

# Alumni Impact Study

## University of Waterloo

Final Report  
March 27th, 2026

**EY** Parthenon

Shape the future with confidence

# Disclaimer

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Ernst & Young LLP (EY) was engaged by the University of Waterloo (UWaterloo) to conduct a study of the University's alumni to assess economic, entrepreneurial, and social impacts at large. In preparing this document (Report), EY relied upon unaudited data and information from UWaterloo as well as discussions and consultations with key stakeholders (collectively, the Supporting Information). EY reserves the right to revise any analyses, observations or comments referred to in this Report, if additional Supporting Information becomes available to us subsequent to the release of this Report. EY has assumed the Supporting Information to be accurate, complete and appropriate for the purposes of the Report. EY did not audit or independently verify the accuracy or completeness of the Supporting Information. Accordingly, EY expresses no opinion or other forms of assurance in respect of the Supporting Information and does not accept any responsibility for errors or omissions, or any loss or damage as a result of any persons relying on this Report for any purpose other than that for which it has been prepared.

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# 1. Executive Summary

## Overview of Alumni Survey Results

Ernst & Young LLP (EY) was engaged to design and conduct a web-based alumni survey to measure the economic, entrepreneurial, and social impact of University of Waterloo (UWaterloo) alumni. The survey aimed to capture the influence of UWaterloo graduates across Ontario, Canada, and globally.

### Economic Outcomes

**\$22.8B**

Total alumni investment in established businesses and startups



**47,000+**

Number of companies invested in by alumni



**96%**

Employment rate among alumni, higher than average in Ontario and Canada



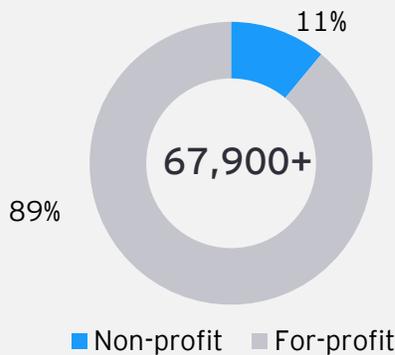
**75%+**

of alumni earn more than the average income earned by university graduates in Canada



### Entrepreneurship Outcomes

Alumni have founded over 67,900 for-profit and non-profit companies globally



**\$397B**



Annual revenue generated by alumni-founded companies globally

**1.7M**



Jobs supported annually by alumni-founded companies globally

### Social Outcomes

**72%**

Of alumni have volunteered annually in the last three years



**81%**

Of alumni made charitable donation since graduating



**60%**

Of alumni have engaged in mentorship activity since graduating



# 1. Project Overview and Approach

## Alumni Impact Study

### Project Overview

The University of Waterloo (UWaterloo) is recognized as one of Canada's leading academic institutions, renowned for its strengths in technology, research, and innovation. With a global alumni network spanning over 150 countries and a reputation for pioneering co-op education and entrepreneurship, UWaterloo plays a critical role in driving economic growth and societal advancement both regionally and internationally.

EY was engaged by UWaterloo to assess the economic, social, and cultural impact of its alumni. The objective is to quantify and communicate the value created by graduates through employment, investment, entrepreneurship, and broader contributions to communities and industries. By capturing alumni outcomes and influence, the report supports UWaterloo's ongoing commitment to talent development, innovation, and leadership in Canada's knowledge economy.

To achieve these goals, a comprehensive web-based survey was developed and distributed to all living alumni with a known email address. The survey explores alumni contributions across Canada and globally, focusing on three key areas:



**Employment and investment:** Insights into labour market participation and investment outcomes.



**Entrepreneurship and innovation:** The influence of alumni-founded companies and ventures.



**Social and cultural impact:** Broader contributions to communities, culture, and societal well-being.

### Approach

The Alumni Impact Survey was designed to collect reliable data on the economic, social, and cultural contributions of University of Waterloo graduates. Survey questions were structured to minimize bias and maximize clarity, covering alumni achievements, current activities, and self-reported impact. Stratified sampling ensured the respondent pool reflected the diversity of the alumni population by gender, faculty, and geographic location. Only responses meeting a minimum completion threshold were included in the analysis to maintain data quality.

All responses were collected anonymously and in compliance with privacy standards. Response rates were monitored throughout the survey period, with targeted outreach used to increase participation and reduce non-response bias. Survey responses were weighted to ensure representation, and sample trends were used to infer generalized population-level trends to estimate and draw insights from sample of responses for the population of alumni considered for this study. Additionally, EY conducted stakeholder interviews with select alumni to validate findings and to capture broader insights on impact.

From a total of 255,034 graduates, a cohort of 115,023 unique individuals with registered email addresses was invited to partake in a confidential online survey during the summer and fall of 2025. More than 5,300 responses were received, providing a response rate of 4.6% (comparable to average response rate for such surveys), which included finished and partially finished responses. Of these, 4,722 responses were accounted for the analysis which answered a minimum threshold of questions (up to the question on personal income). For detailed survey response rate analysis, please refer to **Appendix A.1**.

# Economic Outcomes

# Employment Outcomes

More than 80% of alumni earn income above Canada's average. Majority of alumni earn above \$100,000 annually.

Figure 1: Employment Status

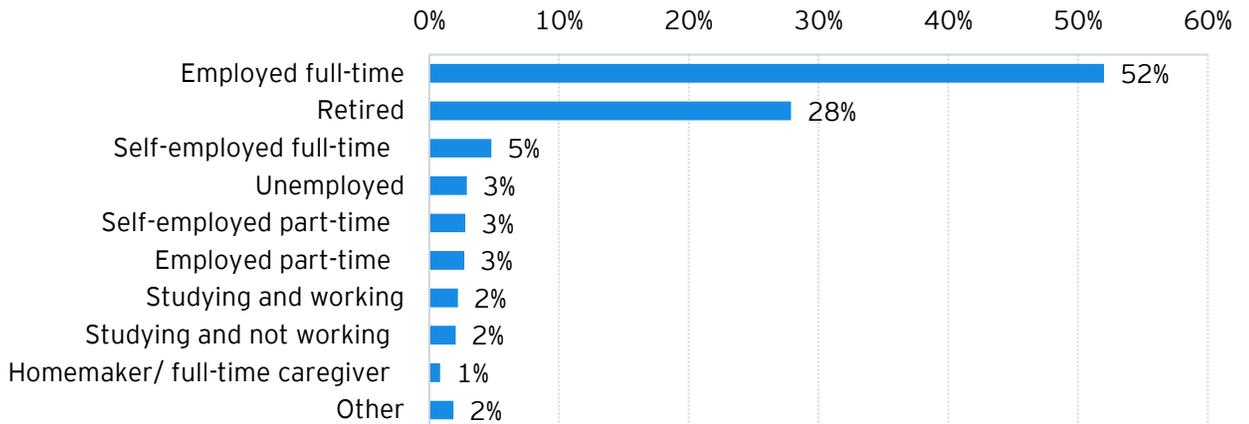


Figure 1 shows the employment outcomes for UWaterloo alumni. 96% of alumni in the labour force are employed,<sup>1</sup> above average rates of 92% and 93% for Ontario and Canada, respectively in 2025. Alumni insights reinforce these results, citing the co-op program and academic rigour as critical drivers of career readiness and advancement. Many graduates transition from technical roles to senior leadership in global enterprises, while others pursue entrepreneurial paths, as 8% of alumni identify as self-employed (higher than 5.5% Canadian university graduate average).<sup>3</sup> Alumni also report active engagement in mentorship and industry initiatives, signaling a network that not only sustains high employment but shapes innovation and diversity across sectors.

