4% | 76.5% | 50.0% | 74.6% | 64.4% | 59.5% | 59.0% |
| **2015** | 51.3% | 60.8% | 72.1% | 70.8% | 61.5% | 84.3% | 64.3% | 62.6% | 63.1% |
| **2016** | 57.0% | 62.0% | 67.0% | 71.2% | 62.1% | 83.6% | 60.5% | 63.1% | 61.4% |
| **2017** | 59.5% | 65.7% | 68.7% | 75.4% | 71.4% | 88.3% | 64.3% | 63.6% | 63.7% |
| **2018** | 59.7% | 67.5% | 63.6% | 80.7% | 77.8% | 83.0% | 67.7% | 62.0% | 61.5% |
| **2019** | 60.0% | 70.8% | 68.8% | 74.2% | 60.7% | 82.2% | 72.7% | 61.4% | 66.7% |
| **2020** | 66.2% | 72.6% | 65.1% | 79.0% | 71.9% | 93.6% | 70.2% | 63.2% | 65.0% |
| **2021** | 62.7% | 70.5% | 65.1% | 78.5% | 69.4% | 83.0% | 70.2% | 63.2% | 66.0% |
| **Overall** | **55.8%** | **65.6%** | **70.6%** | **74.4%** | **64.0%** | **82.2%** | **64.9%** | **61.7%** | **62.6%** |

(1) **Architecture, engineering and related technologies**
(2) **Business, management and public administration**
(3) **Education**
(4) **Health and related fields**
(5) **Information technology**
(6) **Nursing**
(7) **Physical and life sciences and technologies**
(8) **Social and behavioural sciences and law**
(9) **Other**

## 1-Year Retention Rates – College

The highest 1-year retention rates for the 2021 college cohort are among health and related fields (94.1%) and education graduates (93.0%), as shown in Table 7. Fields such as information technology and physical and life sciences and technologies have the lowest retention rates among the 2021 cohort. For the IT field in particular, only around half of college graduates are still in the province 1 year later. This likely reflects that the increase in the proportion of graduates from other countries in the college system are in IT-related fields.

Personal support worker graduates – who are of particular interest given ongoing shortages of qualified personnel in NB nursing homes – have lower retention in 2021 (86.4%) compared to the

2020 (100.0%) and 2019 (92.0%) cohorts. However, retention for this field of study remains high across all years, with the overall highest retention rate (92.4%) of the 2014-2021 college cohorts.

**Table 7: 1-Year Retention Rates of Graduates by Field of Study (College)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
|---|---|---|---|---|---|---|---|---|---|---|
| **2014** | 92.0% | 86.8% | 100.0% | 79.5% | 88.9% | 85.7% | 91.4% | 60.0% | 81.1% | 88.2% |
| **2015** | 90.8% | 86.2% | 100.0% | 82.9% | 40.0% | 81.6% | 92.3% | 50.0% | 89.2% | 87.2% |
| **2016** | 91.7% | 86.5% | 46.7% | 86.2% | 52.8% | 90.6% | 86.2% | 100.0% | 88.2% | 86.7% |
| **2017** | 93.6% | 83.9% | 85.7% | 88.1% | 62.3% | 92.3% | 93.9% | 83.3% | 89.1% | 89.5% |
| **2018** | 92.4% | 86.4% | 91.7% | 87.9% | 68.1% | 93.1% | 97.0% | 100.0% | 90.6% | 86.8% |
| **2019** | 92.5% | 89.5% | 92.9% | 90.9% | 56.5% | 91.7% | 92.0% | 75.0% | 88.9% | 87.6% |
| **2020** | 91.4% | 86.9% | 100.0% | 87.1% | 50.0% | 90.5% | 100.0% | 66.7% | 91.1% | 83.8% |
| **2021** | 88.9% | 84.3% | 93.3% | 94.1% | 53.6% | 90.6% | 86.4% | 66.7% | 88.7% | 84.4% |
| **Overall** | **91.7%** | **86.3%** | **85.5%** | **87.0%** | **57.2%** | **89.3%** | **92.4%** | **73.5%** | **88.8%** | **86.7%** |

(1) **Architecture, engineering and related technologies**
(2) **Business, management and public administration**
(3) **Education**
(4) **Health and related fields**
(5) **Information technology**
(6) **Nursing**
(7) **Personal support worker**
(8) **Physical and life sciences and technologies**
(9) **Social and behavioural sciences and law**
(10) **Other**

**3-Year Retention Rates – University**

Nursing graduates also have the highest 3-year retention rate for the 2019 university cohort, though the retention rate for this group declined by 3.1 percentage points between the 2018 and 2019 cohorts. Information technology graduates saw the largest decrease in their 3-year retention rate (by 9.2 percentage points) between the 2018 and 2019 cohorts, as shown in Table 8. It is also worth noting that the 3-year retention rate of information technology graduates is substantially lower than the 1-year retention rate – falling from close to 70% 1 year after graduation to less than 50% 3 years after graduation.

**Table 8: 3-Year Retention Rates of Graduates by Field of Study (University)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---|---|---|---|---|---|---|---|---|---|
| **2010** | 39.1% | 47.5% | 65.3% | 57.1% | 43.8% | 67.5% | 48.4% | 41.9% | 44.7% |
| **2011** | 38.7% | 53.2% | 61.6% | 60.4% | 29.4% | 70.4% | 50.8% | 45.9% | 46.0% |
| **2012** | 31.9% | 51.7% | 65.3% | 55.2% | 47.1% | 70.9% | 50.7% | 43.9% | 46.8% |
| **2013** | 35.1% | 53.7% | 66.1% | 66.2% | 38.9% | 70.1% | 47.8% | 47.2% | 50.0% |
| **2014** | 37.2% | 51.3% | 63.9% | 63.2% | 33.3% | 68.3% | 54.8% | 50.3% | 49.2% |
| **2015** | 42.1% | 51.1% | 67.3% | 63.1% | 46.2% | 80.0% | 51.4% | 51.2% | 52.3% |
| **2016** | 49.4% | 50.3% | 62.0% | 61.0% | 44.8% | 76.1% | 50.0% | 54.4% | 51.8% |
| **2017** | 50.0% | 54.7% | 65.7% | 65.6% | 50.0% | 83.3% | 52.9% | 55.2% | 56.0% |
| **2018** | 49.4% | 56.7% | 60.6% | 71.0% | 55.6% | 78.7% | 56.9% | 54.7% | 52.9% |
| **2019** | 48.0% | 58.4% | 63.4% | 66.1% | 46.4% | 75.6% | 60.6% | 54.3% | 57.1% |
| **Overall** | **42.4%** | **52.8%** | **64.1%** | **63.1%** | **44.6%** | **73.6%** | **52.4%** | **49.8%** | **50.2%** |

(1)    **Architecture, engineering and related technologies**
(2)    **Business, management and public administration**
(3)    **Education**
(4)    **Health and related fields**
(5)    **Information technology**
(6)    **Nursing**
(7)    **Physical and life sciences and technologies**
(8)    **Social and behavioural sciences and law**
(9)    **Other**

**3-Year Retention Rates – College**

Education and nursing graduates have the highest 3-year retention rates of the 2019 college cohort, at 92.9% and 91.6%, respectively, as shown in Table 9. Personal support worker graduates continue to have relatively high retention rates 3 years after graduating, at 84.0% for the 2019 cohort.

Meanwhile, information technology graduates have the lowest 3-year retention rate (45.7%), which is 29.5 percentage point lower than the next lowest field: business, management and public administration (75.2%).

**Table 9: 3-Year Retention Rates of Graduates by Field of Study (College)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
|---|---|---|---|---|---|---|---|---|---|---|
| **2014** | 84.3% | 79.3% | 80.0% | 79.5% | 77.8% | 80.0% | 85.7% | 60.0% | 78.4% | 80.7% |
| **2015** | 85.3% | 78.5% | 100.0% | 77.1% | 40.0% | 76.3% | 80.8% | 50.0% | 83.8% | 80.9% |
| **2016** | 87.4% | 78.2% | 46.7% | 82.8% | 44.4% | 84.4% | 86.2% | 75.0% | 86.3% | 80.6% |
| **2017** | 88.5% | 75.2% | 85.7% | 83.3% | 56.6% | 87.2% | 87.9% | 83.3% | 82.6% | 84.2% |
| **2018** | 87.3% | 78.2% | 91.7% | 87.9% | 63.8% | 89.7% | 87.9% | 66.7% | 84.9% | 80.2% |
| **2019** | 88.7% | 75.2% | 92.9% | 87.9% | 45.7% | 91.6% | 84.0% | 75.0% | 82.5% | 77.1% |
| **Overall** | **86.9%** | **77.3%** | **79.0%** | **82.9%** | **53.8%** | **84.7%** | **85.6%** | **67.9%** | **83.3%** | **80.6%** |

(1)     **Architecture, engineering and related technologies**
(2)     **Business, management and public administration**
(3)     **Education**
(4)     **Health and related fields**
(5)     **Information technology**
(6)     **Nursing**
(7)     **Personal support worker**
(8)     **Physical and life sciences and technologies**
(9)     **Social and behavioural sciences and law**
(10)   **Other**

**5-Year Retention Rates – University**

Nursing and education graduates exhibit the highest 5-year retention rates of the 2017 university cohort, as shown in Table 10. In fact, the nursing graduates' 5-year retention rate of 80.0% is nearly 7 percentage points higher than the 2016 cohort.

Architecture, engineering and related technologies and social and behavioural sciences and law are the only fields that exhibit a decrease in 2017 retention rates compared to the 2016 cohort.

