



2024 FLEXIBLE MBA EMPLOYMENT REPORT



JOHNS HOPKINS
CAREY BUSINESS SCHOOL



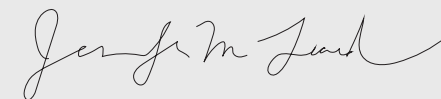
WELCOME

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 2024 continued to show their commitment to professional development, leadership, innovation, and how they are building for what's next. Our graduates achieved personal and professional growth through career and leadership coaching and experiential opportunities offered at Carey Business School. Students identified their unique goals, strategized how to reach them, 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. This included programs and resources like industry breakouts, the annual MBA Corporate Networking Breakfast, immersive treks to cities such as New York and Seattle, and the Carey Business School Experienced Job Postings group on LinkedIn. Through these experiences, students connected, learned from, and collaborated 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 2024 Flexible MBA employment data and career resources to see the Johns Hopkins difference at work.



Jenn Leard

Director, Career & Life Design



Sara Bliden

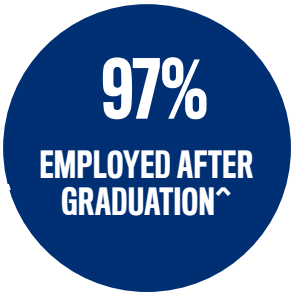
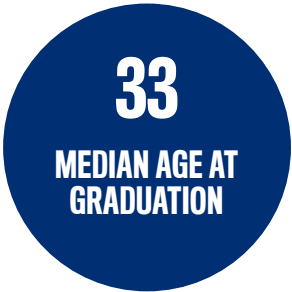
Director, Employer Relations

2024 Flexible MBA Employment Report
Overview



Figures in tables have been rounded to the nearest whole number. Percent totals may not add up to 100%
*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 master's degree at Carey contributed to my career growth.'

2024 Flexible MBA Employment Report
Demographics and employment



FLEXIBLE MBA DEMOGRAPHICS:



EMPLOYMENT STATISTICS:

Placement	Count	Percent
Employed	343	74%
Started own business	2	0%
Unemployed	11	2%
No information	102	22%
Left the workforce	4	1%
Total graduates	462	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.

2024 Flexible MBA Employment Report

Compensation

BASE SALARY:

Graduates reporting base salary						
Carey program group*	Count	Percent	Average	Median	Low	High
Flexible MBA	92	92%	\$148,341	\$130,000	\$47,000	\$420,000
Flexible MBA/AAP	2	2%	-	-	-	-
Flexible MBA/Nursing	5	5%	\$221,000	\$164,000	\$101,000	\$500,000
Second Degree Option	1	1%	-	-	-	-
Total graduates	100	100%	\$150,924	\$129,062	\$47,000	\$500,000

*100 out of 343 graduates (29%) 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
Flexible MBA	21	88%	\$18,429	\$12,000	\$2,000	\$60,000
Flexible MBA/AAP	1	4%	-	-	-	-
Flexible MBA/Nursing	1	4%	-	-	-	-
Second Degree Option	1	4%	-	-	-	-
Total graduates	24	100%	\$19,750	\$13,500	\$2,000	\$60,000

**24 out of 100 graduates (24%) reporting salary also reported a signing bonus. 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	26	26%	\$109,446	\$103,500	\$48,000	\$225,000
3+ to 7 years	33	33%	\$147,676	\$130,000	\$48,000	\$375,000
7+ to 12 years	13	13%	\$189,000	\$167,000	\$55,000	\$420,000
12+ to 20 years	14	14%	\$148,179	\$147,500	\$47,000	\$240,000
20+ years	6	6%	\$222,000	\$190,000	\$165,000	\$408,000
Unknown	8	8%	\$188,750	\$139,000	\$101,000	\$500,000
Total graduates	100	100%	\$150,924	\$129,062	\$47,000	\$500,000

*100 out of 343 graduates (29%) 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.

