



2018-19



University College
of the North

Graduate Satisfaction & Employment Report

HERE YOU CAN. UCN.CA



Greetings from the University College of the North

The University College of the North (UCN) is a post-secondary institution proudly located in Northern Manitoba, delivering programs through our two main campuses and 12 Post Secondary Education Access Centres. UCN is dedicated to addressing the educational needs of Aboriginal and northern residents and enhancing the economic and social well-being of the region we serve.

This report consists of the 2018/2019 Graduate Satisfaction and Employment Report and is available on our website at: www.ucn.ca/aboutucn. Click on the Reports and Documents link to access the most current Graduate Satisfaction and Employment reports.

Any comments or questions regarding this report can be directed to:

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University College of the North

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1.0 Introduction

This report contains a summary of results from the 2018/2019 Graduate Satisfaction and Employment Survey. The information in this report helps us gain a better understanding of the activity of our graduates, shortly after completing their program. An electronic copy of this report can be found on the UCN website along with reports from previous academic years.

The following pages present the data collected in visual and narrative form and the sections are grouped by credential and faculty. This report is made possible by means of the collective efforts of UCN graduates and UCN's Institutional Research Department. Graduates contributed their valuable time and feedback; the report is compiled by the Institutional Research team.

Through conducting these surveys, we hope to gain insight into the following areas:

- Student employment, employment relevant to training and associated salaries and occupations.
- Graduate opinions and attitudes regarding their experiences in their programs.

Any comments regarding this report can be directed to:

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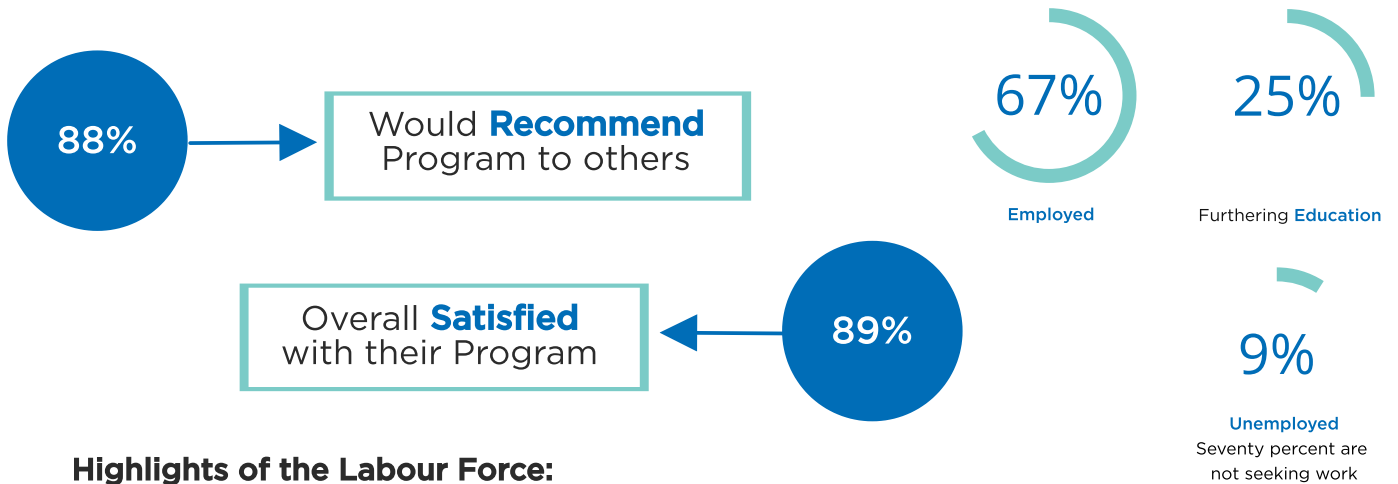


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2.0 Report Highlights

The 2018/2019 Graduate Satisfaction and Employment survey show 67% of responding graduates are employed, 25% are furthering their education and 9% reported being unemployed. Eighty-seven percent (87%) of graduates in the labour force are employed full-time in a job related to their education. Survey results continue to show high rates of student satisfaction. Eighty-nine (89%) are overall satisfied with their program and 88% would recommend their program to others.



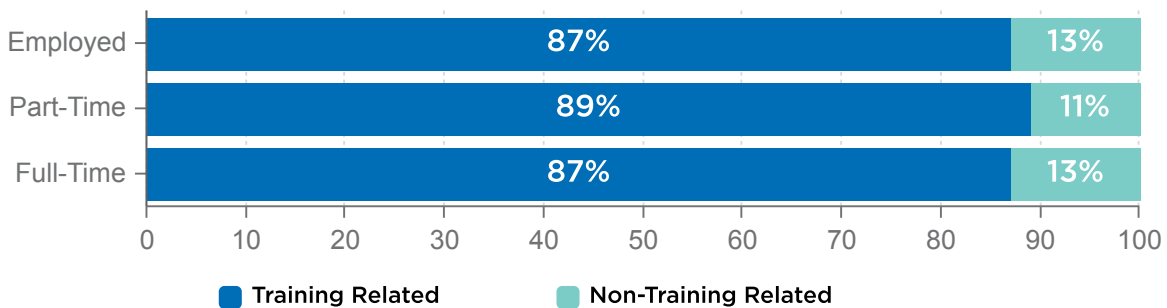
Highlights of the Labour Force:

- **87%** of employed respondents are employed in Northern Manitoba;
- **49%** of employed respondents found employment prior to graduation;
- **39%** of employed respondents found employment within the first 3 months of graduating.

