



# Analysis of Findings from the 2020 LDP Survey

With the long-standing  
support of...



# The Plan

- The LDP Survey
- Indicators of Success
- Practices that Lead to Success
- Discussion

# LDP SURVEY

[www.LDPsurvey.com](http://www.LDPsurvey.com)

## 2020 Survey of Practices for Early Career Development Programs



abbvie

aetna



Baxter



Cargill



GE Healthcare



Honeywell



JABIL



Medtronic



stryker



Swagelok



TEXTRON

ThermoFisher SCIENTIFIC



Vanguard



# What is it?

- 140 development programs
- 69 organizations
- Covering
  - Compensation figures
  - Retention rates
  - Staffing levels
  - Measurement
  - Recruiting
  - Off-boarding
  - Training
  - Lots of other stuff
- 17 standard reports
- [Sample.LDPconnect.com](http://Sample.LDPconnect.com)



# Benchmarks: Completion & Retention

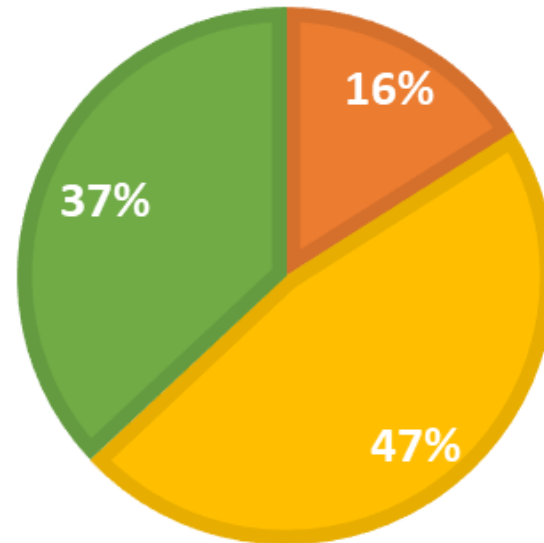
	AVG
What percentage of program associates complete the program?	<b>88%</b>
What is the one-year post-program retention rate?	<b>87%</b>
What is the five-year post-program retention rate?	<b>67%</b>
What is the one-year retention goal?	<b>95%</b>
What is the five-year retention goal?	<b>71%</b>

