

**Saskatchewan Advanced
Education and Employment:
Graduate Outcomes
of 2004-2005 Class**

February, 2007

The logo for insightrix, featuring the word "insightrix" in a blue, lowercase, sans-serif font with a registered trademark symbol (®) to the upper right. The text is contained within a white oval shape with a grey border.

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**Advanced Education
And Employment**

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For:
Saskatchewan Advanced Education and Employment

Executive Summary

In December of 2006, Saskatchewan Advanced Education and Employment contracted Insightrix Research Services to conduct a survey of individuals who graduated from Saskatchewan post-secondary institutions in the 2004 to 2005 academic year. The purpose of the survey was to determine graduate¹ satisfaction with their post-secondary experiences and graduate employment outcomes approximately two years after graduation. The findings of this survey will inform Saskatchewan Advanced Education and Employment and assist in institutional planning and results reporting.

A total of 5,839 post-secondary graduates from the University of Regina, the University of Saskatchewan, the Saskatchewan Institute of Applied Science and Technology, the Saskatchewan Indian Institute of Technologies, the Saskatchewan Apprenticeship and Trade Certification Commission, and 23 private vocational schools were surveyed. Of these, 4,444 completed the survey by telephone and 1,395 completed online. The total valid sample contained 12,641 graduates. The 5,839 completed surveys results in an overall response rate of 46.2%. The overall margin of error at 95% confidence is ± 0.9 percentage points. Following is a summary of the key findings of the research.

General:

- A slight majority (55.5%) of respondents are female, with a median current age of 27.
- Slightly more than one in ten respondents are Aboriginal, 6.6% are members of a visible minority, and 3.5% self-identified as having a disability.
- Slightly more than one quarter of respondents took all or some portion of their program at a Saskatchewan Regional College.
- Female respondents (28.4%) were more likely than male respondents (22.8%) to have gone on to further education

Outcomes:

- All in all, graduates of post-secondary education in Saskatchewan are satisfied with their experiences and have seen positive employment outcomes approximately two years after graduation.
- Graduates feel that they have been provided with a variety of different types of skills and abilities through their educational experience, particularly independent learning, critical thinking, problem solving and decision making skills.
- Graduates also generally feel their program provided them with an opportunity to improve themselves. Other benefits included improved employment opportunities, in-depth knowledge of a particular field of study, skills acquired for a specific career, chances of improved income, and a specific designation needed for a job.
- 91.4% of respondents were satisfied (57.7%) or very satisfied (33.7%) with the overall quality of their educational experience.
- One quarter of graduates have been enrolled in another post-secondary program since completing their program (25.9%).

Labour Force Participation:

¹ An individual who has completed a program through the University of Saskatchewan, University of Regina, SIAST, SIIT, SATCC, or a private vocational school.

- The labour force participation rate for recent post-secondary graduates was very high, at 91.3%.
- The unemployment rate for all Saskatchewan post-secondary graduates was 3.25%.
- Aboriginal respondents had a significantly higher unemployment rate than non-Aboriginal respondents (8.7%, compared to 2.7%). Also, visible minorities had a significantly higher unemployment rate (6.7%), compared to non-minorities (2.6%).
- The average annual income of all Saskatchewan post-secondary graduates, two years out of their program, was approximately \$41,061 and the median was \$39,520.
- Combining all professions, male graduates (average of \$50,984) had significantly higher yearly incomes than females (average of \$35,899).
- Average annual incomes ranged from \$32,185 for certificate programs to \$60,404 for PhDs.

Relevance of Education/Training:

- Of those who are employed, 62.6% of graduates indicated that their main job was very related to their program overall, while 16.1% said it was not at all related.
- Nearly two-thirds of respondents thought their education was very helpful in getting their main job (64.9%), while an additional 22.6% thought it was somewhat helpful. Only 11.6% thought their education was not at all helpful.
- Graduates of SIIT were most likely to feel their education and training was very helpful in getting their main job (75.3%), while those who attended private vocational schools were least likely (53.2%).
- Overall, 91.6% of respondents were satisfied (47.4%) or very satisfied (44.2%) with their current main job.

Financing of Post-Secondary Education:

- With regard to loans, 41.2% of all graduates had Canada/Saskatchewan government student loans; while 28.9% had bank loans or lines of credit.
- Combining government and bank loans for all respondents the total average debt upon graduation was approximately \$7,236, and the median was \$0.
- More than one quarter of respondents who received a government student loan had experienced difficulties in repaying it (28.7%).
- In describing those who had difficulty repaying their loans:
 - Nearly one-half of Aboriginal respondents indicated that they had experienced difficulties in repaying their government student loans (46.1%), compared to 27.5% of non-Aboriginal respondents.
 - More than one-half of respondents with a disability indicated that they had experienced difficulties in repaying their government student loans (55.3%), compared to 28.1% of those who do not have a disability.
 - Respondents who completed a PhD, bachelor degree, or a certificate were least likely to experience difficulty in repaying their government student loans.
 - As would be expected, respondents who were unemployed were most likely to experience difficulties in repaying their government student loans.

- On average, respondents with debt had paid off 50.3% (median 45%) of total debt two years following graduation.
- Overall, 82.5% of respondents agreed or strongly agreed that their program was worth the financial cost to them and/or their family.

Transitions:

- There is a rural to urban shift, with 44.8% of graduates having come from rural Saskatchewan and only 28.6% living there two years after graduation.
- 17% of respondents lived out of province compared to only 9% who came into post secondary education from out of province.

Summary of Findings

Socio-Demographic Characteristics of Respondents

In Saskatchewan there are slightly more female post-secondary graduates than male graduates. Overall, 55.6% of graduates surveyed were female and 44.4% were male. The majority of graduates surveyed from every institution were female, with the exception of SATCC, which was 82.8% male. Private vocational schools had the highest percentage of female graduates surveyed, at 79.5%.

The median age of a Saskatchewan post-secondary graduate approximately two years out of their program was 27 years old. This implies the average graduate was about 25 years old at program completion. For programs that are generally pre-employment programs, including certificate, diploma and bachelor programs, the median current age was 26, while the median age of PhD and Proficiency² graduates was just under 40 years old.

Just over one third of post-secondary graduates were married at the time of their graduation, and nearly one third had dependents.

Slightly more than one in ten graduates were Aboriginal (10.4%). In the 2001 Statistics Canada census (about the time when most graduates would have begun their program), 13.5% of the Saskatchewan population was Aboriginal. With the exception of SIIT (96.3% Aboriginal), the institutions with the highest percentage of Aboriginal graduates were the U of R and SIAST, each with 12%.

Of the respondents who self-identified as being Aboriginal, 51.2% were Status Indian, 44.1% were Métis, and 3.6% were non-status Indian.

Overall, 6.6% of respondents considered themselves to be members of a visible minority. In the 2001 census, 2.9% of Saskatchewan's population were members of a visible minority, as defined by the government of Canada. The majority of graduates were Canadian citizens (98.1%), while 1.3% were landed immigrants/ permanent residents, and 0.5% had a student visa.

Of all the Saskatchewan post-secondary graduates surveyed, 3.5% self-identified as a person with a disability.

Just under one half (46.5%) of graduates had at least one parent or guardian who has completed a post-secondary program. An interesting area for further research would be to compare the education level of graduates' parents to those of non-graduates (Saskatchewan residents in the same age group who do not have any post-secondary education) to investigate the extent to which family education history impacts an individual's educational choices.

Learning outcomes and satisfaction

Graduates were asked to rate the degree to which their entire post-secondary education added to their skills, knowledge and abilities in a variety of different areas. In general, graduates were very positive about the benefits of their education.

Learning independently was the area that graduates indicated was developed to the greatest extent. Critical thinking, problem solving and decision making skills were also developed to a great extent.

² A certificate issued to reflect an individual has met an industry standard in a significant area of their trade.

Appreciation of arts and literature, mathematical skills, and computer skills were developed at very different levels depending on the type of program the graduate was in.

Next, graduates were asked to rate the extent to which their program provided them with six different benefits. With more than 70% of respondents giving ratings of at least 4 out of 5 for each of the six benefits, graduates generally felt their program was very beneficial to them in a number of areas. The statement that received the highest rating was “an opportunity to improve yourself”. The other benefits included improved employment opportunities, in-depth knowledge of a particular field of study, skills acquired for a specific career, chances of improved income, and a specific designation needed for a job.

Overall, 89.1% of respondents were satisfied (52.9%) or very satisfied (36.2%) with the quality of teaching in their program. Respondents who attended SIIT were most likely to be very satisfied with the quality of teaching in their program (52.3%). More than four in ten graduates from SIIST and SATCC were very satisfied, while about three in ten from the universities and private vocational schools were very satisfied.

With regard to the program content, 88.1% of respondents were satisfied (62.3%) or very satisfied (25.8%) which, in total, was similar to the satisfaction with teaching; however, they were less likely to be very satisfied with the program content than they were with teaching. Respondents who attended SIIT or SIIST were more likely than those who graduated from other institutions to be very satisfied with their program’s content.

In terms of the overall quality of their educational experience, 91.4% of respondents were satisfied (57.7%) or very satisfied (33.7%). Graduates of bachelor degree programs were least satisfied with the overall quality of their educational experience; while PhD and Proficiency graduates were most satisfied.

A stepwise regression model was used to determine the key drivers of graduate satisfaction. It was found that satisfaction with the quality of teaching and the program’s content were the most important indicators of overall satisfaction, with quality of teaching being slightly more important. All knowledge, skill and ability attributes, as well as perceived benefits were entered into the model, but did not add value in explaining overall satisfaction after taking into account teaching and program content.

Another indicator of graduate satisfaction is whether or not they would complete their program again, knowing what they know now. Nearly eight-in-ten graduates indicated that they would still choose the same program.

Respondents who completed their program through SATCC or SIIT would be most likely to select their program again (more than 90%), while those who attended private vocational schools would be least likely (65.9%).

Educational Experience

The majority of graduates took their entire course load on campus. Overall, 19.1% of females and 11.6% of males took at least part of their course load through correspondence or another type of distance education.

Most of the respondents who completed at least some of their course load through distance education indicated that these courses were taken at a Saskatchewan institution (82%).

Slightly more than one quarter of respondents took all or some portion of their program at a Saskatchewan Regional College (26.4%). Most of these graduates (77.1%) took the entire program at a regional college. Aboriginal graduates were more likely than non-Aboriginal graduates to have taken all or a portion of their program at a Saskatchewan Regional College. SIIT graduates were most likely to have taken some training at a regional college, followed by SIAST and SATCC graduates.

One quarter of graduates have been enrolled in another post-secondary program since completing their program (25.9%). Females were more likely than males to have gone on to further education, at 28.4% and 22.8% respectively. Nearly four in ten graduates with a Bachelor's degree had enrolled in further study.

Graduates who attended one of the universities or SIIT were most likely to have been enrolled in further post-secondary studies since completing their program (more than one third). Less than one-in-ten SATCC graduates had enrolled in further education (9.6%).

The most common reason respondents decided to pursue additional studies was career advancement (55.5%). Other reasons included wanting to study at an advanced level (14%) and general interest/personal development (13.1%).

Employment Outcomes

Respondents were asked a series of questions regarding employment status. Based on their responses, graduates were coded into one of four categories:

1. **Employed** - 88.3% of all respondents were employed in one or more paying jobs, including self-employment.
2. **Student** - 4.7% of respondents were not currently employed because they were students.
3. **Not in labour force** - 4.1% of respondents were not currently employed, and were not looking for a job for reasons other than being a student (majority for personal or family reasons).
4. **Unemployed** - 3.0% of all respondents were currently unemployed and looking for a job.

To calculate the actual unemployment rate of respondents, we excluded full time students and those who were not in the labour force. This means that the unemployment rate for all Saskatchewan post-secondary graduates was 3.25%. The overall unemployment rate in Saskatchewan in January 2007 was significantly higher³, at 4.1%, according to Statistics Canada.

The labour force participation rate for recent post-secondary graduates was very high, at 91.3%, which includes those who were employed and those who were looking for a job. The overall labour force participation rate in Saskatchewan in January 2007 was 70.5%, according to Statistics Canada (note that this includes all Saskatchewan residents age 15 and over and is thus impacted by retired persons and youth who are still in school).

The unemployment rate for SIIT graduates was 13%, significantly higher than graduates of other institutions. The unemployment rates for the other institutions ranged from 2.5% for the U of R to 4.6% for private vocational schools.

Aboriginal graduates had a significantly higher unemployment rate than non-Aboriginal graduates (8.7% compared to 2.7%). Also, visible minorities had a significantly higher unemployment rate than non-minorities (6.7%, compared to 2.6%).

³ According to a t-test, using an alpha value of 0.05

Nearly one-in-ten respondents were self-employed in their main job (9.5%). The majority of employed respondents (83.5%) indicated that their main job was permanent, while 13.1% said temporary, and 3.1% said seasonal.

Graduates worked an average of 40 hours per week in their main job. Overall, 38.6% worked exactly 40 hours per week. Another 27.9% worked more than 40 hours per week, and 33.6% worked less than 40 hours per week. On average, males worked 7 more hours per week than females do in their main job.

The average gross annual income of all Saskatchewan post-secondary graduates, two years out of their program, was approximately \$41,061 and the median was \$39,520. Male graduates had an average income of \$50,984, compared to \$35,899 for female graduates. Males worked 19% more hours than females in their main job and earned 42% more income. This could be attributed to a number of different factors, including field of work.

Aboriginal and visible minority graduates also had significantly lower average yearly incomes than the general population.

Annual gross incomes ranged from \$32,185 for certificate programs to \$60,404 for PhDs.

	Average Income	Median Income
PhD	\$60,404	\$63,000
Proficiency	\$60,365	\$63,232
Masters Degree	\$59,089	\$60,000
Journey person	\$53,549	\$50,000
Bachelor Degree	\$45,417	\$44,000
Advanced Certificate	\$44,332	\$42,000
Diploma	\$42,255	\$38,740
Certificate	\$32,185	\$29,120

Nearly two thirds of graduates (63.5%) were in a job that was very related to the subject-area knowledge they acquired in their program. Fourteen percent were in a job that was not at all related. Similarly, 62.6% of graduates indicated that their main job was very related to their program overall, while 16.1% said it was not at all related.

In comparison to other institutions, SATCC graduates were most likely to be in a position that was very related to their program (80%), while those who attended private vocational schools were most likely to be in position that was not at all related to their program (31%).

The most common reasons that respondents gave for being in a job that was not very related to their program were they could not find a job related to their education/training (23.2%), and the pay was better at their present job (15.8%).

Nearly two-thirds of respondents thought their education was very helpful in getting their main job (64.9%), while an additional 22.6% thought it was somewhat helpful. Only 11.6% thought their education was not at all helpful.

Graduates of SIIT were most likely to feel their education and training was very helpful in getting their main job (75.3%), while those who attended private vocational schools were least likely (53.2%).

Overall, 65.7% of respondents thought they were appropriately qualified for their job, while 30.3% thought they were overqualified, and 3.4% thought they were under qualified. Graduates of SATCC were most likely to feel appropriately qualified for their main job, while those who graduated from private vocational schools were most likely to feel overqualified (38.1%).

Overall, 91.6% of respondents were satisfied (47.4%) or very satisfied (44.2%) with their current main job. Job satisfaction was similar for graduates of all institutions. It is interesting to note however, that while SIIT graduates were most satisfied with their program, they were least likely of all the schools to be very satisfied with their current job.

Financing of Education

Graduates were asked about all of the different sources that they may have used to support the costs of their post-secondary education. The sources that respondents were most likely to have used during their program of study were employment earnings (55.4%), government or bank students loans/lines of credit (54.5%), personal savings (53.8%), and friends or family members (52.9%). With regard to loans, 41.2% of all graduates had Canada/Saskatchewan government student loans; while 28.9% had bank loans or lines of credit.

Taking into account all graduates, including those who did not receive loans, the average debt incurred from government student loans for their entire education was \$6,906, while the average debt incurred from bank student loans/lines of credit was \$3,971. The overall total debt incurred from both types of loans was \$7,236.

In the approximately two years since graduating, respondents with government student loans had paid off an average of 39.7% of all their government student loans, while, on average, respondents with bank student loans/lines of credit had paid off approximately 60.3%. The average percentage of total debt respondents had paid off was 50.3%, and the median was 45%.

More than one quarter of respondents who received a government student loan had experienced difficulties in repaying it (28.7%).

Looking more closely at those who had difficulty repaying their loans, we find that nearly one-half of Aboriginal respondents indicated that they had experienced difficulties in repaying their government student loans (46.1%), compared to 27.5% of non-Aboriginal respondents. More than one-half of respondents with a disability indicated that they had experienced difficulties in repaying their government student loans (55.3%), compared to 28.1% of those who do not have a disability. Respondents who completed a PhD, bachelor degree, or a certificate were least likely to experience difficulty in repaying their government student loans. As would be expected, respondents who were unemployed were most likely to experience difficulties in repaying their government student loans.

Overall, 40.5% of respondents were employed while taking their program. The most common reasons respondents gave for being employed during their program were they needed funds to support their lifestyle (41.2%), and they needed funds to support their studies (38%).

Overall, 82.5% of respondents agreed (54.3%) or strongly agreed (28.2%) their program was worth the financial cost to them and/or their family.

Respondents who completed their program through SIIT or SATCC were most likely to agree or strongly agree that their program was worth the financial cost to themselves and/or their family (more than 90%), while those who attended private vocational schools were least likely (64.5%).

Transitions

Nearly half of all graduates (43.2%) began their post-secondary studies in the same year that they completed their last grade in the K to 12 system. Another 37.6% waited one to five years, and 19.2% waited at least five years.

University graduates were most likely to enter post-secondary education straight out of high school (65.4%). Conversely, only 14.7% of SIIT graduates and 21.4% of SATCC graduates entered post-secondary straight out of high school. A large percentage of the respondents from these two schools waited more than five years (44.2% and 30.2% respectively).

Overall, 33.5% of all respondents completed post-secondary studies prior to enrolling in their program. Of these respondents, 43.6% completed a certificate, 34% completed a degree, and 36.7% completed a diploma.

The following table shows the location of respondents from high school to post-secondary application to current. There is a clear rural to urban shift, with 44.8% of graduates coming from rural Saskatchewan and only 28.6% living there at the time of being surveyed. We can also see the out of province migration in that 17% of graduates lived out of province at the time of being surveyed. This compares to 9% who came from out of province.

A total of 91 respondents (1.7% of all graduates) came from another country and now live in Saskatchewan. Ten of these are still students, 68 are employed and 13 are unemployed or not in the labour market.

Location	High School	Application	Current
Regina	13.2%	15.1%	16.4%
Saskatoon	17.4%	22.3%	26.8%
Yorkton	1.4%	1.4%	1.0%
North Battleford	1.7%	1.7%	0.9%
Prince Albert	4.6%	4.4%	3.8%
Swift Current	1.2%	1.3%	1.5%
Moose Jaw	3.1%	3.4%	2.9%
Elsewhere Saskatchewan	44.8%	39.4%	28.6%
Elsewhere in Canada	9.4%	8.3%	17.0%
Outside Canada	3.2%	2.7%	1.2%

Comparisons Between Aboriginal and Non-Aboriginal Graduates

Regarding the highest grade level completed in the K to 12 system, slightly more than two-thirds of Aboriginal respondents indicated they completed high school (68.5%), compared to 93.1% of non-Aboriginal respondents. Also, Aboriginal respondents were less likely than non-Aboriginal respondents to enter post-secondary studies immediately after high school (20.6% vs. 45.7%).

Aboriginal respondents were more likely than non-Aboriginal respondents to have remained in Saskatchewan after completing their program (91.3% vs. 80.8%).

In regards to the outcomes of their education, Aboriginal respondents tend to feel that their overall educational experience added to their skills, knowledge, and abilities to a greater extent than non-Aboriginal respondents. Particular areas where there was a large difference in the extent to which Aboriginal and non-Aboriginal respondents feel their education has helped them include appreciation of other cultures, appreciation of the arts and literature, developing leadership skills, resolving conflicts, and developing awareness of ethical issues.

Furthermore, Aboriginal respondents also feel their program has provided them with benefits, such as self-improvement, improved potential employment and income, and increased knowledge and skills, to a greater extent than non-Aboriginal respondents.

Aboriginal and non-Aboriginal respondents were equally likely to be satisfied or very satisfied with the overall quality of their educational experience (93.1% vs. 91.6%) and, knowing what they know now, would be equally likely to select their program again (84.7% vs. 81.4%).

In terms of employment outcomes after graduation, Aboriginal respondents experience a significantly higher unemployment rate than non-Aboriginal respondents (8.7% vs. 2.7%). Also, of the graduates who were employed, three-quarters of Aboriginal respondents were working in a permanent position (75.8%), compared to 84.6% of non-Aboriginal respondents. Aboriginal respondents earned less than their non-Aboriginal counterparts, with average annual incomes of \$38,888 versus \$43,191 respectively.

When financing their education, both Aboriginal and non-Aboriginal respondents accessed a variety of financial sources to support the financial costs of their education. Aboriginal and non-Aboriginal respondents were generally as likely to have used government student loans (38% vs. 41.5%), while non-Aboriginal respondents were more likely than Aboriginal respondents to have used personal savings (56.9% vs. 27.2%) and employment earnings during their program (57.4% vs. 39.9%). Also, non-Aboriginal respondents were more likely than Aboriginal respondents to have been employed while taking their program (42% vs. 28.2%).

Aboriginal respondents and non-Aboriginal respondents had similar levels of debt due to government student loans; while non-Aboriginal had higher levels of bank student loan/line of credit debt than Aboriginal respondents.

Aboriginal respondents were more likely than non-Aboriginal respondents to have experienced difficulties paying off their government student loans (46.1% vs. 27.5%). Also, non-Aboriginal respondents had paid off a higher percentage of their total student debt (government and banks) than Aboriginal respondents (43.5% vs. 34.8%). The difficulties Aboriginal respondents experienced in repaying their student loans were likely due to their higher unemployment rate and lower average annual income, when compared to non-Aboriginal respondents.

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Survey Overview and Objectives

In December of 2006, Saskatchewan Advanced Education and Employment contracted Insightrix Research Services to conduct a survey of individuals who graduated from Saskatchewan post-secondary institutions in the calendar year 2004 or the academic year 2004-05. The purpose of the survey is to determine graduate satisfaction with their post-secondary experiences and graduate employment outcomes approximately two years after graduation. The findings of this survey will inform Saskatchewan Advanced Education and Employment and assist in institutional planning and results reporting.

Graduates from each of the following institutions/organizations are included in the study:

- o Academy of Fashion Design
- o Academy of Learning (all locations)
- o Artistique Beauty College
- o Avant – Garde College
- o CDI College
- o Kanine Klipping All Breed Grooming
- o Marca College
- o Marvel Beauty College
- o Marvel Beauty School
- o McKay Career Training
- o New Media Campus
- o Practicum Training Institute
- o Professional Institute of Massage Therapy
- o Redhouse College of Animation
- o Regency College
- o Richards Beauty College
- o SATCC
- o SIIT
- o Saskatoon Business College
- o SIAST
- o T&H Academies Career Training Centre
- o Timeless Instruments
- o Universal Career College
- o University of Regina
- o University of Saskatchewan
- o Western Academy Broadcasting College
- o Western College of Remedial Massage Therapists
- o Yvonne Yuen School of Design

* The University of Regina includes Champion College, First Nations University, Luther College, and the SUNTEP program of Gabriel Dumont Institute

The Graduate Outcomes Study was designed to obtain information on the following broad areas of enquiry:

1. *Demographics* – an analysis of survey findings by age, gender, geography and other demographic variables in order to determine if trends or patterns are linked to graduates' demographic characteristics.
2. *Satisfaction* – an examination of how satisfied graduates are with different aspects of their educational experience.
3. *Financing* – an analysis of the graduate finances including employment while studying and amount of government and non-government loans.
4. *Transitions* – an examination of student mobility from high school to post-secondary to current location, as well as an assessment of factors affecting post-secondary decision making.
5. *Outcomes* – an analysis of graduate employment rates, incomes, job satisfaction and job relatedness.

Survey Methodology and Response Rates

Following is a summary of the survey methodology used for the project:

Sample Management – Each institution provided Inshgtrix with data sets containing the contact information for their graduates for all of their graduates during the calendar year 2004 or the academic year 2004-05. Upon finalizing the data sets, Inshgtrix uploaded a randomized sample into the online CATI system. Completion targets were then set at the institutional and program levels for a pre-determined level of statistical confidence.

Questionnaire Pre-test and Critique – Saskatchewan Advanced Education and Employment provided Inshgtrix with the survey instrument, which was developed in a separate project. Inshgtrix utilized this questionnaire to conduct the pretests with six respondents for each of the following groups: the University of Regina, SIAST, SATCC, SIIT and Private Vocational Schools. The pretest was an opportunity to test the timing, clarity, and flow of the survey questionnaire. Each pretest was recorded into a .wav file then converted to .mp3.

Survey Programming – Inshgtrix programmed the survey into the online CATI system. An email template with a link to the online survey was developed for those respondents that wished to complete the survey online.

Data Collection – Data was collected from November 25, 2006 to February 11, 2007 inclusive. Using a multimode approach, Inshgtrix collected the survey data in two ways - by telephone and online. The trained call center staff contacted each potential respondent to seek his or her participation in the survey. If the respondent agreed to participate, Inshgtrix surveyors offered to complete the survey over the telephone at that time. If that time was not convenient to the respondent, an option of completing the survey by telephone at a later date (i.e., appointment) or online was presented to the respondent.

