

OUR CITY. OUR FUTURE.

Youth Engagement Panel

Survey 12 Results
Post-Secondary Students
Employment Plans

May 2023



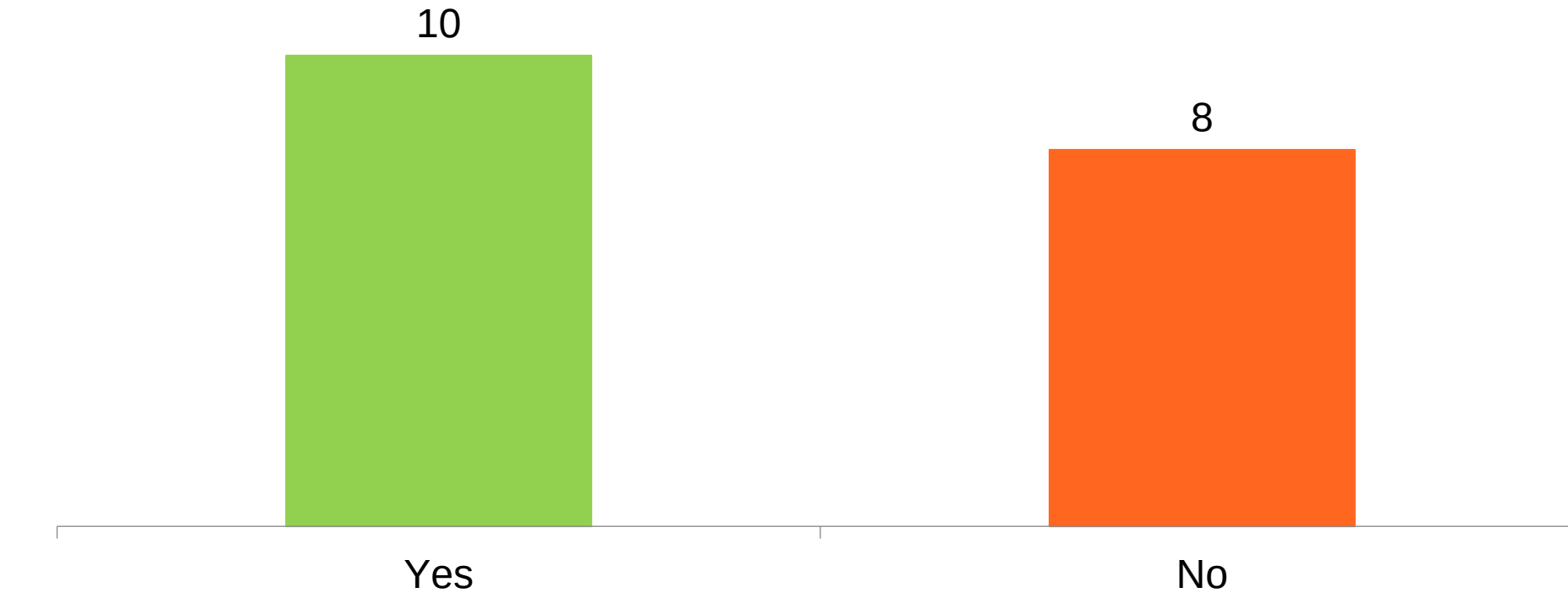
ST. JOHN'S

Post-Secondary Students Employment Plans

The City wants to learn more about the employment plans of post-secondary students to inform economic development and talent attraction work.

Results

Are you currently a post-secondary student?

