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SURVEY OF GRADUATES: MANITOBA UNIVERSITIES AND COLLEGES

February 3, 2009

Prepared for:

Council on Post-Secondary Education

Winnipeg • Ottawa • Regina • Edmonton

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EXECUTIVE SUMMARY

Graduates from Manitoba's eleven post-secondary institutions appear to reflect Manitoba's diverse population. However, graduates also tend to better represent some groups more than others. Although the overall population is evenly split between men and women, women (62%) continue to outnumber men (38%) both in entering post-secondary training and graduating from its programs. Manitoba's population includes a significant proportion that might be considered a visible minority and many of our graduates (16%) self-identify as such. While people of Aboriginal descent often face many challenges, 1 in 10 of our graduates report they are Aboriginal. While this is lower than the Aboriginal population (15%) as a whole in Manitoba, it is likely greater than it was in the past.

Post-secondary education appears to be accessible and desired by more Manitobans. While traditionally parents' education was highly influential in whether their children attended post-secondary, this appears to be diminishing. While the majority of post-secondary graduates still come from households where one or both of the parents also took at least some post-secondary, many (38%) are first-generation post-secondary graduates coming from households where neither parents have any post-secondary training.

The traditional model of pursuing post-secondary education saw young adults just out of high school moving directly into a post-secondary training program. If this model held one would expect the typical graduate to be in their early twenties. However, this does not appear to be the case. While many graduates do go directly into post-secondary studies following high school, many others do not. Even those who do go directly into post-secondary studies after high school, many do not make a decision about their program until many years after beginning their post-secondary education. This is demonstrated by the fact that our typical graduate is 28 years of age at the time of interview, and most (69%) are over 23 years of age.

The delay in beginning post-secondary is further demonstrated by the fact that many respondents graduated from high school years before entering post-secondary. While most come into post-secondary having completed a high school diploma (89%), typically, respondents received their high school diploma in 1998. Indeed, most (71%) received their diploma in 2002 or earlier. Only about half (53%) of high school graduates started their post-secondary studies the same year in which they graduated from high school. In fact, 30% of graduates report taking at least two years off after graduating from high school before starting any post-secondary studies.

Most report that they worked full- or part-time prior to enrolling in the program from which they graduated. Indeed, most had worked full-time (60%) prior to enrolling (and for an average of 4 years). Those graduating from university programs are less likely to have full-time work experience (49%) and on average have worked for a shorter period (2 years). College graduates are more likely to have full-time work experience (79%), and tend to have been in the workforce longer (on average almost 7 years).

The typical graduate was in a program for 3 years, although those graduating from university have been in their program longer (almost 4 year on average) compared to those in a college program (less than 2 years on average). This is not surprising, reflecting the nature of the programs offered at these two types of institutions. Distance education appears to have played an important role in post-secondary education in Manitoba, as many graduates depended on

distance education for at least some of their program (25%). Indeed, a few (3%) report doing their entire program by distance education.

Graduates report that they relied on multiple sources of funding to support them through their post-secondary education. On average, they report using three sources, most commonly personal savings and support from their parents or other relatives. Many (35%) financed their education with a loan, line of credit or credit cards from a financial institution. Almost as many (28%) report using a Canada or Manitoba Student Loan. Overall, many report having education-related debt either to a financial institution (28%) or for a government student loan (22%).

Since graduating from Manitoba's eleven post-secondary institutions, many choose to continue their education in a program at a university or college leading to a diploma, certificate or degree (31%), while the majority began a job or returned to an existing job. Many have also taken job or career related training since graduating (45%).

Employment rates are quite high among those who are not currently taking additional post-secondary training. Some 91% are employed of which 85% are employed full-time (that is, 35 hours or more a week) and 78% hold permanent jobs. Many of those who are not currently employed are in the process of getting work or, for personal reasons, are not currently in the job market. The annual incomes of most full-time workers reflect a starting position, with 60% making \$30,000 or more annually.

Full-time workers tend to assess their current employment situation positively, with 86% being satisfied with their job. Their education appears to be important in their obtaining the jobs they have. About 77% of those who are not currently in an education program say their job is related to the general skills and abilities they acquired during their studies in their program. Some 85% of those who are not currently in an education program say their education was helpful to them in getting their current job.

Generally, graduates have a positive impression of their post-secondary experience. Most graduates are satisfied with their educational experience, and would probably choose again both their program and the institution from which they graduated. Graduates tend to be satisfied with the overall quality of their education experience (90%), the quality of the teaching in their program (86%), and the program content (86%). This is reflected in the fact that they would probably or definitely select their field of study (84%) and their institution (88%) again, knowing what they know now. Most agree (88%) that their program was worth the financial cost to them and their family.

Their self-assessment suggests that participating in ongoing learning and training is an important part of their working life and that their career requires ongoing planning and development, suggesting that graduates recognize that advancement is often up to them and they are open to change.

1.0 Introduction

The Council on Post-Secondary Education (COPSE) and Manitoba Advanced Education and Literacy (MAEL) hired PRA Inc. to conduct a survey of graduates of Manitoba's eleven post-secondary institutions. The survey involves an attempted census of all 2007 graduates from these universities and colleges.

1.1 Objectives of the research

The survey of graduates gathers extensive information in a number of broad areas, including demographics, satisfaction with various aspects of graduates' post-secondary education experiences, financing of post-secondary studies, and post-graduation mobility, education, and employment. The objectives of collecting this information include:

- ▶ yielding information for further research and analysis of Manitoba graduates
- ▶ collecting information that might have implications for COPSE, MAEL, and post-secondary institutions in Manitoba for their policy, programming, and decision-making
- ▶ gathering data to provide students with information about career paths of various programs, likelihood of labour market success upon graduation, graduates' satisfaction with their programs and institutions, and how students finance their post-secondary education.

1.2 Methodology

COPSE, along with representatives from participating institutions, designed a draft questionnaire for graduates of Manitoba's post-secondary institutions. PRA Inc. reviewed this draft and provided feedback on wording and question order. The revised draft was then pre-tested with 25 graduates, resulting in further changes to wording, the reordering of some questions, and the elimination of others. The goal of the survey was for the questionnaire to take an average of no more than 20 minutes to complete. After the pre-test, COPSE had the questionnaire translated into French. Graduates from the Collège Universitaire de Saint-Boniface had the option of completing the questions in French or English. Final versions of the questionnaire are found in Appendix A.

1.2.1 Sample construction

In total, 12 post-secondary institutions participated in the Survey of Graduates — 8 universities and 5 colleges.¹ Each institution was responsible for selecting graduates and providing their information to PRA. The criteria for selecting graduates differed by institution type.

- ▶ Universities selected students who graduated in the 2007 calendar year with an undergraduate degree in Arts or Sciences or professional studies. Students who obtained a Masters or Ph.D were excluded from the sample.
- ▶ Colleges selected students who graduated in the 2006–2007 academic year (July 2006 – June 2007) and obtained a certificate or diploma, as well as those who graduated from an apprenticeship, adult basic education, English as an alternate language or those college programs that did not lead to the awarding of a diploma or certificate.²

Table 1 shows the population of graduates provided by institution. About 63% of the graduates in 2007 were from one of Manitoba’s universities. The remaining 37% graduated from one of the province’s colleges.

Table 1: Population of graduates provided by institution			
	n	Overall %	Within institution type %
Universities			
University of Manitoba	3,587	40.6%	64.0%
University of Winnipeg	1,138	12.9%	20.3%
Brandon University	544	6.2%	9.7%
Collège Universitaire de Saint-Boniface (Université)	129	1.5%	2.3%
Providence College and Seminary*	86	1.0%	1.5%
Canadian Mennonite University	53	0.6%	0.9%
Steinbach Bible College*	38	0.4%	0.7%
William and Catherine Booth College*	26	0.3%	0.5%
University total	5,601	63.4%	100.0%
Colleges			
Red River College	2,288	25.9%	70.9%
Assiniboine Community College	631	7.1%	19.6%
University College of the North	241	2.7%	7.5%
Collège Universitaire de Saint-Boniface (Collège)	67	0.8%	2.1%
College total	3,227	36.6%	100.0%
Grand total	8,828	100.0%	-

* These colleges have been included as universities because they offer degree programs.

¹ The Collège Universitaire de Saint-Boniface participated as both a university and college institution. Student files for each type were separated prior to fielding of the survey. University College of the North also has university degree and college programs; however, in 2006 and 2007 it did not have students who graduated from a university program.

² However, throughout this document we will refer to respondents as 2007 graduates.

1.2.2 Conducting telephone interviews

Depending on the institution, PRA received lists of graduates between February and April 2008. In early April 2008, as mentioned, PRA pretested the questionnaire with 25 graduates, with at least two individuals from each of the participating institutions. Based on results of the pretest, PRA consulted with a COPSE representative to make changes to the instrument. Once the survey instrument was finalized, PRA conducted surveys from early May 2008 to early September 2008.

Table 2 summarizes the methodology.

Issue	Outcome
Pretest dates	April 2–3, 2008
Survey dates	May 9–September 7, 2008
Total completes	n = 3,678
Interviewing method	Telephone
Approximate error rate (theoretical)	+/- 1.0%, 19 times out of 20

Given the fact that some students had graduated from their institution more than a year prior to the start of the survey, it is not surprising that many of the telephone numbers provided were no longer in service or the individual was no longer living at the number provided. PRA divided the sample into two broad categories: usable and unusable samples. The sample considered unusable, included individuals with incorrect telephone numbers (e.g., number no longer in service, fax number, business numbers), individuals no longer living at the number provided, and individuals who claim they had not graduated from a post-secondary institution in Manitoba.

Although much of the sample was initially considered unusable, PRA took several steps to track graduates who were no longer available at the number provided. These steps included:

- ▶ asking parents, roommates, family, etc. who answered the phone for updated contact information if the graduate was no longer at the phone number listed in the database
- ▶ if parents, roommates or other family were unwilling to provide graduate's new contact information, PRA asked that a toll-free phone number be passed on to the graduate so that the graduate could call us
- ▶ using websites and phone books to update graduates' phone numbers

In addition, PRA followed up with individuals who were away for extended periods of time and individuals who initially refused to participate.

Table 3 calculates a response rate for each institution based on the usable sample, that is, individuals for whom a working telephone number was provided or tracked, and who were qualified to participate. Based on the usable sample, overall, 52% of all graduates participated in this survey, ranging from a high of 74% to a low of 47%.

Table 3: Response by Institution			
Institution	Usable sample	Completes	Response rate
Universities			
University of Manitoba	2,661	1,239	46.6%
University of Winnipeg	971	532	54.8%
Brandon University	424	233	55.0%
Collège Universitaire de Saint-Boniface (Université)	118	85	72.0%
Providence College and Seminary	68	41	60.3%
Canadian Mennonite University	44	28	63.6%
Steinbach Bible College	31	23	74.2%
William and Catherine Booth College	21	15	71.4%
University total	4,338	2,196	50.6%
Colleges			
Red River College	1,990	1,095	55.0%
Assiniboine Community College	495	273	55.2%
University College of the North	145	84	57.9%
Collège Universitaire de Saint-Boniface (Collège)	57	30	52.6%
College total	2,687	1,482	55.2%
Total	7,025	3,678	52.4%

It should be noted that we were only able to gather responses from those graduates who completed the survey and it is possible that those graduates who refused to participate or we were not able to contact may be different than those who participated.

1.3 Weighting

To ensure the sample is representative of the population of graduates, we compared the number of completes by institution with the total number of students who graduated from each. Because some graduates were easier to locate or were more cooperative when contacted, we over-represent graduates from some institutions and under-represent graduates from others. To compensate for this, we have weighted the data so that each institution represents the correct proportion of graduates overall. This weighting makes only small differences in the results, but does ensure that the data more accurately reflect the attitudes and behaviours of the population of graduates. Tables and n sizes presented in this report are all weighted, unless otherwise noted.

1.4 Statistically significant differences

Large sample sizes may inflate measures of statistical significance and may lead to false conclusions about the strength of association. The chi square measure of association,³ in particular, is susceptible to this possibility. Therefore, we increased the standards for designating whether a relationship can be termed “statistically significant.” The benchmarks shown in Table 4 must be met for us to term an association “statistically significant”; the Pearson’s chi square must have probability of a type 1 error of .000 and either the Phi coefficient or Cramer’s V must have a value of .150 or greater.⁴ Throughout this document, any differences reported meet these criteria, unless otherwise stated, in order to use a standard measure of difference.

Test	Level for significance
Pearson’s chi square	.000
Phi coefficient or Cramer’s V	.150 or higher

1.5 Report structure

Section 2 provides a profile of graduates surveyed. Section 3 focuses on their activities prior to graduating. Section 4 looks at their experiences in their program and institution. Section 5 presents an overview of how they financed their education. Section 6 discusses graduates’ migration habits after graduation. Section 7 explores graduates’ education activities post-graduation and Section 8 looks at their employment. Section 9 gives graduates’ overall assessments of their experiences during and after their post-secondary education.

Throughout this report, unless explicitly stated in a table as a sub-population, overall results include those who did not respond to a particular question, although they are not shown in the tables. Therefore, responses to the majority of questions presented in this report will not sum to 100%.

³ Pearson’s chi square tests whether the observed frequency distribution differs from a theoretical distribution.

⁴ The Phi coefficient and Cramer’s V measures the strength of association between two categorical variables (or sets of scores).

2.0 Graduate profile

In this section, we provide a profile of graduates who participated in the survey.

2.1 Profile of graduates

Table 5 presents a profile of graduates in Manitoba. Graduates differ depending on whether they are graduating from a university program or a college program. The typical university graduate (at the time of the interview) is a 27-year-old, single female. Partly, this reflects the fact that the university sample includes individuals who had completed professional and second degrees. The typical college graduate is a 31-year-old female who is as likely to be single as married (at least at some point).

- ▶ Overall, about 6 graduates in 10 are female and 4 in 10 are male. This is true regardless of the institutional type.
- ▶ The typical graduate is 28 years old, but graduates range in age from 19 to 68. As mentioned, university graduates tend on average to be younger than college graduates.⁵ About 7 university graduates in 10 fall in the nine-year span of 22 to 30 years of age. College graduates are both older (40% are over 30 years of age) and younger (17% are 21 or less) than university graduates.
- ▶ Overall, almost 6 graduates in 10 are single. College graduates are more likely than their university counterparts to be married, common-law, living with a partner or having been married in the past (that is, separated, divorced or widowed). This difference in marital status appears to be a function of age; college graduates tend to be older than university graduates. Male graduates (69%) are also more likely to report being single than female graduates (53%).
- ▶ Overall, over 1 graduate in 4 reports being responsible for dependents including dependent adults. College graduates are twice as likely as university graduates to report having dependents for whom they are responsible, most likely due to their age. The number of dependents range from 1 to 12, with the average number of dependents being about 2.
- ▶ One graduate in 10 reports being Aboriginal. Of those who report being Aboriginal, 52% are Métis, 42% are Status-Indian, and 4% are Non-Status Indians. College graduates are twice as likely as university graduates to report being Aboriginal. According to the 2006 Census about 15% of Manitobans identify themselves as Aboriginal.⁶
- ▶ About 1 graduate in 6 reports they consider themselves to be a member of a visible minority.

⁵ Respondents would be about one year younger at the time of graduation.

⁶ Statistics Canada, 2006 Census. (Aboriginal population/total population; 175,395/1,133,515)

- ▶ Almost all report being Canadian citizens, although a few are landed immigrants or permanent residents (3%) or have another citizenship (2%).
- ▶ About 8 graduates in 10 report that the language they first learned as a child and still understand is English. About 1 graduate in 20 reports that French is the first language they learned as a child, and 1 in 6 reports first learning some other language. The most common other languages are a Chinese language (4%), German (2%), Filipino (2%) and Polish (1%).

Table 5: Profile of graduate			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Gender			
Female	62%	63%	61%
Male	38%	37%	39%
Age			
21 or younger	8%	3%	17%
22 to 23	23%	28%	14%
24 to 25	23%	30%	11%
26 to 30	21%	23%	17%
31 or older	25%	16%	40%
Average age	28	27	31
Median age	25	25	27
Marital status Q109			
Single	59%	64%	49%
Married, common-law, or living with partner	37%	33%	44%
Separated, widowed, or divorced	3%	2%	6%
Dependents Q110			
Responsible for dependents	26%	18%	40%
Average number of dependents*	2.0	1.9	2.1
Aboriginal status Q111			
Aboriginal	10%	6%	15%
Visible minority Q113			
Yes	16%	14%	18%
Citizenship Q114			
Canadian citizen	95%	95%	95%
Landed immigrant / permanent residence	3%	2%	4%
All others	2%	3%	<1%
Language Q115			
English	82%	83%	80%
French	6%	6%	5%
All others	16%	15%	18%
Disability Q116			
Yes	2%	2%	4%
Note: Graduates could provide more than one response to Q114 and Q115. Columns may sum to more than 100%.			
* Among those with dependents.			

2.2 Current residence

At the time of the interview, 9 graduates in 10 were living in Manitoba. Almost 1 in 10 was living elsewhere in Canada, most commonly Ontario (4%), Alberta (2%) and British Columbia (2%).⁷

	Overall (n=3,653)	Type of institution	
		University (n=2,315)	College (n=1,338)
In Manitoba	91%	89%	95%
Elsewhere in Canada	8%	10%	4%
United States	<1%	<1%	<1%
International	<1%	<1%	<1%

Note: This question was added after the pre-test and therefore was not asked of all respondents.

2.3 Parents' education

Many Manitoba graduates come from households where neither parent had post-secondary training.

- ▶ About 4 graduates in 10 report that neither parent had taken any post-secondary training. This is more common among college than university graduates. Almost half (47%) of college graduates come from a household where neither parent had any post-secondary education.
- ▶ Conversely, about 6 graduates in 10 report that at least one of their parents has taken some post-secondary training, including about 1 graduate in 3 who reports that both parents have this type of education. University graduates are more likely than their college counterparts to come from households where both parents have at least some post-secondary training. Almost 4 university graduates in 10 report that both parents have post-secondary training, compared with about 1 in 4 college graduates.
- ▶ The proportion of first-generation graduates differs slightly by gender. Four in 10 female graduates (40%) say that neither parent had any post-secondary education, while about 1 in 3 males (34%) report the same; however, this difference is not statistically significant.

⁷ Of course, we may under represent graduates who have moved out of province, since they are the most likely to no longer be at the number provided for this study.

Table 7 shows these results overall and provides details for each parent. Overall, the highest level of education obtained by graduates' mothers and fathers are similar overall.

