
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

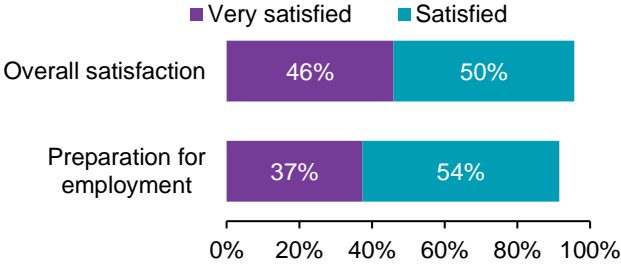
This report provides an overview of results of Saskatchewan Polytechnic’s annual Graduate Employment Survey. The survey collects important information about a variety of topics including program assessment and satisfaction with training, characteristics of employment, reasons for not working, and further 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.

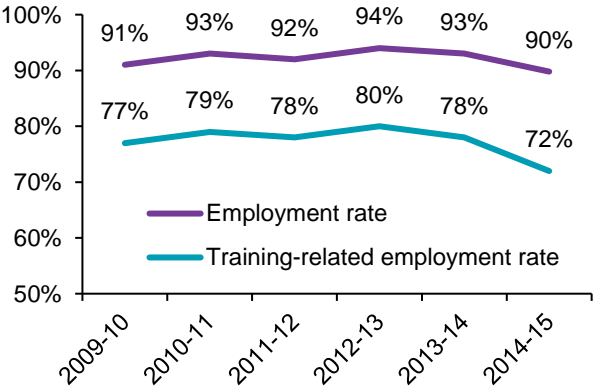
Graduate satisfaction remains very high:

- 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.

Table of Contents

1.0	Introduction.....	1
1.1	Scope	1
1.2	Methodology.....	2
1.3	Response Rate.....	2
1.4	Reporting of Results.....	3
2.0	Program Assessment.....	4
2.1	Satisfaction with Overall Quality of Program.....	4
2.2	Satisfaction with Preparation for Employment	5
3.0	Employment	7
3.1	Employment Rates	7
3.1.1	Employment Rates, 2009-10 to 2014-15 Graduates	7
3.1.2	Employment Rates, Indigenous Graduates	8
3.1.3	Employment Rates by School	9
3.2	Employment Status	10
3.2.1	Full or Part-time/Casual Employment	10
3.2.2	Part-time/Casual Work – Is it by Choice?	11
3.2.3	Self-Employment.....	11
3.3	Location of Employment.....	12
4.0	Salaries	13
4.1	Salaries – Saskatchewan Polytechnic Overall.....	13
4.2	Salaries – Indigenous and non-Indigenous Respondents	13
4.3	Salaries by School	14
5.0	Graduates Not Employed.....	15
5.1	Reasons for Not Being Employed.....	15
5.2	Actively Looking for Work.....	16
6.0	Further Education or Training	16
6.1	Graduates Pursuing Further Education or Training	16
6.2	Type of Further Education or Training	17
7.0	Student Debt	17
7.1	Sources of Student Debt.....	17
7.2	Amount of Student Debt.....	18
7.3	Student Debt Repayment.....	19
8.0	Demographics	20

Appendix A: Survey Questionnaire	24
Appendix B: List of Figures	29
Appendix C: List of Tables	30
Appendix D: Glossary of Terms	31

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.

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.

Inshatrix 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 MasterCard 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

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

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

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)**

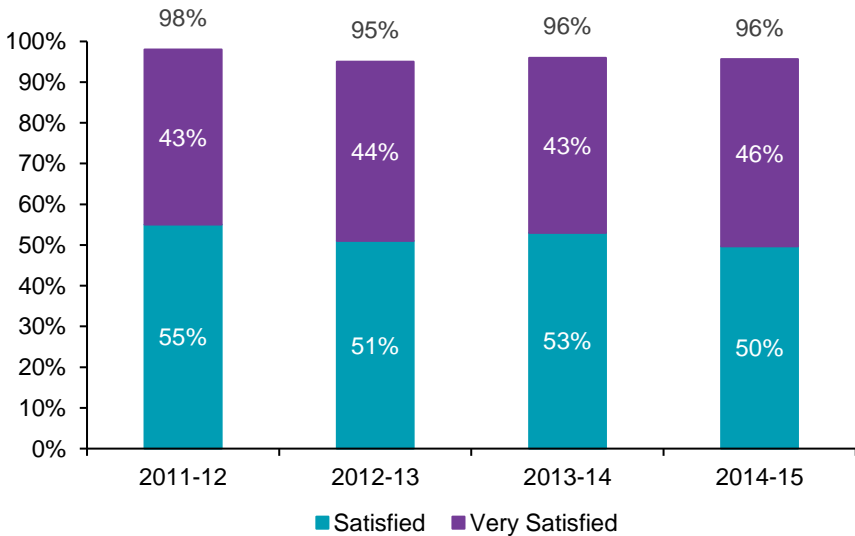
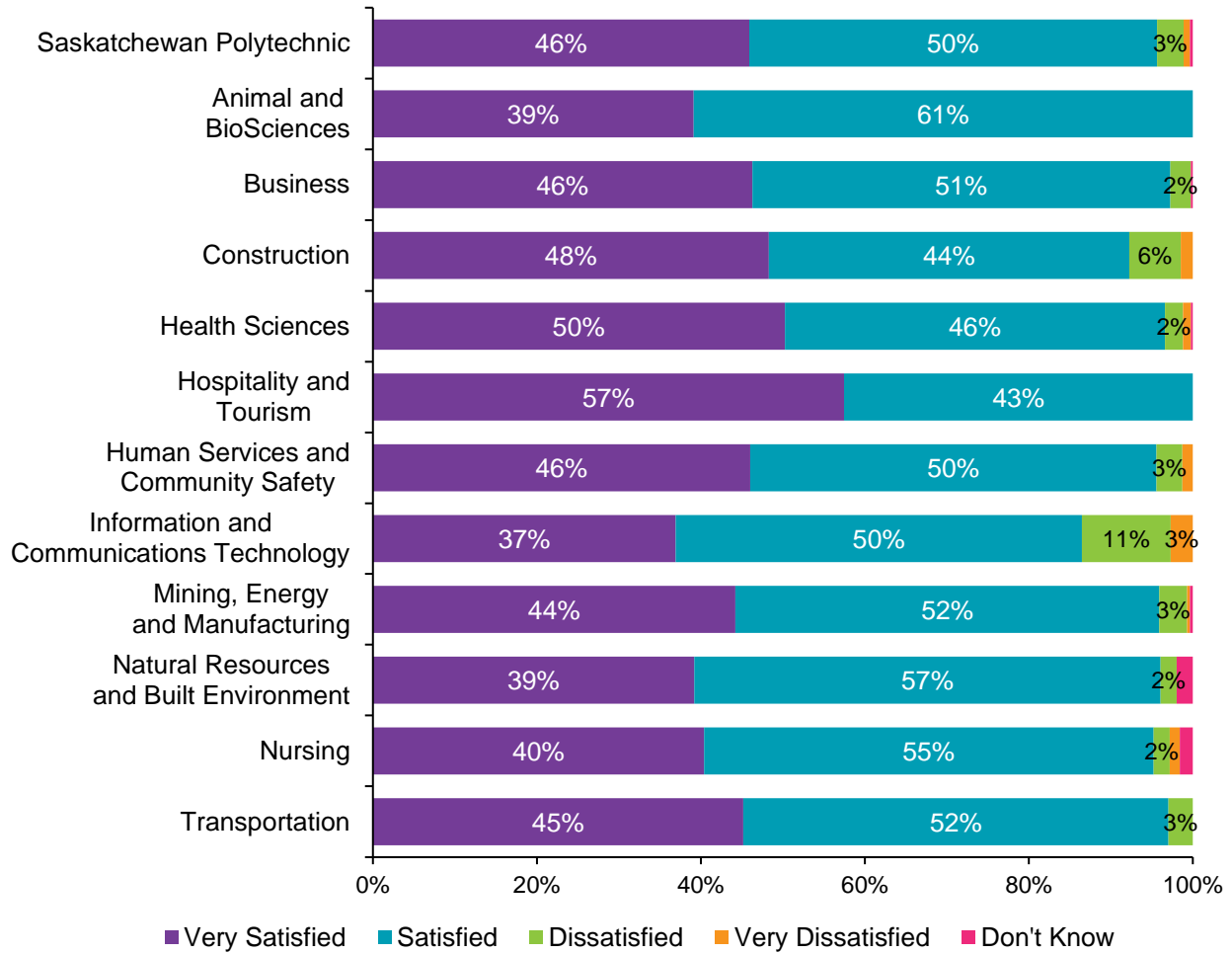


