B.C. Baccalaureate Outcomes
2024 Survey of 2022 Baccalaureate Graduates

Detailed Summary of Survey Results
Kwantlen Polytechnic University
52.1001: Human resources management/personnel administration, general

	KPU
52.1001	

RESPONSE RATE

Survey Response Rate:	52.1001		KPU	
Baccalaureate Graduates Survey Cohort	69	100%	1,019	100%
Survey Respondents and Response Rate	14	20%	236	23%

Response Rate
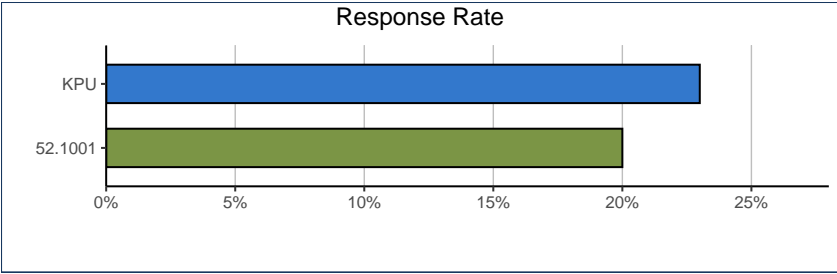
DEMOGRAPHIC INFORMATION

Self–Reporting Subgroups:	52.1001		KPU	
Disabled	~	~	30	13%
International	0	0%	10	4%
Indigenous	0	0%	9	4%

Gender:*	52.1001		KPU	
Man/Boy	~	~	79	33%
Woman/Girl	~	~	157	67%
Total	14	100%	236	100%

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

Self–Reporting Subgroups
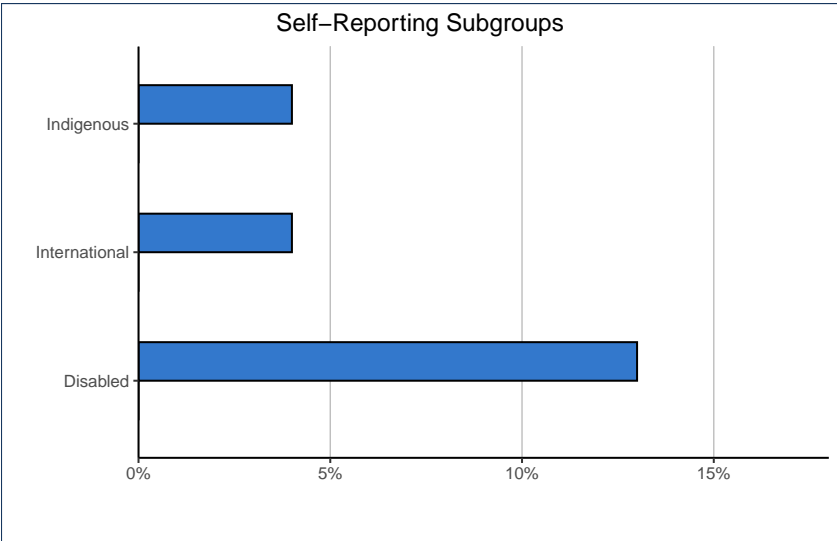
Age (at time of survey):	52.1001		KPU	
< 25	0	0%	22	9%
25 to 29	9	64%	151	64%
30 to 34	~	~	33	14%
35 to 39	~	~	~	~
40 to 49	0	0%	~	~
50 to 64	0	0%	~	~
> 64	0	0%	0	0%
Total	14	100%	236	100%
Median Age	28		27	
Average (mean) Age	29		29	

Age Distribution
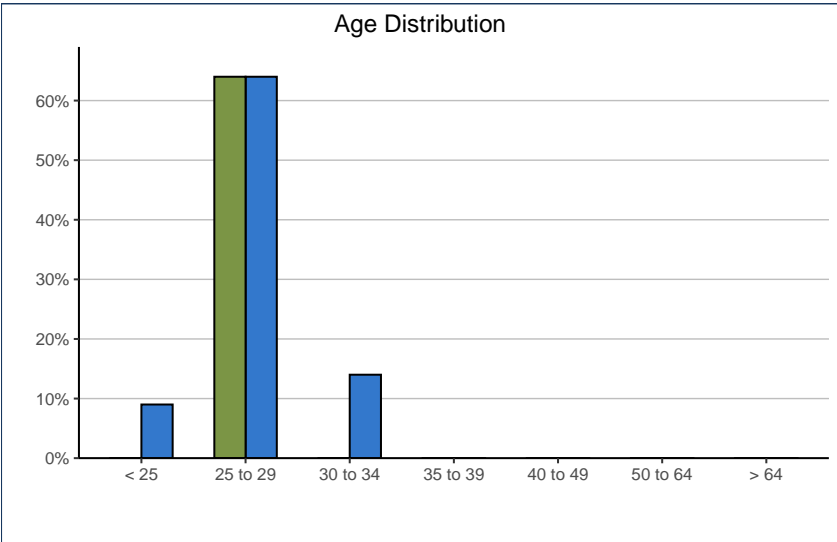
Place of Residence (at time of survey):	52.1001		KPU	
BC – Mainland/Southwest	12	92%	204	95%
BC – Vancouver Island/Coast	0	0%	~	~
BC – Northern B.C.	0	0%	0	0%
BC – Interior/Kootenays	0	0%	~	~
BC Subtotal	12	92%	209	97%
Canada – Alberta	~	~	~	~
Canada – Ontario	0	0%	~	~
Canada – Other	0	0%	~	~
U.S.A.	0	0%	0	0%
Non–BC Subtotal	~	~	6	3%
Total	~	~	215	100%

