

THE IMPORTANCE OF A SCHOOL'S EMPLOYMENT REPORT WHEN CHOOSING YOUR MBA



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I have said many times and in many ways “be a good MBA buyer.” Know why you are doing it. Know what outcomes will affirm for you that this was a good decision. Be picky about what school you decide to be associated with for the rest of your career journey. Simply because a school has accepted you and signalled that you are right for *them*, does not necessarily mean that the timing or the school is right for *you*.

Reading the [Employment Reports](#) that are typically available on a school's website is something that is easy to do and when done thoughtfully offers a good deal of information. This information can help you cull the list of schools you might want to consider on your short-list, see which schools are comparable to each other, and ultimately help you make the best decision you can for yourself. With this post I will try to help you navigate the reports to get the most information possible.

Not all reports are created equal, but for the schools that report regularly, the intention is often the same: to help individuals considering a school understand where recent graduates have gone in their post-MBA career endeavours.

While these reports are a historical look at where students have gone, and don't necessarily suggest a promise of where

- ▮ **At Ivey, we believe transparency and detail are the basis of a trusting and lasting relationship with our students.**
- ▮ the next class will land, the best schools are proud of their graduates' consistent success on a year-over-year basis. These outcomes signal rigorous admissions

standards, challenging curriculum, and strong relationships with the market. It may be helpful to understand that the best schools follow a globally held standard of how and what to report, which is driven by the [MBA Career Services and Employer Alliance](#). I will try to break down the critical elements of these standards for you here.

Offer and Reporting Rates

While most schools will break down the percentage of students who report having an offer, I would encourage you to dig deeper and try to understand the Reporting Rate: how much of the class this success-percentage is based on. At Ivey, we believe

transparency and detail are the basis of a trusting and lasting relationship with our students. With our Employment Reports, we target a minimum of 90% of our students reporting

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- ▮ their job status, which specifies whether they have received an offer or whether they are currently still job seeking. This helps the reader feel confident

that the information provided is as robust as possible. We also detail offer rates at both the three- and six-month point following graduation to help those reading the report to understand that for some the journey is longer than for others, but in the end our graduates are successful.

Salary

Salary is reported a few times throughout Ivey's Employment Reports, both at an aggregate level for the class overall and deeper into the report broken down by industry and function. We understand that each industry has its own demands and trade-offs, and the compensation standards often reflect that.

Reporting salary in these ways helps the reader better assess what the graduates have self-reported as their compensation and in some cases make decisions on what industries they want to pursue.*

Career Change

For the world's best MBAs, prior work experience is an important admissions criteria. It is often this experience that helps our graduates make their desired changes to new geographies, industries, and/or functions in new companies or in their previous companies. Looking at how many graduates in a class have made a change may help you answer your own questions about the viability of the MBA and its role in helping you make the personal career change that started you on this journey in the first place.

Comparing and contrasting different school Employment Reports, including which companies came to look at the talent, is a great way for you to research schools and refine your own criteria of questions. Being candid with schools about what is on your mind will help you confidently define if the MBA is right for you, and then narrow down which schools you will consider.

* In the cases where no information is available, this is typically the case of fewer students reporting their salary than would make it possible to sustain their anonymity.

