

2023-2024

MBA Employment Report



I am pleased to share the *2023-2024 MBA Employment Report* featuring employment outcomes for the **MBA Class of 2023** and internship data for the **MBA Class of 2024**. This past year's recruiting cycle was remarkable not only for the disrupted economic climate, but also for the exceptional opportunities Sloanies found to fuel progress and drive transformation at well-established, high-growth, and startup organizations.

Candidates from the Classes of 2023 and 2024 accepted opportunities at **290** companies spanning **Consulting, Technology, Finance, Healthcare/Pharma/Biotech**, and other key industries. Just over half (52.2%) accepted roles with our top employers - those hiring three or more MIT Sloan MBAs during the year. The complete list of employers who hired members of the Classes of 2023 and 2024 includes both longstanding and new recruiting partners. We were excited to welcome 125 new companies across a variety of industries. Sloanies also accepted opportunities at 68 startup-level companies.

For the **MBA Class of 2023**, salaries trended upward, with the average base salary increasing 5.5% to **\$168,095**, and the median base salary increasing 3% to **\$170,000**. Signing bonuses and other forms of expected compensation were strong contributors to total employment packages. The median signing bonus was \$30,000, while the average was slightly higher at \$38,989. Additionally, 65.3% of the Class of 2023 reported received other compensation beyond a signing bonus, with a median value of \$40,000. Stock options and equity offered a significant boost in compensation for some. For the 24.5% reporting receiving stock and equity compensation, the median value was \$105,000. The average value was nearly double that, buoyed by several high-value stock and equity packages.

The top four industries for the Class of 2023 were **Consulting** (33.7%), **Technology** (24.1%), **Finance** (19.9%), and **Healthcare/Pharma/Biotech** (5.8%). Our top employers hired MIT Sloan graduates across a variety of key functions, including consulting/strategic planning, product management/development, operations/supply chain, business development, and leadership development programs, speaking to the expertise and versatility of MIT Sloan MBA graduates. **Growth potential** was the primary reason (38.6%) graduates accepted their position.

The **MBA Class of 2024** accepted internships in **Finance** (29.5%), **Consulting** (25.6%), and **Technology** (20.1%). **Healthcare/Pharma/Biotech** (5.8%) was another key industry for internship-seeking students, rounding out the top four industries. MIT Sloan MBA interns were most motivated by the position's **Industry** (26.3%) and **Job Function** (24.6%) when accepting their summer offers. We saw an increase in the percentage of students accepting roles in Consulting for the summer of 2023 which, combined with increases in internships in the Energy, Other Manufacturing, and Entertainment/Media Sports industries, balanced out reduced hiring by large technology companies this year.

Successful career outcomes are both an individual and a community endeavor. At MIT Sloan, career development is supported not only by the CDO, but also through educational and professional development opportunities, mentorship, and a highly engaged network. We would like to express our appreciation for all those across our community who create a uniquely MIT Sloan experience through world-class curriculum, learning labs, centers and initiatives, mentoring, networking, and professional development activities. To our faculty, alumni, employers, student career peers, and colleagues: thank you for your partnership in supporting the next generation of leaders and preparing them to drive transformation and progress in today's disrupted markets.

We are grateful for your support!



