

TRENDS

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Class of 2012 Maritime University Graduates: Pathways to Employment

Introduction

University-bound students expect their education will prepare them for both further studies and the workforce. They are also aware that one degree is often not enough and that a longer-term path to a good job may be necessary. Confronting new students are a myriad of choices, including which university and which program of study to follow. Combining these with their personal interests and aptitudes means that choosing their best pathway to success can be daunting. The Commission's Class of 2012 survey of Maritime University Graduates has some answers to assist students and their families in that decision-making, namely: What educational pathways and employment outcomes should students expect, and how do these vary with the field of the first degree?

Pathways to employment can take many forms and evolve over time. Graduates with their first degree may enter the work force directly or pursue further studies (during which they may work full- or part-time), and by two years post-graduation, they may have completed their second credential or may still be in school. Typical transition pathways differ greatly between the disciplines, and all of these possibilities affect employment outcomes such as job quality and earnings.



Humanities, Arts and Social Sciences (HASS)

Two years on from graduation, 31% of HASS graduates had already completed a second credential while 35% were still in school. The remaining one-third had not pursued further study. Early indications show that those who had completed further study (the most popular programs were Master's degrees [32%], and bachelor's degrees [31%]) saw slightly better employment outcomes both in terms of earnings and of the extent that their job matched their first degree, compared to their peers who had not gone back to school.



Physical & Life Sciences and Mathematics (PLSM)

The transition of these graduates to the work force was still very much underway in the fall of 2014. Of the whole Class, PLSM graduates were the most likely (74%) to pursue further studies within two years, and at the time of the survey, over half (55%) were still in school. The majority pursued either a graduate (47%) or professional (21%) degree.

For both HASS and PLSM disciplines, those graduates who were in school and working in 2014 were most likely to be in part-time employment, and to be earning much less than their counterparts who were not in school.



Commerce & Administration

By 2014, nearly half (47%) of these graduates had not pursued further studies while a further 31% had completed a second credential. Just 22% reported they were still studying at the time of the survey.

Commerce & Administration graduates who are still studying are nearly as likely to be working full time, to be as or more likely to have a job strongly linked to their education, and to have slightly greater earnings compared to the other two pathway groups within this discipline. These graduates are also often working full-time in their field while pursuing a professional designation such as CPA or MBA.



Applied Arts & Sciences and Professional

Of the four discipline clusters, this one saw the highest proportion by far (62%) move directly into the workforce after graduation. A further 18% had completed a second credential by 2014, and 20% were still pursuing further studies. The most popular second credential for this group of graduates was a master's program (44%).

Two years after graduation, these graduates enjoyed the strongest link between their jobs and their studies, as well as the highest earnings.



CLASS OF 2012 MARITIME UNIVERSITY GRADUATES: PATHWAYS TO EMPLOYMENT

What should university-bound students expect?

Comparing employment outcomes amongst the disciplines two years after graduation might lead readers to conclude that graduates of Applied & Professional programs are the most successful in their transition to the workforce; they have the highest incomes and the greatest likelihood that their jobs and education are strongly linked.

What this analysis makes clear however, is that judging graduates' employment success only two years after completion of the first degree is simply premature. So many are still in the midst of transition – particularly those who graduated with HASS and PLSM degrees: pursuing further studies and perhaps working in jobs that may or may not be related to their studies but which provide necessary financial support for the further study; still others have completed a second credential within the two years since graduation and are less advanced in their career pathways than those who entered the workforce directly two years prior.

The employment characteristics of those who are still

studying reveal further important differences among the disciplines. While those in HASS and PLSM are mostly working part-time while studying, the majority of Commerce & Administration graduates are employed full-time at salaries slightly greater than those who had not pursued further study (think of the scenario of a full-time worker in business or administration pursuing a CPA designation or an MBA part-time). Added to these characteristics are the variations in earnings by typical occupations in each discipline, particularly at entry level.

The critical importance of considering the longer-term employment trajectory has been highlighted in other work: HASS and PLSM graduates start out with lower earnings than their peers in applied/professional programs but, over the longer term, the earnings gap between the disciplines narrows and may even close¹. The Commission is planning a six-year out study of the Class of 2012 to revisit the progress of graduates and provide further valuable insights about how education and employment trajectories unfold.

What you should know about this study:

Analysis is limited to Maritime university bachelor's graduates who had not completed any prior postsecondary education before enrolling in their 2012 degree (first degree holders). The survey was conducted in the fall of 2014, two years after completion of the first degree.

Definitions:

Employment Rate: Percent employed based on the number in the labour force (employed + unemployed; excludes those not looking for work)

Job requires university education/management:

The job skill level variable is created from the National Occupation Classification code structure which classifies occupations according to their combination of skill level and skill type. Usually requires university education / management = skill level A + skill type 0.

Job related to studies/program skills used:

Graduates who reported either that their job was somewhat or closely related to their field of study and/or that they were using the skills they learned in their program to some or a great extent.