If the online option was requested, the graduate was sent a personalized email invitation with a link to the online survey. Each online respondent was assigned a unique identification number (embedded in the URL). This allowed the use of the “Save and Resume” feature, which let the respondent to go back into a partially completed survey if they could not finish it in one sitting. Once the survey was complete, the respondent could not access their survey again, or complete another survey.

Confidentiality of Responses – When being invited to complete the study, respondents were ensured their responses would remain confidential and that at no time would they be personally identified. After the completion of data collection and data cleaning and coding, Inshgtrix submitted clean, edited and fully documented data files including all variable and value labels in SPSS format. Each record in the data file included the unique identifier from the sample frame. Data files were provided to Saskatchewan Advanced Education and Employment (containing data from all Institutions, but excluding personally identifiable data), as well as to each of the participating Institutions, containing the data for that Institution only, but excluding personally identifiable data.

Contact Searching and Tracking - In instances where the Inshgtrix call center staff encountered out-of-service or wrong numbers, a variety of tracking activities were employed to ensure higher a number of completions were obtained. These activities included the following:

- Directory Assistance and Internet Searching. When the graduate had moved and their original contact information was no longer accurate, telephone directories such as Canada411.com, mytelus.com, and various other online search engines, as well as directory assistance were used.
- My Classmates Module. This module displayed the names of graduates who were classified as unavailable (i.e., moved, telephone number is not in service, etc) to other graduates from

the same graduation year, and program that have been located and interviewed. These respondents were asked to provide information about the missing graduates (i.e. address, telephone number, email, city, etc.) that could be used to direct other searching efforts.

An experienced Insightrix searcher was employed as a full time searcher for this project, dedicated solely to finding 'lost' graduates. A number of other staff were also assigned to searching out lost contacts. When these searchers were able to track down the graduates, they were available to conduct the survey immediately with the respondent if necessary.

Additional Activities – Insightrix conducted additional activities in an effort to bolster response rates. These activities included the following:

- Providing our toll free number – Insightrix provided a toll free number in which graduates could call back to complete the survey.
- Calling Times – Insightrix staggered the calling times to maximize the probability of connecting with the contact and completing the survey. Insightrix staff attempted to call respondents during the day, evenings, and on weekends.
- Updating Contact Information – where appropriate, Insightrix staff obtained updated contact information from friends and relatives.

Analysis Note – Each question on the survey was analysed by appropriate demographic and classification variables. Chi-square, t-tests and analysis of variance were used to determine statistically significant results. For this report, an alpha value of less than 0.05 is considered statistically significant. This means that there is less than a 5% chance that the results would have occurred by chance. While all analysis output is included in a supplemental document, only the most significant and interesting results are shown in the report.

Response Rates

A total of 5,839 graduates responded to the survey. Of these, 4,444 (76.1%) completed the survey by telephone and 1,395 (23.9%) completed online. Table 1 shows the detailed overall call dispositions and response rate. Excluding duplicate entries in the original sample and those who were not qualified, the total valid sample contained 12,641 graduates. The 5,839 completed surveys results in an overall response rate of 46.2%.

All contacts in the contact database were categorized as verified, not verified, or unavailable. Verified are those telephone numbers that a telephone researcher was able to confirm were correct but the graduate remained in call back status and did not complete the survey. These graduates were attempted to be contacted a minimum of 10 times (busy signal, no answer, not home, etc). Not verified numbers are those who were never reached at the provided number and therefore could not be confirmed as correct contacts. Each of these numbers was attempted at least 4 times.

	Total Number	Percentage
Total Number of Graduates in Sample	12,894	100.00%
Duplicate Entries	4	0.03%
Not Qualified*	249	1.93%
Valid Sample	12,641	98.04%
Completed Surveys (valid response rate)	5,839	46.19%
Verified Numbers	914	7.23%
Not Verified Numbers	314	2.48%
Incorrect Phone/Email	4,445	35.16%
Language/Communication Problem	16	0.13%
Not Available During Data Collection Period	149	1.18%
Refused/Requested List Removal	964	7.63%

*Not qualified includes respondents who indicated that they did not graduate from the institution and those who are deceased.

The following table shows the response rates and margins of error for each institution. The margin of error is the 95% confidence level based on the valid sample. The overall results obtained from the survey are within 0.9% of the population results 19 times out of 20.

Institution	Gross Sample	Valid Sample	Completed Surveys	Valid Response Rate	Margin of Error
University of Saskatchewan	3,594	3,580	1,551	43.3%	±1.9%
University of Regina	1,450	1,439	698	48.5%	±2.7%
SIAST	3,947	3,868	1,815	46.9%	±1.7%
SATCC	2,197	2,070	973	47.0%	±2.3%
SIIT	279	277	107	38.6%	±7.5%
Private Vocational Schools	1,428	1,408	695	49.4%	±2.7%
Total	12,895	12,642	5,839	46.2%	±0.9%

Socio-Demographic Characteristics of Graduates

What was the highest grade level you completed in the K to 12 system, **NOT** including adult upgrading?

- Nine-in-ten respondents completed high school (either grade 12 or grade 13).

Last Grade Completed	Total #	% of Responses
Kindergarten to Grade 8	52	0.9
Grade 9 to Grade 11	497	8.5
Grade 12 or Grade 13	5257	90.1
Don't know	29	0.5
Total	5835	100

- Overall, 45.7% of SIIT graduates did not complete high school. A relatively high 16.6% of SATCC graduates also did not complete high school.

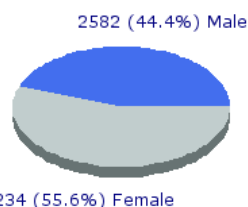
Institution		Highest grade completed			Total
		Kindergarten to Grade 8	Grade 9 to Grade 11	Grade 12 or Grade 13	
U of S	Count	5	27	1509	1541
	%	.3%	1.8%	97.9%	100.0%
U of R	Count	6	40	638	684
	%	.9%	5.8%	93.3%	100.0%
SIAST	Count	18	170	1622	1810
	%	1.0%	9.4%	89.6%	100.0%
SIIT	Count	13	35	57	105
	%	12.4%	33.3%	54.3%	100.0%
SATCC	Count	5	156	811	972
	%	.5%	16.0%	83.4%	100.0%
Private Vocational	Count	5	69	620	694
	%	.7%	9.9%	89.3%	100.0%
Total	Count	52	497	5257	5806
	%	.9%	8.6%	90.5%	100.0%

- Non-Aboriginal graduates were more likely than Aboriginal graduates to have completed high school (93.1% compared to 68.5%).

Do you consider yourself to be an Aboriginal person?		Highest grade completed			Total
		Kindergarten to Grade 8	Grade 9 to Grade 11	Grade 12 or Grade 13	
Yes	Count	36	152	409	597
	%	6.0%	25.5%	68.5%	100.0%
No	Count	16	342	4806	5164
	%	.3%	6.6%	93.1%	100.0%
Total	Count	52	494	5215	5761
	%	.9%	8.6%	90.5%	100.0%

What is your gender?

- Overall, 55.6% of graduates surveyed were female and 44.4% were male.



5816 responses (excludes 23 refused responses)

- The majority of graduates surveyed from every institution were female, with the exception of SATCC, which was 82.8% male. Private vocational schools had the highest percentage of female graduates, at 79.5%.

Institution		Gender		Total
		Male	Female	
U of S	Count	571	967	1538
	%	37.1%	62.9%	100.0%
U of R	Count	232	463	695
	%	33.4%	66.6%	100.0%
SIAST	Count	778	1029	1807
	%	43.1%	56.9%	100.0%
SIIT	Count	52	55	107
	%	48.6%	51.4%	100.0%
SATCC	Count	806	167	973
	%	82.8%	17.2%	100.0%
Private Vocational	Count	143	553	696
	%	20.5%	79.5%	100.0%
Total	Count	2582	3234	5816
	%	44.4%	55.6%	100.0%

- In terms of program type, more than 60% of those surveyed from certificate, bachelor degree and master's degree programs were female. The vast majority of graduates from proficiency and journey person programs were male.

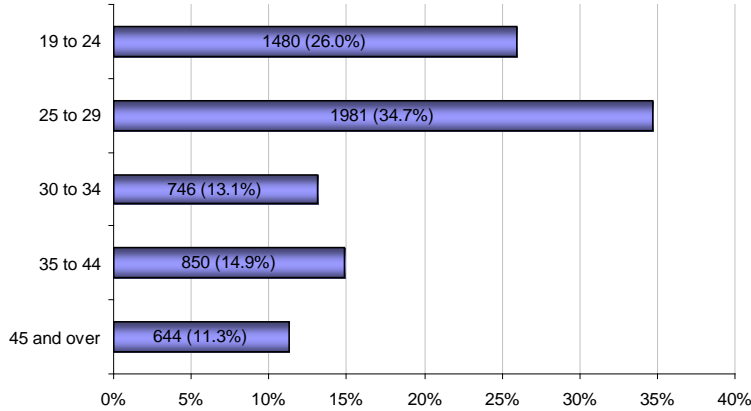
Program Type		Gender		Total
		Male	Female	
Bachelor Degree	Count	616	1106	1722
	%	35.8%	64.2%	100.0%
Masters Degree	Count	89	136	225
	%	39.6%	60.4%	100.0%
PhD	Count	17	16	33
	%	51.5%	48.5%	100.0%
Proficiency	Count	40	0	40
	%	100.0%	.0%	100.0%
Journey person	Count	766	167	933
	%	82.1%	17.9%	100.0%
Diploma	Count	280	292	572
	%	49.0%	51.0%	100.0%
Certificate	Count	592	1318	1910
	%	31.0%	69.0%	100.0%
Advanced Certificate	Count	182	198	380
	%	47.9%	52.1%	100.0%
Total	Count	2582	3233	5815
	%	44.4%	55.6%	100.0%

- A larger majority of Aboriginal graduates surveyed were female than non-Aboriginal graduates.

Do you consider yourself to be an Aboriginal person?		Gender		Total
		Male	Female	
Yes	Count	238	363	601
	%	39.6%	60.4%	100.0%
No	Count	2328	2853	5181
	%	44.9%	55.1%	100.0%
Total	Count	2566	3216	5782
	%	44.4%	55.6%	100.0%

What is your current age?

- At the time of being surveyed, 26% of respondents were ages 19 to 24, 34.7% were ages 25 to 29, and 39.3% were at least 30 years old. The average age was 30.3 years old and the median age was 27.



- The median age of PhD and Proficiency graduates was just under 40 years old. The median age of Certificate, Diploma, and Bachelors graduates was 26.

Program Type	Average Age	Median Age
PhD	42.0	39
Proficiency	37.5	38
Masters Degree	35.2	32
Advanced Certificate	34.7	32
Journey person	32.8	30
Certificate	30.8	26
Diploma	28.9	26
Bachelor Degree	28.7	26

What was your marital status when you completed your program?

- At the time they completed their program, 59.6% indicated they were single, 36.3% indicated they were married or living with a partner, and 4% were divorced, separated, or widowed.

Marital status at program completion	Total #	% of Responses
Single (never married)	3444	59.6
Married or living with partner	2096	36.3
Divorced/Separated/Widowed	232	4.0
Don't know	6	0.1
Total	5778	100

When you completed your program, how many dependents (including dependent adults) were you responsible for?

- More than two-thirds of respondents were not responsible for any dependents when they completed their program. Another 11.3% were responsible for one dependent, 11.1% were responsible for two dependents, and 10.4% were responsible for at least three dependents.

Number of dependents	Frequency	Percent
None	3882	67.2%
One	655	11.3%
Two	643	11.1%
Three or more	601	10.4%
Total	5781	100.0%

Do you consider yourself to be an Aboriginal person?

- Slightly more than one-in-ten respondents self-identified as an Aboriginal person (10.4%).



5801 responses (excludes 38 refused responses)

- With the exception of SIIT, the institutions with the highest percentage of Aboriginal graduates were the U of R and SIAST.

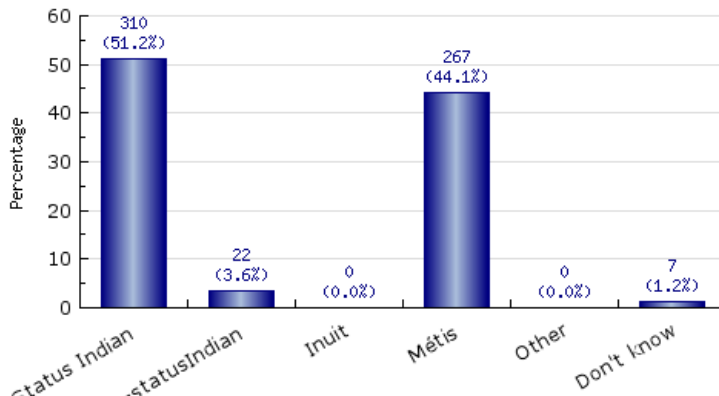
Institution		Do you consider yourself to be an Aboriginal person?		Total
		Yes	No	
U of S	Count	84	1452	1536
	%	5.5%	94.5%	100.0%
U of R	Count	82	609	691
	%	11.9%	88.1%	100.0%
SIAST	Count	212	1586	1798
	%	11.8%	88.2%	100.0%
SIIT	Count	103	4	107
	%	96.3%	3.7%	100.0%
SATCC	Count	61	905	966
	%	6.3%	93.7%	100.0%
Private Vocational	Count	60	634	694
	%	8.6%	91.4%	100.0%
Total	Count	602	5190	5792
	%	10.4%	89.6%	100.0%

- Aboriginal graduates were less likely than non-Aboriginal graduates to be from a Journey-person, Bachelors or Masters program and more likely to be from a diploma, certificate or advanced certificate program. This is largely due to the program offerings at SIIT.

Do you consider yourself to be an Aboriginal person?		Program Type								Total
		Bachelor Degree	Masters Degree	PhD	Proficiency	Journey-person	Diploma	Certificate	Advanced Certificate	
Yes	Count	110	7	1	2	59	96	270	57	602
	%	18.3%	1.2%	.2%	.3%	9.8%	15.9%	44.9%	9.5%	100.0%
No	Count	1605	220	33	38	867	475	1631	320	5189
	%	30.9%	4.2%	.6%	.7%	16.7%	9.2%	31.4%	6.2%	100.0%
Total	Count	1715	227	34	40	926	571	1901	377	5791
	%	29.6%	3.9%	.6%	.7%	16.0%	9.9%	32.8%	6.5%	100.0%

Are you ...

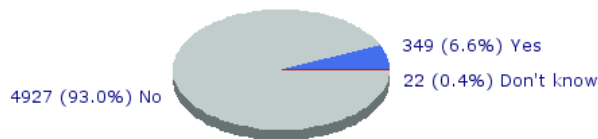
- Of the respondents who self-identified as being Aboriginal, 51.2% were Status Indian, 44.1% were Métis, and 3.6% were non-status Indian.



606 responses (excludes 2 refused responses)

Do you consider yourself to be a member of a visible minority?

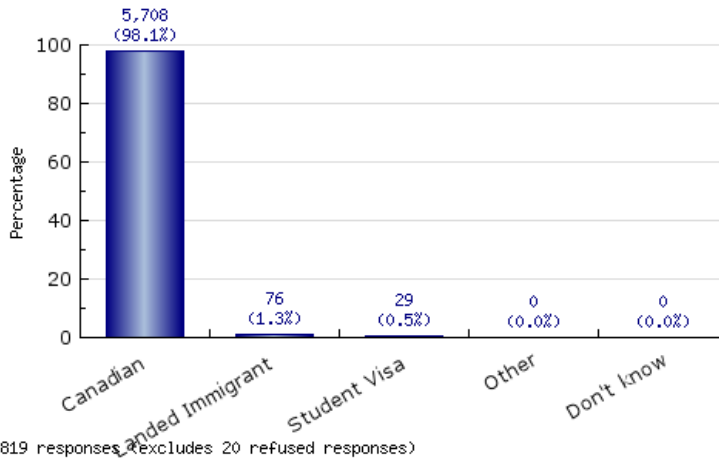
- Overall, 6.6% of respondents self-identified as members of a visible minority.



5298 responses (excludes 541 refused responses)

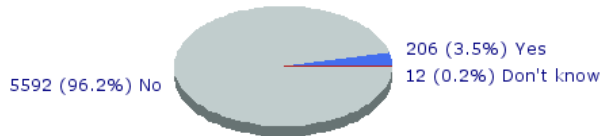
What is your current citizenship status?

- At the time of being surveyed, the large majority of respondents were Canadian citizens (98.1%), while 1.3% were landed immigrants/permanent residents, and 0.5% had a student visa.



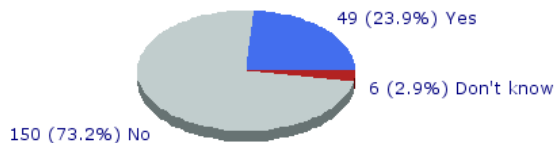
Do you consider yourself to be a person with a disability?

- In total, 3.5% of respondents self-identified as a person with a disability.



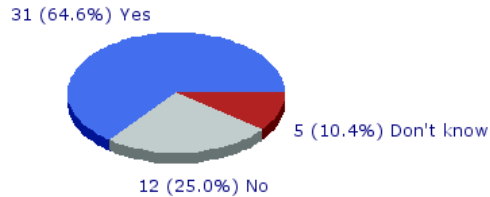
Does the nature of your disability require employers to make any accommodations in the workplace?

- Nearly one quarter of respondents with a disability indicated the nature of their disability required employers to make accommodations in the workplace (23.9%).



Has the employer made accommodations for your disability?

- Of those who indicated that the nature of their disability required employers to make accommodations in the workplace, 64.6% indicated their employer made these accommodations.



48 responses (excludes 1 refused response)

What is/was the highest level of education attained by your mother (or female guardian)?

- Overall, 42.9% of respondents indicated their mother or female guardian completed at least some post-secondary education. Another 31.4% indicated the highest level completed was high school, and 18.4% indicated the highest level completed was less than high school.

Highest level of education attained by your mother/female guardian	Total #	% of Responses
Elementary or junior high school	333	5.8
Some high school	707	12.4
Completed high school	1788	31.4
Some post-secondary (i.e., some university or college)	575	10.1
Completed college, technical institute or apprenticeship program	879	15.4
Completed Bachelor degree	810	14.2
Completed Masters degree	151	2.6
Completed PhD degree	32	0.6
Other	12	0.2
Not applicable	23	0.4
Don't know	393	6.9
Total	5703	100

Entries under "other":
 (10) No schooling.
 (1) Hospital trained their own nurses.
 (1) Royal Conservatory of Music.

What is/was the highest level of education attained by your father (or male guardian)?

- Overall, 39% of respondents indicated their father or male guardian completed at least some post-secondary education, while 25.1% indicated the highest level completed was high school, and 26.5% indicated the highest level completed was less than high school.

Highest level of education attained by your father/male guardian	Total #	% of Responses
Elementary or junior high school	517	9.1
Some high school	984	17.3
Completed high school	1429	25.1
Some post-secondary (i.e., some university or college)	472	8.3
Completed college, technical institute or apprenticeship program	806	14.2
Completed Bachelor degree	622	10.9
Completed Masters degree	217	3.8
Completed PhD degree	101	1.8
Other	8	0.1
Not applicable	51	0.9
Don't know	488	8.6
Total	5695	100

Entries under "other":
 (7) No schooling
 (1) RCMP

- Just under one half (46.5%) of graduates have at least one parent or guardian who has completed a post-secondary program.

Highest level of education attained by your father/male guardian	Total #	% of Responses
Less than high school	775	14.2
Completed high school	1499	27.5
Some post-secondary	639	11.7
Completed college, technical institute or apprenticeship program	1103	20.3
Completed university degree (undergraduate or graduate)	1429	26.2
Total	5445	100

- The following table shows respondents' parents' highest level of education broken down by program type. Overall, 41.2% of those who completed a Bachelor's degree, 48.9% of those who completed a Master's degree, and 37.5% of those who completed a PhD indicated that at least one of their parents also completed a university degree.

Program Type		Parents' highest level of education					Total
		Less than high school	Completed high school	Some post-secondary	Completed college, technical institute or apprenticeship program	Completed University degree	
Bachelor Degree	Count	142	321	173	352	693	1681
	%	8.4%	19.1%	10.3%	20.9%	41.2%	100.0%
Masters Degree	Count	21	36	21	36	109	223
	%	9.4%	16.1%	9.4%	16.1%	48.9%	100.0%
PhD	Count	7	8	2	3	12	32
	%	21.9%	25.0%	6.3%	9.4%	37.5%	100.0%
Proficiency	Count	9	14	2	1	4	30
	%	30.0%	46.7%	6.7%	3.3%	13.3%	100.0%
Journey person	Count	142	295	114	143	140	834
	%	17.0%	35.4%	13.7%	17.1%	16.8%	100.0%
Diploma	Count	68	164	60	149	107	548
	%	12.4%	29.9%	10.9%	27.2%	19.5%	100.0%
Certificate	Count	325	548	229	359	298	1759
	%	18.5%	31.2%	13.0%	20.4%	16.9%	100.0%
Advanced Certificate	Count	61	113	38	59	66	337
	%	18.1%	33.5%	11.3%	17.5%	19.6%	100.0%
Total	Count	775	1499	639	1102	1429	5444
	%	14.2%	27.5%	11.7%	20.2%	26.2%	100.0%

Summary Discussion: Socio-Demographic Characteristics of Graduates

In Saskatchewan there were slightly more female post-secondary graduates than male graduates in 2004-2005. Overall, 55.6% of graduates surveyed were female and 44.4% were male. The majority of graduates surveyed from every institution were female, with the exception of SATCC, which was 82.8% male. Private vocational schools had the highest percentage of female graduates surveyed, at 79.5%.

The median age of a Saskatchewan post-secondary graduate approximately two years out of their program was 27 years old. This implies the average graduate was about 25 years old at program completion. For programs that are generally pre-employment programs, including certificate, diploma and bachelor programs, the median age at the time of being surveyed was 26, while the median age of PhD and Proficiency graduates was just under 40 years old.

Slightly more than one in ten graduates were Aboriginal (10.4%). In the 2001 Statistics Canada census (about the time when most graduates would have began their program), 13.5% of the Saskatchewan population was Aboriginal. With the exception of SIIT (96.3% Aboriginal), the institutions with the highest percentage of Aboriginal graduates were the U of R and SIAST, each with 12%.

Overall, 6.6% of respondents considered themselves to be members of a visible minority. In the 2001 census, 2.9% of Saskatchewan's population was a member of a visible minority, as defined by the government of Canada. The majority of graduates were Canadian citizens (98.1%), while 1.3% were landed immigrants/ permanent residents, and 0.5% had a student visa.

Of all the Saskatchewan post-secondary graduates, 3.5% self-identify as a person with a disability.

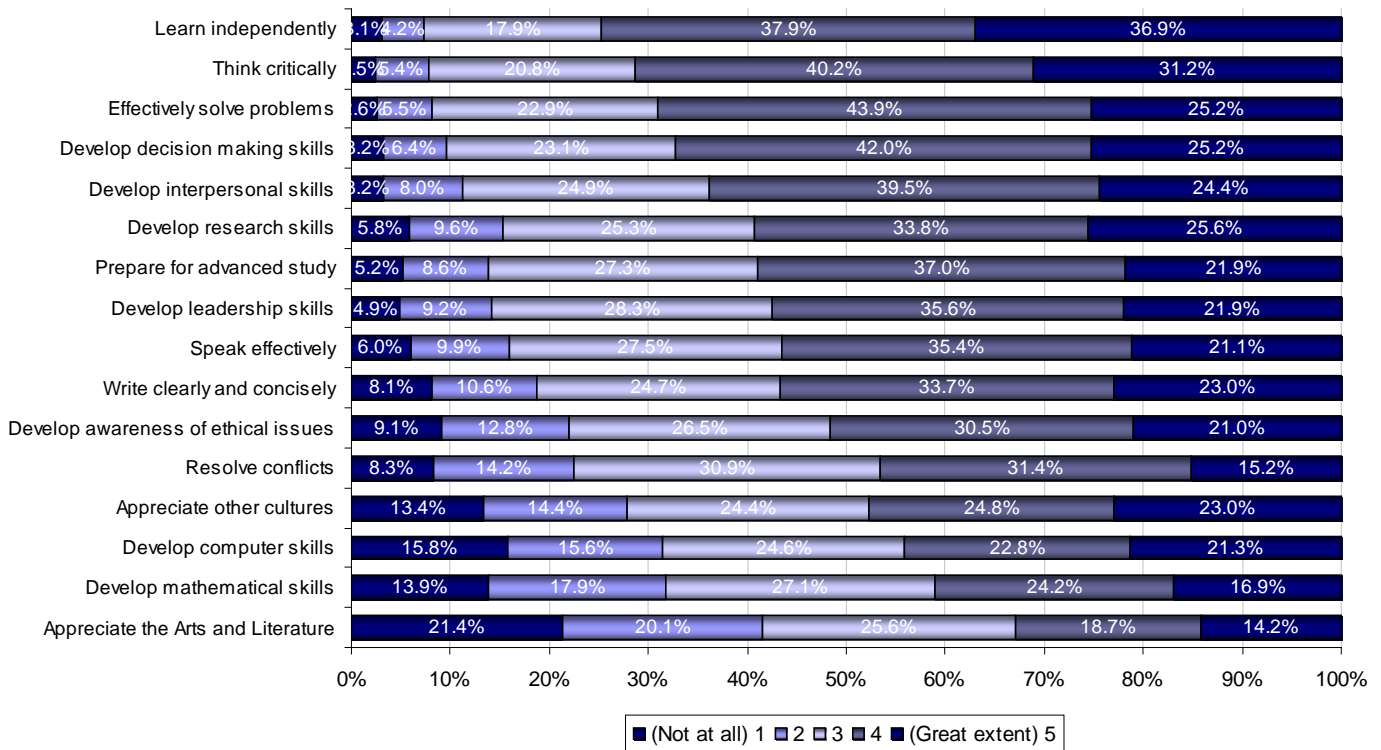
Just under one half (46.5%) of graduates have at least one parent or guardian who has completed a post-secondary program.

