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This document is available on the Internet at www.gov.nl.ca/careersearch.

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A Message From the Minister



The Department of Education is pleased to present *CareerSearch 2004, Employment Experience and Earnings of 2002 Graduates, Memorial University, Centre for Nursing Studies and the Western Regional School of Nursing*. This report is designed to address the growing need for high quality labour market information in support of career and program planning. Students, career counsellors and university personnel will find the information in this report makes a useful contribution to the complex decision-making process required in making sound career and program choices.

This publication, the fourth version of *CareerSearch*, highlights government's commitment to ensuring accountability in post-secondary education in Newfoundland and Labrador. It provides detailed program-level information on graduate employment and earnings outcomes, out-migration, student loans and length of job searches, as well as graduates' opinions of their investment in their programs. Similar to the last *CareerSearch*, we have included additional information on graduates from the Centre for Nursing Studies and the Western Regional School of Nursing.

We believe the continued publication of graduate follow-up research will further contribute to effective career planning for students. *CareerSearch 2004, Employment Experience and Earnings of 2002 Graduates, Memorial University, Centre for Nursing Studies and the Western Regional School of Nursing* is an excellent resource in this regard. For more information, please explore our on-line searchable version of *CareerSearch* on the Department of Education website at www.gov.nl.ca/careersearch.

Tom Hedderson
Minister of Education

Table of Contents

Introduction	1
Key Findings	7
Users' Guide	15
Bachelor's Degrees – General	
Bachelor of Arts Anthropology.....	20
Bachelor of Arts English.....	22
Bachelor of Arts Folklore.....	24
Bachelor of Arts French.....	26
Bachelor of Arts History/Historical Studies.....	28
Bachelor of Arts Linguistics	30
Bachelor of Arts Philosophy	32
Bachelor of Arts Political Science	34
Bachelor of Arts Psychology.....	36
Bachelor of Arts Religious Studies	38
Bachelor of Arts Sociology.....	40
Bachelor of Arts Sociology and Anthropology.....	42
Bachelor of Arts/Science Computer Science	44
Bachelor of Arts/Science Economics.....	46
Bachelor of Arts/Science Geography.....	48
Bachelor of Business Administration.....	50
Bachelor of Commerce	52
Bachelor of Commerce Co-op.....	54
Bachelor of Education (Elementary).....	56
Bachelor of Education (High School).....	58
Bachelor of Education (Intermediate - Secondary)	60
Bachelor of Education ((Post-Secondary)	62
Bachelor of Education (Primary)	64
Bachelor of Education (Special Education)	66
Bachelor of Engineering (Civil).....	68
Bachelor of Engineering (Computer).....	70
Bachelor of Engineering (Electrical).....	72
Bachelor of Engineering (Mechanical)	74
Bachelor of Engineering (Ocean and Naval Architectural).....	76
Bachelor of Fine Arts (Theatre)	78
Bachelor of Fine Arts (Visual).....	80
Bachelor of Kinesiology Co-op.....	82
Bachelor of Music.....	84
Bachelor of Music Education.....	86
Bachelor of Nursing	88
Bachelor of Nursing Post RN.....	90
Bachelor of Recreation.....	92
Bachelor of Recreation Co-op.....	94
Bachelor of Science (Pharmacy).....	96
Bachelor of Science Applied Mathematics	98
Bachelor of Science Behavioural Neuroscience	100
Bachelor of Science Biochemistry	102
Bachelor of Science Biochemistry (Dietetics)	104
Bachelor of Science Biochemistry (Nutrition).....	106
Bachelor of Science Biology.....	108
Bachelor of Science Chemistry	110

Bachelor of Science Earth Sciences	112
Bachelor of Science Environmental Science (Biology)	114
Bachelor of Science Physics	116
Bachelor of Science Psychology	118
Bachelor of Science Pure Mathematics	120
Bachelor of Social Work (First Degree).....	122
Bachelor of Social Work (Second Degree)	124

Bachelor's Degrees – Honours

Honours Arts English	128
Honours Arts History	130
Honours Arts Psychology	132
Honours Business Administration.....	134
Honours Commerce Co-op.....	136
Honours Kinesiology	138
Honours Kinesiology Co-op.....	140
Honours Science Behavioural Neuroscience.....	142
Honours Science Biochemistry (Nutrition).....	144
Honours Science Biology.....	146
Honours Science Chemistry	148
Honours Science Earth Sciences	150
Honours Science Psychology	152

Certificates

Certificate in Business Administration.....	156
Certificate in Criminology	158

Diplomas

Diploma in Business Administration	162
Diploma in Information Technology.....	164
Diploma in Post-Secondary Education.....	166

Master's Degrees

Master of Applied Social Psychology.....	170
Master of Arts (Anthropology)	172
Master of Arts (History).....	174
Master of Arts (Political Science)	176
Master of Arts (Sociology).....	178
Master of Business Administration	180
Master of Education (Counselling Psychology).....	182
Master of Education (Educational Leadership Studies)	184
Master of Education (Educational Leadership).....	186
Master of Education (Information Technology).....	188
Master of Education (Post-Secondary Studies).....	190
Master of Education (Teaching and Learning Studies).....	192
Master of Education (Teaching and Learning).....	194
Master of Engineering.....	196
Master of Nursing	198
Master of Science (Biology)	200
Master of Science (Medicine)	202
Master of Social Work	204

