B.C. Baccalaureate Outcomes
2022 Survey of 2020 Baccalaureate Graduates

Detailed Summary of Survey Results
All Institutions
52.1001: Human resources management/personnel administration, general

SYSTEM	
52.1001	

RESPONSE RATE

Survey Response Rate:	52.1001		SYSTEM	
Baccalaureate Graduates Survey Cohort	130	100%	24,752	100%
Survey Respondents and Response Rate	50	38%	9,423	38%

Response Rate
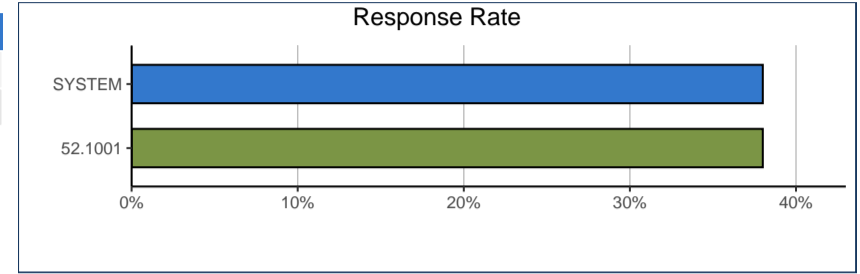
DEMOGRAPHIC INFORMATION

Self–Reporting Subgroups:	52.1001		SYSTEM	
Disabled	~	~	1,082	12%
International	~	~	1,205	13%
Aboriginal	~	~	357	4%

Self–Reporting Subgroups
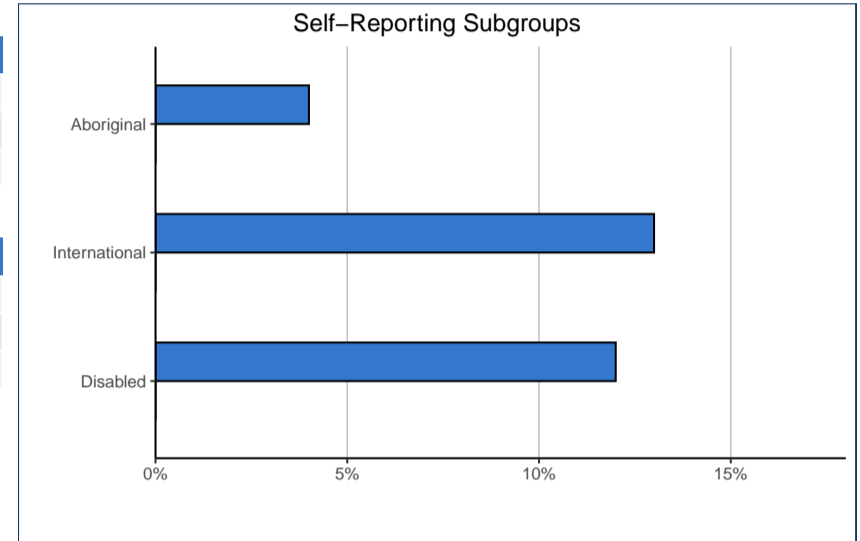
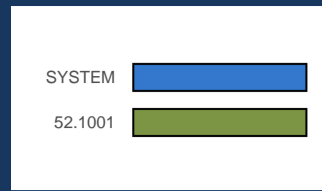| Gender:*	52.1001		SYSTEM	
Male	7	14%	3,744	40%
Female	43	86%	5,675	60%
Total	50	100%	9,419	100%

*Due to zero or low counts, institution–reported "Non–binary" demographic data are not included.

Age (at time of survey):	52.1001		SYSTEM	
< 25	~	~	1,496	16%
25 to 29	33	66%	5,860	62%
30 to 34	6	12%	1,035	11%
35 to 39	~	~	421	4%
40 to 49	~	~	397	4%
50 to 64	~	~	186	2%
> 64	0	0%	22	0%
Total	50	100%	9,417	100%
Median Age	27		26	
Average (mean) Age	30		28	

Age Distribution
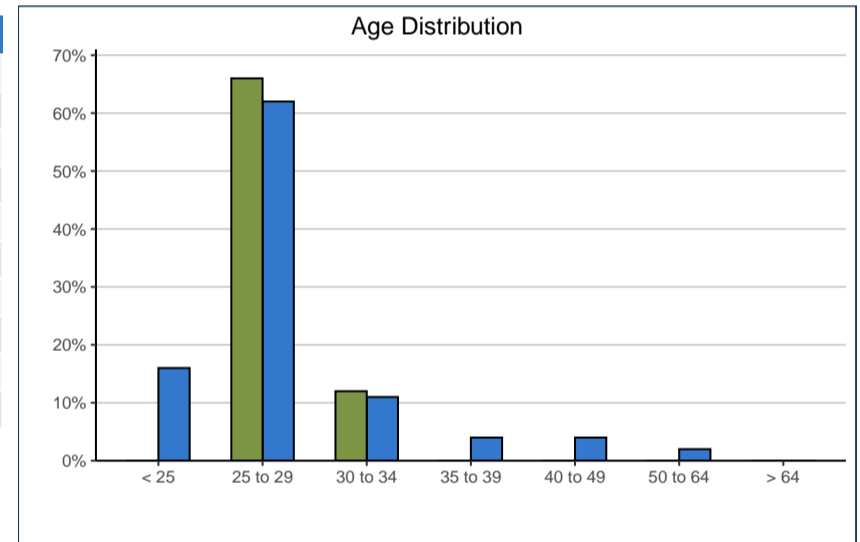
Place of Residence (at time of survey):	52.1001		SYSTEM	
BC – Mainland/Southwest	33	73%	5,472	65%
BC – Vancouver Island/Coast	0	0%	1,112	13%
BC – Northern B.C.	~	~	270	3%
BC – Interior/Kootenays	~	~	672	8%
BC Subtotal	41	91%	7,526	90%
Canada – Alberta	~	~	343	4%
Canada – Ontario	0	0%	280	3%
Canada – Other	~	~	176	2%
U.S.A.	0	0%	80	1%
Non–BC Subtotal	~	~	879	10%
Total	45	100%	8,405	100%