Figure 2 shows that for a majority of schools, 95% or more of graduates are satisfied or very satisfied with the overall quality of training they received in their program. The satisfaction rate is lower for two schools: Construction is slightly lower at 92%, while Information and Communications Technology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

**Figure 2: Satisfaction with Overall Quality of Training by School
2014-15 Graduates
(% of all respondents)**

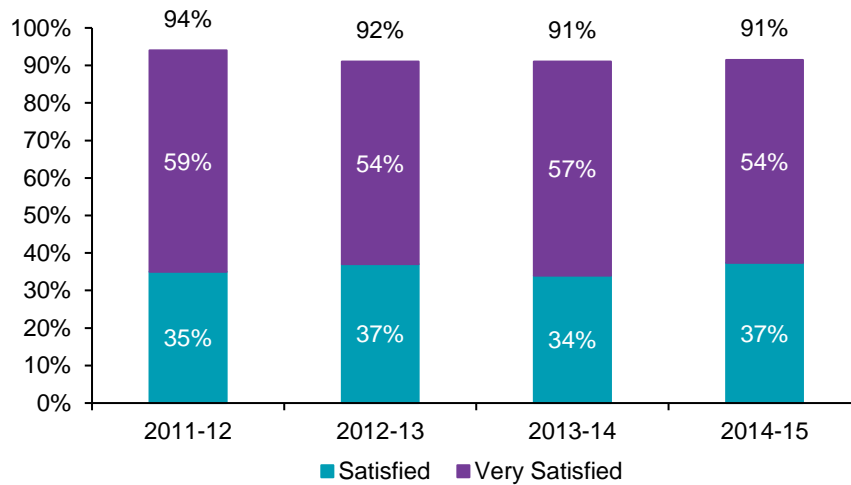


2.2 Satisfaction with Preparation for Employment

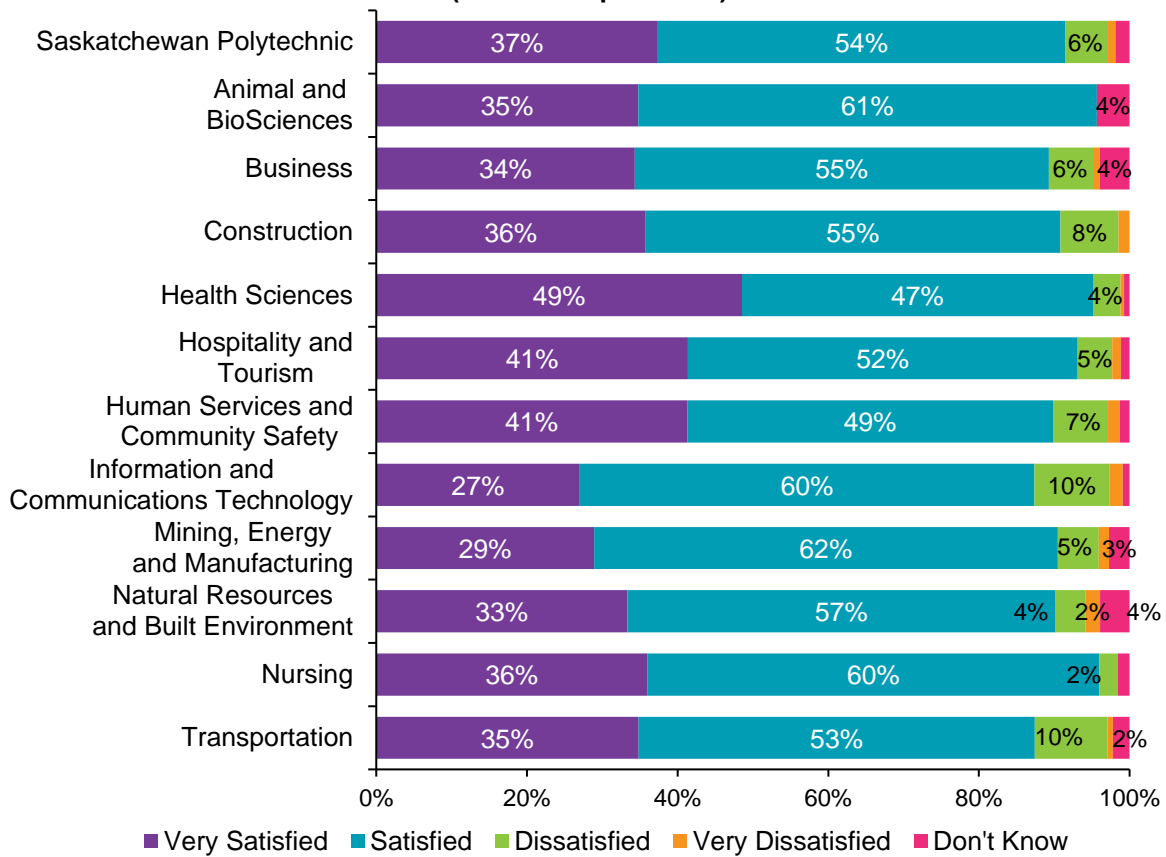
GES participants were asked a second question about their training, specifically, satisfaction with preparation for employment in their field of study (see Figure 3). For the third straight year, 91% of respondents answered satisfied or very satisfied, with over half of all respondents reporting they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