Marine Institute – Advanced Diploma	
Aquaculture Advanced Diploma	208
Coastal Zone Management Advanced Diploma	210
Food Safety Advanced Diploma	212
Marine Institute - Certificate	
Firefighting and Recruitment Modular Training Certificate	216
Offshore Structural Steel/Plate Fitter Certificate	218
Pre-Sea Deckhand Certificate	220
Marine Institute - Diploma	
Food Production Quality Diploma	224
Marine Engineering Systems Design Diploma	226
Marine Engineering Technology Diploma	228
Marine Environmental Technology Diploma	230
Nautical Science Technology Diploma	232
Naval Architecture Technology Diploma	234
Marine Institute - Bachelor’s Degrees	
Bachelor of Technology	238
Centre for Nursing Studies	
Bachelor of Nursing	242
Practical Nursing.....	244
Nurse Practitioner.....	246
Western Regional School of Nursing	
Bachelor of Nursing	250
Appendix A: Multiple Program Profiles	255
Appendix B: Programs not Included in Profiles	257
Appendix C: Graduate Follow-up Survey of 2002 Graduates.....	261
Appendix D: Other Sources of Information.....	271

CareerSearch 2004, Employment Experience and Earnings of 2002 Graduates

The purpose of this document is to provide accurate and current information about the transition of graduates from Memorial University into the labour market. Graduate results from the Marine Institute of Memorial and Sir Wilfred Grenfell College, the Centre for Nursing Studies and the Western Regional School of Nursing are also included in this report. The current document is intended to be a career planning resource for high school teachers, guidance counsellors, post-secondary administrators and instructors and, most importantly, high school and post-secondary students, as well as adults interested in university education.

Methodology

The information in this report was derived from the Department of Education's follow-up survey of those who graduated from post-secondary institutions in 2002.

Memorial University, the Marine Institute, the Western Regional School of Nursing, and the Centre for Nursing Studies were asked to provide and confirm lists of their graduates for the 2001-2002 academic year. These lists provided telephone numbers to be used by interviewers in contacting graduates. An attempt was also made to find missing phone numbers by cross-referencing students' names with other data available from the Department of Education. The overall objective was to obtain a list of graduates as complete as possible to ensure the survey was representative of the graduate population.

Upon completion of the graduate lists, a computer-assisted telephone interviewing (CATI) system was used in the administration of the surveys. Interviewers were employed to call and survey all the graduates entered in the system whether they were living in the province or not. They were further instructed to pursue graduates with up to ten calls, if necessary, at the listed telephone number or at numbers provided by parents, roommates, or other people contacted during the process. This strategy was implemented to enable the reporting of detailed information at all levels of aggregation, including the individual program level, and to ensure the best possible representation of the 2002 post-secondary graduates' experience.

The survey of 2002 graduates from Memorial University, the Marine Institute, Western Regional School of Nursing, and the Centre for Nursing Studies was conducted from January to March 2004 and in May of that year. The months in which graduates responded to the survey are listed in Table 1.

Table 1: Month in which Graduates Responded to Survey

	Memorial Certificate		Memorial Diploma		Memorial Master's		Memorial Undergraduate		Marine Institute		Centre for Nursing Studies		Western Regional School of Nursing	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
January 2004	0	0	0	0.0	0	0.0	1	0.1	119	68.0	0	0.0	0	0.0
February 2004	24	27.6	23	37.1	0	0	734	53.7	29	16.6	87	78.4	30	85.7
March 2004	60	69.0	39	62.9	217	95.6	578	42.3	22	12.6	18	16.2	4	11.4
May 2004	3	3.4	0	0	10	4.4	53	3.9	5	2.9	6	5.4	1	2.9
Total	87	100	62	100	227	100	1366	100	175	100	111	100	35	100

The 2002 Graduate Population

For the purpose of this study, graduates of 2002 were defined as individuals who attended convocation or graduated in the 2002 calendar year. This report therefore includes graduates of Memorial University who attended convocation in either May or October of 2002.

Surveyed graduates' reports of their final month of classes are presented in Table 2 on the following page. Most institutions had the majority of their graduates reporting their final month of classes between April 2002 and August 2002 although the Centre for Nursing Studies did have a considerable percentage of its graduates who reported finishing classes in September of that year (18.9%).

Response Rates

The goal of the study was to conduct a census of all graduates in order to obtain an accurate picture of Memorial University and nursing school graduates' transition from post-secondary education into the labour market or into further education. Although a census was not achieved, the level of participation by graduates from Memorial University, the Marine Institute, the Centre for Nursing Studies and the Western Regional School of Nursing was sufficient to provide a comprehensive picture of all graduate groups' educational experiences within each sector with the exception of those with doctorate degrees. The overall response rate was 64.2%. A detailed list of response rates by level of educational attainment is presented in Table 3.

In a small number of cases, graduates reported graduating from two programs in this graduation year. For the purpose of simplifying the survey results and to ensure each graduate was contacted only once, graduates were interviewed based on the program of the highest academic standing. For the program of lower academic standing, the graduate was listed as a non-respondent.

