

Appendix B - National Occupation Classification (NOC) Tables

Memorial University Undergraduates

As shown in Tables 1 and 2, there is an increase in the percentage of Memorial University Undergraduate respondents who indicated they were employed in management occupations, from 6% in 1996 to 10% in 2000. The skill type occupations of Sales and Service, and Business, Finance & Administration had the highest percentages of respondents reporting management occupations. In 1996, Sales & Service had the highest percentage (56%) and Business, Finance & Administration had the next highest percentage (12%), while in 2000 the order was reversed with the highest percentage in Business, Finance & Administration (42%) and Sales & Service was second (35%). With the exception of one respondent, all respondents reporting they were employed in management occupations were working at high skill levels (A and B) in both 1996 and 2000 with an increase from 57% in 1996 to 67% in 2000 in skill level A.

Appendix B, Table 1 Number of Respondents in 1996 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Memorial University Undergraduates

1996	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	6	4	0	0	10	45	44	79	0	168
2 - Natural & Applied Sciences	4	0	0	0	4	108	37	1	0	146
3 - Health	9	0	0	0	9	56	5	8	0	69
4 - Social Science, Education, Government Service & Religion	2	0	0	0	2	505	55	0	0	560
5 - Art, Culture, Recreation & Sport	7	0	0	0	7	24	29	0	0	53
6 - Sales & Service	16	31	0	0	47	0	25	152	55	232
7 - Trades, Transport & Equipment Operators	1	3	0	0	4	0	12	6	4	22
8 - Primary Industry	1	0	0	0	1	0	5	5	7	17
9 - Processing, Utilities & Manufacturing	0	0	0	0	0	0	1	6	1	8
Total	46	38	0	0	84	738	213	257	67	1275

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Appendix B, Table 2 Number of Respondents in 2000 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Memorial University Undergraduates

2000	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	12	6	0	0	18	26	22	26	0	74
2 - Natural & Applied Sciences	4	0	0	0	4	75	13	0	0	88
3 - Health	2	0	0	0	2	66	3	1	0	70
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	94	16	0	0	110
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	14	3	0	0	17
6 - Sales & Service	8	6	1	0	15	0	9	20	3	32
7 - Trades, Transport & Equipment Operators	2	1	0	0	3	0	2	3	0	5
8 - Primary Industry	0	0	0	0	0	0	1	0	0	1
9 - Processing, Utilities & Manufacturing	1	0	0	0	1	0	0	3	0	3
Total	29	13	1	0	43	275	69	53	3	400

Overall, there has been an increase in the occupation skill level of this cohort in non-management occupations from 75% in 1996 reporting occupations that normally require university or college education (skill levels A and B) to 86% in 2000. There were a higher percentage of respondents in 2000 than in 1996 for the occupation skill types of Business, Finance & Administration (13% to 19%), Natural & Applied Sciences (11% to 22%), and Health (5% to 18%). There was a corresponding decline from 1996 to 2000 in the occupation skill types of Social Science, Education, Government Service & Religion (44% to 28%), and Sales & Service (18% to 8%) from 1996 to 2000, while there was no change in Art, Culture, Recreation & Sport. There were very few respondents employed in management or non-management occupation skill types of Trades, Transport & Equipment Operators, Primary Industry, and Processing, Utilities & Manufacturing with a decrease from 4% in 1996 to 3% in 2000.

Memorial University Masters

Tables 3 and 4 show there appears to be no change in the percentage (13%) of Memorial University Masters respondents who indicated they were employed in management occupations in 1996 and 2000. The majority of respondents were working in the occupation skill type of Health with 50% in 1996 and an increase to 67% in 2000. Similar results to the Memorial University Undergraduate respondents, this cohort had, with the exception of one respondent, all respondents reporting they were employed in management occupations working at high skill levels (A) in both 1996 and 2000 with a modest increase from 85% in 1996 to 89% in 2000 in this skill level.

Appendix B, Table 3 Number of Respondents in 1996 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Memorial University Masters

1996	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	1	1	0	0	2	6	5	0	0	11
2 - Natural & Applied Sciences	1	0	0	0	1	15	3	0	0	18
3 - Health	10	0	0	0	10	2	0	0	0	2
4 - Social Science, Education, Government Service & Religion	3	0	1	0	4	84	5	0	0	89
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	2	0	0	0	2
6 - Sales & Service	1	0	0	0	1	0	2	6	0	8
7 - Trades, Transport & Equipment Operators	0	1	0	0	1	0	1	0	0	1
8 - Primary Industry	1	0	0	0	1	0	0	0	0	0
9 - Processing, Utilities & Manufacturing	0	0	0	0	0	0	0	0	0	0
Total	17	2	1	0	20	109	16	6	0	131

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Appendix B, Table 4 Number of Respondents in 2000 Grouped by Skill Level and Skill Type (NOC)
for Management and Non-Management Occupations for Memorial University Masters