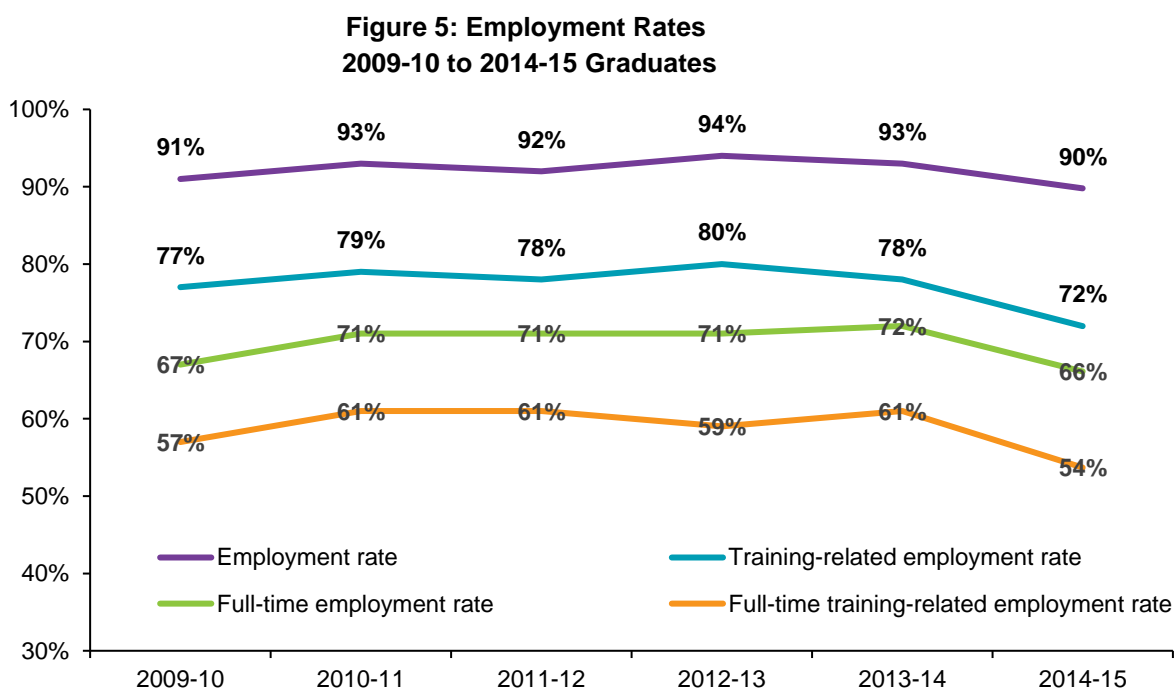
3.0 Employment

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.



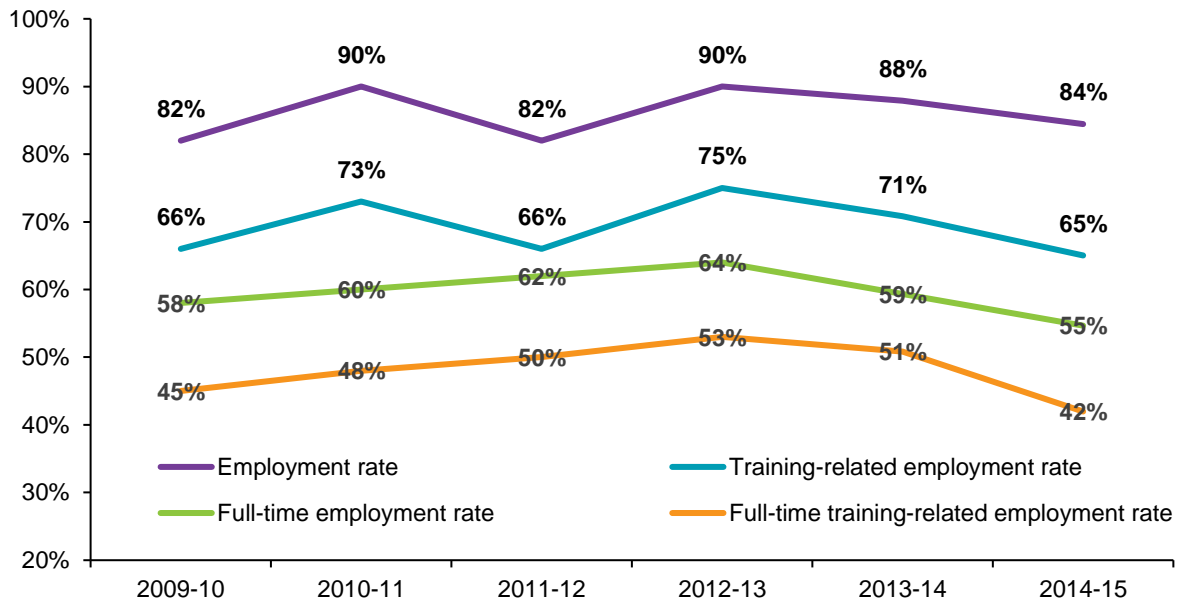
Employment rates for 2014-15 graduates are the lowest in six years. The employment rate fell three percentage points to 90%. The training-related rate fell six percentage points while the full-time training-related employment rate decreased seven percentage points.

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.

