

GRADUATE SURVEY

A Better Future for University Students



SURVEY
CONDUCTED:
2016



PARTICIPANTS'
GRADUATING YEAR:
2014



PUBLISHED:
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Ontario university graduates are strengthening the province's talent pipeline

As the economy and workforce continue to transform, graduates are using the skills, knowledge and experience they gain at university to start successful careers and help Ontario develop and grow.

Ontario university graduates are surveyed annually by the Ministry of Advanced Education and Skills Development. The latest survey, of students who graduated in 2014, shows that 94 per cent secured employment two years after graduation. The average salary for graduates with a bachelor's degree was \$49,636 two years after graduation, rising from \$42,326 six months after graduation.

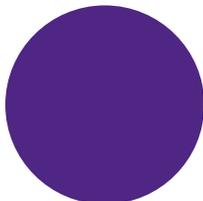
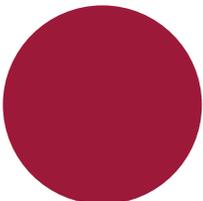
The survey also demonstrates that graduates are getting jobs related to their field of study and are deploying their university

education and experience to secure positions as data analysts, architects, AI specialists, designers, planners, marketing specialists, nurses, engineers, financial analysts, accountants, teachers, and many more jobs in today's workforce.

University graduates are using their talents to fill the jobs that enable Ontario to provide vital services, support thriving local businesses, build vibrant arts and culture industries and attract investment from around the world.

By ensuring students graduate with adaptable skills and expertise in their fields – the “multi-faceted competencies” that a recent Business Council of Canada report cited as being in-demand – Ontario's universities are ensuring the province has the talent it needs to thrive.¹ By producing the talented graduates that employers need in the changing knowledge economy, they are partnering for a better future for our students, communities and province.

¹ Drummond, Don and Cliff Halliwell. "Labour market information: an essential part of Canada's skills agenda." The Business Council of Canada, June 2016.



Career Pathways

- Whether they study in STEM (Science, Technology, Engineering and Mathematics) fields, Social Sciences, Arts, Humanities or professional programs, university graduates are pursuing their passions and building up Ontario's talented workforce in all sectors and industries.
- Two years after graduation, university graduates were working in 365 different job groups identified by Statistics Canada, strengthening Ontario's talent pipeline.

Employment Rates

- Six months after graduation, the average employment rate was 88.0 per cent.
- Two years after graduation, the average employment rate was 93.9 per cent.

Earnings

- Six months after graduation, the average annual salary for graduates employed full-time was \$42,326.
- Two years after graduation, the average annual salary for graduates employed full-time was \$49,636.

Skills Match

- Six months after graduation, 82.7 per cent of graduates employed full-time considered their work either "closely" or "somewhat" related to the skills they developed at university.
- Two years after graduation, 88.8 per cent of graduates employed full-time considered their work either "closely" or "somewhat" related to the skills they developed at university.

Subject Matter Match

- Six months after graduation, 72.3 per cent of graduates employed full-time considered their work either "closely" or "somewhat" related to the subject matter of their program of study.
- Two years after graduation, 77.2 per cent of graduates employed full-time considered their work either "closely" or "somewhat" related to the subject matter of their program of study.

A total of 83,521 students who graduated from undergraduate programs at Ontario universities in 2014 were surveyed, with 34,031 (40.7 per cent) responding. The annual survey was conducted by CCI Research Inc. between November 2016 and March 2017.

Career pathways of 2014 graduates

Ontario's universities educate students across a broad range of programs for a wide range of occupations. We're proud that 94 per cent of university graduates are employed two years after graduation and that 89 per cent consider their jobs related to the skills they developed at university. By looking more closely at the numbers and

the different career paths they illustrate, it's evident that university graduates are integral to Ontario's talent pipeline, bringing the knowledge, skills and experience developed in their undergraduate studies to a wide range of sectors and industries, while helping the province to be a global economic leader.