Learning Outcomes and Satisfaction

Degree to which your entire post-secondary education added to your skills, knowledge and abilities

Please rate these statements using a 5-point scale where "1" means not at all and "5" means a great extent. If a statement is not applicable please indicate so.

- Graduates tended to feel their post-secondary education has added to all different types of skills, knowledge and abilities. Learning independently was the one area that was developed to the greatest extent. Critical thinking, problem solving and decision making skills were also developed to a great extent. These top four most developed skills were closely related to one another, which highlights the importance of post-secondary education to this type of personal development. These types of general skills were also most highly correlated with graduates' overall satisfaction with their educational experience.
- The three skills that received the lowest ratings could be considered to be more program specific attributes. Appreciation of arts and literature, mathematical skills, and computer skills could be developed at very different levels depending on they type of program a person was in. As a result, these three attributes also have the largest percentage of respondents who could not rate them and the largest variation in responses.



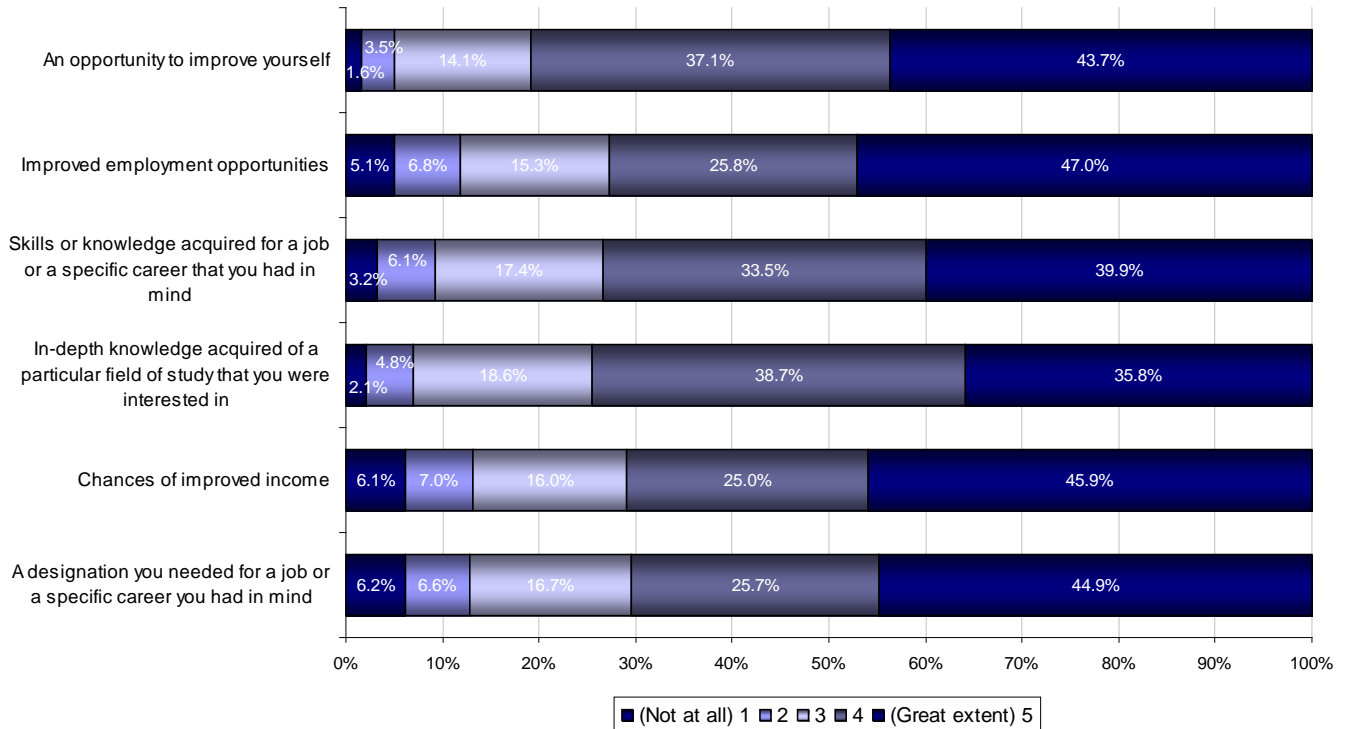
- Aboriginal graduates gave significantly higher ratings than non-Aboriginal graduates for each attribute. The greatest differences between the two groups were in the appreciation of other cultures and the appreciation of arts and literature. The differences were also relatively large in resolving conflicts, leadership, awareness of ethical issues and computer skills.

Abilities	Aboriginal Respondents		Non-Aboriginal Respondents		Difference
	N	Average	N	Average	
Appreciate other cultures	554	3.92	4604	3.22	0.70
Appreciate the Arts and Literature	535	3.35	4470	2.79	0.56
Develop leadership skills	589	3.92	5042	3.57	0.35
Resolve conflicts	572	3.63	4891	3.28	0.35
Develop awareness of ethical issues	569	3.72	4749	3.38	0.34
Develop computer skills	549	3.49	4621	3.15	0.34
Write clearly and concisely	575	3.80	4919	3.5	0.30
Speak effectively	574	3.82	4921	3.53	0.29
Prepare for advanced study	576	3.86	4902	3.59	0.27
Develop decision making skills	592	4.01	5106	3.77	0.24
Develop interpersonal skills	586	3.96	5069	3.72	0.24
Develop mathematical skills	553	3.32	4736	3.10	0.22
Develop research skills	579	3.82	4938	3.62	0.20
Effectively solve problems	589	4.00	5091	3.82	0.18
Learn independently	591	4.16	5106	4.00	0.16
Think critically	589	4.00	5075	3.91	0.09

Your Program Benefits

Please rate these statements using a 5 point scale where "1" means not at all and "5" means to a great extent. To what extent did the program you completed provide you with the following benefits? If some of these benefits are not applicable please indicate so.

- With average ratings of at least 3.97 out of 5, and more than 70% of respondents giving ratings of at least 4 out of 5, graduates generally felt that their program provided them with each of the six benefits. Respondents felt that they have been provided with an opportunity to improve themselves to a significantly greater extent than the other benefits.



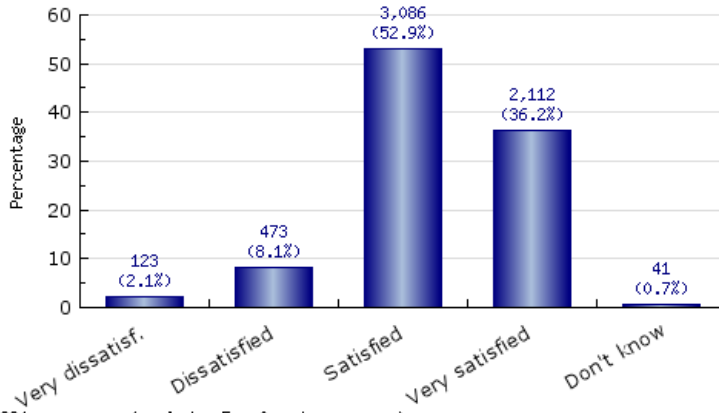
- Again, Aboriginal respondents consistently rated each benefit slightly higher than non-Aboriginal respondents. The most significant differences were in the opportunity to improve themselves and acquiring skills for a specific career.

Program Benefits	Aboriginal Respondents		Non-Aboriginal Respondents		Difference
	N	Average	N	Average	
An opportunity to improve yourself	597	4.34	5154	4.16	0.18
Skills or knowledge acquired for a job or a specific career that you had in mind	592	4.13	5124	4.00	0.13
Chances of improved income	590	4.07	5100	3.97	0.10
Improved employment opportunities	591	4.09	5095	4.02	0.07
In-depth knowledge acquired of a particular field of study that you were interested in	589	4.07	5152	4.01	0.06
A designation you needed for a job or a specific career you had in mind	583	4.01	4984	3.96	0.05

Satisfaction with educational experience

Overall, how satisfied are you with the quality of teaching in your program?

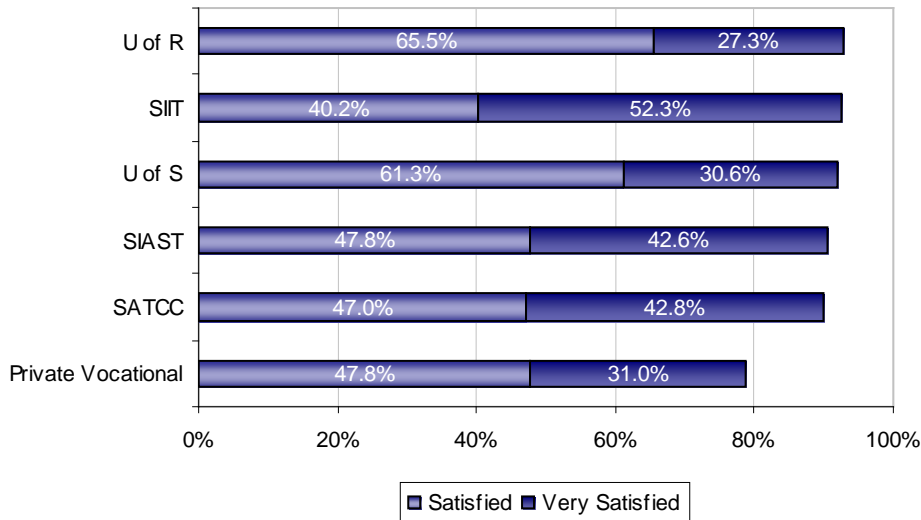
- Overall, 89.1% of respondents were satisfied (52.9%) or very satisfied (36.2%) with the quality of teaching in their program, while 10.2% were dissatisfied (8.1%) or very dissatisfied (2.1%).



5834 responses (excludes 5 refused responses)

% Satisfied by Institution

- Respondents who attended the U of R were most likely to be satisfied or very satisfied with the quality of teaching in their program (92.8%), followed by those who attended SIIT (92.5%), and the U of S (91.9%). More than nine in ten graduates from SIAST were satisfied or very satisfied (90.4%), as were 89.8% of those who attended SATCC and 78.8% of those who attended private vocational schools.

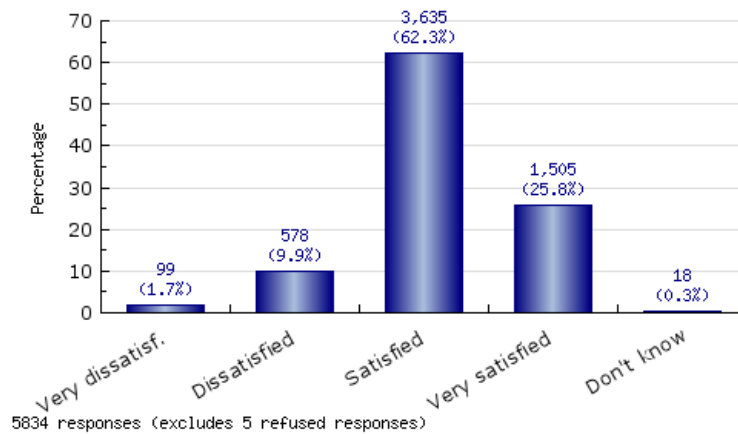


- Respondents who completed a Bachelor's Degree were least likely to be very satisfied with the quality of teaching in their program, while those who completed a PhD were most likely to be very satisfied.

Program Type		Overall, how satisfied are you with the quality of teaching in your program?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Bachelor Degree	Count	21	128	1133	445	1727
	%	1.2%	7.4%	65.6%	25.8%	100.0%
Masters Degree	Count	1	13	111	102	227
	%	.4%	5.7%	48.9%	44.9%	100.0%
PhD	Count	0	0	18	16	34
	%	.0%	.0%	52.9%	47.1%	100.0%
Proficiency	Count	2	2	18	17	39
	%	5.1%	5.1%	46.2%	43.6%	100.0%
Journey person	Count	20	73	431	392	916
	%	2.2%	8.0%	47.1%	42.8%	100.0%
Diploma	Count	9	44	305	212	570
	%	1.6%	7.7%	53.5%	37.2%	100.0%
Certificate	Count	59	175	900	769	1903
	%	3.1%	9.2%	47.3%	40.4%	100.0%
Advanced Certificate	Count	11	40	171	157	379
	%	2.9%	10.6%	45.1%	41.4%	100.0%
Total	Count	123	475	3087	2110	5795
	%	2.1%	8.2%	53.3%	36.4%	100.0%

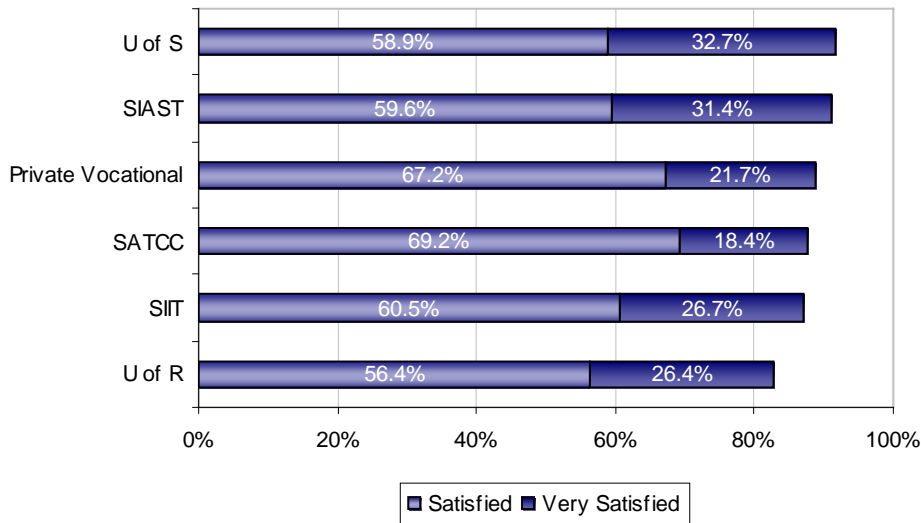
How satisfied are you with the program's content?

- In total, 88.1% of respondents were satisfied (62.3%) or very satisfied (25.8%) with their program's content, while 11.6% were dissatisfied (9.9%) or very dissatisfied (1.7%). Graduates were more likely to be very satisfied with the quality of teaching than with the program's content.



% Satisfied by Institution

- Respondents who attended the U of S or SIAST were most likely to be satisfied or very satisfied with their program's content (91.6% and 91% respectively).



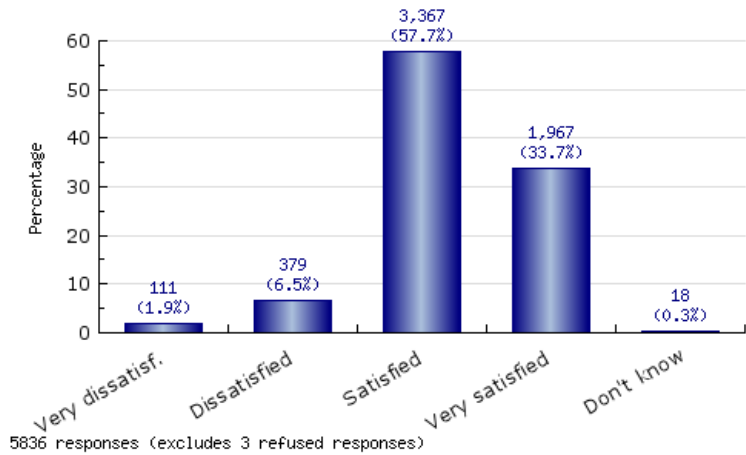
% Satisfied by Program Type

- Graduates of bachelor degree programs were least satisfied with their program's content; while PhD and Proficiency graduates were most satisfied.

Program Type		How satisfied are you with the programs content?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Bachelor Degree	Count	22	199	1200	307	1728
	%	1.3%	11.5%	69.4%	17.8%	100.0%
Masters Degree	Count	2	17	150	59	228
	%	.9%	7.5%	65.8%	25.9%	100.0%
PhD	Count	0	1	20	13	34
	%	.0%	2.9%	58.8%	38.2%	100.0%
Proficiency	Count	1	2	23	14	40
	%	2.5%	5.0%	57.5%	35.0%	100.0%
Journey person	Count	21	99	558	242	920
	%	2.3%	10.8%	60.7%	26.3%	100.0%
Diploma	Count	9	47	352	164	572
	%	1.6%	8.2%	61.5%	28.7%	100.0%
Certificate	Count	36	173	1114	586	1909
	%	1.9%	9.1%	58.4%	30.7%	100.0%
Advanced Certificate	Count	8	36	218	121	383
	%	2.1%	9.4%	56.9%	31.6%	100.0%
Total	Count	99	574	3635	1506	5814
	%	1.7%	9.9%	62.5%	25.9%	100.0%

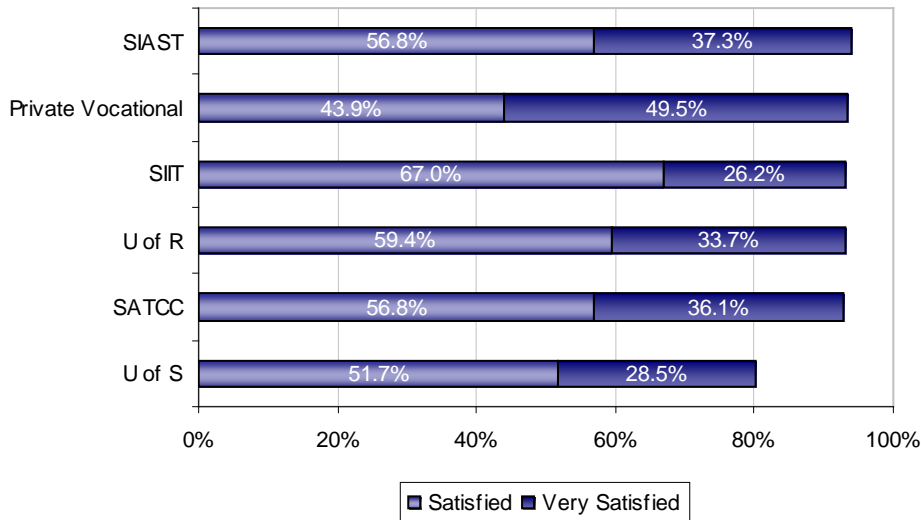
How satisfied are you with the overall quality of your educational experience?

- Overall, 91.4% of respondents were satisfied (57.7%) or very satisfied (33.7%) with the overall quality of their educational experience, while 8.4% were dissatisfied (6.5%) or very dissatisfied (1.9%).
- A stepwise regression model was used to determine the key drivers of graduate satisfaction. It was found that satisfaction with the quality of teaching and the program's content were the most important indicators of overall satisfaction, with quality of teaching being slightly more important. All knowledge, skill and ability attributes, as well as perceived benefits were entered into the model, but did not add value in explaining overall satisfaction after taking into account teaching and program content.



% Satisfied by Institution

- Respondents who attended private vocational schools were less likely than graduates of the other institutions to be satisfied very satisfied with the overall quality of their educational experience (80.2%).

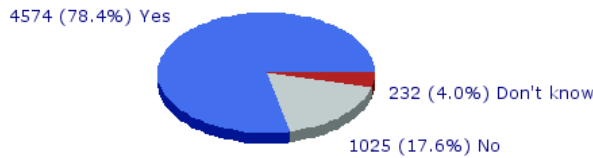


- Respondents who completed a PhD were most likely to be very satisfied with the overall quality of their educational experience.

Program Type		How satisfied are you with the overall quality of your educational experience?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Bachelor Degree	Count	21	106	1119	484	1730
	%	1.2%	6.1%	64.7%	28.0%	100.0%
Masters Degree	Count	2	10	114	102	228
	%	.9%	4.4%	50.0%	44.7%	100.0%
PhD	Count	0	0	17	17	34
	%	.0%	.0%	50.0%	50.0%	100.0%
Proficiency	Count	1	2	25	12	40
	%	2.5%	5.0%	62.5%	30.0%	100.0%
Journey person	Count	12	42	520	346	920
	%	1.3%	4.6%	56.5%	37.6%	100.0%
Diploma	Count	10	30	329	203	572
	%	1.7%	5.2%	57.5%	35.5%	100.0%
Certificate	Count	52	157	1023	680	1912
	%	2.7%	8.2%	53.5%	35.6%	100.0%
Advanced Certificate	Count	10	31	219	123	383
	%	2.6%	8.1%	57.2%	32.1%	100.0%
Total	Count	108	378	3366	1967	5819
	%	1.9%	6.5%	57.8%	33.8%	100.0%

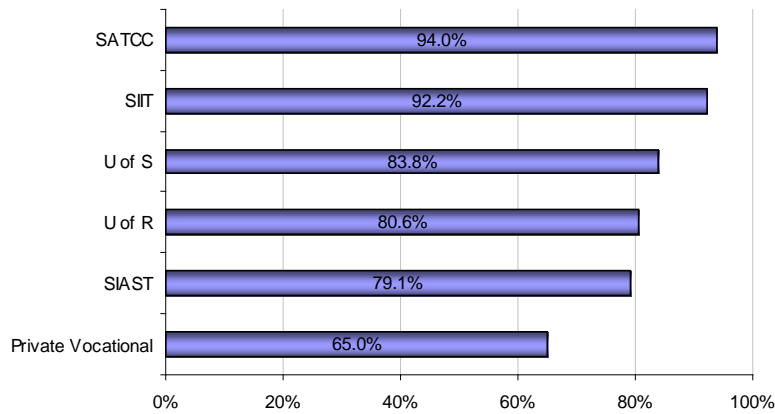
Knowing what you know now, would you select your program again?

- Knowing what they know now, nearly eight-in-ten graduates would select their program again (78.4%).



5831 responses (excludes 8 refused responses)

- Respondents who completed their program through SATCC or SIIT would be most likely to select their program again (more than 90%), while those who attended private vocational schools would be least likely (65.9%).



- Respondents who completed a journeyman program would be most likely to select their program again, while those who obtained certificates or advanced certificates would be least likely.

Program Type		Knowing what you know now, would you select your program again?		Total
		Yes	No	
Bachelor Degree	Count	1317	315	1632
	%	80.7%	19.3%	100.0%
Masters Degree	Count	192	19	211
	%	91.0%	9.0%	100.0%
PhD	Count	28	4	32
	%	87.5%	12.5%	100.0%
Proficiency	Count	36	3	39
	%	92.3%	7.7%	100.0%
Journeyman	Count	857	54	911
	%	94.1%	5.9%	100.0%
Diploma	Count	440	109	549
	%	80.1%	19.9%	100.0%
Certificate	Count	1416	436	1852
	%	76.5%	23.5%	100.0%
Advanced Certificate	Count	288	85	373
	%	77.2%	22.8%	100.0%
Total	Count	4574	1025	5599
	%	81.7%	18.3%	100.0%

- Respondents with Canada/Saskatchewan student loans would be significantly less likely to select their program again.

Canada or Saskatchewan Government Student loans		Knowing what you know now, would you select your program again?		Total
		Yes	No	
Yes	Count	1812	476	2288
	%	79.2%	20.8%	100.0%
No	Count	2738	540	3278
	%	83.5%	16.5%	100.0%
Total	Count	4550	1016	5566
	%	81.7%	18.3%	100.0%

**Please state the reasons why you would not select the same program again.
Please be specific.**

- Of those who would not do the program over again, four in ten indicated that they were dissatisfied with the quality or relevance of their course. Three in ten cited poor job opportunities, two in ten changed their mind about the area of study that they were interested in and 17.7% were not satisfied with the academic staff. Also, 13.2% cited poor salaries in their field of study and 9.3% were dissatisfied with the cost of studying. *Please see Appendix A for a complete list of responses by theme.*

Description	Total #	% of Respondents
Quality/Relevance of the Program	400	40.1
Poor Job Opportunities/No Jobs	302	30.3
Would Choose Different Course/Program/Lost Interest in Course/Program	207	20.7
Quality of Academic Staff	177	17.7
Poor Salary	132	13.2
Cost	93	9.3
Other Comments	62	6.2
	998	

- Respondents from the two universities were most likely to indicate they wouldn't select their program again due to poor job opportunities, while those from SIIT, SATCC, SIAST, and private vocational schools were most likely to cite dissatisfaction with the quality or relevance of their program as the reason why they wouldn't choose it again. Please note that percentages are of column totals.

Please state the reasons why you would not select the same program again.		Institution						Total
		U of S	U of R	SIAST	SIIT	SATCC	Private Vocational	
Quality/Relevance of the Program	Count	75	45	159	5	30	86	400
	%	32.9%	35.4%	44.8%	62.5%	53.6%	41.5%	
Quality of Academic Staff	Count	29	12	56	0	12	68	177
	%	12.7%	9.4%	15.8%	.0%	21.4%	32.9%	
Poor Job Opportunities/No Jobs	Count	107	57	95	1	5	37	302
	%	46.9%	44.9%	26.8%	12.5%	8.9%	17.9%	
Cost	Count	16	8	21	0	6	42	93
	%	7.0%	6.3%	5.9%	.0%	10.7%	20.3%	
Poor Salary	Count	20	11	40	0	20	41	132
	%	8.8%	8.7%	11.3%	.0%	35.7%	19.8%	
Would Choose Different Course/ Program/Lost Interest in Course/Program	Count	53	26	79	1	7	41	207
	%	23.2%	20.5%	22.3%	12.5%	12.5%	19.8%	
Other Comments	Count	8	9	20	2	3	20	62
	%	3.5%	7.1%	5.6%	25.0%	5.4%	9.7%	
Total	Count	228	127	355	8	56	207	981

Percentages and totals are based on respondents.

