Saskatchewan Polytechnic Graduate Employment Report 2014-15 Graduates

September 2016
Acknowledgements

The Institutional Research and Analysis unit at Saskatchewan Polytechnic would like to thank all the graduates who responded to the survey.

This report is available on the Saskatchewan Polytechnic web page at: http://saskpolytech.ca/about/about-us/reports-and-statistics/institutional-reports.aspx

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Executive Summary

This report provides an overview of results of Saskatchewan Polytechnic’s annual Graduate Employment Survey. The survey collects important information about a variety of topics including program assessment and satisfaction with training, characteristics of employment, reasons for not working, and further education and training. This round of the survey was sent to graduates who completed a Saskatchewan Polytechnic program between July 1, 2014 and June 30, 2015.

- The survey was sent to 3,698 graduates from more than 120 distinct programs.
- Data collection took place between December 2015 and April 2016.
- Of these, 2,287 graduates responded for an overall response rate of 62% (2,121 responses and a 60% response rate last year).

Key findings from the survey of 2014-15 graduates are outlined below. Where possible, comparisons with the previous year’s figures are included in brackets.

Graduate satisfaction remains very high:

- Overall, 96% (96%) of respondents reported that they are either satisfied or very satisfied with the overall quality of training they received at Saskatchewan Polytechnic.
- Similarly, 91% (91%) of respondents are satisfied or very satisfied with preparation for employment in their field of study.

Employment rates have decreased:

- Employment rates of 2014-15 graduates are down relative to the past six years.
- The employment rate fell three percentage points to 90%.
- The training-related employment rate dropped six percentage points to 72%.
Additional results:

- Of employed graduates, 74% (77%) found full-time employment. Fifty-eight per cent (57%) of those in part-time employment choose to work part-time.

- As with previous waves of data collection, the vast majority of Saskatchewan Polytechnic graduates are working within the province (95%; 95% for 2013-14 graduates).

- The average monthly salary for those employed in full-time training-related positions increased 2.2% to $3,867 ($3,784).

- Salaries of Indigenous graduates are 3.2% lower than non-Indigenous graduates (3.9% for 2013-14 graduates).

- A relatively small proportion of respondents (387 of 2,287; 306 of 2,121 for 2013-14) reported not working at the time of the survey. The proportion of respondents citing further education as their reason for not working fell to 30% (39%). The share of unemployed graduates citing lack of employment opportunities increased to 27% (17%).

- Forty-five per cent (49%) of unemployed graduates said they are scheduled to return to work in the future.

- Over half of those not employed at the time of the survey (56%; 43% for 2013-14) said they are actively looking for work.

- Consistent with past rounds of the survey, 19% (18%) of all respondents are engaged in some type further education or training. Of these, 40% (35%) are working toward a different credential in the same program and another 15% (14%) are in a different Saskatchewan Polytechnic program.
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Introduction

1.0 Introduction

The Saskatchewan Polytechnic Graduate Employment Report is based on data collected from the institution’s Graduate Employment Survey (GES). This annual survey includes questions about topics such as program assessment and satisfaction with training, characteristics of employment, reasons for not working, and further education and training.

Saskatchewan Polytechnic is driven by its pursuit of excellence in program quality and innovation as well as its commitment to making successful careers possible. Feedback from the GES provides valuable information about the quality of training and success of Saskatchewan Polytechnic graduates in the labour market. A wide range of stakeholders – Saskatchewan Polytechnic management, government, high school students and career counsellors, labour analysts, and policy administrators – use the Graduate Employment Report as a reference document for program and labour market review and planning. The Institutional Research and Analysis (IR&A) unit at Saskatchewan Polytechnic undertook the survey on behalf of the institution.

1.1 Scope

In this round of the GES, invitations to participate were sent to 3,698 graduates who completed a Saskatchewan Polytechnic program between July 1, 2014 and June 30, 2015.1 Saskatchewan Polytechnic had graduates from over 120 distinct programs in 2014-15. Many programs are offered off-campus throughout the province and are considered continuing education programs. Saskatchewan Polytechnic continuing education programs are generally cost-recovery and are offered in a variety of delivery formats: with partners, via distance education learning, and in industry-based training formats.

Academic programs are organized into 11 schools.2 Most Saskatchewan Polytechnic programs are certificate or diploma programs, which award one of the following four credentials: applied certificate, certificate, advanced certificate, and diploma.3 In some instances a program may have both a certificate and diploma level exit credential. Saskatchewan Polytechnic continually reviews its programs to ensure they are current. Over time, programs may be deleted, re-titled or re-credentialed.4 If a program is deleted, students are permitted to complete their program and graduate.