Table 7: Parents' education			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Post-secondary education Q118			
Both parents	35%	42%	23%
Father only	13%	13%	12%
Mother only	14%	13%	15%
Neither parents	38%	32%	47%
Highest level of post-secondary education (father) Q119			
No post-secondary	52%	45%	65%
Some trade, vocational, or college	3%	2%	3%
College diploma or certificate	12%	11%	12%
Some university	3%	3%	2%
University diploma or certificate below Bachelor level	2%	2%	2%
Bachelor's degree, professional degree, other non-Master's	18%	22%	9%
Master's degree	6%	7%	2%
Doctorate degree	2%	3%	<1%
Professional association	1%	2%	<1%
Degree in another country	<1%	<1%	<1%
Highest level of post-secondary education (mother) Q120			
No post-secondary	51%	46%	61%
Some trade, vocational, or college	2%	2%	3%
College diploma or certificate	13%	13%	13%
Some university	2%	2%	2%
University diploma or certificate below Bachelor level	3%	3%	3%
Bachelor's degree, professional degree, other non-Master's	21%	27%	12%
Master's degree	4%	5%	2%
Doctorate degree	<1%	<1%	<1%
Professional association	<1%	<1%	<1%
Degree in another country	<1%	<1%	<1%

3.0 Activities prior to enrolling in program

In this section, we review respondents' activities prior to enrolling in the program from which they recently graduated.

3.1 Previous education

Prior to enrolling in the program from which they recently graduated, respondents most commonly report that the highest level of education they had completed was high school.

- ▶ Almost 6 graduates in 10 came into their post-secondary program with a high school diploma being their highest level of education. University graduates are more likely than college graduates to report their highest level of education prior to enrolling in their program was a high school diploma. College graduates (7%) are more likely than university graduates (3%) to have not completed high school prior to enrolling in their program.
- ▶ About 4 graduates in 10 report they had at least some post-secondary education prior to entering the program. Many graduates had previously completed degrees or diplomas before enrolling in the program from which they recently graduated, including 11% who had completed a college degree or certificate and 14% who had completed a university diploma or degree. College graduates (42%) are slightly more likely than university grads (37%) to have completed at least some post-secondary education prior to begin the program from which they graduated.
- ▶ Prior post-secondary education tends to be more common within institution type. For example, having completed a university diploma or degree prior to enrolling in their program is more common among university graduates, while a completed college degree or certificate is more common among college graduates. However, graduates also appear to move between institution types. About 1 college graduate in 5 reports that their highest level of education prior to enrolling in their college program was a university degree or at least some university. Similarly, about 1 university graduate in 10 reports that their the highest level of education was a college diploma or at least some college.
- ▶ The older graduates are, the more likely they were to have taken or completed some post-secondary education before they enrolled in the program from which they most recently graduated. About 1 in 20 graduates 20 years of age and younger (6%) had taken or completed some post-secondary prior to enrolling in this program. This increases across age groups, up to 6 in 10 graduates (62%) who are 31 years of age or older.

Table 8 shows graduates' highest level of education when they entered the program from which they graduated in 2007.

Table 8: Highest level of education Q3			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Had not completed high school	4%	3%	7%
Completed secondary/high school	57%	61%	51%
Some college	4%	2%	6%
Some university	10%	9%	11%
Completed college degree/certificate	11%	8%	15%
Completed university diploma/degree	14%	17%	9%
Other	<1%	<1%	<1%

As shown in Table 9, among those who report having taken at least some post-secondary education prior to enrolling in the program from which they graduated in 2007, about 3 in 4 report completing a certificate, diploma, or degree. For the remaining 1 in 4, although they took some courses, they did not complete a post-secondary program of studies prior to beginning the program from which they graduated in 2007.

Those who just graduated from a university program are more likely than college graduates to report having completed a degree prior to enrolling in their current program. Those who just graduated from a college program are more likely than university graduates to report completing a certificate.

Not only are older graduates more likely to have taken any post-secondary education before enrolling in their program, the older graduates are, the more likely they are to have completed a certificate, diploma, or degree. Among those who had taken any post-secondary education, 17% of those 20 years of age or younger completed a program of studies, which increases to 83% of those 31 years or older.

Table 9: Type of post-secondary education taken prior to enrolling Q7			
	Overall (n=1,402)	Type of institution	
		University (n=845)	College (n=557)
Completed a certificate	18%	12%	27%
Completed a diploma	19%	19%	19%
Completed a degree	35%	45%	21%
Did not complete any other post-secondary	27%	25%	31%

Note: Graduates could choose more than one response. Columns may sum to more than 100%.

3.1.1 High school requirements

We asked all respondents how they met the requirements for completing high school.

- ▶ Nine graduates in 10 report that they met the requirements for completing high school by receiving their high school diploma, although this is more common among those who graduated from university (94%) than those who graduated from college (81%).
- ▶ The remaining graduates either received a mature high school diploma or general education development (GED) certificate. College graduates are more likely to report having no high school diploma, getting a mature high school diploma, or a GED certificate.
- ▶ Of those who had a high school diploma, about 7 graduates in 10 report receiving their diploma in 2002 or earlier. The typical respondent received a high school diploma in 1998, almost nine years before graduating from their most recent program in 2007. Given the fact that many college graduates are 21 years of age or younger, it is not surprising that college graduates are more likely than university graduates to have received their high school diploma more recently. Almost 4 college graduates in 10 report receiving their high school diploma in 2003 or more recently; this compares with just 1 university graduate in 4. However, on average, college graduates received their high school diploma almost two years before university graduates, which is influenced by the fact that many college graduates are also more likely than university graduates to be 30 years of age or older.

These results are presented in Table 10.

Table 10: Meeting high school requirements			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
High school requirement met Q4			
No high school diploma	5%	3%	8%
High school diploma	89%	94%	81%
Mature high school diploma	3%	1%	5%
GED certificate	1%	<1%	3%
Year received high school diploma Q5			
2005 or later	6%	<1%	17%
2003–2004	22%	24%	19%
2001–2002	27%	35%	13%
2000 or earlier	44%	40%	50%
Average year	1998	1999	1997
Year received GED certificate Q6*			
2005 or later	18%	-	24%
2003–2004	11%	8%	12%
2001–2002	8%	33%	-
2000 or earlier	61%	52%	64%
Average year	1995	1996	1994
Note: Only those graduates who indicated that they had met the high school requirements by receiving a high school diploma or a mature high school diploma were asked in what year they received their high school diploma. Note: Only those graduates who indicated that they had met the high school requirements by getting a GED certificate were asked in what year they received their GED certificate. * Caution small sample.			

Among graduates who completed a high school diploma or GED, the majority started their post-secondary the same year they graduated. About 1 in 4 graduates waited a year or two after high school before starting their post-secondary studies, while 1 in 7 started five years or more after completing high school.

Reflecting their younger age, university graduates (65%) are more likely than college graduates (30%) to have started their post-secondary studies the same years as graduating from high school. See Table 11 for complete results.

Table 11: Length of time between high school and beginning post-secondary studies

	Overall (n=3,421)	Type of institution	
		University (n=2,227)	College (n=1,194)
Before completing high school	<1%	<1%	2%
Same year as high school	53%	65%	30%
One year after high school	16%	14%	19%
Two years after high school	8%	7%	10%
Three to four years after high school	7%	5%	10%
Five years or more after	14%	8%	27%

3.2 Work experience prior to enrolling

Almost all respondents (95%) had at least some years of full-or part-time work experience prior to enrolling in the program from which they graduated in 2007.

- ▶ About 6 in 10 report as least some full-time work experience, including 4 in 10 who report working full-time for at least two years prior to enrolling in their program. Respondents report full-time work experience ranging from less than a year to 46 years, with the average being about 4 years. Full-time work experience prior to enrolling in their program is less common among university graduates than college graduates. About half the university graduates had full-time work experience prior to enrolling in their program (and on average had worked for 2.4 years). This compares with almost 8 college graduates in 10 who had full-time work experience (and on average had worked 6.8 years).
- ▶ About 8 in 10 report at least some part-time work experience, including 2 in 3 who had been working part-time for at least two years before starting their program. Respondents report part-time work experience ranging from less than a year to 40 years, with the average being over 3 years.
- ▶ Graduates' age plays a role in the type of work experiences they had prior to enrolling. The older a graduate is, the more likely they are to have full-time work experience; the younger a graduate is, the more likely they are to have part-time work experience.

See Table 12 for these findings.

Table 12: Full-time and part-time work experience prior to enrolling			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Full-time Q12			
None	39%	51%	20%
One year or less	15%	16%	14%
Two to three years	14%	13%	15%
Four to five years	8%	7%	11%
Six years or more	22%	13%	39%
Average number of years	4.0	2.4	6.8
Part-time Q13			
None	19%	15%	27%
One year or less	13%	14%	11%
Two to three years	30%	32%	26%
Four to five years	21%	21%	20%
Six years or more	15%	16%	15%
Average number of years	3.3	3.4	3.1

Over 4 respondents in 10 had both part- and full-time work experience prior to enrolling in their program. College graduates (55%) are more likely than university graduates (38%) to report such experience. About 1 in 3 (35%) reports having part-time work experience only prior to enrolling in their program and this is more common among university (46%) than college (18%) graduates. About 1 in 7 (16%) reports having full-time work experience only and this is more common among college (24%) than university (11%) graduates.

3.3 Career information prior to enrolling

Most graduates report that before enrolling in their program they had at least some information on career options and steps needed to meet their career goals. As shown in Table 13,

- ▶ About 7 graduates in 10 report that before starting their program they had at least some information, including 1 in 4 who reports they had a great deal of information.
- ▶ Conversely, about 3 graduates in 10 report they had little or no information on career options and steps needed to meet their career goals.

Table 13: Information received about career options and goals Q8			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Great deal of information	24%	21%	30%
Some information	44%	44%	45%
Little information	19%	21%	15%
No information	11%	13%	9%

As shown in Table 14, among the graduates who received information most report it was helpful, if only somewhat.

- ▶ Over 8 respondents in 10 report that information they received about options and goals prior to enrolling was at least somewhat helpful, including 1 in 3 who says it was very helpful.
- ▶ Those who graduated from college are more likely than their university counterparts, to report not only was the information they received helpful, but it was very helpful.

Table 14: Information received about career options and goals Q9			
	Overall (n=3,230)	Type of institution	
		University (n=2,013)	College (n=1,217)
Very helpful	31%	26%	40%
Somewhat helpful	53%	54%	51%
Not very helpful	13%	17%	7%
Not helpful at all	3%	3%	2%

4.0 Graduates' programs

In this section, we review aspects of the program from which respondents had recently graduated.

4.1 Residence at time of application

When they first applied for post-secondary education, about 9 graduates in 10 report living in Manitoba, most commonly Winnipeg.

- ▶ Overall, almost 6 respondents in 10 were living in Winnipeg when they first applied for post-secondary studies. University graduates are more likely than college graduates to report that when they first applied they were living in Winnipeg.
- ▶ About 1 respondent in 3 reports living in Manitoba but outside of Winnipeg, most commonly Brandon. College graduates are more likely than university graduates to report that when they first applied they were living in Manitoba but outside Winnipeg.
- ▶ About 1 respondent in 10 was living outside of Manitoba, most often in another part of Canada.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Winnipeg	56%	60%	49%
Brandon	4%	4%	4%
Portage la Prairie	1%	<1%	2%
Thompson	1%	<1%	2%
The Pas	<1%	<1%	1%
Other Manitoba	27%	21%	36%
Other Canada	8%	10%	4%
United States	<1%	<1%	<1%
Other countries	2%	2%	3%

Table 16 shows the communities where graduates lived in when they first applied for post-secondary studies by the institution from which they recently graduated (although this is not necessarily the same institution to which they first applied). As might be expected, often individuals were living in the same community in which the institution is located. For example, 97% of those living in Winnipeg when they first applied graduated from an institution in that city. Residents outside Winnipeg appear to be more mobile graduating from institutions in other cities in the province. However, in some cases this may not require the respondent to move but rather complete their program through distance education or satellite classrooms.

	Community							
	Winnipeg (n=2,046)	Brandon (n=155)	Portage La Prairie (n=43)*	Thompson (n=44)*	The Pas (n=32)*	Other Manitoba (n=976)	Other Canada (n=284)	Other country (n=100)
University of Manitoba	47%	8%	28%	41%	22%	30%	52%	45%
Red River College	29%	3%	35%	11%	-	27%	11%	29%
University of Winnipeg	18%	1%	5%	-	9%	8%	7%	10%
Assiniboine Community College	2%	35%	19%	2%	3%	15%	5%	2%
Collège Universitaire de Saint-Boniface	2%	-	-	-	-	1%	2%	6%
University College of the North	-	-	2%	39%	56%	6%	1%	1%
Brandon University	1%	53%	12%	5%	6%	9%	11%	1%
Canadian Mennonite University	<1%	-	-	-	-	1%	3%	1%
Providence College and Seminary	<1%	-	-	2%	-	1%	5%	3%
Steinbach Bible College	<1%	-	-	-	-	1%	2%	-
William and Catherine Booth College	<1%	-	-	-	3%	<1%	1%	2%

*Caution small sample

Table 17 shows the inverse; the institution from which they had recently graduated by the communities where graduates lived in when they first applied for post-secondary studies. For example, of those who graduated from the University of Winnipeg, 77% lived in Winnipeg when they first applied for post-secondary.

	Community							
	Winnipeg	Brandon	Portage La Prairie	Thompson	The Pas	Other Manitoba	Other Canada	Other country
University of Winnipeg (n=532)	77%	<1%	<1%	-	1%	16%	4%	2%
University of Manitoba (n=1,239)	64%	1%	1%	1%	1%	20%	10%	3%
Red River College (n=1,095)	63%	1%	2%	1%	-	28%	3%	3%
Collège Universitaire de Saint-Boniface (Université) (n=85)	63%	-	-	-	-	26%	6%	6%
Collège Universitaire de Saint-Boniface (Collège) (n=30)	54%	-	-	-	-	29%	7%	11%
Canadian Mennonite University (n=28)*	32%	-	-	-	-	27%	6%	6%
William and Catherine Booth College (n=15)*	27%	-	-	-	9%	9%	36%	18%
Providence College and Seminary (n=41)*	19%	-	-	3%	-	28%	42%	8%
Assiniboine Community College (n=273)	15%	21%	3%	<1%	<1%	55%	5%	1%
Brandon University (n=233)	6%	36%	2%	1%	1%	40%	14%	<1%
Steinbach Bible College (n=23)*	6%	-	-	-	-	59%	35%	-
University College of the North (n=84)	-	-	1%	17%	18%	59%	4%	1%

Note: Table percentages sum by rows. *Caution: Small sample size

4.2 Time in post-secondary education

As noted in Table 8, about 4 respondents in 10 had previous post-secondary training prior to entering the program from which they graduated in 2007. Therefore, it might not be surprising that the typical respondent began their post-secondary education six years earlier in 2001. However, for others, the year they began their post-secondary studies was also the year they began the program from which they recently graduated.

- ▶ Overall, over 7 in 10 began their post-secondary education before 2004. Partly reflecting the length of their programs, university graduates began their post-secondary education earlier than college graduates. About 9 university graduates in 10 began their post-secondary studies before 2004.⁸ This compares with 4 college graduates in 10.
- ▶ Overall, 7 graduates in 10 have taken four or more years of post-secondary. In fact, on average, they have taken 4.6 years of post-secondary. University graduates have taken more years of post-secondary than their college counterparts. Over 9 university graduates in 10 took four or more years, with typical respondents having spent 5.5 years in post-secondary. This compares with just 1 college graduate in 3 who took four or more years. On average, these college graduates spent 3 years in post-secondary.

See Table 18.

Table 18: Post-secondary education			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Year began post-secondary studies Q11			
2006 or later	11%	<1%	28%
2004–2005	17%	10%	30%
2002–2003	34%	47%	12%
2000–2001	16%	21%	6%
1999 or earlier	21%	20%	21%
Average year	2001	2000	2002
Years of post-secondary education Q117			
One year or less	9%	<1%	24%
Two to three years	21%	7%	45%
Four to five years	41%	54%	19%
Six years or more	29%	39%	12%
Average number of years	4.6	5.5	3.0

⁸ In part, this may reflect the different types of programs universities offer, including professional degrees that may require students to obtain an undergraduate degree before entering the program.

4.3 Years in program from which they graduated

The typical respondent reports that they were in the program from which they graduated in 2007 for three years. About 6 graduates in 10 report their programs were less than three years, while 4 in 10 report their programs were three years or more.

- ▶ University graduates report longer programs, with the typical respondent reporting a program lasting almost 4 years. Six university graduates in 10 report their program was three years or longer.
- ▶ College graduates report shorter programs, with the typical program lasting just over one and a half years. Three college graduates in 4 report their program was less than two years in length.

While respondents typically report being in their program from which they graduated from in 2007 for three years, they spent an additional year and a half in post-secondary prior to this program.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Less than one year	15%	2%	38%
One year to less than 2 years	22%	13%	36%
Two years to less than 3 years	18%	21%	14%
Three years to less than 4 years	19%	28%	3%
Four years to less than 5 years	12%	18%	1%
Five or more years	11%	15%	2%
Average length of program in years	3.0	3.8	1.6
Average length of post-secondary (Q117)	4.6	5.5	3.0

4.4 Distance education

About 1 respondent in 4 reports taking at least part of their program through distance education. While a few (3%) report that they took their entire program through distance education, many (20%) report less than half of the program was completed this way.

University graduates are more likely than their college counterparts to report taking at least some of their program via distance education. Indeed, 3 university graduates in 10 took at least some of their program through distance education. However, college graduates are the most likely to report having taken their entire program this way. See Table 20.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
None	74%	68%	84%
Less than half	20%	27%	8%
About half	1%	1%	1%
More than half	1%	2%	<1%
All of it	3%	2%	6%

Table 21 shows the institutions through which they took distance education. The most common being the University of Manitoba, Red River College, Campus Manitoba, and the University of Winnipeg. Not surprisingly, university graduates are more likely to identify universities as the source of their distance education, while college graduates cite colleges. University graduates are more likely than college graduates to report having used Campus Manitoba for their distance education. In fact, 86% of graduates who took distance education report taking at least one distance education course from the institution from which they graduated.