Place of Residence

Within BC

BC Student Outcomes

	KPU
52.1001	
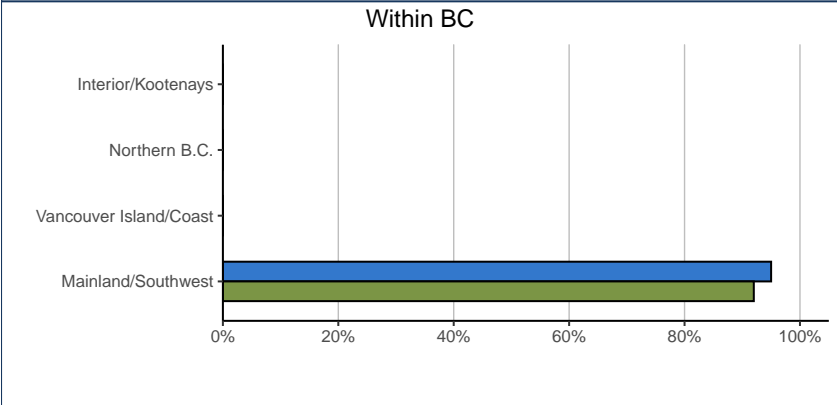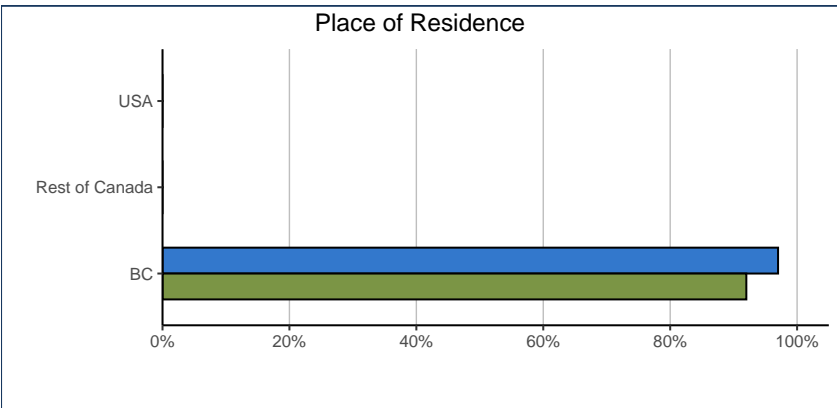
EDUCATION EVALUATION AND SKILL DEVELOPMENT

Program Satisfaction:	52.1001		KPU	
Very Satisfied	5	38%	76	33%
Satisfied	8	62%	132	57%
Dissatisfied	0	0%	20	9%
Very Dissatisfied	0	0%	4	2%
Total	13	100%	232	100%

Usefulness of Knowledge, Skills, and Abilities Acquired during Program in Work:	52.1001		KPU	
Very Useful	5	42%	91	48%
Somewhat Useful	6	50%	75	39%
Not Very Useful	1	8%	20	10%
Not at All Useful	0	0%	5	3%
Total	12	100%	191	100%

Took upgrading, access, bridging, or other preparatory courses during or prior to studies:	52.1001		KPU	
Yes	2	15%	30	13%
No	11	85%	200	87%

Would select the same program again:	52.1001		KPU	
Yes	10	91%	163	77%
No	1	9%	49	23%

Quality of Instruction:	52.1001		KPU	
Very Good	4	29%	64	27%
Good	10	71%	144	62%
Poor	0	0%	21	9%
Very Poor	0	0%	4	2%
Total	14	100%	233	100%

Comprehensiveness of Core Courses:	52.1001		KPU	
Very Good	3	23%	74	32%
Good	10	77%	133	57%
Poor	0	0%	18	8%
Very Poor	0	0%	7	3%
Total	13	100%	232	100%

Course Availability:	52.1001		KPU	
Encountered course availability problems	10	77%	132	58%

Financial Constraints:	52.1001		KPU	
Had to interrupt studies for financial reasons	2	14%	25	11%
Had to take program part–time for financial reasons	5	36%	53	23%

Program Satisfaction

Program Quality

* "Very Good" or "Good"

