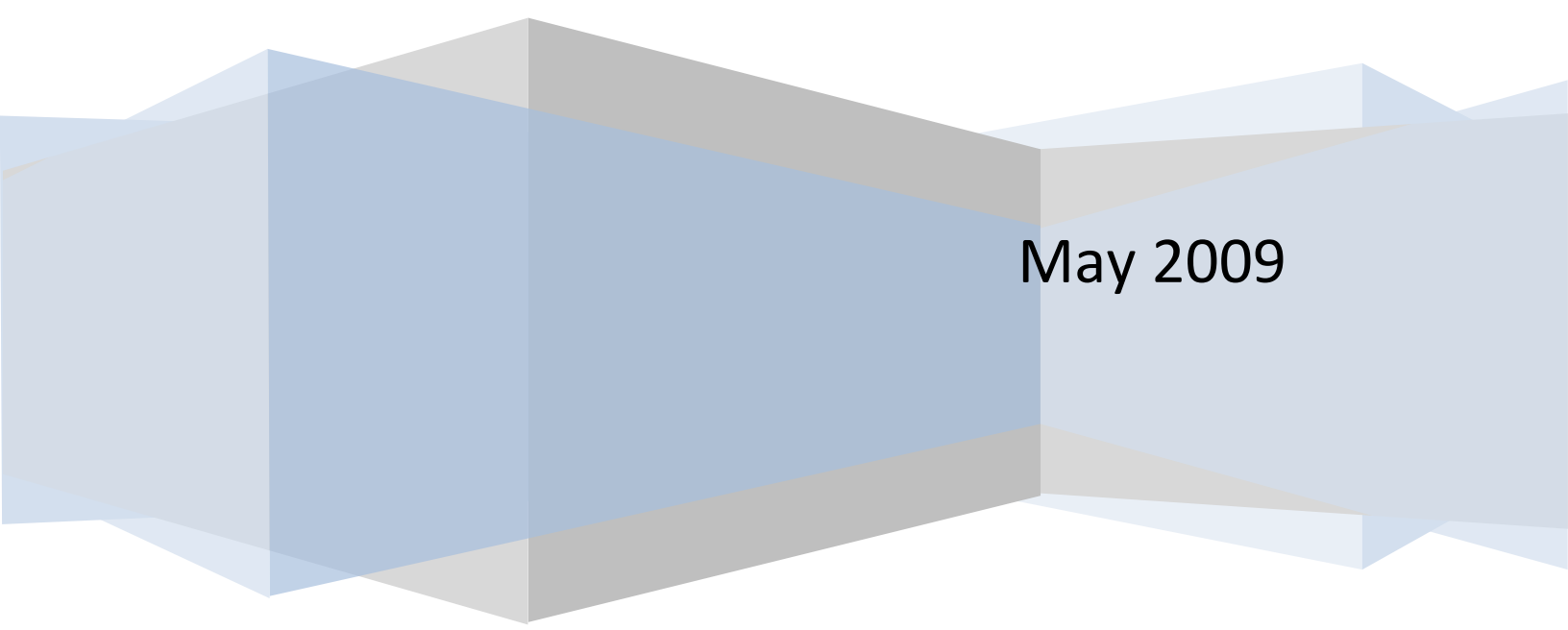


COLLEGE OF THE NORTH ATLANTIC

2006/07 GRADUATE EMPLOYMENT SURVEY

Overview

May 2009



Acknowledgements

The 2006/07 Graduate Employment Survey (GES) was planned, implemented, analyzed and reported by the Office of Institutional Research and Planning at College of the North Atlantic (CNA).

We would like to thank the 783 CNA graduates who gave their time to respond to the 2006/07 GES.

Thankyou to all who provided input to the Survey implementation and analysis, including authors of previous CNA graduate surveys, the Department of Education's Advanced Studies Branch, and Colleges across Canada who shared their graduate outcomes.



© May, 2009
Office of Institutional Research and Planning
College of the North Atlantic
P.O. Box 5400
Stephenville, NL
A2N 2Z6

Reproduction of this report or parts thereof is permitted only if appropriate acknowledgements are given.

Table of Contents

List of Tables and Charts	4
1.0 2006/07 Graduate Employment Survey Highlights	5
2.0 Introduction to 2006/07 Graduate Employment Survey	9
2.1 Scope	10
2.2 Methodology	11
2.3 Response Rate	12
2.4 Data Collection, Verification and Analysis	13
2.5 Dissemination	14
2.6 Note to Readers	14
3.0 GES Results for College of the North Atlantic	15
3.1 Employment Status, Industry, Wages and Location	15
3.2 Career Planning	18
3.3 Satisfaction with Training	19
3.4 Further Studies	20
3.5 Comparative Analysis 1997/98 to 2006/07	20
4.0 GES Results by Focus Area	23
4.1 Applied Arts	23
4.2 Business Studies	27
4.3 Information Technology	31
4.4 Engineering Technology	34
4.5 Health Sciences	38
4.6 Industrial Trades	41
4.7 Tourism and Natural Resources	45
5.0 Employer Names and Graduate Job Titles	49
6.0 Individual Program Summaries - Note re: 2006/07 GES Program Summaries	61
7.0 Appendices	63
Appendix A – CNA 2006/07 Graduate Employment Survey	63
Appendix B – 2006/07 GES Webpage	71

Appendix C – List of Programs Analyzed in 2006/07 GES	72
Appendix D – Survey Introduction	75
Appendix E – Glossary	76

List of Tables and Charts

Table 1: Graduate Employment Outcomes by Focus Area GES 2006/07	15
Table 2: Industry of Primary Job.	17
Table 3: Career Planning Results by Focus Area	18
Table 4: Graduate Satisfaction Levels by Focus Area	19
Table 5: Further Studies by Focus Area	20
Table 6: Applied Arts Employment Outcomes by Program	24
Table 7: Business Studies Employment Outcomes by Program	27
Table 8: Information Technology Employment Outcomes by Program	31
Table 9: Engineering Technology Employment Outcomes by Program	34
Table 10: Health Sciences Employment Outcomes by Program	38
Table 11: Industrial Trades Employment Outcomes by Program	42
Table 12: Tourism and Natural Resources Employment Outcomes by Program	45
Chart 1: Gender of 2006/07 GES Respondents and Graduates by CNA Focus Area	13
Chart 2: Gross Hourly Wage Category of CNA Graduates in Program Related Jobs	17

1.0 2006/07 Graduate Employment Survey - Highlights

In 2008, College of the North Atlantic conducted a Graduate Employment Survey (GES) with graduates of the year 2006/07. The goal of the 2006/07 Graduate Employment Survey is to provide future students with up-to-date curricula and programs and enable them to prepare effectively for the labour market. The 2006/07 GES provides pertinent information on graduate employment, career planning, satisfaction levels and further studies.

Response Rate

- With 1,981 graduates in the sample and 783 responses, the 2006/07 GES had a 39.5 per cent response rate.
- The response rate was highest in the focus area of *Information Technology*, at 71.4 per cent of graduates.
- *Health Sciences* (47.5 per cent), *Business Studies* (45.7 per cent) and *Applied Arts* (42.3 per cent) also had higher than average response rates.
- Male graduates of 2006/07 outnumbered female graduates by 13.0 per cent, however female graduates had a higher response rate to the GES. About 43.7 per cent of female graduates responded to the survey, compared to 36.3 per cent of male graduates.

Employment

- During the period between their graduation and the completion of the 2006/07 GES, 95.5 per cent of CNA graduates were employed, an increase of 3.1 per cent since 1999/00.
- The highest employment rate was for *Health Sciences* graduates, at 100.0 per cent. Industrial Trades graduates had the second highest rate, at 96.4 per cent and Tourism and Natural Resources graduates had a 96.2 per cent employment rate.

Program Related Employment

- 87.2 per cent of employed respondents to the GES were working in occupations directly or somewhat related to their CNA program. The highest levels of program related work were in the fields of *Health Sciences* (98.3%), *Engineering Technology* (94.8%) and *Business Studies* (87.1%). This shows that CNA's programs are keeping tune with industry needs.
- CNA graduate employment in jobs directly related to training increased by 16.1 per cent from 1997/98 to 2006/07.

Full-time work

- CNA graduates are hard workers! In total, 90.0 per cent of employed CNA graduates were working in full-time positions. At least 61.1 per cent of them worked 40 or more hours per week, while 28.9 per cent worked 30 to 39 hours per week.
- Graduates of *Engineering Technology* (98.7%), *Tourism and Natural Resources* (94.1%) and *Industrial Trades* (93.4%) programs had the highest levels of full-time work.

Location of employment

- 81.9 per cent of employed graduates were working in Newfoundland and Labrador, while 12.3 per cent were working in Alberta.
- *Business Studies* graduates had the highest level of working right here in Newfoundland and Labrador – 91.7 per cent. *Health Sciences* graduates were also likely to be working in this province 90.0 per cent found jobs here. About 88.6 per cent of *Information Technology* graduates were working in Newfoundland and Labrador, as well as 86.4 per cent of *Applied Arts* respondents.
- *Engineering Technology* and *Industrial Trades* graduates were the most likely to find work away, and Alberta was the major secondary location of jobs for these graduates. *Engineering Technology* showed 57.7 per cent of its employed graduates working in Newfoundland and Labrador and 29.5 per cent in Alberta. *Industrial Trades* showed 79.1 per cent of employed graduates working in Newfoundland and Labrador and 17.1 per cent in Alberta.

Wages

- The median wage for graduates in program related jobs was \$16.01 to \$20.00 per hour. With high rates of full-time work, these graduates were earning from about \$29,000 to \$42,000 per year (or \$1,920 to \$3,500 per month) within a year and a half of graduating.
- The highest wages were in *Engineering Technology* where the median wage range was \$20.01 to \$24.00 per hour. *Health Sciences* and *Information Technology* graduates reported median wage ranges of \$16.01 to \$20.00 per hour.
- Wage levels of CNA graduates increased considerably from 1997/98 to 2006/07. The percentage of respondents earning \$12.00 or more per hour increased from 36.0 per cent in the 1997/98 GES to 45.0 per cent in the 1999/00 GES to 55.9 per cent in the 2006/07 GES.ⁱ That's a 20.0 per cent increase over ten years!

Satisfaction with training

- CNA scored high in student satisfaction - 97.7 per cent of graduate respondents said they would recommend College of the North Atlantic to others and 95.3 per cent said they would recommend their program to others.
- Satisfaction with the overall quality of training was also high, with a rating of “excellent” or “very good” by 85.1 per cent of graduates. The highest ratings were given by graduates *Information Technology, Business Studies, Health Sciences* and *Applied Arts*.
- There was a high level of satisfaction with CNA programs as preparation for employment in the field: 85.4 per cent of respondents said they were “very satisfied” or “satisfied” with their readiness for the labour market. The best results for this measure were in *Tourism and Natural Resources, Health Sciences, Business Studies, and Information Technology*.

Further Studies

- About one in every seven CNA graduates were enrolled in further studies, and almost 50.0 per cent of these were pursuing their studies at CNA.

87.2% of employed CNA graduates of 2006/07 were working in program related jobs by 2008, comparing well to a Colleges Ontario study which listed the rate of program related employment for graduates of George Brown College in 2006/07 at 88.8%.

- Areas with the highest rates of graduate further studies were *Business Studies, Applied Arts, Industrial Trades* and *Engineering Technology*.
- Those with the highest rates of graduate further studies at CNA were *Industrial Trades, Tourism and Natural Resources* and *Information Technology*.
- Areas with the highest rates of graduates’ pursuing degree programs were: *Engineering Technology* and *Business Studies*.ⁱⁱ

2.0 Introduction

This report presents *Part 1: Overview of College of the North Atlantic's 2006/07 Graduate Employment Survey (GES)*. The GES was carried out by the office of Institutional Research and Planning, in the Division of Academic and Learner Services at College of the North Atlantic. The survey reference period was from Feb. 5 to May 7, 2008. Verification, analysis and reporting was carried out in the fall and winter of 2008/09.

This *Overview* begins with the Highlights of the 2006/07 Graduate Employment Survey. The Introduction in Section 2.0 outlines the scope, methodology, response rate, analysis and verification, and dissemination of the survey.

Section 3.0 presents aggregate results for the College along with tables containing selected results for each of seven Focus Areas: Applied Arts, Business Studies, Information Technology, Engineering Technology, Health Sciences, Industrial Trades and Tourism and Natural Resources.

Section 4.0 provides aggregate results for each Focus Area as well as tables with graduate responses by program. Section 5.0 provides a list of firms, corporations, government departments and agencies which employed the CNA graduates of 2006/07, as well as the job titles for positions held by graduates.ⁱⁱⁱ

Section 6.0 refers readers to *2006/07 Graduate Employment Program Summaries*, a separate document which presents a 4-page program summary for all programs that received five or more survey responses. Section 7.0 consists of five Appendices.

The goal of the 2006/07 Graduate Employment Survey is to provide future students with up-to-date curricula and programs and enable them to prepare effectively for the labour market.

The main objective of the GES is to determine the outcomes of College of the North Atlantic graduates in 2006/07 – what they are doing, where they are working, what they are earning, whether they are taking further studies, and how they feel about their experience at CNA. The College will use this information to inform program development and review processes; assess the quality of programs and their relevance to the job market; and provide a basis for benchmarking and measuring its performance.

This is the first Graduate Employment Survey carried out by College of the North Atlantic since 2002, when the College produced its analysis of graduate outcomes for 1999/00. The 2002 GES Report provided a model for the 2006/07 GES as well as some benchmarking data for comparative analysis in the current report.

Some of the key variables explored in the survey were:

- Employment status of graduates
- Degree to which graduates found work related to their programs

- Job permanence
- Working conditions – hourly wage, hours of work per week
- How quickly they found employment, and whether before or after graduation
- Industry most associated with job, and sample job titles
- Location of employment
- Reasons for unemployment
- Level of awareness of program prior to enrolling
- Employment services / career planning information
- Level of overall satisfaction with training, employment, program and College
- Further studies summary.

The College of the North Atlantic plans to carry out a Graduate Employment Survey on a regular basis, to inform core planning and operations. The Office of Institutional Research and Planning at CNA will be the project lead on the GES and other surveys.

2.1 Scope

There were 2,531 graduates from College of the North Atlantic between Sept. 1, 2006 and August 31, 2007.^{iv} The GES surveyed graduates from 97 CNA programs. Eighty-seven of these were core programs and ten were contract training programs. The scope of the 2006/07 GES was expanded from CNA's earlier graduate employment surveys to include sections on career planning, satisfaction ratings and further studies. The individual program summaries located in *Part 2* of the GES Report also contain more data than earlier surveys, such as main job titles, names of key employers, seasonality of work. *Part 2: Individual Program Summaries* presents these results in a 4-page format.

Several programs offered by CNA were not included in the Graduate Employment Survey, including provincially mandated programs such as Adult Basic Education, Orientation to Trades and Technology, Career Exploration for Women and Youth Exploring Trades. Comprehensive Arts and Sciences (CAS) Transfer and Transition programs were also excluded from the GES. In these programs, accountability structures were functioning within institutional partnerships.

The GES survey population consisted of 2,096 graduates. In framing the survey sample from this initial population, several groups were excluded. For logistical reasons, 18 graduates whose permanent addresses were outside of Canada at the time of the survey were left out of the survey sample. To avoid duplication 73 individuals who graduated from more than one program during the survey period were only surveyed once. For example, 54 graduated from both the Mining Technician and Industrial Millwright programs, however they were surveyed for Mining Technician program only. In addition to this, there were approximately 24 graduates in the overall population and sample size that were left out of the analysis due to the low amount of data given.

The final sample size was 1,981 graduates. A large sample size was necessary in order to provide a measure of relevance for the length of the GES, which consisted of 28 questions. Respondents to the survey had received one of the following CNA credentials: Certificate, two-year Diploma, three-year Diploma or Post-Diploma.^v

There were 26 survey respondents whose codes did not match their program. Since the remaining information in their surveys was coherent, the research analysts gave them a “missing ID” code and included them in the analysis.

2.2 Methodology

2.2.1 Planning

The Graduate Employment Survey was led by the office of Institutional Research and Planning (IRP). The IRP was established at CNA in 2004/05, with the mandate of conducting research and policy analysis to inform institutional planning, policy decision-making and accountability requirements. The IRP set up a Graduate Employment Survey Committee which drew up a work plan for each stage of the project.

