

# Career Outcomes Dashboards

Committee on Academic Policy & Programs

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**Joshua Barker**, Dean, School of Graduate Studies and Vice-Provost, Graduate Research and Education

# Background of Career Outcomes Project

## Purpose

- The purpose of the Career Outcomes Project is to provide a snapshot of employment outcomes (as of 2022) for PhD graduates of U of T between 2000-2021 and Postdoctoral Fellows who worked at U of T between 2008-2021
- With these data, SGS aims to:
  - Provide current/prospective graduate students and postdoctoral fellows with important insights on the current job market to demonstrate career possibilities and assist in structuring their graduate or postdoctoral experience
  - **Provide graduate leaders with departmental/divisional-level data to assist them in planning and decision-making related to curricula, supervision supports and professionalization offerings**
  - Increase transparency and “truth-in-advertising” about career outcomes post-graduation

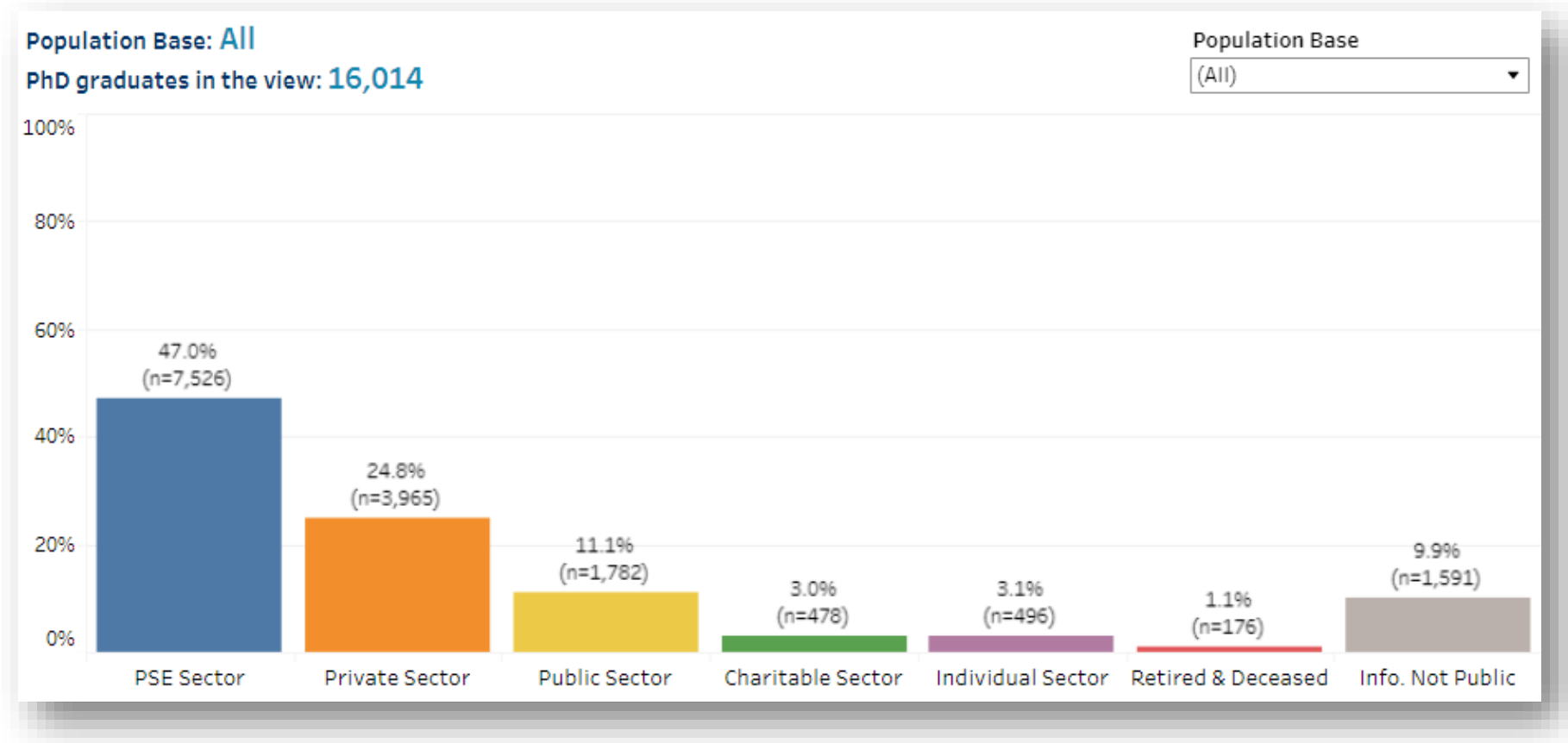
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# Sample of Key Findings from 2022 Career Outcomes

