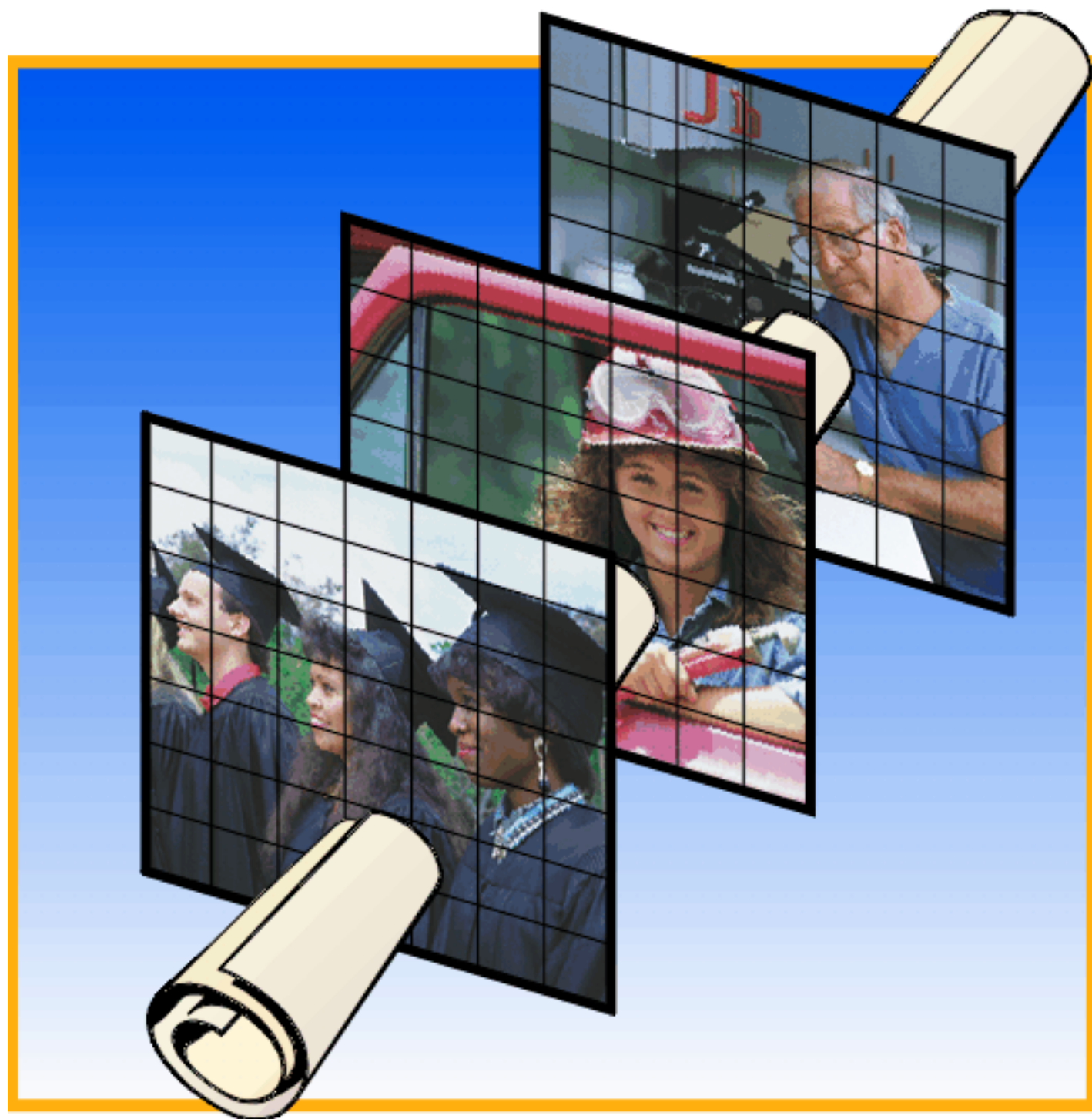


THE CLASS OF '90

REVISITED



Report of the 1995 Follow-up Survey of 1990 Graduates



Human Resources
Development Canada

Développement des ressources
humaines Canada

Statistics Canada

Statistique Canada

Canada

THE CLASS OF '90

R E V I S I T E D

Report of the 1995 Follow-up Survey of 1990 Graduates

Prepared by:
Michael Paju

Acknowledgements:
Rosemarie Andrews, Louise Boyer, Melanie Bryce, Arlene Buck, Janice Camelon,
Heather Croner, Patrice de Broucker, Sange de Silva, Doug Drew, Doug Giddings,
Philip Jennings, Robert Kozak, Bill Magnus, Scott Murray, Carol Noël.

Additional copies of this publication
can be obtained from:

Public Enquiries Centre
Communications Branch
Human Resources Development Canada
Hull, Québec K1A 0J9
Fax No.: (819) 953-7260
Cat. No.: SC-082-10-97

This publication is also available through Internet at:
<http://www.hrdc-drhc.gc.ca/hrdc/corp/stratpol>

Statistics Canada at: 81-584-XPB

© Minister of Public Works and Government Services Canada, 1997
Cat. No. MP43-366/1-1997
ISBN 0-662-63235-4

This is an overview of findings from the 1995 Follow-up Survey of 1990 Graduates. The information is directed to policy makers, researchers, educators, employers and young adults—interested in postsecondary education and the transition from school to work of trade/vocational, college, and university graduates. This report provides answers to such questions as:

- *How has the economic climate affected graduates from the class of 1990?*
- *Have 1990 graduates found jobs?*
- *What types of jobs do 1990 graduates hold—permanent or temporary, full-time or part-time?*
- *How does their education affect their employment and labour market success five years after graduation?*
- *How many 1990 graduates pursued further education?*
- *What did graduates earn? How do earnings from different fields of study compare?*

National Graduates Surveys and Follow-up Graduates Surveys, conducted by Statistics Canada in partnership with Human Resources Development Canada, are specifically designed to obtain information on the relationship between education, training and labour market activities, the long-term labour market experiences of graduates, the employment, earnings and occupations of this key

group, and graduates' additional educational experiences and qualifications.

In June 1995, Statistics Canada in partnership with Human Resources Development Canada, conducted the 1995 Follow-up Survey of 1990 Graduates. During the initial National Graduates Survey of 1990 Graduates, conducted in 1992, 36,000 trade, vocational, college and university graduates were interviewed two years after graduation. Three years later 31,000 (over 85%) of these same respondents were re-interviewed for the 1995 Follow-up Survey. The results of this survey are compared with those obtained in the initial survey of the 1990 graduates conducted two years after graduation.