The survey population was accessed through a query to the CNA’s PeopleSoft database. It was stored in MS Excel on the College’s limited access shared drive. The Committee designed the survey tool in consultation with CNA stakeholders and input from a review of graduate survey templates including the Department of Education’s CareerSearch survey, and Grant MacEwan College and Saskatchewan Institute of Applied Science and Technology (SIAST) graduate outcomes surveys. It was pre-tested with eight individuals including program developers, student services staff and former graduates of CNA. They were asked for feedback on content, timing, formatting and skip patterns, and the survey tool was revised accordingly. The testing process helped the Committee to ensure that the survey tool generated the kind of responses and information that was being sought. Further preparation involved extraction and verification of the survey population graduate contact list from CNA’s Peoplesoft Information System.

2.2.2 Promotion

To promote the survey, an announcement was placed on CNA’s website and a link provided to a GES webpage. The College also included information about the GES in a package sent to the Alumni Network, and provided the GES webpage URL to encourage participation in the survey. The GES webpage explained the purpose of survey and addressed issues of confidentiality and privacy. Graduates were encouraged to join the Alumni Network.

Graduates from 2006/07 were invited to contact the researcher by telephone or email to arrange to complete the survey. Issues of confidentiality and privacy were addressed in the introductory script of the survey tool, and respondents were asked whether they wished to continue with the survey. Graduates

were given the choice of completing the survey by telephone or online. Those who agreed to complete online were sent their unique login ID to ensure the surveys were completed only once. A separate e-mailbox was assigned for this purpose.

2.2.3 Implementation

The survey was conducted over a 13 week period, from February 5 to May 7, 2008. Most of the surveys (89.5 per cent) were completed by telephone, with the research analyst using an accompanied online survey tool. If the graduate was not available at the time called, the researcher provided the choice to complete it by telephone at another time, or to complete it online. If they chose the latter, they were given the survey URL and a randomly assigned ID code.

The surveys were completed in approximately five to six minutes. The survey implementation was sequenced by CNA School. It was anticipated that 20 to 25 surveys would be completed each day, however delays were encountered in contacting graduates, some of whom had moved out of the province. Survey administration was often carried out during evenings and weekends to accommodate graduates working various shifts and in different time zones. All of the sample population was called and several attempts were made to reach some.

2.2.4 Confidentiality and Privacy

The information provided by graduates was kept confidential and secured anonymously through a data management system approved by the College's privacy and legal counsels in accordance with the provincial Access to Information and Protection of Privacy Act (ATIPPA). The survey data was used solely by the Graduate Employment Survey Committee (GESC) of CNA and was not administered by any external user. All electronic data files associated with this project were stored on a network drive with limited access. No data files were retained on PC hard drives, zip drives, laptops, or any other portable media. Surveys were coded with a numerical code and personal identifiable information was not entered in the survey database.

Furthermore, to ensure confidentiality and privacy considerations, and in accordance with ATIPPA, College of the North Atlantic has not released data for programs with fewer than five respondents.

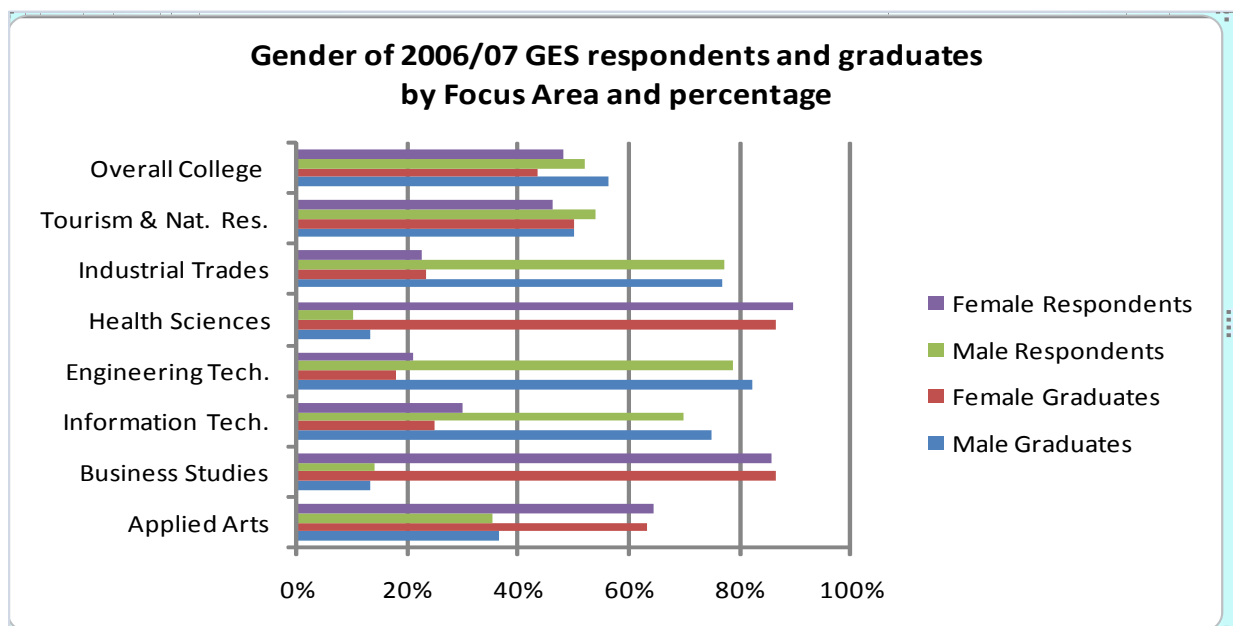
2.3 Response Rate

A total of 783 graduates completed the Graduate Employment Survey, giving an overall response rate of 39.5 per cent of the survey sample of 1,981 graduates.

While the Office of Institutional Research and Planning had aimed for a response rate of 50.0 per cent, it was felt that the GES achieved a satisfactory overall rate of response. Of those who completed the survey, 89.5 per cent completed it by telephone interview, and 10.5 per cent self-completed online.

The responses of females and males to the graduate employment survey followed fairly closely the gender representation among graduates. There was however a slightly higher response rate in relation to graduation rate among female graduates: 43.5 per cent of graduates were female, and 48.1 per cent of respondents were female. Overall, males comprised 56.5 per cent of graduates, and their response rate was lower at 51.9 per cent.

CHART 1



2.4 Data Collection, Verification and Analysis

Post survey validation and analysis was conducted using Statistical Package for Social Science (SPSS) software. When all the data was inputted into SPSS, two researchers cleaned it, checking for errors, anomalies, repetition and missing data.

Data analysis was generated through the Statistical Program for the Social Sciences (SPSS), with valid percentages derived from frequency measurements and cross-tabulations. Further analysis was carried out by the Office of Institutional Research and Planning. Data analysis was sequenced, with programs slated for review by Academic Council taking first priority. Analysis was conducted thereon in by Focus Area. The data analysis and tabulation was completed in August 2008.

2.5 Dissemination

The Graduate Employment Survey was verified and analyzed during the summer and fall of 2008. The reports were completed in winter 2009. We have tried to report the data in such a way that comparisons can be made among Schools and Programs. Some comparisons are offered between the GES 2006/07 results and results from the GES 1999/00.

The Graduate Employment Survey report – in summary and detailed form - was released in May 2009 and posted on College of the North Atlantic’s website. We anticipate that the report will be of value to potential students, employment counsellors, student services staff and the general public.

2.6 Note to readers

To ensure confidentiality and privacy considerations, and in accordance with ATIPPA, College of the North Atlantic has only released data for programs that received five or more survey responses.

Furthermore, in programs where the response rate was below 30.0 per cent, readers should consider survey results cautiously and be aware that broad-based generalizations of the data cannot be supported in these cases.

It should also be noted that some questions, such as the question on “gross hourly wage,” had a lower response than others (represented by the number or “n” that responded to the question). About 21.5 per cent of respondents chose not to answer the wage question. This low response level may make results unreliable.

In cases where percentages do not add up to 100.0 per cent, this is due to validity adjustments made by the SPSS data analysis package.

Finally, the reliability of the Graduate Employment Survey increases when the response rate is higher. The overall GES response rate for all programs was 39.5 per cent. Results for programs with a higher response rate would be more reliable than those with a lower response rate.

3.0 GES Results for College of the North Atlantic

In this section we present aggregate Graduate Employment Survey results for College of the North Atlantic as a whole. The 2006/07 GES contacted 1,981 graduates and of these, 783 completed a survey. These are the survey respondents. Their responses are grouped into four categories: Employment Status, Industry, Wages and Location; Career Planning; Satisfaction with Training; Further Studies.

A longitudinal analysis is also presented in Section 3.5, comparing CNA graduate employment outcomes from 1997/98 to 2006/07. This is derived from three Graduate Employment Surveys, carried out with CNA graduates of the years 1997/98, 1999/00 and 2006/07.

3.1 Employment Status, Industry, Wages and Location

Table 1 provides a summary of employment outcomes for the College as a whole, by Focus Area. ^{vi}

TABLE 1

CNA Graduate Employment Outcomes by Focus Area 2006/07 GES	# Grads in sample	# of Respondents	Response rate (%)	% Employed since graduation	% in Program related jobs during reference period	% in Full-time work during reference period	% in Part-time work	Median hourly wage in reference period - program related	% Who found program related work within 3 months	% Working in NL during reference period
Applied Arts	149	63	42.3	88.7	77.3	81.9	18.2	\$8-\$12	57.1	86.4
Business Studies	418	191	45.7	94.8	87.1	87.8	12.2	\$12-\$16	76.2	91.7
Information Technology	56	40	71.4	95.0	85.3	88.5	11.5	\$16-\$20	68.4	88.6
Engineering Technology	301	89	29.6	93.3	94.8	98.7	1.3	\$20-\$24	79.1	57.7
Health Sciences	141	67	47.5	100.0	98.3	88.3	11.7	\$16-\$20	85.1	90.0
Industrial Trades	846	307	36.3	96.4	84.7	93.4	6.6	\$12-\$16	70.2	79.1
Tourism & Natural Resources	70	26	37.1	96.2	72.2	94.1	5.9	\$12-\$16	75.0	83.3
Total CNA	1981	783	39.5%	95.5%	87.2%	90.0%	10.0%	\$16-\$20	72.7%	81.9%

The GES results for the College as a whole show an employment rate of 95.5 per cent for CNA graduates who responded to the survey.

Among the employed respondents in the reference period, 87.2 per cent had found program related jobs, while 12.8 per cent found work unrelated to their training. Of those working, 63.1 per cent were in permanent positions; 20.1 per cent were in temporary positions; 7.6 per cent were in casual positions; 4.6 per cent were in contract jobs; 4.7 per cent were in seasonal work (n=593).

When asked how many hours they normally worked per week in their primary job, 61.1 per cent said they worked 40 or more hours per week; 28.9 per cent worked 30 to 39 hours per week; 5.5 per cent worked 20 to 29 hours per week; 2.8 per cent worked from 10 to 19 hours per week; 0.7 per cent worked less than ten hours per week; and 1.0 per cent worked zero hours per week (n=602).

Asked how long after graduation it took to get their first program-related job, 28.0 per cent said they had secured a program-related job before graduation; 44.7 per cent found a program-related job within three months after graduation; 8.0 per cent took four to six months to find program-related work; and 3.3 per cent took seven or more months to find program-related employment. A further 15.1 per cent did not hold a program-related job (n=749).

The industries where employed graduate respondents worked are listed in Table 2.

Industry areas cited in the “other industry” category included: advertising, aerospace, automotive, aviation, banking, beauty, cabinet making, commercial, consulting, customer service, health care, esthetics, engineering, Fisheries and Aquaculture, hospital, hairstyling, hazardous work, industrial, IT, legal, marketing, mechanics, medical, military, music/artist consultation, oil sands, quality assurance, quantity surveying, repair, sales, Service Canada, shipping, visual arts, welding, youth counseling.

The median gross hourly wage range of CNA graduates in program related jobs, is presented in Chart 2.

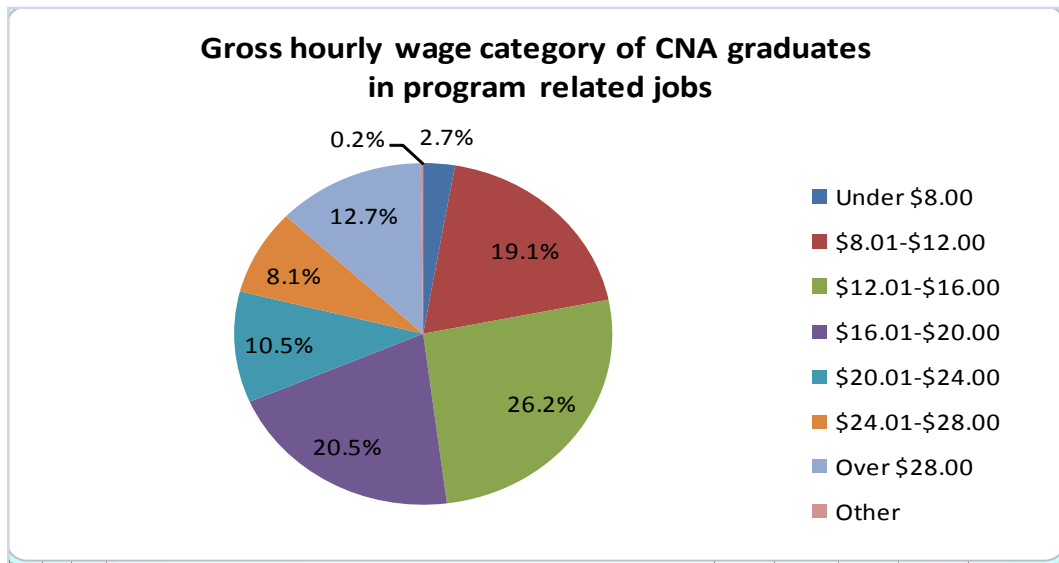
Among College GES respondents in program related jobs who gave their wage information (n=409), 2.7 per cent earned less than \$8.00 per hour; 19.1 per cent earned from \$8.01 to \$12.00 per hour; 26.2 per cent earned from \$12.01 to \$16.00 per hour; 20.5 per cent earned \$16.01 to \$20.00 per hour; 10.5 per cent earned \$20.01 to \$24.00 per hour; 8.1 per cent earned \$24.01 to \$28.00 per hour; and 12.7 per cent earned more than \$28.00 per hour. This tabulation omits the “unknown” category.

TABLE 2

Industry of primary job 2006/07 GES	% of GES respon- dents
Service industry	39.5%
Construction Industry	12.6%
Resource Industries	10.8%
Technology, Electronics and Communication Industry	4.3%
Finance Industry	3.3%
Hospitality and Tourism Industry	3.0%
Manufacturing Industry	3.2%
Natural Resources and Environment Industry	2.3%
Transportation Industry	1.7%
Wholesale and Retail Industry	1.7%
Media Industry	1.3%
Other Industries	16.3%
Total	100.0%

Of those with jobs unrelated to their training who reported their wages (n=56), 25.0 per cent earned gross wages of \$8.00 or less per hour; 46.4 per cent earned from \$8.01 to \$12.00 per hour; 12.5 per cent earned \$12.01 to \$16.00 per hour; 10.6 per cent earned from \$16.01 to \$20.00 per hour; 3.6 per cent earned from \$20.01 to \$24.00 per hour; and 1.8 per cent earned from \$24.01 to \$28.00.

CHART 2



Where were CNA graduates working? A high number of respondents found jobs in Newfoundland and Labrador (81.9 per cent). The next highest area of employment was Alberta, with 12.3 per cent. The remaining respondents were scattered, with 2.2 per cent working in Nova Scotia; 1.3 per cent in Ontario; 1.5 per cent in six other provinces or territories. A further 0.8 per cent were working outside of Canada (n=601).

When unemployed graduates were asked their main reason for being unemployed, they responded as follows: 26.7 per cent could not find suitable employment; 19.2 per cent said there were no jobs in the desired position; 5.8 per cent were enrolled in an education program; 3.3 per cent did not have enough experience to secure employment; 2.0 per cent were not available to work at the time of the survey for personal reasons; and 42.5 per cent cited "other." The "other" reasons were further broken down as: laid off – 21.7 per cent; in process of obtaining employment – 5.8 per cent; maternity leave – 5.8 per cent; and miscellaneous, 9.2 per cent (n=120).

3.2 Career Planning

When asked if they had done any career planning before enrolling at CNA, 24.4 per cent of graduate respondents said yes; 70.1 per cent said no; and 5.5 per cent did not know (n=783). However 72.4 per cent of respondents had availed of CNA's career employment services during their program, while 23.8 per cent had not, and 3.8 per cent did not know. Only 2.4 per cent had used CNA's career employment services after graduation.