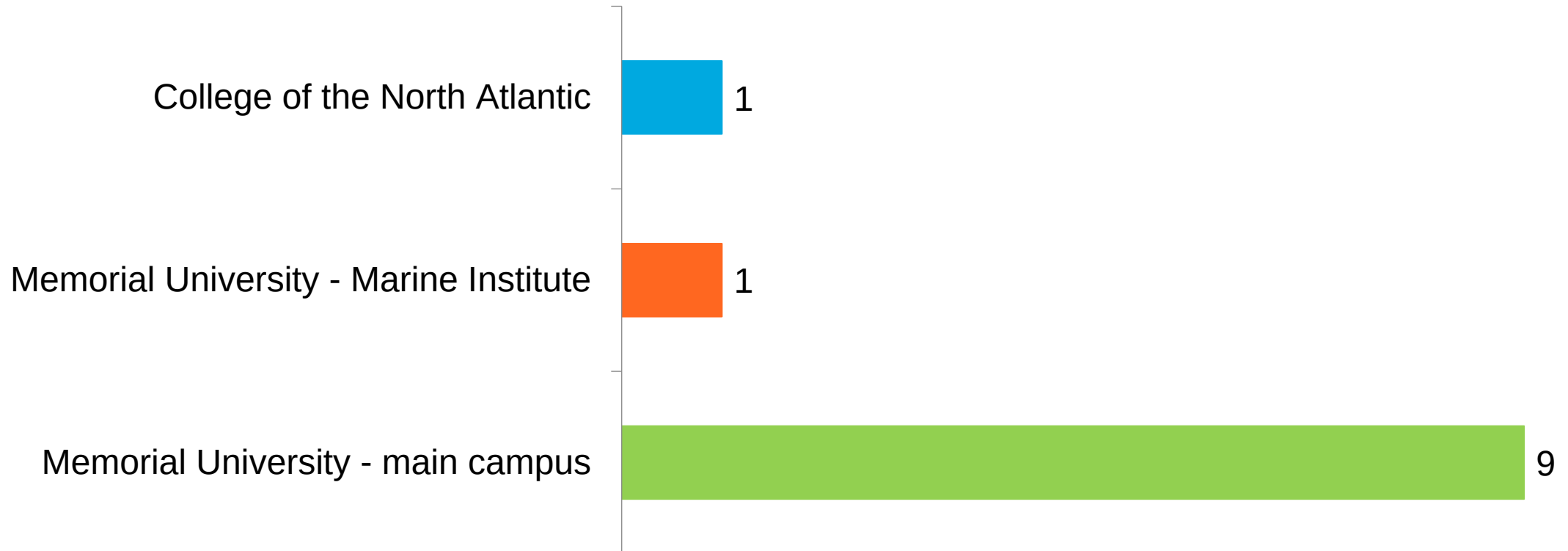


n = 18

Note: Whether they were a student or not, respondents were able to answer the open-ended questions.

Results

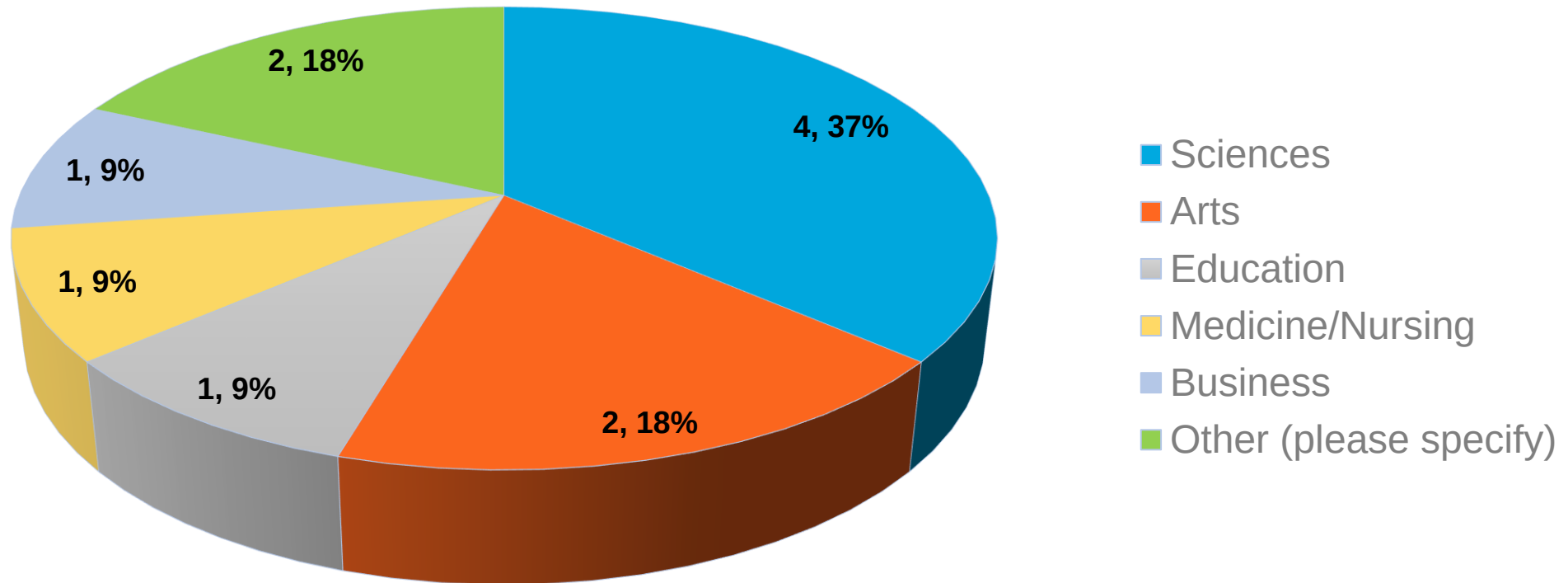
Where do you go to school?