BC Student Outcomes

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Kwantlen Polytechnic University
52.1001: Human resources management/personnel administration, general
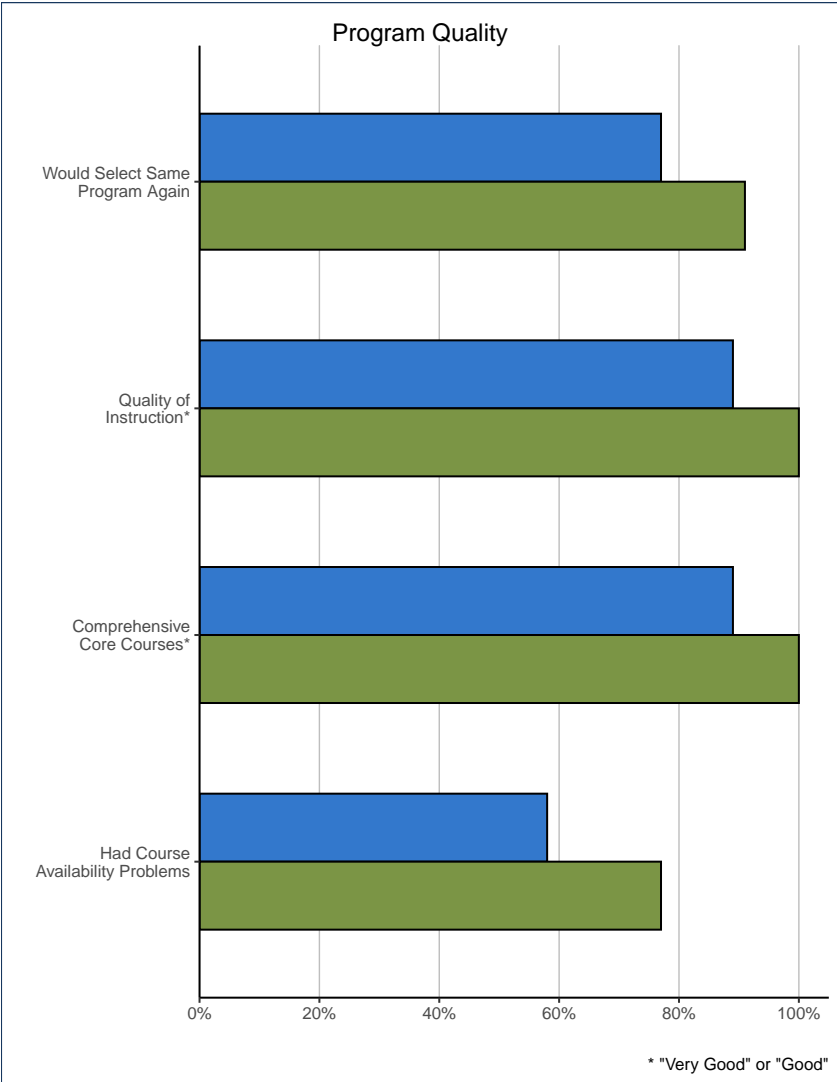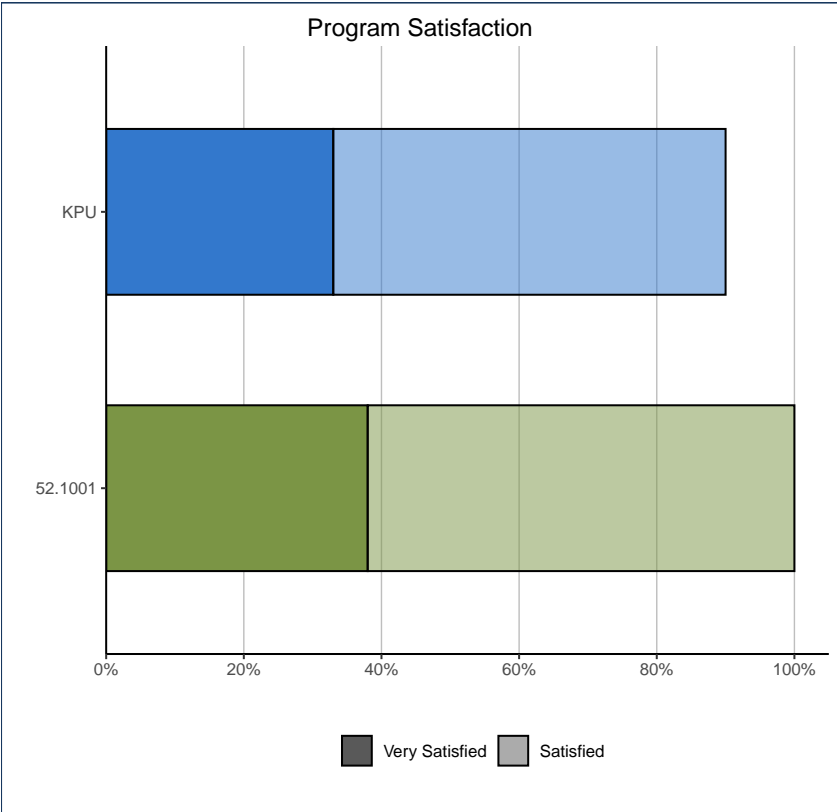
KPU
52.1001