**Table 10: 5-Year Retention Rates of Graduates by Field of Study (University)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---|---|---|---|---|---|---|---|---|---|
| **2010** | 30.4% | 40.6% | 60.0% | 49.0% | 37.5% | 60.0% | 39.1% | 33.8% | 34.1% |
| **2011** | 33.9% | 46.9% | 58.9% | 50.9% | 29.4% | 69.0% | 42.9% | 39.0% | 39.6% |
| **2012** | 27.5% | 44.2% | 63.6% | 46.6% | 41.2% | 68.4% | 40.6% | 37.4% | 41.8% |
| **2013** | 31.2% | 49.1% | 62.7% | 55.4% | 38.9% | 66.2% | 37.7% | 39.4% | 44.0% |
| **2014** | 33.3% | 46.6% | 60.2% | 60.3% | 27.8% | 63.5% | 48.0% | 43.1% | 42.6% |
| **2015** | 36.8% | 46.6% | 64.4% | 53.9% | 42.3% | 77.1% | 44.3% | 44.8% | 47.8% |
| **2016** | 45.6% | 45.0% | 60.0% | 55.9% | 41.4% | 73.1% | 43.4% | 49.4% | 47.4% |
| **2017** | 45.2% | 49.4% | 63.6% | 59.0% | 42.9% | 80.0% | 44.3% | 47.9% | 52.8% |
| **Overall** | **35.9%** | **46.1%** | **61.4%** | **54.2%** | **38.5%** | **69.3%** | **42.6%** | **41.9%** | **43.2%** |

| | |
|---|---|
| (1) | **Architecture, engineering and related technologies** |
| (2) | **Business, management and public administration** |
| (3) | **Education** |
| (4) | **Health and related fields** |
| (5) | **Information technology** |
| (6) | **Nursing** |
| (7) | **Physical and life sciences and technologies** |
| (8) | **Social and behavioural sciences and law** |
| (9) | **Other** |

**5-Year Retention Rates – College**

For the 2017 college cohort, personal support worker and nursing graduates have the highest 5-year retention rates (87.9% and 87.2%, respectively), as shown in Table 11.

Education graduates saw the largest percentage point increase between the 2016 cohort (46.7%) and the 2017 cohort (85.7%) – a jump of 39 percentage points. However, this field of study has considerable variability across cohorts due to small counts.

**Table 11: 5-Year Retention Rates of Graduates by Field of Study (College)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
|---|---|---|---|---|---|---|---|---|---|---|
| **2014** | 80.9% | 76.0% | 80.0% | 74.4% | 72.2% | 77.1% | 80.0% | 60.0% | 75.7% | 75.6% |
| **2015** | 81.1% | 75.0% | 100.0% | 74.3% | 36.0% | 76.3% | 73.1% | 50.0% | 81.1% | 76.6% |
| **2016** | 83.9% | 74.4% | 46.7% | 75.9% | 41.7% | 84.4% | 79.3% | 75.0% | 84.3% | 77.6% |
| **2017** | 85.5% | 72.3% | 85.7% | 81.0% | 54.7% | 87.2% | 87.9% | 83.3% | 82.6% | 76.8% |
| **Overall** | **82.8%** | **74.4%** | **67.7%** | **76.6%** | **50.0%** | **81.3%** | **80.5%** | **66.7%** | **81.3%** | **76.6%** |

(1)     **Architecture, engineering and related technologies**
(2)     **Business, management and public administration**
(3)     **Education**
(4)     **Health and related fields**
(5)     **Information technology**
(6)     **Nursing**
(7)     **Personal support worker**
(8)     **Physical and life sciences and technologies**
(9)     **Social and behavioural sciences and law**
(10)    **Other**

## 10-Year Retention Rates – University

Nursing and education graduates exhibit the highest 10-year retention rates for the 2012 university cohort (64.6% and 60.3%, respectively), as shown in Table 12.

**Table 12: 10-Year Retention Rates of Graduates by Field of Study (University)**

| Graduation Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---|---|---|---|---|---|---|---|---|---|
| **2010** | 27.5% | 36.4% | 56.0% | 44.9% | 31.4% | 56.3% | 29.7% | 30.0% | 28.8% |
| **2011** | 30.7% | 42.6% | 55.6% | 45.4% | 23.5% | 64.8% | 31.8% | 33.3% | 33.8% |
| **2012** | 24.6% | 40.7% | 60.3% | 41.4% | 35.3% | 64.6% | 34.8% | 32.3% | 36.9% |
| **Overall** | **27.5%** | **39.9%** | **57.1%** | **43.8%** | **30.0%** | **61.7%** | **32.1%** | **31.9%** | **33.3%** |

(1)  **Architecture, engineering and related technologies**
(2)  **Business, management and public administration**
(3)  **Education**
(4)  **Health and related fields**
(5)  **Information technology**
(6)  **Nursing**
(7)  **Physical and life sciences and technologies**
(8)  **Social and behavioural sciences and law**
(9)  **Other**

## By Level of Education

**1-Year Retention Rates**

The 1-year retention rates of UNB graduates from undergraduate programs remain higher than graduates from postgraduate (i.e., master's/PhD) programs in the 2021 cohort, as shown in Figure 32. Yet, while retention of UNB postgraduates is similar to the 2020 cohort, retention of UNB undergraduates dropped by 4.1 percentage points in 2021. Table 36 in the Appendix shows the corresponding data for Figure 32.

**Figure 32: 1-Year Retention Rates of Graduates by Level of Education (UNB)**
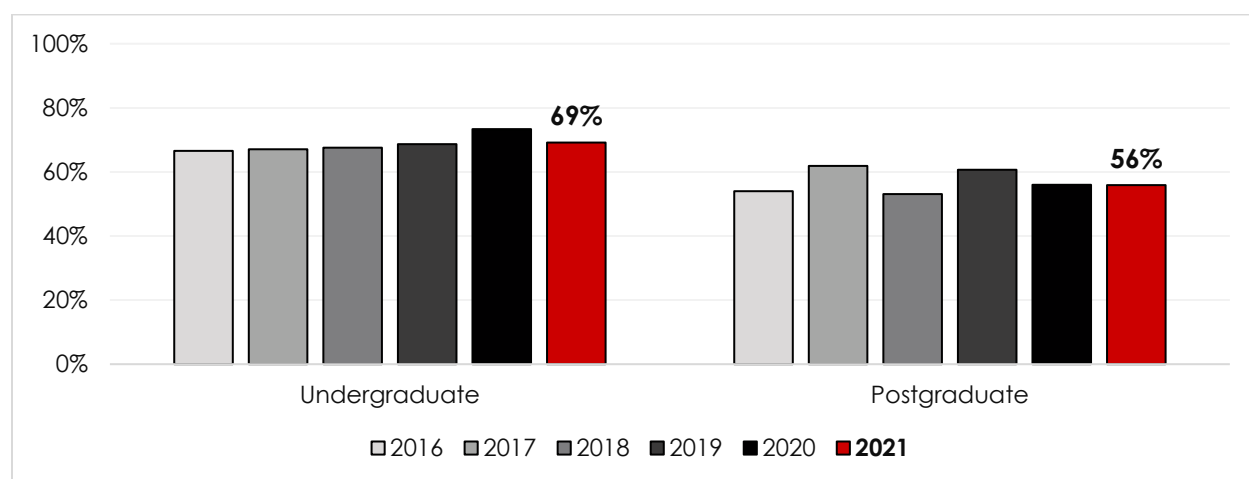
The 1-year retention rate for UdeM's undergraduate programs exceeds the retention rate for UdeM's postgraduate programs in 2021, as shown in Figure 33. Table 40 in the Appendix shows the corresponding data for this figure.

**Figure 33: 1-Year Retention Rates of Graduates by Level of Education (UdeM)**
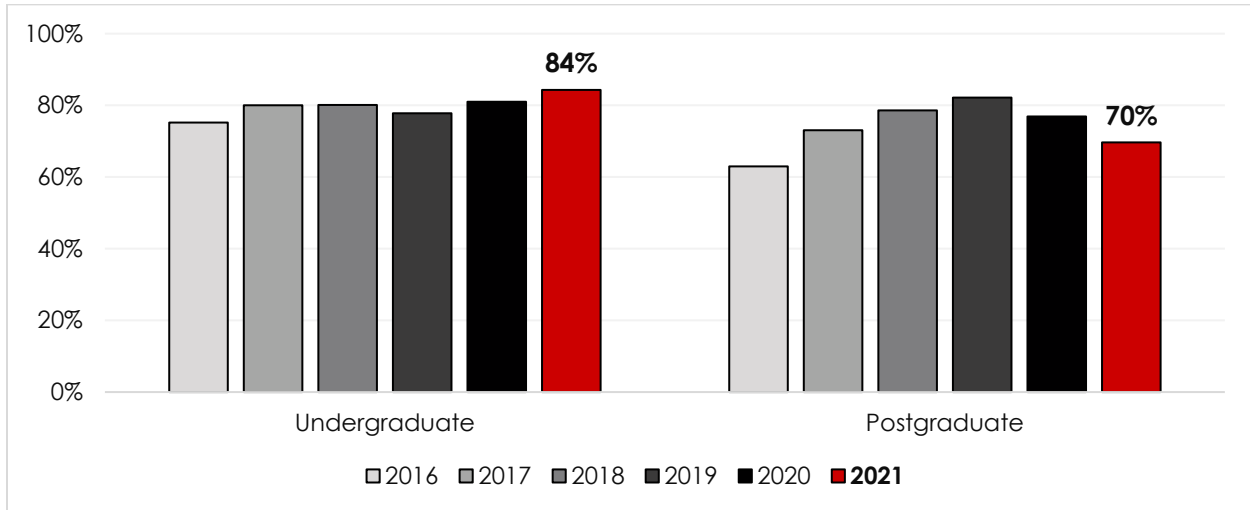


## 3-Year Retention Rates

The 3-year retention rates for graduates from both the undergraduate and postgraduate programs at UNB increased by roughly one percentage point from the 2018 to 2019 cohorts, as shown in Figure 34. Table 37 in the Appendix shows the corresponding data for this figure.

