



MSC²⁰²²

EMPLOYMENT REPORT



MSc 2022 Employment Report



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.

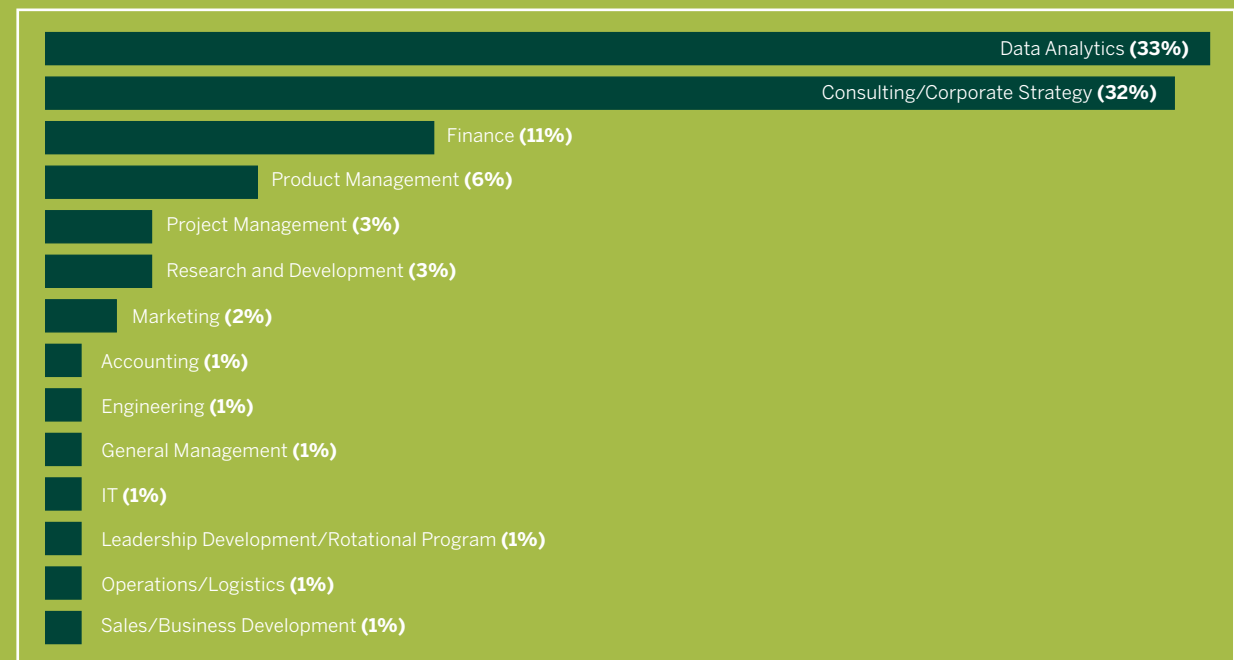
MSc Business Analytics compensation summary

2022 BREAKDOWN					
	Reporting rate	Min \$	Max \$	Average \$	Median \$
Base Salary	47%	\$28,000	\$104,000	\$74,588	\$75,000
Signing Bonus	22%	\$1,000	\$14,000	\$6,388	\$5,000
Other Guaranteed Compensation	4%	\$1,000	\$10,000	\$6,333	\$5,000
Total Compensation	47%	\$28,000	\$113,000	\$78,153	\$77,000