n = 11

Results

What is your primary field of study?

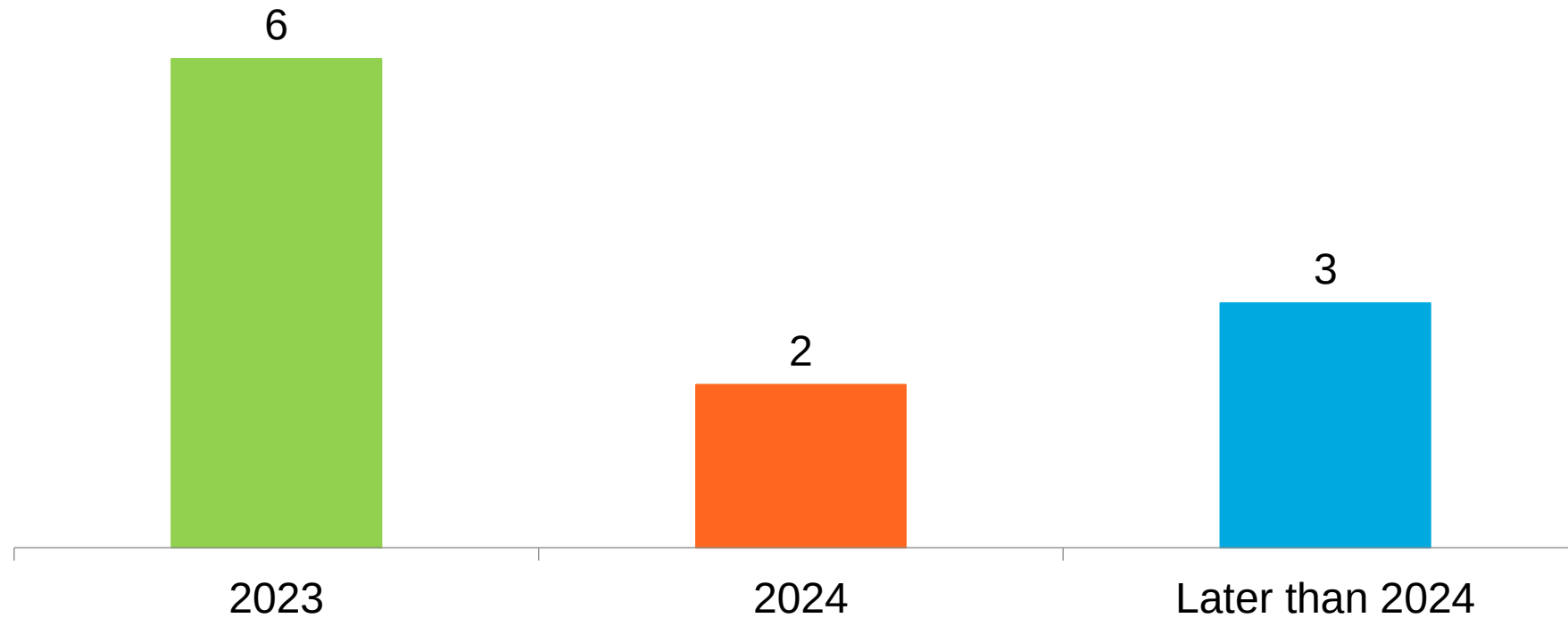


Other = Social Work, Environmental
Technology

n = 11

Results

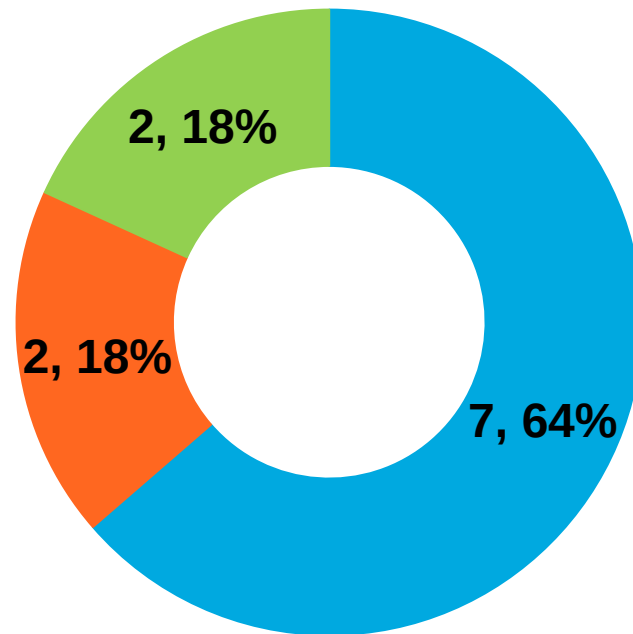
In which year are you graduating?



n = 11

Results

