



2023 FLEXIBLE MBA EMPLOYMENT REPORT



JOHNS HOPKINS
CAREY BUSINESS SCHOOL

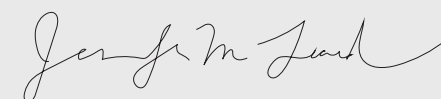
WELCOME

At Johns Hopkins Carey Business School, we've built a Flexible MBA program designed for the working professional to pursue a degree while maintaining a schedule that fits their prior work and life commitments. We see our graduates leverage the value of their professional experiences, coupled with a new MBA and career development resources, to advance or transition to work in some of the most cutting-edge industries across the world.

The Class of 2023 continued to show their commitment to professional development, leadership, innovation, and how they are building for what's next. Our graduates have experienced personal and professional growth and transformation through career and leadership coaching opportunities offered at Carey Business School. Students identified and strategized to reach their unique goals, determined how to stand out from the competition, and shifted perspectives to take action.

Throughout the past year, our students participated in 1:1 coaching, professional development courses, the Women as Leaders program, and professional storytelling, career transition, and career and life design workshops to learn and develop key skills for lifelong career advancement. They participated in global networking opportunities with alumni and employers from different industries through programs like Industry breakouts, the annual MBA Corporate Networking Breakfast, and the Carey Business School Experienced Job Postings group on LinkedIn, where students connect, learn from, and collaborate with their peers and industry professionals to help build a robust professional community.

Whether you are switching industries or accelerating in your career, your next step begins at Carey. Please take the time to explore our 2023 Flexible MBA employment data and career resources to see the Johns Hopkins difference at work.



Jenn Leard

Director, Career & Life Design



Corinne Brassfield

Director, Employer Relations

2023 Flexible MBA Employment Report
Overview



*Percentage of graduates reporting full-time employment, who reported a salary increase while in the program.
 **Percentage of graduates reporting full-time employment, who reported receiving a promotion while in the program.
 ***Percentage of those responding Agree or Strongly Agree to the question 'To what degree do you agree or disagree with the following statement: Completing my masters degree at Carey contributed to my career growth.'

2023 Flexible MBA Employment Report
Demographics and employment

34
MEDIAN AGE AT GRADUATION

95.1%
EMPLOYED AFTER GRADUATION[^]

FLEXIBLE MBA DEMOGRAPHICS:



EMPLOYMENT STATISTICS:

Placement	Count	Percent
Employed	291	74%
Started own business	5	1%
Unemployed	15	4%
No information	76	19%
Left the Workforce	4	1%
Total graduates	391	100%

[^]Based on the number of students already employed or seeking employment within four months of graduation, excluding unknowns, those starting their own business, and those who left the workforce.

2023 Flexible MBA Employment Report Compensation

BASE SALARY:

Graduates reporting base salary

Carey program group*	Count	Percent	Average	Median	Low	High
Design Leadership MA/MBA	2	1%	-	-	-	-
Flexible MBA	148	92%	\$163,755	\$134,931	\$39,500	\$1,125,000
Flexible MBA/AAP	2	1%	-	-	-	-
Flexible MBA/Nursing	7	4%	\$169,000	\$155,000	\$70,000	\$250,000
Second Degree Option	2	1%	-	-	-	-
Total graduates	161	100%	\$161,853	\$135,000	\$39,500	\$1,125,000

*161 out of 291 graduates (55%) reported both being employed and their salary information. Per MBA CSEA Employment Standards, data is not displayed where the number of graduates reporting is less than three.

SIGNING BONUS:

Graduates reporting signing bonus

Carey program group**	Count	Percent	Average	Median	Low	High
Design Leadership MA/MBA	2	4%	-	-	-	-
Flexible MBA	45	94%	\$32,233	\$15,000	\$3,000	\$215,000
Flexible MBA/AAP	0	0%	-	-	-	-
Flexible MBA/Nursing	0	0%	-	-	-	-
Second Degree Option	1	2%	-	-	-	-
Total graduates	48	100%	\$30,688	\$15,000	\$2,500	\$215,000

**Per MBA CSEA Employment Standards, data is not displayed where the number of graduates reporting is less than three.

SALARY BY YEARS OF WORK EXPERIENCE:

