

The background of the slide is a light gray gradient, decorated with numerous realistic water droplets of various sizes. Some droplets are at the top, some at the bottom, and some on the right side, creating a fresh and clean aesthetic.

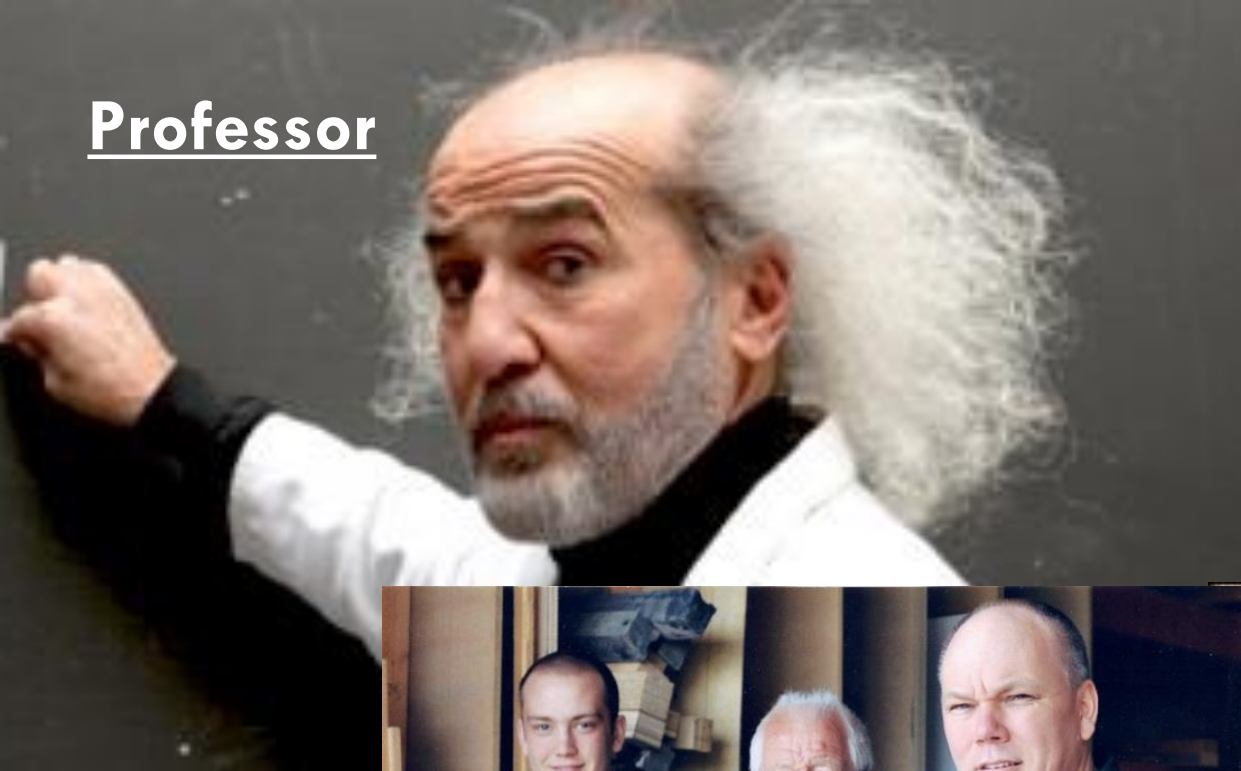
# **FUTURE JOB PROSPECTS: TRANSITION FROM HIGH SCHOOL TO POST SECONDARY**

RICHARD DOMINIC WIGGERS

Pierre Elliott Trudeau High School – Thursday, April 6, 2017

**I have a diverse personal background  
which informs my views**

**Professor**



**Employer**



**Education Policy**



**First Generation**

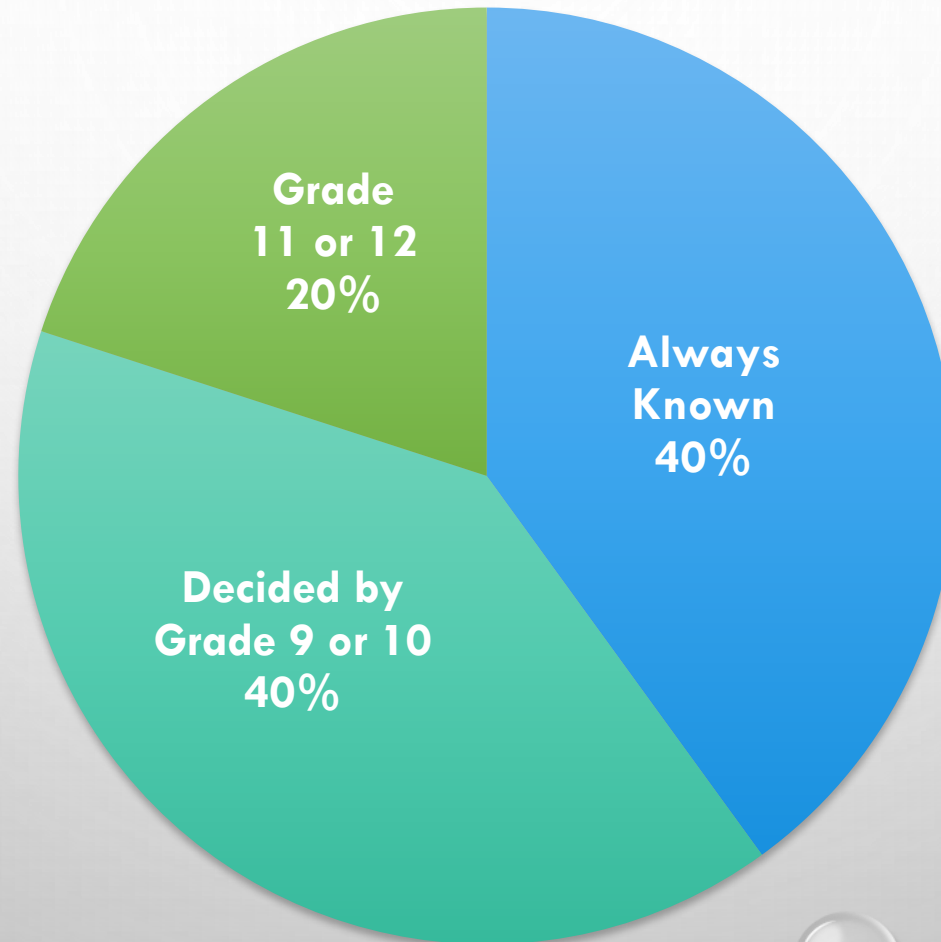




# **CHOOSING POST HIGH SCHOOL PATHWAYS**

# Many decisions about postsecondary education are made before high school

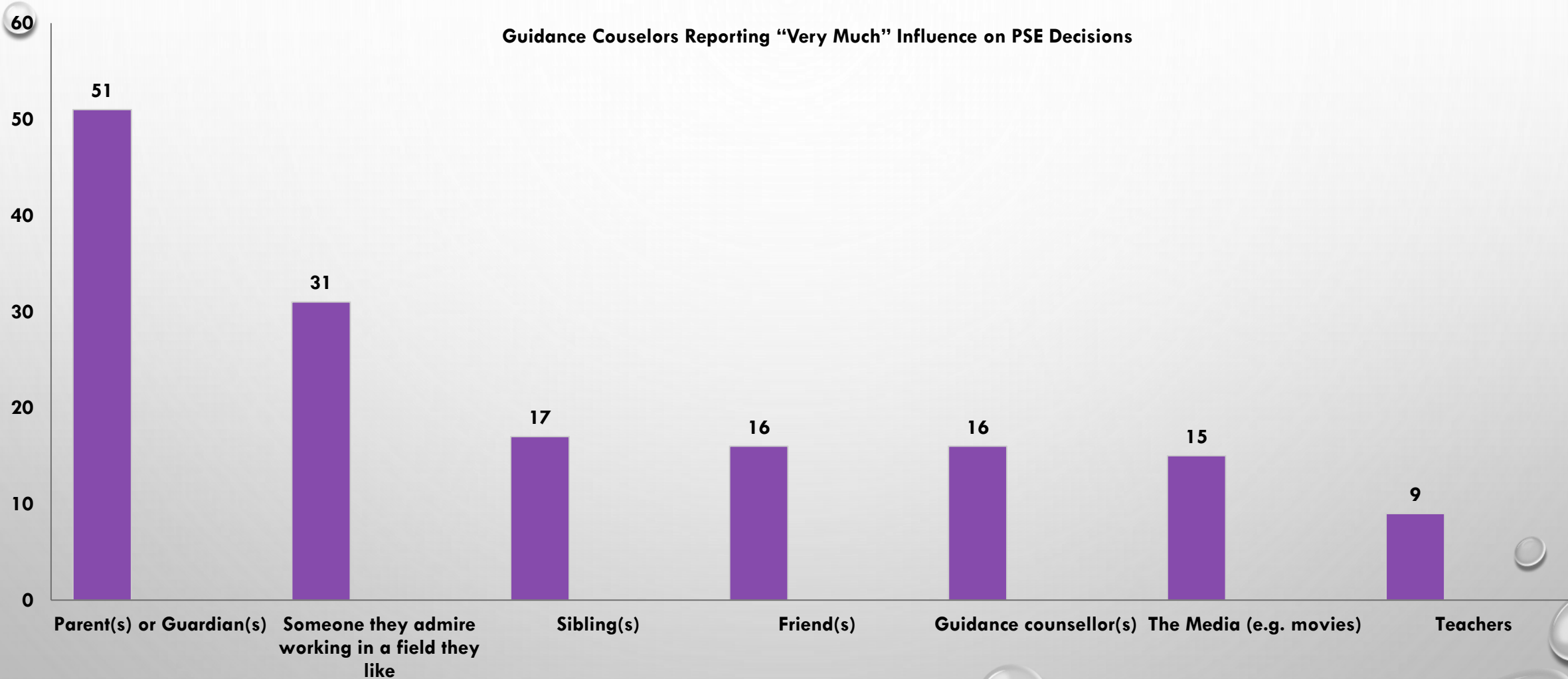
% of Students who Determined PSE Pathway





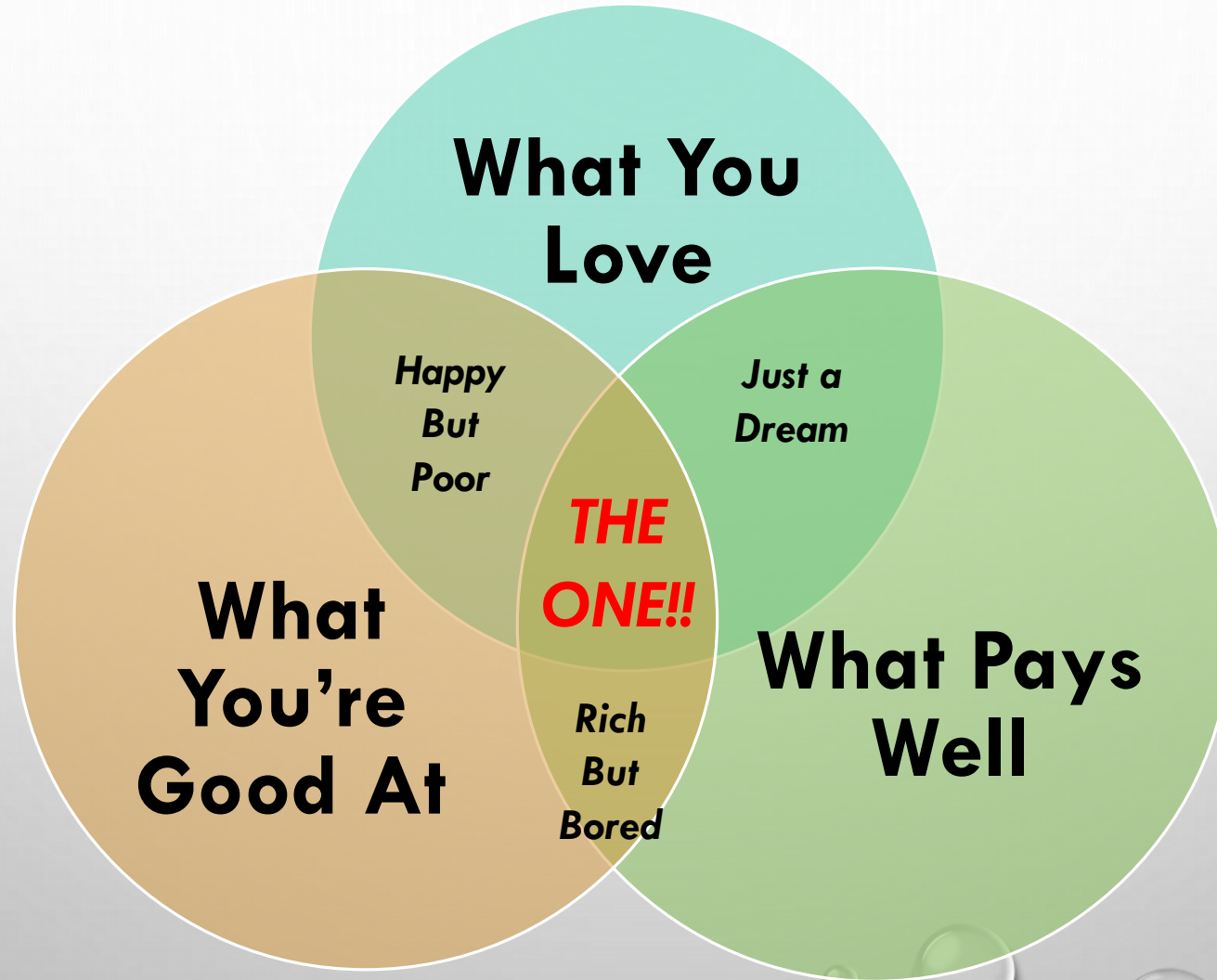
# Despite their best efforts, guidance counsellors are not the main influencers

