



Higher Education
Quality Council
of Ontario

An agency of the Government of Ontario



Work-Integrated Learning in Ontario's Postsecondary Sector: The Pathways of Recent College and University Graduates – Appendix

Julie Peters, Peggy Sattler
and Jenna Kelland, Academica Group

Published by

The Higher Education Quality Council of Ontario

1 Yonge Street, Suite 2402
Toronto, ON Canada, M5E 1E5

Phone: (416) 212-3893
Fax: (416) 212-3899
Web: www.heqco.ca
E-mail: info@heqco.ca

Cite this publication in the following format:

Peters, J., Sattler, P., & Kelland, J. (2014). *Work-Integrated Learning in Ontario's Postsecondary Sector: The Pathways of Recent College and University Graduates Appendix*. Toronto: Higher Education Quality Council of Ontario.



The opinions expressed in this research document are those of the authors and do not necessarily represent the views or official policies of the Higher Education Quality Council of Ontario or other agencies or organizations that may have provided support, financial or otherwise, for this project.
© Queens Printer for Ontario, 2014

Table of Contents

Appendix A – Contact Summary	3
Appendix B – College Respondent Profiles	4
Appendix C – University Respondent Profiles	7
Appendix D – Labour Force Status and Postsecondary Education Participation	10
Appendix E – Labour Market Entry	13
Appendix F – Labour Market Experience	18
Appendix G – Financial Outcomes	25

Appendix A – Contact Summary

Table A 1: Call Disposition (Total Sample)

Total Sample	7,218	
Uncontactable cases (invalid phone and email)	38	0.5%
Net contactable cases	7,180	99.5%
Cases only contactable by email (invalid phone)	3,485	48.5%
Cases only contactable by phone (invalid email)	40	0.6%
Cases contactable by phone and email	3,655	50.9%
Complete (phone and online)	3,340	46.5%

Appendix B – College Respondent Profiles

Table B 1: College Sample Comparison for Graduating Student Survey and Follow-Up Survey

		Graduating Student Survey n=4,475	Follow-Up Survey n=1,163
		%	
Gender	Male	42.4	41.5
	Female	57.6	58.5
Age	17-19	14.0	12.8
	20-24	56.1	56.6
	25-29	15.7	15.9
	30+	14.2	14.7
Marital status	Single	83.4	75.2
	Married/common-law	14.1	22.3
	Divorced/separated/widowed	2.5	2.4
Dependent children	No children	88.2	86.9
	Have dependent children	11.8	13.1
Visible minority	Not Aboriginal or visible minority	65.8	71.1
	Visible minority	31.3	26.9
	First Nations, Métis or Inuit	2.9	2.1
Ethnicity	Caucasian/White	68.8	74.2
	Black	7.0	6.7
(Multiple response)	South Asian	6.9	6.2
	Chinese	5.1	3.7
	Latin American	3.8	4.3
	Filipino	2.9	2.1
	First Nations, Métis or Inuit	2.9	2.1
	Arab	2.0	1.5
	Southeast Asian	2.0	1.8
	West Asian	1.4	1.0
	Korean	1.2	0.8
	Japanese	0.4	0.1
Status in Canada	Born in Canada	76.0	79.1
	Immigrant (moved to Canada in 2006 or earlier)	14.8	14.4
	Recent immigrant (moved to Canada in 2007 or later)	3.9	2.7
	International student	5.3	3.8
Disabilities	No	89.5	89.1
	Yes	10.5	10.9
First generation	No	66.1	68.3
	Yes	33.9	31.7
Program area	Health, social and community services	32.8	34.4
	Business	29.2	28.9
	Applied arts	25.3	23.7
	Technology	12.7	12.9
CGPA	80% or above (mainly As)	31.6	33.3
	70-79% (mainly Bs)	51.7	55.2
	60-69% (mainly Cs)	14.7	10.4
	50-59% (mainly Ds)	2.1	1.0
Credential	1-year college certificate	19.5	12.9
	2-year college diploma	58.9	62.1
	3-year advanced college diploma	18.6	21.1
	College degree	3.0	3.9