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1 The Faculty Certificate program and overseas contract programs are excluded. Furthermore, Saskatchewan Polytechnic does not survey graduates of the Collaborative Nurse Practitioner Program or the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) program.
2 For more information on Saskatchewan Polytechnic’s schools model, visit http://saskpolytech.ca/about/about-us/schools-model.aspx
3 In the 2014-15 academic year, there were 15 graduates from the Business Management post-graduate certificate program and one graduate from the Bachelor of Psychiatric Nursing degree program.
4 For details visit the Program Update page at http://saskpolytech.ca/programs-and-courses/browse-programs/program-updates.aspx
1.2 Methodology

The Graduate Employment Survey is voluntary and survey responses are kept confidential and reported in aggregate only. The voluntary nature of the survey and Saskatchewan Polytechnic’s commitment to confidentiality was explained in communication with graduates. Data collection took place between December 2015 and April 2016. A tri-modal data collection process – online, telephone, and hardcopy – was employed. In December, a letter explaining the purpose of the survey along with the survey questionnaire was mailed to graduates. A link to the online version was included in the invitation letter and graduates were encouraged to complete the survey online. Invitation letters were followed by e-mail invitations containing the link to the online survey.

Insightrix Research Inc. of Saskatoon was contracted to conduct one-on-one telephone interviews with graduates who did not respond to the mail-out questionnaires or e-mail invitations. Every effort was made to contact each graduate in order to provide the highest possible response rate. Participants were entered into a draw to win one of four $250, pre-paid MasterCards as well as three early bird draws of either an iPod Nano or digital camera to encourage them to participate in the study.

Online responses were collected using a secure web-based survey tool. Responses received in the mail (paper version) were entered by IR&A staff. IR&A continues to work toward getting a greater number of graduates to complete the survey online. Responses from the different methods of surveying were merged, checked for consistency and accuracy, and analyzed using IBM SPSS Statistics software.

1.3 Response Rate

In total, 2,287 graduates participated in the GES, for an overall response rate of 62%. The response rates for the two past rounds of the survey (2013-14 graduates and 2012-13 graduates) were 60% and 61% respectively. Table 1 provides response rates for Saskatchewan Polytechnic overall and by school.

Rather than surveying a sample of 2014-15 graduates, a full census of graduates is undertaken. Saskatchewan Polytechnic offers 177 credit programs at four urban campuses and several rural locations. Some programs have fewer than 30 graduates, making it impossible to survey a sample of the graduates and obtain meaningful results at the individual program level. This report does not include data at the program level of detail. Instead, program specific results are published separately and available on the Saskatchewan Polytechnic website.5

5 For more details visit http://saskpolytech.ca/about/about-us/reports-and-statistics/institutional-reports.aspx
Table 1: Survey Response Rate

<table>
<thead>
<tr>
<th>Schools</th>
<th>Graduates</th>
<th>Respondents</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saskatchewan Polytechnic</td>
<td>3698</td>
<td>2287</td>
<td>62%</td>
</tr>
<tr>
<td>Animal and BioSciences</td>
<td>33</td>
<td>23</td>
<td>70%</td>
</tr>
<tr>
<td>Business</td>
<td>619</td>
<td>402</td>
<td>65%</td>
</tr>
<tr>
<td>Construction</td>
<td>346</td>
<td>207</td>
<td>60%</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>635</td>
<td>412</td>
<td>65%</td>
</tr>
<tr>
<td>Hospitality and Tourism</td>
<td>183</td>
<td>87</td>
<td>48%</td>
</tr>
<tr>
<td>Human Services and Community Safety</td>
<td>541</td>
<td>315</td>
<td>58%</td>
</tr>
<tr>
<td>Information and Communications Technology</td>
<td>148</td>
<td>111</td>
<td>75%</td>
</tr>
<tr>
<td>Mining, Energy and Manufacturing</td>
<td>473</td>
<td>294</td>
<td>62%</td>
</tr>
<tr>
<td>Natural Resources and Built Environment</td>
<td>73</td>
<td>51</td>
<td>70%</td>
</tr>
<tr>
<td>Nursing</td>
<td>416</td>
<td>250</td>
<td>60%</td>
</tr>
<tr>
<td>Transportation</td>
<td>231</td>
<td>135</td>
<td>58%</td>
</tr>
</tbody>
</table>

1.4 Reporting of Results

A summary of Graduate Employment Survey results are presented in the main section of the report – Overview of Results. This section summarizes results from survey questions about a variety of topics including program assessment and satisfaction with training, characteristics of employment, reasons for not working, and further education.

Survey results are predominantly presented as whole numbers or percentages. Where applicable, percentages may not add to exactly to 100% due to rounding.

The final section at the end of the report contains Appendices A through D. Appendix A contains a copy of the survey questionnaire. Lists of tables and figures can be found in Appendices B and C. Appendix D provides a glossary of terms.

As noted above, program level data are not included in this report. Readers interested in program specific results can find them on the Saskatchewan Polytechnic website.\(^6\)

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\(^6\) For more details visit http://saskpolytech.ca/about/about-us/reports-and-statistics/institutional-reports.aspx
Overview of Results

2.0 Program Assessment

GES participants were asked to give feedback about their level of satisfaction with their program and training. Saskatchewan Polytechnic provides practical, career-oriented education and continually strives for excellence in program quality. Graduates, many of whom are employed in positions directly related to training, are very well suited to provide feedback on the quality of the training they received. Prior to the survey of 2011-12 graduates this question used a five point rating scale and the data is therefore not directly comparable.

