

# 2023-2024 MBA Employment Report



I am pleased to share the *2023-2024 MBA Employment Report* featuring employment outcomes for the **MBA Class of 2023** and internship data for the **MBA Class of 2024**. This past year's recruiting cycle was remarkable not only for the disrupted economic climate, but also for the exceptional opportunities Sloanies found to fuel progress and drive transformation at well-established, high-growth, and startup organizations.

Candidates from the Classes of 2023 and 2024 accepted opportunities at **290** companies spanning **Consulting, Technology, Finance, Healthcare/Pharma/Biotech**, and other key industries. Just over half (52.2%) accepted roles with our top employers – those hiring three or more MIT Sloan MBAs during the year. The complete list of employers who hired members of the Classes of 2023 and 2024 includes both longstanding and new recruiting partners. We were excited to welcome 125 new companies across a variety of industries. Sloanies also accepted opportunities at 68 startup-level companies.

For the **MBA Class of 2023**, salaries trended upward, with the average base salary increasing 5.5% to **\$168,095**, and the median base salary increasing 3% to **\$170,000**. Signing bonuses and other forms of expected compensation were strong contributors to total employment packages. The median signing bonus was \$30,000, while the average was slightly higher at \$38,989. Additionally, 65.3% of the Class of 2023 reported received other compensation beyond a signing bonus, with a median value of \$40,000. Stock options and equity offered a significant boost in compensation for some. For the 24.5% reporting receiving stock and equity compensation, the median value was \$105,000. The average value was nearly double that, buoyed by several high-value stock and equity packages.

The top four industries for the Class of 2023 were **Consulting** (33.7%), **Technology** (24.1%), **Finance** (19.9%), and **Healthcare/Pharma/Biotech** (5.8%). Our top employers hired MIT Sloan graduates across a variety of key functions, including consulting/strategic planning, product management/development, operations/supply chain, business development, and leadership development programs, speaking to the expertise and versatility of MIT Sloan MBA graduates. **Growth potential** was the primary reason (38.6%) graduates accepted their position.

The **MBA Class of 2024** accepted internships in **Finance** (29.5%), **Consulting** (25.6%), and **Technology** (20.1%). **Healthcare/Pharma/Biotech** (5.8%) was another key industry for internship-seeking students, rounding out the top four industries. MIT Sloan MBA interns were most motivated by the position's **Industry** (26.3%) and **Job Function** (24.6%) when accepting their summer offers. We saw an increase in the percentage of students accepting roles in Consulting for the summer of 2023 which, combined with increases in internships in the Energy, Other Manufacturing, and Entertainment/Media Sports industries, balanced out reduced hiring by large technology companies this year.

Successful career outcomes are both an individual and a community endeavor. At MIT Sloan, career development is supported not only by the CDO, but also through educational and professional development opportunities, mentorship, and a highly engaged network. We would like to express our appreciation for all those across our community who create a uniquely MIT Sloan experience through world-class curriculum, learning labs, centers and initiatives, mentoring, networking, and professional development activities. To our faculty, alumni, employers, student career peers, and colleagues: thank you for your partnership in supporting the next generation of leaders and preparing them to drive transformation and progress in today's disrupted markets.

We are grateful for your support!



**Susan Brennan**  
Assistant Dean,  
MIT Sloan Career Development Office



# Employers Hiring Members of the MBA Classes of 2023 and 2024

21.co  
Abbott Laboratories  
AbbVie  
Accenture  
Ace Point  
AcousticaBio  
Actis  
Activate Global  
Active Surfaces  
Activision Blizzard  
adaviv  
**Adobe**  
ARPA-E  
AE Industrial Partners  
The Aerospace Corporation  
**AlixPartners**  
Alnylam Pharmaceuticals  
Alpha Capital  
ALTO  
Altura Capital Management  
**Amazon**<sup>\*1</sup>  
American Cancer Society  
American Century Investments  
Amgen\*  
Amogy  
**Analysis Group**  
Andreessen Horowitz  
Apollo Group Management  
**Apple**  
Applied Ventures  
Arborview Capital  
Ardan Equity  
Ascend Partners  
Atomic  
**Bain & Company**  
**Bank of America**  
Barclays  
BBVA USA  
**Bechtel Enterprises**  
The Bessemer Group  
Biobot Analytics  
Biogen  
Bitget

Blackhorn Ventures  
BlackRock  
Blue Origin\*  
Boeing\*  
Bold  
Bombshelter Digital  
Bose Corporation  
**The Boston Consulting Group**  
Boston Properties  
Boston Scientific  
BP  
Braze  
Byob.ai  
C3 AI  
Cambridge Associates  
**Capital One**  
**CarGurus**  
Carta  
CATALOG  
**Caterpillar**\*  
Centerview Partners  
ChargePoint  
Chime Financial  
CIC  
CIM Group  
Circ  
Citi  
Clark Construction Group  
Co:Collective  
The Coca-Cola Company  
Colorado Department of Transportation  
Conduit Tech  
Consensus  
Context Labs  
Craft Education System  
Creative Artists Agency  
CREW Carbon  
The D.E. Shaw Group  
Danaher Corporation  
Dell Technologies  
**Deloitte Consulting**  
Dephy  
DEUNA

dRisk  
Dufry Group  
Earth Finance  
eBay  
Eden GeoPower  
Eli Lilly and Company  
Enveritas  
Essence Development  
Eventellect  
**Evercore**  
**EY-Parthenon**<sup>2</sup>  
Fanasa SA de CV  
Fanatics  
Fathom  
**Fidelity Investments**  
Fifth Wall  
FJ Labs  
Foothill Ventures  
Ford Motor Company  
**Forgepoint Capital**  
Formlabs  
Found Energy  
Frontier Airlines  
FTI Consulting  
Gates Ventures  
**Goldman Sachs**  
Good Jobs Institute  
**Google**<sup>3</sup>  
Greenskies Clean Focus  
Guggenheim Partners  
H2O Capital Innovation  
H-E-B Grocery  
HelloFresh  
HubSpot  
Human Factor  
Iberdrola  
**IBM**  
Infinite Cooling  
International Finance Corporation  
Intuit  
Inversiones Odisea  
Jane Energy  
Johnson & Johnson\*

**JP Morgan Chase & Co.**  
Jump Capital  
Kapor Capital  
Kearney  
Ketryx  
KIMC US  
Kinnevik  
KKR & Co.  
L Catterton  
L.E.K. Consulting  
Labcorp  
Latii  
**Lazard**  
LearnLaunch Fund + Accelerator  
Legna Software  
LFM Capital\*  
LIDD Consultants  
Link Capital Partners  
Lithios  
L'Oréal  
Lynx Ventures  
Macquarie Group  
Mars  
Commonwealth of Massachusetts  
Massachusetts Bay Transportation Authority  
Massachusetts General Hospital  
Massachusetts Institute of Technology  
MathWorks  
Mattel  
Mayor's Office of New Urban Mechanics Boston  
**McKinsey & Company**  
Mendoza Ventures  
Mercuria Investment  
Meta  
MFS Investment Management  
Micronotes.ai  
Microsoft  
Mitsui O.S.K. Lines