Table 1 - Overall Responses

Department	# Programs Surveyed	Number of Surveys Sent	Number Completed	Response Rate %	Undeliverable	Cooperation Rate
Adult Learning	1	21	12	57%	1	60%
Arts, Business & Science	8	91	32	35%	5	37%
Education	6	130	36	28%	7	29%
Health	5	101	24	24%	5	25%
Trades & Technology	11	72	12	17%	3	17%
Total	31	415	116	28%	21	29%

Graduates in the Labour Force



3.0 Survey Process

UCN Surveys graduates each year. The aim of the Graduate Satisfaction and Employment Survey is to gather information from graduates regarding their experiences in their programs and their post-graduation employment status.

3.1 Population Surveyed

All students who graduated in the 2018/2019 academic year were included in the survey population for this report. The survey process is initialized six months following the date of conferral.

3.2 Methodology

In an effort to increase response rates, several approaches were used to attempt to make effective contact with graduates. Three methods of survey delivery were employed: Student email, regular post mail and telephone followup.

3.3 Response Rates

A concerted effort was made to contact each graduate from the 2018/2019 academic year. Portions of UCN's student population tend to be transitory and a significant number of students move from their home communities to attend UCN. This fact creates a challenge to maintaining up-to-date contact information. This combined with the fact that a large number of students do not utilize their UCN student email accounts has contributed to a lower than preferred response rate for a number of program areas. The response rate in Table 1 was calculated using the total number of graduates and responses, whereas the cooperation rate is calculated based on the number of surveys considered to be delivered to the intended recipient. The goal is to continue to improve the response rate from year to year.

3.4 Programs Surveyed

Certificate Programs (17 Programs):

- Aboriginal & Northern Counselling Skills
- Automotive Technician
- Basic Business Principles
- Basic Drywall Applicator
- Carpentry/Woodworking
- Culinary Arts
- Educational Assistant
- Electrical Trades Fundamentals
- Facilities Basic Maintenance
- Health Care Aide
- Heavy Duty Mechanics
- Heavy Equipment Operator
- Industrial Welding
- Law Enforcement
- Office Assistant
- Primary Care Paramedic
- Welder Training Level 1

Diploma Programs (8 Programs):

- Business Administration Accounting
- Business Administration Management
- Community Economic Development
- Diploma in Practical Nursing
- Early Childhood Education
- Ininiw Nekani Human Resource Management
- Mature Student High School Diploma
- Natural Resources Management Technology

Degree Programs (6 Programs):

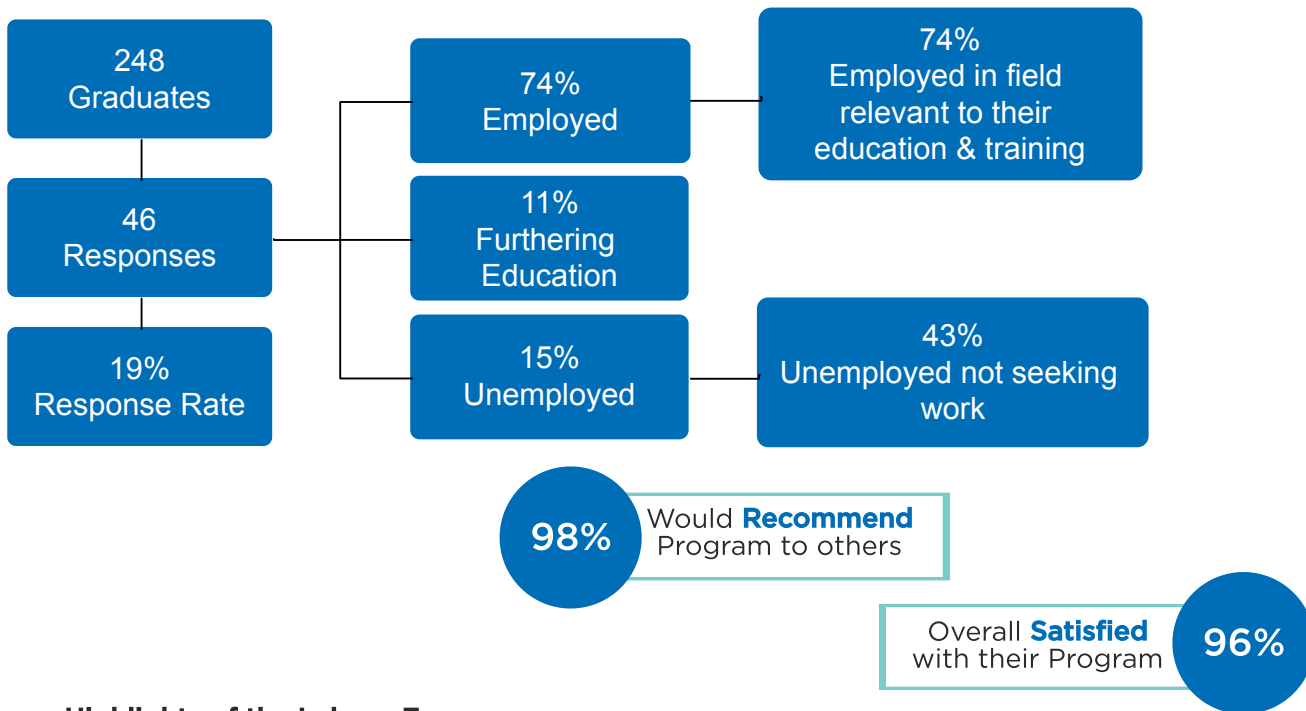
- Bachelor of Arts 3-Year
- Bachelor of Arts/Education
- Bachelor of Business Administration
- Bachelor of Education
- Bachelor of Education After-Degree
- Bachelor of Nursing