Guidance Counselors Reporting “Very Much” Influence on PSE Decisions



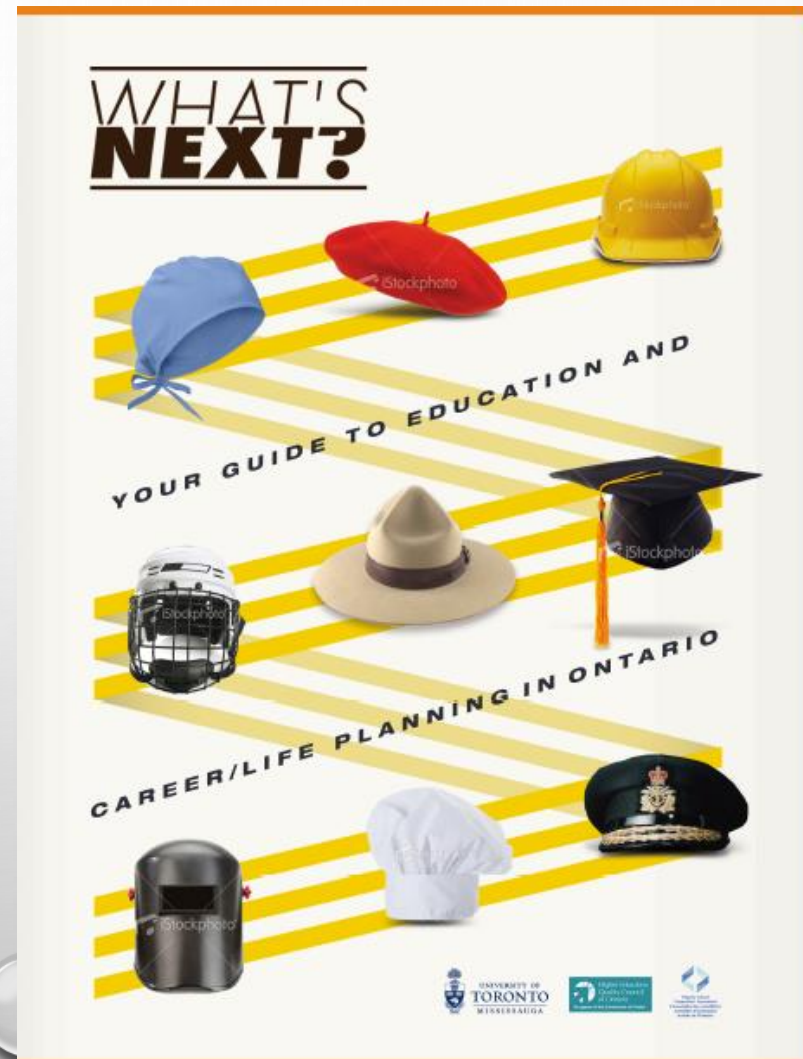
Source: Dietsche, P., “Career Planning in Ontario Grade 10 Students: Counsellor Perspectives,” *The Canadian Journal of Career Development* (12:1, 2013).

**Young people need to explore  
what their passions and priorities are**



# HEQCO and OSCA developed a guide for high school students & parents

- Original version developed by UTM
- Encourages high school students to consider all postsecondary options, including college, trades, the “gap year”, etc.
- Engage parents in discussions with their son/daughter about their future aspirations

