

## A Survey on the Recruitment of Graduates of MPA and MPP Programs

The purpose of this survey is to gather information from Canadian MPA, MPP and MA programs in public administration and public policy on existing recruitment methods such as general awareness of the recruitment programs in place, level of satisfaction with the programs and placement history of graduates. We hope to use this information to assess which recruitment programs currently in place are effective in meeting their goals and to identify and communicate to government any changes that should be made.

You were chosen to complete this survey as you are responsible for advising students of potential employment opportunities. We are interested in your honest input regarding current recruitment programs and ask that you answer the questions as accurately as possible. Please consult with other colleagues in your program as you see fit to ensure responses are as comprehensive as possible.

This survey is completely voluntary; however, we appreciate any input you can contribute. The information you provide us with will only be used for the purposes of this study and will be kept completely confidential. The results will be posted in aggregate form only, thereby ensuring anonymity of programs. We greatly appreciate your assistance and encourage you to contact us regarding any questions or concerns about this survey.

Completed surveys should be e-mailed to Lindsay Hardy at [lhardy@dal.ca](mailto:lhardy@dal.ca) or faxed to her at (902) 494-7023 no later than Monday, March 13, 2006.

### Background Information

*This information will be used strictly for administrative purposes.*

Contact Name: \_\_\_\_\_

Name of Graduate Program: \_\_\_\_\_

School: \_\_\_\_\_

Address: \_\_\_\_\_

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Telephone: (\_\_\_\_\_) \_\_\_\_\_

Fax: (\_\_\_\_\_) \_\_\_\_\_

E-Mail: \_\_\_\_\_

**(I) Awareness and Effectiveness of Federal Recruitment Programs**

*The aim of this section is to gain information on your awareness of federal recruitment methods currently available to graduates of your program. It also attempts to assess whether communication between these recruiters, on the one hand, and students and educational institutions, on the other, is adequate.*

1. With which of the following *federal* recruitment methods are you familiar?  
Please check all that apply.

- Accelerated Economist Training Program (AETP)
- Finance Canada
- Industry Canada Student Recruitment Campaign
- Management Trainee Program (MTP)
- Natural Resources Canada Policy Analyst Recruitment and Development Program
- Post Secondary Recruitment (PSR) Program
- Recruitment of Policy Leaders
- Other (specify): \_\_\_\_\_
- I am not familiar with any federal recruitment programs

2. Are you aware of any *federal* recruitment campaigns that have visited your program during the past year?

Yes                      No

If yes, please list the *federal* campaigns they represent:

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3. On a scale of 1 to 5, with 1 being “not at all satisfied” and 5 being “very satisfied”, how satisfied are you with existing *federal* recruitment programs in communicating with their target applicants?

1            2            3            4            5

4. On a scale of 1 to 5, with 1 being “not at all aware” and 5 being “very aware”, how aware do you find your students to be regarding existing *federal* recruitment methods?

1      2      3      4      5

**(II) Use of Recruitment Methods / Placement History**

*The information in this section will be used to assess current trends in federal recruitment placement.*

5. In the past 5 years, what is the average number of graduates per annum successfully recruited from your program through an organized *federal* recruitment method (such as those listed in Q#1)?

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For those graduates successfully recruited, please list the *federal* programs within which they were placed:

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6. Should each *federal* department conduct an individual recruitment campaign?

Yes              No

Please elaborate:

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7. Graduates of the MPA, MPP, MA and related programs may initially be hired by the federal government as casual or temporary employees, often leading to employment without term at the end of the contract and lacking the benefit of a full-scale nation-wide search. Please share any thoughts you might have concerning this *ad hoc* initial hiring, leading eventually to permanent employment.

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8. Please list any changes you feel should be made to existing *federal* recruitment campaigns and other methods of *federal* hiring with which you are familiar:

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**(III) Awareness and Effectiveness of Provincial and Territorial Recruitment Programs**

*The aim of this section is to gain information on your awareness of provincial and territorial recruitment methods currently available to graduates of your program. It also attempts to assess whether communication between these recruiters, on the one hand, and students and educational institutions, on the other, is adequate. For your responses, please consider recruitment programs from all Canadian provinces and territories.*

9. Please list any *provincial/territorial* recruitment programs you are familiar with.

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10. Are you aware of any *provincial/territorial* recruitment campaigns that have visited your program in the last year?

Yes            No

If yes, please list the *provincial/territorial* campaigns they represent:

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11. On a scale of 1 to 5, with 1 being “not at all satisfied” and 5 being “very satisfied”, how satisfied are you with existing *provincial/territorial* recruitment programs in communicating with their target applicants?

1            2            3            4            5

12. On a scale of 1 to 5, with 1 being “not at all aware” and 5 being “very aware”, how aware do you find your students to be regarding existing *provincial/territorial* recruitment methods?

1            2            3            4            5

**(IV) Use of Recruitment Methods / Placement History**

*The information in this section will be used to assess current trends in provincial and territorial recruitment placement. For your responses, please consider recruitment programs from all Canadian provinces and territories.*

- 13. In the past 5 years, what is the annual number of graduates successfully recruited from your program through an organized *provincial/territorial* recruitment method?

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For those graduates successfully recruited, please list the *provincial/territorial* programs within which they were placed:

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- 14. Should each *provincial/territorial* department conduct an individual recruitment campaign?

