



UNIVERSITY OF TORONTO  
FACULTY OF INFORMATION

# 2012 Employment Report

iSchool Career Services

# Summary

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In June 2012, 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 2009, 2010, and June 2011. The collected statistics and feedback was 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.

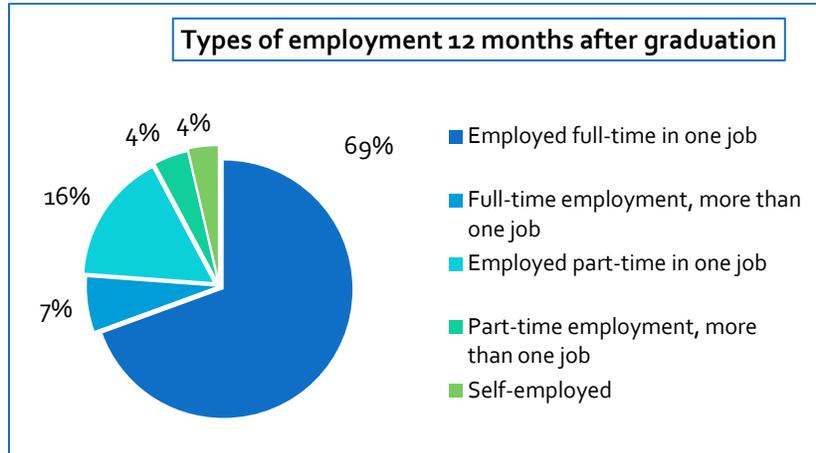
Of the 564 MI and MMSt alumni, 225 (40%) respondents completed the employment survey, with slightly higher representation from the MI program (43%) than the MMSt program (34%).

The key results include:

- ◆ 88% of alumni were employed 12 months after graduation
- ◆ 86% of respondents had found jobs prior to graduation or up to 6 months after graduation
- ◆ Of the employed, 88% of respondents stated they were in positions that are closely or somewhat closely related to their studies
- ◆ Half of the employed alumni were in permanent positions
- ◆ Networking/personal contacts as a job search method was the most effective way of securing employment, followed by the iSchool Job Site and other online job boards
- ◆ The combined average salary for full-time employment was \$52,000 per year
- ◆ Majority (72%) of alumni found jobs in Toronto
- ◆ Alumni found employment in a wide variety of sectors and types of organizations

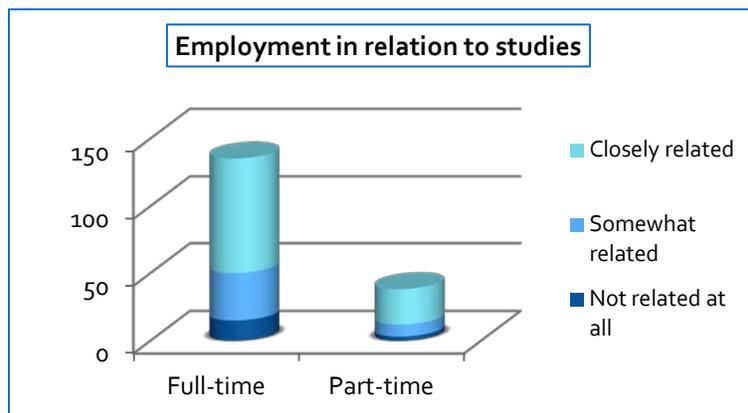
The next annual employment survey will be conducted in June 2013 with the graduating class of November 2011 and June 2012.