Place of Residence

Within BC

BCStudent Outcomes
Shaping Post-Secondary Education

Detailed Summary of Survey Results
All Institutions
52.1001: Human resources management/personnel administration, general
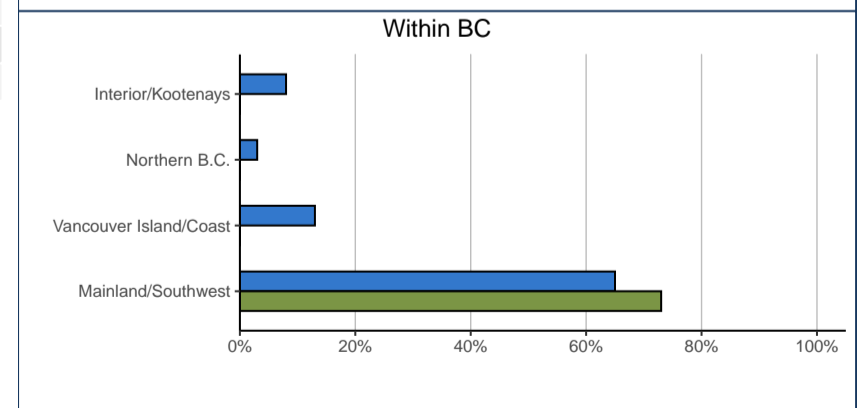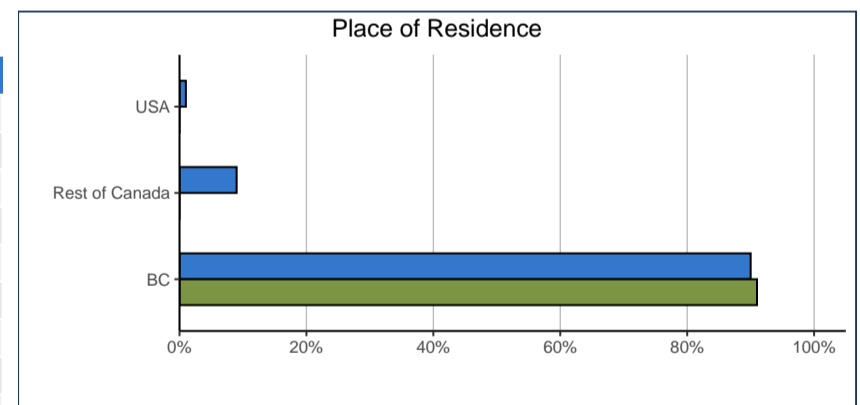
SYSTEM
52.1001

EDUCATION EVALUATION AND SKILL DEVELOPMENT

Program Satisfaction:	52.1001		SYSTEM	
Very Satisfied	16	32%	2,332	25%
Satisfied	33	66%	5,914	64%
Dissatisfied	0	0%	831	9%
Very Dissatisfied	1	2%	188	2%
Total	50	100%	9,265	100%

Usefulness of Knowledge, Skills, and Abilities Acquired during Program in Work:	52.1001		SYSTEM	
Very Useful	24	52%	3,011	38%
Somewhat Useful	20	43%	3,664	47%
Not Very Useful	1	2%	886	11%
Not at All Useful	1	2%	283	4%
Total	46	100%	7,844	100%

Took upgrading, access, bridging, or other preparatory courses during or prior to studies:	52.1001		SYSTEM	
Yes	6	12%	902	10%
No	44	88%	8,298	90%

Program Satisfaction

Legend: Very Satisfied, Satisfied

Would select the same program again:	52.1001		SYSTEM	
Yes	34	79%	5,963	72%
No	9	21%	2,334	28%

Quality of Instruction:	52.1001		SYSTEM	
Very Good	16	33%	2,498	27%
Good	30	61%	6,007	64%
Poor	3	6%	685	7%
Very Poor	0	0%	131	1%
Total	49	100%	9,321	100%

Comprehensiveness of Core Courses:	52.1001		SYSTEM	
Very Good	19	40%	2,303	25%
Good	25	53%	5,649	61%
Poor	3	6%	1,073	12%
Very Poor	0	0%	172	2%
Total	47	100%	9,197	100%

Course Availability:	52.1001		SYSTEM	
Encountered course availability problems	30	61%	4,485	49%

| Financial Constraints:	52.1001		SYSTEM	
Had to interrupt studies for financial reasons	9	18%	987	11%
Had to take program part–time for financial reasons	16	32%	1,629	18%

