



Career
Advancement
Centre

BCom 2022

EMPLOYMENT REPORT

EXECUTIVE SUMMARY

We are pleased to share our Commerce 2022 Employment Report on student placement statistics, student desires, and corporate engagement. This report has been developed for prospective and current students, recruiters, alumni, faculty, and staff. The class was extremely successful in adapting and navigating the rapid shift from online learning to in-person classes, virtual recruiting events, and two consecutive summers of remote internships. Overall, there was extremely strong employer demand for Commerce talent, as the virtual recruiting environment opened up more opportunities for our students, while increasing competitive pressures.

Once again, Smith Commerce students demonstrated exceptional competencies and skills in the recruiting process with 96% of the class accepting a job offer within 6 months post-graduation. The average base salary increased significantly from \$64,932 to \$72,833, as companies raised compensation to attract top talent.

Overall, graduate placements remained fairly diversified, with 62% of placements across financial services (33%), consulting (17%) and accounting (12%); the remaining 38% were spread across technology, consumer goods, telecommunications, real-estate, retail, and other industries. Notably, placements within consumer goods declined to 4% after several years at 8-9%. Geographically, 91% of our students are employed in Canada, with a notable increase in US employment from 4% to 8%. International employment remains flat at 2%.

Thank you to our Smith community and industry partners for supporting and hiring our students during another challenging year. Jobs facilitated by the school through our corporate partners and referrals from alumni, classmates, advisory board, faculty, and staff continue to be the main source of jobs for Commerce students at 83%. Close to 50% of the Class of '22 were converted to full-time employment from an internship, demonstrating the exceptional performance of Smith talent within organizations.

Congratulations to the Class of 2022! We look forward to seeing you back on campus as alumni and future recruiters.



Sincerely,

Karen Jackson-Cox

Executive Director, Career Advancement Centre
Smith School of Business

96%

Accepted an offer by six months post-graduation

\$72,833

Average base salary

\$150,297

High base salary

Class Profile



495

STUDENTS
IN CLASS

43%

WOMEN

55%

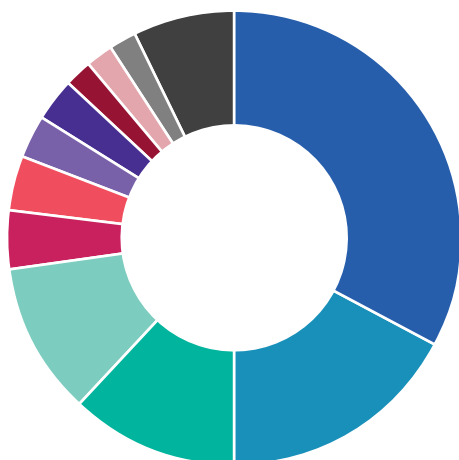
MEN

2%

PREFER NOT
TO DISCLOSE

Employment Outcomes

EMPLOYMENT OUTCOMES BY INDUSTRY

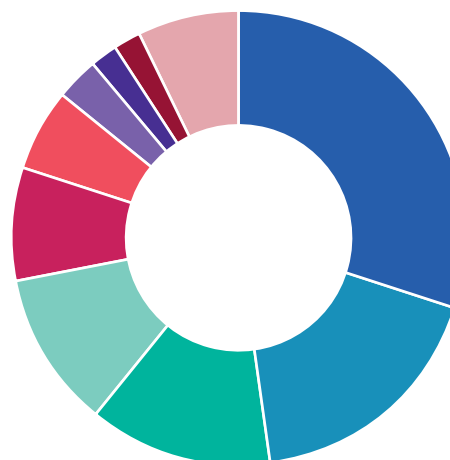


- Financial Services **33%**
- Consulting **17%**
- Accounting **12%**
- Technology **11%**
- Consumer Goods **4%**
- Telecommunications **4%**
- Retail **3%**
- Marketing Services **3%**
- Manufacturing **2%**
- Media & Entertainment **2%**
- Real Estate **2%**
- Other **7%**

Note: In accordance with MBA CSEA regulations, salaries are not published for industries with fewer than 3 data points. Industries with less than 2% have been combined in "Other" and all salaries are in CAD.

