FRASER INTERNATIONAL COLLEGE LIMITED

Pay Transparency Report

Employer Details

Employer:	Fraser International College Limited
Address:	8999 Nelson Way, Burnaby, BC
Reporting Year:	2026
Time Period:	July 1, 2025 – June 30, 2026
NAICS Code:	61 – Educational services
Number of Employees:	50-299

Fraser International College (FIC)

Fraser International College Ltd. delivers pathway programs for international students pursuing post-secondary studies through its partnership with Simon Fraser University. FIC is part of Navitas Pty Ltd ("Navitas") and is the parent company for five other colleges located in Alberta, Manitoba, and Ontario.

Approximately 70 percent of FIC's workforce delivers programs and services for Fraser International College (FIC) in Burnaby. The remaining 30 percent provide corporate services (including accounting, information technology, business planning, marketing, and admissions) for FIC and the other Navitas colleges in Canada.

Approximately 56 percent of employees support academic program delivery as instructors, invigilators, and teaching assistants. Instructors are paid a standard rate per course taught. The remaining 44 percent of employees work in college and corporate staff roles. Women hold most entry-level positions in these categories.

Leadership and corporate roles are characterized by high employee retention, with many incumbents having more than 10 years of service. Current representation in these roles is predominantly male. Succession planning for leadership positions includes both women and men among identified potential successors.

Data Used

The report covers the fiscal year from July 1, 2025 to June 30, 2026. Pay information was drawn from employee payroll records, and gender information was self-reported by employees.

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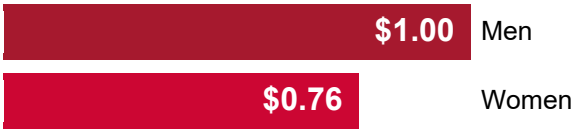
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, women earn 76 cents in average hourly wages. *

Median hourly pay gap[2]

In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

Overtime pay

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "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.
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

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Bonus pay

Mean bonus pay [7]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

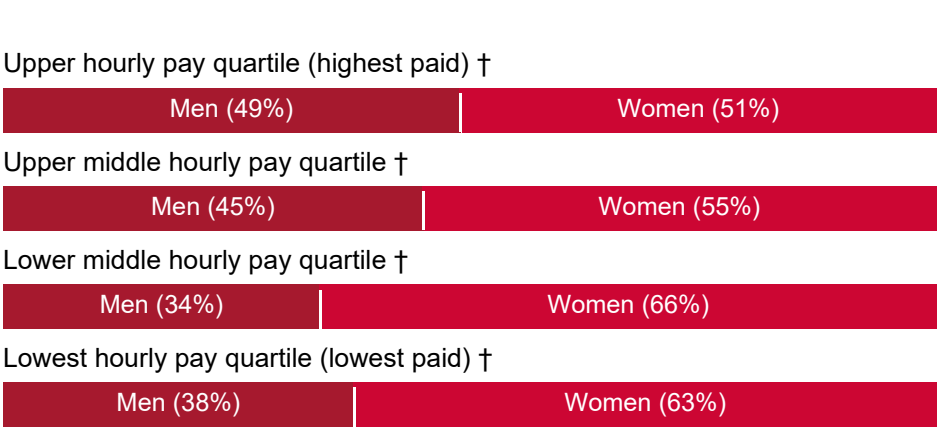
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 51% of the highest paid jobs and 63% of the lowest paid jobs.

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

* 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.

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Canada Operations

Navitas operates five other colleges across Canada in addition to Fraser International College all of which fall under the University Partnership North America (UPNA) division. These include uLethbridge International College Calgary (UICC), the International College of Manitoba (ICM), Toronto Metropolitan University International College (TMUIC), Wilfrid Laurier International College (WLIC), and Western International College (WesternIC).

To provide a broader view of pay across our Canadian operations, we have also included UPNA's Canadian workforce for the same reporting period of July 1, 2025 – June 30, 2026. This supplements the British Columbia findings, which remain separately presented and relevant in their own right.

Approximately 84 percent of the UPNA workforce in Canada delivers programs and services for one of the six colleges. The remaining workforce (16%) provides corporate services supporting North American operations.

Approximately 61 percent of employees support academic program delivery as instructors, invigilators, and teaching assistants.

Data shows that the mean hourly pay gap nationally ($0.08) is significantly less than when examining operations in British Columbia alone ($0.24).

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap[2]

In this organization women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "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.

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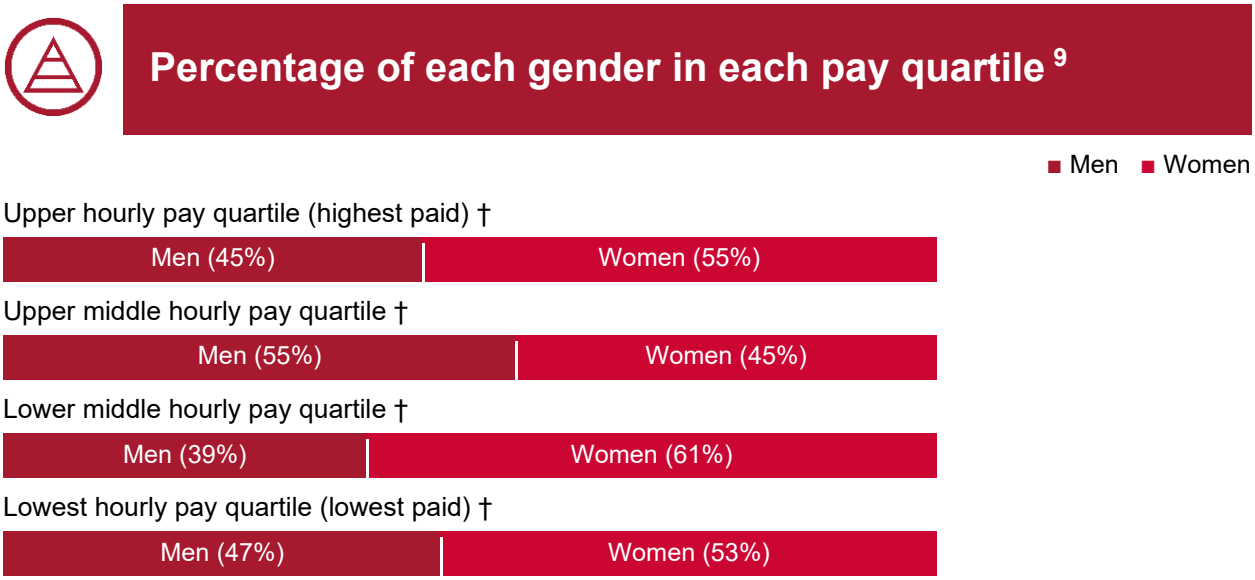
Percentage of each gender in each pay quartile [9]



In this organization, women occupy 55% of the highest paid jobs and 53% of the lowest paid jobs.

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

Explanatory notes

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

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