Figure 2: Income Distribution (Annual)

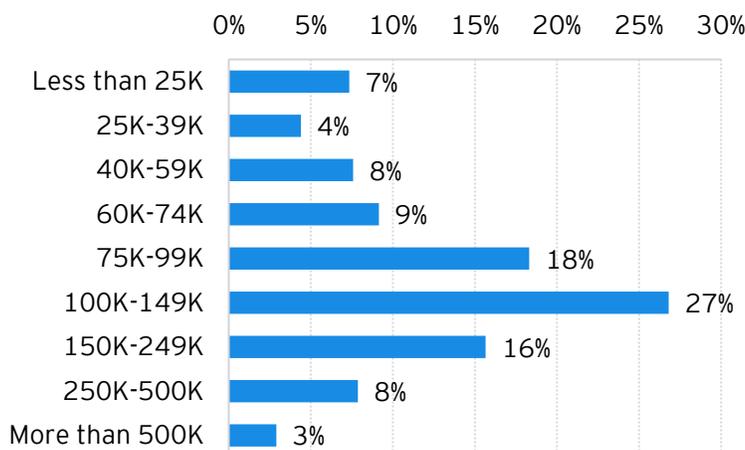


Figure 2 shows the annual income distribution for alumni. It reveals strong earning power with most alumni exceeding \$75,000, and 43% earning between \$100,000 and \$249,000. More than 75% earn higher than average \$68,300 earned by bachelor's degree graduates of Canadian universities.<sup>4</sup> Notably, more than a quarter report incomes of \$150,000 or more, significantly above Canada's average personal income of \$59,400.<sup>2</sup> This indicates a strong concentration in higher-than-average income brackets.

Source: University of Waterloo alumni, Statistics Canada, and EY analysis

<sup>1</sup>This excludes retired, homemakers, and students not working.

<sup>2</sup> Personal income is in 2023 constant dollars. [Statistics Canada](#),

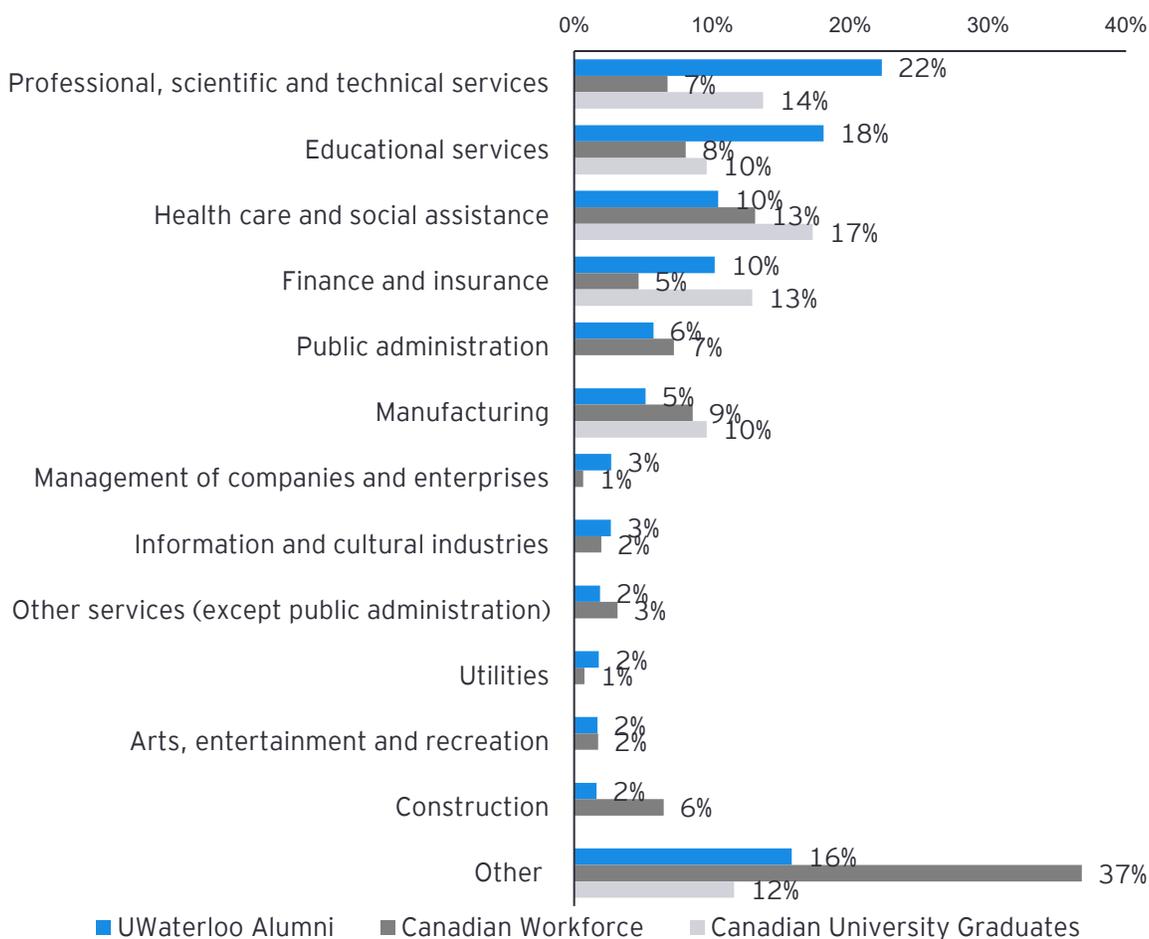
<sup>3</sup>Sa et al (2025), <sup>4</sup> Universities Canada



## Employment Outcomes

A significant share of alumni are engaged in knowledge-based and innovation-driven sectors compared to the Canadian average

Figure 3: Employment by Industry



Note: "Other" category includes Mining, quarrying, and oil and gas extraction, Transportation and warehousing, Retail trade, Real estate and rental and leasing, Administrative and support, waste management, and remediation services, Accommodation and food services, Agriculture, forestry, fishing and hunting, and Wholesale Trade. Comparable data for all industries was not available for Canadian University Graduates.

UWaterloo alumni are more highly represented in knowledge-intensive sectors compared to the Canadian workforce. Aligned with UWaterloo's well-known program offerings, alumni are most concentrated in professional, scientific, and technical services (22% vs. 7%) and educational services (18% vs. 8%) relative to the national average, underscoring UWaterloo's core strengths in delivering industry-relevant programs. Alumni employment also exceeds national averages in finance and insurance (10% vs. 5%) and information and cultural industries (3% vs 2%). This distribution underscores alumni's strong alignment with innovation-driven, technical and education-focused industries, reinforcing their role in advancing Canada's knowledge economy and productivity.

Source: University of Waterloo alumni, Statistics Canada, National Graduates Survey (2023) and EY analysis

## Alumni Support Economic Growth

Alumni have invested in startups and businesses, driving economic impact both within Canada and globally

**Driving Business Investment in Ontario:** With an estimated \$7.5 billion invested in Ontario, UWaterloo alumni are contributing to the province's economic activity, supporting long-term productivity and growth (Figure 4). Additionally, alumni invested \$6.2 billion to the rest of Canada and \$9.1 billion globally. Alumni have invested in more than 47,000 companies overall, including 27,000 startups and 20,000 established businesses, demonstrating both the scale and diversity of their impact (Figure 5).\*

**Helping Canadian Businesses Grow:** Alumni investment fuels economic growth by scaling established businesses and funding startups to launch innovative products. Approximately 60% of alumni business investments remain within Canada, strengthening domestic innovation and job creation (Figure 4).

Ian McKinnon (BMath '06, MMath '08), founder of a cybersecurity firm, noted that locating his company in Canada created diverse downstream jobs across multiple sectors beyond core software services.