Accepted employment by company size



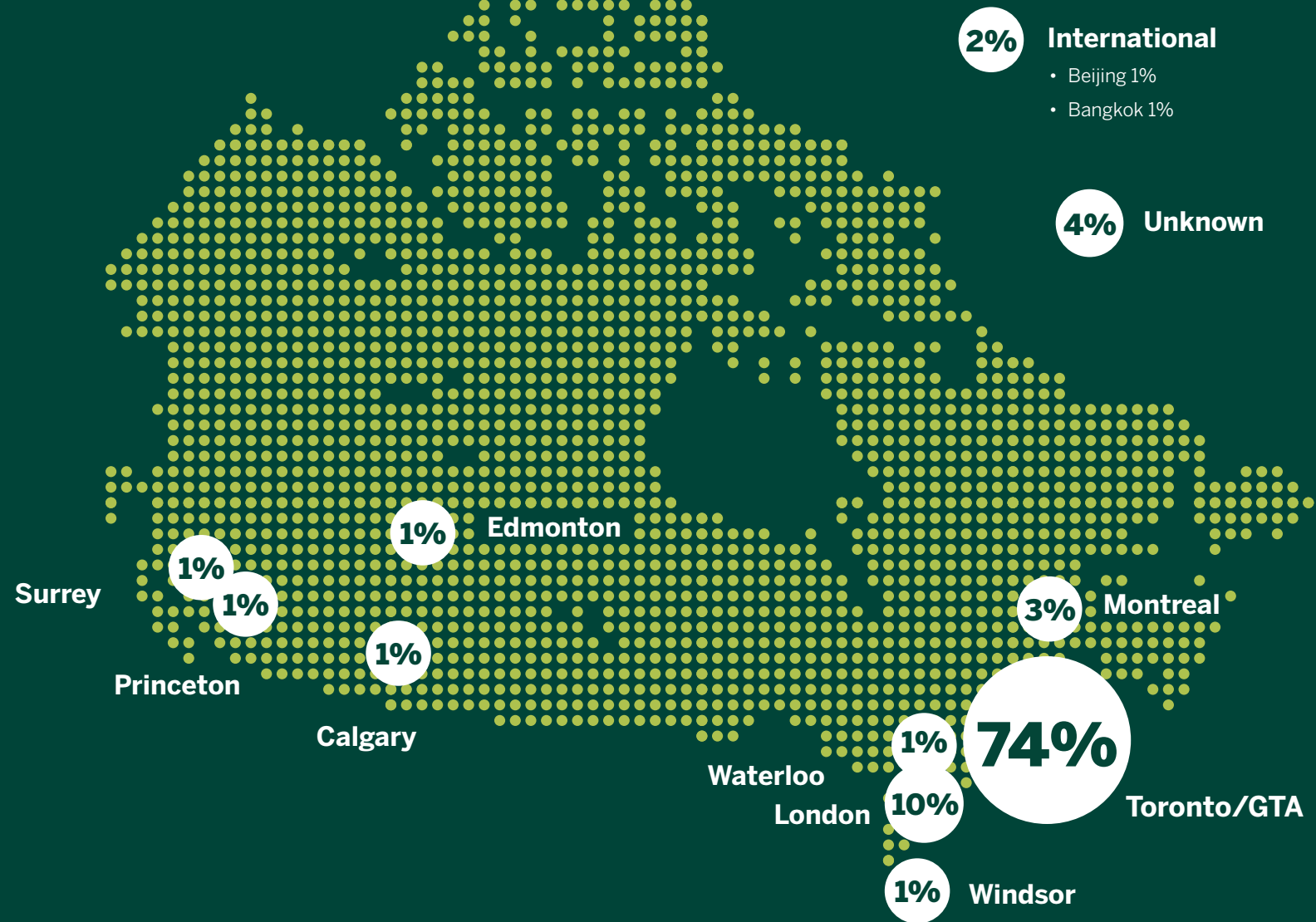
Function of accepted employment



Class facts



MSc BA 2022 geography of accepted employment



Source of accepted employment

46%

School-facilitated

- Summer internships **22%**
- Career Management posting **22%**
- Alumni referral **1%**

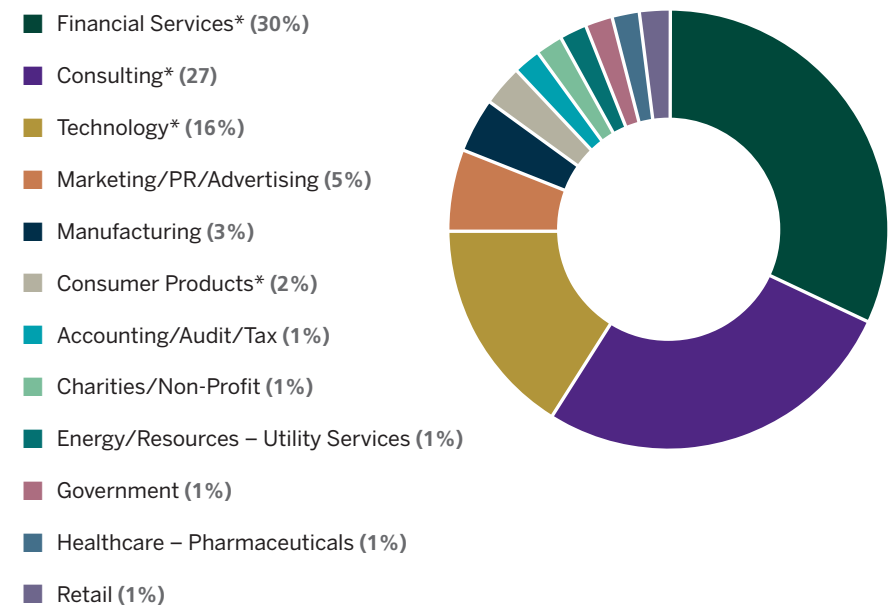
43%

Graduate-facilitated

- Networking (outside school) **31%**
- Company websites, external job boards/LinkedIn **13%**