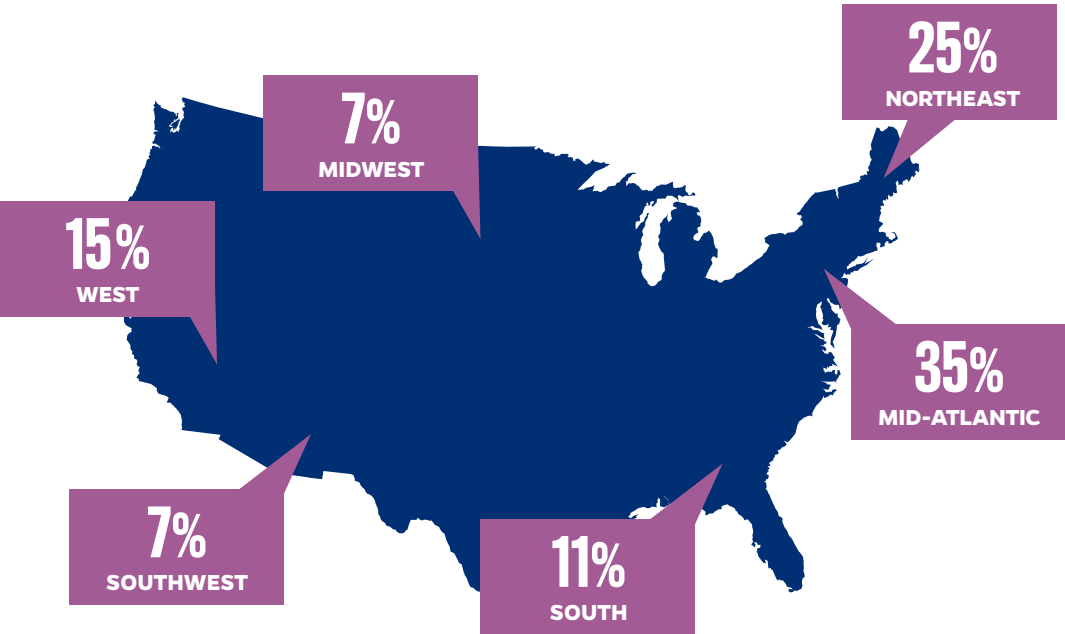
2024 Flexible MBA Employment Report

Base salary by region

BASE SALARY BY U.S. GEOGRAPHIC REGION:

Graduates reporting base salary by U.S. Geographic Region						
U.S. Region^	Count	Percent	Average	Median	Low	High
Mid-Atlantic	32	33%	\$126,293	\$110,000	\$47,000	\$250,000
Midwest	9	9%	\$128,265	\$139,000	\$71,385	\$181,000
Northeast	23	24%	\$146,853	\$127,000	\$75,000	\$400,000
South	12	12%	\$160,000	\$110,000	\$85,000	\$408,000
Southwest	5	5%	\$154,600	\$175,000	\$58,000	\$240,000
West	16	16%	\$206,625	\$171,500	\$75,000	\$500,000
Total graduates	97	100%	\$150,231	\$128,000	\$47,000	\$500,000

^Per MBA CSEA Employment Standards, data is not displayed where the number of graduates reporting is less than three. The 3% of graduates who reported salary but are located 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.

Percentages in the map include graduates for whom location is known regardless of if salary was provided and will not match the table above.

2024 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	1	1%	-	-	-	-
Consulting	10	10%	\$135,500	\$130,000	\$75,000	\$240,000
Finance	13	13%	\$151,154	\$150,000	\$48,000	\$300,000
General management	24	24%	\$174,445	\$134,500	\$55,000	\$420,000
Human resources	3	3%	\$140,000	\$150,000	\$95,000	\$175,000
Information technology	2	2%	-	-	-	-
Marketing/sales	13	13%	\$104,808	\$110,000	\$48,000	\$172,500
Operations/logistics	13	13%	\$149,231	\$140,000	\$85,000	\$240,000
Other	21	21%	\$169,510	\$145,000	\$53,000	\$500,000
Total graduates	100	100%	\$150,924	\$129,062	\$47,000	\$500,000