Results for Medical Doctors responding to the survey are not reported since, at the time of the survey, most had not finished their residency which is a required component of their training.

Table 2: Last Month that Graduates were in School

	Memorial Certificate		Memorial Diploma		Memorial Master's		Memorial Undergraduate		Marine Institute		Centre for Nursing Studies		Western Regional School of Nursing	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Feb 2001	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0
Mar 2001	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Apr 2001	3	3.4	1	1.6	4	1.8	22	1.6	5	2.9	0	0.0	0	0.0
May 2001	0	0.0	2	3.2	0	0.0	0	0.0	1	0.6	1	0.9	0	0.0
Jun 2001	0	0.0	0	0.0	1	0.4	2	0.1	6	3.4	0	0.0	0	0.0
Jul 2001	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Aug 2001	2	2.3	0	0.0	5	2.2	6	0.4	4	2.3	0	0.0	0	0.0
Sept 2001	0	0.0	1	1.6	3	1.3	0	0.0	2	1.1	1	0.9	0	0.0
Oct 2001	0	0.0	0	0.0	0	0.0	1	0.1	2	1.1	0	0.0	0	0.0
Nov 2001	0	0.0	0	0.0	0	0.0	1	0.1	1	0.6	0	0.0	0	0.0
Dec 2001	4	4.6	6	9.7	18	7.9	127	9.3	8	4.6	0	0.0	0	0.0
Jan 2002	1	1.1	0	0.0	6	2.6	5	0.4	3	1.7	0	0.0	0	0.0
Feb 2002	0	0.0	1	1.6	1	0.4	1	0.1	2	1.1	0	0.0	0	0.0
Mar 2002	0	0.0	0	0.0	2	0.9	7	0.5	7	4.0	0	0.0	0	0.0
Apr 2002	53	60.9	20	32.3	81	35.7	780	57.1	32	18.3	56	50.5	20	57.1
May 2002	5	5.7	4	6.5	14	6.2	118	8.6	12	6.9	17	15.3	13	37.1
Jun 2002	0	0.0	6	9.7	9	4.0	9	0.7	55	31.4	2	1.8	1	2.9
Jul 2002	0	0.0	0	0.0	6	2.6	2	0.1	4	2.3	0	0.0	0	0.0
Aug 2002	3	3.4	13	21.0	55	24.2	222	16.3	17	9.7	13	11.7	1	2.9
Sept 2002	0	0.0	1	1.6	9	4.0	6	0.4	7	4.0	21	18.9	0	0.0
Oct 2002	7	8.0	1	1.6	8	3.5	16	1.2	1	0.6	0	0.0	0	0.0
Nov 2002	0	0.0	1	1.6	1	0.4	2	0.1	0	0.0	0	0.0	0	0.0
Dec 2002	5	5.7	3	4.8	3	1.3	28	2.0	1	0.6	0	0.0	0	0.0
2000	0	0.0	0	0.0	0	0.0	3	0.2	1	0.6	0	0.0	0	0.0
Other	4	4.6	2	3.2	1	0.4	7	0.5	3	1.7	0	0.0	0	0.0
Total	87	100	62	100	227	100	1366	100	175	100	111	100	35	100

Table 3: Response Rates to the Follow-up Survey of 2002 Graduates

	Number of Graduates	Number of Responses	Response Rate
Memorial Certificate	172	87	50.6%
Memorial Diploma	133	62	46.6%
Memorial Master's	384	227	59.1%
Memorial Undergraduate	2003	1366	68.2%
Medical Doctor	60	20	33.3%
Ph. D.	45	11	24.4%
Marine Institute	260	175	67.3%
Centre for Nursing Studies	158	111	70.3%
Western Regional School of Nursing	47	35	74.5%
Total	3262	2094	64.2%

Report Overview

Memorial University offers programs yielding different levels of educational attainment. The previous versions of CareerSearch (2002, 2001 and 1999) noted that level of educational attainment exerts significant influence on graduate outcomes such as employment rates, student loan levels, and graduate satisfaction with investment of time and financial investment in education. In the **Key Findings** section, the educational attainment levels at Memorial are compared to each other as well as against those for graduates from Marine Institute, the Centre for Nursing Studies and the Western Regional School of Nursing. The **Key Findings** section also provides a description of graduate outcomes and sets the framework for the main section of the report.

The *CareerSearch 2004* report on Memorial and nursing school programs also includes an introductory **Users' Guide**. This guide is designed to assist readers in interpreting data from each of the tables presented in the two-page program profiles. It also outlines particular strengths and potential weaknesses in this information.

Finally, the main section of the document consists of two-page **Program Profiles** that summarize and compare graduate results from each program to the results from the combined pool of graduates associated with programs of similar educational attainment. For example, graduate results for the Marine Institute's Advanced Diploma in Food Safety are compared to graduate results for all advanced diploma programs at Marine Institute. Similarly, graduate results for Bachelor of Music programs are compared to graduate results for all undergraduate degrees at Memorial.