Which best describes you?

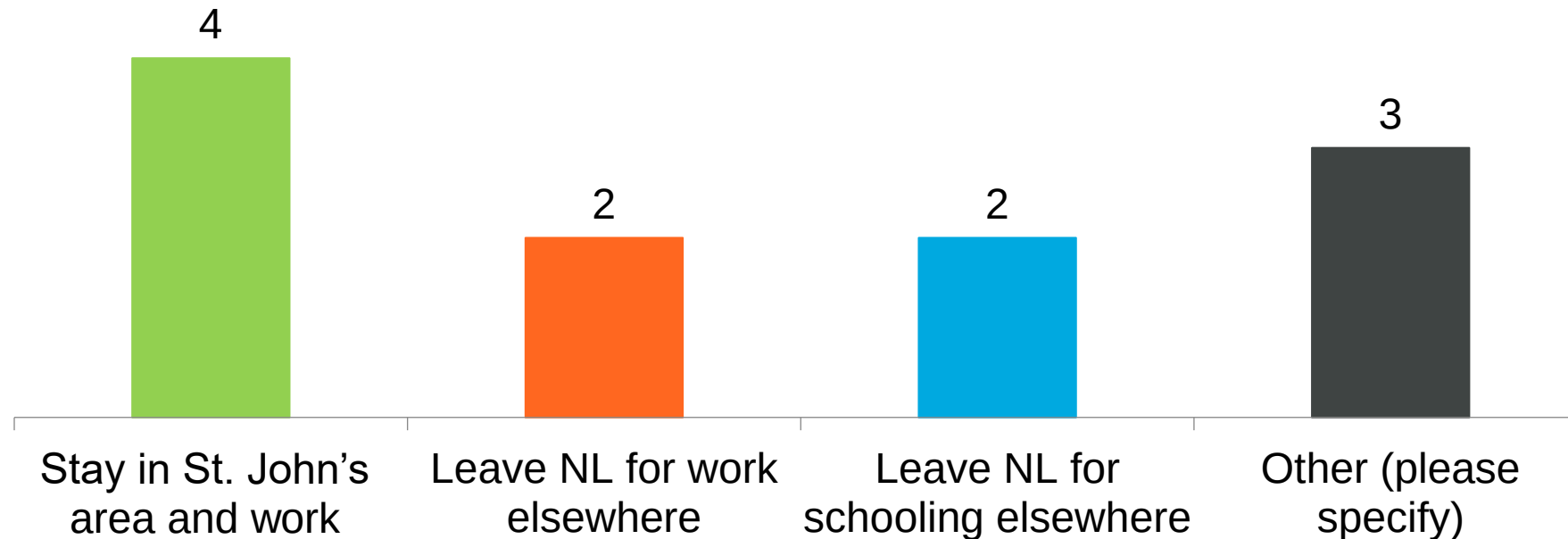


- Student originally from NL
- Student originally from somewhere else in Canada
- Student originally from outside of Canada

n = 11

Results

Which best describes your plans after graduation?