# Finding 1: The post-secondary sector was the top sector of employment across all PhD graduates

For all PhD graduates between 2000 and 2021 (N=16,014):

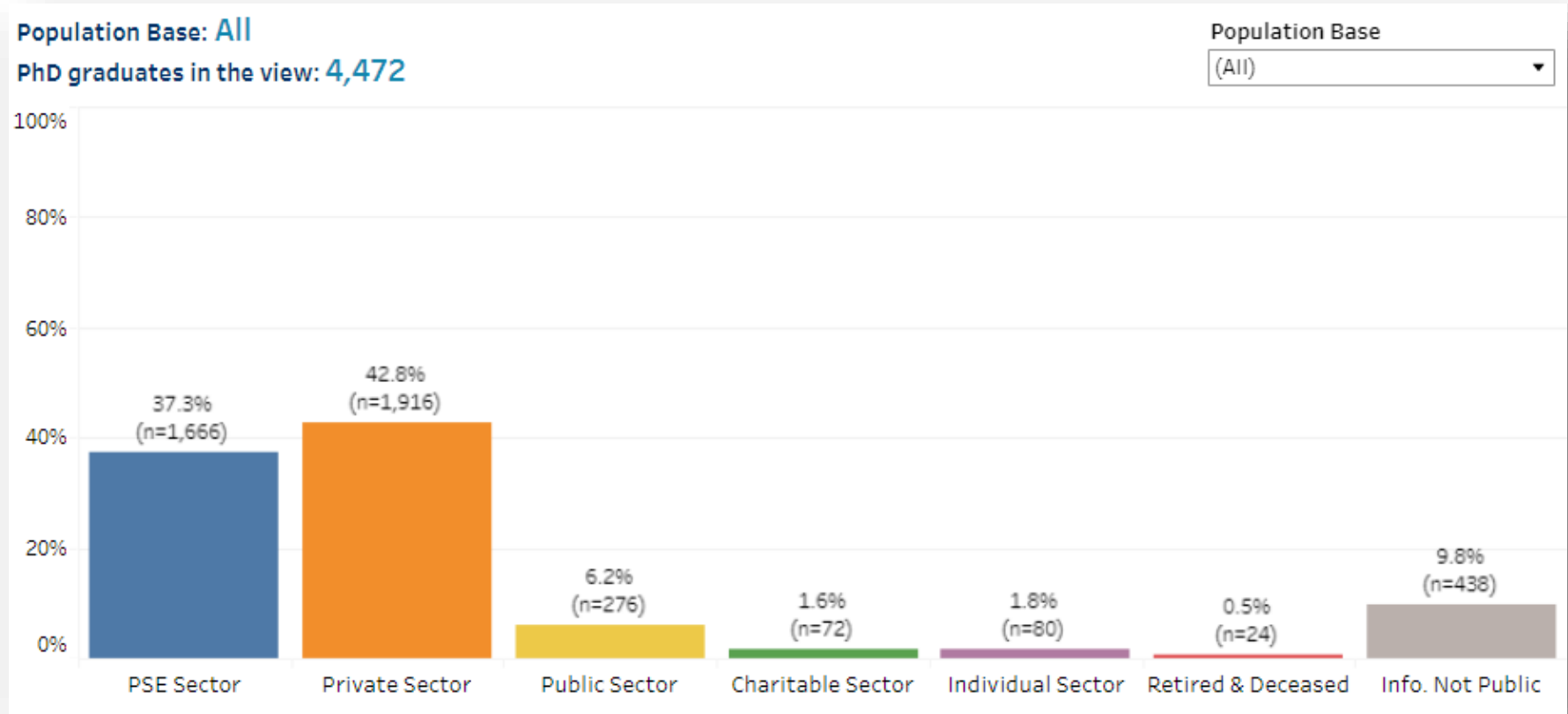
- 47.0% were working in the post-secondary education
- 24.8% were working in the private sector
- 11.1% were working in the public sector