\* Committed money in a company with expectation of financial return

Figure 4: Alumni Investment, Geographical Breakdown

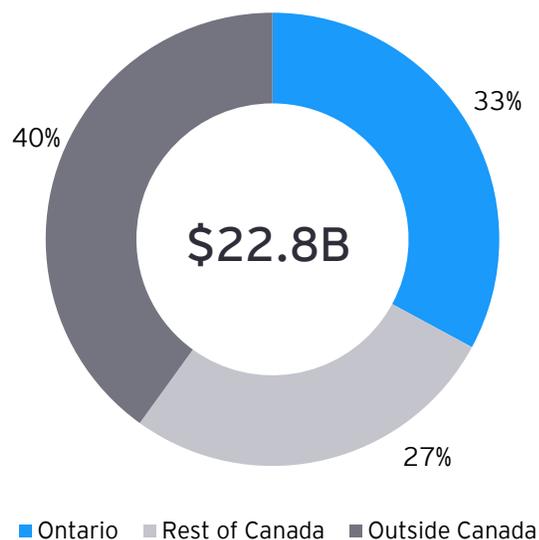
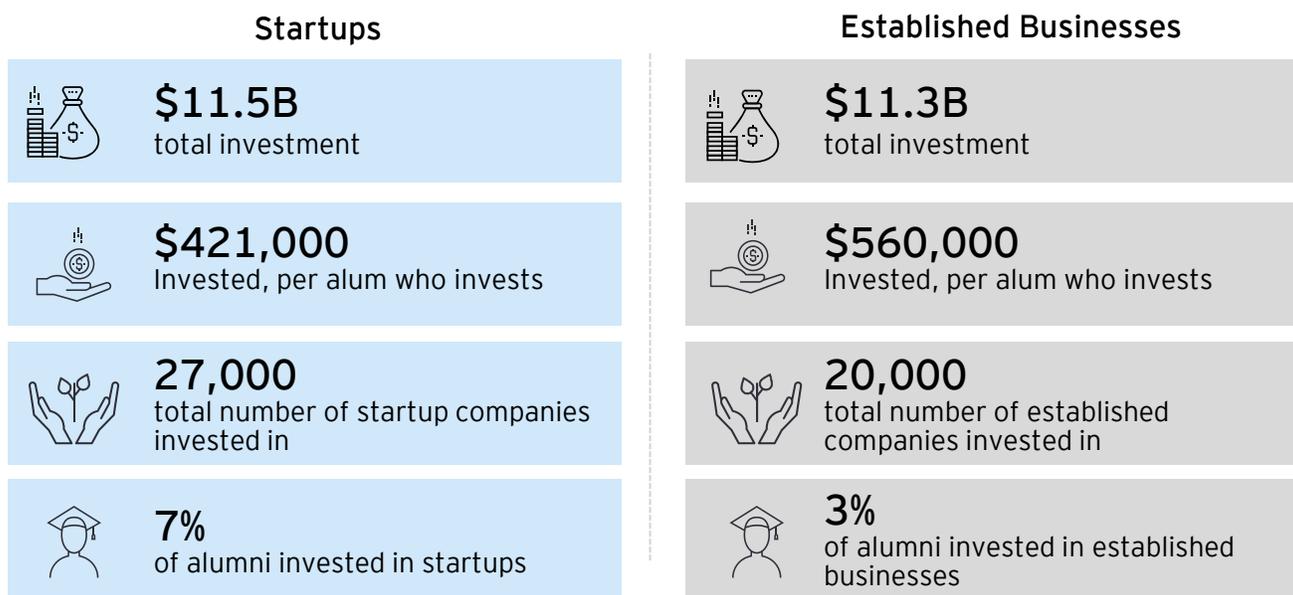


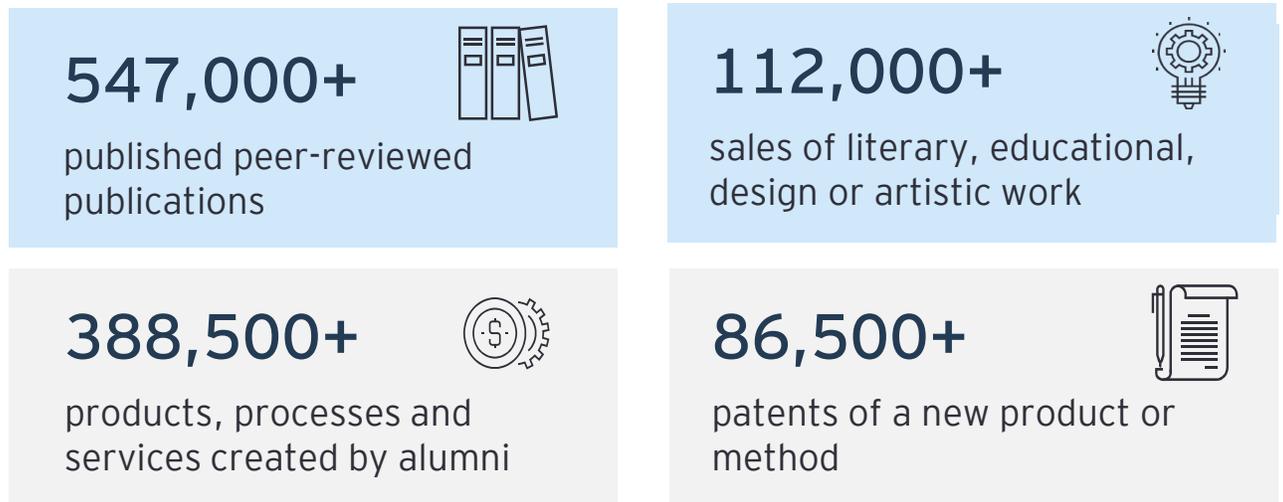
Figure 5: Alumni Investment Indicators



Source: University of Waterloo alumni, Statistics Canada, and EY analysis

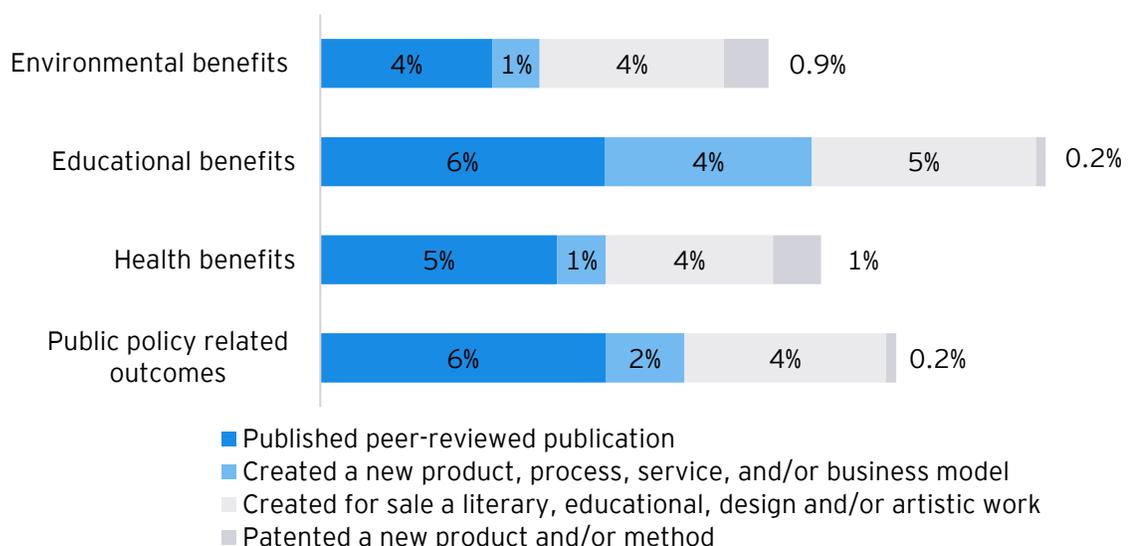
## Innovation, Knowledge and Artistic Pursuits

51% of alumni contributed through academic research, artistic work, new products and processes, and patents