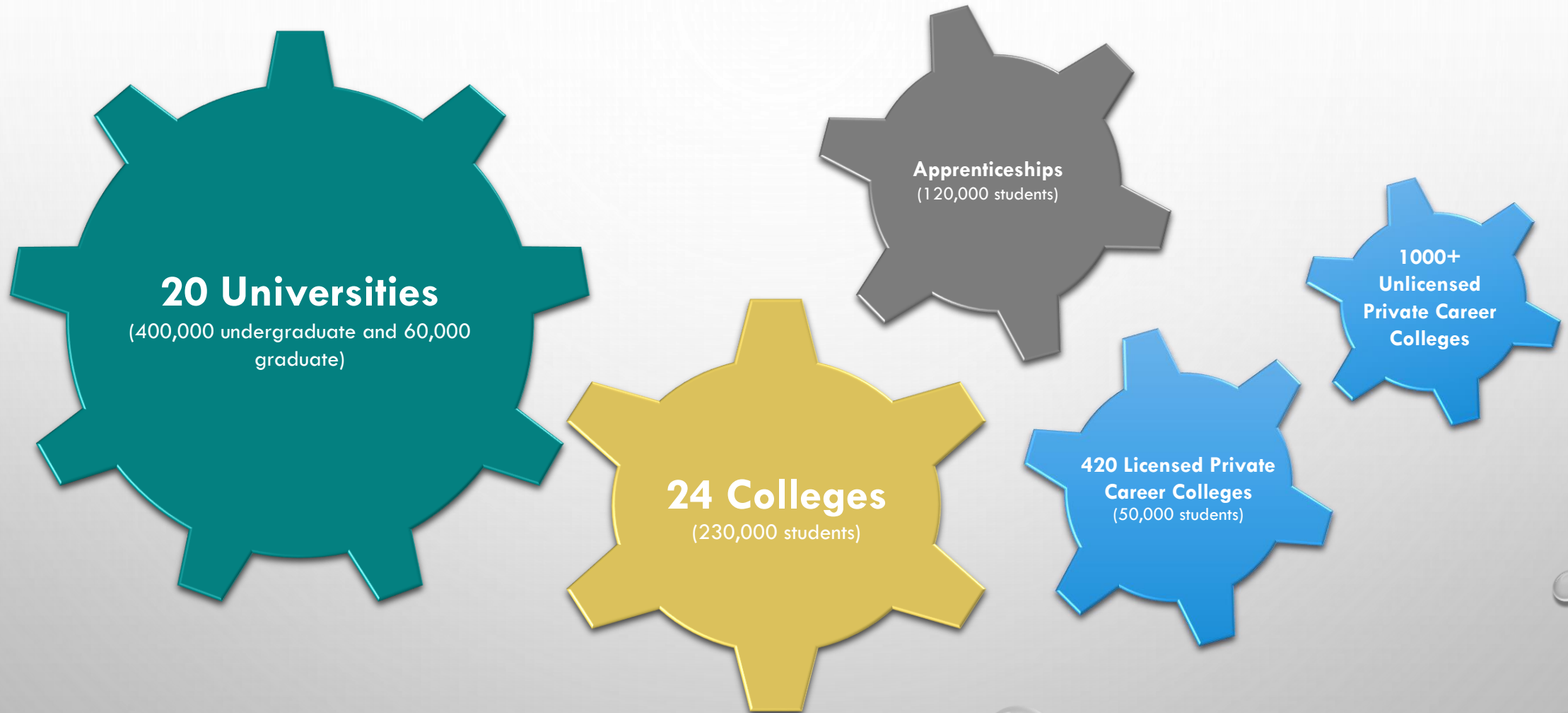




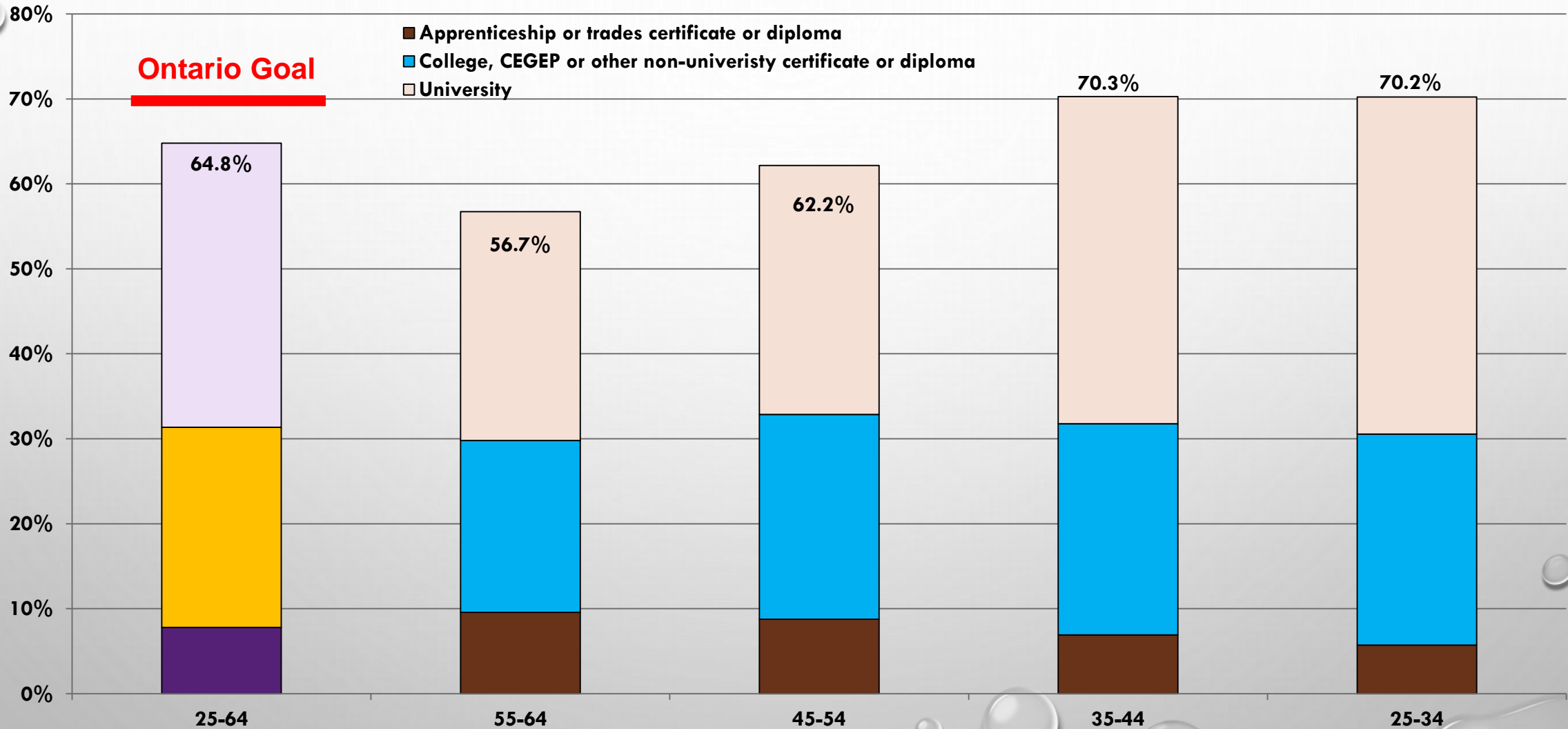
# **POSTSECONDARY OPTIONS**



# Half of Ontario higher education occurs outside of the universities

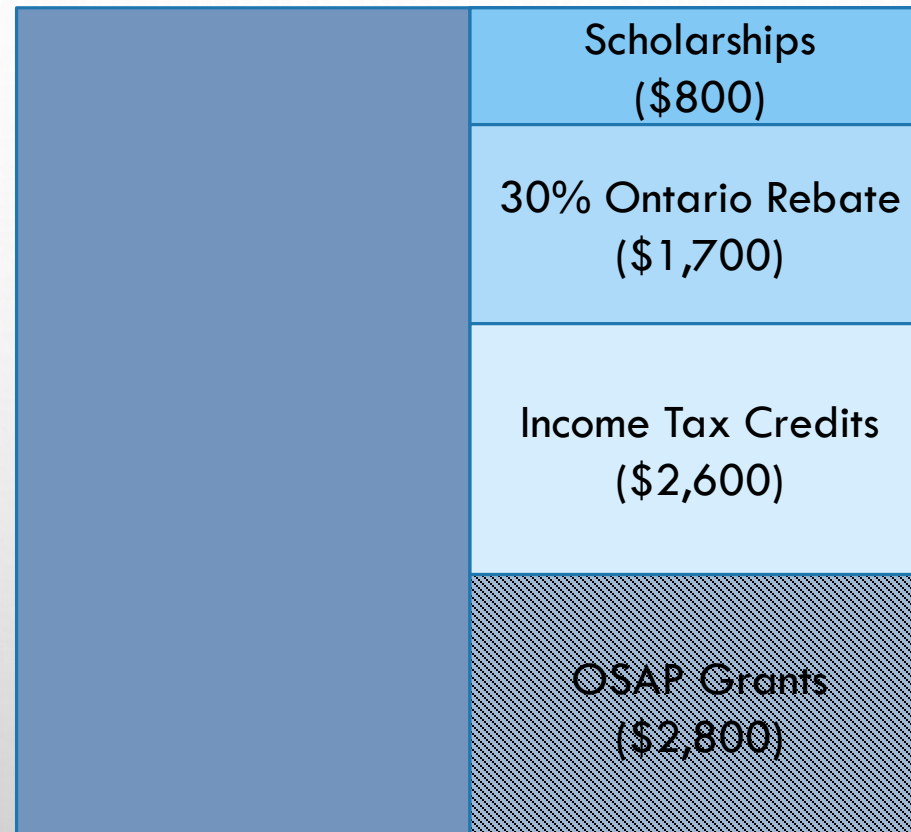


# Ontario is already achieving the goal of “mass higher education”



# The Ontario government is currently promoting what they call “free tuition” for Fall 2017

(typical one year cost for undergraduate study)



Average Undergraduate  
University Tuition/Fees

*Four provinces also introduced additional tuition tax credits totalling up to \$25,000 for postsecondary graduates living in province.*

# Financial issues are not the biggest barrier to students going to PSE or staying

In **decisions to apply** for postsecondary programs of study:

- Level of parental PSE was a more important factor than family income
- For some communities immigrant background was most important

Multiple studies of college/university **dropouts**:

- The biggest reason was “didn’t like it/not for me”
- The second most common reason was to “change schools or programs”





# **JOBS AND CAREERS**

# Postsecondary institutions may be over-marketing their credentials



**AUCC**  
Association of Universities and Colleges of Canada  
Association des universités et collèges du Canada

The voice of Canada's universities

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Media Room

