B.C. Baccalaureate Outcomes
2023 Survey of 2021 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	132	100%	25,962	100%
Survey Respondents and Response Rate	43	33%	8,603	33%

Response Rate
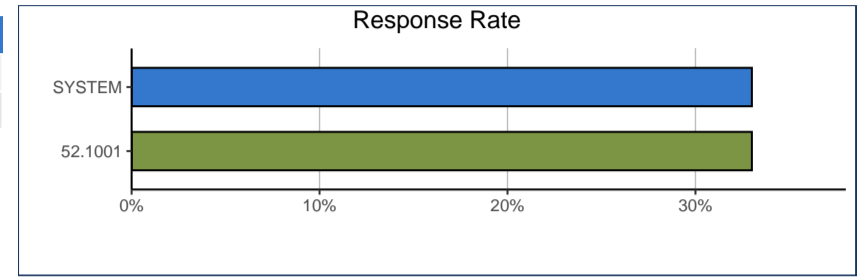
DEMOGRAPHIC INFORMATION

Self–Reporting Subgroups:	52.1001		SYSTEM	
Disabled	~	~	1,079	13%
International	~	~	1,153	13%
Aboriginal	~	~	330	5%

Self–Reporting Subgroups
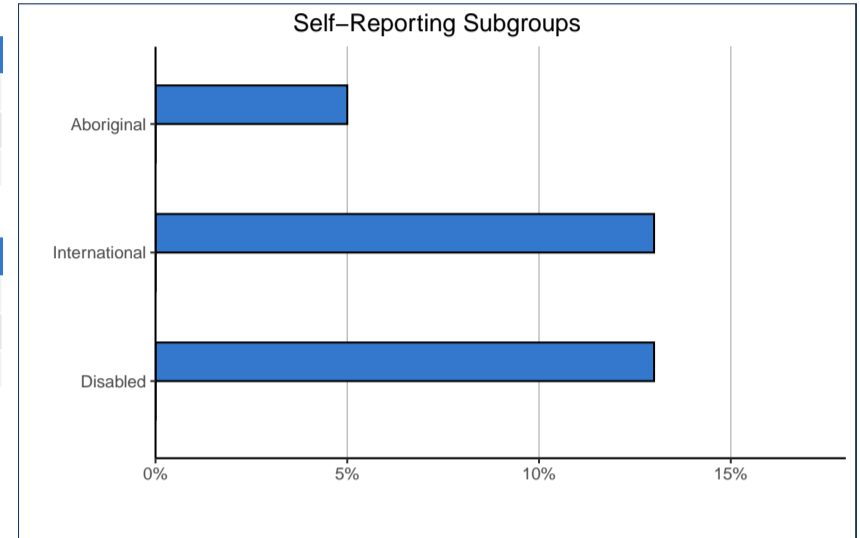
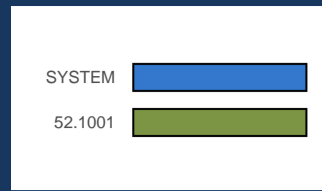| Gender:*	52.1001		SYSTEM	
Male	11	26%	3,534	41%
Female	32	74%	5,051	59%
Total	43	100%	8,585	100%

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

Age (at time of survey):	52.1001		SYSTEM	
< 25	~	~	1,417	17%
25 to 29	27	63%	5,150	60%
30 to 34	6	14%	994	12%
35 to 39	~	~	417	5%
40 to 49	~	~	407	5%
50 to 64	0	0%	175	2%
> 64	0	0%	26	0%
Total	43	100%	8,586	100%
Median Age	26		26	
Average (mean) Age	29		28	

Age Distribution
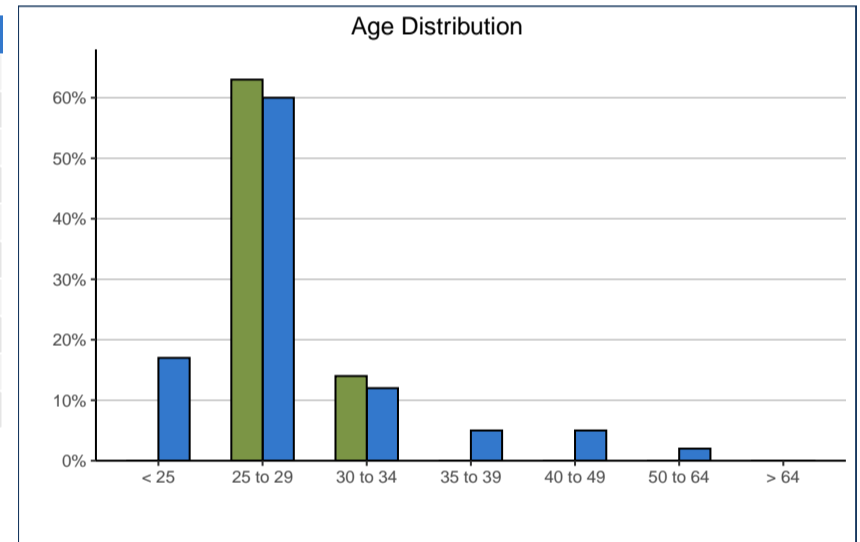
Place of Residence (at time of survey):	52.1001		SYSTEM	
BC – Mainland/Southwest	28	72%	4,824	64%
BC – Vancouver Island/Coast	~	~	1,065	14%
BC – Northern B.C.	~	~	225	3%
BC – Interior/Kootenays	~	~	673	9%
BC Subtotal	37	95%	6,787	89%
Canada – Alberta	~	~	328	4%
Canada – Ontario	~	~	239	3%
Canada – Other	0	0%	165	2%
U.S.A.	0	0%	75	1%
Non–BC Subtotal	~	~	807	11%
Total	~	~	7,594	100%