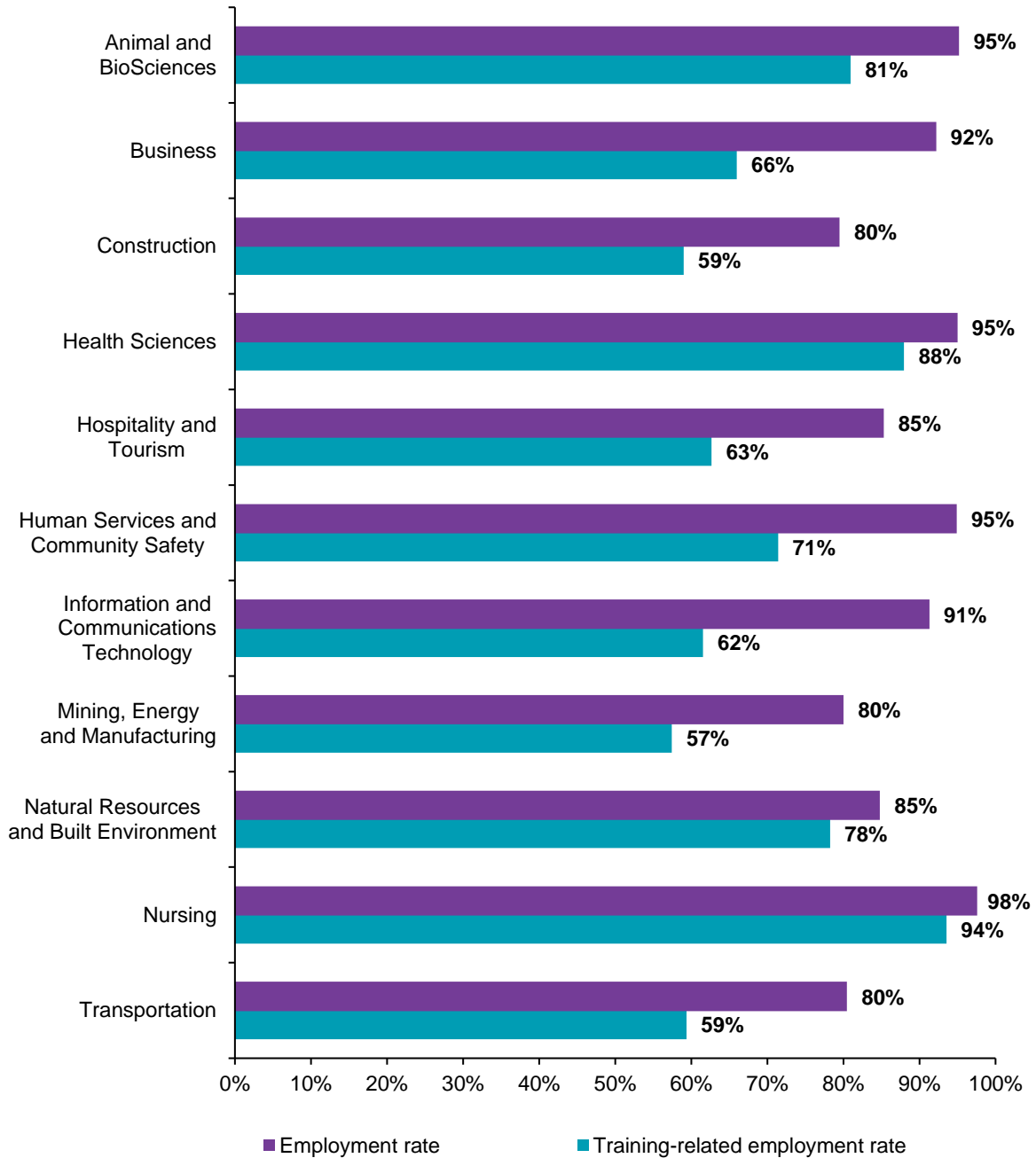
**Figure 6: Employment Rates of Indigenous Graduates
2009-10 to 2014-15**



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**



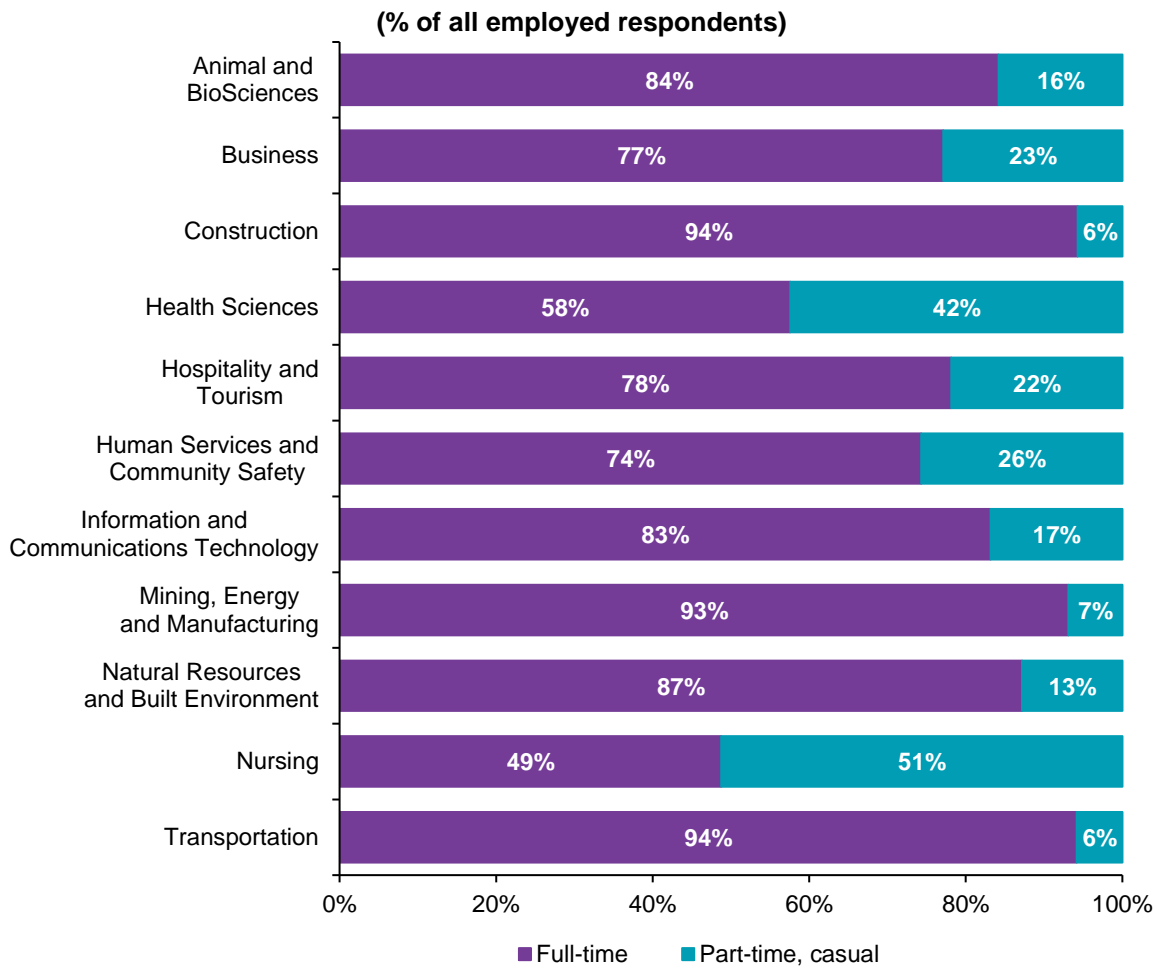
3.2 Employment Status

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.