Industry	Avg. Base \$
Financial Services	\$86,246
Consulting	\$80,326
Real Estate	\$73,501
Manufacturing	\$70,305
Telecommunications	\$65,000
Consumer Goods	\$63,433
Technology	\$59,895
Retail	\$59,499
Accounting	\$53,050
Media & Entertainment	\$52,400
Marketing Services	\$47,000
Other	\$68,997

EMPLOYMENT OUTCOMES BY FUNCTION

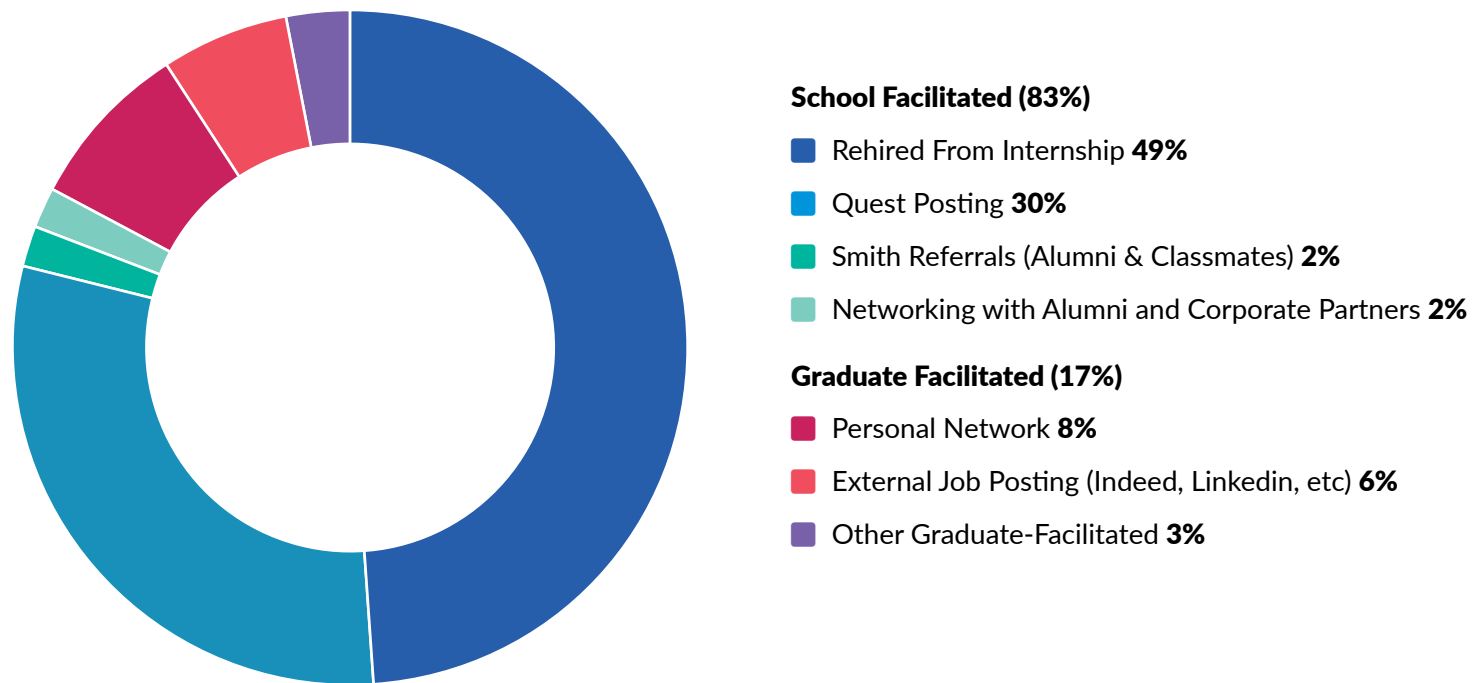


- Finance **30%**
- Consulting **18%**
- Marketing **13%**
- Accounting **11%**
- Sales **8%**
- Business Development **6%**
- General Management **3%**
- Data & Analytics **2%**
- Human Resources **2%**
- Other **7%**