Summary Discussion: Learning Outcomes and Satisfaction

In general, graduates were very positive about the knowledge and skills they developed through their education. Learning independently was the area that graduates indicated was developed to the greatest extent. Critical thinking, problem solving and decision making skills were also developed to a great extent. Appreciation of arts and literature, mathematical skills, and computer skills were developed at very different levels depending on the type of program the graduate was in.

Graduates also generally felt their program was very beneficial to them in a number of other areas. The benefit that received the highest rating was "an opportunity to improve yourself". The other benefits included improved employment opportunities, in-depth knowledge of a particular field of study, skills acquired for a specific career, chances of improved income, and a specific designation needed for a job.

Aboriginal graduates gave significantly higher ratings than non-Aboriginal graduates for all attributes and benefits. The greatest differences between the two groups, in terms of the attributes, were that Aboriginal respondents said they developed a greater appreciation of other cultures and of arts and literature. In terms of benefits, the most significant differences were in the opportunity to improve themselves and acquiring skills for a specific career.

Overall, 89.1% of respondents were satisfied (52.9%) or very satisfied (36.2%) with the quality of teaching in their program. Respondents who attended SIIT were most likely to be very satisfied with the quality of teaching in their program (52.3%). More than four in ten graduates from SIAST and SATCC were very satisfied, while about three in ten from the universities and private vocational schools were very satisfied.

With regard to the program content, 88.1% of respondents were satisfied (62.3%) or very satisfied (25.8%) which, in total, was similar to the satisfaction with teaching; however, they were less likely to be very satisfied with the program content than they were with teaching. Respondents who attended SIIT or SIAST were more likely than those who graduated from other institutions to be very satisfied with their program's content.

In terms of the overall quality of their educational experience, 91.4% of respondents were satisfied (57.7%) or very satisfied (33.7%). Graduates of bachelor degree programs were least satisfied with the overall quality of their educational experience; while PhD and Proficiency graduates were most satisfied.

A stepwise regression model was used to determine the key drivers of graduate satisfaction. It was found that satisfaction with the quality of teaching and the program's content were the most important indicators of overall satisfaction, with quality of teaching being slightly more important. All knowledge, skill and ability attributes, as well as perceived benefits were entered into the model, but did not add value in explaining overall satisfaction after taking into account teaching and program content.

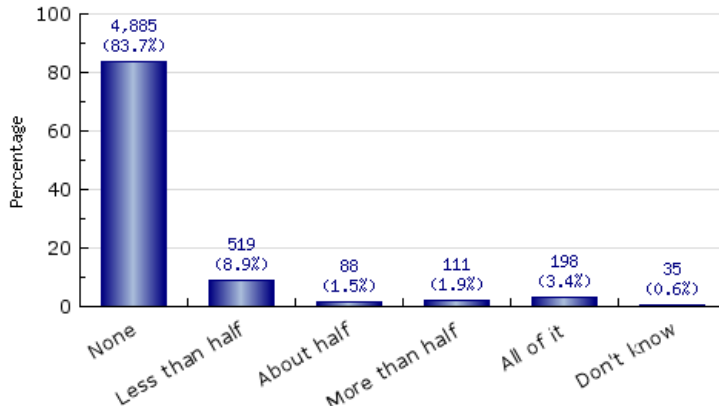
Another indicator of graduate satisfaction was whether or not they would complete their program again, knowing what they know now. Nearly eight-in-ten graduates indicated they would still choose the same program. Respondents who completed their program through SATCC or SIIT would be most likely to select their program again (more than 90%), while those who attended private vocational schools would be least likely (65.9%).

Educational Experience

Distance Education and Saskatchewan Regional College

What proportion of the program's course load did you take through correspondence or another type of distance education like Internet, television, or audio? This does not include credit transfers.

- A total of 16.3% of graduates took at least part of their course load through correspondence or another type of distance education. Of those who did, most took less than half of their course load through distance education.



5836 responses (excludes 3 refused responses)

- Female graduates were more likely than male graduates to have taken at least some of their program by distance education.

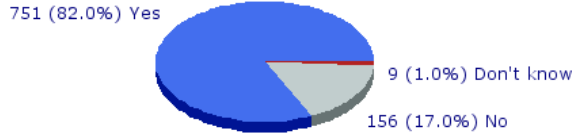
Gender		What proportion of the program did you take by distance education					Total
		None	Less than half	About half	More than half	All of it	
Male	Count	2265	175	41	26	56	2563
	%	88.4%	6.8%	1.6%	1.0%	2.2%	100.0%
Female	Count	2604	344	46	84	140	3218
	%	80.9%	10.7%	1.4%	2.6%	4.4%	100.0%
Total	Count	4869	519	87	110	196	5781
	%	84.2%	9.0%	1.5%	1.9%	3.4%	100.0%

- Respondents who attended SIIT or the U of R were most likely to have completed at least some of their program by distance education.

Institution		What proportion of the program did you take by distance education					Total
		None	Less than half	About half	More than half	All of it	
U of S	Count	1234	206	16	32	50	1538
	%	80.2%	13.4%	1.0%	2.1%	3.3%	100.0%
U of R	Count	538	103	4	5	43	693
	%	77.6%	14.9%	.6%	.7%	6.2%	100.0%
SIAST	Count	1481	156	33	62	72	1804
	%	82.1%	8.6%	1.8%	3.4%	4.0%	100.0%
SIIT	Count	81	14	5	2	3	105
	%	77.1%	13.3%	4.8%	1.9%	2.9%	100.0%
SATCC	Count	909	26	15	4	15	969
	%	93.8%	2.7%	1.5%	.4%	1.5%	100.0%
Private Vocational	Count	641	16	14	6	14	691
	%	92.8%	2.3%	2.0%	.9%	2.0%	100.0%
Total	Count	4884	521	87	111	197	5800
	%	84.2%	9.0%	1.5%	1.9%	3.4%	100.0%

Was this from a Saskatchewan institution?

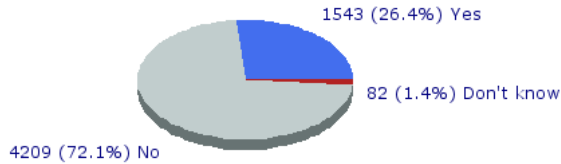
- Most of the respondents who completed at least some of their course load through distance education indicated that these courses were from a Saskatchewan institution (82%).



916 responses

Did you take all or a portion of your program at a Saskatchewan Regional College?

- Slightly more than one quarter of respondents took some portion of their program at a Saskatchewan Regional College (26.4%).



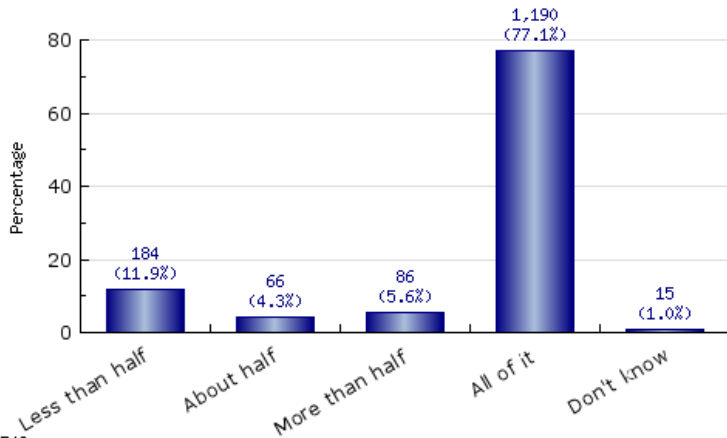
5834 responses (excludes 5 refused responses)

- Aboriginal graduates from each institution were more likely than non-Aboriginal graduates to have taken all or a portion of their program at a Saskatchewan Regional College. SIIT graduates were most likely to have taken at least some of their program at a regional college, followed by graduates from SIAST and SATCC.

Institution	Do you consider yourself to be an Aboriginal person?		Did you take all or a portion of your program at a Saskatchewan Regional College?		Total
			Yes	No	
U of S	Yes	Count	19	64	83
		%	22.9%	77.1%	100.0%
	No	Count	123	1316	1439
		%	8.5%	91.5%	100.0%
	Total	Count	142	1380	1522
		%	9.3%	90.7%	100.0%
U of R	Yes	Count	21	59	80
		%	26.3%	73.8%	100.0%
	No	Count	68	532	600
		%	11.3%	88.7%	100.0%
	Total	Count	89	591	680
		%	13.1%	86.9%	100.0%
SIAST	Yes	Count	97	111	208
		%	46.6%	53.4%	100.0%
	No	Count	624	942	1566
		%	39.8%	60.2%	100.0%
	Total	Count	721	1053	1774
		%	40.6%	59.4%	100.0%
SIIT	Yes	Count	52	50	102
		%	51.0%	49.0%	100.0%
	No	Count	1	3	4
		%	25.0%	75.0%	100.0%
	Total	Count	53	53	106
		%	50.0%	50.0%	100.0%
SATCC	Yes	Count	26	34	60
		%	43.3%	56.7%	100.0%
	No	Count	345	549	894
		%	38.6%	61.4%	100.0%
	Total	Count	371	583	954
		%	38.9%	61.1%	100.0%
Private Vocational	Yes	Count	16	42	58
		%	27.6%	72.4%	100.0%
	No	Count	138	476	614
		%	22.5%	77.5%	100.0%
	Total	Count	154	518	672
		%	22.9%	77.1%	100.0%

What proportion of your program was taken at this regional college?

- Of those who took at least some of their program at a Saskatchewan Regional College, 77.1% took their entire program there, while 5.6% took more than half, 4.3% took about half, and 11.9% took less than half.



1543 responses

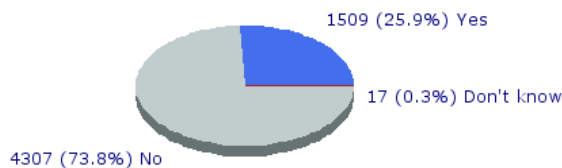
- Graduates of the universities took significantly less of their program from a regional college, compared to other institutions.

Institution		What proportion of your program was taken at this regional college?				Total
		Less than half	About half	More than half	All of it	
U of S	Count	55	15	12	59	141
	%	39.0%	10.6%	8.5%	41.8%	100.0%
U of R	Count	32	6	11	39	88
	%	36.4%	6.8%	12.5%	44.3%	100.0%
SIAST	Count	60	30	50	583	723
	%	8.3%	4.1%	6.9%	80.6%	100.0%
SIIT	Count	5	1	2	45	53
	%	9.4%	1.9%	3.8%	84.9%	100.0%
SATCC	Count	29	13	9	317	368
	%	7.9%	3.5%	2.4%	86.1%	100.0%
Private Vocational	Count	3	1	3	147	154
	%	1.9%	.6%	1.9%	95.5%	100.0%
Total	Count	184	66	87	1190	1527
	%	12.0%	4.3%	5.7%	77.9%	100.0%

Further Studies

Since completing your program, have you been enrolled in any post secondary program for credit (i.e. leading toward a degree, diploma, or certificate), excluding community education programs and general interest courses?

- One quarter of respondents have been enrolled in a post-secondary program since completing their program (25.9%).



5833 responses (excludes 6 refused responses)

- Female respondents were more likely than male respondents to have enrolled in further post-secondary studies since completing their program.

Gender		Since completing your program, have you been enrolled in any post secondary program for credit?		Total
		Yes	No	
Male	Count	586	1986	2572
	%	22.8%	77.2%	100.0%
Female	Count	916	2309	3225
	%	28.4%	71.6%	100.0%
Total	Count	1502	4295	5797
	%	25.9%	74.1%	100.0%

- Respondents who attended one of the universities or SIIT were most likely to have been enrolled in further post-secondary studies since completing their program (more than one third). Less than one-in-ten SATCC graduates have enrolled in further education (9.6%).

Institution		Since completing your program, have you been enrolled in any post secondary program for credit?		Total
		Yes	No	
U of S	Count	573	971	1544
	%	37.1%	62.9%	100.0%
U of R	Count	238	458	696
	%	34.2%	65.8%	100.0%
SIAST	Count	444	1363	1807
	%	24.6%	75.4%	100.0%
SIIT	Count	40	67	107
	%	37.4%	62.6%	100.0%
SATCC	Count	93	875	968
	%	9.6%	90.4%	100.0%
Private Vocational	Count	121	573	694
	%	17.4%	82.6%	100.0%
Total	Count	1509	4307	5816
	%	25.9%	74.1%	100.0%

- 39.1% of graduates with a Bachelor degree have enrolled in further study.

Program Type		Since completing your program, have you been enrolled in any post secondary program for credit?		Total
		Yes	No	
Bachelor Degree	Count	675	1051	1726
	%	39.1%	60.9%	100.0%
Masters Degree	Count	60	168	228
	%	26.3%	73.7%	100.0%
PhD	Count	4	29	33
	%	12.1%	87.9%	100.0%
Proficiency	Count	1	38	39
	%	2.6%	97.4%	100.0%
Journey person	Count	92	837	929
	%	9.9%	90.1%	100.0%
Diploma	Count	138	433	571
	%	24.2%	75.8%	100.0%
Certificate	Count	436	1471	1907
	%	22.9%	77.1%	100.0%
Advanced Certificate	Count	103	279	382
	%	27.0%	73.0%	100.0%
Total	Count	1509	4306	5815
	%	26.0%	74.0%	100.0%

- The following table shows where graduates from each institution have gone for further studies. More than half of the U of S and U of R respondents remained at their respective schools. Also, 30.6% of U of S respondents and 24.2% of U of R respondents went to an institution outside of Saskatchewan.

Institution		Institution of further education								Total
		U of R	U of S	SIAST	SIIT	Private vocational	Regional College	Other SK Institution	Other Non- SK Institution	
U of S	Count	29	299	26	1	5	3	22	170	555
	%	5.2%	53.9%	4.7%	.2%	.9%	.5%	4.0%	30.6%	100%
U of R	Count	132	15	6	0	3	2	17	56	231
	%	57.1%	6.5%	2.6%	.0%	1.3%	.9%	7.4%	24.2%	100%
SIAST	Count	48	44	185	4	14	16	38	86	435
	%	11.0%	10.1%	42.5%	.9%	3.2%	3.7%	8.7%	19.8%	100%
SIIT	Count	2	7	5	14	1	2	2	6	39
	%	5.1%	17.9%	12.8%	35.9%	2.6%	5.1%	5.1%	15.4%	100%
SATCC	Count	2	12	37	0	12	3	5	13	84
	%	2.4%	14.3%	44.0%	.0%	14.3%	3.6%	6.0%	15.5%	100%
Private Vocational	Count	4	20	15	1	34	4	20	19	117
	%	3.4%	17.1%	12.8%	.9%	29.1%	3.4%	17.1%	16.2%	100%
Total	Count	217	397	274	20	69	30	104	350	1461
	%	14.9%	27.2%	18.8%	1.4%	4.7%	2.1%	7.1%	24.0%	100%

Please indicate the **main** reason why you decided to pursue additional studies.

- The most common reason why respondents decided to pursue additional studies was career advancement (55.5%). Other reasons included wanting to study at an advanced level (14%) and general interest/personal development (13.1%). Please see Appendix A for entries under "other".

Main reason pursued additional studies	Total #	% of Responses
For career advancement	831	55.5
Wanted to study at an advanced level	210	14
General Interest/Personal Development	196	13.1
Lack of suitable employment opportunities	124	8.3
Wanted to change fields	101	6.7
Other	31	2.1
Don't know	5	0.3
Total	1498	100

- Respondents who had at least one parent who had completed a university degree were most likely to have enrolled in further education since completing their program.

Parents' highest level of education		Since completing your program, have you been enrolled in any post secondary program for credit?		Total
		Yes	No	
Less than high school	Count	140	630	770
	%	18.2%	81.8%	100.0%
Completed high school	Count	302	1190	1492
	%	20.2%	79.8%	100.0%
Some post-secondary (i.e. some university or college)	Count	174	463	637
	%	27.3%	72.7%	100.0%
Completed college, technical institute or apprenticeship	Count	307	792	1099
	%	27.9%	72.1%	100.0%
Completed University degree (undergrad or grad)	Count	508	919	1427
	%	35.6%	64.4%	100.0%
Total	Count	1431	3994	5425
	%	26.4%	73.6%	100.0%

Summary Discussion: Educational Experience

The majority of graduates took their entire course load on campus. Overall, 19.1% of females and 11.6% of males took at least part of their course load through correspondence or another type of distance education. Most of the respondents who completed at least some of their course load through distance education indicated that these courses were taken at a Saskatchewan institution (82%).

Slightly more than one quarter of respondents took all or some portion of their program at a Saskatchewan Regional College (26.4%). Most of these graduates (77.1%) took the entire program at a regional college. Aboriginal graduates were more likely than non-Aboriginal graduates to have taken all or a portion of their program at a Saskatchewan Regional College. SIIT graduates were most likely to have taken some training at a regional college, followed by SIAST and SATCC graduates.

At the time of being surveyed, one quarter of graduates had been enrolled in another post-secondary program since completing their program (25.9%). Females were more likely than males to have gone on to further education, at 28.4% and 22.8% respectively. Nearly four in ten graduates with a Bachelor's degree had enrolled in further study.

Graduates who attended one of the universities or SIIT were most likely to have been enrolled in further post-secondary studies since completing their program (more than one third). Less than one-in-ten SATCC graduates had enrolled in further education (9.6%).

The most common reason why respondents decided to pursue additional studies was career advancement (55.5%). Other reasons included wanting to study at an advanced level (14%) and general interest/personal development (13.1%).

Employment Outcomes

Employment, Unemployment and Labour Participation Rates

Respondents were asked a series of questions regarding whether or not they were employed, whether they were looking for a job, and the reasons for not being employed. Based on their responses to these questions, graduates were coded into one of four categories:

1. 88.3% of all respondents were employed in one or more paying jobs, including self-employment.
2. 4.7% of respondents were not currently employed because they were students.
3. 4.1% of respondents were not currently employed, and were not looking for a job for reasons other than being a student (majority for personal or family reasons)
4. 3.0% of all respondents were currently unemployed and looking for a job.

To calculate the actual unemployment rate, we excluded full time students and those who were not in the labour force. This means that the unemployment rate for all Saskatchewan post-secondary graduates was 3.25%. The overall unemployment rate in Saskatchewan in January 2007 was significantly higher, at 4.1%, according to Statistics Canada.

The labour force participation rate for recent post-secondary graduates was very high, at 91.3%, which includes those who were employed and those who were looking for a job. The overall labour participation rate in Saskatchewan in January 2007 was 70.5%, according to Statistics Canada (note that this includes all Saskatchewan residents age 15 and over and is thus impacted by retired persons and youth still in school).

Employment status	Frequency	Percent
Employed	5142	88.3%
Student	272	4.7%
Not in labour force	237	4.1%
Unemployed	173	3.0%
Total	5824	100.0%

- The unemployment rate for SIIT graduates was 13%, significantly higher than graduates of other institutions. The unemployment rates for the other institutions ranged from 2.5% for the U of R to 4.6% for private vocational schools; however, after completing t-tests for significance, we cannot conclude these unemployment rates are significantly different.

Institution	N	Unemployment Rate
SIIT	92	13.0%
Private Vocational	636	4.6%
SIAST	1672	3.1%
U of S	1356	3.0%
SATCC	919	2.6%
U of R	640	2.5%
Total	5315	3.3%

- Aboriginal graduates had a significantly higher unemployment rate than non-Aboriginal graduates (8.7% compared to 2.7%).

	N	Unemployment Rate
Aboriginal	527	8.7%
Non-Aboriginal	4750	2.7%

- Visible minorities had a significantly higher unemployment rate than non-minorities (6.7%, compared to 2.6%).

Member of a visible minority	N	Unemployment Rate
Yes	298	6.7%
No	4528	2.6%

- Respondents whose parents have not completed high school had a higher unemployment rate than those whose parents completed some type of post-secondary education.

Parents' highest level of education	N	Unemployment Rate
Less than high school	712	5.2%
Completed high school	1380	3.6%
Some post-secondary (i.e. some university or college)	574	2.6%
Completed college, technical institute or apprenticeship program	1030	1.7%
Completed University degree (undergrad or grad)	1258	2.9%

How many paying jobs do you have?

- The majority of respondents had one paying job (80.4%), while 16% had two paying jobs, and 3.5% had at least three paying jobs.

Number of paying jobs	Frequency	Percent	Cumulative Percent
One	4115	80.4	80.4
Two	820	16.0	96.5
Three or more	181	3.5	100.0
Total	5116	100.0	

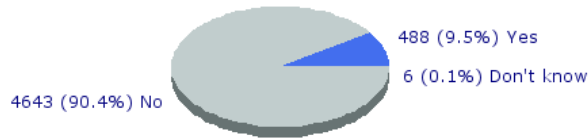
- Respondents who completed a PhD were most likely to have more than one paying job, followed by those who completed an Advanced Certificate. While those who completed a Proficiency or Journeyman program were most likely to have only one paying job.

Program Type		Number of paying jobs			Total
		One	Two	Three or more	
Bachelor Degree	Count	1190	258	41	1489
	%	79.9%	17.3%	2.8%	100.0%
Masters Degree	Count	147	31	7	185
	%	79.5%	16.8%	3.8%	100.0%
PhD	Count	22	8	2	32
	%	68.8%	25.0%	6.3%	100.0%
Proficiency	Count	29	4	0	33
	%	87.9%	12.1%	.0%	100.0%
Journeyman	Count	746	90	19	855
	%	87.3%	10.5%	2.2%	100.0%
Diploma	Count	427	70	20	517
	%	82.6%	13.5%	3.9%	100.0%
Certificate	Count	1311	290	63	1664
	%	78.8%	17.4%	3.8%	100.0%
Advanced Certificate	Count	242	69	29	340
	%	71.2%	20.3%	8.5%	100.0%
Total	Count	4114	820	181	5115
	%	80.4%	16.0%	3.5%	100.0%

Characteristics of main job

Are you self-employed in your main job? (The main job refers to the job that has the most hours.)

- Nearly one-in-ten respondents were self-employed in their main job (9.5%).



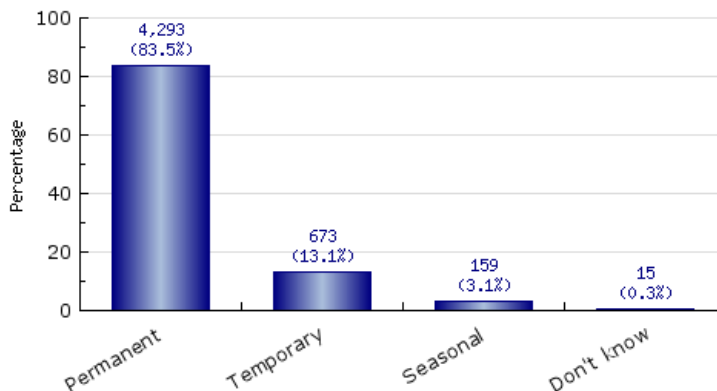
5137 responses (excludes 5 refused responses)

- Respondents who completed their program through SATCC or a private vocational school were most likely to be self-employed (about one-in-seven for each).

Institution		Are you self-employed in your main job?		Total
		Yes	No	
U of S	Count	107	1206	1313
	%	8.1%	91.9%	100.0%
U of R	Count	33	590	623
	%	5.3%	94.7%	100.0%
SIASST	Count	111	1506	1617
	%	6.9%	93.1%	100.0%
SIIT	Count	7	73	80
	%	8.8%	91.3%	100.0%
SATCC	Count	143	749	892
	%	16.0%	84.0%	100.0%
Private Vocational	Count	87	519	606
	%	14.4%	85.6%	100.0%
Total	Count	488	4643	5131
	%	9.5%	90.5%	100.0%

Is your (main) job permanent, temporary or seasonal?

- The majority of employed respondents, including those who are self-employed, (83.5%) indicated that their main job was permanent, while 13.1% said temporary, and 3.1% said seasonal.



5141 responses (excludes 1 refused response)

- Employed respondents who complete their program through SATCC (91.6%), SIAST (86.3%) and PVS (85.3%) were most likely to be employed on a permanent basis.

Institution		Is your (main) job permanent, temporary or seasonal?			Total
		Permanent	Temporary	Seasonal	
U of S	Count	1035	243	34	1312
	%	78.9%	18.5%	2.6%	100.0%
U of R	Count	470	132	20	622
	%	75.6%	21.2%	3.2%	100.0%
SIAST	Count	1393	170	51	1614
	%	86.3%	10.5%	3.2%	100.0%
SIIT	Count	62	14	4	80
	%	77.5%	17.5%	5.0%	100.0%
SATCC	Count	818	45	30	893
	%	91.6%	5.0%	3.4%	100.0%
Private Vocational	Count	516	71	18	605
	%	85.3%	11.7%	3.0%	100.0%
Total	Count	4294	675	157	5126
	%	83.8%	13.2%	3.1%	100.0%

What sector best describes the organization you work for?

- The following table shows the sectors that respondents were employed in. The most common sectors were Health Care and Social Assistance (20.7%), Education Services (13.3%), and Professional, Scientific, and Technical Services (10.3%).

Sector	Total #	% of Responses
Health Care and Social Assistance	1065	20.7
Education Services	685	13.3
Professional, Scientific and Technical Services	531	10.3
Construction	393	7.7
Mining, Oil and Gas	366	7.1
Public Administration	280	5.5
Retail Trade	274	5.3
Agriculture, Forestry, Fishing and Hunting	256	5
Manufacturing	211	4.1
Finance and Insurance	202	3.9
Telecommunications and Information	141	2.7
Accommodation and Food Services	134	2.6
Arts, Entertainment and Recreation	121	2.4
Administrative and Support	109	2.1
Transportation and Warehousing	103	2
Utilities	99	1.9
Wholesale Trade	46	0.9
Other	33	0.6
Real Estate and Rental and Leasing	25	0.5
Management of Companies and Enterprises	27	0.5
Don't know	19	0.4
Waste Management and Remediation Services	14	0.3
Total	5134	100

- The following table shows the breakdown of sector by gender and whether or not respondents are Aboriginal.