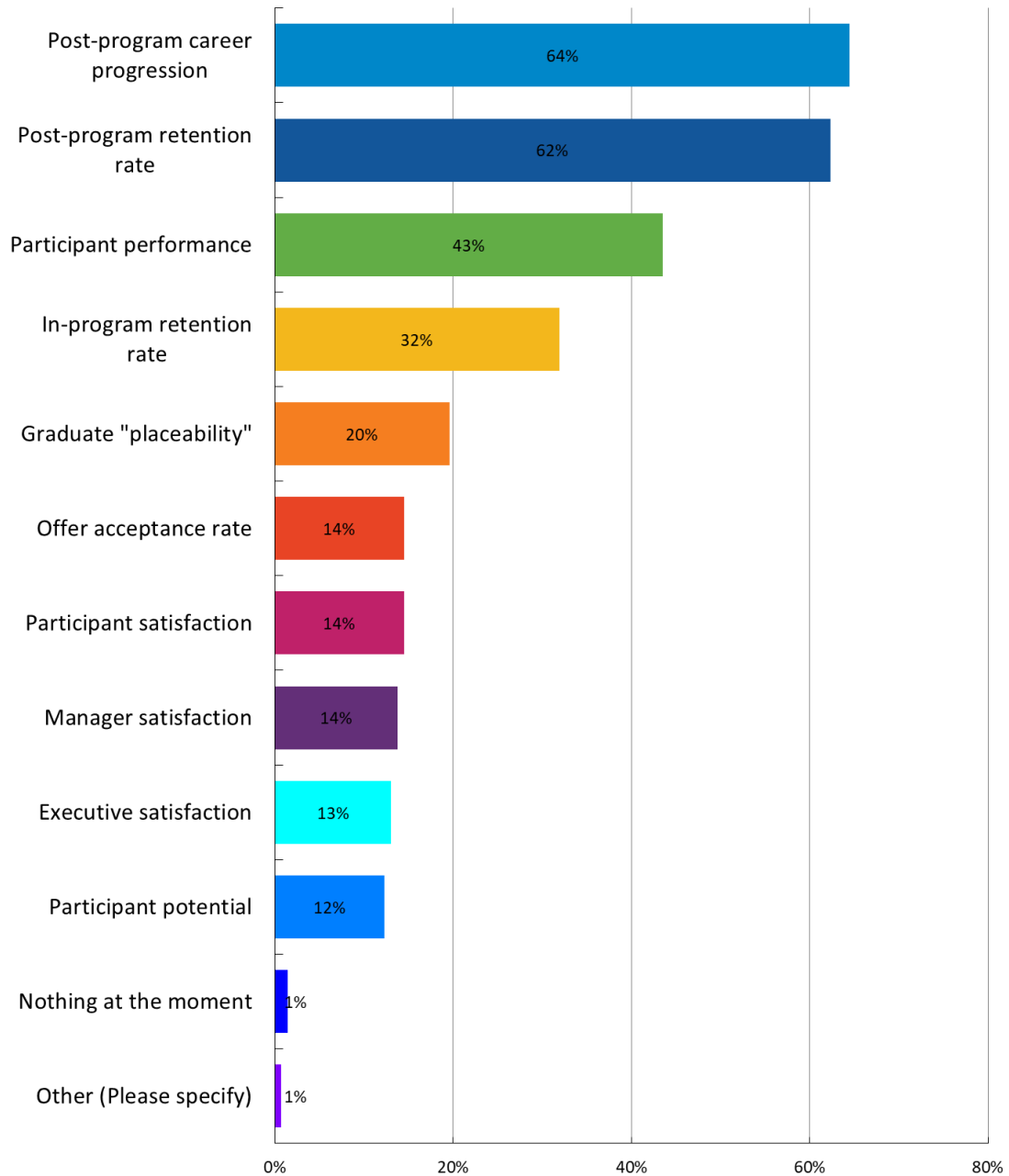
# Benchmarks: Confidence

“How confident are you in your ability to demonstrate the success/value of your development program to senior management?”

## CONFIDENCE IN DEMONSTRATING SUCCESS

■ Low (1–5) ■ Medium (6–8) ■ High (9–10)





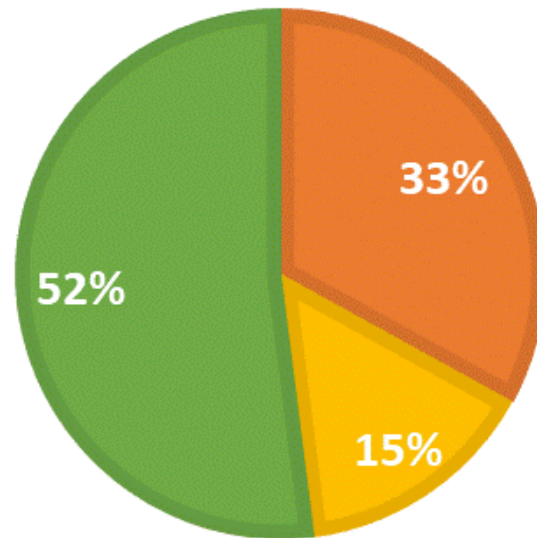
**WELL, WHAT  
ARE YOU  
MEASURING?**

# Benchmarks: Performance

“Are your participants outperforming the general employee population (or whatever comparator group you may be using?)”

