Employment Report 2022
Greetings from the Carlson Business Career Center (CBCC),

It is my pleasure to share the 2022 Employment Report for our Master of Human Resources and Industrial Relations (MHRIR) students here at the Carlson School of Management.

We are pleased to report that 96% of our MHRIR graduates from the Class of 2022 had offers six months post-graduation or prior. The median base salary is $74,000. Other exciting things to note:

- More than 90% of graduating students reported a position in the human resources field.
- Top industries where students landed jobs included manufacturing, technology, and healthcare.
- For the first time in several years, the majority of students accepted jobs in the Midwest, with 60% of U.S.-based jobs in this region.

The CBCC held more than 940 employer meetings, sent out 480+ tailored resume books, and organized 243 events across 10 programs during the past year. Our coaches managed 4,117 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.

This year brought a big change for our office. We merged our employer engagement and operations teams with the undergraduate career center and now support both undergraduate and graduate students in recruiting and engagement with employers. This merger enables us to be strategic with our partnerships and efforts with our employers. In addition, we hope it eases communication and streamlines processes for all our external partners.

We continued 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 strong turnout from our recruiting partners on various anti-bias interview best practices and inclusive recruiting trainings we held. We will continue to hold these trainings and find additional ways to support our community in inclusive hiring best practices to strive toward our DEI mission statement:

The Carlson Business Career Center acknowledges and appreciates all cultures, ethnicities, and identities represented in our current and future student body. We encourage students to remain authentic while they learn about various career paths and emerge as leaders within their organizations. By doing our part to cultivate an ethical, culturally-grounded, and anti-racist institution, we will equip the leaders of tomorrow to live the values of “business as a force for good.” Through sustained efforts and in partnership with our partner organizations and employers, the CBCC is making progress toward addressing the systematic harm placed on individuals and groups of people within a career search. We will continue to learn and use our privilege to advance issues of diversity, equity, and inclusion in our community.

As always, thank you for your ongoing partnership! Go Maroon & Gold!
of 2022 graduates received employment offers within six months after graduation

100% with U.S. work authorization
91% without U.S. work authorization

$82,500 median salary with U.S. work authorization
$80,000 median salary for jobs in the United States
$85,000 median salary for Fortune 500 companies
$72,500 median salary for women
$77,500 median salary for students of color
$82,500 median salary for non-business undergraduate majors

$10,000 median signing bonus
$1,250 to $15,000

*Based on usable salary information from 68% of graduates with accepted employment offers
### BY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>26%</td>
<td>$85,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>17%</td>
<td>$80,000</td>
</tr>
<tr>
<td>Technology</td>
<td>15%</td>
<td>$62,400</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>13%</td>
<td>$80,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>9%</td>
<td>$51,500</td>
</tr>
<tr>
<td>Hospitality</td>
<td>4%</td>
<td>N/A</td>
</tr>
<tr>
<td>Retail</td>
<td>4%</td>
<td>N/A</td>
</tr>
<tr>
<td>Other Industries (incl. HR Services, Consulting, Real Estate)</td>
<td>10%</td>
<td>$45,000</td>
</tr>
<tr>
<td>Unknown</td>
<td>2%</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>43%</td>
<td>$58,000</td>
</tr>
<tr>
<td>1 - 3 Years</td>
<td>25%</td>
<td>$68,000</td>
</tr>
<tr>
<td>3 - 5 Years</td>
<td>19%</td>
<td>$85,000</td>
</tr>
<tr>
<td>5 or more years</td>
<td>13%</td>
<td>$87,500</td>
</tr>
</tbody>
</table>
WHERE STUDENTS ACCEPTED JOBS

SOURCES OF JOBS ACCEPTED

43% GRADUATE-INITIATED JOB SEARCH ACTIVITIES
34% SCHOOL-FACILITATED RECRUITING ACTIVITIES
23% UNKNOWN

CHINA

UP 24% FROM 2020!