Sector	Aboriginal		Non-Aboriginal	
	N	%	N	%
Accommodation and Food Services	14	2.9%	120	2.6%
Administrative and Support	15	3.1%	93	2.0%
Agriculture, Forestry, Fishing and Hunting	16	3.3%	237	5.1%
Arts, Entertainment and Recreation	18	3.8%	102	2.2%
Construction	48	10.0%	342	7.4%
Education Services	88	18.3%	595	12.9%
Finance and Insurance	6	1.3%	194	4.2%
Health Care and Social Assistance	115	24.0%	940	20.4%
Management of Companies and Enterprises	8	1.7%	19	0.4%
Manufacturing	11	2.3%	198	4.3%
Mining, Oil and Gas	27	5.6%	337	7.3%
Other	3	0.6%	30	0.6%
Professional, Scientific and Technical Services	29	6.0%	496	10.7%
Public Administration	38	7.9%	239	5.2%
Real Estate and Rental and Leasing	0	0.0%	24	0.5%
Retail Trade	12	2.5%	262	5.7%
Telecommunications and Information	10	2.1%	131	2.8%
Transportation and Warehousing	11	2.3%	91	2.0%
Utilities	5	1.0%	94	2.0%
Waste Management and Remediation Services	2	0.4%	12	0.3%
Wholesale Trade	4	0.8%	42	0.9%

Male		Female	
N	%	N	%
46	2.0%	88	3.1%
17	0.7%	92	3.3%
149	6.5%	106	3.8%
49	2.1%	70	2.5%
362	15.7%	31	1.1%
173	7.5%	510	18.1%
64	2.8%	137	4.9%
179	7.8%	883	31.3%
12	0.5%	15	0.5%
179	7.8%	32	1.1%
298	13.0%	67	2.4%
18	0.8%	15	0.5%
245	10.7%	283	10.0%
98	4.3%	181	6.4%
11	0.5%	14	0.5%
94	4.1%	180	6.4%
80	3.5%	61	2.2%
88	3.8%	15	0.5%
92	4.0%	7	0.2%
12	0.5%	2	0.1%
25	1.1%	21	0.7%

Hours and Income

What is the total number of hours you usually work per week in your current (main) job?

- Overall, 38.6% of respondents worked 40 hours per week in their main job. Another 27.9% worked more than 40 hours per week, and 33.6% worked less than 40 hours per week. The average number of hours worked per week was 40.

Hours worked per week	Frequency	Percent	Cumulative Percent
Less than 30	519	10.3	10.3
30 to 39	1174	23.3	33.6
40	1945	38.6	72.1
More than 40	1405	27.9	100.0
Total	5043	100.0	

- Graduates of Proficiency programs worked significantly more hours per week than graduates of other program types.

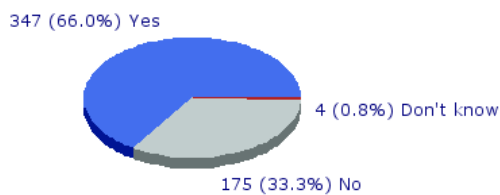
Program Type	N	Hours per week
Proficiency	32	52.7
Journey person	845	44.5
PhD	32	41.2
Advanced Certificate	314	40.4
Masters Degree	182	40.2
Diploma	508	39.8
Bachelor Degree	1457	39.1
Certificate	1604	37.9

- On average, males worked 7 hours per week more than females in their main job. This may be due in part to the different professions they were in.

Gender	N	Hours per week
Male	2220	43.8
Female	2743	36.8

You indicated you are working less than 30 hours per week in your main job. Is this by choice?

- Two-thirds of respondents who were working less than 30 hours per week in their main job indicated this was by choice (66%). This means that overall, 3.4% of all employed graduates were working fewer hours than they would like.



526 responses (excludes 2 refused responses)

What is your approximate annual income (in Canadian currency) from your main/most recent job before deductions including ANY tips OR commissions?

- Of those who indicated their annual income from their main job, 36.1% earned \$30,000 to \$49,999. Another 32.4% had an annual income of \$50,000 or more and 31.4% had an annual income of less than \$30,000. The average annual income was approximately \$41,061 and the median was \$39,520.

Annual income	Frequency	Percent	Cumulative Percent
Less than \$20,000	591	13.5	13.5
\$20,000 to \$29,999	783	17.9	31.4
\$30,000 to \$39,999	828	18.9	50.4
\$40,000 to \$49,999	751	17.2	67.6
\$50,000 to \$59,999	532	12.2	79.7
\$60,000 to \$69,999	378	8.6	88.4
\$70,000 or more	508	11.6	100.0
Total	4371	100.0	

- Combining all professions, male graduates had significantly higher yearly incomes than females.
- Aboriginal and visible minority graduates also had significantly lower average yearly incomes than their counterparts.

	Average Income	Median Income
Male	\$50,984	\$47,424
Female	\$35,899	\$32,500

Aboriginal	\$38,880	\$35,360
Non-aboriginal	\$43,191	\$40,000

Visible Minority	\$39,403	\$37,000
Non-minority	\$43,261	\$40,000

- SATCC graduates had the highest average incomes of any institution, followed by the U of S. The average annual income for private vocational school graduates was significantly lower than for graduates of other institutions, at \$26,297.

	Average Income	Median Income
SATCC	\$53,781	\$50,000
U of S	\$49,573	\$48,000
U of R	\$41,233	\$41,000
SIASST	\$38,346	\$35,000
SIIT	\$34,907	\$31,200
Private Vocational	\$26,297	\$24,000

- In terms of program type, PhD, Proficiency and Masters Degree graduates each had an average annual income of approximately \$60,000. Graduates of Certificate programs earned about \$10,000 less per year on average than graduates of diploma programs.

	Average Income	Median Income
PhD	\$60,404	\$63,000
Proficiency	\$60,365	\$63,232
Masters Degree	\$59,089	\$60,000
Journeyman	\$53,549	\$50,000
Bachelor Degree	\$45,417	\$44,000
Advanced Certificate	\$44,332	\$42,000
Diploma	\$42,255	\$38,740
Certificate	\$32,185	\$29,120

- The following table shows the average incomes for males and females by program type. The table includes only respondents who work between 35 and 45 hours; this excludes part-time workers, as well as those who work excessive overtime. The differences may be partially attributed to differences in types of profession; for example, a large majority of female journeymen were from either hairstylist or cooking programs, while most of the males were from electrician, mechanics, or welding programs.

Program Type	N		Average Income		Median Income	
	Male	Female	Male	Female	Male	Female
PhD	8	2	\$67,675	\$61,000	\$62,500	\$61,000
Masters Degree	41	50	\$61,773	\$58,728	\$60,000	\$57,000
Journeyman	397	78	\$52,305	\$29,371	\$51,000	\$27,020
Bachelor Degree	274	508	\$51,791	\$46,490	\$48,000	\$45,000
Proficiency	8	0	\$51,081	-	\$52,000	-
Diploma	166	197	\$45,948	\$36,810	\$42,414	\$33,000
Advanced Certificate	71	80	\$45,684	\$41,410	\$44,200	\$39,260
Certificate	278	634	\$36,428	\$30,731	\$33,280	\$29,120

- On average, graduates working in the mining, oil and gas sector have the highest annual gross income, followed by those working in the utilities sector, while those working in the accommodation and food services sector have the lowest annual gross income followed by those working in the retail trade and administrative support sectors.

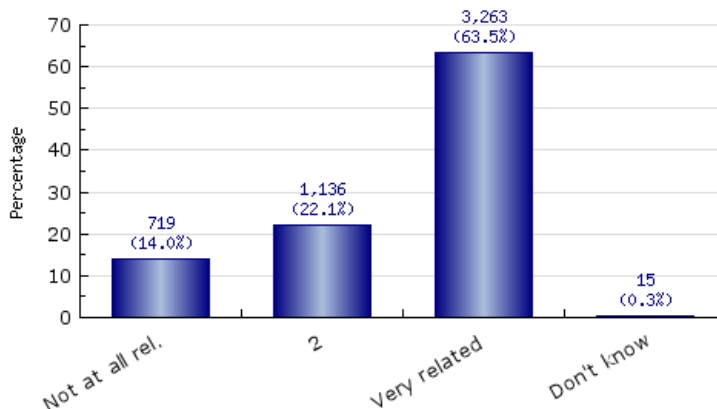
Sector	N	Average Income	Median Income
Mining, Oil and Gas	311	\$65,790	\$62,400
Utilities (Power, Energy, Water)	83	\$63,450	\$60,840
Construction	352	\$51,300	\$48,180
Manufacturing	183	\$48,482	\$43,680
Public Administration (Federal, Provincial, Municipal)	228	\$43,201	\$42,224
Agriculture, Forestry, Fishing and Hunting	214	\$43,102	\$38,240
Health Care and Social Assistance	926	\$42,816	\$40,000
Waste Management and Remediation Services	11	\$42,668	\$51,000
Professional, Scientific and Technical Services	435	\$41,873	\$39,000
Transportation and Warehousing	95	\$41,174	\$38,000
Management of Companies and Enterprises	21	\$41,170	\$40,000
Other Services	26	\$39,882	\$39,760
Finance and Insurance	167	\$39,666	\$35,000
Real Estate and Rental and Leasing	19	\$39,583	\$36,000
Telecommunications & Information	120	\$38,876	\$36,400
Education Services	576	\$38,253	\$39,000
Wholesale Trade	42	\$37,408	\$34,000
Arts, Entertainment and Recreation	96	\$31,058	\$26,200
Administrative and Support	95	\$27,940	\$26,520
Retail Trade	236	\$26,882	\$24,000
Accommodation and Food Services	115	\$23,246	\$21,840

Relatedness of Job to Education

Please rate these statements using a 3-point scale where "1" means not related, "2" means somewhat related and "3" means very related. How related is your current (main) job to:

The subject-area knowledge you acquired

- Majority of graduates (63.5%) were in a job that was very related to the subject-area knowledge that they acquired in their program. Fourteen percent were in a job that was not at all related.



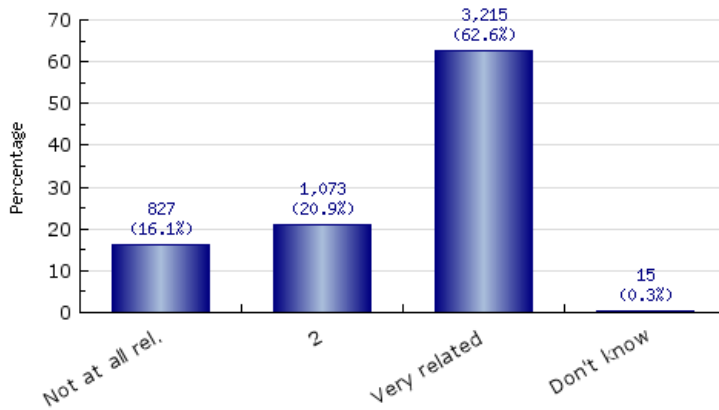
5139 responses (excludes 3 refused responses)

- Respondents who completed their program through SATCC were most likely to be in a position that was very related to the subject-area knowledge they acquired, while those who attended private vocational schools were most likely to be in position that was not at all related to the subject-area knowledge.

Institution		The subject-area knowledge you acquired			Total
		Not at all related	Somewhat related	Very related	
U of S	Count	176	374	764	1314
	%	13.4%	28.5%	58.1%	100.0%
U of R	Count	91	200	332	623
	%	14.6%	32.1%	53.3%	100.0%
SIAST	Count	220	300	1092	1612
	%	13.6%	18.6%	67.7%	100.0%
SIIT	Count	7	20	52	79
	%	8.9%	25.3%	65.8%	100.0%
SATCC	Count	49	126	716	891
	%	5.5%	14.1%	80.4%	100.0%
Private Vocational	Count	178	118	309	605
	%	29.4%	19.5%	51.1%	100.0%
Total	Count	721	1138	3265	5124
	%	14.1%	22.2%	63.7%	100.0%

Overall, how related is your current (main) job to the program from which you graduated in 2004-05.

- The majority of respondents indicated that their main job was very related to their program overall (62.6%), while 20.9% said it was somewhat related and 16.1% said it was not at all related.



5136 responses (excludes 6 refused responses)

- Again, respondents who completed their program through SATCC were most likely to be in a position that was very related to their program, while those who attended private vocational schools were most likely to be in position that was not at all related to the subject-area knowledge.

Institution		Overall, how related is your current (main) job to the program from which you graduated in 2004-05.			Total
		Not at all related	Somewhat related	Very related	
U of S	Count	215	344	754	1313
	%	16.4%	26.2%	57.4%	100.0%
U of R	Count	105	179	339	623
	%	16.9%	28.7%	54.4%	100.0%
SIAST	Count	261	295	1059	1615
	%	16.2%	18.3%	65.6%	100.0%
SIIT	Count	7	16	56	79
	%	8.9%	20.3%	70.9%	100.0%
SATCC	Count	53	122	710	885
	%	6.0%	13.8%	80.2%	100.0%
Private Vocational	Count	188	119	299	606
	%	31.0%	19.6%	49.3%	100.0%
Total	Count	829	1075	3217	5121
	%	16.2%	21.0%	62.8%	100.0%

Why are you in a job that is not more related to the program you recently completed?

- The most common reasons that respondents gave for not being in job that was very related to their program were they could not find a job related to their education/training (23.2%), and the pay was better at their present job (15.8%). Please see Appendix A for entries under "other".

Description	Total #	% of Respondents
Could not find a job related to education/training	540	23.2
Better pay at present job	368	15.8
Education/training was inadequate to get a job	283	12.2
Not looking for a job related to my education/training	150	6.4
Tried job related to education/training and found I did not like it	101	4.3
Not enough experience	85	3.7
Still enrolled in school	68	2.9
Didn't complete all education/training requirements	31	1.3
Other	806	34.6
Don't know	63	2.7
Refused	43	1.8
	2328	

- The following table shows the reasons respondents were not in a job which was very related to their program by institution.

Why are you in a job that is not more related to program you recently completed?		Institution						Total
		U of S	U of R	SIAS	SIIT	SATCC	Private Vocational	
Better pay at present job	Count	89	32	119	3	49	76	368
	%	10.7%	7.4%	21.4%	13.0%	28.0%	24.7%	
Could not find a job related to education/trai	Count	188	87	162	6	19	78	540
	%	22.5%	20.1%	29.1%	26.1%	10.9%	25.3%	
Education/training was inadequate to get a j	Count	116	63	47	4	27	26	283
	%	13.9%	14.6%	8.5%	17.4%	15.4%	8.4%	
Tried job related to education/training and fr	Count	17	14	39	0	10	21	101
I did not like it	%	2.0%	3.2%	7.0%	.0%	5.7%	6.8%	
Didn't complete all education/training	Count	14	2	7	1	3	4	31
requirements	%	1.7%	.5%	1.3%	4.3%	1.7%	1.3%	
Still enrolled in school	Count	31	7	18	0	4	8	68
	%	3.7%	1.6%	3.2%	.0%	2.3%	2.6%	
Not looking for a job related to my	Count	50	22	41	0	7	30	150
education/training	%	6.0%	5.1%	7.4%	.0%	4.0%	9.7%	
Not enough experience	Count	20	15	25	1	4	20	85
	%	2.4%	3.5%	4.5%	4.3%	2.3%	6.5%	
Other	Count	373	199	124	7	43	60	806
	%	44.7%	46.1%	22.3%	30.4%	24.6%	19.5%	
Don't know	Count	17	9	12	1	10	14	63
	%	2.0%	2.1%	2.2%	4.3%	5.7%	4.5%	
Refused	Count	17	4	10	1	6	5	43
	%	2.0%	.9%	1.8%	4.3%	3.4%	1.6%	
Total	Count	834	432	556	23	175	308	2328

Percentages and totals are based on respondents.

When you were selected for your main job, what was the minimum level of education/training needed to get the job?

- More than one quarter of respondents indicated that a completed college, technical or apprenticeship program was the minimum level of education/training needed to get their job (26.6%). Another 21.6% said the minimum was a completed Bachelor's degree, while 2.8% said the minimum was a completed Master's degree or PhD. A further 7.8% said the minimum was some post-secondary, while 18.3% said a high school diploma, and 6.8% said less than high school. *Please see Appendix A for entries under "other".*

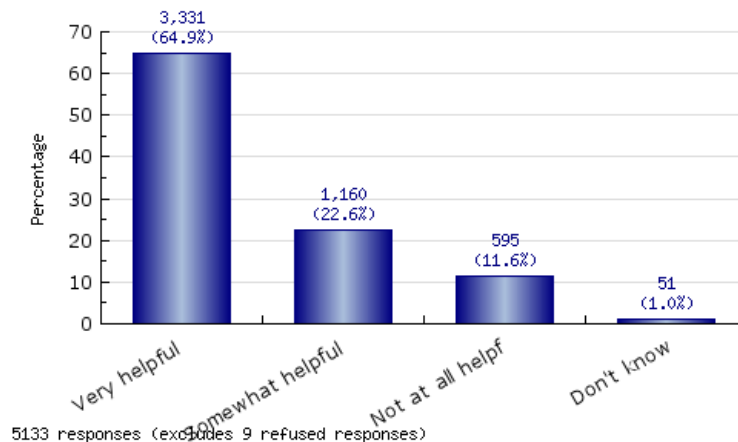
Minimum level of education/training required	Total #	% of Responses
Elementary or junior high school	56	1.1
Some high school	288	5.7
High school diploma	929	18.3
Some post-secondary (i.e. some university or college)	395	7.8
Completed college, technical institute or apprenticeship program	1353	26.6
Completed Bachelor degree	1097	21.6
Completed Masters degree	98	1.9
Completed PhD degree	46	0.9
Other	507	10.0
Don't know	309	6.1
Total	5078	100

- The following table shows the minimum level of education required for graduates of each program type. Bachelor degree graduates were most likely to be in a job that required the equivalent education, at 63.9%. Two thirds (67.4%) of graduates of Masters Degree programs were in positions that had a minimum requirement of less than a Masters.

Program Type		Level of education needed for job						Total	
		Less than high school	High school diploma or some post-secondary	Completed college, TI or apprentice program	Completed Bachelor degree	Completed Masters degree	Completed PhD degree		Other
Bachelor Degree	Count	40	234	85	905	27	28	98	1417
	%	2.8%	16.5%	6.0%	63.9%	1.9%	2.0%	6.9%	100.0%
Masters Degree	Count	3	8	4	93	58	0	13	179
	%	1.7%	4.5%	2.2%	52.0%	32.4%	.0%	7.3%	100.0%
PhD	Count	0	2	0	4	6	18	2	32
	%	.0%	6.3%	.0%	12.5%	18.8%	56.3%	6.3%	100.0%
Proficiency	Count	8	10	4	0	0	0	6	28
	%	28.6%	35.7%	14.3%	.0%	.0%	.0%	21.4%	100.0%
Journey person	Count	125	295	305	4	0	0	73	802
	%	15.6%	36.8%	38.0%	.5%	.0%	.0%	9.1%	100.0%
Diploma	Count	17	144	239	26	1	0	60	487
	%	3.5%	29.6%	49.1%	5.3%	.2%	.0%	12.3%	100.0%
Certificate	Count	131	546	579	47	4	0	203	1510
	%	8.7%	36.2%	38.3%	3.1%	.3%	.0%	13.4%	100.0%
Advanced Certificate	Count	20	85	137	17	2	0	52	313
	%	6.4%	27.2%	43.8%	5.4%	.6%	.0%	16.6%	100.0%
Total	Count	344	1324	1353	1096	98	46	507	4768
	%	7.2%	27.8%	28.4%	23.0%	2.1%	1.0%	10.6%	100.0%

How helpful was your education and training in getting your current (main) job?

- Nearly two-thirds of respondents thought their education was very helpful in getting their main job (64.9%), while an additional 22.6% thought it was somewhat helpful. Only 11.6% thought their education was not at all helpful.



- 81.4% of those who were in a position that was very related to their program indicated it was very helpful in getting their job.

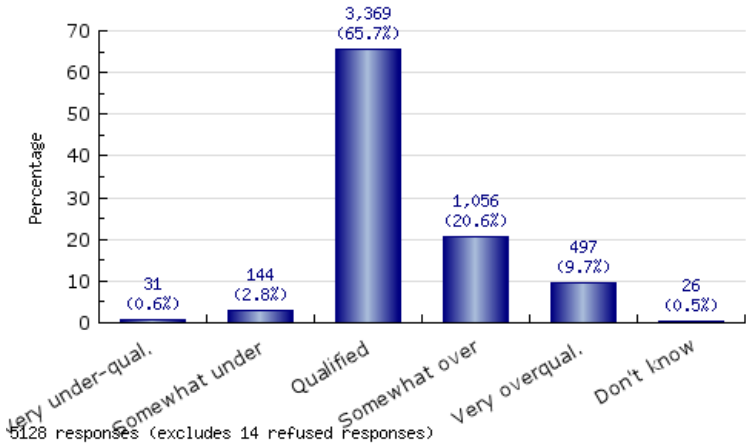
Overall, how related is your current (main) job to the program from which you graduated in 2004-05.	How helpful was your education and training in getting your current (main) job?			Total	
	Not at all helpful	Somewhat helpful	Very helpful		
(Not at all related) 1	Count	384	296	134	814
	%	47.2%	36.4%	16.5%	100.0%
2	Count	84	387	588	1059
	%	7.9%	36.5%	55.5%	100.0%
(Very related) 3	Count	122	472	2600	3194
	%	3.8%	14.8%	81.4%	100.0%
Total	Count	590	1155	3322	5067
	%	11.6%	22.8%	65.6%	100.0%

- Respondents who attended SIIT were most likely to feel their education and training was very helpful in getting their current main job (75.3%), while those who attended private vocational schools were least likely (53.2%).

Institution	How helpful was your education and training in getting your current (main) job?			Total	
	Not at all helpful	Somewhat helpful	Very helpful		
U of S	Count	118	312	874	1304
	%	9.0%	23.9%	67.0%	100.0%
U of R	Count	66	172	376	614
	%	10.7%	28.0%	61.2%	100.0%
SIAST	Count	182	333	1096	1611
	%	11.3%	20.7%	68.0%	100.0%
SIIT	Count	7	12	58	77
	%	9.1%	15.6%	75.3%	100.0%
SATCC	Count	98	172	607	877
	%	11.2%	19.6%	69.2%	100.0%
Private Vocational	Count	123	158	320	601
	%	20.5%	26.3%	53.2%	100.0%
Total	Count	594	1159	3331	5084
	%	11.7%	22.8%	65.5%	100.0%

Given your education and training how qualified do you feel you are for your current (main) job?

- Overall, 65.7% of respondents thought they were appropriately qualified for their job, while 30.3% thought they were overqualified, and 3.4% thought they were under qualified.



- Graduates of SATCC were most likely to feel appropriately qualified for their current main job, while those who graduated from private vocational schools were most likely to feel overqualified (38.1%).

Institution		Given your education and training how qualified do you feel you are for your current (main) job?			Total
		Under-qualified	Qualified	Overqualified	
U of S	Count	54	854	399	1307
	%	4.1%	65.3%	30.5%	100.0%
U of R	Count	30	374	214	618
	%	4.9%	60.5%	34.6%	100.0%
SIAS	Count	62	1097	451	1610
	%	3.9%	68.1%	28.0%	100.0%
SIIT	Count	4	54	22	80
	%	5.0%	67.5%	27.5%	100.0%
SATCC	Count	12	634	243	889
	%	1.3%	71.3%	27.3%	100.0%
Private Vocational	Count	17	354	228	599
	%	2.8%	59.1%	38.1%	100.0%
Total	Count	179	3367	1557	5103
	%	3.5%	66.0%	30.5%	100.0%

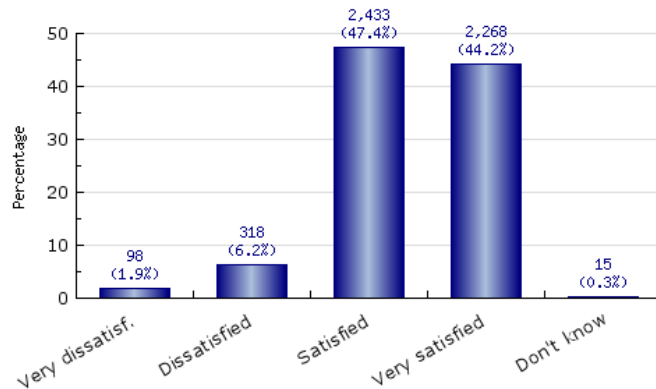
- With regard to program type, Masters and PhD graduates were most likely to feel overqualified.

Program Type		How qualified do you feel for your main job			Total
		Under-qualified	Qualified	Over-qualified	
Bachelor Degree	Count	72	955	456	1483
	%	4.9%	64.4%	30.7%	100.0%
Masters Degree	Count	4	114	68	186
	%	2.2%	61.3%	36.6%	100.0%
PhD	Count	1	18	13	32
	%	3.1%	56.3%	40.6%	100.0%
Proficiency	Count	0	26	7	33
	%	.0%	78.8%	21.2%	100.0%
Journey person	Count	12	608	236	856
	%	1.4%	71.0%	27.6%	100.0%
Diploma	Count	14	333	171	518
	%	2.7%	64.3%	33.0%	100.0%
Certificate	Count	58	1075	522	1655
	%	3.5%	65.0%	31.5%	100.0%
Advanced Certificate	Count	18	237	84	339
	%	5.3%	69.9%	24.8%	100.0%
Total	Count	179	3366	1557	5102
	%	3.5%	66.0%	30.5%	100.0%

Job Satisfaction

All things considered, how satisfied are you with your current (main) job? Would you say you are...