Program Quality

* "Very Good" or "Good"
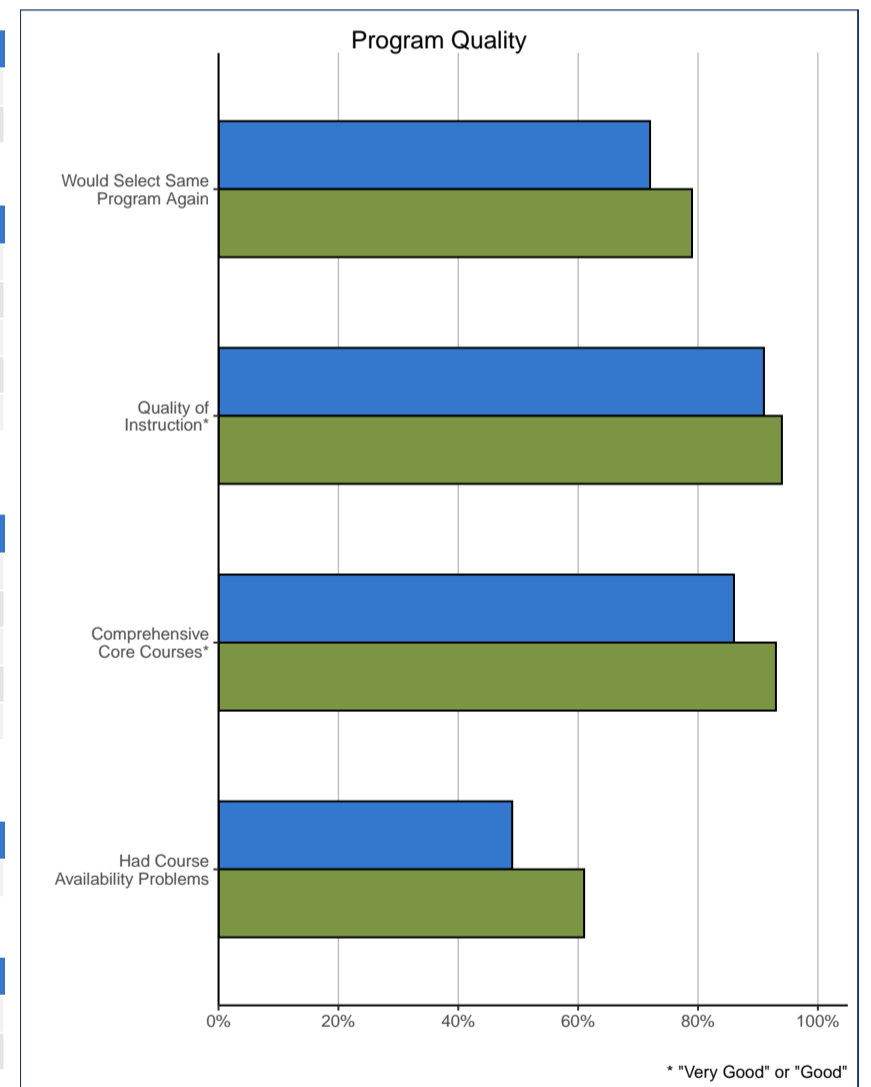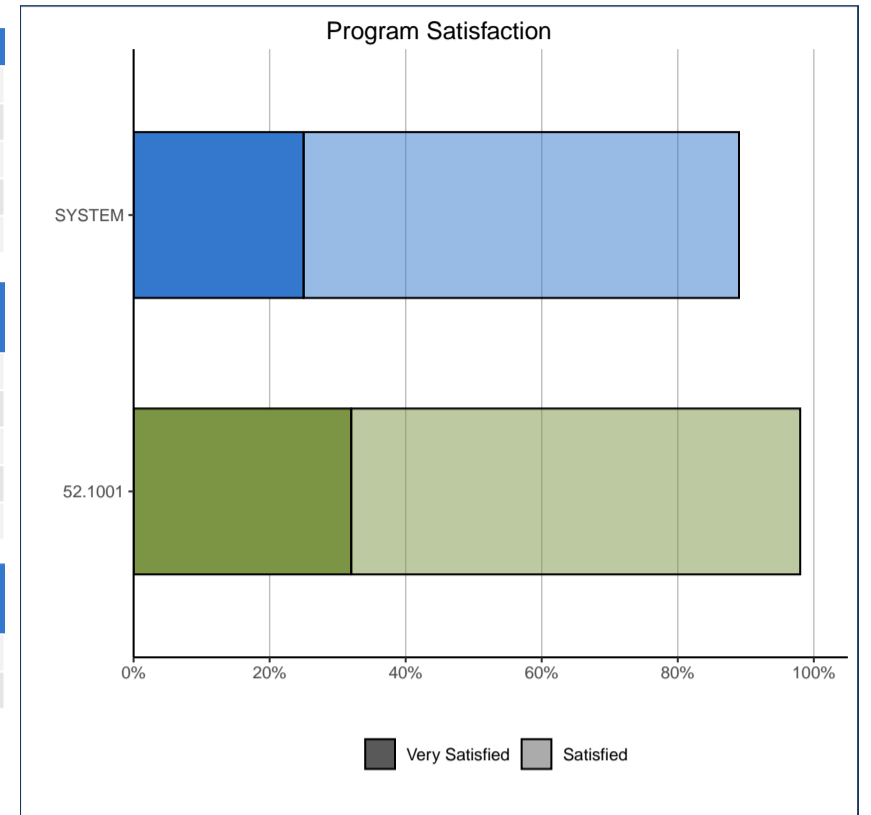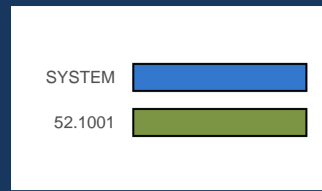
SYSTEM
52.1001

SKILL DEVELOPMENT

Skill Development: How helpful was institution?	52.1001				
	Very Helpful	Helpful	Not Very Helpful	Not at All Helpful	# Resp.
Written Communication	18%	73%	4%	4%	49
Oral Communication	17%	74%	7%	2%	46
Reading and Comprehension	19%	65%	13%	4%	48
Group Collaboration	24%	63%	10%	2%	49
Critical Anlysis	35%	63%	2%	0%	49
Problem Resolution	21%	63%	17%	0%	48
Use of Mathematics	15%	52%	28%	4%	46
Conducting Research	31%	50%	19%	0%	48
Learning on Your Own	42%	46%	13%	0%	48

Skill Development: How helpful was institution?	SYSTEM				
	Very Helpful	Helpful	Not Very Helpful	Not at All Helpful	# Resp.
Written Communication	27%	57%	14%	3%	9,025
Oral Communication	24%	57%	17%	3%	9,114
Reading and Comprehension	28%	57%	13%	2%	9,119
Group Collaboration	28%	53%	17%	3%	9,187
Critical Anlysis	41%	50%	8%	2%	9,297
Problem Resolution	23%	56%	17%	3%	9,057
Use of Mathematics	20%	47%	25%	9%	7,165
Conducting Research	30%	50%	17%	4%	8,871
Learning on Your Own	38%	50%	10%	2%	9,189