17%

2%

15%

60%

4%

2%
Companies That Hired Carlson School MHRIR Students

**Bold companies were top hirers in 2022**

- 2BROS SPORTS COLLECTIBLES
- ALIVEX BIOTECH
- AMAZON
- AON
- BEACONFIRE INC.
- BOSTON SCIENTIFIC
- BRIDGES MN
- BRISTOL-MYERS SQUIBB
- CARIBOU COFFEE
- CHEVRON
- CTBC BANK
- CUSHMAN & WAKEFIELD/NORTHMARQ
- CWT
- DELOITTE CONSULTING
- DELTA AIR LINES
- DOMINION
- ECOLAB
- EPICOR
- FORD MOTORS
- FOXCONN
- GENERAL MILLS
- GILEAD SCIENCES
- GLOBAL NOMADS GROUP
- GREENHECK FAN CORPORATION
- HONEYWELL
- HUNGRY PANDA
- INSTITUTE OF EDUCATION
- TSINGHUA UNIVERSITY
- INTEL CORPORATION
- INTELLIPRO GROUP
- INTERNATIONAL DAIRY QUEEN
- INTRICON
- JACK LINK'S PROTEIN SNACKS
- KINDEVA DRUG DELIVERY
- LAND O'LAKES
- LAWRENCE KENSHIN
- STRIKING BREAKDOWNS
- LENOVO
- MERCER
- MERCHANTS FLEET
- MICROSOFT CORPORATION
- MILLIPORESIGMA
- MINNESOTA JUDICIAL BRANCH
- NESTLE
- NVENT
- OPEN BOOK COMMUNICATIONS
- PAYPAL, INC.
- PCONLINE365
- PEPSICO
- PHILLIPS AND TEMRO
- PIZZA LUCE
- POLARIS INDUSTRIES
- RAYTHEON TECHNOLOGIES
- REIZ WEALTH MANAGEMENT LLC
- ROSENBAUER AMERICA
- TENCENT
- TIERNEY & TROX
- TRANSFAR
- TRAVELERS
- TSMC
- U.S. BANK
- ULTRALOX
- UNITED SOFTWARE CORPORATION
- UNITED STATES DEPARTMENT OF AGRICULTURE
- UNITEDHEALTH GROUP
- UNIVERSITY OF MINNESOTA
- WHIRLPOOL CORPORATION
- WINIT INFORMATION TECHNOLOGY CO. LTD
- WINNEBAGO INDUSTRIES

*Common Job Titles*

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

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

MHRIR RECRUITING PARTNER
## MHRIR - CLASS OF 2023
### Internship Report

**HOURLY RATE RANGE**

- **Median**
  - $31.13
- **Range**
  - $18.00 to $43.20
- **With U.S. work authorization**
  - $31.75

**86%** accepted internship offers

### WHERE STUDENTS ACCEPTED INTERNSHIPS

#### BY INDUSTRY

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent</th>
<th>Median Rate</th>
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</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>16%</td>
<td>$31.50</td>
</tr>
<tr>
<td>Technology</td>
<td>16%</td>
<td>$32.50</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>14%</td>
<td>$34.00</td>
</tr>
<tr>
<td>Healthcare</td>
<td>11%</td>
<td>$32.45</td>
</tr>
<tr>
<td>Consulting</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Media &amp; Entertainment</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Transportation &amp; Logistics</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>5%</td>
<td>N/A</td>
</tr>
<tr>
<td>Other (incl. Financial Services, Government, Energy, Real Estate, Retail)</td>
<td>22%</td>
<td>$32.00</td>
</tr>
</tbody>
</table>

**6% INCREASE FROM 2021!**

*Based on usable wage information from 70% of students with accepted internship offers

**48 STUDENTS**

**43 STUDENTS SEEKING INTERNSHIPS**

**INTERNATIONAL**
MHRIR

Class Profiles

CLASS OF 2023

- 47% International Students
- 27% Men
- 73% Women
- 16% Students of Color

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

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

GEOGRAPHIC REPRESENTATION

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

- 33% Other U.S.
- 29% China
- 22% Other International