# Finding 2: The top employment sector across all PhD graduates from the Physical Sciences was the private sector

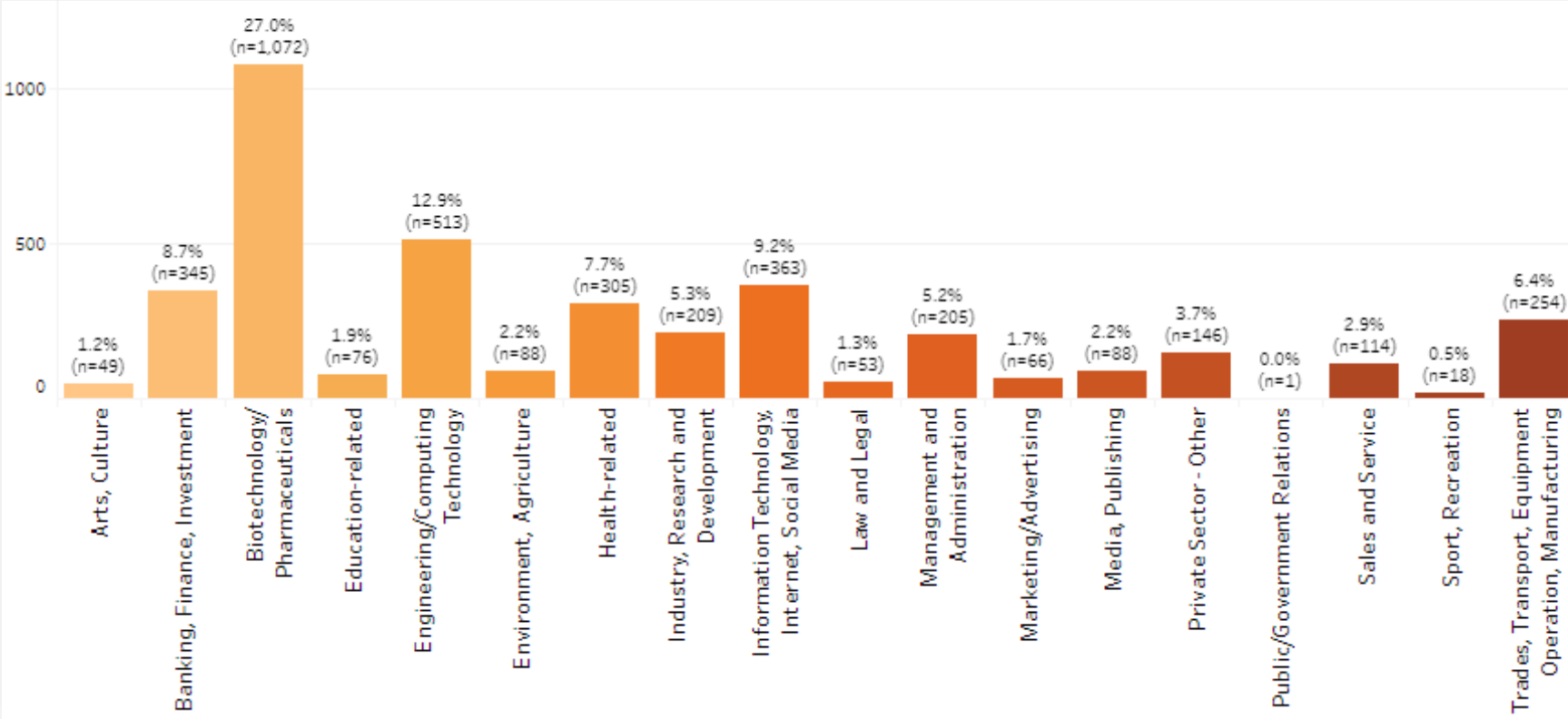
For all PhD graduates from the Physical Sciences between 2000 and 2021 (N=4,472):

- 42.8% were working in the private sector
- 37.3% were working in the post-secondary education sector