Table B 2: College Demographic Characteristics

		All	WIL	No WIL
		%		
Gender (n=1,156)	Male*	41.5	38.2	50.9
	Female*	58.5	61.8	49.1
Age at time of graduating student survey (n=1,143)	17-19*	12.8	11.0	17.8
	20-24	56.6	56.2	57.5
	25-29	15.9	16.8	13.5
	30+*	14.7	16.0	11.2
Marital status (n=1,136)	Single*	75.2	73.6	79.7
	Married/common-law	22.3	23.6	18.8
	Divorced/separated/widowed	2.4	2.8	1.5
Dependent children (n=1,158)	No children	86.9	86.3	88.6
	Have dependent children	13.1	13.7	11.4
Visible minority (n=1,136)	Not Aboriginal or visible minority	71.1	70.5	72.6
	Visible minority	26.9	27.7	24.5
	First Nations, Métis or Inuit	2.1	1.8	2.9
Ethnicity (n=1,136)	Caucasian/White	74.2	73.4	76.7
	Black	6.7	7.3	5.2
	South Asian	6.2	6.7	4.8
	Chinese	3.7	4.0	2.9
	Latin American	4.3	4.4	4.0
	Filipino	2.1	2.1	2.2
	First Nations, Métis or Inuit	2.1	1.8	2.9
	Arab	1.5	1.5	1.6
	Southeast Asian	1.8	1.7	1.9
	West Asian	1.0	0.8	1.6
	Korean	0.8	0.6	1.2
	Japanese	0.1	0.1	0.0
Status in Canada (n=1,156)	Born in Canada	79.1	77.8	82.6
	Immigrant (moved to Canada in 2006 or earlier)	14.4	15.2	12.1
	Recent immigrant (moved to Canada in 2007 or later)	2.7	2.9	2.2
	International student	3.8	4.1	3.0
Disabilities (n=1,134)	No	89.1	88.9	89.7
	Yes	10.9	11.1	10.3
First generation (n=1,119)	No	68.3	67.2	71.4
	Yes	31.7	32.8	28.6
Region (n=1,139)	Central Ontario	28.6	29.4	26.4
	Greater Toronto Area (GTA)*	38.3	40.0	33.4
	Eastern Ontario*	19.9	17.5	26.6
	Southwestern Ontario	5.6	5.4	6.2
	Northern Ontario	2.3	2.3	2.4
	Out of province	4.5	4.5	4.6
	International	0.8	0.9	0.4

Base: All college respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table B 3: College Academic Characteristics

		All	WIL	No WIL
		%		
Program area (n=1,154)	Health, social and community services*	34.4	42.4	12.3
	Business	28.9	29.4	27.4
	Applied arts*	23.7	17.3	41.6
	Technology*	12.9	10.9	18.6
CGPA (n=1,154)	80% or above (mainly As)	33.3	34.1	31.2
	70-79% (mainly Bs)	55.2	55.6	54.2
	60-69% (mainly Cs)	10.4	9.4	13.2
	50-59% (mainly Ds)	1.0	0.9	1.4
Previous PSE (n=1,140)	University credential(s)*	8.8	10.6	3.9
	College credential(s)*	14.2	15.6	10.3
	Other	2.0	2.0	1.9
	Multiple credential types	2.9	3.3	1.7
	No credential but took courses	15.8	15.7	16.0
	No*	56.3	52.8	66.2
Credential earned (n=1,160)	1-year college certificate*	12.9	6.2	31.5
	2-year college diploma*	62.1	68.4	44.5
	3-year advanced college diploma*	21.1	20.0	24.0
	College degree	3.9	5.3	0.0
WIL participation (n=1,163)	Yes	73.5	100.0	0.0
	No	26.5	0.0	100.0
Type of WIL (n=1,163)	Field placement	33.5	45.8	0.0
	Co-op	21.1	28.9	0.0
	Practicum	20.3	27.8	0.0
	Internship	16.1	22.0	0.0
	Applied research project	5.4	7.4	0.0
	Service learning	4.3	5.9	0.0
	No WIL	26.5	0.0	100.0
Changed program of study (n=1,162)	Yes	9.2	8.4	11.1
	No	90.8	91.6	88.9

Base: All college respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Appendix C – University Respondent Profiles

Table C 1: University Sample Comparison for Graduating Student Survey and Follow-Up Survey

		Graduating Student Survey n=5,852	Follow-Up Survey n=1,968	
		%		
Gender	Male	40.9	40.3	
	Female	59.1	59.7	
Age	20-24	75.3	76.4	
	25-29	15.7	15.4	
	30+	9.1	8.2	
Marital status	Single	87.1	77.5	
	Married/common-law	11.7	21.3	
	Divorced/separated/widowed	1.2	1.2	
Dependent children	No children	93.6	92.9	
	Have dependent children	6.4	7.1	
Visible minority	Not Aboriginal or visible minority	65.7	70.2	
	Visible minority	32.4	27.6	
	First Nations, Métis or Inuit	1.8	2.1	
Ethnicity	Caucasian/White	68.6	73.4	
	Chinese	10.0	8.6	
(Multiple response)	South Asian	7.4	6.5	
	Black	5.7	5.0	
	Arab	2.6	2.2	
	Latin American	2.1	1.9	
	First Nations, Métis or Inuit	1.8	2.1	
	West Asian	1.7	1.9	
	Southeast Asian	1.7	1.0	
	Filipino	1.2	1.0	
	Korean	1.2	0.6	
	Japanese	0.3	0.2	
	Status in Canada	Born in Canada	75.1	79.0
		Immigrant (moved to Canada in 2006 or earlier)	18.8	16.6
Recent immigrant (moved to Canada in 2007 or later)		2.3	1.9	
International student		3.8	2.5	
Disabilities	No	94.3	93.2	
	Yes	5.7	6.8	
First generation	No	77.7	79.0	
	Yes	22.3	21.0	
Program area	Social sciences	38.9	39.3	
	Science and engineering	18.9	17.6	
	Health sciences and social services	15.7	15.8	
	Arts and humanities	15.4	16.4	
	Business	11.1	10.9	
CGPA	90% or above (mainly A+s)	2.6	2.6	
	80-89% (mainly As)	29.6	31.4	
	70-79% (mainly Bs)	52.6	53.1	
	60-69% (mainly Cs)	14.9	12.8	
	50-59% (mainly Ds)	0.3	0.1	