TABLE 3

Career Planning Results by Focus Area GES 2006/07	Had done some career planning prior to enrollment	Used CNA employment services during program	Used CNA employment services after graduating
Applied Arts	19.0	49.2	1.6
Business Studies	28.3	78.0	2.6
Information Technology	22.5	60.0	2.5
Engineering Technology	21.7	54.2	2.4
Health Sciences	17.9	52.2	0.0
Industrial Trades	25.2	85.4	2.6
Tourism and Natural Resources	23.1	69.2	8.3
Overall College	24.4	72.4	2.4

In terms of their knowledge about CNA before attending, 13.6 per cent said they were very knowledgeable; 20.3 per cent were moderately knowledgeable; 27.8 per cent were somewhat knowledgeable; 23.7 per cent were slightly knowledgeable; and 14.6 per cent were not at all knowledgeable.

Graduates stated their main reason for completing their program as follows (n=782): 45.7 % wanted to be employed in this field; 37.1 % general interest; 7.4 % needed to update their job skills; 3.2 % needed new skills for a change of career; 6.6 % cited other reasons (n=782).

Almost 7.0 per cent of graduates gave a wide variety of other reasons for completing the program. These included: to get a trade; liked the co-op; to receive diploma; needed papers; stepping stone to Memorial; employment opportunity; upgrade skills.

3.3 Satisfaction with training

The 2006/07 GES shows high levels of satisfaction for the College as a whole and for the programs. At the same time, when asked how CNA could better prepare them for employment and for “any further comments,” respondents had many suggestions. These can be summarized into the following themes: update curriculum (27); more hands-on (19); need field experience/better work terms (11); teaching quality (7); make program longer/too rushed (7); apprenticeship /employment issues (6).

TABLE 4

Satisfaction Levels by Focus Area GES 2006/07	Very Satisfied or satisfied			
	Overall quality of training was "excellent" or "very good"	with training as preparation for jobs in field	Would recommend program to others	Would recommend C.N.A. to others
Applied Arts	87.3	80.6	93.7	98.4
Business Studies	88.4	87.8	97.9	99.5
Information Technology	92.5	87.5	92.5	95.0
Engineering Technology	74.5	77.8	87.8	94.4
Health Sciences	88.0	89.5	94.0	98.5
Industrial Trades	84.3	84.8	96.4	97.7
Tourism and Natural Resources	77.0	100.0	100.0	96.2
Overall College	85.1	85.4	95.3	97.7

When asked about their satisfaction with overall training at CNA, 51.3 per cent said they were very satisfied; 39.3 per cent said they were satisfied, for a total of 90.6 per cent in the “satisfied” categories. A

further 7.4 per cent were neutral, 1.5 per cent were dissatisfied, and 0.4 per cent were very dissatisfied (n=783).

In terms of the overall quality of the training they received, 44.6 per cent said it was excellent; 40.5 per cent said it was very good; 14.0 per cent said it was good; and 1.1 per cent said it was poor or very poor (n=781).

Asked about their satisfaction with how training prepared for employment in the field, 45.1 per cent were very satisfied; 40.3 per cent were satisfied; 10.3 per cent were neutral; 3.7 per cent were dissatisfied; and 0.5 per cent were very dissatisfied (n=776).

The Graduate Employment Survey also found that 95.3 per cent of respondents would recommend their program of study to others; and 97.7 per cent would recommend College of the North Atlantic to others (n=783).

3.4 Further Studies

Since graduation, 14.6 per cent of graduates surveyed said they had enrolled in further studies (n=783). Some of the institutions they were enrolled in were: Athabaska, ANLA, Bible College, CAMRT, Cape Breton University (2), Carpenters Millwright, Centre for Nursing Studies, Certified General Accountants Association, Credit Union Institute of Canada, Dalhousie, Grenfell, Memorial (5), Marine Institute (1), NAIT, National Institute of Disability Management, Nova Scotia College of Art and Design (3), Power Engineering class 3, SAIT, union, university (3), Western Funeral Services.

TABLE 5

Further Studies by CNA Focus Area GES 2006/07	% of Respondents enrolled in further studies	# Enrolled in further studies	% in Further studies at CNA	% in Apprenticeship program	% in Degree program	% in Certificate or Diploma program	CNA Credit transferable to further studies	% Registered with Industrial Trades
Applied Arts	22.2	14	21.4	0.0	71.4	21.4	100.0	0.0
Business Studies	22.0	42	35.7	0.0	36.6	46.3	73.8	0.0
Information Technology	7.5	NA	NA	NA	NA	NA	NA	NA
Engineering Technology	14.4	13	30.8	15.4	38.5	15.4	75.0	4.8
Health Sciences	7.5	5	20.0	NA	NA	60.0	60.0	0.0
Industrial Trades	10.7	33	78.8	54.5	6.1	15.1	78.1	34.4
Tourism & Natural Resources	15.4	NA	NA	NA	NA	NA	NA	NA
Overall College	14.6	114	47.4	17.7	29.2	31.0	76.1	14.0

NA - Survey response was lower than survey benchmark goal.

Of those enrolled in further studies, 47.4 per cent were taking their studies at College of the North Atlantic; and 52.6 per cent were not. Of those taking further studies, 14.2 per cent were pursuing a certificate; 16.8 per cent were in a diploma program; 29.2 per cent were pursuing a degree; 1.8 per cent were in an entry level trade; 17.7 per cent were pursuing an apprenticeship; and 20.4 per cent cited “other” (n=113). Of the overall number who responded to the GES, 14.0 per cent were registered with Industrial Trades (n=779).

3.5 Comparative Analysis 1997/98 - 2006/07

Selected results from College of the North Atlantic’s 2006/07 GES were compared with results of the 1997/98 GES and the 1999/00 GES. Not all of the data was comparable.

The 1999/00 GES survey population consisted of 1,892 graduates, slightly fewer than the 2006/07 survey sample of 1,981. The 1999/00 GES was conducted over a six month period compared to the 2006/07 GES which was carried out during a three month period. The response rate in 1999/00 was 60.7 per cent, significantly higher than the 39.5 per cent rate in the 2006/07 GES.

One of the most striking improvements in graduate employment outcomes over the ten year period was in wage levels. The percentage of respondents earning \$12.00 or more per hour increased from 36.0 per cent in the 1997/98 GES to 45.0 per cent in the 1999/00 GES to approximately 55.9 per cent in the 2006/07 GES.^{vii} The median gross hourly wage for employed 1999/00 graduates was from \$12.00 to \$16.00 per hour, while the median gross wage for employed 2006/07 graduates was from \$16.00 to \$20.00 per hour.

The levels of program related employment among all respondents, show a strong improvement from 1997/98 to 2006/07. For all respondents, the number employed in employment directly related to their program increased over the ten year period from 44.1 per cent in the 1997/98 GES to 56.0 per cent in the 1999/00 GES and to 60.2 per cent in the 2006/07 GES. Overall program related employment, combining directly related and somewhat related employment, increased from 55.6 per cent in the 1997/98 GES to 64.3 per cent in the 1999/00 GES to 70.0 per cent in the 2006/07 GES.^{viii}

4.0 GES Results by Focus Area

The Graduate Employment Survey results are presented in this Section for each of seven Focus Areas at College of the North Atlantic: Applied Arts, Business Studies, Information Technology, Engineering Technology, Health Sciences, Industrial Trades and Tourism and Natural Resources.

As in Section 3.0, GES results for each Focus Area are grouped into the four main survey topic areas: Employment Status, Industry, Wages and Location; Career Planning; Satisfaction with Training; and Enrollment in Further Studies. Survey responses on employment outcomes for each program are presented in table form. In accordance with privacy guidelines, results have been omitted for programs where fewer than five graduates responded to the survey.

Sample job titles and names of employers of graduates are presented in Section 5.0 of this Report.

4.1 Applied Arts

There were 63 responses to the GES from 149 Applied Arts graduates, for a response rate of 42.3 per cent.

4.1.1 Employment status, industry, wages and location

Table 2 provides a summary of employment outcomes by program for the School of Applied Arts.

From the time of their graduation to the completion of the 2006/07 GES, 88.7 per cent of Applied Arts survey respondents were employed.

Among those employed during the reference period, 56.8 per cent were in jobs directly related to their training; 20.5 per cent worked in jobs somewhat related to their program; and 22.7 per cent worked at unrelated jobs. Among those working, 59.1 per cent were in permanent jobs, while 36.4 per cent were in temporary jobs and 4.4 per cent were in seasonal positions (n=44).

Of the employed graduates who responded to the GES (n=44), 45.5 per cent worked 40 or more hours per week; 36.4 per cent worked from 30 to 39 hours per week; 6.8 per cent worked 20 to 29 hours a week; 9.1 per cent worked 10 to 19 hours per week; and 2.3 per cent worked less than ten hours a week.

When asked how long it took to get their first program-related job, (n=56), 23.2 per cent said they had secured a job before graduating; 33.9 per cent found a job within three months of graduating; and 8.9 per cent had a job in four to six months. A further 33.9 per cent did not hold a program related job.

TABLE 6

Applied Arts Employment Outcomes by Program 2006/07 GES	# Grads in sam	# of Res- pondent	Res- ponse rate	% Em- ployed since graduati	% in Program related jobs during reference per	% in Full time work during reference per	% in Part time w	Median hourly wage in referenc e period - rela	% who found progra m work within 3 mon	% Working in NL during referenc e per
Community Recreation Leadership	15	6	40.0	66.7	75.0	75.0	25.0	\$8-\$12	80.0	100.0
Community Studies	18	6	33.3	83.3	100.0	80.0	20.0	\$12-\$16	83.3	60.0
Digital Animation	10	NA	NA	NA	NA	NA	NA	NA	NA	NA
Early Childhood Education	22	11	50.0	81.8	100.0	88.8	11.1	\$8-\$12	90.0	88.9
Early Childhood Education - DL	6	5	83.3	100.0	100.0	100.0	0.0	\$12-\$16	60.0	100.0
Food Service & Nutrition Mgmt.	14	NA	NA	NA	NA	NA	NA	NA	NA	NA
Graphic Design	20	6	30.0	66.7	75.0	100.0	0.0	\$12-\$16	40.0	100.0
Journalism	9	NA	NA	NA	NA	NA	NA	NA	NA	NA
Music Industry & Performance	9	NA	NA	NA	NA	NA	NA	NA	NA	NA
Recording Arts	7	NA	NA	NA	NA	NA	NA	NA	NA	NA
Textile Studies	13	9	69.2	88.9	50.0	50.0	50.0	<\$8	37.5	100.0
Visual Arts	6	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total Applied Arts	149	63	42.3	88.7	77.3	81.9	18.2	\$8-\$12	57.1	86.4

NA = Results are omitted where survey response was lower than survey benchmark goal.

Applied Arts graduates worked overwhelmingly in the service industry: 63.6 per cent of employed graduates worked in business, government, education, health or public administration. The media industry employed 13.6 per cent of the respondents. A further 4.5 per cent worked in the wholesale and retail industry; and 2.3 per cent worked in hospitality and tourism; 15.9 per cent cited “other” (n=44).

Forty-four graduates reported their gross hourly wages. Those in training-related jobs (77.3 per cent) reported the following wages: 5.9 per cent earned \$8.00 or less per hour; 32.4 per cent earned between \$8.00 and \$12.00 per hour; 17.7 per cent earned from \$12.01 to \$16.00 per hour; 11.8 per cent earned from \$16.01 to \$20.00 per hour; 2.9 per cent earned from \$24.01 to \$28.00 per hour; and 29.4 per cent stated “unknown” (n=34). Among the ten Applied Arts respondents in jobs unrelated to their training, 40.0 per cent reported earnings of \$8.00 or less per hour; 30.0 per cent were spread evenly across the \$8.01 to \$12.00, \$12.01 to \$16.00 and \$16.01 to \$20.00 categories (1 in each category); and 30.0 per cent stated “unknown.”

Asked about where their primary job was located, 86.4 per cent of employed graduates said they worked in Newfoundland and Labrador; 6.8 per cent worked in Nova Scotia; 4.5 per cent worked in Alberta; and 2.3 per cent worked in New Brunswick.

4.1.2 Career planning

Of all the Applied Arts respondents (n=63), 19.0 per cent reported that they had engaged in career planning before enrolling; 49.2 per cent used the career employment services during their program at CNA; and 1.6 per cent reported using the career employment services at CNA after graduating.

In terms of their awareness of their program before attending (n=62), 16.1 per cent said they were very knowledgeable about the program before attending; 24.2 per cent said they were moderately knowledgeable; 48.4 per cent said they were somewhat or slightly knowledgeable; and 11.3 per cent said they were not at all knowledgeable about the program before attending.

When asked about their main reasons for completing the program (n=63), 30.2 per cent of the graduates said they wanted to be employed in this field; 7.9 per cent needed to update their job skills; 1.6 per cent needed new skills for a change of career; 47.6 per cent said they completed the program for general interest; and 12.6 per cent gave other reasons for completing the program. Their other reasons for completing the program included: “biding time before doing welding”; “always wanted to work with children”(3); “big demand area”; “getting level four certification”; “wanted to get papers”; and “stepping stone to MUN”.

The program allowed students to set up travel trips to actual events in the field outside of Stephenville.

-Music Industry and Performance graduate

4.1.3 Satisfaction with training

Graduates were asked about their satisfaction with overall training at CNA: 41.3 per cent reported they were very satisfied; 50.8 per cent report being satisfied; 4.8 per cent were neutral; and 3.2 per cent were dissatisfied with their training (n=63). When asked their opinion on the overall quality of the training they received, 36.5 per cent of respondents rated it as excellent; 50.8 per cent said it was very good; and 12.7 per cent reported the overall quality as good (n=63).

Graduates' level of satisfaction with training as preparation for employment in the field was also measured: 37.1 per cent of respondents said they were very satisfied; 43.5 per cent were satisfied; 9.7 per cent were neutral; 8.1 per cent were dissatisfied; and 1.6 per cent were very dissatisfied (n=63).

Asked whether they would recommend program to others (n=63), 93.7 of respondents said “yes;” 3.2 per cent said “no;” and 3.2 per cent said they did not know. A high of 98.4 per cent said they would recommend College of the North Atlantic to others, and the remaining 1.6 per cent did not know (n=63).

4.1.4 Enrollment in further studies

Fourteen respondents (22.2 per cent) had enrolled in further studies since graduation. Three of these (21.4 per cent) were enrolled in a diploma program at CNA. Ten (71.4 per cent) were pursuing a degree program. One person (7.1 per cent) was pursuing an entry level trade program. All of those enrolled in further studies were able to transfer their CNA credentials.

Applied Arts respondents stated their reasons for taking further studies as follows: 57.1 per cent needed to upgrade qualifications in present field; 7.1 per cent said their job

required further training; 7.1 per cent said they could not find employment related to training; and 28.6 per cent cited other reasons. The other reasons were: interest/financial; personal gain; to upgrade studies; to aim for library services employment.

4.2 Business Studies

There were 418 graduates from Business Studies from September 1, 2006 to August 31, 2007, and 191 responded to the GES, giving a response rate of 45.7 per cent.

TABLE 7

Business Studies Employment Outcomes by Program 2006/07 GES	# Grads in sample	# Res- pondents	Res- ponse rate (%)	% Em- ployed since gradua- tion	% in Program		% in Part- time work	Median hourly wage in reference period - related	% Who found work within 3 months	% Working in NL during reference period
					% Em- ployed related jobs during referenc e period	% in Full- time work during reference period				
Business Administration	15	6	40.0	83.3	50.0	100.0	0.0	NA	40.0	100.0
Business Administration - Accounting	31	19	61.3	100.0	81.3	93.8	6.3	\$12-\$16	63.2	100.0
Business Administration - General	3	NA	NA	NA	NA	NA	NA	NA	NA	NA
Business Administration - HRM	26	10	38.5	90.0	87.5	100.0	0.0	\$16-\$20	90.0	87.5
Business Administration - Internat'l	1	NA	NA	NA	NA	NA	NA	NA	NA	NA
Business Administration - Marketing	14	8	57.1	100.0	83.3	83.4	16.7	\$16-\$20	75.0	50.0
Business Management - Accounting	53	33	62.3	93.9	89.7	86.2	13.7	\$16	80.7	93.1
Business Management - HRM	27	12	44.4	100.0	91.7	91.6	8.3	\$16-\$20	75.0	83.3
Business Management - Marketing	26	10	38.5	100.0	75.0	75.0	25.0	NA	70.0	100.0
Office Administration	58	21	36.2	81.0	73.3	86.6	13.4	\$16-\$20	58.8	93.3
Office Administration - Executive	115	50	43.5	94.0	94.7	86.8	13.1	\$12-\$16	85.1	92.1
Office Administration - Legal	10	6	60.0	100.0	100.0	100.0	0.0	\$12-\$16	100.0	100.0
Office Administration - Medical	27	10	37.0	100.0	100.0	88.8	11.1	\$12-\$16	80.0	88.9
Office Admin. - Records & Info. Mgm't	12	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total Business Studies	418	191	45.7	94.8	87.1	87.8	12.2	\$12-\$16	76.2	91.7

NA = Results are omitted where survey response was lower than survey benchmark goal.