**Moderna**  
Moelis & Company  
Moonshot Brands  
**Morgan Stanley**  
Mubadala Development Company  
Mundi Ventures  
Nasdaq  
National Basketball Association  
National Grid\*  
National Park Service  
Navier  
NCSOFT  
NEC Corporation  
Necessary Ventures  
Netflix  
New Balance  
New York City Ballet  
Newlab  
**NextEra Energy**\*  
**Nike**\*  
Nissan\*  
Nogin  
Nuera  
**NVIDIA Corporation**  
Okta  
Omni  
Onc.AI  
Opportunity Gestora  
Optum  
PACCAR  
Panasonic  
Paradigm  
PayPal  
Pfizer  
Phoenix Tailings  
**PIMCO**  
Piper Sandler  
PIVA  
Point72 Asset Management  
Polen Capital  
Posaidon Capital  
POSH

PredictionStrike  
Premier Nutrition  
**PricewaterhouseCoopers**  
PRIMECAP Management  
Progyny  
Promethium  
The Promise Venture  
Qualcomm  
QuEra Computing  
RA Capital Management  
Rabobank  
Radicle Health  
Raymond James Financial  
**Re:Build Manufacturing**\*  
REGENXBIO  
Restaurant Brands International  
Riskified  
RTHM  
Rubi Laboratories  
**Samsung**  
Sanofi Genzyme\*  
Scale AI  
Scaled Cognition  
Scrum Ventures  
SEAKR Engineering  
Series Financial  
Sigma Computing  
Silverpeak  
Skydio  
SMART Technologies  
Social Finance  
SoFi  
Soluna  
Sony  
SOS Carbon  
Sozo Ventures  
Square  
Stack AI  
State Street  
Strategy&  
Stripe  
Supply Change Capital  
SV Investment

Symbolic Capital  
T. Rowe Price  
Taiyo Pacific Partners  
Takeda Pharmaceuticals  
Teaching at the Right Level Africa  
Teamshares  
Tempus Labs  
Tencent  
Terramar  
Tesla  
Thrive Capital  
Tishman Speyer  
T-Mobile  
Tomorrow.io  
Topgolf Callaway Brands  
True Digital Group  
Tulip Interfaces  
Tyton Partners  
Uber  
United States Department of Commerce  
United States Department of Energy  
Unmudl  
VamosVentures  
**Vannevar Labs**  
Venture Guides  
VerCap Management  
**Verizon**\*  
**Verkada**  
Vertex Pharmaceuticals  
Vestmark  
Washington Nationals  
Wayfair  
Wellington Management Company  
WHOOOP  
The World Bank  
Xepelin  
Zillow Group  
Zoox

<sup>1</sup> **Amazon** includes Amazon Web Services.

<sup>2</sup> **EY-Parthenon** includes EY Infrastructure Advisors and EY-Parthenon's Software Strategy Group.

<sup>3</sup> **Google** includes Google X - Moonshot Factory.

**Red** = Employers hiring three or more MIT Sloan MBA students for full-time and/or summer positions.

\*LGO Partner during the 2022-2023 academic year.



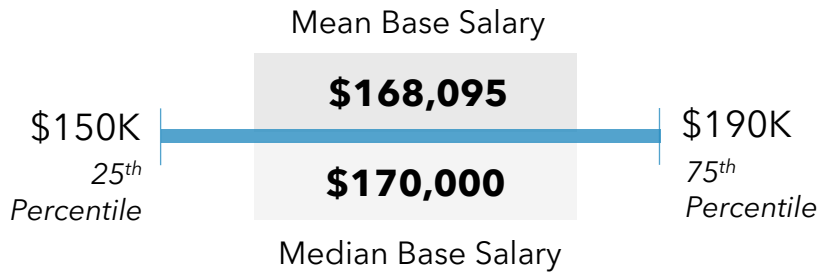
# MBA Class of 2023 Full-Time Employment Highlights

## Employment Reporting Rate



The 2023-2024 Employment Report includes outcomes for 100% of the Class of 2023.

## Full-Time Salary Summary<sup>1</sup>



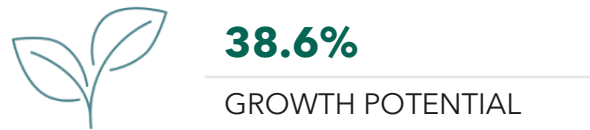
## Signing Bonus

Mean Signing Bonus	\$38,989
Median Signing Bonus	\$30,000

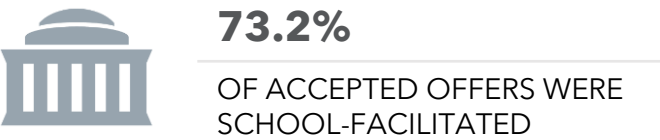
## Other Compensation

Mean Other Compensation	\$111,764
Median Other Compensation	\$40,000

## Top Reason for Accepting Offer



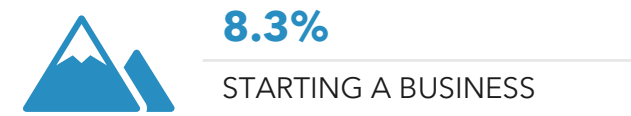
## Source of Accepted Offers



## Top Offer Source



## Entrepreneurship



<sup>1</sup> 94.9% of students accepting an offer provided usable salary data. 72.2% of students accepting an offer and providing usable salary data reported receiving a signing bonus. 65.3% reported receiving other compensation.

MBA Class of 2023 Full-Time Profile and Employment Data

Class Profile <sup>1</sup>	
Number of Candidates	450
Leaders for Global Operations Candidates	55
U.S. Citizens/Permanent Residents	57%
Underrepresented Minorities <sup>2</sup>	23%
Non-U.S. Citizens	43%
Women	44%
Median GMAT Score	730
Average Undergraduate GPA (out of 4.0)	3.59
Average Years Full-Time Work Experience Prior to MIT Sloan	5

<sup>1</sup> Class profile, as of matriculation, includes information for MBA students and students in the joint MBA/Leaders for Global Operations program.  
<sup>2</sup> As a percentage of U.S. Citizens/Permanent Residents.

