



GRADUATE EMPLOYMENT SURVEY

FIVE YEAR OUT STUDY OF THE
CLASS OF 2002

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NAIT thanks members of the Class of 2002 who responded to this survey and provided information about their career progression that will assist both current and future students in their own educational and career decisions. Information from this survey will also furnish invaluable insight for Institute administrators engaged in program review, student advising and student recruitment.

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SURVEY HIGHLIGHTS

NAIT findings compare favourably with those reported in the 2000 Employment Survey of University of Alberta Graduates, a five year out study which was published in October 2006 by University of Alberta Career and Placement Services. In some cases, NAIT's graduate outcomes, including employment rate, participation rate, persistence in the labour force and salary earned, equalled or exceeded those of university graduates.

Overall

- 99.1% of all respondents had been employed at some point during the five-year period
- 27.2% of all respondents had furthered their education at some point during the five-year period
- Average salaries for certificate, diploma and applied degree program graduates were reported at \$38,364 one year after graduating; three years after graduating, average salaries for graduates of full time programs rose to \$48,481, an increase of 26.4%; and five years after graduating average salaries increased a further 20.6% to \$58,463
- Journeymen enjoyed high initial salaries, averaging \$66,084 one year after completion, and rising to \$87,012 after five years
- More than 93% of the respondents have remained working in Alberta

Demographics

- 72% of the respondents were male
- 28% of the respondents were female
- The median age of respondents was 30 years

One Year Out

- 95.3% of all respondents were employed after one year
- The employment rate for those in the labour force was 98.8%
- The labour force participation rate was 96.4%
- 95% of all of those working were employed full time
- 82% of those working described their positions as permanent
- 88% of respondents claimed that their main job was at least somewhat training related
- 69% of respondents were working in the Edmonton area; another 19% were working in central or northern Alberta
- 27.6% indicated that they worked for small businesses employing less than 25 people
- 26.1% worked for corporations employing over 1,000 people
- Mean average income was \$38,364 for certificate, diploma and applied degree holders and \$66,084 for journeyman completers

Three Years Out

- 94% of all respondents were employed
- 95% of those working were employed full time
- 85% of those working described their positions as permanent
- 85% said that their position was at least somewhat related to their training
- Mean average income increased to \$48,481 for certificate diploma and applied degree holders and to \$76,843 for journeyman completers
- 9% were deriving at least part of their income from self-employment
- 47% of all respondents had either changed companies or changed position within their company within three years of graduating

Five Years Out

- The employment rate for those remaining in the labour force was 97%
- The labour force participation rate was 98%
- 12.5% of all those working claimed income from self-employment
- Mean average income increased to \$58,463 for certificate, diploma and applied degree holders and to \$87,012 for journeyman completers

SECTION 1
ABOUT THE SURVEY

PURPOSE OF THE SURVEY

The mission of NAIT is to produce educated, skilled and successful learners. As a vital indicator of graduate success, NAIT measures employment and satisfaction outcomes for every graduating class at a point six to nine months after completion of program studies. This has been an annual practice for over three decades.

In 2002, NAIT conducted its first outcomes study on a cohort of graduates five years after completion of studies. That survey, conducted with the Class of 1997, was designed to measure the extent to which the consistently positive outcomes experienced by new graduates endure over a period of five years after graduating and entering the labour force. That was the first effort to measure employment and career progression beyond the six to nine month period after graduation.

The purpose of this study was to reinforce the findings of the initial NAIT Five Year Out Survey. The present study was conducted with the Class of 2002. Key goals of this study were to establish the employment persistence, career and salary progression, and further education activities of NAIT graduates up to five years after their graduation from NAIT. The results of the study serve and inform a variety of critical activities including those related to program review, student advisement, student recruitment and organizational advancement.

SURVEY METHODS

Survey Population

The survey population was drawn from the Alumni Relations database, which contains contact information for all graduates of all NAIT programs by academic year.

Survey Administration

The alumni data was turned over to the private research firm Inshightrix Inc. of Saskatoon, which had been contracted to conduct the survey. Respondents were offered the opportunity to complete a telephone interview (chosen by 93.6% of respondents) or an online survey (chosen by 6.4% of respondents).

All survey questions were repeated for respondents who reported a change in their employment status between the first year after graduating and the third year, and between the third year and the fifth year. All respondents were asked about their income at each of the survey intervals; however, only salaries reported for graduates with full-time employment are included in this survey findings report. Since respondents were given the option of reporting gross salary in a variety of ways that required calculation to arrive at an annual amount (including hourly, daily, weekly, biweekly, monthly, etc.), respondents who reported salaries in excess of \$100,000 a year were asked to verify the amount. Where applicable, responses for the three-year and five-year post-graduation periods were combined with the responses from those who did not report a change in their employment situation, to provide a complete picture of graduate employment at each interval.

Response Rate

A response rate of 30% was targeted. In addition, a stratified sampling distribution was specified in accordance with the academic disciplines of the graduate population. This was determined by the alignment of the graduate's program of studies with NAIT's academic schools. Thus, the sampling goal was 30% of all graduates of each academic school.

There were 5,447 graduates representing the Class of '02. This cohort included 2,407 graduates of diploma programs (44%), 985 graduates of certificate programs (18%) and 1,790 graduates of apprenticeship programs (33%). There were 47 graduates of applied degree programs (<1%), while the remainder (4%) graduated from assorted programs in adult upgrading and bridging.

The graduating Class of '02 comprised 1,528 females and 3,528 males. There were 394 records where gender was either unknown or left blank. Therefore, the population of graduates with known gender was 30.2% female and 69.8% male.

SURVEY RESPONDENTS

Demographics

There were 1,608 respondents of whom 72% were male and 28% were female (figure 1). The median age of all respondents was 30 years (see Figure 2 on the following page). The majority of respondents (66.5%) were graduates of technology or upgrading programs while the remainder were graduates of trades training programs. The technology-apprenticeship subsets of the total population have distinctly different characteristics as the trades training completers were predominantly male (96.7%) and significantly older (mean age 35 years).

Compared to the population of all graduates with known gender, the sample of respondents was slightly biased in favour of males. While 69.8% of all graduates were male, 72% of all respondents were male. This proved to be significant ($z = 1.83, p > 0.05$). Figure 1 represents the gender distribution of all respondents compared to that of the Class of '02 graduates.

Figure 1: Gender Distribution of Respondents Compared to Graduates (Class of '02)