NUMBER OF JOB CATEGORIES FOR GRADUATES, BY PROGRAM

Note: excludes "Other Arts & Sciences"

All programs	365
Agricultural & Bio. Sciences	196
Architecture & Landscape Arch.	169
Business & Commerce	198
Computer Science	52
Dentistry	1
Education	154
Engineering	163
Fine & Applied Arts	167
Food Science & Nutrition	86
Forestry	5
Health Professions	134
Humanities	231
Journalism	26
Kinesiology/Recreation/Phys-Ed	152
Law	94
Mathematics	71
Medicine	3
Nursing	43
Optometry	2
Pharmacy	11
Physical Sciences	103
Social Sciences	295
Theology	18
Therapy & Rehabilitation	20
Veterinary Medicine	3

As part of the survey, graduates were asked to identify the title and description of the job they held two years after graduation. Their responses showed that Ontario university graduates were employed in 365 of the 500 different national occupational codes used by Statistics Canada to describe the jobs of Canadians, illustrating the wide range of jobs open to those with a university education.¹

Students enter university for a variety of reasons. Some come knowing exactly what career they want and are looking for the skills, knowledge and experience to pursue it. Others come ready to find new interests and career aspirations, looking to get the adaptable skills that will open many paths after graduation. And sometimes they come with their mind set on a future path, only to have a class, volunteer experience or co-op push them in a new direction.

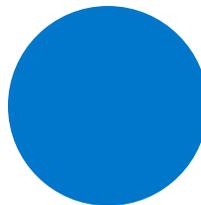
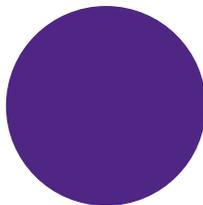
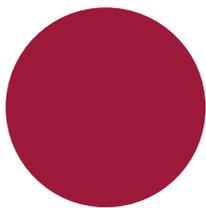
The survey of graduates shows that in some programs, often in professional fields like Dentistry or sector-specific fields like Forestry, graduates found jobs directly linked to their studies. Even in these programs, however, some graduates translated their skills and passion into jobs outside their training. Among Computer

Science graduates, for example, three per cent were working as financial analysts, public relations professionals, or in other business-administration positions.

Graduates of other programs found a wide range of jobs, as would be expected from the nature of these programs. Graduates from the Social Sciences, for example, found positions in nearly 300 different job groups. The mix of transferable skills and disciplinary knowledge these graduates gained opened up a world of possibilities.

Ontario's universities strive to help students thrive no matter what path they end up on. They want to help students develop the core skills that they consider important – the ability to know “how to think, how to reason, how to be creative and compassionate, and how to ask questions and challenge assumptions,” as one student highlighted in a recent Ontario's Universities survey. Universities' goal is to ensure students are prepared for whatever the future brings, and to contribute to their communities and help build a growing, dynamic province.

¹ A 2015 project from the Higher Education Quality Council of Ontario also highlights the multiple paths of university graduates.

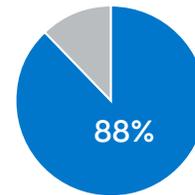


Employment Rates of Graduates by Program

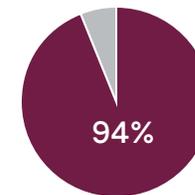
Program Area	Six months after 2014 Graduation	Two years after 2014 Graduation
Agricultural & Bio. Sciences	82.03%	89.91%
Architecture & Landscape Arch.	85.95%	97.98%
Business & Commerce	89.55%	94.95%
Computer Science	90.36%	95.21%
Dentistry	100.00%	100.00%
Education	91.17%	95.72%
Engineering	84.41%	94.10%
Fine & Applied Arts	87.86%	94.28%
Food Science & Nutrition	88.16%	92.43%
Forestry	92.31%	100.00%
Health Professions ¹	84.84%	93.73%
Humanities	89.35%	92.96%
Journalism	85.29%	97.92%
Kinesiology/Recreation/Phys-Ed ²	90.83%	95.01%
Law	93.80%	93.32%
Mathematics	86.80%	93.89%
Medicine	98.66%	99.67%
Nursing	91.07%	98.56%
Optometry	100.00%	97.83%
Other Arts & Science ³	84.54%	91.33%
Pharmacy	93.09%	98.39%
Physical Sciences	81.66%	92.92%
Social Sciences	86.03%	92.44%
Theology	92.59%	90.32%
Therapy & Rehabilitation	100.00%	90.91%
Veterinary Medicine	97.83%	100.00%
Overall Average	88.00%	93.95%

Overall Average

Six months after 2014 Graduation



Two years after 2014 Graduation



¹ Health Professions includes those enrolled in Basic Medical Science programs, Medical Specialties, Paraclinical Sciences, Epidemiology and Public Health, and Medical Technology. Medical Interns have been excluded.

² Kinesiology/Recreation/Phys-Ed also includes those enrolled in non-teaching fields.