**Figure 8: Full-time or Part-Time/Casual Employment by School
2014-15 Graduates**



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

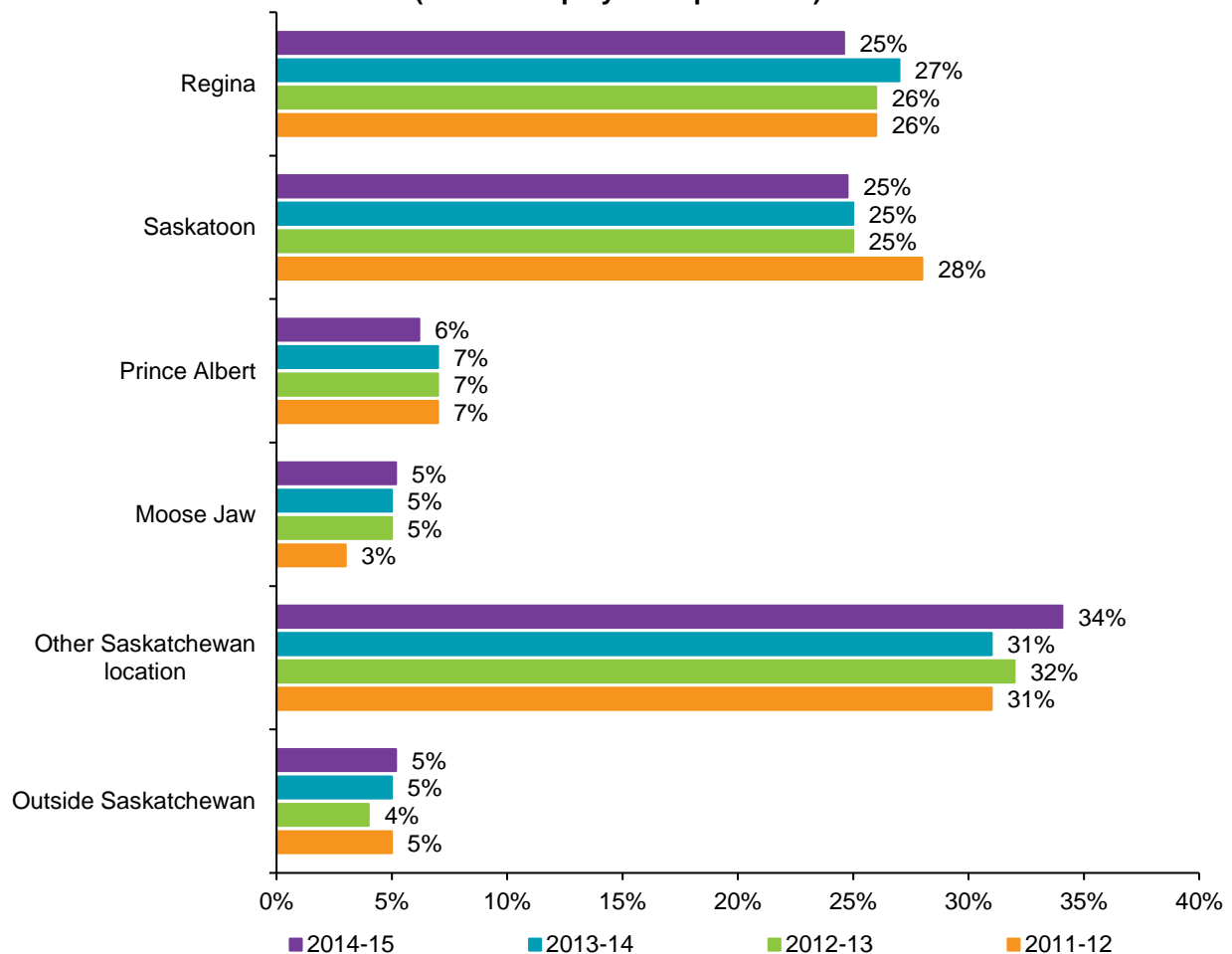
According to Statistics Canada's Labour Force Survey, just under 20% of Saskatchewan's labour force is self-employed, a figure that has remained very steady in recent years. The Graduate Employment Survey shows that less than five per cent of recent Saskatchewan Polytechnic graduates report being self-employed. 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**

	2013-14	2014-15
Maximum	\$12,188	\$14,625
Average	\$3,784	\$3,867
Minimum	\$1,658	\$1,706