	Overall (n=955)	Type of institution	
		University (n=742)	College (n=212)
University of Manitoba	60%	76%	5%
Campus Manitoba	15%	17%	8%
Red River College	14%	<1%	61%
University of Winnipeg	9%	11%	<1%
Athabasca University	8%	11%	<1%
Assiniboine Community College	7%	<1%	30%
Brandon University	3%	4%	<1%
Collège Universitaire de Saint-Boniface	<1%	<1%	2%
University College of the North	<1%	<1%	2%
William and Catherine Booth College	<1%	<1%	-
Providence College and Seminary	<1%	<1%	-
Steinbach Bible College	<1%	<1%	-
Other	5%	6%	4%

Note: Graduates could provide more than one response to Q18. Columns may sum to more than 100%.

5.0 Financing education

In this section, we examine the how graduates financed their post-secondary education, including the debt they accumulated from loans.

5.1 Sources of financial supports

We asked graduates about the sources of funding they used to help support the costs of their post-secondary education, including the program they had recently graduated from and any other post-secondary programs or courses they may have taken.

- ▶ The single most common source of funding their post-secondary education is personal savings. About 7 graduates in 10 report using personal savings to help support the costs of their post secondary education. University graduates are slightly more likely than their college counterparts to report having used this source.
- ▶ Over half report their parents, other relatives, or friends were a source of funding. This is much more common among university graduates compared with college graduates.
- ▶ About 1 graduate in 3 reports having received support from the following sources to help pay for their post secondary education:
 - Non-government scholarships, grants and bursaries. This source is much more commonly reported by university than college graduates.
 - Loans, lines of credit, or credit cards from financial institutions.
 - Government scholarships, grants, or bursaries. The use of this source is more common among university graduates than college.
- ▶ About 3 graduates in 10 report having used Canada or Manitoba Student Loans as a method of funding their post-secondary education.
- ▶ About 1 graduate in 10 received financial support from Employment Insurance. Use of this source varies by post-secondary type. Almost 1 college graduate in 4 reports having used this source of funding compared with less than 1 university graduate in 20.
- ▶ Less than 1 graduate in 10 reports receiving support from research or teaching assistanceships. University graduates are more likely to cite this source than are college graduates.

These and other sources used by graduates are presented in Table 22.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Personal savings Q40	71%	77%	61%
Parents, grandparents, other relatives, or friends Q32	55%	65%	37%
Non-government scholarships, grants, or bursaries Q42	36%	48%	15%
Loans, lines of credit, credit cards Q28	35%	37%	31%
Government scholarships, grants, or bursaries Q41	32%	38%	22%
Canada or Manitoba Student loan Q30	28%	31%	24%
Spouse or partner Q31	15%	14%	17%
Your own Registered Education Savings Plan (RESP) Q38	13%	17%	7%
Employment Insurance Q36	11%	3%	25%
Sponsorship by an employer Q34	9%	7%	12%
Research and teaching assistantships Q33	7%	10%	1%
Sponsorship by Aboriginal, Métis, or Inuit organization Q35	6%	4%	10%
Your own Registered Retirement Savings Plan (RRSP) Q39	4%	4%	4%
Workers' Compensation Q37	<1%	<1%	1%
Other Q43	10%	9%	10%

Of the fifteen sources of funding for their education tested, the average number used is over three. About 2 respondents in 3 report using three or more sources. University graduates tend to depend on more sources than college graduates, possibly reflecting the sources used and the length of their program.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
One	13%	8%	20%
Two	21%	17%	29%
Three	24%	25%	22%
Four	20%	23%	15%
Five or more	22%	27%	13%
Average	3.3	3.6	2.8

5.2 Debt

Figure 1 provides a summary of graduates and whether they had education-related debt from either student loans or financial institutions at the time of the survey. Overall, 39% of graduates had some education-related debt, which includes 10% who had both types of debt.

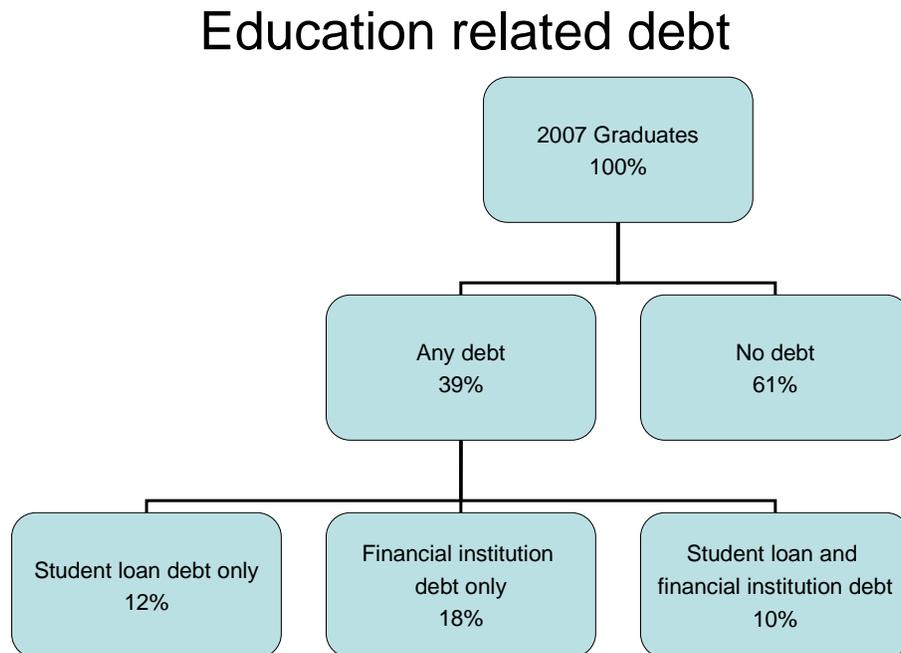


Figure 1

5.3 Debt owed to financial institutions

As shown in Table 24, 35% of graduates used loans, lines of credit or credit cards to support their education. Among these graduates,

- ▶ About 1 in 7 reports owing no debt to these institutions when they graduated from their program. Conversely, 8 in 10 report owing some amount (representing at least 28% of all graduates).
- ▶ About 6 in 10 owed \$5,000 or more including 17% who reported owing \$20,000 or more. University graduates who borrowed from financial institutions, report owing more. About 2 of these university graduates in 3 report owing financial institutions \$5,000 or more, including 21% who owe \$20,000 or more. Less than half of college graduates owe financial institution \$5,000 or more, and only 8% owe \$20,000 or more.

- ▶ Overall, the average amount owing is about \$11,000 (the median amount was \$6,000).⁹ The average amount owing for university graduates is about \$13,100 compared to \$6,800 for college graduates.
- ▶ As one might expect, debt from financial institutions is somewhat linked with age, as the average amount owed to financial institutions increase with age. Graduates 20 years of age and younger owe about \$8,200, which gradually increases to about \$15,700 for those 31 years of age and older.

Again, this is debt owed to financial institutions and does not include other types of debt such as government student loans.

Table 24: Education-related debt owed to financial institution Q29			
	Overall (n=1,278)	Type of institution	
		University (n=860)	College (n=418)
No debt	15%	14%	18%
\$1 – \$4,999	20%	16%	28%
\$5,000 –\$9,999	23%	23%	23%
\$10,000 – \$14,999	13%	14%	11%
\$15,000 – \$19,999	7%	8%	6%
\$20,000 or more	17%	21%	8%
Average debt (those with debt)	\$11,014	\$13,043	\$6,751
Median debt (those with debt)	\$6,000	\$7,915	\$5,000
Average debt (all graduates)	\$3,700	\$4,670	\$2,007
Median debt (all graduates)	\$0	\$0	\$0

5.4 Student loans

Below we examine those graduates who used Canada or Manitoba Student Loans, and then those who did not.

5.4.1 Used student loans

As mentioned above, about 3 graduates in 10 report having used Canada or Manitoba Student Loans to finance their post-secondary education. Of these,

- ▶ About 7 in 10 received loans for two or more years. A typical graduate received a loan for 2.7 years. Again, reflecting their longer programs, the typical university graduate reports receiving loans for three years compared to just two years for a college graduate.
- ▶ More than 1 respondent in 5 who had a student loan reports having no government student loan debt at the time of the interview. Conversely, 8 in 10 have debt owing (representing at least 22% of all graduates). About 2 respondents in 3 owe \$5,000 or more, including 20% who owe \$20,000 or more. On average, graduates with student

⁹ The median debt indicates the mid-point in a distribution and in this case divides the highest and lowest debt levels.

loans owe about \$12,000. The typical college graduate with a government student loan owes under \$8,000 compared to over \$14,000 owed by university graduates.

- ▶ Almost 1 in 4 reports that although they had a student loan, they also had the experience where they had applied but were not approved for a student loan. (This was more common among university graduates than college graduates).
- ▶ Similar to loans from financial institutions, the amount graduates owe in student loans tends to increase with age.

Table 25 shows the results for those who report having used government student loans.

Table 25: Use of student loans Q48/Q50/Q49			
	Overall (n=1,035)	Type of institution	
		University (n=713)	College (n=322)
Number of years received student loan Q48			
One year or less	31%	24%	45%
Two to three years	40%	39%	43%
Four to five years	22%	29%	8%
Six years or more	6%	8%	2%
Average number of years	2.7	3.0	1.9
Owed in student loans Q50			
No debt	17%	15%	22%
\$1 – \$4,999	15%	13%	18%
\$5,000 – \$9,999	18%	15%	24%
\$10,000 – \$14,999	15%	15%	14%
\$15,000 – \$19,999	11%	12%	7%
\$20,000 or more	20%	25%	7%
Average debt (those with debt)	\$12,092	\$14,081	\$7,537
Median debt (those with debt)	\$8,000	\$11,000	\$5,495
Average debt (all graduates)	\$3,260	\$4,155	\$1,696
Median debt (all graduates)	\$0	\$0	\$0
Not approved for a student loan after applying Q49			
Yes	23%	28%	12%

5.4.2 Repaying student loans

Among those who report having a Canada or Manitoba Student Loan, over 3 in 4 say they have had no difficulties repaying them. Over 1 in 5 has had difficulties, of these,

- ▶ Many took steps to help with their difficulties by making arrangements: they went on interest relief (26%), or were applying to do so (2%); others applied for interest relief, but did not qualify (5%); and still others made payment arrangements (9%).
- ▶ Others took steps to help make the repayments: they worked more, getting a job or a second job (18%); paid it using a different source such as a loan (8%); borrowed money from family or friends (5%); or reduced their expenses (4%).
- ▶ A few report they called Manitoba Student Aid (10%) or financial provider (5%) to get information, while others did nothing (7%) or even avoided the situation (1%).

The steps taken as reported by respondents who were having difficulties are shown in Table 26.

Table 26: Repaying student loans			
	Overall (n=1,035)	Type of institution	
		University (n=713)	College (n=322)
Experienced difficulties repaying student loans Q51			
Yes	21%	22%	20%
Steps taken Q52			
Went on interest relief	26%	30%	17%
Got a job / second job / worked more	18%	17%	23%
Called Manitoba Student Aid to get more information	10%	10%	11%
Made payment arrangements (deferred, extension, etc.)	9%	10%	9%
Paid off using different source (mortgage, loan, etc.)	8%	8%	7%
Contacted service provider / bank to get more information	5%	5%	5%
Applied for interest relief but did not qualify	5%	6%	1%
Borrowed money from family / friends	5%	5%	7%
Reduced expenses / budgeting	4%	3%	4%
Applied for / looking into interest relief	2%	3%	1%
Did nothing	7%	7%	8%
Avoided the situation	<1%	<1%	1%
Other	9%	8%	12%
Note: Only those graduates who indicated that they experienced difficulties repaying student loans were asked what steps they took to help with those difficulties.			
Note: Graduates could provide more than one response to Q52. Columns may sum to more than 100%.			

5.4.3 Did not use student loans

About 2 graduates in 3 report they did not use Canada or Manitoba Students Loans to support their education. Among those who did not use a student loan, about 1 graduate in 10 reports applying for such a loan at some point during the post-secondary studies.

Those who had never applied for a Canada or Manitoba Student Loan were asked why they had not. Their responses fall into three broad themes.

- ▶ No need. The most common reason for not applying is that they did not need one, because they could afford to pay for their education themselves (53%) or had funding through other sources such as their parents or other relatives (10%) or grants (9%).
- ▶ Do not qualify. Many said they did not apply because they did not think they would qualify (16%).
- ▶ Debt. Others say they did not want to go into debt (8%) or that it was easier to go into debt through a bank loan, line of credit or using credit cards (4%).

These and other reasons are shown in Table 27.

Table 27: Did not use student loan Q44/Q45			
	Overall (n=2,643)	Type of institution	
		University (n=1,621)	College (n=1,022)
Applied for a student loan Q44			
Yes	10%	11%	9%
No	89%	89%	90%
Reasons for not applying Q45			
Did not need one / could afford / money saved	53%	57%	49%
Did not need – parent / grandparent helping	10%	12%	6%
Did not need – have grant / funding / sponsorship	9%	5%	15%
Did not need – had RESP / parent(s) saved RESP	<1%	<1%	<1%
Did not need – spouse / partner helped / paid	<1%	<1%	1%
Thought I would not qualify	16%	19%	11%
Not willing to go into debt to pay for schooling	8%	8%	9%
Easier to get a bank loan, line of credit, use credit card	4%	3%	4%
Not aware of government student loans	3%	2%	5%
Parent(s) or others advised me not to apply	<1%	<1%	<1%
Application process is too difficult	<1%	<1%	<1%
Not worth the hassle / it is a bother to have a student loan	<1%	<1%	<1%
Prefer to borrow elsewhere / have other sources	<1%	<1%	<1%
Previously rejected for student loans	<1%	<1%	<1%
Missed application deadline	<1%	<1%	<1%
Did not know how to apply	<1%	<1%	<1%
Didn't bother / didn't think about it	<1%	<1%	2%
Other	1%	<1%	2%
Note: Only those graduates who did not apply for a student loan were asked why they did not apply. Note: Graduates could provide more than one response to Q45. Columns may sum to more than 100%.			

Those who said they thought they would not qualify were asked why. Their responses fall into four broad themes.

- ▶ Too much money. They believe that their parent (34%), themselves (13%), their household (5%), or their spouse (4%) made too much money to qualify.
- ▶ Residency. They were not a permanent resident or Canadian citizen (20%).
- ▶ Ownership. They believe that owning a vehicle (5%), having savings, investments, or RRSPs (3%), or a house or other property (2%) made them ineligible.
- ▶ Other issues. They knew someone else in a similar situation who did not qualify (3%), the program they were taking (because of the type or length) did not qualify (3%), they were told they did not qualify (3%), they did not qualify because of their age (1%), they did not qualify because they had scholarships or bursaries (1%) or because of a bad credit history (1%).

Table 28 shows the reasons these respondents did not think they would qualify for a student loan.

Table 28: Reasons would not think qualified Q46			
	Overall (n=374)	Type of institution	
		University (n=271)	College (n=103)
Parents make too much money	34%	39%	22%
Not a permanent resident/citizen	20%	23%	13%
Make too much money	13%	12%	14%
Living with my parents	7%	9%	3%
Household income too high	5%	3%	8%
Own a vehicle	5%	4%	8%
Spouse makes too much money	4%	3%	7%
Knew someone similar who did not qualify	3%	3%	3%
Told not eligible	3%	2%	5%
Having savings, investments, or RRSPs	3%	3%	4%
Length/type of program did not qualify	3%	2%	3%
Own a house/property	2%	1%	4%
Age restrictions	1%	<1%	3%
Have scholarships/bursaries	<1%	<1%	2%
Bad credit/bankruptcy	<1%	-	3%
Other	5%	4%	8%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

Those who reported they did not apply for a student loan because the application process was too difficult were asked what about the process they thought was difficult. Only 15 respondents received this question, but told us that the form was too long (n=5), there were too many forms (n=3), they had difficulty getting parents' information (n=2), they did not understand what was being asked (n=1), or some other difficulty (n=4).

5.5 Total loan debt

Overall, 4 in 10 graduates report having debt from at least one type of loan after they graduated, including 10% who report having debt from both government student loans and financial institutions. As shown in Table 29:

- ▶ The average graduate owes about \$7,000 in debt, but among those with any debt, this amount more than doubles to just over \$17,400. In fact, 12% of graduates (30% of those with debt) graduated with loans totaling \$20,000 or more.
- ▶ On average, university graduates owe more in loans than college graduates, most likely because a typical program of studies in university is longer than a college program and includes graduates of professional programs (such as medicine, dentistry, and law).

Table 29: Use of student loans and loans from financial institutions Q29/Q50			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Debt from			
No debt	58%	55%	63%
Debt from student loans only	12%	12%	10%
Debt from financial institutions only	18%	18%	17%
Debt from both sources	10%	12%	7%
Owed in loans			
No debt	58%	55%	63%
\$1 – \$4,999	8%	6%	10%
\$5,000 – \$9,999	9%	9%	10%
\$10,000 – \$14,999	6%	7%	6%
\$15,000 – \$19,999	4%	5%	3%
\$20,000 or more	12%	16%	5%
Average debt (those with debt)	\$17,404	\$20,500	\$10,691
Median debt (those with debt)	\$11,000	\$14,000	\$8,000
Average debt (all graduates)	\$7,026	\$8,894	\$3,751
Median debt (all graduates)	\$0	\$0	\$0

5.6 Employment during studies

As shown in Table 30, most respondents report that while in their program they were working full- or part-time during the school year. This does not include work placements such as internships or cooperative education-related jobs.

- ▶ About 7 respondents in 10 report that they worked during the school year while taking their program. Most often they worked part-time.
- ▶ University graduates are more likely than college graduates to report that they had worked during the school year, especially part-time. Conversely, college graduates are more likely to report they were not employed during the school year.

Table 30: Working during the school year Q53			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Full-time	13%	11%	17%
Part-time	57%	67%	40%
Both full- and part-time	2%	3%	<1%
Was not employed during the year	29%	20%	43%

Note: Graduates could choose more than one response. Columns may sum to more than 100%.

More respondents report they worked during the summer months while in their program.

- ▶ Over 8 graduates in 10 report having worked in the summer during their post-secondary program. Most commonly they worked full-time in the summer.
- ▶ University graduates are more likely than college graduates to report they worked during the summer months. However, college graduates report having less of an opportunity to work then, since their program often did not include a summer break.

	Overall (n=3,670)	Type of institution	
		University (n=2,327)	College (n=1,343)
Full-time	61%	70%	45%
Part-time	15%	18%	11%
Both full- and part-time in one summer	5%	7%	2%
My program did not include a summer break	9%	1%	21%
Was not employed during the summer	12%	7%	20%
Note: Graduates could choose more than one response. Columns may sum to more than 100%.			
Note: This question was added after the pre-test and therefore was not asked of all respondents.			

