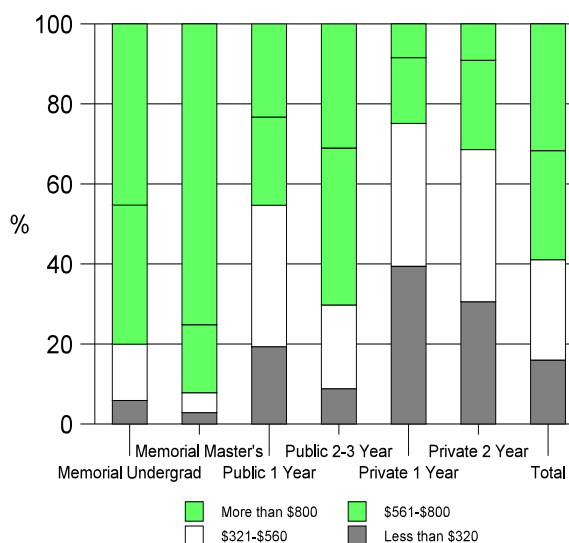


5. WAGES AND BENEFITS

5.1 WEEKLY WAGES OF CURRENT JOB

The level of earnings graduates can expect to realize once they become attached to the labour market is largely dependent on the program of study pursued and, to a lesser extent, the economic environment in which they obtain their job, including both the financial status of their employer and the economy as a whole. Figure 5.1 shows that 32% of all respondents reported they earned more than \$800 each week or approximately \$42,000 per year. Twenty-seven percent (27%) of respondents reported weekly wages between \$561 and \$800 and 25% of respondents reported weekly wages between \$321 and \$560. Only 16% of respondents indicated they were earning less than \$320 each week, approximately \$17,000 per year.

Figure 5.1 Categorized Weekly Wages at Time of Survey of 1995 Post-Secondary Graduates in Full-Time Employment by Sector (n=1688)



Wages differed substantially for graduates from different sectors and for males and females. The highest reported wage earners were Memorial University master's graduates where 75% reported earning more than \$800 weekly followed by Memorial University undergraduates where 45% reported earning more than \$800 weekly and 35% earning between \$561 and \$800 weekly. Graduates of public college two- and three-year programs also reported high wages with 31% of respondents earning more than \$800 weekly and 39% earning between \$561 and \$800 weekly. Graduates from public college programs of shorter duration and private colleges generally had lower earnings. Just over 35% of public college one-year program respondents reported weekly earnings of \$321-\$560 while 38% of private college two-year program graduates reported similar earnings. Graduates of one-year private college programs reported the lowest weekly earnings with 40% earning less than \$320.

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As shown in Table 5.1a, there were some notable differences between males and females in weekly wages overall. Female weekly wages are split almost evenly with approximately one quarter reporting in each wage category. The weekly wages reported by male graduates are quite different, with the percentage reporting in each wage category increasing as the wages increase. The majority (44%) of males earned more than \$800 weekly and only 6% earned less than \$320 weekly. Overall, male respondents reported they had higher weekly wages than female respondents for all sectors.

Table 5.1a Percentage of Respondents Reporting Categorized Weekly Wages by Sector and Gender (n=1688)

		< \$320 Weekly	\$321 - \$560 Weekly	\$561 - \$800 Weekly	> \$800 Weekly
Memorial Undergraduate	Female	8.2	18.2	37.2	36.4
	Male	2.8	8.4	31.3	57.5
Memorial Master's	Female	3.6	8.4	18.1	69.9
	Male	1.7	0	15.5	82.8
Public College 1 Year	Female	36.9	48.2	10.8	4.1
	Male	7.3	26.6	29.7	36.4
Public College 2-3 Year	Female	15.9	25.2	43.7	15.2
	Male	1.9	16.8	34.8	46.5
Private College 1 Year	Female	51.5	31.6	14.0	2.9
	Male	18.2	42.9	20.7	18.2
Private College 2 Year	Female	39.1	37.9	20.7	2.3
	Male	8.8	38.2	26.5	26.5
Total	Female	24.8	28.9	25.7	20.6
	Male	5.9	20.7	29.0	44.4

As shown in Table 5.1b, graduates of 1995 working out of the province earned higher wages than those working in Newfoundland and Labrador. In fact, more than half (51%) of graduates reporting employment outside of Newfoundland and Labrador earned wages greater than \$800 per week compared to 23% employed in the Province. There was little difference in this trend

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across sectors except for master's program graduates where a slightly higher percentage of graduates employed in the Province reported the highest wages.