In the case of the nursing schools, the graduate results for the Bachelor's Degree in Nursing are compared to the results for all undergraduate degrees at Memorial University. In order to compare the graduate results for the Practical Nursing program to programs of similar duration, the results for this group are compared to those for the combined pool of graduates from one-year college programs (private and public) as reported in another volume of CareerSearch. For the Nurse Practitioner Diploma program offered at the Centre for Nursing Studies, the graduate results are compared to Memorial University Diploma programs.

Only programs with at least 5 respondents are reported in the Program Profiles. A listing of programs not profiled due to a low number of respondents is included in Appendix B. There has also been some pooling of graduates in similar programs in order to produce the 5 respondents required for a program profile to be included in this book. A list of the programs whose response rates were pooled is included in Appendix A.

Key Findings

Table 1: Employment status during reference week (June 23-29, 2003)

	Employed Full-Time	Employed Part-Time	Unemployed	In School	Other	Total
Memorial Certificate	58.6%	13.8%	13.8%	12.6%	1.2%	100%
Memorial Diploma	71.0%	12.9%	12.9%	3.2%	0.0%	100%
Memorial Master's	69.6%	7.5%	11.0%	9.3%	2.6%	100%
Memorial Undergraduate	63.1%	9.4%	14.6%	10.4%	2.4%	100%
Marine Advanced Diploma	62.5%	4.2%	25.0%	8.3%	0.0%	100%
Marine Certificate	68.8%	4.7%	18.8%	4.7%	3.1%	100%
Marine Diploma	78.2%	3.4%	12.6%	5.7%	0.0%	100%
Centre for Nursing Studies	87.4%	9.9%	1.8%	0.0%	0.9%	100%
Western Regional School of Nursing	94.3%	2.9%	0.0%	0.0%	2.9%	100%

Table 1 shows the employment status of graduates during the reference week of June 23-29, 2003. The reference week is at the beginning of the summer when most of the seasonal jobs are underway and when most teachers on one-year contracts are still employed. For most graduates, this week would occur approximately one year after graduation which would have allowed graduates looking for work a full year to find employment.

Employment status is broken down into five categories. The first two categories give the percentage of surveyed graduates who were working during the reference week, either full-time or part-time. *Full-time employment* refers to employment involving 30 or more hours of work during the reference week. *Part-time employment* refers to employment of less than 30 hours. For those not employed during the reference week, alternative categories included being unemployed, being back in school, or being engaged in some other form of unspecified activity. The percentage of surveyed graduates in each of these response categories is also presented.

Marine graduates with Advanced Diplomas reported the highest rate of unemployment at 25.0%. This rate was considerably higher than for all other groups. The next highest unemployment rates in the reference week were reported by Marine Certificate graduates (18.8%) followed by Memorial Undergraduate (14.6%) and Memorial Certificate graduates (13.8%). The lowest unemployment rates were reported by nursing school graduates (1.8% for the Centre of Nursing Studies and 0.0% for the Western Regional School). Note that rates for the Western Regional School are based only on the Bachelor of Nursing program whereas those for the Centre for Nursing Studies are based on three programs, including Practical Nursing whose graduates show slightly lower labour market outcomes. Also of note is the considerable percentage of graduates who were back in school during the reference week, particularly for graduates from Memorial Certificate (12.6%), Memorial Undergraduate (10.4%), and Memorial Master's programs (9.3%).

Table 2: Graduates' weekly wage in reference week job (June 23-29, 2003)

	Very High (\$800 or More)	High (\$560 - \$799)	Medium (\$320 - \$559)	Low (\$320 or Less)	Total
Memorial Certificate	33.3%	25.6%	20.5%	20.5%	100%
Memorial Diploma	62.1%	24.1%	10.3%	3.4%	100%
Memorial Master's	77.7%	14.9%	6.6%	0.8%	100%
Memorial Undergraduate	31.8%	24.4%	29.8%	14.0%	100%
Marine Advanced Diploma	7.7%	46.2%	30.8%	15.4%	100%
Marine Certificate	20.0%	37.1%	28.6%	14.3%	100%
Marine Diploma	55.6%	30.2%	7.9%	6.3%	100%
Centre for Nursing Studies	47.2%	37.1%	14.6%	1.1%	100%
Western Regional School of Nursing	59.4%	31.3%	9.4%	0.0%	100%

Table 2 shows the distribution of weekly earnings for those graduates who indicated they were employed full-time in the reference week. The goal of the wage categories was to divide the graduates into very high, high, medium and low wage earners. The dividing lines of \$320, \$560 and \$800 for the wage categories were selected based on hourly wages assuming a forty-hour week. The designation of the very high earnings category is \$20 per hour or more, high between \$14 and \$20 per hour, medium between \$8 and \$14 per hour, and the low earnings category \$8 per hour or less.

Memorial Master's programs reported the highest percentage of full-time employed graduates with high or very high wages (92.6%). This was followed by percentages for graduates from the Western Regional School of Nursing (90.7%), Memorial Diploma programs (86.2%), Marine Diploma programs (85.8%), and the Centre for Nursing Studies (84.3%). The difference in wage levels for the two nursing schools is, as mentioned above, largely due to the difference in programs at each school; the Practical Nursing program, in particular, brings the percentage of Centre for Nursing Studies graduates with high or very high wages down slightly. Finally, Marine Advanced Diploma programs had the lowest percentage of graduates reporting high or very high earnings (53.9%), followed by Memorial Undergraduate programs (56.2%) and Marine Certificate programs (57.1%).