# Private Sector Employment Breakdown (N=3,965)

PhD Graduates found working in Private Sector in 2022: **3,965**

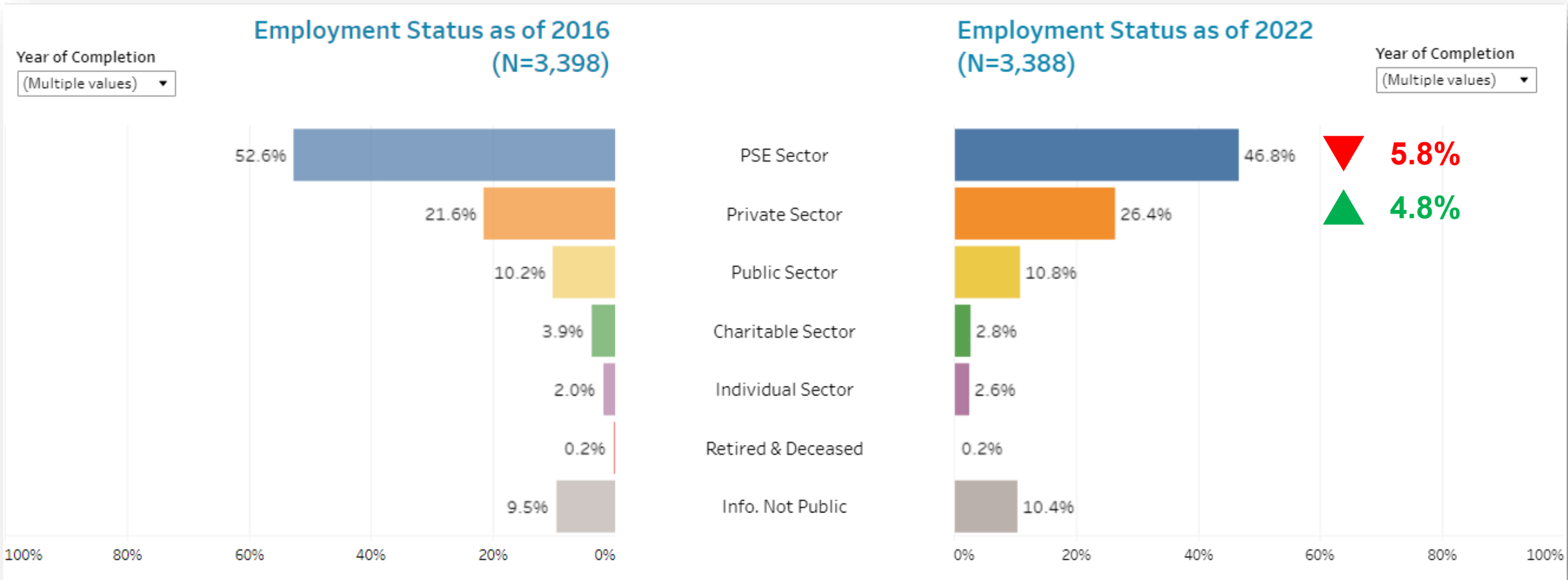


### Employer List - Private Sector

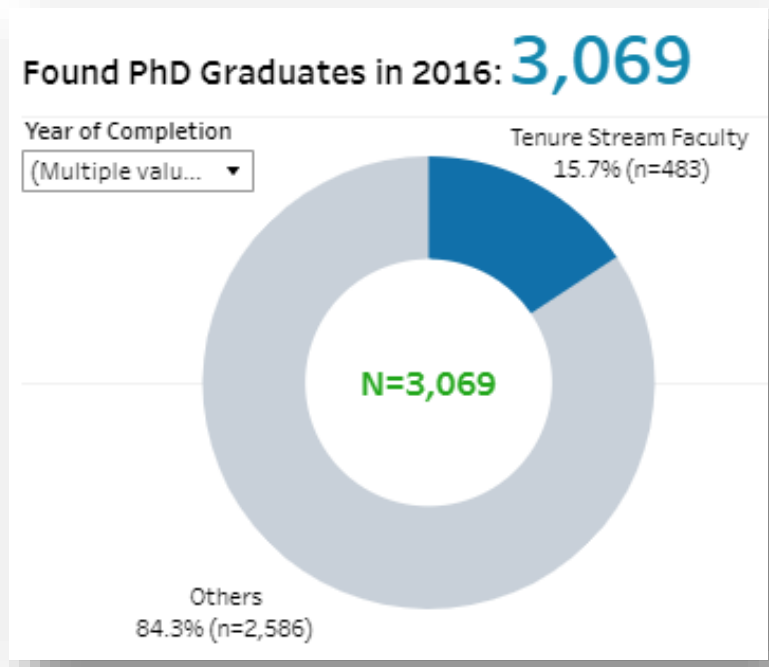
*\*Data is suppressed when N<5*

Google	65
Private Practice	41
Intel	40
Royal Bank of Canada (RBC)	39
Amazon	35
Meta	35
Janssen	33
Sanofi	33
Scotiabank	28
Roche	26
Apple	25
TD Canada Trust	23
AbbVie Inc.	22
AstraZeneca	22
Huawei	22
Klick Inc.	22
Microsoft	21
BMO	20