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**

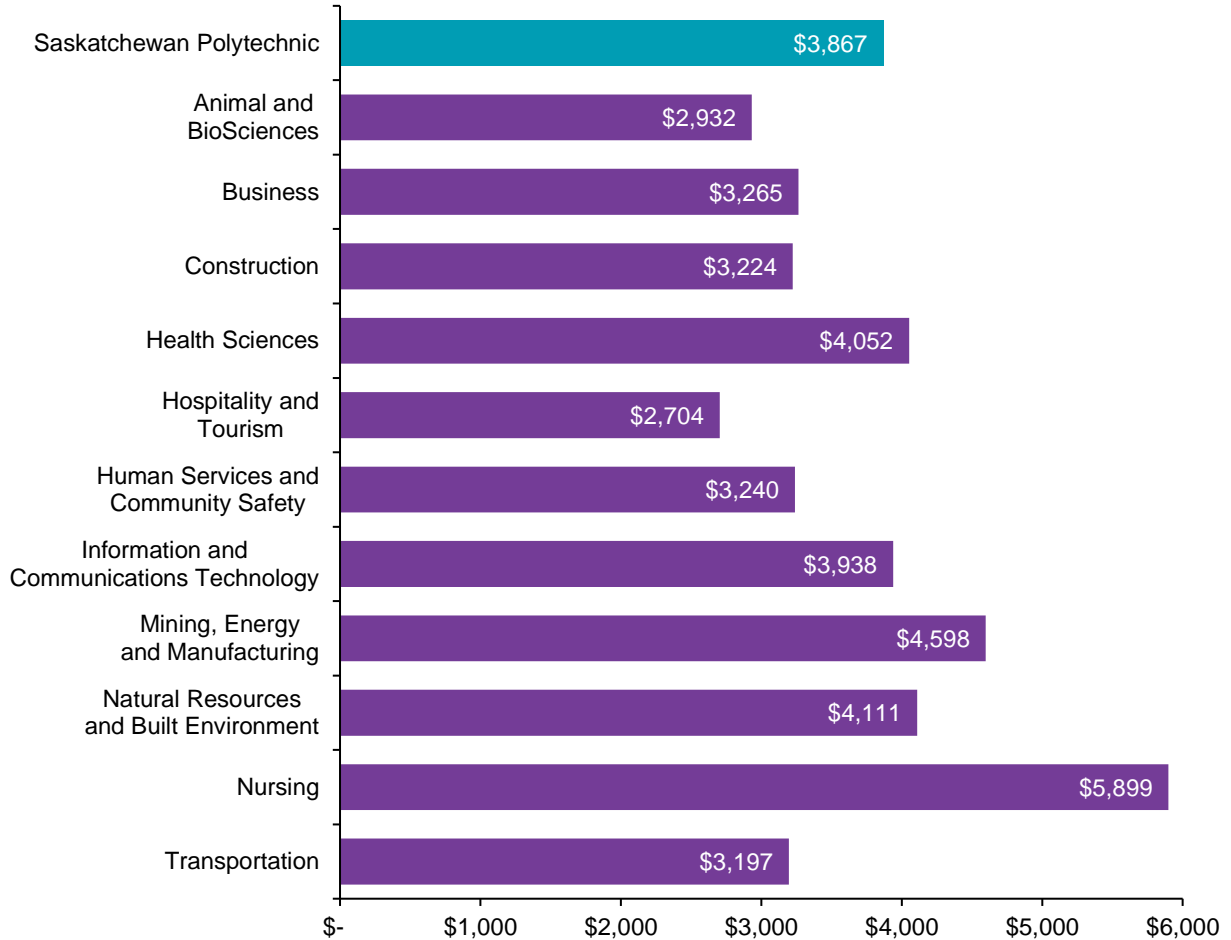
	2013-14	2014-15
Indigenous	\$3,654	\$3,760
Non-Indigenous	\$3,802	\$3,885

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**



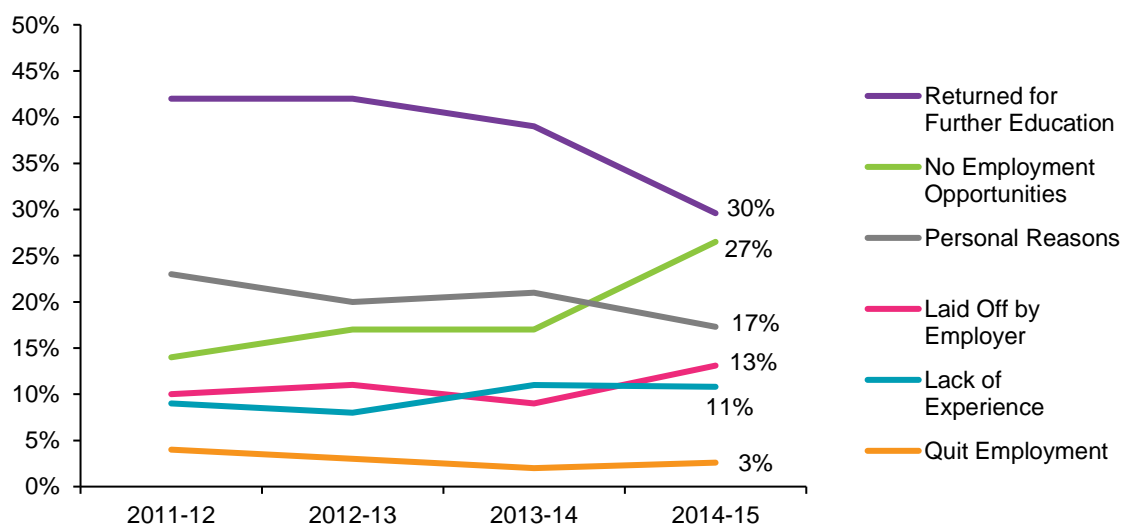
5.0 Graduates Not Employed

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.

**Figure 11: Reasons for Not Being Employed
2011-12 to 2014-15 Graduates
(% of unemployed respondents)**



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.

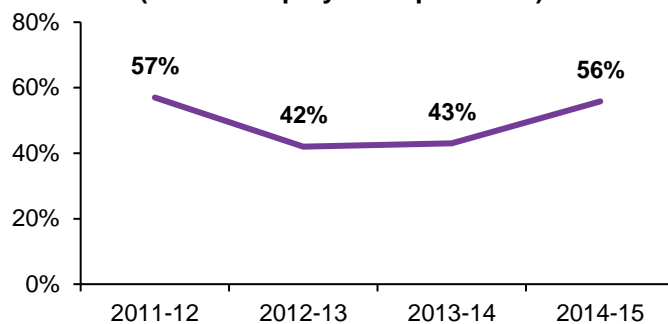
Graduates of the School of Construction, the School of Mining, Energy and Manufacturing, and the School of Transportation and make up a disproportionate share of those affected by economic factors. Fifty-one per cent of Mining, Energy and Manufacturing graduates, 37% of Construction, and 31% of Transportation 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
2011-12 to 2014-15 Graduates
(% of unemployed respondents)**

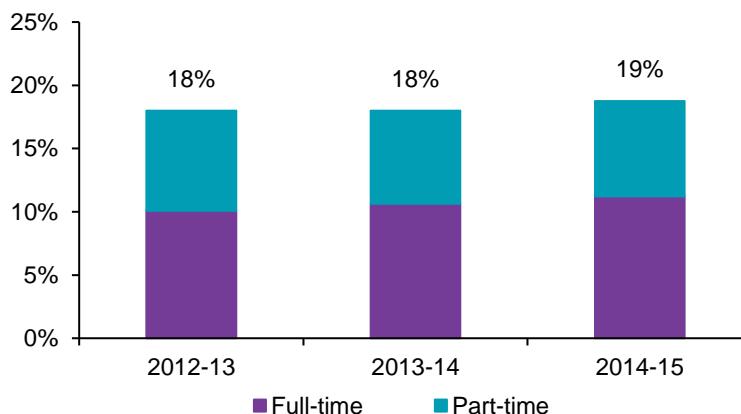


6.0 Further Education or Training

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.