Table 3: Relationship between reference week job and training

	Directly Related	Indirectly Related	Not at all Related	Total
Memorial Certificate	52.9%	15.7%	31.4%	100%
Memorial Diploma	48.8%	39.5%	11.6%	100%
Memorial Master's	74.1%	21.5%	4.4%	100%
Memorial Undergraduate	61.4%	17.5%	21.1%	100%
Marine Advanced Diploma	53.3%	20.0%	26.7%	100%
Marine Certificate	40.9%	11.4%	47.7%	100%
Marine Diploma	79.4%	11.8%	8.8%	100%
Centre for Nursing Studies	96.9%	0.0%	3.1%	100%
Western Regional School of Nursing	100.0%	0.0%	0.0%	100%

Table 3 shows graduates' opinions of the extent to which their jobs in the reference week were related to their training. The reported data apply only to graduates who reported full-time work in the reference week. *Related employment* refers to employment related to the training graduates received from their program while *not at all related employment* refers to employment not at all related to the graduates' program of training or study. *Indirectly related employment* refers to employment which utilizes some of the skills developed through training but which is not directly related to the training program as a whole.

As would be expected, graduates from the two schools of nursing in the province reported the highest percentage of graduates with reference week employment related to training. All Western Regional School of Nursing graduates and 96.9% of the Centre for Nursing Studies graduates stated that their reference week work was directly related to training.

For programs offered at Memorial University and Marine Institute, graduates from Marine Diploma programs reported the highest rate of reference week employment directly related to training (79.4%) followed by Memorial Master's graduates (74.1%), Memorial Undergraduates (61.4%), and Marine Advanced Diploma graduates (53.3%). Although a low percentage of Memorial Diploma graduates reported having work directly related to training (48.8%), these graduates reported the highest percentage of employment indirectly related to training (39.5%). Marine Certificate graduates had the highest percentage of graduates reporting work not at all related to training (47.7%).

Table 4: Out-migration of graduates (at time of survey)

	Outside Nf. & Lab.	Remaining in Nf. & Lab.	Total
Memorial Certificate	12.3%	87.7%	100%
Memorial Diploma	13.1%	86.9%	100%
Memorial Master's	22.8%	77.2%	100%
Memorial Undergraduate	21.9%	78.1%	100%
Marine Advanced Diploma	25.0%	75.0%	100%
Marine Certificate	27.0%	73.0%	100%
Marine Diploma	15.1%	84.9%	100%
Centre for Nursing Studies	20.9%	79.1%	100%
Western Regional School of Nursing	20.0%	80.0%	100%

Table 4 shows the level of out-migration of Memorial, Marine and nursing school graduates based on graduates' province of residence at the time the survey was conducted. Graduates were surveyed between January and May 2004 which, for most graduates, is just over a year following their last day of classes.

Graduates from Marine Certificate, Marine Advanced and Memorial Master's programs showed the highest level of out-migration at rates of 27.0%, 25.0%, and 22.8% respectively. In contrast, Memorial Certificate and Diploma graduates had the lowest levels of out-migration at 12.3% and 13.1%, respectively. Approximately 20% of nursing school graduates reported living outside the province at the time of the survey while 21.9% of Memorial Undergraduates and 15.1% of Marine Diploma graduates reported the same.

Table 5: Current Province of Residence (at time of survey)

	NL	NS	PEI	NB	PQ	ON	MB	SK	AB	BC	TERR	Other	Total
Memorial Certificate	87.7	4.9	0.0	0.0	1.2	3.7	1.2	0.0	1.2	0.0	0.0	0.0	100
Memorial Diploma	86.9	6.6	0.0	0.0	0.0	4.9	0.0	0.0	0.0	0.0	1.6	0.0	100
Memorial Master's	77.2	2.7	0.5	0.9	0.9	11.0	0.5	0.5	3.2	1.4	0.5	0.9	100
Memorial Undergraduate	78.1	4.8	0.6	1.8	0.9	6.9	0.5	0.0	3.7	1.0	0.5	1.2	100
Marine Advanced Diploma	75.0	8.3	4.2	4.2	0.0	4.2	0.0	0.0	0.0	4.2	0.0	0.0	100
Marine Certificate	73.0	11.1	1.6	1.6	0.0	3.2	0.0	0.0	7.9	1.6	0.0	0.0	100
Marine Diploma	84.9	3.5	0.0	1.2	0.0	3.5	0.0	0.0	0.0	4.7	0.0	2.3	100
Centre for Nursing Studies	79.1	7.3	0.0	0.0	0.0	5.5	0.0	0.0	2.7	1.8	1.8	1.8	100
Western Regional School of Nursing	80.0	2.9	0.0	2.9	0.0	5.7	0.0	0.0	2.9	0.0	0.0	5.7	100

Table 5 shows the current province of residence for 2002 graduates as reported at the time of the survey. The percentage of graduates reporting residency in the province of Newfoundland and Labrador is identical to Table 4, with this table showing in more detail the provinces of residency for those who migrated from the province.