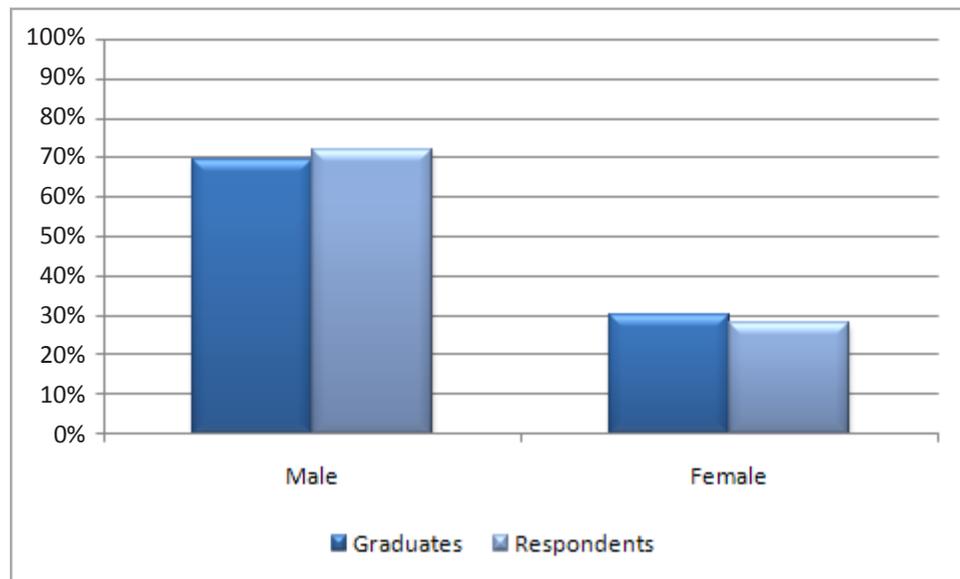
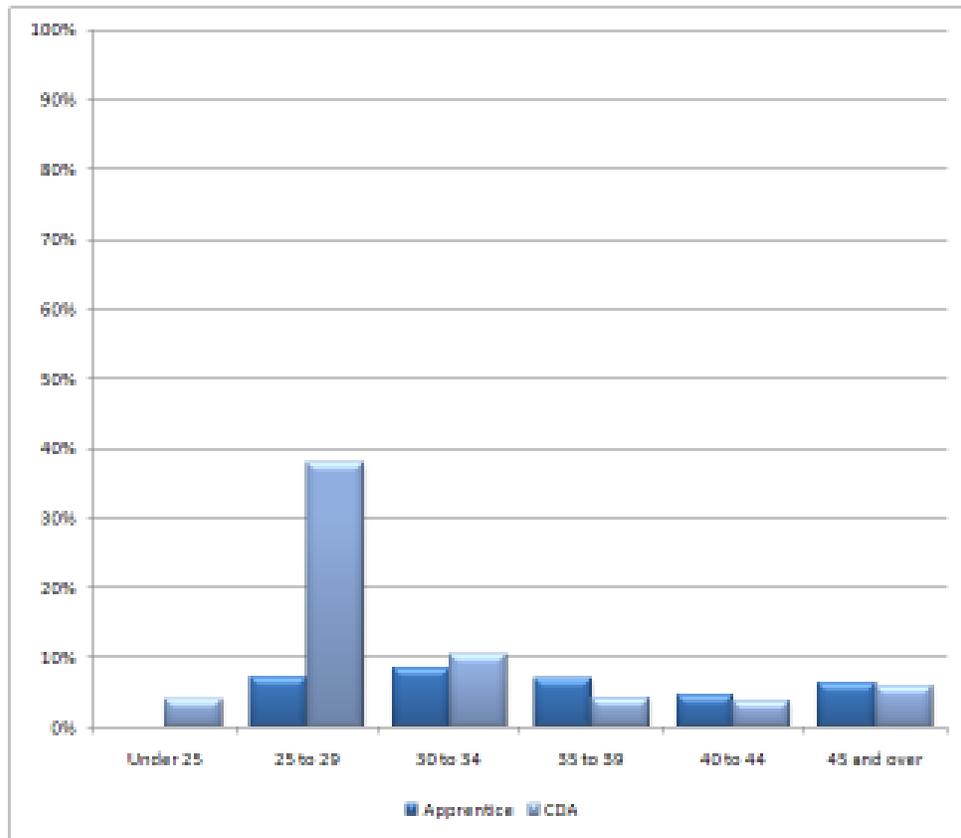


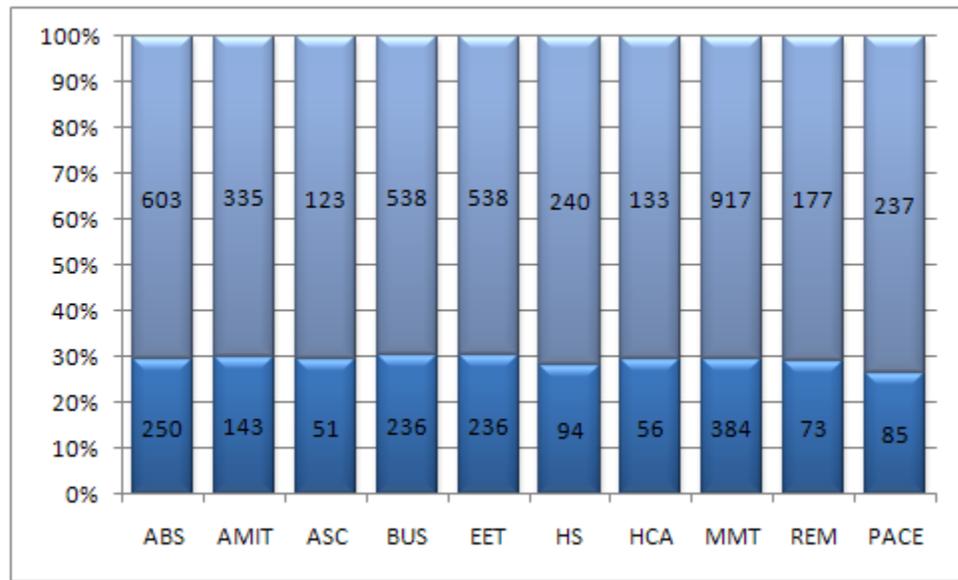
Figure 2: Comparison of Age Distribution of Apprentice and CDA Respondents



Representation

Survey respondents were representative of the graduate population at NAIT in accordance with academic discipline. Figure 3 illustrates how the responding population distributed in a fashion that is comparable to the distribution of graduates by school in the 2001/02 academic year. In most cases there is no variance between the distribution of respondents by school and the distribution of actual graduates. Figure 4 illustrates that there was also no bias within the sample on the part of apprenticeship graduates who contributed to the survey in numbers consistent with their relative proportion of the graduate population ($p = 0.598$).

Figure 3: Distribution of Respondents Compared to Graduates by School* (2002)



*ABS - School of Applied Building Science; AMIT - School of Applied Media and Information Technology; ASC - School of Arts, Science and Communications; BUS - JR Shaw School of Business; EET - School of Electrical and Electronics Technology; HS - School of Health Sciences; HCA - School of Hospitality and Culinary Arts; MMT - School of Mechanical and Manufacturing Technology; REM - School of Resources and Environmental Management

Figure 4: Distribution of Respondents Compared to Graduates by Program Type (2002)



SECTION 2

SURVEY FINDINGS

FURTHER EDUCATION

A large proportion of NAIT graduates had continued their education since completion of studies in 2002. Of the total responding population, 27.2% (n = 437) indicated that they had enrolled for credit in a post-secondary institute since graduating from NAIT.

Half of those continuing (50.3%, n = 220) had continued studies at a technical school, the vast majority at NAIT (n = 203). Of the remainder, 25.4% (n = 111) had continued on to baccalaureate studies at universities, principally at the University of Alberta (n = 59) and the University of Lethbridge (n = 24). Others (8%, n = 35) had continued to graduate school or to professional schools such as dentistry, law or medicine.

Female graduates had a slightly higher rate of further participation in studies than did males. Of all female graduates in the year, 9.6% reported further education while 8.1% of males continued studies at some point after completion in 2002. This difference was marginally significant at 0.1, $\alpha/2$ (z = 1.7).

Graduates of Certificate, Diploma and Applied Degree (CDA) programs had a far greater likelihood of continuing in studies after completion of first credential than did graduates of apprenticeship programs. Among those responding, graduates of CDA programs comprised 81% of all students who continued their education. In fact, 33% of all respondents in the CDA subset reported continuing in post-secondary studies after completing their program of studies in 2002. Graduates of apprenticeship programs were most likely to continue at a technical institute while graduates of CDA programs were almost equally as likely to continue at a university as at a technical school. These distributions are depicted in Table 1.

