Smith
SCHOOL OF BUSINESS
Queen's University

Career
Advancement
Centre

BCom 2024
EMPLOYMENT REPORT

EXECUTIVE SUMMARY

Strong Student Outcomes in a Soft Job Market

We are pleased to share the employment outcomes for the Commerce Classes of 2024 and 2025. Despite an uncertain economic landscape, both cohorts demonstrated exceptional resilience and adaptability.

For the Class of 2024, 93% secured employment within six months of graduation. The average starting salary increased by 6% to $79,226, driven by strong demand in financial services—particularly U.S.-based roles. Industry placements remained consistent, with the majority entering financial services (35%), consulting (20%), and accounting (13%). Roles in finance, consulting, and accounting were most common, with others spanning marketing, business development, and general management. Notably, 62% of job offers were converted from 3rd-year internships, reinforcing the critical importance of early work experience.

The Class of 2025 saw similarly strong internship outcomes, with 96% securing a 3rd-year internship and earning an average monthly salary of $5,005. Industry and functional placement trends mirrored full-time outcomes, with additional diverse roles across sectors including technology, consumer goods, healthcare, and real estate.

A Holistic Approach to Career Preparation

Career success at Smith is supported by more than classroom learning. Our students actively engage in experiential learning opportunities that broaden their networks and sharpen their skills. Through international exchanges, case competitions, consulting projects—both inside and outside the classroom—students gain practical insights and real-world perspective. Involvement in student-led clubs further deepens these experiences, as students regularly collaborate with alumni and industry professionals through panels, events, and mentorship programs.

Tailored Support and Deep Industry Engagement

These outcomes also reflect the strength of Smith's support ecosystem. Our career coaches provide personalized, one-on-one guidance to help students navigate their paths with purpose and clarity. Additionally, our corporate relations team partners closely with employers and alumni to bring a wide range of high-quality opportunities and connections to our community.

A Community Committed to Student Success

We are also deeply grateful to our alumni, employer partners, faculty, and staff for their commitment to student success. As our students move into the next stage of their professional journeys, we are confident they will continue to lead with impact and integrity across industries and around the world.

We extend our sincere congratulations to the Commerce Classes of 2024 and 2025 for their outstanding achievements.



Sincerely,

Karen Jackson-Cox
Executive Director, Career Advancement Centre
Smith School of Business

Class Profile (CLASS OF 2024)

93%

Accepted an offer by six months post-graduation

$79,226

Average base salary

$185,673

High base salary



75%

DOMESTIC

25%

INTERNATIONAL

540

STUDENTS IN CLASS

52%

WOMEN

46%

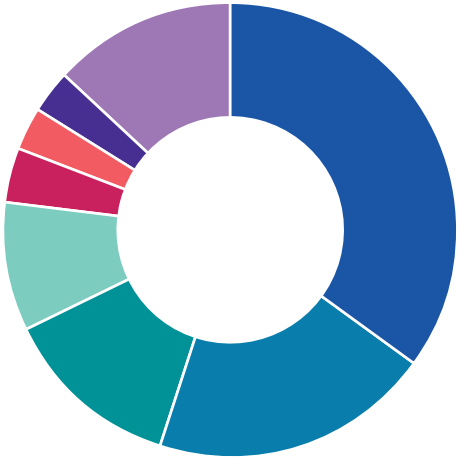
MEN

1%

DO NOT IDENTIFY WITHIN THE GENDER BINARY

Employment Outcomes (CLASS OF 2024)

EMPLOYMENT OUTCOMES BY INDUSTRY

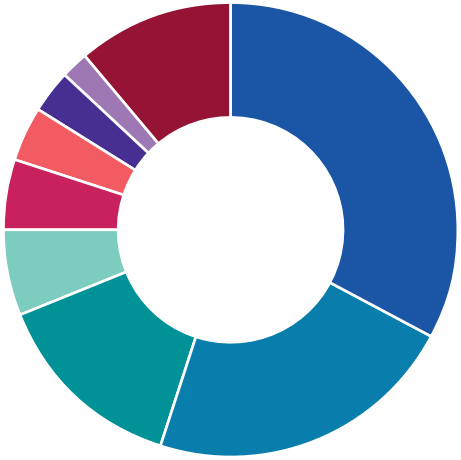


- Financial Services **35%**
- Consulting **20%**
- Accounting **13%**
- Technology **9%**
- Consumer Goods **4%**
- Real Estate **3%**
- Retail **3%**
- Other **13%**

