

# Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

| Section                     | Description  | Measures  |
|-----------------------------|--|---|
| <b>Student Demand</b>       | <p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p><b>Click Below to Access Full Source Document:</b><br/> <a href="#">Fall Enrollment Trend</a></p> | <ul style="list-style-type: none"> <li>● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3%</li> <li>● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9%</li> <li>● Weak = Fleming enrolment growth is less than the system demand and is less than 1%</li> </ul> |
| <b>Labour Market</b>        | <p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>  | <ul style="list-style-type: none"> <li>● Strong = Between 5-6 positive labour market indicators</li> <li>● Moderate = Between 3-5 positive labour market indicators</li> <li>● Weak = Between 1-2 or no positive labour market indicators</li> </ul>  |
| <b>Competitive Analysis</b> | <p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p><b>Click Below to Access Full Source Document:</b><br/> <a href="#">Fall Conversion Report</a></p>   | <ul style="list-style-type: none"> <li>● Strong = Fleming conversion ratio is greater than 2 below the system</li> <li>● Moderate = Fleming conversion ratio is 1 above, below or equal to the system</li> <li>● Weak = Fleming conversion ratio is greater than 2 above than the system</li> </ul>   |
| <b>Financial Analysis</b>   | <p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p><b>Click Below to Access Full Source Document:</b><br/> <a href="#">Costing Analysis</a></p>   | <ul style="list-style-type: none"> <li>● Strong = CTO is greater than 35%</li> <li>● Moderate = CTO is between 30 - 34%</li> <li>● Weak = CTO is between 20 – 30%</li> </ul> <p><b>No Contribution = 19% or less</b></p>  |

## Key Research Findings

|                                   |  |  |
|-----------------------------------|--|--|
| <b>Key Performance Indicators</b> | <p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p><b>Click Below to Access Full Source Document:</b><br/><a href="#">Key Performance Indicators</a></p> | <ul style="list-style-type: none"><li>● Strong = Above system average in 6-7 indicators</li><li>● Moderate = Above system average in 3-5 indicators</li><li>● Weak = Above system average in 0-2 indicators.</li></ul> |
| <b>Resource Analysis</b>          | <p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>   |  |

# Key Research Findings

## Community Based Applied Research (70717)

### Student Demand<sup>1</sup>

• **MODERATE**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

#### Graduate Certificate

- Three schools currently offer this program, one of which is a direct competitor with Fleming
- Georgian, the direct competitor, has experienced a **0%** mean growth rate and an average registration of **28 students**
- Algonquin has the highest mean growth rate (**21%**)

#### Graduate Certificate

| Program: 70717 - RESEARCH ANALYST |                            |    |    |                            |    |    |                            |    |     |                            |    |    |                            |                              |
|-----------------------------------|----------------------------|----|----|----------------------------|----|----|----------------------------|----|-----|----------------------------|----|----|----------------------------|------------------------------|
|                                   | 2007 2008 % Change (07-08) |    |    | 2008 2009 % Change (08-09) |    |    | 2009 2010 % Change (09-10) |    |     | 2010 2011 % Change (10-11) |    |    | % Mean Growth Rate (07-11) | 5 Year Average Reg. Students |
| ALGONQUIN                         |                            |    |    | 16                         |    |    | 16 10 -38                  |    |     | 10 18 80                   |    |    | 21                         | 15                           |
| CENTENNIAL                        |                            |    |    |                            |    |    |                            |    |     | 1                          |    |    |                            | 1                            |
| GEORGIAN                          | 26                         | 30 | 15 | 30                         | 31 | 3  | 31                         | 27 | -13 | 27                         | 25 | -7 | 0                          | 28                           |
| Total                             | 26                         | 30 | 15 | 30                         | 47 | 57 | 47                         | 37 | -21 | 37                         | 44 | 19 |                            |                              |

### Labour Market

• **MODERATE**

#### Employment Ontario<sup>2</sup>

Policy and Program Officers, Researchers and Consultants (NOC- 416)

- Employment Ontario Rating (2009-2013):
  - **Average**
- Education and Training
  - "A master's degree in economics or in a related discipline such as business administration or statistics is usually required. A doctorate degree in economics may also be required. Depending on the nature of the work being one, an economist or policy analyst may require specialized or general academic training. Advances in computer technology have fundamentally changed the way in which economic research is conducted. Tasks such as accessing information, statistical analysis, economic projections and forecasting all require knowledge of both computer technology and economic theory."