*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
Consulting	7	7%	\$123,143	\$110,000	\$75,000	\$181,000
Energy	1	1%	-	-	-	-
Financial services	15	15%	\$131,033	\$128,000	\$48,000	\$275,000
Government	7	7%	\$128,413	\$115,000	\$67,200	\$228,000
Healthcare	42	42%	\$168,488	\$137,500	\$53,000	\$500,000
Manufacturing	4	4%	\$126,250	\$117,500	\$90,000	\$180,000
Media/entertainment	1	1%	-	-	-	-
Technology	11	11%	\$160,773	\$150,000	\$89,000	\$240,000
Transportation & logistics services	1	1%	-	-	-	-
Other	10	10%	\$110,600	\$106,500	\$47,000	\$240,000
Retail	1	1%	-	-	-	-
Total graduates	100	100%	\$150,924	\$129,062	\$47,000	\$500,000

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2024 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 workshops focused on career development, advancement, and transition, and participate in year-round events. That includes the annual MBA Corporate Networking Breakfast, featuring networking sessions, panel discussions, and coffee chats with subject matter experts and industry leaders.

OPPORTUNITY HIGHLIGHTS:

- » Career & Life Design for Experienced Professionals 8-week course
- » Career development workshops embedded into Flex MBA residencies
- » MBA treks to industry hubs like New York, Seattle, and Washington, D.C.
- » MBA Corporate Networking Breakfast and Industry Roundtables
- » Johns Hopkins Carey Business School Experienced Job Postings group via LinkedIn
- » Working Professionals Virtual Networking

IMPACT HIGHLIGHT: PROFESSIONAL DEVELOPMENT FOR CAREER SUCCESS COURSE

- As a result of completing this eight-week course, students showed:
- » Better understanding of their skills, interests, and values as they relate to their targeted industry and job duties
 - » Increased familiarity to craft and customize their personal brand for job searches and professional advancement
 - » Strengthened ability to navigate organizational hierarchies
 - » Improved confidence in networking situations

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“The Career & Life Design team was instrumental in my personal growth and leadership development. Through exceptional leadership coaching from the team, I overcame the challenges I faced. My coach helped me unlock new aspects of myself and transformed my approach to leadership and personal connections through tactical vulnerability and emotional intelligence.”



CHRISTOPHER ANDRADE
MBA '24
FOUNDER AND LEAD
INSTRUCTOR, GRASSROOT
PEACEBUILDERS

2024 Flexible MBA Employment Report

Employers

ORGANIZATIONS HIRING FLEXIBLE MBA GRADUATES:

- Abbott
- AdventHealth
- Advocate Health
- Amazon
- AstraZeneca
- Baltimore Gas & Electric
- Bank of America
- Booz Allen Hamilton
- Capital One
- CVS Health
- Deloitte
- eXp Realty
- Freddie Mac
- Huron Consulting Group
- Johns Hopkins Hospital
- Johnson & Johnson Innovative Medicine
- JP Morgan Chase
- Kaiser Permanente
- KPMG US
- Lenox Hill Hospital
- Lockheed Martin
- Merck
- Montefiore Health System
- Morgan Stanley
- Northrop Grumman
- PwC
- Takeda
- The Johns Hopkins University Applied Physics Laboratory
- Thermo Fisher Scientific
- United States Food and Drug Administration
- UnitedHealth Group

This is not a comprehensive list.

2024 Flexible MBA Employment Report

Job titles

FLEXIBLE MBA GRADUATES’ JOB TITLES:

- Associate
- Associate Director
- Associate Program Manager
- Chief Executive Officer
- Chief Financial Officer
- Chief Medical Officer
- Chief of Operations
- Chief of Staff
- Consultant
- Customer Success Manager
- Data Analyst
- Director
- Director of Operations
- Financial Analyst
- Manager
- Medical Director
- Nurse Manager
- Nurse Practitioner
- Operations Manager
- Physical Therapist
- President
- Product Manager
- Project Manager
- Registered Nurse
- Senior Consultant
- Senior Director
- Senior Financial Analyst
- Senior Manager
- Vice President

This is not a comprehensive list.

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“The Career & Life Design for Experienced Professionals course forced me to start putting thoughts to paper. As my program came to an end, these were exercises I knew I needed to start doing, and enrolling in this class and participating wholeheartedly in the exercises allowed me to have honest discussions with myself and family. I know what resources are out there and how to access them. More importantly, I have a better understanding of my next steps.”



KENNY E. TORO
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