Note: In accordance with CSEA standards, salaries are not published for industries with fewer than 3 data points. Industries with less than 2% have been combined into 'Other', including Hospitality & Tourism, Telecommunications, Energy & Resources, Government, Marketing Services, Healthcare, Media & Entertainment, Manufacturing, Non-Profit, and Other. All salaries are in CAD.

Industry	Avg. Base $
Financial Services	$97,874
Consulting	$80,777
Real Estate	$74,400
Technology	$64,695
Consumer Goods	$57,285
Accounting	$56,946
Retail	$66,333
Other	$66,836

EMPLOYMENT OUTCOMES BY FUNCTION

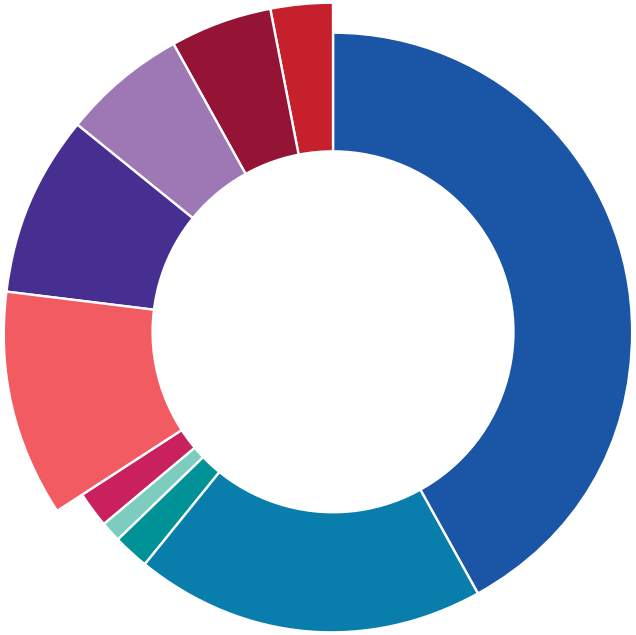


- Finance **33%**
- Consulting **22%**
- Accounting **14%**
- Sales **6%**
- Business Development **5%**
- Marketing **4%**
- General Management **3%**
- Data & Analytics **2%**
- Other **11%**

Note: In accordance with CSEA standards, salaries are not published for functions with fewer than 3 data points. Functions with less than 2% have been combined into 'Other', including Operations & Logistics, Strategy, Customer Service, Technology, Digital Transformation, Human Resources, Product Management, and Other. All salaries are in CAD.

Function	Avg. Base $
Finance	$97,760
Consulting	$81,710
General Management	$67,375
Business Development	$66,449
Sales	$59,205
Accounting	$57,154
Other	$63,606

Source of Job Offer (CLASS OF 2024)



SCHOOL FACILITATED (66%)

- Rehired from Smith-Facilitated Internship **42%**
- Quest Posting **19%**
- Networking with Alumni and Corporate Partners **2%**
- Referral from Smith Alumni **1%**
- Other School-Facilitated Sources **2%**

GRADUATE FACILITATED (34%)

- Rehired from Other Internship **11%**
- Rehired from Graduate-Facilitated Internship **9%**
- Personal Network **6%**
- External Job Posting (Indeed, Linkedin, etc) **5%**
- Other Graduate-Facilitated Sources **3%**

62%

JOBS FROM INTERNSHIPS

42%

Rehired From Smith-Facilitated Internship (OCR, Quest Posting, Alumni/Corporate Partners, etc)