Earnings (median): Annual earnings calculated on self - reported wage information recorded on the basis of the respondent's choice (weekly, bi-weekly, monthly, annually, etc.)

Sample sizes :

Discipline Cluster	Sample (n)
Humanities, Arts and Social Sciences	875
Physical & Life Sciences and Mathematics	370
Commerce and Administration	527
Applied Arts & Sciences and Professional	408

¹Humphreys, D. and Kelly, P. 2014 How Liberal Arts and Sciences Majors Fare in Employment: A Report on Earnings and Long -Term Career Paths. Association of American Colleges and Universities. <http://www.aacu.org/sites/default/files/files/LEAP/nchems.pdf>

Finnie, R. 2014. How Much Do University Graduates Earn? Education Policy Research Initiative. <http://www.epri.ca/>
MPHEC. 2010. Five Years On: A Survey of Class of 2003 Maritime University Graduates.





Class of 2012 Maritime University Graduates: Pathways to Employment

Humanities, Arts and Social Sciences

Who graduates with **Humanities, Arts and Social Sciences** degrees?

41% of
Maritimers

43% of non-
Maritimers

45% of
female
graduates

33% of male
graduates

**NO
FURTHER
STUDIES:**

34%

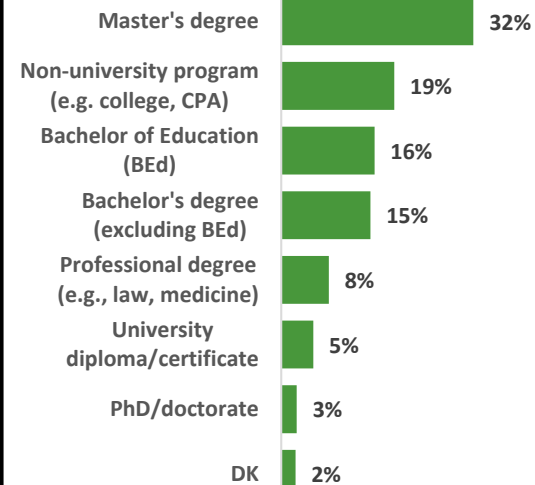
**PURSUED FURTHER
STUDIES**

Completed
further
studies:

31%

Still
in
school:

35%



OUTCOMES 2 YEARS AFTER COMPLETING FIRST DEGREE

	NO FURTHER STUDIES	Completed further studies	Still in school
Employment Rate	85 %	87 %	89 %
% Working Full-Time	81 %	78 %	31 %
Job requires university education/management	34 %	53 %	41 %
Job related to studies/program skills used	62 %	68 %	60 %
Earnings (median)	\$36,000	\$39,999	\$18,651
Full-Time Earnings	\$37,524	\$43,619	\$40,000

**Transition still
underway for many:**

Two years after the first degree, 66% had pursued further study, with more than one-third still in school

For more information and methodological notes see: Trends in Maritime Higher Education *Class of 2012 Maritime University Graduates: Pathways to Employment* Vol 13, number 2

Maritime Provinces Higher Education Commission

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La Commission de l'enseignement supérieur des Provinces maritimes

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Class of 2012 Maritime University Graduates: Pathways to Employment

Physical & Life Sciences and Mathematics

Who graduates with **Physical & Life Sciences and Mathematics** degrees?

17% of
Maritimers

17% of non-
Maritimers

16% of
female
graduates

19% of male
graduates

**No
FURTHER
STUDIES:**

26%

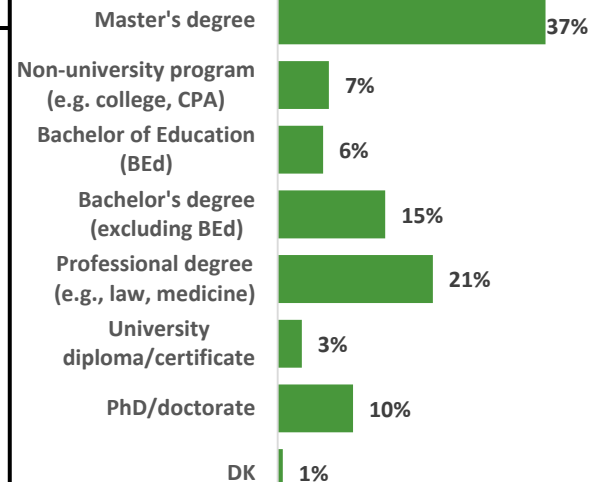
**PURSUED FURTHER
STUDIES**

Completed
further
studies:

19%

Still in
school:

55%



OUTCOMES 2 YEARS AFTER COMPLETING FIRST DEGREE

Employment Rate

87%

83%

88%

→ % Working Full-Time

85%

84%

37%

Job requires university education/management

34%

58%

58%

Job related to studies/program skills used

69%

67%

64%

Earnings (median)

\$39,022

\$46,447

\$23,896

Full-Time Earnings

\$40,232

\$49,400

\$33,916

**Transition still underway
for majority:** Two years
after the first degree, 74%
had pursued further study,
with over half still in school

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Class of 2012 Maritime University Graduates: Pathways to Employment

Commerce and Administration

Who graduates with **Commerce and Administration** degrees?