The provinces receiving the highest number of Memorial graduates were Ontario, Alberta, and Nova Scotia. The greatest percentage of Memorial Master’s and Memorial Undergraduates moved to Ontario (11.0% and 6.9%, respectively) whereas the greatest percentage of Certificate and Diploma graduates moved to Nova Scotia (4.9% and 6.6%, respectively).

The highest percentage of Marine graduates reported residency at the time of the survey in Nova Scotia, Ontario, Alberta and British Columbia. For the Marine Certificate graduates and Marine Advanced Diploma graduates, the greatest percentage of graduates reported residence in Nova Scotia (11.1% and 8.3%, respectively) while Marine Diploma graduates had the highest percentage reporting residency in British Columbia (4.7%).

For the province’s nursing school graduates, the out-migration destination of graduates varied between institutions. For the Centre for Nursing Studies, the greatest percentage of graduates reported residency in Nova Scotia (7.3%), Ontario (5.5%), and Alberta (2.7%), with only small numbers going to British Columbia, the territories, or to areas outside of Canada. In contrast, the greatest percentage of Western Regional School graduates outside the province went to Ontario (5.7%) and outside of Canada (5.7%) with smaller numbers going to Nova Scotia, New Brunswick, and Alberta.

Table 6: Satisfaction with investment of time for class and study

	Satisfied	Dissatisfied	Total
Memorial Certificate	86.0%	14.0%	100%
Memorial Diploma	85.5%	14.5%	100%
Memorial Master’s	93.0%	7.0%	100%
Memorial Undergraduate	88.5%	11.5%	100%
Marine Advanced Diploma	87.5%	12.5%	100%
Marine Certificate	81.3%	18.8%	100%
Marine Diploma	90.8%	9.2%	100%
Centre for Nursing Studies	99.1%	0.9%	100%
Western Regional School of Nursing	100.0%	0.0%	100%

Table 6 shows graduate levels of satisfaction in response to the question, “When you consider the educational program you completed how satisfied are you NOW that your program was worth the personal investment of time required for class and study?”

Graduates from the Western Regional School of Nursing and the Centre for Nursing Studies reported very high rates of satisfaction with their personal investment of time (100.0% and 99.1%, respectively).

Most graduates from Memorial and the Marine Institute also reported being satisfied with their time investment although there were some differences in satisfaction rate for each category of graduates. Graduates from Memorial Master’s programs reported the highest rate of satisfaction with their time invested in post-secondary education, at 93.0%. This was closely followed by graduates from Marine Diploma programs (90.8%), Memorial Undergraduate programs (88.5%), and Marine Advanced Diploma programs (87.5%). While Marine Certificate graduates had the lowest rate of satisfaction reported here, a reasonable percentage of graduates from this group were also satisfied with their personal investment of time and study (81.3%).

Table 7: Satisfaction with financial investment for education

	Satisfied	Dissatisfied	Total
Memorial Certificate	73.8%	26.2%	100%
Memorial Diploma	75.0%	25.0%	100%
Memorial Master’s	89.6%	10.4%	100%
Memorial Undergraduate	77.0%	23.0%	100%
Marine Advanced Diploma	79.2%	20.8%	100%
Marine Certificate	65.6%	34.4%	100%
Marine Diploma	79.8%	20.2%	100%
Centre for Nursing Studies	83.8%	16.2%	100%
Western Regional School of Nursing	88.6%	11.4%	100%

Table 7 shows graduates’ level of satisfaction in response to the question, “When you consider the educational program you completed how satisfied are you NOW that your program was worth the financial investment required?” In general, there was lower satisfaction with financial investment compared to time investment.

Memorial Master’s graduates reported the highest percentage of satisfaction with their financial investment (89.6%). This was followed by graduates from the Western Regional School of Nursing (88.6%) and the Centre for Nursing Studies (83.8%). The lowest percentage of graduates reporting satisfaction with financial investment was found in the Marine Certificate program (65.6%) and the Memorial Certificate program (73.8%). Approximately 80% of Marine Diploma graduates were satisfied with their financial investment compared to 79.2% of Marine Advanced Diploma graduates, 77.0% of Memorial Undergraduates, and 75.0% of graduates from Memorial Certificate programs.

Table 8: Length of job search

	Job Before Graduation	3 Months or Less	4 to 6 Months	7 Months or More	Total
Memorial Certificate	69.6	17.9	10.7	1.8	100%
Memorial Diploma	73.5	14.3	6.1	6.1	100%
Memorial Master’s	78.9	12.8	7.2	1.1	100%
Memorial Undergraduate	46.0	34.6	11.0	8.4	100%
Marine Advanced Diploma	61.9	19.0	14.3	4.8	100%
Marine Certificate	24.0	54.0	14.0	8.0	100%
Marine Diploma	22.2	44.4	23.6	9.7	100%
Centre for Nursing Studies	60.0	34.1	5.9	0.0	100%
Western Regional School of Nursing	87.1	12.9	0.0	0.0	100%

Table 8 shows the length of time for graduates to find their first full-time job following graduation. Only those job searches that resulted in full-time employment averaging over 30 hours per week were counted.