Place of Residence

Within BC

BC Student Outcomes

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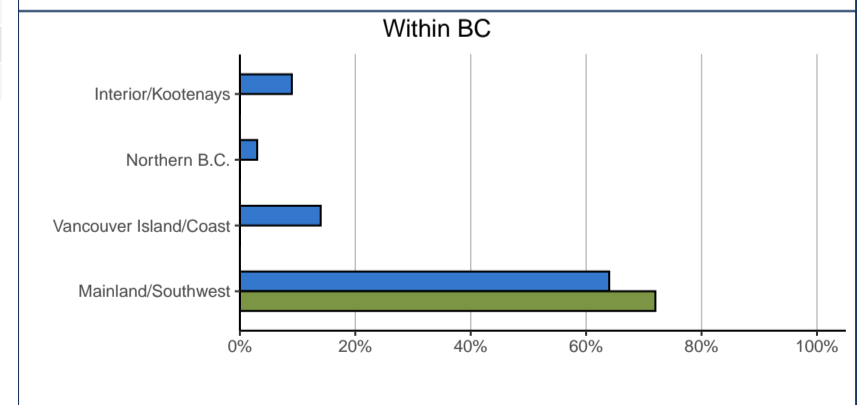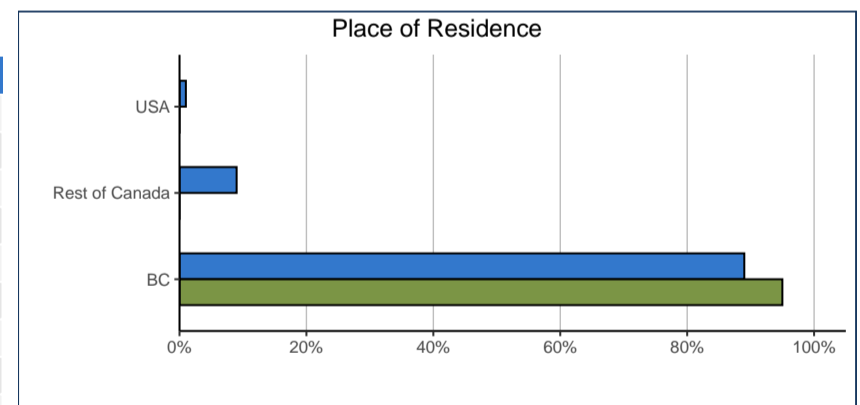
SYSTEM
52.1001

EDUCATION EVALUATION AND SKILL DEVELOPMENT

Program Satisfaction:	52.1001		SYSTEM	
Very Satisfied	12	29%	2,262	27%
Satisfied	29	69%	5,296	62%
Dissatisfied	1	2%	740	9%
Very Dissatisfied	0	0%	184	2%
Total	42	100%	8,482	100%

Usefulness of Knowledge, Skills, and Abilities Acquired during Program in Work:	52.1001		SYSTEM	
Very Useful	17	45%	2,704	39%
Somewhat Useful	18	47%	3,247	46%
Not Very Useful	3	8%	814	12%
Not at All Useful	0	0%	250	4%
Total	38	100%	7,015	100%

Took upgrading, access, bridging, or other preparatory courses during or prior to studies:	52.1001		SYSTEM	
Yes	4	10%	818	10%
No	37	90%	7,545	90%

Program Satisfaction
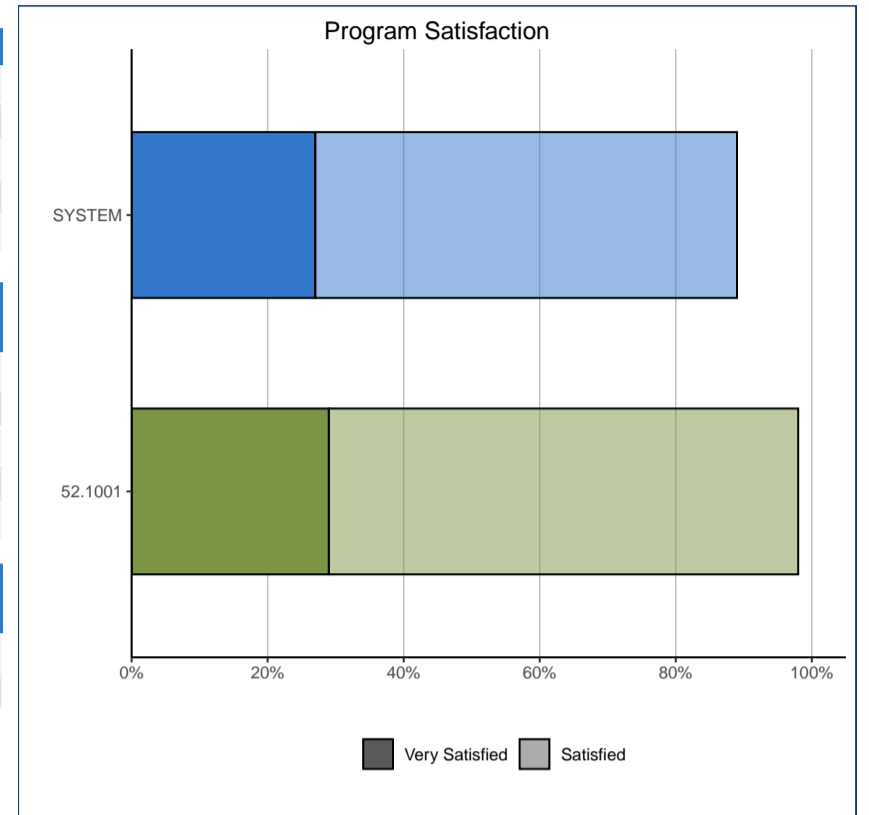
Would select the same program again:	52.1001		SYSTEM	
Yes	34	85%	5,501	73%
No	6	15%	2,019	27%