Susan Brennan
Assistant Dean,
MIT Sloan Career Development Office



Employers Hiring Members of the MBA Classes of 2023 and 2024

21.co	Blackhorn Ventures	dRisk	JP Morgan Chase & Co.	Moderna	PredictionStrike	Symbolic Capital
Abbott Laboratories	BlackRock	Dufry Group	Jump Capital	Moelis & Company	Premier Nutrition	T. Rowe Price
AbbVie	Blue Origin*	Earth Finance	Kapor Capital	Moonshot Brands	PricewaterhouseCoopers	Taiyo Pacific Partners
Accenture	Boeing*	eBay	Kearney	Morgan Stanley	PRIMECAP Management	Takeda Pharmaceuticals
Ace Point	Bold	Eden GeoPower	Ketryx	Mubadala Development	Progyny	Teaching at the Right Level Africa
AcousticaBio	Bombshelter Digital	Eli Lilly and Company	KIMC US	Company	Promethium	Teamshares
Actis	Bose Corporation	Enveritas	Kinnevik	Mundi Ventures	The Promise Venture	Tempus Labs
Activate Global	The Boston Consulting Group	Essence Development	KKR & Co.	Nasdaq	Qualcomm	Tencent
Active Surfaces	Boston Properties	Eventellect	L Catterton	National Basketball	QuEra Computing	Terramar
Activision Blizzard	Boston Scientific	Evercore	L.E.K. Consulting	Association	RA Capital Management	Tesla
adaviv	BP	EY-Parthenon ²	Labcorp	National Grid*	Rabobank	Thrive Capital
Adobe	Braze	Fanasa SA de CV	Latii	National Park Service	Radicle Health	Tishman Speyer
ARPA-E	Byob.ai	Fanatics	Lazard	Navier	Raymond James Financial	T-Mobile
AE Industrial Partners	C3 AI	Fathom	LearnLaunch Fund +	NCSOFT	Re:Build Manufacturing *	Tomorrow.io
The Aerospace Corporation	Cambridge Associates	Fidelity Investments	Accelerator	NEC Corporation	REGENXBIO	Topgolf Callaway Brands
AlixPartners	Capital One	Fifth Wall	Legna Software	Necessary Ventures	Riskified	True Digital Group
Alnylam Pharmaceuticals	CarGurus	FJ Labs	LFM Capital*	Netflix	Restaurant Brands International	Tulip Interfaces
Alpha Capital	Carta	Foothill Ventures	LIDD Consultants	New Balance	RTHM	Tyton Partners
ALTO	CATALOG	Ford Motor Company	Link Capital Partners	New York City Ballet	Rubi Laboratories	Uber
Altura Capital Management	Caterpillar *	Forgepoint Capital	Lithios	Newlab	Samsung	United States Department of
Amazon * ¹	Centerview Partners	Formlabs	L'Oréal	NextEra Energy *	Sanofi Genzyme*	Commerce
American Cancer Society	ChargePoint	Found Energy	Lynx Ventures	Nike *	Scale AI	United States Department of
American Century	Chime Financial	Frontier Airlines	Macquarie Group	Nissan*	Scaled Cognition	Energy
Investments	CIC	FTI Consulting	Mars	Nogin	Scrum Ventures	Unmudl
Amgen*	CIM Group	Gates Ventures	Commonwealth of	Nuera	SEAKR Engineering	VamosVentures
Amogy	Circ	Goldman Sachs	Massachusetts	NVIDIA Corporation	Series Financial	Vannevar Labs
Analysis Group	Citi	Good Jobs Institute	Massachusetts Bay	Okta	Sigma Computing	Venture Guides
Andreessen Horowitz	Clark Construction Group	Google ³	Transportation Authority	Omni	Silverpeak	VerCap Management
Apollo Group Management	Co:Collective	Greenskies Clean Focus	Massachusetts General	Onc.AI	Skydio	Verizon *
Apple	The Coca-Cola Company	Guggenheim Partners	Hospital	Opportunity Gestora	SMART Technologies	Verkada
Applied Ventures	Colorado Department of	H2O Capital Innovation	Massachusetts Institute of	Optum	Social Finance	Vertex Pharmaceuticals
Arborview Capital	Transportation	H-E-B Grocery	Technology	PACCAR	SoFi	Vestmark
Ardan Equity	Conduit Tech	HelloFresh	MathWorks	Panasonic	Soluna	Washington Nationals
Ascend Partners	Consensus	HubSpot	Mattel	Paradigm	Sony	Wayfair
Atomic	Context Labs	Human Factor	Mayor's Office of New Urban	PayPal	SOS Carbon	Wellington Management
Bain & Company	Craft Education System	Iberdrola	Mechanics Boston	Pfizer	Sozo Ventures	Company
Bank of America	Creative Artists Agency	IBM	McKinsey & Company	Phoenix Tailings	Square	WHOOOP
Barclays	CREW Carbon	Infinite Cooling	Mendoza Ventures	PIMCO	Stack AI	The World Bank
BBVA USA	The D.E. Shaw Group	International Finance	Mercuria Investment	Piper Sandler	State Street	Xepelin
Bechtel Enterprises	Danaher Corporation	Corporation	Meta	PIVA	Strategy&	Zillow Group
The Bessemer Group	Dell Technologies	Intuit	MFS Investment Management	Point72 Asset Management	Stripe	Zoox
Biobot Analytics	Deloitte Consulting	Inversiones Odisea	Micronotes.ai	Polen Capital	Supply Change Capital	
Biogen	Dephy	Jane Energy	Microsoft	Posaidon Capital	SV Investment	
Bitget	DEUNA	Johnson & Johnson*	Mitsui O.S.K. Lines	POSH		

¹ **Amazon** includes Amazon Web Services.

² **EY-Parthenon** includes EY Infrastructure Advisors and EY-Parthenon's Software Strategy Group.

³ **Google** includes Google X - Moonshot Factory.

Red = Employers hiring three or more MIT Sloan MBA students for full-time and/or summer positions.

*LGO Partner during the 2022-2023 academic year.

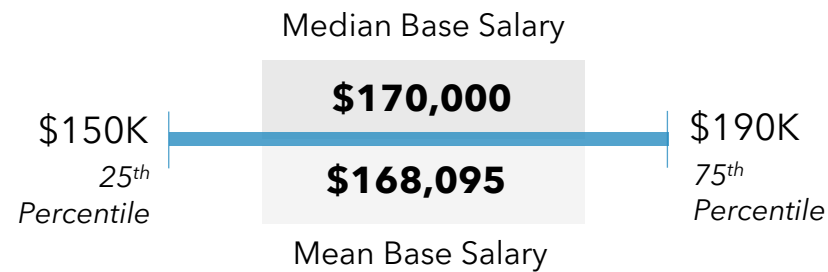
MBA Class of 2023 Full-Time Employment Highlights

Employment Reporting Rate



The 2023-2024 Employment Report includes outcomes for 100% of the Class of 2023.

Full-Time Salary Summary¹



Signing Bonus

Median Signing Bonus	\$30,000
Mean Signing Bonus	\$38,989

Other Compensation

Median Other Compensation	\$40,000
Mean Other Compensation	\$111,764

¹ **94.9%** of students accepting an offer provided usable salary data. **72.2%** of students accepting an offer and providing usable salary data reported receiving a signing bonus. **65.3%** reported receiving other compensation.



Top Reason for Accepting Offer



38.6%

GROWTH POTENTIAL

Source of Accepted Offers



73.2%

OF ACCEPTED OFFERS WERE SCHOOL-FACILITATED

Top Offer Source



47.1%

OF ACCEPTED OFFERS WERE RETURN OFFERS FROM SUMMER INTERNSHIPS

Entrepreneurship



8.3%

STARTING A BUSINESS

MBA Class of 2023 Full-Time Profile and Employment Data

Class Profile¹

Number of Candidates	450
Leaders for Global Operations Candidates	55
U.S. Citizens/Permanent Residents	57%
Underrepresented Minorities ²	23%
Non-U.S. Citizens	43%
Women	44%
Median GMAT Score	730
Average Undergraduate GPA (out of 4.0)	3.59
Average Years Full-Time Work Experience Prior to MIT Sloan	5

¹ Class profile, as of matriculation, includes information for MBA students and students in the joint MBA/Leaders for Global Operations program.

² As a percentage of U.S. Citizens/Permanent Residents.

Employment Profile

	COUNT	%
Total	446	100%
Seeking	336	75.3%
Not Seeking	110	24.7%
Sponsored and Returning	48	10.8%
Starting a Business	37	8.3%
Continuing Education	11	2.5%
Postponing a Job Search	10	2.2%
Other	4	0.9%
No Recent Information	0	0.0%

Top Employers of the MBA Class of 2023²

McKinsey & Company (26)³
 Bain & Company (25)
 The Boston Consulting Group (23)
 Amazon (20)
 Verizon (9)
 Deloitte Consulting (6)
 Goldman Sachs (6)
 NextEra Energy (6)
 Re:Build Manufacturing (6)
 Apple (4)
 Analysis Group (3)
 Caterpillar (3)
 Evercore (3)
 EY-Parthenon (3)
 Morgan Stanley (3)
 NVIDIA Corporation (3)
 Samsung (3)
 Verkada (3)

² Grouped by parent company. Includes only accepted offers from seeking population; sponsored and returning are not included.

