

Introduction

A Message From the Minister



I am pleased to present ***CareerSearch 2001, Employment Experiences and Earnings of 1998 Graduates, Memorial University***. This report is designed to address the growing need for high quality labour market information in support of career and program planning. Students, career counselors and university administrators alike will find the information in this report an invaluable aid in identifying programs that best match the skills required by employers to the skills of our post-secondary graduates.

This publication highlights government's commitment to ensuring accountability in post-secondary education in Newfoundland and Labrador. It provides detailed program-level information on graduate employment, earnings, out-migration, student loans and length of job searches, and describes graduates' opinions of their investment in various programs.

I am confident that you will find ***CareerSearch 2001, Employment Experiences and Earnings of 1998 Graduates, Memorial University*** an excellent resource for career planning and for information on graduate outcomes.

Sandra C. Kelly
Minister of Youth Services
and Post-Secondary Education

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CareerSearch 2001, Employment Experience and Earnings of 1998 Graduates, Memorial University

Introduction

Document Objective

The purpose of this document is to provide accurate and current information about the transition of graduates from Memorial University into the labour market. Graduates from the Marine Institute and Sir Wilfred Grenfell College are also included in this report. We believe that this document will be a valuable career planning resource for high school teachers, guidance counselors, 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 1998 post-secondary graduates.

Memorial University and the Marine Institute were asked to provide and confirm lists of graduates from their institutions for the 1997-98 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 as complete a list of graduates as possible so that students from all programs would have an equal chance of participating in the survey.

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 1998 post-secondary graduates' experience.

The survey of 1998 graduates from Memorial University was conducted from July to October of 1999. The survey of 1998 Marine Institute graduates was conducted from October 1999 to March of 2000. The months in which graduates responded to the survey are listed on the following page.

Month in which Graduates Responded to Survey

	Memorial Certificate		Memorial Diploma		Memorial Master's		Memorial Undergraduate		Marine Institute	
	#	%	#	%	#	%	#	%	#	%
July 1999	113	57.4	48	60.8	83	48.8	693	50.7	-	0.0
Aug 1999	71	36.0	30	38.0	79	46.5	588	43.0	-	0.0
Sept 1999	1	0.5	-	0.0	5	2.9	28	2.0	-	0.0
Oct 1999	12	6.1	1	1.3	3	1.8	56	4.1	22	37.3
Feb 2000	-	0.0	-	0.0	-	0.0	2	0.1	16	27.1
Mar 2000	-	0.0	-	0.0	-	0.0	-	0.0	21	35.6
Total	197	100	79	100	170	100	1367	100	59	100

The 1998 Graduate Population

For the purpose of this study, graduates of 1998 were defined as individuals who convocated or graduated in the 1998 calendar year. This report therefore includes graduates of Memorial University who convocated in both May and October of 1998.

Graduates who were surveyed reported their final month of classes as is indicated in the table on the following page. A small number of students who graduated in 1998 reported their final month of classes in 1997.

Response Rates

The goal of the study was to conduct a census of all graduates in order to obtain an accurate picture of the Memorial and Marine graduates' transition from post-secondary education into the labour market or future education. Although a census was not achieved, the level of participation by graduates from the Marine Institute and Memorial University was sufficient to provide a comprehensive picture of graduates' educational experiences for all sectors with the exception of Medical Doctors and doctorate degrees. The overall response rate was 62.4%. A detailed list of response rates by level of educational attainment is presented on page 4 of this report.

