Greetings from the Graduate Business Career Center,

It is my pleasure to share the 2021 Employment Report for our Master of Human Resources and Industrial Relations students here at the Carlson School of Management. This year brought the continued challenge of a mostly virtual recruiting experience with our office. We continued to be so impressed with our students’ ability to be nimble in their approach to employer engagement and driven in their perseverance in the job search. We are grateful to our employers for the continued support of our students and we were consistently impressed with the creative ways employers chose to connect with students.

We are so pleased to report that during a year of disruption and ambiguity, 98% of our MHRIR graduates accepted job offers within six months after graduation. The average starting base salary is $82,500. As more students are looking at quality of life when they assess offers, they come to us with questions about benefits packages. This is the third year we tracked vacation/paid time off for our master’s business programs, and we saw an average of 3.5 weeks PTO across companies and industries. Starting this fall, we are also tracking the ability to work remotely or within a hybrid model. We hope that by gathering this data we continue to support students and employers in the recruiting process.

The GBCC held more than 675 employer meetings, sent out nearly 600 tailored resume books, and organized 284 events across nine programs during the past year. Our coaches managed more than 4,000 coaching appointments and delivered dozens of workshops. We strive to not only prepare our students well but also deliver excellent customer service to our company partners. As one recruiter remarked, “We only recruit from Carlson. The experience was excellent. Our team really enjoys working with the GBCC and finds them to be very helpful. Appreciate the partnership!”

As a school, Carlson is truly trying to embody the slogan, business as a force for good. We are consistently pleased to see how our students display this in their interests to work for companies that are making an impact in the world and community. As a staff we are consistently trying to embody business as a force for good in the way we work with our students, ensuring every student feels included and supported. We are investing more in early career exploration, and we are ensuring that all coaches, graduating students, and recruiting partners have the opportunity to go through bias training. This past year, we also reflected on our large-scale programming and created a process to ensure our workshops speak to and support all students. Our hope is that each student can project their best and most authentic version of themselves when they engage with employers. We are excited for all our recruiting partners to continue to connect with and welcome our multi-faceted business students.

As always, thank you for your ongoing partnership! Go Maroon & Gold!
of 2021 graduates accepted employment offers within six months after graduation.

100% with U.S. work authorization
95% without U.S. work authorization

**Salary range includes offers accepted outside the United States**

$86,500 median salary with U.S. work authorization
$81,250 median salary for women
$83,750 median salary for students of color
$83,750 median salary for non-business undergraduate majors
$82,500 median salary for Fortune 500 companies

**Signing Bonus**

Median
$10,000

Range
$4,000 - $20,000

*Based on usable salary information from 55% of graduates with accepted employment offers

**Median**

$82,500

Range
$14,000 - $91,800

100% with U.S. work authorization
95% without U.S. work authorization

51 GRADUATES

44 GRADUATES SEEKING FULL-TIME EMPLOYMENT
## Employment Report

### BY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer Packaged Goods</td>
<td>21%</td>
<td>$86,250</td>
</tr>
<tr>
<td>Technology</td>
<td>21%</td>
<td>N/A</td>
</tr>
<tr>
<td>Healthcare</td>
<td>10%</td>
<td>N/A</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>7%</td>
<td>$86,500</td>
</tr>
<tr>
<td>Consulting</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Financial Services</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Energy</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>NonProfit</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Other Industries (incl. Gov., Hospitality, Retail, Transportation, and HR Services)</td>
<td>21%</td>
<td>$86,500</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>52%</td>
<td>$86,500</td>
</tr>
<tr>
<td>1 - 3 Years</td>
<td>24%</td>
<td>$70,000</td>
</tr>
<tr>
<td>3 - 5 Years</td>
<td>14%</td>
<td>$88,000</td>
</tr>
<tr>
<td>5 or more years</td>
<td>10%</td>
<td>N/A</td>
</tr>
</tbody>
</table>
WHERE STUDENTS ACCEPTED JOBS