Employment Profile		
	COUNT	%
Total	446	100%
Seeking	336	75.3%
Not Seeking	110	24.7%
Sponsored and Returning	48	10.8%
Starting a Business	37	8.3%
Continuing Education	11	2.5%
Postponing a Job Search	10	2.2%
Other	4	0.9%
No Recent Information	0	0.0%

Top Employers of the MBA Class of 2023<sup>2</sup>

McKinsey & Company (26) <sup>3</sup>
Bain & Company (25)
The Boston Consulting Group (23)
Amazon (20)
Verizon (9)
Deloitte Consulting (6)
Goldman Sachs (6)
NextEra Energy (6)
Re:Build Manufacturing (6)
Apple (4)
Analysis Group (3)
Caterpillar (3)
Evercore (3)
EY-Parthenon (3)
Morgan Stanley (3)
NVIDIA Corporation (3)
Samsung (3)
Verkada (3)

<sup>2</sup> Grouped by parent company. Includes only accepted offers from seeking population; sponsored and returning are not included.  
<sup>3</sup> Parentheses indicate number of hires.



LGO Partner Companies

The Leaders for Global Operations (LGO) program partners with top companies in industry to provide hands-on learning and networking opportunities for candidates in this dual-degree program, who earn both an MBA and an MS in Engineering.

Amazon	Nike
American Industrial Partners	Nissan
Amgen	RTX (formerly Raytheon Technologies)
AstraZeneca	Re:Build Manufacturing
Blue Origin	ResMed
Boeing	Rivian
Caterpillar	Sanofi
Inditex	Stryker
Johnson & Johnson	Target
LFM Capital	Verizon
National Grid	
NextEra Energy	

MBA Class of 2023 Full-Time Base Salary by Industry

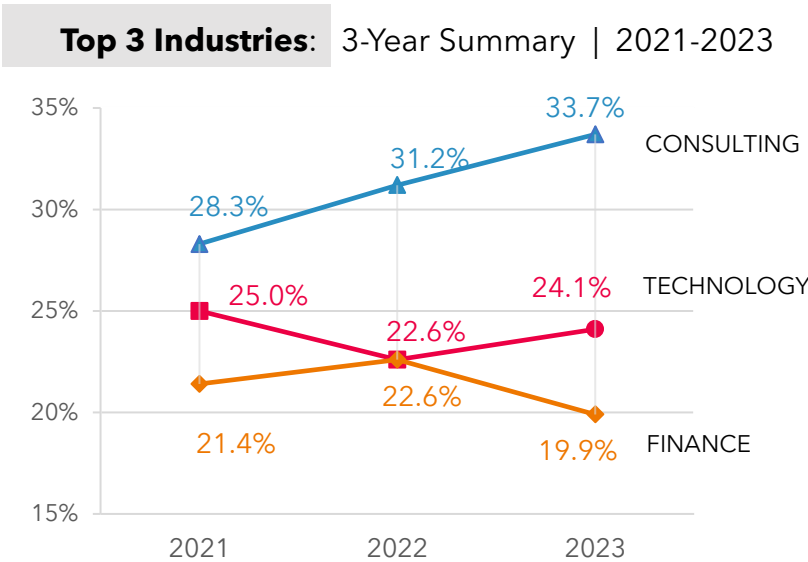
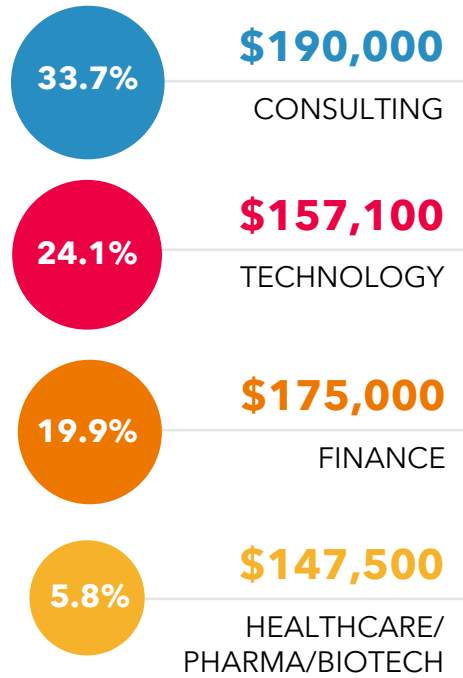
Industry				
	%	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
Auto/Aerospace	2.1%	\$147,000	\$146,500	\$137,500 - \$157,000
Consulting	33.7%	\$180,036	\$190,000	\$175,000 - \$192,000
Energy	2.7%	\$151,667	\$160,000	\$152,500 - \$163,750
Finance	19.9%	\$175,419	\$175,000	\$160,000 - \$183,750
Diversified Financial Services	3.0%	\$148,375	\$150,000	\$140,000 - \$171,000
FinTech	0.7%	- <sup>3</sup>	-	-
Investment Banking/Brokerage	6.2%	\$180,000	\$175,000	\$175,000 - \$185,000
Investment Management	3.8%	\$166,364	\$165,000	\$157,500 - \$172,500
Private Equity	2.4%	\$175,000	\$180,000	\$163,750 - \$185,000
Venture Capital	3.8%	\$197,560	\$156,800	\$146,250 - \$175,000
Healthcare/Pharma/Biotech	5.8%	\$150,000	\$147,500	\$136,250 - \$160,000
Media/Entertainment/Sports	1.4%	\$190,000	\$140,000	\$130,000 - \$225,000
Retail/CPG	2.7%	\$146,688	\$146,250	\$137,500 - \$156,500
Technology	24.1%	\$161,035	\$157,100	\$150,000 - \$169,775
Computers/Electronics/Telecom	7.6%	\$161,875	\$155,000	\$153,750 - \$166,250
Software/Internet	16.5%	\$160,670	\$165,000	\$142,850 - \$169,775
Other Manufacturing Industries <sup>1</sup>	4.5%	\$151,292	\$157,500	\$150,000 - \$160,000
Other Service Industries <sup>2</sup>	1.4%	\$143,750	\$147,500	\$141,250 - \$150,000
Other	1.7%	\$126,400	\$125,000	\$110,000 - \$140,000
Government	1.0%	\$127,333	\$125,000	\$117,500 - \$136,000
Nonprofit	0.7%	- <sup>3</sup>	-	-

<sup>1</sup> Other Manufacturing includes Transportation, Equipment, Defense, and Construction.

<sup>2</sup> Other Service Industries includes Real Estate and Airlines.

<sup>3</sup> Dash indicates fewer than three people or less than 1% reported salary information.