Yes                  No

Please elaborate:

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- 15. Graduates of the MPA, MPP, MA and related programs may initially be hired by the provincial or territorial government as casual or temporary employees, often leading to employment without term at the end of the contract and lacking the benefit of a full-scale search. Please share any thoughts you might have concerning this *ad hoc* initial hiring, leading eventually to permanent employment.

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16. Please list any changes you feel should be made to existing *provincial/territorial* recruitment campaigns:

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**(V) Awareness and Effectiveness of Other Recruitment Programs**

*The aim of this section is to gain information on your awareness of municipal, private sector, not-for-profit or other recruitment methods currently available to graduates of your program. It also attempts to assess whether communication between these recruiters, on the one hand, and students and educational institutions, on the other, is adequate.*

17. Are you aware of organized visits to your program by any of the following recruiters during the past year?

Please check all that apply.

- Municipal Government
- Private Sector
- Not-for-Profit / Non-Government Sector
- Other: \_\_\_\_\_
- No, I am not aware of any of the above recruitment programs

If you were aware of organized visits by recruiters such as the above-mentioned, please list the recruitment campaigns they represent:

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18. On a scale of 1 to 5, with 1 being “not at all satisfied” and 5 being “very satisfied”, how satisfied are you with existing *municipal / private sector / not-for-profit sector / other* recruitment programs in communicating with their target applicants?

1      2      3      4      5      N/A

19. On a scale of 1 to 5, with 1 being “not at all aware” and 5 being “very aware”, how aware do you find your students to be regarding existing *municipal / private sector / not-for-profit sector / other* recruitment methods?

1      2      3      4      5      N/A

20. In the past five years, what is the percentage of graduates from your program that have found positions in the *Private Sector*?

\_\_\_\_\_ %

21. In the past five years, what is the percentage of graduates from your program that have found positions in the *Not-For-Profit Sector*?

\_\_\_\_\_ %

**(VI) Cooperative Internship Programs**

*The aim of this section is to gain information on Cooperative Internship practices in Canadian MPA, MPP, and MA programs.*

22. Does your program provide a Cooperative Internship option to students?

Yes                      No

Please elaborate:

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**If you DO NOT have a Cooperative Internship program, please skip ahead to Question #30.**

**If you DO have a Cooperative Internship program, please continue.**

*This section aims to gain information on existing Cooperative Internship programs and the impact of such programs on full-time positions after graduation.*

23. Please state the purpose of your Cooperative Internship program.

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24. Is the Cooperative Internship option considered a course credit toward students' graduation requirements?

Yes                      No

Please elaborate:

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25. How many student placements are provided through your Cooperative Internship program annually?

\_\_\_\_\_

26. What is the percentage of students from your program that participate in the Cooperative Internship program?

\_\_\_\_\_ %

27. Please list any challenges and difficulties that you have encountered in placing students in Cooperative Internship positions?

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28. What percentage of your Cooperative Internship student placements lead to full-time positions after graduation, including those that are secured through various bridging arrangements?

\_\_\_\_\_ %

29. On a scale of 1 to 5, with 1 being “not at all satisfied” and 5 being “very satisfied”, how satisfied are you with the learning experience provided by your Cooperative Internship program in preparing students for full-time professional employment in the public sector following graduation?

1      2      3      4      5      N/A

**(VII) Standardized Testing**

*The aim of this section is to assess current opinions surrounding the use of standardized testing in federal, provincial/territorial and municipal recruitment methods.*

30. Do you believe federal/provincial/territorial/municipal departments should use standardized tests to assess graduates of the MPA, MPP, MA and related programs?

Yes    No

Please elaborate:

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31. Are you familiar with any government recruitment standardized tests?

Yes                  No

Please list those you are familiar with:

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32. The Graduate Recruitment Test (GRT) assesses general cognitive ability and measures ability to use reasoning skills to solve problems. It is a 90-minute multiple-choice test with pass marks that may vary according to career needs. Although discontinued in recent years as a requirement for most federal employment positions, the GRT was reinstated for the Spring 2005 Canadian Foreign Service recruitment campaign.

Should government departments re-establish the widespread use of standardized testing, such as the GRT, in their recruitment programs?

Yes    No

Please elaborate:

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**(VIII) Placement Office Structure**

*The aim of this section is to gain information on the current organizational structure of Canadian MP, MPP, and MA programs in securing placements for graduates.*

33. Does your program have an organized structure to find positions for graduates in various government departments and agencies?

Yes    No

Please elaborate:

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34. If yes, please use the following space to outline your program's coordination of graduate placements. Where possible, include information on the number of individuals responsible for placing students in government, whether placement of members of the graduating class is actively pursued and so forth.

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The survey is now complete. **Thank you** very much for your time and cooperation. Your input is extremely valuable to this research. Please feel free to contact Dr. Fazley Siddiq, Professor and Director, School of Public Administration, Dalhousie University at [siddiq@dal.ca](mailto:siddiq@dal.ca) or by telephone at (902) 494-8802 or Lindsay Hardy at [lhardy@dal.ca](mailto:lhardy@dal.ca) if you have any questions or concerns, or require any assistance in completing this survey questionnaire. We ask that completed surveys be e-mailed to [lhardy@dal.ca](mailto:lhardy@dal.ca) by Monday, March 13, 2006. The findings of this survey will be posted on the website of the

Canadian Association of Programs in Public Administration (*CAPPA*) in both official languages.