4.2.1 Employment status, industry, wages and location

Table 7 summarizes the employment outcomes for Business Studies graduates.

During the time between their graduation and the completion of the GES, 94.8 per cent of Business Studies graduates were employed.

Of those employed during the reference period, 67.1 per cent reported that their job was directly related to their training; 20.0 per cent said it was somewhat related to their training; and 12.9 per cent said their job was unrelated to their training (n=155).

When asked about job security, 60.0 per cent worked in permanent positions; 27.7 per cent were in temporary jobs; 6.5 per cent were in casual jobs; and 5.8 per cent were working on contract (n=155).

In terms of hours of work in their primary job, 39.7 per cent of employed Business Studies respondents worked 40 or more hours per week; 48.1 per cent worked from 30 to 39 hours per week; 7.7 per cent worked 20 to 29 hours per week; and 4.5 per cent worked 10 to 19 hours per week (n=156). In short, approximately 87.8 per cent of those working were in full-time positions and 12.2 per cent were in part-time jobs (n=156).

When asked how long it took to find a program-related job (n=181), 29.8 per cent said they had secured a program-related job before graduation; 46.4 per cent found work within three months of graduation; 6.1 per cent found work four to six months after graduating; 3.9 per cent found work in seven or more months; and 13.8 per cent did not hold a program-related job.

More than half (65.2 per cent) of Business Studies respondents reported being located in the service industry, including business, government, education, health or public administration; 12.3 per cent were working in the finance industry, including insurance, real estate and accounting; 4.5 per cent were working in resource industries; 2.6 per cent were in the technology, electronics and communication industry; 2.6 per cent were in wholesale and retail; 1.9 per cent worked in the construction industry; 0.6 per cent worked in the media industry; 0.6 per cent worked in hospitality and tourism; and 9.7 per cent checked “other” (n=155).

Among those employed in a program related job (n=135), 1.5 per cent had gross earnings of \$8.00 or less per hour; 17.3 per cent had gross earnings of \$8.01 to \$12.00 per hour; 29.6 per cent reported gross earnings from \$12.01 to \$16.00 per hour; 18.5 per cent had gross earnings from \$16.01 to \$20.00 per hour; 5.9 per cent earned from \$20.01 to \$24.00 per hour; 1.5 per cent earned from \$24.01 to \$28.00; 3.7 per cent earned more than \$28.00 per hour; and 22.2 per cent stated “unknown.”

Of those in jobs unrelated to training who reported their gross earnings (n=20), 20.0 per cent were earning \$8.00 or less per hour; 40.0 per cent earned from \$8.01 to \$12.00 per hour; 10.0 per cent earned between \$12.01 to \$16.00 per hour; 10.0 per cent were earning from \$20.01 to \$24.00 per hour; and 20.0 per cent stated “unknown.”

When asked the province of their primary job (n=156), 91.7 per cent of Business Studies graduates said they worked in Newfoundland and Labrador; 5.8 per cent worked in Alberta; 1.3 per cent worked in Ontario; 0.6 per cent worked in Quebec; 0.6 per cent were in Saskatchewan.

4.2.2 Career planning

Fifty-four Business graduates (28.3 per cent) did some career planning before enrolling at College of the North Atlantic; 78.0 per cent used career employment services during their program; and 2.6 per cent of respondents used the College’s employment services after graduation (n=191).

When asked about their knowledge of CNA before attending, 12.6 per cent of respondents said they were very knowledgeable; 17.3 per cent said they were moderately knowledgeable; 31.0 per cent said they were somewhat knowledgeable; 24.6 per cent were slightly knowledgeable; and 14.7 per cent said they were not at all knowledgeable (n=191).

Their main reasons for completing the program were as follows: wanted to be employed in this field – 39.8 per cent; general interest – 38.2 per cent; needed to update job skills – 11.0 per cent; needed new skills for a change of career - 5.8 per cent; and “other reasons”- 5.2 per cent (n=191). Graduates specified their “other” reasons as follows: “for education”; “got sponsored”; “husband was starting business”; “to get into university” or “RCMP”; “to get papers”; “to stay in NL instead of moving away”; and “went to Grenfell but struggled there and thought CNA would suit me best”.

4.2.3 Satisfaction with training

When asked about their level of satisfaction with overall training at CNA, 56.0 per cent of Business Studies respondents said they were very satisfied; 37.2 per cent said they were satisfied; 5.8 per cent were neutral; and 1.0 per cent said they were very dissatisfied. Responses to the question about overall quality of training were as follows: 52.6 per cent said it was excellent; 35.8 per cent said it was very good; 11.6 per cent said it was good (n=191).

I completed many of the program's courses through Distributed Learning. I highly recommend this as a means of receiving a quality education. Overall, I am very pleased with where I am now after completing this two year program at CNA.

*-Business Administration
Human Resources
Management graduate*

In terms of their satisfaction with the overall quality of the training they received, 52.4 per cent rated it as “excellent;” 36.1 per cent gave it a rating of “very good;” and 11.5 per cent gave it a “good” rating (n=190).

How satisfied were Business Studies graduates with the training as preparation for employment in the field? Nearly half of the respondents (49.7 per cent) said they were very satisfied; 38.1 per cent said they were satisfied; 9.5 per cent were neutral; and 2.6 per cent were dissatisfied (n=189). A high value of 97.9 per cent said they would recommend their program to others; and 99.5 per cent said that they would recommend College of the North Atlantic to others (n=191).

4.2.4 Enrollment in further studies

Since graduation, 22.0 per cent of Business Studies respondents (n=191) had enrolled in further studies, and 35.7 of them were enrolled in further programs at CNA (n=42). Of those in further studies, 19.5 per cent were pursuing a certificate; 26.8 per cent were in diploma programs; 36.6 per cent were pursuing a degree; and 17.1 per cent said “other” (n=41). The

“other” types of further studies included Certified General Accountant and professional designations. There were no Business Studies respondents who were registered with Industrial Trades (n=18).

When asked whether CNA credentials were transferable to their further studies, 73.8 per cent said “yes;” 19.0 per cent said “no;” and 7.1 per cent said “other” (n=42).

Graduates gave their reasons for taking further studies as follows: to upgrade qualifications in present field - 71.4 per cent; job required further training - 7.1 per cent; could not find employment related to training - 4.8 per cent; and “other” - 16.7 per cent (n=42). The other reasons included: to be employed; want more of a challenge; and “did a work placement at the hospital with office administration and took a liking to it.”

4.3 Information Technology

There were 56 graduates of Information Technology programs at College of the North Atlantic during the 2006/07 GES survey range, and 40 responded to the GES, giving a response rate of 71.4 per cent.

TABLE 8

Information Technology Employment Outcomes by Program 2006/07 GES	# Grads in sample	# Res- pondent s	Res- ponse rate (%)	Empley- ed since gradua- tion	% in Program related during reference period	% in Full time work during referenc e period	% in Part time work	Median hourly wage in reference period - program related	% Who found program related job within 3 months	% Working in NL during reference period
Computer Support Specialist	24	20	83.3	85.0	82.4	100.0	0.0	\$16	77.7	82.4
Internet Application Developer	10	5	50.0	100.0	100.0	100.0	0.0	\$20	60.0	100.0
Programmer Analyst (Bus.) Co-op	18	12	66.7	91.7	90.9	72.8	27.3	\$16-\$20	58.3	90.9
Web Site Administrator	4	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total Information Technology	56	40	71.4	95.0	85.3	88.5	11.5	\$16-\$20	68.4	88.6

NA = Results are omitted where survey response was lower than survey benchmark goal.

4.3.1 Employment status, industry, wages and location

Information Technology graduate employment outcomes are presented in Table 8.

During the period between their graduation and the completion of the 2006/07 GES, 95.0 per cent of Information Technology graduates were employed.

Of those employed during the reference period, 73.5 per cent were in work directly related to their program; 11.8 per cent were in jobs somewhat related to their training; and 14.7 per cent were in work unrelated to their training (n=34). Information Technology graduates reported that 88.2 per cent of them were in full-time work and 11.8 per cent worked part-time (n=34).

Job security was indicated by the relative permanence of their jobs: 64.7 per cent were in permanent positions; 20.6 per cent were in temporary positions; 11.8 per cent were in contract jobs; and 2.9 per cent were in casual positions (n=34).

Among the respondents who were working, 88.5 per cent worked at full-time jobs and 11.5 per cent reported being in part-time jobs (n=35).

In terms of hours of work, 51.4 per cent were working 40 or more hours per week; 37.1 per cent worked 30-39 hours per week; 5.7 per cent were working 20-29 hours per week; 2.9 per cent worked 10-19 hours per week; and 2.9 per cent worked less than ten hours a week (n=35).

When asked how long it took to get their first program-related job, 36.8 per cent of respondents said they had secured a job prior to graduation; 31.6 per cent found a job within three months; 7.9 per cent had the job four to six months after graduating; and 5.3 per cent found their first program-related position seven or more months after graduating. A further 18.4 per cent did not hold a program-related job (n=38).

In terms of the main industry they worked in, employed IT respondents (n=35) told us that 40.0 per cent of them were working in the Technology, Electronics and Communication industry; 34.3 per cent were working in the service industry (business, government, education, health, public administration); 2.9 per cent were in the resource industry; and 2.9 per cent were employed in wholesale and retail industry; and 20.0 per cent reported “other” (n=35). Those who reported “other” specified their industries as follows: “computer support”; “computer-related”; “education”; “geology”; and “information technology”.

Respondents with program related jobs reported their gross hourly wages as follows: 3.4 per cent earned \$8.00 or less per hour; 6.9 per cent earned \$8.01 to \$12.00 per hour; 17.2 per cent earned \$12.01 to \$16.00 per hour; 20.7 per cent earned \$16.01 to \$20.00 per hour; 17.2 per cent earned \$20.01 to \$24.00 per hour; 6.9 per cent earned from \$24.01 to \$28.00 per hour; 6.9 per cent earned more than \$28.01 per hour; and 20.7 per cent said “unknown” (n=29).

Those respondents with jobs unrelated to training reported their gross hourly wages as follows: 40.0 per cent earned \$8.01 to \$12.00 per hour; 20.0 per cent earned \$16.01 to \$20.00 per hour; and 40.0 per cent of respondents reported their wages as “unknown” (n=5).

When asked about the location of their primary job (n=35), 88.6 per cent responded that they were employed in Newfoundland and Labrador; 5.7 per cent worked in Ontario; and 2.9 per cent worked in each of Alberta and Nova Scotia.

It would only take one more year to get a second diploma, and it would open up more job opportunities for me after graduation.

-Information Technology graduate

4.3.2 Career planning

Of the 40 Information Technology respondents, 22.5 per cent had engaged in career planning prior to enrolling at CNA. Sixty per cent reported that they had availed of career employment services while at CNA. Only one graduate (2.5 per cent) had used CNA’s employment services after graduation (n=39).

When asked about their knowledge about CNA before attending, 7.5 per cent of respondents said they were very knowledgeable; 32.5 per cent were moderately knowledgeable; 32.5 per cent were somewhat

knowledgeable; 20.0 per cent were slightly knowledgeable; and 7.5 per cent said they were not at all knowledgeable (n=40).

Respondents' main reasons for completing the program were given as follows: wanted to be employed in this field - 55.0 per cent; needed to update my skills - 7.5 per cent; needed new skills for career change - 2.5 per cent; general interest - 30.0 per cent; and "other" - 5.0 per cent (n=40). The "other" reasons given were: "just to receive diploma"; and "to increase knowledge".

4.3.3 Satisfaction with training

Satisfaction with overall training was rated by forty Information Technology graduates, and 35.0 per cent reported being very satisfied; 57.5 per cent said they were satisfied; 5.0 per cent were neutral; and 2.5 per cent were dissatisfied. When asked about the overall quality of the training they received, 42.5 per cent rated it as "excellent;" 50.0 per cent gave it a "very good;" and 7.5 per cent graded it as "good" (n=40).

How satisfied were IT respondents with the way training had prepared them for employment in the field? To this question 40.0 per cent reported that they were very satisfied; 47.5 per cent were satisfied; 10.0 per cent were neutral; and 2.5 per cent were dissatisfied.

Asked whether they would recommend the program and the College of the North Atlantic to others, 92.5 per cent said they would recommend the program, and 95.0 per cent said they would recommend College of the North Atlantic (n=40).

4.3.4 Enrollment in further studies

Three respondents, or 7.5 per cent had enrolled in further studies since graduation (n=40). Of these, 66.7 per cent (2) had pursued their studies at CNA, and 66.7 per cent were taking diploma programs, while 33.3 per cent cited "other" (n=3). One respondent was taking a preparatory course required for a certificate.

Of those pursuing further studies, 33.3 per cent were able to transfer their CNA credentials; 33.3 per cent were not able to do so; and 33.3 per cent cited "other" (n=3).

Asked why they took further studies, 33.3 per cent said it was to upgrade qualification in their present field; and 66.7 per cent cited "other" (n=3).

4.4 Engineering Technology

There were 301 graduates of Engineering Technology (ET) programs at CNA from September 1, 2006 to August 31, 2007, and 89 responded to the Graduate Employment Survey, giving a response rate of 29.6 per cent. This response rate was lower than the average for the GES (39.5 per cent), a fact which may be attributed to the significant number of Engineering Technology graduates who were working outside of Newfoundland and Labrador. The GES surveyed 17 core ET programs of three years duration, and one contract training initiative (Power Engineering).

4.4.1 Employment status, industry, wages and location

Table 9 presents the employment outcomes for graduates of Engineering Technology.

From the time of their graduation to the completion of the 2006/07 GES, 93.3 per cent of Engineering Technology survey respondents were employed.

TABLE 9

Engineering Technology Employment Outcomes by Program 2006/07 GES	# Grads in sample	# Res- pondent s	Response rate (%)	% Working			% in Part time work	Median hourly wage in referenc e period related	% Who found job within 3 months	% Working in NL during referenc e period
				Em- ployed since graduati on	related jobs during reference period	Full time work during referenc e period				
Aircraft Maintenance Engineering Technology	9	7	77.8	100.0	100.0	100.0	0.0	\$16-\$20	100.0	71.4
Architectural Engineering Technology	16	5	31.3	100.0	100.0	100.0	0.0	\$12-\$16	80.0	80.0
Civil Engineering Technology	33	13	39.4	84.6	100.0	100.0	0.0	>\$28	100.0	54.5
Electrical ET (Industrial Controls)	5	NA	NA	NA	NA	NA	NA	NA	NA	NA
Electrical ET (Power and Controls) Co-op	28	8	28.6	87.5	83.3	100.0	0.0	\$16-\$20	57.1	100.0
Electronics ET (Biomedical)	15	NA	NA	NA	NA	NA	NA	NA	NA	NA
Electronics ET (Instrumentation)	21	6	28.6	100.0	100.0	100.0	0.0	\$24-\$28	50.0	16.7
Electronics Engineering Technology	10	NA	NA	NA	NA	NA	NA	NA	NA	NA
Geomatics Engineering Technology (Co-op)	24	NA	NA	NA	NA	NA	NA	NA	NA	NA
Industrial Engineering Technology (Co-op)	14	NA	NA	NA	NA	NA	NA	NA	NA	NA
Mechanical Engineering Technology	33	9	27.3	100.0	88.9	100.0	0.0	\$16-\$20	77.8	77.8
Mechanical ET (Manufacturing) Co-op	7	NA	NA	NA	NA	NA	NA	NA	NA	NA
Petroleum Engineering Technology (Co-op)	24	7	29.2	100.0	100.0	100.0	0.0	>\$28*	85.7	40.0
Safety Engineering Technology (Post Diplom	16	NA	NA	NA	NA	NA	NA	NA	NA	NA
Software Engineering Technology (Co-op)	2	NA	NA	NA	NA	NA	NA	NA	NA	NA
Telecommunications Engineering Technolog	7	NA	NA	NA	NA	NA	NA	NA	NA	NA
Welding Engineering Technician	23	9	39.1	100.0	100.0	100.0	0.0	\$24-\$28	88.9	22.9
Power Engineering	14	5	35.7	100.0	100.0	100.0	0.0	\$24*	100.0	80.0
Total Engineering Technology	301	89	29.6	93.3	94.8	98.7	1.3	\$20-\$24	79.1	57.7

NA = Results omitted where survey response was lower than survey benchmark goal.