³ Other Arts & Science includes students enrolled in General Arts and Science majors not specified by other categories or unspecified.

Average Annual Salaries of Graduates Employed Full-Time

Program Area	Six months after 2014 Graduation	Two years after 2014 Graduation
Agricultural & Bio. Sciences	\$29,973	\$38,660
Architecture & Landscape Arch.	\$37,843	\$44,001
Business & Commerce	\$45,691	\$54,416
Computer Science	\$61,559	\$70,148
Dentistry	\$82,046	\$99,601
Education	\$37,616	\$43,550
Engineering	\$57,981	\$65,475
Fine & Applied Arts	\$29,469	\$35,742
Food Science & Nutrition	\$31,780	\$39,253
Forestry	\$39,546	\$55,001
Health Professions ¹	\$41,936	\$51,061
Humanities	\$32,185	\$38,892
Journalism	\$32,461	\$40,190
Kinesiology/Recreation/Phys-Ed ²	\$30,532	\$38,948
Law	\$57,784	\$72,412
Mathematics	\$50,834	\$58,718
Medicine	\$58,599	\$72,875
Nursing	\$55,915	\$62,201
Optometry	\$77,858	\$89,751
Other Arts & Science ³	\$36,891	\$44,736
Pharmacy	\$76,200	\$85,233
Physical Sciences	\$35,613	\$43,444
Social Sciences	\$34,877	\$42,047
Theology	\$42,223	\$44,131
Therapy & Rehabilitation	\$43,334	\$52,500
Veterinary Medicine	\$64,535	\$77,440
Overall Average	\$42,326	\$49,636

Overall Average

Six months after
2014 Graduation



Two years after 2014
Graduation



Average salaries are inputted using the mid-point of ranges in the survey.

¹ Health Professions includes those enrolled in Basic Medical Science programs, Medical Specialties, Paraclinical Sciences, Epidemiology and Public Health, and Medical Technology. Medical Interns have been excluded.

² Kinesiology/Recreation/Phys-Ed also includes those enrolled in non-teaching fields.

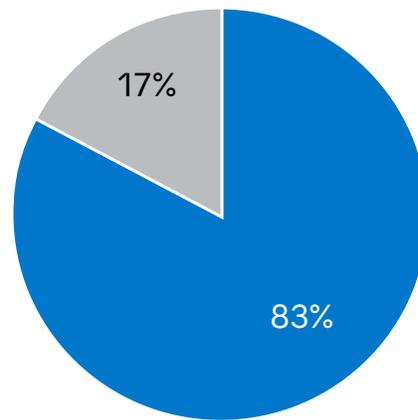
³ Other Arts & Science includes students enrolled in General Arts and Science majors not specified by other categories or unspecified.

Relationship Between Jobs and Skills Developed at University

- Survey results indicate skills acquired by graduates of Ontario universities are being applied in the workplace.
- Six months after their 2014 graduation, **82.7%** of respondents working full-time considered their work “closely” (48.4%) or “some-what” (34.3%) related to the skills developed at university.
- Two years after their 2014 graduation, **88.8%** of respondents working full-time considered their work “closely” (55.5%) or “some-what” (33.3%) related to the skills developed at university.

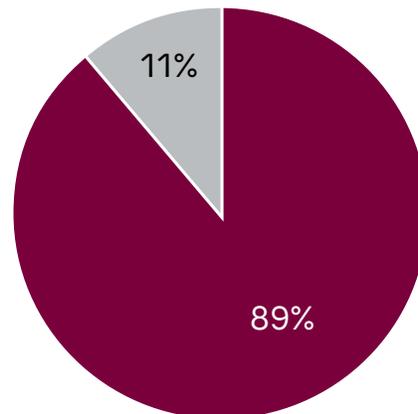
Skills Match of University Graduate Employment (Six Months After Graduation)

- Not related
- Closely or somewhat related



Skills Match of University Graduate Employment (Two Years After Graduation)

- Not related
- Closely or somewhat related

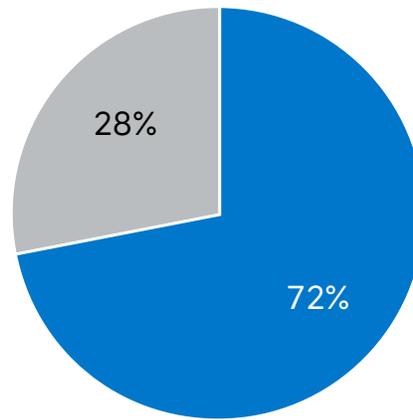


Relationship Between Jobs and Subject Matter

- Six months after their 2014 graduation, **72.3%** of respondents working full time considered their work “closely” (44.8%) or “somewhat” (27.4%) related to the subject matter of their program of study.
- Two years after their 2014 graduation, **77.3%** of respondents working full time considered their work “closely” (48.1%) or “somewhat” (29.2%) related to the subject matter of their program of study.