Table 1: Type of Post-Secondary Institution Attended after Graduating (Question 2)

	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Technical Institute	157	44.5	63	75.0	220	50.3
Community College	28	7.9	3	3.5	31	7.1
University - Undergraduate	107	30.3	4	4.8	111	25.4
University - Graduate	19	5.4	5	5.9	24	5.5
University - Professional School (Law, Dentistry, Medicine)	10	2.8	1	1.2	11	2.5
Professional Certification	24	6.8	3	3.5	27	6.2
Other	8	2.3	5	5.9	13	3.0
Total	353	100.0	84	100.0	437	100.0

Prior to commencing studies at NAIT and completing in 2002, 75% of all respondents had experienced full-time employment. Journeyman graduates had a higher rate of previous full-time employment (97.3%) than did graduates of CDA programs (62.9%).

EMPLOYMENT BEFORE AND AFTER GRADUATION

Since graduating in 2002, 99.1% of all graduates had held at least one paying job, including self-employment. Only 14 respondents – all graduates of CDA programs – indicated that they had not had paid employment since program completion in 2002. All of the journeyman completers had held paid employment since completing their training program. These results are shown in Table 2.

Table 2: Respondents with Paying Jobs Since Graduating (Question 6)

Have had paid employment:	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Yes	1,056	98.7	538	100.0	1,594	99.1
No	14	1.3	–	–	14	0.9
Total	1,070	100.0	538	100.0	1,608	100.0

Of the 14 graduates not reporting paid employment, only six indicated that they had been unable to secure employment. The remaining eight had not sought employment for a variety of reasons that included family responsibilities, health concerns, and further education. These results constitute a labour force participation rate of 99.5% and a 99.6% employment rate for the graduates of 2002 over the five-year interval.

For the most part, the Class of '02 has remained in Alberta. One year after graduating, 94.7% of graduates indicated that their place of employment was in the province. This figure fell slightly to 93.7% after three years (Table 3) but has since remained stable.

Table 3: Primary Location of Employers (Questions 9d, 16d and 23d)

Work Location	One Year Out		Three Years Out		Five Years Out	
	Frequency	%	Frequency	%	Frequency	%
Edmonton or area	1,050	69.1	991	66.5	996	66.1
Northern Alberta	207	13.6	206	13.8	201	13.3
Central Alberta	87	5.7	87	5.8	94	6.2
Calgary or area	49	3.2	58	3.9	60	4.0
Southern Alberta	16	1.1	17	1.1	19	1.3
Other Alberta	29	1.9	38	2.5	38	2.5
Total remaining in Alberta	1,438	94.7	1,397	93.7	1,408	93.5
Elsewhere in Canada	78	5.1	92	6.2	94	6.2
Total remaining in Canada	1,516	99.8	1,489	99.9	1,502	99.7
Outside Canada	3	0.2	2	0.1	4	0.3
Grand Total	1,519	100.0	1,491	100.0	1,506	100.0

SURVEY FINDINGS: ONE YEAR AFTER GRADUATION

Employment

The Class of '02 enjoyed a 98.8% employment rate one year after graduating. The labour force participation rate (those working plus those actively seeking work relative to the total number of respondents) was 96.4%. Thus, the unemployment rate among all respondents was a mere 1.2% (Table 4). Of the entire population of respondents, only 75 indicated that they were not working one year after graduation. Only 18 responded that they were actively seeking employment while 57 respondents were not participating in the labour force.

Table 4: Employment Status - One Year Out (Question 7a, e)

Employment Status	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
A paid job	924	87.5	482	89.6	1,406	87.4
Self-employed	39	3.7	28	5.2	67	4.2
Paid job & self-employed	24	2.3	22	4.1	46	2.9
Seeking employment	14	1.3	4	0.7	18	1.1
Not seeking employment	55	5.2	2	0.4	57	3.5
Total	1,056	100.0	538	100.0	1,594	100.0

Apprenticeship program completers had a very high employment rate. Of the four respondents not working after one year, two were actively seeking employment while the other two were not in the labour force. Thus, the employment rate for apprentices after one year was 99.3%. Self-employment was relatively prominent among graduates of apprenticeship programs. While overall 7.1% of graduates claimed earnings from self-employment, 9.3% of apprenticeship graduates claimed at least some of their earnings from self-employment.

A crosstabulation of respondents who reported having full-time work and those who reported that their work was permanent showed that 1,191 (78.4%) of the grads were working in full-time, permanent jobs after a year (Table 5).

Table 5: Respondents Reporting Full-Time, Permanent Employment - One Year Out (Crosstabulation of Questions 7b and 7d)

Employment	CDA (n=987)		Apprentice (n=532)		All (n=1,519)	
	Frequency	%	Frequency	%	Frequency	%
Full time & permanent	732	74.2	459	86.3	1,191	78.4

Of those graduates working, 95% claimed full-time employment while 5% claimed part-time employment. Fifteen per cent indicated that they held 2 or more jobs. Eighty-five per cent of those working characterized their employment as permanent (see Table 6 on the following page).

Table 6: Type of Work - One Year Out (Question 7b, c, d)

Employment	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Full time	859	87.0	514	96.6	1,373	90.4
Part time	74	7.5	6	1.1	80	5.3
Both full time and part time	54	5.5	12	2.3	66	4.3
Permanent	786	79.6	466	87.6	1,252	84.7
Temporary	130	13.2	40	7.5	170	11.2
Casual	44	4.5	3	0.6	47	3.1
Self-employed	27	2.7	23	4.3	50	3.3
One job	820	83.1	466	87.6	1,286	84.7
More than one job	167	16.9	66	12.4	233	15.3
Total	987	100.0	538	100.0	1,519	100.0

Relevance of NAIT Education to Employment

While only 73% of respondents who were working indicated that their NAIT parchment was required for their main job, 88% characterized their main job as at least somewhat related to their training at NAIT.

Industry Sector

The majority of graduates found employment in small to medium sized enterprises (Table 7), with nearly 62% working for firms with fewer than 500 employees.

Table 7: Employment by Size of Enterprise - One Year Out (Question 9c)

Number of Staff	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
1 - 24	285	28.9	134	25.2	419	27.6
25 - 99	136	13.8	92	17.3	228	15.0
100 - 199	77	7.8	50	9.4	127	8.4
200 - 499	96	9.7	63	11.8	159	10.5
500 - 999	57	5.8	24	4.5	81	5.3
1,000 or more	257	26.0	139	26.1	396	26.1
Don't know	79	8.0	30	5.6	109	7.1
Total	987	100.0	532	100.0	1,519	100.0

NAIT graduates found employment in virtually all of the significant industries in the province of Alberta. Those industries most commonly represented included Mining, Oil & Gas; Construction; Professional, Scientific & Technical Services; Health Care & Social Services; Manufacturing; and Retail Trade (Table 8).

Table 8: Employment by Industry Sector - One Year Out (Question 9b)

Industry Sector	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Accommodation, Food & Beverage	55	5.6	11	2.1	66	4.3
Agriculture/Forestry	26	2.6	20	3.8	46	3.0
Public Administration	50	5.1	5	0.9	55	3.6
Construction	110	11.1	160	30.1	270	17.8
Professional, Scientific & Technical						
Services	114	11.6	11	2.1	125	8.2
Finance, Insurance, Real Estate	49	5.0	1	0.2	50	3.3
Health Care & Social Services	125	11.7	—	—	125	8.2
Mining, Oil & Gas	112	11.3	166	31.2	278	18.3
Manufacturing	56	5.7	52	9.8	108	7.1
Retail Trade	65	6.6	17	3.2	82	5.4
Transportation & Warehousing	32	3.2	21	3.9	53	3.5
Telecommunications & Information	53	5.4	4	0.7	57	3.8
Other	140	14.2	64	12.0	204	13.4
Total	987	100.0	532	100.0	1,519	100.0

Earnings

The mean salary for graduates reporting earnings from full-time employment one year after graduating was \$48,152. The top 25% of all graduates reporting full-time income after one year had earnings in excess of \$60,000. However, there was a significant difference between earnings of apprenticeship graduates and those of certificate, diploma and applied degree (CDA) programs. Apprenticeship completers reported an average salary of \$66,084 (median earnings of \$62,000) after one year of working as a journeyman tradesman compared to \$38,364 (median earnings of \$34,000) for CDA graduates. Annual earnings in excess of \$75,000 were reported by 28.6% of all journeymen completers and by 3.8% of all CDA program graduates. Table 9 provides a frequency distribution of earnings reported for full-time employment by graduates at the point of one year after graduating.

