A Summary of Survey Results (3 year average) - BC Diploma, Associate Degree and Certificate Student Outcomes

Program:
Human Resource Management_625A_DIPMA

**In Labour Force**
- 78%

**Currently Working**
- 73%

**Employed in job related program**
- 93%

Those who responded "yes" they were currently working at a job or business at the time of the survey.
( The number employed as a percentage of all respondents. )

**Of Those Employed (in labour force):**
- 83%
- 17%

**Gender**
- Male: 7%
- Female: 93%

**Age**
- 20-24: 39%
- 25-29: 39%
- 30-34: 10%
- 35-39: 5%
- 40-44: 2%
- 45-49: 5%

**Of Those Employed.**
- employed in a permanent job: 68%
- had current job before/during studies: 7%

**How related is your (main) job to the program you took?**
- Very related: 63%
- Somewhat related: 30%
- Not at all related: 7%

**How useful were the knowledge and skills you gained in your program in performing your (main) job?**
- Very: 23%
- Somewhat: 73%
- Not very: 3%

**Median Hourly Wage (of main job):**
- $21

**How long did it take you to find your program-related job?**
- Less than one month: 44%
- 1 to 2 months: 44%
- 3 to 4 months: 7%
- More than 6 months: 4%

Please note results are from previous graduating years and are subject to industry and occupational trends.
When assessing a program, please consider researching other programs within the Post-Secondary Sector, reaching out to those within that industry and connecting with current students in the selected program.

NOTE: All percentages are rounded to whole numbers.
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How satisfied are you with your education?

- Very Satisfied: 49%
- Satisfied: 46%
- Dissatisfied: 5%

Further Studies After Completing Program
Of Surveyed Students:
- are currently studying: 49%
- have taken further studies: 56%

Of those respondents had taken previous post-secondary education:
Note: Credentials are based on those who had taken previous post-secondary education. Respondents could report more than one type of post-secondary credential.

- No credential: 41%
- Non-trades credential below bachelor level: 30%
- Bachelor’s degree: 30%

Top 5 Jobs Obtained Related to Program

<table>
<thead>
<tr>
<th>NOC</th>
<th>Description</th>
<th>Percent of those employed in program related jobs</th>
<th>Median hourly wage (main job)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1121</td>
<td>Human resources professionals</td>
<td>44%</td>
<td>$22</td>
</tr>
<tr>
<td>0112</td>
<td>Human resources managers</td>
<td>19%</td>
<td>$19</td>
</tr>
<tr>
<td>1223</td>
<td>Human resources and recruitment officers</td>
<td>19%</td>
<td>$28</td>
</tr>
<tr>
<td>1415</td>
<td>Personnel clerks</td>
<td>15%</td>
<td>$22</td>
</tr>
<tr>
<td>1432</td>
<td>Payroll administrators</td>
<td>4%</td>
<td>$20</td>
</tr>
</tbody>
</table>

Current Activity

- Working only: 46%
- Studying only: 22%
- Studying & working: 27%
- Neither studying nor working: 5%

How well were you prepared for further studies?

- very well: 59%
- somewhat: 36%
- not very: 5%

Where are you studying or where did you take further studies?

Top B.C. Public Post-Secondary Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCIT</td>
<td>50%</td>
</tr>
<tr>
<td>Langara College</td>
<td>25%</td>
</tr>
<tr>
<td>Thompson Rivers University - Open Learning</td>
<td>25%</td>
</tr>
</tbody>
</table>

Please note results are from previous graduating years and are subject to industry and occupational trends.
When assessing a program, please consider researching other programs within the Post-Secondary Sector, reaching out to those within that industry and connecting with current students in the selected program.