³ Parentheses indicate number of hires.



LGO Partner Companies

The Leaders for Global Operations (LGO) program partners with top companies in industry to provide hands-on learning and networking opportunities for candidates in this dual-degree program, who earn both an MBA and an MS in Engineering.

Amazon	Nike
American Industrial Partners	Nissan
Amgen	RTX (formerly Raytheon Technologies)
AstraZeneca	Re:Build Manufacturing
Blue Origin	ResMed
Boeing	Rivian
Caterpillar	Sanofi
Inditex	Stryker
Johnson & Johnson	Target
LFM Capital	Verizon
National Grid	
NextEra Energy	

MBA Class of 2023 Full-Time Base Salary by Industry

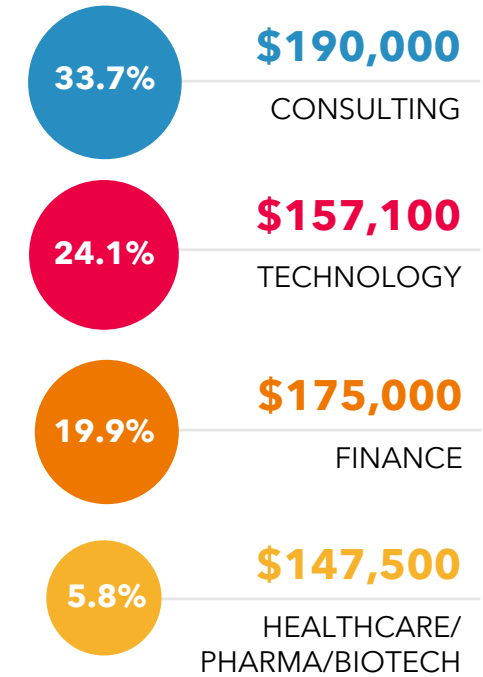
Industry				
	%	MEDIAN	MEAN	25 th - 75 th PERCENTILE
Auto/Aerospace	2.1%	\$146,500	\$147,000	\$137,500 - \$157,000
Consulting	33.7%	\$190,000	\$180,036	\$175,000 - \$192,000
Energy	2.7%	\$160,000	\$151,667	\$152,500 - \$163,750
Finance	19.9%	\$175,000	\$175,419	\$160,000 - \$183,750
Diversified Financial Services	3.0%	\$150,000	\$148,375	\$140,000 - \$171,000
FinTech	0.7%	- ³	-	-
Investment Banking/Brokerage	6.2%	\$175,000	\$180,000	\$175,000 - \$185,000
Investment Management	3.8%	\$165,000	\$166,364	\$157,500 - \$172,500
Private Equity	2.4%	\$180,000	\$175,000	\$163,750 - \$185,000
Venture Capital	3.8%	\$156,800	\$197,560	\$146,250 - \$175,000
Healthcare/Pharma/Biotech	5.8%	\$147,500	\$150,000	\$136,250 - \$160,000
Media/Entertainment/Sports	1.4%	\$140,000	\$190,000	\$130,000 - \$225,000
Retail/CPG	2.7%	\$146,250	\$146,688	\$137,500 - \$156,500
Technology	24.1%	\$157,100	\$161,035	\$150,000 - \$169,775
Computers/Electronics/Telecom	7.6%	\$155,000	\$161,875	\$153,750 - \$166,250
Software/Internet	16.5%	\$165,000	\$160,670	\$142,850 - \$169,775
Other Manufacturing Industries¹	4.5%	\$157,500	\$151,292	\$150,000 - \$160,000
Other Service Industries²	1.4%	\$147,500	\$143,750	\$141,250 - \$150,000
Other	1.7%	\$125,000	\$126,400	\$110,000 - \$140,000
Government	1.0%	\$125,000	\$127,333	\$117,500 - \$136,000
Nonprofit	0.7%	- ³	-	-

¹ **Other Manufacturing** includes Transportation, Equipment, Defense, and Construction.

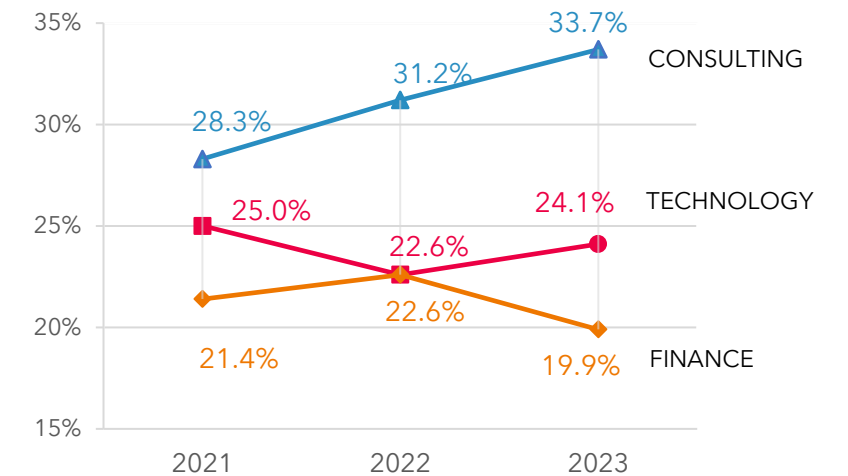
² **Other Service Industries** includes Real Estate and Airlines.

³ Dash indicates fewer than three people or less than 1% reported salary information.