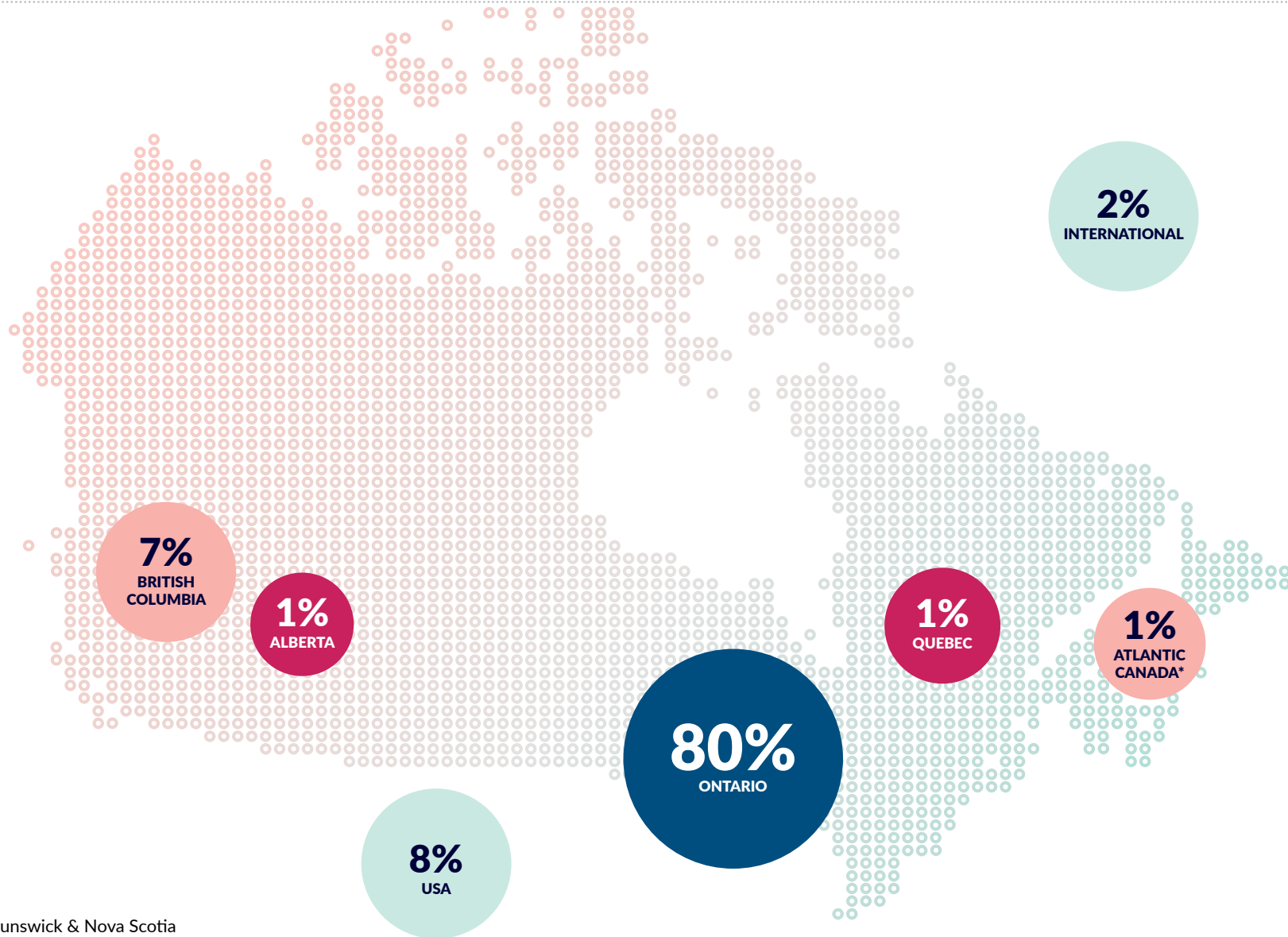
Note: In accordance with MBA CSEA regulations, salaries are not published for functions with fewer than 3 data points. Functions with less than 2% have been combined in "Other" and all salaries are in CAD.

Function	Avg. Base \$
Finance	\$89,440
Consulting	\$79,213
Human Resources	\$67,890
General Management	\$66,451
Business Development	\$60,750
Marketing	\$59,139
Sales	\$56,999
Accounting	\$53,371
Other	\$69,304

Source of Job Offer



Placement by Geography



*Includes New Brunswick & Nova Scotia

Corporate Engagement

193

Unique firms hiring
students from the
Class of 2022

429

Unique firms posting
BCom level jobs during
4th year of 2022 class

209

Firms engaged in BCom
events over the 4-year
program for the Class of 2022

4,699

BCom job postings throughout
all 4 years of the 2022 class

722

Unique firms posting
BCom level jobs
throughout all 4 years
of the 2022 class

1,249

Employer events throughout
all 4 years of the 2022 class

Corporate Engagement — Employers

Here are some of the firms that have engaged in recruiting the Class of 2022

A&W Food Services of Canada	BGIS	Cisco	First Derivatives Plc
Accenture	Birch Hill Equity Partners	Citigroup	Ford
Accuracy	BMO Financial Group	Clearco	Fusion Analytics
Agentis Capital Partners	Bond Brand Loyalty	Coactuate	General Mills
Albourne Partners	BrainStation	Cognizant	George Weston
Alpha FMC	Brookfield Asset Management	Communitech	Geotab
Altas Partners	BRP	Competition Bureau Canada	GGA Partners
Alvarez & Marsal	Burgundy Asset Management	Convictional	Glo3D
Amazon	Canaccord Genuity Group	Cormark Securities	Goldman Sachs
American Express	Canada Border Services Agency	Corus Entertainment	Grant Thornton LLP
Apollo Insurance	Canada Revenue Agency (CRA)	CPP Investment Board	Guidehouse
Aritzia	Canadian Business Growth Fund (CBGF)	Credit Suisse	Gutenberg Certs
Armstrong Partnership	Canadian Tire Corporation	Curinos	Healthcare of Ontario Pension Plan
Aspire International	Canadian Venture Capital and Private Equity Association (CVCA)	D2L	HealthHub
Bain & Company	Capco	Databook	Hershey
Bank of America Merrill Lynch	Capgemini	Deloitte	HP
BC Partners	Capital One	DentsuOne (Formerly Grip Limited)	HSBC
BCG	Carpedia International	Diagram Ventures	Huawei Technologies
BCIMC	Celestica	Enterprise Holdings	Hugessen Consulting
BDC	Cenovus Energy	Equitable Bank	IBM
BDO	CGI	Eragon Capital	IGM Financial
Bell	Chubb	Evercore	Imperial Oil
Beringer Capital	CIBC	EY (Ernst & Young)	Imperial Tobacco Canada
Best Buy		Fidelity Investments	Intact Insurance

