

2019/2020

Full-Time MBA
Employment Data
Review

*A look back at two years of
MBA employment*



**MBA Career Services
& Employer Alliance**

More than an association. A community.

Introduction

The MBA Career Services & Employer Alliance (MBA CSEA) captures employment data from member schools through an online [Employment Data System](#) that allows for school-to-school benchmarking as well as aggregate data reporting. All data collected is captured according to the [Standards for Reporting Full-Time MBA Employment Statistics](#)® (Standards), providing consistent and comparable data.

114 MBA CSEA member business schools submitted employment data for their 2019 Full-Time MBA program graduating class, and 117 member schools did so for their 2020 graduating class. These graduating classes are defined in the Standards as:

- 2019: Full-time MBA graduates during the 12-months ending June 30, 2019
- 2020: Full-time MBA graduates during the 12-months ending June 30, 2020

[MBA CSEA membership](#) consists of business schools around the globe, and the data includes schools from Asia, Africa, Europe, North America, and Oceania. While the majority of schools participating in the data collection are from the US, 14% of schools reporting 2019 data and 16% of schools reporting 2020 data, were non-US institutions.

What follows is a summary of key employment data areas of interest to business school stakeholders, highlighting some differences between the 2019 and 2020 data sets.

In reviewing this data, keep in mind that the COVID-19 pandemic began mid-way through the 2020 academic year (graduating class of 2020) and had some impact on the recruitment and hiring of Full-Time MBA students. As business schools reacted to the pandemic in what was the middle of the 2020 spring term for most MBA programs, recruiting events, career fairs, and campus interviewing were cancelled, and some employers cut back or eliminated recruitment altogether. Nearly all MBA programs were affected in some way. While many 2020 graduates had already accepted offers by the time the pandemic hit, and employers honored those offers already extended, there was a slight decrease (~5%) in the percentage of graduates who accepted an offer by graduation and within three months of graduation and a significant decrease in mean reported salary.

MBAs Seeking Employment

Across the MBA CSEA member business schools, we saw a similar percentage of Full-Time MBA graduates planning to seek full-time employment upon graduation in both 2019 and 2020:

2019

- 84.9% of 2019 FT MBA graduates with permanent work authorization in the country where there is located planned to seek employment at the conclusion of their degree.
- 79.7% of 2019 FT MBA graduates with non-permanent work authorization in the country where their program is located planned to seek employment at the conclusion of their degree.
- Combined, 83.2% of 2019 FT MBA graduates planned to seek employment at the conclusion of their degree.

2020

- 84.6% of 2020 FT MBA graduates with permanent work authorization in the country where their program is located planned to seek employment at the conclusion of their degree
- 79.1% of 2020 FT MBA graduates with non-permanent work authorization in the country where their program is located planned to seek employment at the conclusion of their degree
- Combined, 82.9% of 2020 FT MBA graduates planned to seek employment at the conclusion of their degree

The percentages of students planning other endeavors after graduation, such as continuing education, starting a business, or that were sponsored by an existing employer, were similar between the two years of data.

Timing of Job Offers

We saw some difference between the timing in which FT MBA graduates received job offers in 2020 vs. 2019, as impacted by the recruiting differences caused by the COVID-19 pandemic:

	Received First Offer by Graduation		Received First Offer after Graduation and by 3 Months after Graduation		Did not Report Receiving an Offer by 3 Months After Graduation	
	2019	2020	2019	2020	2019	2020
Permanent Work Authorization	81.7%	75.4%	11.8%	13%	6.5%	11.6%
Non- Permanent Work Authorization	68.3%	66.9%	18.8%	16.7%	12.9%	16.4%
Total Graduates Seeking Employment	77.5%	72.9%	14.0%	14.2%	8.5%	12.9%

Significantly, in 2020 and in spite of the pandemic, only 4.6% fewer graduates received at least one offer by graduation than in 2019, and only 4.4% more were still seeking employment three months after graduation than in 2019. So while the pandemic recruiting environment delayed the offer scenario for FT MBA graduates, the overall impact on offers to students in MBA CSEA member schools was less than 5% in that 3-month time-frame.

Timing of Job Acceptances

Acceptances of job offers followed a similar pattern to offers. 84.5% of MBA CSEA member school FT MBA graduates had accepted an offer by three months after graduation in 2020, compared to 89.3% in 2019 – a -4.8% difference.

