

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



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Deciding where to do your MBA is one of the most important decisions you'll make. This is the moment to ask questions and really be ready to select the school that best fits you. Be picky about the 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 are considering, see how the schools compare to each other, and ultimately help you make the best decision on where you are going to apply.

The intention of these reports is to help individuals understand where recent grads have gone in their post-MBA careers. It provides a historical look at how the last graduating class has done on a few different dimensions. Offer and Reporting Rates, Salary reporting, and Career Transition (where did the students go and into which industry) are typically addressed within the reports by top schools. The best schools are proud of their graduates' consistent success on a year-over-year basis.

**Not all reports are created equal.** At Ivey, we believe transparency and detail are the basis of a trusting and lasting relationship with our students.

The best schools report regularly year over year and follow a globally held standard, which is driven by the [MBA Career Services and Employer Alliance](#), who work to create a balance

- of critical elements in reporting for consistency over time. This consistency in reporting signals that the school has rigorous processes in place and that the information is reliable.
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But, how do you interpret that information?

There are three key areas of the Employment Report that will help you navigate the information.

## **Offer and Reporting Rates**

While most schools will break down the number of students (as a percentage) who report having an offer, many do not take that next step to report how many students *total* actually reported

their own success (their reporting rate).

With our Employment Reports, we target a minimum of 90% of our students reporting 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

- ▮ **The best schools are proud of their graduates' consistent success on a year-over-year basis.**
- ▮ provided is as robust as possible and vetted through high standards.
- ▮ We also detail the offer rates at both the three month and the six month point following graduation to help those reading the report to understand that for some the job search 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 which industries they want to pursue.\*

## Career Change

We believe that for world class MBA programs prior work experience is a crucial factor in candidate admission 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.