All graduates from the Western Regional School of Nursing reported finding a full-time job before graduation or within three months of graduation. The majority of graduates from the Centre for Nursing Studies (94.1%) reported similar outcomes. A high percentage of Memorial Master's graduates also reported having found a job before graduation or within three months of graduation (91.7%). This was followed by graduates of Memorial Diploma (87.8%) and Memorial Certificate (87.5%) programs. Marine Diploma programs had the lowest percentage of graduates reporting full-time employment before graduation or within three months of graduation (66.6%).

Table 9: Government student loans

	% Students with Loan	Average Loan for Program	% Students with Debt from Multiple Program(s)	Average Loan For all Programs Studied
Memorial Certificate	40.2%	\$10,532	27.6%	\$28,897
Memorial Diploma	22.6%	\$10,542	11.3%	\$20,923
Memorial Master's	19.4%	\$9,038	14.5%	\$26,780
Memorial Undergraduate	59.0%	\$22,779	20.7%	\$28,244
Marine Advanced Diploma	54.2%	\$10,182	45.8%	\$36,333
Marine Certificate	37.5%	\$6,473	14.1%	\$10,252
Marine Diploma	62.1%	\$21,046	16.1%	\$23,869
Centre for Nursing Studies	57.7%	\$28,263	25.2%	\$34,158
Western Regional School of Nursing	77.1%	\$29,308	34.3%	\$35,778

Table 9 shows the percentage of Memorial, Marine and nursing school graduates who had student loans and the average loan amount accumulated in the program from which they graduated. Graduates were also asked to report separately their student loan associated with the program for which they were interviewed and their total student loan from all programs. The percentage of students with debt from multiple programs refers to those who reported additional debt from programs other than the one for which they were interviewed. The total of all government student loans for all programs is also listed.

For Memorial, 59.0% of Undergraduates reported having student loans upon graduation and the average loan was \$22,779, followed by Certificate graduates (40.2%) with an average loan amount of \$10,532, Diploma graduates (22.6%) with an average loan amount of \$10,542, and Master's graduates (19.4%) with an average loan amount of \$9,038. Lower levels of student debt for Memorial Certificates may be attributed to the frequency that this program is pursued concurrently with an undergraduate degree. Likewise, the lower level of student debt in the Master's programs may be influenced by the fact that, while graduates of Master's programs generally have earned an undergraduate degree, they would have reported only the debt associated with their Master's program.

For Marine, graduates from the Diploma programs reported the highest usage of student loans (62.1%) as well as the highest student loan amount (\$21,046). This was followed by graduates from Marine Advanced Diploma programs (54.2%), and Marine Certificate programs (37.5%). Graduates from Marine Advanced Diploma programs and Marine Certificate programs had average student loan amounts of \$10,182 and \$6,473, respectively.

In the nursing schools, 57.7% of graduates from the Centre for Nursing Studies reported having used government student loans compared to 77.1% of graduates from the Western Regional School of Nursing. The average loans for these two schools were \$28,263 and \$29,308, respectively.

The greatest percentage of graduates with debt from multiple programs is found in the Marine Advanced Diploma (45.8%), Western Regional School of Nursing (34.3%), Memorial Certificate (27.6%), and Centre for Nursing Studies programs (25.2%). The lowest percentage of graduates with debt from previous programs is found in Memorial Diploma programs (11.3%). Graduates from the remaining programs fall somewhere between this range with Memorial Undergraduate being on the higher end (20.7%) and Memorial Master's, Marine Certificate, and Marine Diploma being on the lower end (at approximately 15%).

A similar trend is also found in the average student loan amounts attached to all programs with Marine Advanced Diploma and nursing school graduates reporting the highest loan amounts (over \$34,000 in all cases). In contrast, the lowest loan amounts were reported by graduates from the Memorial Diploma programs (\$20,923) and especially the Marine Certificate programs (\$10,252).

Users' Guide

This document provides accurate and current information to learners and other stakeholders on the learning and labour market experiences of graduates from Memorial University and Marine Institute of Memorial, the Centre for Nursing Studies and Western Memorial Regional School of Nursing. The two-page program profiles that follow focus on graduate employment, initial earnings, length of job search, satisfaction with programs, student debt and migration out of the province. This users' guide is designed to assist readers in interpreting the profiles and to highlight any methodological issues.

Response Rates

The numbers of graduates and response rates vary. Caution should be exercised when interpreting information when the response rates and numbers of graduates are low. In particular, Tables 2 and 3 present information only from graduates who had full-time employment in the reference week. These tables must therefore be interpreted while keeping in mind the resulting lower number of respondents.

Program Names and Locations

The names of the programs are the names that were used in the 2001/2002 academic year. Some of these may have changed since that time.

Some first year university courses have been and still are available at campuses of the College of the North Atlantic. Some undergraduate programs are offered at the Sir Wilfred Grenfell Campus of Memorial University in Corner Brook. For the purpose of this document, all graduates of Memorial University are considered by program as a single group.

Readers who may be interested in pursuing a program profiled in this report are advised to obtain a current calendar. The institution's calendar is the best source for the current name of the program, its description and the location where it is offered.

What were the labour market experiences of graduates?