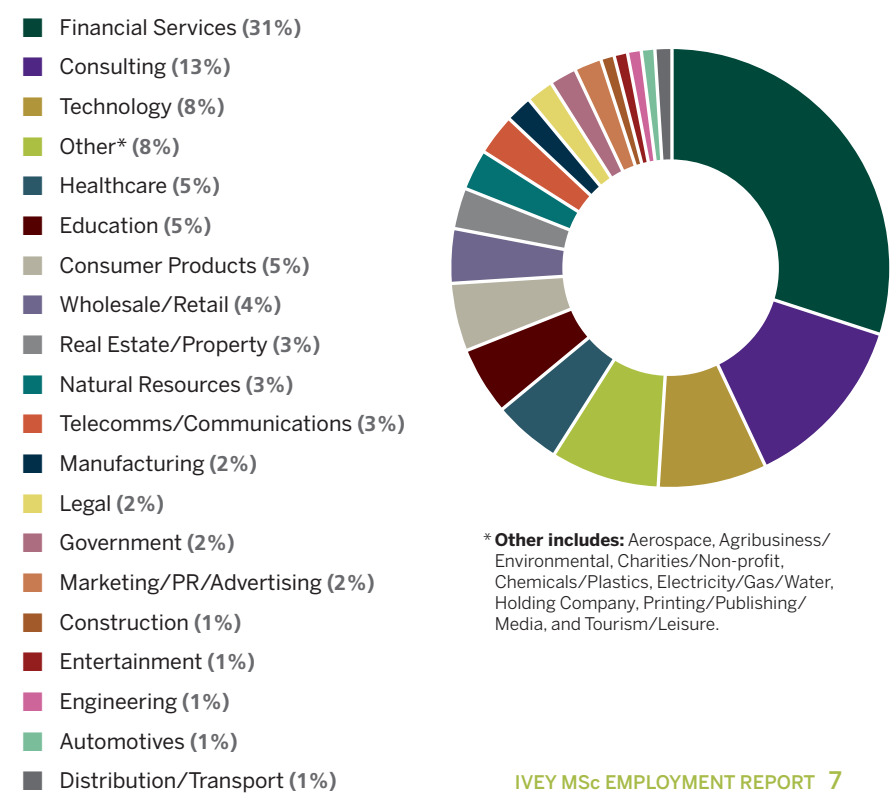
Unknown **11%**

Industry of accepted full-time employment



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

Alumni industry of employment



* **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

\$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

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

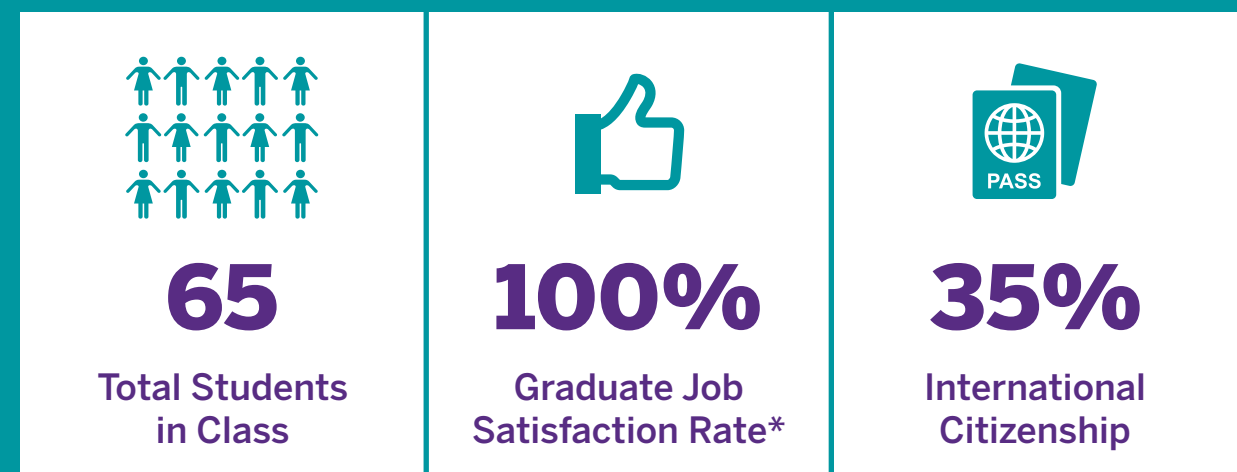
Accepted employment by company size



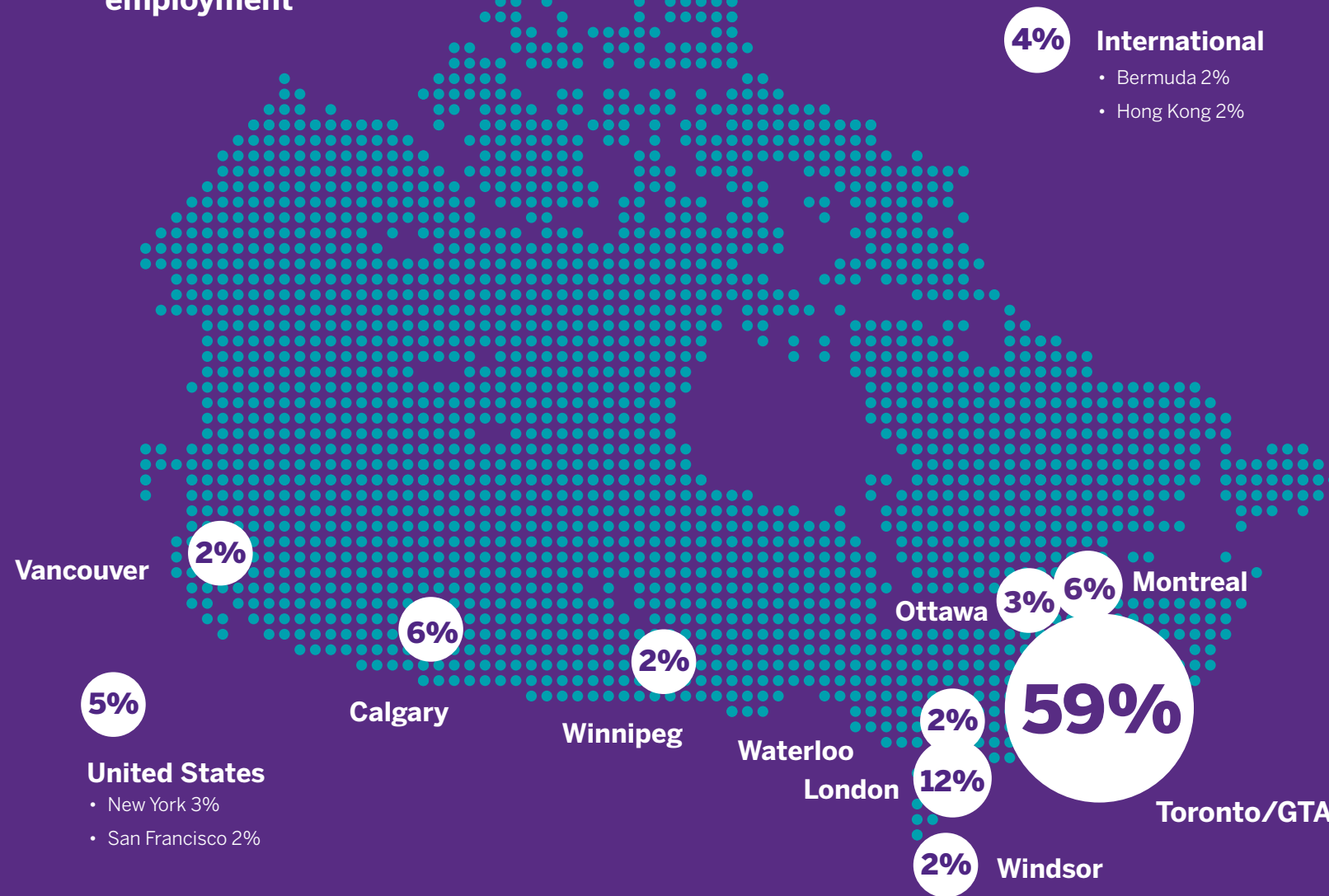
Function of accepted employment



Class facts



MSc IB WITH CEMS MIM 2022 geography of accepted employment



Source of accepted employment

46%

School-facilitated

- Career Management posting **34%**
- Networking (with alumni and corporate partners) **12%**

43%

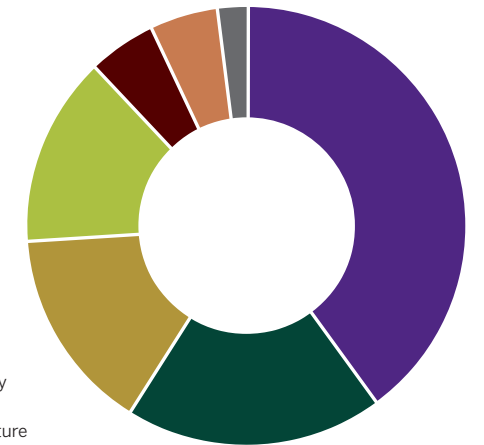
Graduate-facilitated