Table C 2: University Demographic Characteristics

		All	WIL	No WIL
		%		
Gender (n=1,954)	Male	40.3	40.6	40.0
	Female	59.7	59.4	60.0
Age at time of graduating student survey (n=1,945)	20-24	76.4	75.5	77.3
	25-29	15.4	15.6	15.1
	30+	8.2	8.9	7.5
Marital status (n=1,947)	Single*	77.5	75.7	79.5
	Married/common-law	21.3	23.0	19.6
	Divorced/separated/widowed	1.2	1.4	1.0
Dependent children (n=1,967)	No	92.9	92.1	93.6
	Yes	7.1	7.9	6.4
Visible minority (n=1,924)	Not Aboriginal or visible minority*	70.2	65.9	74.7
	Visible minority*	27.6	32.1	23.0
	First Nations, Métis or Inuit	2.1	2.0	2.3
Ethnicity (n=1,924) (Multiple responses)	Caucasian/White*	73.4	69.1	77.9
	Chinese*	8.6	11.2	6.0
	South Asian*	6.5	8.2	4.6
	Black	5.0	5.0	4.9
	Arab	2.2	2.7	1.6
	Latin American	1.9	2.0	1.9
	First Nations, Métis or Inuit	2.1	2.0	2.3
	West Asian	1.9	1.6	2.1
	Southeast Asian	1.0	.9	1.2
	Filipino	1.0	1.3	0.8
	Korean	0.6	0.9	0.3
	Japanese	0.2	0.1	0.4
Status in Canada (n=1,958)	Born in Canada*	79.0	75.7	82.4
	Immigrant (moved to Canada in 2006 or earlier)*	16.6	19.3	13.9
	Recent immigrant (moved to Canada in 2007 or later)	1.9	2.3	1.4
	International student	2.5	2.7	2.3
Disabilities (n=1,928)	No*	93.2	94.6	91.7
	Yes*	6.8	5.4	8.3
First generation (n=1,942)	No*	79.0	82.1	75.9
	Yes*	21.0	17.9	24.1
Region (n=1,944)	Central Ontario	8.2	7.6	8.7
	Greater Toronto Area (GTA)	32.4	31.5	33.3
	Eastern Ontario	18.5	18.8	18.3
	Southwestern Ontario	22.7	23.3	22.0
	Northern Ontario	5.2	5.3	5.0
	Out of province	8.4	8.7	8.1
	International	4.6	4.8	4.5

Base: All university respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table C 3: University Academic Characteristics

		All	WIL	No WIL
		%		
Program area (n=1,938)	Social sciences*	39.3	32.3	46.4
	Science and engineering*	17.6	21.0	14.1
	Arts and humanities*	16.4	13.1	19.9
	Health sciences and social services*	15.8	22.7	8.7
	Business	10.9	10.9	11.0
CGPA (n=1,947)	90% or above (mainly A+s)	2.6	2.9	2.4
	80-89% (mainly As)*	31.4	37.2	25.4
	70-79% (mainly Bs)	53.1	51.1	55.2
	60-69% (mainly Cs)*	12.8	8.7	17.1
	50-59% (mainly Ds)	0.1	0.2	0.0
Previous PSE credential (n=1,949)	University credential(s)*	4.6	6.3	2.9
	College credential(s)	11.2	10.1	12.3
	Other	1.1	0.8	1.4
	Multiple credential types*	1.2	1.7	0.7
	No credential but took courses	6.2	5.7	6.6
Credential earned (n=1,968)	No	75.7	75.3	76.1
	3-year university bachelor's degree*	9.7	5.0	14.6
WIL participation (n=1,968)	4-year university bachelor's degree*	90.3	95.0	85.4
	Yes	50.7	100.0	0.0
Type of WIL (n=1,968)	No	49.3	0.0	100.0
	Field placement	8.6	17.2	0.0
	Co-op	14.4	28.7	0.0
	Practicum	15.5	31.0	0.0
	Internship	12.0	23.8	0.0
	Applied research project	7.5	14.9	0.0
	Service learning	6.0	12.1	0.0
Changed program of study (n=1,961)	No WIL	49.9	0.0	100.0
	Yes*	29.5	22.9	36.3
	No*	70.5	77.1	63.7

Base: All university respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Appendix D – Labour Force Status and Postsecondary Education Participation

Table D 1: College Current Employment Status

	All	WIL	No WIL
	n=1,158	n=863	n=295
	%		
Employed or self-employed*	79.5	81.2	74.8
Not employed and looking for work	7.9	7.8	8.1
Not employed and not looking for work*	2.0	1.3	4.1
Attending an educational institution or training program	10.6	9.7	13.1

Base: All college respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 2: College Labour Force Participation Rate

	All	WIL	No WIL
	n=1,158	n=863	n=295
	%		
Labour force participation rate*	87.4	89.0	82.9

Base: All college respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 3: College Unemployment Rate