4.0 Responses by Credential

The following sections provide a summary of results by credential type (Certificate, Diploma, Degree).

4.1 Certificate Programs

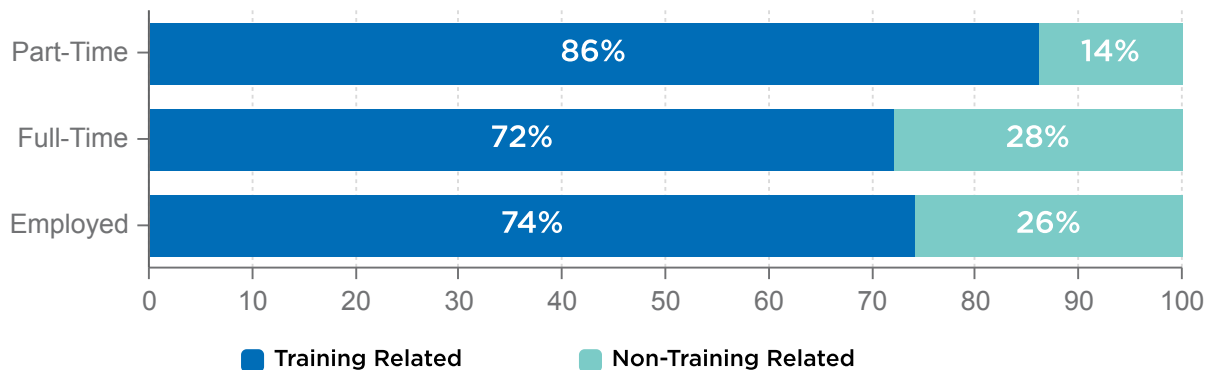
In 2018/2019, there were 248 graduates in UCN’s certificate programs. Of the 248 graduates surveyed, 46 responded, resulting in a 19% response rate. Seventy-four percent (74%) of respondents from certificate programs reported being employed and 74% of those employed were working in an area relevant to their education and training. Eleven percent (11%) of graduates are furthering their education and 15% of respondents reported being unemployed. Ninety-six percent (96%) of graduates from certificate programs were overall satisfied with their program and 98% would recommend their program to others.



Highlights of the Labour Force:

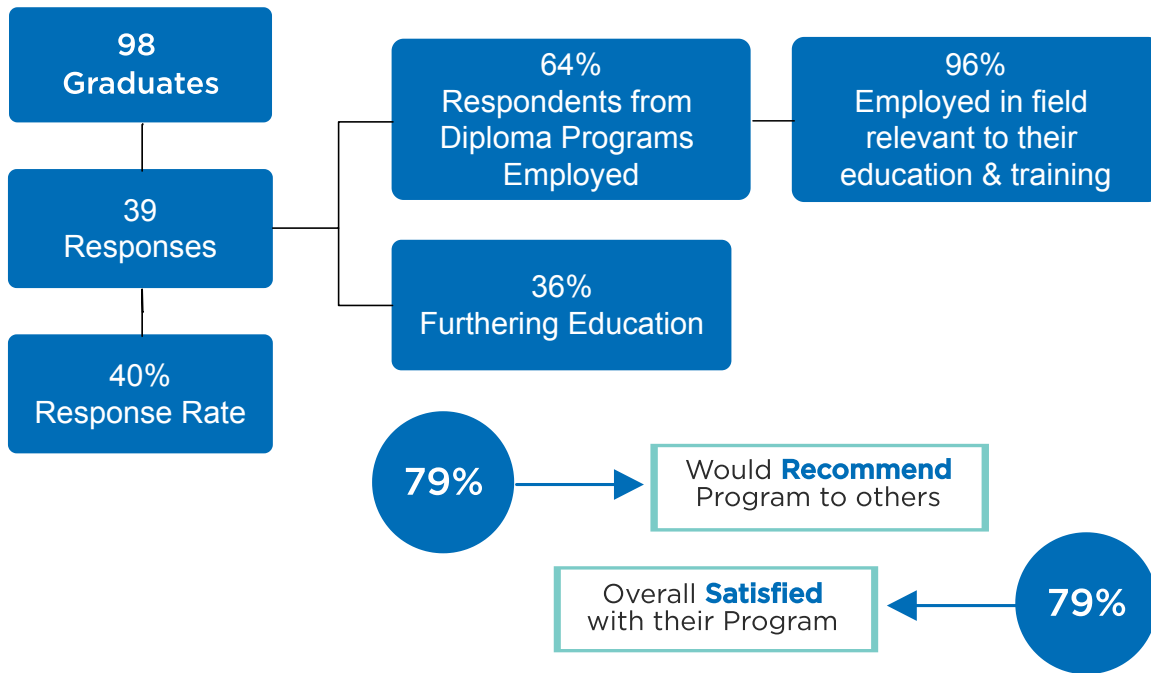
- 91% of employed respondents are employed in Northern Manitoba;
- 47% of employed respondents found employment prior to graduation;
- 35% of employed respondents found employment within the first 3 months of graduating.