2.1 Satisfaction with Overall Quality of Program

The survey results indicate that 96% of 2014-15 graduates are satisfied or very satisfied with the training they received at Saskatchewan Polytechnic. These results are on par with the average for the previous three rounds of the survey. Note that the proportion of graduates who report being very satisfied is up: 46% compared to an average of 43% for the three preceding years.

Figure 1: Satisfaction with Overall Quality of Training
2011-12 to 2014-15 Graduates
(% of all respondents)

Figure 2 shows that for a majority of schools, 95% or more of graduates are satisfied or very satisfied with the overall quality of training they received in their program. The satisfaction rate is lower for two schools: Construction is slightly lower at 92%, while Information and Communications Technology is 86%.
2.2 Satisfaction with Preparation for Employment

GES participants were asked a second question about their training, specifically, satisfaction with preparation for employment in their field of study (see Figure 3). For the third straight year, 91% of respondents answered satisfied or very satisfied, with over half of all respondents reporting they are very satisfied.

Figure 4 shows that the highest rates of satisfaction with preparation for employment in their field of training are for graduates of the School of Nursing, the School of Animal and BioSciences, and the School of Health Sciences.
Figure 3: Satisfaction with Preparation for Employment in Field of Training
2011-12 to 2014-15 Graduates
(% of all respondents)

Figure 4: Satisfaction with Preparation for Employment in Field of Training by School
2014-15 Graduates
(% of all respondents)
3.0 Employment

This section summarizes the results of questions regarding graduates’ ability to secure employment after graduation and details of that employment, including employment status (full or part-time), location, and the relationship of employment to training.

3.1 Employment Rates

3.1.1 Employment Rates, 2009-10 to 2014-15 Graduates

The employment rate is the number of employed graduates expressed as a percentage of the available workforce. The available workforce is the number of employed graduates plus the number of graduates who are not employed but looking for work (excludes graduates who are pursuing further education as full-time students). The employment rate for a particular group (e.g., Indigenous graduates) is the number unemployed in that group expressed as a percentage of the available workforce for that group. Appendix D (Glossary of Terms) provides definitions of the four different employment rates highlighted in Figure 5.

Figure 5: Employment Rates
2009-10 to 2014-15 Graduates

Employment rates for 2014-15 graduates are the lowest in six years. The employment rate fell three percentage points to 90%. The training-related rate fell six percentage points while the full-time training-related employment rate decreased seven percentage points.
The drop in employment rates of 2014-15 graduates is consistent with worsening economic conditions in Saskatchewan. After several years of strong economic growth, the province experienced a recession in 2015. This was due in part to low oil prices, a sharp decline in capital expenditures, and reduced construction activity. The provincial unemployment rate has increased considerably since it hit a low of 3.2% in July 2014. The unemployment rate at the time of the survey averaged 5.9% and by the summer of 2016 it increased to 6.3%, almost double the rate two years earlier. A full economic rebound has been hampered by weakness in the mining sector due to soft global demand and low prices for potash and uranium.

### 3.1.2 Employment Rates, Indigenous Graduates

Employment rates for 2014-15 Indigenous graduates decreased for the second consecutive year. The employment rate came in at 84%, down four percentage points. The training-related, full-time, and full-time training-related employment rates are all at a six year low.

**Figure 6: Employment Rates of Indigenous Graduates 2009-10 to 2014-15**
3.1.3 Employment Rates by School

The employment rate ranges from 80% for the School of Construction, the School of Mining, Energy and Manufacturing, and the School of Transportation to 98% for the School of Nursing. There is more variability between schools for the training-related employment rate. The School of Nursing and the School of Health Sciences have the highest training-related employment rates.

Figure 7: Employment Rates by School
2014-15 Graduates
3.2 Employment Status

Results in section 3.2 include training-related positions as well as jobs not related to training. Respondents who reported having more than one job were instructed to answer questions about employment based on what they consider to be their primary job.

3.2.1 Full or Part-time/Casual Employment

Employed graduates were asked whether they were working in a full-time or part-time or casual position. Just shy of three-quarters (74%) of employed respondents reported working in a full-time position, with the remaining 26% in a part-time or casual position. By way of comparison, the survey of 2013-14 graduates found that 77% were employed full-time. Figure 8 shows that there is considerable variation in results by school.
3.2.2 Part-time/Casual Work – Is it by Choice?

Survey respondents in part-time/casual employment were asked a follow-up question about whether or not they choose to work part-time. Of Saskatchewan Polytechnic graduates who report working a part-time or casual job, 58% said it was by choice. This figure is nearly identical to survey results from the past two years: 57% for 2013-14 graduates and 59% for 2012-13 graduates.