	All	WIL	No WIL
	n=1,018	n=773	n=245
	%		
Unemployment rate	9.0	8.8	9.8

Base: College respondents in the labour force

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 4: College Graduates' Participation in Additional PSE since Graduation

	All	WIL	No WIL
	n=1,160	n=866	n=294
	%		
Yes*	37.2	33.9	46.5
No*	62.8	66.1	53.5

Base: College respondents not currently attending an educational institution or training program

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 5: College Graduates' Additional Credentials Earned Since Graduation

	All	WIL	No WIL
	n=1,149	n=860	n=289
	%		
University credential	3.3	3.4	2.9
College credential	2.8	3.2	1.6
Other credential	2.8	2.3	4.0
None	91.2	91.1	91.5

Base: College respondents not currently attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 6: College Graduates' Postsecondary Education Plans among those not currently Enrolled

	All	WIL	No WIL
	n=1,047	n=790	n=257
	%		
Plan to attend in near future	39.1	38.5	40.9
Do not plan to attend in near future	31.0	31.3	30.1
Not sure	29.9	30.2	29.1

Base: College respondents not currently attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 7: University Graduates' Current Employment Status

	All	WIL	No WIL
	n=1,965	n=1,005	n=960
	%		
Employed or self-employed*	69.8	72.0	67.5
Not employed and looking for work*	6.7	5.2	8.2
Not employed and not looking for work	1.5	1.1	1.8
Attending an educational institution or training program	22.1	21.7	22.5

Base: All university respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 8: University Labour Force Participation Rate

	All	WIL	No-WIL
	n=1,965	n=1,005	n=960
	%		
Labour force participation rate	76.4	77.2	75.7

Base: All university respondents

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 9: University Unemployment Rate

	All	WIL	No-WIL
	n=1,467	n=763	n=704
	%		
Unemployment rate*	8.7	6.7	10.8

Base: University respondents in the labour force

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 10: University Graduates' Participation in Additional PSE since Graduation

	All	WIL	No WIL
	n=1,965	n=1,006	n=959
	%		
Yes*	52.5	50.0	55.1
No*	47.5	50.0	44.9

Base: College respondents not currently attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 11: University Graduates' Additional Credentials Earned since Graduation

	All	WIL	No WIL
	n=1,951	n=997	n=954
	%		
University credential*	12.5	11.0	14.1
College credential*	3.8	2.7	4.9
Other credential	2.4	1.8	3.0
None*	81.3	84.5	78.0

Base: College respondents not currently attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table D 12: University Graduates' Postsecondary Education Plans among those not currently Enrolled

	All	WIL	No WIL
	n=1,500	n=776	n=724
	%		
Plan to attend in near future	45.0	45.1	44.9
Do not plan to attend in near future	29.3	29.2	29.4
Not sure	25.7	25.7	25.6

Base: University respondents not currently attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Appendix E – Labour Market Entry

Table E 1: Job-Seeking Strategies Used by College Graduates

	All	WIL	No WIL
	n=914	n=714	n=200
	%		
Searched internet job postings	79.3	78.2	82.8
Talked to teachers/faculty for referrals/career advice	44.9	45.4	43.0
Searched job ads in newspapers or print publications	38.9	37.1	44.7
Contacted previous employers from my co-op, internship, practicum, etc.*	34.4	41.5	10.3
Received referrals to prospective employers from friends and family	34.2	33.5	36.4
Attended a job fair	31.6	30.0	36.8
Contacted previous part-time, full-time or summer employers	28.8	28.8	28.7
Made cold calls to employers I was interested in	27.0	26.2	29.7
Volunteered on my own time in my chosen field of employment	25.8	27.0	21.8
Joined a networking organization	25.6	25.5	25.9
Used employment agency services*	25.0	22.4	33.6
Obtained job search information from campus career centre	22.5	22.0	24.2
Conducted information interview(s)	15.2	15.8	13.0
Talked to a campus career centre counselor	12.3	12.1	13.1
Developed a plan to start my own business	10.2	10.1	10.5
Other*	1.4	0.8	3.7
None	0.4	0.6	0.0

Base: College respondents who searched for a job since graduating, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 2: Greatest Impact on Obtaining Employment for College Graduates (Multiple Response)

	All	WIL	No WIL
	n=857	n=665	n=192
	%		
Searching internet job postings*	28.6	26.9	34.1
Work experience gained as part of my PSE program*	27.7	35.1	5.1
Work experience gained through part-time employment	24.0	23.6	25.4
Work experience gained through full-time employment	19.4	19.6	18.7
Referrals to prospective employers from family and friends*	18.7	16.4	25.6
Work experience gained through summer jobs	14.6	15.0	13.5
Talking to teachers/faculty for referrals or career advice*	12.9	14.3	8.6
Volunteering in my chosen field of employment*	10.7	12.3	6.0
Contacting previous employers from my co-op, internship, practicum etc.*	5.5	6.9	1.3
Contacting previous part-time, full-time or summer job employers	5.1	5.2	4.9
Searching job ads in newspapers or print publications	4.6	4.3	5.5
Using the services of an employment agency	3.7	3.3	5.1
Cold calls to prospective employers	3.6	3.3	4.6
Developing a plan to start my own business*	3.2	4.0	0.7
Joining a networking organization	3.2	3.1	3.4
Attending job fairs	2.4	1.9	3.8
Obtaining job search information from a campus career centre	1.4	1.1	2.0
Talking to campus career centre counselor	1.0	1.3	0.0
Conducting information interviews	0.9	0.6	1.6