Graduates in the Labour Force Certificate Programs



4.2 Diploma Programs

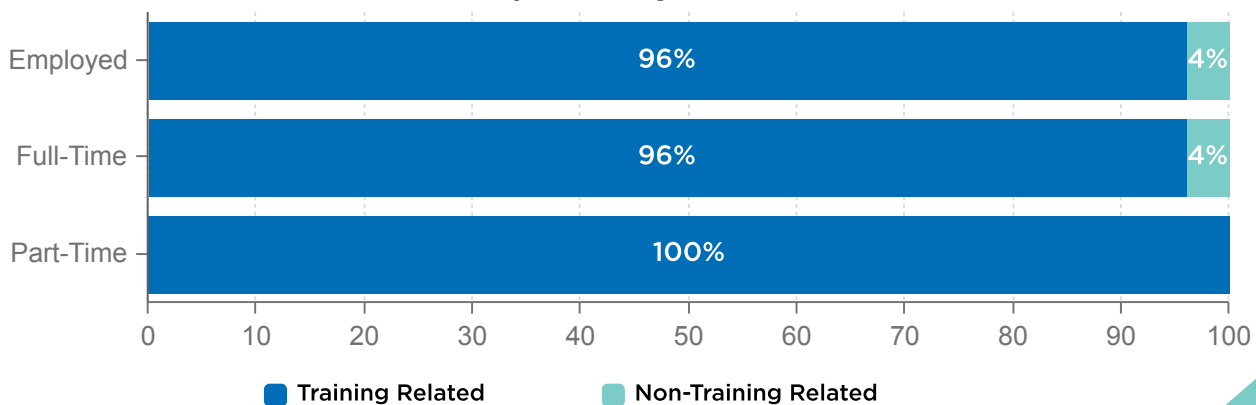
In 2018/2019, there were 98 graduates in UCN's diploma programs. Of the 98 graduates surveyed, 39 responded, resulting in a 40% response rate. Sixty-four percent (64%) of respondents from diploma programs reported being employed and 96% of those in the labour force were working in an area relevant to their education and training. Thirty-six percent (36%) of diploma graduates surveyed were furthering their education. Seventy-nine percent (79%) of diploma graduates surveyed were overall satisfied with their program and 79% would recommend their program to others.



Highlights of the Labour Force:

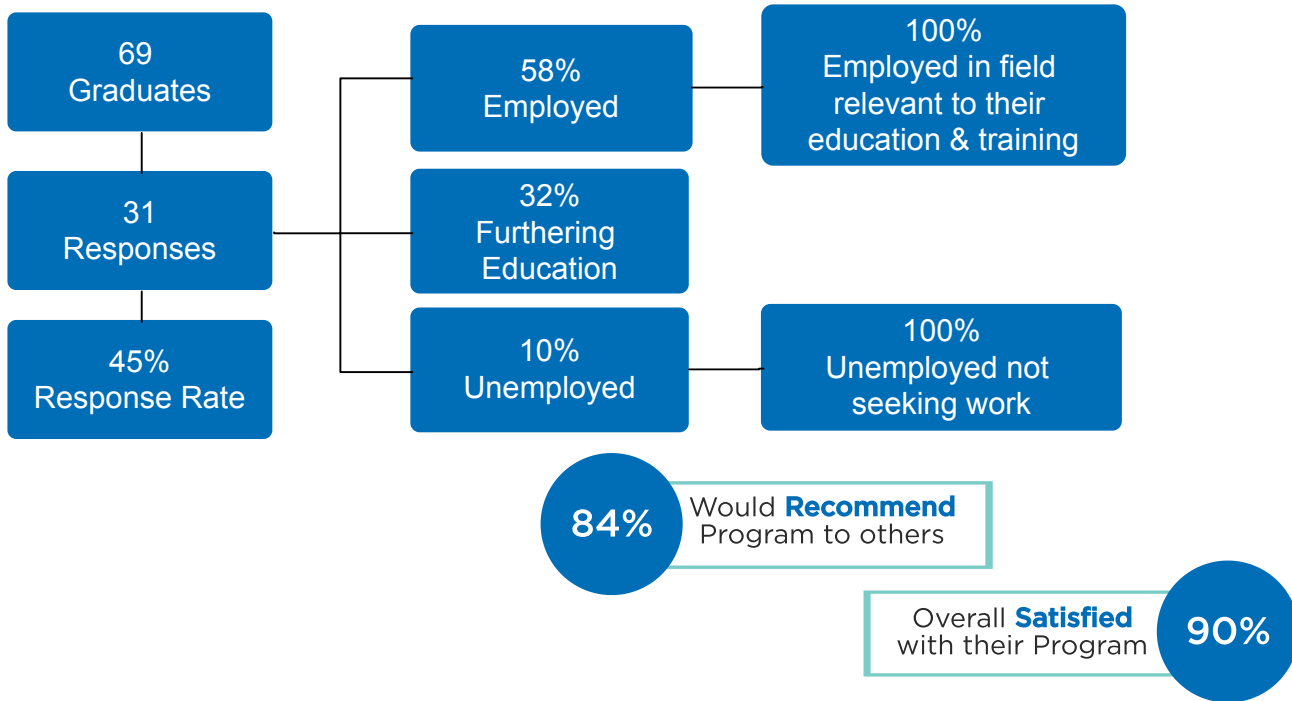
- 84% of employed respondents are employed in Northern Manitoba;
- 48% of employed respondents found employment prior to graduation;
- 40% of employed respondents found employment within the first 3 months of graduating;

Graduates in the Labour Force Diploma Programs



4.3 Degree Programs

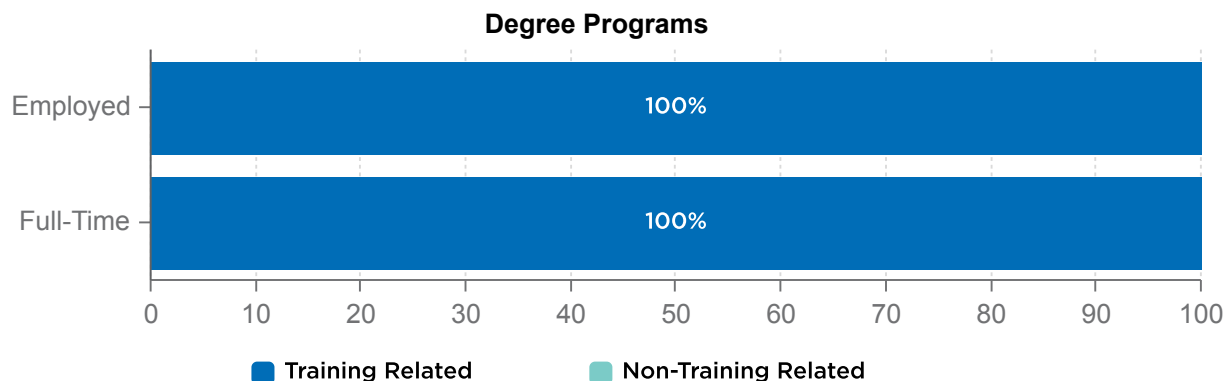
In 2018/2019, there were 69 graduates in UCN's degree programs. Of the 69 graduates surveyed, 31 responded, resulting in a 45% response rate. Fifty-eight percent (58%) of respondents from degree programs reported being employed and 32% are furthering their education. One-hundred percent (100%) of employed respondents were working in an area relevant to their education and training. Graduates from UCN's degree programs have been highly successful in finding employment with 56% finding employment prior to graduation, and 44% finding employment within three months of graduating. Eighty-four percent (84%) of graduates from degree programs were overall satisfied with their program and 90% would recommend their program to others.



Highlights of the Labour Force:

- 83% of employed respondents are employed in Northern Manitoba;
- 56% of employed respondents found employment prior to graduation;
- 44% of employed respondents found employment within the first 3 months of graduating.

Graduates in the Labour Force



5.0 Responses by Faculty

Table 2 below summarizes the response rates within each of UCN faculties. The following sections provide a summary of results for the Adult Learning Centre, Faculty of Arts Business & Science, Faculty of Education and the Faculty of Health. Skilled Trades & Technology had a lower than preferred response rate and summary results are not provided at the faculty level.