## Employment Status



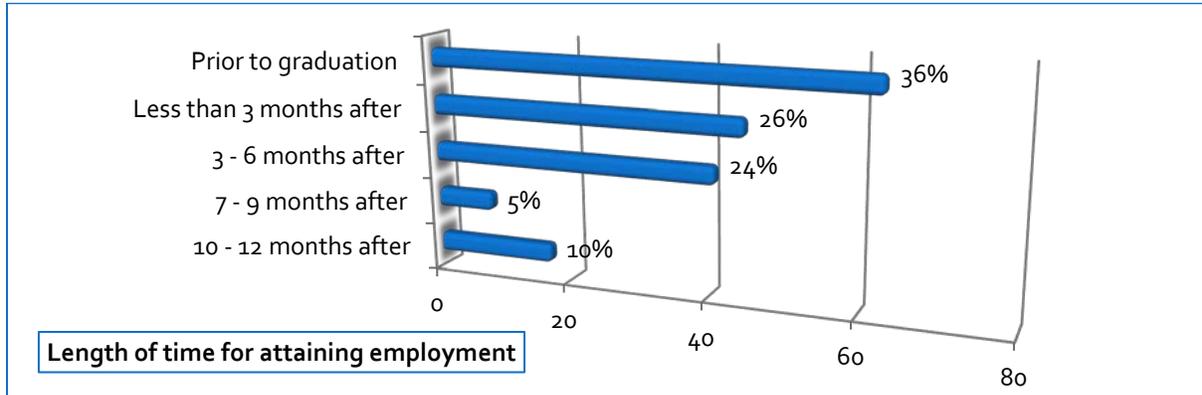
Out of 225 respondents, 88% were employed 12 months after graduation. Majority of employed alumni were holding full-time positions in a closely or somewhat closely related field to their studies. Respondents also indicated they found employment primarily (72%) within the Greater Toronto Area (GTA), followed by Ontario (14%), and abroad (7%).

Of the 193 employed alumni, half of them were in permanent roles. This can be directly linked to geographic preferences of the majority of iSchool graduates to find employment in Toronto. Despite a recovering economy, a recent study by the United Way Toronto (2013) has shown that the GTA market continues a trend of a growing number of contract jobs. As employers are struggling with budget limitations, this leads them to find more cost-effective ways to recruit. Consequently, they hire graduates in contractual jobs initially, anticipating stronger economy when they can advance the new hires into more permanent positions.



\* United Way Toronto.(2013). *It's More Than Poverty*. Retrieved from: <http://www.unitedwaytoronto.com/downloads/whatwedo/reports/ItsMoreThanPovertySummary2013-02-09singles.pdf>

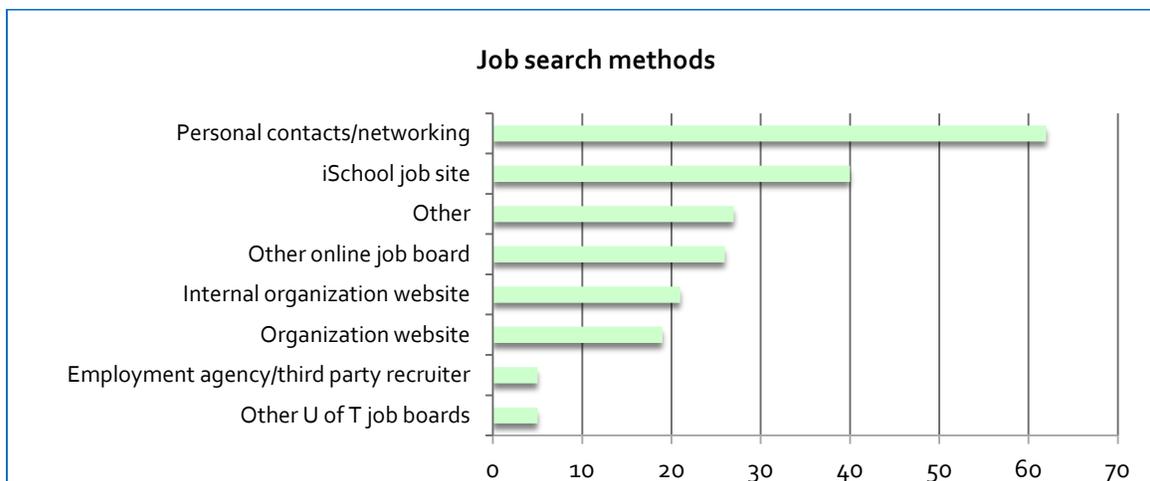
## Job Search



The majority (86%) of respondents were successful in securing employment prior to or within the first six months after graduation. More than one third of students went to their graduation with a job offer in hand. This can be contributed to students' proactive job search strategy, which is encouraged throughout the studies.

Depending on the type of organization or sector, the recruitment process may take time, which can prolong the job search. For example, in academic settings, from the moment of posting a job ad to making an offer to the best candidate, several months can pass, which is in contrast to the standard practices in the corporate world. Therefore, job search success cannot be measured by time alone, without taking into account factors such as type of organization, recruitment cycles, geographic limitations, job seeker's effort, and economy.