Those respondents who report that they worked either during the school year or in the summer months were asked why they chose to work.

- ▶ About 1 in 3 explicitly state that they needed the funds to support their studies, such as paying for tuition.
- ▶ Many others need money for a variety of items that may or may not have included their education. About 1 in 4 simply says they needed an income and another 1 in 5 says they needed money to pay bills. About 1 in 7 needed money for social activities or to maintain a certain lifestyle. Fewer say the work was to pay for necessities or support their household or family.
- ▶ For some it was about future employment or a career. About 1 in 10 says they wanted to build up their résumé or get experience, while others wanted to maintain an on-going position.

These and other reasons for working are found in Table 32.

Table 32: Reasons for working Q56			
	Overall (n=3,169)	Type of institution	
		University (n=2,220)	College (n=949)
Needed funds to support studies/pay tuition	33%	38%	19%
Needed a source of income	25%	25%	25%
Needed to pay bills at home/auto loan	19%	19%	20%
Needed funds for social activities/lifestyle	15%	16%	13%
Wanted to build CV/résumé/needed experience	11%	11%	12%
Maintain on-going position in a job	6%	4%	10%
Pay for necessities (food and shelter)	5%	4%	5%
Support household/family	4%	3%	5%
Could not get into classes, had extra time	3%	4%	3%
Wanted to pay down student debt	2%	2%	1%
Did not get enough student loan funding	<1%	1%	<1%
Save money	1%	1%	1%
To avoid taking out loans	<1%	<1%	<1%
Was not employed for long/very much	<1%	<1%	<1%
Other	1%	<1%	2%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

6.0 Post Graduation: Migration and willingness to relocate

In this section, we report on post-graduation migration and respondent willingness to relocate to get a better job.

6.1 Moved since graduating

Since graduating, about 1 respondent in 5 reports having moved at least once to a different community. Conversely, almost 8 in 10 have not moved to another community since graduating although they may have moved within the same city or town.

Most commonly, respondents report one move to a different community (18%), although a few have moved two or more times (4%) since graduating. See Table 33.

	Overall (n=3,659)	Type of institution	
		University (n=2,321)	College (n=1,338)
None	78%	75%	82%
1	18%	20%	15%
2	3%	4%	2%
3 or more	1%	2%	<1%
Average (all graduates)	0.3	0.3	0.2
Average (those who moved)	1.3	1.3	1.2

Note: This question was added after the pre-test and therefore was not asked of all respondents.

Among those who have moved at least once since graduating,

- ▶ Just over half moved to another community within Manitoba (this represents about 12% of all graduates). College graduates are more likely than university graduates to have moved to communities within the province.
- ▶ About 4 in 10 moved elsewhere within Canada (representing about 9% of all graduates).
- ▶ Over 1 in 10 moved outside of Canada (representing about 3% of all graduates). University graduates are more likely than college graduates to have moved to communities outside of Canada.

	Overall (n=816)	Type of institution	
		University (n=582)	College (n=234)
Another community within Manitoba Q63	52%	45%	69%
Another province outside of Manitoba Q64	40%	44%	30%
Country outside of Canada Q65	13%	17%	2%

When looking at the net migration of the graduates we spoke to:¹⁰

- ▶ Among graduates who were living in Manitoba at the time they applied for their program, 94% are living in the province at the time of their survey. Just 6% (approximately 190 graduates) are living outside of Manitoba.
- ▶ Conversely, 64% of those who were living outside of Manitoba at the time they applied for their program are still living in Manitoba (approximately 240 graduates).

As shown in Table 35, when asked what their main reason was for their most recent move, the most common reasons were:

- ▶ Education. About 1 in 5 reports moving to continue their education. This reason for moving is much more common among university graduates than college graduates.
- ▶ Employment. Many graduates moved for employment related reasons in general (16%), because they had accepted a job (8%), to find a better paying job (7%), to be closer to where they work (4%), or other job related reasons.
- ▶ Personal reasons. Many moved for personal reasons, including because their family or spouse was moving (11%), marriage or engagement (7%), the purchase of a new house (6%), or moving back to their home town or city after graduating (5%).

¹⁰ However, some of this may be a function of who we were able to locate as part of this study. While only 10% of those surveyed lived outside Manitoba, it is likely that those graduates that are highly mobile will be the most difficult to track down for this survey.

	Overall (n=816)	Type of institution	
		University (n=582)	College (n=234)
To attend school/grad school	20%	25%	8%
Job/work/employment (general)	16%	16%	15%
To follow spouse/partner/family	11%	10%	12%
Accepted employment/job	8%	9%	7%
Marriage/engagement	7%	6%	8%
Find better paying job	7%	6%	10%
New house	6%	5%	8%
Moved back to home city	5%	4%	6%
For a change/travel	4%	4%	3%
To be closer to work	4%	3%	6%
Lower cost of living/to save money	4%	3%	5%
Personal reasons	3%	3%	3%
To find a job/look for work	2%	2%	3%
Company moved me/transfer	2%	2%	2%
Gain work experience	1%	1%	<1%
Disliked where I was living	1%	<1%	3%
To get out of the city	1%	1%	1%
To move into the city	<1%	<1%	<1%
Accepted work in a particular field	<1%	<1%	<1%
Long term career development opportunities	<1%	<1%	-
To find work in a particular field	<1%	<1%	-
Accepted a better paying job	<1%	-	<1%
Other	3%	2%	3%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

6.2 Willingness to migrate for a better job

We presented graduates with a hypothetical situation asking them whether they would move if they were offered a better job. Among those graduates currently living in Manitoba:

- ▶ One graduate in 4 says they would not be willing to move for a better job.
- ▶ Almost 6 in 10 say they would move to another location within Manitoba, while about the same says they would be willing to move elsewhere in Canada.
- ▶ About 3 in 10 say they would move to the US for a better job and 4 in 10 say they would be willing to move to another country (other than the US)

Those currently living in another province or territory, 8 in 10 would be willing to move to somewhere for a better job, including 2 in 3 who would move to another province in Canada.¹¹

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Currently living in Manitoba			
Will not move	25%	21%	31%
To another place in Manitoba	57%	58%	56%
To another province in Canada	60%	64%	52%
To the United States	30%	33%	25%
To another country, other than the US	42%	50%	31%
Currently living in another province or territory			
Will not move	18%	17%	21%
Within the same province in which you live	60%	60%	58%
To another province in Canada	67%	68%	60%
To the United States	36%	36%	35%
To another country, other than the US	48%	52%	33%
Note: Graduates could choose more than one response. Questions may sum to more than 100%. *Caution small sample.			

¹¹ This same question was asked of those currently living in the United States, but because of the small sample (n=13) the results are not presented here.

7.0 Education activities after graduation

In this section, we examine education and training activities of respondents since graduating.

7.1 Post-secondary education after graduation

Since graduating from their program, about 3 graduates in 10 report they have enrolled in another program at a university or college leading to a diploma, certificate, or degree. Having enrolled in a post-secondary program since graduating from their program is more common among university than college graduates.

Of those who have enrolled in a post-secondary program since graduating:

- ▶ About 7 in 10 were enrolled full-time. University graduates are more likely to be enrolled full-time than are college graduates.
- ▶ About 2 in 10 report that at least part of the program involved distance education, include 10% who say the entire program was distance education. The older graduates are, the more likely they are to have taken these studies through distance education.
- ▶ Almost 1 in 7 of those who were enrolled (about 5% overall) had completed the requirements of this program at the time of the survey. This suggests that although 31% had enrolled in a program after graduating, just 26% of all graduates were enrolled in their program at the time they were surveyed. College graduates are more likely to have completed the requirements for their additional post-secondary studies than are university graduates.

Table 37 shows complete results.

Table 37: Post-graduation education			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Enrolled in a program at a university or college Q69			
Yes	31%	36%	22%
Enrollment status Q72			
Full-time	71%	77%	55%
Part-time	27%	21%	44%
Amount of distance education Q76			
None	78%	81%	70%
Less than half	9%	7%	13%
About half	1%	1%	2%
More than half	<1%	1%	-
All of it	10%	9%	14%
Completed requirements Q74			
Yes	15%	13%	22%
Note: Only those graduates who have enrolled in another program were asked whether they enrolled on a full- or part-time basis, how much of the program was taken through distance education and whether they have completed the requirements for this program.			

Table 38 shows the post-secondary institution in which these graduates enrolled for additional post-secondary studies.

- ▶ About 7 in 10 enrolled at a Manitoba post-secondary institution, most commonly the University of Manitoba (37%), Red River College (12%), or the University of Winnipeg (10%).
- ▶ About 1 in 5 was enrolled in a post-secondary institution in Canada, but outside of Manitoba.
- ▶ A few graduates (3%) were enrolled at a post-secondary institution outside of Canada.

It appears that university graduates are most likely to enroll at another university after graduating, whereas college graduates are most likely to enroll at another college.

Table 38: Post-secondary institution enrolled in Q70			
	Overall (n=1,132)	Type of institution	
		University (n=835)	College (n=297)
University of Manitoba	37%	44%	19%
Red River College	12%	5%	33%
University of Winnipeg	10%	10%	9%
Brandon University	5%	5%	3%
Collège Universitaire de Saint-Boniface	3%	3%	3%
Assiniboine Community College	3%	<1%	10%
University College of the North	1%	<1%	4%
Canadian Mennonite University	<1%	<1%	-
William and Catherine Booth College	<1%	<1%	<1%
Providence College and Seminary	<1%	<1%	-
Steinbach Bible College	<1%	-	<1%
Other Canadian institution	21%	23%	15%
American university or college	2%	3%	<1%
International university or college	1%	2%	-
Other	5%	4%	6%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

Table 39 shows the field of study graduates were enrolled in following graduation. The most common were education, health professions, and business, management and related services.

	Overall (n=1,132)	Type of institution	
		University (n=835)	College (n=297)
Education	21%	25%	10%
Health professions	19%	18%	20%
Business, management, and related services	15%	11%	26%
Public administration	4%	4%	2%
Social sciences	4%	5%	<1%
Psychology	3%	3%	2%
Liberal arts, sciences, general studies or humanities	3%	3%	4%
All others	34%	33%	36%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

The program that these respondents enrolled in following their graduation in 2007 most commonly will result in a bachelor's degree, a master's degree, and college diploma or certificate.¹² University graduates are more likely to be seeking a graduate degree, either a master's or doctorate, whereas college students are more likely to be seeking a college diploma or certificate. See Table 40.

	Overall (n=1,132)	Type of institution	
		University (n=835)	College (n=297)
Bachelor's degree	35%	36%	33%
Master's degree	21%	28%	1%
College diploma or certificate	14%	6%	36%
Professional association, diploma, certificate or licence	8%	8%	8%
Trade/vocational certificate or diploma	5%	3%	10%
University certificate or diploma below Bachelor's degree	4%	4%	4%
First professional degree	4%	5%	<1%
University diploma or certificate above Bachelor's	3%	4%	<1%
Doctorate degree	2%	3%	-
Technical institute diploma or certificate	1%	<1%	3%
Just a course	<1%	1%	<1%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

¹² Graduates' responses were coded based on the type of credential indicated, which may not accurately reflect the credential sought at the institution they are attending. For example, graduates who indicated that they were seeking an Education degree were coded under "Bachelor's degree"; however, at the University of Manitoba, Education is an after-degree program, whereas at the University of Winnipeg, it is a Bachelor's program.

The main reasons for taking this additional program after graduating are job-related.

- ▶ Graduates most commonly report enrolling in additional post-secondary studies because they wanted to get a better job (26%), obtain a specific career (20%), get a job (4%), perform better at a current job (4%), earn more money (4%) or keep a job (3%).
- ▶ Other reasons include that they were interested in the program of studies (25%), it was required in order to further their education (14%), or for general self-improvement (10%).

See Table 41 for complete results.

Table 41: Main reason for taking the program Q75			
	Overall (n=1,132)	Type of institution	
		University (n=835)	College (n=297)
To get a better job	26%	24%	31%
Area is of interest	25%	26%	20%
To obtain a specific career	20%	24%	9%
Prerequisite for further education	14%	14%	13%
For general self-improvement	10%	8%	17%
To get a job/employment	4%	5%	2%
To attend a better institution	4%	4%	3%
To perform better at current job	4%	3%	8%
To earn money	4%	3%	7%
To keep a job	3%	2%	4%
Other	2%	1%	2%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

7.2 Other job-related training courses

Since graduating, almost half report having taken other job or career-related training, among which almost half report that the training lasted 20 hours or more (representing about 21% of all graduates).

Of those who had taken at least one job-related course lasting 20 hours or more, on average graduates report taking about two such courses, with graduates split about equally between those who have taken one course and those who have taken two or more. See Table 42.

Table 42: Job-related training			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Taken other job or career-related training Q79			
Yes - taken job or career-related training	45%	47%	42%
Lasted 20 hours or more Q80			
Yes	46%	49%	38%
Number of courses taken Q81			
1	53%	53%	52%
2	21%	21%	20%
3 or more	24%	23%	26%
Average	2.2	2.2	2.4
Note: Only those graduates who have taken other job or career-related training were asked whether this training lasted 20 hours or more.			
Note: Only those graduates who have taken other job or career-related training that lasted 20 hours or more were asked how many courses they had taken.			

8.0 Work experience and employment outcomes after graduation

In this section, we explore graduates' employment experiences after graduation.

8.1 Employment status

As shown in Table 43, about 9 graduates in 10 are currently employed. This population of graduates compares very well to the Manitoba labour force in 2007, when the employment rate among Manitobans with a post-secondary credential was 90%.¹³ Among those not currently enrolled full-time in an educational program this increases to 91%.¹⁴

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Currently employed	88%	88%	89%
Not employed	12%	12%	11%

Of those currently employed graduates:

- ▶ Eight in 10 currently hold one job, while about 1 in 5 holds two or more jobs.
- ▶ Since graduating about half of graduates have held two or more different jobs. The typical graduate has held almost two jobs since graduating.

See Table 44.

	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
Number of current jobs Q83			
1	80%	78%	83%
2	17%	18%	15%
3 or more	3%	4%	2%
Average	1.2	1.3	1.2
Number of jobs since graduating Q84			
1	46%	44%	50%
2	35%	34%	35%
3	13%	15%	11%
4 or more	6%	7%	4%
Average	1.8	1.9	1.7

¹³ Statistics Canada. (2007). Selected Labour Force Characteristics by Educational Attainment [2007 Annual Estimates]. Labour Force Survey.

¹⁴ Respondents were reminded that “when thinking about these experiences, please include self-employment as well as any jobs that began before graduation and continued after graduation.”

8.2 Hours worked

The typical respondent who works is involved in full-time employment.

- ▶ The typical graduate reports working over 35 hours a week, often because they are holding down more than one job. If all jobs are considered, over 8 in 10 are working 35 hours or more per week.
- ▶ The job that respondents consider their main job,¹⁵ typically involves almost 38 hours of work per week, and almost 8 in 10 are working 35 hours or more per week at their main job.
- ▶ Men appear to be working more hours in their main job than women. Two in 3 male graduates (67%) are working 40 hours a week or more compared to just under half (46%) of female graduates. On average, male graduates are working 40 hours a week at their main job compared to 36 hours a week for females.

See Table 45.

Table 45: Hours worked			
	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
Total hours worked per week all jobs Q89 Q102			
0 to 9	1%	1%	<1%
10 to 24	6%	6%	5%
25 to 34	10%	9%	11%
35 or more	82%	82%	82%
Average	41.3	41.5	41.0
Hours worked per week main job Q89			
0 to 9	1%	2%	<1%
10 to 24	8%	9%	7%
25 to 34	12%	11%	13%
35 or more	78%	78%	78%
Average	37.7	37.7	37.8

¹⁵ It was explained that by main job we meant the job where they work the most hours in a week.

8.3 Annual income

Among those who are working, half report an income of \$30,000 or more. As would be expected the main job accounts for the bulk of this income. See Table 46. Of course, income is often dependent on the program from which they have graduated and other factors such as their current educational involvement.

Table 46: Income				
	Overall (n=3,248)	Type of institution		
		University (n=2,048)	College (n=1,200)	
All jobs Q91A				
Less than \$15,000	16%	20%	10%	
\$15,000 – \$30,000	28%	23%	38%	
\$30,000 – \$45,000	25%	24%	29%	
\$45,000 – \$60,000	18%	22%	12%	
More than \$60,000	7%	8%	6%	
Main job Q92A				
Less than \$15,000	16%	20%	10%	
\$15,000 – \$30,000	29%	23%	38%	
\$30,000 – \$45,000	26%	24%	29%	
\$45,000 – \$60,000	18%	22%	12%	
More than \$60,000	7%	8%	5%	

Of course, those who hold a full-time main job (35 hours or more a week) report higher incomes. As shown in Table 47 below, about 6 in 10 of those who have a full-time job report an annual income of \$30,000 or more.

Table 47: Income from main job by full or part time				
	Overall (n=3,254)	Full time (35 hrs or more) (n= 2,520)	Part time (34 hrs or less) (n=697)	
Less than \$15,000	16%	10%	40%	
\$15,000 – \$30,000	29%	26%	35%	
\$30,000 – \$45,000	26%	29%	11%	
\$45,000 – \$60,000	18%	22%	6%	
More than \$60,000	7%	9%	2%	

8.4 Profile of respondents main job

Among graduates who are currently employed:

- ▶ Almost 3 in 4 report that their main job is permanent, while another 1 in 5 says their job is temporary or contract employees. The remaining 1 graduate in 10 is a seasonal employee. College graduates are more likely than university graduates to be permanent employees. Those who are employed full-time in a single job are more likely to report that that job is permanent (76%) than are those working in part-time in one or more jobs (60%)

- ▶ On average, graduates have been employed in their main job for almost two years. In fact, almost half of working graduates have been employed at their position for over one year. This suggests they had this job before they graduated or got it immediately after. There is also a large contingent of graduates who are new employees, with about 1 in 5 having been employed at their main job for 6 months or less. On average, college graduates have been employed at their main job longer than university graduates. This is most likely because college graduates are older and include some who graduated in 2006.
- ▶ Slightly more than 1 in 20 reports being self-employed in their main job.
- ▶ A few (2%) report working on a reserve or First Nations community. Of those who self-identified as Aboriginal and are currently working, 14% are currently working on a reserve or First Nations community.

These results are shown in Table 48.