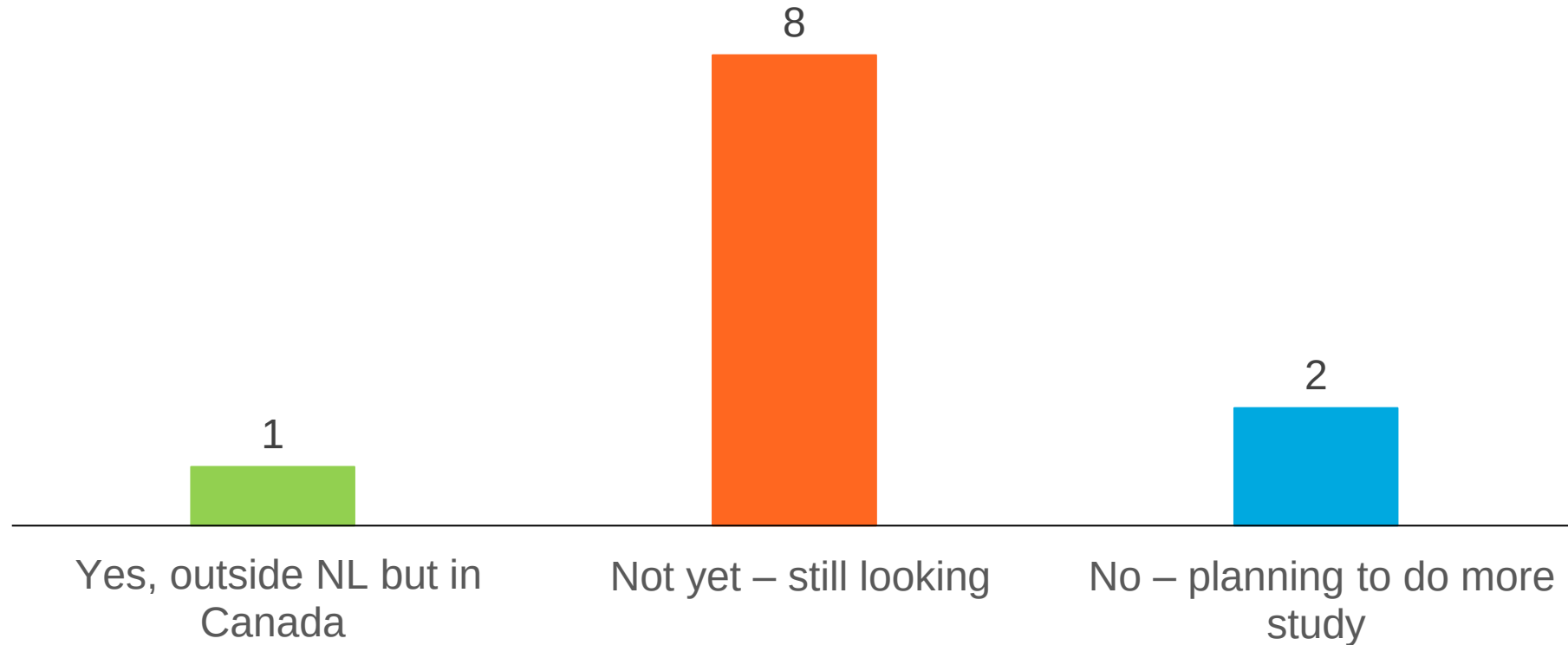


n = 11

Other = Go wherever I find work; stay in NL for a few more years. Work and hopefully do masters online, and then move out of province; I have no sweet clue! I might not finish my program! I might switch to another college!