Median Base Salary for Top Industries



Top 3 Industries: 3-Year Summary | 2021-2023



MBA Class of 2023 Full-Time Base Salary by Function

Function				
	%	MEDIAN	MEAN	25 th - 75 th PERCENTILE
Business Analytics	1.4%	\$160,000	\$155,705	\$148,205 - \$167,500
Business Development	7.2%	\$150,000	\$157,079	\$132,500 - \$167,500
Consulting/Strategic Planning	37.3%	\$190,000	\$178,146	\$175,000 - \$192,000
Finance	19.9%	\$170,000	\$173,142	\$156,050 - \$175,000
Asset Management/Portfolio Management	4.1%	\$170,000	\$181,000	\$165,000 - \$178,750
Investment Banking	5.5%	\$175,000	\$178,125	\$175,000 - \$185,000
Private Equity	2.4%	\$155,000	\$153,143	\$148,500 - \$167,500
Venture Capital	4.5%	\$160,000	\$192,550	\$148,750 - \$172,500
Other Finance ¹	3.4%	\$153,550	\$148,020	\$138,250 - \$159,275
Leadership Development Program/ General Management	6.5%	\$152,500	\$152,667	\$148,500 - \$160,000
Marketing²	1.4%	\$134,400	\$134,700	\$124,500 - \$144,600
Operations/Project Management³	8.9%	\$145,000	\$145,363	\$138,750 - \$155,000
Product Management/Development	16.4%	\$169,000	\$166,940	\$155,000 - \$172,000
Human Resources	1.0%	-⁴	-	-

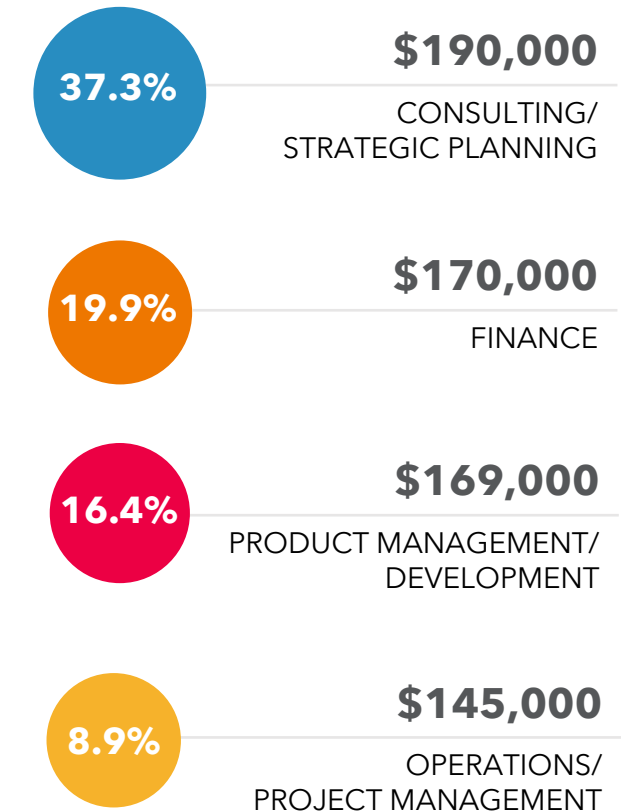
¹ **Other Finance** includes Treasury/Corporate Finance, Private Credit, Project Finance, and unspecified Finance functions.

² **Marketing** includes Brand/Product Management, Market Research, and Product Marketing.

³ **Operations/Project Management** includes Supply Chain.

⁴ Dash indicates fewer than three people or less than 1% reported salary information.

