UNIVERSITY OF TORONTO
FACULTY OF INFORMATION

2013 Employment Report

iSchool Career Services

Summary

In June 2013, the University of Toronto iSchool conducted a survey with the Master of Information (MI), Master of Museum Studies (MMSt), and Doctor of Philosophy (PhD) alumni, who graduated in June 2012, March 2012, and November 2011. The collected statistics and feedback were used to inform the faculty of the alumni's professional progress and assist with future planning. This report summarizes the employment data, which illustrates the alumni's career outcomes 12 months after graduation.
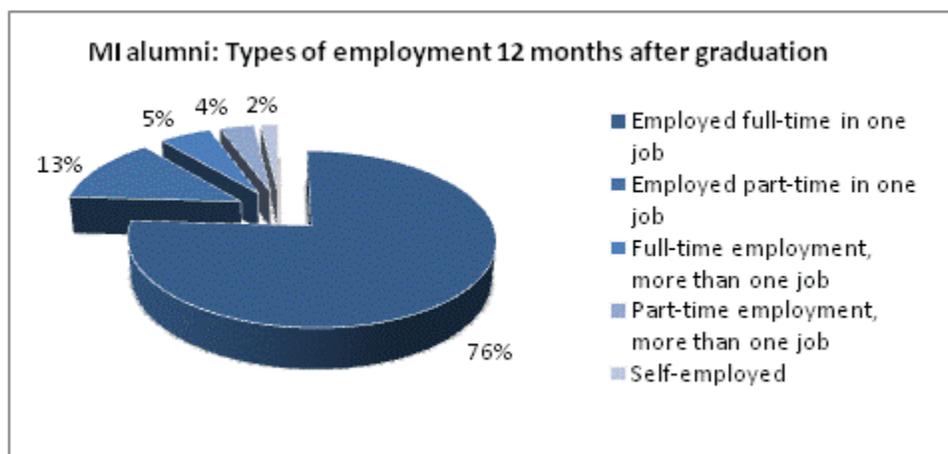
Of the 187 MI and MMSt alumni, 77 (41%) respondents completed the employment survey, with slightly higher representation from the MI program (42%) than the MMSt program (37%).
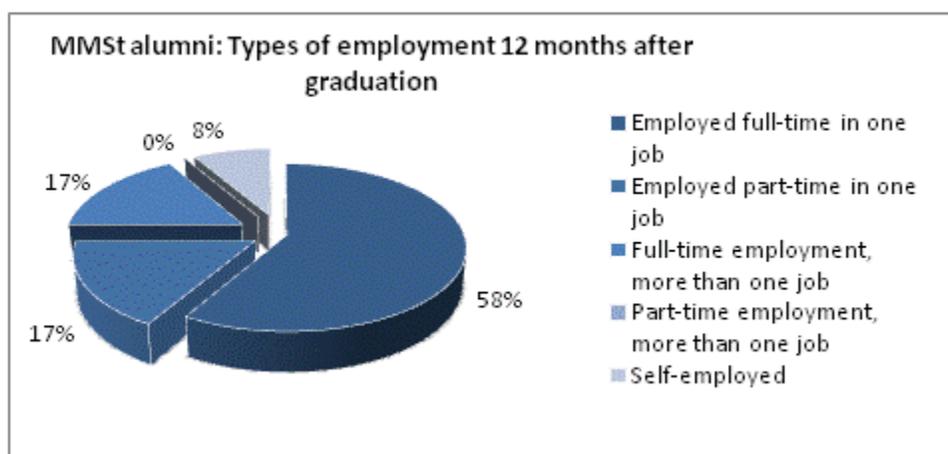
The key results include:

♦ 86% of MI and MMSt alumni were employed 12 months after graduation

♦ Of the employed, 86% of MI alumni and 83% of MMSt alumni were in full-time roles that are closely or somewhat closely related to their studies

♦ Over two-thirds of MI and MMSt respondents found jobs prior to graduation or up to 6 months after graduation

♦ Two-thirds of employed MI alumni (64%) as well as MMSt alumni (75%) were employed in permanent roles

♦ Networking/personal contacts as a job search method was the most effective way of securing employment, followed by online job boards and the iSchool Job Site

♦ The average (i.e. mean) annual salary for full-time employed MI alumni was $54,000, while the average annual salary for MMSt alumni with full-time jobs was $37,000

♦ Majority of alumni found jobs in Toronto (GTA) Ontario or in Ontario – outside of the GTA

♦ Alumni found employment in a wide variety of sectors and organizations

The next annual employment survey will be conducted in June 2014 with the graduating class of November 2012 and June 2013.