Results

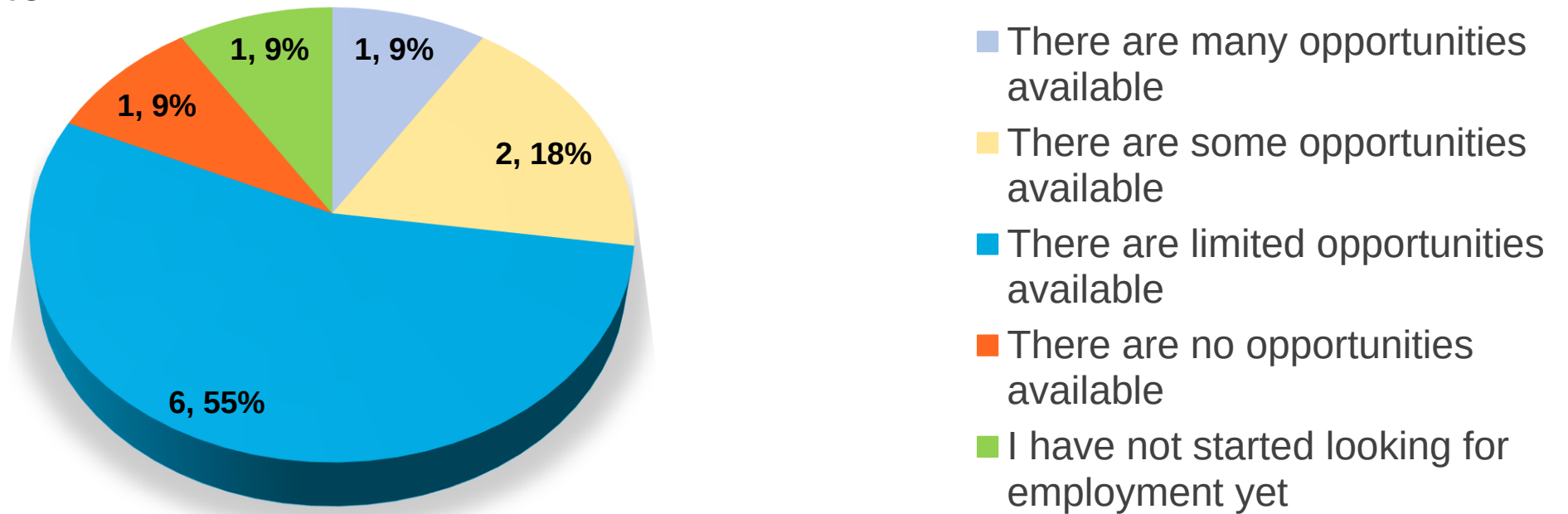
Do you have a job lined up for when you graduate?



n = 11

Results

Which best describes your experience in looking for employment in your field in St. John's to date?