About one in five alumni have authored a peer-reviewed publication, amounting to 547,000+ publications to date in total. Based on survey responses, over 388,500 new products or business services have been created by UWaterloo alumni. More than 112,000 creative works such as literary, educational, design or artistic works have been sold by UWaterloo alumni. Alumni are further driving innovation with over 86,500 patents or methods created. The World Intellectual Property Organization (WIPO) Global Innovation Index (GII) ranks Canada 17<sup>th</sup> in the globe for innovation, behind comparable nations such as the United States (3<sup>rd</sup>) and United Kingdom (6<sup>th</sup>) which highlights the need for continued emphasis on fostering innovation.<sup>1</sup> These innovative works mentioned above have contributed to service the wider public, including public policy related outcomes, environmental, health and educational benefits (Figure 6)

Figure 6: Proportion of Alumni Engaged in Innovative Efforts for Public Benefit



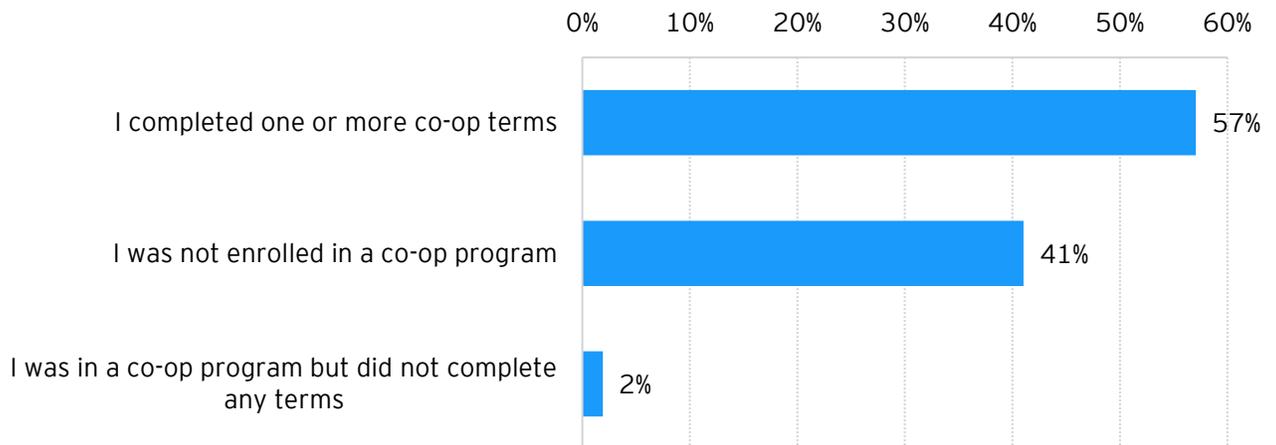
Source: <sup>1</sup> World Intellectual Property Organization, [WIPO](#)



## Alumni Co-op Engagement and Benefits

Majority of alumni participated in the co-op program, citing benefits to career growth and skill development

Figure 7: Co-op Participation

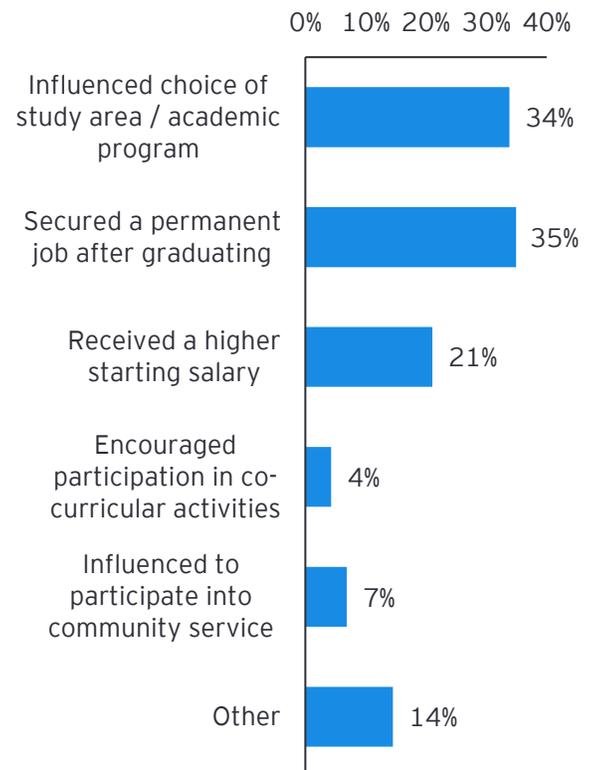


UWaterloo alumni report that co-op participation is a key driver of career success and professional growth, with 57% completing one or more co-op terms (Figure 7). The most reported benefit of co-op participation is securing a permanent job after graduation, underscoring its impact on employment outcomes. This is followed by benefits of shaping choice of academic program and receiving a higher starting salary (Figure 8).

One alum highlighted that beyond providing early career opportunities, the program fostered a strong work ethic through real-world responsibilities and financial independence, enabling students to fund their education and gain practical experience. This structured exposure to industry also helped alumni develop resilience, adaptability, and confidence in navigating competitive job markets. Michelle Morrissey (BSc '80, MSc '83)

credits UWaterloo's co-op program and practical, science-based curriculum for building confidence in applying real-world data and collaborating across disciplines.

Figure 8: Benefits of Co-op Participation



Source: University of Waterloo alumni and EY analysis

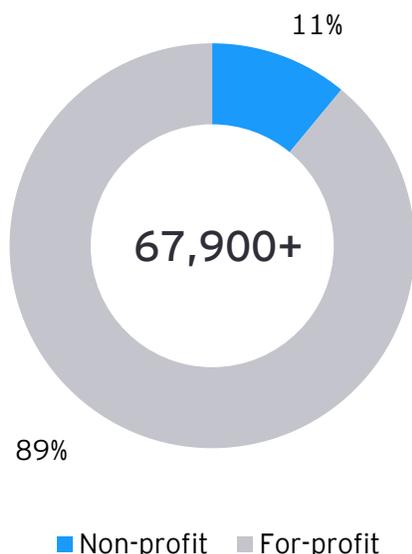
# Entrepreneurship Outcomes



## Alumni Founded Companies and Opportunities

UWaterloo alumni are known for their entrepreneurship ventures

Figure 9: Companies Founded by Alumni and Distribution by Non-profit and For-profit



UWaterloo alumni (est. 1957) have founded 67,900+\* companies globally, compared to 75,580 by University of Alberta (est. 1908), 187,000 by University of Toronto (est. 1827) and 37,500 by Laurier University alumni (est. 1911).<sup>1</sup> Stakeholder engagements indicated that rotating through diverse roles every four months through the co-op experience equipped alumni with practical skills, adaptability, and confidence to launch ventures. Many alumni later became employers, creating jobs and sustaining the co-op talent pipeline.

\*The estimate ranges from 58,571 to 67,945 companies founded. The lower range reflects 98% of responses, excluding outliers while the upper range includes them. To estimate company counts, a conservative approach was applied by multiplying population-level estimates with the lower bound of each multiple-choice option's range.

### Autonomic - Transforming Connected Mobility

Autonomic, founded by alum Amar Varma (BASc '99), developed an impactful software platform that connects vehicles to the internet, enabling real-time data exchange and advanced mobility services. The company's technology became the backbone for Ford Motor Company's connected vehicle ecosystem, powering features like remote diagnostics, over-the-air updates, and fleet management. After its acquisition by Ford, Autonomic's platform was further licensed to other automakers, helping to accelerate the adoption of smart, connected transportation solutions across the industry.



### Cultural, Environmental, and Social (CES) Impact of Alumni Ventures

It is estimated that more than **8,000 profit and non-profit "CES companies"** that prioritize cultural, environmental or social missions have been founded by alumni. CES companies provide essential services, support vulnerable populations, promote education, advance healthcare and protect the environment.