Those interested in a long-term view of the relationship between education, training and labour market outcomes of graduates are invited to compare the results of this survey with the results from previous follow-up surveys conducted in 1987 and 1991.

All estimates in this report meet Statistics Canada's data release criteria. Estimates with a relatively high sampling variability are marked with an asterisk (). A double dash (--) indicates that the data are not reliable enough to release. Any changes identified in the report are statistically significant at the level that allows 95% confidence that the effect found is not due to chance.*

The Class of '90 ... Five Years Later

This study of the class of '90 graduates five years after graduation shows that the level of education attained by graduates directly affects their success in the labour market—and that the successful transition from school to work takes time.

Most graduates from the class of '90 were working full-time two years after graduation and continued their labour market success into the mid 1990s. Some of these graduates found it difficult competing for full-time positions immediately after graduation as the country entered another recessionary period; however, as the economy improved, so did the labour market prospects of these graduates.

Many graduates delayed their entry into the labour market to pursue additional education and to improve their ability to compete in that market. Like graduates from the class of '86, the class of '90 graduates recognized that additional education would improve their chances of securing full-time employment after graduation. Those graduates who continued their studies after 1990 and who attained additional qualifications reported lower unemployment rates when compared with 1990 graduates who did not.

Engineering and health sciences continue to provide the highest paying jobs for graduates, but the earnings gap is beginning to narrow between graduates of general arts, commerce, and natural sciences programs.

Economic Context

In order to compete in a global economy where knowledge and technology are changing rapidly, the Canadian work force requires more education and training than ever before. A work force that is committed to lifelong learning is in a better position to compete in current and future international and domestic labour markets. However, labour market success is also dependent on overall economic conditions. When analysing the labour market experiences and the transitions from school to work of the 1990 graduates, prevailing economic conditions at the time of graduation, the level of education attained upon graduation, and graduates' commitment to continuing education must all be considered.

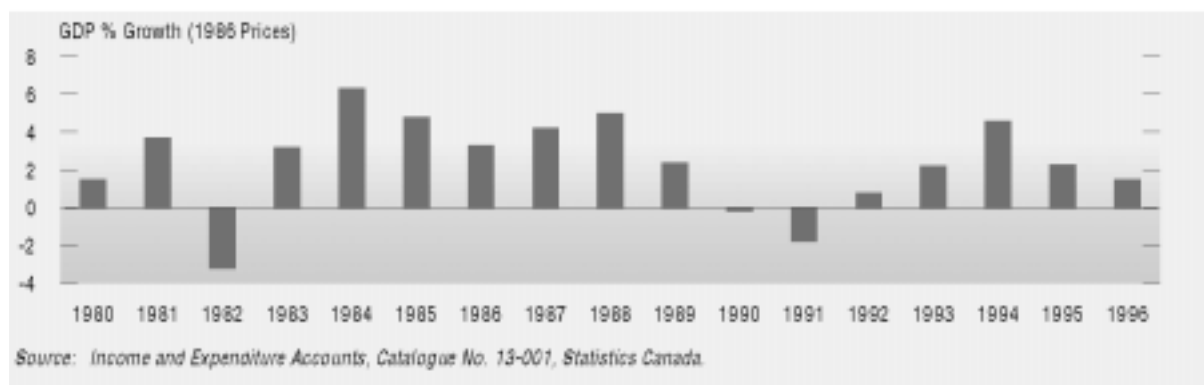
Like the class of '90, the class of '82 faced unfavourable economic conditions as their graduation coincided

with a recessionary period. In contrast to these classes, the class of '86 was fortunate to graduate during the mid-1980s when the economy was growing rapidly. Because of this, the class of '86 may have had a smoother transition into the labour force and as a result were doing somewhat better than the classes of '82 and '90, two years after graduation. Overall, each of the graduating classes of '82, '86 and '90 were doing well in the labour market two years after graduation.

Even though it was more difficult for some 1990 graduates to find work after graduation, these young adults were able to take advantage of a growing economy, beginning in 1992 and peaking in 1994 (Chart 1). Between 1992 and 1995, 1990 graduates increased their employment and earnings.

After Recovering at Increasing Rates of Growth between 1992 and 1994, the Economy Grew at a Slower Pace in 1995 and 1996

Chart 1

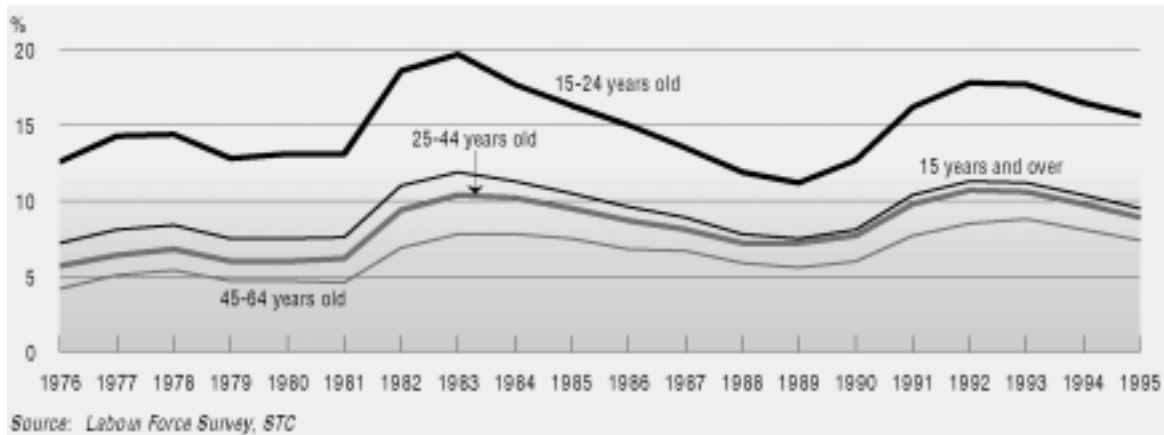


Changing economic conditions affect young people the most. When competing in a difficult labour market, young workers are at a disadvantage because they lack seniority, job security and previous work experience. During periods of economic recession, young people experience greater increases in their unemployment

rates than adults. After peaking in 1992, the unemployment rate for young people (15- to 24-year-olds) has steadily decreased. This pattern is also evident for other older age groups; however, the unemployment rate for younger people has been consistently higher than that for adults (Chart 2).