Table 48: Employment type			
	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
Job type Q86			
Permanent	73%	67%	83%
Temporary	19%	23%	11%
Seasonal	8%	10%	6%
Length of time in position Q90			
Hired but not yet working	<1%	<1%	<1%
3 months or less	12%	14%	8%
4 to 6 months	8%	7%	8%
7 to 9 months	9%	9%	10%
10 months to one year	24%	26%	21%
More than one year	45%	42%	51%
Average (in months)	23.8	21.9	27.3
Self-employed Q85			
Yes	6%	6%	6%
Work on a reserve or First Nations community Q95			
Yes	2%	2%	3%

The most common types of business, industry, or service in which respondents are working are health care and social assistance (25%) and education (15%). Overall, 1 graduate in 4 who is currently employed works in the health or social assistance fields, while about 1 in 7 works in education. Compared to the Manitoba labour force, graduates are more likely to be working in health care and social assistance (14% of the Manitoba labour force) and education services (8%) and less likely to be working in manufacturing (11%).¹⁶

¹⁶ Statistics Canada (2008, December 5). Labour Force Information. [Catalogue no. 71-001-X].

Table 49 shows the proportion of graduates working in each industry type for those industries recording at least 2% of working graduates.

Table 49: Industry Q88			
	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
Health care and social assistance	25%	21%	32%
Educational services	15%	18%	9%
Professional, scientific and technical services	9%	10%	6%
Public administration	9%	11%	6%
Retail trade	6%	5%	6%
Finance and insurance	5%	5%	5%
Manufacturing	4%	3%	5%
Transportation and warehousing	2%	2%	3%
All others*	26%	25%	29%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.
 *The other category contains industries representing 1% or less of the sample.

8.5 Current educational activity and employment

The figure below shows that employment activity depends on their current educational activity.

- ▶ As mentioned, 69% of graduates report that they took no post-secondary college or university programs after graduating. The remaining 31% did, including 5% who have since finished that program.
- ▶ About 9 in 10 of those currently not in a post-secondary program (including those who were but have since completed it) report being employed (this represents 67% of all graduates). Of these, 85% are employed full-time (or 57% of all graduates) and 14% are employed part-time (or 9% of all graduates).
- ▶ About 8 in 10 of those currently in a post-secondary program are also employed (representing 21% of all graduates). Of these, 73% are employed full-time (or 15% of all graduates) and 26% are employed part-time (or 5% of all graduates).

Education and Employment

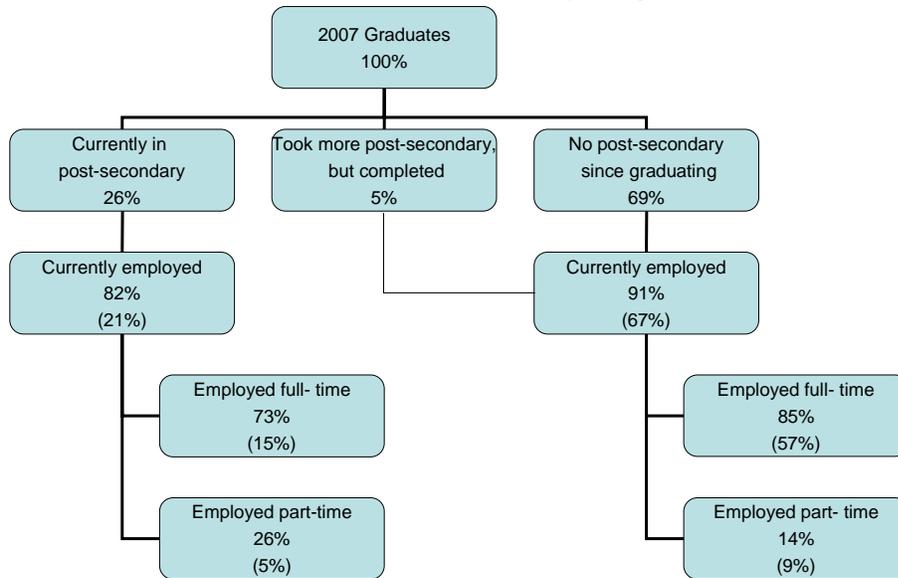


Figure 2

Respondents who are not currently enrolled in any other programs at a university or college are more likely to be permanent. Of those not currently enrolled in an educational program (either full- or part-time), 78% report their job is permanent, while those currently enrolled full-time, only 42% report their job is permanent. Interestingly, 85% of those who are currently enrolled part-time in a university or college program report being permanent.

8.6 Feelings about current employment

According to results in Table 50, over 8 in 10 working graduates report they are satisfied with their current job, including 43% who are very satisfied. Over 1 working graduate in 20 is dissatisfied.

	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
Very satisfied	43%	40%	48%
Satisfied	41%	42%	40%
Neither satisfied or dissatisfied	9%	11%	7%
Dissatisfied	4%	5%	3%
Very dissatisfied	2%	2%	1%

Those who are not currently enrolled in a post-secondary program are more likely to be satisfied with their main job. Of those who have finished their post-secondary education (at least for now), 86% are satisfied (40%) or very satisfied (46%) with their job. This compares with 78% of those who are currently in school full-time. While the vast majority are satisfied in both cases, the reasons may be very different. Similarly, those working full-time in a single job are more likely than those who are working two or more part-time jobs to be satisfied.

Around 7 graduates in 10 say that their current job is significantly or moderately related to:

- ▶ their general skills and abilities acquired in their studies (including 55% who say it is significantly related),
- ▶ the subject-area knowledge acquired during studies (51% significantly related)
- ▶ the program from which they graduated (52% significantly related).

In each case, college graduates are more likely than university graduates to say their studies and program are more related to their job(s). See Table 51.

	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
General skills and abilities acquired in studies Q96	71%	66%	79%
Subject-area knowledge acquired during studies Q97	69%	64%	78%
Program from which they graduated Q98	68%	63%	77%

In all these areas, those who are currently not enrolled in another post-secondary program are more likely to report that their current job is related to the program from which they graduated. For example, about 77% of those who are not currently in an education program say their job is related to the general skills and abilities that they acquired during their studies in their program. This compares with 47% of those who are currently in a post-secondary program full-time.

Those in a program part-time are also likely to say the program is related to their current job (71%).

As shown in Table 52, among graduates with at least one job:

- ▶ About 2 in 3 feel they are qualified for their job, while 3 in 10 say they are overqualified. Just 3% of graduates feel under-qualified for their job.
- ▶ Slightly more than 8 in 10 say their education was at least somewhat helpful in getting their current job, including over half who say it was very helpful. Slightly less than 1 student in 5 says their education and training was not at all helpful in getting their job.

Table 52: Qualify and getting job			
	Overall (n=3,248)	Type of institution	
		University (n=2,048)	College (n=1,200)
Qualified for job Q99			
Overqualified	30%	32%	27%
Qualified	66%	63%	70%
Under-qualified	3%	4%	3%
Helpfulness of education to get job Q100			
Very helpful	53%	48%	63%
Somewhat helpful	28%	32%	22%
Not at all helpful	17%	19%	14%

Those who have completed their post-secondary education (at least for now) are more likely to report their education was helpful in getting their job. Of those who are not currently enrolled in a post-secondary program (either full- or part-time), 85% report their education and training was somewhat (27%) or very (58%) helpful in getting their job. This compares with 66% of those who are currently full-time in another post-secondary program.

8.7 Not currently employed

About 1 graduate in 10 is unemployed. Among them over 4 in 10 say they are actively looking for a job. See Table 53.

Table 53: Looking for employment Q106			
	Overall (n=426)	Type of institution	
		University (n=283)	College (n=143)
Yes, looking for a job	43%	39%	53%
No, not looking for a job	56%	61%	47%

Those graduates who were looking for employment but did not currently have a job, explain the reason they do not have a job is because:

- ▶ They had a job, but were laid off or otherwise lost it (23%), quit (6%), or is seasonal work (2%).
- ▶ They cannot find work where they are currently living (19%), just moved back and have not had time to find a job (10%), cannot find full-time work (2%), or that no one is hiring (2%).
- ▶ Some other common activities keeping them from getting a job include going to school (10%), dealing with personal or family responsibilities (9%), or taking time off (6%).

See Table 54 for complete results.

	Overall (n=186)	Type of institution	
		University (n=110)	College (n=76)
Lost job/laid off	23%	27%	17%
Cannot find work in area	19%	17%	23%
Just moved back	10%	13%	5%
Going to school	10%	11%	8%
Personal or family responsibilities	9%	3%	18%
In process of looking/waiting for interview	7%	9%	5%
Took time off	6%	10%	1%
Quit job	6%	6%	5%
Could not find full-time work	2%	<1%	5%
Seasonal job	2%	3%	1%
Parental leave	2%	1%	4%
Salary too low in jobs available	2%	2%	2%
No one currently hiring	2%	2%	3%
Own illness or disability	1%	<1%	2%
Need more education	1%	<1%	2%
Unable to obtain required license/certificate/etc.	<1%	-	2%
Other	2%	1%	3%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

Among those graduates who are not looking for a job:

- ▶ Many report that they are not looking for a job, because they are currently going to school (46%). This is much higher among university graduates than college graduates.
- ▶ Others are not looking for personal reasons, such as personal or family responsibilities (12%), parental leave (8%), or taking time off or traveling (7%). Parental leave is much higher among college graduates than university graduates.
- ▶ Some say they are not looking for work because they already have a job lined up (9%), while others are set to start a new job shortly (6%). A few are waiting for a call

from a previous employer for seasonal work (3%) or have not heard from previous employer (1%).

See Table 55.

Table 55: Reasons for not looking for a job Q108			
	Overall (n=239)	Type of institution	
		University (n=173)	College (n=67)
Going to school	46%	54%	27%
Personal or family responsibilities	12%	12%	13%
Have a job lined up	9%	4%	20%
Parental leave	8%	5%	17%
Taking time off/travelling	7%	8%	4%
Starting new job shortly	6%	7%	1%
Volunteering/residency/internship	4%	6%	1%
No longer interested in finding a job	3%	2%	4%
Waiting for recall to former employer (seasonal)	3%	2%	4%
Moving/just moved	2%	2%	3%
Own illness or disability	1%	-	5%
Waiting for reply from employer	<1%	1%	-
Cannot find the type of job wanted	<1%	-	3%
Other	3%	2%	3%
No reason	<1%	<1%	-

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

9.0 General outlook since graduating

In this section, we examine graduates overall outlook on their post-secondary experiences since graduating, as well as their expectations to continue training and learning in the future.

9.1 Satisfaction with various aspects of education

Most graduates appear to be satisfied or very satisfied with several aspects of their program. Overall, 9 graduates in 10 report they are satisfied with the overall quality of the educational experience, including 39% who are very satisfied.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Very satisfied	39%	35%	45%
Satisfied	50%	53%	45%
Neither satisfied or dissatisfied	6%	7%	5%
Dissatisfied	3%	3%	3%
Very dissatisfied	1%	1%	2%

Almost, 9 graduates in 10 report they are satisfied with the quality of teaching in their program, including 35% who are very satisfied.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Very satisfied	35%	30%	42%
Satisfied	51%	55%	45%
Neither satisfied or dissatisfied	9%	9%	7%
Dissatisfied	4%	4%	3%
Very dissatisfied	1%	1%	1%

Again, almost 9 graduates in 10 report being satisfied with the content of their program, including 28% who are very satisfied.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Very satisfied	28%	24%	36%
Satisfied	58%	61%	54%
Neither satisfied or dissatisfied	9%	11%	6%
Dissatisfied	4%	4%	3%
Very dissatisfied	<1%	<1%	<1%

9.2 Select program and institution again

When we asked respondents to reflect on the programs and institution from which they recently graduated, and knowing what they know now, a year or more after graduating, would they make the same choices; most would.

9.2.1 Select same field of study

Knowing what they know now, most say they would probably select the same field of study. Over 8 graduates in 10 would at least probably choose the same field of study, including half who definitely would.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Definitely yes	51%	51%	53%
Probably yes	32%	32%	32%
Probably no	11%	11%	9%
Definitely no	5%	5%	6%

Conversely, about 1 graduate in 6 says they probably or definitely would not choose the same field of study, knowing what they know now. The most common reasons for not selecting the same field of study are that: they cannot find work in their field or similarly, it is difficult to find a career with their current degree, diploma, or certificate; their interests have changed; or they are generally not satisfied with the choice of program or field of study. These and other reasons are found in Table 60.

	Overall (n=578)	Type of institution	
		University (n=377)	College (n=201)
Couldn't find work in my field	28%	29%	25%
Change of interest / new career plan / chose another field	28%	30%	23%
Not satisfied with my choice of field of study or program	18%	14%	26%
Hard to find a career with current degree / too general	11%	14%	6%
Better opportunities in another field	6%	7%	5%
Not satisfied with salary or wage in current job	6%	4%	8%
Not satisfied with current job or career in field	4%	2%	7%
This field wasn't my first choice	3%	4%	1%
Degree or course was not recognized	2%	2%	2%
Other	4%	3%	5%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

9.2.2 Select same post-secondary institution

Knowing what they know now, most graduates say they would probably select the same post-secondary institution. Almost 9 graduates in 10 say they at least probably would choose the same post-secondary institution, including almost 6 in 10 who definitely would.

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Definitely yes	56%	52%	63%
Probably yes	32%	35%	27%
Probably no	7%	8%	5%
Definitely no	4%	4%	4%

About 1 in 10 says they would probably or definitely choose another post-secondary institution, knowing what they know now. The most common reasons for not selecting the same institution are that they did not like the program, its content, or think it lacks prestige; the institution does not have the field of study they now want; they did not like the quality of administration; and they did not like the quality of the teaching or teaching staff. See Table 62.

	Overall (n=405)	Type of institution	
		University (n=284)	College (n=121)
Did not like the program – content / prestige	36%	42%	23%
Institution does not have the field of study I want	24%	19%	35%
Did not like the quality of administration or management	16%	14%	19%
Did not like the quality of teaching or staff	15%	13%	22%
Did not like the atmosphere – impersonal / lack of support	8%	11%	2%
Want to move away / new experience	6%	7%	4%
Did not like the institutions' facilities	6%	7%	4%
Costs related to education	3%	3%	5%
Would prefer to study closer to home	1%	-	4%
No cooperative program offered in my field	<1%	<1%	-
Other	5%	6%	4%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

Those graduates who say they would probably or definitely select the same institution, report that the main reason they would make the same selection is because the institution has good programs, good departments or a good reputation; the institution is close to their home and is convenient; and the institution has good and/or accessible instructors. Others say that would go to the same institution again because it is small, has small classes, and/or provides personal attention; or they simply like the institution, saying that it has a friendly atmosphere. See Table 63.

Table 63: Reasons for selecting same institution Q25

	Overall (n=3,237)	Type of institution	
		University (n=2,026)	College (n=1,211)
Institution has good programs / departments / reputation	35%	33%	39%
Institution is close to home / convenience / location	33%	40%	21%
Institution has good / accessible instructors / professors	27%	24%	32%
Small institution / small class sizes / personal attention	15%	18%	11%
Like the institution / friendly / personable atmosphere	12%	11%	13%
It was an overall good experience	6%	6%	7%
Good value for money / reasonable price	6%	7%	3%
Got the education and training I was looking for	4%	3%	6%
Institution offers preferred field of study	3%	3%	4%
Institution has good facilities	2%	2%	3%
Institution has a cooperative program	<1%	<1%	1%
No other options / limited selection	<1%	<1%	1%
Easier admission - previously attended / transfer credits	<1%	1%	<1%
Institution offers faith-based values / education	<1%	<1%	-
No particular reason	<1%	<1%	<1%
Other	<1%	<1%	<1%

Note: Graduates could provide more than one response. Columns may sum to more than 100%.

9.3 Satisfaction since graduating

Graduates were asked a series of questions about their satisfaction with their post-secondary education experience, their current employment situation, and their current financial situation. They were asked to rate their satisfaction on a scale of 1 to 5, where 1 means very dissatisfied and 5 means very satisfied.

Table 64 shows those who say they are satisfied with these aspects (rating of 4 or 5 out of 5).

- ▶ Eight graduates in 10 are satisfied with their overall post-secondary education experience, including 28% who are very satisfied.
- ▶ Almost 7 graduates in 10 are satisfied with their current employment situation, including 35% who are very satisfied.
- ▶ Just over half are satisfied with their current financial situation, including 17% who are very satisfied. One in 5 (17%) graduates are dissatisfied with their current financial situation, including 6% who are very dissatisfied.

Table 64: Satisfaction since graduating: Satisfied (4 or 5 out of 5)			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Your overall post-secondary education experience Q59	80%	79%	82%
Your current employment situation Q58	69%	67%	73%
Your current financial situation Q60	53%	52%	56%

As would be expected, satisfaction is a function of what they are currently doing. Graduates' satisfaction with their overall post-secondary education is the same regardless of if they are currently in a post-secondary program (full-or part-time) or if they are currently not in a program. However, those who are not currently in a post-secondary program (and therefore, more likely to be working full-time) are much more often satisfied with their current employment and their financial position than are respondents who are currently continuing their post-secondary education.

Table 65: Satisfaction since graduating by current educational activity: Satisfied (4 or 5)			
	Not in post-secondary (n=2,715)	In Post-secondary program	
		Full-time (n=694)	Part-time (n=251)
Your overall post-secondary education experience Q59	79%	83%	80%
Your current employment situation Q58	72%	59%	66%
Your current financial situation Q60	58%	38%	49%

9.4 Financial cost of program

Most graduates agree that they consider their program to be worth the financial cost to them and their family.

- ▶ Almost 9 graduates in 10 agree that their program was worth the financial cost, including 29% who strongly agree.
- ▶ Conversely, just over 1 in 10 disagrees.

Table 66: Value of the financial costs of program Q57			
	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Strongly agree	29%	28%	30%
Agree	59%	59%	58%
Disagree	9%	10%	8%
Strongly disagree	3%	3%	2%

If their current job is moderately or significantly related to the program from which they graduated, graduates are more likely to agree that their program was worth the financial cost. Among those who say their current job is related to their studies at least moderately, over 9 in 10 agree that it was worth the financial cost, including 35% who strongly agree. However, even among those who say their current job is not related to their program, over 3 in 4 agree.

Table 67: Main job related to studies by program worth the financial cost

Worth the financial cost	Related	
	Moderately/significantly (n=2,207)	Not related (n=1,036)
Strongly agree	35%	18%
Agree	58%	59%
Disagree/Strongly disagree	6%	22%

9.5 Ongoing learning and training

Asked if they agree or disagree that participating in on-going learning and training is an important part of their working life, more than 9 graduates in 10 agree. This includes 64% who strongly agree.

