LDPconnect

An Assessment of Practices in Managing Early-Talent Development Programs in Engineering

LDP SURVEY

LDP SURVEY FOURTH EDITION

2022

ENGINEERING PROGRAMS
COMPENSATION, RETENTION & BUDGETING REPORT

With the support of

Wronski Associates

WELCOME!

The LDP Survey is a unique, biennial assessment of practices related to the management of structured development programs for early-career talent. Run since 2015, the survey is conducted by LDP Connect in consultation with early talent developers and leaders from the world's marquis employers. The aggregated data offers organizations an opportunity to benchmark their program management practices against the "market." Overall, this fourth edition of the study contains data from 84 organizations on 183 development programs across many functions.

ENGINEERING - COMPENSATION, RETENTION & BUDGETING REPORT

This report contains a summary of **14 early talent development programs focused on Engineering** from the organizations listed on the following page.

Custom reports and additional data analysis services are available. For more information, please contact **Dan.Beaudry@LDPconnect.com**.

LDP Connect would like to thank all who participated in this survey, and all who contributed to the creation of its content.

CONTRIBUTING ORGANIZATIONS

ABBVIE

AIR LIQUIDE

AIR PRODUCTS

CN RAIL

DANAHER

GE AVIATION

GE GAS POWER

GE RENEWABLE ENERGY

HONEYWELL

NBC UNIVERSAL

NORTHROP GRUMMAN

OTIS ELEVATOR

TEXTRON

WHIRLPOOL

Retention Data

What percent of your participants complete the first year of the development program? (N=10)

25th percentile	96%
Median	100%
75th percentile	100%
Average	98%

What percent of your participants complete the full program? (N=10)

25th percentile	92%
Median	96%
75th percentile	100%
Average	96%

What is your 1-year post-program retention rate? (N=8)

25th percentile	93%
Median	98%
75th percentile	100%
Average	96%

www.LDPConnect.com

Retention Data

What is your 5-year post-program retention rate? (N=7)

25th percentile	65%
Median	70%
75th percentile	74%
Average	70%

What are your official post-program retention GOALS?

Component	1-year	3-year	5-year
25th percentile	97%	80%	70%
Median	100%	93%	78%
75th percentile	100%	100%	93%
Average	98%	90%	81%
N=	9	8	8

www.LDPConnect.com

Budgeting Data

What is the overall operating budget of your program (not including salaries or bonuses)? (N=7)

25th percentile	$78,500
Median	$270,000
75th percentile	$870,000
Average	$1,098,857

What is your average operating dollar investment PER PARTICIPANT (not including salaries or bonuses)? (N=7)

25th percentile	$15,750
Median	$30,000
75th percentile	$99,750
Average	$54,443

What percentage of your program budget is NOT allocated for salary/benefits? (N=5)

25th percentile	19%
Median	27%
75th percentile	40%
Average	39%

www.LDPConnect.com

Compensation Data

Which of the following components are part of the total compensation that associates receive UPON STARTING your development program?

	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Base Salary	13	13	$74,000	$75,000	$75,000	12	1	0
Bachelors	13	13	$74,000	$75,000	$75,000	12	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Sign on bonus	9	9	$5000	$5000	$7500	8	1	0
Bachelors	9	9	$5000	$5000	$7500	8	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Relocation Package	11	10	$4250	$6000	$8750	7	4	0
Bachelors	11	10	$4250	$6000	$8750	7	4	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Annualized bonus target	5	4	5.0%	7.5%	10.5%	4	0	1
Bachelors	5	4	5.0%	7.5%	10.5%	4	0	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
Equity grant	1	0	NA	NA	NA	1	0	0
Bachelors	1	0	NA	NA	NA	1	0	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Other	2							

Notes:
- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or negotiable.