Unemployment Rates More Sensitive to Changing Economic Conditions for Young Adults

Chart 2

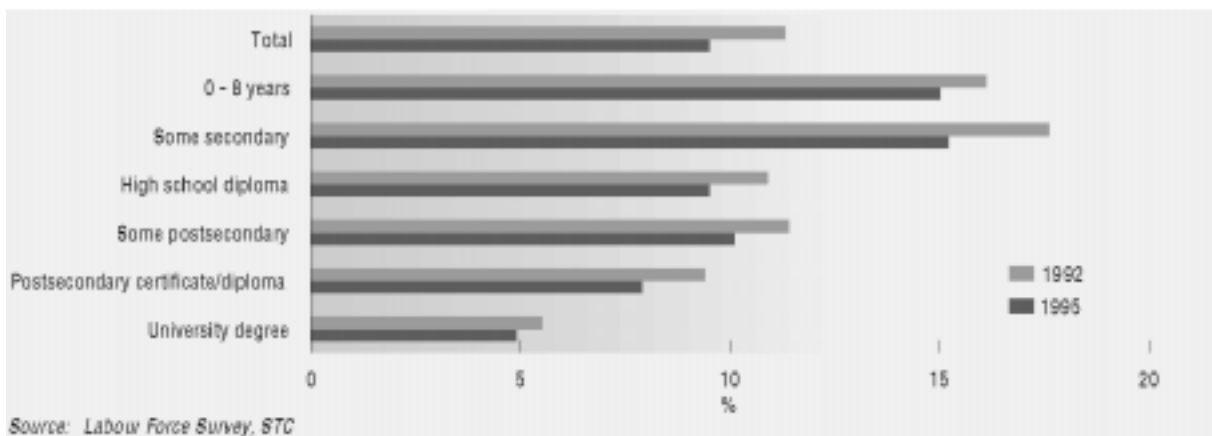


The importance of higher education on labour market success can be measured in a number of ways. One way is to look at the relationship between educational attainment and the unemployment rate (that is, the percentage of the labour force that is unemployed and actively looking for work). In 1992 and 1995,

postsecondary graduates had more success at finding work than other labour force participants (Chart 3). The data suggests that there is a link between higher education and training, and labour market success—a perception shared by many graduates from the class of '90.

Unemployment Rates of Labour Force Participants 15 years of age and over, by Educational Attainment, for 1992 and 1995

Chart 3



DEFINITION OF GRADUATES

Graduates from the class of '90 are students who completed the requirements for a degree, diploma, or certificate during the calendar year 1990 in trade/vocational, college, or university programs.

- graduates of university programs leading to bachelors, masters or doctorate degrees, or specialized certificates or diplomas;
- graduates of postsecondary programs (i.e., programs of one year duration or longer which normally require secondary school completion or its equivalent for admission) in the CAATs, CEGEPs, community colleges, technical schools and similar institutions; and
- graduates of skilled trades (i.e., pre-employment) programs which normally are 3 months or more in duration.

The population excludes: graduates from private postsecondary education institutions (e.g., commercial secretarial schools); those who completed "continuing education" courses at universities and colleges (unless these led to degrees or diplomas); those persons who took part-time trade courses (e.g., adult education evening courses) while employed full-time; persons who completed vocational programs a) lasting less than three months or b) other than in the skilled trades (e.g., basic training and skill development); and persons in apprenticeship programs.

In today's competitive job market it is important to accurately forecast where the job growth will be in the near and distant future. Of equal importance is our ability to identify the educational and training requirements of these positions. The experience of the 1990 graduates supports the belief that a work force committed to lifelong learning is in a better position to keep pace with the increases in knowledge and technological change that characterize today's global economy.

The general consensus is that a secondary school graduation certificate is the minimum requirement needed to obtain a job in today's economy. The perception among 1990 graduates who responded to the 1995 Follow-up Survey is that their first qualification may not be enough to guarantee labour market success in the 1990s. Data from this survey shows that many graduates pursued additional education after graduation, thus delaying their entry into the labour force.

About half (52%) of the graduates from the Class of '90 pursued additional education after graduation

Many (52%) graduates from the class of '90 pursued additional education after graduating in 1990. Fifty-eight percent of university graduates pursued additional education, compared to 47% of college graduates and 41% of trade/vocational graduates (Table 1). Most of those who pursued additional education did so at or above the original level they had attained in 1990. Interestingly enough, a proportional number (13%) of college graduates pursued a bachelor's degree as did university graduates between 1990 and 1995. However, a smaller percentage (11%) of university graduates pursued a college degree after graduating from university. A small percentage of trade/vocational graduates pursued university after graduating in 1990, but most pursued additional education at the college or trade/vocational level.

Additional qualifications (1990-1995)	Level of schooling attained in 1990																	
	Trade/vocational (%)			College (%)			Total University (%)			Bachelor's (%)			Master's (%)			Doctorate (%)		
	I	M	W	I	M	W	I	M	W	I	M	W	I	M	W	I	M	W
Graduates who pursued	41	43	39	47	49	46	58	58	58	61	62	60	45	45	44	19	18	21
Graduates who completed ¹	28	30	25	26	28	24	34	35	34	37	38	36	19	21	17	10	9	12

¹ Completed the requirements for a degree, diploma or certificate at the trade/vocational, college or university level before June 1995

About one-third (34%) of graduates from the Class of '90 obtained additional qualifications by June 1995

Although about half of the class of '90 pursued additional education after graduation, not all of them completed the requirements for an additional degree, diploma or certificate. At the university level, 34% of all 1990 university graduates received additional qualifications before June 1995. Twenty-six percent of all college graduates and 28% of all trade/vocational graduates also received additional qualifications after graduating in 1990. The majority of these graduates completed additional qualifications at the same or higher level of education that they had attained in 1990. The high number of graduates from the class of '90 who pursued or completed additional qualifications seems to support this class' perception that more than one degree may be required to make a successful transition into today's labour market.

Labour Market Outcomes

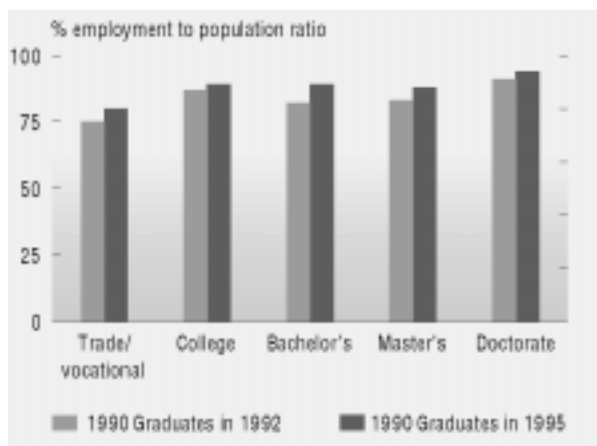
Labour market success depends on many factors, including previous work experience, academic achievement, field of study and location. Graduates' labour market success is also affected by the prevailing economic climate and labour market conditions at the time of graduation. If unfavourable, any of these factors and conditions can make the transition from school to work more difficult for graduates and may prolong their entry into the labour force.