Quality of Instruction:	52.1001		SYSTEM	
Very Good	15	35%	2,328	27%
Good	27	63%	5,423	64%
Poor	1	2%	649	8%
Very Poor	0	0%	131	2%
Total	43	100%	8,531	100%
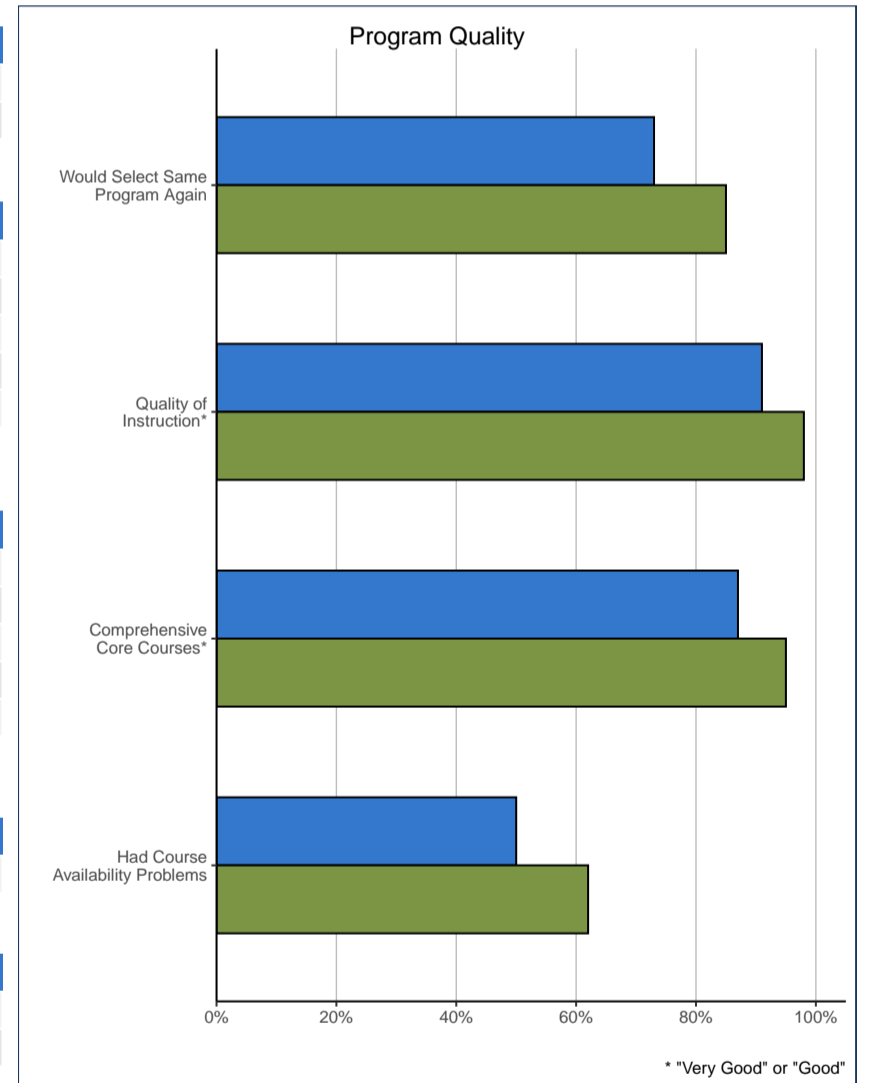
Comprehensiveness of Core Courses:	52.1001		SYSTEM	
Very Good	14	33%	2,206	26%
Good	26	62%	5,161	61%
Poor	2	5%	862	10%
Very Poor	0	0%	171	2%
Total	42	100%	8,400	100%

Course Availability:	52.1001		SYSTEM	
Encountered course availability problems	26	62%	4,193	50%

| Financial Constraints:	52.1001		SYSTEM	
Had to interrupt studies for financial reasons	7	16%	926	11%
Had to take program part–time for financial reasons	19	44%	1,545	18%

Program Quality

* "Very Good" or "Good"

BC Student Outcomes

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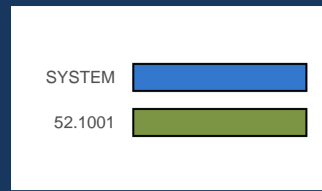
SYSTEM
52.1001

SKILL DEVELOPMENT

Skill Development: How helpful was institution?	Very Helpful	Helpful	Not Very Helpful	Not at All Helpful	# Resp.
	52.1001				
Written Communication	40%	50%	10%	0%	42
Oral Communication	31%	55%	12%	2%	42
Reading and Comprehension	40%	53%	5%	2%	43
Group Collaboration	48%	40%	10%	2%	42
Critical Anlysis	42%	53%	5%	0%	43
Problem Resolution	30%	53%	16%	0%	43
Use of Mathematics	11%	63%	23%	3%	35
Conducting Research	37%	47%	16%	0%	38
Learning on Your Own	35%	49%	12%	5%	43

Skill Development: How helpful was institution?	Very Helpful	Helpful	Not Very Helpful	Not at All Helpful	# Resp.
	SYSTEM				
Written Communication	27%	57%	13%	3%	8,300
Oral Communication	25%	56%	17%	3%	8,321
Reading and Comprehension	30%	56%	13%	2%	8,343
Group Collaboration	28%	52%	17%	4%	8,403
Critical Anlysis	42%	49%	7%	2%	8,503
Problem Resolution	25%	55%	17%	3%	8,293
Use of Mathematics	21%	47%	24%	8%	6,569
Conducting Research	30%	50%	17%	4%	8,092
Learning on Your Own	38%	50%	9%	3%	8,397