MI alumni: Types of employment 12 months after graduation

- Employed full-time in one job
- Employed part-time in one job
- Full-time employment, more than one job
- Part-time employment, more than one job
- Self-employed

76%, 13%, 5%, 4%, 2%

Out of 64 MI respondents, 86% were employed 12 months after graduation.

MMSt alumni: Types of employment 12 months after graduation

- Employed full-time in one job
- Employed part-time in one job
- Full-time employment, more than one job
- Part-time employment, more than one job
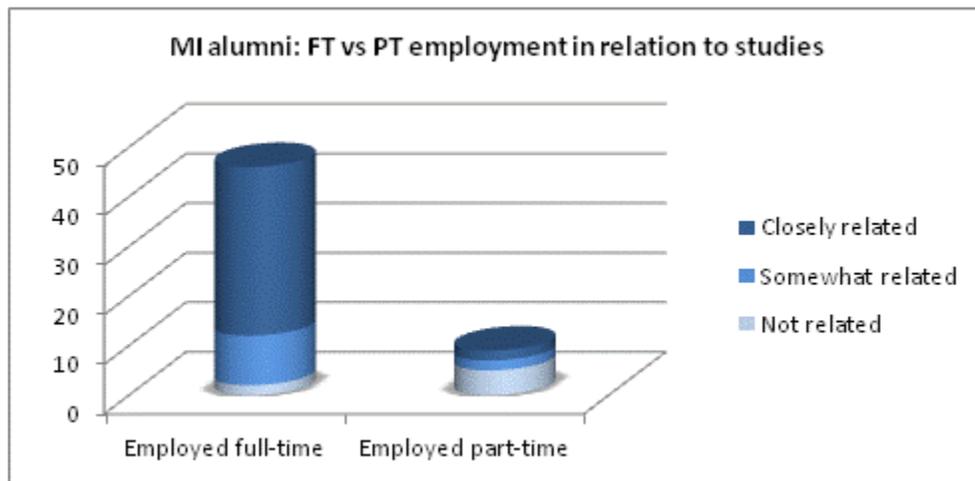- Self-employed

58%, 17%, 17%, 0%, 8%

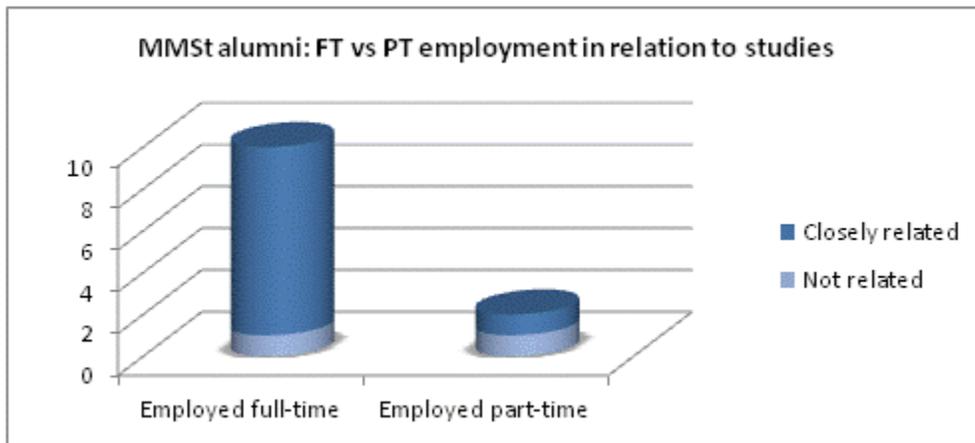Similarly, out of 14 MMSt respondents, 86% were employed 12 months after graduation. Majority of MI (86%) and MMSt (83%) alumni were holding full-time positions in a closely or somewhat closely related field to their studies.

Respondents also indicated they found employment primarily within the Greater Toronto Area (GTA), followed by Ontario – outside of the GTA, and outside of Canada.

Additionally, two-thirds of employed MI alumni (64%) as well as MMSt alumni (75%) were employed in permanent roles.