Table 9: Distribution of Salaries from Full-Time Employment - One Year Out (Q10)

Annual Earnings Range	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Less than \$20,000	42	5.1	1	0.2	43	3.4
\$20,000 - \$29,999	196	23.9	10	2.2	206	16.3
\$30,000 - \$39,999	298	36.4	30	6.7	328	25.9
\$40,000 - \$49,999	132	16.1	59	13.2	191	15.1
\$50,000 - \$59,999	57	7.0	70	15.7	127	10.0
\$60,000 - \$69,999	41	5.0	85	19.0	126	10.0
\$70,000 - \$79,999	25	3.1	68	15.2	93	7.3
\$80,000 - \$89,999	11	1.3	53	11.9	64	5.1
\$90,000 - \$99,999	3	0.4	22	4.9	25	2.0
More than \$100,000	14	1.7	49	11.0	63	5.0
Total	819	100.0	447	100.0	1,266	100.0

Work Search

Work search methods used by graduates of both trades training and CDA programs are tabulated in Table 10. Graduates most commonly used personal connections to obtain their initial employment. Just over 53% of all respondents secured employment by virtue of having a previous working relationship with the employer or being recommended by a mutual acquaintance.

Table 10: Work Search Methods* - One Year Out (Question 11)

Method of Finding Work	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
A job posting at NAIT	174	16.3	5	0.9	179	11.1
On-campus interview	31	2.9	0	0	31	1.9
Contacted employer	144	13.5	57	10.6	201	12.5
Previous work experience with						
employer	206	19.3	291	54.1	497	30.9
Knew employer/referral	259	24.2	103	19.1	362	22.5
Print advertisement	146	13.6	25	4.6	171	10.6
Private employment agency	22	2.1	11	2.0	33	2.1
Public employment agency	25	2.3	5	0.9	30	1.9
Previous volunteer experience						
with employer	18	1.7	5	0.9	23	1.4
Resume databank	41	3.8	11	2.0	52	3.2
Internet	176	16.4	8	1.5	184	11.4
Other	57	5.3			120	7.5

**respondents could indicate more than one choice*

Most who answered "other" to this question indicated that they discovered employment opportunities at a union hall or that they started their own business.

SURVEY FINDINGS: THREE YEARS AFTER GRADUATION

Employment

Ninety-four per cent of respondents indicated that they were working three years after graduating (Table 11), while the labour force participation rate remained strong at 95%. Further, the unemployment rate among graduates remaining in the labour force remained a meagre 0.7%. Of those respondents not working (n = 91), only 10 were actively seeking employment. The majority of those not working had dropped out of the labour force to return to school (n = 65).

Table 11: Changes to Employment Status - Three Years Out (Question 13)

Employment Status	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Changed jobs	418	39.1	161	29.9	579	36.3
Same employer, different position	125	11.7	54	10.0	179	11.2
Became unemployed	23	2.1	2	0.4	25	1.6
Unchanged (same employer, same position)	404	37.8	314	58.4	718	45.0
Remained unemployed	9	0.8	2	0.4	11	0.7
Attending school	53	5.0	2	0.4	55	3.5
Became employed	24	2.2	3	0.6	27	1.7
Total	1,056	100.0	538	100.0	1,594	100.0

Overall, 9% of respondents reported income from self-employment (Table 12). In addition, 92% indicated full-time employment and 85% reported that they held a permanent position. Of these respondents, 78.4% overall reported having employment that was both full time and permanent (Table 13).

Table 12: Type of Employment - Three Years Out (Question 14a)

Employment	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
A paid job	886	89.1	469	87.8	1,355	88.7
Self-employed	53	5.3	45	8.4	98	6.4
Paid job & self-employed	23	2.3	16	3.0	39	2.6
Neither	32	3.2	4	0.7	36	2.4
Total	994	100.0	534	100.0	1,528	100.0

Table 13: Respondents Reporting Full-Time, Permanent Employment - Three Years Out (Crosstabulation of Questions 14b and 14d)

Employment	CDA (n=817)		Apprentice (n=530)		All (n=1,492)	
	Frequency	%	Frequency	%	Frequency	%
Full time & permanent	767	79.7	441	83.2	1,208	81.0

The majority (73%) indicated that their NAIT program was a requirement for their main position and 85% indicated that their employment was at least somewhat related to the program of studies from which they had graduated.

Ninety-nine per cent of journeyman tradesmen responding to the survey were still in the labour force three years after completing their program. Only one respondent indicated that he/she was unemployed and actively seeking work, thus the employment rate among trades program graduates was effectively 100%. Just over 11% of trades graduates indicated they had earnings from self-employment.

Graduates of CDA programs were equally successful three years after graduating. Among those responding, the labour force participation rate was 93% and the employment rate was 99%. About 7% of CDA graduates reported income from self-employment, 93% reported that their employment was full time and 85% indicated that their employment was in a permanent position. Eighty per cent of CDA graduates indicated that their employment was at least somewhat related to their program of studies at NAIT.

Graduates remained actively employed in a variety of industries vital to the Alberta economy (Table 14). The Mining, Oil & Gas sector was most predominantly served with 19.5% of all respondents employed in the industry. This concentration was nearly matched by the Construction industry, which included 17.7% of responding graduates. The remainder were somewhat evenly distributed among a variety of Alberta industries.

Table 14: Employment by Industry Sector - Three Years Out (Question 16b)

Industry Sector	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Accommodation, Food & Beverage						
& Beverage	46	4.8	11	2.1	57	3.8
Agriculture/Forestry	26	2.7	27	5.1	53	3.6
Public Administration	47	4.9	—	—	51	3.4
Construction	106	11.0	158	29.8	264	17.7
Professional, Scientific & Technical						
Services	109	11.3	9	1.7	118	7.9
Finance, Insurance, Real Estate	49	5.1	3	0.6	52	3.4
Health Care & Social Services	118	12.3	—	—	118	7.9
Mining, Oil & Gas	129	13.4	162	30.6	291	19.5
Manufacturing	54	5.6	54	10.2	108	7.2
Retail Trade	61	6.3	16	3.0	77	5.2
Transportation & Warehousing	36	3.7	19	3.6	55	3.7
Telecommunications & Information	46	4.8	4	0.8	50	3.4
Other	134	13.9	67	12.6	197	13.2
Total	961	100.0	530	100.0	1,491	100.0

Earnings

Average earnings increased significantly for graduates three years after program completion. The average salary for all NAIT graduates responding to the survey was \$58,504. The distinct difference in earnings between graduates of trades programs and CDA programs persisted. Graduates of CDA programs were earning an average of \$48,481 annually after three years, an increase of 25.4% compared to their average earnings after only one year. Journeyman completers also experienced a significant increase in average earnings. After three years, journeymen reported average earnings of \$76,843, an average increase of 16% compared to two years earlier.

SURVEY FINDINGS: FIVE YEARS AFTER GRADUATION

Employment

A total of 1,523 graduates reported that they had been employed during the period three to five years after completing their program at NAIT (Table 15). Over 64% (980/1,523) remained with the same employer that they had three years after graduating. Only 36 graduates had become unemployed during the interval but 25 previously unemployed graduates had found paid employment. Thirty-three per cent of working graduates (n= 518) had changed employers.