2000	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	0	1	0	0	1	6	6	2	0	14
2 - Natural & Applied Sciences	1	0	0	0	1	12	2	0	0	14
3 - Health	12	0	0	0	12	1	0	0	0	1
4 - Social Science, Education, Government Service & Religion	1	0	0	0	1	75	3	0	0	78
5 - Art, Culture, Recreation & Sport	1	0	0	0	1	4	1	0	0	5
6 - Sales & Service	1	1	0	0	2	0	0	3	0	3
7 - Trades, Transport & Equipment Operators	0	0	0	0	0	0	2	0	0	2
8 - Primary Industry	0	0	0	0	0	0	0	0	0	0
9 - Processing, Utilities & Manufacturing	0	0	0	0	0	0	0	0	0	0
Total	16	2	0	0	18	98	14	5	0	117

There is a very minor increase in the occupation skill level A (university education) of this cohort in non-management occupations from 83.2% in 1996 to 83.8% in 2000. There is not a substantial increase in skill levels from 1996 to 2000 in management or non-management occupation skill levels likely since they are already at a high skill level when they graduated with a graduate degree (Masters) in 1995. There are modest gains in the percentage of respondents from 1996 to 2000 in the occupation skill types of Business, Finance & Administration (8% to 12%) and Art, Culture, Recreation & Sport (2% to 4%). There were similar declines in Natural & Applied Sciences (14% to 12%), and Sales & Service (6% to 3%) from 1996 to 2000. There were very little changes in the percentage employed in Health (1% or less) and Social Science, Education, Government Service & Religion. There were very few respondents employed in management or non-management occupation skill types of Trades, Transport & Equipment

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Operators, Primary Industry, and Processing, Utilities & Manufacturing with a decrease from less than 1% in 1996 to 0% in 2000.

Public College One-Year Programs

There was no change in the percentage (4%) of Public College One-Year Program respondents who indicated they were employed in management occupations in 1996 and 2000 (Tables 5 and 6). The majority of respondents were working in the occupation skill type of Sales and Service both in 1996 (86%) and a decrease in 2000 (67%). There is a general improvement in skill levels from 1996 to 2000 where there are no respondents reporting they are employed in an occupation with skill level C and there is an increase of 14% in skill level A from 1996 to 2000.

Appendix B, Table 5 Number of Respondents in 1996 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Public College One-Year Programs

1996	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	0	0	0	0	0	0	6	37	0	43
2 - Natural & Applied Sciences	0	0	0	0	0	0	14	0	0	14
3 - Health	0	0	0	0	0	0	53	3	0	56
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	3	13	0	0	16
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	0	2	0	0	2
6 - Sales & Service	0	12	7	0	19	0	72	47	51	170
7 - Trades, Transport & Equipment Operators	2	0	0	0	2	0	140	38	31	209
8 - Primary Industry	0	0	0	0	0	1	19	13	11	44
9 - Processing, Utilities & Manufacturing	1	0	0	0	1	0	0	24	12	36
Total	3	12	7	0	22	4	319	162	105	590

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Appendix B, Table 6 Number of Respondents in 2000 Grouped by Skill Level and Skill Type (NOC)
for Management and Non-Management Occupations for Public College One-Year Programs

2000	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	2	0	0	0	2	7	27	51	0	85
2 - Natural & Applied Sciences	1	0	0	0	1	18	45	0	0	63
3 - Health	1	0	0	0	1	2	30	5	0	37
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	9	8	0	0	17
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	4	4	0	0	8
6 - Sales & Service	0	12	0	0	12	0	32	42	33	107
7 - Trades, Transport & Equipment Operators	1	1	0	0	2	0	82	26	6	114
8 - Primary Industry	0	0	0	0	0	0	15	7	4	26
9 - Processing, Utilities & Manufacturing	0	0	0	0	0	0	7	26	15	48
Total	5	13	0	0	18	40	250	157	58	505

There has been an increase in the occupation skill level of this cohort in non-management occupations from 55% in 1996 reporting occupations that normally require university or college education (skill levels A and B) to 57% in 2000. There is a larger difference when looking at the progression from 1996 to 2000 of skill level A alone, an increase of 7%. There are gains in the percentage of respondents in the occupation skill types of Business, Finance & Administration (7% to 17%), Natural & Applied Sciences (2% to 12%), and Processing, Manufacturing & Utilities (6% to 10%) in 2000 as compared to 1996, while there were losses in the percentage of respondents in the occupation skill types of Health (9% to 7%), Sales & Service (29% to 21%), Trades, Transport & Equipment Operators (35% to 23%) and Primary Industry (7% to 5%). There were little changes (1% and less) in Social Science, Education, Government Service &

Religion and Art, Culture, Recreation & Sport from 1996 to 2000.

