



Rotman School of Management  
UNIVERSITY OF TORONTO



# Full-Time MBA 2025

FIP Orientation Session Q&A

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# Career Services

## 1. What companies/industries do or do not offer internships in the fall and winter?

Please refer to the [Career Services Resources Website](#), at the bottom of the page which includes the *Internships Jobs Posted on RCareer spreadsheet* which lists internships posting by term (summer, fall, winter) from previous years.

## 2. Where can we find data about internships offered, the pay and duration sorted by Industry or Role for the previous years?

On the [Career Services Resources Website](#), the *Internships Jobs Posted on RCareer spreadsheet* will provide data on internships posted from previous years, including industry and function. For salary information, please refer to our [Employment & Salary Report](#) which outlines internship salaries by industry and function.

## 3. How much weight should we put on internships converting to full time roles? Do most internships convert?

Based on reporting from students, 24% of the class of 2023 converted their internships to full-time, and 23% for the class of 2022.

## 4. How many Rotman MBA students receive IB/Consulting summer associate internships per year?

Please refer to the [Career Services Resources Website](#), at the bottom of the page which includes the *Where did Students Intern spreadsheet* which lists details on student internships by organization, industry, function, and term from previous years. For investment banking, for the past couple of years there have been about 12 to 15 internships at the major banks and Morgan Stanley. In addition, there have been some other investment banking internships at other firms. For consulting, the numbers vary significantly from year to year. Last year we saw a record number of consulting internships. The good news is that we have seen an expansion of firms offering internships beyond the traditional large players, so for example in the last couple of years we saw firms like ZS Associates, Mastercard, Gartner, Simon Kuchar Partners, Wipro and Cognizant.

## 5. To help with budgeting, how much do internships usually pay or should we expect?

Please refer to our [Employment & Salary Report](#) which outlines internship salaries by industry and function.

## 6. What if I am pursuing IB and am not successful. What is the likelihood to find an internship after in another field (given I will be behind on other paths)?

Your Career Coach can work with you on developing a strategy tailored to your aspirations and help to prepare you for varied outcomes.

**7. If I am not sure as of now as to which role to look out for an internship? Latest by when should I be clear?**

As the FIP can be completed throughout summer, fall or winter, it's best that you work with your Career Coach to tailor a strategy unique to you. Many internship informational sessions take place in November to promote approved internship roles which will provide students with more specific employer information.

**8. How many networking sessions would be appropriate? How many with upper years and how many with alumni?**

There is not one number of networking sessions to target, but your Career Coach can help you with tailoring your networking strategy specific to your aspirations. A valuable networking tool is the *Where did Students Intern spreadsheet* found on the [Career Services Resources Website](#). For more networking tips and advice, register and attend the upcoming workshop on September 23, entitled 2-Hour Job Search with Steve Dalton, found on [RCareer](#).

**9. How is the current economic scenario shaping the internship opportunities, particularly for the traditional roles like Management consulting and Capital markets?**

Many of these firms host informational sessions in November to promote their approved internship roles. These sessions will help inform the opportunities available and market at that time.

**10. Is there data available on number of internships offered by employer for past years?**

Yes, please see the *Internships Jobs Posted on RCareer spreadsheet*, on the [Career Services Resources Website](#) which includes internship postings from previous years, including employer.

**11. Is it getting harder to get an internship due to the layoffs that has been going on these last years (in tech/finance/consulting)?**

Many internship informational sessions take place in November to promote approved internship roles. These sessions will help inform the opportunities available and market at that time. Not all companies recruit at this time and the market may look different next Spring when we typically learn of other Summer, Fall, or Winter internships.

**12. Do you recommend internships be in the same industry as your post MBA career option? What if we don't decide now on our full-time preference?**

We recommend you work with your Career Coach who can help you tailor a strategy that is custom to you and your needs.

**13. If I don't have prior experience in a certain role or industry can I still get an internship in that area?**

Every student and situation are unique so we recommend you speak with your Career Coach to help you build a strategy based on your aspirations, background, and experience.

#### **14. How do you build/sustain relationships from networking sessions?**

Your Career Coach can help you devise a networking strategy, including building and sustaining relationships, and we'd also encourage you to register and attend the upcoming workshop on September 23, entitled 2-Hour Job Search with Steve Dalton, found on [RCareer](#), for more helpful information on networking.

#### **15. How much of a role our GPA will play in getting these internships? (Not IB/consulting)**

Postings will inform GPA considerations and you can also speak to your Career Coach for anecdotal feedback on the roles you are considering, as they have years of experience with the internship application process.