3.2.3 Self-Employment

According to Statistics Canada’s Labour Force Survey, just under 20% of Saskatchewan’s labour force is self-employed, a figure that has remained very steady in recent years. The Graduate Employment Survey shows that less than five per cent of recent Saskatchewan Polytechnic graduates report being self-employed. This result is virtually unchanged from the 2012-13 and 2013-14 waves of the survey.
3.3 Location of Employment

Results in section 3.3 include training-related positions as well as jobs not related to training. Respondents who reported having more than one job were instructed to answer questions about employment based on what they consider to be their primary job. Broadly speaking, the location of employment of Saskatchewan Polytechnic graduates has followed a consistent pattern. The results for 2014-15 graduates are similar, with small changes compared to the previous year. The proportion located in Regina and Prince Albert fell slightly while figures for Saskatoon and Moose Jaw are, by and large, the same as the previous year. The proportion of graduates working in locations other than Regina, Saskatoon, Prince Albert, or Moose Jaw increased somewhat to 34%.

The vast majority of graduates remain in Saskatchewan; the percentage of graduates who move out of the province for employment remains essentially the same. Graduates employed outside of Saskatchewan were asked for their main reason for moving. Personal reasons is the most often cited response followed by more employment opportunities, and returning to their home province.

Figure 9: Location of Employment
2011-12 to 2014-15 Graduates
(% of all employed respondents)
4.0 Salaries

As part of the study, Saskatchewan Polytechnic gathered data regarding salaries of recent graduates. Respondents were given the option to report hourly wage or monthly salary. Hourly wages were converted to monthly salaries. The method used to convert hourly wages to monthly salaries has been revised. The revised method was applied to salary data from the survey of 2013-14 graduates in order to allow for comparison with the results for 2014-15 graduates.7

4.1 Salaries – Saskatchewan Polytechnic Overall

The current average salary of a Saskatchewan Polytechnic graduate employed in a full-time, training-related job is $3,867 per month, compared to $3,784 for 2013-14 graduates, a 2.2% increase. In comparison, the rate of consumer price inflation for Saskatchewan was 2.4% in 2014 and 1.6% in 2015.

Table 2: Monthly Salary
Full-Time Training-Related Positions
2013-14 and 2014-15 Graduates

<table>
<thead>
<tr>
<th></th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum</td>
<td>$12,188</td>
<td>$14,625</td>
</tr>
<tr>
<td>Average</td>
<td>$3,784</td>
<td>$3,867</td>
</tr>
<tr>
<td>Minimum</td>
<td>$1,658</td>
<td>$1,706</td>
</tr>
</tbody>
</table>

4.2 Salaries – Indigenous and non-Indigenous Respondents

The average salary of Indigenous respondents increased 2.9% to $3,760. There is gap between salaries of Indigenous and non-Indigenous graduates, with 2014-15 Indigenous graduates earning 3.2% less. The pay gap closed a small amount from the previous year.

Table 3: Average Monthly Salary of Indigenous and Non-Indigenous Graduates
Full-Time Training-Related Positions
2013-14 and 2014-15 Graduates

<table>
<thead>
<tr>
<th></th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous</td>
<td>$3,654</td>
<td>$3,760</td>
</tr>
<tr>
<td>Non-Indigenous</td>
<td>$3,802</td>
<td>$3,885</td>
</tr>
</tbody>
</table>

7 Due to the application of a new method of converting hourly wages to monthly salaries, salary figures for 2013-14 graduates reported here will differ from those published earlier.
4.3 Salaries by School

The schools with the highest average monthly salary for graduates employed in full-time training-related positions are the School of Nursing ($5,899), the School of Mining, Energy and Manufacturing ($4,598), the School of Natural Resources and Built Environment ($4,111), and the School of Health Sciences ($4,052).

Figure 10: Average Monthly Salary by School
Full-Time Training-Related Positions
2014-15 Graduates

- Saskatchewan Polytechnic: $3,867
- Animal and BioSciences: $2,932
- Business: $3,265
- Construction: $3,224
- Health Sciences: $4,052
- Hospitality and Tourism: $2,704
- Human Services and Community Safety: $3,240
- Information and Communications Technology: $3,938
- Mining, Energy and Manufacturing: $4,598
- Natural Resources and Built Environment: $4,111
- Nursing: $5,899
- Transportation: $3,197
5.0 Graduates Not Employed

While it is important to have a good understanding of the experience of those who obtain employment after graduation, it is also worthwhile to look at respondents who were not employed at the time the survey was conducted.

5.1 Reasons for Not Being Employed

There are wide-ranging reasons for not being employed, such as pursuing further education, availability of work, layoffs, and personal reasons. Personal reasons can include things such as family responsibilities (child rearing, elder care, etc.) and personal health. As with the results of surveys from previous years, the most commonly cited reason for not being employed is returning for further education. However, the proportion that selected further education is down nine percentage points to 30%. No employment opportunities, which had previously been lower than personal reasons, increased 10 percentage points to 27%. The share of 2014-15 graduates who report being laid off increased as well, up four percentage points from the previous year. Respondents were also asked if they are scheduled to return to work in the future. Forty-five per cent of unemployed graduates said they are scheduled to return.