**Figure 34: 3-Year Retention Rates of Graduates by Level of Education (UNB)**
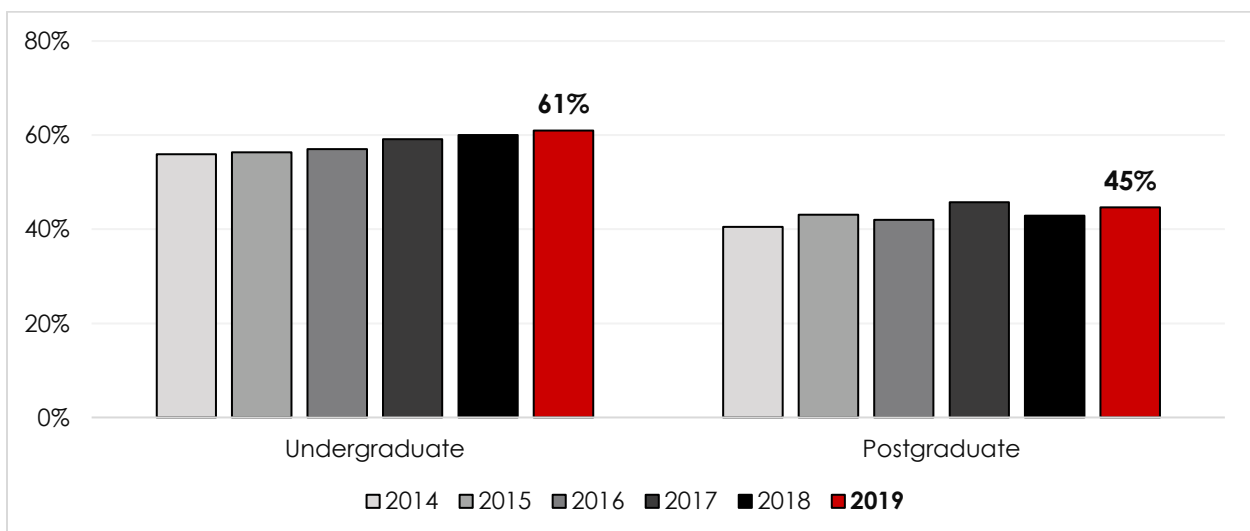
Unlike UNB, 2019 graduates from UdeM's undergraduate and postgraduate programs saw a lower 3-year retention rate than their 2018 counterparts, as shown in Figure 35. The 3-year retention rate is also higher among postgraduates than undergraduates in the 2019 cohort, which contrasts with UNB as well. Table 41 in the Appendix shows the corresponding data for Figure 35.

**Figure 35: 3-Year Retention Rates of Graduates by Level of Education (UdeM)**
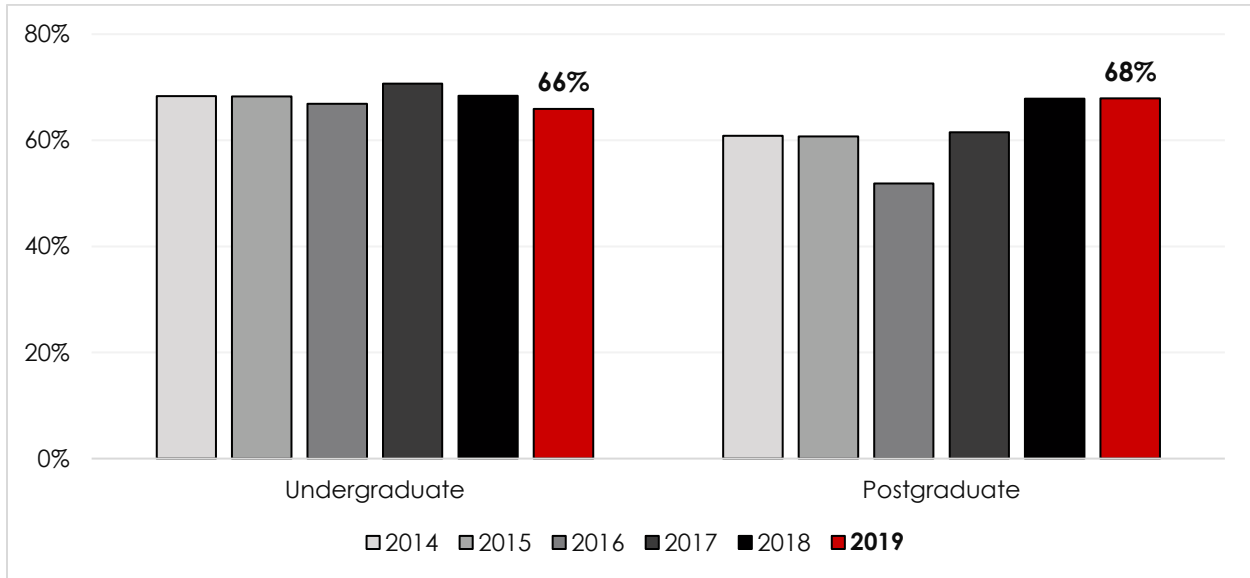


## 5-Year Retention Rates

The 5-year retention rate for undergraduates from UNB increased from 52.2% for the 2016 cohort to 54.6% for the 2017 cohort. The 5-year retention rate for graduates from postgraduate programs also increased by a percentage point compared to the 2016 cohort, as shown in Figure 36. Table 38 in the Appendix shows the corresponding data.

**Figure 36: 5-Year Retention Rates of Graduates by Level of Education (UNB)**
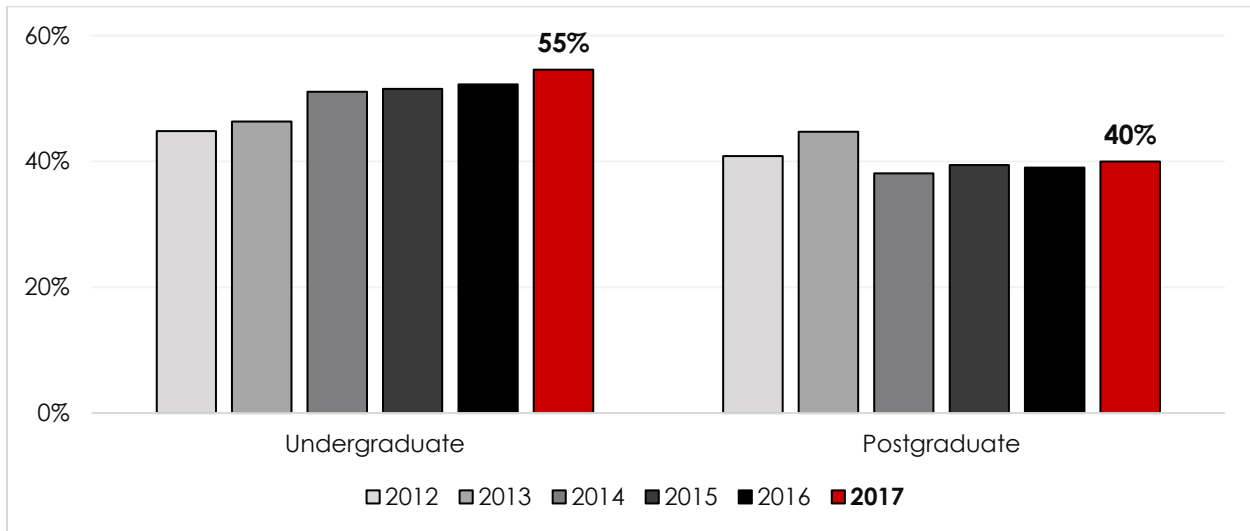


The 5-year retention rate for 2017 graduates of UdeM's undergraduate programs is higher than all previous cohorts, at 66.7%. Meanwhile, the 5-year retention of UdeM's 2017 postgraduates (61.5%) reached its highest level since 2013. For the postgraduates, this is an 8.5 percentage point increase from 2016, as shown in Figure 37. Table 42 in the Appendix shows the corresponding data for this figure.

**Figure 37: 5-Year Retention Rates of Graduates by Level of Education (UdeM)**
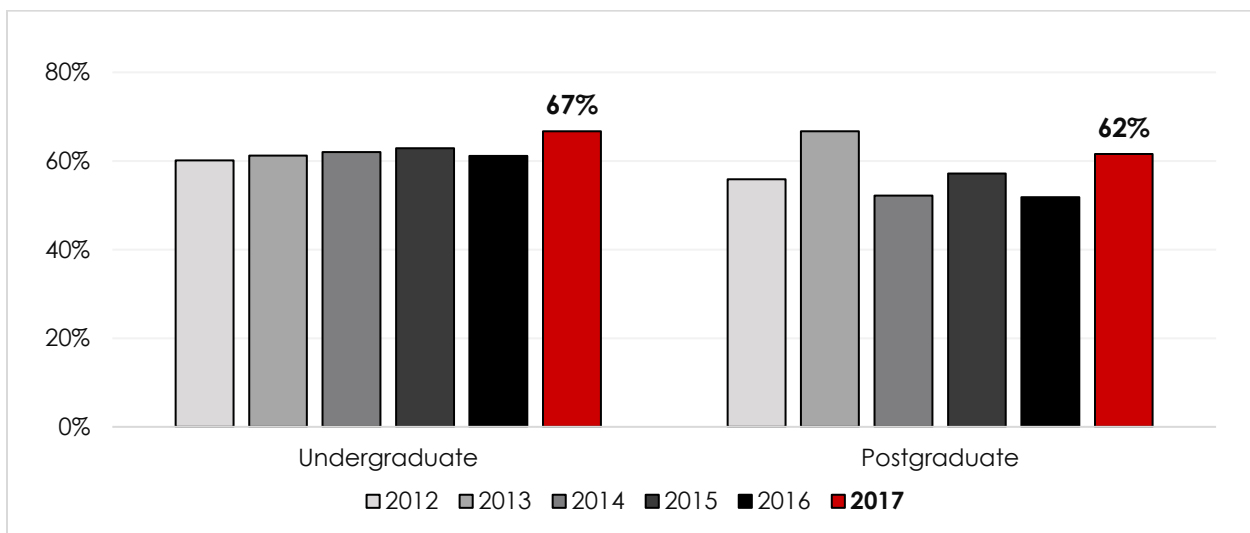


## 10-Year Retention Rates

The 10-year retention rate for UNB undergraduates remains similar between the 2011 and 2012 cohorts of graduates, as shown in Figure 38. However, for postgraduates, the 10-year retention

rate dropped by over 4 percentage points between the 2011 and 2012 cohorts. <u>Table 39</u> in the Appendix shows the corresponding data for Figure 38.