Median Base Salary for Top Industries



MBA Class of 2023 Full-Time Base Salary by Function

Function				
	%	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
Business Analytics	1.4%	\$155,705	\$160,000	\$148,205 - \$167,500
Business Development	7.2%	\$157,079	\$150,000	\$132,500 - \$167,500
Consulting/Strategic Planning	37.3%	\$178,146	\$190,000	\$175,000 - \$192,000
Finance	19.9%	\$173,142	\$170,000	\$156,050 - \$175,000
Asset Management/Portfolio Management	4.1%	\$181,000	\$170,000	\$165,000 - \$178,750
Investment Banking	5.5%	\$178,125	\$175,000	\$175,000 - \$185,000
Private Equity	2.4%	\$153,143	\$155,000	\$148,500 - \$167,500
Venture Capital	4.5%	\$192,550	\$160,000	\$148,750 - \$172,500
Other Finance <sup>1</sup>	3.4%	\$148,020	\$153,550	\$138,250 - \$159,275
Leadership Development Program/ General Management	6.5%	\$152,667	\$152,500	\$148,500 - \$160,000
Marketing <sup>2</sup>	1.4%	\$134,700	\$134,400	\$124,500 - \$144,600
Operations/Project Management <sup>3</sup>	8.9%	\$145,363	\$145,000	\$138,750 - \$155,000
Product Management/Development	16.4%	\$166,940	\$169,000	\$155,000 - \$172,000
Human Resources	1.0%	- <sup>4</sup>	-	-

<sup>1</sup> **Other Finance** includes Treasury/Corporate Finance, Private Credit, Project Finance, and unspecified Finance functions.

<sup>2</sup> **Marketing** includes Brand/Product Management, Market Research, and Product Marketing.

<sup>3</sup> **Operations/Project Management** includes Supply Chain.

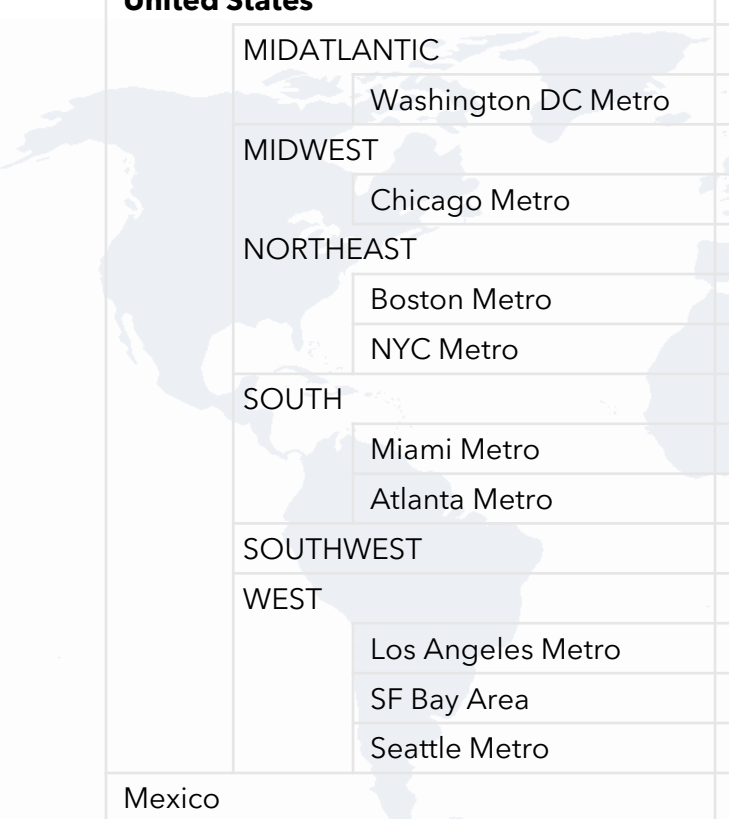
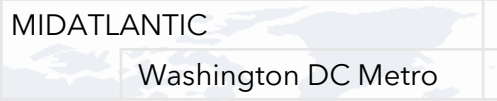
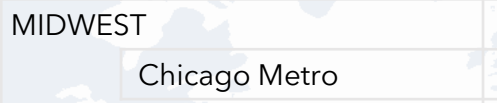

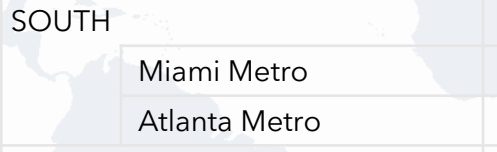

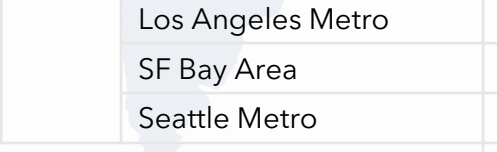
<sup>4</sup> Dash indicates fewer than three people or less than 1% reported salary information.