Helpful with Skill Development

"Very Helpful" or "Helpful"
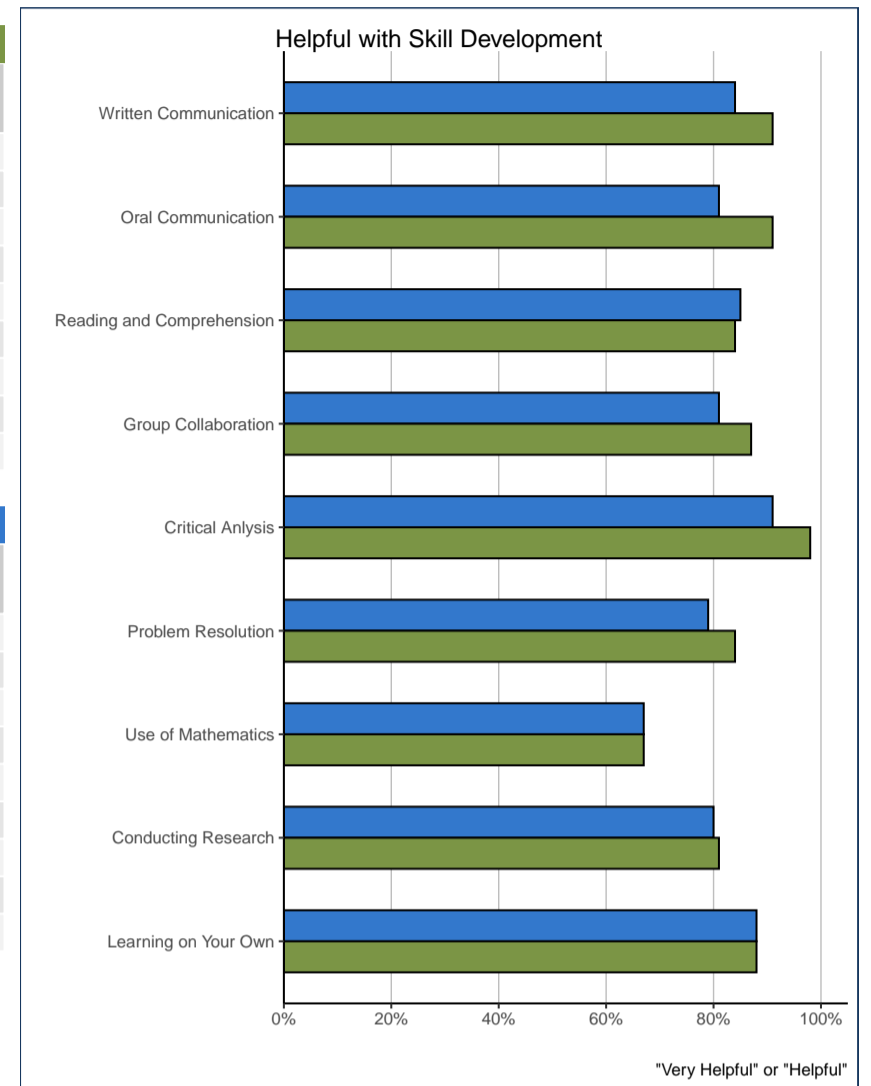
FURTHER EDUCATION

Took further education since 2020 graduation:	52.1001		SYSTEM	
Yes	15	31%	4,119	44%
Not currently enrolled	7	14%	1,831	20%
Currently enrolled full–time	4	8%	1,602	17%
Currently enrolled part–time	3	6%	637	7%
No	34	69%	5,244	56%
Total	49	100%	9,363	100%

Have you taken further education since graduation?

- Yes – Currently enrolled part–time
- Yes – Currently enrolled full–time
- Yes – Not currently enrolled
- No
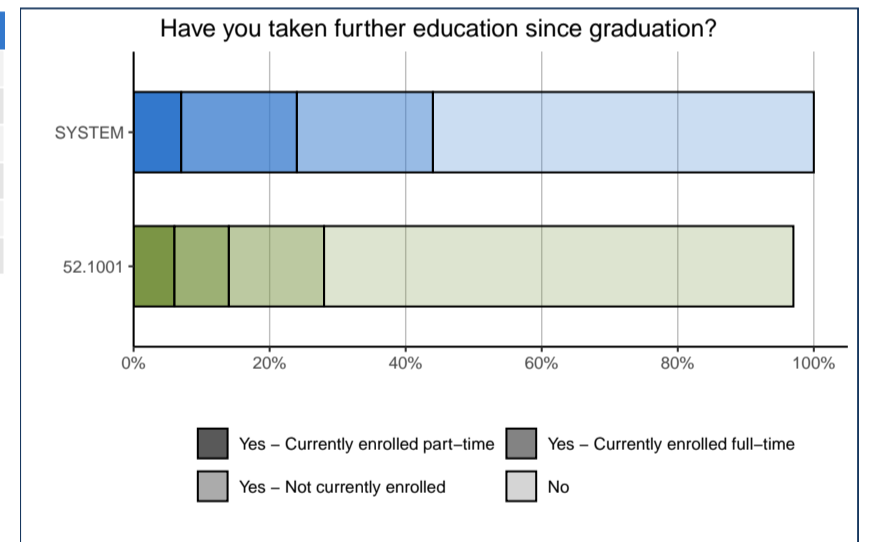
Type of Formal Post–Secondary Education:	52.1001		SYSTEM	
Masters Degree	8	53%	1,307	32%
Doctoral Degree	0	0%	167	4%
Another Undergraduate Degree	1	7%	789	19%
Certificate or Diploma below Bachelor level	3	20%	527	13%
Professional Association Certification	1	7%	603	15%
Postgraduate Certificate or Diploma	2	13%	431	11%
Other	0	0%	236	6%
Total	15	100%	4,060	100%