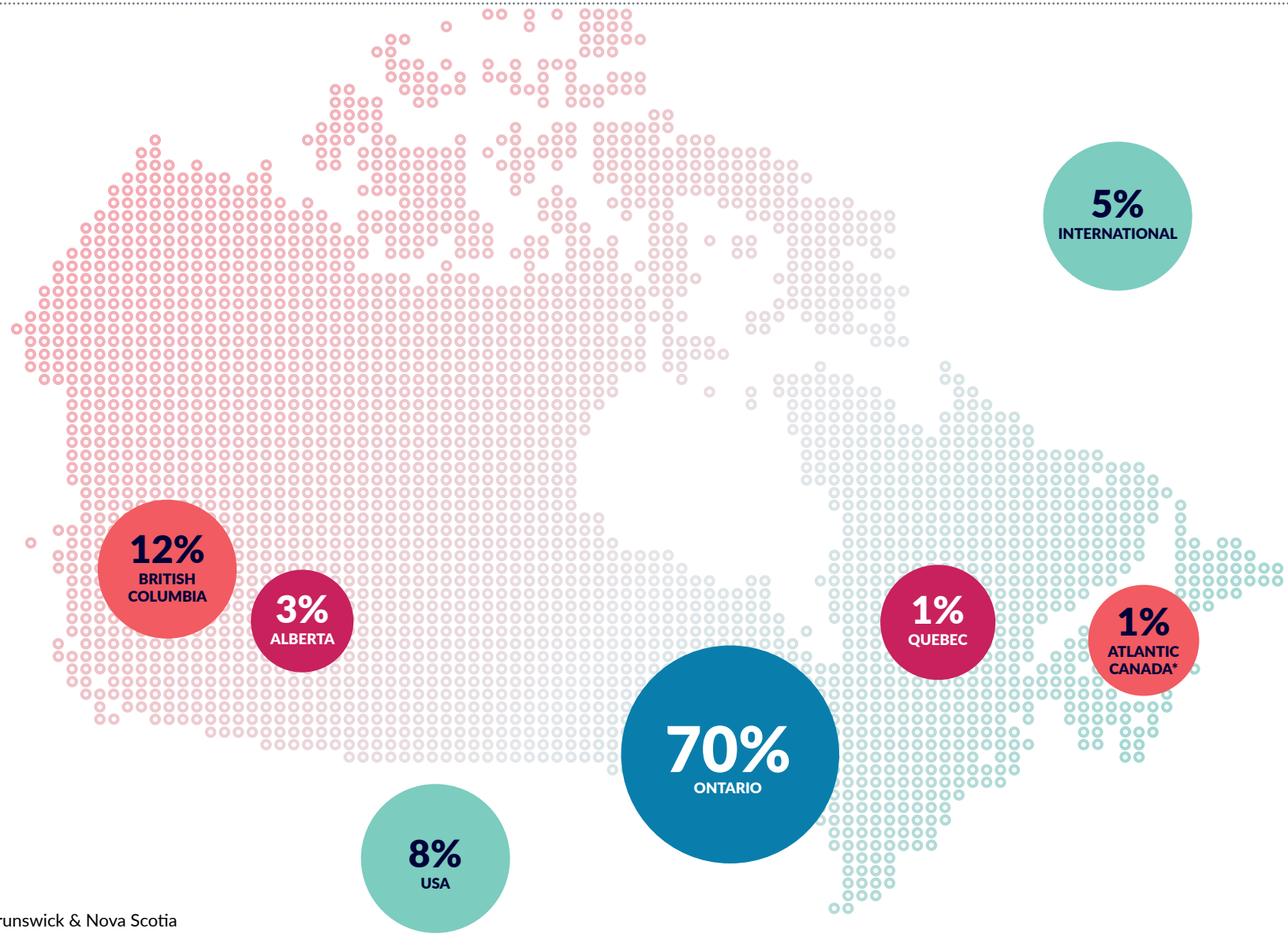
9%

Rehired From Graduate-Facilitated Internship (sourced through Friends & Family, Linkedin, Indeed, etc)