MI alumni: FT vs PT employment in relation to studies

- Closely related
- Somewhat related
- Not related

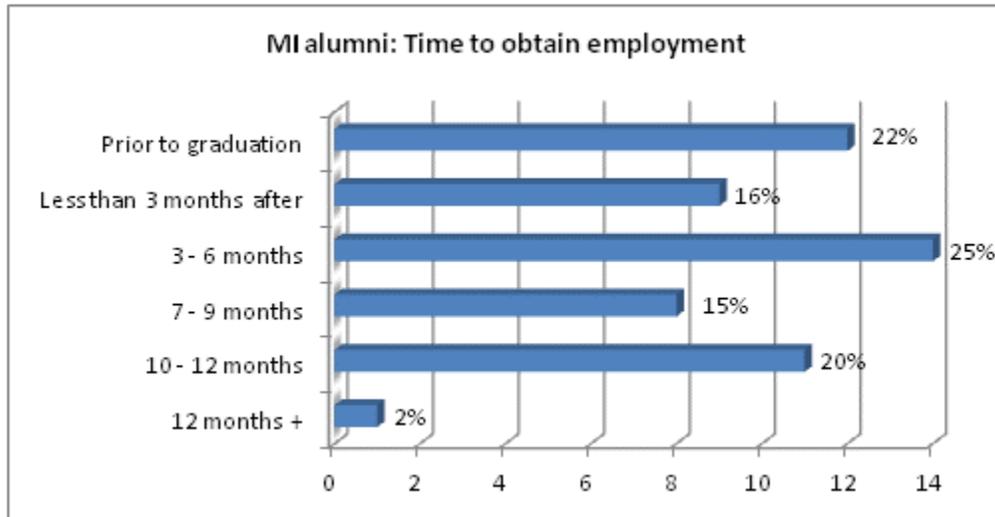Employed full-time   Employed part-time

The trend of initially hiring employees on contract basis, which would lead to more permanent roles, continues as employers are trying to find ways to select and keep the best candidates: "In addition, temporary employment also offers both employers and employees a chance to test the waters prior to making a permanent commitment." *

MMSt alumni: FT vs PT employment in relation to studies

- Closely related
- Not related

Employed full-time   Employed part-time

* Labor Market Bulletin–Ontario. October 2013. *Trends in Temporary Employment in Ontario*. Retrieved from http://www.hrsdc.gc.ca/eng/jobs/lmi/publications/bulletins/on/oct2013.shtml

MI alumni: Time to obtain employment

Time	Percentage
Prior to graduation	22%
Less than 3 months after	16%
3 - 6 months	25%
7 - 9 months	15%
10 - 12 months	20%
12 months +	2%

Over two-thirds of respondents were successful in securing employment prior to or within the first six months after graduation, and over 20% of MI alumni went to their graduation with a job offer in hand. However, successful job search is attributed to a variety of factors, including being proactive and staring to search for employment early, well before graduation, and using a variety of methods, rather than relying solely on job postings.

MMSt alumni: Time to obtain employment

Time	Percentage
Less than 3 months after	42%
3 - 6 months	42%
7 - 9 months	8%
10 - 12 months	8%
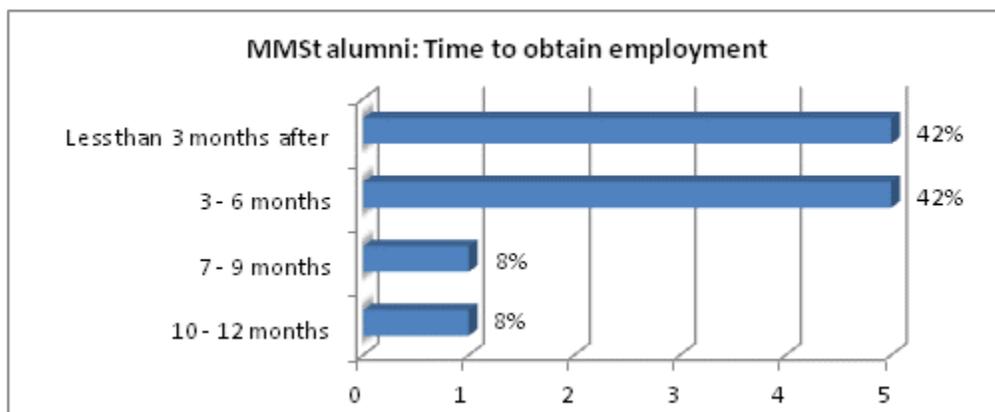
The respondents have identified that networking or personal contacts assisted them in securing jobs, but also searching for job ads on organizations' job boards and the iSchool's job site. Furthermore, obtaining relevant employment in a timely manner also depends on the type of organization, recruitment cycles, geographic limitations, as well as the economic state of the region.

Law firms, academic institutions, start-ups, government institutions, business and financial corporations, public libraries, museums, galleries and almost all types of organizations are hiring iSchool graduates. Considering the unique advantage of the iSchool programs, where students can create their own path and tailor the program to their needs and interests, alumni were able to find or create their own roles in all types of organizations and sectors.