Table 15: Change in Employment Status - Five Years Out (Question 20)

Employment Status	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Changed jobs	356	33.7	162	30.1	518	32.5
Same employer, different position	105	9.9	43	8.0	148	9.3
Became unemployed	27	2.6	9	1.7	36	2.3
Unchanged (same employer, same position)	509	48.2	323	60.0	832	52.2
Remained unemployed	12	1.1	—	—	12	0.8
Attending school	22	2.1	1	0.2	23	1.4
Became employed	25	2.4	—	—	25	1.6
Total	1,056	100.0	538	100.0	1,608	100.0

Of those working, 95% indicated that they were working full time and 85% were in permanent positions. Also, 12.5% of respondents reported that they had earnings from self-employment (149 totally self-employed and 45 were in both paid employment and self-employment). Eighty-three per cent of graduates said that their main employment was at least somewhat related to their program of studies at NAIT while 71% said that their NAIT credential was required for their main job.

When asked to describe their current employment situation five years after program completion, 1,506 respondents indicated that they were currently employed (Table 16). Of the 49 respondents who indicated that they were still unemployed or became unemployed five years after graduating, 25 were actively seeking employment. The remainder of the survey population was either in school or otherwise not in the labour force. Thus, five years after program completion, graduates enjoyed a 97% employment rate while the economy benefitted from a 98% labour force participation rate.

Table 16: Employment by Type of Work - Five Years Out (Question 21a)

Current Work	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
A paid job	877	86.1	435	81.2	1,312	84.4
Self-employed	76	7.5	73	13.6	149	9.6
Paid job & self-employed	29	2.8	16	3.0	45	2.9
Unemployed	37	3.6	12	2.2	49	3.2
Total	1,019	100.0	536	100.0	1,555	100.0

NAIT graduates continued to contribute to the major industries in the Alberta economy. Industry sectors most frequently identified by graduates included Mining, Oil & Gas; Construction; Health Care & Social Services; Professional, Scientific & Technical Services; and Manufacturing (Table 17).

Table 17: Employment by Industry Sector - Five Years Out (Question 23b)

Industry Sector	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Accommodation, Food & Beverage	33	3.4	10	1.9	43	2.9
Agriculture/Forestry	29	3.0	23	4.4	52	3.5
Public Administration	57	5.8	4	0.8	61	4.1
Construction	115	11.7	150	28.6	265	17.6
Professional, Scientific & Technical Services	118	12.0	11	2.1	129	8.6
Finance, Insurance, Real Estate	58	5.9	4	0.8	62	4.1
Health Care & Social Services	125	12.7	—	—	125	8.3
Mining, Oil & Gas	142	14.5	177	33.8	319	21.2
Manufacturing	54	5.5	46	8.8	100	6.6
Retail Trade	48	4.9	16	3.1	64	4.2
Transportation & Warehousing	30	3.1	20	3.1	50	3.3
Telecommunications & Information	41	4.2	4	0.8	45	3.0
Other	132	13.4	59	11.3	191	12.7
Total	982	100.0	524	100.0	1,506	100.0

Five years after completion of their programs at NAIT, 94% of working graduates still remained in Alberta. Sixty-six per cent of graduates actually remained in the Edmonton area while less than half a per cent had left the country (see Table 18 on the following page).

Table 18: Employment by Work Location - Five Years Out (Question 23d)

Work Location	CDA		APP		All	
	Frequency	%	Frequency	%	Frequency	%
Edmonton or area	695	70.8	301	57.4	996	66.1
Northern Alberta	87	8.9	114	21.8	201	13.3
Central Alberta	47	4.8	47	9.0	94	6.2
Calgary or area	45	4.6	15	2.9	60	4.0
Southern Alberta	10	1.0	9	1.7	19	1.3
Other Alberta	18	1.8	20	3.8	38	2.5
Total remaining in Alberta	902	91.9	506	96.6	1,408	93.5
Elsewhere in Canada	77	7.8	17	3.2	94	6.2
Total remaining in Canada	979	99.7	523	99.8	1,502	99.7
Outside Canada	3	0.3	1	0.2	4	0.3
Grand Total	982	100.0	524	100.0	1,506	100.0

NAIT graduates continued to support small and medium enterprises in the province. Nearly 39% of graduates were employed by businesses with fewer than 100 employees and just over 18% were employed in corporations with between 100 and 500 employees (Table 19).

Table 19: Employment by Size of Company - Five Years Out (Question 23c)

Number of Employees	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
1 - 24	238	24.2	145	27.7	383	25.4
25 - 99	123	12.5	78	14.9	201	13.3
100 - 199	85	8.7	42	8.0	127	8.4
200 - 499	91	9.3	58	11.1	149	9.9
500 - 999	62	6.3	19	3.6	81	5.0
1,000 or more	320	32.6	157	30.0	477	29.7
Don't know	63	6.4	25	4.8	88	5.5
Total	982	100	524	100	1,506	100

Earnings

Five years after completing their programs, graduates of NAIT continued to realize healthy increases in compensation. After five years, the average salary for all employed NAIT graduates responding to the survey was \$68,127. The distinct difference in earnings between graduates of registered apprenticeship trades programs and CDA programs persisted. Graduates of CDA programs were earning an average of \$58,463 annually after five years, an increase of 51% compared to their average earnings after only one year. Journeyman completers also experienced a significant increase in average earnings. After five years, journeymen reported average earnings of \$87,012, an average increase of 31% compared to four years earlier.

While many of the high-end earners from NAIT were employed in trades such as Boilermaker, Millwright and Heavy Equipment Technician, median annual earnings reported by graduates of NAIT's technology certificate, diploma, and applied degree programs were equally impressive after five years in the workforce. Graduates from Applied Information Systems Technology, Business Administration, Chemical Engineering Technology, Civil Engineering Technology, Computer Systems Technology, Electronics Engineering Technology and Geological Technology reported salaries in the \$70,000 - \$79,999 range; graduates from Electrical Engineering Technology, Industrial Heavy Equipment Technology, Instrumentation Engineering Technology and Petroleum Engineering Technology reported earnings in the \$80,000 to \$100,000 range; and salaries for graduates from the Diesel Mechanic and Power Engineering Technology programs topped \$100,000.

Table 20 shows the frequency distribution of earnings reported by graduates for full-time employment at the point of five years after graduating.

Table 20: Distribution of Salaries from Full-Time Employment - Five Years Out (Q24)

Annual Earnings Range	CDA		Apprentice		All Respondents	
	Frequency	%	Frequency	%	Frequency	%
Less than \$20,000	16	1.9	1	0.2	17	1.3
\$20,000 - \$29,999	34	4.0	4	0.9	38	2.9
\$30,000 - \$39,999	142	16.6	11	2.5	153	11.9
\$40,000 - \$49,999	185	21.7	18	4.1	203	15.7
\$50,000 - \$59,999	142	16.6	35	8.0	177	13.7
\$60,000 - \$69,999	112	13.1	70	16.0	182	14.1
\$70,000 - \$79,999	75	8.8	69	15.8	144	11.2
\$80,000 - \$89,999	51	6.0	50	11.4	101	7.8
\$90,000 - \$99,999	32	3.7	48	11.0	80	6.2
\$100,000 - \$149,999	49	5.7	104	23.8	153	11.9
More than \$150,000	16	1.9	27	6.2	43	3.3
Total	854	100.0	437	100.0	1,291	100.0

Skills and Abilities Used in Current Job

Graduates were asked to indicate their use of a variety of skills and abilities in their current employment. The abilities that were most highly rated included the ability to work well with others, the ability to work independently, the ability to use problem-solving skills and the ability to use critical judgment. These were rated by over 75% of all graduates as skills that they use a great deal of the time in their current position. Among the skills used a great deal by the least number of graduates were computer skills and writing skills. This was true for graduates of apprenticeship programs as well as for graduates of the CDA programs (see Table 21 on the following page).

