



UNIVERSITY OF ALBERTA
CAREER CENTRE

EMPLOYMENT SURVEY OF 2010 U OF A GRADUATES **HIGHLIGHTS**



SUMMARY

This report highlights the findings of a survey of University of Alberta graduates who completed their studies in 2010. It provides a profile of their employment experiences since graduation. The survey was administered by the University of Alberta Career Centre from mid-April to mid-June 2015. It replicates earlier surveys administered to graduates from 1990, 1995, 2000, and 2005. The first three were telephone-based surveys conducted by the University of Alberta's Population Research Lab. This survey, as well as the one done in 2010 of graduates from 2005, was a web-based survey. The tool Baseline was used to conduct the survey.

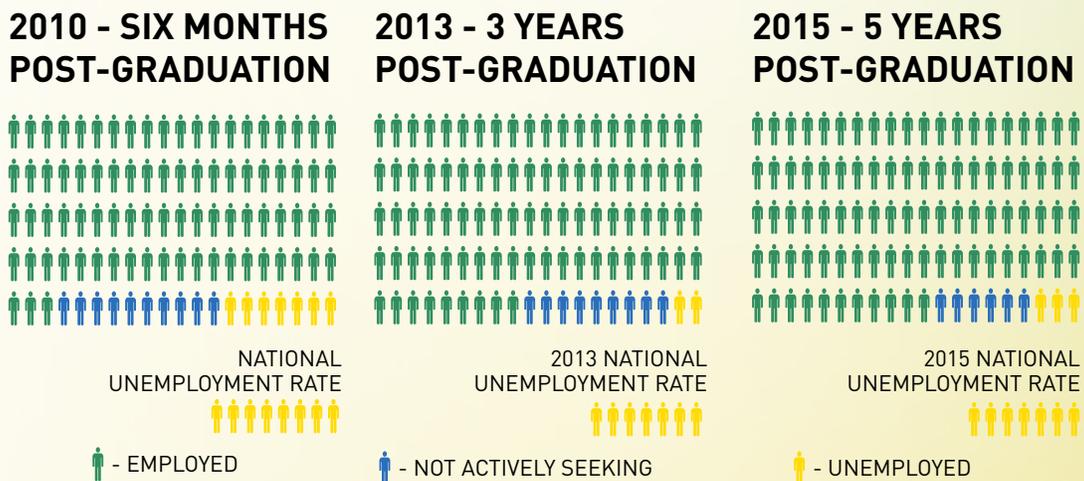
An email invitation to participate in the survey was sent to 6,907 email addresses that were provided by the University of Alberta's Alumni Relations. There were 1,013 respondents for a response rate of 14.7%. Almost 94% of respondents completed the survey.

The results of this survey show that University of Alberta graduates have lower unemployment rates than the general population – significantly lower three years and five years after graduation. Over time, an increasing percentage of respondents worked in permanent as opposed to temporary jobs and had employment for which a university degree was required. This is reflected in the occupations and industries/sectors that the majority of respondents worked in five years as opposed to six months after completing their studies in 2010. Respondents also reported significant increases in compensation from six months to five years. These findings are similar to those of previous surveys.

EMPLOYMENT RATE

The vast majority of respondents (96.7%) had had paid work, including self-employment, since completing their studies in 2010. Of those who had not had paid work, the majority (87.1%) had not worked because they were pursuing further education. Only one respondent indicated that they had not worked since graduating because they could not find a job.

- Six months after graduating, 82.6% of respondents were working (paid job and/or self-employed) while 7.4% were unemployed¹, slightly lower than the national unemployment rate which was 8.1% in 2010.
- Three years after graduating, 89.4% of respondents were working. The unemployment rate for respondents was 2.3%, which was significantly lower than the national rate of 7.1% in 2013. Of those not working but not looking for work in 2013, the majority were pursuing further education.
- Five years after graduating, 91.4% of respondents were working, while the unemployment rate was 2.8%, again significantly lower than the national rate which was 6.8% for April to June 2015. Pursuing further education remained the primary reason for those not actively pursuing employment.