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 3: Quality of Postsecondary Education in Developing Skills among College Graduates

	All	WIL	No WIL
	n=1,018	n=773	n=245
	Mean on a 5-Point Scale		
Ability to work with others*	4.23	4.27	4.11
Participating in and managing tasks and projects*	4.17	4.20	4.05
Thinking and problem solving skills	4.14	4.16	4.09
Ability to adapt to different situations*	4.12	4.17	3.97
Becoming a lifelong learner	4.10	4.13	4.00
Communication and presentation skills*	4.09	4.15	3.92
Personal and social responsibility*	4.09	4.13	3.98
Self-confidence and positive attitude	4.03	4.06	3.93
Information management and computer literacy skills	3.94	3.97	3.85
Knowledge of workplace safety*	3.76	3.80	3.63
Numeracy and data skills	3.51	3.51	3.54

Base: College respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 4: Time to First Employment for College Graduates

	All	WIL	No WIL
	n=979	n=743	n=236
	%		
Continued to work at same job held while a student	26.5	24.3	32.9
Had new job arranged before finishing school	19.5	20.3	17.3
1 to 6 months	44.1	45.5	39.9
More than 6 months	9.9	9.8	10.0

Base: College respondents who held at least one job since graduation, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 5: Job-Seeking Strategies Used by University Graduates

	All	WIL	No WIL
	n=1,350	n=706	n=644
	%		
Searched internet job postings*	79.2	73.9	84.9
Attended a job fair	40.4	41.3	39.3
Received referrals to prospective employers from friends and family	38.3	36.1	40.6
Contacted previous part-time, full-time or summer employers*	37.2	34.6	40.0
Searched job ads in newspapers or print publications*	35.4	31.4	39.6
Talked to teachers/faculty for referrals/career advice	34.2	36.1	32.3
Obtained job search information from campus career centre	29.3	27.5	31.2
Contacted previous employers from my co-op, internship, practicum etc.*	27.1	43.2	9.9
Volunteered on my own time in my chosen field of employment*	24.6	22.0	27.3
Joined a networking organization	23.0	23.3	22.7
Used employment agency services	22.5	21.8	23.3
Made cold calls to employers I was interested in	21.8	22.8	20.8
Conducted information interview(s)	15.3	14.9	15.8
Talked to a campus career centre counselor*	14.5	12.4	16.7
Developed a plan to start my own business*	7.8	6.2	9.4
Other*	1.2	1.9	0.5
None	1.5	2.1	0.7

Base: University respondents who had searched for a job since graduating, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 6: Greatest Impact on Obtaining Employment for University Graduates

	All	WIL	No WIL
	n=1,270	n=677	n=593
	%		
Work experience gained through part-time employment*	27.1	22.3	32.4
Work experience gained through summer jobs	25.3	24.6	26.1
Work experience gained as part of my PSE program*	23.2	38.9	5.8
Referrals to prospective employers from family and friends*	22.2	17.3	27.6
Searching internet job postings	21.4	22.0	20.7
Work experience gained through full-time employment*	14.5	12.7	16.5
Volunteering in my chosen field of employment	11.4	12.1	10.6
Talking to teachers/faculty for referrals or career advice	7.8	8.6	7.0
Contacting previous employers from my co-op, internship, practicum etc.*	6.3	10.4	1.8
Contacting previous part-time, full-time or summer job employers	5.5	4.6	6.6
Attending job fairs*	5.3	6.5	4.0
Using the services of an employment agency	4.6	3.8	5.4
Cold calls to prospective employers	4.3	4.3	4.4
Obtaining job search information from a campus career centre	3.1	3.4	2.8
Developing a plan to start my own business	2.7	2.1	3.5
Joining a networking organization	1.9	2.4	1.3
Searching job ads in newspapers or print publications	1.8	1.7	1.8
Conducting information interviews	1.6	1.5	1.6
Talking to campus career centre counselor*	1.5	0.6	2.6

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 7: Quality of Postsecondary Education in Developing Skills among University Graduates

	All	WIL	No WIL
	n=1,467	n=763	n=704
	Mean on a 5-Point Scale		
Thinking and problem solving skills*	4.17	4.23	4.11
Becoming a lifelong learner	4.05	4.08	4.02
Ability to work with others*	4.02	4.11	3.93
Ability to adapt to different situations*	4.00	4.08	3.90
Communication and presentation skills	3.99	4.02	3.95
Participating in and managing tasks and projects	3.93	3.96	3.89
Personal and social responsibility	3.93	3.97	3.88
Self-confidence and positive attitude*	3.79	3.85	3.73
Information management and computer literacy skills*	3.66	3.76	3.55
Numeracy and data skills*	3.42	3.54	3.28
Knowledge of workplace safety*	2.98	3.18	2.76