Helpful with Skill Development

"Very Helpful" or "Helpful"
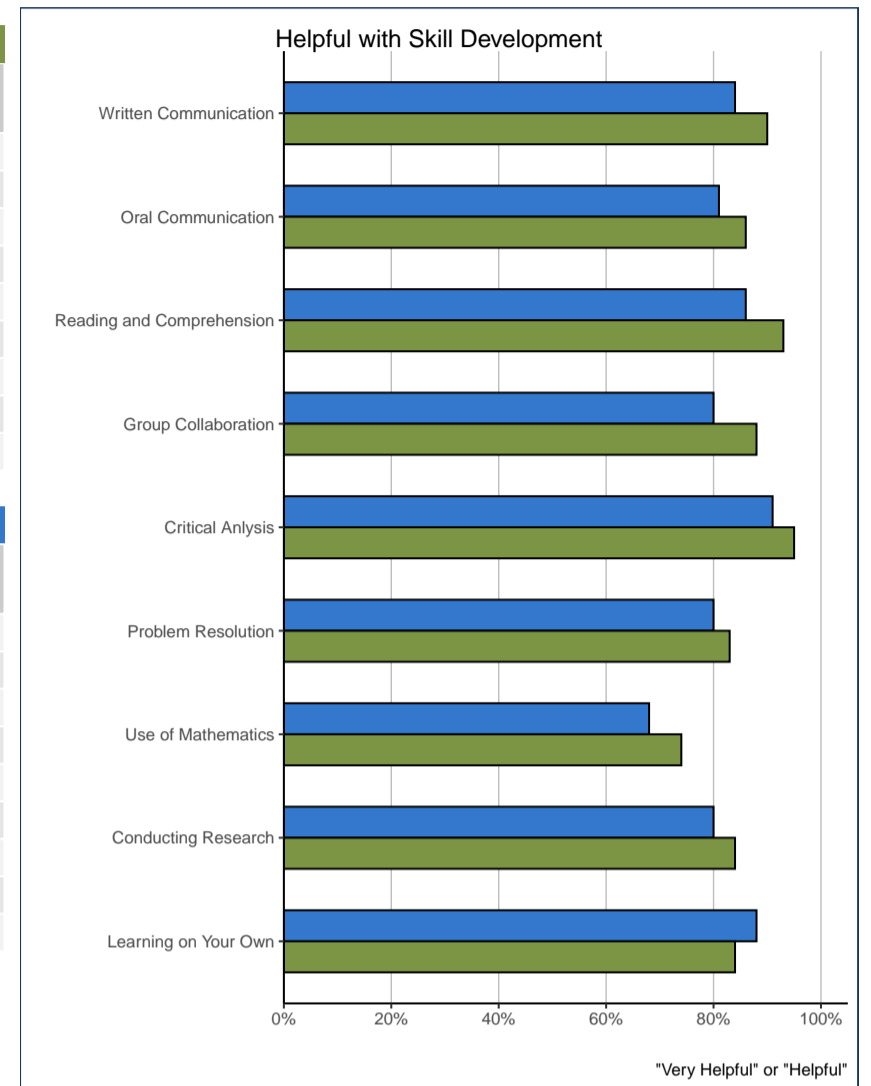
FURTHER EDUCATION

Took further education since 2021 graduation:	52.1001		SYSTEM	
Yes	11	26%	3,668	43%
Not currently enrolled	7	16%	1,580	19%
Currently enrolled full–time	4	9%	1,472	17%
Currently enrolled part–time	0	0%	565	7%
No	32	74%	4,870	57%
Total	43	100%	8,538	100%

Have you taken further education since graduation?

- Yes – Currently enrolled part–time
- Yes – Currently enrolled full–time
- Yes – Not currently enrolled
- No
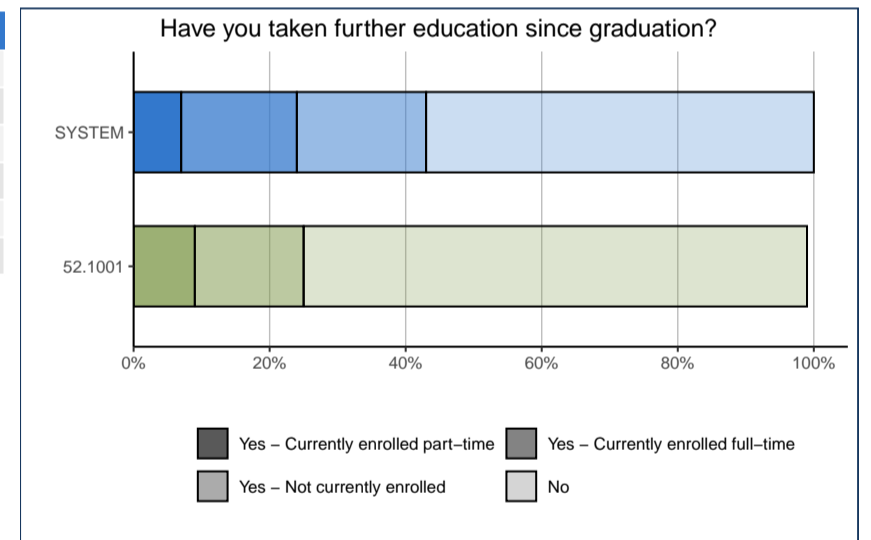
Type of Formal Post–Secondary Education:	52.1001		SYSTEM	
Masters Degree	2	18%	1,184	33%
Doctoral Degree	0	0%	153	4%
Another Undergraduate Degree	2	18%	718	20%
Certificate or Diploma below Bachelor level	2	18%	510	14%
Professional Association Certification	4	36%	538	15%
Postgraduate Certificate or Diploma	0	0%	359	10%
Other	1	9%	162	4%
Total	11	100%	3,624	100%