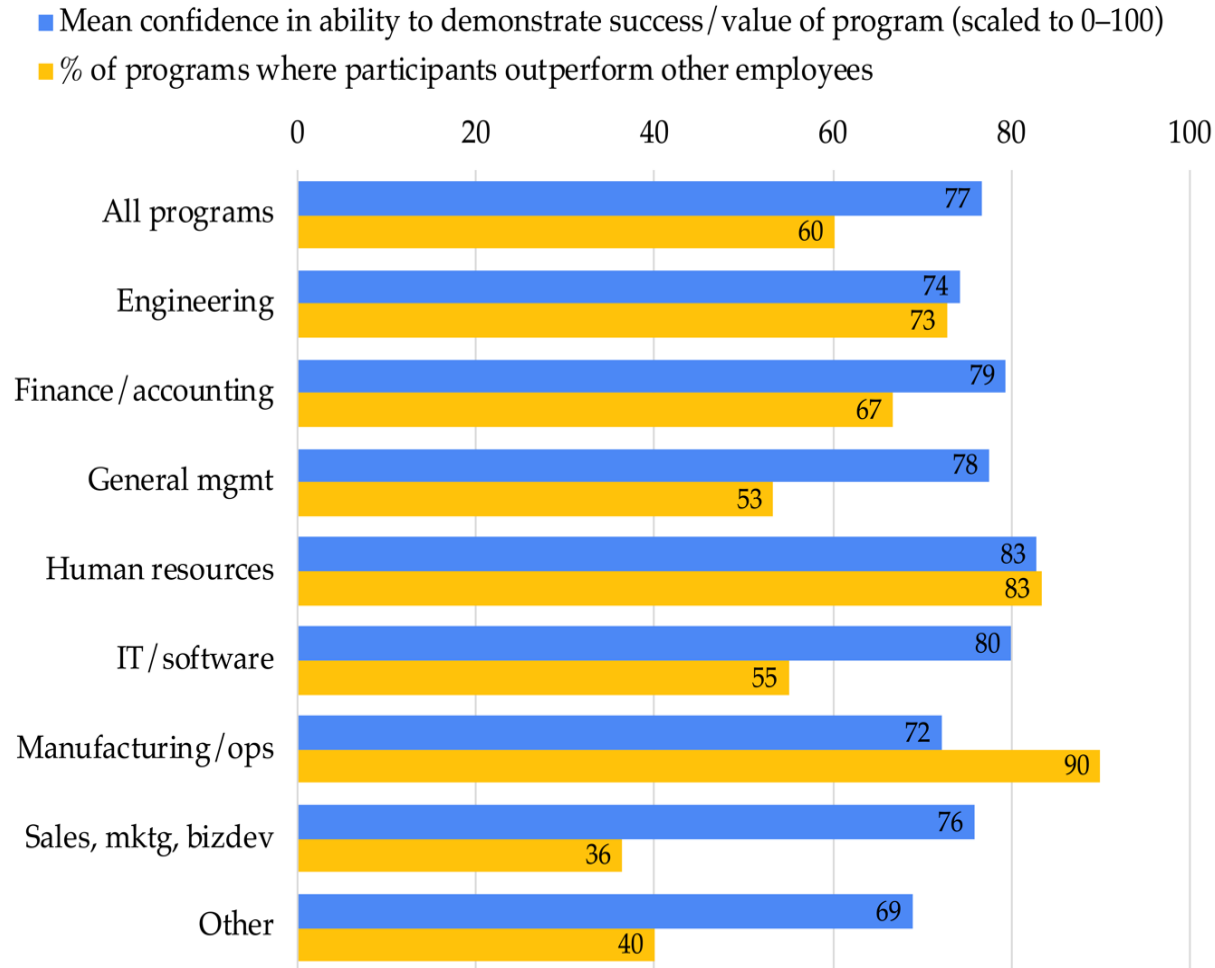
## OUTPERFORMANCE OF GEN POP?

■ No or only in some areas ■ Don't know ■ Yes





## Confidence and outperformance by functional area



# Misplaced Confidence?

- Overall, outperformance is correlated with higher confidence, but...
- Manufacturing
- General Management
- IT
- Sales!