11%

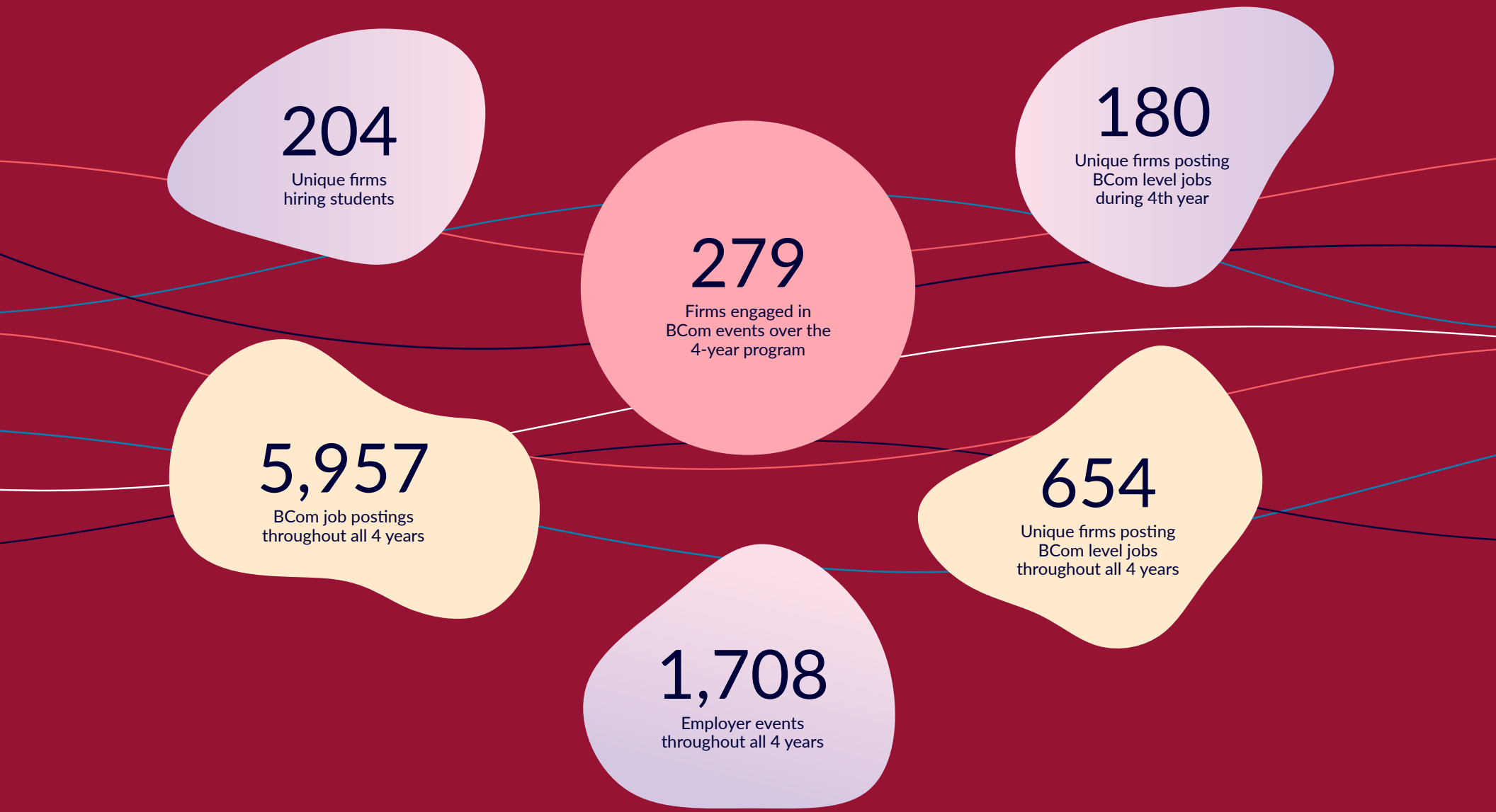
Rehired From Other Internship (Unknown Source)

Placement by Geography (CLASS OF 2024)



*Includes New Brunswick & Nova Scotia

Corporate Engagement (CLASS OF 2024)



Corporate Engagement

This is a sampling of the firms that have engaged in recruiting the Class of 2024. Companies highlighted in blue hired one or more Smith Commerce graduates.