**Figure 38: 10-Year Retention Rates of Graduates by Level of Education (UNB)**
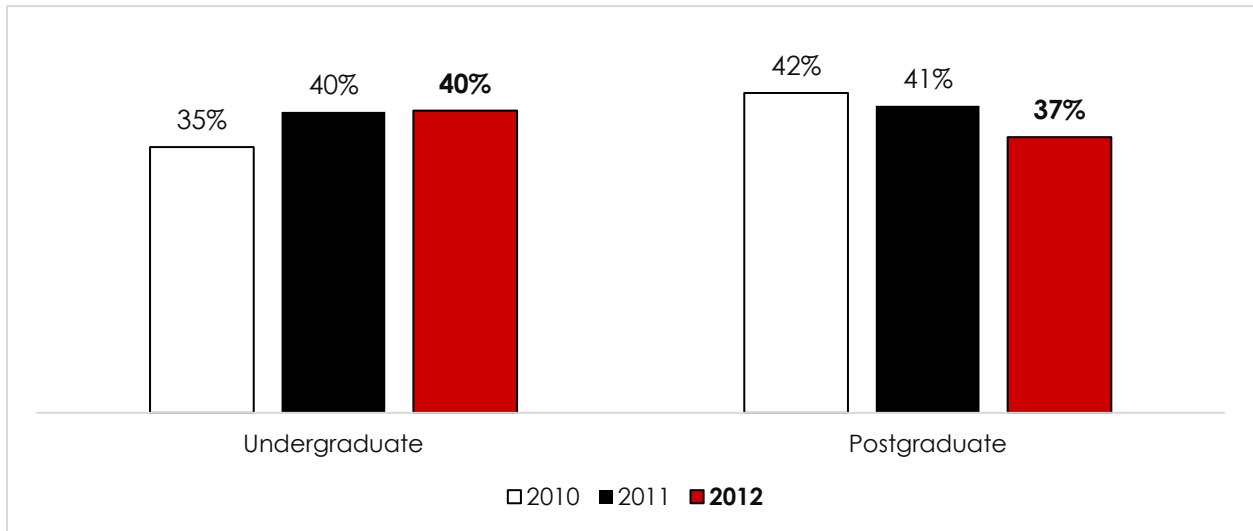


The 10-year retention rate for UdeM undergraduates increased by two percentage points between the 2011 and 2012 cohorts. UdeM postgraduates saw more consistency in 10-year retention between the 2011 and 2012 cohorts, as shown in Figure 39. <u>Table 43</u> in the Appendix shows the corresponding data for this figure.

**Figure 39: 10-Year Retention Rates of Graduates by Level of Education (UdeM)**
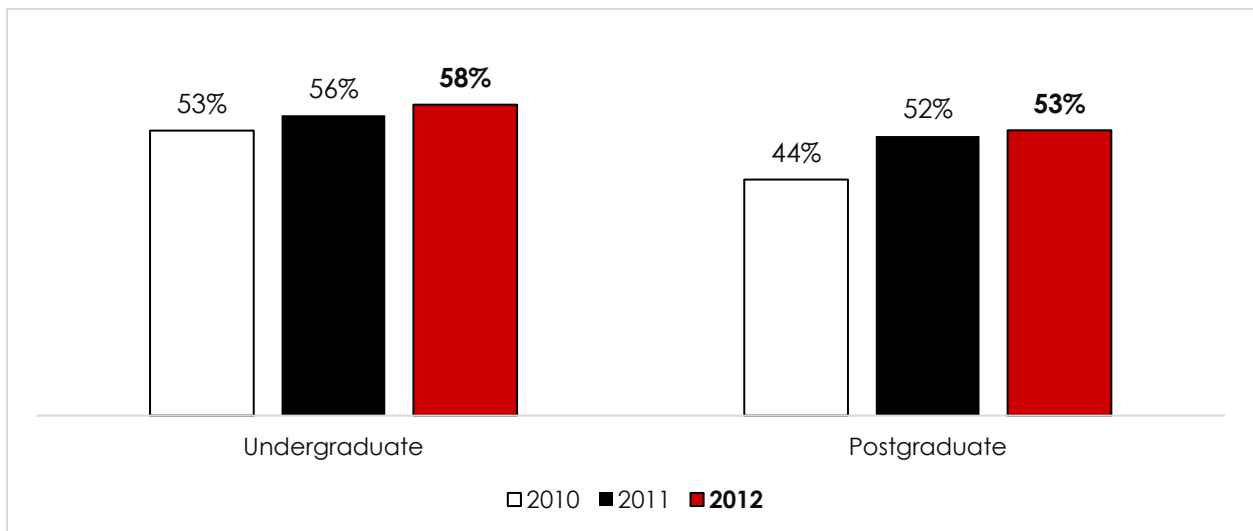
## By Educational Institution

### 1-Year Retention Rates

UdeM graduates exhibit the highest 1-year retention rates (82.2%) among university institutions for the 2021 cohort, as shown in Figure 40. However, NBCC has an even higher 1-year retention rate among the college institutions, at 87.8% for the 2021 cohort. Table 44 in the Appendix shows the corresponding data for Figure 40.

**Figure 40: 1-Year Retention Rates of University and College Graduates by Educational Institution**
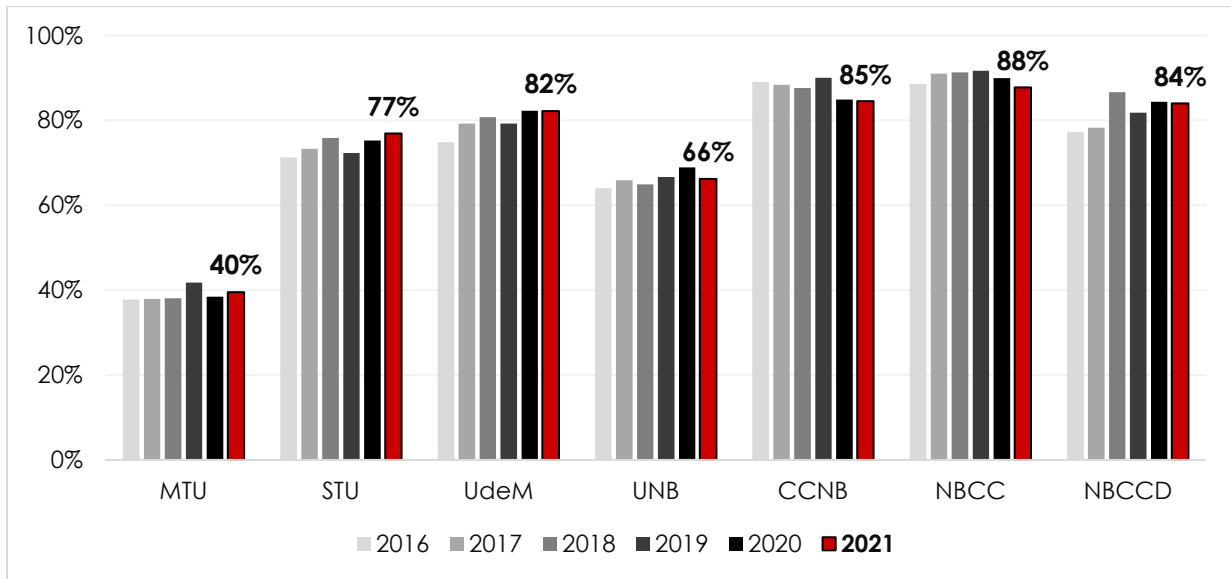


### 3-Year Retention Rates

The highest 3-year retention rate of the 2019 university cohort is among UdeM graduates (68.5%), followed by STU graduates (65.7%). Meanwhile, NBCC graduates have the highest 3-year retention rate (83.6%) for the 2019 college cohorts, as shown in Figure 41. Table 45 in the Appendix shows the corresponding data for this figure.

**Figure 41: 3-Year Retention Rates of University and College Graduates by Educational Institution**
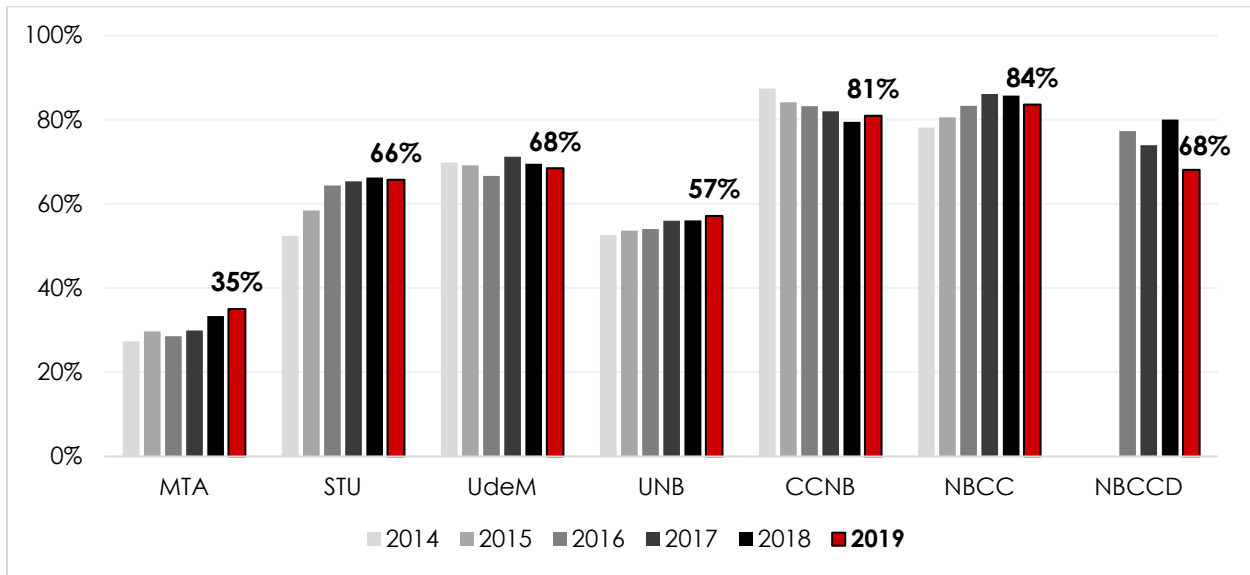


*Note: Data for NBCCD are available from 2016 onward.*

## 5-Year Retention Rates

Similar to 3-year retention rates, UdeM graduates, followed by STU graduates, have the highest 5-year retention rates of the 2017 university cohort (66.2% and 57.4%, respectively). NBCC graduates have the highest 5-year college retention rate (82.9%) of the 2017 cohort, surpassing CCNB from the previous year (80.7%), as shown in Figure 42. Table 46 in the Appendix shows the corresponding data for this figure.