**Examples of MMSt alumni's job titles and workplaces**

Job Title	Organization
Assistant Cataloguer	9/11 Memorial Museum
Audience Researcher	Art Gallery of Ontario
Communications and Finance Coordinator	Museum of Health Care
Curator	Brant Historical Society
Curator	Marine Museum of the Great Lakes at Kingston
Curator and Operations Coordinator	North Pacific Cannery National Historic Site
Director of Exhibitions, Collections and Programs	American Swedish Institute
Director/Curator	Discovery North Bay Museum
Registrar	Government of Alberta

Along with a variety of industries and organizations, a wide assortment of roles and job titles can be found within the information and museum fields. From librarians to UX designers, from curators to knowledge managers, from policy analysts to prospect researchers, iSchool alumni hold many different titles, which reflect the present as well as the future state of the information and museum profession. The table below presents a selection of job titles and organizations in which our alumni were employed 12 months after graduation.

Examples of MI alumni's job titles and workplaces

Job Title	Organization
Academic Liaison Librarian	University of Guelph-Humber
Analyst, Information Management	Oxford Properties Group
Branch Librarian	Markham Public Library
Business Analyst	Ontario Government
Business Analyst	Telefilm Canada
Cataloguing Librarian	Edmonton Public Library
Children's Services Librarian	Bradford West Gwillimbury Public Library
Committee and Records Coordinator	Corporation of the Town of Huntsville
Director of Book Bank Operations	The Children's Book Bank
Electronic Resources and Services Coordinator	Ontario Colleges Library Service
Information Services Librarian	Brampton Library
Information Specialist	Bell Canada
Intellectual Property Administrator	McMaster Industry Liasion Office
Junior Archivist	Kamloops Museum and Archives
Knowledge Manager	PwC
Librarian	The Scarborough Hospital
Librarian	University of Toronto
Librarian	Mississauga Library System
Media Librarian	CBC
Migration Consultant	Barrick Gold
Online Projects Librarian	University of Toronto Libraries
Outreach Librarian	Winnipeg Public Library
Print & Visual Researcher	CTV News (Bell Media)
Prospect Management Specialist	Baycrest Foundation
Prospect Research Officer	Heart and Stroke Foundation
Reference Librarian	Norton Rose Fulbright
Researcher and Admin Coordinator	City of Mississauga
Senior Manager, Data Platform	Globo.com
Senior Research Consultant	Global Intelligence Alliance
Social Media Associate	Ipsos Reid
Technical Business Analyst	T4G

Average salary for FT employment
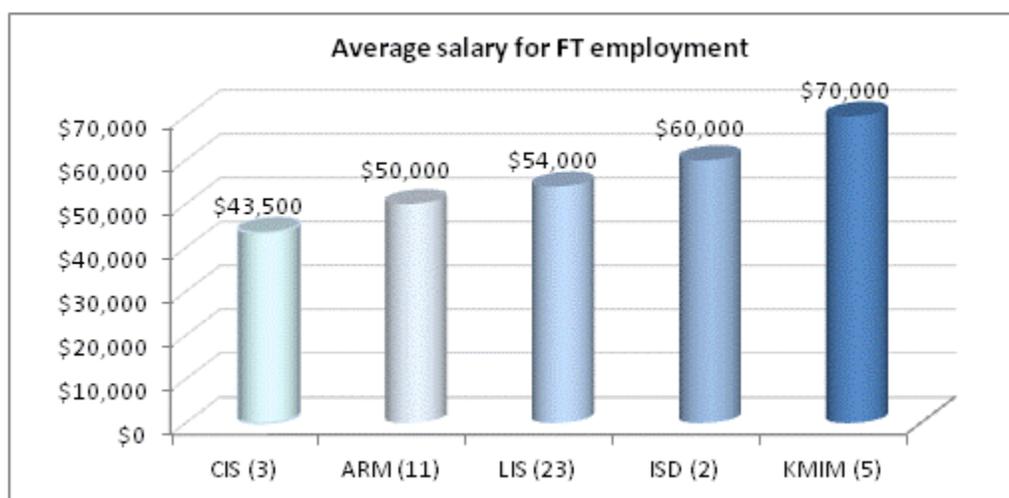
*MI concentrations: ; ARM – Archives and Records Management; LIS – Library and Information Science; ISD – Information Systems & Design; KMIM – Knowledge Management & Information Management

The average annual salaries reported for full-time positions ranged from $30,000 to $100,000. For the MMSt graduates, the average or mean salary was $37,000, which is similar to last year's results. For the MI alumni, the average or mean salary was $54,000. The median salary for MI alumni was $55,000, while the mode, the one most often listed, was $65,000.

Salaries are determined by many factors, including the economy, candidate's previous experience, and the level of the position. Furthermore, the iSchool graduates tend to evaluate job offers not just based on salaries, but rather the type of organization and potential for career growth. Other aspects, such as type of work, location, work-life balance, benefits and organizational culture play significant roles in both searching for work and accepting job offers.

We thank all the alumni, who completed the survey and shared their employment data with us. The next survey is scheduled for June 2014 and will be sent via email to November 2012 and June 2013 iSchool graduates. The results will be available in Fall 2014.