Median Base Salary for Top Functions



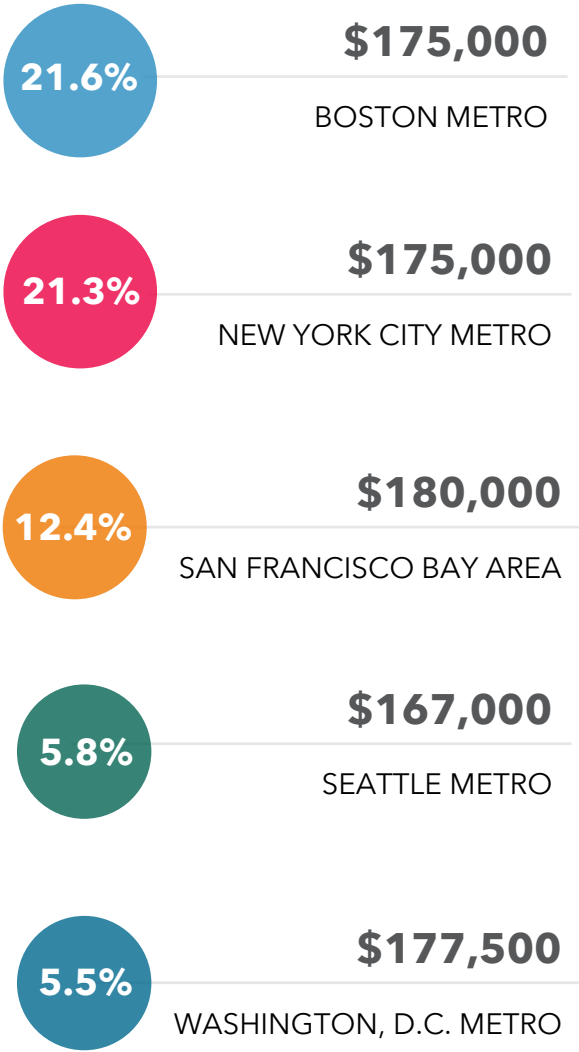


MBA Class of 2023 Full-Time Base Salary by Geographic Location

Region						
		%	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE	
NORTH AMERICA		92.8%	\$171,127	\$173,500	\$152,700 - \$190,000	
	United States		92.1%	\$171,664	\$175,000	\$155,000 - \$190,000
		MIDATLANTIC	6.9%	\$176,205	\$175,000	\$166,825 - \$192,000
		Washington DC Metro	5.5%	\$177,631	\$177,500	\$170,525 - \$192,000
		MIDWEST	4.1%	\$169,833	\$165,500	\$160,000 - \$186,250
		Chicago Metro	2.4%	\$174,000	\$175,000	\$165,500 - \$191,000
		NORTHEAST	44.7%	\$173,769	\$175,000	\$150,000 - \$192,000
		Boston Metro	21.6%	\$168,588	\$175,000	\$146,250 - \$192,000
		NYC Metro	21.3%	\$179,899	\$175,000	\$157,825 - \$185,000
		SOUTH	5.5%	\$164,120	\$160,000	\$152,500 - \$172,500
		Miami Metro	3.1%	\$167,111	\$160,000	\$160,000 - \$175,000
		Atlanta Metro	0.7%	- <sup>1</sup>	-	-
		SOUTHWEST	7.2%	\$162,325	\$165,000	\$140,000 - \$186,250
			WEST	23.7%	\$171,343	\$170,000
	Los Angeles Metro		4.5%	\$188,083	\$175,000	\$166,250 - \$190,500
	SF Bay Area		12.4%	\$172,271	\$180,000	\$151,800 - \$190,000
Seattle Metro	5.8%		\$160,112	\$167,000	\$143,000 - \$169,100	
Mexico		0.7%	- <sup>1</sup>	-	-	
ASIA		2.7%	\$135,250	\$141,000	\$120,000 - \$150,000	
AFRICA		0.3%	- <sup>1</sup>	-	-	
EUROPE		2.1%	\$120,000	\$122,500	\$105,000 - \$128,750	
LATIN AMERICA		1.4%	\$130,000	\$127,500	\$100,000 - \$157,500	
MIDDLE EAST		0.7%	- <sup>1</sup>	-	-	

<sup>1</sup> Dash indicates fewer than three people or less than 1% reported salary information.

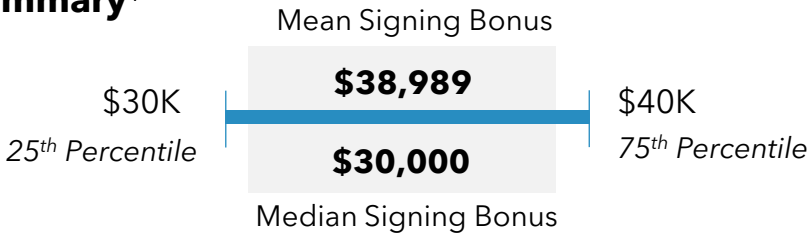
Median Base Salary for Top Destinations





# MBA Class of 2023 Full-Time Signing Bonus and Other Compensation

## Signing Bonus Summary<sup>1</sup>



<sup>1</sup> **72.2%** of students accepting an offer and providing usable salary data reported receiving a signing bonus.

Signing Bonus by Job Function				
	% RECEIVED	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
Business Analytics	75.0%	\$16,667	\$10,000	\$10,000 - \$20,000
Business Development	52.6%	\$40,000	\$30,000	\$16,250 - \$53,750
Consulting/Strategic Planning	84.9%	\$33,367	\$30,000	\$30,000 - \$30,000
Finance	58.2%	\$44,122	\$50,000	\$33,750 - \$58,700
Asset Management/ Portfolio Management	90.0%	\$44,444	\$50,000	\$40,000 - \$50,000
Investment Banking	75.0%	\$51,417	\$57,250	\$49,375 - \$60,000
Private Equity	28.6%	- <sup>2</sup>	-	-
Venture Capital	16.7%	- <sup>2</sup>	-	-
Other Finance <sup>3</sup>	70.0%	\$41,414	\$40,000	\$32,500 - \$53,850
Leadership Development Program/General Management	72.2%	\$26,154	\$25,000	\$20,000 - \$30,000
Marketing	100.0%	\$31,700	\$31,250	\$11,875 - \$51,075
Operations/Project Management	70.8%	\$36,782	\$35,000	\$20,000 - \$60,000
Product Management/Development	68.9%	\$59,377	\$30,000	\$25,000 - \$96,300
Human Resources	0.0%	- <sup>2</sup>	-	-

<sup>2</sup> Dash indicates fewer than three people or less than 1% reported salary information.

<sup>3</sup> **Other Finance** includes Treasury/Corporate Finance, Private Credit, Project Finance, and unspecified Finance functions.

## What is Other Compensation?

In addition to salary and signing bonus, employers may offer additional forms of compensation, including relocation and moving expenses, tuition reimbursement, or stock and equity; and other expected compensation, like performance bonuses and retention bonuses.

For the Class of 2023, 65.3% reported receiving additional forms of compensation. Relocation/Moving Expenses (43.0%) and Stock and Equity (24.5%) were the most common. Candidates should note that this compensation varies by company and industry, and is impacted by changes in the job market and economy.


Other Compensation				
	% REPORTING	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
Total	65.3%	\$111,764	\$40,000	\$10,000 - \$102,700
Relocation/ Moving Expenses	43.0%	\$10,770	\$10,000	\$8,000 - \$12,600
Stock and Equity <sup>4</sup>	24.5%	\$202,321	\$105,000	\$48,000 - \$280,000
Tuition Reimbursement	7.9%	\$54,159	\$30,000	\$30,000 - \$80,000
Other Expected Compensation <sup>5</sup>	22.7%	\$62,637	\$40,000	\$25,100 - \$80,000


<sup>4</sup> **Stock and Equity** is collected as a single, total estimated value in USD based on valuation and/or share price at time of survey.

<sup>5</sup> **Other Expected Compensation** is the total USD estimated value of other expected compensation that falls outside the standard categories. This can include items like housing subsidies, continuing education stipends and retention bonuses.

MBA Class of 2023 Offer Timing, Reason for Accepting Offer, and Source of Accepted Offer

Timing of Offers

At Graduation 

By 3 Months  
After Graduation 

84.2%

RECEIVED

90.2%<sup>1</sup>

RECEIVED

77.1%

ACCEPTED

86.9%

ACCEPTED

<sup>1</sup> Per MBACSEA Reporting Standards' deadline of September 1, 2023. As of publication date, **93.5%** have received offers.

