Greetings from the Carlson Business Career Center,

It is my pleasure to share the 2023 Employment Report for our Master of Human Resources and Industrial Relations (MHRIR) students here at the Carlson School of Management. This year we diligently tracked signs of job growth slowdown, ensured we supported students and alumni who were impacted by layoffs and downsizing, and continued to find creative ways to support students in connecting with meaningful opportunities.

This year, 98% of our Class of 2023 MHRIR graduates received offers within six months after graduation. The median starting base salary is $82,000 (nearly an 11% increase from 2022) with a signing bonus of $10,000. Other interesting things to note:

• Top industries are manufacturing, consumer packaged goods, technology, and consulting (in that order).
• Employers continue to value emerging professionals with this degree, as 85% of our students have 0–3 years of work experience.
• The majority of our students landed positions in the Midwest (62%).
• Our first-year HRIR students leaned heavily on the Carlson Business Career Center, with 77% reporting the school sourced their internship opportunity.

The CBCC held more than 950 employer meetings, sent out 720+ tailored resume books, and organized 471 events across 13 programs during the past year. Our coaches managed over 4,352 coaching appointments and delivered dozens of workshops. It was an exciting year as we worked creatively with our employer partners to create educational engagement experiences that brought work experiences and business functions to life. We strove to not only prepare our students well, but also deliver excellent customer service to our company partners.

Again, we continue our focus on inclusive recruiting with the goal that each student feels welcome and supported in the recruiting and job search process, both by our staff and employers. We were pleased to see a strong turnout from our recruiting partners on various anti-bias and inclusive recruiting trainings we held this past year. We launched our first annual Carlson Inclusive Employers Program and welcomed more than 40 recruiting partners to work with us on ensuring their recruiting and onboarding processes are inclusive and equitable for all Carlson School students. This program focuses on Carlson School students’ experience in recruiting and allows employers to discover best practices in avoiding bias, providing equitable and timely feedback during internships and onboarding, and delivering programming that is relevant to all generations of workers. We love working and learning with our employers as we continue to ensure we are living into our DEI mission.

As always, thank you for your ongoing partnership! Go maroon and gold!
98% of 2023 graduates received employment offers within six months after graduation.

100% with U.S. work authorization
94% without U.S. work authorization

$85,000 median salary with U.S. work authorization
$83,500 median salary for jobs in the United States
$91,800 median salary for Fortune 500 companies
$85,000 median salary for women
$85,000 median salary for students of color
$76,000 median salary for non-business undergraduate majors

Base Salary Range*
Median
$82,000

$21,600  $100,000

Signing Bonus Range
Median
$10,000

$3,500  $15,000

*Based on usable salary information from 70% of graduates with accepted employment offers.

48 Graduates
40 Graduates seeking full-time employment
# MHRIR - Class of 2023
## Employment Report

### By Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>22%</td>
<td>$82,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>15%</td>
<td>$87,500</td>
</tr>
<tr>
<td>Consulting</td>
<td>12%</td>
<td>$60,000</td>
</tr>
<tr>
<td>Technology</td>
<td>12%</td>
<td>N/A</td>
</tr>
<tr>
<td>Healthcare</td>
<td>6%</td>
<td>N/A</td>
</tr>
<tr>
<td>Hospitality</td>
<td>6%</td>
<td>N/A</td>
</tr>
<tr>
<td>Energy</td>
<td>3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Financial Services</td>
<td>3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Real Estate</td>
<td>3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Transportation &amp; Logistics</td>
<td>3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Other Industries</td>
<td>9%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### Years of Experience

<table>
<thead>
<tr>
<th>Experience</th>
<th>Percent</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>One year or less</td>
<td>45%</td>
<td>$72,000</td>
</tr>
<tr>
<td>1-3 years</td>
<td>40%</td>
<td>$85,500</td>
</tr>
<tr>
<td>3-5 years</td>
<td>9%</td>
<td>$65,000</td>
</tr>
<tr>
<td>5 or more years</td>
<td>6%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

UP $7K YEAR-OVER-YEAR

UP 10% YEAR-OVER-YEAR
MHRIR - CLASS OF 2023
Employment Report

Where students accepted jobs:
- **Canada**: 6%
- **China**: 9%
- **Unknown**: 39%
- **School-facilitated recruiting activities**: 33%
- **Graduate-initiated job search activities**: 46%