Further Education/Training Type

BCStudent Outcomes
Shaping Post-Secondary Education

Detailed Summary of Survey Results
All Institutions
52.1001: Human resources management/personnel administration, general
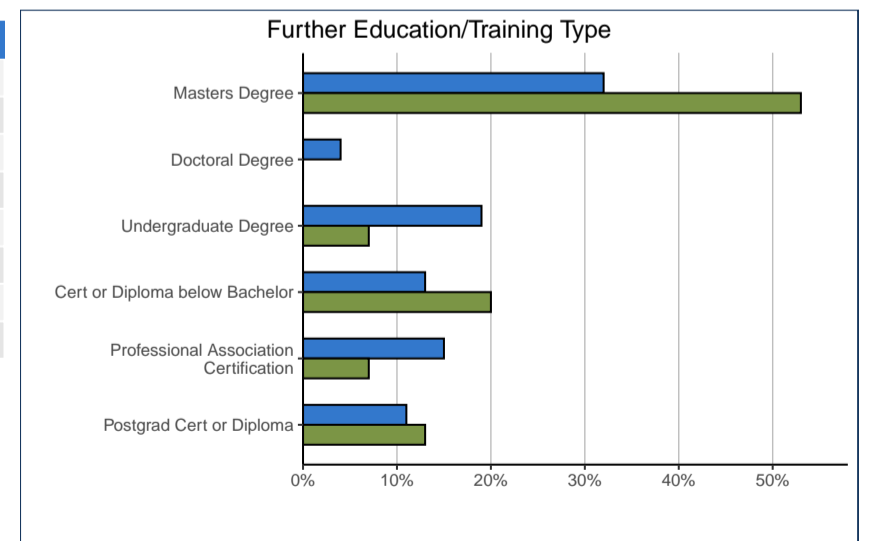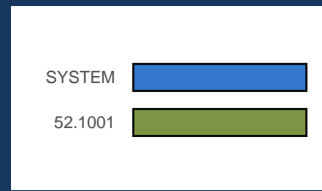
SYSTEM
52.1001

EMPLOYMENT

Labour Fource Status:	52.1001		SYSTEM	
In Labour Force (working or seeking work)	47	96%	8,412	91%
Not in Labour Force	2	4%	857	9%
Total	49	100%	9,269	100%

Employment:	52.1001		SYSTEM	
Employment Rate*	46	92%	7,900	84%
Unemployment Rate**	1	2.1%	512	6.1%

*Percent = Total employed divided by total number of respondents
**Percent = Total unemployed divided by total number in Labour Force
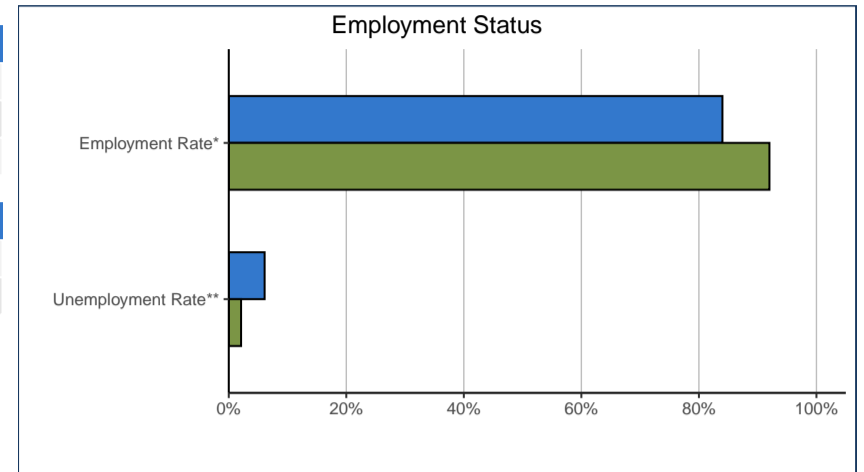
Employment Status

Status of Graduates NOT in Labour Force:	52.1001		SYSTEM	
Attending School FT	1	50%	597	70%
Attending School PT	0	0%	23	3%
Other	1	50%	237	28%
Total NOT in Labour Force	2	100%	857	100%

Primary Employment Type:	52.1001		SYSTEM	
Paid worker	44	96%	7,394	94%
Self–employed	2	4%	493	6%
Total	46	100%	7,887	100%

Job Characteristics:	52.1001		SYSTEM	
I hold more than one job*	8	17%	1,463	19%
My main job is full–time (>= 30 hours per week)**	41	91%	6,655	89%

*Of total Employed
**Of those who provided data on hours/week worked

"Under–Employment" Assessment
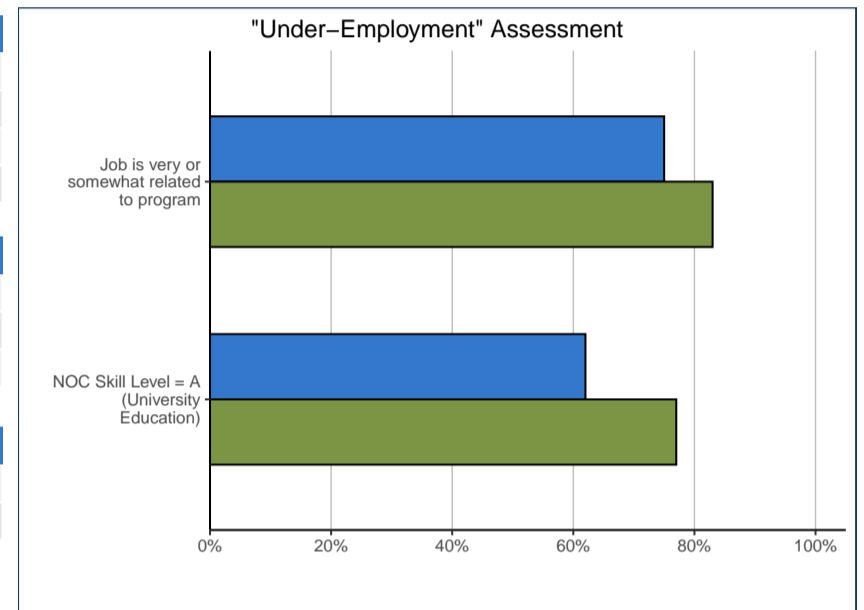
How related is your main job to your program?	52.1001		SYSTEM	
Very Related	27	59%	3,386	43%
Somewhat Related	11	24%	2,530	32%
Not Very Related	3	7%	1,013	13%
Not at All Related	5	11%	954	12%
Total	46	100%	7,883	100%

"Under–employment" Assessment:	52.1001		SYSTEM	
Job is very or somewhat related to program	38	83%	5,916	75%
NOC Skill Level = A (University Education)*	34	77%	4,631	62%