	Offer Accepted by Graduation		Accepted Offer After Graduation and by 3 Months After Graduation		Did not Report Accepting an Offer by 3 months After Graduation	
	2019	2020	2019	2020	2019	2020
Permanent Work Authorization	76.8%	70.8%	14.7%	15.2%	8.5%	14.0%
Non- Permanent Work Authorization	63.0%	62.6%	21.4%	18.6%	15.6%	18.8%
Total Graduates Seeking Employment	72.5%	68.3%	16.8%	16.2%	10.7%	15.5%

Sources of Offers

MBA CSEA collects data from schools regarding the source from which each graduate reports receiving their job offer. That is, how the student first connected with the employer that ultimately extended a job offer.

In 2019, 69.1% of FT MBA graduate job offers were obtained from school activities, led by graduates converting school-sourced internships into full-time offers (23%). In 2020, 68.1% of graduate job offers were obtained from school activities, with 25.9% reporting conversion of their school-sourced internship as the leading source of offers. Campus interviews were the next strongest source of offers (15% in 2019 and 14.8% in 2020), followed by school job postings (8.7% and 8.5%) and other activities run by school career centers (8.5% and 5.8%).

Compensation

Of all FT MBA graduates from member schools who reported job acceptances, 89.2% reported usable salary information in 2019, and 87% did so in 2020. Overall salary totals are as follows:

	2019	2020
Permanent Work Authorization		
Percent reporting	89.2%	87%
Mean	\$122,344	\$123,126
Median	\$122,264	\$122,717
Low	\$6,167	\$12,000
High	\$375,000	\$425,000
Non-Permanent Work Authorization		
Percent reporting	82%	79.7%
Mean	\$113,327	\$119,846
Median	\$87,951	\$121,289
Low	\$2,245	\$9,000
High	\$280,000	\$375,000
TOTAL		
Percent reporting	87%	85.8%
Mean	\$119,839	\$124,072
Median	\$120,282	\$123,946
Low	\$2,245	\$9,000
High	\$375,000	\$425,000

Salary by Industry

Within the industries that dominate MBA recruitment and hiring, graduates accepting job offers in the Hospitality industry reported the greatest change from 2019 to 2020, with a 16.18% increase in mean accepted salary. Interestingly, during much of the 2020 employment recruiting season, many hospitality organizations were experiencing closures and layoffs, so this increase is notable. The next highest mean salary increase was the Non-Profit sector at 9.39%, followed by the Consulting industry at 5.3%.

The most significant decrease in mean accepted salary for 2020 compared to 2019 was in the Transportation & Logistics Services industry (-7.2%), with Consumer Packaged Goods (-1.99%) and Energy (-0.088%) also dropping slightly.

	2019 Mean	2020 Mean	% Change
Consulting	\$136,750	\$144,008	5.3%
Consumer Packaged Goods	\$106,376	\$104,254	-1.99%
Energy	\$107,903	\$107,808	-0.088%
Financial Services	\$129,827	\$133,282	2.66%
Government	\$78,733	\$82,252	4.47%
Healthcare	\$109,855	\$114,278	4.03%
Hospitality	\$95,324	\$110,750	16.18%
Manufacturing	\$104,209	\$104,370	0.15%
Media/Entertainment	\$113,105	\$117,957	4.29%
Non-Profit	\$94,556	\$103,437	9.39%
Real Estate	\$110,094	\$110,134	0.04%
Retail	\$112,094	\$113,536	1.29%
Technology	\$119,399	\$122,433	2.54%
Transportation & Logistics Services	\$98,418	\$91,326	-7.2%
Other	\$96,837	\$100,774	4.07%
TOTAL	\$122,035	\$125,287	2.66%

Conclusion

While we saw negative impact in 2020 FT MBA overall salary and a ~5% decrease in three-month offers, what may have been the pandemic's most significant impact during the 2020 year was internship conversation to full-time offers. Many Summer 2020 internship programs were reduced or eliminated. As such, it's going to be of strong interest to see how that impacts the Class of 2021 FT MBA employment data.

MBA CSEA member schools are currently completing employment data uploads for the 2021 graduating class, and a summary of that data will be launched along with further 2019-2021 three-year trend data, in early spring 2022.