Base: University respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table E 8: Time to First Employment for University Graduates

	All n=1,419	WIL n=744	No WIL n=675
	%		
Continued to work at same job held while a student	28.5	23.7	33.7
Had new job arranged before finishing school	23.6	30.4	16.3
1 to 6 months	41.0	39.8	42.1
More than 6 months	6.9	6.1	7.9

*Base: University respondents who held at least one job since graduation, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.*

Appendix F – Labour Market Experience

Table F 1: College Graduates' Number of Jobs Held since Graduation

	All	WIL	No WIL
	n=1,018	n=773	n=245
	%		
5 or more	4.2	4.3	4.0
4	5.9	6.5	4.1
3	16.0	17.1	12.6
2	32.6	33.8	29.0
1*	39.0	35.8	48.6
Have not held any jobs	2.4	2.6	1.7

Base: College respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 2: Number of Jobs currently Held by College Graduates

	All	WIL	No WIL
	n=890	n=678	n=212
	%		
1*	69.7	67.0	77.7
2	24.0	25.0	21.1
3*	5.3	6.7	0.9
4	0.8	1.1	0.0
5+	0.2	0.1	0.3

Base: Employed college respondents, excluding those attending a PSE institution and those on leave from their employment

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 3: Current Type of Primary Employment among College Graduates

	All	WIL	No WIL
	n=922	n=704	n=218
	%		
Permanent full-time	48.3	47.1	51.7
Permanent part-time	24.0	22.9	27.3
Temporary or contract full-time	12.8	13.6	10.4
Temporary or contract part-time	8.2	8.3	8.0
Seasonal/casual*	3.0	3.8	0.6
Self-employed full-time*	2.0	2.6	0.3
Other	0.9	1.1	0.5
Self-employed part-time	0.7	0.6	1.2

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 4: Current Primary Employment as a New or Continued Position among College Graduates

	All	WIL	No WIL
	n=912	n=697	n=215
	%		
New position	63.9	64.8	61.2
Continuation of part-time job*	15.6	13.3	22.4
Continuation of full-time job	9.7	9.3	10.8
Continuation of WIL*	8.1	10.0	2.2
Continuation of summer job	2.2	1.9	3.2
Continuation of volunteer position	0.5	0.6	0.2

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 5: College Graduates' Minimum Credential Required for Current Employment Position

	All	WIL	No WIL
	n=890	n=687	n=203
	%		
Less than high school	0.4	0.4	0.5
High school diploma*	25.9	22.3	37.2
Some postsecondary	7.5	7.7	7.1
College certificate	5.4	5.6	4.8
College diploma*	35.1	39.9	20.6
Trades or apprenticeship certification	0.8	0.7	1.0
Bachelor's degree	4.1	4.6	2.5
Master's degree	0.3	0.2	0.8
Professional registration or licensure	2.0	2.6	0.0
Level of education not specified*	18.4	16.1	25.6

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 6: College Graduates' Fit between Highest Credential Earned and Minimum Credential Required for Current Employment Position

		All	WIL	No WIL
		n=700	n=555	n=145
		%		
Comparison of training and job requirement	Under-qualified	2.2	1.9	3.2
	Appropriately qualified*	47.6	52.2	32.3
	Over-qualified*	50.1	45.9	64.5

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 7: College Graduates' Perception of Fit between Credential(s) Earned and Primary Position

		All	WIL	No WIL
		n=913	n=699	n=214
		%		
Do you feel overqualified for your current main employment?	Yes*	41.7	39.8	47.6
	No*	48.8	51.2	41.5
	Not sure	9.5	9.0	10.9

Base: Employed college respondents, excluding those attending a PSE institution
 An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 8: College Graduates' Fit between Field of Study and Primary Position

		All	WIL	No WIL
		n=923	n=705	n=218
		%		
How closely is your current employment related to your program of study?	Closely related*	43.0	48.7	26.2
	Quite related	11.4	12.0	9.7
	Somewhat related	11.1	10.7	12.1
	A little related	10.2	10.2	9.9
	Not at all related*	24.3	18.3	42.1
How closely is your current employment related to your long-term career goals?	Closely related*	33.2	36.8	22.3
	Quite related	19.2	20.2	16.3
	Somewhat related	13.4	13.7	12.6
	A little related	11.6	11.9	10.6
	Not at all related*	22.6	17.4	38.2

Base: Employed college respondents, excluding those attending a PSE institution
 An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 9: College Graduates' Satisfaction with Employment Situation

	All	WIL	No WIL	
	n=1,013	n=769	n=244	
		%		
Very dissatisfied	8.6	8.0	10.4	
Dissatisfied	14.4	14.8	13.6	
Neither*	14.3	12.8	19.0	
Satisfied	32.9	33.6	30.9	
Very satisfied	29.7	30.9	26.1	

Base: College respondents, excluding those attending a PSE institution
 An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 10: College Graduates' Satisfaction with Aspects of Current Employment