**Figure 42: 5-Year Retention Rates of Graduates by Educational Institution**
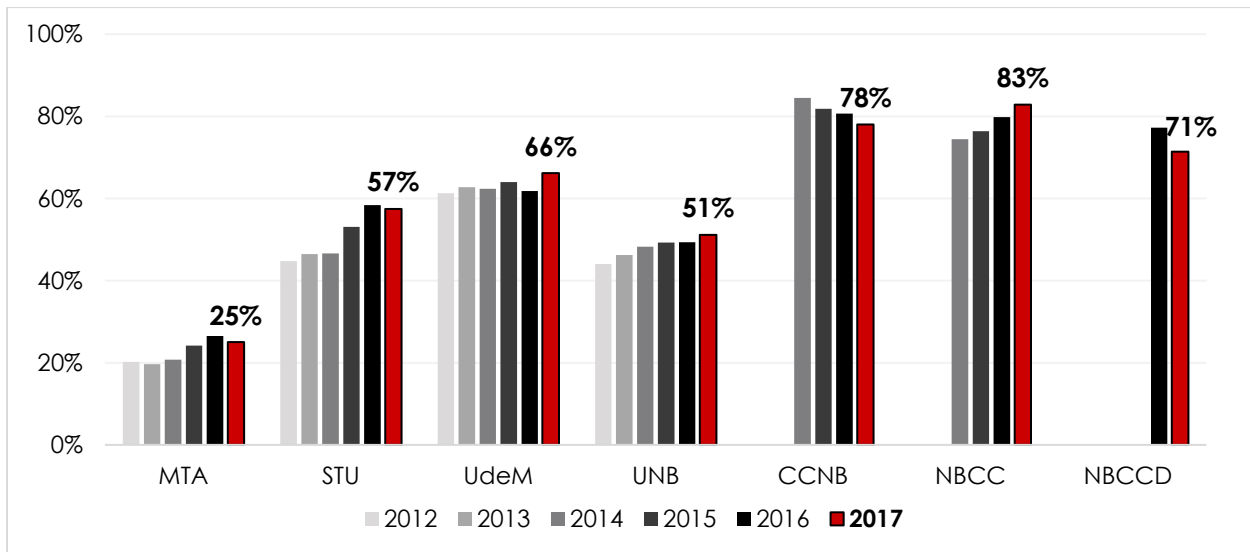


*Note: College data for CCNB and NBCC are available from 2014 onward. Data for NBCCD are available from 2016 onward.*

**10-Year Retention Rates**

UdeM graduates have the highest 10-year retention rate (57.2%) of the 2012 cohort, followed by UNB graduates (39.5%), as shown in Figure 43.

STU's 10-year retention rate has been steadily climbing between the 2010 and 2012 cohorts, with a 3 percentage point increase between the 2011 and 2012 cohorts. Table 47 in the Appendix shows the corresponding data for Figure 43.

**Figure 43: 10-Year Retention Rates of University Graduates by Educational Institution**
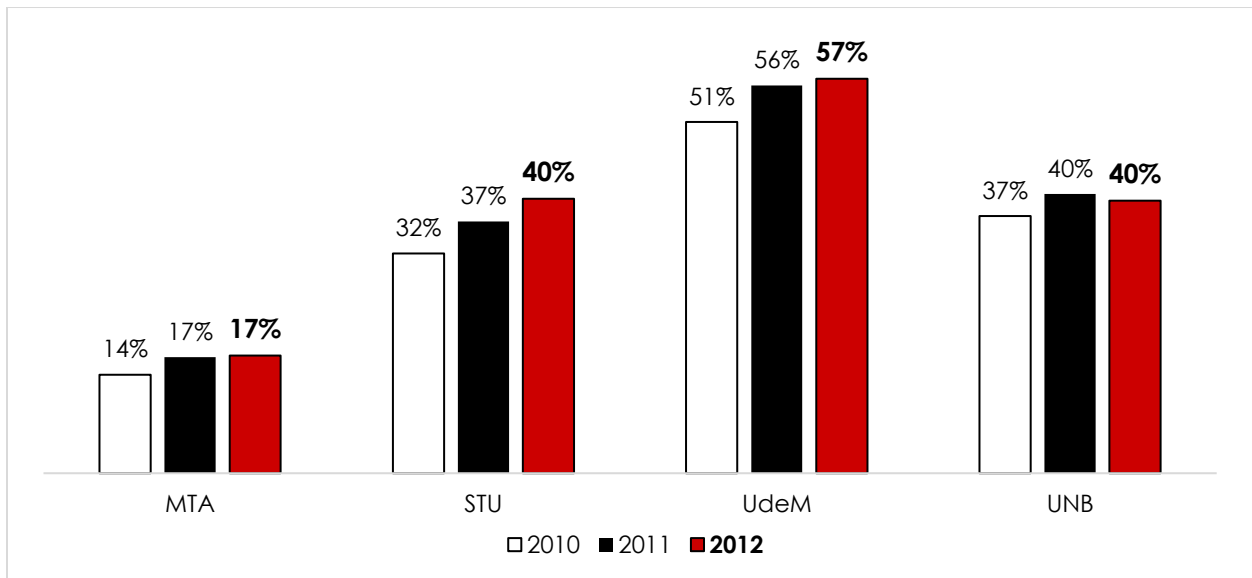
# Discussion and Conclusion

In general, the addition of 2021 graduate cohort data in this study produces overall results that are similar to the findings of the previous studies in NB-IRDT's graduate retention series (Bhuiyan et al., 2021; Balzer et al., 2023).

The number and matching rates of university and college students who graduated in 2021 are close to those of the corresponding 2020 and 2019 cohorts. Also similar to previous findings, we find that college graduates in general continue to have higher retention rates than university graduates – with university and college graduates from NB having higher retention rates than graduates from outside Canada or from other provinces outside NB. In other words, graduates who are from NB are more likely to stay in NB. Of the non-domestic graduates, those from countries outside Canada (i.e., international students) continue to have higher retention rates than graduates from provinces outside NB.

Consistent with previous trends, graduates from UdeM continue to have the highest retention rates of the university cohorts, while graduates from MTA have the lowest. The relatively higher retention of UdeM graduates may be due to the institution's status as a French language university, which suggests that many UdeM graduates are likely to be Francophones. Due to lower language barriers, Anglophones have been more mobile in Canada relative to their Francophone counterparts. As research by Emery et al. (2019) shows, unilingual and bilingual Francophone men and women in NB are significantly less likely to emigrate from the province compared to their unilingual and bilingual English counterparts. This may be reflected in the higher retention rates of UdeM graduates in the current study.

Along with these similarities to previous findings, we also observe some notable differences apparent in the 2021 cohort data – the most interesting being changes in the composition of recent college cohorts.

While college graduates were primarily domestic residents (i.e., from NB) at the beginning of the study period (92.9% in 2014), graduates from NB made up only two-thirds of college graduates in 2021 (68.1%). Meanwhile, graduates from outside Canada have gone from comprising only 5.1% of college graduates in 2014 to nearly one-third (29.7%) in 2021.

Given our findings that graduates from NB have higher retention rates than graduates from outside Canada, one might expect to see a drop in college retention rates corresponding in magnitude to the increase in international college graduates. However, college retention rates have decreased only slightly in recent years, dropping by less than 2 percentage points between the 2020 and 2021 cohorts despite the number of international college graduates growing by around 35% during that time. In fact, college graduates from outside Canada continue to have notably higher 1-year retention rates than university graduates from outside Canada (74.8% vs. 53.9% in the 2021 cohort).

While colleges have been successfully recruiting more international students, the province of NB has also been successfully recruiting a growing number of international immigrants, boosting population growth between 2019 and 2021. As more time passes and data on future graduate cohorts become available, it will be interesting to see if this population influx leads to an increase in domestic graduates – and whether domestic graduates whose families migrated to NB exhibit retention rates similar to previous domestic cohorts. This would be a compelling topic for future work.

# References

Balzer, A., McDonald, T., Miah, P., & Mokhtar, R. (2023). Graduate retention in New Brunswick: 2019 and 2020 cohort update. Fredericton, NB: New Brunswick Institute for Research, Data and Training.

Bhuiyan, E. M., Daigle, B., McDonald, T., & Miah, P (2021). College & university graduate retention in New Brunswick: 2010 - 2018. Fredericton, NB: New Brunswick Institute for Research, Data and Training.

Emery, J. C. H., Wang, L., & Daigle, B. (2019). The impact of official bilingualism on the geographic mobility of New Brunswickers: Evidence from 2001 to 2016. Fredericton, NB: New Brunswick Institute for Research, Data and Training.

# Appendix

**Table 13: Overall Retention Rates of College Graduates**

| Graduation Year | 1-Year | 3-Year | 5-Year |
|---|---|---|---|
| 2014 | 88.1% | 81.4% | 78.1% |
| 2015 | 87.8% | 81.8% | 78.3% |
| 2016 | 88.8% | 83.1% | 80.2% |
| 2017 | 90.0% | 84.5% | 80.7% |
| 2018 | 90.0% | 83.5% | |
| 2019 | 91.1% | 82.0% | |
| 2020 | 88.3% | | |
| 2021 | 86.6% | | |
| Overall | 88.7% | 82.5% | 79.0% |

**Table 14: Overall Retention Rates of University Graduates**

| Graduation Year | 1-Year | 3-Year | 5-Year | 10-Year |
|---|---|---|---|---|
| 2010 | 65.7% | 50.9% | 43.0% | 37.9% |
| 2011 | 66.4% | 52.1% | 46.5% | 41.5% |
| 2012 | 65.0% | 51.5% | 46.1% | 40.3% |
| 2013 | 63.9% | 53.2% | 47.3% | |
| 2014 | 62.7% | 53.5% | 48.0% | |
| 2015 | 64.9% | 55.6% | 50.8% | |
| 2016 | 64.5% | 55.4% | 50.8% | |
| 2017 | 67.1% | 58.0% | 52.7% | |
| 2018 | 67.0% | 58.0% | | |
| 2019 | 67.9% | 58.6% | | |
| 2020 | 69.8% | | | |
| 2021 | 68.5% | | | |
| Overall | 65.9% | 54.4% | 47.9% | 40.3% |