Last Month that Graduates were in School

	Memorial Certificate		Memorial Diploma		Memorial Master's		Memorial Undergraduate		Marine Institute	
	#	%	#	%	#	%	#	%	#	%
Jan 1997	1	0.5	-	0.0	-	0.0	-	0.0	-	0.0
Feb 1997	-	0.0	-	0.0	-	0.0	1	0.1	-	0.0
Mar 1997	-	0.0	-	0.0	1	0.1	-	0.0	-	0.0
Apr 1997	12	6.1	5	6.3	2	1.2	27	2.0	1	1.7
May 1997	6	3.0	-	0.0	3	1.8	4	0.3	1	1.7
June 1997	3	1.5	-	0.0	-	0.0	3	0.2	4	6.8
July 1997	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0
Aug 1997	1	0.5	5	6.3	7	4.1	8	0.6	1	1.7
Sept 1997	-	0.0	-	0.0	6	3.5	2	0.1	1	1.7
Oct 1997	1	0.5	-	0.0	3	1.8	1	0.1	1	1.7
Nov 1997	1	0.5	-	0.0	1	0.6	-	0.0	1	1.7
Dec 1997	31	15.7	3	3.8	13	7.6	140	10.3	3	5.1
Jan 1998	1	0.5	-	0.0	2	1.2	5	0.4	1	1.7
Feb 1998	-	0.0	-	0.0	2	1.2	2	0.1	-	0.0
Mar 1998	-	0.0	-	0.0	2	1.2	-	0.0	-	0.0
Apr 1998	75	38.0	24	30.4	38	22.4	768	56.2	5	8.5
May 1998	14	7.1	9	11.4	13	7.6	120	8.8	17	28.8
June 1998	6	3.0	2	2.5	13	7.6	20	1.5	19	32.2
July 1998	3	1.5	-	0.0	5	2.9	22	1.6	-	0.0
Aug 1998	17	8.6	22	27.8	20	11.8	188	13.8	-	0.0
Sept 1998	2	1.0	1	1.3	10	5.9	5	0.4	-	0.0
Oct 1998	3	1.5	-	0.0	27	15.9	20	1.5	-	0.0
Nov 1998	-	0.0	-	0.0	-	0.0	1	0.1	1	1.7
Dec 1998	9	4.6	4	5.1	1	0.6	20	1.5	2	3.4
1999	1	0.5	1	1.3	1	0.6	5	0.4	-	0.0
1996	5	2.5	2	2.5	-	0.0	3	0.2	1	1.7
Other	5	2.5	1	1.3	-	0.0	2	0.1	-	0.0
Total	197	100	79	100	170	100	1367	100	59	100

Response Rates to the Follow-up Survey of 1998 University Graduates

	Number of Graduates	Number of Responses	Response Rate
Memorial Certificate	336	197	58.6%
Memorial Diploma	127	79	62.2%
Memorial Master's	280	170	60.7%
Memorial Undergraduate	2134	1367	64.1%
Medical Doctor	54	20	37.0%
Ph. D.	22	7	31.8%
Marine Institute	91	59	64.5%
Total	3044	1899	62.4%

Report Overview

Memorial University and Marine Institute offer programs yielding different levels of educational attainment. The recent publication *Postsecondary Indicators '98* and the previous version of *CareerSearch* pointed out that programs with different educational attainment levels provide different graduate outcomes in the nine indicators listed in this report. These indicators include employment rates, student loan levels, and graduate satisfaction levels with time and financial investment in education. In the initial **Key Findings** section, these unique educational attainment levels are compared using the nine indicators in the report. The section provides a description of graduate outcomes and sets the framework for the main section of the report.

This document also includes an introductory **Users' Guide**. This section is designed to assist readers in interpreting data in each of the tables in the two-page program profiles. This section also outlines particular strengths and potential weaknesses in the information.

The main section of the document consists of two-page **Program Profiles** that summarize and compare graduate results from each Memorial and Marine program to the results from the combined pool of graduates from programs of a similar educational attainment. This comparison between the program and other programs of similar educational attainment is described for all of the nine indicators of graduate outcomes and earnings. For example, graduate results from the Diploma in Naval Architecture from Marine Institute are compared to graduate results from all programs at Marine Institute and similarly graduate results from Bachelor of Music programs are compared to graduate results for all undergraduate degrees at Memorial.

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 as Appendix B. There has also been some pooling of graduates in similar programs in order to produce at least 5 respondents as required for a program profile to be included. A list of the programs whose response rates were pooled is included as Appendix A.

Key findings

Table 1: Employment status during reference week (June 20-26, 1999)

Employment Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
Employed Full-time	61.4	83.5	79.4	61.0	84.7
Employed Part-time	7.6	3.8	2.4	7.1	6.8
Unemployed	17.3	7.6	9.4	13.4	5.1
In School	11.2	1.3	7.1	15.6	-
Other	2.5	3.8	1.8	2.8	3.4
Total	100.0	100.0	100.0	100.0	100.0

Table 1 shows the employment status of graduates during the reference week of June 20-26, 1999. 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.

The highest full-time employment rates were reported for Marine Institute programs (84.7%) and those graduates with Memorial Diplomas (83.5%) and Master's degrees (79.4%). The full-time employment rates of Undergraduate and Certificate graduates were the lowest at 61.0% and 61.4% respectively. However, 15.6% of Undergraduate graduates of 1998 indicated they were in school in the reference week. The highest unemployment rates in the reference week were reported by Certificate graduates (17.3%).