- 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%)



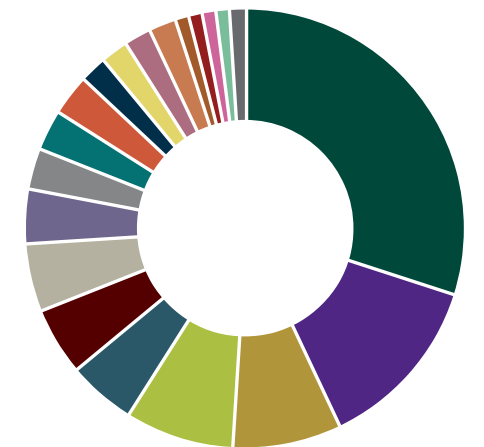
* **Consulting includes:** Financial Advisory, Human Capital, IT/Technology/Digital, Operations/Supply Chain, and Risk.

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

* **Other includes:** Accounting/Audit/Tax, Construction, Consumer Products, Government, Healthcare - Medical Devices and Equipment, Manufacturing, Recruitment Services/Executive Search, Retail, and Transportation/Distribution/Logistics.

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

2022 BREAKDOWN					
	Reporting rate	Min \$	Max \$	Average \$	Median \$
Base Salary	45%	\$55,000	\$90,000	\$72,864	\$75,000
Signing Bonus	16%	\$5,000	\$7,500	\$6,281	\$6,375
Other Guaranteed Compensation	6%	\$3,000	\$3,800	\$3,267	\$3,000
Total Compensation	45%	\$55,000	\$99,050	\$75,593	\$77,500