The larger percentage of respondents reporting a lack of opportunities and layoffs can be understood in the context of the 2015 recession in Saskatchewan and higher unemployment. The provincial economy has been slow to rebound, due in large part to a mining sector struggling with low commodity prices.

Graduates of the School of Construction, the School of Mining, Energy and Manufacturing, and the School of Transportation and make up a disproportionate share of those affected by economic factors. Fifty-one per cent of Mining, Energy and Manufacturing graduates, 37% of Construction, and 31% of Transportation graduates
said they are unemployed due to no employment opportunities. Moreover, 45% of unemployed Construction graduates and 31% of Transportation cited layoffs. These figures are considerably higher than the results from the survey of 2013-14 graduates.

5.2 Actively Looking for Work

Fifty-six per cent of unemployed 2014-15 graduates said they are looking for work, up from 43% a year earlier. Respondents without employment and in full-time education or training at the time of the survey are excluded.

![Figure 12: Actively Looking For Work](image)

6.0 Further Education or Training

6.1 Graduates Pursuing Further Education or Training

All 2014-15 Saskatchewan Polytechnic graduates who participated in the survey were asked about enrollment in further education or training. Consistent with previous results, just shy of one-fifth (19%) of all respondents are enrolled in further education or training, with more than half of those enrolled full-time.

![Figure 13: Enrolled in Further Education or Training](image)
6.2 Type of Further Education or Training

Among those currently enrolled in further education or training, the proportion going back to the same Saskatchewan Polytechnic program and pursuing a different credential has risen in recent years, from just below 30% for 2011-12 graduates to 40%. In contrast, the percentage of respondents returning for apprenticeship training has fallen slightly in recent years. The share choosing to go on to university has also dropped slightly in the last two rounds of the survey.

Figure 14: Type of Further Education or Training
2011-12 to 2014-15 Graduates
(% of respondents in education or training)

7.0 Student Debt

New for this round of Saskatchewan Polytechnic’s Graduate Employment Survey are questions regarding student debt. Two-in-five (43%) 2014-15 graduates incurred repayable debt to help pay for their education at Saskatchewan Polytechnic. Various sources of debt were identified, including government student loans, loans from financial institutions, loans from parents or family, and credit cards.

7.1 Sources of Student Debt

More than half (57%) of graduates with student debt took out government student loans (see Figure 15). Twenty-nine per cent have loans from financial institutions and 28% of graduates used credit cards to help finance their education. Borrowing from more than one source is not uncommon. More than two-thirds (37%) of 2014-15 graduates who took on debt borrowed from multiple sources.
Figure 15: Sources of Student Debt
2014-15 Graduates
(% of respondents who incurred debt)

- Government student loans: 57%
- Loans from financial institutions: 29%
- Credit card debt: 28%
- Loans from parents or family: 23%
- Debt from other sources: 10%

7.2 Amount of Student Debt

Of the 43% of GES respondents who incurred debt to help pay for their education at Saskatchewan Polytechnic, the average debt per graduate is $13,802 (this figure takes into account all sources). Looking at the different sources of borrowing, loans from financial institutions and government student loans are the largest on average (see Figure 16).

Figure 16: Average Student Debt per 2014-15 Graduate
(among respondents with debt)

- Student debt from all sources: $13,802
- Loans from financial institutions: $12,246
- Government student loans: $11,967
- Other sources: $7,501
- Loans from parents or family: $6,537
- Credit cards: $3,842
7.3 Student Debt Repayment

Graduates who went into debt to finance their education at Saskatchewan Polytechnic were asked how many years after graduation they thought it would take to fully repay their loans. Broadly speaking – and consistent with what one would expect – the larger the debt load, the longer the repayment period. Just under half of graduates expect to repay their student loans in three years or less. On the other end of the spectrum, 17% of survey respondents said it would take eight or more years. Average student debt of these graduates is larger – just under $21,000.

![Figure 17: Length of Time to Pay off Student Debt](image-url)
8.0 Demographics

The following is a demographic profile of 2014-15 graduates who participated in the survey.

Table 4: Gender of Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates

<table>
<thead>
<tr>
<th>Gender of Respondents</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saskatchewan Polytechnic</td>
<td>40%</td>
<td>60%</td>
</tr>
<tr>
<td>Schools:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal and BioSciences</td>
<td>17%</td>
<td>83%</td>
</tr>
<tr>
<td>Business</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>Construction</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>16%</td>
<td>84%</td>
</tr>
<tr>
<td>Hospitality and Tourism</td>
<td>36%</td>
<td>64%</td>
</tr>
<tr>
<td>Human Services and Community Safety</td>
<td>17%</td>
<td>83%</td>
</tr>
<tr>
<td>Information and Communications Technology</td>
<td>72%</td>
<td>28%</td>
</tr>
<tr>
<td>Mining, Energy and Manufacturing</td>
<td>86%</td>
<td>14%</td>
</tr>
<tr>
<td>Natural Resources and Built Environment</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Nursing</td>
<td>8%</td>
<td>92%</td>
</tr>
<tr>
<td>Transportation</td>
<td>86%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Note: For the survey of 2014-15 graduates, a third gender option was added, allowing respondents to select "I prefer to identify as" and specify their gender identity. Results for this gender identity category ("I prefer to identify as") are not reported due to the very low number of responses.