Home > Media room > News and commentary > University is still the sure way to a good career

News and commentary  
Publications  
Videos

October 3, 2012

Association of Universities and Colleges of Canada

...new running shoes for the kids and the shortening of summer evenings, the last days of ... bring a wave of editorial comment questioning the value of a university education, bemoaning ... of tuition, and lamenting a supposed by-gone golden age of higher education. More recently, these ... have been coupled with articles suggesting today's graduates are ill-prepared for the workforce and that universities are failing to advance Canada's research and innovation agenda.

While it is true that tuition has increased in recent years, so too has the value of a degree. The income premium of a university degree is large and growing. University graduates will on average earn \$1.3 million more during their careers than a high school graduate and \$1 million more than a college grad. And contrary to what you read in the papers, there are jobs for university graduates. Between July 2008 and July 2012 there were 700,000 new jobs for university graduates in Canada compared with 320,000 for college grads, and a net loss of 640,000 jobs for those with no postsecondary education.

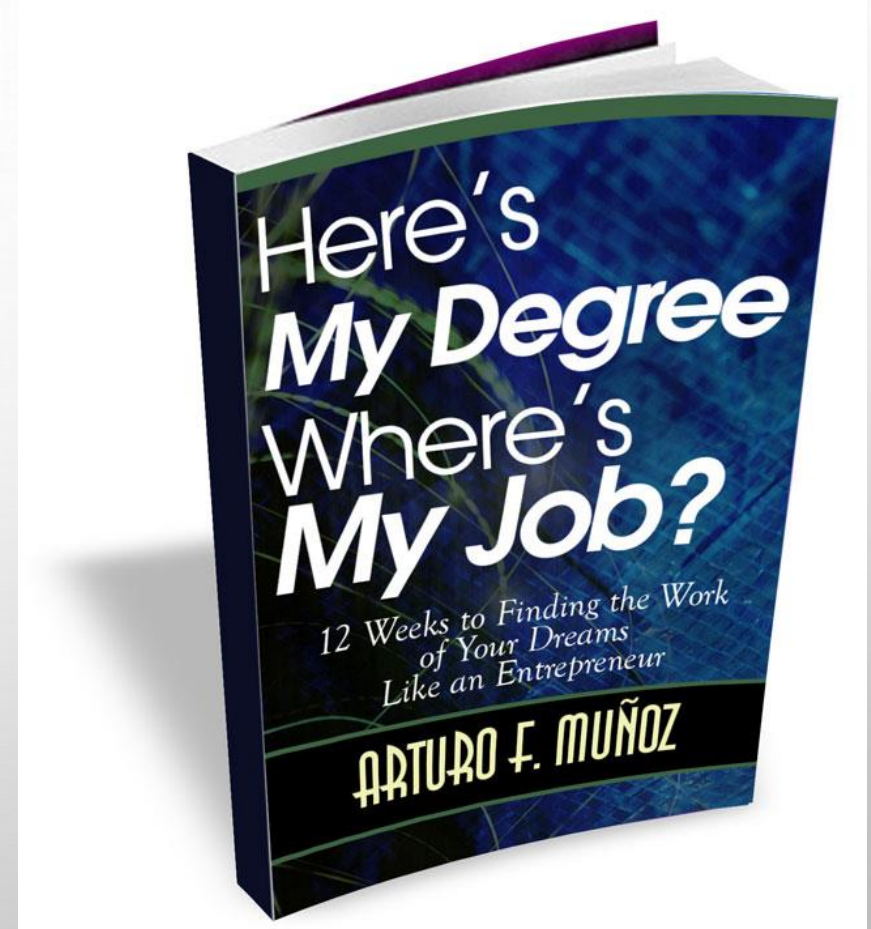
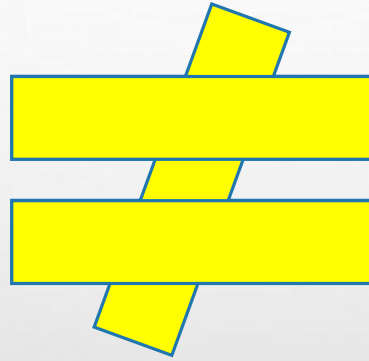
Student debt load is a serious issue that we should all work to address, but it is important to note that more