SKILL DEVELOPMENT

Skill Development: How helpful was institution?	52.1001				
	Very Helpful	Helpful	Not Very Helpful	Not at All Helpful	# Resp.
Written Communication	21%	79%	0%	0%	14
Oral Communication	14%	79%	7%	0%	14
Reading and Comprehension	21%	64%	14%	0%	14
Group Collaboration	36%	50%	14%	0%	14
Critical Anlysis	36%	57%	7%	0%	14
Problem Resolution	8%	77%	15%	0%	13
Use of Mathematics	0%	92%	8%	0%	12
Conducting Research	29%	43%	29%	0%	14
Learning on Your Own	36%	57%	7%	0%	14

Skill Development: How helpful was institution?	KPU				
	Very Helpful	Helpful	Not Very Helpful	Not at All Helpful	# Resp.
Written Communication	35%	54%	9%	2%	226
Oral Communication	29%	57%	12%	2%	228
Reading and Comprehension	29%	59%	11%	1%	227
Group Collaboration	30%	53%	12%	5%	230
Critical Anlysis	38%	54%	5%	3%	234
Problem Resolution	23%	61%	12%	4%	225
Use of Mathematics	13%	60%	21%	6%	174
Conducting Research	32%	52%	15%	1%	223
Learning on Your Own	32%	58%	6%	3%	231

Helpful with Skill Development

"Very Helpful" or "Helpful"
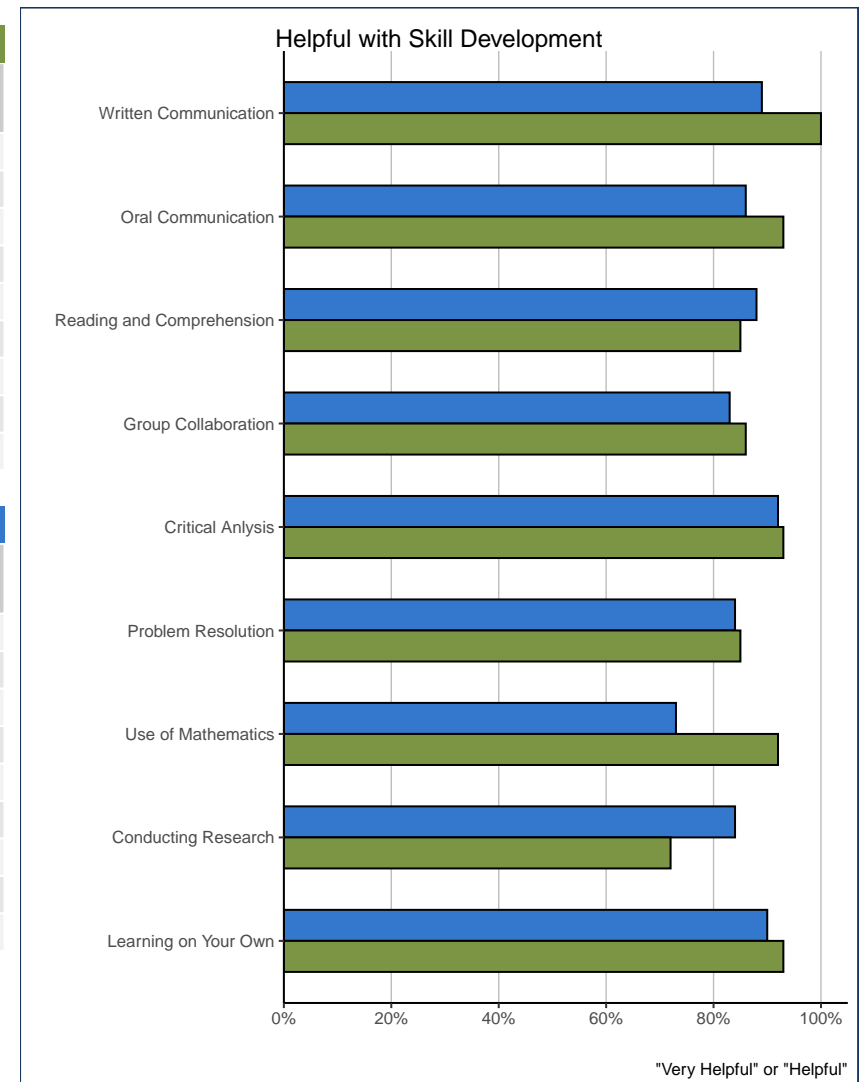
FURTHER EDUCATION

Took further education since 2022 graduation:	52.1001		KPU	
Yes	0	0%	97	41%
Not currently enrolled	0	0%	39	17%
Currently enrolled full–time	0	0%	45	19%
Currently enrolled part–time	0	0%	12	5%
No	14	100%	137	59%
Total	14	100%	234	100%

Have you taken further education since graduation?