Table 68: Participating in ongoing learning and training is important part of working life Q77

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Strongly agree	64%	66%	61%
Agree	27%	25%	31%
Neutral	5%	5%	5%
Disagree	2%	2%	2%
Strongly disagree	1%	1%	<1%

9.6 Career planning

Almost all agree that their career requires ongoing planning and development, as over 9 graduates in 10 agree. In fact, 67% of graduates strongly agree.

Table 69: My career requires ongoing planning and development Q78

	Overall (n=3,678)	Type of institution	
		University (n=2,334)	College (n=1,344)
Strongly agree	67%	70%	61%
Agree	25%	22%	29%
Neutral	4%	3%	5%
Disagree	3%	2%	3%
Strongly disagree	1%	2%	<1%

APPENDIX A

Questionnaire

INTRO:

START OF QUESTIONNAIRE

Hello, is this \$N ? (LD CODE: 4347) CALLBACK INFO: <NAME > <INFO1 >
<INFO2 > NEW PHONE NUMBER: <nphon > ALT. PHONE NUMBER: <aphon >
(ANYTHING IN UPPER CASE IS NOT TO BE READ TO RESPONDENT)

YES, Continue with survey 1 D => INTR1
Terminate Call 2 => /INT01

TZONE:

=> +1
else => +1
if 1==1

Newfoundland 1
Atlantic 2
East 3
Center 4
Mountain..... 5
Pacific 6
Alaska..... 7

INTR1:

START OF QUESTIONNAIRE

Hello, could I please speak with <fname > <lname >. I'm calling from PRA on behalf of
<q2I > . We are conducting a survey with individuals who graduated from a post-
secondary institution in Manitoba for the Council on Post-Secondary Education, a branch of
Manitoba Advanced Education and Literacy. The purpose of the survey is to explore
graduates' experiences and labour force outcomes since graduation. The information will be
used by the provincial government and colleges and universities to evaluate and improve
policies pertaining to post-secondary students and graduates. -----> CONTINUE

YES, Continue with survey 1
Person not available (SET CALLBACK)..... 2 => /INT01
Person moved - no longer at this phone number..... 3 => INTR4
Terminate Call/Callback..... 7 => /INT01

INTR2:

INTR2. While participation in the survey is voluntary, your answers are important and will
be kept strictly confidential . Your individual responses will not be identified in any way
and will be grouped with all other responses. All personal information collected is protected
under the Freedom of Information Act. -----> CONTINUE

Continue 1
No (REFUSAL - TERMINATE)..... 2 => /INT01
Not right now (SET CALLBACK)..... 3 => /INT01
TERMINATE CALL..... 9 => /INT01

INTR3:

INTR3. The survey could take 15 to 20 minutes? May I do it with you now? (PROMPT:
Or...could you suggest a time in the next month that might be more convenient for you?)

Yes, continue 1
No (REFUSAL - TERMINATE)..... 2 => /INT01
Not right now (SET CALLBACK)..... 3 => /INT01
TERMINATE CALL..... 9 => /INT01

INTR6:

FOR BU / ACC / UCN

INTR6. Before we begin, do you have any questions about the survey?

=> Q1

if NOT INST=01,02,06

Yes..... 1
No..... 0 => CUSB

INR6A:

INR6A. Would you like contact information for the people conducting it?

Yes..... 1
No..... 2 => INTR3
TERMINATE CALL..... 9 => /INT01

INTR7:

INTR7. The contact information for the Project Leader is Kim Browning who works at the
Council on Post-Secondary Education is: ph. #: 204-945-0746 or you can reach her by
email at: info@copse.mb.ca

CONTINUE..... 1 D => CUSB

INTR4:

INTR4. Would you happen to have a phone number where I can contact <fname > <lname
>?

Yes..... 1
No (TERMINATE CALL - CODE AS 25)..... 2 => /INT01
No response (TERMINATE CALL - CODE AS 25)..... 9 => /INT01

NPHON:

RECORD NEW PHONE NUMBER (BE SURE TO INCLUDE AREA CODE AND
DASHES, e.g. 204-999-9999)
999-999-9999

INTR5:

INTR5. Thank you for your time today.

Go to intro and try new number..... 1 => /INTRO

TERM:

TERM. I'm sorry but that disqualifies you from the study. Thank you for your time today.

TERMINATE CALL - CODE AS 70..... 1 D => /INT01

INT01:

INITIAL CALL STATUS SCREEN

----- RECORD CALL STATUS BELOW -----

YES, CONTINUE WITH SURVEY	01	N	
Hard appointment	04		=> /NAME
Soft appointment	05		=> /NAME
FRENCH CALLBACK.....	06		=> /NAME
18-24 yr old Callback	07	N	=> /NAME
Not in service.....	10		=> /END
Fax/Modem line.....	11		=> /END
Business line.....	12		=> /END
Household refusal	20		=> /END
Respondent refusal	21		=> /END
Quota Filled.....	22		=> /END
Soft Refusal	23		=> /END
Termination - Mid interview	24	N	=> /END
Respondent no longer at number - NO NEW NUMBER	25		=> /END
Wrong number - Never heard of person	26		=> /END
Respondent away for an extended period of time.....	27		=> /END
Busy.....	30		=> /END
No answer.....	31		=> /END
Answering machine	32		=> /END
Leslie Johnson contact left with someone other than respondent	33		=> /END
First answering machine message left	35		=> /END
Second answering machine message left.....	36		=> /END
Other	50	O	=> /END
Language/Health/Hearing problem.....	60		=> /END
Non-qualified respondent	70		=> /END

INST:

INSTITUTION

Assiniboine Community College (ACC).....	01
Brandon University (BU)	02
Canadian Mennonite University (CMU)	03
Collège Universitaire de Saint-Boniface (CUSB)	04
Red River College (RRC).....	05
University College of the North (UCN)	06
University of Manitoba (UM).....	07
University of Winnipeg (UW)	08
Providence College and Seminary	09
Steinbach Bible College	10
William and Catherine Booth College.....	11
Collège Universitaire de Saint-Boniface (CUSB)	12

CNUM:

CASE NUMBER

FNAME:

LNAME:

REG:

OMNIBUS REGION OF PHONE NUMBER

REGION:

Manitoba..... 01
Other Province..... 02
Outside Canada..... 03

INSPH:

APHON:

FACUL:

FACULTY CODE

MAJR:

..... 1
.....
..... 2
.....
.....

CRED:

CREDN:

CREDENTIAL NAME

REQ:

REQUEST TO SPEAK WITH SOMEONE WHO IS 18 YEARS OF AGE OR OLDER

May I please speak to someone who is - 18 years of age or older?

Yes..... 1 => /INTR1
No/Not Available/Callback/Termination..... 0 => /INT01

CUSB:

CUSB GRADS ONLY

Would you prefer to do the survey in English or French?

=> +1
if NOT INST=04,12

English..... 1
French..... 2

Q1:

Q1. Before we begin, I would like to verify the information we have for you about your program of studies. You graduated with a <q2p > from <q2I >. Is this information correct?

- Yes..... 1 X => Q3X
- No, PROGRAM IS INCORRECT 2
- No, INSTITUTION IS INCORRECT 3
- No, BOTH PROGRAM AND INSTITUTION WRONG 4
- No, Has not graduated from any program - TERMINATE 0 X => TERM
- Don't know 8 X => Q3X
- No Response..... 9 X => Q3X

Q2P:

Q2P. What is the name of your program that is not correct: PROGRAM

=> +1 if NOT Q1=2,4

Q2I:

Q2I. What is the name of your institution that is not correct: INSTITUTION

=> +1 if NOT Q1=3,4

- Assiniboine Community College (ACC)..... 01
- Brandon University (BU) 02
- Canadian Mennonite University (CMU) 03
- Collège Universitaire de Saint-Boniface (CUSB) 04
- Red River College (RRC)..... 05
- University College of the North (UCN) (formerly Keewatin Community College)06
- University of Manitoba (UM)..... 07
- University of Winnipeg (UW) 08
- Providence College and Seminary 09
- Steinbach Bible College 10
- William and Catherine Booth College..... 11
- Collège Universitaire de Saint-Boniface (CUSB) 12 I
- Other (specify)..... 66 O
- Don't know 88 X
- No response 99 X

Q3X:

Q3X. I have several sets of questions to ask you about your decision to take this program, your experience at <q2I > and what you have been doing since you graduated. ----->

- CONTINUE..... 1 D

Q3:

CODES CHANGED AFTER PRE-TEST

Q3. First, I'm going to ask you some questions about the period before you started your <q2p > that you graduated from at <Q2I >. Before you enrolled in your <q2p >, what was the highest level of education you had completed? (IF NECESSARY GIVE RESPONDENT EXAMPLES OF CATEGORIES)

None	01	
Elementary.....	02	
Some secondary or high school	03	
Completed secondary or high school.....	04	
Some college	05	
Some university	06	
Completed college degree or certificate	07	
Completed university diploma or degree.....	08	
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q4:

Q4. Did you meet the requirements for completing high school by receiving your high school diploma, a mature high school diploma, or by getting a GED certificate? (NOTE: GED refers to General Education Development certificate. GED is an adult testing program that allows adults who have not finished high school to show that they have acquired the knowledge and skills associated with, and comparable to, high school completion.)

=> Q8 if NOT Q3=04,05,06,07,08

High School Diploma	1	
Mature High School Diploma.....	2	
GED Certificate	3	=> Q6
(DO NOT READ) No high school	0	=> Q7
(DO NOT READ) Don't know	8	=> Q7
(DO NOT READ) No response	9	=> Q7

Q5:

Q5. In what year did you receive your high school diploma?

\$R 1920 2008	
Don't know	8888
No response	9999

Q6:

ASKED OF THOSE WHO SAID GED AT Q4

Q6. In what year did you receive your GED certificate?

\$R 1920 2008

=> +1 if NOT Q4=3

Don't know	8888
No response	9999

Q7:

ASKED OF THOSE WHO ANSWERED 5-8 @ Q3

Q7. You mentioned you had received some post-secondary education before you enrolled in your <q2p >. Not including adult upgrading, did your previous post-secondary education include completion of a certificate, diploma, or degree?

=> +1
 if NOT Q3=05,06,07,08

Yes-completed a certificate(s)	1	
Yes-completed a diploma(s)	2	
Yes-completed a degree(s)	3	
No-did not complete any other post-secondary	4	X
Don't know	8	X
No response	9	X

Q8:

Q8. Before enrolling in your <q2p >, how much information did you get on career options and steps needed to meet your career goals? Did you get a... (READ RESPONSES)

Great deal of information	4	
Some information	3	
Little information.....	2	
No information	1	=> Q10
(DO NOT READ) Don't know	8	=> Q10
(DO NOT READ) No response.....	9	=> Q10

Q9:

Q9. How helpful was the career information or advice you obtained before enrolling in your program? Was it... (READ RESPONSES)

Very helpful.....	4
Somewhat helpful.....	3
Not very helpful.....	2
Not helpful at all.....	1
(DO NOT READ) Don't know	8
(DO NOT READ) No response.....	9

Q10:

Q10. Where were you living when you first applied for post-secondary studies? (PROMPT: What city, town, or community?)

Winnipeg	01
Brandon	02
Portage la Prairie	03
Thompson.....	04
The Pas	05
Elsewhere (specify town/community/province/country).....	66 O
Don't know	88 X
No response	99 X

Q11:

Q11. In what year did you first begin post-secondary studies, not including adult upgrading?

\$R 1920 2008

Don't know 8888
No response 9999

Q117:

MOVED FOLLOWING PRE-TEST

Q117. How many years of post-secondary education have you taken in total? (NOTE: We want to know how many years the respondent has attended post-secondary education, not how many years are in the program. If the respondent took a 3 year program over 5 years as the response. If the respondent graduated from a 10-month program and responds "10 months", enter 1 year as the response rather than 10 months.)

\$R 1 25

Less than 1 year 00
Don't know 88
No response 99

Q12:

CODES REMOVED FOLLOWING PRE-TEST

Q12. Before enrolling in the program you recently graduated from, how many years of full-time work experience did you have? By full-time, I mean 35 or more hours per week. (ENTER NUMBER OF YEARS)

\$R 1 50

None 00
Less than one year 77
(DO NOT READ) Don't know 88
(DO NOT READ) No response 99

Q13:

CODES REMOVED FOLLOWING PRE-TEST

Q13. How many years of part-time work experience did you have? By part-time, I mean less than 35 hours per week. (ENTER NUMBER OF YEARS)

\$R 1 50

None 00
Less than one year 77
(DO NOT READ) Don't know 88
(DO NOT READ) No response 99

Q14M:

Q14M. Next, I would like to ask you a few questions about the program you recently graduated from. Thinking about the time when you enrolled in your <q2P >, in what month and year did you actually begin this program? That is, when did you begin to accumulate credits towards your <q2P >? RECORD MONTH ON THIS SCREEN AND YEAR ON NEXT.

January.....	01
February.....	02
March.....	03
April.....	04
May.....	05
June.....	06
July	07
August	08
September	09
October	10
November	11
December.....	12
Don't know	88
No response	99

Q14Y:

Q14Y. RECORD YEAR IN WHICH RESPONDENT BEGAN THEIR PROGRAM
\$R 1970 2007

Don't know	8888
No response	9999

Q15M:

Q15M. In what month and year did you complete the requirements for your <q2P >? (PROMPT: Complete the requirements means write and pass the last exam, hand in the last assignment, or successfully defend your thesis.) RECORD MONTH ON THIS SCREEN AND YEAR ON NEXT.

January.....	01
February.....	02
March.....	03
April.....	04
May.....	05
June.....	06
July	07
August	08
September	09
October	10
November	11
December.....	12
Don't know	88
No response	99

Q15Y:

Q15Y. RECORD YEAR IN WHICH RESPONDENT COMPLETED THEIR PROGRAM
\$R 1990 2008

Don't know	8888
No response	9999

Q17:

Q17. How much of your program, if any, did you take through Distance Education?
(PROMPT: This can include the internet, telecourses, video-conferencing, audio-conferencing)

None	1	=> Q20
Less than half	2	
About half	3	
More than half	4	
All of it	5	
(DO NOT READ) Don't know	8	=> Q20
(DO NOT READ) No response	9	=> Q20

Q18:

Q18. From which institution did you take the Distance Education?

Assiniboine Community College (ACC)	01	
Brandon University (BU)	02	
Canadian Mennonite University (CMU)	03	
Collège Universitaire de Saint-Boniface (CUSB)	04	
Red River College (RRC)	05	
University College of the North (UCN) (formerly Keewatin Community College)	06	
University of Manitoba (UM)	07	
University of Winnipeg (UW)	08	
Providence College and Seminary	09	
Steinbach Bible College	10	
William and Catherine Booth College	11	
Other (specify)	66	O
Don't know	88	X
No response	99	X

Q19:

Q19. Did you take any Distance Education through Campus Manitoba?

Yes	1
No	0
Don't know	8
No response	9

Q20:

Q20. Now I would like to ask you to evaluate the program and institution from which you graduated. First, how satisfied were you with the overall quality of your educational experience?

Very dissatisfied	1
Dissatisfied	2
Neither satisfied nor dissatisfied	3
Satisfied	4
Very satisfied	5
(DO NOT READ) Don't know	8
(DO NOT READ) No response	9

Q21:

Q21. Knowing what you know since you graduated, would you select the same field of study again?

Definitely yes.....	4	=> Q23
Probably yes	3	=> Q23
Probably no.....	2	
Definitely no.....	1	
(DO NOT READ) Don't know	8	=> Q23
(DO NOT READ) No response.....	9	=> Q23

Q22:

Q22. What is the main reason you would not select the same field of study? (DO NOT READ, ACCEPT ONLY ONE RESPONSE)

This field wasn't my first choice.....	01	I
Couldn't find work in my field	02	I
Not satisfied with current job	03	I
Not satisfied with salary in current job.....	04	I
Degree/course not acknowledged/recognized.....	05	I
Change of interest.....	06	I
Not satisfied with my choice of field or study or program	07	I
No particular reason.....	08	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q23:

Q23. And knowing what you know now since you graduated, would you choose the same post-secondary institution? Would that be definitely or probably?

Definitely yes.....	4
Probably yes	3
Probably no.....	2
Definitely no.....	1
(DO NOT READ) Don't know	8
(DO NOT READ) No response.....	9

Q24:

Q24. What is the main reason you would not select the same institution? (DO NOT READ)

=> +1
 if Q23=3,4,8,9

Costs related to education	01	I
Would prefer to study closer to home.....	02	I
Did not like the quality of teaching	03	I
Did not like the institutions' facilities	04	I
Institution does not have the field of study I want.....	05	I
No cooperative program offered in my field	06	I
No particular reason.....	07	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q25:

Q25. What is the main reason you would select the same institution? (DO NOT READ)

=> +1
 if Q23=1,2,8,9

- Insitution has good facilities 01 I
- Institution has good programs/departments/reputation..... 02 I
- Institution has good instructors/professors/accessible faculty 03 I
- Institution is close to home 04 I
- Institution offers preferred field of study..... 05 I
- Insitution has a cooperative program..... 06 I
- Like the institution/friendly/personable atmosphere..... 07 I
- Institution offers faith-based values/education 08 I
- Small institution/small class sizes/personal attention 09 I
- Got the education and training I was looking for 10 I
- It was an overall good experience..... 11 I
- Good value for money 12 I
- No particular reason..... 13 I
- Other (specify)..... 66 O
- Don't know 88 X
- No response 99 X

Q26:

Q26. Overall, how satisfied were you with the quality of teaching in your program? Would you say you were... (READ RESPONSES)

- Very dissatisfied 1
- Dissatisfied 2
- Neither satisfied nor dissatisfied..... 3
- Satisfied 4
- Very satisfied..... 5
- (DO NOT READ) Don't know 8
- (DO NOT READ) No response 9

Q27:

Q27. How satisfied were you with the program content? Would you say you were.... (READ RESPONSES)

- Very dissatisfied 1
- Dissatisfied 2
- Neither satisfied nor dissatisfied..... 3
- Satisfied 4
- Very satisfied..... 5
- (DO NOT READ) Don't know 8
- (DO NOT READ) No response 9

Q28:

Q28. The next questions ask about financial assistance you may have accessed at anytime during your entire post-secondary education experience. Not including government student loans, have you ever used loans, lines of credit or credit cards from financial institutions to finance your post-secondary education?