Further Education/Training Type

BC Student Outcomes

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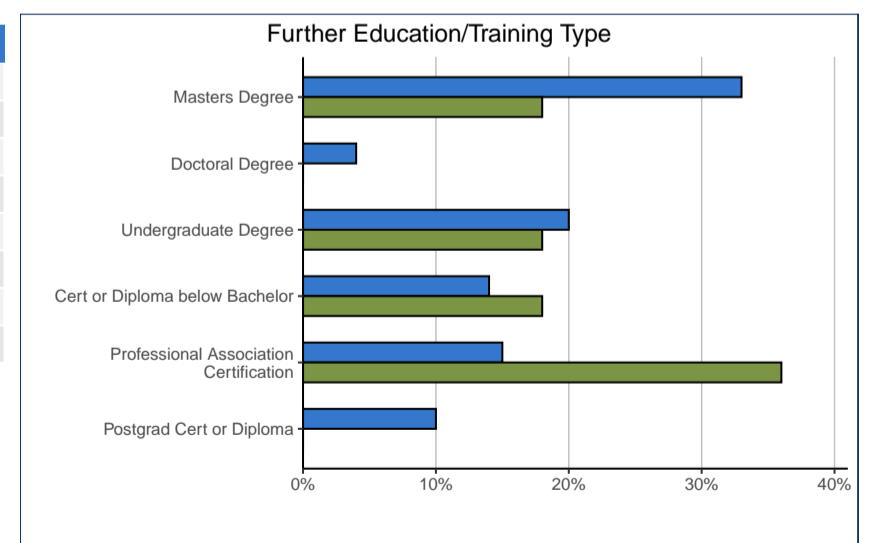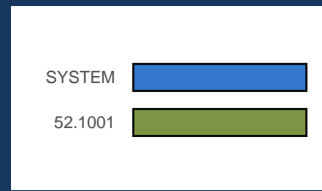
SYSTEM
52.1001

EMPLOYMENT

Labour Fource Status:	52.1001		SYSTEM	
In Labour Force (working or seeking work)	40	98%	7,643	90%
Not in Labour Force	1	2%	803	10%
Total	41	100%	8,446	100%

Employment:	52.1001		SYSTEM	
Employment Rate*	38	88%	7,062	82%
Unemployment Rate**	2	5.0%	581	7.6%

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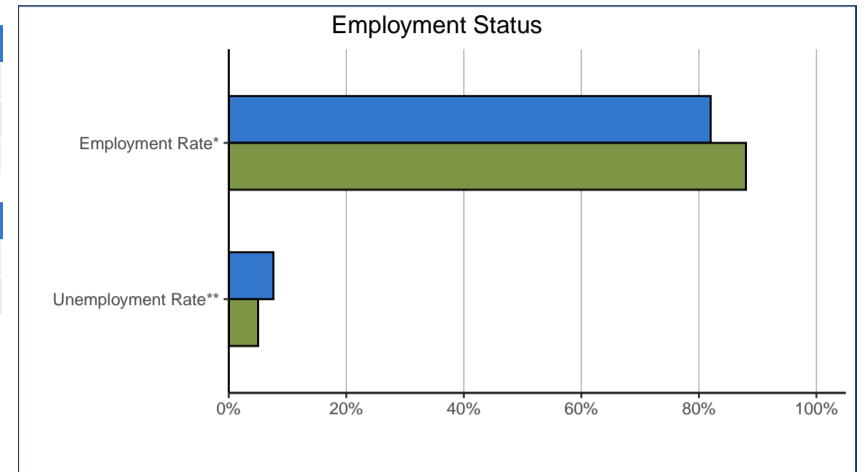
Employment Status

Status of Graduates NOT in Labour Force:	52.1001		SYSTEM	
Attending School FT	1	100%	565	70%
Attending School PT	0	0%	20	2%
Other	0	0%	218	27%
Total NOT in Labour Force	1	100%	803	100%

Primary Employment Type:	52.1001		SYSTEM	
Paid worker	36	95%	6,623	94%
Self–employed	2	5%	412	6%
Total	38	100%	7,035	100%

Job Characteristics:	52.1001		SYSTEM	
I hold more than one job*	3	8%	1,243	18%
My main job is full–time (>= 30 hours per week)**	36	95%	5,922	89%

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

"Under–Employment" Assessment
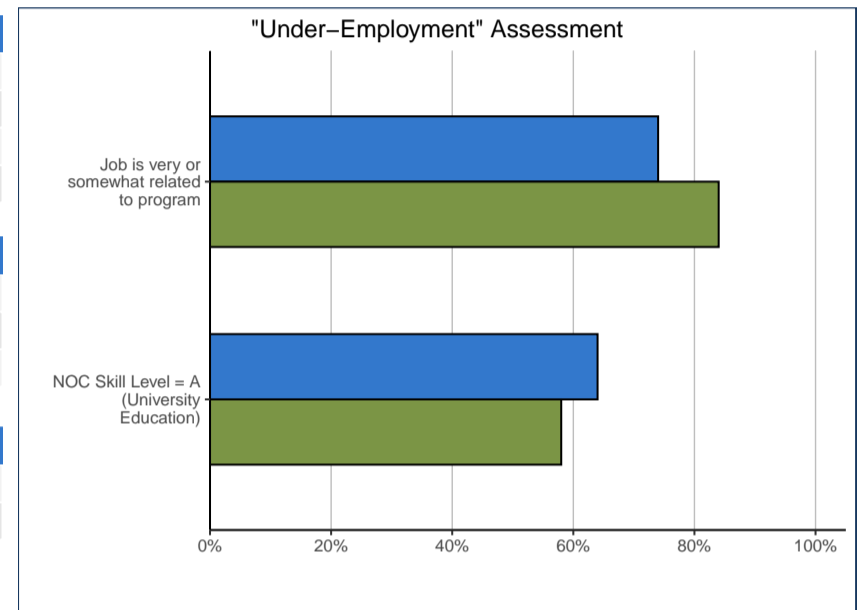
How related is your main job to your program?	52.1001		SYSTEM	
Very Related	21	55%	3,081	44%
Somewhat Related	11	29%	2,151	31%
Not Very Related	3	8%	901	13%
Not at All Related	3	8%	910	13%
Total	38	100%	7,043	100%