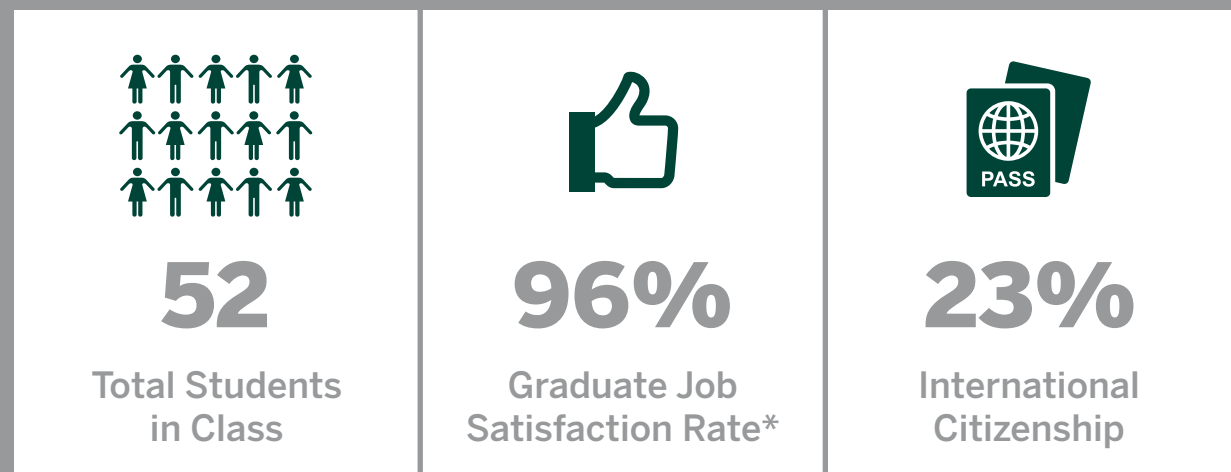
Accepted employment by company size



Function of accepted employment



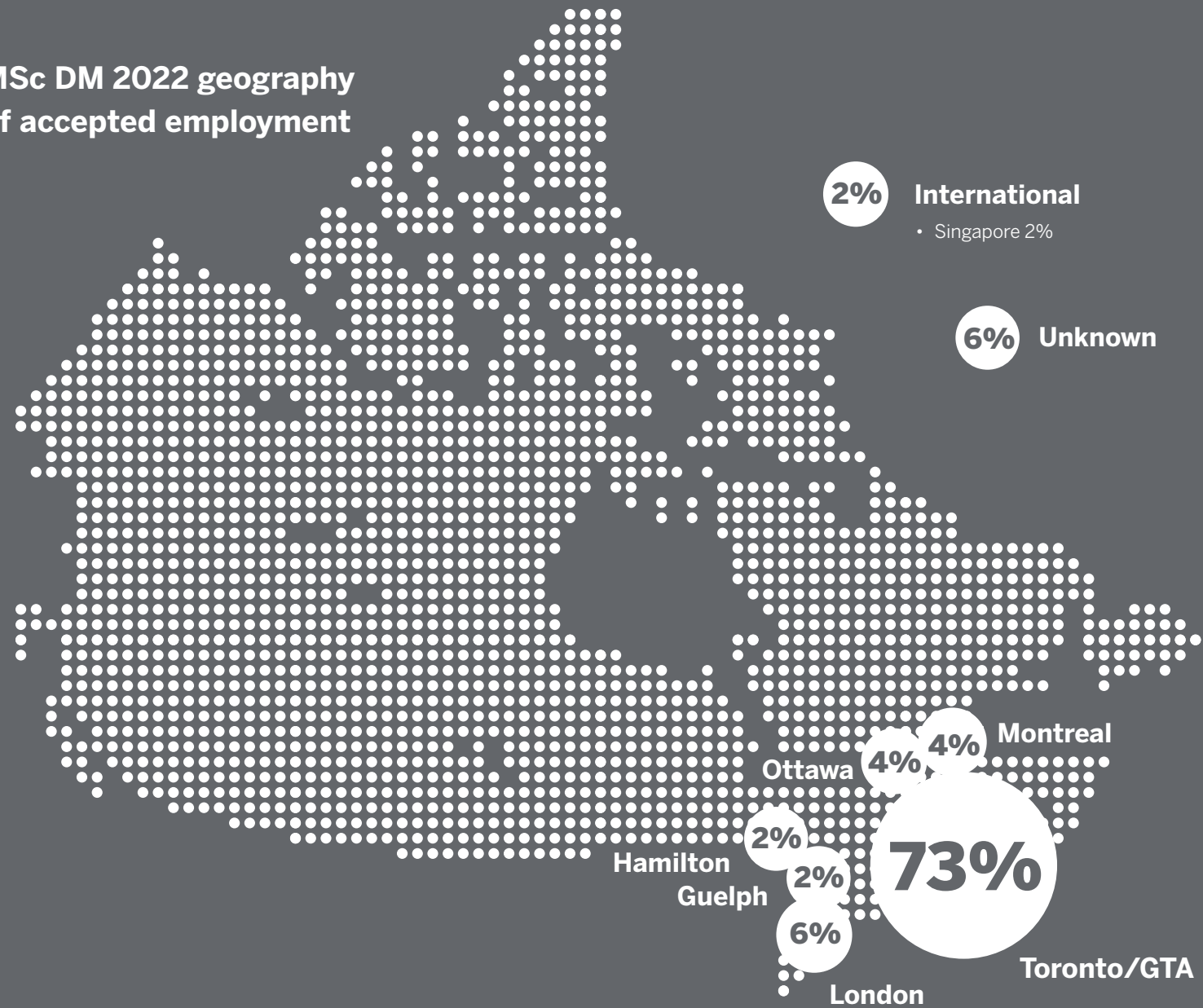
Class facts



* 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.

MSc DM 2022 geography of accepted employment



Source of accepted employment

49%

School-facilitated

- Career Management posting **31%**
- Networking (with alumni and corporate partners) **14%**
- Summer internships **2%**
- Classmate referral **2%**

47%

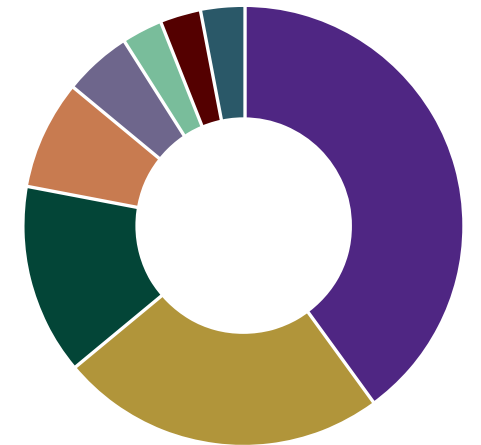
Graduate-facilitated

- Networking (outside school) **35%**
- Company websites, external job boards/LinkedIn **10%**
- Previous employer (before starting Ivey) **2%**