**“University graduates will on average earn \$1.3M more during their careers than a high school graduate and \$1M more than a college grad.”**

# Some seem to view PSE credentials as job vouchers



**Credentials**



# Many high school and university graduates lack basic literacy skills

## Ontario high schools:

- The graduation rate has increased from 68% to 85.5% in less than a decade
- Approximately half of incoming college students can't pass a basic entrance literacy test

## Statistics Canada (September 14, 2016):

- Of the university graduates working in a job that only required high school, half had low literacy skills and/or trouble working with numbers



# A good example of the lack of skills can be seen in job applications

**Denise Lewis**  
1123 Colorado St.  
Santa Fe Springs, CA 90670  
(714) 777-2323  
aromo@fullerton.edu

January 4, 2008

Brenda Couch, Recruiter  
VANS  
6550 Katella Avenue  
Cypress, CA 90630

Dear Ms. Couch:

I am responding to the Public Relations internship position that was recently posted on California State University, Fullerton's Titan Connection jobs database. Currently, I am a senior majoring in Sociology and Public Relations with an anticipated graduation date of May 2008.

All of my life I have had a passion for the fashion industry and have always looked for ways to submerge myself in similar environments that mirror an industry that is versatile and fast-paced. A public relations internship position with VANS, will help emphasize the skills learned and acquired through my academics and in my previous public relations internship position with Gonzo Communications. My experience with a small public relations agency taught me the basics of public relations, such as writing press releases and media alerts, but most importantly it strengthened my interest in working for a larger, more versatile company such as VANS.

In addition to my internship experience in public relations, my experience of over five years as a server has prepared me to work in a high-volume and fast-paced environment. Working as a server has equipped me with exceptional customer service skills and the ability to be flexible and adaptable. Flexibility, adaptability, and strong follow through are key strengths that will enable me to be successful as a public relations intern with VANS.

My previous experience in public relations along with my key strengths are well aligned with your public relations internship position. My schedule is flexible and I welcome an interview to further discuss how my skills and abilities closely match your internship position.

Thank you for your time and consideration.

Sincerely,

(Signature)  
Denise Lewis

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**Summer Hagy**  
226 Park Avenue South • St. Cloud, MN 56301  
320-223-7528 • summer.hagy@rasmussen.edu

**Summary of Qualifications**

- Strong customer service skills in a retail setting
- Congenial and enthusiastic contributor and supporter of team goals
- Knowledge of office practices and procedures
- Strong attention to detail, great math skills and enjoys working with numbers
- Excellent analytical, organizational and communication skills
- Proven ability to prioritize and handle multiple tasks in a challenging environment

**Education and Training**

Rasmussen College, St. Cloud, MN	September 2009
AAS Degree- Office Management	
GPA 3.8/4.0	
Morningnight Community College	May 2008
Bookkeeping Certificate	

**Skills Summary**

- Windows Vista, Windows XP, Mac
- Access, PowerPoint, Word, Quickbooks, FAS, Hyperion, Quicken, OptimalResume
- Basic computer hardware assembly and component/device replacement
- Learns new software applications quickly
- Conversant in Spanish and understands Portuguese
- Types 45 WPM and excellent 10 key calculator skills
- Commercial drivers license