<sup>1</sup> Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

<sup>2</sup> "4162 Economists and Economic Policy Researchers and Analysts." *Employment Ontario*. N.p., n.d. Web. 24 Aug. 2012. <[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/4162\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/4162_e.pdf)>.

# Key Research Findings

- Demand
  - “Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013. Employment growth for economists will be tempered as employees are hired to perform more specialized tasks in jobs with different titles such as financial analysts, market analysts and public policy consultants. Opportunities will be good in the private sector over the forecast period given the complexity of the global economy and the growing need for economic analysis, particularly during an economic downturn. Many private companies will require the services of these professionals on a consulting basis. However, compared to the government sector, the private sector is a relatively small employer of these workers.”
  - “Advancements in technology have enhanced the work capacity of these professionals. Computer technology has greatly reduced the tasks related to complex mathematical calculations and the storage and manipulation of large data sets. Individuals with a master’s degree or Ph.D. in economics with knowledge of quantitative techniques in economic modeling and forecasting with good communication skills should have the best job prospects.”

## HRSDC<sup>3</sup>

### Policy and Program Officers, Researchers and Consultants (NOC-416)

|                                  | Level   | Share |
|----------------------------------|---------|-------|
| <b>Expansion Demand:</b>         | 39,918  | 47%   |
| <b>Retirements:</b>              | 35,188  | 41%   |
| <b>Other Replacement Demand:</b> | 5,490   | 6%    |
| <b>Emigration:</b>               | 4,633   | 5%    |
| <b>Projected Job Openings:</b>   | 85,229  | 100%  |
|                                  | Level   | Share |
| <b>School Leavers:</b>           | 77,077  | 77%   |
| <b>Immigration:</b>              | 10,423  | 10%   |
| <b>Other</b>                     | 12,907  | 13%   |
| <b>Projected Job Seekers:</b>    | 100,407 | 100%  |

- “Based on projections and considering that there was a shortage of labour supply in this occupation, it is expected that the number of job seekers will remain insufficient to fill job openings over the 2011-2020 period. Although employment growth will remain relatively high over the projection period, it will slow down significantly compared to the strong growth recorded in recent years. One of the main reasons for this slowdown is the budget freezes or cuts put in place by the federal government and some of the provincial governments. The slowdown will, however, be partially offset by the increase in the need to replace workers who retire. With regard to labour supply, the number of school leavers, who represent the vast majority of the job seekers, and immigrants will continue to increase; however, mobility will be more limited because fewer workers from other occupations will be attracted to this occupation as a result of the deterioration of its labour market conditions.”

<sup>3</sup> "Policy And Program Officers, Researchers And Consultants (NOC-416)." *Canadian Occupational Projection System (COPS)*. N.p., n.d. Web. 24 Aug. 2012. <<http://www23.hrsdc.gc.ca/4cc.5p.1t.3onsummaryd.2tail@-eng.jsp?tid=60>>.

# Key Research Findings

## Employment Profile<sup>4</sup>

In 2010-2011, **69.6%** of graduates were employed in a full time position which related to this program of study provincially

Social Services

Total Graduates:3,096

Total Graduates in Survey:2,211

Response Rate:71.5%

59% graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.