	All	WIL	No WIL
	n=915	n=700	n=215
	Mean on a 5-Point Scale		
Interactions with co-workers	4.16	4.18	4.09
Flexibility	4.04	4.06	3.97
Interactions with employer/supervisor	4.01	4.02	4.00
Quality of workplace environment	3.97	4.00	3.91
Level of work responsibility	3.95	3.95	3.93
Hours of work	3.85	3.82	3.92
Overall satisfaction with current main employment	3.81	3.84	3.72
Job security	3.75	3.73	3.83
Fit with career goals*	3.49	3.61	3.15
Access to professional development*	3.49	3.58	3.22
Opportunities for advancement	3.37	3.38	3.33
Salary/wage	3.26	3.30	3.16
Benefits	3.10	3.10	3.09

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 11: University Graduates' Number of Jobs Held since Graduation

	All	WIL	No WIL
	n=1,467	n=763	n=704
	%		
5 or more	3.4	4.0	2.7
4	5.3	5.0	5.5
3*	15.6	13.2	18.1
2*	31.0	27.9	34.2
1*	42.2	48.3	35.9
Have not held any jobs*	2.6	1.6	3.6

Base: University respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 12: Number of Jobs Currently Held by University Graduates

	All	WIL	No WIL
	n=1,315	n=694	n=621
	%		
1	73.4	75.0	71.6
2	19.8	18.2	21.6
3	5.5	5.2	5.8
4	1.2	1.5	0.9
5 or more	0.0	0.1	0.0

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 13: Current Type of Primary Employment among University Graduates

	All	WIL	No WIL
	n=1,342	n=706	n=636
	%		
Permanent full-time*	52.8	55.7	49.7
Temporary or contract full-time	18.6	17.6	19.8
Permanent part-time*	13.8	12.0	15.7
Temporary or contract part-time	7.5	8.5	6.5
Self-employed full-time	2.3	2.3	2.2
Self-employed part-time	2.0	1.3	2.8
Seasonal/casual	1.9	1.7	2.2

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 14: Current Primary Employment as a New or Continued Position among University Graduates

	All	WIL	No WIL
	n=1,338	n=707	n=631
	%		
New position	66.1	66.2	66.0
Continuation of part-time job*	12.4	9.2	15.9
Continuation WIL*	9.1	14.6	2.9
Continuation of full-time job*	6.9	4.9	9.1
Continuation of summer job	4.2	4.1	4.2
Continuation of volunteer position	1.4	0.9	1.8

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 15: University Graduates' Minimum Credential Required for Current Employment Position

	All	WIL	No WIL
	n=1,319	n=696	n=623
	%		
Less than high school	0.6	0.5	0.6
High school diploma*	15.8	12.0	20.0
Some postsecondary	7.3	6.1	8.5
College certificate	1.4	1.2	1.6
College diploma	7.1	6.5	7.6
Trades or apprenticeship certification	0.1	0.0	0.3
Bachelor's degree*	49.2	56.5	41.2
Master's degree	1.1	1.5	0.7
Professional registration or licensure*	3.8	5.9	1.5
Level of education not specified*	13.7	9.8	17.9

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 16: University Graduates' Fit between Highest Credential Earned and Minimum Credential Required for Current Employment Position

	All	WIL	No WIL
	n=1,075	n=576	n=499
	%		
Under-qualified	3.1	4.1	2.0
Appropriately qualified*	57.9	64.7	50.2
Over-qualified*	39.0	31.2	47.8

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 17: University Graduates' Perception of Fit between Credential(s) Earned and Primary Position

		All	WIL	No WIL
		n=1,339	n=712	n=627
		%		
Do you feel overqualified for your current main employment?	Yes*	39.9	32.1	48.5
	No*	52.6	61.7	42.4
	Not sure	7.6	6.2	9.0

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 18: University Graduates' Fit between Field of Study and Primary Position

		All	WIL	No WIL
		n=1,348	n=712	n=636
		%		
How closely is your current employment related to your program of study?	Closely related*	31.5	44.5	17.3
	Quite related	12.2	13.7	10.5
	Somewhat related*	14.1	12.0	16.4
	A little related*	13.5	11.3	15.9
	Not at all related*	28.7	18.5	40.0
How closely is your current employment related to your long-term career goals?	Closely related*	29.3	34.1	24.0
	Quite related*	19.5	23.0	15.7
	Somewhat related	17.8	18.3	17.4
	A little related*	11.3	8.0	14.8
	Not at all related*	22.2	16.7	28.1

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 19: University Graduates' Satisfaction with Employment Situation

	All	WIL	No WIL
	n=1,463	n=760	n=703
	%		
Very dissatisfied	10.2	9.3	11.1
Dissatisfied*	17.7	15.3	20.2
Neither*	11.6	8.8	14.6
Satisfied	34.9	36.9	32.9
Very satisfied*	25.6	29.7	21.3

Base: University respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table F 20: University Graduates' Satisfaction with Aspects of Current Employment