Median Base Salary for Top Functions

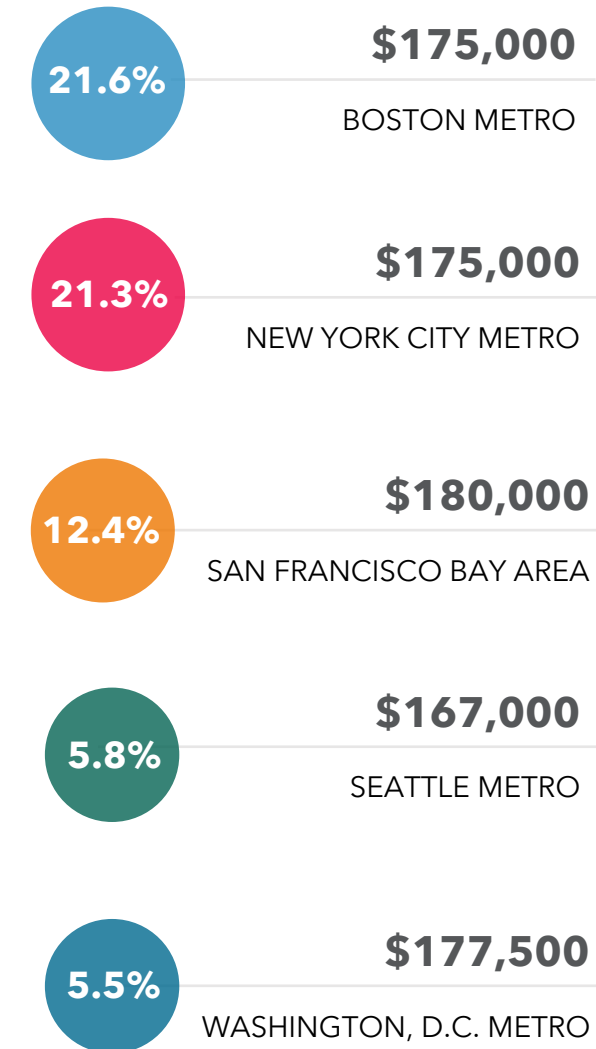


MBA Class of 2023 Full-Time Base Salary by Geographic Location

Region				
	%	MEDIAN	MEAN	25 th - 75 th PERCENTILE
NORTH AMERICA	92.8%	\$173,500	\$171,127	\$152,700 - \$190,000
United States	92.1%	\$175,000	\$171,664	\$155,000 - \$190,000
MIDATLANTIC	6.9%	\$175,000	\$176,205	\$166,825 - \$192,000
Washington DC Metro	5.5%	\$177,500	\$177,631	\$170,525 - \$192,000
MIDWEST	4.1%	\$165,500	\$169,833	\$160,000 - \$186,250
Chicago Metro	2.4%	\$175,000	\$174,000	\$165,500 - \$191,000
NORTHEAST	44.7%	\$175,000	\$173,769	\$150,000 - \$192,000
Boston Metro	21.6%	\$175,000	\$168,588	\$146,250 - \$192,000
NYC Metro	21.3%	\$175,000	\$179,899	\$157,825 - \$185,000
SOUTH	5.5%	\$160,000	\$164,120	\$152,500 - \$172,500
Miami Metro	3.1%	\$160,000	\$167,111	\$160,000 - \$175,000
Atlanta Metro	0.7%	- ¹	-	-
SOUTHWEST	7.2%	\$165,000	\$162,325	\$140,000 - \$186,250
WEST	23.7%	\$170,000	\$171,343	\$151,800 - \$189,000
Los Angeles Metro	4.5%	\$175,000	\$188,083	\$166,250 - \$190,500
SF Bay Area	12.4%	\$180,000	\$172,271	\$151,800 - \$190,000
Seattle Metro	5.8%	\$167,000	\$160,112	\$143,000 - \$169,100
Mexico	0.7%	- ¹	-	-
ASIA	2.7%	\$141,000	\$135,250	\$120,000 - \$150,000
AFRICA	0.3%	- ¹	-	-
EUROPE	2.1%	\$122,500	\$120,000	\$105,000 - \$128,750
LATIN AMERICA	1.4%	\$127,500	\$130,000	\$100,000 - \$157,500
MIDDLE EAST	0.7%	- ¹	-	-

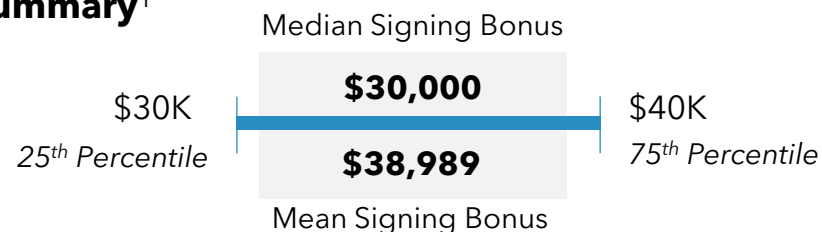
¹ Dash indicates fewer than three people or less than 1% reported salary information.

Median Base Salary for Top Destinations



MBA Class of 2023 Full-Time Signing Bonus and Other Compensation

Signing Bonus Summary¹



¹ **72.2%** of students accepting an offer and providing usable salary data reported receiving a signing bonus.

Signing Bonus by Job Function				
	% RECEIVED	MEDIAN	MEAN	25 th - 75 th PERCENTILE
Business Analytics	75.0%	\$10,000	\$16,667	\$10,000 - \$20,000
Business Development	52.6%	\$30,000	\$40,000	\$16,250 - \$53,750
Consulting/Strategic Planning	84.9%	\$30,000	\$33,367	\$30,000 - \$30,000
Finance	58.2%	\$50,000	\$44,122	\$33,750 - \$58,700
Asset Management/ Portfolio Management	90.0%	\$50,000	\$44,444	\$40,000 - \$50,000
Investment Banking	75.0%	\$57,250	\$51,417	\$49,375 - \$60,000
Private Equity	28.6%	- ²	-	-
Venture Capital	16.7%	- ²	-	-
Other Finance ³	70.0%	\$40,000	\$41,414	\$32,500 - \$53,850
Leadership Development Program/General Management	72.2%	\$25,000	\$26,154	\$20,000 - \$30,000
Marketing	100.0%	\$31,250	\$31,700	\$11,875 - \$51,075
Operations/Project Management	70.8%	\$35,000	\$36,782	\$20,000 - \$60,000
Product Management/Development	68.9%	\$30,000	\$59,377	\$25,000 - \$96,300
Human Resources	0.0%	-²	-	-

² Dash indicates fewer than three people or less than 1% reported salary information.

³ **Other Finance** includes Treasury/Corporate Finance, Private Credit, Project Finance, and unspecified Finance functions.

What is Other Compensation?

In addition to salary and signing bonus, employers may offer additional forms of compensation, including relocation and moving expenses, tuition reimbursement, or stock and equity; and other expected compensation, like performance bonuses and retention bonuses.

For the Class of 2023, 65.3% reported receiving additional forms of compensation. Relocation/Moving Expenses (43.0%) and Stock and Equity (24.5%) were the most common. Candidates should note that this compensation varies by company and industry, and is impacted by changes in the job market and economy.


Other Compensation				
	% REPORTING	MEDIAN	MEAN	25 th - 75 th PERCENTILE
Total	65.3%	\$40,000	\$111,764	\$10,000 - \$102,700
Relocation/ Moving Expenses	43.0%	\$10,000	\$10,770	\$8,000 - \$12,600
Stock and Equity ⁴	24.5%	\$105,000	\$202,321	\$48,000 - \$280,000
Tuition Reimbursement	7.9%	\$30,000	\$54,159	\$30,000 - \$80,000
Other Expected Compensation ⁵	22.7%	\$40,000	\$62,637	\$25,100 - \$80,000


⁴ **Stock and Equity** is collected as a single, total estimated value in USD based on valuation and/or share price at time of survey.

⁵ **Other Expected Compensation** is the total USD estimated value of other expected compensation that falls outside the standard categories. This can include items like housing subsidies, continuing education stipends and retention bonuses.

MBA Class of 2023 Offer Timing, Reason for Accepting Offer, and Source of Accepted Offer

Timing of Offers

At Graduation 

By 3 Months After Graduation 

84.2%

RECEIVED

90.2%¹

RECEIVED

77.1%

ACCEPTED

86.9%

ACCEPTED

¹ Per MBACSEA Reporting Standards' deadline of September 1, 2023. As of publication date, **93.5%** have received offers.