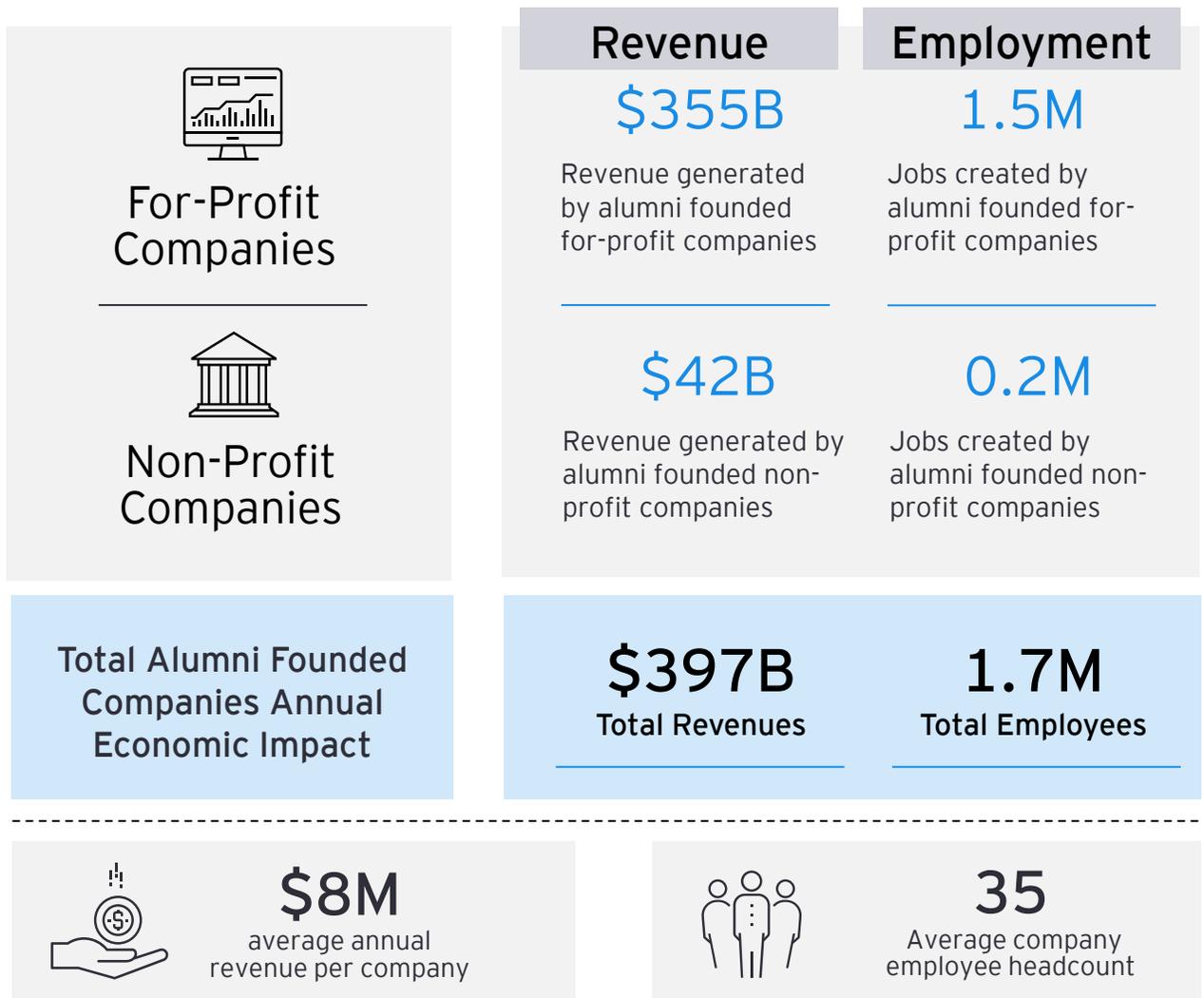
Source: University of Waterloo alumni, stakeholder interviews, and EY analysis

<sup>1</sup> University of Alberta, Laurier University, University of Toronto

# Alumni Founded Companies and Opportunities

Alumni generate economic growth and jobs through companies founded

Figure 10: Alumni Founders Geographical Breakdown



UWaterloo alumni-founded companies deliver an annual economic impact of \$397 billion, generating \$355 billion from for-profit ventures and \$42 billion from non-profits. Collectively, they supporting 1.7 million jobs globally annually, with an average of \$8 million in annual revenue and 35 employees per company (ranging from 1 to 5,000), an indicator of UWaterloo's scale and influence.

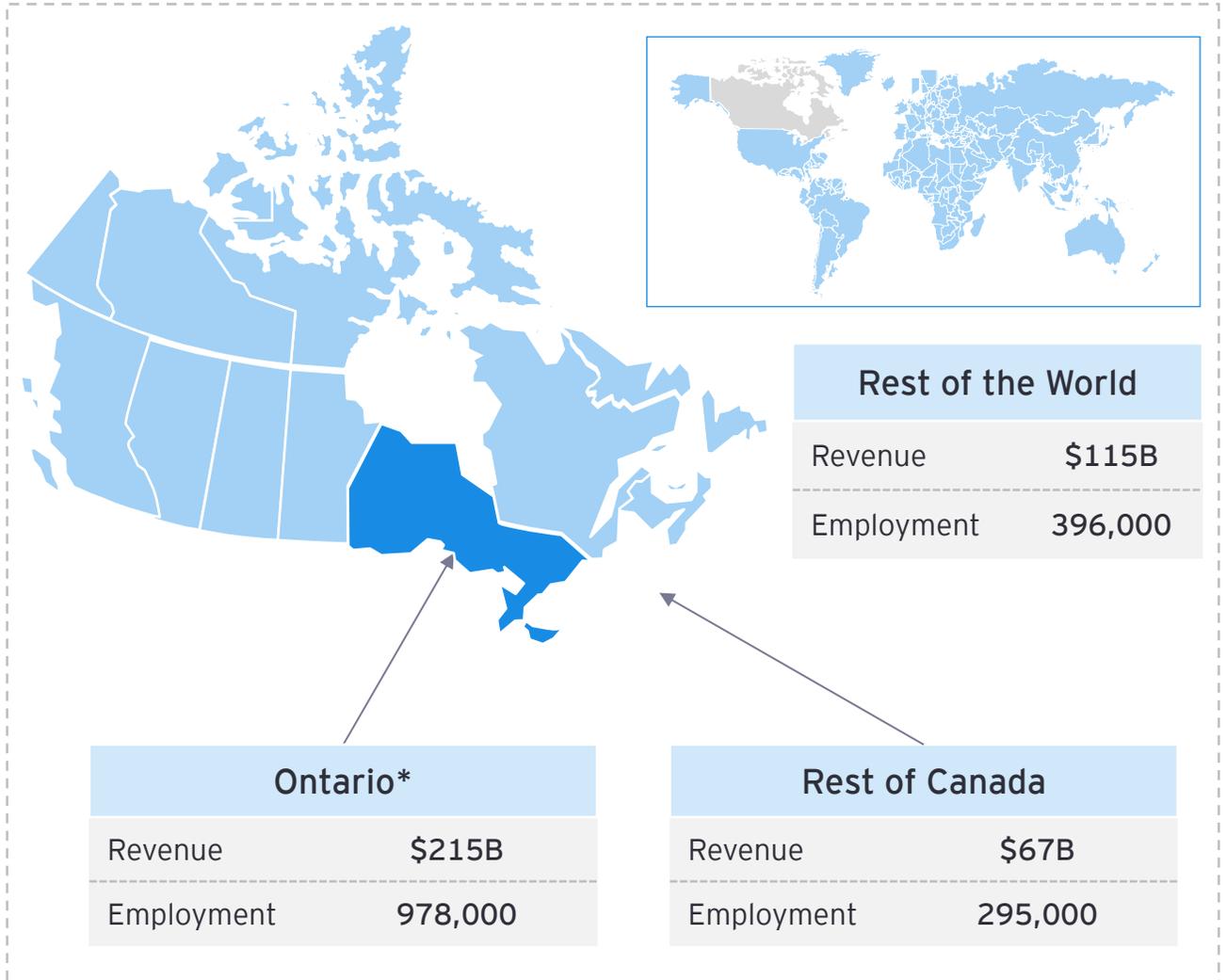
This entrepreneurial strength not only drives global growth but also reinforces Canada's position as a leader in the knowledge and innovation economy. Alumni ventures fuel innovation in sectors like tech, finance, and advanced manufacturing, while their commitment to hiring talent creates a continuous pipeline of skilled professionals. These dynamics amplify Canada's competitiveness and economic resilience in an increasingly digital and innovation-driven world.