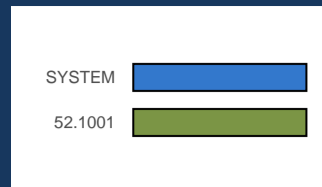*Of total valid responses

Gross Annual Income from Main Job:*	52.1001		SYSTEM	
Less than $20,000	0	0%	328	6%
$20,000 to $39,999	~	~	725	12%
$40,000 to $59,999	10	29%	1,773	30%
$60,000 to $79,999	14	41%	1,673	28%
$80,000 to $99,999	~	~	799	13%
$100,000 and Above	~	~	659	11%
Total	34	100%	5,957	100%
Median Annual Income (full–time) ($)	66,928		63,000	
Average Annual Income (full–time) ($)	70,220		70,455	

*Where data provided

Gross Annual FT Income From Main Job ($,000)

NOC Skill Type of Main Job:	52.1001		SYSTEM	
Business, finance & administration	34	77%	1,844	25%
Natural & applied sciences & related	1	2%	1,422	19%
Health	1	2%	933	13%
Education, law and social, community & government	4	9%	1,946	26%
Art, culture, recreation & sport	1	2%	438	6%
Sales & service	2	5%	658	9%
Trades, transport & equipment operators & related	1	2%	104	1%
Natural resources, agriculture & related production	0	0%	42	1%
Manufacturing & utilities	0	0%	39	1%
Total	44	100%	7,426	100%

Employed Graduates by NOC Skill Type

BCStudent Outcomes
Shaping Post-Secondary Education

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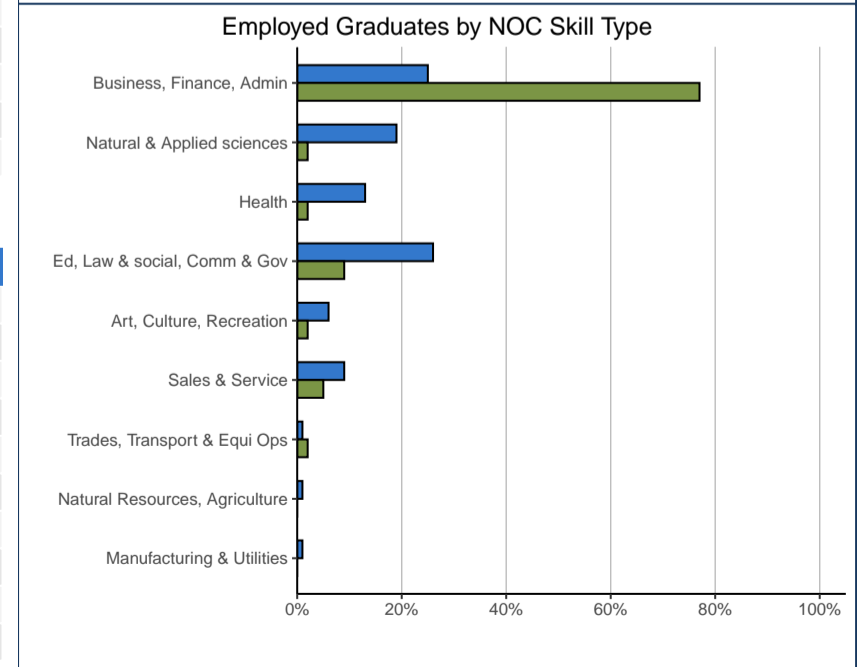
SYSTEM	
52.1001	

EMPLOYMENT, continued

NOC Skill Level of Main Job:	52.1001		SYSTEM	
A. University education	34	77%	4,631	62%
B. College education/trade apprenticeship	6	14%	2,082	28%
C. Secondary school + job–specific training	4	9%	647	9%
D. No formal education	0	0%	86	1%
Total	44	100%	7,446	100%
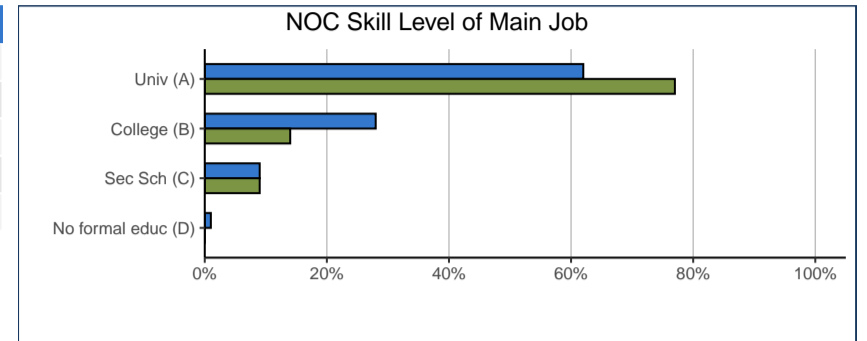
NOC Skill Level of Main Job

