MESSAGE FROM THE EXECUTIVE DIRECTOR

On behalf of Career Management at Ivey, I am pleased to share the 2022 MSc Employment Report, which captures data for graduates in our Business Analytics, Digital Management, and International Business programs. As the Ivey Business School celebrates its centennial year, it continues to provide a business education that is second to none, helping to prepare and transform its students into leading professionals across the globe. Highlights in this report reflect:

High demand
Ivey MSc students are in high demand, with well over 90% of students in each stream receiving at least one employment offer within 6 months of graduation.

Strong industry partnerships
Top organizations like Capco, Deloitte, Info-Tech, and TD Bank Financial Group, amongst many others, continue to recruit Ivey graduates. And over the last year we welcomed many new organizations that recognize the value in recruiting and hiring top talent. Feedback from our corporate partners reinforces what we know to be true — MSc graduates continue in the strong Ivey tradition of representation as leaders across all industries.

World-class support
Ivey MSc students are a talented group and their career journey is supported by a Career Management team that is doing more than ever to prepare students for post-graduate employment needs and long-term career success. In our career management programming, we help students reflect on the types of critical issues that they want to work on as business leaders and we use that information to help guide our programming.

Ivey is proud of its 2022 MSc graduates and the outcomes documented in this report. They navigated the ongoing challenges brought about by a global pandemic with the skills and attributes that will serve them well as business leaders.

Special thanks to the 32,000 strong Alumni network that our graduates now join, as well as all of our corporate partners for their support and confidence in our Ivey MSc talent.

All the best,

Kim Miller
Executive Director, Career Management
Graduate Employment at a Glance

$78,153

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a **47-per-cent** salary reporting rate.

$74,588

Average base salary, based on a **47-per-cent** salary reporting rate.

97%

of those seeking employment received at least one job offer six months post-graduation based on an **87-per-cent** reporting rate.

Class facts

- **Total Students in Class**: 89
- **Graduate Job Satisfaction Rate***: 97%
- **International Citizenship**: 7%

* based on a 47-per-cent reporting rate.

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.

MSc Business Analytics compensation summary

<table>
<thead>
<tr>
<th>2022 BREAKDOWN</th>
<th>Reporting rate</th>
<th>Min $</th>
<th>Max $</th>
<th>Average $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>47%</td>
<td>$28,000</td>
<td>$104,000</td>
<td>$74,588</td>
<td>$75,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>22%</td>
<td>$1,000</td>
<td>$14,000</td>
<td>$6,388</td>
<td>$5,000</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>4%</td>
<td>$1,000</td>
<td>$10,000</td>
<td>$6,333</td>
<td>$5,000</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>47%</td>
<td>$28,000</td>
<td>$113,000</td>
<td>$78,153</td>
<td>$77,000</td>
</tr>
</tbody>
</table>
### Industry of accepted full-time employment

- **Financial Services** (31%)
- **Consulting** (13%)
- **Technology** (8%)
- **Other** (8%)
- **Healthcare** (5%)
- **Education** (5%)
- **Consumer Products** (5%)
- **Wholesale/Retail** (4%)
- **Real Estate/Property** (3%)
- **Natural Resources** (3%)
- **Telecoms/Communications** (3%)
- **Manufacturing** (2%)
- **Legal** (2%)
- **Government** (2%)
- **Marketing/PR/Advertising** (2%)
- **Construction** (1%)
- **Entertainment** (1%)
- **Engineering** (1%)
- **Automotives** (1%)
- **Distribution/Transport** (1%)

*Other includes: Aerospace, Agribusiness/Environmental, Charities/Non-Profit, Chemicals/Plastics, Electricity/Gas/Water, Holding Company, Printing/Publishing/Media, and Tourism/Leisure.

* Financial Services includes: Investment Banking, Private Equity/Venture Capital, and Risk.
* Technology includes: Computer Software and Services, and Hardware & Equipment.
* Consumer Products includes: Beverages/Food, and Household/Personal/Cosmetics.