Yes – Currently enrolled part–time Yes – Currently enrolled full–time
Yes – Not currently enrolled No
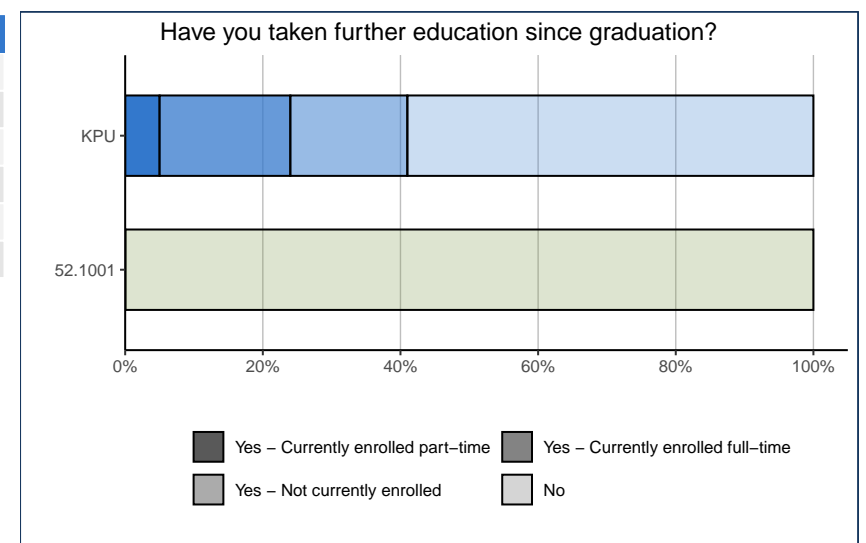
Type of Formal Post–Secondary Education:	52.1001		KPU	
Master's Degree	0	0%	26	27%
Doctoral Degree	0	0%	5	5%
Another Undergraduate Degree	0	0%	15	16%
Certificate or Diploma below Bachelor Level	0	0%	17	18%
Professional Association Certification	0	0%	13	14%
Postgraduate Certificate or Diploma	0	0%	16	17%
Other	0	0%	4	4%
Total	0	0%	96	100%

Further Education/Training Type

BC Student Outcomes

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KPU
52.1001
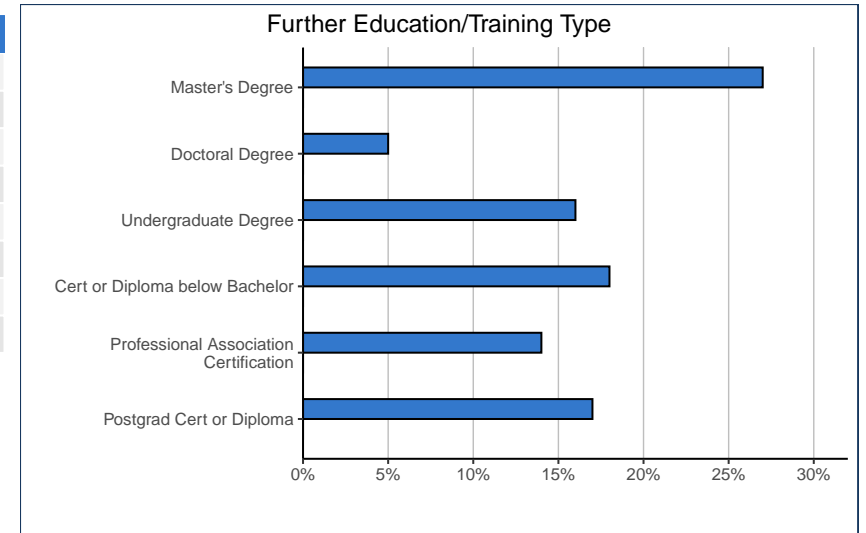
EMPLOYMENT

Labour Fource Status:	52.1001		KPU	
In Labour Force (working or seeking work)	14	100%	213	92%
Not in Labour Force	0	0%	19	8%
Total	14	100%	232	100%

Employment:	52.1001		KPU	
Employment Rate*	13	93%	194	82%
Unemployment Rate**	1	7.1%	19	8.9%

*Percent = Total employed divided by total number of respondents
**Percent = Total unemployed divided by total number in labour force
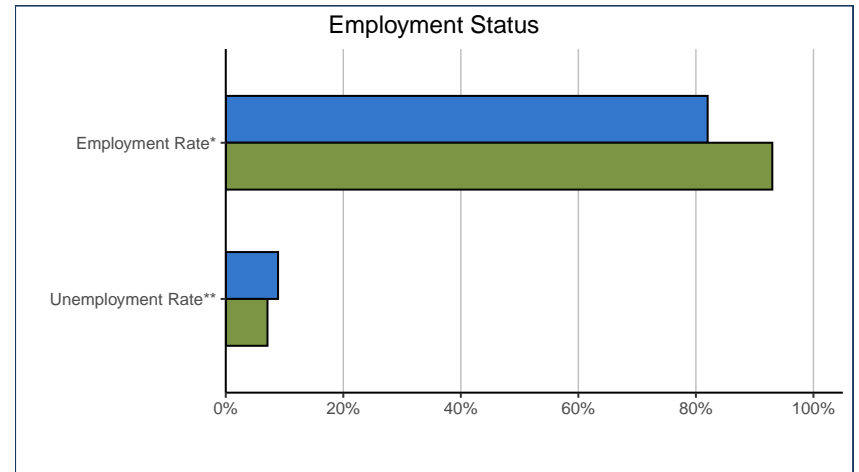
Employment Status