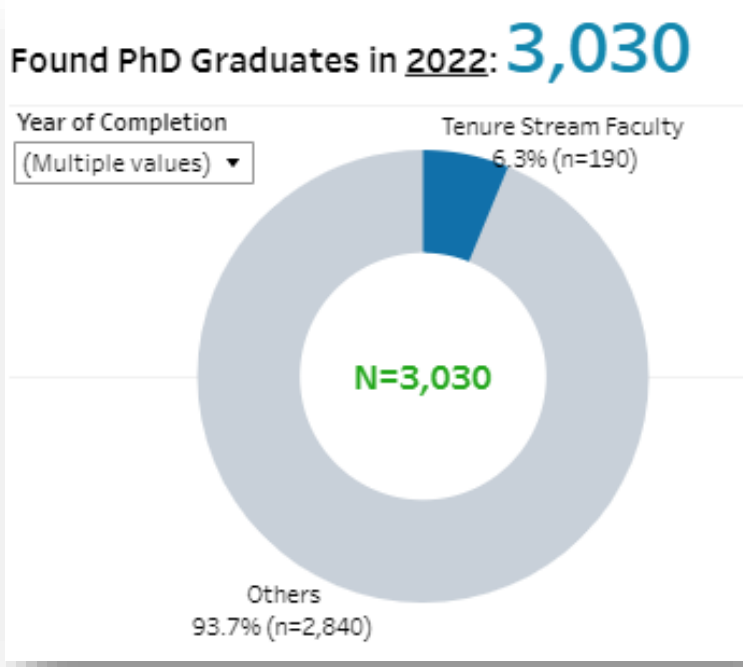
# Finding 3: The career outcomes landscape for new PhD graduates (within 4 years of graduation) has changed from 2016 to 2022



# Finding 4: It is more difficult for new PhD graduates (within 4 years of graduation) to land a tenure stream faculty position upon graduation



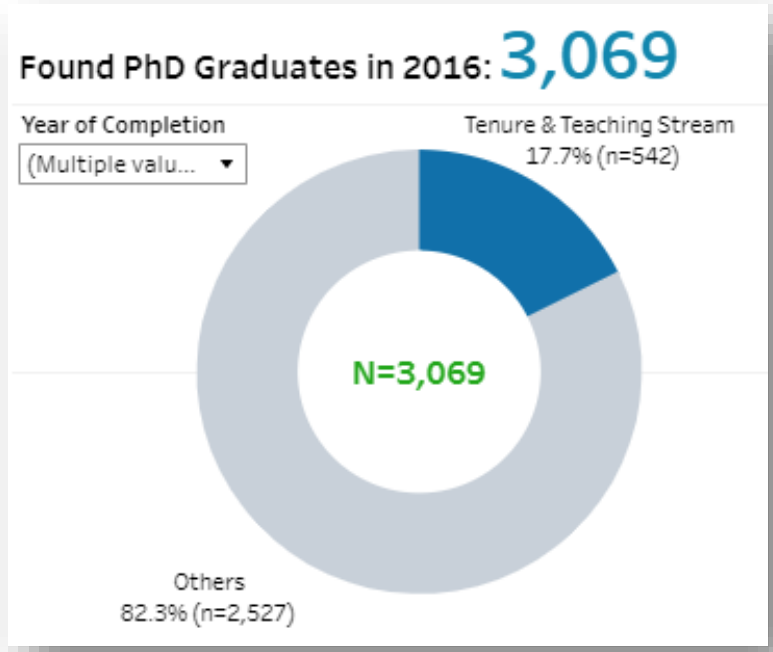
In 2016, **15.7%** of new PhD graduates (*graduated between 2012 and 2015*) whose employment status was found were in tenure stream faculty positions.