Of those employed during the reference period, 76.6 per cent were working at jobs directly related to their training, while 18.2 per cent were in jobs somewhat related to their training and 5.2 per cent were in jobs unrelated to their program (n=77). Within the employed group, 98.7 per cent were working full-time (n=78).

In terms of job security, 70.1 per cent of Engineering Technology respondents were employed in permanent positions; 6.9 per cent were in temporary jobs; 6.9 per cent were working on contract; 3.5 per cent were in seasonal positions; 1.2 per cent worked in a casual position; and 11.5 per cent were unemployed (n=87).

Engineering Technology graduates reported their hours of work as follows: 88.5 per cent worked 40 or more hours per week; 10.3 per cent worked 30 to 39 hours per week; and 1.3 per cent worked 20 to 29 hours per week (n=78).

When asked how long it took after graduation to get their first program-related job (n=86), 30.2 per cent said they had a job before graduation; 48.8 per cent had a job within three months of graduation; 5.8 per cent had a job from four to six months after graduating; and 5.8 per cent had found a job seven or more months after graduation. In addition, 9.3 per cent did not hold a program-related job.

What industry was their primary job in? About 25.6 per cent of employed respondents worked in the construction industry; 23.1 per cent worked in the resource industry; 10.3 per cent worked in manufacturing; 10.3 per cent worked in the technology, electronics and communications industry; 5.1 per cent in the transportation industry; 2.6 per cent worked in the service industry (business, government, education, health, public administration); 1.3 per cent in the natural resources and environment industry; 1.3 per cent in hospitality and tourism; and 20.5 per cent were in “other” industries (n=78). The other industries mentioned by respondents included: banking; commercial and industrial; engineering; heavy civil; mechanics; quality assurance; welding; and quantity surveying/3d modeling.

The median gross hourly wage for those in program-related jobs, who declared their wages was \$20.00 to \$24.00 (n=55). Gross hourly wages for those in program related jobs (n=71) were as follows: 12.7 per cent earned from \$12.01 to \$16.00 per hour; 12.7 per cent earned from \$16.01 to \$20.00 per hour; 21.1 per cent earned from \$20.01 to 24.00 per hour; 8.5 per cent earned from \$24.01 to \$28.00 per hour; 22.5 per cent earned more than \$28.00 per hour. A further 22.5 per cent said their hourly wage was “unknown.” Four graduates in jobs unrelated to their training responded to this question. Of these, 50.0 per cent were earning from \$8.01 to \$12.00 per hour; 25.0 per cent earned from \$16.01 to \$20.00 per hour; and 25.0 per cent said “unknown.”

Where were the Engineering Technology graduates working? 57.7 per cent were employed in Newfoundland and Labrador; 29.5 per cent worked in Alberta; 5.1 per cent worked in Nova Scotia; 3.9 per

cent were employed outside of Canada; 1.3 per cent worked in each of Nunavut and Saskatchewan and Northwest Territories (n=78).

4.4.2 Career planning

About 23.3 per cent of Engineering Technology respondents had done career planning before enrolling at CNA; 54.4 per cent had availed of career employment services during their program; and 2.2 per cent had used the College's career employment services after graduation (n=90).

In terms of their level of awareness about CNA, 7.9 per cent were very knowledgeable about CNA before attending, while 19.1 per cent were moderately knowledgeable, 27.0 per cent were somewhat knowledgeable, 29.2 per cent were slightly knowledgeable, and 16.9 per cent said they were not at all knowledgeable about the College prior to attending (n=89).

Engineering Technology graduates cited their main reason for completing the program as follows: 55.6 per cent wanted to be employed in this field; 28.9 per cent said general interest; 7.8 per cent needed to update their job skills; 1.1 per cent needed new skills for a change of career; and 6.7 per cent gave other reasons (n=90). The other reasons included: "didn't want to go through university for six years and wanted to do something that you can update further with a degree"; "co-op program"; and "something I have always wanted to do."

4.4.3 Satisfaction with training

About 38.9 per cent of ET graduates who responded to the GES were very satisfied with their overall training, while 45.6 per cent were satisfied, 11.1 per cent were neutral and 4.4 per cent were dissatisfied (n=90). In terms of the overall quality of training they received, 25.6 per cent rated the training as excellent; 48.9 per cent said it was very good; 22.2 per cent gave it a rating of "good;" and 3.3 per cent felt their training was poor or very poor (n=90).

When asked about their satisfaction with how the training had prepared them for employment in the field, 31.1 per cent said they were very satisfied; 46.7 per cent said they were satisfied; 15.6 per cent were neutral; 5.6 per cent were dissatisfied; and 1.1 per cent were very dissatisfied (n=90).

A further measure of satisfaction asked whether they would recommend the program to others. Of the 90 respondents, 87.8 per cent said they would recommend the program; 7.8 per cent said they would not; and 4.4 per cent did not know. When asked if they would recommend College of the North Atlantic to others, 94.4 per cent of Engineering Technology respondents said they would ; 3.3 per cent said they would not; and 2.2 per cent did not know (n=90).

I didn't want to go through university for six years and wanted to do something that you can update further with a degree.

-Engineering Technology graduate

4.4.4 Enrollment in further studies

Thirteen Engineering Technology respondents (14.4 per cent) had enrolled in further studies since graduating (n=90). Four, or 4.4 per cent of ET respondents had registered in industrial trades (n=86).

Among the graduates pursuing further studies, 30.7 per cent were studying at CNA, while 69.2 per cent were enrolled elsewhere (n=13). In terms of the type of program, 15.4 per cent were enrolled in a certificate program; 38.5 per cent were in a degree program; 15.4 per cent were in an apprenticeship program; and 30.8 per cent cited “other” (n=13). The “other” responses included: in third block; continuing courses on own time (2); and professional development training.

About 75.0 per cent said their CNA credential was transferable to their further studies, while 8.3 per cent said it was not, and 16.7 per cent cited “other” (n=12). When asked why they took further studies, 83.3 per cent responded that they wanted to upgrade qualifications in their present field; and 16.7 per cent said their job required further training (n=12).

4.5 Health Sciences

College of the North Atlantic's School of Health Sciences graduated 141 students in the survey range in 2006/07, and 67 graduates responded to the GES, giving a response rate of 47.5 per cent. The GES surveyed seven core programs in Health Sciences and one contract training program (Personal Care / Home Support Worker).

4.5.1 Employment status, industry, wages and location

Table 10 summarizes the GES results for Health Sciences.

From their graduation to the completion of the 2006/07 GES, 100.0 per cent of Health Sciences survey respondents were employed.

Of those employed during the reference period, 96.7 per cent were working in jobs directly related to their training; 1.6 per cent were in a position somewhat related; and 1.6 per cent were in a job not related to their training (n=60).

TABLE 10

Health Sciences Employment Outcomes by Program 2006/07 GES	# Grads in sample	# Res- pondents	Response rate (%)	% Em- ployed since gradua- tion	% in Program related jobs during reference period	% in Full time work during reference period	% in Part time work related	Median hourly wage in reference period- program related	% Who found program related work within 3 months	% Working in NL during reference period
Diagnostic Ultrasonography	7	NA	NA	NA	NA	NA	NA	NA	NA	NA
Licensed Practical Nurse	50	24	48.0	95.8	100.0	86.9	13.0	\$16-\$20	91.7	91.3
Medical Radiography	13	NA	NA	NA	NA	NA	NA	NA	NA	NA
Occupational Therapist Ass't	9	NA	NA	NA	NA	NA	NA	NA	NA	NA
Personal Care/Home Support V	22	11	50	90.9	90.0	80.0	20.0	\$12-\$16	63.6	100.0
Physiotherapist Assistant	12	8	66.7	75.0	100.0	66.7	33.3	\$16-\$20	75.0	50.0
Primary Care Paramedicine	20	11	55.0	90.9	100.0	100.0	0.0	\$12-\$16	81.8	90.0
Respiratory Therapy	8	6	75.0	100.0	100.0	88.7	11.3	\$20-\$24	100.0	100.0
Total Health Sciences	141	60	47.5	100.0	98.3	88.3	11.7	\$16-\$20	85.1	90.0

NA = Results omitted where survey response was lower than survey benchmark goal.

In terms of job tenure, 46.7 per cent of employed respondents worked in permanent jobs; 40.0 per cent were in casual positions; 11.7 per cent were in temporary jobs; and 1.6 were in seasonal positions. Hours of work were given as follows: 35.0 per cent were working 40 or more hours per week; 53.3 per cent were

working 30 to 39 hours a week; 8.3 per cent worked 20 to 29 hours per week; 1.7 per cent worked 10-19 hours a week; and 1.7 per cent worked less than 10 hours per week.

When asked how long it took to find a program-related job after graduation, 46.3 per cent responded that they secured a job before graduation; 38.8 per cent found work within three months of graduation; 6.0 per cent found a job four to six months after graduating; and 4.5 per cent took seven or months to find work; and 4.5 per cent did not hold a program-related job.

The graduates in program-related work responded to the question on wages as follows: 5.1 per cent earned gross wages of \$8.01 to \$12.00 per hour; 18.6 per cent earned from \$12.01 to \$16.00 per hour; 39.0 per cent earned from \$16.01 to \$20.00 per hour; 15.3 per cent earned from \$20.01 to \$24.00 per hour; 6.8 per cent earned from \$24.01 to \$28.00 per hour; 3.4 per cent were earning gross wages of more than \$28.00 per hour; and 11.9 per cent said “unknown” (n=59). All but one respondent was working in a program-related job.

When asked which industry they worked in, 91.7 per cent of employed respondents said the service industry (including health, government, public administration, education, business), and 8.3 per cent responded “other” (n=60). Among the other responses were: “general hospital”; “health care” (3); and “medical”.

Most (90.0 per cent) of Health Sciences graduates were employed in Newfoundland and Labrador, however 3.3 per cent worked in Alberta; and 1.7 per cent worked in each of British Columbia, New Brunswick, Nova Scotia, Ontario and outside of Canada (n=60).

4.5.2 Career planning

About 17.9 per cent of Health Sciences graduates responding to the GES had engaged in career planning before enrolling at CNA, while 52.2 per cent had used the CNA’s career employment services during their program, and none of them had used the services after graduating (n=67).

How much did they know about CNA before attending their program? Of the 67 respondents, 25.4 per cent said they were very knowledgeable; 16.4 per cent said they were moderately knowledgeable; 23.9 per cent were somewhat knowledgeable; 20.9 per cent were slightly knowledgeable; and 13.4 per cent were not at all knowledgeable about CNA prior to attending (n=67).

The graduates cited the following reasons motivating them to complete their programs: wanted to be employed in this field – 38.8 per cent; needed to update job skills – 10.4 per cent; new skills for a change of career - 1.5 per cent; general interest – 44.8 per cent; and “other” - 4.5 per cent (n=67). Some of the “other” reasons were: “employment opportunity”; and “complemented my PTA certificate”.

4.5.3 Satisfaction with training

When asked about their level of satisfaction with the overall training, 50.7 per cent said they were very satisfied; 38.8 per cent were satisfied; 9.0 per cent were neutral; and 1.5 per cent were dissatisfied (n=67).

In terms of the overall quality of training, 55.2 per cent rated it as “excellent;” 32.8 per cent gave a “very good” grade; 9.0 per cent said it was “good;” and 3.0 per cent rated it “poor” (n=67).

Respondents rated their satisfaction with the training as preparation for employment in the field as follows: 52.2 per cent were “very satisfied” and 37.3 per cent were “satisfied” (n=67).

In terms of recommending the program and the College to others, 94.0 per cent said they would recommend the program and 98.5 per cent said they would recommend the College to others.

4.5.4 Enrollment in further studies

Five of the 67 respondents had enrolled in further studies since graduating (7.5 per cent). Of those in further studies, 20.0 per cent were at College of the North Atlantic. When asked about program type, 40.0 per cent of respondents were pursuing a certificate; 20.0 per cent were pursuing a diploma and 40.0 per cent cited “other.” The other types included “Bachelor” and “Association.”

CNA credentials were transferable for 60.0 per cent of those pursuing further studies, while 40.0 per cent cited other circumstances (n=5).

When asked about their reasons for taking further studies, 60.0 per cent wanted to upgrade their qualifications in their field; 20.0 per cent could not find any job; and 20.0 per cent cited other reasons and specified “requirement to keep LPN License” (n=5).

4.6 Industrial Trades

There were 846 graduates of CNA's School of Industrial Trades during 2006/07, and 307 responded to the survey, for a response rate of 36.3 per cent. The Graduate Employment study surveyed 34 Industrial Trades programs, including seven contract training programs. The contract training programs were: Bricklayer; Cabinetmaker; Driller/Blaster; Esthetics; Marine Cooking; Painter/Decorator; Residential Electrician.

4.6.1 Employment status, industry, wages and location

Table 11 summarizes the Graduate Employment Survey results for Industrial Trades.

From the time of their graduation to the completion of the 2006/07 GES, 96.4 per cent of Industrial Trades survey respondents were employed.

Of those employed during the reference period, 78.9 per cent were working in jobs directly related to their training, 5.8 per cent were in jobs somewhat related to their training, and 15.4 per cent held positions unrelated to their training (n=208). Those in program related jobs totaled 84.7 per cent of employed respondents.

In terms of job security, 68.3 per cent of those employed were in permanent jobs; 16.8 per cent worked in temporary jobs; 3.9 per cent were in casual jobs; 3.4 per cent were in contract positions; and 7.7 per cent were in seasonal jobs (n=208). When asked about hours of work, 81.0 per cent said they were working 40 or more hours per week; 12.4 per cent worked from 30 to 39 hours per week; 4.8 per cent worked 20 to 29 hours per week; 1.4 per cent worked from 10 to 19 hours per week; and 0.5 per cent worked less than 10 hours per week (n=210).

How long after graduation did it take to get their first program related job? Respondents replied: 23.1 per cent had a program related job before graduation; 47.1 per cent had found program related work within three months of graduation; 11.2 per cent found program related work four to six months after graduating; 2.7 per cent took seven or more months to find program related work; and 15.9 per cent did not hold a program-related job (n=295).

Industrial Trades graduates were working in a range of industries: 25.7 per cent worked in construction; 19.0 per cent worked in resource industries; 17.6 per cent worked in the service industry; 5.7 per cent were working in the hospitality and tourism industry; 5.2 per cent were in manufacturing; 4.3 per cent worked in transportation; 1.9 per cent worked in natural resources and environment; 1.4 per cent worked in wholesale and retail; 0.5 per cent worked in the finance industry; and 12.4 per cent cited "other" (n=210).