Table 2 - Responses by Faculty

	# of Graduates Surveyed	# of Respondents	Response Rate
Adult Learning Centre	21	12	57%
Faculty of Arts, Business & Science	91	32	35%
Faculty of Education	130	36	28%
Faculty of Health	101	24	24%
Skilled Trades & Technology	72	12	17%
Total	415	116	28%

*Faculty analysis not included in this report due to insufficient response rate

5.1 Adult Learning Centre

Programs with Responses: Mature High School Diploma

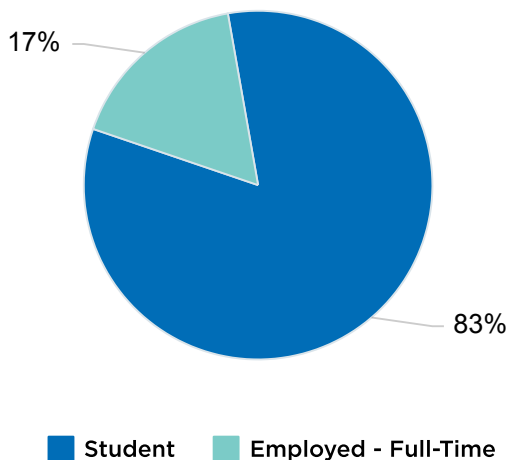


Highlights of Graduates Furthering their Education:

- 90% of respondents who indicated they were furthering their education were enrolled at UCN
- 67% were enrolled in a UCN college program
- 33% were enrolled in a UCN university program



Current Activity



Respondent Summary	2019/2020
Number of Graduates Surveyed	21
Number of Respondents	12
Response Rate	57%
Employed	2
% Employed	17%
Student	10
% Furthering their Education	83%

5.2 Faculty of Arts, Business & Science

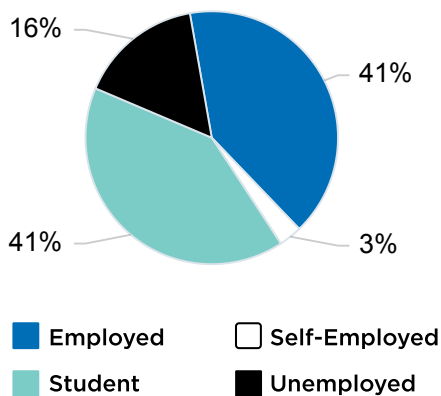
Programs with Responses: Bachelor of Arts 3-Year, Basic Business Principles, Business Administration Accounting, Business Administration Management, Community Economic Development, Ininiw Nekani Human Resource Management, and Office Assistant.

Highlights of the Labour Force:

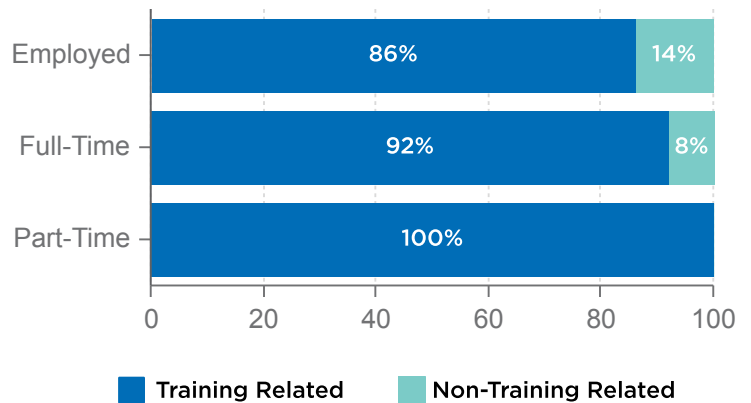
- 93% of employed respondents are employed in Northern Manitoba;
- 50% of employed respondents found employment prior to graduation;
- 43% of employed respondents found employment within the first 3 months of graduating;
- 80% of those unemployed were not seeking work.



Current Activity



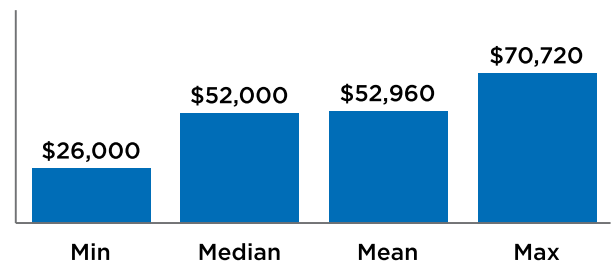
Graduates in the Labour Force



Respondent Summary		2019/2020
Number of Graduates Surveyed		91
Number of Respondents		32
Response Rate		35%
Employed		14
% Employed		44%
Student		13
% Furthering their Education		41%

Salary

Full Time Employment



Occupations:

- Community Development
- Teacher
- Finance Clerk
- Administration Supervisor
- Seasonal Fisheries Technician
- Senior Accountant
- Educational Assistant
- Economic Development Advisor
- Wildlife Technician
- Human Resources
- Accounting Technician
- Service Representative
- Receptionist

