Example LDP Survey Questions: 2024

The following is a partial list of questions captured in the 5th edition of the LDP Survey:

- What is your program's Net Promoter Score?

- What percent of your program participants are diverse?

- How many participants are currently in your development program?

- How many FTE staff oversee program participants?

- On average, how many people graduate from your development program each year?

- Does your development program have rotations?

- On average, how many rotations are required in your development program before program completion?

- On average, how many months long is each rotation in your development program?

- On average, how many months does it take to complete your development program?

- What term best describes how your development program is funded?

- Primarily, where are your development program participants geographically located throughout the course of their program?

- Is the performance review process for your development program aligned with the performance review calendar for the rest of your organization?

- What components of training are standard for your development program? Please check all that apply, and indicate if the component is an offering unique to the program (i.e. not available to the general employee population).

- If you have a mentoring program, who bears primary responsibility for matching participant to mentor?

- In what ways do you track the progress and success of your development program?

- What percent of your ELIGIBLE interns were offered a role in your development program in your last recruitment cycle?

- What percent of your incoming class is diverse?

- Overall, what percent of your interns accepted an offer to join your development program in your last recruitment cycle?

- Please indicate the three most important factors you measure to determine the success of your development program.

- How do you quantify and measure these factors?

- Which of the following components are part of the total compensation that associates receive UPON STARTING your development program? (Please check all that apply, and provide the median offering.)

- Which of the following components are offered as part of the total compensation package for associates DURING your development program? (Please check all that apply, and indicate the median amount offered.)

- Which of the following components are offered as part of the total compensation that associates receive UPON COMPLETION of your development program? (Please check all that apply, and indicate the median value offered.)

- What percent of your participants complete the first year of the development program?

- What percent of your participants complete the full program?

- What is your 1-year post-program retention rate?

- What is your 5-year post-program retention rate?

- What is your program's annual operating budget per participant?

- How confident are you in demonstrating the success of your program (1-10)?

- How strong is your program's sense of community (1-10)?

- What percentage of your incoming class is diverse?

- Using the guidance above, what is net percent time impact of your program on "time to next band?"

- Which of the following best describes the level of touch your programs tries to provide participants?

- Do you provide formal orientation for your development program?

- About how long is your formal orientation program?

- Aside from a participant's daily responsibilities on the job, what other program-specific responsibilities are there in your development program? (Check all that apply)

- Does your development program include an experience of managing other people?

- Are participants guaranteed a position after graduation from your development program?

- What term below best describes the level of role graduates of your development program move into at program completion?

- Which answer below best describes how your development program participants move into roles after graduation?

- What is the average length of employment (in number of months) for those that terminated while still in the program (either self or forced termination)?

- What is top reason for voluntary termination during the program?

- What is top reason for voluntary termination after completing the program?

- Other than compensation, what program-specific incentives do you provide to retain participants? (Please only include items that are not available as incentives to the general employee population of the organization.)

- On average, how many participants do you hire into your development program each year?

- How many target schools do you recruit from for your development program?

- Who has final say on how many new recruits will be hired into your development program each year?

- What are the four most important requirements for entry into your development program?

- Does your organization currently consider hiring international students into your development program?

- Do you have an internship program that feeds your recruiting pipeline for your development program?

And many more questions!