



Career
Advancement
Centre

BCom 2023

EMPLOYMENT REPORT

EXECUTIVE SUMMARY

I am delighted to share our Employment Report for the Commerce Class of 2023. This report has been developed for prospective and current students, recruiters, alumni, faculty, and staff, and highlights student placement statistics, student desires, and corporate engagement.

The Class of 2023 marked the transition back to “normal” in many ways, as they experienced the dynamic return of on-campus recruitment with many employers participating in Information Sessions, Industry Nights and Coffee Chats in Goodes Hall. While they faced an uncertain economic climate that impacted hiring across industries, we are very pleased to report that 96% accepted offers within 6 months post-graduation with an increase in average base salary compared to \$72,833 in 2022. This is a testament to the exceptional resilience of our students and the continued demand for their skills in the marketplace.

Overall, graduate placements remained fairly diversified with 63% of placements across financial services (32%), consulting (20%) and accounting (11%); the remaining 37% were spread across technology, consumer goods, telecommunications, real-estate, retail and other industries. Geographically, 95% of our students are employed in Canada, with U.S. employment returning to 4% from a high of 8% in 2022. International employment remains minimal at 1%, consistent with a longstanding inclination for students to remain in North America after graduation.

We extend our heartfelt congratulations to the Commerce Class of 2023 for their outstanding achievements. Thank you to the entire Smith community for their remarkable dedication to our students and supporting their ongoing personal and professional growth. As our graduates embark on this next step, we eagerly anticipate their continued success and contributions to business and society.

Congratulations to the Class of 2023! 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

\$74,924

Average base salary

\$182,575

High base salary

Class Profile



445

STUDENTS
IN CLASS

51%

WOMEN

48%

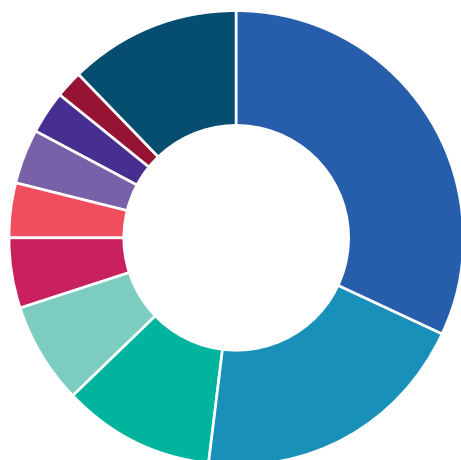
MEN

1%

PREFER NOT
TO DISCLOSE

Employment Outcomes

EMPLOYMENT OUTCOMES BY INDUSTRY



- Financial Services **32%**
- Consulting **20%**
- Accounting **11%**
- Technology **7%**
- Consumer Goods **5%**
- Real Estate **4%**
- Telecommunications **4%**
- Retail **3%**
- Media & Entertainment **2%**
- Other **12%**

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	\$88,513
Consulting	\$81,085
Accounting	\$58,690
Technology	\$73,236
Consumer Goods	\$56,878
Real Estate	\$62,920
Telecommunications	\$68,732
Retail	\$60,418
Media & Entertainment	\$43,210
Other	\$63,269

EMPLOYMENT OUTCOMES BY FUNCTION

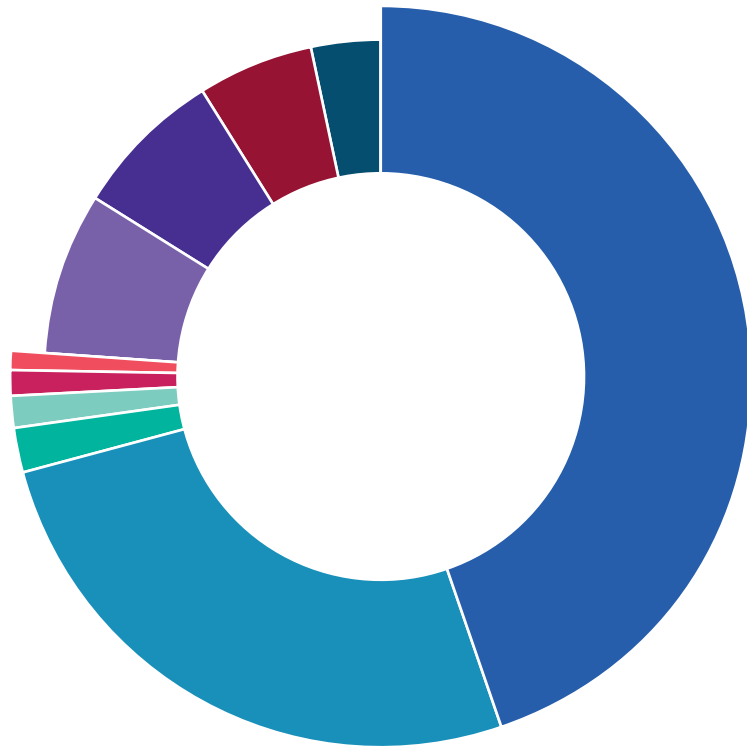


- Finance **30%**
- Consulting **21%**
- Accounting **12%**
- Marketing **8%**
- Sales **7%**
- General Management **6%**
- Data & Analytics **4%**
- Business Development **3%**
- Other **9%**