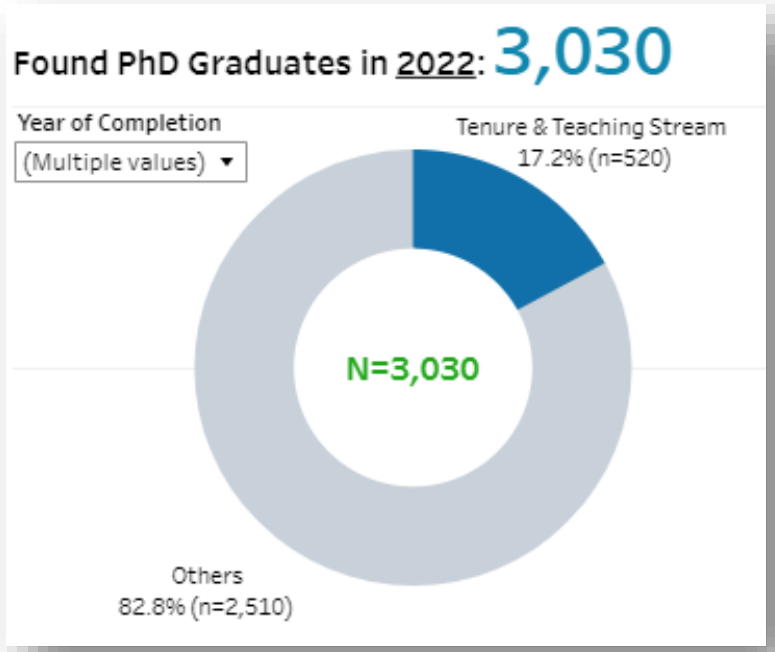
In 2022, **6.3%** of new PhD graduates (*graduated between 2018 and 2021*) whose employment status was found were in tenure stream faculty positions.



# Finding 5: When combining tenure stream and teaching stream faculty positions, there is no change for new PhD graduates



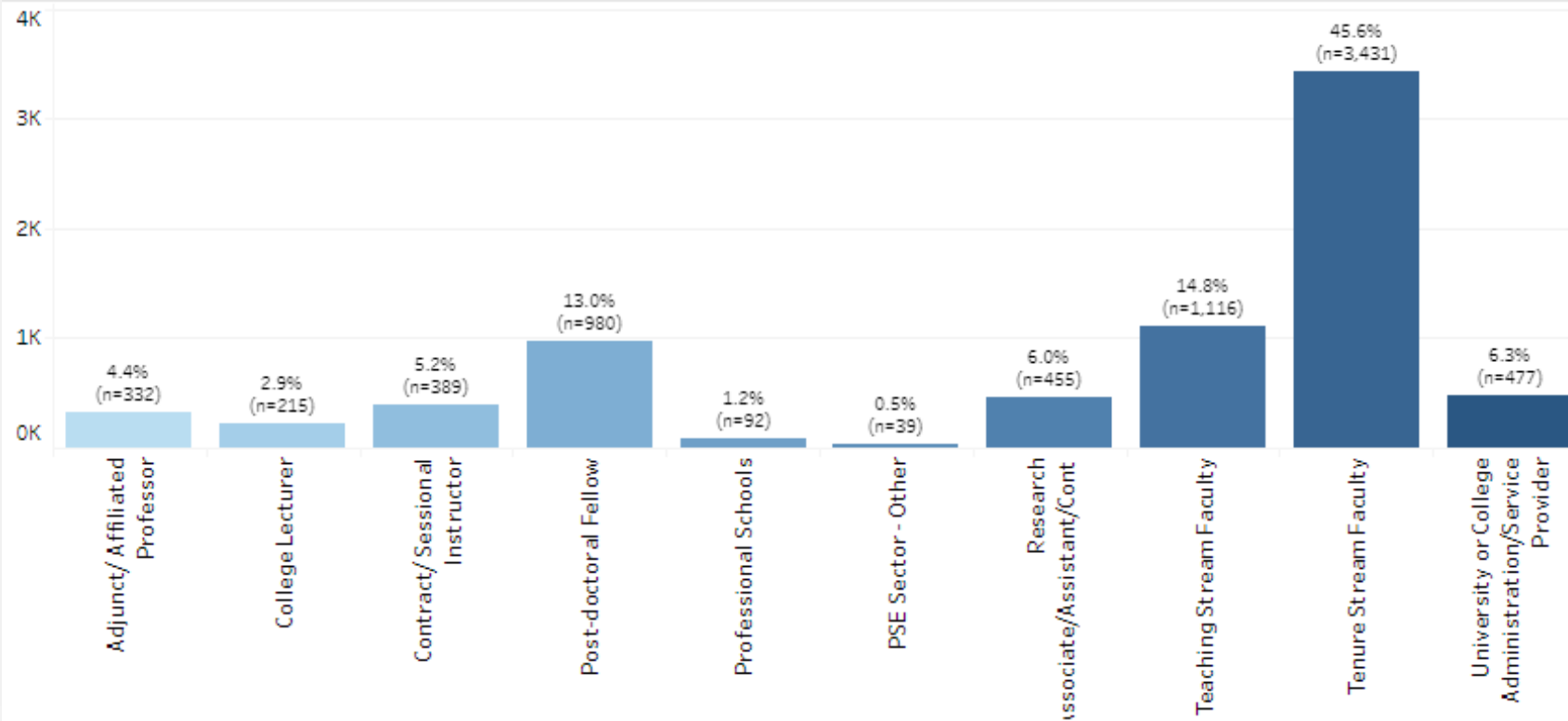
In 2016, **17.7%** of new PhD graduates (*graduated between 2012 and 2015*) whose employment status was found were in tenure stream or teaching stream faculty positions.