- Overall, 91.6% of respondents were satisfied (47.4%) or very satisfied (44.2%) with their main job, while 8.1% were dissatisfied (6.2%) or very dissatisfied (1.9%).



5132 responses (excludes 9 refused responses)

- Respondents' satisfaction with their current job was similar for all institutions with SIIT graduates being less likely to be very satisfied.

Institution		All things considered, how satisfied are you with your current (main) job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
U of S	Count	30	101	607	571	1309
	%	2.3%	7.7%	46.4%	43.6%	100.0%
U of R	Count	18	53	290	260	621
	%	2.9%	8.5%	46.7%	41.9%	100.0%
SIAS	Count	27	79	764	745	1615
	%	1.7%	4.9%	47.3%	46.1%	100.0%
SIIT	Count	4	5	46	25	80
	%	5.0%	6.3%	57.5%	31.3%	100.0%
SATCC	Count	6	31	445	407	889
	%	.7%	3.5%	50.1%	45.8%	100.0%
Private Vocational	Count	11	49	279	262	601
	%	1.8%	8.2%	46.4%	43.6%	100.0%
Total	Count	96	318	2431	2270	5115
	%	1.9%	6.2%	47.5%	44.4%	100.0%

- The more related their job was to their program, the more satisfied graduates were with their job.

Overall, how related is your current (main) job to the program from which you graduated in 2004-05.		All things considered, how satisfied are you with your current (main) job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
(Not at all related) 1	Count	40	114	409	258	821
	%	4.9%	13.9%	49.8%	31.4%	100.0%
2	Count	18	77	561	411	1067
	%	1.7%	7.2%	52.6%	38.5%	100.0%
(Very related) 3	Count	38	125	1449	1596	3208
	%	1.2%	3.9%	45.2%	49.8%	100.0%
Total	Count	96	316	2419	2265	5096
	%	1.9%	6.2%	47.5%	44.4%	100.0%

- As income increased, so did satisfaction with their main job. However, it is interesting to note that 85.3% of those who earned less than \$20,000 were still at least somewhat satisfied with their job.

Annual income		All things considered, how satisfied are you with your current (main) job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Less than \$20,000	Count	26	60	303	199	588
	%	4.4%	10.2%	51.5%	33.8%	100.0%
\$20,000 to \$29,999	Count	17	65	394	304	780
	%	2.2%	8.3%	50.5%	39.0%	100.0%
\$30,000 to \$39,999	Count	14	57	389	364	824
	%	1.7%	6.9%	47.2%	44.2%	100.0%
\$40,000 to \$49,999	Count	7	41	347	356	751
	%	.9%	5.5%	46.2%	47.4%	100.0%
\$50,000 to \$59,999	Count	7	20	255	249	531
	%	1.3%	3.8%	48.0%	46.9%	100.0%
\$60,000 to \$69,999	Count	4	18	158	198	378
	%	1.1%	4.8%	41.8%	52.4%	100.0%
\$70,000 or more	Count	6	16	198	288	508
	%	1.2%	3.1%	39.0%	56.7%	100.0%
Total	Count	81	277	2044	1958	4360
	%	1.9%	6.4%	46.9%	44.9%	100.0%

What is the total number of hours you usually work per week in all other jobs combined? (Not including your main job)

- Of those who had more than one job, 32.6% worked less than 10 hours per week at their other jobs. Another 29.7% worked 10 to 19 hours per week, and 37.7% worked at least 20 hours per week. In total, nearly three-in-ten respondents who worked more than one job worked more than 60 hours per week.

Hours for other jobs	Frequency	Percent	Cumulative Percent
Less than 10	295	32.6	32.6
10 to 19	269	29.7	62.3
20 to 39	202	22.3	84.6
40 or more	139	15.4	100.0
Total	905	100.0	

Total hours worked in all jobs	Frequency	Percent	Cumulative Percent
Less than 30	63	7.1%	7.1%
30 to 40	130	14.7%	21.8%
41 to 50	264	29.9%	51.7%
51 to 60	173	19.6%	71.3%
More than 60	254	28.7%	100.0%
Total	884	100.0%	

Past Employment

Following is a summary of the jobs graduates have had since graduating, previous to their current job.

Were you a paid worker or self employed?

- Self employment appears to trend upward as the number of jobs increases. This could imply that those who change jobs frequently are more prone to starting their own business.

Paid/Self-employed	1st Job After Graduation		2nd Job After Graduation		3rd Job After Graduation		4th Job After Graduation		5th Job After Graduation	
	N	%	N	%	N	%	N	%	N	%
Paid worker	3710	95.6	2058	95.1	943	92.5	405	91	178	90.8
Self-employed	165	4.3	102	4.7	68	6.7	33	7.4	15	7.7
Don't know	7	0.2	5	0.2	8	0.8	7	1.6	3	1.5
Total	3882	100	2165	100	1019	100	445	100	196	100

Was your job permanent, temporary or seasonal?

- The percentage of respondents who indicated their previous jobs were permanent decreases from 60.8% in their first job after graduation to 52.6% in their fifth job after graduation. This could imply that those who change jobs frequently tend to start taking more temporary positions.

Employment Type	1st Job After Graduation		2nd Job After Graduation		3rd Job After Graduation		4th Job After Graduation		5th Job After Graduation	
	N	%	N	%	N	%	N	%	N	%
Permanent	2355	60.8	1257	58.3	553	54.4	238	53.6	103	52.6
Temporary	1103	28.5	647	30	339	33.3	145	32.7	67	34.2
Seasonal	399	10.3	242	11.2	119	11.7	55	12.4	20	10.2
Don't Know	16	0.4	11	0.5	6	0.6	6	1.4	6	3.1
Total	3873	100	2157	100	1017	100	444	100	196	100

How related was this job to your studies in your program? Would you say ...

The percentage of respondents who indicated their previous jobs were very related to their program decreases from 55.1% in their first job after graduation to 41.5% in their fifth job after graduation. This could imply that those who change jobs frequently are more likely to take jobs that are not related to their program.

Relatedness to Studies	1st Job After Graduation		2nd Job After Graduation		3rd Job After Graduation		4th Job After Graduation		5th Job After Graduation	
	N	%	N	%	N	%	N	%	N	%
Very related	2125	55.1	1038	48.3	468	46.2	201	45.1	81	41.5
Somewhat related	754	19.5	477	22.2	236	23.3	86	19.3	40	20.5
Not at all related	973	25.2	632	29.4	306	30.2	156	35	72	36.9
Don't Know	7	0.2	4	0.2	3	0.3	3	0.7	2	1
Total	3859	100	2151	100	1013	100	446	100	195	100

Summary Discussion: Employment Outcomes

The unemployment rate for all Saskatchewan post-secondary graduates at the time of being surveyed was 3.25%. The overall unemployment rate in Saskatchewan in January 2007 was significantly higher (according to a t-test), at 4.1%, according to Statistics Canada.

The labour force participation rate for recent post-secondary graduates was very high, at 91.3%, which includes those who were employed and those who were looking for a job. The overall labour force participation rate in Saskatchewan in January 2007 was 70.5%, according to Statistics Canada (note that this includes all Saskatchewan residents age 15 and over and is thus impacted by retired persons and youth).

The unemployment rate for SIIT graduates was 13%, significantly higher than graduates of other institutions. The unemployment rates for the other institutions ranged from 2.5% for the U of R to 4.6% for private vocational schools. Aboriginal graduates had a significantly higher unemployment rate than non-Aboriginal graduates (8.7% compared to 2.7%). Also, visible minorities had a significantly higher unemployment rate than non-minorities (6.7%, compared to 2.6%).

The average annual income of all Saskatchewan post-secondary graduates, two years out of their program, was approximately \$41,061 and the median was \$39,520. Male graduates have an average income of \$50,984, compared to \$35,899 for female graduates. Males work 19% more hours than females in their main job and earn 42% more income. This could be attributed to a number of different factors, including field of work.

Nearly two thirds of graduates (63.5%) were in a job that was very related to the subject-area knowledge they acquired in their program, at the time of being surveyed. Fourteen percent were in a job that was not at all related. Similarly, 62.6% of graduates indicated their main job was very related to their program overall, while 16.1% said it was not at all related. In comparison to other institutions, SATCC graduates were most likely to be in a position that was very related to their program (80%), while those who attended private vocational schools were most likely to be in position that was not at all related to their program (31.%).

Overall, 91.6% of respondents were satisfied (47.4%) or very satisfied (44.2%) with their current main job. Job satisfaction was similar for graduates of all institutions. It is interesting to note however, that while SIIT graduates were most satisfied with their program, they were least likely of all the schools to be very satisfied with their current job.

Financing of Education

Sources used for financing of education

Have you ever used any of the following sources to support the costs of your post secondary education, including the program you graduated from in 2004-05 and any other post secondary programs or courses you may have taken?

- The sources respondents were most likely to have used to support the costs of their post-secondary education were employment earnings during their program of study (55.4%), personal savings (53.8%), and friends or family members (52.9%).
- 41.2% of all graduates had Canada/Saskatchewan government student loans; while 28.9% had bank loans or lines of credit.
- The sources they were least likely to have used were Workers' Compensation (1.5%), and RESPs or RRSPs (6.6%). Sponsorship by an Aboriginal band council appears at the bottom of the list overall (6.1%), however it was the most common source for Aboriginal respondents, at 57%.

Rank	Source	N	% who have used source
1	Employment earnings during your program of study including summer jobs	5807	55.4
2	Personal savings	5806	53.8
2	Parents, grandparents, spouse/partner, friends, other relatives	5810	52.8
4	Canada/Saskatchewan Government Student loans	5807	41.2
5	Bank Loans or Bank Lines of Credit	5808	28.9
6	Government Scholarships, grants, or bursaries	5808	26.9
7	Credit Cards	5806	22.4
7	Non Government Scholarships, grants, or bursaries	5810	22.4
9	Employment Insurance	5808	17.2
10	Sponsorship by an employer	5810	10.3
11	Research and teaching assistantships	5810	8.2
12	RESP/RRSPs	5807	6.5
12	Sponsorship by an Aboriginal band council	5808	6.1
14	Other	5834	4.3
15	Workers' Compensation	5810	1.5

- In terms of loans, 15.5% of respondents had both government student loans and bank student loans/lines of credit. Another 25.6% had only government student loans, and 13.4% had only bank student loans/lines of credit. Overall, 45.5% of respondents did not have either type of loan.

Bank Loans or Bank Lines of Credit		Canada/ Saskatchewan Government Student loans		Total
		Yes	No	
Yes	Count	901	775	1676
	% of Total	15.5%	13.4%	28.9%
No	Count	1484	2635	4119
	% of Total	25.6%	45.5%	71.1%
Total	Count	2385	3410	5795
	% of Total	41.2%	58.8%	100.0%

- The following table shows the financial sources respondents used to support the costs of their post-secondary education. Respondents who attended the University of Saskatchewan were generally most likely to have used each source, with the exception of sponsorship by an Aboriginal band council, which was most likely to be used by SIIT graduates, as well as employment insurance and sponsorship by an employer, which were most likely to be used by SATCC graduates.

Source of financial support	Institution						
	U of S	U of R	SIAST	SIIT	SATCC	Private Vocational	All Institutions
Parents, grandparents, spouse/partner, friends, other relatives	69.6%	62.8%	48.0%	21.9%	34.3%	49.3%	52.8%
Canada/Saskatchewan Government Student loans	52.1%	40.1%	40.3%	35.2%	19.7% ⁴	51.3%	41.2%
Bank Loans or Bank Lines of Credit	40.2%	30.6%	27.1%	4.8%	16.4%	28.3%	28.9%
Credit Cards	34.5%	26.2%	16.8%	4.8%	19.5%	13.3%	22.4%
Personal savings	68.0%	60.8%	48.8%	17.5%	50.8%	38.5%	53.8%
Research and teaching assistantships	21.0%	15.3%	1.7%	2.9%	0.8%	1.0%	8.2%
Sponsorship by an Aboriginal band council	2.6%	8.8%	7.3%	69.5%	1.6%	5.4%	6.1%
Government Scholarships, grants, or bursaries	42.9%	30.9%	24.2%	12.5%	8.8%	22.7%	26.9%
Non-Government Scholarships, grants, or bursaries	42.6%	32.5%	16.4%	8.7%	5.5%	9.3%	22.4%
Employment earnings during your program of study including summer jobs	80.7%	75.1%	45.8%	27.2%	33.7%	40.2%	55.4%
Employment Insurance	3.7%	3.9%	14.8%	26.7%	56.3%	10.9%	17.2%
Workers' Compensation	0.5%	1.2%	1.9%	3.8%	2.3%	2.2%	1.5%
Sponsorship by an employer	8.0%	10.3%	8.7%	11.7%	22.5%	2.7%	10.3%
RESP/RRSPs	9.4%	7.1%	6.6%	1.0%	3.8%	4.2%	6.5%

⁴ Graduates from SATCC programs are not eligible to receive government student loans, therefore, the 19.7% of SATCC graduates who indicated they received government student loans are either providing inaccurate information or providing information about loans for other post-secondary programs.

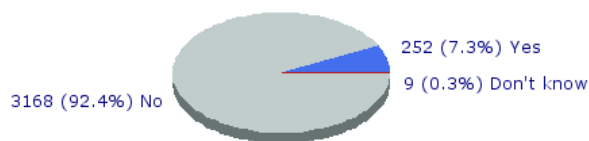
- The following table shows the financial sources respondent used to support the costs of their post-secondary education by gender and whether or not they consider themselves to be Aboriginal. Non-Aboriginal respondents were more likely than Aboriginal respondents to use the majority of financial sources. Also, female respondents were more likely than male respondents to use most sources.

Source of financial support	Consider self to be Aboriginal		Gender	
	Aboriginal	Non-Aboriginal	Male	Female
Parents, grandparents, spouse/partner, friends, other relatives	29.3%	55.7%	48.6%	56.3%
Canada/Saskatchewan Government Student loans	38.0%	41.5%	33.4%	47.5%
Bank Loans or Bank Lines of Credit	18.4%	30.2%	27.2%	30.4%
Credit Cards	16.4%	23.1%	22.3%	22.5%
Personal savings	27.2%	56.9%	59.3%	49.5%
Research and teaching assistantships	4.9%	8.7%	8.3%	8.2%
Sponsorship by an Aboriginal band council	57.0%	0.3%	5.0%	7.1%
Government Scholarships, grants, or bursaries	20.5%	27.8%	21.2%	31.6%
Non-Government Scholarships, grants, or bursaries	18.4%	22.9%	17.6%	26.2%
Employment earnings during your program of study including summer jobs	39.9%	57.4%	52.0%	58.4%
Employment Insurance	20.9%	16.8%	29.2%	7.8%
Workers' Compensation	1.8%	1.5%	1.9%	1.3%
Sponsorship by an employer	10.3%	10.4%	12.7%	8.6%
RESP/RRSPs	2.7%	6.9%	6.3%	6.7%

Government Student Loans

At any time when taking your post secondary studies, did you apply for a government student loan?

- Of the respondents who did not use a government student loan to support the costs of their post-secondary education, 7.3% applied for a government student loan at some point during their studies.



3429 responses (excludes 20 refused responses)

- Graduates of private vocational schools were most likely to apply for a student loan and not receive one.

Institution		For those who did not receive a government student loan: At any time when taking your post secondary studies, did you apply for a government student loan?		Total
		Yes	No	
U of S	Count	69	670	739
	%	9.3%	90.7%	100.0%
U of R	Count	35	378	413
	%	8.5%	91.5%	100.0%
SIASST	Count	92	992	1084
	%	8.5%	91.5%	100.0%
SIIT	Count	4	65	69
	%	5.8%	94.2%	100.0%
SATCC	Count	15	762	777
	%	1.9%	98.1%	100.0%
Private Vocational	Count	37	301	338
	%	10.9%	89.1%	100.0%
Total	Count	252	3168	3420
	%	7.4%	92.6%	100.0%

What is the main reason you did not receive a government student loan?

- The most common reason respondents cited for not receiving a government student loan were their parent's income was too high (40.4%). Additional reasons included their assets were too high (13.9%), and their own income was too high (10.6%). The most common response in the "other" category was that respondents did not end up needing a student loan due to other sources of funding. *Please see Appendix A for entries under "other".*

Main reason did not receive a government student loan	Total #	% of Responses
Parent's income too high	99	40.4
Assets too high	34	13.9
Other	32	13.1
Own income too high	26	10.6
Don't know	21	8.6
Spouse's income too high	15	6.1
Didn't meet residency requirements	11	4.5
Prefer to borrow elsewhere	5	2
Not taking 60% of the course load/part-time student	2	0.8
Total	245	100

What is the main reason you have not applied for a government student loan?

- The most common reason respondents gave for not applying for a government student loan is they didn't need one (66.8%), followed by thinking they wouldn't qualify (14.2%).

Main reason have not applied for government student loan	Total #	% of Responses
Did not need one	2087	66.8
Thought would not qualify	445	14.2
Didn't know how to apply	67	2.1
Application process is too cumbersome/confusing	30	1.0
Didn't meet residency requirements	44	1.4
Prefer to borrow elsewhere	107	3.4
On principle not willing to go into debt to pay for school	190	6.1
Other	112	3.6
Don't know	41	1.3
Total	3123	100

In total, over your entire post secondary studies, how much did you owe in government student loans? This includes government loans for the program in which you completed in 2004-05 as well as other post secondary education you may have taken.

- The average amount respondents owed in government student loans, including those who did not receive them, was approximately \$6,906, and the median was \$0 (since less than half of all respondents received them).

Total student loans owed (all graduates)	N	Percent	Cumulative Percent
\$0	3640	65.4	65.4
\$1 to \$4,999	156	2.8	68.2
\$5,000 to \$9,999	360	6.5	74.7
\$10,000 to \$14,999	361	6.5	81.2
\$15,000 to \$19,999	214	3.8	85.0
\$20,000 to \$29,999	409	7.3	92.4
\$30,000 to \$39,999	196	3.5	95.9
\$40,000 or more	229	4.1	100
Total	5565	100	

- Of those who had student loans and provided an amount, the average amount respondents owed in government student loans for their entire post-secondary education was approximately \$19,953

Total student loans owed (those with loans)	N	Percent	Cumulative Percent
Less than \$5,000	157	8.2	8.2
\$5,000 to \$9,999	360	18.7	26.8
\$10,000 to \$14,999	361	18.7	45.6
\$15,000 to \$19,999	214	11.1	56.7
\$20,000 to \$29,999	409	21.2	77.9
\$30,000 to \$39,999	196	10.2	88.1
\$40,000 or more	229	11.9	100
Total	1926	100	

- The following table shows the total amount of student loans owed by program type.⁵

Program Type		Total government student loans								Total
		No Loan	Less than \$5,000	\$5,000 to \$9,999	\$10,000 to \$14,999	\$15,000 to \$19,999	\$20,000 to \$29,999	\$30,000 to \$39,999	\$40,000 or more	
Bachelor Degree	Count	808	37	91	109	68	211	148	171	1643
	%	49.2%	2.3%	5.5%	6.6%	4.1%	12.8%	9.0%	10.4%	100.0%
Masters Degree	Count	144	5	11	11	5	15	13	10	214
	%	67.3%	2.3%	5.1%	5.1%	2.3%	7.0%	6.1%	4.7%	100.0%
PhD	Count	29	0	3	0	1	0	0	2	35
	%	82.9%	.0%	8.6%	.0%	2.9%	.0%	.0%	5.7%	100.0%
Proficiency	Count	40	0	0	0	0	0	0	0	40
	%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Journey person	Count	933	0	0	0	0	0	0	0	933
	%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Diploma	Count	271	28	49	53	47	61	14	15	538
	%	50.4%	5.2%	9.1%	9.9%	8.7%	11.3%	2.6%	2.8%	100.0%
Certificate	Count	1128	67	190	174	83	110	19	27	1798
	%	62.7%	3.7%	10.6%	9.7%	4.6%	6.1%	1.1%	1.5%	100.0%
Advanced Certificate	Count	286	19	16	14	10	12	2	4	363
	%	78.8%	5.2%	4.4%	3.9%	2.8%	3.3%	.6%	1.1%	100.0%
Total	Count	3639	156	360	361	214	409	196	229	5564
	%	65.4%	2.8%	6.5%	6.5%	3.8%	7.4%	3.5%	4.1%	100.0%

⁵ Respondents who completed a Doctor of Medicine, Doctor of Veterinary Medicine or Bachelor of Laws (LLB) are included in the Bachelor's Degree category.

- Including all respondents, U of S graduates owed the most in government student loans, while SIIT graduates owe the least, with the exception of SATCC as they are not eligible to receive government student loans.

Institution (all graduate)	N	Average	Median
U of S	1467	\$13,112	\$0
U of R	668	\$8,135	\$0
Private Vocational	647	\$7,278	\$0
SIAST	1712	\$5,051	\$0
SIIT	98	\$4,122	\$0
SATCC	973	\$0	\$0

- Including those with and without government student loans, the average debt load has decreased 33% from \$6,906 to \$4,592.

Total student loans currently owed (all graduates)	N	Percent	Cumulative Percent
None	3858	72.7%	72.7
Less than \$5,000	223	4.2%	76.9
\$5,000 to \$9,999	354	6.7%	83.6
\$10,000 to \$14,999	232	4.4%	88.0
\$15,000 to \$19,999	199	3.8%	91.7
\$20,000 to \$29,999	226	4.3%	96.0
\$30,000 or more	213	4.0%	100
Total	5305	100	

- 13.1% of those who have had government student loans have paid them off completely. Those with government debt reduced the average debt from \$19,953 to 13,809 (31% reduction) in the period since graduation.

Total student loans currently owed (those with loans)	N	Percent	Cumulative Percent
None	218	13.1	13.1
Less than \$5,000	223	13.4	26.5
\$5,000 to \$9,999	354	21.3	47.7
\$10,000 to \$14,999	232	13.9	61.7
\$15,000 to \$19,999	199	12.0	73.6
\$20,000 to \$29,999	226	13.6	87.2
\$30,000 or more	213	12.8	100
Total	1764	100	

- On average, respondents paid off approximately 39.7% of their government student loans (note that this is slightly different from the previous 31% because it is on a per individual basis, rather than the change in overall average debt).

Percent of government student loans paid (those with loans)	N	Percent	Cumulative Percent
None	266	17.6	17.6
1% to 25%	405	26.7	44.3
26% to 50%	355	23.4	67.7
51% to 75%	192	12.7	80.4
76% to 100%	297	19.6	100
Total	1607	100	

- Graduates with higher loan amounts have paid off a smaller percentage.

Original amount owed in gov't loans (those with loans)	Average % paid	Median
Less than \$5,000	72.7%	100.0%
\$5,000 to \$9,999	47.0%	40.0%
\$10,000 to \$14,999	42.3%	34.2%
\$15,000 to \$19,999	32.2%	26.6%
\$20,000 to \$29,999	33.9%	25.0%
\$30,000 to \$39,000	30.5%	25.3%
\$40,000 or more	29.8%	20.0%

- Of those with government student loans, U of S graduates have paid off the highest percentage of their government student loans, while SIIT graduates have paid off the lowest percentage.

Institution (those with loans)	N	Average % Paid	Median % Paid
U of S	597	42.6	30.0
SIAST	462	40.5	33.3
U of R	196	38.2	28.6
Private Vocational	247	34.1	30.9
SIIT	19	21.1	8.7

Non-Government Student Loans

And, when you completed your program, how much did you owe to banks for student loans/lines of credit, or credit cards?

- The average amount all respondents owed to banks upon completion of their program was \$3,971 and the median was \$0 (since less than half of respondents had these loans).

Owed banks when completed (all graduates)	N	Percent	Cumulative Percent
\$0	3654	70.2	70.2
\$1 to \$4,999	404	7.8	78.0
\$5,000 to \$9,999	432	8.3	86.3
\$10,000 to \$14,999	259	5.0	91.3
\$15,000 to \$19,999	146	2.8	94.1
\$20,000 to \$29,999	184	3.5	97.6
\$30,000 to \$39,999	58	1.1	98.8
\$40,000 or more	65	1.2	100
Total	5202	100	

- The average amount respondents who received a bank loan/line of credit owed to banks upon completion of their program was \$13,176 and the median was \$8,000.

Owed banks when completed (those with loans)	N	Percent	Cumulative Percent
Less than \$5,000	426	27.1	27.1
\$5,000 to \$9,999	432	27.5	54.6
\$10,000 to \$14,999	259	16.5	71.1
\$15,000 to \$19,999	146	9.3	80.4
\$20,000 to \$29,999	184	11.7	92.1
\$30,000 to \$39,999	58	3.7	95.8
\$40,000 or more	66	4.2	100
Total	1571	100	

- When they completed their program, University of Saskatchewan grads owed the most to banks for student loans/lines of credit or credit cards, while those from SIIT owed the least.

Institution (all graduates)	N	Average	Median
U of S	1370	\$8,484	\$0
U of R	613	\$3,918	\$0
SIAST	1631	\$2,362	\$0
SIIT	103	\$283	\$0
SATCC	850	\$1,183	\$0
Private Vocational	635	\$2,750	\$0

- Including those with and without non-government student loans, the average debt load has decreased 60.5% from \$3,971 to \$1,570.