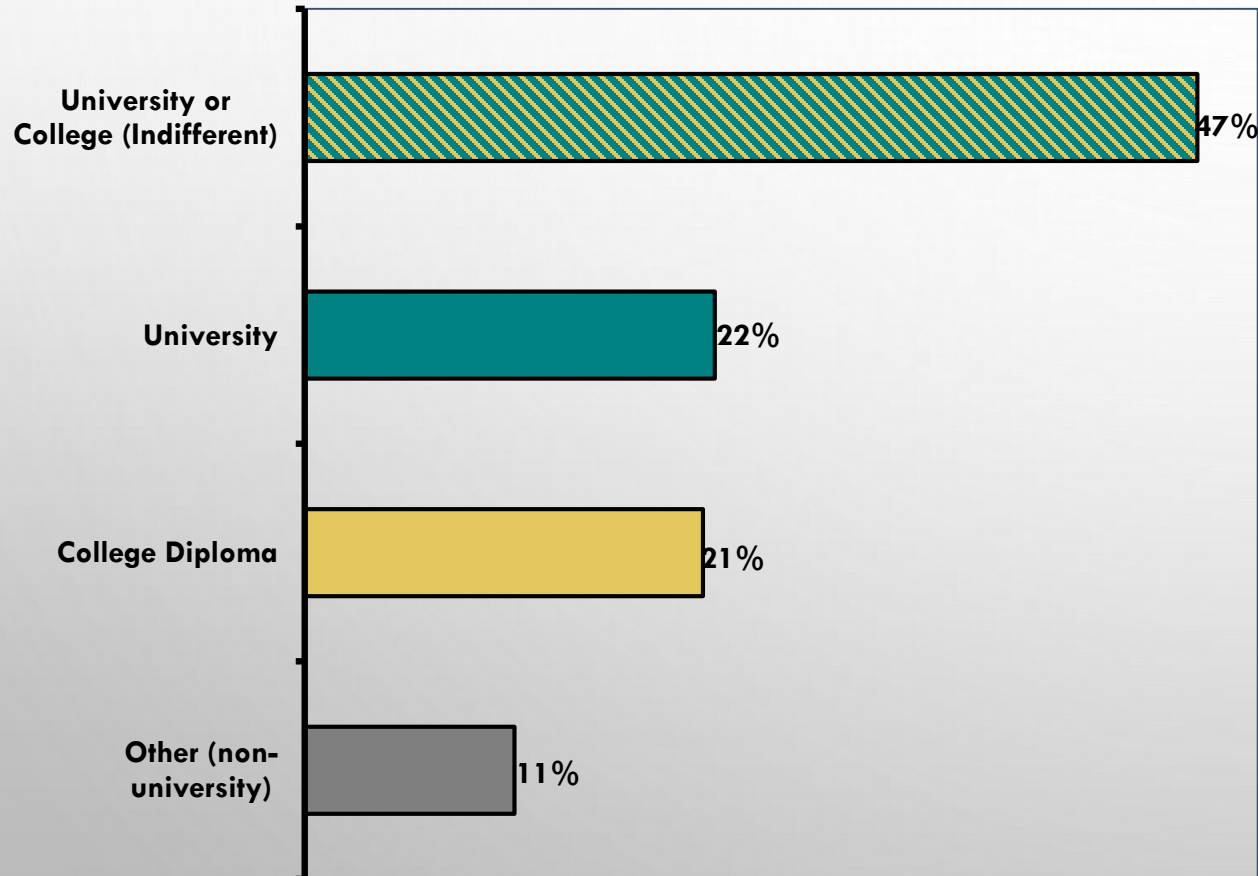
**Employment Experience**

Office Depot- St. Cloud, MN	December 2009 - Present
Service Representative	
Assisted customers with product selection and payment; became a key resource for screening new hires	
Provided translation assistance for Spanish-speaking customers, leading to an increase of business of over \$2K per month	
St. Cloud Times- St. Cloud, MN	Summer 2007
Newspaper Delivery Person	
Assembled and delivered newspapers to a community of 430 people. Never missed a delivery day	
Increased subscriptions by 30 as a result of a direct mailing	
Proactively checked accounts payable and performed collections	
Hillside Summer Camp Hillside, MN	Summer 2006
Camp Counselor	
Conducted classes in swimming, track and basketball. Developed leadership and team building skills and was given Favorite Counselor Award	
Composed weekly newspaper on camp events and recognitions, gaining better exposure for the camp	

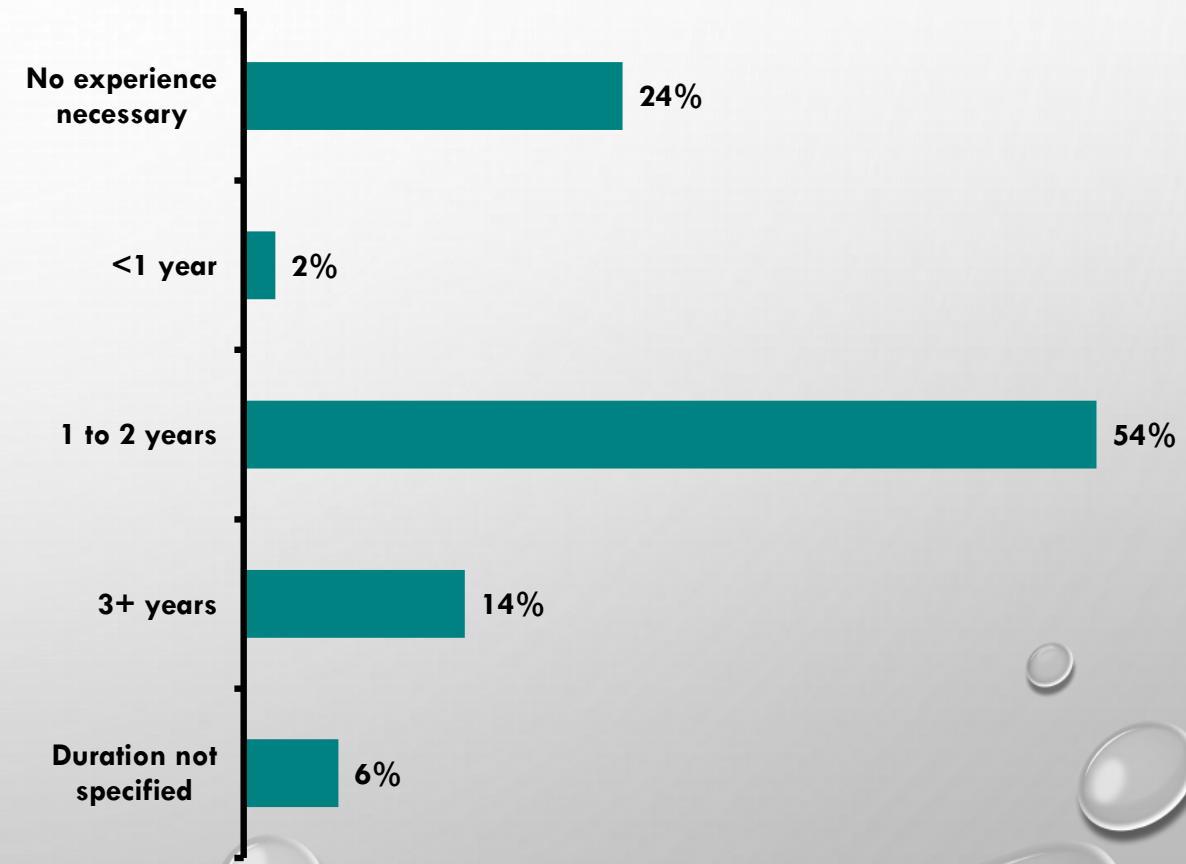
Do you write on a computer? Why?

# Employers want not just PSE credentials, but also work experience

Level of PSE Required in Job Advertisements



Job postings by minimum years of work experience



# Being “successful” in life is about more than just good grades in school, or credentials

## HEQCO study on “high achievers”:

- Often involved in student council, athletics, school clubs, working part-time, volunteering, writing for school newspaper or yearbook, acting as tutors, etc.

## UBC applicants have to make a video “Personal Profile”:

- “gives you the opportunity to tell UBC about the things that are important to you, your significant **achievements**, what you’ve learned from your experiences, and the challenges that you’ve overcome.”

# There are many “expert” opinions when it comes to labour market trends and needs

Skills gap/skills shortage

Essential skills

critical thinking, problem  
management

Nontrainable

positive attitude, honesty, work ethic, attention to detail, grit, determination

**“Here’s the bottom line: everyone who is dealing with this debate should have a little bit of humility and admit that none of us know exactly what is going on in the labour market of today.”**

Jason Kenney, Federal Employment Minister, March 27, 2014, House of Commons

teamwork, time





**HOW BAD IS THE JOB SITUATION?**

# The media seeks a bleak future for PSE graduates

## GENERATION JOBLESS

**“GENERATION SCREWED”  
AND WHO’S TO BLAME**

CANADA'S NATIONAL MAGAZINE

JANUARY 21, 2013

## THE NEW UNDERCLASS

Why so many smart, educated, ambitious  
young people have no future P.38

THE ESSENTIAL PARENT'S GUIDE  
to help their college student beat the odds by having a job on graduation day.  
Includes over 50 proven strategies!