50% GRADUATE-INITIATED JOB SEARCH ACTIVITIES

12% UNKNOWN

38% SCHOOL-FACILITATED RECRUITING ACTIVITIES

CHINA

10% 12% 2%

36% 31% 31%

2% 7% 7%
**Median Hourly Rate**

- Median: $31.25
- Range: $3.00 - $43.00
- $31.25 with U.S. work authorization

**Where Students Accepted Internships**

- Healthcare: 23% (Median rate $28.85)
- Technology: 20% (Median rate $29.37)
- Manufacturing: 13% (Median rate $37.00)
- Consumer Packaged Goods: 9% (Median rate $37.50)
- Financial Services: 9% (Median rate N/A)
- Media & Entertainment: 7% (Median rate N/A)
- Government: 5% (Median rate N/A)
- Non-Profit: 5% (Median rate N/A)
- Other (incl. Consulting, Hospitality, and Environmental Services): 9% (Median rate $30.00)

**Percentage Increases**

- 18% increase from 2020!

**Statistics**

- 54 Students
- 46 Students Seeking Internships

**Wage Range**

- Includes offers accepted outside the United States

**Accepted Internship Offers**

- 96% accepted internship offers

*Based on usable wage information from 64% of students with accepted internship offers

**Wage range includes offers accepted outside the United States
COMPANIES THAT HIRED CARLSON SCHOOL MHRIR STUDENTS

AON HEWITT
ARTHUR J GALLAGHER
ATOUR
AUTOLIV ELECTRONICS CO., LTD
BAIDU
BETHANY INTERNATIONAL BRIDGES MN
BRISTOL-MYERS SQUIBB
BYTEDANCE
CAPGEMINI INVENT
CHUWA AMERICA CORPORATION
CITY OF ST. LOUIS PARK COLOPLAST
DELOITTE
DOCTOR ON DEMAND
EATON
ECOLAB INC.
ESKO
FOURTEEN FOODS
HAIER
HEWLETT-PACKARD
HONEYWELL
INTEL CORPORATION
INTELLIPRO GROUP
INTER AMERICAN DEVELOPMENT BANK
JOHNSON & JOHNSON
KINDEVA DRUG DELIVERY
LAND O’LAKES
LENOVO
LOTTE CHEMICAL CALIFORNIA INC.
MEDICA
MEISHAN GERIATRIC HOSPITAL
MICROSOFT
MINNESOTA DAILY
MINNESOTA JUDICIAL BRANCH
NSFOCUS TECHNOLOGIES CO LTD
PEBMOOB SENIOR CENTER
PEKING UNION MEDICAL COLLEGE HOSPITAL
PEPSICO
PIZZA LUCÉ
PROCTER & GAMBLE
QUALFON DATA SERVICE GROUP
RANDSTAD
RISE
ROSENBAUER AMERICA
SANOFI
SAZERAC
SECOND HARVEST HEARTLAND
SP RICHARDS
STEARS COUNTY
TAIWAN SEMICONDUCTOR
MANUFACTURING COMPANY
TENCENT
THE BERNARD GROUP
THE DOW CHEMICAL COMPANY
THREE DEEP MARKETING
TRANE TECHNOLOGIES
TWILIO
U.S. BANK
UNITED STATES DEPARTMENT OF AGRICULTURE
UNITEDHEALTH GROUP
WHIRLPOOL CORPORATION

*Bold companies were top hirers in 2021

MOST OFFERS MADE:

PEPSICO

The Graduate Business Career Center does an outstanding job helping us throughout the recruiting process.

MHRIR RECRUITING PARTNER
CLASS Profiles

CLASS OF 2022

- 46% International Students
- 19% Students of Color
- 27% Male Students
- 73% Female Students

Average Undergraduate GPA: 3.47
Average Full-Time Work Experience: 2 Years

CLASS OF 2023

- 47% International Students
- 16% Students of Color
- 27% Male Students
- 73% Female Students

Average Undergraduate GPA: 3.43
Average Full-Time Work Experience: 2.1 Years

GEOGRAPHIC REPRESENTATION

CLASS OF 2022

- 36% China
- 17% Other U.S.
- 15% Other International

CLASS OF 2023

- 29% China
- 24% Other U.S.
- 14% Other International