Public College Two- and Three-Year Programs

There was a modest increase in the percentage of Public College Two- and Three-Year Program respondents reporting they were employed in management of 4% in 1996 to 5% in 2000 (Tables 7 and 8). The skill type occupations of Sales and Service had the highest percentage in management occupations with 62% in 1996 and 50% in 2000. There were a higher percentage of respondents in the occupation skill types of Natural & Applied Sciences (3% to 13%), and Trades, Transport & Equipment Operators (3% to 25%) in 2000 than in 1996. There was a decline in the occupation skill types of Business, Finance & Administration (17% to 6%), Social Science, Education, Government Service & Religion (3% to 0%), Sales & Service (62% to 50%), and Processing, Manufacturing & Utilities (10% to 6%) from 1996 to 2000. All respondents employed in management occupations were working at high skill levels (A and B) in both 1996 and 2000 with an increase from 31% in 1996 to 50% in 2000 in skill level A.

Appendix B, Table 7 Number of Respondents in 1996 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Public College Two- and Three-Year Programs

1996	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	1	4	0	0	5	4	62	99	0	165
2 - Natural & Applied Sciences	1	0	0	0	1	38	122	0	0	160
3 - Health	0	0	0	0	0	0	26	1	0	27
4 - Social Science, Education, Government Service & Religion	1	0	0	0	1	9	23	0	0	32
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	3	4	0	0	7
6 - Sales & Service	3	15	0	0	18	0	19	86	45	150
7 - Trades, Transport & Equipment Operators	0	1	0	0	1	0	58	6	12	76
8 - Primary Industry	0	0	0	0	0	0	7	4	2	13

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9 - Processing, Utilities & Manufacturing	3	0	0	0	3	0	5	15	9	29
Total	9	20	0	0	29	54	326	211	68	659

Appendix B, Table 8 Number of Respondents in 2000 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Public College Two- and Three-Year Programs

2000	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	1	0	0	0	1	10	18	33	0	61
2 - Natural & Applied Sciences	2	0	0	0	2	35	38	0	0	73
3 - Health	0	0	0	0	0	63	9	2	0	74
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	9	1	0	0	10
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	0	4	0	0	4
6 - Sales & Service	2	6	0	0	8	0	9	16	3	28
7 - Trades, Transport & Equipment Operators	2	2	0	0	4	0	29	8	0	37
8 - Primary Industry	0	0	0	0	0	0	2	0	1	3
9 - Processing, Utilities & Manufacturing	1	0	0	0	1	0	6	9	5	20
Total	8	8	0	0	16	117	116	68	9	310

Overall, there has been a substantial increase in the occupation skill level of this cohort in non-management occupations from 58% in 1996 reporting occupations that normally require university or college education (skill levels A and B) to 75% in 2000. There were a higher percentage of respondents in the occupation skill types of Health (14% to 24%), and Processing, Manufacturing & Utilities (4% to 6%) in 2000 than there were in 1996. Nurses were not surveyed in 1996 by the Department of Youth Services and Post-Secondary Education which likely accounts for the large increase in the Health sector. There was a corresponding decline in

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the occupation skill types of Business, Finance & Administration (25% to 20%), Social Science, Education, Government Service & Religion (5% to 3%), Sales & Service (23% to 9%), and Primary Industry (2% to 1%) from 1996 to 2000. There was no change in Natural & Applied Sciences, and Art, Culture, Recreation & Sport from 1996 to 2000.

Private College One-Year Programs

As shown in Tables 9 and 10, there is an increase in the percentage of Private College One-Year Program respondents who indicated they were employed in management occupations, from 4% in 1996 to 5% in 2001. The skill type occupation of Sales and Service had the highest percentage of respondents reporting management occupations with 94% in 1996 decreasing to 57% in 2001. There is greater diversification in 2001 in the skill types with only two skill types represented in 1996 increasing to six skill types in 2001. There was an improvement in the skill levels reported by respondents employed in management occupations. In 1996, there were 39% in skill level C whereas there were no respondents reporting skill level C in 2001. There was an increase in skill level A (university education) from 17% in 1996 to 57% in 2001.