Top Reason Candidate Accepted Position

	%
<b>Growth Potential</b>	<b>38.6%</b>
Job Function	17.5%
Industry	10.7%
Compensation	9.6%
People/Corporate Culture	7.9%
Commitment to Sustainability	4.3%
Location	3.2%
Prestige of Firm	3.2%
Commitment to Social Impact	2.5%
Other	2.5%

Source of Accepted Offer

73.2%

SCHOOL-FACILITATED



26.8%

STUDENT-FACILITATED



	%
<b>School-Facilitated Activities</b>	<b>73.2%</b>
Summer Internship – School Facilitated	42.6%
LGO	12.7%
Job Postings (MIT or Sloan)	6.0%
Interviews Scheduled through MIT Sloan	3.9%
Alumni	1.8%
MIT/Sloan Sponsored Events	1.8%
Faculty/CDO/Sloan Student Referral	1.3%
Resume Database, Resume Referrals	1.3%
Club Event	0.7%
Other School Facilitated	1.1%
<b>Student-Facilitated Activities</b>	<b>26.8%</b>
Personal Network	9.2%
Previous Employer	4.9%
Online Job Postings	4.6%
Summer Internship – Student Facilitated	4.6%
Contacted Directly by Employer	3.1%
Other Student Facilitated	0.4%



# MBA Class of 2024 Internship Employment Data

## Class Profile<sup>1</sup>

Number of Candidates	408
U.S. Citizens/Permanent Residents	60%
Underrepresented Minorities <sup>2</sup>	32%
Non-U.S. Citizens	40%
Women	46%
Median GMAT Score	730
Average Undergraduate GPA (out of 4.0)	3.59
Average Years Full-Time Work Experience Prior to MIT Sloan	5

<sup>1</sup> Class profile, as of matriculation, includes information for MBA students and students in the joint MBA/Leaders for Global Operations program.

<sup>2</sup> As a percentage of U.S. Citizens/Permanent Residents.

## Employment Profile

	COUNT	% OF CLASS
Total	420	100%
Seeking	313	74.5%
Not Seeking	104	24.8%
LGO <sup>3</sup>	49	11.7%
Starting a Business	31	7.4%
Sponsored and Returning	17	4.0%
Other	7	1.7%
No Recent Information	3	0.7%

<sup>3</sup> First-year LGOs are assigned to internships with LGO partner companies.

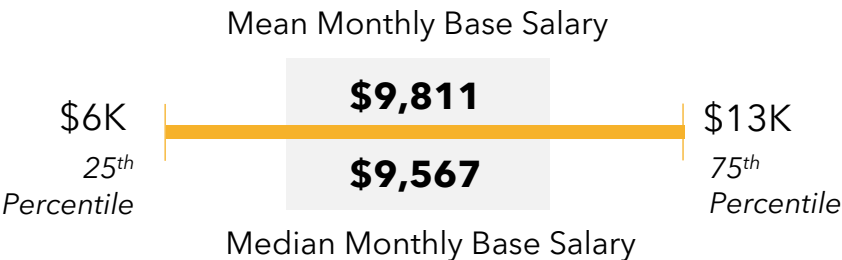
## Top Employers of the MBA Class of 2024<sup>4</sup>

The Boston Consulting Group (24)  
Amazon (18)  
McKinsey & Company (14)  
Bain & Company (13)  
Goldman Sachs (7)  
EY-Parthenon (5)  
Fidelity Investments (4)  
Google (4)  
Moderna (4)  
PIMCO (4)  
Adobe (3)  
AlixPartners (3)  
Bank of America (3)  
Capital One (3)  
CarGurus (3)  
Deloitte Consulting (3)  
NextEra Energy (3)  
PricewaterhouseCoopers (3)

<sup>4</sup> Grouped by parent company. Includes only accepted offers from the seeking population. 'Sponsored and Returning' and LGO internships are not included in this list.



## Internship Monthly Salary Summary<sup>5</sup>



## Other Types of Compensation

Additional compensation for internships varies. Class of 2024 interns shared additional compensation in the areas of: relocation, bonuses, stipends, housing support, and paid time off.

<sup>5</sup> **78.3%** of students accepting an offer provided usable internship data.



MBA Class of 2024 Internship Monthly Base Salary by Industry

Industry					
		%	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
Auto/Aerospace		1.3%	\$5,508	\$5,600	\$5,300 - \$5,762
Consulting		25.6%	\$13,621	\$15,000	\$12,317 - \$15,833
Energy		4.6%	\$6,694	\$5,600	\$4,800 - \$10,000
Finance		29.5%	\$10,199	\$10,000	\$5,775 - \$14,319
	Diversified Financial Services	5.2%	\$11,895	\$12,000	\$6,930 - \$14,288
	FinTech	1.3%	\$8,872	\$8,500	\$6,750 - \$10,808
	Investment Banking/Brokerage	5.8%	\$12,215	\$14,500	\$9,750 - \$14,583
	Investment Management	4.6%	\$12,593	\$12,308	\$11,000 - \$15,000
	Private Equity	3.9%	\$9,820	\$12,000	\$5,500 - \$13,250
	Venture Capital	8.4%	\$6,838	\$5,000	\$4,800 - \$9,500
	Other Finance <sup>1</sup>	0.3%	- <sup>4</sup>	-	-
Healthcare/Pharma/Biotech		5.8%	\$8,513	\$8,800	\$7,280 - \$9,400
Media/Entertainment/Sports		2.9%	\$4,199	\$2,450	\$2,172 - \$7,200
Retail/CPG		4.6%	\$7,591	\$8,000	\$6,193 - \$8,800
Technology		20.1%	\$8,648	\$8,800	\$8,000 - \$10,115
	Computers/Electronics/Telecom	3.6%	\$9,148	\$9,440	\$8,800 - \$10,560
	Software/Internet	16.6%	\$8,535	\$8,720	\$7,750 - \$10,115
Other Manufacturing Industries <sup>2</sup>		1.3%	\$6,133	\$6,000	\$5,600 - \$6,600
Other Service Industries <sup>3</sup>		1.0%	- <sup>4</sup>	-	-
Other		3.3%	\$4,267	\$4,100	\$3,050 - \$5,450
	Education	0.3%	- <sup>4</sup>	-	-
	Government	2.0%	\$3,933	\$3,200	\$3,100 - \$4,400
	Nonprofit	1.0%	- <sup>4</sup>	-	-