	All	WIL	No WIL
	n=1,334	n=705	n=629
	Mean on a 5-Point Scale		
Interactions with co-workers	4.17	4.12	4.21
Flexibility	4.04	4.02	4.07
Interactions with employer/supervisor	4.04	4.01	4.08
Quality of workplace environment	3.97	3.99	3.96
Level of work responsibility	3.85	3.88	3.80
Overall satisfaction*	3.71	3.81	3.61
Hours of work	3.68	3.70	3.66
Job security	3.63	3.66	3.60
Access to professional development*	3.50	3.65	3.34
Fit with career goals*	3.41	3.66	3.14
Opportunities for advancement*	3.35	3.44	3.24
Benefits*	3.30	3.40	3.18
Salary/wage*	3.28	3.38	3.17

Base: Employed university respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Appendix G – Financial Outcomes

Table G 1: College Graduates' Annual Income

	All	WIL	No WIL
	n=770	n=587	n=183
	%		
Less than \$20,000	25.6	23.9	30.9
\$20,000 to \$34,999	39.6	39.7	39.4
\$35,000 to \$49,999*	23.4	25.2	18.1
\$50,000 or more	11.3	11.2	11.6
Mean	\$ 31,402.75	\$ 31,741.79	\$ 30,394.79

Base: Employed college respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 2: College Graduates' Annual Income among those Employed Full-time

	All	WIL	No WIL
	n=501	n=380	n=121
	%		
Less than \$20,000	4.2	3.9	4.9
\$20,000 to \$34,999	49.5	48.6	52.1
\$35,000 to \$49,999	31.5	33.5	25.9
\$50,000 or more	14.9	14.1	17.1
Mean	\$ 37,819.83	\$ 37,688.86	\$ 38,204.70

Base: College respondents employed in full-time positions, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 3: Postsecondary Debt of College Graduates

		All	WIL	No WIL
		n=993	n=756	n=237
		%		
Debt at graduation	None	40.9	41.2	40.1
	Less than \$10,000	21.0	21.0	21.2
	\$10,000 to \$24,999	28.3	27.3	31.3
	\$25,000 or more	9.7	10.5	7.4
	Mean	\$ 9,013.92	\$ 9,349.90	\$ 8,016.12
Debt at time of follow-up survey	None	46.8	46.9	46.5
	Less than \$10,000	21.8	21.6	22.5
	\$10,000 to \$24,999	23.0	22.5	24.5
	\$25,000 or more	8.4	9.0	6.5
	Mean	\$ 7,786.99	\$ 7,730.17	\$ 7,955.24

Base: College respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 4: College Graduates' Expected Difficulty Repaying Debt

	All	WIL	No WIL
	n=544	n=412	n=132
	%		
Not at all difficult	10.2	10.9	8.2
A little difficult	19.3	20.3	16.4
Somewhat difficult	25.3	23.9	29.2
Quite difficult	21.5	19.4	27.5
Very difficult	23.8	25.5	18.7

Base: College respondents with debt remaining, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 5: University Graduates' Annual Income

	All	WIL	No WIL
	n=1,216	n=636	n=580
	%		
Less than \$20,000	16.0	14.2	17.9
\$20,000 to \$34,999*	24.9	19.2	31.0
\$35,000 to \$49,999*	27.2	23.1	31.5
\$50,000 or more*	31.9	43.4	19.6
Mean*	\$ 41,384.48	\$ 45,645.59	\$ 36,813.42

Base: Employed university respondents, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 6: University Graduates' Annual Income among those Employed Full-time

	All	WIL	No WIL
	n=904	n=477	n=427
	%		
Less than \$20,000	2.9	2.8	3.0
\$20,000 to \$34,999*	24.3	17.5	31.8
\$35,000 to \$49,999*	32.7	26.3	39.6
\$50,000 or more*	40.1	53.3	25.6
Mean*	\$ 47,535.01	\$ 51,992.04	\$ 42,615.11

Base: University respondents employed in full-time positions, excluding those attending a PSE institution
An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 7: Postsecondary Debt of University Graduates

		All	WIL	No WIL
		n=1,419	n=739	n=680
		%		
Debt at graduation	None	41.8	40.5	43.2
	Less than \$10,000	9.4	8.9	10.0
	\$10,000 to \$24,999	20.8	20.6	20.9
	\$25,000 or more	28.0	30.1	25.9
	<i>Mean*</i>	\$ 14,899.47	\$ 15,959.18	\$ 13,794.26
Debt at time of follow-up survey	None	53.0	52.1	54.0
	Less than \$10,000	9.5	9.8	9.2
	\$10,000 to \$24,999	16.9	17.4	16.5
	\$25,000 or more	20.5	20.7	20.3
	<i>Mean</i>	\$ 11,245.07	\$ 11,704.36	\$ 10,763.17

Base: University respondents, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.

Table G 8: University Graduates' Expected Difficulty Repaying Debt

	All	WIL	No WIL
	n=684	n=352	n=332
	%		
Not at all difficult	12.7	13.9	11.3
A little difficult	19.6	19.9	19.3
Somewhat difficult	26.1	28.5	23.4
Quite difficult	21.5	19.5	23.7
Very difficult	20.2	18.2	22.4

Base: University respondents with debt remaining, excluding those attending a PSE institution

An asterisk (*) indicates a statistically significant difference ($p < .05$) between WIL and non-WIL respondents.



Higher Education
Quality Council
of Ontario

An agency of the Government of Ontario