Programs in Social Services

| Programs   | Duration     | Total Grads | Total in Survey | Total in Labour Force | Colleges   |
|--|--------------|-------------|-----------------|-----------------------|--|
| Activation Co-ordinator/ Gerontology                 | 2 Years      | 45          | 34              | 32                    | George Brown   |
| Activation Techniques In Gerontology                 | Post Diploma | 35          | 29              | 26                    | Fanshawe, Georgian   |
| Addictions: Treatment And Prevention                 | Post Diploma | 52          | 38              | 35                    | Durham, Georgian   |
| American Sign Language – English Interpreter         | 3 Years      | 10          | 8               | 7                     | George Brown   |
| American Sign Language And Literacy Instructor       | 2 Years      | 3           | 3               | 3                     | George Brown   |
| Autism And Behavioural Science                       | Post Diploma | 176         | 120             | 100                   | Fanshawe, George Brown, Lambton, Mohawk, St. Clair, St. Lawrence |
| Behavioural Psychology – Bachelor Of Applied Arts    | 4 Years      | 35          | 19              | 17                    | St. Lawrence   |
| Behavioural Science Technology                       | 3 Years      | 124         | 85              | 77                    | George Brown, St. Lawrence                                       |
| Career And Work Counsellor                           | 2 Years      | 77          | 61              | 53                    | George Brown   |
| Career Development Practitioner                      | Post Diploma | 40          | 35              | 34                    | Conestoga  |
| Chemical Dependency Counselling                      | Post Diploma | 6           | 5               | 4                     | St. Clair  |
| Community Mental Health – Multidiscipline            | Post Diploma | 38          | 28              | 25                    | Mohawk   |
| Community Worker                                     | 2 Years      | 90          | 68              | 45                    | George Brown, Sheridan   |
| Corporate Training And Development                   | Post Diploma | 1           | 1               | 1                     | Fanshawe   |
| Expressive Arts                                      | Post Diploma | 12          | 6               | 6                     | Sir Sandford Fleming   |
| Family Violence – Counsellor And Advocate            | 2 Years      | 49          | 32              | 18                    | George Brown   |
| Human Services Management – Bachelor Of Applied Arts | 4 Years      | 8           | 6               | 6                     | Loyalist   |
| Instructor For The Blind And Visually Impaired       | Post Diploma | 21          | 11              | 8                     | Mohawk   |
| Intervenor For Deaf – Blind Persons                  | 2 Years      | 18          | 12              | 9                     | George Brown   |
| Mental Health Worker                                 | 2 Years      | 103         | 56              | 37                    | Canadore, Confederation, Sir Sandford Fleming                    |
| Ontario Band Social Services Administrator           | 2 Years      | 2           | 2               | 2                     | Northam  |

<sup>4</sup> "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.  
<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>.

**Social Services****Programs in Social Services (cont.)**

| Programs                            | Duration     | Total Grads | Total in Survey | Total in Labour Force | Colleges  |
|-------------------------------------|--------------|-------------|-----------------|-----------------------|---|
| Pre-Interpreter                     | 1 Year       | 41          | 21              | 5                     | George Brown  |
| Research Analyst                    | Post Diploma | 31          | 23              | 23                    | Georgian  |
| Social Service Worker               | 2 Years      | 1,986       | 1,440           | 1,070                 | Algonquin, Boreal, Cambrian, Canadore, Centennial, Conestoga, Confederation, Durham, Fanshawe, George Brown, Georgian, Humber, La Cité, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, Sir Sandford Fleming, St. Lawrence |
| Social Service Worker – Gerontology | 2 Years      | 93          | 68              | 56                    | Cambrian, La Cité, Seneca, Sheridan   |

**Summary of Survey Data**

|                                  | Program Cluster | All Programs |
|----------------------------------|-----------------|--------------|
| Survey Population                | 2,211           | 50,622       |
| Labour Force Participation       | 77%             | 74%          |
| Employment Rate <sup>a</sup>     | 82%             | 83%          |
| Employed Part-time <sup>a</sup>  | 26%             | 18%          |
| Employed Full-time <sup>a</sup>  | 56%             | 65%          |
| Average Annual Earnings – Total  | \$34,143        | \$33,199     |
| Average Annual Earnings – Female | \$33,609        | \$31,897     |
| Average Annual Earnings – Male   | \$36,302        | \$34,607     |
| Graduate Satisfaction            | 76%             | 79%          |
| Employer Satisfaction            | 93%             | 93%          |

a. As a percentage of graduates in the labour force.