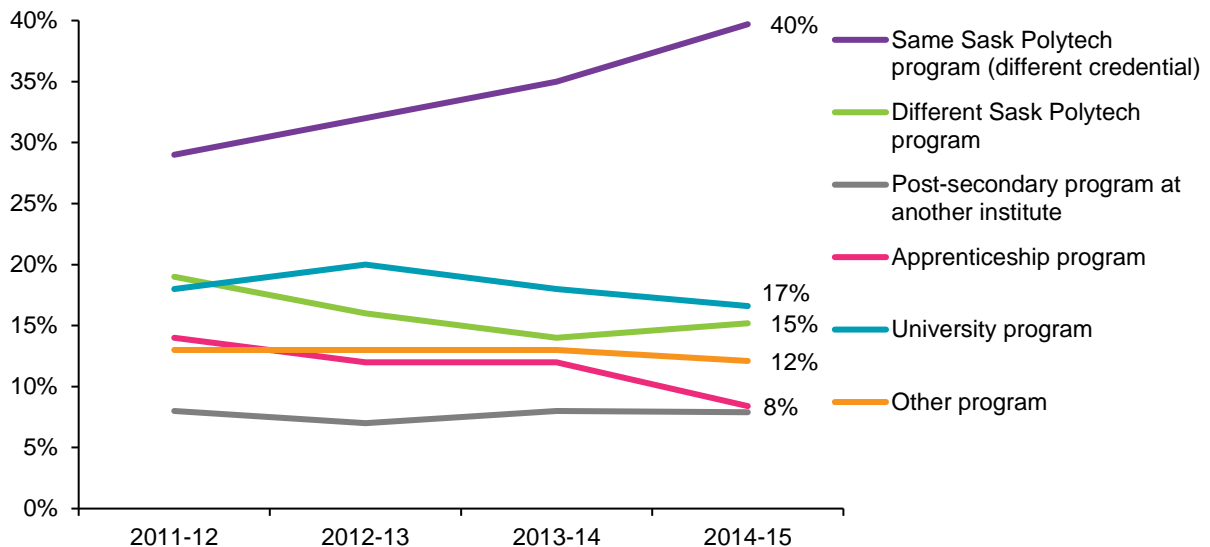
**Figure 13: Enrolled in Further Education or Training
2012-13 to 2014-15 Graduates
(% of all respondents)**



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)**



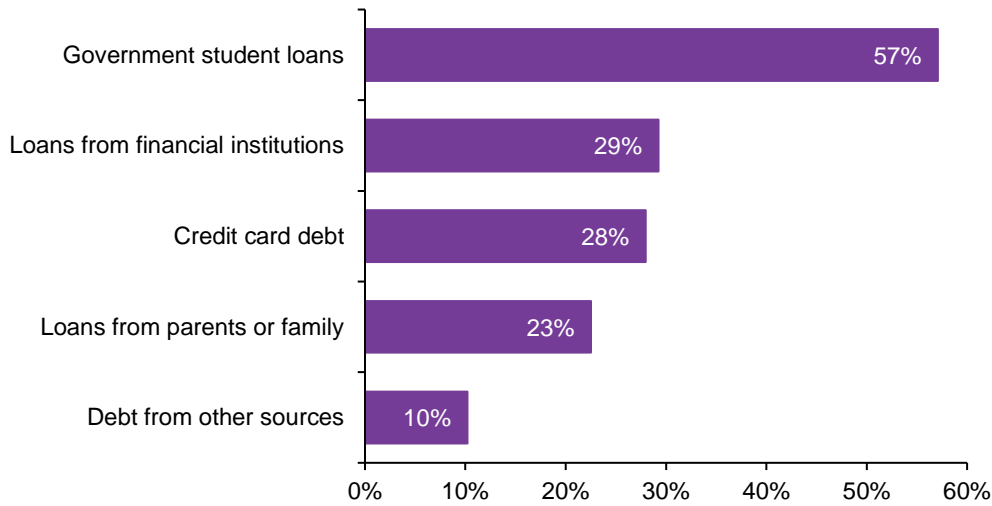
7.0 Student Debt

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.

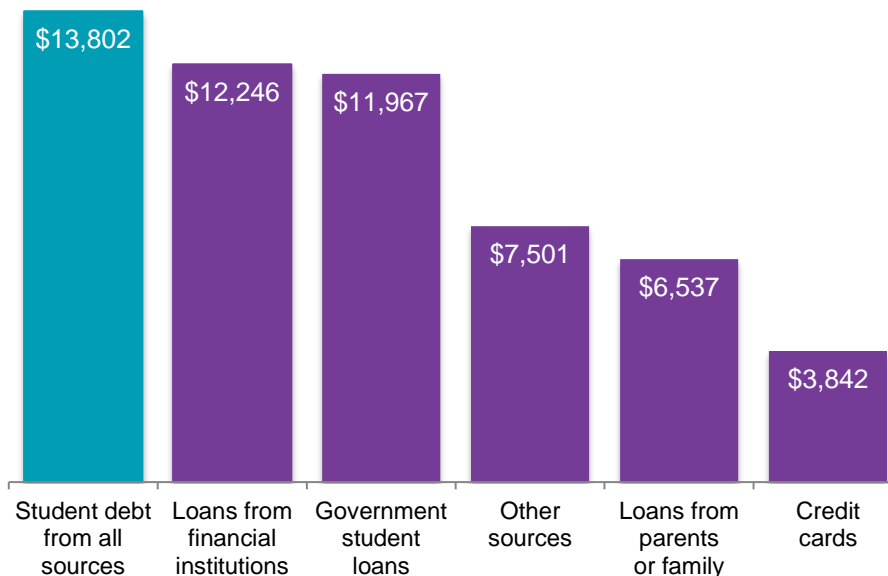
**Figure 15: Sources of Student Debt
2014-15 Graduates
(% of respondents who incurred debt)**



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).

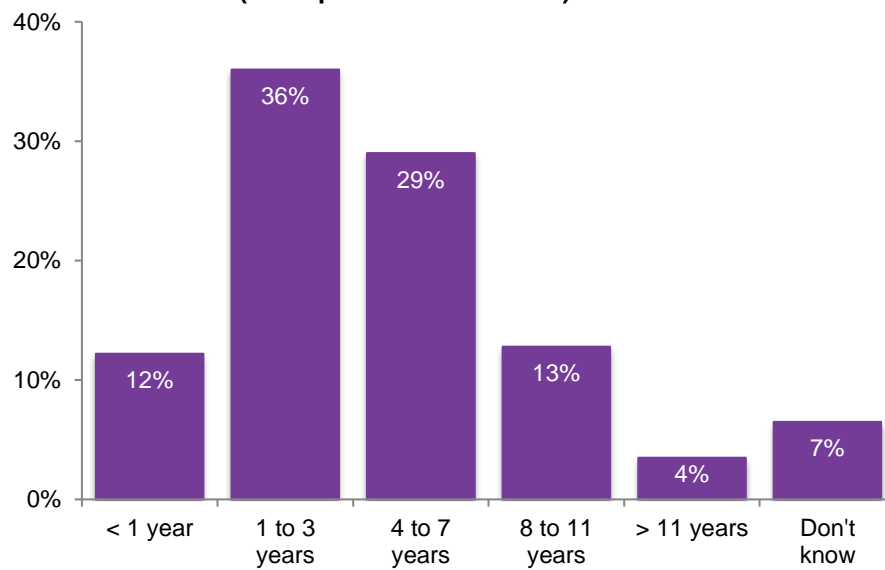
**Figure 16: Average Student Debt per 2014-15 Graduate
(among respondents with debt)**



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
2014-15 Graduates
(% respondents with debt)**



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**

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

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.