# Validation of the intuitive...

- More staff » greater confidence
- Job guarantee » better completion and 1 year retention
- Peer mentorship » greater outperformance
- Alumni mentorship » higher confidence AND 5-year retention
- Access to executives » greater 1-year post program retention
- Alumni community » greater 5-year post program



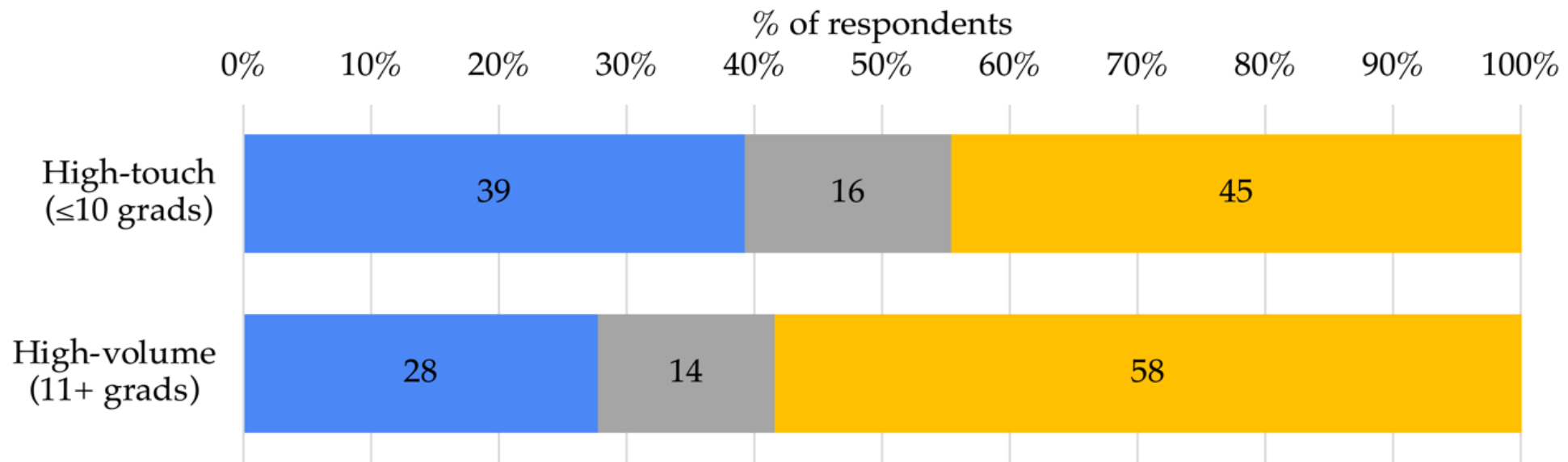
# Perhaps less intuitive?

- Higher “sense of community” correlated with higher
  - Confidence
  - Outperformance
  - Completion
  - 1-year post
  - 5-year post
- Longer orientation/training » higher 5 year-post
- Participant-driven placement » higher program completion
- Offering professional certification » greater outperformance

# High Touch vs. High Volume

**High-volume programs report greater outperformance of program grads**

■ No outperformance or only in some areas   ■ Don't know   ■ Grads outperform others



# Conclusions: These things matter

- Human Capital
  - Sense of community (and effort level to create one)
  - Mentoring
  - Participation of alumni
  - Training
- Independence and self-direction
  - Self-directed placement process
  - Professional certifications
  - International options

# Some questions for you...

- Do you feel that confidence and outperformance are good measures of program success?
- How strong is your sense of community within the program? What does that *mean*? Does it have a brand?
- Does retention matter as an indicator of program success? Is higher retention one of the purposes of your program?
- What have you done to boost your own program “success” (by however you measure it)?

# Wrap Up!

- ▶ Final thank you to
  - ▶ All speakers
  - ▶ Wronski Associates
  - ▶ Institute of Management Accountants
  - ▶ You!
- ▶ Recordings in the Platform
- ▶ Program Summary Report
- ▶ Become a member!
- ▶ Be safe, be collegial and keep being innovative!





# Save the DATE!

## 10<sup>th</sup> Annual LDP Summit

- ▶ Minneapolis, MN
- ▶ May 12 & 13, 2021