Table 5: Age of Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Under 19</th>
<th>19 to 24</th>
<th>25 to 29</th>
<th>30 to 39</th>
<th>40 +</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saskatchewan Polytechnic</td>
<td>1%</td>
<td>47%</td>
<td>22%</td>
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<td></td>
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<tr>
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<td>65%</td>
<td>30%</td>
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</tr>
<tr>
<td>Business</td>
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<td>47%</td>
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<td>20%</td>
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</tr>
<tr>
<td>Construction</td>
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<td>59%</td>
<td>22%</td>
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<td>4%</td>
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<tr>
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<td>17%</td>
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<tr>
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<td>48%</td>
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<tr>
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<td>3%</td>
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<tr>
<td>Mining, Energy and Manufacturing</td>
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<td>63%</td>
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<td>15%</td>
<td>3%</td>
</tr>
<tr>
<td>Natural Resources and Built Environment</td>
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<td>57%</td>
<td>24%</td>
<td>12%</td>
<td>6%</td>
</tr>
<tr>
<td>Nursing</td>
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<td>20%</td>
<td>28%</td>
<td>40%</td>
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</tr>
<tr>
<td>Transportation</td>
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<td>60%</td>
<td>16%</td>
<td>10%</td>
<td>11%</td>
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Table 6: Indigenous Respondents  
% of All Respondents  
Saskatchewan Polytechnic and by School  
2014-15 Graduates

<table>
<thead>
<tr>
<th>Indigenous Graduates - % of All Respondents</th>
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</tr>
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<tr>
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</tr>
<tr>
<td>Schools:</td>
<td></td>
</tr>
<tr>
<td>Animal and BioSciences</td>
<td>9%</td>
</tr>
<tr>
<td>Business</td>
<td>13%</td>
</tr>
<tr>
<td>Construction</td>
<td>15%</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>17%</td>
</tr>
<tr>
<td>Hospitality and Tourism</td>
<td>52%</td>
</tr>
<tr>
<td>Human Services and Community Safety</td>
<td>30%</td>
</tr>
<tr>
<td>Information and Communications Technology</td>
<td>4%</td>
</tr>
<tr>
<td>Mining, Energy and Manufacturing</td>
<td>18%</td>
</tr>
<tr>
<td>Natural Resources and Built Environment</td>
<td>10%</td>
</tr>
<tr>
<td>Nursing</td>
<td>16%</td>
</tr>
<tr>
<td>Transportation</td>
<td>22%</td>
</tr>
</tbody>
</table>

Figure 18: Indigenous Identity  
2014-15 Graduates  
(% of Indigenous respondents)

- Status/Treaty Indian: 56%  
- Metis: 40%  
- Non-Status Indian: 1.3%
Table 7: Citizenship of Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates

<table>
<thead>
<tr>
<th>Citizenship Status</th>
<th>Saskatchewan Polytechnic</th>
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<tbody>
<tr>
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<td>Canadian</td>
<td>Permanent Residency</td>
<td>Student Visa</td>
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</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
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<td></td>
</tr>
<tr>
<td>Canadian</td>
<td>86%</td>
<td>6%</td>
<td>6%</td>
<td>1.5%</td>
<td></td>
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<tr>
<td>Permanent Resident</td>
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<td>9%</td>
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</tr>
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</tr>
<tr>
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<td>0.0%</td>
<td></td>
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<td>5%</td>
<td>4%</td>
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<tr>
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</tr>
<tr>
<td>Human Services and Community Safety</td>
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<td>3%</td>
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<tr>
<td>Information and Communications Technology</td>
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<tr>
<td>Mining, Energy and Manufacturing</td>
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</tr>
<tr>
<td>Natural Resources and Built Environment</td>
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</tr>
<tr>
<td>Nursing</td>
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<td>16%</td>
<td>0%</td>
<td>1.2%</td>
<td></td>
</tr>
<tr>
<td>Transportation</td>
<td>87%</td>
<td>3%</td>
<td>3%</td>
<td>6.7%</td>
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</tbody>
</table>

Table 8: Visible Minority Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates

<table>
<thead>
<tr>
<th>Visible Minority Graduates - % of Total</th>
<th>Saskatchewan Polytechnic</th>
<th>Schools:</th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15%</td>
<td>Animal and BioSciences</td>
<td>13%</td>
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<td></td>
</tr>
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<td></td>
<td></td>
<td>Business</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Construction</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Health Sciences</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Hospitality and Tourism</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Human Services and Community Safety</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Information and Communications Technology</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mining, Energy and Manufacturing</td>
<td>15%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Natural Resources and Built Environment</td>
<td>2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Nursing</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Transportation</td>
<td>10%</td>
<td></td>
<td></td>
</tr>
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</table>
Table 9: Respondents with a Disability
% of All Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates