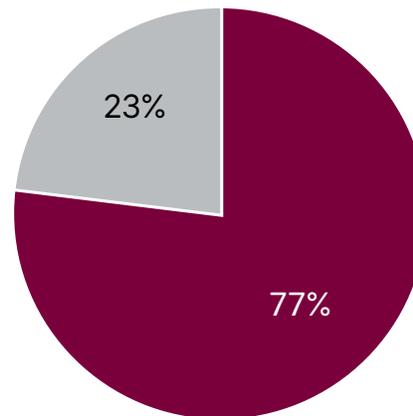
Subject Matter Match of University Graduate Employment (Six Months After Graduation)

- Not related
- Closely or somewhat related



Subject Matter Match of University Graduate Employment (Two Years After Graduation)

- Not related
- Closely or somewhat related



Employment Rates Over Time

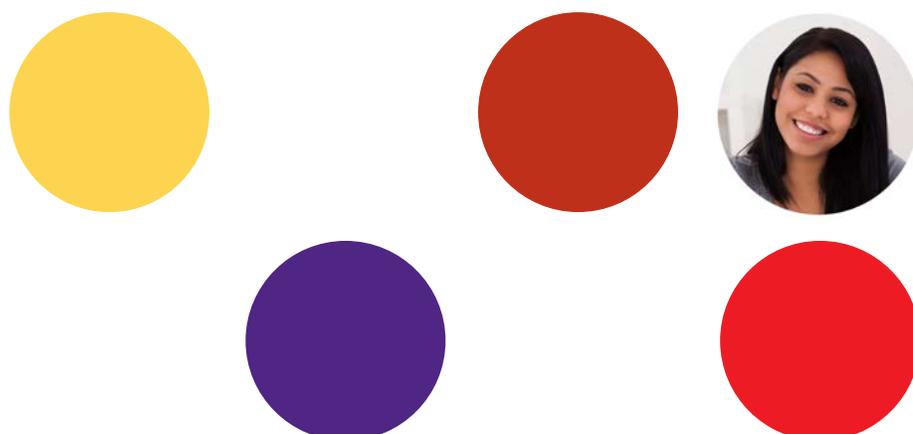
Endnotes on page 12

Program Area	2 years after 2007 Graduation	2 years after 2008 Graduation	2 years after 2009 Graduation	2 years after 2010 Graduation	2 years after 2011 Graduation	2 years after 2012 Graduation	2 years after 2013 Graduation	2 years after 2014 Graduation
Agricultural & Bio. Sciences	91.8%	89.9%	90.2%	89.5%	89.2%	91.39%	90.01%	89.91%
Architecture & Landscape Arch.	91.8%	96.4%	96.1%	92.6%	93.1%	91.18%	92.23%	97.98%
Business & Commerce	96.5%	94.9%	95.6%	94.8%	94.9%	96.07%	95.46%	94.95%
Computer Science	97.0%	95.8%	96.2%	95.3%	96.5%	95.88%	95.87%	95.21%
Dentistry	100.0%	100.0%	97.4%	100.0%	100.0%	94.74%	98.31%	100.00%
Education	97.1%	95.8%	94.1%	92.8%	94.4%	95.58%	96.20%	95.72%
Engineering	94.6%	94.9%	93.8%	93.8%	94.1%	93.98%	92.80%	94.10%
Fine & Applied Arts	92.6%	93.5%	90.4%	91.0%	91.6%	92.36%	92.64%	94.28%
Food Science & Nutrition	93.4%	93.8%	95.0%	90.2%	94.9%	91.44%	93.41%	92.43%
Forestry	100.0%	100.0%	100.0%	100.0%	100.0%	90.91%	100.00%	100.00%
Health Professions ¹	95.7%	93.9%	93.4%	91.4%	93.0%	92.86%	90.16%	93.73%
Humanities	93.4%	90.9%	90.7%	90.4%	91.2%	91.92%	91.88%	92.96%
Journalism	93.2%	95.2%	93.3%	95.9%	92.2%	93.62%	90.83%	97.92%
Kinesiology/ Recreation/Phys-Ed ²	97.2%	93.4%	94.4%	91.7%	92.0%	93.04%	92.54%	95.01%
Law	94.0%	94.4%	94.5%	93.9%	93.9%	91.51%	91.88%	93.32%
Mathematics	95.6%	91.6%	93.1%	92.2%	92.0%	90.93%	94.22%	93.89%
Medicine	100.0%	99.3%	99.1%	98.9%	99.0%	99.53%	100.00%	99.67%
Nursing	99.6%	99.0%	98.9%	97.6%	97.4%	98.10%	97.42%	98.56%
Optometry	100.0%	100.0%	97.0%	100.0%	100.0%	100.00%	100.00%	97.83%
Other Arts & Science ³	96.0%	92.6%	90.2%	91.0%	91.0%	91.83%	92.66%	91.33%
Pharmacy	98.1%	98.6%	98.9%	100.0%	97.2%	98.73%	98.42%	98.39%
Physical Sciences	93.1%	93.7%	89.5%	89.0%	89.8%	90.14%	90.16%	92.92%
Social Sciences	94.2%	92.5%	91.2%	89.8%	91.3%	91.93%	92.57%	92.44%
Theology	100.0%	100.0%	100.0%	100.0%	90.6%	96.15%	91.67%	90.32%
Therapy & Rehabilitation	100.0%	96.0%	100.0%	n/a	100.0%	81.82%	92.86%	90.91%