Accenture, Adidas, Air Canada, Alvarez & Marsal, Amazon, **American Express, Aritzia, Armentum Partners,** AstraZeneca, Aviva, **Bain & Company, Baker Tilly, Bank of America Merrill Lynch,** Bank of Canada, **Barclays,** Bayer, **BC Partners, BCG, BDC, BDO, Bell,** Bimbo Canada, Birch Hill Equity Partners, BlackBerry, Blackrock, **Blackstone, BMO Financial Group, Brokerlink,** Brookfield Asset Management, Bruce Power, **Canaccord Genuity Corp, Canada Life,** Canada Post, Canada Revenue Agency (CRA), Canadian Olympic Committee, **Canadian Tire Corporation, Capital One Financial Corporation, Carpedia International Corp.,** Celestica Inc, **Chubb, CIBC,** Cisco, **Citigroup,** Clearco, CN Rail, Coactuate, Coca-Cola, **Cognizant, Colliers International,** Cormark Securities, Corus Entertainment Inc, CPA Ontario, **CPP Investment Board,** Credit Suisse, **Cushman & Wakefield,** D2L, Danone, **Deloitte,** Desjardins, **Dream Unlimited,** Dropbox, **eBay,** Eli Lilly Canada, Empire Life Insurance Company, Enterprise Mobility, Equitable Bank, **Evercore,** Export Development Canada, **EY (Ernst & Young), Fengate Capital Management,** FGF Brands, **Fidelity Investments,** Fiera Capital, Ford, **Fort Capital Partners,** Four Seasons Hotels & Resorts, **FTI Consulting, Fulcrum IT Partners,** Fusion Analytics, Galleon Advisors, **General Mills, Geotab, Inc., Goldman Sachs,** Golf Canada, Google, **Grant Thornton LLP,** Great Circle Solar Management Corporation, Guillevin International Co., **Harrison Street,** Hazelview Investments, Healthcare of Ontario Pension Plan, Huawei Technologies, Hub International Limited, **Hugessen Consulting, Huron Consulting Group, IBM,** IG Wealth Management, IGM Financial Inc, Imperial Oil Limited, INFOR Financial Inc, Isaac Operations, **ISN,** JTE Claims Consultants, **Kearney, Kenvue, KPMG, Kraft Heinz, Labatt Brewing Company Limited,** Lazard, Letko, Brosseau & Associates, Level5 Strategy, Linkedin, **Loblaw Companies Limited, L'Oreal,** Lululemon Athletica Canada Inc, **Mackenzie Investments, Manulife, Mark Anthony Wine & Spirits,** Mars, Marsh & McLennan Companies, **Mastercard,** Mazda Canada Inc., **McCain Foods, McCarthy Tetrault LLP, McKinsey & Company Inc,** Medcan, Mensana Change Management Ltd., **Mercedes-Benz,** Mercer, Metrolinx, **Microsoft, MLSE, MNP LLP, Moelis & Company,** Molson Coors Brewing Company, Moneris, Morgan Stanley, **National Bank, Nestlé, Nomura Greentech,** Office of the Auditor General of Canada (OAG), **Oliver Wyman, Omers,** Onex Corporation, Ontario Securities Commission, **Ontario Teachers' Pension Plan, Optimus SBR, Origin Merchant Partners,** Oxford Properties Group Inc., **PepsiCo,** Pfizer, **Philips, PJT Partners, Point72,** Porsche, **Powerex,** Procter & Gamble, Purves Redmond Ltd., **PwC,** Rakuten Kobo Inc., Raymond James, **RBC, Reckitt,** Reliance Home Comfort, **Restaurant Brands International,** Revenue Management Labs, **Richter,** Rogers Communications, **Rothschild, RSM,** Salesforce, Sanofi, SAP, Sapling Financial Consultants Inc., **Scotiabank,** Shaw Communications, **Shell Canada, Shopify,** SickKids Foundation, **Slate Asset Management,** Sofina Foods Inc, Statistics Canada, **Stiefel Canada Inc., Stormont Partners,** Strategy&, StrategyCorp, Sun Life Financial Inc, Suncor, Tangerine Bank, TC Energy, **TD Bank Group, Tealeaves, TELUS,** The Co-operators, **Ticketmaster,** TikTok, TJX Canada, Toronto Blue Jays, Travelers Insurance, Trend Micro, Trindent Management Consulting Inc, Uber, Unilever, Visa, Wasserman, WestJet Airlines Ltd, **Wilkinson LLP, Kingston, William Blair & Company,** WSIB (Workplace Safety and Insurance Board)