# Key Research Findings

## Social Services

### Graduate Outcomes for Program Cluster (as a percentage of all respondents)



### Top Five Industries of Employment

|   | #   | %     |
|---|-----|-------|
| Social Assistance                       | 414 | 30.7% |
| Nursing and Residential Care Facilities | 204 | 15.1% |
| Ambulatory Health Care Services         | 97  | 7.2%  |
| Educational Services                    | 97  | 7.2%  |
| Food Services and Drinking Places       | 61  | 4.5%  |

### Top Five Occupational Categories

|   | #   | %     |
|---|-----|-------|
| Community and Social Service Workers                      | 442 | 32.6% |
| Retail Salespersons and Sales Clerks                      | 79  | 5.8%  |
| Employment Counsellors                                    | 49  | 3.6%  |
| Visiting Homemakers, Housekeepers and Related Occupations | 46  | 3.4%  |
| Early Childhood Educators and Assistants                  | 43  | 3.2%  |



# Key Research Findings

## Social Services

Summary of Graduate Outcomes by Program

|  | Full-time Employed, Program Related |             | Full-time Employed, Program Unrelated |             | Part-time Employed, Program Related |             | Part-time Employed, Program Unrelated |            | Unemployed |             | Not in Labour Force |             |
|--|-------------------------------------|-------------|---------------------------------------|-------------|-------------------------------------|-------------|---------------------------------------|------------|------------|-------------|---------------------|-------------|
|  | #                                   | %           | #                                     | %           | #                                   | %           | #                                     | %          | #          | %           | #                   | %           |
| Activation Co-ordinator/ Gerontology                 | 18                                  | 52.9        | 2                                     | 5.9         | 6                                   | 17.6        | 3                                     | 8.8        | 3          | 8.8         | 2                   | 5.9         |
| Activation Techniques In Gerontology                 | 14                                  | 48.3        | 4                                     | 13.8        | 8                                   | 27.6        | —                                     | —          | —          | —           | 3                   | 10.3        |
| Addictions: Treatment And Prevention                 | 12                                  | 31.6        | 3                                     | 7.9         | 10                                  | 26.3        | 7                                     | 18.4       | 3          | 7.9         | 3                   | 7.9         |
| American Sign Language – English Interpreter         | 2                                   | 25.0        | —                                     | —           | 4                                   | 50.0        | 1                                     | 12.5       | —          | —           | 1                   | 12.5        |
| Autism And Behavioural Science                       | 46                                  | 38.3        | 13                                    | 10.8        | 28                                  | 23.3        | 7                                     | 5.8        | 6          | 5.0         | 20                  | 16.7        |
| Behavioural Psychology – Bachelor Of Applied Arts    | 10                                  | 52.6        | 2                                     | 10.5        | 3                                   | 15.8        | —                                     | —          | 2          | 10.5        | 2                   | 10.5        |
| Behavioural Science Technology                       | 46                                  | 54.1        | 10                                    | 11.8        | 6                                   | 7.1         | 8                                     | 9.4        | 7          | 8.2         | 8                   | 9.4         |
| Career And Work Counsellor                           | 21                                  | 34.4        | 7                                     | 11.5        | 5                                   | 8.2         | 2                                     | 3.3        | 18         | 29.5        | 8                   | 13.1        |