Graduates from the class of '90 were faced with recessionary conditions as they tried to enter the labour market in the early 1990s. During the recovery period economic conditions began to improve (Chart 1), and slow job growth followed. Even though it was more difficult for some 1990 graduates to find work after graduation, many of them were working two years after graduation and by the mid 1990s, the majority of them witnessed increases in their employment and earnings.

More graduates from the Class of '90 were working five years after graduation

About half of the 1990 graduates that were unemployed in 1992 found jobs by 1995. The 1995 Follow-up Survey of 1990 Graduates found that more graduates from the class of '90 were working five years after their graduation compared with two years after their graduation. The percentage of graduates working full-time or part-time increased for all levels of study between 1992 and 1995 (Chart 4).

Chart 4



Percentage of 1990 Graduates Working (Full- or Part-time) Two and Five Years after Graduation, by Level of Study

Five years after graduation, four out of five university graduates were working full-time

Four out of five university graduates from the class of '90 were working full-time in 1995. The ratio was only slightly lower for college graduates and was about two out of three for trade/vocational graduates.

This ratio was higher for all levels of study compared to three years earlier, indicating that there is a progressive settling into the labour market over time (Chart 5). However, if we compare data from 1992 with 1995, it is apparent that more men than women, from all levels of study, were working full-time in 1995: 10% more at the university level; 14% more at the college level; and, 16% more at the trade/vocational level.

Chart 5

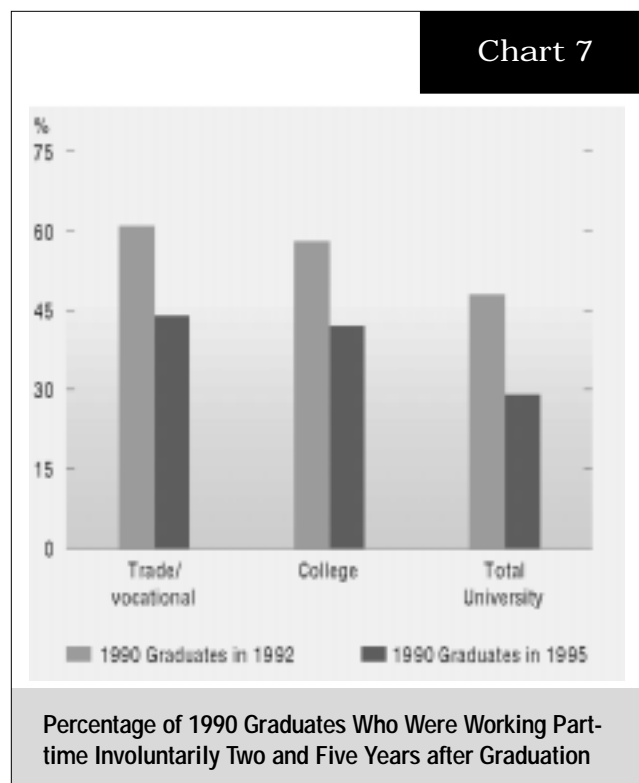
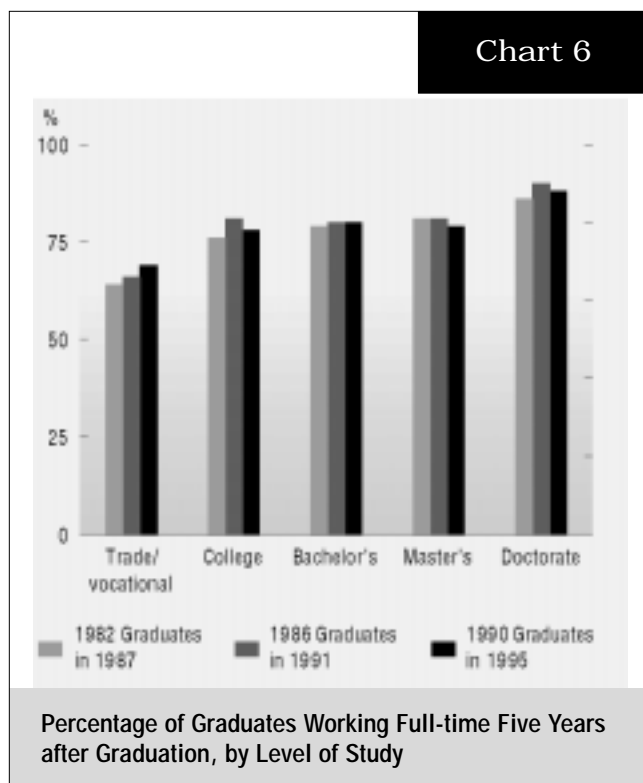


Percentage of 1990 Graduates Working Full-time Two and Five Years after Graduation, by Level of Study

Similar patterns of settling into the labour market can be seen in each of the three follow-up surveys that were conducted for 1982, 1986 and 1990 graduates. The percentage of graduates working full-time five years after graduation has remained stable for college and university graduates (Chart 6). Trade/vocational graduates have shown a continuous improvement in full-time work activity over the past three follow-up surveys. Trade/vocational graduates are the only ones to have recorded percentage increases in full-time work activity; however, in each of the three follow-up surveys, trade/vocational graduates also represent the lowest percentage of full-time workers among all graduates in each survey period.

Fewer graduates from the Class of '90 work part-time involuntarily in 1995

Between 1992 and 1995, university graduates from the class of '90 reported about a twenty percentage point drop in involuntary part-time work. During this same time, trade/vocational and college graduates reported about a seventeen percentage point drop in involuntary part-time work (Chart 7). Only 29% of university graduates from the class of '90 who were working part-time in 1995 did so involuntarily, suggesting that the personal situation for many of them had changed.



Based on the results from the three follow-up surveys, the percentage of graduates working part-time five years after graduation has not changed significantly from one survey period to the next. However, the percentage of graduates working part-time involuntarily five years after graduation does vary over the three follow-up surveys (Table 2).