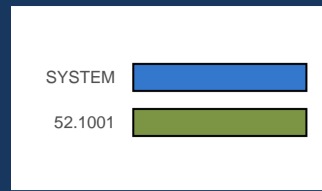| "Under–employment" Assessment:	52.1001		SYSTEM	
Job is very or somewhat related to program	32	84%	5,232	74%
NOC Skill Level = A (University Education)*	21	58%	4,148	64%

*Of total valid responses

Gross Annual Income from Main Job:*	52.1001		SYSTEM	
Less than $20,000	~	~	310	6%
$20,000 to $39,999	~	~	593	11%
$40,000 to $59,999	7	23%	1,303	24%
$60,000 to $79,999	12	39%	1,609	30%
$80,000 to $99,999	~	~	805	15%
$100,000 and Above	~	~	729	14%
Total	31	100%	5,349	100%
Median Annual Income (full–time) ($)	70,000		68,000	
Average Annual Income (full–time) ($)	76,981		74,015	

*Where data provided

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

NOC Skill Type of Main Job:	52.1001		SYSTEM	
Business, finance & administration	34	94%	1,558	24%
Natural & applied sciences & related	1	3%	1,354	21%
Health	0	0%	761	12%
Education, law and social, community & government	0	0%	1,787	27%
Art, culture, recreation & sport	0	0%	296	5%
Sales & service	0	0%	559	9%
Trades, transport & equipment operators & related	1	3%	114	2%
Natural resources, agriculture & related production	0	0%	35	1%
Manufacturing & utilities	0	0%	35	1%
Total	36	100%	6,499	100%

Employed Graduates by NOC Skill Type

BC Student Outcomes

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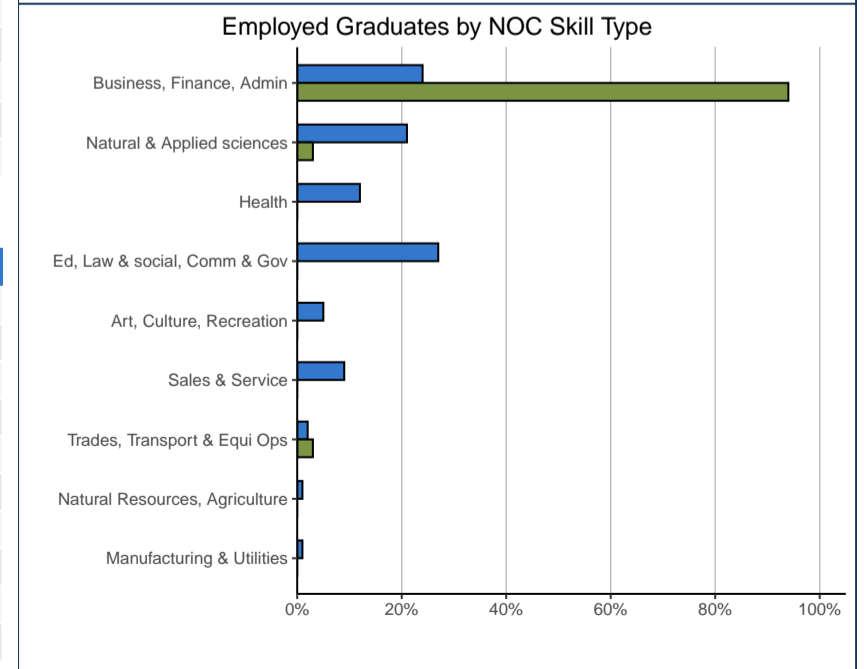
| SYSTEM | |
| 52.1001 | |

EMPLOYMENT, continued

NOC Skill Level of Main Job:	52.1001		SYSTEM	
A. University education	21	58%	4,148	64%
B. College education/trade apprenticeship	12	33%	1,713	26%
C. Secondary school + job–specific training	3	8%	564	9%
D. No formal education	0	0%	90	1%
Total	36	100%	6,515	100%