## THE UNEMPLOYED GRAD

AND WHAT PARENTS  
CAN DO ABOUT IT

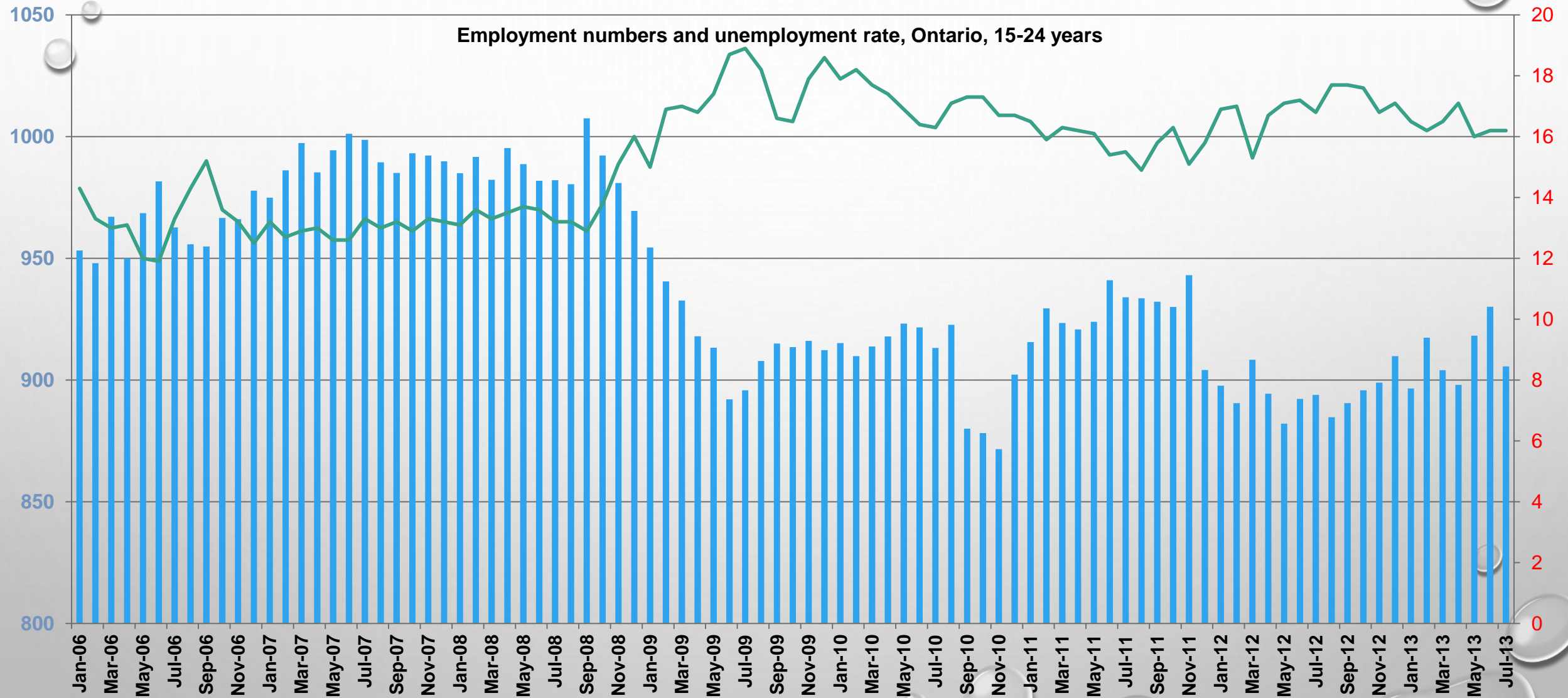
2012 EDITION

DON PHILABAUM

Foreword by Ben Casnocha, co-author of *The Startup of YOU*

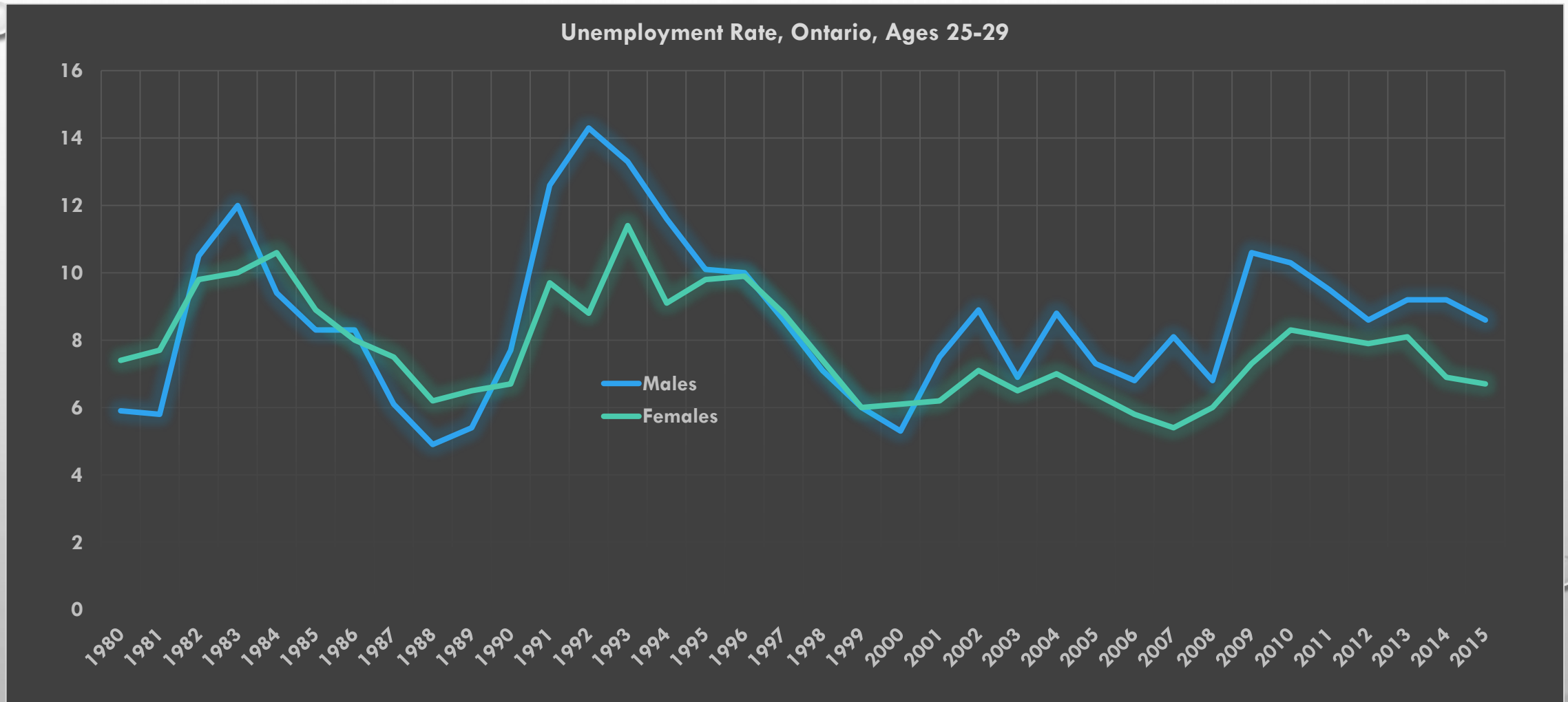


# Thousands of jobs disappeared in 2008-09





# The most recent recession was not the worst in terms of youth unemployment



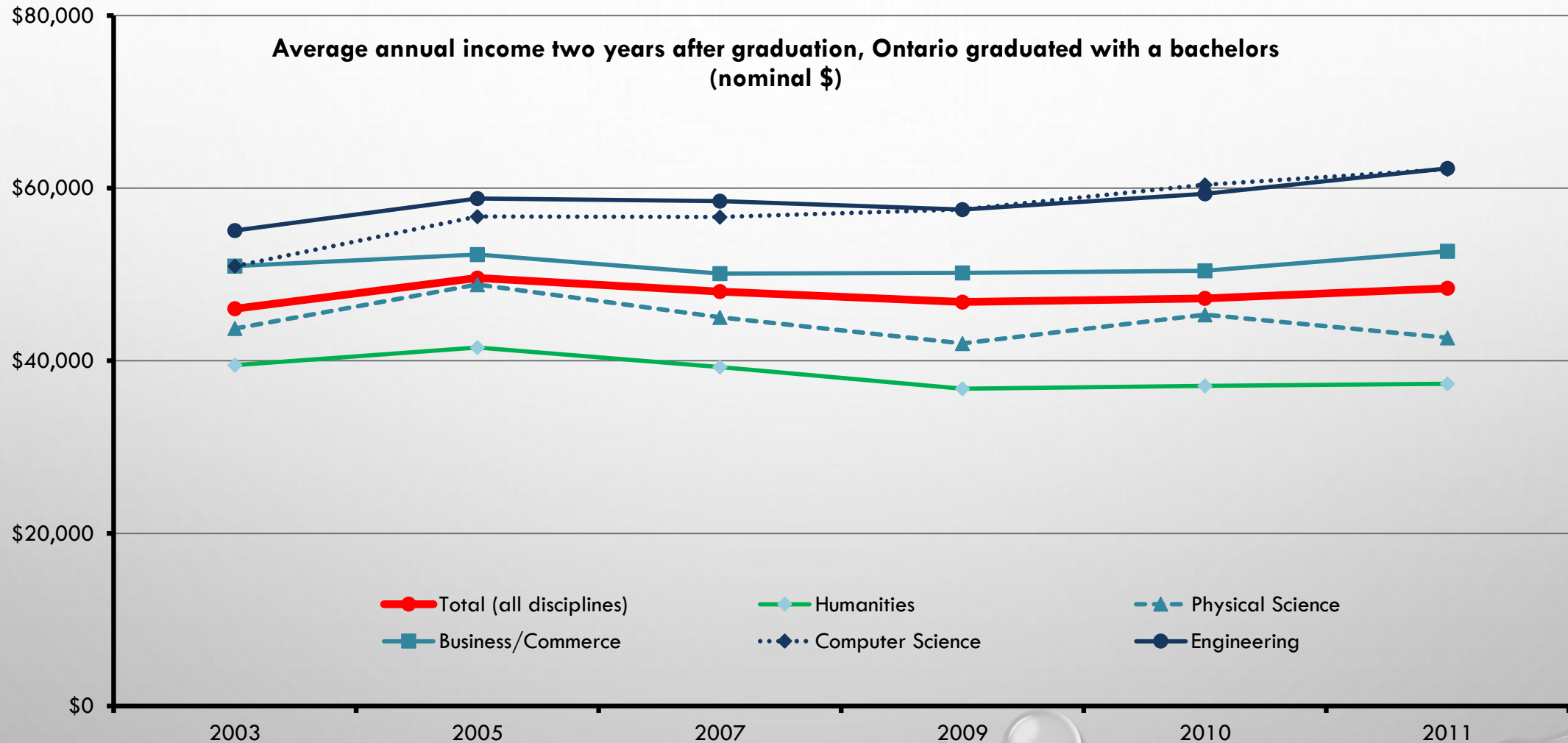


# How “screwed” is this generation in comparison to the past?

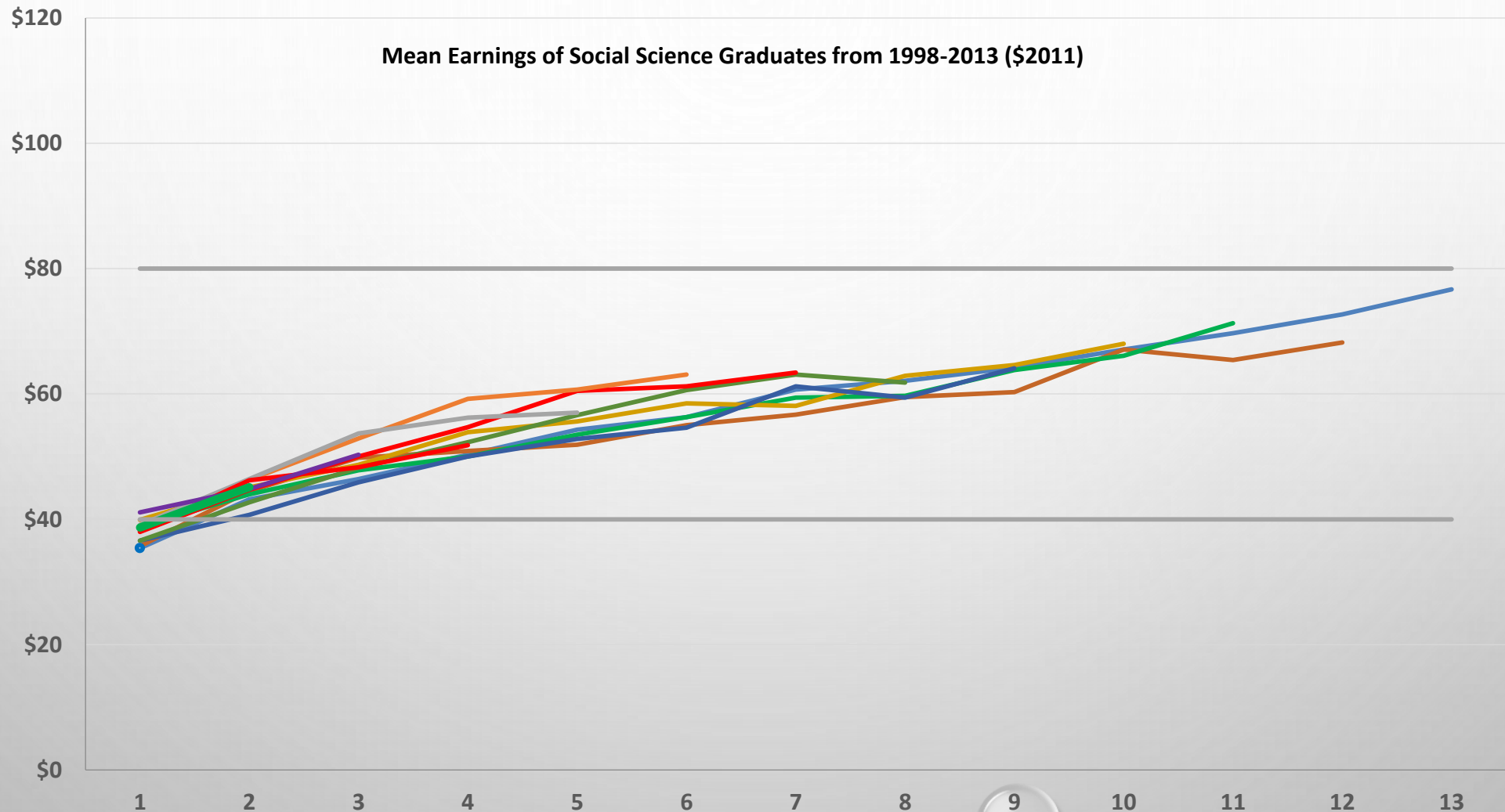
2 years after bachelors	1976	1990		
Unemployment rate				5%
Average income		\$27,997	\$39,667	\$54,133
	\$57,132	\$46,306	\$52,058	\$58,172
Related to field of study	80%	71%	n/a	82%

**“The fact is, our grads are doing as well as they have at any time in the last 40 years. We should celebrate that.”**  
 Alex Usher, (HESA: 2014)

# Labour market returns vary by discipline, and all were impacted by the recession



# University graduates in most disciplines do well, especially over time



# The labour market is also changing for the regulated professions

Nursing	Education	Medicine	Law	Architecture	Engineering
2.5%/year growth	<b>Decline</b>	3.6%/year growth	4.4%/year growth	2.2%/year growth	6.2%/year growth
88% female	76% female	56% female	55% female	48% female	18% female
92%+ prof. licenced	88-90% prof. licenced	63-67% prof. licenced	96%+ prof. licenced	18-20% prof. licenced	18-38% prof. licenced
96% working in related job	75% working in related job	99% working in related job	84% working in related job	76% working in related job	67% working in related job
Future demand is expected to continue to grow.	Job market expected to improve significantly, with possible future shortages	Many newly certified physicians are encountering difficulties finding positions.	Future cohorts will face greater competition and falling earnings	Many will need to pursue employment outside of Ontario or in other work	A valued qualification the can open doors to many different careers



# HEQCO was a great case study in what you can do with various credentials



The background is a light gray gradient. It is decorated with numerous realistic water droplets of various sizes, some clustered in the top left and bottom right corners. In the upper center, there is a faint, circular logo that appears to be a stylized globe or a similar emblem.

# THANK YOU!!

RICHARD DOMINIC WIGGERS

[leisurenb@rogers.com](mailto:leisurenb@rogers.com)