Table 2: Graduates' weekly wage in reference week job (June 20-26, 1999)

Wages Per Week	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
High (\$560 or More)	27.3	78.7	92.2	53.8	80.4
Medium (\$320 - \$559)	38.6	19.1	6.7	26.2	19.6
Low (\$320 or Less)	34.1	2.1	1.1	20.0	-
Total	100.0	100.0	100.0	100.0	100.0

Table 2 shows a distribution of the weekly earnings of those graduates who indicated they were employed full-time in the reference week. A respondent was considered to be full-time if he/she reported a job requiring more than 30 hours per week. The wage categories separate the respondents into high, medium and low earners. The dividing lines of \$320 and \$560 were selected based on the designation of the high earnings category as \$14 or more per hour, medium as between \$8 and \$14, and the low earnings category as \$8 or less per hour, assuming a 40 hour week.

High percentages of graduates from Master's and Diploma programs at Memorial (92.2% and 78.7%, respectively) and all Marine programs (80.4%) reported weekly wages of \$560 or more. Memorial graduates of Undergraduate and Certificate programs reported high earnings at rates of 53.8% and 27.3%, respectively.

Table 3: Relationship between reference week job and training

Employment Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
Directly Related	30.6	65.2	66.4	62.2	84.0
Indirectly Related	24.0	24.2	27.6	18.4	10.0
Not at all Related	45.5	10.6	6.0	19.4	6.0
Total	100.0	100.0	100.0	100.0	100.0

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.

Graduates from Marine Institute programs reported the highest rate of reference week employment related to training at 84.0%. High percentages of Memorial's Master's, Diploma, and Undergraduate graduates reported having jobs directly related to their training at 66.4%, 65.2%, and 62.2% respectively. Memorial Certificate graduates had a lower number (30.6%) reporting having work directly related to their training. However, a sizable percentage (24.0%) of these graduates reported having jobs indirectly related to their training.

Table 4: Out-migration of graduates (at time of survey, July 1999 – March 2000)

Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
% Outside Nfld.	13.5	10.3	25.3	24.8	22.0
% Remaining in Nfld.	86.5	89.7	74.7	75.2	78.0
Total	100.0	100.0	100.0	100.0	100.0

Table 4 shows the level of out-migration of Memorial and Marine graduates based on graduates' province of residence at the time the survey was conducted. Memorial graduates were surveyed between July 1999 and October 1999 while Marine students were surveyed between October 1999 and March 2000. Graduates from Master's, Undergraduate, and Marine programs showed the highest level of out-migration at rates of 25.3%, 24.8%, and 22.0% respectively. In contrast, Memorial Certificate and Diploma graduates had lower levels of out-migration at 13.5% and 10.3% respectively.

Table 5: Current Province of Residence (at time of survey, July – October 1999)

Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
Newfoundland	86.5	89.7	74.7	75.2	78.0
Nova Scotia	3.1	-	2.5	3.8	6.8
P.E.I.	0.5	1.3	-	0.3	-
New Brunswick	2.1	-	1.9	1.2	-
Quebec	-	-	1.2	0.5	-
Ontario	3.1	2.6	9.3	9.7	6.8
Manitoba	-	-	-	0.4	-
Saskatchewan	-	-	-	0.2	-
Alberta	3.1	1.3	4.9	5.0	-
British Columbia	0.5	2.6	2.5	0.9	-
Territories	0.5	-	-	0.1	-
Not in Canada	0.5	2.6	1.9	2.5	8.5
Unknown	0.0	0.0	1.2	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0

Table 5 shows the percentage of respondents by province of residence at the time of the survey for all provinces. The percentage of graduates remaining in the province is identical to what is listed in Table 4. For the group of Memorial graduates who left Newfoundland and Labrador, the provinces receiving the highest number of graduates were, in order, Ontario, Alberta, Nova Scotia, and British Columbia. In contrast, graduates from Marine Institute who out-migrated reported residency out of Canada highest at 8.5% followed by 6.8 % in both Nova Scotia and Ontario.

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

Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
Satisfied	88.2	86.1	86.7	87.2	98.3
Dissatisfied	11.8	13.9	12.4	12.8	1.7
Total	100.0	100.0	100.0	100.0	100.0

Table 6 shows graduate levels of satisfaction in response to the question, “How satisfied are you that your program was worth the personal investment of time required for classes and study?”. Most graduates from Memorial and the Marine Institute reported being satisfied with their time investment. There were some differences in satisfaction levels for each category of graduates. 98.3% of graduates from Marine programs reported satisfaction with their time invested in post-secondary education compared to approximately 87% for all four other Memorial levels of educational attainment listed.