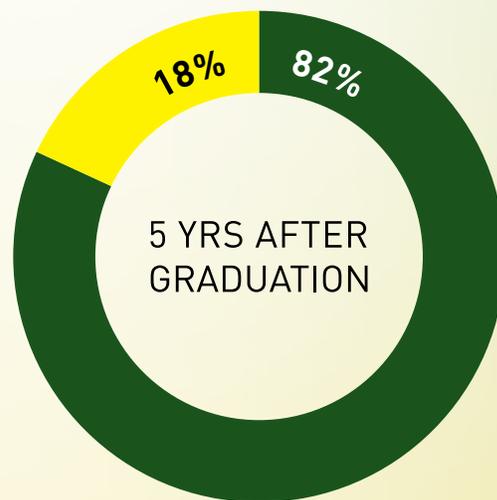
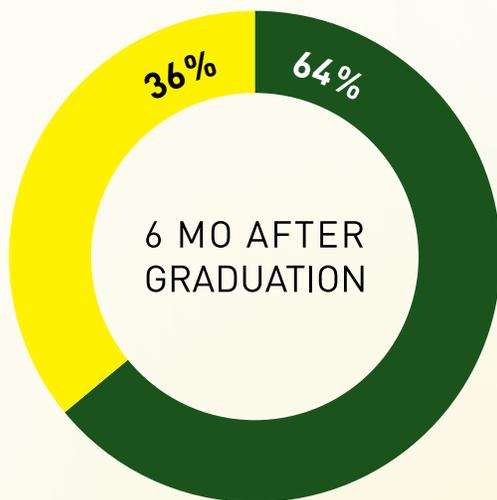


¹Not working but actively looking for work. The remainder were not working but not looking for work.

TYPE OF EMPLOYMENT

Over the course of five years the percentage of respondents with permanent jobs increased, while those in temporary employment situations decreased. There was less change between those who worked full-time² and those who worked part-time.

- Six months after graduating, 64.3% of employed respondents were working in permanent positions and 35.7% held temporary jobs. Five years after graduating, 82.1% were in permanent jobs and 17.9% held temporary jobs, with the majority of those (78.2%) being in a term or contract position as opposed to a casual (12.6%) or other temporary job (9.2%).
- The number of respondents working full-time increased from 81.51% six months after graduating to 83.6% five years after graduating, while the number working part-time decreased from 13.5% to 11.4%. The remainder were working both full and part-time (5% at both six months and five years post-graduation).



PERMANENT



TEMPORARY

²30 or more hours per week

OCCUPATION

Respondents were asked to provide the title of the jobs they held six months, three years and five years after completing their studies. These were then coded using the National Occupational Classification (NOC) system.

- At both six months and five years after completing their studies in 2010, the majority of respondents were working in the NOC category 'Occupations in education, law, social, community and government services' (28.2% at six months, 31% at five years), followed by 'Health occupations' (18.2% at six months, 19.5% at five years), 'Natural and applied sciences and related occupations' (18.2% at six months, 19.3% at five years), and 'Business and finance occupations' (13.5% at six months, 12.1% at five years).
- The next occupational category that employed the greatest number of respondents at six months was 'Sales and service occupations' (8.7%), followed by 'Management occupations' (7.1%). Five years after graduating, the percentage of respondents working in 'Sales and service occupations' decreased to 2.6%, while the percentage working in 'Management occupations' increased to 10.8%. At five years more respondents were working in 'Occupations in art, culture, recreation and sport' (3.9%) than in 'Sales and services occupations.'³



³Sales and service occupations have a lower Skill Level classification in the NOC than do Management occupations and Occupations in art, culture, recreation and sport.

INDUSTRY/SECTOR

Respondents were also asked what industry/sector they worked in by choosing from a list⁴.

- At both six months and five years after completing their studies in 2010, the four industries/sectors that employed the most respondents were: health care and social assistance (24.7% of respondents worked in this sector six months after graduation and 23% at five years) educational services (19.7% at six months, 19.2% at five years); professional, scientific and technical services (17.5% at six months, 18.5% at five years); and mining, quarrying and oil and gas extraction (6.4% at six months, 8.5% at five years).
- At six months the next industries/sectors in terms of percentage of respondents employed were retail trade (5.3% of respondents worked in this sector), public administration (4.2%), and finance and insurance (3.7%). By five years after graduating, the percentage of respondents working in public administration and in finance and insurance increased to 7.4% and 4.4% respectively, while the percentage working in retail trade decreased to 2.1%. Information and cultural industries and arts, entertainment and recreation both had a slightly higher percentage of respondents than retail trade at five years (2.6% and 2.4% respectively).