**Table 15: 1-Year Retentions Rates of University and College Graduates by Sex**

| Graduation Year | Male (University) | Female (University) | Male (College) | Female (College) |
|---|---|---|---|---|
| 2010 | 62.5% | 68.0% | | |
| 2011 | 63.7% | 68.1% | | |
| 2012 | 59.1% | 68.5% | | |
| 2013 | 60.8% | 65.9% | | |
| 2014 | 59.9% | 64.6% | 90.7% | 85.5% |
| 2015 | 60.7% | 68.2% | 87.2% | 83.9% |
| 2016 | 59.4% | 68.1% | 86.0% | 86.3% |
| 2017 | 63.0% | 69.9% | 88.4% | 87.2% |
| 2018 | 62.2% | 70.4% | 88.9% | 88.0% |
| 2019 | 64.8% | 70.2% | 87.6% | 89.5% |
| 2020 | 67.5% | 71.4% | 84.2% | 87.1% |
| 2021 | 66.1% | 69.6% | 82.3% | 86.4% |
| **Overall** | **62.4%** | **68.5%** | **86.8%** | **86.8%** |

**Table 16: 3-Year Retentions Rates of University and College Graduates by Sex**

| Graduation Year | Male (University) | Female (University) | Male (College) | Female (College) |
|---|---|---|---|---|
| 2010 | 47.1% | 53.0% | | |
| 2011 | 47.9% | 55.2% | | |
| 2012 | 45.3% | 55.4% | | |
| 2013 | 49.7% | 55.6% | | |
| 2014 | 49.3% | 56.0% | 83.5% | 79.3% |
| 2015 | 50.4% | 58.8% | 80.6% | 78.3% |
| 2016 | 49.3% | 59.7% | 79.7% | 81.4% |
| 2017 | 53.0% | 61.8% | 82.1% | 83.2% |
| 2018 | 53.2% | 61.9% | 82.7% | 81.9% |
| 2019 | 54.2% | 61.7% | 80.4% | 80.8% |
| **Overall** | **49.9%** | **57.7%** | **81.5%** | **80.9%** |

**Table 17: 5-Year Retentions Rates of University and College Graduates by Sex**

| Graduation Year | Male (University) | Female (University) | Male (College) | Female (College) |
|---|---|---|---|---|
| **2010** | 38.1% | 45.7% | | |
| **2011** | 41.1% | 50.2% | | |
| **2012** | 39.8% | 49.8% | | |
| **2013** | 43.6% | 49.6% | | |
| **2014** | 43.6% | 51.0% | 79.7% | 76.3% |
| **2015** | 45.1% | 54.1% | 76.7% | 75.9% |
| **2016** | 45.1% | 55.1% | 76.9% | 78.8% |
| **2017** | 47.0% | 56.9% | 78.2% | 80.1% |
| **Overall** | **43.0%** | **51.4%** | **77.9%** | **77.8%** |

**Table 18: 10-Year Retentions Rates of University Graduates by Sex**

| Graduation Year | Male (University) | Female (University) |
|---|---|---|
| **2010** | 32.4% | 41.7% |
| **2011** | 35.7% | 45.2% |
| **2012** | 34.8% | 45.9% |
| **Overall** | **34.3%** | **44.3%** |

**Table 19: Distribution of Graduates by Previous Residence**

| Graduation Year | University | | | | College | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | NB | Outside Canada | Province Outside NB | | NB | Outside Canada | Province Outside NB |
| 2010 | 68.9% | 11.0% | 20.1% | | | | |
| 2011 | 68.2% | 10.4% | 21.4% | | | | |
| 2012 | 66.9% | 11.6% | 21.6% | | | | |
| 2013 | 66.6% | 12.9% | 20.5% | | | | |
| 2014 | 64.3% | 15.3% | 20.4% | | 92.9% | 5.1% | 2.0% |
| 2015 | 64.0% | 15.9% | 20.0% | | 92.6% | 5.5% | 2.0% |
| 2016 | 62.3% | 16.6% | 21.1% | | 90.1% | 7.6% | 2.4% |
| 2017 | 61.7% | 16.1% | 22.1% | | 89.2% | 8.0% | 2.8% |
| 2018 | 60.0% | 15.5% | 24.5% | | 87.0% | 10.0% | 3.0% |
| 2019 | 59.6% | 17.9% | 22.5% | | 84.1% | 13.5% | 2.4% |
| 2020 | 60.8% | 17.1% | 22.1% | | 74.5% | 23.1% | 2.4% |
| 2021 | 60.6% | 17.2% | 22.1% | | 68.1% | 29.7% | 2.1% |

**Table 20: 1-Year Retention Rates of University and College Graduates from NB**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 2010 | 77.4% | 86.8% | 88.0% | 84.6% | | | |
| 2011 | 81.6% | 84.0% | 90.8% | 87.0% | | | |
| 2012 | 88.9% | 87.7% | 88.9% | 83.6% | | | |
| 2013 | 81.6% | 83.9% | 90.2% | 82.2% | | | |
| 2014 | 84.6% | 85.3% | 92.2% | 84.6% | 95.1% | 88.6% | |
| 2015 | 90.6% | 87.1% | 90.1% | 86.1% | 95.0% | 89.1% | |
| 2016 | 84.6% | 90.5% | 91.9% | 87.8% | 95.2% | 91.6% | 79.0% |
| 2017 | 82.4% | 93.2% | 94.5% | 89.3% | 94.4% | 94.8% | 85.0% |
| 2018 | 90.0% | 91.7% | 93.3% | 90.0% | 95.9% | 95.0% | 85.2% |
| 2019 | 86.7% | 89.9% | 93.9% | 91.2% | 95.6% | 95.8% | 88.9% |
| 2020 | 88.9% | 91.7% | 95.7% | 92.9% | 97.5% | 95.3% | 92.9% |
| 2021 | 84.4% | 90.8% | 94.5% | 89.4% | 96.7% | 93.4% | 84.4% |
| **Overall** | **84.7%** | **88.3%** | **91.8%** | **87.1%** | **95.7%** | **92.9%** | **84.7%** |

**Table 21: 1-Year Retention Rates of University and College Graduates for Students from Outside Canada**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 14.3% | 20.0% | 30.4% | 32.3% | | | |
| 2011 | 14.3% | 20.0% | 47.8% | 33.9% | | | |
| 2012 | 0.0% | 50.0% | 42.9% | 31.8% | | | |
| 2013 | 15.4% | 25.0% | 46.4% | 31.5% | | | |
| 2014 | 7.7% | 20.0% | 41.4% | 23.0% | 54.5% | 68.2% | |
| 2015 | 9.1% | 28.6% | 47.1% | 31.4% | 53.3% | 66.7% | |
| 2016 | 18.2% | 40.0% | 37.5% | 31.8% | 57.1% | 70.0% | 0.0% |
| 2017 | 20.0% | 33.3% | 45.5% | 44.7% | 62.1% | 72.0% | 0.0% |
| 2018 | 25.0% | 50.0% | 55.9% | 45.8% | 61.3% | 70.3% | 50.0% |
| 2019 | 57.1% | 40.0% | 54.1% | 51.1% | 68.6% | 75.9% | 100.0% |
| 2020 | 25.0% | 33.3% | 55.6% | 53.6% | 67.2% | 77.0% | 100.0% |
| 2021 | 40.0% | 60.0% | 55.9% | 54.0% | 66.3% | 79.4% | 100.0% |
| **Overall** | **18.9%** | **37.7%** | **46.9%** | **39.2%** | **63.6%** | **76.1%** | **83.3%** |

**Table 22: 1-Year Retention Rates of University and College Graduates for Students from Provinces Outside NB**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| **2010** | 5.1% | 12.5% | 31.3% | 22.2% | | | |
| **2011** | 4.6% | 10.3% | 28.6% | 18.1% | | | |
| **2012** | 6.3% | 13.8% | 28.6% | 19.6% | | | |
| **2013** | 8.9% | 4.4% | 29.4% | 17.8% | | | |
| **2014** | 1.9% | 13.0% | 26.3% | 21.7% | 0.0% | 16.7% | |
| **2015** | 6.3% | 14.3% | 22.2% | 21.8% | 0.0% | 12.5% | |
| **2016** | 4.2% | 13.6% | 21.1% | 23.1% | 0.0% | 20.0% | 0.0% |
| **2017** | 7.0% | 18.2% | 25.0% | 20.8% | 0.0% | 16.7% | 0.0% |
| **2018** | 6.5% | 29.4% | 33.3% | 22.2% | 10.0% | 22.2% | 50.0% |
| **2019** | 7.1% | 20.0% | 30.0% | 20.6% | 25.0% | 22.2% | 0.0% |
| **2020** | 9.3% | 26.3% | 25.0% | 20.8% | 0.0% | 14.3% | 0.0% |
| **2021** | 6.8% | 31.3% | 33.3% | 19.4% | 16.7% | 0.0% | 0.0% |
| **Overall** | **5.8%** | **16.5%** | **28.1%** | **20.5%** | **4.6%** | **16.4%** | **8.3%** |

**Table 23: 1-Year Retention Rates of University and College Graduates by Previous Residence**

| Graduation Year | University | | | College | | |
|---|---|---|---|---|---|---|
| | New Brunswick | Outside Canada | Province Outside NB | New Brunswick | Outside Canada | Province Outside NB |
| 2010 | 85.5% | 29.9% | 17.5% | | | |
| 2011 | 87.3% | 35.2% | 14.9% | | | |
| 2012 | 86.1% | 34.0% | 16.0% | | | |
| 2013 | 84.8% | 33.1% | 14.5% | | | |
| 2014 | 86.8% | 25.4% | 15.1% | 91.0% | 63.6% | 15.4% |
| 2015 | 87.7% | 33.3% | 16.7% | 91.2% | 42.6% | 7.7% |
| 2016 | 89.1% | 32.6% | 16.7% | 93.0% | 62.5% | 13.3% |
| 2017 | 90.9% | 42.5% | 17.7% | 94.3% | 66.7% | 10.5% |
| 2018 | 91.2% | 47.5% | 20.1% | 94.9% | 65.2% | 19.1% |
| 2019 | 91.5% | 51.8% | 18.4% | 95.4% | 72.5% | 12.5% |
| 2020 | 93.3% | 51.5% | 19.1% | 95.6% | 74.4% | 5.9% |
| 2021 | 90.7% | 53.9% | 18.8% | 94.3% | 74.8% | 6.3% |
| Overall | **88.5%** | **39.5%** | **17.0%** | **93.7%** | **71.0%** | **11.6%** |