<table>
<thead>
<tr>
<th>Graduates with a Disability - % of All Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td><strong>Schools:</strong></td>
</tr>
<tr>
<td>Animal and BioSciences</td>
</tr>
<tr>
<td>Business</td>
</tr>
<tr>
<td>Construction</td>
</tr>
<tr>
<td>Health Sciences</td>
</tr>
<tr>
<td>Hospitality and Tourism</td>
</tr>
<tr>
<td>Human Services and Community Safety</td>
</tr>
<tr>
<td>Information and Communications Technology</td>
</tr>
<tr>
<td>Mining, Energy and Manufacturing</td>
</tr>
<tr>
<td>Natural Resources and Built Environment</td>
</tr>
<tr>
<td>Nursing</td>
</tr>
<tr>
<td>Transportation</td>
</tr>
</tbody>
</table>
Appendix A: Survey Questionnaire
Saskatchewan Polytechnic values your feedback. Please complete the questionnaire based on your experience as a recent graduate of the <Program_Name Credential> program.

Q1 How satisfied are you with the overall quality of training you received in your program?
   _____ Very Satisfied   _____ Satisfied   _____ Dissatisfied   _____ Very Dissatisfied   _____ Don’t Know

Q2 Provide any comments on the quality of training or what Sask Polytech could do to improve the training.
   
   
Q3 Based on the training you received, how satisfied are you with your preparation for employment in your field of study?
   _____ Very Satisfied   _____ Satisfied   _____ Dissatisfied   _____ Very Dissatisfied   _____ Don’t Know

Q4 Provide any comments you have on the ability of the program to prepare you for employment in your field of study or what Sask Polytech might do to improve preparation.
   
   
Q5 Were you already employed in your field of study prior to enrolling at Saskatchewan Polytechnic?
   _____ Yes   _____ No

Q6 How many employment opportunities have you applied for since completing your training program?
   _____ (if none, enter 0)

Q7 If none, why have you not applied for any employment opportunities?
   _____ Already employed in field of training while enrolled in program
   _____ Offered employment during practicum
   _____ Returned for further education
   _____ Personal reasons
   _____ Other, please specify ______________________________

Q8 How many employment interviews have you had? _____

Q9 Are you presently employed?   _____ Yes (continue to Q10)   _____ No (go to Q20)

   Employment Information – If you are presently employed, complete Q10 to 19. If not, go to Q20

Q10 Are you self-employed?   _____ Yes   _____ No

Q11 Are you employed in a job directly related to the education and training you received in your program at Sask Polytech?   _____ Yes   _____ No

Q12 How many jobs do you currently have? (enter 0 if you are not employed in a particular category)
   # of Training related jobs _______   # of Non-training related jobs _______
For Q13 to Q19:
If you have more than one job, provide answers based on the one you consider to be your ‘primary job’

Q13  Is your primary job training related?    _____Yes    _____No

Q14  What is the title of your primary job? ____________________________

Q15  What is the employment status of your primary job?

_____ Permanent Full-time (30 hours or more per week)       _____ Non-permanent full-time
_____ Permanent Part-time (less than 30 hours per week)      _____ Non-permanent part-time
_____ Casual

Q16  If your primary job is a part-time or casual position, is this by choice?

    _____ Yes    _____ No    _____ Not applicable

Q17  What is the gross hourly wage (i.e., wage before deductions) of your primary job?

$________/hour  If your hourly wage is unknown, provide an average gross monthly salary $________/month

Q18  What is the location of your primary employment?

_____ Moose Jaw    _____ Prince Albert    _____ Regina    _____ Saskatoon
_____ Other Saskatchewan location, please specify _____________________________
_____ Outside Saskatchewan, please specify province or country __________________________

Q19  If you are employed outside of Saskatchewan, indicate the main reason why you moved out of province for employment (select one)

_____ More employment opportunities    _____ Better wages and benefits
_____ Personal Reasons    _____ Other, please specify _______________________________

Graduates Not Employed – If you are not currently employed, complete Q20 to Q25

Q20  Which of the following best describes the reason why you are currently not employed? (select one)

_____ Returned for further education    _____ Lack of experience
_____ Quit employment or lost desire to work in field    _____ Laid off by employer (includes term or seasonal work)
_____ No employment opportunities    _____ Personal reasons

Q21  Have you worked at all since completing your training program (includes part-time or casual positions)?

    _____ Yes    _____ No (go to Q23)

Q22  If yes, was the most recent work directly related to the education and training you received in your program?

    _____ Yes    _____ No

Q23  Are you scheduled to return to work in the future?    _____ Yes    _____ No

Q24  Are you actively looking for work at present?    _____ Yes (go to Q26)    _____ No
Q25 If no, which of the following best describes your reason for not looking for work?