Employer Testimonials



"I've worked with Smith's Career Advancement Centre (CAC) and they have always been proactive and trusted advisors. Our CAC Relationship Manager makes it easy for us to connect with Smith Commerce students through innovative campus engagement strategies. They have great ideas to share and are open to feedback and suggestions. It's a pleasure partnering with them."

Swati Sriram
Manager, Early Talent Acquisition
RBC Capital Markets & Wealth Management



"P&G is incredibly grateful for our long-standing partnership with the Smith Career Advancement Centre. Their expertise in connecting us with top talent has been invaluable, especially in today's competitive market. The seamless navigation between the university, community, and student population provides a major boon to our recruitment efforts. We look forward to many more successful years together!"

Chris Reid
Associate Manager, Supply Network Operations
P&G



"Students from Smith School of Business are very bright, enthusiastic, and active within their clubs and community. Recruiting summer interns is always exciting, as students perform well academically, are involved with their school clubs and associations, and have transferable soft skills that we look for in our interns. Students come prepared and do the appropriate research for our information sessions, events and interviews. Connecting with Smith student clubs and associations always runs smoothly."

Lea Gashi
Manager, National Early Talent
& Campus Recruitment
KPMG



"The students who attend our information sessions and apply to our internship program are well prepared and enthusiastic about opportunities to learn. The quality of applications received is of the highest standard. The students that represent Smith School of Business and the Commerce program are driven, well-rounded individuals who have moved the needle on our investment research during their internships at Burgundy. When I think about Smith School of Business Commerce students and the Career Advancement Centre, I think about forward thinkers, who approach life with energy, passion, and a call to the highest of standards."

Robyn Ross
Vice President, Head of People & Talent
Burgundy Asset Management

Corporate Relations Team

Our team is based in Toronto and Kingston to assist with your recruitment needs.



Andrea Cuthbert
Director,
Corporate Relations
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Melissa Shorrock
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Recruitment & Events Management
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Nancy Sammon
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James Kisyk
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Johana Perez Torres
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Kaitlyn Barbosa
Recruitment & Events Coordinator
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Smith
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Queen's University

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BCom 2025
INTERNSHIP DATA

Class Profile (CLASS OF 2025 INTERNSHIPS)