⁴The list was the North American Industry Classification System (NAICS) Canada. Respondents also had the option of inputting the industry/sector in an open text box. These responses were then coded using the NAICS.

RELEVANCE & RELATEDNESS OF EMPLOYMENT TO DEGREE

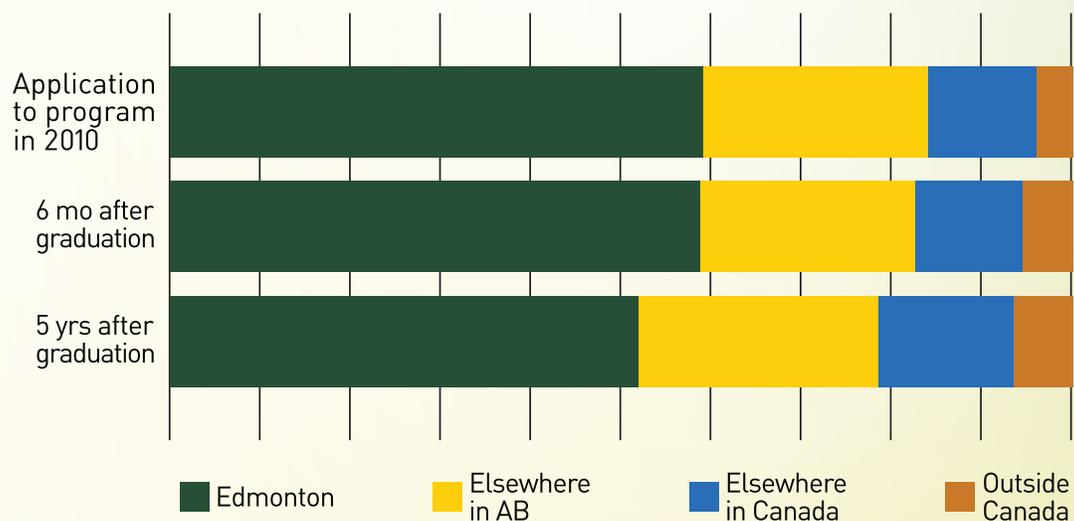
The percentage of respondents who said a university degree was required for the job they held increased by almost 15% over five years, as did the percentage of respondents who said their job was directly or moderately related to their program of study, although to a lesser extent.

- The percentage of respondents who said a degree was required for the job they held six months after graduating was 67.9%. This increased to 82.3% for the job they held five years after graduating.
- Just over 70% of respondents said the job they held six months after graduating was directly or moderately related to their program of study. Five years after graduating, 72.4% said the job they held was directly or moderately related to their program of study.

LOCATION OF EMPLOYMENT

The majority of respondents worked in Edmonton six months and five years after completing their studies.

- Six months after graduation, 58.9% of respondents were working in Edmonton, 23.7% elsewhere in Alberta, and 12% elsewhere in Canada. Only 5.4% were working outside of Canada.
- Five years after graduating, slightly fewer but still over half of respondents were working in Edmonton (52.4%); 25.7% elsewhere in Alberta, and 15.4% elsewhere in Canada. There was little change to the number working outside of Canada (6.5%).



COMPENSATION

Respondents were first asked whether they were paid on an hourly or annual basis, and then asked to identify the amount they were paid from a list of ranges. This is different from previous surveys where respondents were only asked their annual salary.

- Six months after graduating, slightly under half of respondents (45.4%) were paid on an hourly basis and slightly over half (54.6%) were paid on an annual basis. The percentage of respondents who were paid an hourly wage at five years decreased to 27.9% while the percentage paid an annual salary increased to 72.1%.
- The median hourly wage range at six months was \$23.00 to \$25.49; at five years it increased over 50% to \$38.00 to \$40.49.
- The median annual salary range at six months was \$50,000 to \$54,999; at five years it increased by about 40% to \$70,000 to \$74,999.