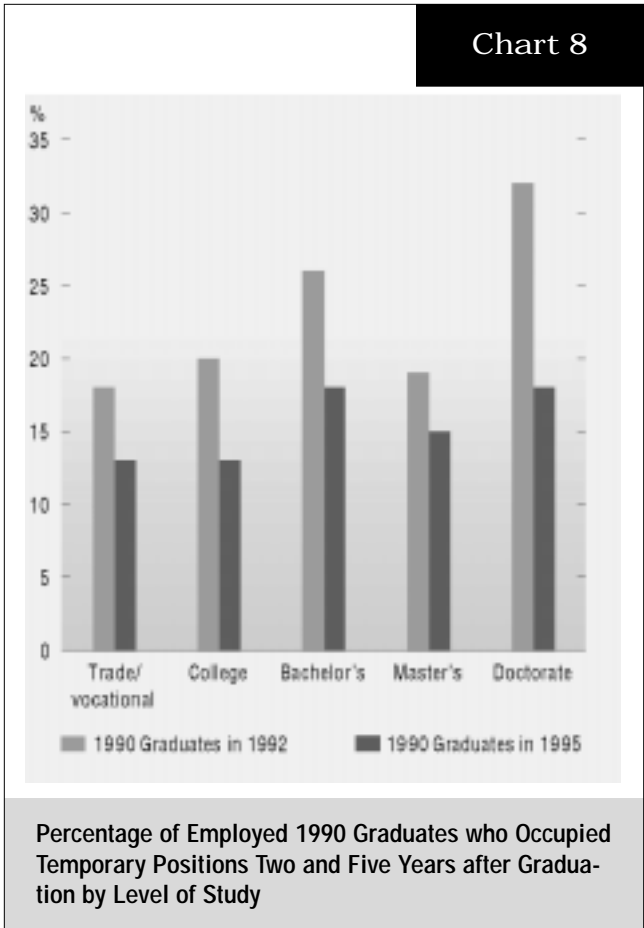
Part-time Work among Class of '90 Graduates Five Years after Graduation				Table 2		
Level of schooling	Graduates working part-time (%)			Of graduates working part-time, percentage of graduates who do so involuntarily		
	Class of 1982 in 1987	Class of 1986 in 1991	Class of 1990 in 1995	Class of 1982 in 1987	Class of 1986 in 1991	Class of 1990 in 1995
Trade / vocational	10	8	10	52	32	44
College	10	8	11	37	19*	42
Total — University	9	9	9	31	21	29

Increased job growth and the availability of full-time work usually follows periods of economic growth and prosperity. The 1986 graduates had less trouble finding full-time work by 1991 compared to the class of '82 graduates in 1987 and the class of '90 graduates in 1995, because of

more favourable labour market conditions prevailing at the time of graduation. When comparing graduates from each of the three follow-up surveys, the success rate of finding full-time work improves with the level of education attained.

More graduates from the Class of '90 work in permanent positions in 1995

The overall percentage of 1990 graduates who occupied temporary positions in 1995 dropped compared to 1992 (Chart 8). This improvement may be because some graduates pursued further education after graduation—for example, at the doctorate level, 18% of 1990 graduates occupied temporary positions in 1995 compared with 32% in 1992. However, as a group, doctorate and bachelor graduates were more likely to occupy temporary positions in 1995, even though the large majority of them were working full-time in 1995 (see Chart 5). This may be because these graduates have longer term career plans and accept temporary positions that could lead to better jobs later on. Many graduates also feel that these temporary positions are labour-market driven and will eventually become permanent positions as demand for their services increases.

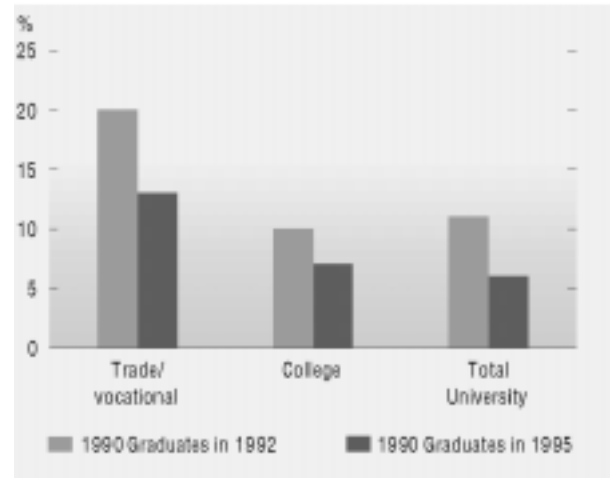


Unemployment rates drop for the Class of '90

The unemployment rate for 1990 graduates in trade/vocational, college and university programs dropped in 1995 compared with 1992 (Chart 9). These unemployment rates were lower or comparable with the unemployment rates of 1986 graduates in 1991. As expected, university graduates had the lowest unemployment rate in 1995 followed by college and trade/vocational graduates. In 1995, graduates who attained additional qualifications between 1990 and 1995 had an unemployment rate in 1995 that was about two percentage points lower than other graduates from the class of '90.



Chart 9



Unemployment Rates of 1990 Graduates Two and Five Years after Graduation

Provincial unemployment rates lower for graduates from the Class of '90 in 1995

The 1995 provincial unemployment rates for 1990 graduates were lower in all provinces when compared with the same estimates three years earlier. There seems to be a general decrease in the 1995 unemployment rate for each level of study as you move west across the country. The class of '90 trade/vocational, college

and university graduates from Ontario and Western Canada (excluding Saskatchewan) reported lower 1995 unemployment rates than the national averages. College graduates from New Brunswick also had a lower unemployment rate than the national average in 1995 (Table 3).

Provincial Unemployment Rates for the Class of '90 Graduates, Two and Five Years after Graduation						Table 3	
Province	Trade/vocational		College		Total University		
	1992 (%)	1995 (%)	1992 (%)	1995 (%)	1992 (%)	1995 (%)	
Canada	20	13	10	7	11	6	
Newfoundland	36	29	15	10	13	8	
Prince Edward Island	18	17	14	10	17	9	
Nova Scotia	24	21	17	9	12	8	
New Brunswick	25	19	8	6	14	10	
Quebec	29	21	10	8	13	7	
Ontario	18	11	10	6	10	5	
Manitoba	14	10	10	5	8	5	
Saskatchewan	13	7	11	8	7	4	
Alberta	15	8	9	6	9	5	
British Columbia	17	10	9	6	9	5	

Overall, trade/vocational graduates from the class of '90 saw the greatest change in their unemployment rate, dropping from 20% in 1992, to 13% in 1995. This was the lowest the unemployment rate has been in each of the three follow-up surveys. When comparing the 1992 and 1995 unemployment rates of 1990 trade/vocational graduates by field of study, the natural science and primary industries field

of study had the greatest percentage point decrease (10%).

Except for the natural science and primary industries field, the unemployment rate for college graduates has not changed significantly over the past three follow-up surveys. Similar to trade/vocational graduates, the job market for natural science and primary industry college graduates has steadily improved (Table 4).