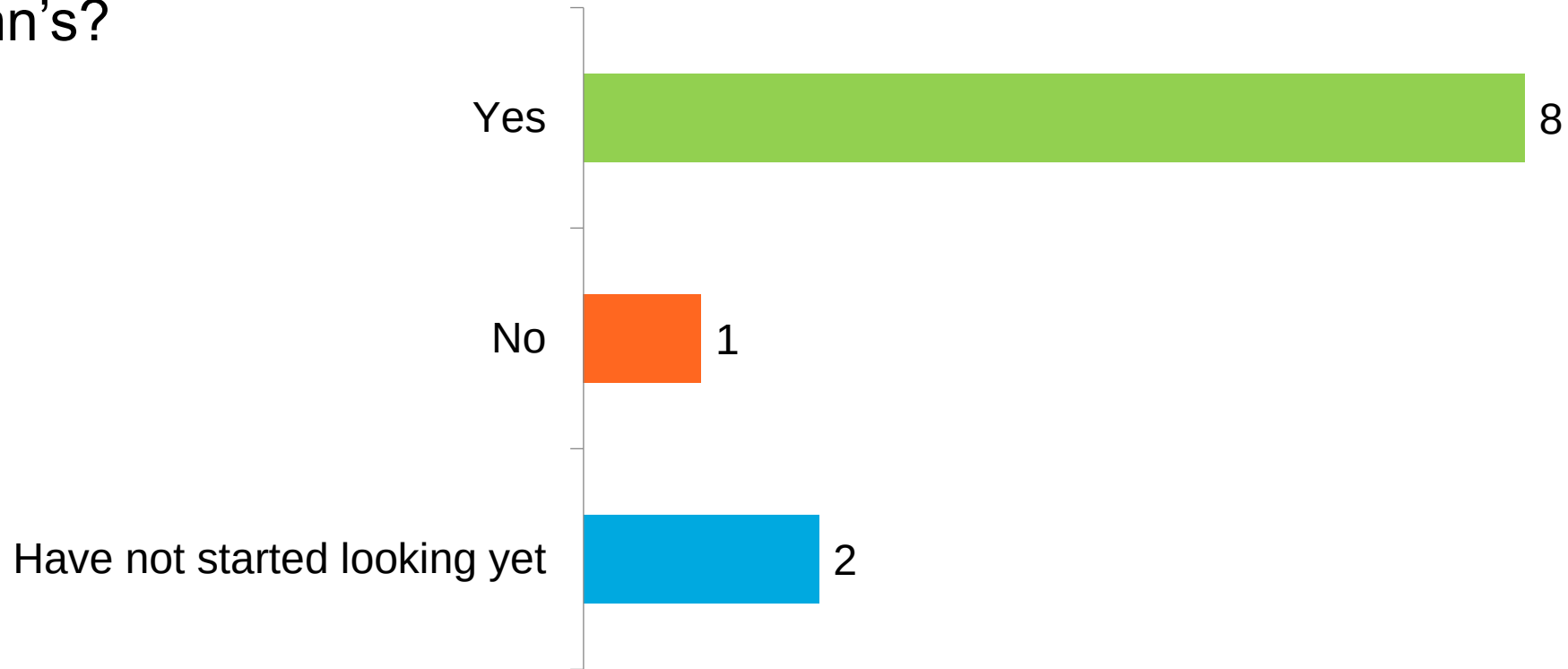


n = 11

Note: 3 of the 4 respondents studying Sciences, both respondents in an Arts program and an Environmental Technology student reported limited opportunities.

Results

Have you faced any challenges in finding employment in your field in St. John's?



n = 11

Results

What challenges have you faced to date?

- There are no suitable jobs in the biosciences field for people with only a Bachelors degree.
- I cannot find any permanent full-time work opportunities. The only opportunities are contract work or part-time work.
- No postings listed. Word-of-mouth is the only effective job-hunting method for my peers.
- I rarely see such industries.
- No response from employers.
- Lack of opportunities, lack of awareness, lack of messaging, inadequate pay, privately filled positions.
- Very few opportunities, terrible communication from employers, not much room for growth, etc.
- Most application processes and hiring processes are presumptuous.

Results

What advice would you give to NL employers looking to hire in your field? (1/3)

- Offer a fair livable wage.
- Pay living wage and do not require 10+ years of experience.
- Pay more and give better benefits. Give flexible hours. Consider parking and or availability to public transit.
- Have competitive wages and benefits (including sick days) for employees, and make sure they are not less than employees already there; make a smooth application process; be clear and direct with job expectations and duties; pay people for every single hour they work, and ensure breaks are mandatory; answer applicants in a timely manner, and note that it is courteous to tell someone they didn't get the job; have protections in place so that employees don't have to put up with abuse internally or externally; research/ask employees how to create a positive work environment for everyone; understand the struggles that disabled, queer, and non-white people have in the workplace, and help counteract the issues that they do/may face.
- As always, pay more. Education needs more staff and that means making the profession more desirable. Help teachers.

Results

What advice would you give to NL employers looking to hire in your field? (2/3)

- Give the young generation a chance to work because they may not have the experience of an older employee, but so many would like a stable career and are eager to learn.
- Offer some training and reduce some eligibility requirements. Almost all jobs require additional certificates, a Masters or even a PhD.
- Offer options for mentorship and networking.
- They can hire depends on the person's interest and willingness. They should not look more about the gaps in their career and qualifications.

Results

What advice would you give to NL employers looking to hire in your field? (3/3)

- Fund social services/community agencies.
- Publicize more.
- Communicate with employees on either way it goes and use appropriate channels to advertise jobs.
- Do not filter out candidates with questions based on gender, or racial background.
- If you find employees that value and respect your business, try and keep them!
- Stop using the pandemic as an excuse to not have new positions open.