- Returned for further education
- Given up looking - no employment opportunities
- Personal reasons
- Other, please specify __________________________

Further Education – ALL graduates to complete Q26 to Q28

Q26 Are you currently enrolled in an education or training program?  
- Yes
- No (go to Q29)

Q27 Are you attending this training as a full-time or part-time student?  
- Full-time
- Part-time

Q28 Which type of training is it? (select one)

- Same Sask Polytech program (different credential)
- Apprenticeship program
- Post-secondary program at another institute (not university)
- University program
- Different Sask Polytech program
- Other program, please specify __________________________

Student Debt – ALL graduates to complete Q29 to Q31

Q29 Did you incur debt to help finance your education at Sask Polytech?  
- Yes
- No (go to Q32)

Q30 Approximately how much repayable debt from the following sources did you incur to help finance your education at Saskatchewan Polytechnic? (specify amount in dollars)

<table>
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<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government student loans</td>
<td>$</td>
</tr>
<tr>
<td>Loans from parents or family</td>
<td>$</td>
</tr>
<tr>
<td>Loans from financial institutions</td>
<td>$</td>
</tr>
<tr>
<td>Debt from other sources</td>
<td>$</td>
</tr>
<tr>
<td>Credit card debt</td>
<td>$</td>
</tr>
</tbody>
</table>

Q31 How many years after graduation do you think it will take to repay this student debt?

- Less than 1 year
- 1 to 3 years
- 4 to 7 years
- 8 to 11 years
- More than 11 years
- Don’t know

Demographics

Q32 At which Sask Polytech campus or location did you take your program?

- Moose Jaw Campus
- Regina Campus
- Prince Albert Campus
- Saskatoon Campus
- Other location, please specify: __________________________

Q33 Gender:

- Female
- Male
- I prefer to identify as: __________________________
Q34 Age:
   ___ Under 19   ___ 25 to 29   ___ 40 and over
   ___ 19 to 24   ___ 30 to 39   ___ Prefer not to say

Q35 Do you consider yourself to be (select all that apply):
   ___ Aboriginal   ___ Visible Minority   ___ Person with a disability   ___ Prefer not to say

Q36 If you identify as Aboriginal, do you consider yourself:
   ___ Status/Treaty Indian   ___ Metis   ___ Non-Status Indian   ___ Inuit

Q37 Citizenship status (select one):
   ___ Canadian Citizen   ___ Student Visa   ___ Prefer not to say
   ___ Permanent Resident   ___ Refugee

Do you have additional comments regarding your training or employment experience as a recent graduate?

_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

Thank-you for taking the time to complete the survey!
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<table>
<thead>
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</tr>
<tr>
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<td>Monthly Salary</td>
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</tr>
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<td>3</td>
<td>Average Monthly Salary of Indigenous and Non-Indigenous Graduates</td>
<td>13</td>
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<tr>
<td>4</td>
<td>Gender of Respondents</td>
<td>20</td>
</tr>
<tr>
<td>5</td>
<td>Age of Respondents</td>
<td>20</td>
</tr>
<tr>
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<td>Indigenous Respondents</td>
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<td>9</td>
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</table>
Appendix D: Glossary of Terms

This glossary includes terms related to the Graduate Employment Survey and this report. For a more comprehensive glossary of Saskatchewan Polytechnic terminology, visit http://saskpolytech.ca/about/about-us/glossary.aspx.

Available Workforce: The number of employed graduates plus the number of graduates who are not employed but looking for work (excludes graduates who are pursuing further education as full-time students).

Continuing Education Programs: Continuing education programs are credit programs administered by continuing education consultants, and are often delivered off-campus. They are generally revenue generating (including contracted, sponsored, etc.).

Distance Education: Distance education denotes training that is delivered remotely, through home study, televised or online delivery.

Employment Rate: The number of employed graduates expressed as a percentage of the available workforce. The rate for a particular group (e.g., graduates of a school, Indigenous graduates) is the number employed in that group expressed as a percentage of the available workforce for that group.

Full-Time Employment Rate: The number of graduates employed full-time as a percentage of the available workforce. The rate for a particular group (e.g., graduates of a school, Indigenous graduates) is the number employed in that group expressed as a percentage of the available workforce for that group.

Full-Time Training-Related Employment Rate: The number of graduates employed full-time in a position directly related to training, expressed as a percentage of the available workforce. The rate for a particular group (e.g., graduates of a school, Indigenous graduates) is the number employed in that group expressed as a percentage of the available workforce for that group.

Program: A program is represented by a defined set of credit courses and other requirements leading to a graduation credential in a specific field of study.

School: An administrative unit comprised of similar academic programs.

Schools Model: The schools model is a way to organize full-credit academic programs. For more information about Saskatchewan Polytechnic’s school model, visit http://saskpolytech.ca/about/about-us/schools-model.aspx.

Training-Related Employment Rate: The number of graduates employed in a position directly related to training, expressed as a percentage of the available workforce. The rate for a particular group (e.g., graduates of a school, Indigenous graduates) is the number employed in that group expressed as a percentage of the available workforce for that group.