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Skill Development  How well are students prepared to:
(changed to 4-point Helpful scale in 2015)

<table>
<thead>
<tr>
<th>Aspects of Program</th>
<th>Very Helpful &amp; Helpful</th>
<th>Not very helpful</th>
<th>Not at all helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Communication</td>
<td>88%</td>
<td></td>
<td>12%</td>
</tr>
<tr>
<td>Oral Communication</td>
<td>93%</td>
<td></td>
<td>7%</td>
</tr>
<tr>
<td>Group Collaboration</td>
<td>98%</td>
<td></td>
<td>2%</td>
</tr>
<tr>
<td>Critical Analysis</td>
<td>93%</td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>Problem Resolution</td>
<td>83%</td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>Reading and Comprehension</td>
<td>85%</td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>Learn on your own</td>
<td>85%</td>
<td></td>
<td>5%</td>
</tr>
</tbody>
</table>

Aspects of Program
How did students rate:
- Quality of Instruction
- Amount of practical experience
- Organization of program

Aspects of Courses
How did students rate:
- Covering topics relevant to field
- Covering standards used

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When assessing a program, please consider researching other programs within the Post-Secondary Sector, reaching out to those within that industry and connecting with current students in the selected program.
NOTE: All percentages are rounded to whole numbers.
This report was run by:
British Columbia Institute of Technology

This report was run on:
11/16/2018

This report shows data from:
Survey name: BC Diploma, Associate Degree, and Certificate Student Outcomes Survey (DACSO)
Survey year(s): 2016, 2017, 2018
Results are from previous graduating years 2015 - 2017 and are subject to industry and occupational trends

About the DACSO survey:
The DACSO Survey is conducted annually from January to June, with funding from the ministry responsible for post-secondary education and B.C.’s public post-secondary institutions. The eligible cohort for the DACSO Survey consists of former students from public post-secondary institutions who have completed or nearly completed their diploma, associate degree, or certificate programs 9 to 20 months before the survey. The annual questionnaire is built on a set of core questions based on the major themes of the survey: employment outcomes, further education, ratings of programs, and student satisfaction. Please note the DACSO survey does not include trades foundation, trades-related vocational, apprenticeship, short certificate, baccalaureate, or developmental (Adult Basic Education, English as a Second Language, and Adult Special Education) programs.

Data Definitions:
Information provided through BC Student Outcomes
* Please take caution when interpreting the results with a response rate less than 30 may not be statistically be valid.

Eligible Students: Count of total graduates in program
Response Rate: Percentage of survey respondents to all graduates surveyed.
Programs less than 8 respondents are excluded from Summary Outcomes individual program reports.

% In Labour Force: Respondents who were in the labour force. The labour force includes people who were employed as well as those who were looking and available for work at the time of the survey.

% Employed in a Job Related Program: Respondents that were currently employed in an occupation that was either "very" or "somewhat" related to their past training.

% Of those employed: (in labour force) Percent of respondents who were currently working in labour force full-time (30 hours or more per week), part-time (less than 30 hours per week), or unemployed and looking for work.

% How related is your (main) job to the program you took: Percent of respondents who felt their program was "very", "somewhat", "not very" or "not at all" related to their past training. Further, graduates who enter an occupation related to their program have been show (on average) to have a higher incidence of full-time work, and have higher salaries than those in a job "not related to their program.

% How useful were the knowledge and skills you gained in your program in performing your job: Percent of respondents who felt the knowledge and skills gained from their program were "very", "somewhat", "not very" or "not at all" useful in performing their job.

% How useful was your program in getting your (main) job: Percent of respondents who felt their program was "very", "somewhat", "not very" or "not at all" useful in getting their job.

Median Hourly wage (main job): Median (middle value) hourly wage of main full-time or part-time job.

% Satisfied with Education: Percent of respondents who felt "very", "satisfied", "dissatisfied" or "very dissatisfied" with education received.

% Are currently studying: Percent of respondents that they were currently studying on a full-time or part-time basis.

% Have taken further studies since leaving program: Percent of respondents have taken any further studies since the last course at their institution.

% How well were you prepared for further studies after completing program: Percent of respondents who felt their further studies were related to their program and felt that they were "very well", "somewhat", "not very" or "not at all" prepared for further study due to the program.

% How well students were prepared to: (Questions changed to a 4-point scale in 2015) - Respondents who felt skill development was applicable responded "very helpful", "helpful", "not very helpful" or "not at all helpful" to the skills listed.