Status of Graduates NOT in Labour Force:	52.1001		KPU	
Attending School FT	0	0%	12	63%
Attending School PT	0	0%	0	0%
Other	0	0%	7	37%
Total NOT in Labour Force	0	0%	19	100%

Primary Employment Type:	52.1001		KPU	
Paid Worker	13	100%	186	96%
Self−Employed	0	0%	8	4%
Total	13	100%	194	100%

Job Characteristics:	52.1001		KPU	
I hold more than one job*	2	15%	40	21%
My main job is full−time (>= 30 hours per week)**	12	100%	152	83%

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

"Under−Employment" Assessment
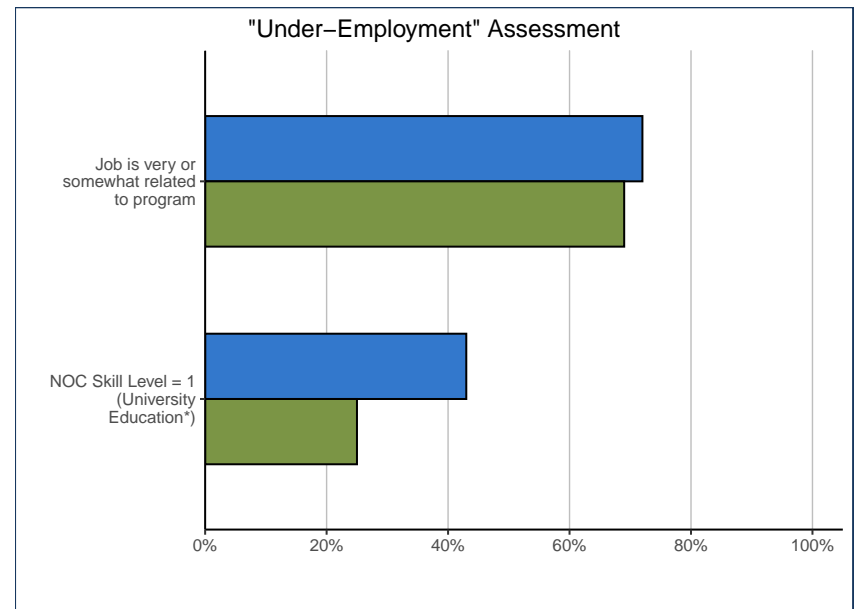
How related is your main job to your program?	52.1001		KPU	
Very Related	5	38%	80	41%
Somewhat Related	4	31%	58	30%
Not Very Related	1	8%	18	9%
Not at All Related	3	23%	37	19%
Total	13	100%	193	100%

"Under−Employment" Assessment:	52.1001		KPU	
Job is very or somewhat related to program	9	69%	138	72%
NOC Skill Level = 1 (University Education)*	3	25%	78	43%

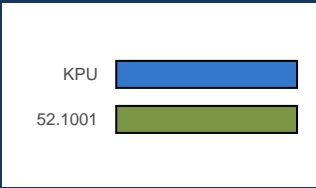*Of total valid responses; NOC 2021 (TEER)

Gross Annual Income from Main Job:*	52.1001		KPU	
Less than $20,000	0	0%	11	8%
$20,000 to $39,999	0	0%	17	12%
$40,000 to $59,999	~	~	43	31%
$60,000 to $79,999	~	~	39	28%
$80,000 to $99,999	~	~	20	14%
$100,000 and Above	~	~	10	7%
Total	8	100%	140	100%
Median Annual Income (full−time) ($)	70,500		62,546	
Average Annual Income (full−time) ($)	69,916		69,157	