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	\$89,818
Consulting	\$81,979
Accounting	\$59,360
Marketing	\$60,001
Sales	\$63,683
General Management	\$64,339
Data & Analytics	\$62,263
Business Development	\$52,667
Other	\$62,500

Source of Job Offer



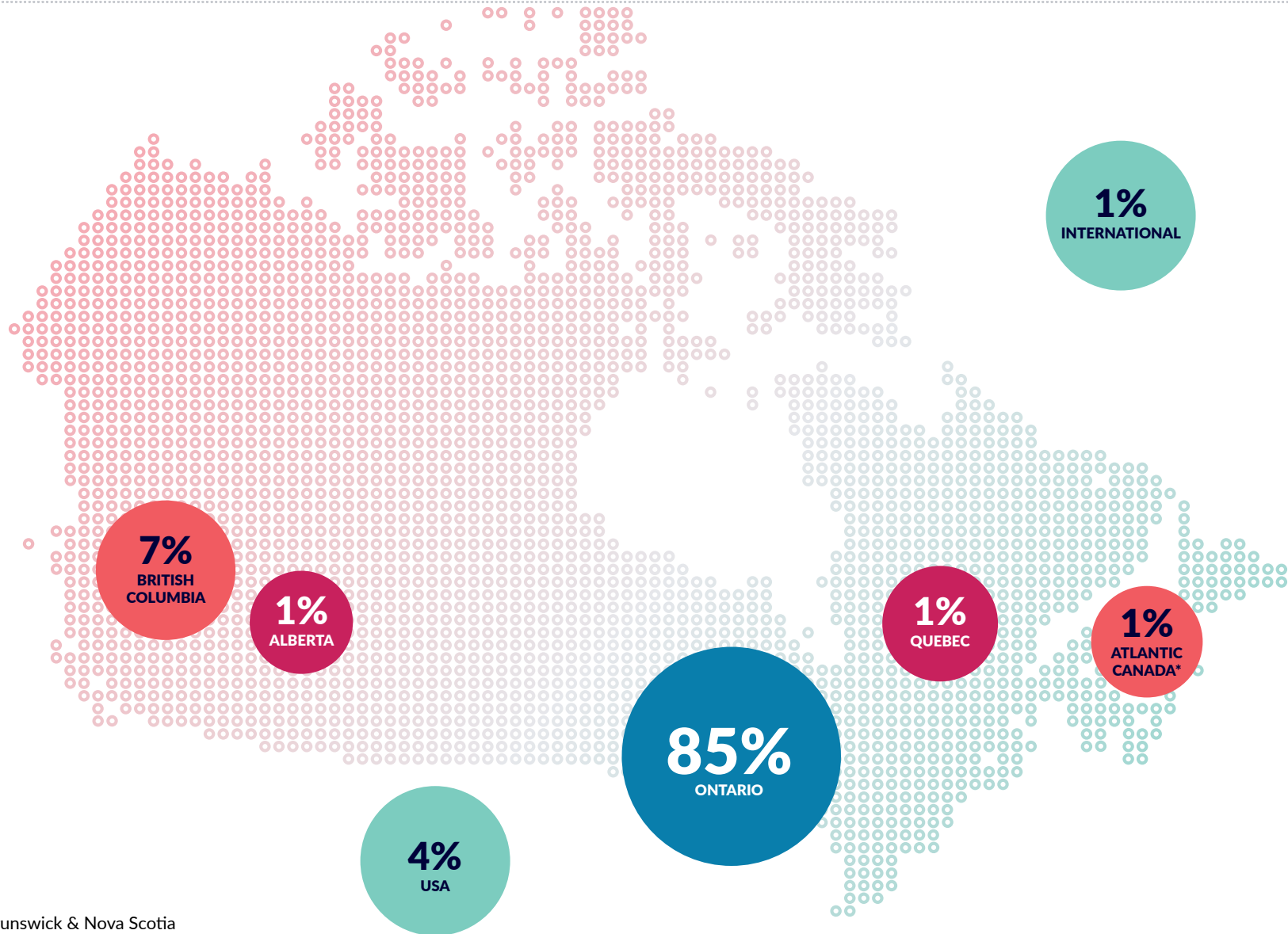
School Facilitated (76%)

- Rehired from Smith-Facilitated Internship **45%**
- Quest Posting **26%**
- Smith Referrals (Alumni & Classmates) **2%**
- Student-Led Conferences **1%**
- Networking with Alumni and Corporate Partners **1%**
- Other School-Facilitated Sources **1%**