#### **16. Is there any characteristic of the students that determines the likelihood of successfully securing an internship?**

Insights by industry were provided during the August 21<sup>st</sup> industry sessions as part of Orientation. Recordings and presentation decks can now be found [here](#).

## **Flexible Internship Program (FIP)**

#### **1. What are the differences of doing internship on summer vs fall/winter? (We can't enroll in electives, we have to do summer courses, etc.)**

While this varies with the employer, some students say that an advantage to an internship in the Fall is that there are fewer cases where managers and colleagues are away on holiday and there are often fewer other interns. Since many other MBA programs don't have the option of Fall or Winter internships, there may be more opportunity to work on interesting assignments.

#### **2. If I work for my own startup, would this be considered as an internship?**

The full-time MBA students at Rotman have an opportunity to use their start-up as an internship. There are 4 requirements that the start-up must meet. The guidelines are available on the Course Outline on the FIP course page on Quercus. In summary, the 4 requirements are: (1) Recruit a faculty member who agrees to oversee the startup activity, (2) A one-pager background on the idea + pitch deck, (3) A workplan for the 13-weeks, and (4) At least one co-founder (not necessarily a Rotman student)

#### **3. What percentage of students don't get an internship?**

For the class of 2023, there were 3 students that did not have internships and thus took the Internship alternative course instead. For the class of 2022, there were about 8 students. For the class of 2021, which was during the pandemic, this was a bit higher at 12 students.

#### **4. Is it better to do an internship in the summer? Or is the timing of the internship not a factor when you're looking for employment in the future?**

There is no definitive better or worse term in which to conduct an internship; students have had successful outcomes in all three terms. There may be greater choice of roles during summer internships, as some employers may only offer internships during that traditional period (please refer to the [Career Services Resources Website](#) for a breakdown of internships posting by term from previous years). Offsetting that is that some students with fall and winter internships have found that they benefited from colleagues and managers who were not distracted by summer holidays. As well, in many firms there are fewer interns in the fall and winter, so that those students who have internships during those terms may have more access to senior managers and may be assigned more interesting work.

#### **5. Is the career and internship team different?**

The Career Services team, comprised of Career Coaches and Corporate Relations Managers, will help you get an internship whereas the FIP team, comprised of a faculty member, a Program Manager, and a TA, will help you succeed during your internship. The support leading up to securing an internship will be provided by the Career Services team, and the support during the internship and completion of the associated course will be provided by the FIP team.

#### **6. What if I'm not happy with the internship chosen? Can I switch? Having varied interests, how can I be more intentional with my internship choice?**

In the last five years, fewer than 5 students have failed to finish the internship that they started. Regarding being intentional, this starts with being as clear as possible in the goals for your internship. This is something that your Career Coach can help you with.

#### **7. How do you maximize the value of your internship?**

As noted in the answer to question #26, we will discuss this during the orientation session in March 2024, but bullet-points are available below.

#### **8. If I cannot get an internship, will Rotman help to secure an internship? If the worst case happens and I don't get any internships, can I graduate?**

Students who do not find internships can take an internship alternative course RSM1381.

#### **9. What typical mistakes do students make that minimize the value of their internship?**

We will talk about this during the mandatory orientation session on Saturday March 27, 2024, for RSM1380, the course associated with FIP. Among the mistakes that we'll be talking about that past students have shared after their internships include:

- Not taking the time to understand the norms of your workplace from the get-go on things like the length and format of written reports and presentations,
- Failing to ask clarifying questions when given an assignment,
- The lack of priority on understanding how your manager wants you to communicate with them,
- Not listening carefully to feedback that you receive,

- Failing to make it a priority to reach out to people in other areas of your company from the very start of your internship.

## Academic

### **1. How do we manage RSM1380 + 2 elective deliverables concurrently with an intense internship (IB/Consulting)? Are the employers aware of this new approach?**

- One approach would be to take one intensive before or after the internship and one weeknight elective: based on recent experience most internships should be able to accommodate an elective during one weeknight per week from mid-May to July.
- For the small number of students with an internship where they can't accommodate a weeknight elective, they should talk to their AD in the OSE – one option is to take an extra course in the fall or winter, for which permission is needed
- Not sure if employers will be aware of this, since this is fairly recent.
- Industry Advisors may communicate this to their contacts, but even if hiring managers are aware of this doesn't mean that direct managers will be – for students taking a weeknight elective, a week one conversation should be for interns to let their manager know about the evening where students have a commitment at Rotman

### **2. Can you elaborate on how the 2 summer electives will be run? Are they run virtually for students not doing internships in Toronto?**