Top Reason Candidate Accepted Position

	%
Growth Potential	38.6%
Job Function	17.5%
Industry	10.7%
Compensation	9.6%
People/Corporate Culture	7.9%
Commitment to Sustainability	4.3%
Location	3.2%
Prestige of Firm	3.2%
Commitment to Social Impact	2.5%
Other	2.5%

Source of Accepted Offer

73.2%

SCHOOL-FACILITATED



26.8%

STUDENT-FACILITATED



	%
School-Facilitated Activities	73.2%
Summer Internship – School Facilitated	42.6%
LGO	12.7%
Job Postings (MIT or Sloan)	6.0%
Interviews Scheduled through MIT Sloan	3.9%
Alumni	1.8%
MIT/Sloan Sponsored Events	1.8%
Faculty/CDO/Sloan Student Referral	1.3%
Resume Database, Resume Referrals	1.3%
Club Event	0.7%
Other School Facilitated	1.1%
Student-Facilitated Activities	26.8%
Personal Network	9.2%
Previous Employer	4.9%
Online Job Postings	4.6%
Summer Internship – Student Facilitated	4.6%
Contacted Directly by Employer	3.1%
Other Student Facilitated	0.4%



MBA Class of 2024 Internship Employment Data

Class Profile¹

Number of Candidates	408
U.S. Citizens/Permanent Residents	60%
Underrepresented Minorities ²	32%
Non-U.S. Citizens	40%
Women	46%
Median GMAT Score	730
Average Undergraduate GPA (out of 4.0)	3.59
Average Years Full-Time Work Experience Prior to MIT Sloan	5

¹ Class profile, as of matriculation, includes information for MBA students and students in the joint MBA/Leaders for Global Operations program.

² As a percentage of U.S. Citizens/Permanent Residents.

Employment Profile

	COUNT	% OF CLASS
Total	420	100%
Seeking	313	74.5%
Not Seeking	104	24.8%
LGO ³	49	11.7%
Starting a Business	31	7.4%
Sponsored and Returning	17	4.0%
Other	7	1.7%
No Recent Information	3	0.7%

³ First-year LGOs are assigned to internships with LGO partner companies.

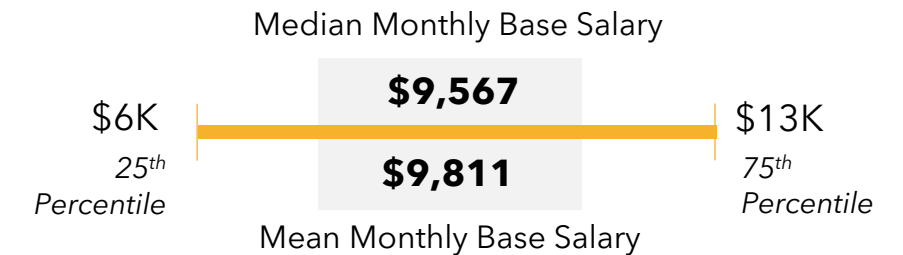
Top Employers of the MBA Class of 2024⁴

The Boston Consulting Group (24)
 Amazon (18)
 McKinsey & Company (14)
 Bain & Company (13)
 Goldman Sachs (7)
 EY-Parthenon (5)
 Fidelity Investments (4)
 Google (4)
 Moderna (4)
 PIMCO (4)
 Adobe (3)
 AlixPartners (3)
 Bank of America (3)
 Capital One (3)
 CarGurus (3)
 Deloitte Consulting (3)
 NextEra Energy (3)
 PricewaterhouseCoopers (3)

⁴ Grouped by parent company. Includes only accepted offers from the seeking population. 'Sponsored and Returning' and LGO internships are not included in this list.



Internship Monthly Salary Summary⁵



Other Types of Compensation

Additional compensation for internships varies. Class of 2024 interns shared additional compensation in the areas of: relocation, bonuses, stipends, housing support, and paid time off.

⁵ **78.3%** of students accepting an offer provided usable internship data.

MBA Class of 2024 Internship Monthly Base Salary by Industry

Industry				
	%	MEDIAN	MEAN	25 th - 75 th PERCENTILE
Auto/Aerospace	1.3%	\$5,600	\$5,508	\$5,300 - \$5,762
Consulting	25.6%	\$15,000	\$13,621	\$12,317 - \$15,833
Energy	4.6%	\$5,600	\$6,694	\$4,800 - \$10,000
Finance	29.5%	\$10,000	\$10,199	\$5,775 - \$14,319
Diversified Financial Services	5.2%	\$12,000	\$11,895	\$6,930 - \$14,288
FinTech	1.3%	\$8,500	\$8,872	\$6,750 - \$10,808
Investment Banking/Brokerage	5.8%	\$14,500	\$12,215	\$9,750 - \$14,583
Investment Management	4.6%	\$12,308	\$12,593	\$11,000 - \$15,000
Private Equity	3.9%	\$12,000	\$9,820	\$5,500 - \$13,250
Venture Capital	8.4%	\$5,000	\$6,838	\$4,800 - \$9,500
Other Finance ¹	0.3%	- ⁴	-	-
Healthcare/Pharma/Biotech	5.8%	\$8,800	\$8,513	\$7,280 - \$9,400
Media/Entertainment/Sports	2.9%	\$2,450	\$4,199	\$2,172 - \$7,200
Retail/CPG	4.6%	\$8,000	\$7,591	\$6,193 - \$8,800
Technology	20.1%	\$8,800	\$8,648	\$8,000 - \$10,115
Computers/Electronics/Telecom	3.6%	\$9,440	\$9,148	\$8,800 - \$10,560
Software/Internet	16.6%	\$8,720	\$8,535	\$7,750 - \$10,115
Other Manufacturing Industries²	1.3%	\$6,000	\$6,133	\$5,600 - \$6,600
Other Service Industries³	1.0%	-⁴	-	-
Other	3.3%	\$4,100	\$4,267	\$3,050 - \$5,450
Education	0.3%	- ⁴	-	-
Government	2.0%	\$3,200	\$3,933	\$3,100 - \$4,400
Nonprofit	1.0%	- ⁴	-	-