5.3 Faculty of Education

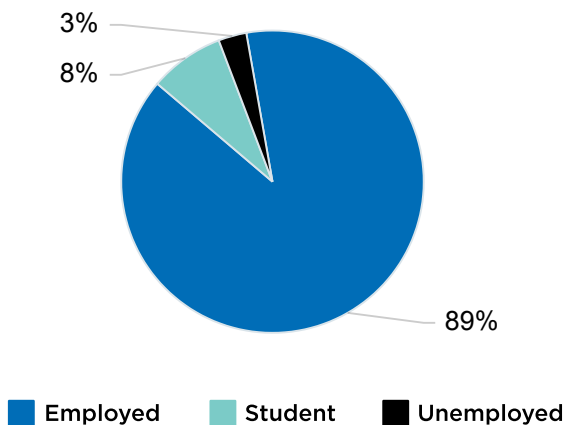
Programs with Responses: Aboriginal & Northern Counselling Skills, Bachelor of Education, Bachelor of Arts/Education, Bachelor of Interdisciplinary Studies, Early Childhood Education, and Educational Assistant.

Highlights of the Labour Force:

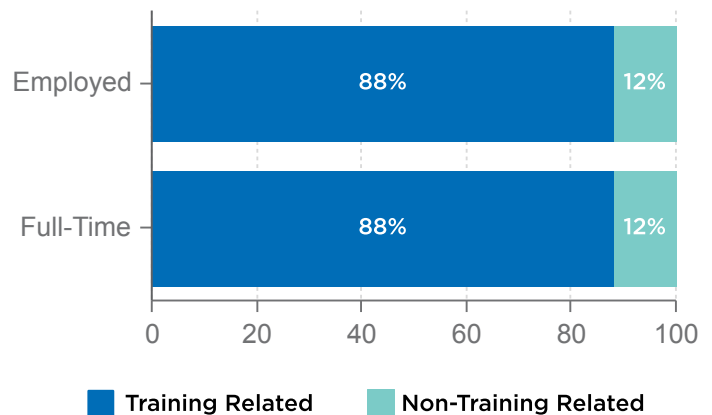
- 94% of employed respondents are employed in Northern Manitoba;
- 69% of employed respondents found employment prior to graduation;
- 22% of employed respondents found employment within the first 3 months of graduating;



Current Activity



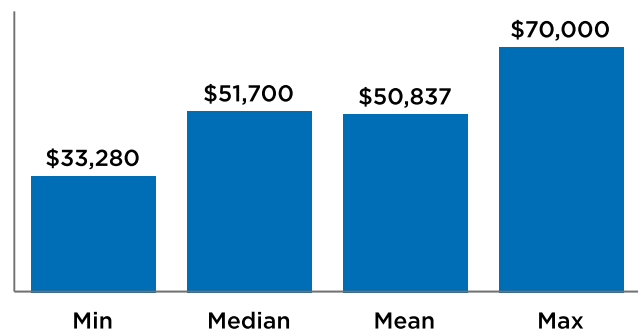
Graduates in the Labour Force



Respondent Summary	2019/2020
Number of Graduates Surveyed	130
Number of Respondents	36
Response Rate	28%
Employed	32
% Employed	89%
Student	3
% Furthering their Education	8%

Salary

Full Time Employment



Occupations:

- Mental Health Support Worker
- School Counsellor
- Teacher
- School Administrator
- Early Childhood Education
- Executive Director
- Program Leader

5.4 Faculty of Health

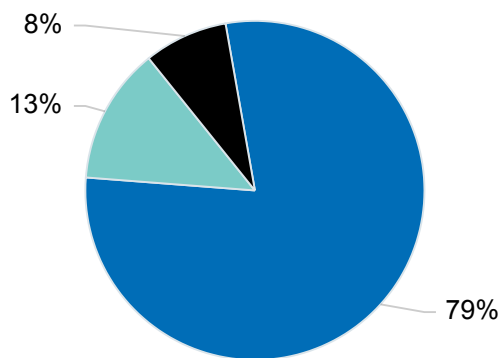
Programs with Responses: Bachelor of Nursing, Health Care Aide, Diploma in Practical Nursing and Law Enforcement.

Highlights of the Labour Force:

- 68% of employed respondents are employed in Northern Manitoba;
- 26% of employed respondents found employment prior to graduation;
- 63% of employed respondents found employment within the first 3 months of graduating;
- 50% of those unemployed were not seeking work.