TABLE 11

Industrial Trades Employment Outcomes 2006/07 GES	# Grads in sample	# Res- pondent s	Res- ponse rate (%)	% Em- ployed since gradua- tion	% in Program related during reference period	% in Full- time work during reference period	% in Part- time work	Median hourly wage in referen- ce period- progra m related	% Who found program work within 3 months	% Working in NL during referenc e period
Aircraft Structural Repair Technician	10	NA	NA	NA	NA	NA	NA	NA	NA	NA
Automotive Service Technician	42	19	45.2	89.5	100.0	100.0	0.0	\$12-\$16	94.7	100.0
Bricklayer	4	NA	NA	NA	NA	NA	NA	NA	NA	NA
Cabinetmaker	6	NA	NA	NA	NA	NA	NA	NA	NA	NA
Carpenter	27	15	55.6	80.0	83.3	100.0	0.0	\$8-\$12	80.0	66.7
Commercial Transport	11	NA	NA	NA	NA	NA	NA	NA	NA	NA
Construction / Industrial Electrician	84	42	48.8	78.6	81.8	94.0	6.0	\$16-\$20	54.8	60.6
Cook / Marine Cooking	53	22	41.5	86.4	100.0	78.9	21.1	\$8-\$12	80.0	94.7
Driller / Blaster	11	NA	NA	NA	NA	NA	NA	NA	NA	NA
Esthetics	7	NA	NA	NA	NA	NA	NA	NA	NA	NA
Hairstylist	26	17	65.4	82.4	92.9	100.0	0.0	< \$8	93.8	100.0
Heavy Duty Equip't Technician	32	11	34.4	54.4	100.0	100.0	0.0	\$12-\$16	72.7	100.0
Heavy Equip't Operator	65	28	43.1	46.4	69.2	92.3	7.7	>\$28*	70.4	69.2
Heritage Carpentry	2	NA	NA	NA	NA	NA	NA	NA	NA	NA
Industrial Instrument Mechanic	48	15	31.3	73.3	81.8	100.0	0.0	\$24-28	57.1	27.3
Industrial Mechanic (Millwright)	87	40	45.9	72.5	82.8	93.1	6.9	>\$28	64.8	86.2
Machinist	13	NA	NA	NA	NA	NA	NA	NA	NA	NA
Marine Cooking	12	NA	NA	NA	NA	NA	NA	NA	NA	NA
Mining Technician	30	6	20.0	100.0	100.0	100.0	0.0	>\$28	83.3	100.0
Mobile Crane Operator	13	NA	NA	NA	NA	NA	NA	NA	NA	NA
Motor Vehicle Body Repairer	11	NA	NA	NA	NA	NA	NA	NA	NA	NA
Multi Skills Industrial Trades	11	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non-Destructive Testing Technician	22	NA	NA	NA	NA	NA	NA	NA	NA	NA
Oil Burner Mechanic	4	NA	NA	NA	NA	NA	NA	NA	NA	NA
Painter / Decorator	2	NA	NA	NA	NA	NA	NA	NA	NA	NA
Plumber	13	NA	NA	NA	NA	NA	NA	NA	NA	NA
Powerline Technician (Operating)	23	NA	NA	NA	NA	NA	NA	NA	NA	NA
Refrigeration & Air Cond'g Mechanic	17	5	29.4	60.0	66.7	100.0	0.0	\$12	60.0	100.0
Residential Electrician	8	NA	NA	NA	NA	NA	NA	NA	NA	NA
Sheet Metal Worker	8	NA	NA	NA	NA	NA	NA	NA	NA	NA
Small Equip't Service Technician	8	NA	NA	NA	NA	NA	NA	NA	NA	NA
Steamfitter / Pipefitter	29	NA	NA	NA	NA	NA	NA	NA	NA	NA
Welder	90	33	36.7	33.3	72.7	100.0	0.0	\$12-\$16	66.7	81.8
Welder / Metal Fabricator (Fitter)	17	5	29.4	60.0	100.0	100.0	0.0	NA	60.0	33.0
Total Industrial Trades	846	307	36.3	96.4	84.7	93.4	6.6	\$12-\$16	70.2	79.1

NA = Results omitted where survey response was lower than survey benchmark goal.

When asked about their gross hourly wage level, those in training-related jobs responded as follows (n=180): 3.4 per cent earned gross hourly wages of \$8.00 or less; 21.6 per cent earned \$8.01 to \$12.00 per hour; 18.2 per cent earned \$12.01 to \$16.00 per hour; 9.7 per cent earned \$16.01 to \$20.00 per hour; 2.3 per cent earned \$20.01 to \$24.00 per hour; 9.7 per cent earned \$24.01 to \$28.00 per hour; and 15.3 per cent earned more than \$28.00 per hour. A further 19.9 per cent cited “unknown.”

For those in trades jobs unrelated to their training (n=32), wages were lower. About 18.8 per cent earned \$8.00 or less per hour; 25.0 per cent earned \$8.01 to \$12.00 per hour; 9.4 per cent earned from \$12.01 to \$16.00; 9.4 per cent earned from \$16.01 to \$20.00 per hour; 3.1 per cent earned from \$24.01 to \$28.00 per hour; and 31.3 per cent cited “unknown.”

When respondents were asked about the location of their primary job, 79.1 per cent worked in Newfoundland and Labrador; 17.1 per cent worked in Alberta; 1.4 per cent worked in Ontario; 0.9 per cent worked in Nova Scotia; 0.4 per cent worked in Saskatchewan; 0.9 per cent worked outside Canada (n=210).

4.6.2 Career planning

Of the 306 respondents, 25.2 per cent had done some career planning before enrolling in Industrial Trades; and 85.3 per cent had used career employment services at CNA during their program. After graduation, 2.6 per cent of respondents used career employment services offered by CNA (n=307).

*I worked for a while
and wanted an
education.*

-Industrial Trades graduate

Before attending CNA, 13.7 per cent of respondents were very knowledgeable about the College; 22.5 per cent were moderately knowledgeable; 24.8 per cent were somewhat knowledgeable; 22.9 per cent were slightly knowledgeable; and 16.0 per cent were not at all knowledgeable about CNA (n=306).

When asked about their main reason for completing the program, 51.0 per cent said they wanted to be employed in this field; 35.0 per cent cited general interest; 4.2 per cent needed to update their job skills; 2.9 per cent needed new skills for a change of career; and 6.9 per cent cited other reasons (n=306). The other reasons included: “worked for a while and wanted education”; “as a backup”; “needed papers” (2); “skilled with hand work”/“love it”; “to get a trade” (2); “wanted to do something ... job” / “something that’s good to get into”.

4.6.3 Satisfaction

Graduates of Industrial Trades were asked how satisfied they were with the overall training and 57.0 per cent said they were very satisfied; 32.9 per cent were satisfied; 8.5 per cent were neutral; 1.3 per cent were dissatisfied; and 0.3 per cent were very dissatisfied (n=307). When asked about the overall quality of the

training they received, 45.4 per cent said “excellent”; 38.9 per cent said “very good”; 14.7 per cent said “good”; 0.7 per cent said “poor”; and 0.3 per cent said it was very poor (n=306).

Asked how satisfied they were with how training prepared them for employment in the field, 47.5 per cent were very satisfied; 37.3 per cent were satisfied; 11.2 per cent were neutral; 3.3 per cent were dissatisfied; and 0.7 per cent were very dissatisfied (n=303).

Would they recommend their program to others? About 96.4 per cent of respondents said yes; 2.3 per cent said no; and 1.3 per cent said they did not know (n=307). Would they recommend CNA to others? About 97.7 per cent said yes; 2.0 per cent said no; and 0.3 per cent said they did not know.

4.6.4 Enrollment in further studies

Since graduation, 10.7 per cent of Industrial Trades respondents had enrolled in further studies (n=307). About 78.8 per cent of respondents who had enrolled in further studies had pursued these with CNA (n=33).

About 34.4 per cent of the Trades graduates had enrolled with Industrial Trades; 61.3 per cent did not; and 4.3 per cent said “other”. Among the 13 who gave other answers, seven said “in process”; three said “not sure”; one said “in Alberta”; one was “beginning an apprenticeship with my current company in a few weeks”; and one said “sort of” (n=13).

In terms of type of study program, 54.5 per cent were registered in an apprenticeship program; 12.1 per cent were pursuing a certificate; 6.1 per cent were enrolled in a degree program; 3.0 per cent were pursuing a diploma; 3.0 per cent were in an entry-level trade program; and 21.2 per cent said “other” (n=33). The other types of further studies were specified as: third block; second year; advanced; Bachelor; Journeypersons; and Part B (ticket). Asked whether their CNA credential was transferable to their further studies, 78.1 per cent said yes; 18.8 per cent said no; and 3.0 per cent said “other”(n=32). Why did these graduates decide to take further studies? About 84.4 per cent said that they wanted to upgrade their qualifications in their present field; 3.1 per cent said their job required further training; and 12.5 per cent said “other” (n=32). Other was specified as “interest”.

The Mining Tech program is a valuable asset in Labrador City's market as this is a mining town. It allowed me to learn about the field that I was going into and prepared me for the environment that came with the career.

-Mining Technician graduate

4.7 Tourism and Natural Resources

There were 70 graduates of Tourism and Natural Resources from September 1, 2006 to August 31, 2007, and 26 responded to the GES, for a response rate of 37.1 per cent. The respondents graduated from six core TNR programs and one contract training program (Front Line Hospitality Worker).

4.7.1 Employment status, industry, wages and location

Table 12 summarizes graduate employment outcomes for the Focus Area of Tourism and Natural Resources.

From the time of their graduation to the completion of the 2006/07 GES, 96.2 per cent of TNR survey respondents were employed.

Of those employed during the reference period, 66.7 per cent had jobs directly related to their program; 5.6 per cent worked in a job somewhat related to their program; and 27.8 per cent were in work unrelated to their program (n=18).

TABLE 12

Tourism and Natural Resources Employment Outcomes by Program 2006/07 GES	# Grads in sample	# Respondents	Response rate (%)	% Employed since graduation	% in Program related jobs during reference period	% in Full-time work during reference period	% in Part-time work	Median hourly wage in reference period - program related	% Who found job within 3 months	% of Employed grads working in NL
Adventure Tourism	10	NA	NA	NA	NA	NA	NA	NA	NA	NA
Environmental Technology Co-op	15	6	40.0	66.7	100.0	100.0	0.0	\$24	80.0	100.0
Fish and Wildlife Technician	8	NA	NA	NA	NA	NA	NA	NA	NA	NA
Forest Resources Technician	11	NA	NA	NA	NA	NA	NA	NA	NA	NA
Front Line Hospitality Worker	9	NA	NA	NA	NA	NA	NA	NA	NA	NA
Hospitality Tourism Mgm't	10	NA	NA	NA	NA	NA	NA	NA	NA	NA
Natural Resources Technician	7	5	71.4	100.0	60.0	100.0	0.0	\$12-\$16	60.0	100.0
Total TNR	70	11	37.1	96.2	72.2	94.1	5.9	\$12-16	75.0	83.3

NA = Results omitted where survey response was lower than survey benchmark goal.

When asked how long it took to find a program-related job, 20.8 per cent of respondents said they secured a program-related job prior to graduation, and 54.2 per cent did so within three months of graduation. About 25.0 per cent did not hold a program-related job (n=24).

Among the 13 respondents in program-related work, one (7.7 per cent) reported a gross hourly wage between \$8.01 and \$12.00; 23.1 per cent reported earnings of \$12.01 to \$16.00 per hour; 15.4 per cent earned from \$20.01 to \$24.00 per hour; 7.7 per cent earned from \$24.01 to \$28.00 per hour; and 36.4 per cent said “unknown”. Of the five who reported wages for their unrelated work, three (60.0 per cent) were earning from \$8.01 to \$12.00 per hour, one (20.0 per cent) earned from \$12.01 to \$16.00 per hour, and one (20.0 per cent) said “unknown”.

Asked about job security, 27.8 per cent were in permanent jobs; 27.8 per cent were in temporary work; 5.6 per cent were in casual positions; 5.6 per cent were in contract positions; and 33.3 per cent were in seasonal jobs (n=18).

In terms of hours of work among the employed respondents (n=17), 64.7 per cent were working 40 or more hours per week; 29.4 per cent worked from 30 to 39 hours per week; and 5.9 per cent worked from 10 to 19 hours per week.

When asked about the type of industry of their primary job, 50.0 per cent of employed respondents said they worked in the natural resources and environment industry; 16.7 per cent worked in the service industry (business, government, education, health, or public administration); 22.2 per cent worked in the hospitality and tourism industry; 5.6 per cent worked in the media industry; and 5.6 per cent worked in “other”, including the automotive (parts) industry (n=18).

Of the employed respondents (n=18), 83.3 per cent worked in Newfoundland and Labrador, 11.1 per cent worked in Nova Scotia and 5.6 per cent worked in Alberta.

4.7.2 Engagement in career planning

About 23.1 per cent of respondents had engaged in career planning before enrolling at CNA and 69.2 per cent had used CNA’s career employment services during their program(n=26). About 8.3 per cent of respondents used CNA’s employment services after graduation (n=24).

When asked about their knowledge of CNA before attending, 11.5 per cent said they were very knowledgeable and 50.0 per cent were somewhat knowledgeable. A further 26.9 per cent were slightly knowledgeable about CNA prior to attending, and 11.5 per cent said they were not at all knowledgeable (n=26).

Graduates from the School of Tourism and Natural Resources (n=26) gave their main reasons for completing their program as follows: wanted to be employed in this field – 34.6 per cent; general interest – 46.2 per cent; to update my skills – 7.7 per cent; needed skills for a change of career – 3.8 per cent; and other reasons – 7.7 per cent, including the comment “liked the co-op”.

4.7.3 Satisfaction with training

Among TNR respondents, 42.3 per cent were “very satisfied” with overall training at CNA , while 57.7 per cent were satisfied (n=26).

In terms of the overall quality of training they received, 38.5 per cent rated it as “excellent;” 38.5 said it was “very good;” and 23.1 gave it a rating of “good” (n=26).

Asked for their satisfaction with how well training had prepared them for employment in the field, 42.3 per cent said they were “very satisfied” and 57.7 per cent said “satisfied” (n=26).

All of the 26 respondents (100.0 per cent) said they would recommend their Tourism and Natural Resources program to others, and 96.2 per cent said they would recommend College of the North Atlantic to others (n=26).

4.7.4 Enrollment in further studies

When asked if they had enrolled in further studies, 15.4 per cent said yes and 82.6 per cent said no (n=26).

Of those who enrolled in further studies, 75.0 per cent pursued their studies at CNA (n=4). One person (25.0 per cent) pursued a degree program, one a diploma program (25.0 per cent) and two cited “other” (50.0 per cent). One commented that she/he was pursuing individual courses; and another said he/she was pursuing a certificate or diploma. None of the TNR respondents had registered with Industrial Trades (n=4).

Three of the respondents who pursued further studies (75.0 per cent) were able to transfer their CNA credentials to their new program. When asked why they took further studies, 25.0 per cent said that their job required further training; 50.0 per cent said they wanted to upgrade their qualifications in their present field; and 25.0 per cent said “other,” and gave the comment “for a certain business job” (n=4).

5.0 Employer Names and Graduate Job Titles

As part of the Graduate Employment Survey, graduates were asked to provide the employer name and actual job title for their primary job. Perhaps due to these particular questions' being somewhat personal, the response rate for the employer question was only 59.6 per cent and the response rate for the job title question was 57.0 per cent (n=783).

Below is the list of employer names and job titles that were provided by the graduates. They are sectioned by Focus Area in alphabetical order and then by program in alphabetical order.

Applied Arts

	Actual Employer	Job Title
Community Recreation Leadership	-After School Fundamentals -YMCA -Seniors Resource Centre of NL	-Early Childhood Educator -Program Coordinator -Kindergarten Teacher
Community Studies	-McMan Youth, Family & Community Services Association -Stepping Stones Daycare -SWASP with College of the North Atlantic	-Early Childhood Educator -Research Assistant -Student Assistant -Family Support Worker
Early Childhood Education	-Oak Tree and Acorns -North Shore Early Childhood Education -Little People's workshop -Anthony Capital Corporation -College of the North Atlantic	-Early Childhood Educator -Caregiver/Nanny -Resource Mother
Early Childhood Education by Distance	-The Right Start Child Centre -Oak Tree and Acorns -Newfoundland School for the Deaf -Central Health	-Child Management Specialist -Residential Supervisor -Early Childhood Educator -Owner/Operator
Food Service and Nutrition Management	-Compass Group Canada	-Chef Manager
Graphic Design	-Total Group -Print 3 -Steers Group Ltd.	- Marketing coordinator -Graphic Designer
Journalism	-VOCM -Steele Communications (K-Rock)	-Journalist/news -Producer
Music Industry and Performance	-Infinity Music	-Owner

Textile Studies

-College of the North Atlantic -For the Love of Learning Inc. -Perfect Fit Tailoring -Nova Scotia College of Art and Design	-Floor Clerk -Alterations tailor -Arts Therapist/Jewelry Maker -Instructors Assistant
--	--

Business Studies

	Employer	Job Title
Business Administration	-Canadian Coast Guard -Veterans' Affairs Canada -Sobeys	-Clerk -Project Officer -Manager: Treatment Authorization Analyst
Business Administration (Accounting)	-Eastern Health -Hickman Motors -Scotia Bank -Service Canada -Royal Bank of Canada -Central Dairy -McDonald's -Harvey's Accounting -Atlantic Grocery Ltd. -Sobeys -The Way Group of Companies -Western Health	-Social Assistance Worker -Junior Accounting Clerk -Receiver/File Maintenance -Accounting Clerk -Senior Accounts Receivable -Payroll Clerk -Administrative Assistant -Customer Service representative -Assistant Service Delivery Agent
Business Administration (General)	- Canadian Maritime Agency Ltd. -Coleman's	-Cashier/back-up Office -Accounting Clerk
Business Administration (Human resources Management)	-Equinox Engineering - Community Business Development Corporation -College of the North Atlantic -Credit Union -Western Health -Coleman's Management Service	-Human Resources Payroll Clerk -Staffing Recruitment Officer -Human Resources Coordinator -Seed Loan Coordinator -Lead Document Controller
Business Administration (Marketing)	-Univar Canada -Scotia Bank -District School Board	-Administrative Assistant -Personal Banking Assistant -Customer Service Representative
Business Administrative (International)	- BlindSpot Business Consulting	-Senior Consultant