Graduates reporting salary by work experience

Years of work experience**	Count	Percent	Average	Median	Low	High
0 to 3 years	31	19%	\$128,691	\$105,000	\$53,000	\$700,000
3+ to 7 years	47	29%	\$126,284	\$112,000	\$42,000	\$325,000
7+ to 12 years	43	27%	\$156,664	\$147,000	\$60,000	\$650,000
12+ to 20 years	27	17%	\$244,625	\$168,000	\$77,000	\$1,125,000
20+ years	10	6%	\$206,661	\$208,500	\$65,000	\$400,000
Unknown	3	2%	\$241,833	\$250,000	-	-
Total graduates	161	100%	\$161,853	\$135,000	\$39,500	\$1,125,000

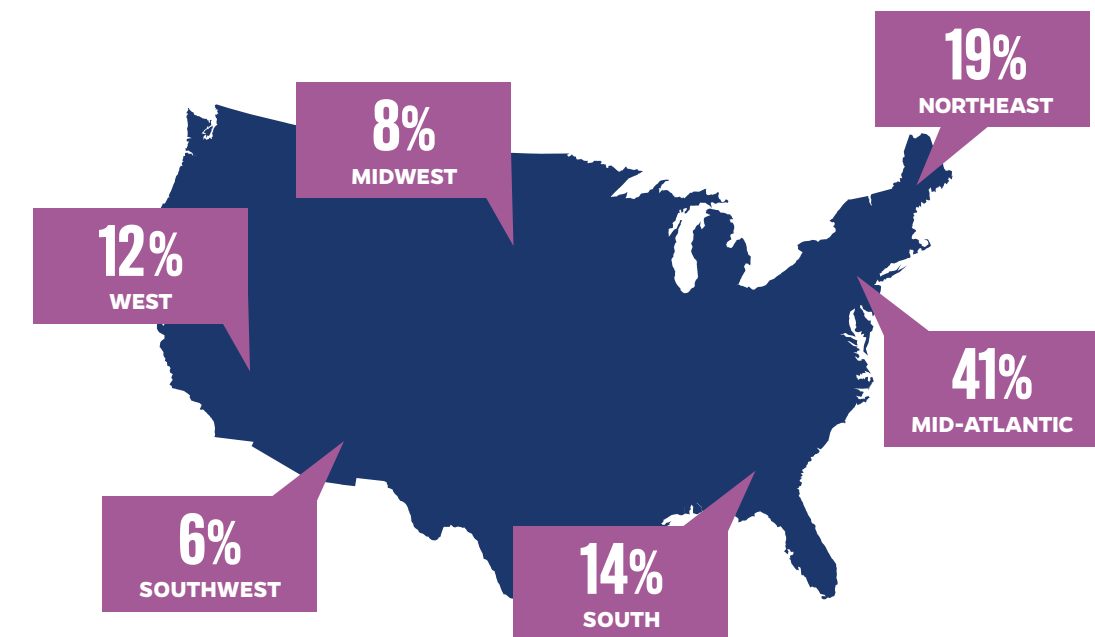
2023 Flexible MBA Employment Report Base salary by region

BASE SALARY BY NORTH AMERICAN GEOGRAPHIC REGION:

Graduates accepting new employment

North American Region^	Count	Percent	Average	Median	Low	High
Mid-Atlantic	63	41%	\$155,785	\$134,862	\$42,000	\$700,000
Midwest	12	8%	\$211,250	\$140,250	\$60,000	\$650,000
Northeast	30	19%	\$180,183	\$141,000	\$65,000	\$1,125,000
South	21	14%	\$143,673	\$127,000	\$60,000	\$300,000
Southwest	9	6%	\$117,556	\$116,000	\$85,000	\$145,000
West	19	12%	\$170,360	\$147,000	\$70,000	\$525,000
Total graduates	154	100%	\$162,772	\$135,000	\$42,000	\$1,125,000

^Per MBA CSEA Employment Standards, data is not displayed where the number of graduates reporting is less than three. The 4% of graduates who reported outcomes from outside of North America or for whom work location is unknown are not included within these breakdowns and percentages.



Carey Flexible MBA graduates are concentrated in the Mid-Atlantic, but they study with online students across the world.

2023 Flexible MBA Employment Report

Salary by function and industry

BASE SALARY BY PROFESSIONAL FUNCTION:

Graduates accepting new employment

Professional function*	Count	Percent	Average	Median	Low	High
Accounting	3	2%	\$116,621	\$134,862	-	-
Consulting	18	11%	\$110,680	\$106,567	\$65,000	\$198,000
Finance	19	12%	\$140,632	\$112,000	\$60,000	\$436,000
General management	27	17%	\$144,494	\$120,000	\$53,000	\$550,000
Human resources	1	1%	-	-	-	-
Information technology	4	2%	\$229,500	\$219,000	\$190,000	\$290,000
Marketing/sales	36	22%	\$120,510	\$110,500	\$39,500	\$225,000
Operations/logistics	20	12%	\$144,800	\$148,500	\$91,000	\$225,000
Other	33	20%	\$263,421	\$189,000	\$42,000	\$1,125,000
Total graduates	161	100%	\$161,853	\$135,000	\$39,500	\$1,125,000

*This is not a comprehensive list. Per MBA CSEA Employment Standards, data is not displayed where the number of graduates reporting is less than three.