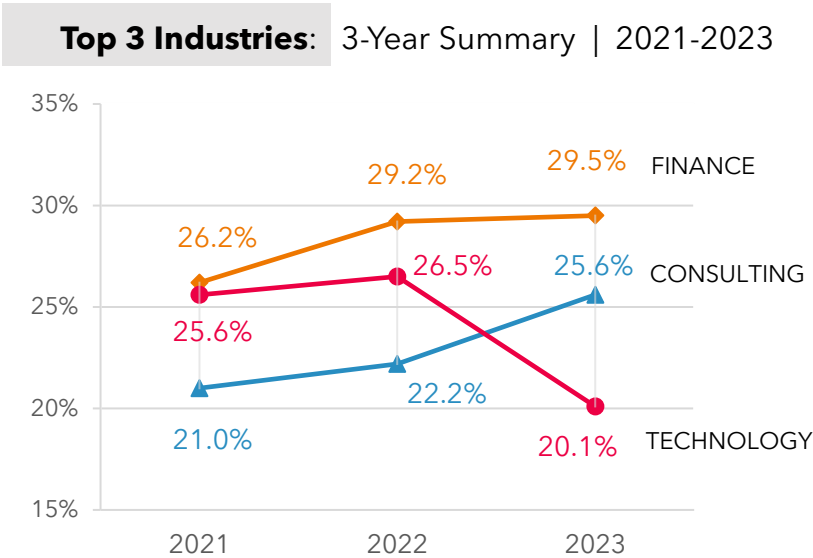
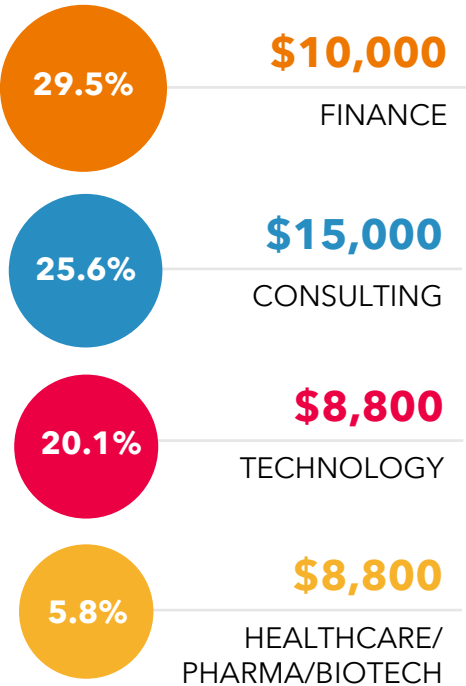
<sup>1</sup> Other Finance includes Impact Investing.

<sup>2</sup> Other Manufacturing Industries includes Transportation/Equipment/Defense and Carbon Capture.

<sup>3</sup> Other Service Industries includes Real Estate, Environmental Services, and Economic Development.

<sup>4</sup> Dash indicates fewer than three people or less than 1% reported salary information.

Median Monthly Salary for Top Industries



MBA Class of 2024 Internship Monthly Base Salary by Function

Function				
	%	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
Business Analytics	2.0%	\$6,893	\$5,600	\$2,400 - \$8,800
Business Development	9.5%	\$5,949	\$5,390	\$3,000 - \$8,000
Consulting/Strategic Planning	36.7%	\$11,506	\$12,675	\$8,495 - \$15,750
Finance	26.9%	\$9,778	\$10,000	\$5,454 - \$14,400
Asset Management/Portfolio Management	4.3%	\$11,688	\$13,354	\$9,625 - \$15,000
Corporate Finance/Treasury	2.0%	\$9,578	\$9,533	\$8,367 - \$10,767
Investment Banking	6.1%	\$13,844	\$14,580	\$14,250 - \$14,792
Private Equity	4.3%	\$9,418	\$11,000	\$5,000 - \$13,125
Venture Capital	8.2%	\$7,200	\$5,927	\$5,000 - \$9,688
Other Finance <sup>1</sup>	2.0%	\$8,580	\$7,200	\$6,700 - \$11,500
Leadership Development Program/General Management	2.6%	\$12,450	\$12,700	\$8,225 - \$16,925
Marketing <sup>2</sup>	3.0%	\$7,940	\$8,250	\$7,279 - \$8,875
Operations/Project Management <sup>3</sup>	4.3%	\$7,392	\$7,280	\$5,306 - \$9,080
Product Management/Development	14.8%	\$9,622	\$9,000	\$8,115 - \$10,115
Other Functions <sup>4</sup>	0.2%	- <sup>5</sup>	-	-

<sup>1</sup> **Other Finance** includes Impact Investing, Financial Market Research, and other unspecified Finance roles.

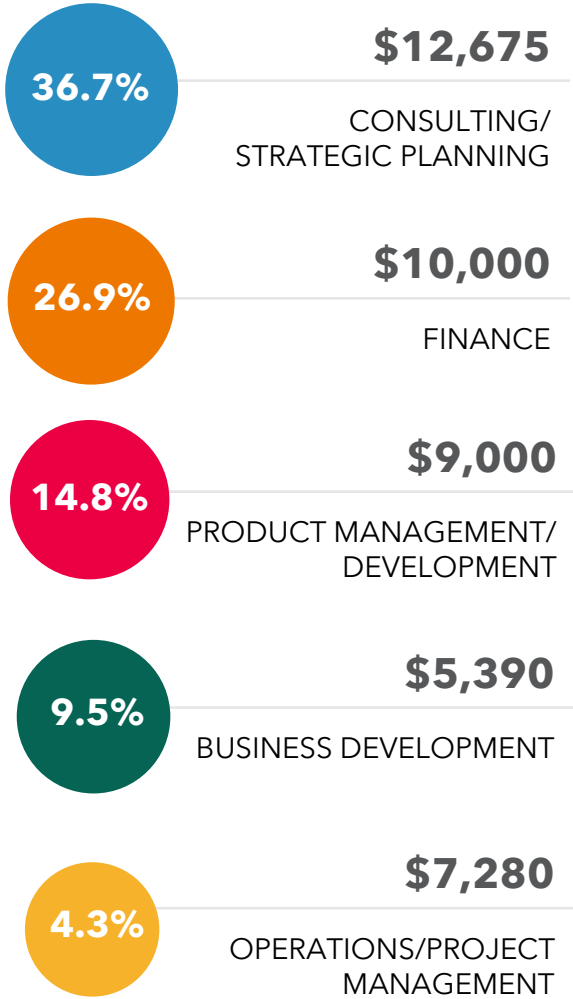
<sup>2</sup> **Marketing** includes Brand/Product Management, Market Research, and Product Marketing.

<sup>3</sup> **Operations/Project Management** includes Supply Chain.