Business Studies (Cont'd)

Business Management (Accounting)

- Sunlife
- Consilient Technologies
- Public Service Credit Union
- Marsh Motors Sport
- Eastern Health
- Central Health
- Blue Drop Performance Learning
- MUN Insurance
- Provincial Airlines
- Harvey Travel
- Crosby's Salamis Ltd.
- Town of CBS
- Leon's Furniture
- Medical Practice Associates
- Thermal Energy Services Inc.
- Newfoundland Power
- Pope Productions Ltd.
- Power Vac
- Golosky Group of Companies
- Rolen Holdings

- Marketing coordinator
- Graphic Designer
- Hotel Manager
- Accountant
- Accounts Receivable
- Accounting Clerk
- Payroll Clerk
- Customer Account Representative
- Accounts Payable Coordinator
- Junior Accountant
- Data Entry Clerk
- Bank Teller
- Accounting manager
- Associate Advisor

Business Management
(Human Resources management)

- Eastern Health
- Puglisevich Group of Companies
- Compass Group Canada
- SS Subway Ltd.
- Central Health
- Community Employment Corporation
- Lauren Services
- Terra Nova Transcription
- Admissions/Medical Records Assistant
- Human Resources Supervisor
- Payroll Assistant
- Executive Director
- Regional Human Resources Office
- Clerk IV
- Human Resources Supervisor
- Staffing Clerk

Business Studies (Cont'd)

Office Administration

- Help Desk Now
- Labrador Grenfell Health
- Memorial University
- Scotia Bank
- Modern Business Equipment
- Clinidata
- Churchill Falls Labrador Corporation
- Wally Drake's Trucking Ltd.
- St. Anthony Basin Resources
- Labrador Dental Clinic
- Receptionist
- Program Coordinator
- Bookkeeper
- Clerk
- Customer Representative
- Intermediate Clerk
- Clerk II
- Customer care Agent

Office Administration (Executive)

- First Canadian Title
- E-Matthew Legacy
- Western Wholesale
- Human Resources Labour Employment
- Service Canada
- Eastern Health
- Steers Group Ltd.
- Armour Transportation Systems
- St. John Ambulance
- Clover Farm
- Western Memorial Regional Hospital
- Health and Community Services
- University of Waterloo
- College of the North Atlantic
- Canship Uglan Ltd.
- Slade Funeral Home
- Golder Associates Ltd.
- First Choice Vision Centre
- Central Health
- Human Resources Clerk
- Student Services Clerk
- Administrator Assistant
- Word Processing Equipment Operator
- Funeral Director/Office Assistant
- Ships Clerk
- Clerk Typist III
- Safety Advisor
- Customer Service Financial Aid Assistant
- Receptionist
- Medical Receptionist
- Typist II
- Legal Assistant
- Terminal Clerk
- Help Information Services Clerk
- Title Officer

Office Administration (Legal)

- College of the North Atlantic
- Law Firms
- Legal Assistant
- Administrator
- Clerk III

Business Studies (Cont'd)

Office Administration (Medical)

- Carbonear Physiotherapy
- Eastern Health
- Memorial University
- Lyal's Drafting and Design
- College of the North Atlantic
- Moose Jaw Union Hospital
- Intermediate Clerk
- Sonographer
- Admission and Discharge Health Records Clerk
- Secretary
- Student Runner
- Office Administrator
- Intermediate Clerk Steno
- Clerk II
- Physiotherapist Aid

Office Administration (Records and Information Management)	-Government of Newfoundland and Labrador -Government of Newfoundland and Labrador (Department of Fisheries and Aquaculture)	-Records Technician -Registrar
---	--	-----------------------------------

Information Technology

	Actual Employer	Actual Job Title
Computer Support Specialist	<ul style="list-style-type: none"> -Marine Atlantic -Ed Stone -Aurora Energy Services -Husky Energy -Canada Revenue Agency -Johnson's Insurance -Pathix ASP -Hickman Motors Ltd. -Hazel Bishop -Eastern IT Solutions -Zed IT Solutions -Government of Newfoundland and Labrador 	<ul style="list-style-type: none"> -Computer Support Specialist -Network Support -Lead Support Technician -IT Analyst -IT Manager -Desktop Support -Help Desk Technician -Infrastructure Analyst (National Microsoft Exchange Administrator) -Geo Technician -Online Reservations Support
Internet Application Developer	<ul style="list-style-type: none"> -Apple Core -M5i Interactive Inc. -Spheric Technologies -Medic Link Systems 	<ul style="list-style-type: none"> -web Developer -Consultant/Junior Account Manager
Programmer Analyst (Business) Co-op	<ul style="list-style-type: none"> -Pathix ASP -Labatt Breweries -NLOWE -Stratos Global Corp -Q5 Systems -Canadian Coast Guard -Verafin.Com 	<ul style="list-style-type: none"> -Systems Analyst -Administrator Officer -Software Developer -Information Technologist -Programmer Analyst -Technology Services Coordinator

	-Government of Newfoundland and Labrador	-IBM Deskside Technician -Dot Net Developer
Website Administrator	-Status Firm -Government of Newfoundland and Labrador	-Computer Programmer I -Web Application Developer

Engineering Technology

	Actual Employer	Actual Job Title
Aircraft Maintenance Engineering Technician	-Air Jazz -Canadian Helicopter -Gander Flight Training -GFT Aerospace Inc. -Great Slave Helicopters -Arctic Thumbwest Charter	-Aircraft Maintenance Engineering Technician (Apprentice) -Avionics Technician
Architectural Engineering Technology	-Group 2 Architecture Engineering Ltd. -Sheppard Case Architects Inc. -Newfoundland and Labrador Housing Corp.	-Junior Architectural Engineer -Architectural Technologist
Civil Engineering	-City of Edmonton Drainage Services -Server Engineering -Kiewit Energy Canada -Atlantic Industries -Government of Newfoundland and Labrador Transportation and Works -Trident Construction Ltd. -CAT Construction -ATCON -Allnorth Consultants Ltd. -Penney's Construction	-Project Manager -Project Coordinator -Permits and Drafting Coordinator -Survey Assistant -Engineering Aid II -Structural Field Engineer Technologist -Materials Tester -Engineering Technologist I
Electrical Engineering Technology (Power and Controls)	-Newfoundland Hydro -IOC -AMEC -Derek Penney Electrical Ltd.	-Electrical Estimator/Administrator -Junior Electrical Technologist -Electrical Maintainer Operator I -Power Systems Operator Apprentice

Electrical Engineering Technology (Biomedical)	-Aliant	-Cable Repair Technician
Electrical Engineering Technology (Instrumentation)	-Hibernia Management and Development Company -Brazilian Industrial -Weyerhaeuser -CNRL -G.J. Cal -Spartan Controls	-Delta V Field Service Technician -Instrument Technician -Instrumentation Controls and Technician -First Year Apprentice Industrial Instrumentation
Electronics Engineering Technology	-Nasittuq Corp.	-Electronic Maintenance Technician
Geomatics Engineering Technology (Co-op)	-Enfor Consulting Services -Reservoir Exploration Technology -Measurement Sciences Inc.	-Survey Technologist -Navigator -Geomatics Technician Supervisor

Engineering Technology (Cont'd)

Industrial Engineering Technology (Co-op)	-Wetaskiwin Co-op -INCO -IMP Aerospace	-Production Scheduler -Research Technologist -Assistant Production Foreman
Mechanical Engineering Technology	-Skymark Homes -Haliburton -Johnsons Controls -Irving Equipment -NL Hydro -North Atlantic Petroleum -Wabush Mines	-Boiler Operator -Tank Farm Operator -MWD Field Professional -Third Class Power Engineer -Resource Coordinator -HVAC Technician -Completions Tool Operator -Design Estimator
Mechanical Engineering Technology (Manufacturing)	-Schlumberger Canada	-Field Specialist
Petroleum Engineering Technology (Co-op)	-Imperial Oil -IMTT NTL -G. J. Cal	-Project Coordinator -Field Jetty Operator -Production Operator
Telecommunications Engineering Technology	-NL Hydro	-Network Technician
Welding Engineering Technician	-FGA-Acuren -MetaLogic -Kiewit Energy -Iris NDT -Bowringer Engineering Ltd.	-Quality Control Inspector -QA/QC Administrator -Welding Inspector -Project Manager -Welding Engineering Technician -NDT Technician

Health Sciences

	Actual Employer	Actual Job Title
Diagnostic Ultrasonography (Post-Diploma)	-Eastern Health	-Diagnostic Ultrasonographer -Diagnostic Imaging Technologist
Medical Radiography	-Western Health -Sir Thomas Roddick Hospital -Western Memorial Regional Hospital	-Medical Radiographer -X-Ray Technician I -Diagnostic Technician I
Physiotherapist Assistant	-Central Health Authority -Kirkland and District Hospital -Eastern Health -Queen's Manor	-Physiotherapist Assistant -Rehabilitation Assistant -Physiotherapy Support Worker
Primary Care Paramedicine	-Ryan's Ambulance Service -Fewer's Ambulance Service -Mackenzie Ambulance Service -Central Health -Hickey's Ambulance Service -Russell's Ambulance Service -Reliable Ambulance Service	-Primary Care Paramedic -EMT
Respiratory Therapy	-Eastern Health -Central Health -Labrador Grenfell Health	-Respiratory Therapist I -Respiratory Therapist II
Licensed Practical Nurse	-Western Health -Western Memorial Regional Hospital -Central Health -Northern Lights Health Region -Labrador Grenfell Health -Sir Roddick Thomas Hospital -Chancellor Park	-LPN
Personal Care At/Home Support Worker	-Labrador Grenfell Health -Northern Home Care -Newfoundland and Labrador Women's Institute	- Labourer -Home Support Worker -Personal Care Attendant -Domestic

Industrial Trades

	Actual Employer	Actual Job Title
Aircraft Structural Repair Technician	-Air Canada Jazz -Arctic Sunwest Charter	-Aircraft Structural Repair Technician -Sheet Metal Technician
Automotive Service Technician	-Airport Mazda -Dennis GM -Hickman Motors -Maurice Service Centre -Terra Nova Motors Ltd. -Toyota -Dodge City World Garage -Canadian Tire -Bruce's Auto Parts -Tom Woodford -Penney Kia -Tire Mart -City Honda	-Grease Ramp Attendant -Automotive Technician Apprentice -Automotive Service Technician -Parts and Service Clerk
Carpenter	-Sheep Skin -Strong Construction -Pagnotta Industries -Paint Shop -Built-Right -Concrete USL Ltd. -Handyman Construction -Town of Corner Brook	-Siding Installer -Carpenter Helper -Carpenter -Carpenter Apprentice -Scaffold Worker

Industrial Trades (Cont'd)

Construction/Industrial Electrician

- NL Electrical
- G.G.D. Electrical Corp.
- JC Electrical
- Shanco Camp Services
- Bazillion Industrial Services
- Unique Electric
- Harbour Electric
- Bayview Electric
- Westwood Electric
- Rambler Metals and Mining
- H and F Electrical
- Integral Energy
- Iles Electric
- Barry YND Industrial Contracting
- Cabot Electric Ltd.
- IOC
- Cahill Industrial

- Electrician
- Electrician Apprentice

Cook	<ul style="list-style-type: none"> -College of the North Atlantic -Acadian Village -McDonald's -Cora's -O'Reilly's -Compass Group -Eastern Health -My Brother's Place -Albatross Hotel -Central Health -Klondike Jake's Restaurant 	<ul style="list-style-type: none"> -Cook -Junior Cook Prep -Food Service Worker -Cook Steward -Assistant Cook -Swing Manager
Hairstylist	<ul style="list-style-type: none"> -Cut Above -Golden Scissors -Debbie's Salon -First Choice -Bella-Q Design -Fern's Hair Salon 	<ul style="list-style-type: none"> -Hairstylist
Heavy Duty Equipment Technician	<ul style="list-style-type: none"> -College of the North Atlantic -Detroit Diesel Allison Canada East -RSM Mining Services -Platinum Construction -D and D Transport 	<ul style="list-style-type: none"> - Heavy Duty Equipment Technician -Heavy Equipment Field Mechanic

Industrial Trades (Cont'd)

Heavy Equipment Operator	-Maher's Industrial -Iris NDT -Stephenville Airport -Suncor Energy, Inc. -Skyway -Lake Shore Contracting -City of Corner Brook	-Heavy Equipment Operator -Fueler Ground Handler -Labourer -Radiographer
Industrial Instrument Mechanic	-MIR Ltd. -Westwood -Braid Industrial Services -Bazillion Industrial -CNRL	-Instrument Technician -Industrial Instrument Mechanic-Apprentice -Machinist-Apprentice
Mining Technician	-IOC -Walbush Mines	-Labourer -Operator Maintainer -Loading Pocket Operator
Mobile Crane Operator	-GSC -CNRL	-Mobile Crane Operator
Multi-Skills Industrial Trades	-Resistant Material Supplies -Leo Roberts Enterprise	-Labourer -Welder
Non-Destructive Testing	-Acuren	-Non-Destructive Tester Trainee
Oil Burner Mechanic	-ER Heating Ltd.	-Oil Burner Mechanic
Powerline Technician (Operating)	-Newfoundland Power	-Powerline Technician
Refrigeration and Air Conditioning Mechanic	-Provincial Refrigeration Ltd.	-Refrigeration and Air Conditioning Mechanic
Welder	-Telecommunications Technology Canada -Corner Brook Fabrication and Steel -Woodward Oil Ltd. -Atlantic Baride ltd. -Bowringer	-Welder -Welder/Fabricator Apprentice
Welder/Fabricator (Fitter)	-Corner Brook Fabrication and Steel -Iris NDT -Thermal Energy Services	-Fitter -Welder Inspector -Welder
Residential Electrician	-Starlight Electric	-Electrician
Marine Cooking	-Central Health - McNeil Marine	-Chief Cook -Cook
Esthetics	-Spa at the Monastery -Hair Studio -Steve Canning Photography	-Esthetician -Nail Technician

Tourism and Natural Resources

	Actual Employer	Actual Job Title
Adventure Tourism – Outdoor Recreation	-Prince George Hotel -My Newfoundland Adventures	-Concierge -Adventurer Guide
Environmental Technology (Co-op)	-Vale INCO -Department of Environment and Conservation – Wildlife Division -Conestoga-Rovers Associates	-Environmental Technologist -Research Technologist -Principle Investigator
Forest Resources Technician	-Province of Alberta -Government of Newfoundland and Labrador –Department of Natural Resources	-Conservation Officer -Mountain Pine Beetle Crew Member
Natural Resources Technician	-Seawatch Inc. -Natural Wonder	-Natural History Interpreter -Fishery Guardian
Front Line Hospitality Worker	-OceanView -Ocean Investment	-Waitress -Bartender

6.0 Individual Program Summaries

GES findings for individual programs are presented in a separate document titled: *2006/07 Graduate Employment Survey Program Summaries*.

The individual program summaries are organized by focus area, and within these they are listed in alphabetical order by program. For each program, a 4-page statistical summary is provided that includes the following areas of interest:

- Employment status of graduates
- Degree to which graduates found work related to their programs
- Reasons for unemployment
- Time to obtain training-related employment
- Working conditions – hourly wage, hours of work per week
- How quickly they found employment, and whether before or after graduation
- Industry most associated with job, and sample job titles
- Employment services / career planning information
- Location of employment
- Level of overall satisfaction with training, employment, program and College
- Further education summary
- Level of awareness of the program prior to enrolling
- Reason for choosing program

The individual program summaries also include which campus the program is offered at. The National Occupational Classification (NOC) Code is included to address the relationship between the program and labour market information.

In order to ensure confidentiality, data is not published for programs which received less than five respondents to the survey, in accordance with the Access to Information and Protection of Privacy Act of Newfoundland and Labrador.

7.0 Appendices

Appendix A - CNA 2006/07 Graduate Employment Survey

Before beginning the survey please be assured that all information provided will be kept confidential and securely maintained. If you need assistance with this survey or to obtain a survey ID Code, please email GES@cna.nl.ca or call Carla at (709) 643-7335. Thank you for taking the time to complete the survey. It is very valuable to College of the North Atlantic and your responses will inform us about how well we have prepared our graduates for work. Depending on your responses to the survey, questions may be numbered out of sequence. This is not an indication of an incomplete survey.