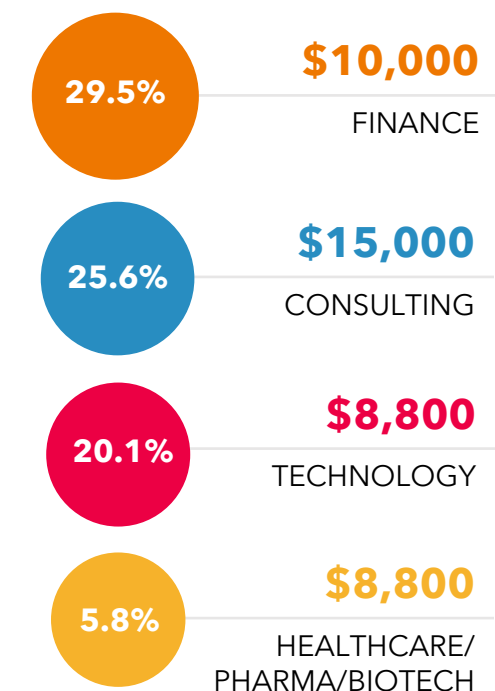
¹ **Other Finance** includes Impact Investing.

² **Other Manufacturing Industries** includes Transportation/Equipment/Defense and Carbon Capture.

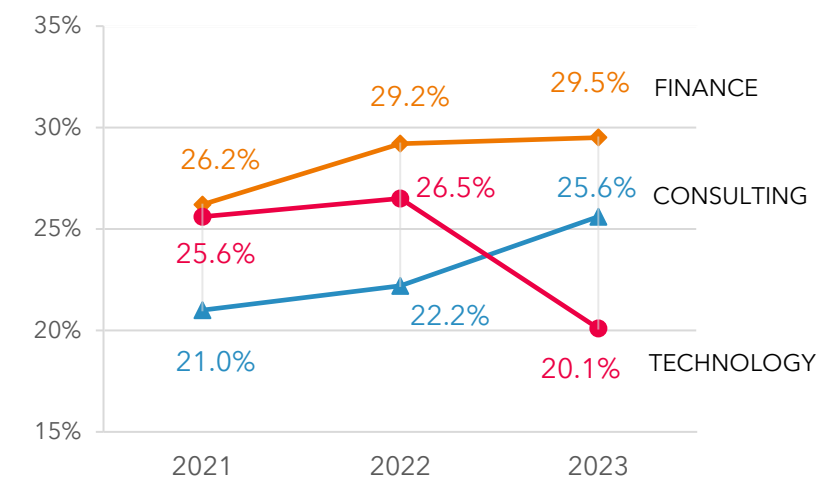
³ **Other Service Industries** includes Real Estate, Environmental Services, and Economic Development.

⁴ Dash indicates fewer than three people or less than 1% reported salary information.

Median Monthly Salary for Top Industries



Top 3 Industries: 3-Year Summary | 2021-2023



MBA Class of 2024 Internship Monthly Base Salary by Function

Function				
	%	MEDIAN	MEAN	25 th - 75 th PERCENTILE
Business Analytics	2.0%	\$5,600	\$6,893	\$2,400 - \$8,800
Business Development	9.5%	\$5,390	\$5,949	\$3,000 - \$8,000
Consulting/Strategic Planning	36.7%	\$12,675	\$11,506	\$8,495 - \$15,750
Finance	26.9%	\$10,000	\$9,778	\$5,454 - \$14,400
Asset Management/Portfolio Management	4.3%	\$13,354	\$11,688	\$9,625 - \$15,000
Corporate Finance/Treasury	2.0%	\$9,533	\$9,578	\$8,367 - \$10,767
Investment Banking	6.1%	\$14,580	\$13,844	\$14,250 - \$14,792
Private Equity	4.3%	\$11,000	\$9,418	\$5,000 - \$13,125
Venture Capital	8.2%	\$5,927	\$7,200	\$5,000 - \$9,688
Other Finance ¹	2.0%	\$7,200	\$8,580	\$6,700 - \$11,500
Leadership Development Program/General Management	2.6%	\$12,700	\$12,450	\$8,225 - \$16,925
Marketing²	3.0%	\$8,250	\$7,940	\$7,279 - \$8,875
Operations/Project Management³	4.3%	\$7,280	\$7,392	\$5,306 - \$9,080
Product Management/Development	14.8%	\$9,000	\$9,622	\$8,115 - \$10,115
Other Functions⁴	0.2%	-⁵	-	-

¹ **Other Finance** includes Impact Investing, Financial Market Research, and other unspecified Finance roles.

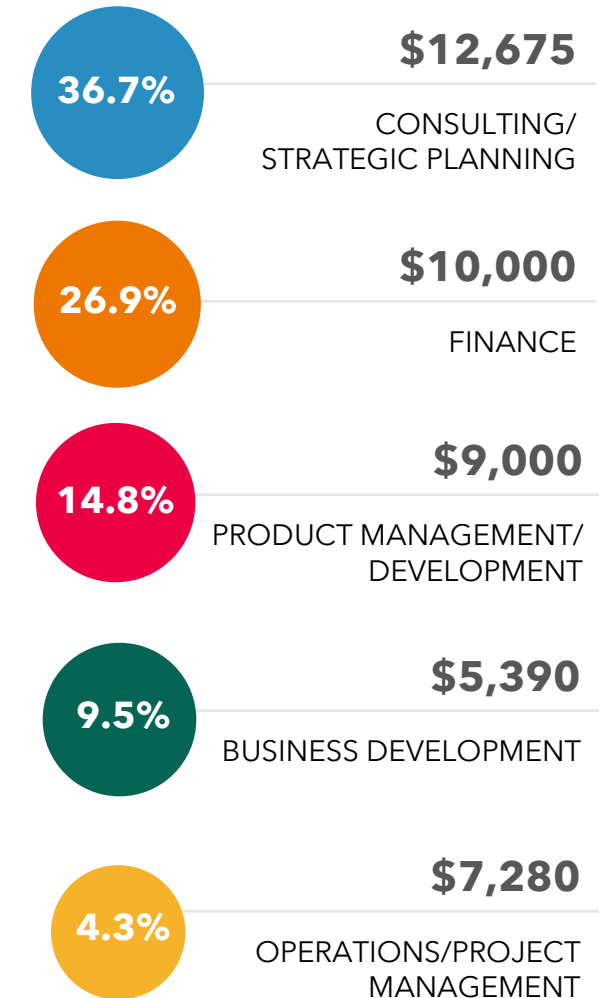
² **Marketing** includes Brand/Product Management, Market Research, and Product Marketing.