In 2022, **17.2%** of new PhD graduates (*graduated between 2018 and 2021*) whose employment status was found were in tenure stream or teaching stream faculty positions.

# Post-Secondary Sector Employment Breakdown (N=7,526)

PhD Graduates found working in PSE Sector in 2022: **7,526**



### Employer List - PSE Sector

*\*Data is suppressed when N<5*

University of Toronto	1,391
York University	289
Toronto Metropolitan University	217
McMaster University	143
University of Western Ontario	141
University of British Columbia	132
University of Waterloo	96
University of Ottawa	92
Queen's University	91
McGill University	90
University of Alberta	83
University of Calgary	83
Carleton University	82
Brock University	69
University of Manitoba	68
Dalhousie University	67
University of Guelph	66

# Additional Findings

## Part 1/2

- International PhD graduates had a higher percentage (56.6%) of landing employment in Post-secondary Education sector compared to domestic PhD graduates (45.6%) in 2022.
- For all found PhD graduates in 2016:
  - 89.2% of people landed employment in Private Sector stayed in the same sector in 2022
  - 85.7% of people landed employment in Post-secondary Sector stayed in the same sector in 2022
  - 71.6% of people landed employment in Public Sector stayed in the same sector in 2022

# Additional Findings

## Part 2/2

- 31% of all found PhD graduates in 2021 were employed as postdoctoral fellows in 2022
  - This percentage has remained consistent over time – it is almost the exact same proportion of 2015 found
- Data from 2022 suggests that 32% of all found PhD graduates between 2000 to 2021 were employed in tenure stream or teaching stream faculty roles
  - Of those graduates, 1 in 8 were employed at U of T

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# Connecting Career Outcomes Data to Program Design

# Why are the Career Outcomes results important for program excellence?

- Helps programs understand the key sectors of employment, top employers, and geographic locations of their PhDs graduates and Postdoctoral Fellows
- Allows programs to assess their curricula vis-à-vis common career pathways of recent graduates to ensure students are well-prepared for their future careers
- Assists programs in matching professional development offerings to the specific professional skills needed in the workforce
- Provides valuable information for programs engaged in UTQAP reviews
- Demonstrates employers/sectors where connections could be optimized for work-integrated learning/co-ops
- Helps to build connections with alumni for mentorship opportunities
- Assist programs in locating their current position in the marketplace, recognize areas for improvement, and work towards diversifying career trajectories for graduates

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**For more information or data-related inquiries, please e-mail us:**

**[sgs.data@utoronto.ca](mailto:sgs.data@utoronto.ca)**

**Visit the dashboards:**

**<https://www.sgs.utoronto.ca/about/explore-our-data/career-outcomes/>**