Table 7: Satisfaction with financial investment for education

Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
Satisfied	66.0	76.9	80.4	74.7	93.1
Dissatisfied	34.0	23.1	19.6	25.3	6.9
Total	100.0	100.0	100.0	100.0	100.0

Table 7 shows graduates' level of satisfaction in response to the question, “How satisfied are you now that your program was worth the financial investment required?”. In general, there was more variation in graduate responses and generally lower satisfaction with financial investment compared to time investment. A high percentage of Marine Graduates (93.1%) reported satisfaction with their financial investment. Graduates from Master's degrees, Diploma programs, and Undergraduate degrees at Memorial reported lower levels of satisfaction at 80.4%, 76.9%, and 74.7% respectively. Fewer Memorial graduates from Certificate programs reported satisfaction (66.0%) compared to graduates in other categories.

Table 8: Length of job search

Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
Job Before Graduation	35.8	56.7	51.4	30.8	35.1
3 Months or Less	54.1	43.3	41.8	59.3	43.9
4 to 6 Months	4.7	-	4.8	5.3	14.0
7 Months or More	5.4	-	2.1	4.7	7.0
Total	100.0	100.0	100.0	100.0	100.0

Table 8 shows graduates' reported length of their search to find a first job following graduation. Only those job searches that resulted in a full-time employment averaging over 30 hours per week were counted. More than 80% of graduates who found full-time employment following graduation from all four levels of educational attainment at Memorial took three months or less to find their first job. Similarly, 79% of Marine graduates found their first job in three months or less. 56.7% of Memorial Diploma and 51.4% of Master's graduates reported having a job before graduation.

Table 9: Government student loans

Status	Memorial Certificate	Memorial Diploma	Memorial Master's	Memorial Undergraduate	Marine Institute Programs
% Students with Loan	57.1	36.7	22.2	62.5	67.8
% Students with No Loan	42.9	63.3	77.8	37.5	32.2
Average Loan	\$27,818	\$18,515	\$20,458	\$25,549	\$17,253

Table 9 shows the percentage of Memorial and Marine graduates who had student loans and the average loan amount upon graduation for those graduates who financed their post-secondary education in this way. Approximately two-thirds of graduates from Marine Institute (67.8%) reported having student loans upon graduation and the average loan was \$17,253. 62.5% of graduates from Undergraduate degrees and 57.1% of graduates of Certificate programs at Memorial reported having government student loans and their average loans were \$25,549 and \$27,818 respectively. Many of these certificate graduates completed undergraduate degrees simultaneously or just before they started their certificate program so that much of their student debt was incurred in pursuing their undergraduate degree. In contrast only 36.7% of Memorial Diploma graduates and 22.2% of Master's graduates reported having government student loans and their average student loans were lower at \$18,515 and \$20,458 respectively.

Users' Guide

The purpose of this document is to provide 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 two-page program profiles that follow focus on graduate employment, initial earnings, length of job searches, 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 viewed 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 1997/98 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 20 to June 26, 1999. Although this indicator is only a snapshot of labour market activity, it allows easy comparison of one program to another.

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 those graduates who indicated that they were employed full-time in the reference week answered the salary question. 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 20 to June 26, 1999 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. Memorial graduates were surveyed between July 1999 and October 1999 while Marine graduates were surveyed between October 1999 and March 2000. The later time of survey of Marine graduates may have led to higher rates of out-migration for this group as they had more time since graduation to leave the province. It is also important to note that these numbers measure out-migration only in the year following graduation. It is likely more graduates eventually out-migrated after a longer period.

Table 5: Current Province of Residence

The information presented shows the graduates' province of residence at the time they were surveyed. As was stated above, there was a slight difference in the time in which Marine graduates and graduates from the other sectors of Memorial were surveyed. In both cases however, the time of surveying was between July 1999 and March 2000, which would be just longer than 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.

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 had tuition and living expenses paid by Human Resources Development Canada (HRDC). 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 were reported in this indicator. It may be helpful to view this indicator in conjunction with Table 9 which shows 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 average loan amounts are the average of self-reported debt upon graduation for students who had government student loans only. 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.

As described earlier, some graduates of the Marine Institute were funded by HRDC, 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.