2025 PAY TRANSPARENCY REPORT

COQUITLAM COLLEGE

Established 1982



COQUITLAM COLLEGE INC.
Pay transparency report

Employer details

Employer:	Coquitlam College Inc.
Address:	300-2920 Virtual Way, Vancouver, BC
Reporting Year:	2025
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	61 – Educational Services
Number of Employees:	50-299

Introduction

Coquitlam College is a privately-owned, for-profit, education institution located in Vancouver British Columbia, our mission is to provide students of all nations with excellent educational opportunities.

Students from all over the world choose Coquitlam College for its superb educational standards and inspiring, highly trained instructors. A Coquitlam College education offers a key to success in university, an unforgettable adventure in learning, and experiences to treasure forever.

Coquitlam College offers a University Transfer Program, a Senior Secondary Program, and an English Studies (ES) Program and was one of the first two private institutions to be part of the BC Transfer System.

Faculty & Staff

The workforce is comprised of two employee groups: **Faculty** and **Administration Staff**.

Faculty members are employed under continuous employment contracts. Compensation is based on a course rate schedule that reflects the three types of courses offered at the College: University Transfer, Senior Secondary, and English Studies (ES).

Faculty compensation increases by 2% upon the completion of each set of twelve courses taught, up to a maximum of twenty pay levels.

Administration staff are employed under continuous annual salary contracts, with compensation determined by the responsibilities of the position and the employee's relevant qualifications and experience.

All employment contracts comply with the **BC Employment Standards Act, RSBC 1996**, as amended from time to time.

The College is committed to pay equity and the principle of equal pay for work of equal value. Salary ranges for administration positions are established when a position is posted and remain unchanged throughout the recruitment process. Future salary increases are determined through job evaluations designed to ensure fair and equitable compensation for work of equal value.

Gender Distribution

The gender comparisons should be interpreted with caution, as a large percentage of employees selected "Unknown" or "Prefer Not to Say" when reporting gender. This significantly limits the size of the reported male and female populations and may affect the reliability of comparative results.

The overall employee gender distribution is as follows:

- Women: 18.3%
- Men: 7.3%
- Unknown or Prefer Not to Say: 74.4%

The employee population by employee group is as follows:

Faculty – 59.1% of employees

- Men: 9.3%
- Women: 19.6%
- Unknown or Prefer Not to Say: 71.1%

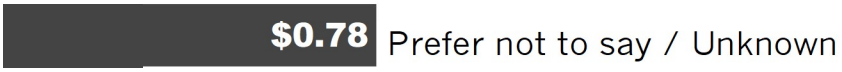
Administration – 40.9% of employees

- Men: 4.5%
- Women: 16.4%
- Unknown or Prefer Not to Say: 79.1%

Hourly pay

Mean hourly pay gap[1].

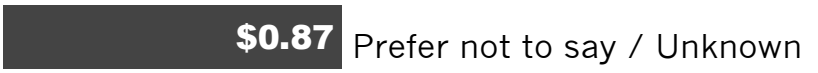




In this organization women's average hourly wages are 13% less than men's. For every dollar men earn in average hourly wages, women earn 87 cents in average hourly wages.

Median hourly pay gap[2]





In this organization women's median hourly wages are 7% less than men's. For every dollar men earn in median hourly wages, women earn 93 cents in median hourly wages. *

Explanatory notes. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Percentage of each gender in each pay quartile

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 29% of the highest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

1. In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Overtime Pay and Bonus Pay

There were no overtime payments or bonus payments made during the reporting period.