BASE SALARY BY INDUSTRY:

Graduates accepting new employment

Industry*	Count	Percent	Average	Median	Low	High
Accounting Services	1	1%	-	-	-	-
Consulting	17	11%	\$137,653	\$122,600	\$73,000	\$290,000
Consumer packaged goods	1	1%	-	-	-	-
Energy	2	1%	-	-	-	-
Financial services	26	16%	\$139,423	\$122,500	\$60,000	\$285,000
Government	12	7%	\$109,000	\$106,000	\$42,000	\$180,000
Healthcare	62	39%	\$187,327	\$140,000	\$60,000	\$1,125,000
Manufacturing	4	2%	\$161,250	\$157,500	\$130,000	\$200,000
Media/entertainment	2	1%	-	-	-	-
Non-profit	3	2%	\$138,333	\$105,000	-	-
Technology	15	9%	\$135,457	\$140,000	\$66,852	\$225,000
Transportation & logistics services	1	1%	-	-	-	-
Other	12	7%	\$134,833	\$120,000	\$75,000	\$253,000
Unknown	3	2%	\$241,833	\$250,000	-	-
Total graduates	161	100%	\$161,853	\$135,500	\$39,500	\$1,125,000

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2023 Flexible MBA Employment Report

Career development resources

Career development professionals at Johns Hopkins Carey Business School empower students to reach their full potential and secure, transition to, and/or advance in meaningful careers that make an impact in the world. Students have the opportunity to engage 1:1 in career or leadership coaching, attend career development and advancement workshops, and participate in year-round events. That includes the annual MBA Summit, featuring networking sessions, panel discussions, company recruitment, and skill-building workshops with subject matter experts and industry leaders.

OPPORTUNITY HIGHLIGHTS:

- » Transformational 1:1 career and leadership coaching
- » Career and Life Design for Experienced Professionals 8-week course
- » Career Development Workshops embedded in Flex MBA Residencies: Career and Life Design, Professional Storytelling, Leadership Coaching
- » Workshops for students navigating career transition and advancement
- » Working Professionals Virtual Networking Events
- » MBA Corporate Networking Breakfast
- » Johns Hopkins Carey Business School Experienced Job Postings group via LinkedIn

100% OF STUDENTS

in the Career & Life Design for Experienced Professionals course “strongly agree/agree” that “the overall quality of the course was good.”

2023 Flexible MBA Employment Report Employers

ORGANIZATIONS HIRING FLEXIBLE MBA GRADUATES:

Abbott Laboratories
Accenture
Amazon Web Services (AWS)
AstraZeneca
Boeing
Brown Advisory
Credit Suisse
Deloitte
Department of Defense
Exelon Corporation
EY
Johns Hopkins Health System
Johns Hopkins University Applied Physics Laboratory
Kaiser Permanente
KPMG LLP
Lockheed Martin
McCormick & Co., Inc.
McKinsey & Company
MedStar Washington Hospital Center
Microsoft
Morgan Stanley
Northrop Grumman
Northwell Health
Northwestern Medicine
Optum
Oracle
Simon-Kucher & Partners
Stanford Health Care
Syneos Health
T Rowe Price Foundation
The World Bank
VCU Health System

This is not a comprehensive list.

2023 Flexible MBA Employment Report Job titles

FLEXIBLE MBA GRADUATES' JOB TITLES:

Business Analyst
Business Development Analyst
CEO and Co-Founder
Chief Information Officer
Chief Innovation Officer
Chief Lending Officer
Chief Medical Officer
Consultant
Digital Media Strategist
Director
Director of Business Operations
Director of Clinical Operations
Financial Analyst
Management Consultant
Marketing Manager
Medical Director
Operations Manager
President
Principal
Product Manager
Program Analyst
Program Manager
Project Manager
Senior Analyst
Senior Associate
Senior Consultant
Senior Director
Senior Financial Analyst
Senior Manager
Senior Product Manager
Senior Scientist
Vice President of Strategy & Innovation

This is not a comprehensive list.



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