**Table 5.1b Weekly Wages of 1995 Graduates with Employment in 2000-2001
by Sector and Location of Employment (n=1688)**

	Respondents with Employment in Newfoundland and Labrador				Respondents with Employment Outside of Newfoundland and Labrador			
	<\$320 per week	\$321-\$560 per week	\$561-\$800 per week	>\$800 per week	<\$320 per week	\$321-\$560 per week	\$561-\$800 per week	>\$800 per week
	%				%			
Memorial Undergraduate	7.5	15.7	41.3	35.4	3.5	11.6	25.0	59.9
Memorial Master's	0.9	6.0	16.4	76.7	12.0	0	20.0	68.0
Public College 1 Year	25.3	43.4	18.4	12.8	7.5	19.3	29.2	44.1
Public College 2-3 Year	12.6	24.2	46.3	16.8	2.6	15.5	27.6	54.3
Private College 1 Year	46.0	35.8	12.5	5.7	8.3	36.1	36.1	19.4
Private College 2 Year	35.3	39.2	20.6	4.9	5.6	27.8	33.3	33.3
Total	20.9	28.9	27.1	23.1	5.3	16.5	27.7	50.6

Overall, the wages of 1995 graduates have improved considerably since they were last surveyed with the percentage of graduates at the lower earning levels decreasing and the higher earning levels increasing. As shown in Table 5.1c, the percentage of Memorial's undergraduate cohort earning more than \$800 per week increased from 24% in 1996 to 45% in 2000-2001. Likewise, the percentage of graduates of public college two- and three year programs who reported high salaries also increased. However, it should be noted that registered nurses were included in the most recent survey and their salaries may skew the comparison of 1996 to 2000-2001 earnings upward.

While there was some improvement in the 2000-2001 earnings reported by graduates from private college programs, there also appears to be a ceiling on their wages. Less than 10% of graduates from private college one-year and two-year programs were in the high earnings category while, on average, 32% of all 1995 graduates earned these wages in 2000-2001.

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**Table 5.1c Comparison of Weekly Wages Reported in 1996 (n=2299)
and 2000-2001 (n=1688) Surveys of 1995 Post-Secondary Graduates by Sector**

		<\$320 per week	\$321-\$560 per week	\$561-\$800 per week	>\$800 per week
		%			
Memorial Undergraduate	1996	19.7	26.9	30.0	23.5
	2000-01	5.9	14.1	34.8	45.3
Memorial Master's	1996	2.5	1.7	25.6	70.2
	2000-01	2.9	5.0	17.1	75.2
Public College 1 Year	1996	35.9	47.6	12.0	16.0
	2000-01	19.4	35.4	22.1	23.3
Public College 2-3 Year	1996	26.5	43.7	23.8	6.2
	2000-01	8.9	21.0	39.3	31.1
Private College 1 Year	1996	50.0	42.1	6.9	0.9
	2000-01	39.5	35.7	16.5	8.5
Private College 2 Year	1996	48.2	43.2	5.9	2.7
	2000-01	30.6	38.1	22.4	9.1
Total	1996	29.6	27.3	20.2	14.4
	2000-01	16.0	25.1	27.3	31.7

5.2 BENEFITS PROVIDED WITH JOB

Respondents who were employed were asked about the benefits they received from their current job. Overall, respondents from Memorial University's master's and undergraduate programs reported having more benefits, including health care, dental plan, retirement plan, paid vacation, and sick leave, provided by their employers. Public college two- and three-year program graduates were also offered greater employment benefits than their counterparts in shorter duration public college programs and all private college programs.

**Table 5.2 Percentage of Respondents Reporting Employment Benefits
by Sector and Benefit**

	Health Care (n=1829)	Dental Plan (n=1826)	Pension Plan (n=1804)	Paid Vacation (n=1818)	Sick Leave (n=1790)
	%				
Memorial Master's	89	89	84	82	93
Memorial Undergraduate	85	85	70	86	87
Public College 1 Year	62	58	52	76	60
Public College 2-3 Year	80	77	68	87	82
Private College 1 Year	45	40	31	68	45
Private College 2 Year	52	49	38	68	51