NOC Skill Level of Main Job
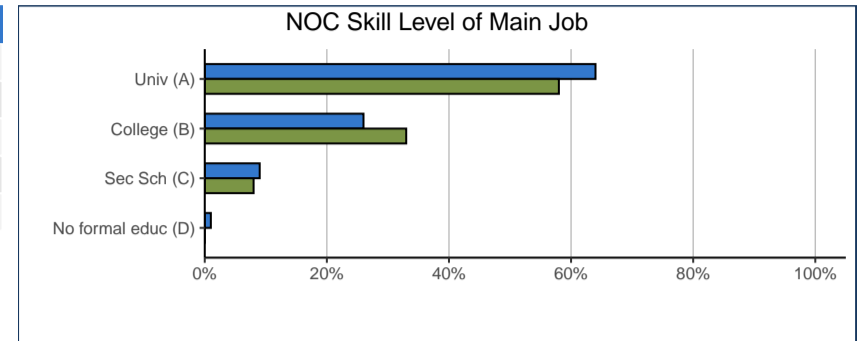
How useful are the following skills and abilities in doing your main job?	52.1001				
	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	# Resp.
Written Communication	79%	21%	0%	0%	38
Oral Communication	84%	16%	0%	0%	38
Reading and Comprehension	89%	11%	0%	0%	38
Group Collaboration	87%	13%	0%	0%	38
Critical Anlysis	66%	34%	0%	0%	38
Problem Resolution	79%	21%	0%	0%	38
Use of Mathematics	38%	35%	24%	3%	37
Conducting Research	41%	43%	14%	3%	37
Learning on Your Own	73%	27%	0%	0%	37
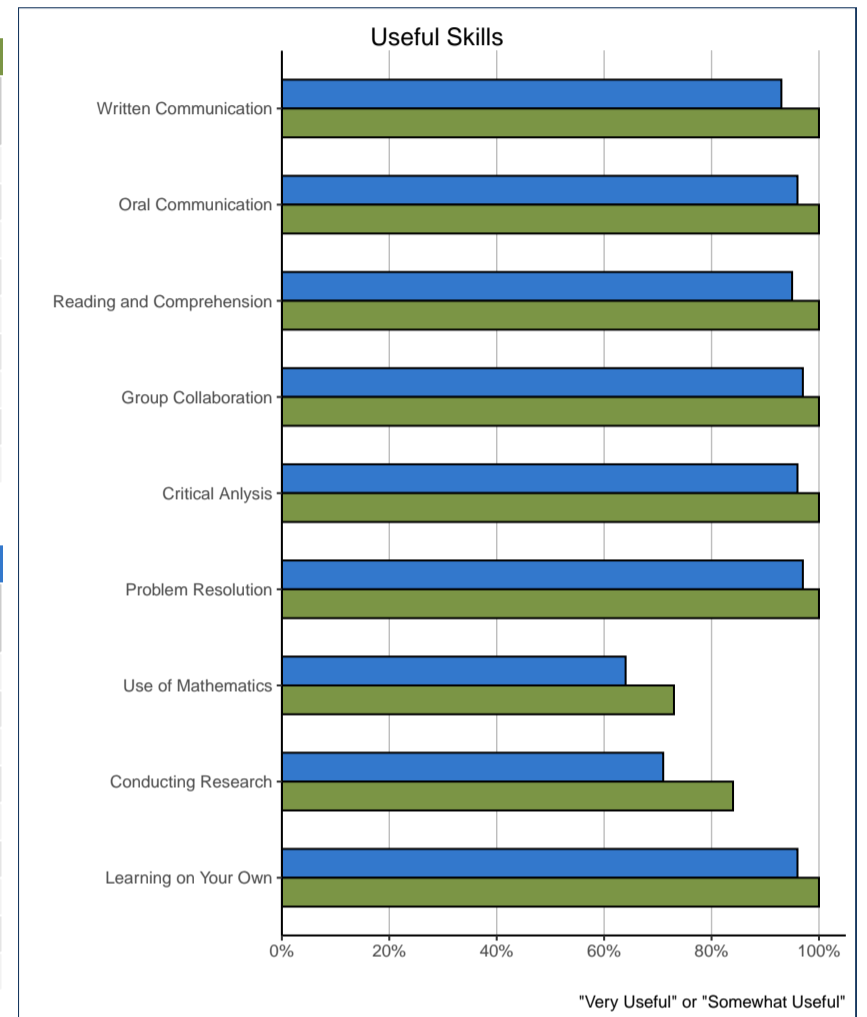
How useful are the following skills and abilities in doing your main job?	SYSTEM				
	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	# Resp.
Written Communication	71%	22%	4%	2%	7,014
Oral Communication	78%	18%	2%	1%	7,014
Reading and Comprehension	72%	23%	4%	1%	7,014
Group Collaboration	79%	18%	2%	1%	7,016
Critical Anlysis	76%	20%	3%	1%	7,016
Problem Resolution	80%	17%	2%	1%	7,013
Use of Mathematics	27%	37%	22%	14%	6,834
Conducting Research	37%	34%	17%	11%	6,904
Learning on Your Own	70%	26%	3%	2%	6,997

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	34%
1223	B	Human resources and recruitment officers	21%
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*			
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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%
XXXX	O	Unclassified occupations	5%
2173	A	Software engineers and designers	3%
1111	A	Financial auditors and accountants	3%
4032	A	Elementary school and kindergarten teachers	3%
4212	B	Social and community service workers	3%
1123	A	Professional occupations in advertising, marketing and public relations	3%
2174	A	Computer programmers and interactive media developers	3%
1221	B	Administrative officers	2%
4031	A	Secondary school teachers	2%

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

BC Student Outcomes

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All Institutions
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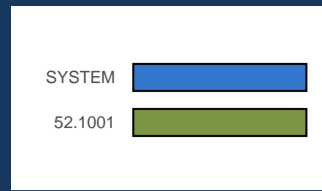
SYSTEM
52.1001

EDUCATION FINANCING

Funding Sources (3 sources allowed):*	52.1001		SYSTEM	
Personal savings, investments	17	41%	2,643	31%
Employment while studying	23	56%	4,042	48%
Family/Friends	24	59%	5,041	60%
Personal bank loans	2	5%	535	6%
Government student loans	15	37%	2,834	34%
Scholarships/Bursaries/Grants	10	24%	2,631	31%
Other	6	15%	1,990	24%
Total	41		8,391	

* Percentage of respondents who identified this source
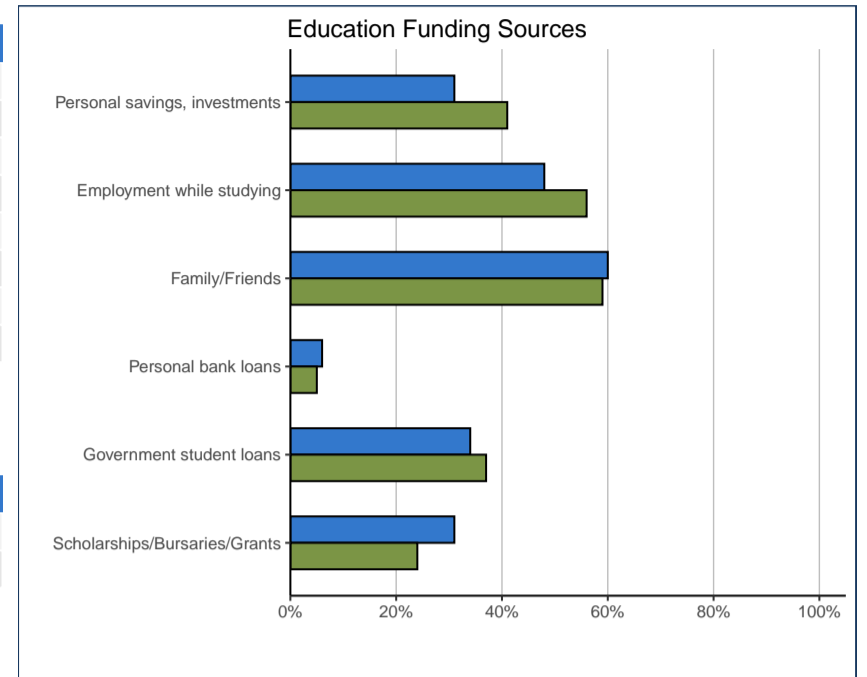
Financial Debt Incurred to Finance Bac. Ed.:*	52.1001		SYSTEM	
Incurred any form of financial debt	20	47%	3,736	44%
Incurred government–sponsored student loan debt	16	37%	3,105	37%