As the most successful way of securing employment, the respondents identified networking or personal contacts, followed by the iSchool's job site. Furthermore, relying on several job search methods, rather than just applying to online job ads, also contributed to effective job search resulting in employment.



## Organizations

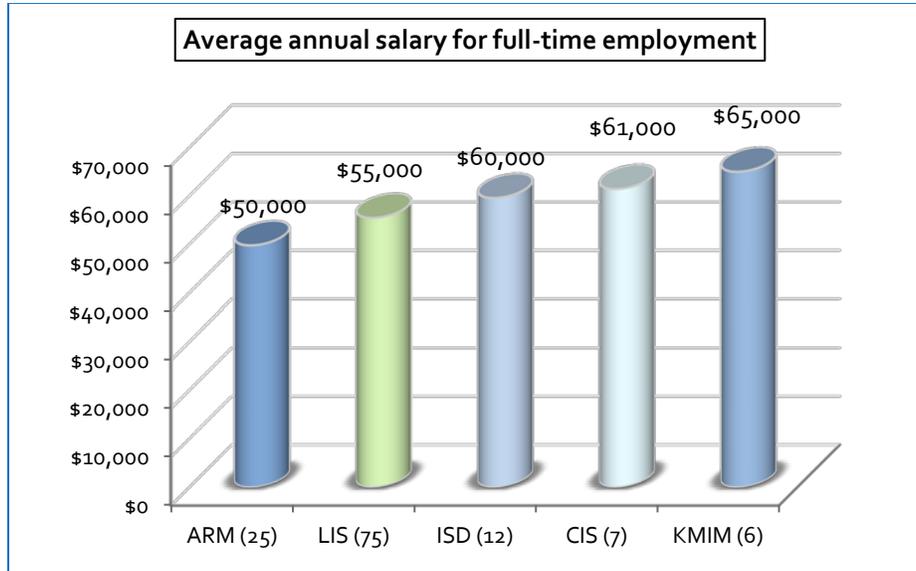
Examples of organizations where alumni are employed		
Art Gallery of Ontario	Direct Energy	Princess Margaret Hospital
Access Copyright	Library and Archives Canada	Regional Municipality of York
Bennett Jones LLP	Library of Parliament	Scholars Portal
Canadian National Institute for the Blind (CNIB) Library	Ministry of Government Services	Toronto Public Library
CBC	Mississauga Library System	University Health Network
City of Toronto	Ontario Public Service	University of Toronto Libraries
Deloitte	PricewaterhouseCoopers	York University

As a reflection of the multidisciplinary nature of the iSchool programs, alumni reported working in a variety of roles and organizations. From academic to government institutions, law firms, not-for-profits, business, consulting and financial corporations, public libraries, galleries and museums, and other types of organizations, alumni found employment in almost every sector.

The diverse interests of alumni are also reflected in their career choices. The following examples of job title indicate that information professionals can have many designations, some being more traditional, while others are being created every day.

Examples of job titles alumni hold		
Archivist	Information Specialist	Media Librarian
Art Collection Registrar	Heritage Interpreter	Privacy Analyst
Business Analyst	Information Manager	Reader's Advisor
Children's Librarian	IT Consultant	Records Analyst
Collections Librarian	Interpretive Planner	Researcher
Digitization Assistant	Librarian	Social Media Consultant
Electronic Resources Librarian	Library Assistant	Special Projects Archivist

## Average Salary



\*MI concentrations: ARM – Archives and Records Management; LIS – Library and Information Science; ISD – Information Systems & Design; CIS – Critical Information Studies; KMIM – Knowledge Management & Information Management

The average annual salaries reported for full-time positions ranged from \$30,000 to \$100,000, with the overall average salary being \$52,000 annually.

While the average salary for MI graduates (\$54,000) was somewhat higher than for MMSt graduates (\$40,000), this can be contributed to the fact that more MI graduates were employed in permanent (52%) rather than contract jobs, in comparison to MMSt graduates who held more contract rather than permanent positions (42%). Furthermore, when reported salaries were cross-referenced with the MI graduates' fields of study, the highest average salary was identified within the knowledge management field.

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 (June 2009 – June 2011) who completed the survey and shared their employment data with us. The next survey is scheduled for June 2013 and will be sent via email to November 2011 and June 2012 iSchool graduates.