**Table 24: 3-Year Retention Rates of University and College Graduates from NB**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 58.1% | 64.5% | 74.3% | 66.2% | | | |
| 2011 | 60.5% | 64.2% | 76.9% | 69.1% | | | |
| 2012 | 58.3% | 65.4% | 77.8% | 68.6% | | | |
| 2013 | 60.5% | 67.8% | 80.9% | 72.0% | | | |
| 2014 | 69.2% | 69.3% | 83.8% | 74.7% | 90.7% | 82.5% | |
| 2015 | 75.0% | 71.8% | 84.6% | 76.1% | 91.0% | 83.3% | |
| 2016 | 66.7% | 82.4% | 85.8% | 78.3% | 92.7% | 87.3% | 68.4% |
| 2017 | 70.6% | 83.6% | 89.7% | 81.7% | 92.1% | 90.7% | 75.0% |
| 2018 | 76.7% | 85.0% | 87.4% | 83.3% | 92.2% | 91.4% | 81.5% |
| 2019 | 76.7% | 81.2% | 87.0% | 84.9% | 93.4% | 92.5% | 81.5% |
| Overall | **66.7%** | **72.7%** | **82.2%** | **74.8%** | **91.8%** | **87.9%** | **77.4%** |

**Table 25: 3-Year Retention Rates of University and College Graduates for Students from Outside Canada**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 14.3% | 20.0% | 8.7% | 14.5% | | | |
| 2011 | 0.0% | 20.0% | 26.1% | 16.1% | | | |
| 2012 | 0.0% | 25.0% | 25.0% | 16.7% | | | |
| 2013 | 7.7% | 0.0% | 25.0% | 12.3% | | | |
| 2014 | 7.7% | 0.0% | 24.1% | 10.3% | 18.2% | 40.9% | |
| 2015 | 9.1% | 28.6% | 23.5% | 15.1% | 20.0% | 55.6% | |
| 2016 | 9.1% | 40.0% | 20.0% | 14.1% | 21.4% | 45.0% | 0.0% |
| 2017 | 10.0% | 33.3% | 21.2% | 21.2% | 24.1% | 52.0% | 0.0% |
| 2018 | 25.0% | 16.7% | 23.5% | 23.6% | 22.6% | 43.2% | 50.0% |
| 2019 | 25.0% | 20.0% | 24.3% | 24.2% | 25.7% | 37.0% | 0.0% |
| Overall | 8.6% | 20.8% | 21.8% | 17.0% | 23.3% | 43.7% | 25.0% |

**Table 26: 3-Year Retention Rates of University and College Graduates for Students from Provinces Outside NB**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 2.6% | 12.5% | 25.0% | 15.6% | | | |
| 2011 | 2.3% | 6.9% | 19.1% | 13.83 | | | |
| 2012 | 2.1% | 6.9% | 21.4% | 14.4% | | | |
| 2013 | 5.4% | 8.7% | 29.4% | 12.2% | | | |
| 2014 | 1.9% | 8.7% | 26.3% | 19.3% | 0.0% | 8.3% | |
| 2015 | 4.2% | 14.3% | 16.7% | 19.5% | 0.0% | 12.5% | |
| 2016 | 2.1% | 9.1% | 15.8% | 18.7% | 0.0% | 20.0% | 0.0% |
| 2017 | 2.3% | 13.6% | 20.0% | 16.7% | 0.0% | 16.7% | 0.0% |
| 2018 | 6.5% | 17.7% | 22.2% | 17.6% | 10.0% | 22.2% | 0.0% |
| 2019 | 7.1% | 21.1% | 26.3% | 19.6% | 0.0% | 11.1% | 0.0% |
| Overall | 3.6% | 11.8% | 22.4% | 16.6% | 3.5% | 15.3% | 0.0% |

**Table 27: 3-Year Retention Rates of University and College Graduates by Previous Residence**

| Graduation Year | University | | | College | | |
|---|---|---|---|---|---|---|
| | New Brunswick | Outside Canada | Province Outside NB | New Brunswick | Outside Canada | Province Outside NB |
| 2010 | 67.9% | 13.4% | 13.0% | | | |
| 2011 | 70.1% | 18.7% | 10.6% | | | |
| 2012 | 70.3% | 18.5% | 10.6% | | | |
| 2013 | 73.4% | 14.4% | 11.3% | | | |
| 2014 | 76.1% | 12.7% | 13.4% | 85.6% | 33.3% | 7.7% |
| 2015 | 77.8% | 17.4% | 14.4% | 86.1% | 39.4% | 7.7% |
| 2016 | 80.1% | 16.3% | 12.8% | 88.8% | 29.2% | 13.3% |
| 2017 | 83.5% | 20.9% | 13.3% | 90.5% | 37.0% | 5.3% |
| 2018 | 84.3% | 23.3% | 15.3% | 90.9% | 36.2% | 14.3% |
| 2019 | 84.4% | 24.1% | 17.5% | 92.2% | 31.9% | 6.3% |
| **Overall** | **76.1%** | **17.7%** | **13.2%** | **89.0%** | **34.2%** | **10.4%** |

**Table 28: 5-Year Retention Rates of University and College Graduates from NB**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 45.2% | 54.0% | 65.7% | 56.3% | | | |
| 2011 | 50.0% | 56.8% | 72.3% | 62.5% | | | |
| 2012 | 47.2% | 60.5% | 72.2% | 62.1% | | | |
| 2013 | 47.4% | 58.6% | 74.9% | 65.8% | | | |
| 2014 | 56.4% | 61.3% | 77.9% | 69.5% | 88.1% | 78.8% | |
| 2015 | 59.4% | 67.1% | 80.3% | 71.1% | 89.0% | 79.7% | |
| 2016 | 61.5% | 75.7% | 82.4% | 73.2% | 90.8% | 84.4% | 63.2% |
| 2017 | 61.8% | 75.0% | 85.5% | 76.0% | 89.3% | 88.0% | 75.0% |
| **Overall** | **53.3%** | **62.7%** | **75.8%** | **66.6%** | **89.1%** | **82.5%** | **69.2%** |

**Table 29: 5-Year Retention Rates of University and College Graduates for Students from Outside Canada**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 3.0% | 20.0% | 8.7% | 8.1% | | | |
| 2011 | 0.0% | 0.0% | 13.0% | 8.9% | | | |
| 2012 | 0.0% | 0.0% | 10.7% | 10.6% | | | |
| 2013 | 0.0% | 0.0% | 7.1% | 8.2% | | | |
| 2014 | 7.7% | 0.0% | 6.9% | 6.9% | 18.2% | 36.4% | |
| 2015 | 0.0% | 0.0% | 8.8% | 11.6% | 13.3% | 38.9% | |
| 2016 | 9.1% | 20.0% | 7.5% | 9.4% | 17.9% | 35.0% | 0.0% |
| 2017 | 0.0% | 16.7% | 9.1% | 15.3% | 10.3% | 44.0% | 0.0% |
| Overall | 2.6% | 9.5% | 8.4% | 9.6% | 10.7% | 40.0% | 0.0% |

**Table 30: 5-Year Retention Rates of University and College Graduates for Students from Provinces Outside NB**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 2.6% | 6.3% | 25.0% | 12.2% | | | |
| 2011 | 2.3% | 6.9% | 19.1% | 11.7% | | | |
| 2012 | 2.1% | 6.9% | 21.4% | 12.4% | | | |
| 2013 | 3.6% | 4.4% | 23.5% | 11.1% | | | |
| 2014 | 0.0% | 8.7% | 21.1% | 16.9% | 0.0% | 8.3% | |
| 2015 | 4.2% | 14.3% | 22.2% | 16.1% | 0.0% | 12.5% | |
| 2016 | 2.1% | 9.1% | 15.8% | 15.4% | 0.0% | 10.0% | 0.0% |
| 2017 | 2.3% | 13.0% | 20.0% | 15.5% | 0.0% | 8.3% | 0.0% |
| Overall | 2.4% | 7.9% | 19.9% | 14.3% | 0.0% | 9.8% | 0.0% |

**Table 31: 5-Year Retention Rates of University and College Graduates by Previous Residence**

| Graduation Year | University | | | College | | |
|---|---|---|---|---|---|---|
| | New Brunswick | Outside Canada | Province Outside NB | New Brunswick | Outside Canada | Province Outside NB |
| 2010 | 58.2% | 8.3% | 10.2% | | | |
| 2011 | 63.8% | 8.8% | 9.6% | | | |
| 2012 | 64.1% | 9.7% | 9.6% | | | |
| 2013 | 66.3% | 7.6% | 9.1% | | | |
| 2014 | 69.8% | 6.0% | 11.2% | 82.3% | 30.3% | 7.7% |
| 2015 | 72.5% | 10.1% | 13.2% | 83.0% | 27.3% | 7.7% |
| 2016 | 75.2% | 9.2% | 11.1% | 85.8% | 25.0% | 6.7% |
| 2017 | 77.6% | 12.7% | 12.5% | 88.0% | 25.9% | 5.3% |
| **Overall** | **67.9%** | **8.8%** | **10.8%** | **84.7%** | **25.6%** | **6.8%** |

**Table 32: 10-Year Retention Rates of University Graduates from NB**

| Graduation Year | MTA | STU | UdeM | UNB |
|---|---|---|---|---|
| 2010 | 35.9% | 46.1% | 60.0% | 50.5% |
| 2011 | 36.9% | 49.4% | 67.1% | 56.0% |
| 2012 | 40.0% | 53.1% | 68.3% | 56.3% |
| **Overall** | **37.5%** | **49.6%** | **65.2%** | **54.2%** |

**Table 33: 10-Year Retention Rates of University Graduates from Outside Canada**

| Graduation Year | MTA | STU | UdeM | UNB |
|---|---|---|---|---|
| 2010 | 0.0% | 0.0% | 4.2% | 6.5% |
| 2011 | 0.0% | 0.0% | 8.7% | 7.1% |
| 2012 | 0.0% | 0.0% | 9.0% | 7.4% |
| **Overall** | **0.0%** | **0.0%** | **6.9%** | **7.6%** |