### Alumni industry of employment

- **Financial Services** (31%)
- **Consulting** (13%)
- **Technology** (8%)
- **Other** (8%)
- **Healthcare** (5%)
- **Education** (5%)
- **Consumer Products** (5%)
- **Wholesale/Retail** (4%)
- **Real Estate/Property** (3%)
- **Natural Resources** (3%)
- **Telecoms/Communications** (3%)
- **Manufacturing** (2%)
- **Legal** (2%)
- **Government** (2%)
- **Marketing/PR/Advertising** (2%)
- **Construction** (1%)
- **Entertainment** (1%)
- **Engineering** (1%)
- **Automotives** (1%)
- **Distribution/Transport** (1%)

* Other includes: Aerospace, Agribusiness/Environmental, Charities/Non-Profit, Chemicals/Plastics, Electricity/Gas/Water, Holding Company, Printing/Publishing/Media, and Tourism/Leisure.

### Source of accepted employment

- **School-facilitated**
  - Summer internships **22%**
  - Career Management posting **22%**
  - Alumni referral **1%**
  - Unknown **11%**

- **Graduate-facilitated**
  - Networking (outside school) **31%**
  - Company websites, external job boards/Linkedin **13%**
  - Unknown **11%**

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* MSc BA 2022 geography of accepted employment

* IVEY MSc EMPLOYMENT REPORT
Graduate Employment at a Glance

$74,453

Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a 52-per-cent salary reporting rate.

$70,619

Average base salary, based on a 52-per-cent salary reporting rate.

93%

of those seeking employment received at least one job offer six months post-graduation based on a 93-per-cent reporting rate*.

* MSc 2021 CEMS six months post-graduation was May 1st, 2022, and MSc 2022 IB six months post-graduation was January 1st, 2023.

MSc International Business with CEMS MIM compensation summary

<table>
<thead>
<tr>
<th>2022 BREAKDOWN</th>
<th>Reporting rate</th>
<th>Min $</th>
<th>Max $</th>
<th>Average $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>52%</td>
<td>$44,000</td>
<td>$117,000</td>
<td>$70,619</td>
<td>$70,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>18%</td>
<td>$3,500</td>
<td>$10,000</td>
<td>$6,208</td>
<td>$5,000</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>14%</td>
<td>$1,300</td>
<td>$20,550</td>
<td>$6,206</td>
<td>$5,500</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>52%</td>
<td>$44,000</td>
<td>$143,550</td>
<td>$74,453</td>
<td>$75,000</td>
</tr>
</tbody>
</table>

Accepted employment by company size

- 26% 2-500 EMPLOYEES
- 32% 501-9,999 EMPLOYEES
- 42% 10,000+ EMPLOYEES

Function of accepted employment

- Consulting/Corporate Strategy (49%)
- Finance (12%)
- Sales/Business Development (11%)
- Other* (11%)
- Product Management (8%)
- Marketing (5%)
- Operations/Logistics (5%)

* Other includes: Accounting, Data Analytics, Human Resources, Leadership Development/Rotational Program, Project Management, and Unknown.

Class facts

- 65 Total Students in Class
- 100% Graduate Job Satisfaction Rate*
- 35% International Citizenship

* based on a 49-per-cent reporting rate.

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per cent.
MSc IB WITH CEMS MIM 2022
goodge of accepted
employment

International
11%
- Bermuda 2%
- Hong Kong 2%

United States
5%
- New York 3%
- San Francisco 2%

Source of accepted employment

46% School-facilitated
- Career Management posting 34%
- Networking (with alumni and corporate partners) 12%

43% Graduate-facilitated
- Company websites, external job boards/LinkedIn 22%
- Networking (outside school) 18%
- Previous employer (before starting Ivey) 2%
- Third party sources (i.e. executive recruiters) 2%

Unknown 11%

Industry of accepted full-time employment

- Consulting* (42%)
- Financial Services* (20%)
- Technology (15%)
- Other* (14%)
- Education (5%)
- Marketing/PR/Advertising (5%)
- Distribution/Transport (2%)

* Financial Services includes: Private Equity/Venture Capital, and Risk.

Alumni industry of employment

- Financial Services (31%)
- Consulting (13%)
- Technology (8%)
- Other* (8%)
- Healthcare (5%)
- Education (5%)
- Consumer Products (5%)
- Wholesale/Retail (4%)
- Real Estate/Property (3%)
- Natural Resources (3%)
- Telecomms/Communications (3%)
- Manufacturing (2%)
- Legal (2%)
- Government (2%)
- Marketing/PR/Advertising (2%)
- Construction (1%)
- Entertainment (1%)
- Engineering (1%)
- Automotives (1%)
- Distribution/Transport (1%)

* Other includes: Aerospace, Agribusiness/Environmental, Charities/Non-profit, Chemicals/Plastics, Electricity/Gas/Water, Holding Company, Printing/Publishing/Media, and Tourism/Leisure.
Graduate Employment at a glance

$75,593
Average total compensation (includes: base salary, signing bonus, and other guaranteed compensation), based on a 45-per-cent salary reporting rate.