Q. Completion

Survey completed by

- Graduate online
- Surveyor via telephone

Q. Participant

Participant Information

- ID Code _____
- Phone #(s) _____
- First Name (optional) _____
- Last Name (optional) _____

Q. Gender

Gender

- male
- female
- other

Education

According to our records, you graduated from College of the North Atlantic in 2006-2007.

1a. What program did you graduate from? *(drop-down list of programs)*

1b. Did you graduate from any other program at College of the North Atlantic in 2006-2007?

- yes - please specify _____
- no

1d. Which campus were you attending when you graduated from [the program]?

1e. Was [the program] a:

- Certificate of one year or less
- Two-year diploma
- Three-year diploma
- Post-diploma

- Advanced diploma
- Other - please specify _____

2. What is your main reason for completing [the program]?

- Wanted to be employed in this field
- Needed to update my job skills
- Needed new skills for a change of career
- General interest
- Other reasons (please specify): _____

Program Information

3. On a scale of 1 to 5, with 1 being very satisfied and 5 being very dissatisfied, please rate your satisfaction with the overall training you received in [the program].

- 1 - Very Satisfied
- 2 - Satisfied
- 3 - Neutral
- 4 - Dissatisfied
- 5 - Very Dissatisfied

4. Based on your experience, would you recommend [the program] to others?

- yes
- no
- don't know

5. Based on your experience, would you recommend College of the North Atlantic to others?

- yes
- no
- don't know

6. On a scale of 1 to 5, with 1 being very knowledgeable and 5 being not at all knowledgeable, how knowledgeable were you about [the program] before you enrolled?

- 1 - Very knowledgeable
- 2 - Moderately knowledgeable
- 3 - Somewhat knowledgeable
- 4 - Slightly knowledgeable
- 5 - Not at all knowledgeable

7. How would you describe the overall quality of training you received in [the program]?

- Excellent
- Very Good
- Good
- Poor
- Very Poor

8. On a scale of 1 to 5, with 1 being very satisfied and 5 being very dissatisfied, please rate your satisfaction with how the training for [program title] prepared you for employment in your field of study.

- 1 - Very Satisfied
- 2 - Satisfied
- 3 - Neutral
- 4 - Dissatisfied
- 5 - Very Dissatisfied

8b. In a few words, how could the training program for [program title] have better prepared you for employment in your field of study?

8c. Career planning includes meeting with a counselor or completing the Program Awareness Inventory, Access for Success, Choices Program, etc. Did you engage in career planning before enrolling?

- yes
- no
- not sure

8d. Career employment services include resume writing, interview skills, mock interviews, etc. Did you avail of career employment services at College of the North Atlantic?

- a) During your program yes
- b) After graduation no
- not sure

9. Since graduation, have you enrolled in further studies?

- yes
- no

9a. Did you take your further studies at the College of the North Atlantic?

- yes
- no

9bi. What program did you enroll in for your further studies?

9bii. Please specify the program you enrolled in for your further studies.

9biii. Which campus did you attend for your further studies?

9c. Program Information

Institution _____

Program Name _____

9ci. Province

9d. Program type

- Certificate
- Diploma
- Degree
- Trade - Entry Level
- Apprenticeship
- Other - please specify _____

10. Were your further studies

- Full-time
- Part-time
- Other -- please specify _____

11. Was your CNA credential transferable to your further studies?

- Yes
- No
- Other — please specify _____

12. Why did you take further studies? [Select only one]

- Job required further training
- To upgrade qualifications in present field
- Could not find employment related to training
- Could not find ANY job
- To enroll in an apprenticeship program
- Other - please specify _____

12a. Have you completed these studies?

yes

no

13a. Since graduating in 2006-2007, have you registered as an apprentice with the Industrial Training Division of the Department of Education?

- yes
- no
- other - please specify _____

13b. Are you considering taking further studies in the near future?

- yes
- no
- don't know

13c. What type of program are you considering?

- Certificate of one year or less
- Two-year diploma
- Three-year diploma
- Post-diploma
- Advanced diploma
- Other - please specify _____

Employment

14a.iii. Currently, what is your main employment activity?

- Employed part-time (< = 30 hours)
- Employed full-time (> 30 hours)
- Self-employed
- Unemployed
- Other - please specify _____

14b. What is the main reason you are currently unemployed?

- Cannot find suitable employment
- Employment is seasonal (waiting on recall)
- No jobs available in desired position
- Enrolled in an education or training program
- Require further training
- Not enough experience to secure employment
- Not available to work at present time (due to illness, disability, personal reasons)
- Other - please specify _____

14c. Have you been **employed** at any point since graduation?

- yes
- no

15. How long after graduation did it take to get your first program-related job?

- Secured job before graduation
- 3 Months or less
- 4-6 months
- 7 or more months
- did not hold a program-related job

16a. Are you currently working more than one job?

- yes
- no

16b. How many jobs are you currently working?

- 2
- 3
- 4
- other _____

19. Are you currently actively looking for work?

- yes
- no

The next several questions concern your primary employment. Primary job is defined as the job with the most hours. However, if you are working an equal number of hours for two or more part-time jobs, please choose the job which is most related to your training.

Please keep in mind that the information you provide is confidential. Your responses can help us improve the programs offered at College of the North Atlantic to better prepare graduates for the labour market. Employer name and company identification will be kept strictly confidential.

21. What type of industry does your primary job fall under?

- Resource Industry (agriculture, fishing, logging, mining, oil & gas)
- Manufacturing Industry
- Construction Industry
- Transportation Industry (trucking, heavy equipment, utilities)
- Technology, Electronics, and Communication Industry
- Wholesale and Retail Industry
- Finance Industry (insurance, real estate, accounting)
- Service Industry (business, government, educational, health, public administration)
- Media Industry (film, video, music, multi-media, printing, publishing)
- Natural Resources and Environment Industry (mining, forestry, fisheries)
- Hospitality and Tourism Industry (hotel worker, tour guide, food services)
- Other - please specify _____

22. Province in which your primary job is located _____

22a. Town in which your primary job is located

23. How related is your primary job to the program from which you graduated?

- Directly related
- Somewhat related
- Unrelated

24a. Is your primary job

- Permanent
- Temporary (fixed end date)
- Casual
- Contract

Seasonal

24b. Is it your choice to hold a primary job that is part-time or casual?

yes

no

24c. In your primary job (i.e., most hours) how many hours do you normally work per week?

less than 10

10-19

20-29

30-39

40 or more

24f. What is the title of your primary job?

24g. What is the name of your current employer for your primary job?

25. What is your gross hourly wage of your primary job before taxes?

\$8.00 or less

\$8.01 - \$12.00

\$12.01 - \$16.00

\$16.01 - \$20.00

\$20.01 - \$24.00

\$24.01 - \$28.00

> \$28.00

unknown

26. What is your estimated weekly wage for your primary job?

< \$320.00

\$320.00 - \$560.00

\$560.01 - \$800.00

> \$800.00

unknown

Demographics

27. Would you self-identify as belonging to any of the following groups?

Aboriginal/Indigenous

Person with a disability

Landed immigrant/citizen

International student

- Other _____
- None of the above

28. Please feel free to add any additional comments you may have on any of the survey questions, College of the North Atlantic or your program?

Thank you again for your time. Your responses will be valuable to College of the North Atlantic in assessing the quality of our programs and their relevance to the job market.

For further inquires on this survey, please feel free to contact the Manager of Institutional Research and Planning at GES@cna.nl.ca or (709) 466-6917.

Appendix B - 2006/07 Graduate Employment Survey Webpage

This webpage will be helpful to graduates who are interested in participating in the CNA's Graduate Employment Survey.

The College of the North Atlantic (CNA) is conducting a Graduate Employment Survey with CNA Graduates of 2006/07. The information that graduates share is important to the College. The survey will provide the College with information it needs to give future students up-to-date curriculum and programs so that they may be well-prepared for the labour market.

Information that graduates provide will be kept confidential and secured anonymously through a data management system and methodology approved by the College's privacy and legal counsels. This information will be used solely by the Graduate Employment Survey Committee of CNA and will not be administered by any external user.

For participants who are interested in seeing the results of the survey, a summary will be posted on the Alumni Network link of the CNA website in the fall of 2008. We encourage you to join the Alumni Network (LINK) as well as viewing the survey results.

If you have any further inquiries, please contact Graduate Employment Survey Research Analyst ____ at (709) 643-____ or via email at _____.

Appendix C - List of Programs Analyzed in 2006/07 GES

Adventure Tourism
Aircraft Maintenance Engineering Technology
Aircraft Structural Repair
Architectural Engineering Technology
Automotive Service Technician
Bricklayer
Business Administration
Business Administration – Accounting (2-year)
Business Administration – General
Business Administration – Human Resource Management
Business Administration – International
Business Administration – Marketing
Business Management – Accounting – 3 year
Business Management – Human Resource Management – 3 year
Business Management – Marketing – 3 year
Cabinet Maker
Carpenter
Civil Engineering Technology
Commercial Transport
Community Recreation Leadership
Community Studies
Computer Support Specialist
Construction / Industrial Electrician
Cook
Diagnostic Ultrasonography
Digital Animation
Driller / Blaster
Early Childhood Education - DLS
Early Childhood Education
Electrical Engineering Technology – Industrial Controls
Electrical Engineering Technology – Power and Controls
Electronics Engineering Technology - General
Electronics Engineering Technology - Instrumentation
Electronics Engineering Technology – Biomedical
Environmental Technology – Co-op
Esthetics
Fish and Wildlife Technician
Food Service and Nutrition Management
Forest Resources Technician
Front Line Hospitality Worker
Geomatics Engineering Technology
Graphic Design
Hairstylist
Heavy Duty Equipment
Heavy Equipment Operator

Heritage Carpentry
Hospitality Tourism Management
Industrial Engineering Technology
Industrial Mechanic (Millwright)
Industrial Instrument Mechanic
Internet Application Developer
Journalism
Licensed Practical Nurse (LPN)
Machinist
Marine Cooking
Mechanical Engineering Technology – Manufacturing
Mechanical Engineering Technology
Medical Radiography
Mining Technician
Mobile Crane Operator
Multi Skills Industrial Trades
Music Industry and Performance
Motor Vehicle Repair – Metal and Paint
Natural Resources Technician
Non-Destructive Testing
Occupational Therapist Assistant
Office Administration
Office Administration – Executive
Office Administration – Legal
Office Administration – Medical
Office Administration – Records Information Management
Oil Burner Mechanic
Painter / Decorator
Personal Care Attendant / Home Support Worker
Petroleum Engineering Technology
Physiotherapist Assistant
Plumber
Powerline Technician (Operating)
Power Engineering
Primary Care Paramedicine
Programmer Analyst (Business) Co-op
Recording Arts
Refrigeration and Air Conditioning Mechanic
Residential Electrician
Respiratory Therapy
Safety Engineering Technology (Post-Diploma)
Sheet Metal Worker
Small Equipment Service Technician
Software Engineering Technology (Co-op)
Steamfitter / Pipefitter
Telecommunications Engineering Technology
Textile Studies

Visual Arts
Web Site Administrator
Welder
Welder / Metal Fabricator (Fitter)
Welding Engineering Technician

Appendix D - Survey Introduction

Could I speak with _____ please?

IF PERSON IS NOT HOME:

Okay. My name is Carla Cooper and I am calling for the College of the North Atlantic. The College of the North Atlantic is conducting a survey to see what the students who graduated in 2007 are now doing. Could you please tell me when I could reach him/her? _____.

IF PERSON NO LONGER LIVES THERE:

The College of the North Atlantic is conducting a survey to see what the students who graduated in 2007 are now doing. Could you please tell me what number I can call to reach him/her? _____.

IF YOU GET ANSWERING MACHINE:

Hello, my name is Carla Cooper. I am calling for the College of the North Atlantic. I was looking for _____. The College is conducting a survey to see what the students who graduated in 2007 are now doing. I will call back again within the next week, or _____ can call me back at (709) 643-7335. Thank you.

IF YOU GET PERSON:

Hello, _____, my name is Carla Cooper. I am calling for the College of the North Atlantic. The College is conducting a survey to see what the students who graduated in 2007 are now doing. Could I have a few minutes of your time to answer a few questions on what you have been doing since you graduated from the College?

IF IT IS NOT CONVENIENT TO DO THIS NOW:

O.K., when would be a good time to call back? _____.

IF RESPONDENT AGREES:

Great! ... (Continue with survey)

Appendix E – Glossary

Employed / Employment Rate - The percentage of respondents employed at the time of the survey. The Employed category is further broken down as follows:

Directly Related - Percentage of respondents whose employment at the time of the survey was directly related to their program of study.

Somewhat Related - Percentage of respondents whose employment at the time of the survey was somewhat related to their program of study.

Unrelated - Percentage of respondents whose employment at the time of the survey was unrelated to their program of study.

Unemployed - The percentage of respondents who were unemployed during the reference period.

Full-time work - 30 hours or more of work per week at the graduate's primary job.

GES Survey Population - The total number of CNA graduates from all programs between Sept. 1, 2006 and August 31, 2007.

Gross hourly wage - The gross hourly wage is the wage per hour before taxes and other deductions of those respondents who were employed during the reference period (for GES 2006/07 this was at the time they were surveyed. The gross hourly wage is broken down into seven categories with \$4.00 intervals. The first interval contains the percentage of students who earned less than \$8.00 per hour; the second interval contains the percentage of students who earned between \$8.01 and \$12.00 per hour and so on up to the interval where respondents reported making more than \$28.00 per hour. Given the sensitivity of this data, a significant percentage of respondents refused to answer this question. Therefore caution must be taken in generalizing the results of the data.

Median wage - The wage category of the individual who is in the middle position in the number being analyzed for the question - half of respondents earn wages below the individual and half above him/her.

Missing Data - Incomplete or invalid data, for example unanswered questions, questions marked "don't know" or marked incorrectly. Missing data are usually excluded when calculating percentages.^{ix}

N - The number of responses to the survey, or to (a) particular question(s).

NA - Not applicable / unreliable due to insufficient data / low response rate.

Not in the labour force – Refers to persons who, during the reference period, “were neither employed nor unemployed. It includes students, homemakers, retired workers, seasonal workers in an ‘off’ season who were not looking for work, and persons who could not work because of a long-term illness or disability.”^x

Reference Period – The 2006/07 GES used a reference period of Feb. 5 to May 7, 2008.

Respondents - The total number of graduates in the survey sample who completed surveys.

Response Rate - The percentage of the survey population who completed the survey.

Rounding Errors – Rounding errors occur when a calculated value is simplified by increasing its value to the next higher or lower value, depending on which it is closer to. It is the difference between the calculated approximation of a number and its exact mathematical value.^{xi} Rounding may result in slight discrepancies in mathematical calculations.

Survey – A systematic, standardized method for gathering information about a population.

Survey Sample – The part of the survey population that was selected for study.

Endnotes

ⁱ Note: this longitudinal analysis is calculated based on total respondents and not only those who were employed.

ⁱⁱ Colleges Ontario. (2008). *Key Performance Indicators 2007*. Toronto: Colleges Ontario. Retrieved March 15, 2009 from

[http://www.collegesontario.org/Client/CollegesOntario/Colleges_Ontario_LP4W_LND_WebStation.nsf/resources/2007KPI/\\$file/2007_KPI_ENGLISH.pdf](http://www.collegesontario.org/Client/CollegesOntario/Colleges_Ontario_LP4W_LND_WebStation.nsf/resources/2007KPI/$file/2007_KPI_ENGLISH.pdf).

ⁱⁱⁱ Please note that the job titles are not lined up with a particular employer.

^{iv} College of the North Atlantic (2008). *Enrollment Report*. Stephenville: Office of Institutional Research and Planning, Academic and Student Services Division.

^v For the purpose of credentials, CNA’s academic year runs to the end of August.

^{vi} For the purposes of this report, the Focus Area *Applied Arts* was separated from the School of Academic and Applied Arts, and *Business Studies* and *Information Technology* are presented separately, although they belong to the School of Business and Information Technology at CNA.

^{vii} Note: wage data required for this comparison included those who reported their wage as “unknown,” whereas tables elsewhere in the report analyze wage values only among those who reported actual wages.

^{viii} Note: this longitudinal analysis is calculated based on total respondents and not only those who were employed.

^{ix} SPSS Inc. 2008. *SPSS Survey Tips*. Available at: <http://www.spss.com>.

^x Statistics Canada (2008). *Statistics Canada Workshops Eastern Region Labour Market Activity Variables: User’s Guide*. Ottawa: Advisor Services Statistics Canada. P.15.

^{xi} Wikipedia 2008. *Round-off error*. Available at: http://en.wikipedia.org/wiki/Rounding_error.