16% of
Maritimers

22% of non-
Maritimers

13% of female
graduates

27% of male
graduates

**NO
FURTHER
STUDIES:**

47%

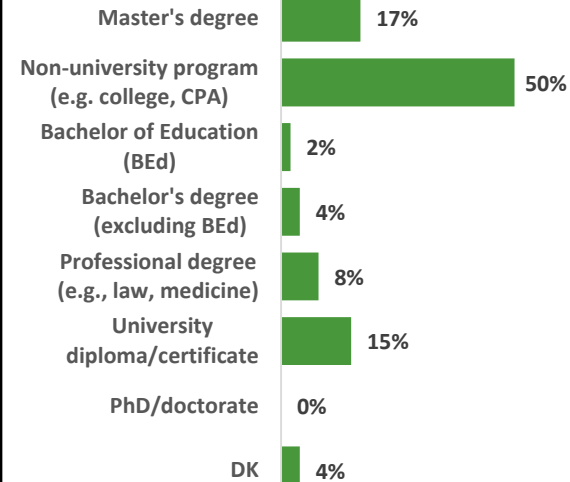
**PURSUED FURTHER
STUDIES**

Completed
further
studies:

31%

Still in
school:

22%



OUTCOMES 2 YEARS AFTER COMPLETING FIRST DEGREE

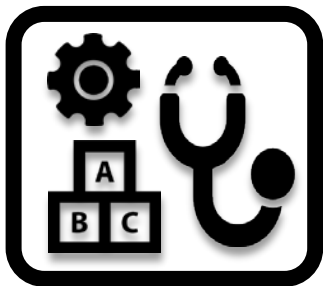
All Employed

OUTCOMES 2 YEARS AFTER COMPLETING FIRST DEGREE	NO FURTHER STUDIES	Completed further studies	Still in school
Employment Rate	94%	91%	91%
➔ % Working Full-Time	95%	96%	87%
Job requires university education/management	45%	58%	71%
Job related to studies/program skills used	90%	93%	93%
Earnings (median)	\$40,026	\$42,894	\$44,000
Full-Time Earnings	\$41,242	\$43,070	\$44,661

About half have made the transition: Two years after the first degree, just over half had pursued further study, with just 22% still in school

For more information and methodological notes see: Trends in Maritime Higher Education *Class of 2012 Maritime University Graduates: Pathways to Employment* Vol 13, number 2





Class of 2012 Maritime University Graduates: Pathways to Employment

Applied Arts & Sciences and Professional

Who graduates with **Applied Arts & Sciences and Professional** degrees?

26% of
Maritimers

19% of non-
Maritimers

26% of female
graduates

21% of male
graduates

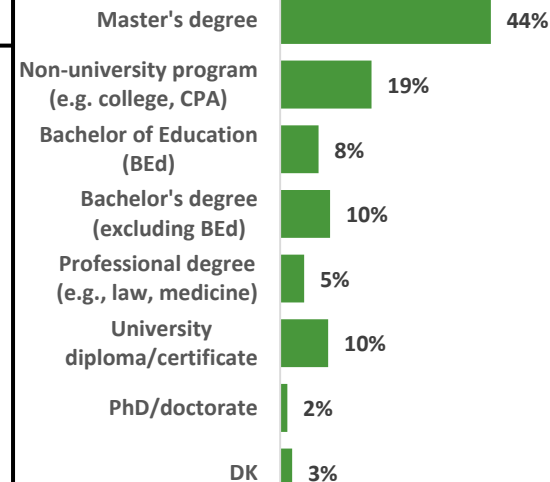
**NO
FURTHER
STUDIES:**

62%

**PURSUED FURTHER
STUDIES**

Completed
further
studies:
18%

Still
in
school:
20%



OUTCOMES 2 YEARS AFTER COMPLETING FIRST DEGREE

	No Further Studies (62%)	Completed further studies (18%)	Still in school (20%)
Employment Rate	92%	91%	94%
→ % Working Full-Time	89%	82%	54%
Job requires university education/management	78%	70%	68%
Job related to studies/program skills used	93%	91%	93%
Earnings (median)	\$57,440	\$54,732	\$42,699
Full-Time Earnings	\$59,800	\$57,944	\$55,686

Majority have made the transition: Two years after the first degree, 38% had pursued further study, with just 20% still in school

For more information and methodological notes see: Trends in Maritime Higher Education *Class of 2012 Maritime University Graduates: Pathways to Employment* Vol 13, number 2