Table 21: Skills Used "A Great Deal" in Job - Five Years Out (Question 26)

Skill	CDA (n=1,070)	APP (n=538)	All (n=1,514)
Writing	37.9%	21.5%	32.2%
Use of hand tools	30.0%	75.5%	45.8%
Computer	62.9%	22.4%	48.8%
Leadership	49.9%	61.2%	53.8%
Creative thinking	55.0%	69.2%	59.9%
Speaking	64.3%	54.8%	61.0%
Technical skills	63.5%	77.0%	68.2%
Critical judgment	74.9%	81.6%	77.2%
Working independently	79.8%	83.7%	81.1%
Problem-solving	79.8%	84.4%	81.4%
Working with others	82.9%	84.0%	83.3%

DISCUSSION

NAIT's mission is "Educated, Skilled and Successful Learners." NAIT's value proposition is workplace-relevant education. Both the graduates of NAIT and the employers of those graduates have the expectation that the applied, practical focus of a NAIT education, as well as NAIT's partnerships with industry, result in programs that serve the career aspirations of graduates and meet the needs of industry. The results of this study provide ample evidence that those expectations are fulfilled.

Over 99% of all graduates of the Class of 2002 found employment at some point during the ensuing five-year period after completion of studies at NAIT. Five years after program completion, the employment rate for those graduates remaining in the labour force remained strong at 98.8%. Less than 4% of the Class of 2002 was out of the labour force five years after graduating.

As a group, NAIT graduates experienced lower unemployment rates than comparable groups in the same place and time. While the unemployment rate for this cohort of NAIT graduates in late Spring 2007 was 1.2%, the Alberta unemployment rate was 3.8% (Statistics Canada). At the same time, the unemployment rate for the general population of post-secondary graduates in Alberta was 2.4% for certificate and diploma graduates and 2.2% for degree graduates. Comparing to these benchmarks indicates the high degree of workplace relevance of NAIT curriculum and the relative competitiveness of NAIT graduates in the job market.

NAIT graduates enjoyed progressively higher earnings over the five-year study period. Between the periods of one and five years post graduation, graduates of certificate, diploma and applied degree programs realized an average salary increase of 52%. In 2003, graduates of these programs were earning an average salary of \$38,364, which rose to \$58,463 by 2007. These earnings are relatively high compared to other segments of the population. For example, in the first quarter of 2007, the average annual salary for Albertans was \$43,000 (Statistics Canada).

Journeyman tradespeople reported even higher earnings. At the point one year out (2003) the average tradesperson was earning \$66,084. In 2007, five years after program completion, this group was reporting average earnings of \$87,012, an increase of approximately 32%. These earnings even further exceed average earnings.

The vast majority of graduates indicated that their positions were full time and related to their training. At both three and five years after program completion, 95% of respondents reported their positions as full time and 85% indicated that their employment was at least somewhat related to their studies at NAIT. At the same time, graduates were able to provide ample evidence of workforce and upward mobility. Nearly 56% of graduates had changes to their employment between one and three years after graduating. The majority had changed companies or changed positions within the same company.

Personal fulfilment is also indicated by several other important outcomes. For example, after three years, 9% of NAIT graduates (mainly of trades programs) indicated that they had earnings from self-employment. By five years after graduating, this proportion had risen to 12.5%.

Graduates of all programs indicated that they used higher order skills routinely in their main employment. The majority of both apprenticeship and CDA program graduates responded that they used critical thinking, creative thinking and problem-solving skills "a great deal" in their main job. The ability to work independently and the ability to work with others also were cited frequently.

NAIT prides itself on being highly responsive to the economic and societal needs of local industry, the Government of Alberta and the Alberta populace. The service to the Alberta economy provided by NAIT graduates is well documented in this survey. Over the period of five years, the Class of 2002 had a labour force participation rate of 96% after one year, which rose to 98% in the fifth year. The vast majority (94%) of responding graduates indicated that they worked in Alberta, predominantly in Edmonton and the surrounding area.

The dominant industry sectors in the Alberta economy are also well represented but the majority of NAIT graduates (about 39% in total) found employment in the Mining, Oil and Gas industry or in the Construction industry. Other industries such as Professional, Scientific and Technical Services, Health Care and Social Services, and Manufacturing are also significantly represented. Clearly the public and private investments in NAIT are well justified through the results of this study.

Comparable benchmarks for results like these are difficult to acquire; however, the University of Alberta also conducts periodic five year out surveys and publishes the results, the latest having been conducted with the Class of 2000 (University of Alberta, 2006). When outcomes for graduates of the University of Alberta are compared with those for NAIT grads, interesting conclusions can be drawn. A major differentiator is the extent to which graduates participate in the labour force. The findings of the two surveys indicate similar labour force participation rates in the first year (96.4 % for NAIT grads vs. 93.2% for U of A grads) but the gap widens by the fifth year, with 98% of NAIT grads participating in the labour force while only 91.7% of U of A grads participated. Not surprisingly, over the life of the two survey periods, U of A students were more likely to continue studies after the degree program from which they graduated than were NAIT graduates (38.4% and 27.2% respectively).

NAIT grads are more likely to be employed by small to medium sized enterprises. About 57% of NAIT grads were employed by firms with fewer than 500 employees (more than 25% in firms with fewer than 25 employees) while 49% of U of A grads were working in firms with more than 1,000 employees. That fact may underlie the greater pace at which NAIT grads secure permanent employment. For example, at three years out, 85% of the NAIT survey population described their position as permanent whereas only 65% of U of A graduates made the same claim. Further, at three years out, 85% of NAIT graduates said that their position was at least somewhat related to their training, corresponding to only 77% for U of A graduates. This may also be reflective of the stronger relationship between NAIT programs and specific occupations.

NAIT graduates appear to have earning power that to some extent rivals that of university graduates. Earnings levels are not directly comparable across these two studies as the University of Alberta study measured earnings in 2005 while the NAIT study measured earnings in 2007. Nevertheless, while the university graduates reported median earnings of \$50,000 - \$55,000 in 2005 (five years after graduating), NAIT graduates (also five years out) reported median earnings of \$60,000 in 2007. While the high-end earners in the university cohort were graduates of faculties such as medicine, law and pharmacy, the high-end earners from NAIT were employed in trades such as Boilermaker, Millwright and Heavy Equipment Technician. Though such high earnings are to be expected in the current labour market, where both salaries and overtime are at unprecedented levels, median annual earnings reported by graduates of NAIT's technology certificate, diploma and applied degree programs were equally impressive after five years in the workforce. Graduates from Applied Information Systems Technology, Business Administration, Chemical Engineering Technology, Civil Engineering Technology, Computer Systems Technology, Electronics Engineering Technology and Geological Technology reported salaries in the \$70,000-\$79,999 range; graduates from Electrical Engineering Technology, Industrial Heavy Equipment Technology, Instrumentation Engineering Technology and Petroleum Engineering Technology reported earnings in the \$80,000 to \$100,000 range; and salaries for graduates from the Diesel Mechanic and Power Engineering Technology programs topped \$100,000.

Results of the study validate the return on investment NAIT offers to its students and graduates. The NAIT value proposition that graduates get jobs is fully supported by this research and further affirmed by the persistence of NAIT graduates in the workforce with increasing earnings, job security and job mobility at least through the first five years of their careers. The earnings potential of NAIT graduates also exceeds average salaries in Alberta, even in a superheated economy, and rivals that of graduates of other post-secondary institutions.