- Since this is a fairly recent decision, hard to say how many electives will be available on a virtual basis
- Classrooms at Rotman were set up for virtual classes during Covid and in the fall of 2021 most classes were offered on a hybrid basis, based on a commitment made to students that virtual classes would be an option for all electives
- This may end up being a decision by individual faculty. Speaking for myself, having taught hybrid classes in the fall of 2021, I expect that if there is demand that I will offer the elective that I teach in the summer on a hybrid basis

### **3. Is there an option to smooth the 2 electives over the first 3 terms instead of the summer (old model)?**

It is not possible to complete the two electives over the first three terms of Year 1. Students must first complete all core courses (except for RSM1160 which takes place in Year 2) before moving on to the elective phase of the program.

### **4. Are all the instructors aware of this mechanism? How will they react in case of conflict between course and internship?**

Students must balance their academic commitments with professional activities, keeping in mind that academic commitments are considered the priority. Requests for academic accommodations can be directed to their Assistant Director.

## **5. Does the internship have to be related to the 2 electives?**

Students are recommended to enroll in any 2 electives alongside their internship. Students can select any courses based on their preference and compatibility with their schedules.

## **6. What time do most evening summer electives start? Many companies even in the GTA are not downtown and commuting at 5pm for even a 6pm could be difficult?**

At this time, we are unable to confirm as the Summer Intensive Period and Summer Term electives schedule has yet to be posted on the [Registrar's Office website](#).

# **Office of Student Engagement (OSE)**

## **1. Internship on weekdays, courses on weekends, when do we live our life?**

- Rotman is committed to setting students up for success. The reason for two electives in the summer is that there was consistent feedback from first year students that taking four courses per term made the program too intense for many students and that the load was cut by 25% to three courses per term as a result.
- The typical internship runs for 13 weeks. For most students doing internships, spending two out of thirteen weekends doing an intensive elective should be manageable.
- Beyond that, spending one night per week from May to July taking an additional elective should be manageable also, recognizing that you may have an additional six to eight hours per week of reading and preparation, that should still be manageable for most internships.
- For the elective that I taught this summer, most of the students either had internships or were part time students with regular jobs. The feedback that I got from students was that the workload was very manageable on top of their jobs.

## **2. I only received the student permit, and the processing times for a coop work permit are close to 5 months. Is there anything else I can do?**

For any questions regarding your study or co-op permit, students should connect with an Immigration Consultant at the Centre for International Experience (CIE). To schedule an appointment, please visit their website: <https://internationalexperience.utoronto.ca/international-student-services/immigration/resources/connecting-with-isias>.

## **3. I have a study permit which mentions that I can work in Canada as long as I meet certain requirements. Do I still need to apply for a co-op work permit?**

For any questions regarding your study or co-op permit, students should connect with an Immigration Consultant at the Centre for International Experience (CIE). To schedule an appointment, please visit their website: <https://internationalexperience.utoronto.ca/international-student-services/immigration/resources/connecting-with-isias>.



#### **4. Can we not do the +2 electives during internship if we find it hard to accommodate?**

If students choose not to complete two electives alongside their internship, they will have to complete the remaining program requirements (12 electives) and Business Ethics in the other two terms. Please note, a regular course load per term consists of 5 electives. In order to take more than the regular course load, students may request to [overload](#) if there is space available in the course and they meet the GPA requirements.

#### **5. Can you continue working part-time for the company you interned with through your 2nd year?**

Students are only permitted to complete one internship. If students accept an offer for a second internship, Rotman will consider this a separate contract between the student and the employer and this contract will not be related to the MBA degree, and as such, the company will not receive a tax credit letter for the second internship.

#### **6. How can we complete our course before September 2025? I read it somewhere that we complete four months in advance.**

Students starting the Full-Time MBA program in Fall 2023 are expected to complete all their program requirements by April 2025 to graduate in June 2025. If students are unable to complete all their program requirements on-time, they can complete the remaining requirements during Summer 2025 to graduate in November 2025.

## **Office of Experiential Learning and Practicum Placement (OELPP)**

#### **1. If we opt for exchange programs with other universities, how does that impact our internship duration and timings?**

Most exchanges take place in fall or spring terms with only a few options for summer. Summer exchange is only a few weeks and students can take it so long as they can take the courses around it which are usually held during May intensive or offered as a weekend intensive.

#### **2. Can we go for global exchange programs right after our internships? What if they overlap in dates?**

You would have to review the dates of the exchange and work with your employer to see if you can take the time off to do the exchange. As stated above, most of the exchange options are offered in fall and winter so it would be best to take the internship in summer and have the exchange in fall and winter.