Sources of jobs accepted:
- **Graduate-initiated job search activities**: 46%
- **Unknown**: 15%
- **School-facilitated recruiting activities**: 39%
97% accepted internship offers

WHERE STUDENTS ACCEPTED INTERNSHIPS

BY INDUSTRY | PERCENT | MEDIAN RATE
---|---|---
Manufacturing | 30% | $27.00
Consumer Packaged Goods | 17% | $43.25
Technology | 17% | $34.25
Non-Profit | 10% | N/A
Healthcare | 7% | N/A
Consulting | 4% | N/A
Media/Entertainment | 3% | N/A
Energy | 3% | N/A
Financial Services | 3% | N/A
Government | 3% | N/A
Hospitality | 3% | N/A
Unknown | 14% | N/A

$31.67 with U.S. work authorization

Median $31.50

$15.00-$74.78

36 STUDENTS

31 STUDENTS SEEKING INTERNSHIPS
Companies that Hire Carlson School MHRIR Students

- Bold companies were top hirers in 2023

- AKKODIS
- BANNER ENGINEERING
- BOEING
- BRISTOL-MYERS SQUIBB
- CAUSEY & YE LAW P.L.L.C.
- CHARTWELLS
- CORNING INC
- CREATIVE ARTIST AGENCY
- DELL TECHNOLOGY
- DELOITTE
- DELOITTE
- DELTA AIR LINES
- FRASER
- GENERAL MILLS
- GRANITE PARTNERS
- HONEYWELL INTERNATIONAL INC.
- ILLUMINATE USA
- INTEL CORPORATION
- LAND O’LAKES, INC.
- LAWRENCE KENSHIN LTD.
- LENOVO
- MARCO TECHNOLOGIES LLC
- METROPOLITAN COUNCIL
- MINTH NORTH AMERICA
- MISS SAIGON
- MONARCH COLLECTIVE
- NVENT
- OCBANG
- PARKER HANNIFIN
- PEPSICO
- POLARIS INDUSTRIES
- RAYTHEON TECHNOLOGIES
- RISE BAKING COMPANY
- SPAULDING GROUP
- SUNGROW POWER SUPPLY
- SWAGELOK
- TENCENT AMERICA
- TURNBERRY SOLUTIONS
- UNITED SOFTWARE CORPORATION
- UNITEDHEALTH GROUP
- UNIVERSITY OF MINNESOTA
- UNIVERSITY OF WISCONSIN
- US BANK
- WAGNER SPRAY TECH
- WINIT INFORMATION TECHNOLOGY CO. LTD
- WOODHILL COUNTRY CLUB
- XCEL ENERGY

Common Job Titles

- HUMAN RESOURCES LEADERSHIP DEVELOPMENT PROGRAM
- HUMAN RESOURCES BUSINESS PARTNER
- HUMAN RESOURCES GENERALIST
- HUMAN RESOURCES SPECIALIST

“The Carlson Business Career Center does an outstanding job helping us throughout the recruiting process.”

MHRIR RECRUITING PARTNER
MHRIR
Class Profiles

CLASS OF 2024

- 51% INTERNATIONAL STUDENTS
- 26% MEN
- 74% WOMEN
- 29% STUDENTS OF COLOR

AVERAGE UNDERGRADUATE GPA: 3.55
AVERAGE FULL-TIME WORK EXPERIENCE: 1.8 YEARS

CLASS OF 2025

- 42% INTERNATIONAL STUDENTS
- 37% MEN
- 63% WOMEN
- 30% STUDENTS OF COLOR

AVERAGE UNDERGRADUATE GPA: 3.62
AVERAGE FULL-TIME WORK EXPERIENCE: 2.5 YEARS

GEOGRAPHIC REPRESENTATION

CLASS OF 2024

- 20% MINNESOTA
- 29% OTHER U.S.
- 22% OTHER INTERNATIONAL
- 29% CHINA

CLASS OF 2025

- 36% MINNESOTA
- 21% OTHER U.S.
- 27% OTHER INTERNATIONAL
- 15% CHINA