APPENDIX
SURVEY QUESTIONNAIRE

SECTION 1: YOUR DETAILS

- Q01 Since graduating in 2002, have you been enrolled in credit studies, leading to a degree, diploma or certificate, at any post-secondary institution?
- Yes
 - No (go to Q6a)
- Q02 What was/is the main type of post-secondary institution in which you were/are enrolled? (the post-secondary in Q2)
- Technical Institute
 - Community College
 - University - Undergraduate
 - University - Graduate
 - University - Professional School (Law, Dentistry, Medicine)
 - Professional Certification offered by a private licensing body (go to Q4)
 - Other (*please specify*)
- Q03 What was/is the name of the post-secondary institution you attended or are currently attending? If more than one institute attended, indicate which one you have spent the most time at.
- NAIT
 - SAIT
 - University of Alberta
 - University of Calgary
 - University of Lethbridge
 - Athabasca University
 - Grant MacEwan
 - Other (*please specify*)
- Q04 In what field of study was/is your enrolment subsequent to graduation from NAIT in 2002?
- Q05 Were you/are you enrolled in this subsequent educational program primarily as
- A full-time student
 - A part-time student
 - Combination of full-time and part-time
- Q6a Prior to 2002, were you ever employed full time? This does not include summer jobs.
- Yes
 - No
- Q6b Since your graduation in 2002, have you had a paying job (including self-employment)?
- Yes (go to Q7a)
 - No
- Q6c What is the MAIN reason why you have not worked at all since you completed your program in 2002?
- Could not find a job (go to Q29)
 - Did not like the job I had (go to Q29)
 - Family responsibilities (go to Q29)
 - Health reasons (go to 29)
 - Going to school (go to Q29)
 - Travelling (go to Q29)
 - Wanted time off (go to Q29)
 - Retired (go to Q29)
 - Other (*please specify*)

SECTION 2: YOUR EMPLOYMENT IN THE PERIOD UP TO ONE YEAR AFTER GRADUATION.

In this next section, please think of the period in time one year after graduation.

For this study, full-time employment is defined as working 30 hours or more per week, and part-time employment is defined as working fewer than 30 hours per week.

Q7a One year after program completion in 2002, did you have a paid job or were you self-employed?

- Yes, a paid job
- Yes, self-employed
- Yes, both job and self-employed
- No, neither (go to Q7e)

Q7b Were you working. . .

- Full-time
- Part-time
- Both full-time and part-time

Q7c Were you employed in . . .

- 1 job
- 2 jobs, or
- 3 or more jobs

Q7d How would you describe the terms of employment for your main job one year after graduation? (The main job refers to the one with the most hours worked in a week).

- Permanent (go to Q8a)
- Temporary - includes contract, term-certain (go to Q8a)
- Casual (go to Q8a)
- Self-employed (go to 8a)

Q7e Were you unemployed, that is, you were out of work and actively looking for work one year after graduation?

- Yes (go to Q13)
- No (go to Q12)

Q8a Was your NAIT program required for your main job you had one year after graduation?

- Yes
- No
- Don't know

Q8b How related was your main job to the program from which you graduated in 2002?

- Not training related
- Somewhat training related
- Training related
- Don't know

Q9a What was your job title? (If you held more than one job, choose the one with the most hours, main job in Q7).

Job Title:

Q9b Which industry best describes the organization you worked for one year after graduation?

- Agriculture, Forestry, Fishing and Hunting
- Mining, Oil and Gas
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Telecommunications and Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific and Technical Services
- Management of Companies and Enterprises
- Administrative and Support
- Waste Management and Remediation Services
- Education Services
- Health Care and Social Assistance
- Arts, Entertainment and Recreation
- Accommodation and Food Services
- Public Administration
- Other Services (*please specify*)
- Don't Know

Q9c How many people did your organization employ across all branches and divisions?

- 1 - 24
- 25 - 99
- 100 - 199
- 200 - 499
- 500 - 999
- 1000 or more
- Don't know
- Refused to say

Q9d What was the location of the business, industry or service where you worked?

- Edmonton or area
- Calgary or area
- Central Alberta
- Northern Alberta
- Southern Alberta
- Elsewhere in Canada (*please specify province*)
- Outside Canada (*please specify*)

Q10 Working your usual hours in your main job one year after graduation, approximately what was your gross salary or earnings, before taxes and deductions?

... was that per

- Year (go to Q10c)
- Month
- Hour (hours worked per week)
- Day
- Week
- Every two weeks
- Twice a month
- Other (*please specify*)
- Don't know (go to Q11)
- Refused to answer (go to Q11)

Q10a Based on what you have told me, your total annual income from your main job, one year after graduation was approximately \$—. Does that sound about right?

- Yes (go to Q10c)
- No
- Don't know (go to Q11)
- Refused to answer (go to Q11)

Q10b What was your approximate annual income from your main job one year after graduation (before deductions)?

- \$—
- Don't know
- Refused to answer

Q10c You indicated you earned {yearly amount}. We are verifying any amount over \$100,000. Please verify this is correct.

- Yes
- No (*enter correct amount*)

Annual (Verified amount from either Q10, Q10a, Q10b, Q10c)

Q11 Did you use any of the following job search activities to find your main job? (*check all that apply*)

- Applied from a posting at NAIT
- Attended an on-campus interview
- Contacted the employer without knowing of the opening
- Had previous work experience with the employer
- Knew the employer or was referred by someone that the employer knew (i.e., networking)
- Responded to print advertisement such as newspaper or job bulletin
- Used a private employment agency
- Used a public employment agency such as the Canada Employment Centre
- Had previous volunteer experience with the employer
- Used a resume databank and the employer contacted you
- Used the Internet
- Other (*please specify*)
- None of the above (go to Q13)

Q12 What is the main reason why you were not looking for work within one year after program completion in 2002?

- Could not find a job
- Did not like the job I had
- Family responsibilities
- Health reasons
- Going to school
- Travelling
- Wanted time off
- Retired
- Other (*please specify*)
- Can't remember

SECTION 3: YOUR JOB THREE YEARS AFTER GRADUATION

Q13 Think back to three years after you completed your program in 2002. We're talking about the period halfway between now and the time you graduated. At that point, had your employment status changed?

- Yes, I changed jobs
- Yes, I was working for the same employer, but in a different position
- Yes, I became employed for the first time since graduation
- Yes, I became unemployed
- No, my employment status had not changed – same employer, same position (go to Q17)
- No, I was unemployed (go to Q19)
- Went to school (go to Q20)

Q14a Three years after you completed your program in 2002, did you have a paid job or were you self-employed?

- Yes, a paid job
- Yes, self employed
- Yes, both job and self-employed
- No, neither (go to Q14e)

Q14b Were you working. . .

- Full-time
- Part-time
- Both full-time and part-time

Q14c Were you employed in . . .

- 1 job
- 2 jobs, or
- 3 or more jobs

Q14d How would you describe the terms of employment for your main job three years after graduation? (The main job refers to the one with the most hours worked in a week).

- Permanent (go to Q15a)
- Temporary - includes contract, term-certain (go to Q15a)
- Casual (go to Q15a)
- Self-employed (go to Q15a)

Q14e Were you unemployed, that is, you were out of work and actively looking for work three years after graduation?

- Yes (go to Q20)
- No (go to Q19)

Q15a At that point, was your NAIT program required for your main job?

- Yes
- No
- Don't know

Q15b How related was your main job to the program from which you graduated in 2002?

- Not training related
- Somewhat training related
- Training related
- Don't know

Q16a What was your job title? (If you held more than one job, choose the one with the most hours.)

Job Title:

Q16b Which industry best describes the organization you worked for three years after graduation?

- Agriculture, Forestry, Fishing and Hunting
- Mining, Oil and Gas
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Telecommunications and Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific and Technical Services
- Management of Companies and Enterprises
- Administrative and Support
- Waste Management and Remediation Services
- Education Services
- Health Care and Social Assistance
- Arts, Entertainment and Recreation
- Accommodation and Food Services
- Public Administration
- Other Services (*please specify*)
- Don't Know

Q16c How many people did your organization employ across all branches and divisions?

- 1 - 24
- 25 - 99
- 100 - 199
- 200 - 499
- 500 - 999
- 1,000 or more
- Don't know
- Refused to answer

Q16d What was the primary location of the business, industry, or service where you worked?