Results

What other feedback do you have about employment opportunities in St. John's? (1/2)

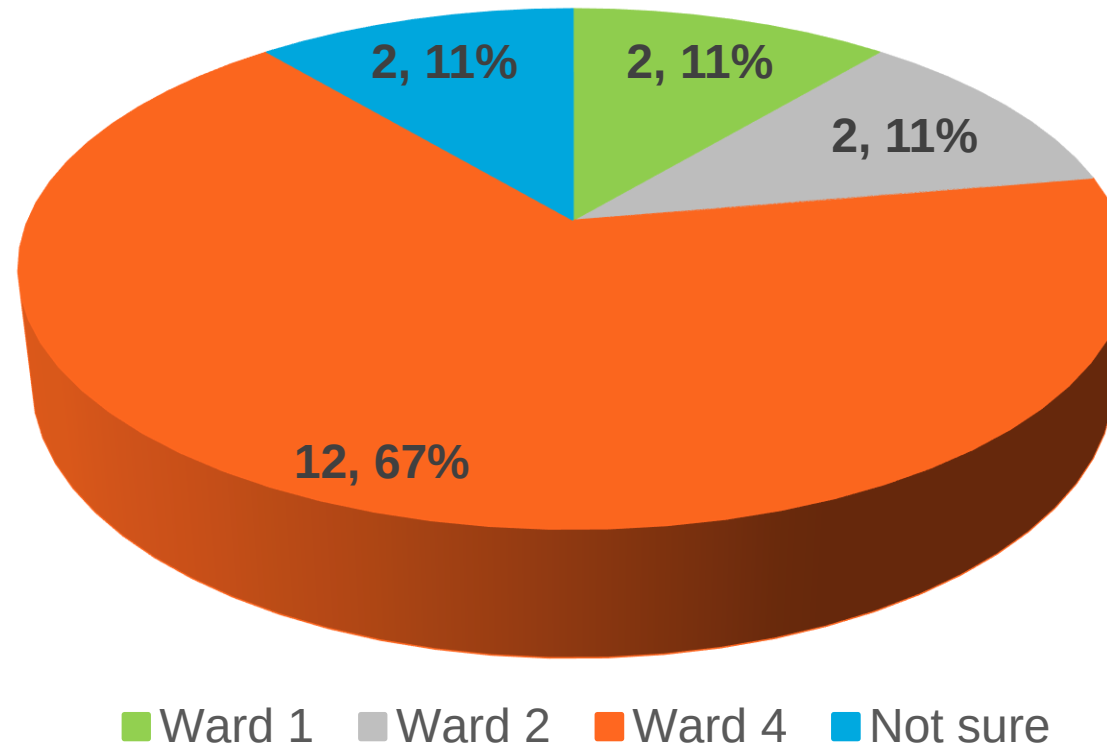
- There are lots of opportunities!
- It can be exciting depending on the field. Try to make connections.
- The job requirements do not match the educational opportunities provided in St. John's. A lot of jobs require degrees that are not offered at MUN or CNA or any other institute in the province.
- St. John's does not have a lot of employment opportunities. The pay is not worth it to stay here if you can go somewhere else and get more money and to pay less.
- There are no opportunities in my field here. I'm facing the reality of having to move away.
- Very difficult to find entry level position in STEM disciplines.
- Less opportunities in St. John's compared to Toronto and Vancouver. There should be more startups in software firms in St. John's.
- There's a lot of racism and xenophobia, conscious and unconscious in most hiring processes in this city.

Results

What other feedback do you have about employment opportunities in St. John's? (2/2)

- Most of my work has been paid for by government grants that run out and even if my employer likes me and wants to keep me - they cannot pay me a living wage. We need real solutions - not just Band-Aids. And I graduated back in 2016. I am not currently a student, but I am an alumni.
- The opportunities are not good, here's an example: [Employer] was advertising for a part-time administrative assistant position over this spring/summer 2023. They want: "Diploma from a post-secondary institution in business administration and accounting including typing. Several years accounting and computer experience or an equivalent combination of education and experience." They are paying \$14.50 an hour for a post-secondary diploma holder with years of experience. That's minimum wage for a post-secondary position. I was shocked to read that but it's the current state of the province...
- Focus on housing, rent, and grocery prices in addition to raising pay for all jobs. There's tons of jobs, would be nice if everyone got paid a livable wage

Survey Respondents by Ward



n = 18

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New surveys and survey results will be published monthly. Check out the details from previous [surveys.](#)