■ Other/unknown **4%**

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%)



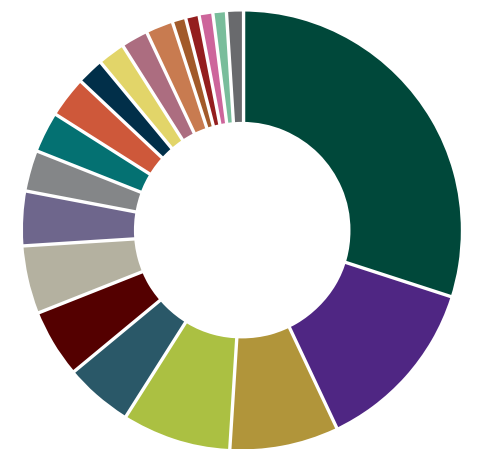
*Consulting includes: Financial Advisory, Human Capital, and IT/Technology/Digital.

*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.

Ivey Corporate Partners

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.

ADVERTISING (MARKETING SERVICES, AD AGENCIES, COMMUNICATIONS, PUBLIC RELATIONS)

- B4brand
- Bond Brand Loyalty
- DAY Communications
- Directive
- FleishmanHilliard*
- Klick
- Konrad Group***
- Loyalty Ventures Inc.*
- LoyaltyOne*
- Mass Minority*
- Maven*
- Media.Monks*
- Nexus Communications North America
- Publicis Sapient***
- REALQualified Inc.
- Roar Communications Inc.
- SaleSpider Media
- Shift Marketing
- SZID Inc.
- The Thoughtful Design Group

- Wasserman
- WebHealth Network Media

AEROSPACE (SPACE EXPLORATION, SATELLITE COMMUNICATIONS, COMMERCIAL SPACE, DRONES, AIRLINES AVIATION)

- Arcane
- Mycionics Inc.
- Nutrien
- Capital Developments
- Saunders Arkitektur AS

AUTOMOTIVE

- Maserati & Alfa Romeo London*

CHARITIES/ NON-PROFIT

- Access to Success Organization
- Canadian Congenital Heart Alliance (CCHA)
- Charity Intelligence Canada
- eCampusOntario

- IIBA GLO
- Innovative Canadians for Change (ICChange)
- Movin’On
- Science Teachers’ Association of Ontario (STAO)
- Startup Canada
- The Starfish Canada

- UNTOLD
- Venture for Canada
- World Vision Canada*
- Youth Challenge International

CONSTRUCTION

- Aecon Group Inc.
- Hilti
- Linwood Homes*
- Pandacea

CONSULTING

- Accenture***
- Accuracy
- Adaptovate
- Advancy Inc.
- Amaris Consulting*
- Analysis Group
- Asteri Partners

- Avascent
- Bain & Company
- BDO Canada*

Boston Consulting Group (BCG)*

Brooklin Consulting*

- Business Transition Consulting*

Capco*

- Carly Rian Group
- Carpedia*

CGI Group*

- Clean Conduit Inc.
- Cognizant

- Compensation Governance Partners

Deloitte.*

- Desa Analytics
- Eastwood & Cleef LLC

EY*

- Fusion Analytics
- Gemic
- GGA Partners
- iDriveCareer (iDC)
- Iris Pricing Solutions

- Isaac Operations

KPMG*

- Level5 Strategy***

- Marsh & McLennan Companies
- Maslow Centre for Executive Leadership
- Mastercard Advisors*
- Mazars
- McKinsey & Company*
- Mensana Change Management Ltd.

- Meridian Compensation Partners

MNP*

- NetDynamic Consulting Inc.

- Nous Group

- Nuclear Promise X*

- Oliver Wyman

- Optimus SBR

- Optis Consulting

- Oxford + Richmond Inc.

- P1 Consulting

- Partners in Performance*

- Power Advisory

- Preyra Solutions Group | PSG*

- Protiviti

- PwC*

- Red Iron Technologies

- Revenue Management Labs

- Richter

- Richter Consulting

- Rock FOC Technologies Canada

- Roland Berger

- SA Collective

- Sampford Advisors

- Sapling Financial Consultants Inc.

- Shift Paradigm*

- Southlea Group

- Stack’d Consulting

- Strategy&

- StrategyCorp Inc.

- Susan Goebel

- Swire Management
- Thrive Insights
- Trindent Consulting
- Willis Towers Watson
- ZS

CONSUMER PRODUCTS

- Aitchl Ltd.

- Ardent Mills*

- Aviron Interactive

- Bag and Bougie Limited

- Beiersdorf

- Beyond Meat

- Bimbo Canada (Formerly Canada Bread Company Limited)

- Bondi Produce and Specialty Foods

- Branch Furniture Inc.

- Bushbalm

- Canopy Growth Corporation

- Freepour Controls

- General Mills

- Humboldt Distillery

- Imperial Tobacco

- Kind Laundry

- Johnson & Johnson *

- Kotn

- Labatt Breweries of Canada

- Lancome

- L’Oreal

- Luxury Brand Partners, LLC

- Maple Leaf Foods

- Marcatus QED

- Mark Anthony Group

- Marlow

- Molson Coors Beverage Company

- Mondelez International

- Moosehead Breweries

- Nestlé

- Niagara Bottling
- NIKU Farms
- Northern Helm
- NUDESTIX
- Oliver Jewellery
- PepsiCo Canada
- Procter & Gamble
- Rakuten Kobo Inc.
- Reckitt Benckiser (RB)
- SIMULATE
- Skilled Accents
- Soo-Brew Botanical
- TEALEAVES*
- The Kraft Heinz Company
- Unilever
- Weishaupt Design Group Inc.