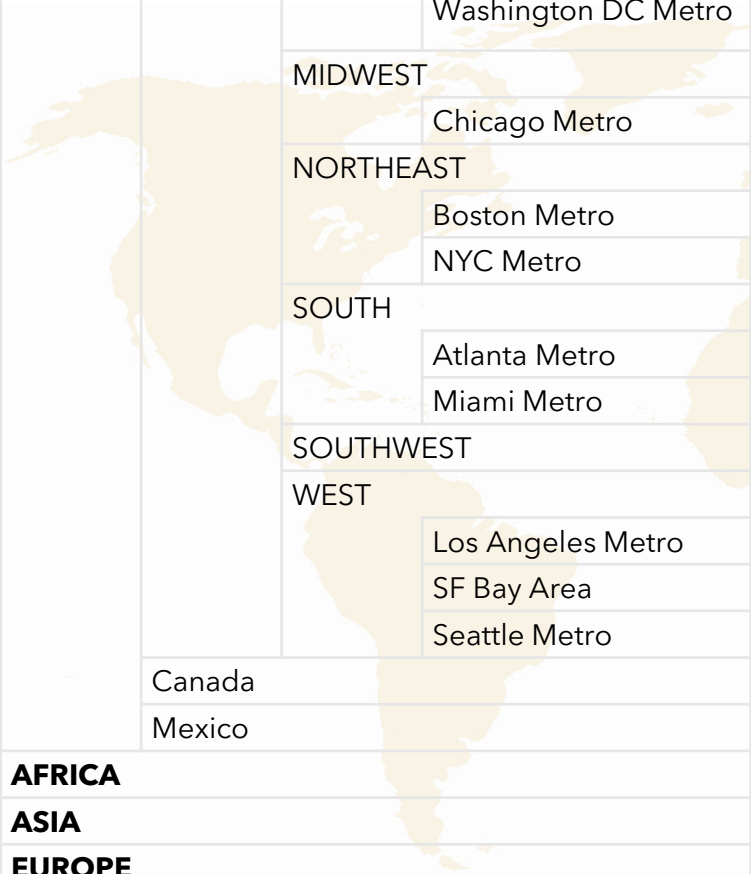
<sup>4</sup> **Other Functions** includes Policy and Economic Development.

<sup>5</sup> Dash indicates fewer than three people or less than 1% reported salary information.

Median Monthly Salary for Top Functions

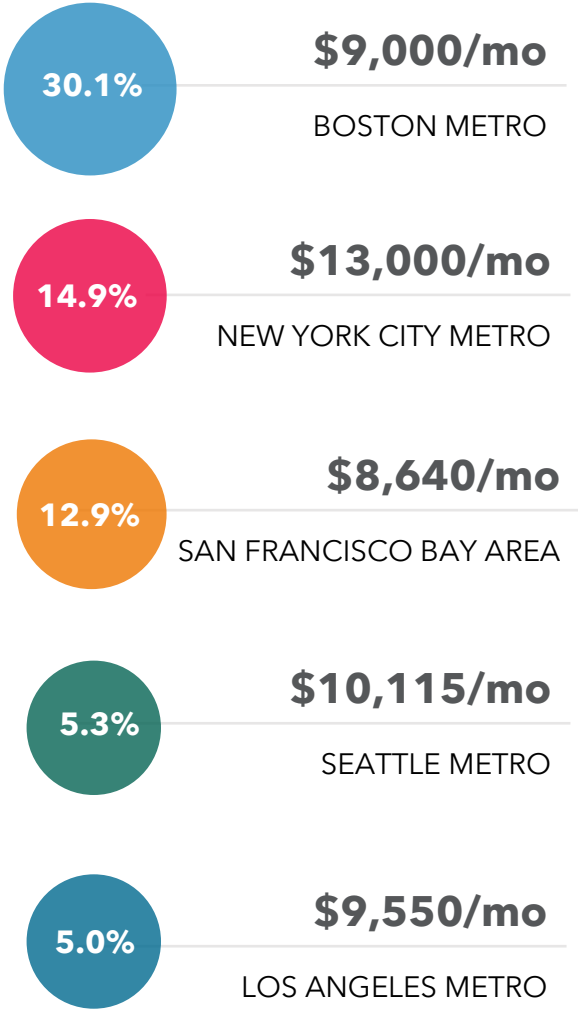


MBA Class of 2024 Internship Monthly Base Salary by Geographic Location

Region					
		%	MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
NORTH AMERICA		90.4%	\$10,195	\$10,000	\$7,000 - \$14,400
	United States	88.4%	\$10,209	\$10,000	\$7,000 - \$14,400
	MIDATLANTIC	5.3%	\$10,521	\$9,200	\$5,700 - \$14,088
	Washington DC Metro	4.0%	\$11,177	\$9,300	\$5,700 - \$14,613
	MIDWEST	2.3%	\$12,025	\$12,709	\$8,500 - \$15,729
	Chicago Metro	1.0%	-	- <sup>1</sup>	-
	NORTHEAST	46.4%	\$10,047	\$10,000	\$7,000 - \$14,076
	Boston Metro	30.1%	\$9,547	\$9,000	\$6,400 - \$13,460
	NYC Metro	14.9%	\$11,414	\$13,000	\$8,175 - \$14,587
	SOUTH	5.0%	\$14,085	\$12,500	\$11,833 - \$15,600
	Atlanta Metro	1.0%	\$20,400	\$16,000	\$15,600 - \$23,000
	Miami Metro	2.3%	\$10,912	\$12,055	\$10,800 - \$12,403
	SOUTHWEST	4.6%	\$11,748	\$14,000	\$8,500 - \$15,165
	WEST	24.8%	\$9,250	\$9,100	\$6,000 - \$10,880
	Los Angeles Metro	5.0%	\$10,318	\$9,550	\$5,564 - \$15,000
	SF Bay Area	12.9%	\$8,629	\$8,640	\$5,942 - \$9,813
	Seattle Metro	5.3%	\$10,653	\$10,115	\$10,115 - \$11,250
Canada		0.7%	- <sup>1</sup>	-	-
Mexico		1.3%	\$8,425	\$6,850	\$6,125 - \$9,150
AFRICA		0.3%	- <sup>1</sup>	-	-
ASIA		3.3%	\$6,067	\$6,800	\$2,750 - \$8,500
EUROPE		3.0%	\$5,461	\$5,348	\$4,000 - \$5,700
LATIN AMERICA		1.0%	- <sup>1</sup>	-	-
MIDDLE EAST		1.3%	- <sup>1</sup>	-	-
OCEANIA		0.7%	- <sup>1</sup>	-	-

<sup>1</sup> Dash indicates fewer than three people or less than 1% reported salary information.

Median Monthly Salary for Top Destinations





MBA Class of 2024 Reason for Accepting Offer and Source of Accepted Offer



Top Reason Candidate Accepted Position	
Industry	26.3%
Job Function	24.6%
Growth Potential	19.5%
Prestige of Firm	6.0%
People/Corporate Culture	5.6%
Location	5.2%
Commitment to Sustainability	4.0%
Commitment to Social Impact	3.6%
Compensation	3.2%
Other	2.0%

Source of Accepted Offer



	%
<b>School-Facilitated Activities</b>	<b>67.8%</b>
Job Postings (MIT or Sloan)	31.8%
Interviews Scheduled through MIT Sloan	11.6%
MIT/Sloan Sponsored Events	7.4%
Faculty/CDO/Sloan Student Referral	6.0%
Club Event	4.6%
Alumni	2.5%
Action Learning Labs	1.1%
Resume Database, Resume Referrals	0.3%
Other School Facilitated	2.5%
<b>Student-Facilitated Activities</b>	<b>32.2%</b>
Personal Network	11.0%
Online Job Postings	10.6%
Contacted Directly by Employer	9.2%
Previous Employer	1.1%
Other Student Facilitated	0.3%





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