Unemployment Rates for 1982, 1986 and 1990 Trade/vocational and College Graduates, by Field of Study								Table 4	
Field of Study	Trade / vocational				College				
	1987	1991	1995	1992	1987	1991	1995	1992	
Total — all fields of study	17	19	13	20	5	8	7	10	
Arts	21	23	14	19	6	11*	8	15	
Business and commerce	17	15	14	21	5	7	7	10	
Engineering and applied sciences	18	22	15	23	6	9	7	12	
Health sciences and related studies	6*	5*	8	8	3	4	3*	3	
Natural sciences and primary industries	20	30	13	23	12	17	9	12	
Social sciences and services	18*	14	8*	15	5	7	6	10	

The unemployment rate for 1990 university graduates in 1995 was almost half the rate it was in 1992, once again suggesting that given more time and with improved economic conditions graduates do find work.

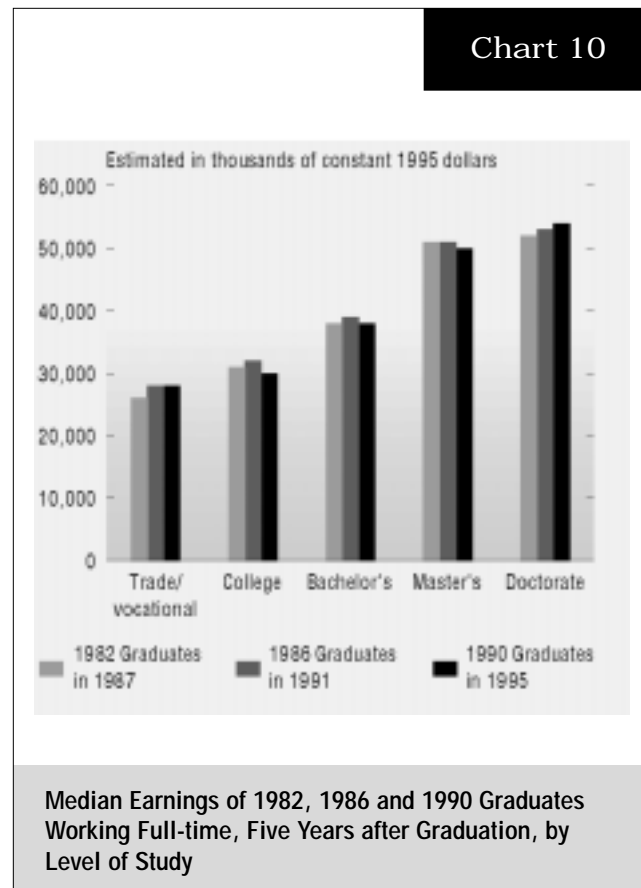
Graduates in all fields of study at this level had lower unemployment rates five years after graduation

compared with two years after graduation. In the commerce, education, engineering and social sciences fields the 1995 unemployment rate was at least 50% lower than what it was in 1992. There have been no large differences in unemployment rates across major fields of study over the three follow-up surveys (Table 5).

Unemployment Rates for 1982, 1986 and 1990 University Graduates by Field of Study			Table 5	
Field of study	Total University			
	1987	1991	1995	1992
Total — all fields of study	4	6	6	11
Agriculture and biological sciences	6*	10	9	14
Commerce, management and administration	3*	6	4	8
Education	4	4	3	8
Engineering and applied sciences	3*	6	5	11
Fine and applied arts	--	11*	12*	15
Health professions	--	3*	3	5
Humanities	5	8	9	14
Mathematics and physical sciences	4*	7	6	11
Social sciences	5	7	6	13

Median Earnings: Class of '90 are earning more five years later

Graduates from the class of '90 were earning more in 1995 compared with 1992. Economic changes that occurred in Canada during the early 1990's had industries and organizations focusing on wage and salary freezes. When the class of '90 entered the labour force, they had to contend with these economic conditions and at the same time compete for full-time jobs. When comparing the median earnings of graduates from the three follow-up surveys, the relative difference in earnings is minimal. Graduates with higher levels of schooling earned more five years after graduation in each of the survey periods (Chart 10).

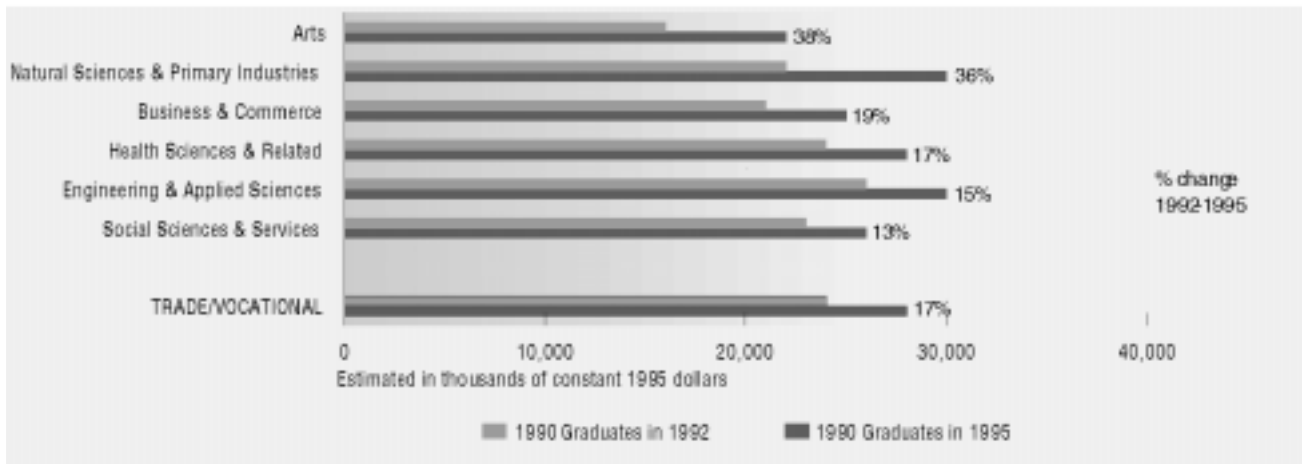


The most noticeable change was at the trade/vocational level where median earnings increased 17% between 1992 and 1995. There were observed increases in earnings for trade/vocational graduates in all fields of study between 1992 and 1995 (Chart 11). The greatest percentage increases in earn-

ings between 1992 and 1995 among trade/vocational graduates were in the Arts and Natural Sciences fields. These same graduates also had significant reductions in their unemployment rates, suggesting that labour market demand in these sectors also increased during this same period.