ECONOMIC DEVELOPMENT

- Manitoba Technology Accelerator (MTA)

- Mars Discovery District

EDUCATION

- Aspire
- BETA Camp
- BrightChamps
- Canadian Professional Sales Association
- Desa Global Leadership Inc.
- ELL Technologies
- Jain University Incubation Centre
- King’s University College
- Laplace Insights*
- Mentors Services Inc.
- Peekapak
- Skillful
- The M2T Collective
- Western University***
- Wholistic Health Training & Research Centre

ENERGY/RESOURCES

- Actlabs (Activation Laboratories Ltd.)
- BerQ RNG Inc.
- Bruce Power*
- CHE Power Structures Corp.
- Evolution Mining
- GoldSpot Discoveries Corp.
- Great Circle Solar Management Corporation
- Heliene
- London Hydro
- Nexus Energy
- Northland Power
- Reliance Home Comfort
- Teck Resources Ltd.
- Vale Canada
- Verdo

ENTERTAINMENT

- Connective Intelligence Inc.
- Lug Sports Group
- Maple Leafs Sports and Entertainment
- RANI Creative Collective
- The June Motel
- The Peak
- Toronto Blue Jays
- Toronto Raptors
- Winnipeg Trolley Company
- Woodland Cultural Centre

ENVIRONMENTAL SERVICES

- EcoSolver
- GFL Environmental Inc.
- Radicle
- Taking Root
- The Starfish
- Trojan Technologies

FACILITIES SERVICES

Citron Hygiene

FINANCIAL SERVICES

2048 Ventures

Agentis Capital

AGF Investments

AIG

Alberta Investment Management Corporation (AIMCo)

Albourne Partners

American Express*

Archer Growth Partners

Aria Wealth Solutions

ATB Financial

Aviva Canada

Avondale Private Capital

Bank of America-Merrill Lynch (BofA)

BCI

Birch Hill Equity Partners

Bloomberg*

BMO Financial Group*

Brant Street Capital

Bristol Capital Management

Broderick Capital

Burgundy Asset Management Ltd.

Business Development Bank of Canada (BDC)

CAASA

Canaccord Genuity Group Inc.*

Canada Life*

Canada Startup Company

Canadian Venture Capital & Private Equity Association (CVCA)

Cantor Fitzgerald

Capficiency Private Equity

Capital One*

CBRE Investment Management

CEO.ca

CIBC*

Citi*

Clearbanc

Clearco (formerly Clearbanc)

Connor, Clark & Lunn Financial Group

Cormark Securities Inc.

CPP Investments

Credit Agricole

DBRS Morningstar

Desjardin Group

Deutsche Bank AG

Echelon Wealth Partners Inc.

Ensurex

Equitable Bank

Euclid Transactional

Exchange Bank of Canada

Fact Capital

Fidelity Investments

Fintech Thailand*

FirePower Capital

Forthlane Partners

Gazelle Capital

GDA Capital

Global Infrastructure Partners

Gluskin Sheff + Associates Inc.

GreenBirch Capital Inc.

Harvest ETFs

HomeEquity Bank

Hong Kong Financial

HRM Pension Plan

HSBC Bank

IGM Financial

Impak Finance

Invesco

Invictus RG Pte. Ltd.

Jarislowsky Fraser

JP Morgan*

Klass Capital

Kluane Partners

Kulane Partners

Leatherback

LendCare Capital

Libro Credit Union*

Mackenzie Investments

Macquarie Group

Manulife Financial

Maple Rock Partners

Mawer

Maxit Capital

MIT Investment Management Company

Morgan Stanley

MUFG Bank

Munich Re

NACO Canada*

Nasdaq*

National Bank of Canada*

Neo Financial*

NewPoint Capital Partners

Ninepoint Partners LP

Novacap

OMERS

Ontario Teachers' Pension Plan Board

OP Crypto*

Plenary

Polar Asset Management Partners

Portland Investment Counsel Inc.

Position Ventures

Raymond James

RBC Financial Group*

Relay Ventures

Rocket Mortgage*

Round13 Capital

Roynat Capital

Sagard Holdings

Scotiabank

Setter Capital*

Southeastern Asset Management

State Street*

Stillwater Capital

Stormont Partners

Sun Life Financial

TCG Partners

TD Bank Financial Group*

The Group Ventures

The Marquee Group

theFinanceStack

Turn/River Capital

Unit E Investments Ltd.

Upskills

Valitas Capital Partners

Vanguard

Versabank

Verstra Ventures

Vibrant Equity

Waratah Capital Advisors

Wealthsimple

Wealthy Planet

Wells Fargo

Whitehorse Liquidity Partners

Women In Alternative Investments

Women in Capital Markets

World Bank

World Bank Group

XPV Water Partners

Zurich Insurance

FOOD SERVICE/RESTAURANT/FOOD PRODUCTION

Chick-fil-a

Compass Restaurants Group (JKC Capital)

HelloFresh

Restaurant Brands International

The Butcher Shoppe

GOVERNMENT

Canada School of Public Service

Competition Bureau of Canada

Export Development Canada

Foreign Service

Government of Canada*

NATO

Ontario Public Service Leadership

Ontario Securities Commission*

Township East Zorra Tavistock

HEALTHCARE

Align Custom Fit Footwear & Footcare

AstraZeneca

Bristol Myers Squibb*

Cambridge Brain Sciences

Canadian Hospital Specialties Limited

Genemis Laboratories

Goodself

Hamilton Health Sciences

Innomar Strategies

MDLand

Merz Therapeutics

Mind By Design TM

MINDCURE

Mint Pharmaceuticals

Novo Nordisk*

Ontario Bioscience Innovation Organization

PharmAla Biotech Inc.