Table 1: Employment status during reference week

This indicator presents the success of programs' graduates in obtaining work in the reference week June 23 to June 29, 2003. Although this indicator is only a snapshot of labour market activity, it allows easy comparison of one program to another. Full-time employment refers to employment involving 30 or more hours of work a week.

The reference week occurs in early summer when most seasonal jobs are underway and when teachers on contract are likely still employed. Furthermore, the reference week is a year following graduation for most graduates allowing them at least a year to find employment.

Table 2: Graduates' weekly wage in reference week job

Table 2 provides an indicator of the initial earnings of graduates. These numbers represent weekly salaries before taxes as stated by the graduates themselves.

It should be noted that only salaries for those graduates who indicated that they were employed full-time in the reference week are listed. Graduates who reported they were working part-time in the reference week may have also reported a weekly salary but these salaries were not included in the listed table of earnings. Consequently, for those programs with few respondents, this salary information should be viewed with caution. In cases where there were fewer than five actual respondents who stated they were engaged in full-time employment in the reference week and who reported a weekly salary, only the numbers are presented, as percentages can misrepresent these situations.

The total number of graduates who answered this question may not add to exactly the number of graduates who indicated they were employed full-time in the reference week because some graduates refused to answer the question and some indicated they were paid on a commission basis that is not directly comparable to one week of salaried wages.

Table 3: Relation of reference week job to training

As was the case for the salary indicator, only the responses of graduates who reported full-time employment in the reference week June 23 to June 29, 2003 were reported in Table 3. For those programs with few respondents, the employment related to training should be viewed with caution. Where there were fewer than five actual respondents who reported having full-time employment in the reference week, percentages are not presented. In several cases, the total number of graduates who answered this question may not add to exactly the number of graduates who indicated they were employed full-time in the reference week due to unreported information.

To what extent do graduates from this program leave the province?

Table 4: Out-migration of graduates

The information presented shows whether graduates reported residency in or out of Newfoundland and Labrador at the time they were surveyed between January 2004 and May 2004. Note that the time of the survey was over one year following graduation for most graduates.

Table 5: Current province of residence

The information presented shows the graduates' province of residence at the time they were surveyed between January 2004 and May 2002. Again, note that the time of the survey was over one year following graduation for most graduates.

Was the program worth it?

Table 6: Satisfaction with investment for class and study

All respondents answered this question. This indicator presents student satisfaction with their investment of time for class and study.

Table 7: Satisfaction with financial investment in education

All respondents answered this question. It should be noted that some programs at the Marine Institute and Memorial University were co-op programs and some graduates of the Marine Institute and Memorial University had tuition and living expenses paid by Human Resources and Skills Development Canada (HRSDC). In fact, as part of the post-secondary graduate follow-up survey, graduates were asked if "HRSDC/EI/UIC/TAGS/MANPOWER" funds were used to finance their program. A larger percentage of Marine Institute respondents (32.6%) indicated that they received this funding to some degree compared to approximately 1.8% of MUN respondents. Furthermore, only a small percentage of nursing school graduates reported use of this type of funding (18.9% for the Centre of Nursing Studies and 8.6% for the Western Regional School of Nursing). This is expected as students in university and most nursing programs are generally not eligible for such funding while those in college programs are eligible.

In addition, some graduates, particularly at the Memorial Master's and Diploma levels, completed their programs through part-time study that enabled them to continue paid employment during their course of study. These factors may have led to higher levels of satisfaction with financial investment than would otherwise have been the case. It is suggested that this indicator be viewed in conjunction with Table 9, which shows the level of student indebtedness, and Tables 1, 2 and 3 which show graduates' employment rates and the average weekly salaries.

How long did graduates take to get their first job?

Table 8: Length of job search

Only graduates who indicated they had found at least one full-time job following graduation answered this question. It may be helpful to view this indicator in conjunction with Tables 4 and 5, which show the out-migration of graduates, and Tables 1 to 3, which show the labour market success and salary levels of graduates. In some cases, a larger number of graduates reported their time to find a full-time job than reported working full-time in the reference week as reported in Table 1.

This scenario is the result of graduates finding full-time employment at some point following graduation but not actually working full-time in the reference week.

How much do graduates owe after graduation?

Table 9: Government student loans

The loan amount reported in the program profiles is what graduates specifically reported as the government loan associated with the program for which they were interviewed. In the **Key Findings** section, both total government student loan accumulated with the program and total loan associated with all post-secondary programs studied are reported to allow for comparison.

The percentage of students with debt from multiple programs refers to the percentage of all respondents who reported additional debt from programs other than the one for which they were interviewed. The average loan for all programs studied then takes into account the total loan amounts for all programs studied by a student and is based on the loan amounts reported by all respondents including those who only had loans for the program for which they were interviewed.

Note that loans from family members, private loans or private student lines of credit are not included in this analysis. The level of student debt reflected in this table is therefore likely to be an underestimate of graduate indebtedness attributable to their education.

As described earlier, some graduates of the Marine Institute were funded by HRSDC, some programs at both institutions are co-op, and some programs at Memorial University have large numbers of graduates who studied part-time enabling them to continue working while pursuing their education. Graduates of such programs likely reported a lower use of student loans.