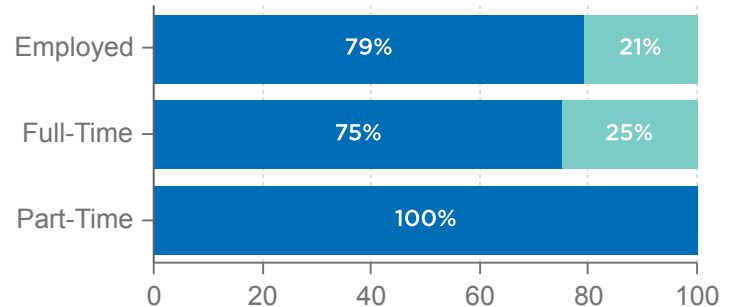


Current Activity



Employed Student Unemployed

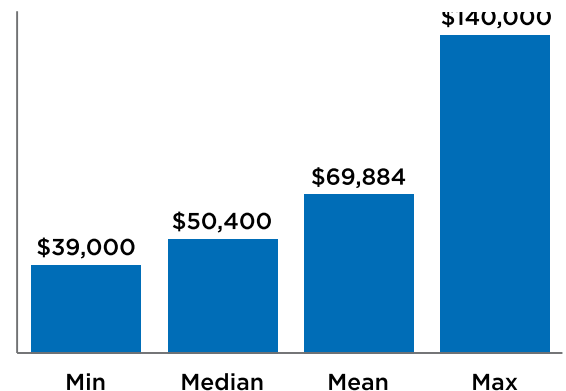
Graduates in the Labour Force



Training Related Non-Training Related

Salary

Full-Time Employment



Respondent Summary		2019/2020
Number of Graduates Surveyed		101
Number of Respondents		24
Response Rate		24%
Employed		19
% Employed		79%
Student		3
% Furthering their Education		13%

Occupations:

- Health Care Aide
- Home Care Worker
- Health Coordinator
- Licensed Practical Nurse
- Registered Nurse

2018/2019 Graduate Satisfaction and Employment Survey

UCN surveys graduates from our degree, diploma and certificate programs on an annual basis to gather information on program satisfaction and employment status. Individual responses are confidential and will not be identified to anyone outside our research team. We value your feedback and participation.

Marking Instructions:
* Mandatory
Example: Correct Mark

*** 1. What is your main current activity?**

- Student
- Employed
- Self-Employed
- Unemployed

2. If you are a student, in what type of institution are you enrolled as a student?

- Community College
- University College
- University
- Not Applicable
- Other

3. If you are unemployed, which of the following do you think applies to you?

- I feel there are very few jobs available in the occupation area for which I received my education.
- I feel there are very few job openings in the places where I wish to work for which I received my education.
- I did not have sufficient work experience in the occupational area for which I received my education.
- I am not certain why I cannot obtain a position.
- I am not looking for work at this time.
- Not Applicable
- If you would like to tell us more about why you are unemployed, please do so here.

4. If you are unemployed, which of the following applies to you?

- I am taking some courses to further my education while I am unemployed.
 - I am not taking any further education at this time.
 - Not Applicable
-

5. If you are employed, is your employment related to the education you received at the UCN?

- Yes
 - No
 - Not Applicable
-

6. If you are employed, when did you accept your job?

- Prior to graduation
 - 0 to 3 months after graduation
 - 4 to 6 months after graduation
 - 7 to 9 months after graduation
 - 10 to 12 months after graduation
 - More than 12 months after graduation
 - Not Applicable
-

7. If you are employed, how did you find your job?

- UCN Work Experience/Clinical Placement
 - UCN Job Placement Boards
 - Community or Band Council
 - Employment Agency
 - Newspaper
 - Internet
 - Service Canada (Government of Canada)
 - Friends/Family
 - Not Applicable
 - Other
-

8. If you are employed, please specify your employment location.

- Northern Manitoba
 - Southern Manitoba
 - Outside Manitoba
 - Not Applicable
-

9. Please provide your estimated salary rounded to the nearest dollar amount. Please do not use decimals, dollar signs or any other punctuation.

Note: e.g. 11.50 rounded up is 12

10. Is the amount you provided above per hour, per bi-weekly, per month or per year?

- Per Hour
 - Per Bi-weekly
 - Per Month
 - Per Year
-

11. Are you:

- Employed full-time (30 or more hours per week)
- Employed part-time (please specify hours per week in box)

12. If you are employed, please identify your current position using at least two words. (For example, use "Cash & Receivables Clerk" instead of "Clerk")

13. Please choose the answer that best describes your view regarding the following statement

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
I would recommend the program I took at UCN to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall, I am satisfied with the quality of education I received at UCN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The program I took at UCN is up-to-date.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Instructors were knowledgeable in the areas they taught.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The educational materials (texts, workbooks, handouts, etc.) used in the program were current.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The technology used in the program was appropriate to industry standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The cost of taking this program is reasonable for the education provided.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. In the most recent program you graduated from at UCN, did you obtain financial support through any of the following?

- Student Aid
- Tribal Council Educational Funding
- Band Educational Funding
- Social Assistance
- Employment and Training
- None
- Other

15. Did you experience any difficulties obtaining housing?

- Yes
- No
- Not Applicable

16. Did you experience any difficulties obtaining childcare?

- Yes
- No
- Not Applicable

17. While attending UCN, how important to you were the following:

	Not Important	Important	Very Important
Social activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intellectual growth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leads to a good job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Small classes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Aboriginal Centre (Mamawechetotan Centre/Ininiwi kiskinwamakewin Centre)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Northern setting (wilderness, fishing, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. Employer's Name (Company/Organization):

19. Contact Person's Email Address:

20. Phone Number:

21. Street Address:

22. City:

23. Province:

24. Postal Code:

25. Do you need to start repaying your student loan and/or having difficulty making your loan payments?

Yes

No