Southlake Community Ontario Health Team

Stealth Biotech Company

Trudell Medical International*

Uresta

Vita Health

Wosler Corporation

HOLDING COMPANY

John Swire & Sons (H.K.) Ltd.

LAW AND LEGAL SERVICES

McCarthy Tétraut

MANUFACTURING**AMD***

Bell*

Cargill

Changes on the Fly

Coptek Copper covers

Greentank Technologies

International Saws & Tools*

KEYENCE Corporation

PD International

Samuel, Son & Co.

Shimco

Skyjack

PUBLIC ADMINISTRATION/REGULATORY GROUPS

Higher Education Quality Council of Ontario (HEQCO)

REAL ESTATE

Cameron Stephens Mortgage Capital Ltd.

Century 21 First Canadian Realty

Crestpoint Real Estate Investments Ltd.

Dream Unlimited

Mattamy Homes

Oberfeld Snowcap

Realstar Management R-LABS Canada Inc.

TAS

The Pearl Group

Tonlu Properties

Urban Group

U-Rite

Valour Group

RECRUITMENT SERVICES/EXECUTIVE SEARCH

Altis Recruitment

Boyden

Corporate Consultants

CPG Connect

FDM Group

Insight Global

Janet David + Associates Inc.

Kickstart

Russell Reynolds Associates*

Spencer Stuart*

SuiteSource Inc.

RETAIL

Aritzia

Baskits Inc.

Canadian Tire Corporation*

George Weston Limited

Harry Rosen

Hudson's Bay Company*

Loblaw Companies Limited*

Parts Canada*

PerkUp

Pixie Mood

SSENSE

TJX Canada

Walmart Canada

SECURITY AND INVESTIGATIONS

Stealth Monitoring Inc.

TECHNOLOGY

A2X

Acadium

Achievers*

ADP*

AirMatrix

Alayacare

alertdriving

Alida (formerly Vision Critical)

Alphavima Technologies Inc

Amazon*

Appficiency*

Atlas Health

AutoLeap

automotiveMastermind Inc.

Basestation

Bitbuy

Bitmain*

Black Leopard Technology

bld.ai

Blink UX*

Bolt Logistics

Bond

BoxOut Performance

Caddle

Caddy

Canada's Virtual Assistant

Cattle Scan

Ceridian

China Mobile International

Circuit IQ

Cloud SynApps

CMiC*

CoCreate

Constellation Software Inc.

DarwinAI

Databook	Jobify	PatSnap*	The Bogo App
DEX Labs	Jokr	Peggy	TripArc
Ecopia AI	Justo Brokerage	Perpetua	Trvlar
Emplifi	Keprstrum	Placeholder Inc.*	Uber*
EnPoint	KeyData *	Plative	Utradea
ENTRPRT	KeyOps	Plooto	Verto Health
Eversana	Kitchen Hub	PointClickCare*	Vetster
EXAR Studios	LiboBerry	PureFacts Financial Solutions	Viafoura*
Factinate	LinkedIn	Q4	Virgin Mobile
FactSet	Loopio	Receptiviti Inc.	Volaris Group*
Fast Enterprises	LUCID	Red Canari	We-Watch Corporation
Fiix Software	Lynk Global	Riipen	Workbench Energy*
Forma.ai	MacroXStudio	Rogers Communications	Xerox
FreshBooks	ManageBetter (Formerly ViaMaven)	S&P Global	YaiZy
FrontFundr	MeazureUp	Salesforce*	Yuser Inc.*
Geotab*	Meltwater	SAS	ZoomInfo
Green Apple Pay	Microsoft	SBQuantum	TELUS*
Hackworks	Model Living	Security ONE Alarm Systems	THINK TANKS/ POLICY INSTITUTE/ RESEARCH INSTITUTE
Healthcard.ca	Moonchaser	Selfbook*	TechTO
HealthHub - Patient Engagement Solutions	Newcomp Analytics	Shomigo	Canadian Nuclear Laboratories
HomeOptions	Nexxt Intelligence - inca	Shopee*	TRANSPORTATION/ DISTRIBUTION/ LOGISTICS
HRdownloads	NielsenIQ	Shopify	407 ETR
Huawei	Noname Security	Shutterstock	CIS Navigation*
Humi*	Nulogy*	SkyWatch	Metrolinx
IBM*	Omatic Software	Snaplii*	Mile1
Information Services Corporation (ISC)	OnCall Health	StackAdapt*	TrueNorth
Info-Tech Research Group Inc.*	OpenText	StarTech.com	WHOLESALE TRADE
integrate.ai	Oracle	Story City	Superior Glove
InvestorCom	OrderGrid	Street Contxt	
Jerry.ai	Orennia	Talem AI	
Jiraftek Solutions	Pareto*	The Better Navigation Company (BNC)	
	PartnerStack		

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