SKILLS USED

Respondents were provided a list of skills and asked the extent to which their current or most recent job required those skills. Interpersonal communication, problem-solving and critical judgement were the top skills that over 90% of respondents said they used 'a great deal' or 'considerably' in their jobs.

SKILLS	EXTENT OF USE: A great deal or considerably
Interpersonal communication	93.5%
Problem-solving	92.2%
Critical judgement	90.6%
Work independently	85.0%
Work with a team	82.4%
Computer skills	78.7%
Writing	67.5%
Leadership	65.3%
Technical/scientific skills	53.6%
Numeracy	50.6%
Presentation/public speaking	49.2%
Speaking or writing a language other than English	14.3%

WORK SEARCH STRATEGIES

Respondents were asked what methods and strategies they used to find out about the job(s) they were interviewed for or offered since completing their degree in 2010. The top five responses used by over 20% of respondents in order of frequency were:

1. Job posting on employers' website (55.1% of respondents used this method)
2. Talked to people I know well, such as friends and family, and let them know I was looking for work (used by 36.1% of respondents)
3. Contacted organizations or people I have previously worked or volunteered with (used by 28.7% of respondents)
4. Talked to acquaintances and let them know I was looking for work (used by 26.7% of respondents)
5. Job posting website (used by 20.7% of respondents)

STUDENT INVOLVEMENT

Respondents were asked about their extra- and co-curricular activities as a student, including the extent to which those activities helped them to develop the knowledge and skills needed for the job(s) they held since graduating in 2010.

- 77.6% of students were employed at some point during the time when they were students. When asked the extent to which the job(s) they had while going to school helped them to develop the skills and knowledge needed for the job(s) they had had since completing their degree in 2010, 46.7% said 'a great deal' or 'considerably.'
- A smaller percentage (49%) completed a work experience program (e.g. internship, co-op, practicum) while they were students, but a higher percentage of those (79.4%) felt that their work experience helped them to develop the skills and knowledge they required for post-graduate employment.
- 65% of respondents did volunteer work at some point during the time they were students. When asked the extent to which the volunteer work they had while going to school helped them to develop the skills and knowledge needed for the job(s) they had had since completing their degree in 2010, 35.3% said 'a great deal' or 'considerably.'
- 48.3% were involved in co-curricular or extra-curricular activities when they were students (e.g. student government, student association, student club, undergraduate research); 35.9% of them felt these activities helped 'a great deal' or 'considerably' in developing the skills and knowledge they required for post-graduate employment.

POST-GRADUATE ACTIVITIES

Over 40% of respondents enrolled in a post-secondary for-credit program since completing their degree in 2010, with over half of them pursuing graduate studies. Three-quarter of respondents participated in non-credit learning activities since graduating in 2010. Just over a third of respondents took part in some kind of volunteer activity since graduating, with 29.4% of those indicating that their volunteer work was 'a great deal' or 'considerably' related to their paid employment.

DEMOGRAPHICS

- 64.7% of respondents identified as female and 33.7% as male (1.6% preferred not to answer).
- Most respondents (66.9%) were between the ages of 26 and 30.
- 17.9% of respondents considered themselves to be a member of a visible minority group⁵, 1.9% considered themselves to be an Aboriginal person, and 2% considered themselves as having a disability.
- 5.7% of respondents were international students when they started the program that they completed in 2010.
- 76.5% of respondents completed an undergraduate degree in 2010, while 23.5% completed a graduate degree. Of those, 83.5% received a Master's degree and 16.5% a doctoral degree.
- The five faculties with the greatest percentage of respondents were Science (17.8%), Arts (16.9%), Education (14.4%), Engineering (11.5%), and Business (9.3%). All other faculties were under five percent except Nursing (5.4%).
- 58.8% of respondents were living in Edmonton when they applied to the program they completed in 2010; 25% were living elsewhere in Alberta, 12.1% were living elsewhere in Canada, and 4.1% were living outside of Canada.

⁵Visible minority was defined as non-Caucasian.