³ **Operations/Project Management** includes Supply Chain.

⁴ **Other Functions** includes Policy and Economic Development.

⁵ Dash indicates fewer than three people or less than 1% reported salary information.

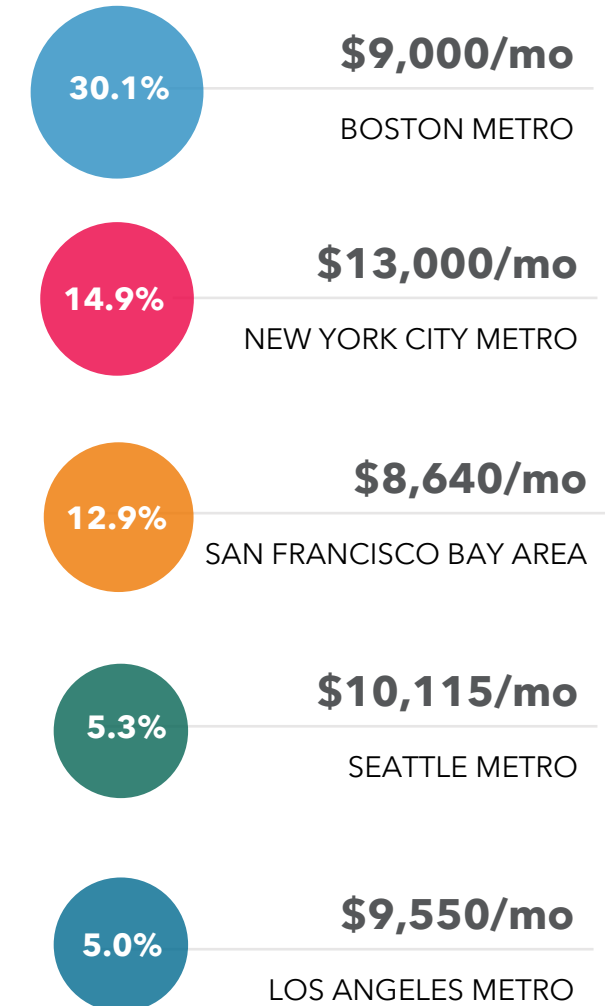
Median Monthly Salary for Top Functions



MBA Class of 2024 Internship Monthly Base Salary by Geographic Location

Region					
		%	MEDIAN	MEAN	25 th - 75 th PERCENTILE
NORTH AMERICA		90.4%	\$10,000	\$10,195	\$7,000 - \$14,400
	United States	88.4%	\$10,000	\$10,209	\$7,000 - \$14,400
	MIDATLANTIC	5.3%	\$9,200	\$10,521	\$5,700 - \$14,088
	Washington DC Metro	4.0%	\$9,300	\$11,177	\$5,700 - \$14,613
	MIDWEST	2.3%	\$12,709	\$12,025	\$8,500 - \$15,729
	Chicago Metro	1.0%	- ¹	-	-
	NORTHEAST	46.4%	\$10,000	\$10,047	\$7,000 - \$14,076
	Boston Metro	30.1%	\$9,000	\$9,547	\$6,400 - \$13,460
	NYC Metro	14.9%	\$13,000	\$11,414	\$8,175 - \$14,587
	SOUTH	5.0%	\$12,500	\$14,085	\$11,833 - \$15,600
	Atlanta Metro	1.0%	\$16,000	\$20,400	\$15,600 - \$23,000
	Miami Metro	2.3%	\$12,055	\$10,912	\$10,800 - \$12,403
	SOUTHWEST	4.6%	\$14,000	\$11,748	\$8,500 - \$15,165
	WEST	24.8%	\$9,100	\$9,250	\$6,000 - \$10,880
	Los Angeles Metro	5.0%	\$9,550	\$10,318	\$5,564 - \$15,000
	SF Bay Area	12.9%	\$8,640	\$8,629	\$5,942 - \$9,813
	Seattle Metro	5.3%	\$10,115	\$10,653	\$10,115 - \$11,250
	Canada	0.7%	- ¹	-	-
	Mexico	1.3%	\$6,850	\$8,425	\$6,125 - \$9,150
AFRICA		0.3%	-¹	-	-
ASIA		3.3%	\$6,800	\$6,067	\$2,750 - \$8,500
EUROPE		3.0%	\$5,348	\$5,461	\$4,000 - \$5,700
LATIN AMERICA		1.0%	-¹	-	-
MIDDLE EAST		1.3%	-¹	-	-
OCEANIA		0.7%	-¹	-	-

Median Monthly Salary for Top Destinations



¹ Dash indicates fewer than three people or less than 1% reported salary information.

MBA Class of 2024 Reason for Accepting Offer and Source of Accepted Offer



Top Reason Candidate Accepted Position

Industry	26.3%
Job Function	24.6%
Growth Potential	19.5%
Prestige of Firm	6.0%
People/Corporate Culture	5.6%
Location	5.2%
Commitment to Sustainability	4.0%
Commitment to Social Impact	3.6%
Compensation	3.2%
Other	2.0%

Source of Accepted Offer



	%
School-Facilitated Activities	67.8%
Job Postings (MIT or Sloan)	31.8%
Interviews Scheduled through MIT Sloan	11.6%
MIT/Sloan Sponsored Events	7.4%
Faculty/CDO/Sloan Student Referral	6.0%
Club Event	4.6%
Alumni	2.5%
Action Learning Labs	1.1%
Resume Database, Resume Referrals	0.3%
Other School Facilitated	2.5%
Student-Facilitated Activities	32.2%
Personal Network	11.0%
Online Job Postings	10.6%
Contacted Directly by Employer	9.2%
Previous Employer	1.1%
Other Student Facilitated	0.3%



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