* Percentage of respondents who provided data

Education Funding Sources

Financial Debt Amount:*	52.1001		SYSTEM	
< $1,000	0	0%	4	0%
$1,000 to $4,999	0	0%	85	3%
$5,000 to $9,999	2	13%	219	8%
$10,000 to $14,999	2	13%	298	10%
$15,000 to $19,999	2	13%	233	8%
$20,000 to $29,999	7	47%	545	19%
$30,000 to $39,999	1	7%	455	16%
$40,000 or More	1	7%	1,064	37%
Total	15	100%	2,903	100%
Median Financial Debt ($)	20,000		30,000	

* Includes only cases where financial debt was incurred

Financial Debt Incurred ($,000)
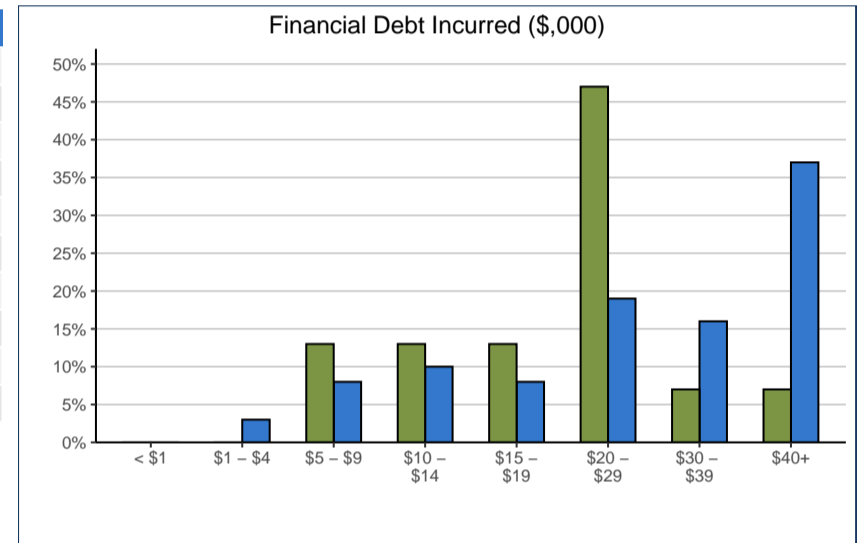
Gov't–Sponsored Student Loan Debt Amount:*	52.1001		SYSTEM	
< $1,000	0	0%	6	0%
$1,000 to $4,999	0	0%	66	3%
$5,000 to $9,999	1	9%	156	7%
$10,000 to $14,999	3	27%	219	10%
$15,000 to $19,999	1	9%	189	9%
$20,000 to $29,999	5	45%	424	20%
$30,000 to $39,999	0	0%	394	18%
$40,000 or More	1	9%	687	32%
Total	11	100%	2,141	100%
Median Gov't–Sponsored Loan Debt ($)	20,000		30,000	

* Includes only cases where government–sponsored debt was incurred

Government–Sponsored Debt Incurred ($,000)
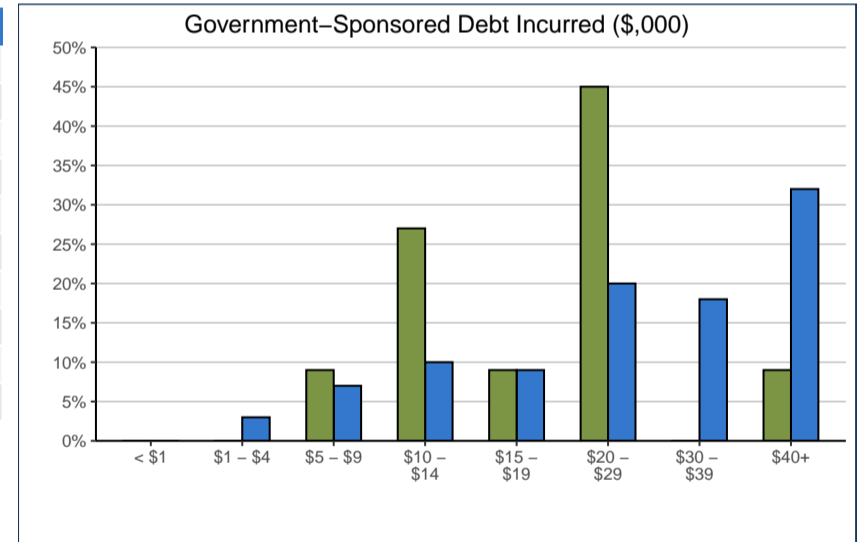
Gov't–Sponsored Loan Debt Outstanding:*	52.1001		SYSTEM	
None – Loan repaid in full	5	36%	524	22%
< $1,000	0	0%	9	0%
$1,000 to $4,999	1	7%	103	4%
$5,000 to $9,999	3	21%	189	8%
$10,000 to $14,999	1	7%	213	9%
$15,000 to $19,999	1	7%	208	9%
$20,000 to $29,999	2	14%	447	18%
$30,000 to $39,999	0	0%	330	14%
$40,000 or More	1	7%	406	17%
Total	14	100%	2,429	100%
Median Gov't–Sponsored Loan Debt Outstanding** ($)	12,000		24,000	

* 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)