96%
Accepted an internship offer

$5,005
Average monthly salary



501
STUDENTS IN CLASS

53%
WOMEN

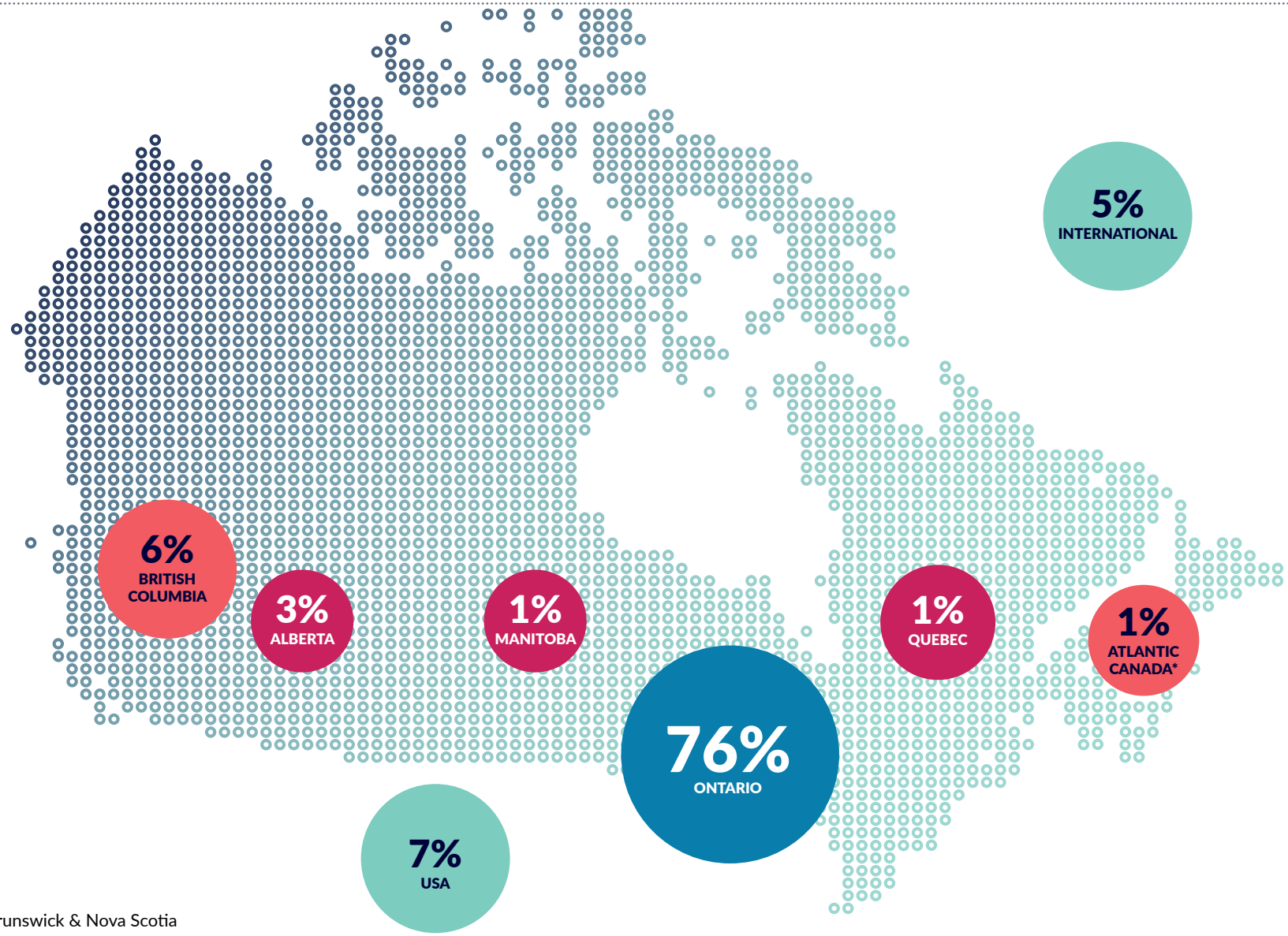
46%
MEN

1%
DO NOT IDENTIFY WITHIN THE GENDER BINARY

89%
DOMESTIC

11%
INTERNATIONAL

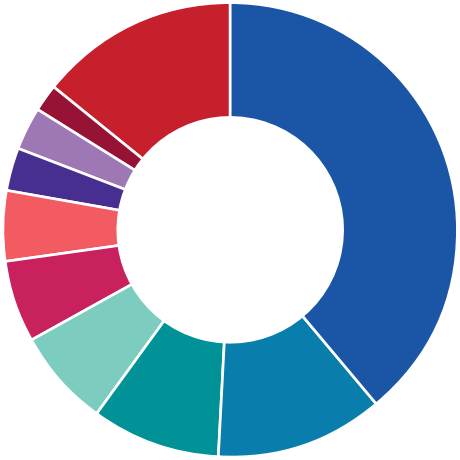
Placement by Geography (CLASS OF 2025 INTERNSHIPS)



*Includes New Brunswick & Nova Scotia

Employment Outcomes (CLASS OF 2025 INTERNSHIPS)

EMPLOYMENT OUTCOMES BY INDUSTRY



- Financial Services **39%**
- Consulting **12%**
- Accounting **9%**
- Consumer Goods **7%**
- Real Estate **6%**
- Technology **5%**
- Healthcare **3%**
- Hospitality & Tourism **3%**
- Government **2%**
- Other **14%**

Note: In accordance with CSEA standards, salaries are not published for industries with fewer than 3 data points. Industries with less than 2% have been combined into 'Other', including Non-Profit, Manufacturing, Media & Entertainment, Retail, Marketing Services, Energy & Resources, Telecommunications, Human Resources, and Other. All salaries are in CAD.