Currently owed to banks (all graduates)	N	Percent	Cumulative Percent
None	4220	80.4	80.4
Less than \$5,000	276	5.3	85.7
\$5,000 to \$9,999	267	5.1	90.8
\$10,000 to \$14,999	188	3.6	94.4
\$15,000 to \$19,999	94	1.8	96.2
\$20,000 to \$29,999	105	2.0	98.2
\$30,000 or more	96	1.8	100
Total	5246	100	

- 35.6% of those who have had bank debt have paid it off completely. Of those who indicated the amount that they currently owe in bank debt, the average amount owed is \$5,173 and the median is \$3,000.

Currently owed to banks (those with loans)	N	Percent	Cumulative Percent
None	566	35.6	35.6
Less than \$5,000	276	17.3	52.9
\$5,000 to \$9,999	267	16.8	69.7
\$10,000 to \$14,999	188	11.8	81.5
\$15,000 to \$19,999	94	5.9	87.4
\$20,000 to \$29,999	105	6.6	94.0
\$30,000 or more	96	6.0	100
Total	1592	100	

- On average, respondents have paid off approximately 60.3% of their bank student loans and/or student lines of credit.

Currently owed to banks (those with loans)	N	Percent	Cumulative Percent
None	135	10.1	10.1
1% to 25%	246	18.3	28.4
26% to 50%	233	17.4	45.8
51% to 75%	111	8.3	54.0
76% to 100%	617	46.0	100

- Students with higher loans have paid off a smaller percentage.

Original amount owed to banks (those with loans)	Average % Paid	Median % Paid
Less than \$5,000	85.7%	100.0%
\$5,000 to \$9,999	64.9%	81.8%
\$10,000 to \$14,999	51.6%	50.0%
\$15,000 to \$19,999	39.7%	33.3%
\$20,000 to \$29,999	38.3%	25.0%
\$30,000 to \$39,000	42.8%	35.2%
\$40,000 or more	45.9%	34.5%

- On average, SATCC graduates have paid off the highest percentage of the money owed to banks, while private vocational school graduates have paid off the lowest percentage.

Institution	N	Average % Paid	Median % Paid
SATCC	135	86.7	100.0
SIIT	3	72.2	100.0
SIASST	391	65.3	80.0
U of S	495	57.3	53.6
U of R	175	53.5	46.7
Private Vocational	144	40.5	25.8

- Male respondents have paid off a higher percentage of their bank debt than female respondents, on average.

Gender	N	Average % Paid	Median % Paid
Male	578	65.2	80.0
Female	763	56.6	53.3

- On average, respondents who were single at the time they graduated have paid off the lowest percentage of money owed to banks.

Marital Status	N	Average % Paid	Median % Paid
Single (never married)	877	55.4	50.0
Married or living with partner	420	70.6	100.0
Divorced/Separated/Widowed	40	62.4	68.3

- On average, respondents who had at least one dependent at the time of graduating have paid off a higher percentage of the money owed to banks than those who did not have dependents.

Number of dependents	N	Average % Paid	Median % Paid
None	1003	56.5	50.0
One	132	66.6	86.7
Two	114	77.7	100.0
Three or more	88	71.5	100.0

Total Debt

Total owed for government student loans and/or bank student loans/lines of credit/credit cards

- At the time of completion of their program, the average amount of debt owed, for all graduates, was \$7,236, and the median was \$0 (since less than half of all graduates had loans).

Total Debt (all respondents)	N	Percent	Cumulative Percent
\$0	3052	52.8	52.8
\$1 to \$4,999	340	5.9	58.7
\$5,000 to \$9,999	532	9.2	67.9
\$10,000 to \$19,999	737	12.7	80.6
\$20,000 to \$29,999	492	8.5	89.1
\$30,000 to \$39,999	250	4.3	93.5
\$40,000 to \$49,999	152	2.6	96.1
\$50,000 or more	226	3.9	100
Total	5781	100	

- At the time of completion of their program, of all graduates who obtained any type of loan (government, bank or both), the average amount owed was \$22,502, and the median was \$15,000.

Total Debt (of those who have received loans)	N	Percent	Cumulative Percent
Less than \$5,000	273	10.6	10.6
\$5,000 to \$9,999	488	18.9	29.5
\$10,000 to \$19,999	713	27.6	57.1
\$20,000 to \$29,999	483	18.7	75.8
\$30,000 to \$39,999	250	9.7	85.4
\$40,000 to \$49,999	150	5.8	91.3
\$50,000 or more	226	8.7	100
Total	2583	100	

- U of S graduates owed the most, on average, in government and bank student loans for all of their education.

Institution	N	Total gov't and bank loans from all education	Median
U of S	1530	\$20,169	\$9,818
U of R	693	\$11,308	\$500
SIAST	1790	\$6,984	\$0
SIIT	107	\$4,048	\$0
SATCC	973	\$1,033	\$0
Private Vocational	688	\$9,382	\$6,350

- The total average debt for all students, two years after completing their program was \$6,629.

Total Current Debt (all graduates)	N	Percent	Cumulative Percent
None	3610	64.4	64.4
Less than \$5,000	336	6.0	70.4
\$5,000 to \$9,999	447	8.0	78.4
\$10,000 to \$14,999	302	5.4	83.7
\$15,000 to \$19,999	233	4.2	87.9
\$20,000 to \$29,999	322	5.7	93.6
\$30,000 or more	356	6.4	100
Total	5606	100	

- 21.8% of those who have had any kind of student debt have paid it off completely. In total, the average amount owed was \$14,551 and the median was \$8,000.

Total Current Debt (those with loans)	N	Percent	Cumulative Percent
None	558	21.8	21.8
Less than \$5,000	336	13.2	35.0
\$5,000 to \$9,999	447	17.5	52.5
\$10,000 to \$14,999	302	11.8	64.3
\$15,000 to \$19,999	233	9.1	73.5
\$20,000 to \$29,999	322	12.6	86.1
\$30,000 or more	356	13.9	100
Total	2554	100	

- On average, graduates have paid of \$6,324 in student loans (excluding the top and bottom 5% of amounts, which helps eliminate the effect of outliers). The median amount paid is \$3,600.

Total Debt Paid	N	Percent	Cumulative Percent
\$0	433	17.7	17.7
\$1 to \$2,000	405	16.6	34.3
\$2,001 to \$4,000	355	14.5	48.9
\$4,001 to \$6,000	318	13.0	61.9
\$6,001 to \$10,000	362	14.8	76.7
\$10,001 to \$20,000	341	14.0	90.7
More than \$20,000	228	9.3	100
Total	2442	100	

- Generally, as income increases, so does the amount of student loans respondents have paid off.

Annual income	Average amount paid off	Median
Less than \$20,000	\$3,657	\$2,000
\$20,000 to \$29,999	\$5,541	\$3,500
\$30,000 to \$39,999	\$6,987	\$4,000
\$40,000 to \$49,999	\$9,168	\$5,000
\$50,000 to \$59,999	\$7,611	\$6,000
\$60,000 to \$69,999	\$13,224	\$8,000
\$70,000 or more	\$14,375	\$8,000

- The average percentage of total debt respondents have paid off was 50.3%, and the median was 45%.

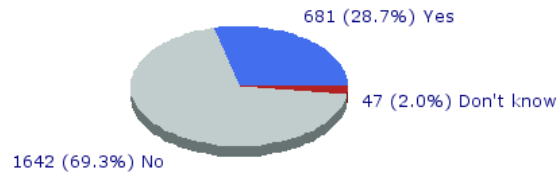
Currently owed to banks	N	Percent	Cumulative Percent
None	432	17.8	17.8
1% to 25%	516	21.2	39.0
26% to 50%	496	20.4	59.4
51% to 75%	292	12.0	71.4
76% to 100%	694	28.6	100
Total	2430	100	

- The percentage of loans paid off decreases as the amount of the original loan increases.

Total amount of all loans	Average % Paid	Median % Paid
Less than \$5,000	85.2%	100.0%
\$5,000 to \$9,999	59.4%	57.5%
\$10,000 to \$19,999	46.4%	40.0%
\$20,000 to \$29,999	37.4%	28.0%
\$30,000 to \$39,999	38.1%	34.3%
\$40,000 to \$49,000	37.4%	33.0%
\$50,000 or more	40.3%	40.0%

Have you experienced any difficulties in repaying your government student loans?

- More than one quarter of respondents who have received a government student loan have experienced difficulties in repaying it (28.7%).



2370 responses (excludes 20 refused responses)

- Respondents who attended SIIT were most likely to have experienced some difficulty in repaying their government student loans.⁶

Institution		Have you experienced any difficulties in repaying your government student loans?		Total
		Yes	No	
U of S	Count	224	546	770
	%	29.1%	70.9%	100.0%
U of R	Count	94	181	275
	%	34.2%	65.8%	100.0%
SIASST	Count	188	515	703
	%	26.7%	73.3%	100.0%
SIIT	Count	23	13	36
	%	63.9%	36.1%	100.0%
SATCC	Count	47	142	189
	%	24.9%	75.1%	100.0%
Private Vocational	Count	105	245	350
	%	30.0%	70.0%	100.0%
Total	Count	681	1642	2323
	%	29.3%	70.7%	100.0%

⁶ Graduates from SATCC programs are not eligible to receive government student loans, therefore, the 19.7% of SATCC graduates who indicated they received government student loans are either providing inaccurate information or providing information about loans for other post-secondary programs.

- Respondents who completed a PhD, bachelor degree, or a certificate were least likely to have experienced difficulty in repaying their government student loans.

Program Type		Have you experienced any difficulties in repaying your government student loans?		Total
		Yes	No	
Bachelor Degree	Count	285	611	896
	%	31.8%	68.2%	100.0%
Masters Degree	Count	14	62	76
	%	18.4%	81.6%	100.0%
PhD	Count	2	4	6
	%	33.3%	66.7%	100.0%
Proficiency	Count	0	2	2
	%	.0%	100.0%	100.0%
Journey person	Count	47	140	187
	%	25.1%	74.9%	100.0%
Diploma	Count	90	205	295
	%	30.5%	69.5%	100.0%
Certificate	Count	230	537	767
	%	30.0%	70.0%	100.0%
Advanced Certificate	Count	13	81	94
	%	13.8%	86.2%	100.0%
Total	Count	681	1642	2323
	%	29.3%	70.7%	100.0%

- Nearly one-half of Aboriginal respondents indicated that they had experienced difficulties in repaying their government student loans (46.1%), compared to 27.5% of non-Aboriginal respondents. Male and female respondents were equally likely to experience difficulties in repaying their loans.

Do you consider yourself to be an Aboriginal person?		Have you experienced any difficulties in repaying your government student loans?		Total
		Yes	No	
Yes	Count	101	118	219
	%	46.1%	53.9%	100.0%
No	Count	575	1513	2088
	%	27.5%	72.5%	100.0%
Total	Count	676	1631	2307
	%	29.3%	70.7%	100.0%

- More than one-half of respondents with a disability indicated that they had experienced difficulties in repaying their government student loans (55.3%), compared to 28.1% of those who do not have a disability.

Do you consider yourself to be a person with a disability?		Have you experienced any difficulties in repaying your government student loans?		Total
		Yes	No	
Yes	Count	52	42	94
	%	55.3%	44.7%	100.0%
No	Count	622	1591	2213
	%	28.1%	71.9%	100.0%
Total	Count	674	1633	2307
	%	29.2%	70.8%	100.0%

- As would be expected, respondents who were unemployed were most likely to experience difficulties in repaying their government student loans.

Employment status		Have you experienced any difficulties in repaying your government student loans?		Total
		Yes	No	
Employed	Count	584	1444	2028
	%	28.8%	71.2%	100.0%
Student	Count	33	95	128
	%	25.8%	74.2%	100.0%
Not in labour force for other reason	Count	24	67	91
	%	26.4%	73.6%	100.0%
Unemployed	Count	37	34	71
	%	52.1%	47.9%	100.0%
Total	Count	678	1640	2318
	%	29.2%	70.8%	100.0%

What steps have you taken to help with these difficulties?

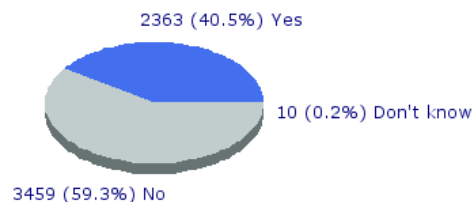
- The most common steps that respondents had taken to help with their difficulties repaying their government student loans were going on interest relief (39.2%), calling Saskatchewan Student Loan to get more information about their options (24.9%), and contacting their service provider to get more information about their options. Common responses in the “other” category include budgeting and making the minimum monthly payments. *Please see Appendix A for a complete list of entries under “other”.*

Steps taken to help with difficulties	Total #	% of Respondents
Went on interest relief	269	39.2
Called Saskatchewan Student Loans to get more information/identify options	171	24.9
Contacted service provider/bank to get more information/identify options	159	23.1
Borrowed money from family/friends	102	14.8
Did nothing	99	14.4
Changed jobs, found a job, or increased number of hours worked.	70	10.2
Other	51	7.4
Did not qualify for interest relief	47	6.8
Avoided the situation	42	6.1
Total	687	100

Employment during studies

Were you employed while taking your program, **NOT** including course related employment such as indentured work or apprenticeships, internships, co-op jobs or summer positions?

- Overall, 40.5% of respondents were employed while taking their program.



5832 responses (excludes 8 refused responses)

- Respondents who attended one of the universities were most likely to be employed while taking their program, while those who were enrolled through SATCC were least likely. This is likely due to the fact that most SATCC respondents would have been working as an apprentice, which would leave little time for other employment.

Institution		Were you employed while taking your program?		Total
		Yes	No	
U of S	Count	866	681	1547
	%	56.0%	44.0%	100.0%
U of R	Count	447	249	696
	%	64.2%	35.8%	100.0%
SIASST	Count	699	1114	1813
	%	38.6%	61.4%	100.0%
SIIT	Count	23	84	107
	%	21.5%	78.5%	100.0%
SATCC	Count	51	915	966
	%	5.3%	94.7%	100.0%
Private Vocational	Count	277	415	692
	%	40.0%	60.0%	100.0%
Total	Count	2363	3458	5821
	%	40.6%	59.4%	100.0%

- Nearly one-half of female respondents were employed while taking their program (49.4%) compared to 29.7% of male respondents.

Gender		Were you employed while taking your program?		Total
		Yes	No	
Male	Count	765	1810	2575
	%	29.7%	70.3%	100.0%
Female	Count	1593	1632	3225
	%	49.4%	50.6%	100.0%
Total	Count	2358	3442	5800
	%	40.7%	59.3%	100.0%

- Non-Aboriginal respondents were more likely than Aboriginal respondents to have been employed while taking their program.

Do you consider yourself to be an Aboriginal person?		Were you employed while taking your program?		Total
		Yes	No	
Yes	Count	169	430	599
	%	28.2%	71.8%	100.0%
No	Count	2177	3001	5178
	%	42.0%	58.0%	100.0%
Total	Count	2346	3431	5777
	%	40.6%	59.4%	100.0%

On average, how many hours a week were you employed during your program, not including course related employment (i.e., indentured work, internships, co-op jobs, etc.) or summer positions?

- Of the respondents who were employed during their program, 11% worked less than 10 hours per week, 30% worked 10 to 19 hours per week, 27.8% worked 20 to 29 hours per week, and 31.2% worked at least 30 hours per week. The average number of hours worked per week was 22.1.

Hours worked while in program	Frequency	Percent	Cumulative Percent
Less than 10	244	11.0	11.0
10 to 19	668	30.0	41.0
20 to 29	618	27.8	68.8
30 or more	695	31.2	100.0
Total	2225	100.0	

- Although Aboriginal respondents were less likely than non-Aboriginal respondents to be employed during their program, respondents who graduated from SIIT worked the most hours per week while taking their program, on average. This may be due to the small number of respondents from SIIT.

Institution	N	Average	Median
U of S	813	21.7	20
U of R	424	23.4	20
SIAST	654	24.8	20
SIIT	21	30.5	37
SATCC	50	19.9	20
Private Vocational	263	20.7	20

- Although female graduates were more likely to work while in school, on average, they worked fewer hours than males who worked while taking classes.

Gender	N	Mean	Median
Male	721	24.7	20
Female	1502	22.0	20

- As age increases, so does the average number of hours worked per week.

Age	N	Average	Median
19 to 24	555	18.4	17
25 to 29	791	20.3	20
30 to 34	266	24.0	20
35 to 44	316	27.7	30
45 and over	265	32.3	36

What was the primary reason why you were employed during your program?

- The most common reasons respondents gave for being employed during their program were they needed funds to support their lifestyle (41.2%), and they needed funds to support their studies (38%). Please see Appendix A for entries under "other".

Primary reason employed during program	Total #	% of Responses
Needed funds to support lifestyle (e.g., social life, etc.)	965	41.2
Needed funds to support studies	890	38
Needed to maintain an ongoing position in a job	266	11.4
Didn't get enough funding through student loans	63	2.7
Wanted to build my CV/resume: needed experience	53	2.3
Couldn't get into the classes I wanted, so had extra time	42	1.8
Wanted to reduce the amount of debt accumulated	35	1.5
Other	18	0.8
Don't know	10	0.4
Total	2342	100

Scholarships

Over your entire post secondary experience, how much did you receive in scholarships, grants and/or bursaries during your post-secondary studies from both government and non-government sources?

From government sources:

- Of the 26.9% of respondents who received scholarships, the average amount that graduates received in scholarships from government sources was approximately \$5,172. Overall, 42.5% of those who received scholarships from a government source also received a government student loan.

Received from government sources	Frequency	Percent	Cumulative Percent
Less than \$1,000	182	14.8	14.8
\$1,000 to \$2,499	304	24.7	39.5
\$2,500 to \$4,999	245	19.9	59.4
\$5,000 to \$9,999	240	19.5	78.9
\$10,000 to \$19,999	157	12.8	91.7
\$20,000 or more	102	8.3	100.0
Total	1230	100.0	

- Graduates from the universities received more in government scholarships, grants, and bursaries than those from other institutions.

Institution	N	Average	Median
U of S	496	\$10,497	\$5,000
U of R	164	\$8,555	\$4,000
SIAS	364	\$3,770	\$2,300
SIIT	11	\$4,791	\$3,700
SATCC	66	\$2,739	\$1,000
Private Vocational	129	\$6,133	\$4,000

- Respondents who self-identified as members of a visible minority received more in government scholarships, grants, and bursaries than other respondents.

Consider self to be member of visible minority	N	Average	Median
Yes	68	\$12,336	\$5,000
No	1076	\$6,898	\$3,000

From non-government sources:

- The average amount respondents received in scholarships from non-government sources was approximately \$4,114. Overall, 28% of respondents who received scholarships from non-government sources also received government student loans.

Received from non-government sources	Frequency	Percent	Cumulative Percent
Less than \$1,000	276	23.9	23.9
\$1,000 to \$2,499	351	30.4	54.3
\$2,500 to \$4,999	176	15.2	69.5
\$5,000 to \$9,999	147	12.7	82.3
\$10,000 to \$19,999	118	10.2	92.5
\$20,000 or more	87	7.5	100.0
Total	1155	100.0	

- Graduates from the universities received more in non-government scholarships, grants, and bursaries than those from other institutions.

Institution	N	Average	Median
U of S	573	\$7,893	\$3,000
U of R	201	\$6,340	\$2,500
SIAST	274	\$2,429	\$1,000
SIIT	6	\$2,867	\$2,300
SATCC	46	\$1,364	\$650
Private Vocational	55	\$3,484	\$1,000

- Respondents who considered themselves to be members of a visible minority received more in non-government scholarships, grants, and bursaries than those who did not consider themselves to be part of a visible minority.

Consider self to be member of visible minority	N	Average	Median
Yes	54	\$12,711	\$3,000
No	1016	\$5,390	\$2,000

Total Scholarships

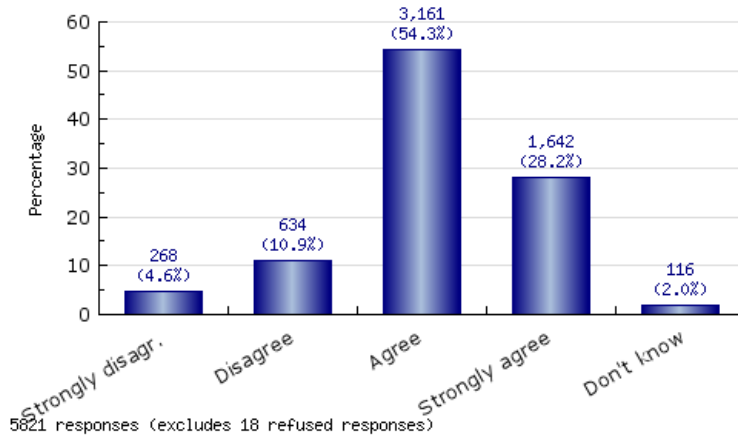
- The average amount of scholarship money that respondents received from government and non-government sources was approximately \$8,527, and the median was \$3,500.

Total scholarships	Frequency	Percent	Cumulative Percent
Less than \$1,000	270	14.6	14.6
\$1,000 to \$2,499	453	24.5	39.2
\$2,500 to \$4,999	326	17.7	56.8
\$5,000 to \$9,999	358	19.4	76.2
\$10,000 to \$19,999	232	12.6	88.8
\$20,000 or more	207	11.2	100.0
Total	1846	100.0	

Please rate your level of agreement with the following statement.

“I consider my program to be worth the financial cost to me and/or my family.” Do you...?

- Overall, 82.5% of respondents agreed (54.3%) or strongly agreed (28.2%) that they consider their program to be worth the financial cost to them and/or their family, while 15.5% disagreed (10.9%) or strongly disagreed (4.6%).



- Respondents who completed their program through SIIT or SATCC were most likely to agree or strongly agree that their program was worth the financial cost to themselves and/or their family (more than 90%), while those who attended private vocational schools were least likely (64.5%).

Institution		I consider my program to be worth the financial cost to me and/or my family.				Total
		Strongly disagree	Disagree	Agree	Strongly agree	
U of S	Count	62	158	839	461	1520
	%	4.1%	10.4%	55.2%	30.3%	100.0%
U of R	Count	34	82	386	180	682
	%	5.0%	12.0%	56.6%	26.4%	100.0%
SIAST	Count	76	188	997	514	1775
	%	4.3%	10.6%	56.2%	29.0%	100.0%
SIIT	Count	2	4	64	35	105
	%	1.9%	3.8%	61.0%	33.3%	100.0%
SATCC	Count	19	37	520	368	944
	%	2.0%	3.9%	55.1%	39.0%	100.0%
Private Vocational	Count	76	165	353	86	680
	%	11.2%	24.3%	51.9%	12.6%	100.0%
Total	Count	269	634	3159	1644	5706
	%	4.7%	11.1%	55.4%	28.8%	100.0%

- Male respondents were more likely than female respondents to feel their program was worth the financial cost to themselves and/or their family.

Gender		I consider my program to be worth the financial cost to me and/or my family.				Total
		Strongly disagree	Disagree	Agree	Strongly agree	
Male	Count	93	227	1367	848	2535
	%	3.7%	9.0%	53.9%	33.5%	100.0%
Female	Count	173	407	1778	795	3153
	%	5.5%	12.9%	56.4%	25.2%	100.0%
Total	Count	266	634	3145	1643	5688
	%	4.7%	11.1%	55.3%	28.9%	100.0%

- In general, as age increased, so did the likelihood that respondents agreed or strongly agreed their program was worth the financial cost to themselves and/or their family.

Age		I consider the program to be worth the financial cost to me and/or my family.				Total
		Strongly disagree	Disagree	Agree	Strongly agree	
19 to 24	Count	82	224	843	311	1460
	%	5.6%	15.3%	57.7%	21.3%	100.0%
25 to 29	Count	85	213	1110	543	1951
	%	4.4%	10.9%	56.9%	27.8%	100.0%
30 to 34	Count	29	62	402	233	726
	%	4.0%	8.5%	55.4%	32.1%	100.0%
35 to 44	Count	34	75	438	280	827
	%	4.1%	9.1%	53.0%	33.9%	100.0%
45 and over	Count	28	47	292	255	622
	%	4.5%	7.6%	46.9%	41.0%	100.0%
Total	Count	258	621	3085	1622	5586
	%	4.6%	11.1%	55.2%	29.0%	100.0%

- In general, as income increased, so did the likelihood that respondents agreed or strongly agreed their program was worth the financial cost to themselves and/or their family.

Annual income		I consider the program to be worth the financial cost to me and/or my family.				Total
		Strongly disagree	Disagree	Agree	Strongly agree	
Less than \$20,000	Count	43	99	325	112	579
	%	7.4%	17.1%	56.1%	19.3%	100.0%
\$20,000 to \$29,999	Count	43	109	448	173	773
	%	5.6%	14.1%	58.0%	22.4%	100.0%
\$30,000 to \$39,999	Count	30	87	471	219	807
	%	3.7%	10.8%	58.4%	27.1%	100.0%
\$40,000 to \$49,999	Count	23	74	424	223	744
	%	3.1%	9.9%	57.0%	30.0%	100.0%
\$50,000 to \$59,999	Count	12	36	272	209	529
	%	2.3%	6.8%	51.4%	39.5%	100.0%
\$60,000 to \$69,999	Count	8	26	180	157	371
	%	2.2%	7.0%	48.5%	42.3%	100.0%
\$70,000 or more	Count	14	31	230	228	503
	%	2.8%	6.2%	45.7%	45.3%	100.0%
Total	Count	173	462	2350	1321	4306
	%	4.0%	10.7%	54.6%	30.7%	100.0%

Summary Discussion: Financing of Education

The sources that respondents were most likely to have used during their program of study to support the costs of their post-secondary education were employment earnings (55.4%), government or bank student loans (54.5%), personal savings (53.8%), and friends or family members (52.9%). With regard to loans, 41.2% of all graduates had Canada/Saskatchewan government student loans; while 28.9% had bank loans or lines of credit.