- Yes..... 1
- No 0 => Q30X
- Don't know 8 => Q30X
- No response 9 => Q30X

Q29:

Q29. Not including government student loans, when you graduated from your program, how much did you owe as a result of post-secondary education-related expenses to financial institutions for student loans, lines of credit, and/or credit cards?

\$R 0 8500000

Don't know 8888888
No response 9999999

Q30X:

Q30X. I'm going to read you a list of sources of financial support. As I read each, please tell me if you have ever used it to support the costs of your post-secondary education, including the <q2p > you graduated from and any other post-secondary programs or courses you may have taken. -----> CONTINUE

CONTINUE..... 1 D

Q30:

Q30. Have you ever used....Canada or Manitoba Student loan... ...to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q31:

Q31. Have you ever used.... A Spouse or partner... ...to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q32:

Q32. Have you ever used....Parents, grandparents, other relatives, or friends... ...to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q33:

Q33. Have you ever used....Research and teaching assistantships... ...to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q34:

Q34. Have you ever used.... Sponsorship by an employer... to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q35:

Q35. Have you ever used.... Sponsorship by an Aboriginal , Métis, or Inuit organization... to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q36:

Q36. Have you ever used.... Employment Insurance... to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q37:

Q37. Have you ever used.... Worker's Compensation... to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q38:

Q38. Have you ever used.... Your own Registered Education Savings Plan (RESP)... to support the costs of your post secondary education? (PROMPT: Including the <q2p > you graduated from and any other post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q39:

Q39. Have you ever used....Your own Registered Retirement Savings Plan (RRSP)...
...to support the costs of your post secondary education? (PROMPT: Including the <q2p >
you graduated from and any other post-secondary education programs or courses you may
have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q40:

Q40. Have you ever used....Personal savings... ...to support the costs of your post
secondary education? (PROMPT: Including the <q2p > you graduated from and any other
post-secondary education programs or courses you may have taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q41:

Q41. Have you ever used....Government Scholarships, grants, or bursaries... ...to
support the costs of your post secondary education? (PROMPT: Including the <q2p > you
graduated from and any other post-secondary education programs or courses you may have
taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q42:

Q42. Have you ever used....Non-government Scholarships, grants, or bursaries... ...to
support the costs of your post secondary education? (PROMPT: Including the <q2p > you
graduated from and any other post-secondary education programs or courses you may have
taken.)

Yes..... 1
No 0
Don't know 8
No response 9

Q43:

Q43. Have you ever used any other financial sources to support the costs of your post
secondary education? (PROMPT: Including the <q2p > you graduated from and any other
post-secondary education programs or courses you may have taken.)

Other (specify)..... 66 O
No other..... 00 X
Don't know 88 X
No response 99 X

Q44:

Q44. Although you did not use Canada or Manitoba student loans during your program, at any time when taking your post secondary studies, did you apply for one?

=> Q48
 if Q30=1

Yes.....	1	=> Q49
No	0	
Don't know	8	=> Q53
No response	9	=> Q53

Q45:

Q45. What was the main reason you did not apply for a Canada or Manitoba student loan?
 (DO NOT READ)

Did not need one.....	01	I
Thought I would not qualify	02	
Did not know how to apply	03	I
Not aware of government student loans	04	I
Application process is too difficult.....	05	
Didn't meet residency requirements/not citizen/foreign student.....	06	I
Prefer to borrow elsewhere	07	I
Not willing to go into debt to pay for schooling/avoiding debt	08	I
Parents make too much money	09	I
Easier to get a bank loan, line of credit, or use credit card	10	I
Don't know how to get a loan	11	I
Previously rejected for student loans.....	12	I
Missed application deadline	13	I
Not worth the hassle/it is a bother to have a student loan.....	14	I
Parent(s) or others advised me not to apply.....	15	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q46:

Q46. What were the main reasons you thought you would not qualify for a Canada or Manitoba Student Loan?

=> +1
 if NOT Q45=02

Living with my parents.....	01	I
Parents make too much money	02	I
Have good employment income	03	I
Have scholarships and bursaries.....	04	I
Have savings.....	05	I
Own a vehicle.....	06	I
Sponsorship by an Aboriginal or Métis organization	07	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q47:

Q47. What were the main reasons you thought the application process was too difficult?

=> +1
 if NOT Q45=05

- Too many forms..... 01
- Form was too long 02
- Length of time to receive assistance 03
- Didn't understand what was being asked 04
- Difficulty getting parent's financial information..... 05
- Difficulty getting information from Manitoba Student Aid..... 06
- Other (specify)..... 66 O
- Don't know 88 X
- No response 99 X

Q48:

Q48. During your entire post secondary experience, what is the total number of years for which you received government student loans? (NOTE: We want to know how many separate years the respondent received loans in. If the student received loans for 4 months one year and 4 months a different year, the response should be 2 years.)

\$R 1 12

=> Q53
 if NOT Q30=1

- Don't know 88
- No response 99

Q49:

Q49. Was there ever a time when you were not approved for government student loans after submitting an application?

- Yes..... 1
- No 0
- Don't know 8
- No response 9

Q50:

Q50. When you graduated from <q2P >, how much did you owe in government student loans?

\$R 0 8500000

=> Q53
 if NOT Q30=1

- Don't know 8888888
- No response 9999999

Q51:

Q51. Have you experienced any difficulties in repaying your government student loans?

- Yes..... 1
- No 0 => Q53
- Don't know 8 => Q53
- No response 9 => Q53

Q52:

Q52. What steps, if any, have you taken to help with these difficulties? (DO NOT READ)

Contacted service provider/bank to get more information/identify options	01	
Called Manitoba Student Aid to get more information/identify options	02	
Went on interest relief	03	
Applied for interest relief, but did not qualify	04	
Borrowed money from family/friends	05	
Avoided the situation.....	06	
Did nothing.....	00	X
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q53:

Q53. While taking your <q2P > were you employed full-time or part-time during the school year? Please do not include work placements such as internships or cooperative education-related jobs.

Full-time (35 or more hours a week)	1	
Part-time (less than 35 hours a week).....	2	
Both full-time and part-time in the same school year.....	3	
Was not employed during any school year.....	7	X
Don't know	8	X
No response	9	X

Q55:

Q55. And, did you ever work full-time or part-time during the summer months?

Full-time (35 or more hours a week)	1	
Part-time (less than 35 hours a week).....	2	
Both full-time and part-time in the same summer	3	
Was not employed during any summer months.....	7	X
My program did not include a summer break.....	4	X
Don't know	8	X
No response	9	X

Q56:

Q56. What were the reasons why you were employed during your program? (DO NOT READ)

=> +1
 if (Q53=7 AND Q55=7) OR (Q53=7 AND Q55=4)

Needed funds to support studies.....	01	I
Wanted to build my CV/resume; needed experience.....	02	I
Didn't get enough funding through student loans	03	I
Wanted to reduce the amount of debt accumulated	04	I
Needed funds for social activities or to support lifestyle (i.e. social life, etc.)	05	I
Couldn't get into the classes so I had extra time.....	06	I
Needed or wanted to maintain an ongoing position in a job.....	07	I
Need to pay bills at home/auto loans	08	I
Room and board (or food and shelter)	09	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q61A:

QUESTION ADDED AFTER THE PRE-TEST

Q61A. Now, I would like to talk to you about where you have lived since graduation. First, where are you currently living?

In Manitoba	01	
Another province in Canada (specify)	66	O
In the United States (SPECIFY ON NEXT SCREEN).....	77	
Don't know	88	
No response	99	

Q61B:

Q61B. Where in the United States do you live?

=> +1 if NOT Q61A=77

Location (specify).....	66	O
Don't know	88	X
No response	99	X

Q62A:

QUESTION ADDED AFTER PRE-TEST

Q62A. Since graduation from <q2P >, how many times have you moved to a different community? This does not include moving within the same city or town.

\$R 1 15		
None	00	=> Q68
Don't know	88	=> Q68
No response	99	=> Q68

Q63:

WORDING CHANGED AFTER PRE-TEST

Q63. How many of these were to... ..Another community within Manitoba?

\$R 1 15	
None	00
Don't know	88
No response	99

Q64:

WORDING CHANGED AFTER PRE-TEST

Q64. How many of these were to... ..Another province outside of Manitoba?

\$R 1 15	
None	00
Don't know	88
No response	99

Q65:

Q65. How many of these were to... ..Another country outside of Canada?

\$R 1 15	
None	00
Don't know	88
No response	99

DUMM1:

=> *
 if IF ((Q63=00,88,99),0,1)
 0
 1

DUMM2:

=> *
 if IF ((Q64=00,88,99),0,1)
 0
 1

DUMM3:

=> *
 if IF ((Q65=00,88,99),0,1)
 0
 1

DUMM4:

=> *
 if DUMM1+DUMM2+DUMM3
 0
 1
 2
 3

Q65A:

Q65A. Where were the <q62a >places you moved to since graduating?

=> +1
 if Q62A=00,88,99 OR Q62A==1
 Winnipeg 01
 Brandon 02
 Portage la Prairie 03
 Thompson 04
 The Pas 05
 Elsewhere in Manitoba/Canada/Outside Canada (specify city, province, country)66 O
 Don't know 88 X
 No response 99 X

Q67:

Q67. Thinking of your most recent move, what is the main reason you relocated?

Accepted a definite employment position/job	01	I
To find a job	02	I
Accepted a better paying job	03	I
To find a better paying job.....	04	I
Long term career development opportunities	05	I
Company moved me/transfer.....	06	I
Accepted work in a particular field.....	07	I
To find work in a particular field.....	08	I
To attend school	09	I
Followed/joined spouse/partner/family	10	I
Dislike where I was living	11	I
Personal reasons	12	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q68:

*QUESTION ASKED ONLY OF THOSE WHO CURRENTLY LIVE IN MANITOBA
 FOLLOWING PRE-TEST*

Q68. If you were offered a better job, would you move... (READ LIST, CHECK ALL THAT APPLY)

=> +1
 if NOT Q61A=01

Within the same province in which you live (CODE REMOVED AFTER PRE-TEST)	1	N
To another location within Manitoba.....	2	
To another province in Canada.....	3	
To the United States	4	
To another country, other than the US.....	5	
(DO NOT READ) None of the above	0	
(DO NOT READ) Don't know	8	
(DO NOT READ) No response	9	

Q68B:

*QUESTION ASKED ONLY OF THOSE WHO CURRENTLY LIVE IN A PROVINCE
 OTHER THAN MANITOBA FOLLOWING PRE-TEST*

Q68B. If you were offered a better job, would you move... (READ LIST, CHECK ALL THAT APPLY)

=> +1
 if NOT Q61A=66

Within the same province in which you live	1
To another province in Canada.....	2
To the United States	3
To another country, other than the US.....	4
(DO NOT READ) None of the above	0
(DO NOT READ) Don't know	8
(DO NOT READ) No response	9

Q68C:

QUESTION ASKED ONLY OF THOSE WHO CURRENTLY LIVE IN THE US
FOLLOWING PRE-TEST

Q68C. If you were offered a better job, would you move... (READ LIST, CHECK ALL THAT APPLY)

=> +1
if NOT Q61A=77

- Within the same state in which you live 1
- To another state in the U.S. 2
- Back to Canada..... 3
- (DO NOT READ) None of the above 0
- (DO NOT READ) Don't know 8
- (DO NOT READ) No response 9

Q69:

Q69. Since your graduation from <q2I >, have you enrolled in any other program at a university or college leading towards a diploma, certificate, or degree? This is a program above the high school level which would take someone 3 months or more to complete if taken full-time.

- Yes..... 1
- No 0 => Q79
- Don't know 8 => Q79
- No response 9 => Q79

Q74:

Q74. Have you completed the requirements for this program? (PROMPT: Completed requirements means write pass the last exam, hand in the last assignment, or successfully defend a thesis.)

- Yes..... 1
- No 0
- Don't know 8
- No response 9

DUM12:

were/are

=> *
if IF ((Q74=1),1,0)

- were 1
- are 0

DUM13:

was/is

=> *
if IF ((Q74=1),1,0)

- was..... 1
- is 0

DUM14:

did/would

```
=> *
if IF ((Q74=1),1,0)
```

did 1
would 0

Q70:

Q70. What post-secondary institution <dum12 > you enrolled in? (NOTE: If respondent says Campus Manitoba or Inter-Universities Services, prompt: What is your home institution, or the one from which you will receive your credential?)

- Assiniboine Community College (ACC)..... 01
- Brandon University (BU) 02
- Canadian Mennonite University (CMU) 03
- Collège Universitaire de Saint-Boniface (CUSB) 04
- Red River College (RRC) 05
- University College of the North (UCN) (formerly Keewatin Community College)06
- University of Manitoba (UM)..... 07
- University of Winnipeg (UW) 08
- Providence College and Seminary 09
- Steinbach Bible College 10
- William and Catherine Booth College 11
- Other (specify)..... 66 O
- Don't know 88 X
- No response 99 X

Q71:

Q71. What <dum13 > the main field of study or specialization of your program?

- Main field of study (specify) 666 O
- Don't know 888 X
- No response 999 X

Q72:

Q72. <dum12 > you enrolled in the program on a part-time or full-time basis?

- Full-time 1
- Part-time 2
- Don't know 8
- No response 9

Q73:

Q73. What type of credential (certificate, diploma, or degree) <dum14 > you receive at the end of this program? (DO NOT READ)

Trade/vocational certificate or diploma.....	01	
College diploma or certificate	02	
Technical Institute diploma or certificate	03	
University certificate or diploma below bachelor's degree.....	04	
Bachelor's degree e.g. B.A., B.Sc., B.Ed., E. Eng.	05	
First professional degree e.g. law, medicine, dentistry, veterinary medicine	06	
University diploma or certificate above bachelor's degree but below master's level.....	07	
Master's degree e.g., M.A., M.Sc., M.Ed., M.B.A., M.Eng.....	08	
Doctorate degree e.g. PhD.....	09	
Professional association diploma, certificate, license, accounting, banking, insurance e.g., CGA, CMA	10	
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q75:

Q75. What was the main reason you took this program?

To get a job.....	01	I
To get a better job/another job.....	02	I
To keep a job	03	I
To do my present job better.....	04	I
To earn money.....	05	I
Prerequisite for further education	06	I
For general self-improvement.....	07	I
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q76:

Q76. How much, if any, of the program did you take through distance education either online or through the internet? (PROMPT: This may include telecourses, audio, and video-conferencing.)

None	1	
Less than half.....	2	
About half	3	
More than half	4	
All of it	5	
(DO NOT READ) Don't know	8	
(DO NOT READ) No response.....	9	

Q79:

Q79. Since your graduation, have you taken any other job or career-related education or training, including courses (1 day or longer, secondary or post-secondary), workshops, seminars, or tutorials? (PROMPT: Please do not include the programs that last 3 months or more if taken full-time that we have already discussed.)

Yes.....	1	
No	0	=> Q82X
Don't know	8	=> Q82X
No response	9	=> Q82X

Q80:

Q80. Did any of this job or career-related training last 20 hours or more?
Yes..... 1
No..... 0 => Q82X
Don't know 8 => Q82X
No response 9 => Q82X

Q81:

Q81. How many job or career-related courses of 20 hours or more have you taken?
\$R 1 50
None 00
Don't know 88
No response 99

Q82X:

Q82X. Next, I would like to ask some questions about your employment experiences since graduating from your program. When thinking about these experiences, please include self-employment as well as any jobs that began before graduation and continued after graduation. ----> CONTINUE
CONTINUE..... 1 D

Q82:

Q82. Do you currently have one or more paying jobs, including self-employment and seasonal positions?
Yes..... 1
No..... 0 => Q106
Don't know 8 => Q106
No response 9 => Q106

Q83:

Q83. How many paying jobs do you currently have?
\$R 2 7
One job 1
Don't know 8
No response 9

DUM15:

main

=> *

if IF ((Q83=1), 1,0)

..... 1
main 0

DUM16:

(By main job I mean the job where you work the most hours in a week)

=> *
 if IF ((Q83=1), 1,0)

..... 1
 (By main job I mean the job where you work the most hours in a week)..... 0

DUM17:

in your main job

=> *
 if IF ((Q83=1), 1,0)

..... 1
 in your main job..... 0

Q84:

Q84. Including your current job(s), how many jobs have you held since graduating from your program?

\$R 1 13

Don't know 88
 No response 99

Q85:

Q85. Are you self-employed <dum17 >? <dum16 >

Yes..... 1
 No 0
 Don't know 8
 No response 9

Q86:

Q86. Is your <dum15 > job permanent, temporary, or seasonal? (IF NECESSARY: Permanent means there is no indication when the job will end. Temporary means the job will terminate at some specified time and is not seasonal. Seasonal means the job is permanent, but cyclical with the change of the season.)

Permanent..... 1
 Temporary (includes contract, term, etc.)..... 2
 Seasonal..... 3
 Don't know 8
 No response 9

Q87:

Q87. What is your job title? (IF MORE THAN ONE JOB: The one with the most hours.)

Job title (specify) 6666 O
 Don't know 8888 X
 No response 9999 X

Q88:

Q88. What kind of business, industry, or service best describes the organization you work for? (PROMPT: At your <dum15 > job)

Type of business (specify).....	66	O
Don't know	88	X
No response	99	X

Q89:

Q89. What is the total number of hours you usually work per week <dum17 >?

\$R 0 85

Don't know	88
No response	99

Q90M:

Q90M. In what month and year did you start working in your <dum15 > job? ENTER MONTH ON THIS SCREEN AND YEAR ON NEXT SCREEN

January.....	01
February.....	02
March.....	03
April.....	04
May.....	05
June.....	06
July	07
August	08
September	09
October	10
November	11
December.....	12
Don't know	88
No response	99

Q90Y:

Q90Y. RECORD YEAR

\$R 1960 2008

Don't know	8888
No response	9999

Q95:

Q95. Currently, do you work on a reserve or First Nations community?

Yes.....	1
No	0
Don't know	8
No response	9

Q96:

Q96. Is your <dum15 > job not at all related, slightly related, moderately related, or significantly related to.... ..The general skills and abilities you acquired during your studies in the <q2p >. (e.g. communication skills, technical skills, critical thinking, problem solving).

- Not at all related 1
- Slightly related..... 2
- Moderately related..... 3
- Significantly related..... 4
- Don't know 8
- No response 9

Q97:

Q97. Is you <dum15 > job not at all related, slightly related, moderately related, or significantly related to.... ..The subject-area knowledge you acquired during your studies in the <q2p >.