| Career Development Practitioner                      | 20                                  | 57.1        | 3                                     | 8.6         | 5                                   | 14.3        | —                                     | —          | 6          | 17.1        | 1                   | 2.9         |
| Community Mental Health – Multidiscipline            | 5                                   | 17.9        | 7                                     | 25.0        | 5                                   | 17.9        | 5                                     | 17.9       | 3          | 10.7        | 3                   | 10.7        |
| Community Worker                                     | 16                                  | 23.5        | 7                                     | 10.3        | 6                                   | 8.8         | 4                                     | 5.9        | 12         | 17.6        | 23                  | 33.8        |
| Expressive Arts                                      | 1                                   | 16.7        | 2                                     | 33.3        | 2                                   | 33.3        | 1                                     | 16.7       | —          | —           | —                   | —           |
| Family Violence – Counsellor And Advocate            | 3                                   | 9.4         | 5                                     | 15.6        | 3                                   | 9.4         | 1                                     | 3.1        | 6          | 18.8        | 14                  | 43.8        |
| Human Services Management – Bachelor Of Applied Arts | 2                                   | 33.3        | 3                                     | 50.0        | 1                                   | 16.7        | —                                     | —          | —          | —           | —                   | —           |
| Instructor For The Blind And Visually Impaired       | 3                                   | 27.3        | 2                                     | 18.2        | 1                                   | 9.1         | 2                                     | 18.2       | —          | —           | 3                   | 27.3        |
| Intervenor For Deaf – Blind Persons                  | 8                                   | 66.7        | —                                     | —           | —                                   | —           | —                                     | —          | 1          | 8.3         | 3                   | 25.0        |
| Mental Health Worker                                 | 13                                  | 23.2        | 11                                    | 19.6        | 5                                   | 8.9         | 3                                     | 5.4        | 5          | 8.9         | 19                  | 33.9        |
| Pre-Interpreter                                      | —                                   | —           | —                                     | —           | 2                                   | 9.5         | 1                                     | 4.8        | 2          | 9.5         | 16                  | 76.1        |
| Research Analyst                                     | 16                                  | 69.6        | 3                                     | 13.0        | —                                   | —           | —                                     | —          | 4          | 17.4        | —                   | —           |
| Social Service Worker                                | 354                                 | 24.6        | 217                                   | 15.1        | 164                                 | 11.4        | 119                                   | 8.3        | 216        | 15.0        | 370                 | 25.7        |
| Social Service Worker – Gerontology                  | 19                                  | 27.9        | 10                                    | 14.7        | 9                                   | 13.2        | 8                                     | 11.8       | 10         | 14.7        | 12                  | 17.6        |
| <b>All Programs In Cluster*</b>                      | <b>629</b>                          | <b>28.6</b> | <b>311</b>                            | <b>14.1</b> | <b>273</b>                          | <b>12.4</b> | <b>172</b>                            | <b>7.8</b> | <b>304</b> | <b>13.8</b> | <b>511</b>          | <b>23.2</b> |

\* Does not include 4 programs with fewer than 5 graduates in the labour force.