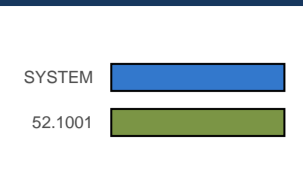|	52.1001				
How useful are the following skills and abilities in doing your main job?	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	# Resp.
Written Communication	82%	13%	2%	2%	45
Oral Communication	69%	29%	2%	0%	45
Reading and Comprehension	73%	27%	0%	0%	45
Group Collaboration	80%	20%	0%	0%	45
Critical Anlysis	78%	16%	4%	2%	45
Problem Resolution	78%	18%	4%	0%	45
Use of Mathematics	27%	44%	22%	7%	45
Conducting Research	41%	43%	11%	5%	44
Learning on Your Own	64%	29%	2%	4%	45
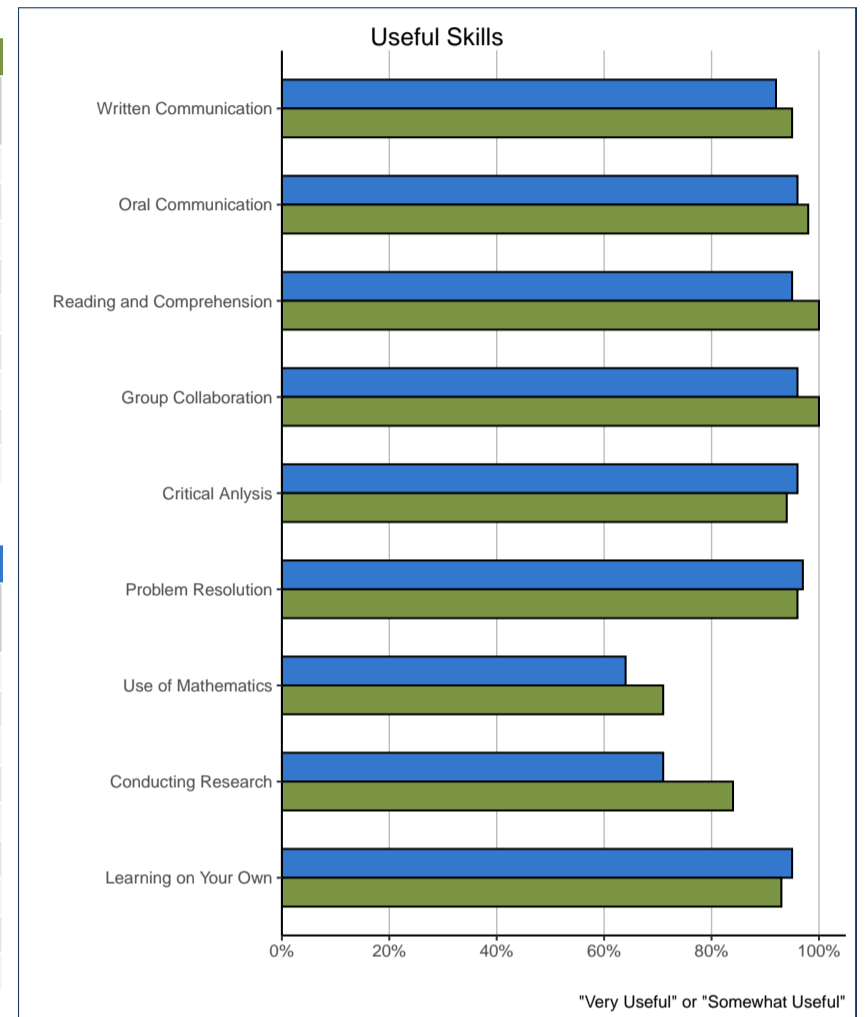
	SYSTEM				
How useful are the following skills and abilities in doing your main job?	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	# Resp.
Written Communication	67%	25%	5%	3%	7,839
Oral Communication	75%	21%	3%	1%	7,837
Reading and Comprehension	70%	25%	4%	1%	7,836
Group Collaboration	76%	20%	3%	1%	7,841
Critical Anlysis	74%	22%	3%	1%	7,838
Problem Resolution	77%	20%	2%	1%	7,833
Use of Mathematics	28%	36%	21%	15%	7,634
Conducting Research	36%	35%	17%	12%	7,717
Learning on Your Own	68%	27%	3%	2%	7,819

Useful Skills

"Very Useful" or "Somewhat Useful"

Top 10 Full–time Occupations of 52.1001 Graduates:			52.1001
NOC	NOC Skill Level	Description	% Employed FT in this Occ.**
1121	A	Human resources professionals	48%
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* Data not displayed where n < 5
** Percentages cited are of those employed

Top 10 Full–time Occupations of SYSTEM Graduates:			SYSTEM
NOC	NOC Skill Level	Description	% Employed FT in this Occ.**
3012	A	Registered nurses and registered psychiatric nurses	6%
1111	A	Financial auditors and accountants	4%
XXXX	O	Unclassified occupations	3%
2173	A	Software engineers and designers	3%
4032	A	Elementary school and kindergarten teachers	3%
1123	A	Professional occupations in advertising, marketing and public relations	3%
4212	B	Social and community service workers	3%
2174	A	Computer programmers and interactive media developers	2%
4031	A	Secondary school teachers	2%
1221	B	Administrative officers	2%

* Data not displayed where n < 5
** Percentages cited are of those employed

BCStudent Outcomes
Shaping Post-Secondary Education

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SYSTEM	
52.1001	

EDUCATION FINANCING

Funding Sources (3 sources allowed):*	52.1001		SYSTEM	
Personal savings, investments	12	24%	2,849	31%
Employment while studying	32	65%	4,716	51%
Family/Friends	24	49%	5,423	59%
Personal bank loans	4	8%	600	7%
Government student loans	11	22%	3,008	33%
Scholarships/Bursaries/Grants	11	22%	2,803	31%
Other	14	29%	1,997	22%
Total	49		9,180	

* Percentage of respondents who identified this source
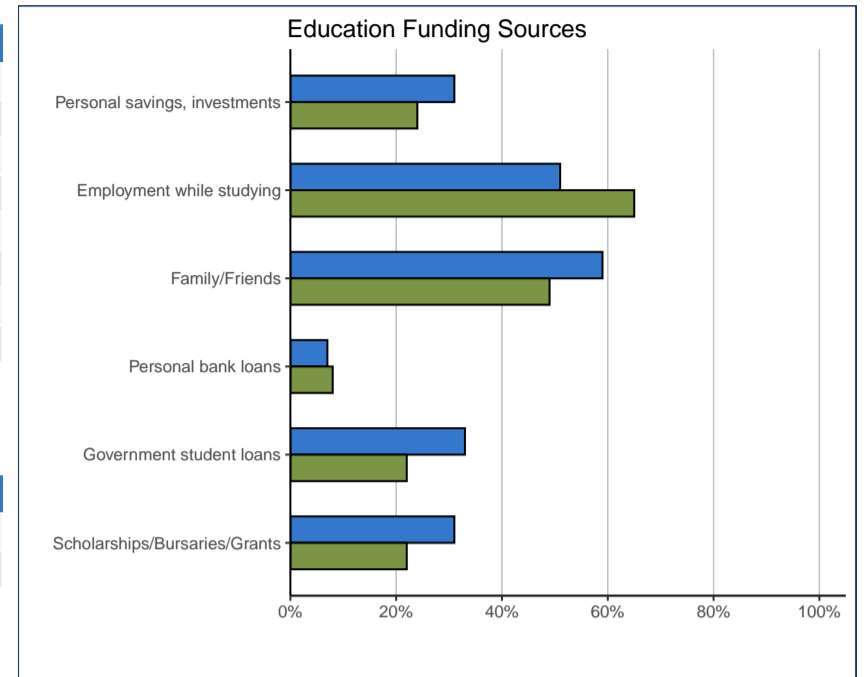
Financial Debt Incurred to Finance Bac. Ed.:*	52.1001		SYSTEM	
Incurred any form of financial debt	19	40%	4,031	44%
Incurred government–sponsored student loan debt	14	28%	3,331	36%