Source: University of Waterloo alumni, stakeholder interviews, and EY analysis

# Alumni Founded Companies and Opportunities

Economic contributions of alumni founded companies have a global reach

Figure 11: Alumni Founders Geographical Breakdown



Note: Other countries that UWaterloo have founded companies in include, but not limited to, the United States, the United Kingdom, China, Mexico, and Brazil.

Ontario accounts for 54% of the total annual revenue (at \$215 billion) and 59% of all jobs (at 978,000 jobs) generated by UWaterloo alumni-founded companies across all locations, making it the largest contributor to their overall economic footprint.\* This dominance reflects the province's role as Canada's tech and innovation hub, where alumni ventures thrive in sectors like software, finance, and advanced manufacturing.

Alumni founded companies generate \$67 billion in revenue and 295,000 jobs in rest of Canada, accounting for 17% and 18% respectively of revenue and employment generated by alumni companies, reinforcing the national impact of alumni entrepreneurship beyond Ontario. Beyond Canada, alumni-founded companies add another \$115 billion in revenue and 396,000 jobs, showcasing their international reach and influence.

\*The proportion attributed to Ontario is based on reported corporate headquarters location, while operational activities and employment may be also distributed outside Ontario.

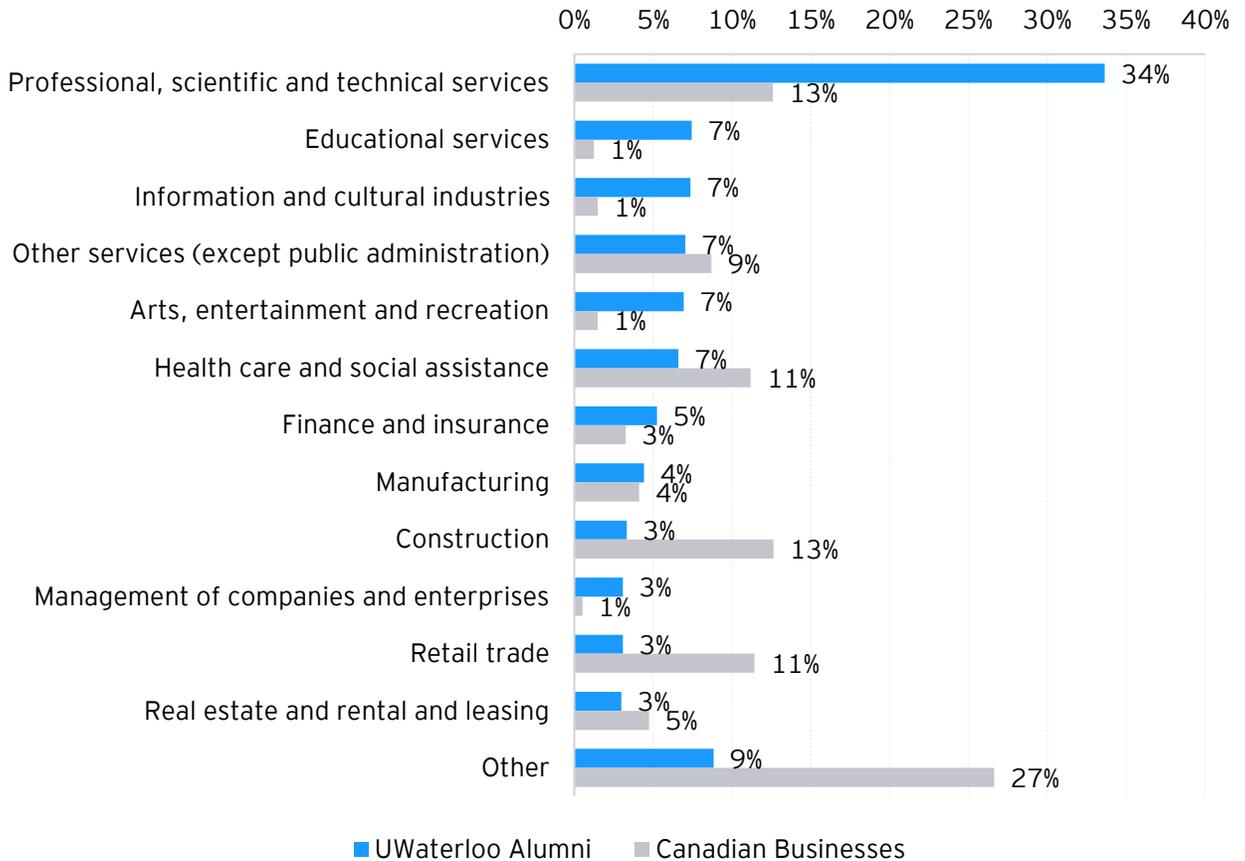
Source: University of Waterloo alumni, stakeholder interviews, and EY analysis



# Alumni Founded Companies and Opportunities

## More than a third of alumni founded companies are in professional, scientific and technical services

Figure 12: Alumni Founded Companies by Industry



Note: "Other" category includes Agriculture, forestry, fishing, and hunting, Mining, quarrying, and oil and gas extraction, Utilities, Accommodation and food services, Transportation and warehousing, Administrative and support, waste management, and remediation services, Wholesale Trade, and Public administration.

UWaterloo alumni-founded companies show a markedly different sector profile compared to Canadian businesses. They are strongly represented in professional, scientific, and technical services (34% vs. 13%), as well as education (7% vs. 1%) and information and cultural industries (7% vs. 1%), reflecting a focus on technology, research, and knowledge-sharing. Alumni also have notable presence in creative fields such as arts and entertainment (7% vs. 1%), signaling broader contributions beyond core tech. In contrast, alumni ventures are less concentrated in other traditional sectors like construction (3% vs. 13%), retail trade (3% vs. 11%), and health care (7% vs. 11%), reflecting a concentration in domains aligned with UWaterloo's academic programs. This distribution suggests alumni are shaping Canada's economic landscape by driving growth in diverse and innovation-oriented areas rather than legacy sectors. As Erin Chapple (BASc '98) noted, "There's a global connective tissue among UWaterloo graduates with shared values of excellence, creativity, and willingness to help, which accelerates collaboration and amplifies impact across industries."

Source: University of Waterloo alumni, stakeholder interviews, and EY analysis

# From innovations across different sectors and fields, alumni are redefining global innovative landscape

## From Fintech to Sustainability to EdTech: How Alumni Transform Global Markets



### XE.com - A Canadian Digital Success Story

Founded by a UWaterloo graduate Beric Farmer (BMath '94), XE.com evolved into one of the world's leading online provider of currency exchange information, serving millions of users globally. His story illustrates how alumni leverage technical expertise and entrepreneurial vision to create transformative digital platforms. XE.com's growth helped Canada's positioning in fintech and also demonstrates the ripple effect of UWaterloo's co-op and innovation ecosystem, equipping graduates with practical skills and adaptability to lead in emerging industries.

By building a globally recognized fintech brand from Canada, this case highlights the broader economic and reputational impact of UWaterloo alumni: driving technological advancement, creating jobs, and strengthening Canada's presence in the digital economy.