# Key Research Findings

## Social Services

### Earnings of Full-time Employed Participants

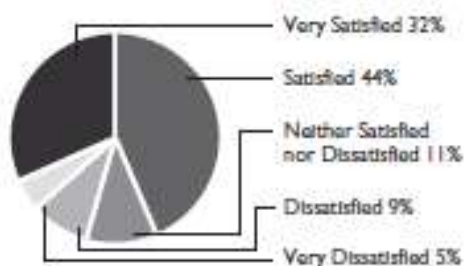
| Program   | Average –<br>Females | Average –<br>Males | Median –<br>Females | Median –<br>Males | Average for<br>Program | Median for<br>Program |
|---|----------------------|--------------------|---------------------|-------------------|------------------------|-----------------------|
| Activation Co-ordinator/<br>Gerontology                 | \$32,962             | –                  | \$33,489            | –                 | \$33,302               | \$33,789              |
| Activation Techniques<br>In Gerontology                 | \$35,007             | –                  | \$37,000            | –                 | \$35,007               | \$37,000              |
| Addictions: Treatment<br>And Prevention                 | \$38,488             | –                  | \$42,900            | –                 | \$39,529               | \$42,000              |
| American Sign Language –<br>English Interpreter         | –                    | –                  | –                   | –                 | –                      | –                     |
| Autism And Behavioural Science                          | \$36,485             | –                  | \$37,250            | –                 | \$36,347               | \$36,500              |
| Behavioural Psychology –<br>Bachelor Of Applied Arts    | \$37,194             | –                  | \$36,250            | –                 | \$38,812               | \$36,500              |
| Behavioural Science Technology                          | \$37,887             | \$38,992           | \$40,000            | \$38,000          | \$38,095               | \$38,250              |
| Career And Work Counsellor                              | \$37,475             | \$39,142           | \$38,400            | \$42,444          | \$37,795               | \$40,075              |
| Career Development Practitioner                         | \$40,540             | –                  | \$39,000            | –                 | \$40,225               | \$39,000              |
| Community Mental Health –<br>Multidiscipline            | \$25,441             | –                  | \$22,943            | –                 | \$25,441               | \$22,943              |
| Community Worker  | \$33,033             | \$40,397           | \$28,849            | \$38,564          | \$35,711               | \$37,443              |
| Expressive Arts   | –                    | –                  | –                   | –                 | –                      | –                     |
| Family Violence – Counsellor<br>And Advocate            | \$36,745             | –                  | \$38,087            | –                 | \$36,745               | \$38,087              |
| Human Services Management –<br>Bachelor Of Applied Arts | \$53,124             | –                  | \$58,000            | –                 | \$53,124               | \$58,000              |
| Instructor For The Blind And<br>Visually Impaired       | –                    | –                  | –                   | –                 | –                      | –                     |
| Intervenor For Deaf – Blind Persons                     | \$39,570             | –                  | \$36,500            | –                 | \$39,570               | \$36,500              |
| Mental Health Worker                                    | \$29,362             | –                  | \$23,471            | –                 | \$31,546               | \$32,000              |
| Pre-Interpreter   | –                    | –                  | –                   | –                 | –                      | –                     |
| Research Analyst  | \$49,837             | \$37,095           | \$45,000            | \$40,000          | \$44,740               | \$41,584              |
| Social Service Worker                                   | \$31,589             | \$34,430           | \$30,113            | \$33,486          | \$32,034               | \$30,660              |
| Social Service Worker –<br>Gerontology                  | \$32,159             | –                  | \$33,525            | –                 | \$32,456               | \$33,525              |
| <b>All Programs in Cluster*</b>                         | <b>\$33,482</b>      | <b>\$36,302</b>    | <b>\$32,396</b>     | <b>\$36,933</b>   | <b>\$33,904</b>        | <b>\$33,000</b>       |

\* Does not include 4 programs with fewer than 5 graduates in the labour force.

## Social Services

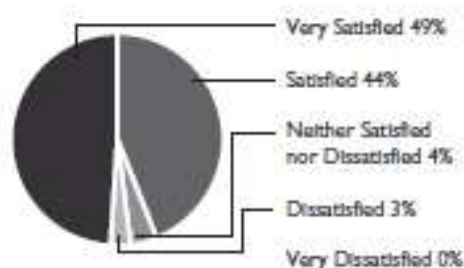
### Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation:\*



\* 1,077 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing:\*



\* 307 employers participated in this survey.

### Program Cluster Historical Data

|   | 00-01<br>Grads | 01-02<br>Grads | 02-03<br>Grads | 03-04<br>Grads | 04-05<br>Grads | 05-06<br>Grads | 06-07<br>Grads | 07-08<br>Grads | 08-09<br>Grads | 09-10<br>Grads |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Percentage Employed                             | 88.3%          | 86.8%          | 86.5%          | 85.9%          | 86.7%          | 87.1%          | 88.7%          | 90.6%          | 83.9%          | 82.0%          |
| Percentage Employed<br>Full-time                | 69.5%          | 65.8%          | 63.5%          | 61.8%          | 61.9%          | 64.4%          | 65.6%          | 67.3%          | 58.3%          | 55.7%          |
| Percentage Employed<br>Full-time Related Jobs   | 53.6%          | 51.6%          | 46.6%          | 42.1%          | 42.5%          | 44.1%          | 48.8%          | 49.1%          | 42.2%          | 37.4%          |
| Average Annual Salary<br>Full-time Related Jobs | \$30,673       | \$30,820       | \$30,828       | \$31,535       | \$32,529       | \$32,288       | \$34,034       | \$35,439       | \$36,603       | \$37,202       |