Median Earnings of 1990 Trade/vocational Graduates Working Full-time, Two and Five years after Graduation, by Field of Study

Chart 11



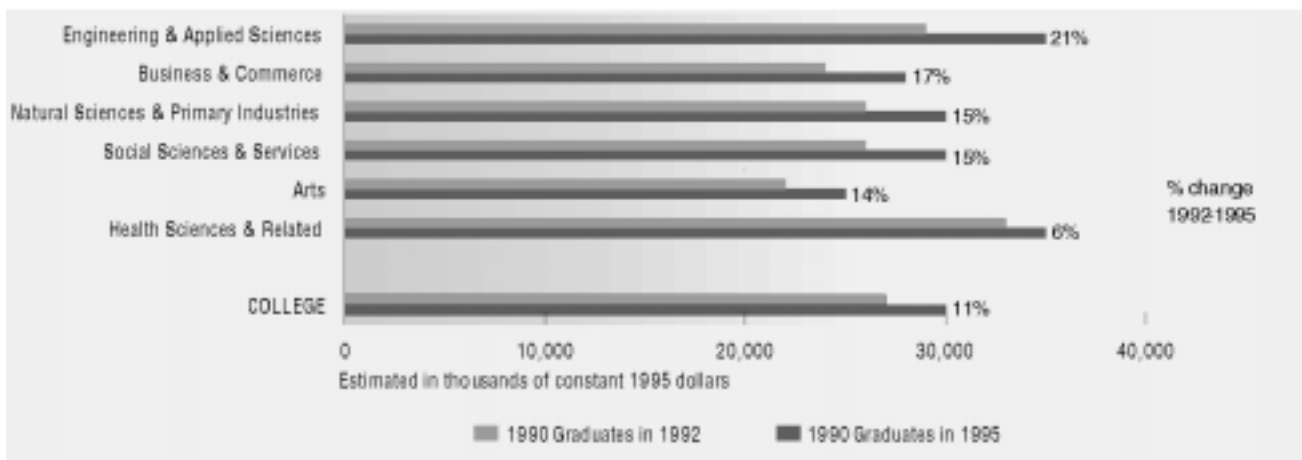
Engineers and Health professionals from the Class of '90 are top earners in 1995

Engineers and Health Science graduates from the class of '90 were the top earners among college and university graduates in 1995. College level engineers and health professionals earned about \$35,000 in 1995, while university

level engineers and health professionals earned about \$45,000. For college level engineers this represented a 21% increase from 1992, the highest increase in earnings among all fields of study at this level (Chart 12).

Median Earnings of 1990 College Graduates Working Full-time, Two and Five Years after Graduation, by Field of Study

Chart 12

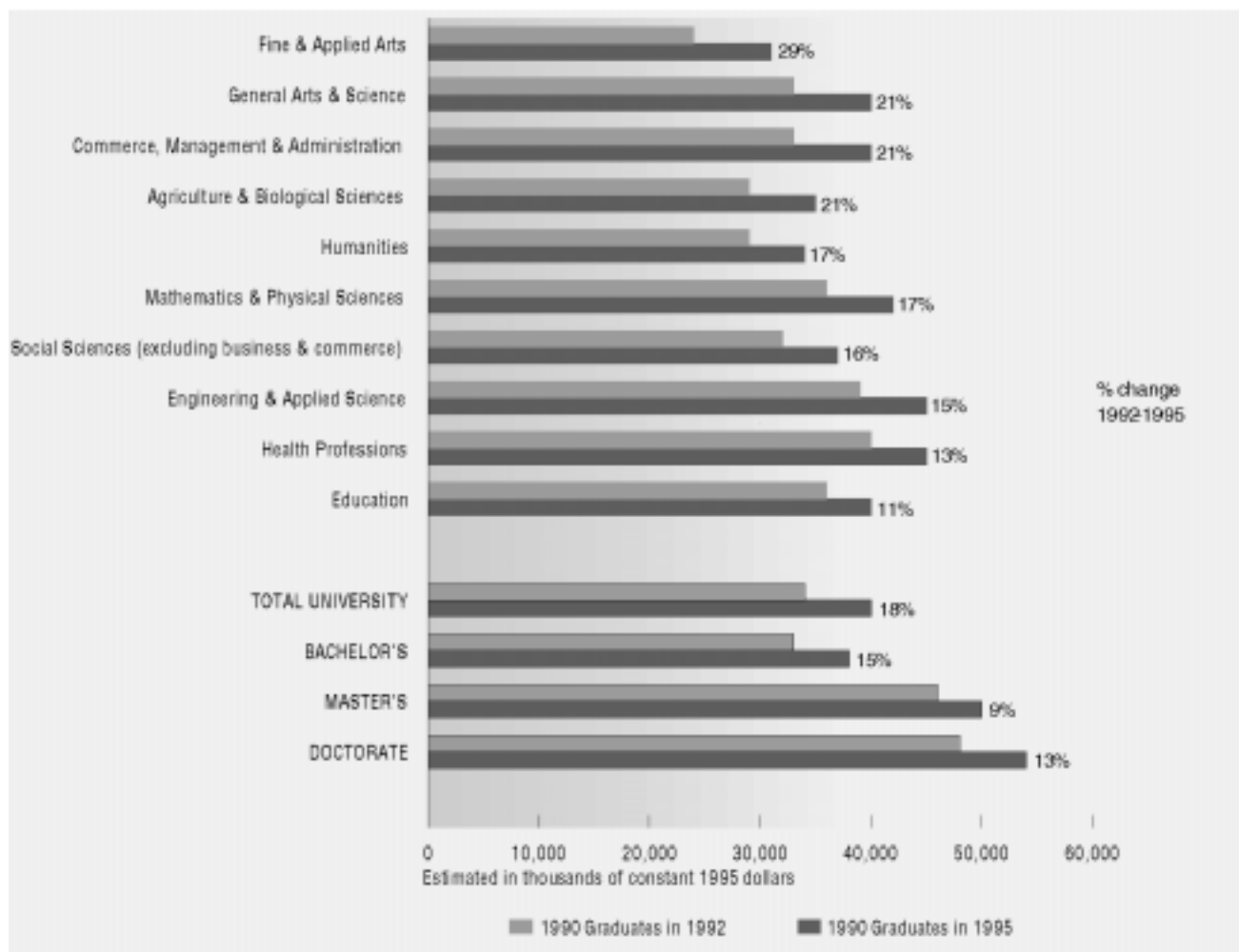


As mentioned earlier, university graduates from the engineering and health fields were among the highest earners in 1995. In comparison, graduates of fine and applied arts were the lowest paid field in this group, but reported the greatest percentage increase in median earnings (29%) between 1992 and 1995 (Chart 13). Other university

graduates from general arts and sciences, commerce and biology fields reported a 21% increase during this same time period. This narrowed the earnings gap for general arts and sciences and commerce graduates to about \$5,000 dollars of the top earners in 1995 and to about \$10,000 dollars for biology graduates.