### Driving Sustainability with Circular Fashion - Our Little Treasures

Our Little Treasures, founded by Meng Wang (BAFM '12), is a baby clothing brand that reimagines sustainability through a circular business model. Meng's journey began with UWaterloo's co-op program and a finance specialization, which led to her investment banking role at TD. She then leveraged her analytical and operational skills to launch and scale Uber Eats across North America, negotiate major partnerships, and build new business verticals.

These experiences led Meng to found Our Little Treasures, where she applies her marketplace expertise to build a circular baby clothing brand. By combining GOTS-certified organic cotton with a trade-up program, she makes sustainable shopping easy and affordable, aligning profit with environmental impact and challenging the traditional "produce more, sell more" approach.



### From Co-op to Global EdTech Innovation - 1Mentor

The founder of 1Mentor (later acquired by QS), Esteban Veintimilla (BMath '18, MBET '22), credits UWaterloo's co-op program and campus ecosystem for shaping his entrepreneurial journey. Exposure to diverse roles and hands-on experience helped Veintimilla identify his strengths and interests, laying the groundwork for 1Mentor. Today, Veintimilla leads projects across 20 countries, delivering AI-powered solutions that enhance higher education globally, taking his experience from UWaterloo to impactful innovation on an international scale.

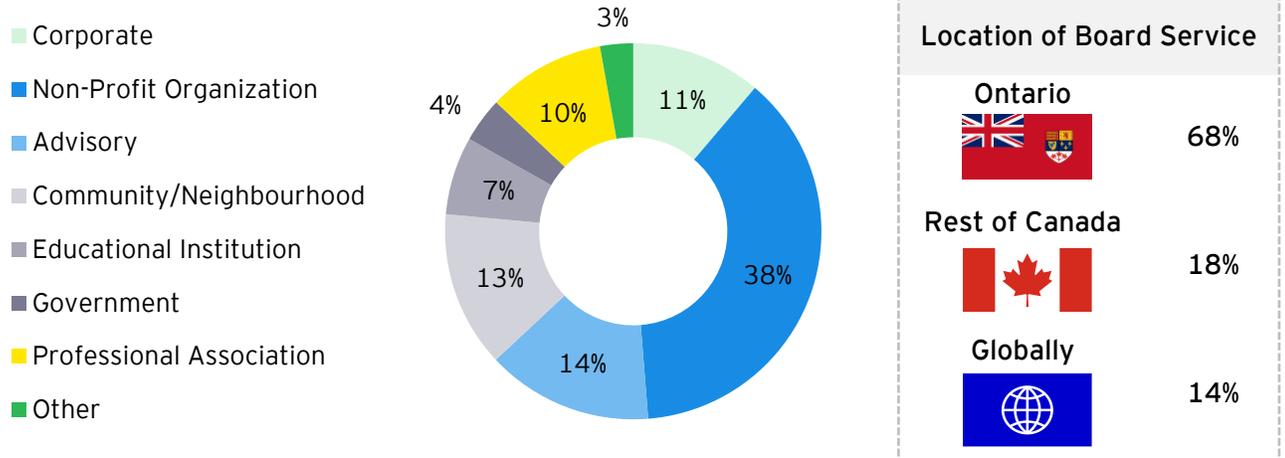


# Social and Cultural Outcomes

# Alumni Hold Leadership Positions

Alumni occupy prominent positions as leaders and trusted advisors within organizations, across the globe

Figure 13: Board Service



60% of respondents demonstrated diverse engagement in governance and leadership roles across sectors. Since graduating, of those having served on boards, nearly 38% have served on boards of non-profit organizations, with additional representation in advisory groups (14%), educational institutions (13%), and corporate boards (11%), reflecting a commitment to community impact and industry influence (Figure 13).

Figure 14: Leadership Positions\*



43% respondents indicated holding leadership positions, with those in leadership roles contributing to social causes (17%), policy development (15%), and local government boards (14%), underscoring their role in shaping societal and institutional frameworks (Figure 14). Most of the held leadership positions have been in Ontario (67%), though alumni also extend their influence nationally and globally, highlighting both regional strength and international reach.

\* The options were designed to capture leadership roles in committees, organizations, or designated service areas.

# Alumni Volunteer and Donate to Charitable Causes

## More than 80% of alumni have made charitable donations

The altruistic spirit of alumni resonates through their extensive volunteer work and charitable contributions.

**Giving to Charitable Causes:** About 81% of all alumni made a charitable donation since graduating.

**Volunteering for Organizations:** Alumni also make valuable contributions to society by volunteering for various types of organizations, ensuring their impact reaches throughout to different community groups (Figure 15). About 30% of alumni have volunteered within their neighbourhood, civic or community organizations and sports and recreational organizations, since graduating.



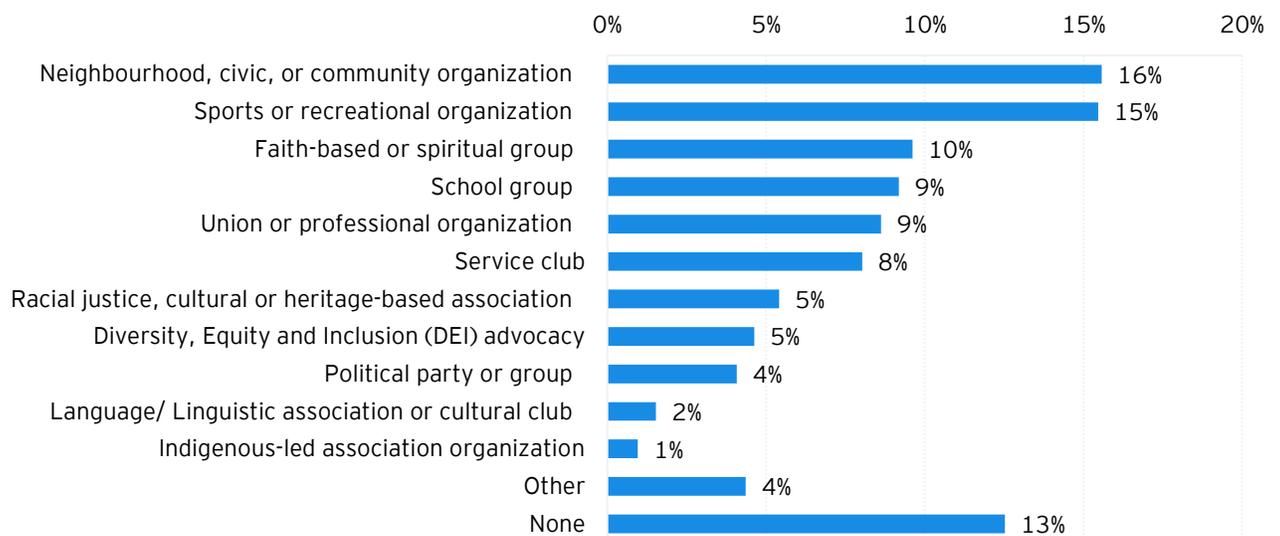
**53%** of those alumni who made a charitable donation contributed \$500 or more in the past year.\*



**39%** of those alumni who made a charitable donation contributed \$1,000 or more in the past year.

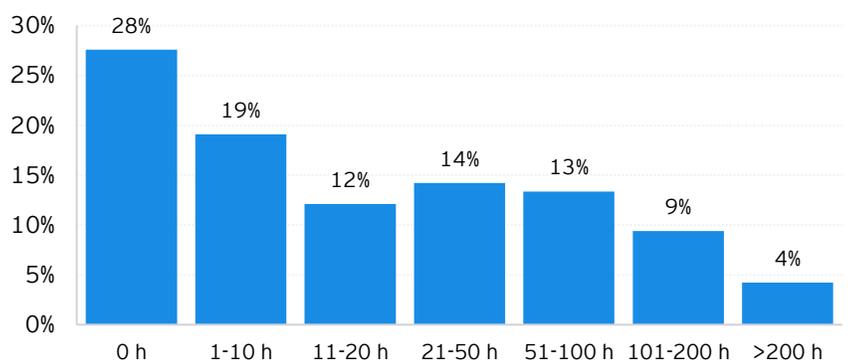
\*Includes those who contributed \$1,000 or more

Figure 15: Proportion of Alumni Volunteered by Type of Community Service or Group



72% of alumni have generously given their time to volunteering annually in the past 3 years, close to the Canadian average of 73% in 2023.<sup>1</sup> Of those who reported volunteering, about 13% reported volunteering for more than 100 hours annually (Figure 16).