* Percentage of respondents who provided data

Education Funding Sources

Financial Debt Amount:*	52.1001		SYSTEM	
< $1,000	0	0%	3	0%
$1,000 to $4,999	1	8%	106	3%
$5,000 to $9,999	3	23%	240	7%
$10,000 to $14,999	3	23%	332	10%
$15,000 to $19,999	1	8%	258	8%
$20,000 to $29,999	1	8%	644	20%
$30,000 to $39,999	2	15%	568	17%
$40,000 or More	2	15%	1,121	34%
Total	13	100%	3,272	100%
Median Financial Debt ($)	12,000		30,000	

* Includes only cases where financial debt was incurred

Financial Debt Incurred ($,000)
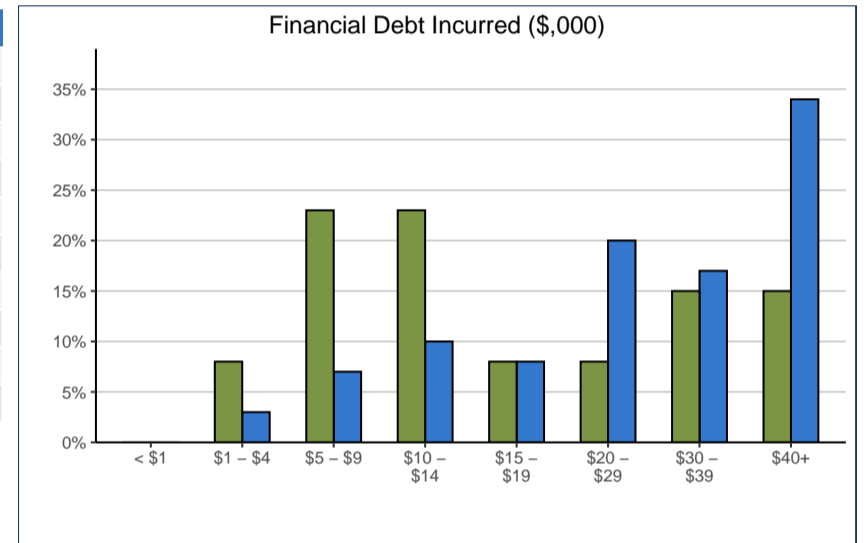
Gov't–Sponsored Student Loan Debt Amount:*	52.1001		SYSTEM	
< $1,000	0	0%	4	0%
$1,000 to $4,999	1	20%	78	3%
$5,000 to $9,999	0	0%	176	7%
$10,000 to $14,999	1	20%	239	10%
$15,000 to $19,999	0	0%	236	10%
$20,000 to $29,999	1	20%	514	21%
$30,000 to $39,999	1	20%	462	19%
$40,000 or More	1	20%	724	30%
Total	5	100%	2,433	100%
Median Gov't–Sponsored Loan Debt ($)	20,000		28,000	

* Includes only cases where government–sponsored debt was incurred

Government–Sponsored Debt Incurred ($,000)
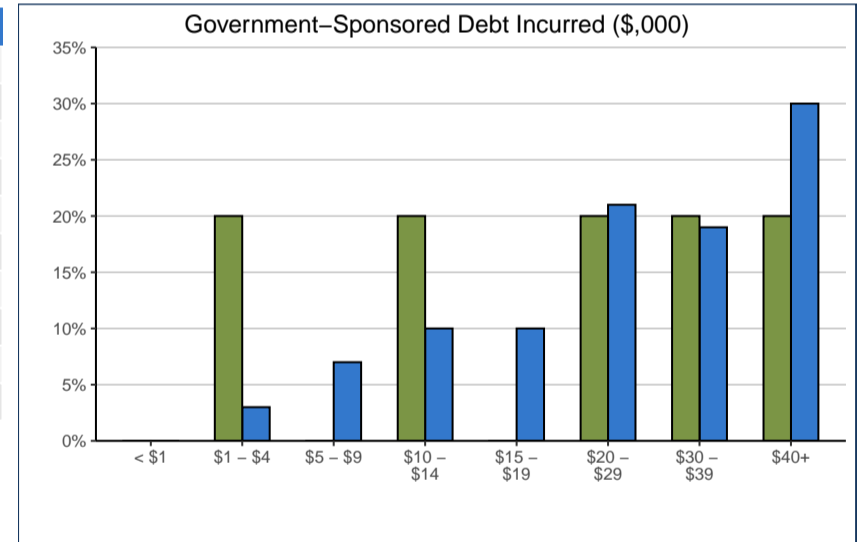
Gov't–Sponsored Loan Debt Outstanding:*	52.1001		SYSTEM	
None – Loan repaid in full	5	56%	754	27%
< $1,000	0	0%	7	0%
$1,000 to $4,999	3	33%	120	4%
$5,000 to $9,999	0	0%	202	7%
$10,000 to $14,999	0	0%	216	8%
$15,000 to $19,999	0	0%	221	8%
$20,000 to $29,999	0	0%	432	16%
$30,000 to $39,999	0	0%	338	12%
$40,000 or More	1	11%	459	17%
Total	9	100%	2,749	100%
Median Gov't–Sponsored Loan Debt Outstanding** ($)	3,557		25,000	

* Includes only cases where government–sponsored debt was incurred, and valid "amount remaining" was provided
** Median amounts shown are based on those who had remaining government student loan debt

Outstanding Government–Sponsored Debt ($,000)