Taking into account all graduates, including those who did not receive loans, the average debt incurred from government student loans for their entire education was \$6,906, while the average debt incurred from bank student loans/lines of credit was \$3,971. The overall total debt incurred from both types of loans was \$7,236.

In the approximately two years since graduating, respondents with government student loans had paid off an average of 39.7% of all their government student loans, while, on average, respondents with bank student loans/lines of credit had paid off approximately 60.3%. The average percentage of total debt respondents had paid off was 50.3%, and the median was 45%.

More than one quarter of respondents who received a government student loan experienced difficulties in repaying it (28.7%).

Nearly one-half of Aboriginal respondents indicated that they had experienced difficulties in repaying their government student loans (46.1%), compared to 27.5% of non-Aboriginal respondents. More than one-half of respondents with a disability indicated that they had experienced difficulties in repaying their government student loans (55.3%), compared to 28.1% of those without a disability. As would be expected, respondents who were unemployed were most likely to experience difficulties in repaying their government student loans.

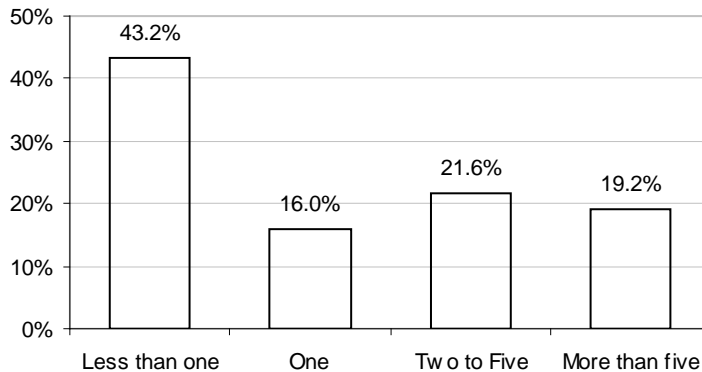
Overall, 40.5% of respondents were employed while taking their program. The most common reasons respondents gave for being employed during their program were they needed funds to support their lifestyle (41.2%), and they needed funds to support their studies (38%).

Overall, 82.5% of respondents agreed (54.3%) or strongly agreed (28.2%) their program was worth the financial cost to them and/or their family. Respondents who completed their program through SIIT or SATCC were most likely to agree or strongly agree that their program was worth the financial cost to themselves and/or their family (more than 90%), while those who attended private vocational schools were least likely (64.5%).

Transitions

Years between completing high school and beginning post-secondary studies

- Nearly half of all graduates (43.2%) began their post-secondary studies in the same year that they completed their last grade in the K to 12 system. Another 37.6% waited one to five years, and 19.2% waited at least five years. The average number of years that respondents waited before beginning post-secondary studies was 3.7.



- University graduates were most likely to enter post-secondary education straight out of high school (65.4%). Conversely, only 14.7% of SIIT graduates and 21.4% of SATCC graduates entered post-secondary straight out of high school. A large percentage of the respondents from SIIT and SATCC waited more than five years (44.2% and 30.2% respectively).

Institution		Years between			Total
		Less than one	One to five	More than five	
U of S	Count	1019	387	108	1514
	%	67.3%	25.6%	7.1%	100.0%
U of R	Count	411	157	105	673
	%	61.1%	23.3%	15.6%	100.0%
SIAST	Count	539	752	424	1715
	%	31.4%	43.8%	24.7%	100.0%
SIIT	Count	14	39	42	95
	%	14.7%	41.1%	44.2%	100.0%
SATCC	Count	195	442	275	912
	%	21.4%	48.5%	30.2%	100.0%
Private Vocational	Count	229	320	118	667
	%	34.3%	48.0%	17.7%	100.0%
Total	Count	2407	2097	1072	5576
	%	43.2%	37.6%	19.2%	100.0%

- Only one-in-five Aboriginal graduates entered post-secondary straight out of high school

Do you consider yourself to be an Aboriginal person?		Years between			Total
		Less than one	One to five	More than five	
Yes	Count	112	228	204	544
	%	20.6%	41.9%	37.5%	100.0%
No	Count	2281	1850	860	4991
	%	45.7%	37.1%	17.2%	100.0%
Total	Count	2393	2078	1064	5535
	%	43.2%	37.5%	19.2%	100.0%

Previous Education

Did you **complete** any post-secondary certificates, diplomas, or degrees, **prior to enrolling** in your program? (Not including adult upgrading)

- Overall, 33.5% of respondents completed other post-secondary studies prior to enrolling in the program from which they graduated in 2004/2005. Of these respondents, 43.6% completed a certificate, 34% completed a degree, and 36.7% completed a diploma.

Completed Prior Post-Secondary	Total #	% of Responses
Yes – Certificate(s)	789	43.6
Yes – Diploma(s)	504	27.9
Yes – Degree(s)	665	11.4
Total	1809	100

- About one quarter of graduates from bachelor degree, diploma, certificate or journeyman programs had completed other post-secondary programs prior to enrolling.

Program Type		Previous education				Total
		Yes – completed a certificate(s)	Yes – completed a diploma(s)	Yes – completed a degree(s)	No – did not complete any other post secondary	
Bachelor Degree	Count	107	132	227	1290	1723
	%	6.2%	7.7%	13.2%	74.9%	
Masters Degree	Count	14	21	216	5	228
	%	6.1%	9.2%	94.7%	2.2%	
PhD	Count	1	4	32	2	35
	%	2.9%	11.4%	91.4%	5.7%	
Proficiency	Count	10	4	0	27	40
	%	25.0%	10.0%	.0%	67.5%	
Journeyman	Count	152	59	10	720	928
	%	16.4%	6.4%	1.1%	77.6%	
Diploma	Count	83	53	32	417	573
	%	14.5%	9.2%	5.6%	72.8%	
Certificate	Count	304	170	106	1363	1904
	%	16.0%	8.9%	5.6%	71.6%	
Advanced Certificate	Count	118	61	42	179	381
	%	31.0%	16.0%	11.0%	47.0%	
Total	Count	789	504	665	4003	5812

Percentages and totals are based on respondents.

- Graduates from the U of S and SIIT were most likely to have completed some type of post-secondary education prior to enrolling.

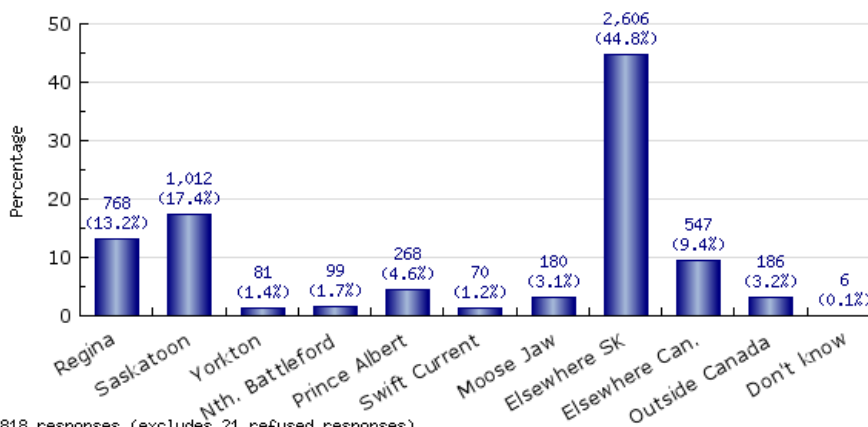
Institution		Did you complete any post-secondary certificates, diplomas, or degrees, prior to enrolling in your program?				Total
		Yes – completed a certificate(s)	Yes – completed a diploma(s)	Yes – completed a degree(s)	No – did not complete any other post secondary	
U of S	Count	112	136	468	892	1544
	%	7.3%	8.8%	30.3%	57.8%	
U of R	Count	69	59	63	525	696
	%	9.9%	8.5%	9.1%	75.4%	
SIAST	Count	341	149	82	1276	1809
	%	18.9%	8.2%	4.5%	70.5%	
SIIT	Count	29	15	3	60	105
	%	27.6%	14.3%	2.9%	57.1%	
SATCC	Count	162	63	10	747	968
	%	16.7%	6.5%	1.0%	77.2%	
Private Vocational	Count	76	82	39	504	691
	%	11.0%	11.9%	5.6%	72.9%	
Total	Count	789	504	665	4004	5813

Percentages and totals are based on respondents.

Student Mobility

Where were you living when you last attended high school or another grade in the K to 12 system, not including adult upgrading?

- The majority of respondents were living in Saskatchewan when they last attended high school or another grade in the K to 12 system (87.4%), including 17.4% in Saskatoon and 13.2% in Regina. Just under one half of the graduates from Saskatchewan were from one of the 7 largest cities.

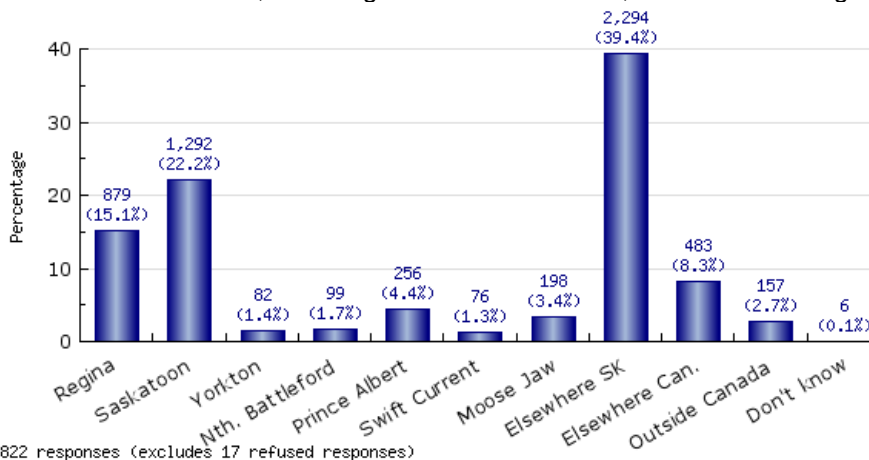


- More than one half of SIAST, SIIT and SATCC graduates were from small towns or rural areas in Saskatchewan.
- The U of S drew students from outside of Saskatoon significantly more than the U of R draws from outside of Regina. The U of S also had the largest draw from outside of the province. Four in ten U of R graduates were from Regina, compared to 28% of U of S graduates being from Saskatoon.

Institution		Where were you living when you last attended high school or another grade in the K to 12 system, not including adult upgrading?					Total	
		Regina	Saskatoon	Other Sask. City	Elsewhere in Sask.	Elsewhere in Canada		Outside of Canada
U of S	Count	67	430	163	543	240	92	1535
	%	4.4%	28.0%	10.6%	35.4%	15.6%	6.0%	100.0%
U of R	Count	283	24	62	243	49	37	698
	%	40.5%	3.4%	8.9%	34.8%	7.0%	5.3%	100.0%
SIAST	Count	230	217	272	948	121	26	1814
	%	12.7%	12.0%	15.0%	52.3%	6.7%	1.4%	100.0%
SIIT	Count	8	8	17	65	7	0	105
	%	7.6%	7.6%	16.2%	61.9%	6.7%	.0%	100.0%
SATCC	Count	104	144	117	523	66	12	966
	%	10.8%	14.9%	12.1%	54.1%	6.8%	1.2%	100.0%
Private Vocational	Count	74	190	66	283	62	19	694
	%	10.7%	27.4%	9.5%	40.8%	8.9%	2.7%	100.0%
Total	Count	766	1013	697	2605	545	186	5812
	%	13.2%	17.4%	12.0%	44.8%	9.4%	3.2%	100.0%

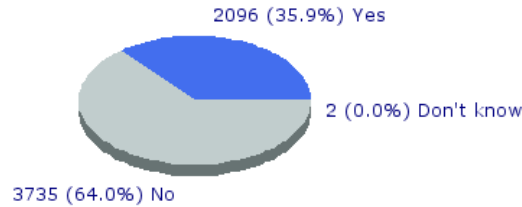
Where were you living when you first applied for post-secondary studies?

- When they first applied for post-secondary studies, 88.9% of respondents were living in Saskatchewan, including 22.2% in Saskatoon, and 15.1% in Regina.



Do you presently live in a different community from that in which you were living at the time of your graduation from your program?

- At the time of being surveyed, 35.9% of respondents were living in a different community than at the time of their graduation from their program.



5833 responses (excludes 6 refused responses)

- Respondents who graduated from the University of Saskatchewan were most likely to have relocated since completing their program.

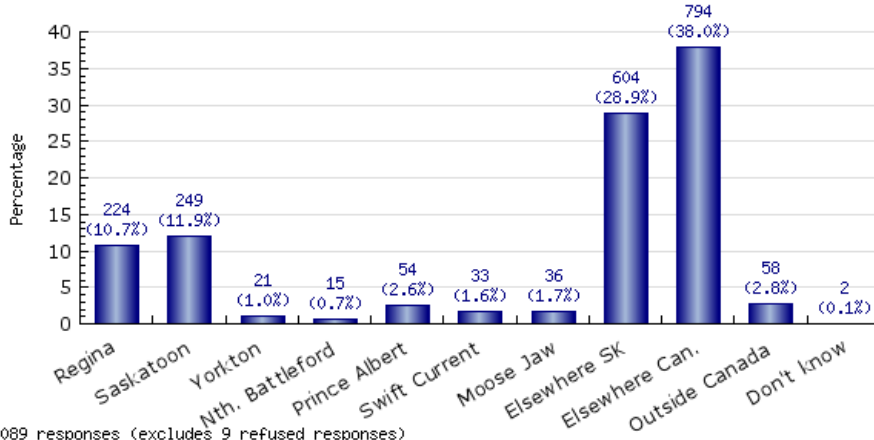
Institution		Do you presently live in a different community from that in which you were living at the time of your graduation from your program?		Total
		Yes	No	
U of S	Count	710	838	1548
	%	45.9%	54.1%	100.0%
U of R	Count	234	461	695
	%	33.7%	66.3%	100.0%
SIAST	Count	661	1154	1815
	%	36.4%	63.6%	100.0%
SIIT	Count	24	83	107
	%	22.4%	77.6%	100.0%
SATCC	Count	264	708	972
	%	27.2%	72.8%	100.0%
Private Vocational	Count	203	491	694
	%	29.3%	70.7%	100.0%
Total	Count	2096	3735	5831
	%	35.9%	64.1%	100.0%

- Aboriginal respondents were more likely than non-Aboriginal respondents to remain in the community in which they completed their program.

Do you consider yourself to be an Aboriginal person?		Do you presently live in a different community from that in which you were living at the time of your graduation from your program?		Total
		Yes	No	
Yes	Count	152	450	602
	%	25.2%	74.8%	100.0%
No	Count	1929	3254	5183
	%	37.2%	62.8%	100.0%
Total	Count	2081	3704	5785
	%	36.0%	64.0%	100.0%

Where did you relocate to?

- Of those who relocated since graduation, four-in-ten left Saskatchewan. A large majority (517 out of 794, or 65.1%) of those who have moved to another province have gone to Alberta.
- A significant 28.9% also moved to a rural area in Saskatchewan, indicating that many students move to a city for their education and then return to a rural area.



Most common entries under 'Elsewhere in Canada':
 (196) Calgary, AB
 (96) Edmonton, AB
 (40) Vancouver, BC
 (24) Toronto, ON
 (23) Medicine Hat, AB
 (20) Lloydminster, AB
 (19) Winnipeg, MB
 (18) Ottawa, ON
 (15) Brandon, MB
 (14) Fort McMurray, AB
 (14) Lethbridge, AB
 (14) Red Deer, AB
 (14) Victoria, BC
 (13) Grande Prairie, AB

2089 responses (excludes 9 refused responses)

- Six-in-ten U of S graduates who relocated and one half of U of R graduates who have relocated moved out of Saskatchewan.

Institution		Where did you relocate to?					Total	
		Regina	Saskatoon	Other Sask. City	Elsewhere in Sask.	Elsewhere in Canada		Outside of Canada
U of S	Count	53	42	43	132	394	39	703
	%	7.5%	6.0%	6.1%	18.8%	56.0%	5.5%	100.0%
U of R	Count	23	21	15	56	107	11	233
	%	9.9%	9.0%	6.4%	24.0%	45.9%	4.7%	100.0%
SIAS	Count	97	121	56	214	171	1	660
	%	14.7%	18.3%	8.5%	32.4%	25.9%	.2%	100.0%
SIIT	Count	1	6	2	9	6	0	24
	%	4.2%	25.0%	8.3%	37.5%	25.0%	.0%	100.0%
SATCC	Count	30	40	21	125	46	1	263
	%	11.4%	15.2%	8.0%	47.5%	17.5%	.4%	100.0%
Private Vocational	Count	19	19	22	68	69	6	203
	%	9.4%	9.4%	10.8%	33.5%	34.0%	3.0%	100.0%
Total	Count	223	249	159	604	793	58	2086
	%	10.7%	11.9%	7.6%	29.0%	38.0%	2.8%	100.0%

- The following table shows the location of respondents from high school to post-secondary application to current. There is a clear rural to urban shift, with 44.8% of graduates coming from small town or rural Saskatchewan and only 28.6% living there at the time of being surveyed. We can also see the out of province migration in that 17% of graduates were living out of province, compared to 9% who came from out of province.

Location	High School	Application	Current
Regina	13.2%	15.1%	16.4%
Saskatoon	17.4%	22.3%	26.8%
Yorkton	1.4%	1.4%	1.0%
North Battleford	1.7%	1.7%	0.9%
Prince Albert	4.6%	4.4%	3.8%
Swift Current	1.2%	1.3%	1.5%
Moose Jaw	3.1%	3.4%	2.9%
Elsewhere Saskatchewan	44.8%	39.4%	28.6%
Elsewhere in Canada	9.4%	8.3%	17.0%
Outside Canada	3.2%	2.7%	1.2%

- University graduates were most likely to currently live outside of Saskatchewan, particularly U of S graduates (one third).

Institution		Current location						Total
		Regina	Saskatoon	Other city in Sask	Elsewhere Sask	Elsewhere in Canada	Outside Canada	
U of S	Count	80	566	72	232	437	41	1428
	%	5.6%	39.6%	5.0%	16.2%	30.6%	2.9%	100.0%
U of R	Count	286	36	36	133	126	10	627
	%	45.6%	5.7%	5.7%	21.2%	20.1%	1.6%	100.0%
SIAST	Count	274	336	234	544	185	2	1575
	%	17.4%	21.3%	14.9%	34.5%	11.7%	.1%	100.0%
SIIT	Count	10	23	6	51	7	0	97
	%	10.3%	23.7%	6.2%	52.6%	7.2%	.0%	100.0%
SATCC	Count	125	197	110	381	59	1	873
	%	14.3%	22.6%	12.6%	43.6%	6.8%	.1%	100.0%
Private Vocational	Count	79	241	65	148	75	7	615
	%	12.8%	39.2%	10.6%	24.1%	12.2%	1.1%	100.0%
Total	Count	854	1399	523	1489	889	61	5215
	%	16.4%	26.8%	10.0%	28.6%	17.0%	1.2%	100.0%

- Less than 10% of Aboriginal graduates left the province, while non-Aboriginal graduates were almost twice as likely to leave.

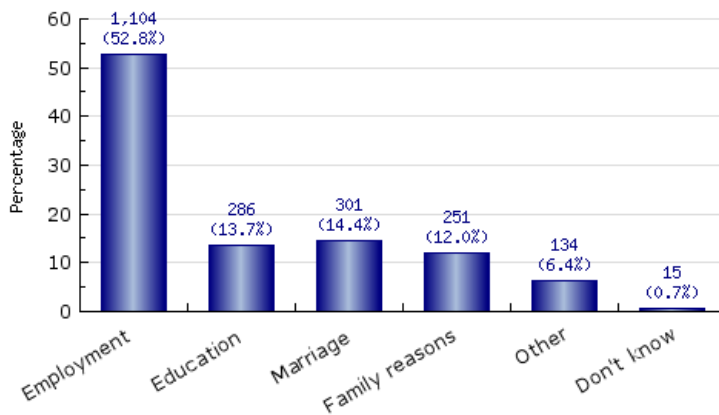
Do you consider yourself to be an Aboriginal person?		Current location						Total
		Regina	Saskatoon	Other city in Sask	Elsewhere Sask	Elsewhere in Canada	Outside Canada	
Yes	Count	71	115	94	217	45	2	544
	%	13.1%	21.1%	17.3%	39.9%	8.3%	.4%	100.0%
No	Count	779	1276	427	1268	837	58	4645
	%	16.8%	27.5%	9.2%	27.3%	18.0%	1.2%	100.0%
Total	Count	850	1391	521	1485	882	60	5189
	%	16.4%	26.8%	10.0%	28.6%	17.0%	1.2%	100.0%

- The following table shows that many graduates do tend to live in the same place that they went to high school. About 65% of those who went to high school in Regina or Saskatoon lived in their respective cities at the time of being surveyed. There was not a major difference between those from urban and rural Saskatchewan in their likelihood to leave the province.
- Overall, 14% of those who attended high school in Saskatchewan now live outside of the province. On the other hand, 52.2% of those who went to high school outside of Saskatchewan now live in the province. This means that 47.8% of graduates who come from out of the province leave after they have completed the program.
- A total of 91 respondents (1.7% of all graduates) came from another country and now live in Saskatchewan. Ten of these are still students, 68 are employed and 13 are unemployed or not in the labour market.

Where were you living when you last attended high school?		Current location						Total
		Regina	Saskatoon	Other city in Sask	Elsewhere Sask	Elsewhere in Canada	Outside Canada	
Regina	Count	421	39	21	74	99	7	661
	%	63.7%	5.9%	3.2%	11.2%	15.0%	1.1%	100.0%
Saskatoon	Count	31	578	25	92	148	11	885
	%	3.5%	65.3%	2.8%	10.4%	16.7%	1.2%	100.0%
Other Saskatchewan City	Count	45	129	267	113	86	7	647
	%	7.0%	19.9%	41.3%	17.5%	13.3%	1.1%	100.0%
Elsewhere in Saskatchewan	Count	285	494	177	1119	271	10	2356
	%	12.1%	21.0%	7.5%	47.5%	11.5%	.4%	100.0%
Elsewhere in Canada	Count	46	98	29	75	226	17	491
	%	9.4%	20.0%	5.9%	15.3%	46.0%	3.5%	100.0%
Outside of Canada	Count	25	53	2	11	58	9	158
	%	15.8%	33.5%	1.3%	7.0%	36.7%	5.7%	100.0%
Total	Count	853	1391	521	1484	888	61	5198
	%	16.4%	26.8%	10.0%	28.5%	17.1%	1.2%	100.0%

What was your primary reason for moving?

- The majority of respondents who moved did so for employment related reasons (52.8%), while 14.4% moved because of marriage or a relationship with a significant other, 13.7% moved for education related reasons, and 12% moved for family reasons. *Please see Appendix A for entries under "other".*



2090 responses (excludes 5 refused responses)

What specific aspects of the job or other employment related factors attracted you to this location?

- The most common employment related factors that attracted respondents to their current location were a greater availability of jobs in general (30.8%), higher salary (24.3%), and better career advancement opportunities (15.8%). *Please see Appendix A for a list of other employment related reasons.*

Employment related factors	Total #	% of Respondents
Greater availability of jobs in general	329	30.8
Higher Salary	259	24.3
Better career advancement opportunities	169	15.8
Other employment related reasons	153	14.3
Better employment benefits/perks	147	13.8
Wanted to work for a particular company/organization	90	8.4
Wanted to work in the centre of excellence for my field	46	4.3
Company Transfer	37	3.5
Don't know	34	3.2
Wanted to work with particular colleagues or superiors	16	1.5
Lower taxes	11	1
Refused	1	0.1
Total	1068	

What schooling or education-related factors attracted you to this location?

- The most common education-related factors that attracted respondents to their current location was the availability of a particular program (54.8%), the high academic reputation of the program/institution (20.7%), and the quality of research facilities (12.6%). *Please see Appendix A for a list of entries under "other".*

Education-related factors	Total #	% of Respondents
Availability of program in a particular/specialized field	148	54.8
High academic reputation of the program/institution	56	20.7
Quality of the research facilities	34	12.6
Other	29	10.7
Wanted to work with particular colleagues or faculty (including supervisors)	22	8.1
Offered academic scholarship	12	4.4
Don't know	9	3.3
Offered teaching/research assistantship	6	2.2
Total	270	

Summary Discussion: Transitions

Nearly half of all graduates (43.2%) began their post-secondary studies in the same year that they completed their last grade in the K to 12 system. Another 37.6% waited one to five years, and 19.2% waited at least five years.

University graduates were most likely to enter post-secondary education straight out of high school (65.4%). Conversely, only 14.7% of SIIT graduates and 21.4% of SATCC graduates entered post-secondary straight out of high school. A large percentage of the respondents from these two schools waited more than five years (44.2% and 30.2% respectively).

Only one-in-five Aboriginal graduates entered post-secondary straight out of high school.

Overall, 33.5% of all respondents completed post-secondary studies prior to enrolling in their program. Of these respondents, 43.6% completed a certificate, 34% completed a degree, and 36.7% completed a diploma.

The following table shows the location of respondents from high school to post-secondary application to current. There is a clear rural to urban shift, with 44.8% of graduates coming from rural Saskatchewan and only 28.6% living there at the time of being surveyed. We can also see the out of province migration in that 17% of graduates were living out of province when they were surveyed. This compares to 9% who came from out of province.

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