Figure 16: Annual Total Volunteering Hours



Source: <sup>1</sup> Statistics Canada, *The Daily – Volunteering and charitable giving in Canada, 2018 to 2023*



## Alumni Drive Social Impact

Beyond professional work, alumni also contribute to society through mentorship and creative activities

About 60% of alumni have mentored emerging talent since graduating, helping to prepare future leaders for the workforce locally, nationally, and globally. This commitment is often long-term, with 45% of those mentoring doing so for over five years. In some cases, alumni extend their impact through organizations such as the Creative Destruction Lab (CDL), where they guide early-stage ventures and entrepreneurs, offering strategic advice and supporting sustainable business growth.

Figure 17: Mentorship Duration of those mentoring

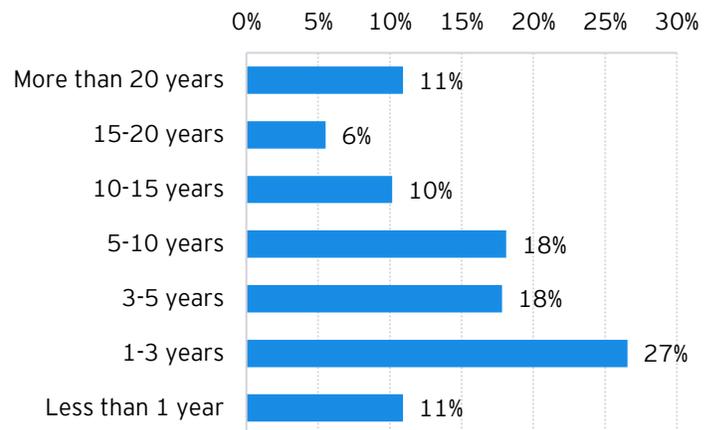


Figure 18: Services in Careers

**27%** Improving health, well-being and safety

**15%** Protecting the environment

**14%** Advancing equality of opportunity

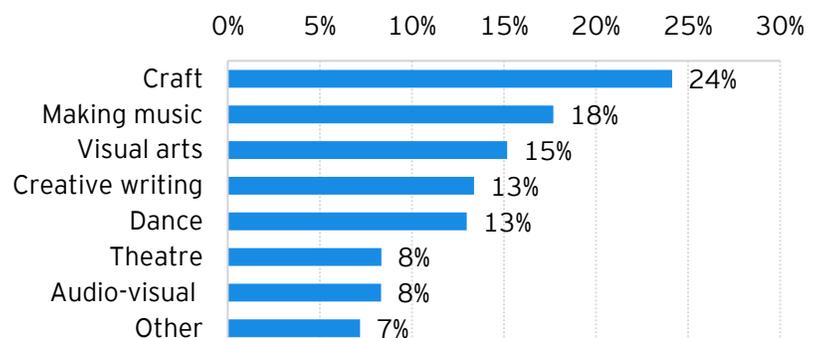
**13%** Promoting social and cultural inclusion

Around 80% of alumni are committed to careers that make substantial contributions to the social and economic welfare of the wider public. These include driving progress in health, inclusivity, equality, education, innovation, affordable housing, clean energy, and climate security.

Retired alumnus Frank Deeg (BASc '71) continues to contribute through the Frank Deeg International Experience Award, which he established to support engineering students at UWaterloo. His award enables students to tackle social challenges abroad and develop the global skills needed to address complex issues. Through this ongoing support, Frank Deeg helps prepare the next generation of engineers to make a positive impact worldwide.

Approximately 51% of alumni have been actively involved in creative endeavors and supporting a culturally important sector. Figure 19 shows the percentage breakdown of these alumni by creative pursuit categories (through hobbies, professional or other pursuits).

Figure 19: Creative Pursuits by Alumni



# From shaping national policy to fostering global collaboration and mentoring future innovators, alumni are driving social and economic impact across industries and borders

## Alumni Driving Global Impact through Innovation, Policy, and Mentorship

### Leadership in Artificial Intelligence Policy



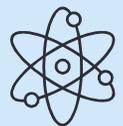
Mark Schaan (BA '02) has held senior leadership roles in the Canadian public service, including Deputy Secretary to the Cabinet for Artificial Intelligence and Associate Deputy Minister at Innovation, Science and Economic Development Canada. His work has shaped policy initiatives such as pension reform, automotive industry support, life sciences, strategy, and global trade agreements, positioning Canada as a leader in technology and international collaboration. Mark credits his time at UWaterloo for building the analytical and organisational skills that has guided his career. Committed to social impact, Mark actively mentors future leaders and supports education, arts, and scholarship programs, and emphasizes the importance of stronger alumni engagement to drive community development and knowledge sharing.



### Healthcare Advocacy and Awareness

Eric Celentano's (BSc '79) post-transplant journey has made a social impact by raising awareness of organ donation at UWaterloo and beyond. Through campus events and direct engagement with hundreds of students, he has fostered informed conversations about the life-saving potential of organ donation, encouraged registration, and has helped build a culture of health advocacy. His efforts not only inspire individual action but also strengthen community well-being by promoting public health, saving lives, and supporting a more compassionate society.

### Science for All



Hilary Foster-Wilson's (BES '10) work at Science World in Vancouver embodies the principle of Science for All, creating inclusive and engaging STEM experiences for learners of all ages. Through programs like school bursaries, rural outreach, and free access for Indigenous visitors, Hilary helps remove financial and geographic barriers to education. She also champions equity through initiatives such as Girls in STEAM and mentors youth in programs like Future Science Leaders, ensuring that science remains accessible, inspiring, and empowering for every community.

# Appendix

## A.1. Detailed Survey Results

This appendix provides detailed survey results from the collected alumni data used for analysis. From a total of 255,034 graduates, a cohort of 115,023 unique individuals with registered email addresses was invited to participate in an anonymous and confidential online survey conducted during the summer and fall of 2025.

The survey generated over 5,300 responses, representing a 4.6% response rate and including both complete and partial submissions. Of these, 4,722 responses met the minimum threshold for inclusion in the analysis, defined as completion through the personal income question.

Table 1: Response by Gender and Region of Origin

	Population	Response Sample
Gender	Percentage of Alumni Population	Percentage of Sample
Female	44%	47%
Male	56%	53%
Region of Origin	Percentage of Alumni Population	Percentage of Sample
Local*	22%	19%
Ontario (excluding Local)	58%	53%
Canada (excluding Ontario)	10%	14%
International	10%	14%
<b>Total</b>	<b>255,034</b>	<b>5,321*</b>

Table 2: Response by Year of Graduation and Degree Type Earned

	Population	Response Sample
Year of Graduation	Percentage of Alumni Population	Percentage of Sample
2014 - 2024	35%	30%
1999 - 2013	29%	24%
1985 - 1998	20%	21%
1978 - 1984	8%	11%
Before 1977	8%	13%
Degree Type	Percentage of Alumni Population	Percentage of Sample
Bachelor's Degree	79%	76%
Master's Degree	17%	18%
PhD	4%	6%
<b>Total</b>	<b>255,034</b>	<b>5,321**</b>

\*Further disaggregation of local community responses is not available, as local was captured using a single 'Kitchener-Cambridge-Waterloo' geography indicator.

\*\*Not all disaggregated data add to total responses received due to blank responses.

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