Median Earnings of 1990 University Graduates Working Full-time, Two and Five Years after Graduation, by Field of Study

Chart 13



These are the initial findings of the 1995 Follow-up Survey of 1990 Graduates. When combined with the results of the 1992 Survey of 1990 Graduates, the information collected will provide a rich database to facilitate further research on the relationship between education, training and labour market activities—and the school-to-work transition of graduates. A public use microdata file will be available later in 1997.

	Trade/ vocational	College	Total University	Bachelor's	Master's	Doctorate
--	----------------------	---------	---------------------	------------	----------	-----------

1. Number of graduates	43,434	57,110	122,463	104,978	15,490	1,995
------------------------	--------	--------	---------	---------	--------	-------

2. Characteristics of 1990 graduates

2.1 Gender distribution (%)

Men	48	41	44	43	51	64
Women	52	59	56	57	49	36

2.2 Age in 1990

Age distribution (%)						
Less than age 18	--	--	--	--	--	--
Age 18-21	29	43	9	10	--	--
Age 22-24	14	25	45	51	10	--
Age 25-29	17	14	22	20	37	23
Age 30-34	14	7	9	7	19	34
Age 35-39	11	5	6	5	15	20
Age 40 and over	14	5	8	7	19	21
Median age	27	22	24	23	30	33

2.3 Marital status distribution in 1995 (%)

Single	34	40	37	39	24	17
Married	58	55	59	57	68	77
Widowed, separated or divorced	8	5	4	4	8	6

2.4 Percentage of graduates with dependent children in 1995 (%)

Total	46	31	32	29	47	59
Men	40	26	30	25	49	64
Women	50	35	33	31	45	50

2.5 Percentage of graduates with dependent children under age 5 in 1995 (%)

Total	11	8	9	8	14	20
Men	12	8	10	9	17	23
Women	10	8	7	7	12	14

2.6 Employment equity groups in 1995 (%)

Aboriginal people	4	2	1	1	1	--
Disabled persons	9	5	3	3	4	3
Visible minorities	12	9	9	9	10	14

	Trade/ vocational	College	Total University	Bachelor's	Master's	Doctorate
2.7 Highest level of education completed by father (% distribution)						
No formal schooling	2	1	1	1	1	--
Elementary school	21	19	17	17	18	16
Some secondary school	19	20	15	15	13	14
Completed secondary school	19	23	21	21	22	22
Trade or vocational training	5	5	4	4	3	3
Some college, CEGEP, technical or nursing school	2	2	2	2	2	--
Completed college, CEGEP, technical or nursing school	3	6	5	5	4	4
Some university	2	2	2	2	2	--
Teacher's college	--	1*	1	1	1*	--
Completed university degree, certificate or diploma	8	11	29	29	31	35
Undergraduate certificate or diploma	1	1	2	2	2	--
Bachelor's degree	4	7	14	14	14	15
Graduate certificate or diploma	--	1	6	7	3	--
Master's degree	1	2	6	6	6	5
Degree in medicine, dentistry or optometry	1*	1	4	4	4	5
Earned doctorate	--	1	3	3	4	7
Don't know	19	10	3	4	3	--
Other	--	--	0	0*	--	--

3. Labour market outcomes

3.1 Labour force status, June 1995 (%)

% working full-time	69	78	80	80	79	88
% working part-time	10	11	9	9	8	4
% working	80	89	89	89	88	94
% unemployed	12	6	6	6	6	5
% not in the labour force (not working and not looking for work or not available for work)	7	4	5	5	6	--
Unemployment rate	13	7	6	6	6	5

3.2 Relationship of job to education, for full-time paid workers in 1995

% working in directly related job	41	44	34	32	46	72
% working in partly related job	44	48	60	62	51	26
% working in unrelated job	15	9	6	6	3	--

3.3 Job mobility between June 1992 and June 1995

% working for the same employer	41	52	49	48	57	65
% working for a different employer	26	29	29	30	22	23
% not working in June 1992 but working in June 1995	14	9	11	12	9	5
% June 1992 workers in the same 4-digit SOC occupation	62	63	60	59	63	73
% June 1992 workers in the same 3-digit SIC industry	70	72	72	71	79	81

	Trade/ vocational	College	Total University	Bachelor's	Master's	Doctorate
3.4 June 1995 education requirements of full-time workers June 1995 job (% distribution)						
Incomplete, no postsecondary education or trade/vocational diploma	75	38	16	17	6	--
No postsecondary education required	37	22	11	12	4	--
Some postsecondary education completed	12	12	4	5	2	--
Trade/vocational diploma	27	5	0	1	--	--
College diploma or certificate	20	51	6	6	2	--
University degree, certificate or diploma	4	9	78	76	92	97
Undergraduate degree, certificate or diploma	--	1	2	2	1	--
Bachelors or first professional degree	3	6	58	62	41	9
Graduate degree, certificate or diploma	--	--	3	3	3	--
Master's degree or graduate certificate	--	--	10	5	42	18
Doctorate	--	--	2	0*	4	69
Other	1	2	3	3	2	--

4. Pursuit of further studies and attitude towards 1990 program

4.1 Further studies after 1990

% who pursued further studies	41	47	58	61	45	19
% received certificate, diploma or degree after graduation	28	26	34	37	19	10

4.2 Complete programs and other training pursued

% who pursued studies towards a trade/vocational certificate or diploma	18	7	3	3	2	--
% who pursued studies towards a college certificate or diploma	19	22	11	12	6	3
% who pursued studies towards a university certificate or diploma below bachelor's	2	7	8	8	5	3
% who pursued studies towards a bachelor's degree	3	13	14	16	5	2
% who pursued studies towards a university certificate or diploma above bachelor's	--	1	6	7	3	--
% who pursued studies towards a first professional degree	--	1*	5	5	2	2
% who pursued studies towards a master's degree	--	1	15	16	5	--
% who pursued studies towards a doctoral degree	--	--	4	2	16	3

4.3 Retrospective choice of education program in 1995

% would select same program again	65	67	73	71	82	81
-----------------------------------	----	----	----	----	----	----

SOURCE: Follow-up of 1990 Graduates Survey, June 1995 and National Graduates Survey, June 1992