- Edmonton or area
- Calgary or area
- Central Alberta
- Northern Alberta
- Southern Alberta
- Elsewhere in Canada (*please specify province*)
- Outside Canada (*please specify*)

Q17 Working your usual hours in your main job three years after graduation, approximately what was your gross salary or earnings, before taxes and deductions? \$—

... was that per

- Year (go to Q17c)
- Month
- Hour (hours worked per wk)
- Day
- Week
- Every two weeks
- Twice a month
- Other (*please specify*)
- Don't know (go to Q18)
- Refused to answer (go to Q18)

Q17a Based on what you have told me, your total annual income from your main job, three years after graduation was approximately to be \$—. Does that sound about right?

- Yes (go to Q17c)
- No
- Don't know (go to Q18)
- Refused to answer (go to Q18)

Q17b What was your approximate annual income from your main job three years after graduation (before deductions)?

- [Annual Income amount]
- Don't know
- Refused to answer

Q17c You indicated you earned [yearly amount]. We are verifying any amount over \$100,000. Please verify this is correct.

- Yes
- No (enter correct amount)

Q18 Did you use any of the following job search activities to find the job you've been describing in this section? (*check all that apply*)

- Applied from a posting at NAIT
- Attended an on-campus interview
- Contacted the employer without knowing of the opening
- Had previous work experience with the employer
- Knew the employer or was referred by someone that the employer knew (i.e., networking)
- Responded to print advertisement such as newspaper or job bulletin
- Used a private employment agency
- Used a public employment agency such as the Canada Employment Centre
- Had previous volunteer experience with the employer
- Used a resume databank and the employer contacted you
- Used the Internet
- Other (*please specify*)
- None of the above (go to Q20)

- Q19 What is the main reason why you were not looking for work three years after program completion in 2002?
- Could not find a job
 - Did not like the job I had
 - Family responsibilities
 - Health reasons
 - Going to school
 - Travelling
 - Wanted time off
 - Retired
 - Other (*please specify*)
 - Can't remember

SECTION 4: YOUR CURRENT EMPLOYMENT

- Q20 Now think of your current employment. Has your employment status changed in the past two years?
- Yes, I changed jobs
 - Yes, I am working for the same employer, but in a different position
 - Yes, I became employed
 - Yes, I became unemployed
 - No, my employment status has not changed – same employer, same position (go to Q24)
 - No, I am unemployed (go to Q28)
 - Went back to school (go to Q29)

- Q21a Do you currently have a paid job or are you self-employed?

- Yes, a paid job
- Yes, self employed
- Yes, both job and self-employed
- No, neither (go to Q21e)

- Q21b Are you working. . .

- Full time
- Part time
- Both full time and part time

- Q21c Are you employed in . . .

- 1 job
- 2 jobs, or
- 3 or more jobs

- Q21d How would you describe the terms of employment for your current (main) job?

(The main job refers to the one with the most hours worked in a week).

- Permanent (go to Q22a)
- Temporary - includes contract, term-certain (go to Q22a)
- Casual (go to Q22a)
- Self-employed (go to Q22a)

- Q21e Are you unemployed, that is, are you currently out of work and actively looking for work?

- Yes (go to Q28)
- No (go to Q27)

Q22a Is your NAIT program required for your main job?

- Yes
- No
- Don't know

Q22b How related is your main job to the program from which you graduated in 2002?

- Not training related
- Somewhat training related
- Training related
- Don't know

Q23a What is your job title? (If you hold more than one job, choose the one with the most hours.)

Job Title:

Q23b Which industry best describes the organization you currently work for?

- Agriculture, Forestry, Fishing and Hunting
- Mining, Oil and Gas
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Telecommunications and Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific and Technical Services
- Management of Companies and Enterprises
- Administrative and Support
- Waste Management and Remediation Services
- Education Services
- Health Care and Social Assistance
- Arts, Entertainment and Recreation
- Accommodation and Food Services
- Public Administration
- Other Services (please specify)
- Don't know

Q23c How many people did your organization employ across all branches and divisions?

- 1 - 24
- 25 - 99
- 100 - 199
- 200 - 499
- 500 - 999
- 1,000 or more
- Don't know
- Refused to answer

Q23d Where is your place of work located?

- Edmonton or area
- Calgary or area
- Central Alberta
- Northern Alberta
- Southern Alberta
- Elsewhere in Canada (*please specify province*)
- Outside Canada (*please specify*)

Q24 Working your usual hours in your current main job, approximately what is your gross salary or earnings, before taxes and deductions? \$–

Was that per...

- Year (go to Q24c)
- Month
- Hour [hours worked per week]
- Day
- Week
- Every two weeks
- Twice a month
- Other (*please specify*)
- Don't know (go to Q25)
- Refused to answer (go to Q25)

Q24a Based on what you have told me, your total annual income from your current main job, before deductions is calculated to be approximately \$–. Does that sound about right?

- Yes (go to Q24c)
- No
- Don't know (go to Q25)
- Refused to answer (go to Q25)

Q24b What is your approximate annual income from your current main job (before deductions)?
[Annual Income]

- Don't know
- Refused to answer

Q24c You indicated you earn {yearly amount}. We are verifying any amount over \$100,000. Please verify this is correct.

Yes

No [Enter Correct Amount]

Q25 Did you use any of the following job search activities to find the job you've been describing in this section? (*check all that apply*)

- Applied from a posting at NAIT
- Attended an on-campus interview
- Contacted the employer without knowing of the opening
- Had previous work experience with the employer
- Knew the employer or was referred by someone that the employer knew (i.e., networking)
- Responded to print advertisement such as newspaper or job bulletin
- Used a private employment agency
- Used a public employment agency such as the Canada Employment Centre
- Had previous volunteer experience with the employer
- Used a resume databank and the employer contacted you
- Used the Internet
- Other (*please specify*)
- None of the above

Q26 Using a 3-point scale that ranges from "Not at All" to "A Great Deal," to what extent does/did your main job require you to use the following skills and abilities?

	Not at All	Some Extent	A Great Deal
Skills related to the use of hand tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speaking skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Critical judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creative thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem-solving skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership skills and abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work well with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q27 What is the main reason you are not looking for work?

- Could not find a job
- Did not like the job I had
- Family responsibilities
- Health reasons
- Going to school
- Travelling
- Wanted time off
- Retired
- Other (*please specify*)
- Can't remember

Q28 Looking back over the period since graduation, why did you change any of your jobs or why did your employment status change? (*check all that apply*)

- Laid off/company downsized
- Found a new/another job
- Promoted to a new job within same company
- Personal or family responsibilities
- Health problems
- Stopped working to go to school
- Moved
- Found a job in career area
- Found a permanent job
- Work was seasonal
- Completed my practicum
- Wanted to start a business
- New job pays better
- New position has job security
- Dissatisfied with former job
- Took maternity or paternity leave
- Took time to travel
- Retired
- Hours were reduced
- Personal reasons
- Other (*please specify*)

SECTION 5: YOUR DEMOGRAPHIC DETAILS

Q29 Gender

- Male
- Female
- Prefer not to say

Q30 In what year were you born?

- 19—
- Prefer not to say

Q31 Do you have any comments about your NAIT training or career path?

- Don't know / No Comment

We have now completed the survey. With your consent, I would like to confirm and update your contact information (i.e., address, phone number), and provide this to NAIT.

Do you give your consent to return your updated contact information to the institution? This does not include your survey responses, just your updated contact information.

- Yes
- No (if No, end the survey)

First Name:

Last Name :

Address:

City:

Prov/State:

Country:

Postal/Zip Code:

Phone Number (including area code):

Email Address:

Thank you for participating in this survey. Results will be published by NAIT in Fall 2007.

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