*Where data provided

Gross Annual FT Income From Main Job ($,000)
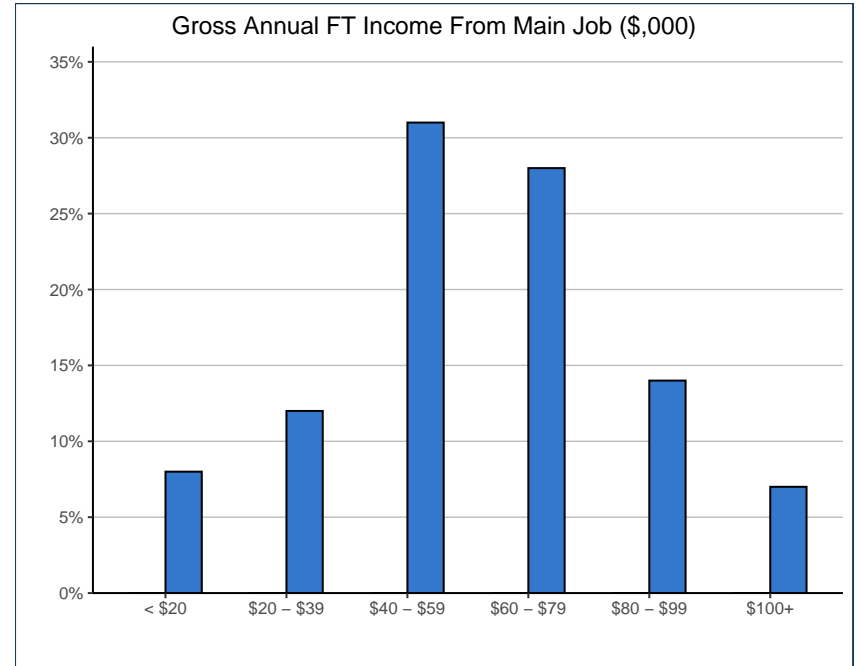
NOC Skill Type of Main Job (NOC 2021):	52.1001		KPU	
Legislative and senior management	0	0%	1	1%
Business, finance & administration	7	58%	58	32%
Natural & applied sciences & related	1	8%	16	9%
Health	1	8%	32	18%
Education, law and social, community & government	1	8%	30	16%
Art, culture, recreation & sport	0	0%	15	8%
Sales & service	2	17%	24	13%
Trades, transport & equipment operators & related	0	0%	4	2%
Natural resources, agriculture & related production	0	0%	1	1%
Manufacturing & utilities	0	0%	1	1%
Total	12	100%	182	100%

Employed Graduates by NOC Skill Type

BC Student Outcomes

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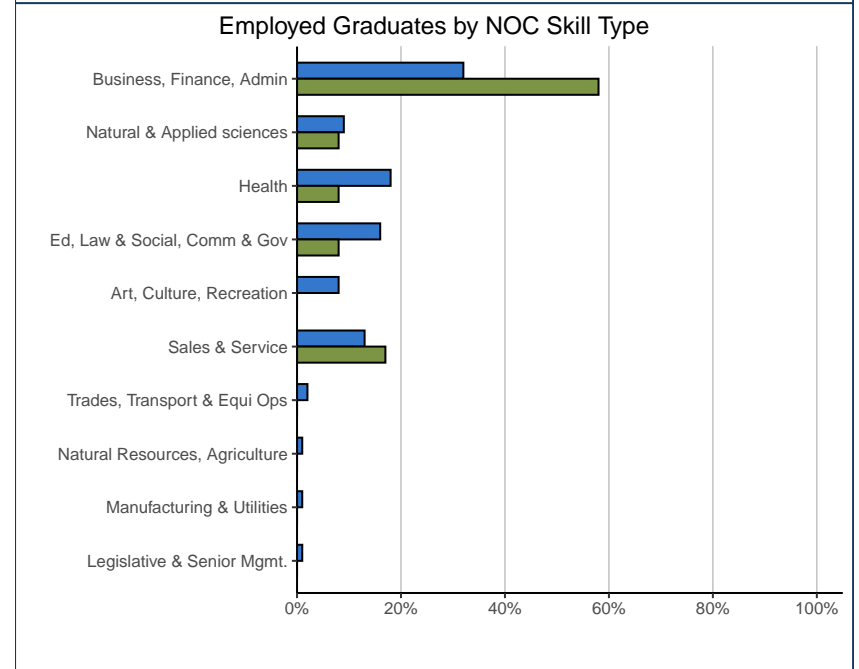
EMPLOYMENT, continued

NOC Skill Level of Main Job (NOC 2021 (TEER)):	52.1001		KPU	
0. Management	2	17%	11	6%
1. University education	3	25%	78	43%
2. College education/trade apprenticeship (2+ years)	3	25%	41	23%
3. College education/trade apprenticeship (<2 years)	3	25%	22	12%
4. Secondary school + job–specific training	1	8%	24	13%
5. No formal education	0	0%	6	3%
Total	12	100%	182	100%
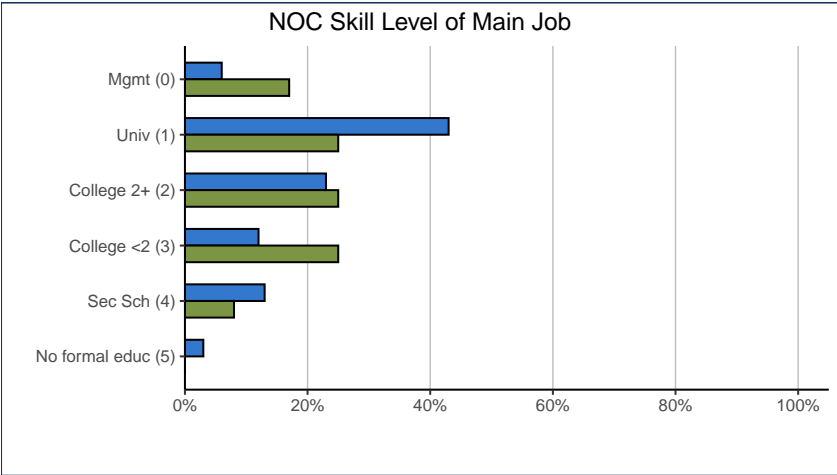
NOC Skill Level of Main Job