Veterinary Medicine	100.0%	97.6%	100.0%	100.0%	100.0%	100.00%	98.04%	100.00%
Overall Average	95.2%	93.8%	93.1%	92.2%	93.0%	93.6%	93.6%	93.9%

Employment Rates, Skills Match and Average Annual Salaries Over Eight Years

Endnotes on page 12

Year Graduated	2007	2008	2009	2010	2011	2012	2013	2014
EMPLOYMENT RATES								
Two Years After Graduation	95.2%	93.8%	93.1%	92.2%	93.0%	93.6%	93.6%	93.9%
Six Months After Graduation	93.6%	91.7%	87.5%	86.5%	87.4%	87.6%	87.0%	88.0%
ONTARIO YOUTH EMPLOYMENT RATE¹								
15 to 24 Years Old	87.9%	86.6%	83.9%	82.9%	83.8%	—	—	—
SKILLS MATCH (EMPLOYED FULL TIME)²								
Two Years After Graduation	84.1%	83.5%	82.3%	82.3%	88.6%	89.1%	89.1%	88.8%
Six Months After Graduation	78.0%	77.7%	76.3%	76.4%	82.7%	83.2%	83.3%	82.7%
SUBJECT MATTER MATCH (EMPLOYED FULL TIME)								
Two Years After Graduation	N/A	N/A	N/A	N/A	78.0%	77.9%	77.9%	77.3%
Six Months After Graduation	N/A	N/A	N/A	N/A	72.8%	72.6%	72.3%	72.3%
AVERAGE ANNUAL SALARY (EMPLOYED FULL TIME)								
Two Years After Graduation	\$49,164	\$49,469	\$49,151	\$49,277	\$49,396	\$49,001	\$49,170	\$49,636
Six Months After Graduation	\$42,048	\$42,904	\$42,403	\$42,668	\$42,634	\$42,301	\$41,839	\$42,326



Endnotes from page 10

1 Health Professions includes those enrolled in Basic Medical Science programs, Medical Specialties, Paraclinical Sciences, Epidemiology and Public Health, and Medical Technology. Medical Interns have been excluded.

2 Kinesiology/Recreation/Phys-Ed also includes those enrolled in non-teaching fields.

3 Other Arts & Science includes students enrolled in General Arts and Science majors not specified by other categories or unspecified.

Historical information is taken from the 2014 Graduate Survey report available on the Council of Ontario Universities website.

Endnotes from page 11

1 Labour Force Survey 2011, October average for 2011

2 Question wording changed to "How closely was your work related to the skills you developed at university (such as critical thinking, analytical, communication, problem solving)?" for 2011-2014 surveys. Question wording for 2007-2010 surveys was "How closely was your work related to the skills you acquired through the program of study you completed in [YEAR]?"

Historical information is taken from the 2014 Graduate Survey report available on the Council of Ontario Universities' website.