Industry	Avg. Monthly $
Financial Services	$6,295
Consulting	$5,918
Accounting	$4,072
Hospitality & Tourism	$4,000
Government	$3,960
Real Estate	$3,960
Technology	$3,907
Consumer Goods	$3,854
Healthcare	$3,475
Other	$3,453

EMPLOYMENT OUTCOMES BY FUNCTION

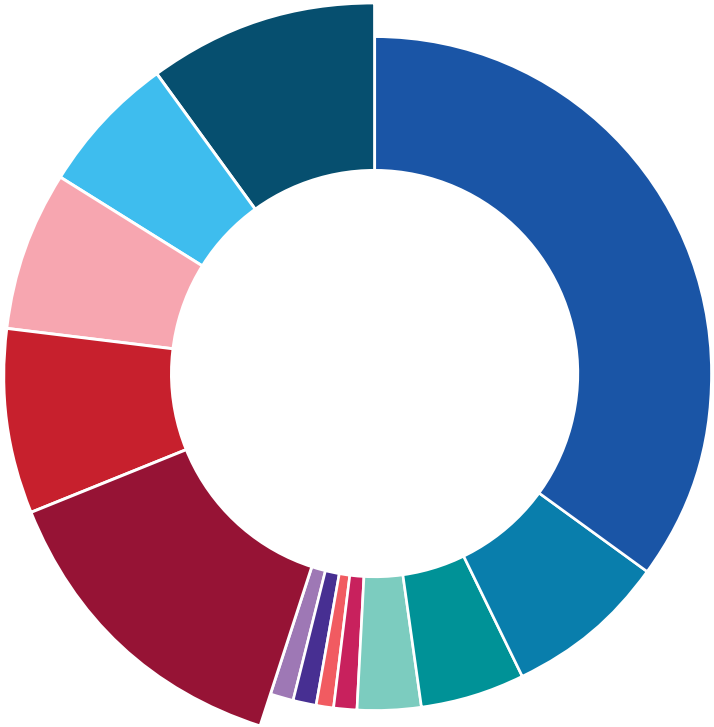


- Finance **37%**
- Consulting **13%**
- Marketing **12%**
- Accounting **11%**
- Data & Analytics **4%**
- Sales **4%**
- Business Development **3%**
- General Management **3%**
- Operations & Logistics **2%**
- Other **11%**

Note: In accordance with CSEA standards, salaries are not published for functions with fewer than 3 data points. Functions with less than 2% have been combined into 'Other', including Strategy, Technology, Human Resources, Product Management, Customer Service, Innovation, Digital Transformation, and Other. All salaries are in CAD.

Function	Avg. Monthly $
Finance	$6,448
Consulting	$6,067
Business Development	$3,978
Data & Analytics	$3,977
Accounting	$3,975
Operations & Logistics	$3,962
Sales	$3,892
Marketing	$3,581
General Management	$3,565
Other	$3,685

Source of Internship (CLASS OF 2025 INTERNSHIPS)



SCHOOL FACILITATED (55%)

- Quest Posting **35%**
- Rehired from Previous Smith-Facilitated Internship **8%**
  (OCR, Quest Posting, Alumni/Corporate Partners, etc)
- Networking with Alumni and Corporate Partners **5%**
- Smith-Facilitated Referral **3%**
  (Classmate, Alumni, Staff, or Faculty)
- Corporate Outreach via Smith Resume Search **1%**
- Mitacs **1%**
- Student-led Conferences **1%**
- Other School-Facilitated Sources **1%**

GRADUATE FACILITATED (45%)

- Personal Network **14%**
- External Job Posting **8%**
  (Indeed, Linkedin, etc)
- Rehired from Other Previous Internship **7%**
  (Friends & Family, Linkedin, Indeed, etc)
- Rehired from Other Previous Internship **6%**
  (Unknown Source)
- Other Graduate-Facilitated Sources **10%**

A25.0021 Information in this report is accurate at time of publication