CORPORATE ENGAGEMENT – EMPLOYERS continued

InvesTarget	MLSE	Pure Industrial	Sun Life Financial
Invictus Analytics & Strategy	MNP LLP	PwC	Tangerine Bank
ISN	Model Living	QuadReal Property Group	TD Bank Group
Jarislowsky Fraser	Molson Coors Brewing Company	Queen's University	Tealeaves
Johnson & Johnson	MondouxRollins Partners	RBC	TELUS
JP Morgan	Morgan Stanley	Reckitt	Tesla
Kearney	National Bank	Reliance Home Comfort	TJX Canada
Konrad Group	Navacord	Restaurant Brands International	Top Hat
KPMG	Nestlé	Revenue Management Labs	Toronto Blue Jays
Labatt Brewing Company	Nicola Wealth	Richter	TouchBistro
Level5 Strategy	Nielsen Corporation	Rogers Communications	Trend Micro
Lime Connect	Noibu Technologies	Roland Berger	Trident Management Consulting
Loblaw Companies	Office of the Auditor General of Canada (OAG)	RSM	Unilever
L'Oreal	Oliver Wyman	Sagard Holdings	United Airlines
M2T Collective	Omers	Salesforce	Vantage Marketing Canada
Mackenzie Investments	Onex Corporation	SAP	Volaris Software Group
Manulife	Ontario Securities Commission	Sapling Financial Consultants	Walmart
Mars	Ontario Teachers' Pension Plan	Scotiabank	Wells Fargo
MaRS Discovery District	Paradigm Capital	SendinBlue	Whitehorse Liquidity Partners
Marsh McLennan	PepsiCo	Shell Canada	Women in Capital Markets
Mastercard	Perpetua	Shopify	Xerox Authorized Agents
McKinsey & Company	Primera+	Slate Asset Management	YouGov
Mensana Change Management	Procter & Gamble	Smith School of Business	ZS
Microsoft	PSP Investments	Societe Generale Corporate Investment	
		Strategy&	

Employer Testimonials



"I've worked with Smith's Career Advancement Centre (CAC) and they have always been proactive and trusted advisors. Our CAC Relationship Manager makes it easy for us to connect with Smith Commerce students through innovative campus engagement strategies. They have great ideas to share and are open to feedback and suggestions. It's a pleasure partnering with them."

Swati Sriram

Manager, Early Talent Acquisition
RBC Capital Markets and Wealth Management



"EY has worked closely with Smith's Career Advancement Centre for many years and continues to rely on their trusted advisors to assist in our recruitment process. Our career centre contacts are dedicated to ensuring a smooth, successful process for both students and employers. They consistently assist with creating and promoting fantastic events for employers and students to connect, as well as providing great feedback to employers individually on how to best secure top talent from Smith. We look forward to many successful recruitment seasons to come!"

Ellie Lear

Manager, Toronto Audit Group
EY



"Students from Smith School of Business are very bright, enthusiastic, and active within their clubs and community. Recruiting summer interns is always exciting, as students perform well academically, are involved with their school clubs and associations, and have transferable soft skills that we look for in our interns. Students come prepared and do the appropriate research for our information sessions, events and interviews. Connecting with Smith student clubs and associations always runs smoothly."

Lea Gashi

Manager, Co-op Program
UBC Sauder School of Business



"The students who attend our information sessions and apply to our internship program are well prepared and enthusiastic about opportunities to learn. The quality of applications received is of the highest standard. The students that represent Smith School of Business and the Commerce program are driven, well-rounded individuals who have moved the needle on our investment research during their internships at Burgundy. When I think about Smith School of Business Commerce students and the Career Advancement Centre, I think about forward thinkers, who approach life with energy, passion, and a call to the highest of standards."

Robyn Ross

Vice President, Head of People & Talent
Burgundy Asset Management

Corporate Relations Team

Our team is based in Toronto and Kingston to assist with your recruitment needs.



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