**Table 34: 10-Year Retention Rates of University Graduates from Provinces Outside NB**

| Graduation Year | MTA | STU | UdeM | UNB |
|---|---|---|---|---|
| 2010 | 0.0% | 3.1% | 18.8% | 11.1% |
| 2011 | 2.3% | 3.5% | 19.1% | 9.6% |
| 2012 | 2.1% | 6.9% | 13.3% | 10.2% |
| Overall | **1.5%** | **4.4%** | **17.3%** | **10.3%** |

**Table 35: 10-Year Retention Rates of University Graduates by Previous Residence**

| Graduation Year | University | | |
|---|---|---|---|
| | New Brunswick | Outside Canada | Province Outside NB |
| 2010 | 51.9% | 5.15% | 7.9% |
| 2011 | 57.1% | 6.59% | 8.0% |
| 2012 | 58.6% | 7.8% | 7.9% |
| Overall | **55.8%** | **6.6%** | **7.9%** |

**Table 36: 1-Year Retention Rates for Graduates by Level of Education (UNB)**

| Graduation Year | Undergraduate | Postgraduate |
|---|---|---|
| 2010 | 66.4% | 63.5% |
| 2011 | 66.9% | 61.5% |
| 2012 | 63.8% | 57.4% |
| 2013 | 62.4% | 57.9% |
| 2014 | 65.8% | 49.2% |
| 2015 | 65.1% | 56.0% |
| 2016 | 66.6% | 54.0% |
| 2017 | 67.1% | 61.9% |
| 2018 | 67.5% | 53.1% |
| 2019 | 68.7% | 60.7% |
| 2020 | 73.3% | 56.0% |
| 2021 | 69.2% | 55.9% |
| Overall | **66.8%** | **57.0%** |

**Table 37: 3-Year Retention Rates for Graduates by Level of Education (UNB)**

| Graduation Year | Undergraduate | Postgraduate |
| --- | --- | --- |
| 2010 | 49.1% | 51.8% |
| 2011 | 51.1% | 50.6% |
| 2012 | 50.7% | 44.4% |
| 2013 | 51.6% | 48.3% |
| 2014 | 56.0% | 40.5% |
| 2015 | 56.3% | 43.1% |
| 2016 | 57.0% | 42.0% |
| 2017 | 59.2% | 45.7% |
| 2018 | 60.1% | 42.9% |
| 2019 | 61.0% | 44.6% |
| **Overall** | **55.0%** | **45.1%** |

**Table 38: 5-Year Retention Rates for Graduates by Level of Education (UNB)**

| Graduation Year | Undergraduate | Postgraduate |
| --- | --- | --- |
| 2010 | 40.0% | 45.9% |
| 2011 | 45.2% | 45.1% |
| 2012 | 44.8% | 40.9% |
| 2013 | 46.4% | 44.7% |
| 2014 | 51.1% | 38.1% |
| 2015 | 51.5% | 39.5% |
| 2016 | 52.2% | 39.0% |
| 2017 | 54.6% | 40.0% |
| **Overall** | **48.0%** | **41.4%** |

**Table 39: 10-Year Retention Rates for Graduates by Level of Education (UNB)**

| Graduation Year | Undergraduate | Postgraduate |
|---|---|---|
| 2010 | 35.2% | 42.4% |
| 2011 | 39.9% | 40.7% |
| 2012 | 40.1% | 36.5% |
| Overall | **38.3%** | **39.5%** |

**Table 40: 1-Year Retention Rates for Graduates by Level of Education (UdeM)**

| Graduation Year | Undergraduate | Postgraduate |
|---|---|---|
| 2010 | 79.3% | 62.5% |
| 2011 | 80.8% | 66.7% |
| 2012 | 80.4% | 67.7% |
| 2013 | 78.7% | 77.8% |
| 2014 | 77.9% | 69.6% |
| 2015 | 77.3% | 71.4% |
| 2016 | 75.2% | 63.0% |
| 2017 | 80.0% | 73.1% |
| 2018 | 80.2% | 78.6% |
| 2019 | 77.8% | 82.1% |
| 2020 | 81.0% | 76.9% |
| 2021 | 84.3% | 69.7% |
| Overall | **79.3%** | **71.3%** |

**Table 41: 3-Year Retention Rates for Graduates by Level of Education (UdeM)**

| Graduation Year | Undergraduate | Postgraduate |
|---|---|---|
| 2010 | 64.8% | 53.1% |
| 2011 | 66.5% | 55.6% |
| 2012 | 66.9% | 61.8% |
| 2013 | 68.0% | 70.4% |
| 2014 | 68.4% | 60.9% |
| 2015 | 68.3% | 60.7% |
| 2016 | 66.9% | 51.9% |
| 2017 | 70.7% | 61.5% |
| 2018 | 68.4% | 67.9% |
| 2019 | 65.9% | 67.9% |
| **Overall** | **67.5%** | **61.1%** |

**Table 42: 5-Year Retention Rates for Graduates by Level of Education (UdeM)**

| Graduation Year | Undergraduate | Postgraduate |
|---|---|---|
| 2010 | 57.2% | 46.9% |
| 2011 | 59.9% | 55.6% |
| 2012 | 60.1% | 55.9% |
| 2013 | 61.2% | 66.7% |
| 2014 | 62.0% | 52.2% |
| 2015 | 62.9% | 57.1% |
| 2016 | 61.2% | 51.9% |
| 2017 | 66.7% | 61.5% |
| **Overall** | **61.4%** | **55.8%** |

**Table 43: 10-Year Retention Rates for Graduates by Level of Education (UdeM)**

| Graduation Year | Undergraduate | Postgraduate |
|---|---|---|
| **2010** | 52.8% | 43.8% |
| **2011** | 55.7% | 51.9% |
| **2012** | 57.7% | 52.9% |
| Overall | **55.4%** | **49.5%** |

**Table 44: 1-Year Retention Rates of University and College Graduates by Institution**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| **2010** | 35.1% | 62.8% | 77.6% | 66.0% | | | |
| **2011** | 38.2% | 62.6% | 80.2% | 66.3% | | | |
| **2012** | 39.3% | 67.5% | 79.3% | 62.5% | | | |
| **2013** | 35.5% | 65.8% | 80.3% | 61.9% | | | |
| **2014** | 33.0% | 66.0% | 78.7% | 61.7% | 92.9% | 85.4% | |
| **2015** | 36.3% | 69.9% | 77.6% | 63.4% | 90.0% | 86.5% | |
| **2016** | 37.8% | 71.3% | 74.9% | 64.1% | 89.1% | 88.6% | 77.3% |
| **2017** | 37.9% | 73.3% | 79.3% | 65.9% | 88.4% | 91.0% | 78.3% |
| **2018** | 38.1% | 75.9% | 80.7% | 64.9% | 87.6% | 91.4% | 86.7% |
| **2019** | 41.8% | 72.3% | 79.3% | 66.7% | 90.0% | 91.7% | 81.8% |
| **2020** | 38.5% | 75.3% | 82.3% | 68.9% | 84.9% | 90.0% | 84.4% |
| **2021** | 39.5% | 76.9% | 82.2% | 66.2% | 84.5% | 87.8% | 84.0% |
| Overall | **36.9%** | **69.7%** | **79.3%** | **64.7%** | **88.5%** | **89.1%** | **82.1%** |

**Table 45: 3-Year Retention Rates of University and College Graduates by Institution**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 26.0% | 47.8% | 63.6% | 49.9% | | | |
| 2011 | 27.0% | 48.7% | 65.9% | 51.2% | | | |
| 2012 | 24.7% | 49.1% | 67.6% | 49.6% | | | |
| 2013 | 25.2% | 53.5% | 70.2% | 51.2% | | | |
| 2014 | 27.4% | 52.4% | 69.8% | 52.6% | 87.4% | 78.1% | |
| 2015 | 29.7% | 58.4% | 69.2% | 53.6% | 84.1% | 80.5% | |
| 2016 | 28.6% | 64.4% | 66.7% | 54.0% | 82.8% | 83.3% | 77.3% |
| 2017 | 29.9% | 65.4% | 71.2% | 56.0% | 82.0% | 86.1% | 73.9% |
| 2018 | 33.3% | 66.3% | 69.5% | 56.1% | 79.5% | 85.8% | 80.0% |
| 2019 | 35.0% | 65.7% | 68.5% | 57.1% | 80.9% | 83.6% | 68.1% |
| **Overall** | **28.1%** | **56.3%** | **68.0%** | **53.0%** | **82.6%** | **82.9%** | **70.0%** |

**Table 46: 5-Year Retention Rates of University and College Graduates by Institution**

| Graduation Year | MTA | STU | UdeM | UNB | CCNB | NBCC | NBCCD |
|---|---|---|---|---|---|---|---|
| 2010 | 19.5% | 38.9% | 56.5% | 41.7% | | | |
| 2011 | 22.5% | 41.7% | 60.8% | 45.5% | | | |
| 2012 | 20.2% | 44.7% | 61.3% | 44.1% | | | |
| 2013 | 19.6% | 46.5% | 62.7% | 46.3% | | | |
| 2014 | 20.8% | 46.6% | 62.4% | 48.3% | 84.5% | 74.5% | |
| 2015 | 24.2% | 53.1% | 64.0% | 49.2% | 81.8% | 76.4% | |
| 2016 | 26.5% | 58.4% | 61.8% | 49.3% | 80.7% | 79.8% | 77.3% |
| 2017 | 25.0% | 57.4% | 66.2% | 51.1% | 78.0% | 82.9% | 71.4% |
| **Overall** | **21.9%** | **47.6%** | **61.6%** | **46.8%** | **80.8%** | **78.4%** | **64.3%** |

**Table 47: 10-Year Retention Rates of University Graduates by Institution**

| Graduation Year | MTA | STU | UdeM | UNB |
|---|---|---|---|---|
| **2010** | 14.3% | 31.9% | 50.9% | 37.3% |
| **2011** | 16.9% | 36.5% | 56.2% | 40.5% |
| **2012** | 17.1% | 39.8% | 57.2% | 39.5% |
| **Overall** | **16.1%** | **35.8%** | **54.8%** | **39.1%** |