- Not at all related 1
- Slightly related..... 2
- Moderately related..... 3
- Significantly related..... 4
- Don't know 8
- No response 9

Q98:

Q98. Overall, how related is your current job to the program from which you graduated?

- Not at all related 1
- Slightly related..... 2
- Moderately related..... 3
- Significantly related..... 4
- Don't know 8
- No response 9

Q99:

Q99. Given your education and experience, how qualified do you feel you are for your <dum15 > job?

- Very under-qualified..... 1
- Somewhat under-qualified..... 2
- Qualified 3
- Somewhat over-qualified..... 4
- Very over-qualified..... 5
- (DO NOT READ) Don't know 8
- (DO NOT READ) No response 9

Q100:

Q100. How helpful was your education and training in getting your job?

- Very helpful..... 1
 - Somewhat helpful 2
 - Not at all helpful..... 3
 - (DO NOT READ) Don't know 8
 - (DO NOT READ) No response 9
-

Q101:

Q101. All things considered, how satisfied are you with your <dum15 > job? Would you say... (READ RESPONSES)

- Very dissatisfied 1
- Dissatisfied 2
- Neither satisfied nor dissatisfied..... 3
- Satisfied 4
- Very satisfied..... 5
- (DO NOT READ) Don't know 8
- (DO NOT READ) No response 9

Q102:

SKIP IF WORKING 1 JOB (Q83==1) OR DK/NR AT Q83

Q102. Now thinking about the other jobs you work besides your main job... ...What is the total number of hours you usually work per week in all your other jobs combined?

\$R 0 85

```
=> +1
if Q83=8,9 OR Q83==1
```

- Don't know 88
- No response 99

DUM54:

DUMMY SCREEN TO BLOCK OFF OLD INCOME QUESTIONS SPSS: TO CALCULATE INCOME FOR PRE-TEST RESPONDENTS: IF ONLY 1 JOB: USE ANSWER IN Q94 IF AVAILABLE, IF NOT, AND... Q91=01 USE DUMM5 Q91=02 USE DUMM6 Q91=03 USE DUMM7 Q91=04 USE DUMM8 Q91=05 USE DUMM9 Q91=06 USE DUM10 Q91=07 USE Q92 FOR THOSE WITH MORE THAN 1 JOB: REFER TO HANDOUT

```
=> DUM55
else => DUM55
if 1==1
```

Q91:

Q91. What is the easiest way for you to tell us your wage or salary, including tips and commissions before taxes and other deductions for your current job? Would it be... (READ RESPONSES)

- Hourly..... 01
- Daily 02
- Weekly..... 03
- Bi-Weekly/every two weeks..... 04
- Semi-monthly/twice a month..... 05
- Monthly 06
- Yearly 07
- (DO NOT READ) Other (specify) 66 O => Q94
- (DO NOT READ) Don't know 88 X => Q94
- (DO NOT READ) No response 99 X => Q94

Q92:

ASKED OF THOSE WHO ANSWERED 01-07 @ Q91

Q92. Working your usual hours at your current (main) job, approximately what is your <q91 > wage or salary, before taxes and deductions, including gratuities, commission, and other earnings?

\$R.2 1.00 8000000.00

Don't know 8888888888 => Q94

No response 9999999999 => Q94

DUM11:

SKIP THOSE WHO GAVE US THEIR HOURLY WAGE (Q91=01) BUT DK/NR THE AMOUNT OF HOURS WORKED A WEEK (Q89=88,99) TO Q94.

=> Q94
else => +1
if Q91=01 AND Q89=88,99

DUMM5:

\$R.2 1.00 8000000.00

=> *
if IF ((Q91=01), (Q92*Q89)*52, 0000000000)
..... 0000000000

DUMM6:

\$R.2 1.00 8000000.00

=> *
if IF ((Q91=02), (Q92*250), 0000000000)
..... 0000000000

DUMM7:

\$R.2 1.00 8000000.00

=> *
if IF ((Q91=03), (Q92*52), 0000000000)
..... 0000000000

DUMM8:

\$R.2 1.00 8000000.00

=> *
if IF ((Q91=04), (Q92*26), 0000000000)
..... 0000000000

DUMM9:

\$R.2 1.00 8000000.00

=> *
if IF ((Q91=05), (Q92*24), 0000000000)
..... 0000000000

DUM10:

=> *
 if IF ((Q91=06), (Q92*12), 0000000000)

..... 0

Q93:

ASKED OF THOSE WHO ANSWERED 01-06 AND GAVE A VALID ANSWER AT Q92

Q93. Based on what you have told me, your total expected annual income from your current (main) job before deductions is calculated to be <dumm5 > <dumm6 > <dumm7 > <dumm8 > <dumm9 > <dum10 >. Does that sound about right?

=> +1
 if Q91=07

Yes.....	1	=> Q95
No.....	0	
Don't know.....	8	=> Q95
No response.....	9	=> Q95

Q94:

ASKED OF THOSE WHO ANSWERED DK/NR AT Q92 OR ANSWERED 01 AT Q91 BUT DK/NR AT Q89 OR ANSWERED 2 AT Q93

Q94. What is your approximate annual income from your current/most recent job before taxes and other deductions including ANY tips OR commissions? (ENTER ANNUAL INCOME - ROUND TO THE NEAREST DOLLAR)

\$R 1 8000000

=> +1
 if Q91=07

Don't know.....	8888888
No response.....	9999999

Q103:

Q103. What is the easiest way for you to tell us your wage or salary, including tips and commissions before taxes and other deductions for all your other jobs combined? Would it be... (READ RESPONSES)

Hourly.....	01	
Daily.....	02	
Weekly.....	03	
Bi-Weekly/every two weeks.....	04	
Semi-monthly/twice a month.....	05	
Monthly.....	06	
Yearly.....	07	
(DO NOT READ) Other (specify).....	66	O => Q105
(DO NOT READ) Don't know.....	88	X => Q105
(DO NOT READ) No response.....	99	X => Q105

Q104:

Q104. Approximately what is your <q103 > wage or salary, before taxes and deductions (including gratuities, commission, and other earnings) for all your other jobs combined?

\$R.2 1.00 8000000.00

Don't know 8888888888

No response 9999999999

Q105:

Q105. What is your approximate annual income from all of your other jobs combined, before taxes and deductions including ANY tips OR commissions? (ENTER ANNUAL INCOME - ROUND TO THE NEAREST DOLLAR)

\$R.2 1.00 8000000.00

```
=> +1  
if Q103=07
```

Don't know 8888888888

No response 9999999999

DUM55:

END OF OLD INCOME SECTION

```
=> +1  
else => +1  
if 1==1
```

Q91A:

Q91A - NEW INCOME QUESTION - ADDED AFTER PRE-TEST

Q91A. I am going to read you some broad income categories. Thinking about the job(s) you currently work, please stop me when I come to the category that describes your total annual income from your job(s) before taxes and other deductions. Is it... (READ RESPONSES)

(PROMPT: Please include tips and commissions)

Less than \$15,000 1

\$15,000 to \$30,000 2

\$30,000 to \$45,000 3

\$45,000 to \$60,000 4

More than \$60,000..... 5

Don't know 8

No response 9

Q92A:

Q91A - NEW INCOME QUESTION - ADDED AFTER PRE-TEST - ASKED ONLY OF THOSE WITH MORE THAN 1 JOB

Q92A. Now, just thinking about your main job, that is the job you work the most hours per week, please stop me when I come to the category that describes your total annual income from this job before taxes and other deductions. Is it... (READ RESPONSES) (PROMPT: Please include tips and commissions)

=> +1
 if Q83=1,8,9

- Less than \$15,000 1
- \$15,000 to \$30,000 2
- \$30,000 to \$45,000 3
- \$45,000 to \$60,000 4
- More than \$60,000..... 5
- Don't know 8
- No response 9

Q106:

Q106. Are you currently looking for a job?

=> Q58X
 if NOT Q82=0

- Yes..... 1
- No 0 => Q108
- Don't know 8
- No response 9

Q107:

Q107. What are the main reasons you currently do not have a job? (DO NOT READ)

- Own illness or disability 01
- Personal or family responsibilities..... 02
- Parental leave..... 03
- Cannot find work in area, or suited to skills 04
- Salary too low in jobs available..... 05
- Could not find full-time work (35 hours or more per week) 06
- Lost job, laid off, or job ended 07
- Going to school..... 08
- Need more education/training..... 09
- Unable to obtain required license, trade certificate or union membership..... 10
- Other (specify)..... 66 O
- No reason..... 77 X
- Don't know 88 X
- No response 99 X

Q108:

Q108. What are the main reasons you are not looking for a job? (DO NOT READ)

=> +1
 if NOT Q106=0

Own illness or disability	01	
Personal or family responsibilities.....	02	
Going to school.....	03	
No longer interested in finding a job	04	
Waiting for recall (to former or seasonal job)	05	
Waiting for replies from employer	06	
Could not find the type of job wanted	07	
Travelling/taking time off.....	08	
Other (specify).....	66	O
No reason.....	77	X
Don't know	88	X
No response	99	X

Q58X:

Q58X. I'd now like to ask some questions about your experiences since graduating. I am going to begin with a couple of questions about your overall views on your experience since you graduated. Using a 5-point scale where 1 means you're very dissatisfied and 5 means you're very satisfied, please rate your satisfaction with.... -----> CONTINUE
 Continue 1 D

Q58:

Q58. ...Your current employment situation. (PROMPT: How satisfied are you with this? Use a 5-point scale where 1 means you're very dissatisfied and 5 means your very satisfied.)

1-Very dissatisfied.....	1
2.....	2
3.....	3
4.....	4
5-Very satisfied	5
Don't know	8
No response	9

Q59:

Q59. ...Your overall post-secondary education experience. (PROMPT: How satisfied are you with this? Use a 5-point scale where 1 means you're very dissatisfied and 5 means your very satisfied.)

1-Very dissatisfied.....	1
2.....	2
3.....	3
4.....	4
5-Very satisfied	5
Don't know	8
No response	9

Q60:

Q60. ...Your current financial situation. (PROMPT: How satisfied are you with this? Use a 5-point scale where 1 means you're very dissatisfied and 5 means your very satisfied.)

1-Very dissatisfied.....	1
2.....	2
3.....	3
4.....	4
5-Very satisfied	5
Don't know	8
No response	9

Q57:

Q57. I am going to read you a couple of statements about learning and training. Would you say you agree or disagree with these statements: I consider <q2p > to be worth the financial cost to me and/or my family. Do you... (READ RESPONSES)

Strongly disagree	1
Disagree.....	2
Agree	3
Strongly agree.....	4
Don't know	8
No response	9

Q77:

Q77. Participating in ongoing learning and training is an important part of my working life. Do you... (READ RESPONSES)

Strongly agree.....	5
Somewhat agree.....	4
Neutral	3
Somewhat disagree	2
Strongly disagree	1
(DO NOT READ) Don't know	8
(DO NOT READ) No response	9

Q78:

Q78. My career is something that requires ongoing planning and development. Do you... (READ RESPONSES)

Strongly agree.....	5
Somewhat agree.....	4
Neutral	3
Somewhat disagree	2
Strongly disagree	1
(DO NOT READ) Don't know	8
(DO NOT READ) No response	9

Q109:

Q109. Just before we end, these last few questions are asked only to assist in classifying your responses. Any information you provide is kept strictly confidential. What is your marital status?

Single.....	1
Married, living with partner, or common law.....	2
Separated, divorced, widowed.....	3
Don't know.....	8
No response.....	9

Q110:

Q110. How many dependents (including dependent adults) are you responsible for?

\$R 0 12	
Don't know.....	88
No response.....	99

Q111:

Q111. Do you consider yourself to be an Aboriginal person?

Yes.....	1	
No.....	0	=> Q113
Don't know.....	8	=> Q113
No response.....	9	=> Q113

Q112:

Q112. Are you... (READ RESPONSES)

Status-Indian.....	1
Non-status Indian.....	2
Métis.....	3
Inuit.....	4
Other.....	6
(DO NOT READ) Don't know.....	8
(DO NOT READ) No response.....	9

Q113:

Q113. Do you consider yourself to be a member of a visible minority? (NOTE: Visible minority is defined as persons other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.)

=> +1
 if Q111=1

Yes.....	1
No.....	0
Don't know.....	8
No response.....	9

Q114:

Q114. What is your current citizenship status? Are you a... (READ RESPONSES)

Canadian citizen	01	
Landed immigrant/permanent residence.....	02	
Other (specify).....	66	O
(DO NOT READ) Don't know	88	X
(DO NOT READ) No response	99	X

Q115:

Q115. What language did you first learn in childhood and still understand?

English.....	01	
French.....	02	
Other (specify).....	66	O
Don't know	88	X
No response	99	X

Q116:

Q116. Do you consider yourself to be a person with a disability (that is, someone with a long-term physical or mental condition that limits the kind or amount of paid work that they can do)?

Yes.....	1	
No	0	
Don't know	8	
No response	9	

Q118:

Q118. Some individuals may be the first in their family to access post-secondary education.

Have either one of your parents (or guardians) taken post-secondary education?

Yes - father or male guardian only	1	
Yes - mother or female guardian only	2	
Both parents/guardians	3	
Neither parents/guardians	4	
Don't know	8	
No response	9	

Q119:

Q119. What is the highest level of post-secondary education attained by your father (or male guardian)?

=> +1
 if NOT Q118=1,3

Some trade-vocational	01
Some college	02
College diploma or certificate	03
Some university	04
University certificate or diploma below bachelor's degree	05
Bachelor's degree e.g. B.A., B.Sc., B.Ed., E. Eng.	06
First professional degree e.g. law, medicine, dentistry, veterinary medicine	07
University diploma or certificate above bachelor's degree but below master's level	08
Master's degree e.g., M.A., M.Sc., M.Ed., M.B.A., M.Eng.	09
Doctorate degree e.g. PhD	10
Professional association diploma, certificate, license, accounting, banking, insurance e.g., CGA, CMA	11
Other (specify)	66 O
Don't know	88 X
No response	99 X

Q120:

Q120. What is the highest level of post-secondary education attained by your mother (or female guardian)?

=> +1
 if NOT Q118=2,3

Some trade-vocational	01
Some college	02
College diploma or certificate	03
Some university	04
University certificate or diploma below bachelor's degree	05
Bachelor's degree e.g. B.A., B.Sc., B.Ed., E. Eng.	06
First professional degree e.g. law, medicine, dentistry, veterinary medicine	07
University diploma or certificate above bachelor's degree but below master's level	08
Master's degree e.g., M.A., M.Sc., M.Ed., M.B.A., M.Eng.	09
Doctorate degree e.g. PhD	10
Professional association diploma, certificate, license, accounting, banking, insurance e.g., CGA, CMA	11
Other (specify)	66 O
Don't know	88 X
No response	99 X

Q121:

Q121. Is there anything about your education, training, or employment experience that you would like to add?

No other comments.....	00 X
Comments (specify).....	66 O
Don't know	88 X
No response	99 X

GENDR:

RECORD GENDER - DO NOT ASK

We've reached the end of our survey. Thanks very much for your time and cooperation. The results from this survey will be published in a final report and posted on the Government's website (www.copse.mb.ca) early next year.

GENDER:

Female 1 => /INT99
Male..... 2 => /INT99
Undetermined 3 => /INT99

INT99:

CALL RESULT

Completion CO D => END

INT:

procedure 1 -> INT

CALL STATUS CODE PAGE

CALL STATUS CODES: ENTER THE CALL RESULT ----- END OF SURVEY -----

-
DOS CODE 01 N => /END
Hard appointment 04 R => /NAME
Soft appointment 05 R => /NAME
FRENCH CALLBACK..... 06 R => /NAME
18-24 yr old Callback 07 N => /NAME
Not in service..... 10 N => /END
Fax/Modem line..... 11 N => /END
Business line 12 N => /END
Household refusal 20 N => /END
Respondent refusal 21 N => /END
Quota Filled 22 N => /END
Soft Refusal 23 N => /END
Termination - Mid interview 24 => /END
Respondent no longer at number - NO NEW NUMBER 25 => /END
Wrong number - never heard of person 26 => /END
Busy..... 30 N => /END
No answer..... 31 N => /END
Answering machine 32 N => /END
Other 50 RO => /END
Language/Heath/Hearing problem..... 60 N => /END
Non-qualified respondent 70 => /END
(INT99) Completion CO N
(INT01) Respondent away for an extended period of time 27 N
(INT01) Leslie Johnson contact left with someone other than respondent..... 33 N
(INT01) First answering machine message left 35 N
(INT01) Second answering machine message left..... 36 N

F6:

procedure 3 -> F6

INTERVIEWERS: ENTER YOUR COMMENTS ON THIS SCREEN

NOTES.

INTERVIEWER COMMENTS 1 DO



F8:

procedure 2 -> F8

CONTACT INFO FOR COPSE

The contact information for the Project Leader is Kim Browning who works at the Council on Post-Secondary Education is: ph. #: 204-945-0746 or you can reach her by email at: info@copse.mb.ca

F10:

CONTACT INFO FOR PRA

PRA is an independent research company. We provide impartial investigation of public policy issues, conduct research in the social sciences, and provide training and consulting services. If you have any questions regarding this survey, you may call Nicolas Borodenko, of Prairie Research Associates, at (204) 987-2030. --> RETURN TO PREVIOUS SCREEN

NAME:

screen [template 0] -> INFO2

INTERVIEWER: GET NAME & ANY OTHER PERTINENT INFO AND PLACE HERE

May I please have the name of the person I should ask for when calling back?

\$P

INFO1:

FIRST INFORMATION SCREEN

ADDITIONAL INFO FOR CALLBACK

INFO2:

SECOND INFORMATION SCREEN

ADDITIONAL INFO FOR CALLBACK

CB:

TODAY IS \$D IT IS \$H QUESTIONNAIRE:\$Q

When would be the best time to call back?

\$CHS

=> END

if \$A > 20

APPENDIX B

Steering Committee Members

Steering Committee Members

Assiniboine Community College

Jack Moes

Brandon University

Elaine Tyler

Greg Coates

Canadian Mennonite University

Wesley Toews

Collège universitaire de St-Boniface

André Boucher

Manitoba Advanced Education and Literacy

- Council on Post-Secondary Education

Kim Browning (Project Manager)

Kitty Leong

Dan Smith

- Manitoba Student Aid

Jacqueline Ratte-Kohut

Sherilyn Andres

Jay Hipolito

- Policy and Planning Branch

Dallas Morrow

Providence College & Seminary

Mark Little

Red River College

Ashley Blackman

Steinbach Bible College

Terry Hiebert

University College of the North

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