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	69%	31%	0%	0%	13
Oral Communication	83%	17%	0%	0%	12
Reading and Comprehension	42%	58%	0%	0%	12
Group Collaboration	77%	23%	0%	0%	13
Critical Anlysis	67%	33%	0%	0%	12
Problem Resolution	75%	25%	0%	0%	12
Use of Mathematics	23%	31%	23%	23%	13
Conducting Research	33%	33%	17%	17%	12
Learning on Your Own	54%	46%	0%	0%	13

How useful are the following skills and abilities in doing your main job?	KPU				
	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	# Resp.
Written Communication	68%	24%	4%	4%	191
Oral Communication	79%	18%	1%	3%	192
Reading and Comprehension	70%	24%	4%	2%	192
Group Collaboration	79%	18%	2%	1%	193
Critical Anlysis	74%	20%	4%	2%	192
Problem Resolution	76%	20%	3%	1%	192
Use of Mathematics	32%	38%	20%	10%	183
Conducting Research	37%	37%	14%	12%	183
Learning on Your Own	64%	33%	3%	1%	193

Useful Skills

"Very Useful" or "Somewhat Useful"

Top 10 Full–Time Occupations of 52.1001 Graduates*:			52.1001
NOC_2021	NOC Skill Level	Description	% Employed FT in this Occ.**
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*			
*			
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* Data not displayed where n < 5; NOC 2021
** Percentages cited are of those employed

Top 10 Full–Time Occupations of KPU Graduates*:			KPU
NOC_2021	NOC Skill Level	Description	% Employed FT in this Occ.**
31301	1	Registered nurses and registered psychiatric nurses	11%
11100	1	Financial auditors and accountants	8%
XXXXX	X	Unclassified occupations	4%
11202	1	Professional occupations in advertising, marketing and public relations	3%
42201	2	Social and community service workers	3%
22221	2	User support technicians	3%
52120	2	Graphic designers and illustrators	3%
*			
*			
*			

* Data not displayed where n < 5; NOC 2021
** Percentages cited are of those employed

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KPU
52.1001

EDUCATION FINANCING

Funding Sources (3 sources allowed):*	52.1001		KPU	
Personal savings, investments	5	36%	67	29%
Employment while studying	12	86%	133	58%
Family/Friends	6	43%	110	48%
Personal bank loans	1	7%	14	6%
Government student loans	3	21%	87	38%
Scholarships/Bursaries/Grants	2	14%	55	24%
Other	3	21%	40	17%
Total	14		229	

* Percentage of respondents who identified this source

Financial Debt Incurred to Finance Bac. Ed.:*	52.1001		KPU	
Incurred any form of financial debt	4	29%	108	47%
Incurred government–sponsored student loan debt	3	21%	97	41%

* Percentage of respondents who provided data

Education Funding Sources

Financial Debt Amount:*	52.1001		KPU	
< $1,000	0	0%	0	0%
$1,000 to $4,999	0	0%	2	2%
$5,000 to $9,999	1	25%	7	8%
$10,000 to $14,999	0	0%	7	8%
$15,000 to $19,999	0	0%	9	10%
$20,000 to $29,999	0	0%	18	20%
$30,000 to $39,999	1	25%	14	16%
$40,000 or More	2	50%	33	37%
Total	4	100%	90	100%
Median Financial Debt ($)	40,000		30,000	

* Includes only cases where financial debt was incurred

Financial Debt Incurred ($,000)

Gov't–Sponsored Student Loan Debt Amount:*	52.1001		KPU	
< $1,000	0	0%	0	0%
$1,000 to $4,999	0	0%	3	4%
$5,000 to $9,999	1	33%	6	9%
$10,000 to $14,999	0	0%	5	7%
$15,000 to $19,999	0	0%	7	10%
$20,000 to $29,999	0	0%	15	21%
$30,000 to $39,999	1	33%	7	10%
$40,000 or More	1	33%	27	39%
Total	3	100%	70	100%
Median Gov't–Sponsored Loan Debt ($)	32,000		28,000	

* Includes only cases where government–sponsored debt was incurred

Government–Sponsored Debt Incurred ($,000)

Gov't–Sponsored Loan Debt Outstanding:*	52.1001		KPU	
None – Loan repaid in full	0	0%	9	12%
< $1,000	0	0%	0	0%
$1,000 to $4,999	1	33%	3	4%
$5,000 to $9,999	0	0%	6	8%
$10,000 to $14,999	0	0%	8	11%
$15,000 to $19,999	0	0%	8	11%
$20,000 to $29,999	1	33%	10	13%
$30,000 to $39,999	1	33%	18	24%
$40,000 or More	0	0%	14	18%
Total	3	100%	76	100%
Median Gov't–Sponsored Loan Debt Outstanding** ($)	26,000		27,700	

* 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)