$72,864
Average base salary, based on a 45-per-cent salary reporting rate.

94%
of those seeking employment received at least one job offer six months post-graduation based on a 100-per-cent reporting rate.

MSc Digital Management compensation summary

<table>
<thead>
<tr>
<th>2022 BREAKDOWN</th>
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<th>Max $</th>
<th>Average $</th>
<th>Median $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>45%</td>
<td>$55,000</td>
<td>$90,000</td>
<td>$72,864</td>
<td>$75,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>16%</td>
<td>$5,000</td>
<td>$7,500</td>
<td>$6,281</td>
<td>$6,375</td>
</tr>
<tr>
<td>Other Guaranteed Compensation</td>
<td>6%</td>
<td>$3,000</td>
<td>$3,800</td>
<td>$3,267</td>
<td>$3,000</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>45%</td>
<td>$55,000</td>
<td>$99,050</td>
<td>$75,593</td>
<td>$77,500</td>
</tr>
</tbody>
</table>

Accepted employment by company size

- 20% 2-500 EMPLOYEES
- 20% 501-9,999 EMPLOYEES
- 59% 10,000+ EMPLOYEES

Function of accepted employment

- Consulting/Corporate Strategy (57%)
- Marketing (12%)
- Product Management (8%)
- Data Analytics (6%)
- IT (6%)
- Project Management (4%)
- Sales/Business Development (4%)
- Leadership Development/Rotational Program (2%)

Class facts

- 52 Total Students in Class
- 96% Graduate Job Satisfaction Rate
- 23% International Citizenship

* based on a 45-per-cent reporting rate. Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, as they are rounded to the nearest per-cent.
Industry of accepted full-time employment

- Consulting* (43%)
- Technology* (24%)
- Financial Services* (14%)
- Marketing/PR/Advertising (8%)
- Retail (4%)
- Automotives (2%)
- Education (2%)
- Healthcare/Pharma (2%)

* Technology includes: Computer Software and Services, and Information and Communication (Telecommunication).
* Financial Services includes: Private Equity/Venture Capital.

Alumni industry of employment

- Financial Services (31%)
- Consulting (13%)
- Technology (8%)
- Other* (8%)
- Healthcare (5%)
- Education (5%)
- Consumer Products (5%)
- Wholesale/Retail (4%)
- Real Estate/Property (3%)
- Natural Resources (3%)
- Telecomms/Communications (3%)
- Manufacturing (2%)
- Legal (2%)
- Government (2%)
- Marketing/PR/Advertising (2%)
- Construction (1%)
- Entertainment (1%)
- Engineering (1%)
- Automotives (1%)
- Distribution/Transport (1%)

* Other includes: Aerospace, Agribusiness/Environmental, Charities/Non-profit, Chemicals/Plastics, Electricity/Gas/Water, Holding Company, Printing/Publishing/Media, and Tourism/Leisure.

Source of accepted employment

- School-facilitated (49%)
  - Career Management posting 31%
  - Networking (with alumni and corporate partners) 14%
  - Summer internships 2%
  - Classmate referral 2%
  - Other/unknown 4%

- Graduate-facilitated (47%)
  - Networking (outside school) 35%
  - Company websites, external job boards/LinkedIn 10%
  - Previous employer (before starting Ivey) 2%
  - Other/unknown 4%

International 2%

Unknown 6%

MSc DM 2022 geography of accepted employment

Toronto/GTA 73%

Ottawa 4%

Montreal 4%

Guelph 2%

Hamilton 2%

London 6%

Montreal Alumni industry of employment

29%

12%

8%

5%

5%

4%

4%

2%
Below is a list of companies who engaged with Ivey’s MSc students this year through networking, company-sponsored education leave, hiring, formal job postings, unadvertised job opportunities, and/or on-campus recruiting. Companies who have been one of our top hiring firms this year are in bold. Those companies denoted with an (*) have hired at least one Ivey MSc graduate this year.