# Key Research Findings

## Working in Canada<sup>5</sup>

Natural and Applied Science Policy Researchers, Consultants and Program Officers (NOC 4161)

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

| Location                           | Wage (\$/hr) |        |       |
|------------------------------------|--------------|--------|-------|
|                                    | Low          | Median | High  |
| Ontario                            | 22.84        | 37.02  | 52.20 |
| Hamilton--Niagara Peninsula Region | 22.84        | 37.02  | 52.20 |
| Kingston - Pembroke Region         | N/A          | N/A    | N/A   |
| Kitchener--Waterloo--Barrie Region | N/A          | N/A    | N/A   |
| London Region                      | N/A          | N/A    | N/A   |
| Muskoka-Kawartha Region            | 22.84        | 37.02  | 52.20 |
| Northeast Region                   | 22.84        | 37.02  | 52.20 |
| Northwest Region                   | N/A          | N/A    | N/A   |
| Ottawa Region                      | 28.72        | 39.49  | 52.82 |
| Stratford--Bruce Peninsula Region  | 22.84        | 37.02  | 52.20 |
| Toronto Region                     | 22.84        | 37.02  | 52.20 |
| Windsor-Sarnia Region              | 22.84        | 37.02  | 52.20 |

<sup>5</sup> "Natural and Applied Science Policy Researchers, Consultants and Program Officers (NOC 4161)." *Working In Canada*. N.p., n.d. Web. 24 Aug. 2012. <<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4161&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&s=1&source=&titleKeyword=communications+policy+researcher#wages>>.

# Key Research Findings

## Competitive Analysis<sup>6</sup>

• **MODERATE**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

### Graduate Certificate

- Georgian had the best conversion ratio in 2011 (**3:1**) and Centennial had the lowest (**15:1**)

### Graduate Certificate

| Program: 70717 - RESEARCH ANALYST |              |              |                     |              |              |                     |              |              |                     |              |              |                     |              |              |                     |
|-----------------------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
|                                   | App.<br>2007 | Reg.<br>2007 | Conversion<br>Ratio | App.<br>2008 | Reg.<br>2008 | Conversion<br>Ratio | App.<br>2009 | Reg.<br>2009 | Conversion<br>Ratio | App.<br>2010 | Reg.<br>2010 | Conversion<br>Ratio | App.<br>2011 | Reg.<br>2011 | Conversion<br>Ratio |
| ALGONQUIN                         | 0            |              |                     | 19           |              |                     | 69           | 16           | 4:1                 | 58           | 10           | 6:1                 | 69           | 18           | 4:1                 |
| CENTENNIAL                        | 0            |              |                     | 0            |              |                     | 0            |              |                     | 0            |              |                     | 15           | 1            | 15:1                |
| GEORGIAN                          | 74           | 26           | 3:1                 | 84           | 30           | 3:1                 | 73           | 31           | 2:1                 | 85           | 27           | 3:1                 | 76           | 25           | 3:1                 |
| Total                             | 74           | 26           | 3:1                 | 103          | 30           | 3:1                 | 142          | 47           | 3:1                 | 143          | 37           | 4:1                 | 160          | 44           | 4:1                 |

## Financial Analysis

**NOT AVAILABLE**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: –
- Program Weight: 1.20
- Funding Unit: 0.80

## Key Performance Indicators

**NOT AVAILABLE**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

## Resource Analysis

### Equipment

### Staffing

### Space

<sup>6</sup> Application data obtained from OCAS College Count Cube October 19, 2011 Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)