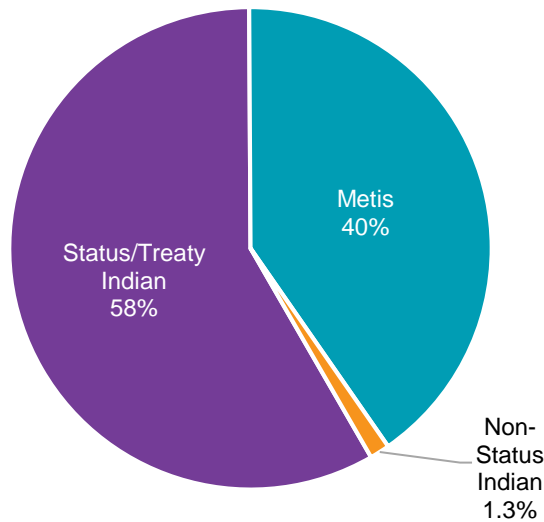
**Table 5: Age of Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates**

	Under 19	19 to 24	25 to 29	30 to 39	40 +
Saskatchewan Polytechnic	1%	47%	22%	19%	11%
Schools:					
Animal and BioSciences	0%	65%	30%	4%	0%
Business	2%	47%	21%	20%	11%
Construction	1%	59%	22%	14%	4%
Health Sciences	1%	40%	25%	17%	17%
Hospitality and Tourism	1%	48%	25%	10%	15%
Human Services and Community Safety	0%	43%	22%	20%	15%
Information and Communications Technology	0%	54%	27%	16%	3%
Mining, Energy and Manufacturing	1%	63%	18%	15%	3%
Natural Resources and Built Environment	2%	57%	24%	12%	6%
Nursing	0%	20%	28%	40%	13%
Transportation	3%	60%	16%	10%	11%

**Table 6: Indigenous Respondents
% of All Respondents
Saskatchewan Polytechnic and by School
2014-15 Graduates**

Indigenous Graduates - % of All Respondents	
Saskatchewan Polytechnic	19%
Schools:	
Animal and BioSciences	9%
Business	13%
Construction	15%
Health Sciences	17%
Hospitality and Tourism	52%
Human Services and Community Safety	30%
Information and Communications Technology	4%
Mining, Energy and Manufacturing	18%
Natural Resources and Built Environment	10%
Nursing	16%
Transportation	22%

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



**Table 7: Citizenship of Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates**

	Canadian	Permanent Resident	Student Visa	No response/ Prefer not to say
Saskatchewan Polytechnic	86%	6%	6%	1.5%
Schools:				
Animal and BioSciences	83%	9%	9%	0.0%
Business	76%	5%	18%	2.0%
Construction	88%	5%	4%	2.4%
Health Sciences	88%	9%	2%	0.7%
Hospitality and Tourism	90%	2%	8%	0.0%
Human Services and Community Safety	93%	3%	3%	1.3%
Information and Communications Technology	84%	5%	11%	0.9%
Mining, Energy and Manufacturing	89%	5%	5%	0.3%
Natural Resources and Built Environment	98%	0%	2%	0.0%
Nursing	83%	16%	0%	1.2%
Transportation	87%	3%	3%	6.7%

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

Visible Minority Graduates - % of Total	
Saskatchewan Polytechnic	15%
Schools:	
Animal and BioSciences	13%
Business	20%
Construction	13%
Health Sciences	13%
Hospitality and Tourism	8%
Human Services and Community Safety	13%
Information and Communications Technology	20%
Mining, Energy and Manufacturing	15%
Natural Resources and Built Environment	2%
Nursing	20%
Transportation	10%

**Table 9: Respondents with a Disability
% of All Respondents
Saskatchewan Polytechnic Overall and by School
2014-15 Graduates**

Graduates with a Disability - % of All Respondents	
Saskatchewan Polytechnic	7%
Schools:	
Animal and BioSciences	0%
Business	6%
Construction	6%
Health Sciences	5%
Hospitality and Tourism	6%
Human Services and Community Safety	8%
Information and Communications Technology	10%
Mining, Energy and Manufacturing	6%
Natural Resources and Built Environment	12%
Nursing	10%
Transportation	8%

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)

Government student loans	\$ _____	Loans from parents or family	\$ _____
Loans from financial institutions	\$ _____	Debt from other sources	\$ _____
Credit card debt	\$ _____		

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

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

Demographics

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

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

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!

Appendix B: List of Figures

Figure 1: Satisfaction with Overall Quality of Training	4
Figure 2: Satisfaction with Overall Quality of Training by School	5
Figure 3: Satisfaction with Preparation for Employment in Field of Training	6
Figure 4: Satisfaction with Preparation for Employment in Field of Training by School	6
Figure 5: Employment Rates	7
Figure 6: Employment Rates of Indigenous Graduates	8
Figure 7: Employment Rates by School	9
Figure 8: Full-time or Part-Time/Casual Employment by School	10
Figure 9: Location of Employment	12
Figure 10: Average Monthly Salary by School	14
Figure 11: Reasons for Not Being Employed	15
Figure 12: Actively Looking For Work	16
Figure 13: Enrolled in Further Education or Training	16
Figure 14: Type of Further Education or Training	17
Figure 15: Sources of Student Debt	18
Figure 16: Average Student Debt per 2014-15 Graduate	18
Figure 17: Length of Time to Pay off Student Debt	19
Figure 18: Indigenous Identity	21

Appendix C: List of Tables

Table 1: Survey Response Rate	3
Table 2: Monthly Salary	13
Table 3: Average Monthly Salary of Indigenous and Non-Indigenous Graduates	13
Table 4: Gender of Respondents	20
Table 5: Age of Respondents	20
Table 6: Indigenous Respondents	21
Table 7: Citizenship of Respondents	22
Table 8: Visible Minority Respondents	22
Table 9: Respondents with a Disability	23

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.