Appendix B, Table 9 Number of Respondents in 1996 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Private College One-Year Programs

1996	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	0	0	0	0	0	0	26	95	0	121
2 - Natural & Applied Sciences	0	0	0	0	0	0	20	0	0	20
3 - Health	0	0	0	0	0	1	4	3	0	8
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	4	13	0	0	17
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	2	9	0	0	11
6 - Sales & Service	0	10	7	0	17	0	43	99	73	215
7 - Trades, Transport & Equipment Operators	0	0	0	0	0	0	28	26	14	68
8 - Primary Industry	0	0	0	0	0	0	8	7	4	19

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9 - Processing, Utilities & Manufacturing	1	0	0	0	1	0	0	28	14	42
Total	1	10	7	0	18	7	151	258	105	521

Appendix B, Table 10 Number of Respondents in 2001 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Private College One-Year Programs

2001	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	1	0	0	0	1	0	25	27	0	52
2 - Natural & Applied Sciences	1	0	0	0	1	3	12	0	0	15
3 - Health	2	0	0	0	2	1	5	2	0	8
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	7	6	0	0	13
5 - Art, Culture, Recreation & Sport	1	0	0	0	1	1	4	0	0	5
6 - Sales & Service	2	6	0	0	8	0	14	44	25	83
7 - Trades, Transport & Equipment Operators	0	0	0	0	0	0	16	14	4	34
8 - Primary Industry	0	0	0	0	0	0	8	6	1	15
9 - Processing, Utilities & Manufacturing	1	0	0	0	1	0	1	14	4	19
Total	8	6	0	0	14	12	91	107	34	244

There has been an increase in the occupation skill level of this cohort in non-management occupations that normally required university or college education (skill levels A and B) from 30% in 1996 to 42% in 2001. This trend was apparent in all occupational levels. There are

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slight gains in the occupation skill types of Natural & Applied Sciences (4% to 6%), Health (2% to 3%), Social Science, Education, Government Service & Religion (3% to 5%), and Primary Industry (4% to 6%) from 1996 to 2001. There was a decline in the percentage of respondents reporting occupation skill type of Sales and Service from 1996 (41%) to 2001 (34%). There were very little changes in Art, Culture, Recreation & Sport, Trades, Transport & Equipment Operators, and Processing, Utilities & Manufacturing (all less than 1%).

Private College Two-Year Programs

There was no change in the percentage (4%) of Private College Two-Year Program respondents reporting they were employed in management occupations from in 1996 to 2001 (Tables 11 and 12). All of the managers in 1996 were in the skill type Sales & Service; however, there was greater diversification in 2001 where five skill types are represented and there are no respondents working in Sales & Service occupations. While the numbers are very small, there is still a trend evident that the Private College Two-Year Program respondents in management positions are working at high skill levels in 2001 (60% in A) compared to 0% in 1996.

Appendix B, Table 11 Number of Respondents in 1996 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Private College Two-Year Programs

1996	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	0	0	0	0	0	0	30	81	0	111
2 - Natural & Applied Sciences	0	0	0	0	0	5	20	0	0	25
3 - Health	0	0	0	0	0	0	1	18	0	19
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	11	14	0	0	25
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	1	1	0	0	2
6 - Sales & Service	0	8	5	0	13	0	25	73	32	130
7 - Trades, Transport & Equipment Operators	0	0	0	0	0	0	10	3	1	14

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8 - Primary Industry	0	0	0	0	0	0	0	1	0	1
9 - Processing, Utilities & Manufacturing	0	0	0	0	0	0	4	10	2	16
Total	0	8	5	0	13	17	105	186	35	343

Appendix B, Table 12 Number of Respondents in 2001 Grouped by Skill Level and Skill Type (NOC) for Management and Non-Management Occupations for Private College Two-Year Programs

2001	Management					Non-Management				
SKILL LEVEL/ SKILL TYPE	A	B	C	D	Total	A	B	C	D	Total
1 - Business, Finance & Administration	0	1	0	0	1	1	16	27	0	44
2 - Natural & Applied Sciences	1	0	0	0	1	3	8	0	0	11
3 - Health	0	0	0	0	0	0	3	7	0	10
4 - Social Science, Education, Government Service & Religion	0	0	0	0	0	2	7	0	0	9
5 - Art, Culture, Recreation & Sport	0	0	0	0	0	1	0	0	0	1
6 - Sales & Service	0	1	0	0	1	0	5	13	16	34
7 - Trades, Transport & Equipment Operators	1	0	0	0	1	0	5	4	2	11
8 - Primary Industry	0	0	0	0	0	0	4	0	0	4
9 - Processing, Utilities & Manufacturing	1	0	0	0	1	0	0	9	3	12
Total	3	2	0	0	5	7	48	60	21	136

There has been an increase in the occupation skill level of this cohort in non-management

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occupations from 36% in 1996 reporting occupations that normally require university or college education (skill levels A and B) to 40% in 2001. This trend was apparent in all occupation skill types. There were a higher percentage of respondents in the occupation skill types of Trades, Transport & Equipment Operators (4% to 8%), Primary Industry (less than 1% to 3%), and Processing, Manufacturing & Utilities (5% to 9%) in 2001 than in 1996. There was a decline in the occupation skill type of Sales & Service (38% to 25%) from 1996 to 2001. There was little change (1% and less) in Natural & Applied Sciences, Social Science, Education, Government Service & Religion, and Health in 1996 and 2001. There was no change in Business, Finance & Administration.