Graduate Facilitated (24%)

- External Job Posting (Indeed, LinkedIn, etc) **8%**
- Personal Network **7%**
- Rehired from Student-Facilitated Internship **6%**
- Other Graduate-Facilitated Sources **3%**

Placement by Geography



*Includes New Brunswick & Nova Scotia

Corporate Engagement

186

Unique firms hiring students from the Class of 2023

283

Unique firms posting BCom level jobs during 4th year of 2023 class

201

Firms engaged in BCom events over the 4-year program for the Class of 2023

5,101

BCom job postings throughout all 4 years of the 2023 class

647

Unique firms posting BCom level jobs throughout all 4 years of the 2023 class

1,278

Employer events throughout all 4 years of the 2023 class

Corporate Engagement — Employers

Here are some of the firms that have engaged in recruiting the Class of 2023

Accenture	Brookfield Asset Management	Citigroup	Enterprise Mobility
Adidas	Bruce Power	City of Kingston	Equitable Bank
Air Canada	Burgundy Asset Management	Clearco	Evercore
Alvarez & Marsal	Burnbrae Farms	CN Rail	Export Development Canada
Amazon	Cadillac Fairview	Coactuate	EY (Ernst & Young)
American Express	Canaccord Genuity	Colliers	First National Financial
Apple	Canada Life	Cordelio Power	Ford
Aritzia	Canada Mortgage and Housing Corporation (CMHC)	Cormark Securities	Freshbooks
AstraZeneca	Canada Post	Corus Entertainment Inc	Fusion Analytics
Bain & Company	Canada Revenue Agency (CRA)	CPA Ontario	General Mills
Bank of America Merrill Lynch	Canadian Tire Corporation	CPP Investment Board	General Motors
Barclays	Canucks Sports & Entertainment	Credit Suisse	Geotab
Bayer	Capco	D2L	Goldman Sachs
BCG	Capgemini	Danone	Golf Canada
BDC	Capital One	Dell Technologies	Google
BDO	Carpedia International	Deloitte	Grant Thornton LLP
Bell	CBRE	dentalcorp	Great Circle Solar Management Corporation
Birch Hill Equity Partners	Charity Intelligence Canada	Disney	Greenhill
BlackBerry	Chubb	Dream	Hatch
Blackrock	CIBC	Dropbox	HBC (Hudson's Bay Company)
Blue J	Cineplex Entertainment	Eli Lilly Canada	Healthcare of Ontario Pension Plan
BMO Financial Group	Cisco	Empire Life Insurance Company	Hershey
Bridgehouse Asset Managers		Enbridge	Hockey Canada
			HOOPP

CORPORATE ENGAGEMENT – EMPLOYERS continued

HSBC	McCain Foods	Purves Redmond	Tealeaves
Huawei	McKinsey & Company	PwC	Techtronic Industries Canada Inc. (TTI)
Hub International Limited	Metrolinx	Rakuten Kobo Inc.	TELUS
Hugessen Consulting	Microsoft	Raymond James	Tesla
Huron	MLSE	Reckitt	The Co-operators
IBM	MNP LLP	Restaurant Brands International	The Globe and Mail
Imperial Oil Limited	Moelis & Company	Richter	Thomson Reuters
Intact Financial Insurance Company	Molson Coors Brewing Company	Rogers Communications	TikTok
Interac	Moneris	Royal Bank of Canada	TJX Canada
Kearney	Morgan Stanley	RSM	T-Mobile
Kenvue	National Bank of Canada	Salesforce	Top Hat
KPMG	Nestlé	Sanofi	Toronto Transit Commission (TTC)
Kraft Heinz	Nokia	SAP	Travelers Insurance
Labatt Brewing Company Limited	Office of the Auditor General of Canada (OAG)	Scotiabank	Trend Micro
Level5 Strategy	OLG	Shaw Communications	Uber
Linkedin	Oliver Wyman	Shell	Unilever
Loblaw Companies Limited	Omers	Shopify	Visa
L'Oreal	Onex Corporation	SickKids Foundation	Wasserman
Lululemon Athletica Canada Inc	Ontario Securities Commission	Slate Asset Management	Wells Fargo
Mackenzie Investments	Oxford Properties Group	Sofina Foods Inc	WestJet Airlines
Manulife Financial Corporation	PepsiCo	Statistics Canada	Whitehorse Liquidity Partners
Mark Anthony Group	Pfizer	Strategy&	Women in Capital Markets
Marsh McLennan	Pratt & Whitney	Suncor	World Bank Group
Mastercard	Procter & Gamble	Tangerine Bank	WSIB (Workplace Safety and Insurance Board)
Mazda	Publicis Canada	TD Bank Group	

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, National Early Talent
& Campus Recruitment, KPMG



“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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