Compensation Data

Why might there be variance in STARTING compensation between associates in your development program? (Check all that apply) (N=14)
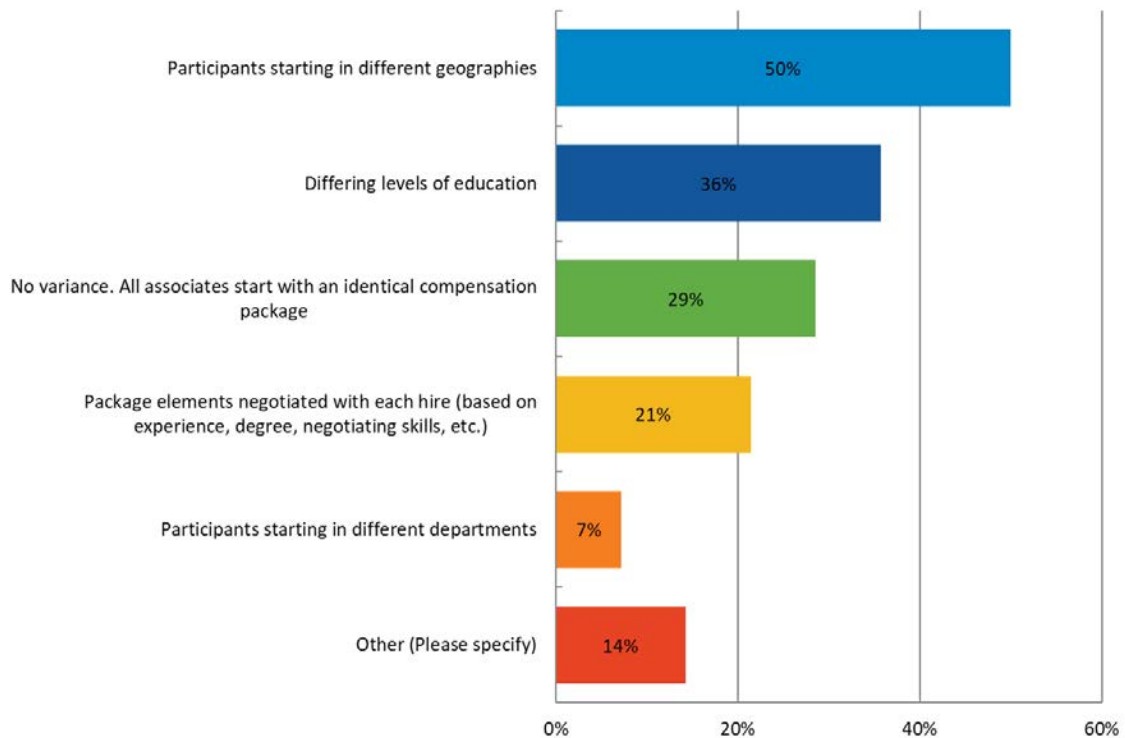
Because multiple answers per participant are possible, the total percentage may exceed 100%.

Other: Variance based on engineering degree

C2

Compensation Data

Which of the following components are offered as part of the total compensation package for associates DURING your development program?

|	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Merit increase	10	9	3.0%	3.0%	4.0%	2	7	1
Bachelors	10	9	3.0%	3.0%	4.0%	2	7	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
Cost of living adjustment	3	1	NA	NA	NA	0	2	1
Bachelors	3	1	NA	NA	NA	0	2	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
Individual target bonus	3	2	NA	NA	NA	1	0	2
Bachelors	3	2	NA	NA	NA	1	0	2
Graduate	0	0	NA	NA	NA	NA	NA	NA
Team target bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Profit sharing bonus	1	0	NA	NA	NA	0	0	1
Bachelors	1	0	NA	NA	NA	0	0	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
Spot bonus	1	0	NA	NA	NA	0	1	0
Bachelors	1	0	NA	NA	NA	0	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Retention bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Equity grant	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
In-program relocation	9	6	$4000	$4000	$6250	5	2	2
Bachelors	9	6	$4000	$4000	$6250	5	2	2
Graduate	0	0	NA	NA	NA	NA	NA	NA
Other	0							

www.LDPConnect.com

Compensation Data

Notes:

- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or variable.

Compensation Data

Overall, why might there be variance in IN-PROGRAM compensation between associates in your development program? (Check all that apply) (N=14)
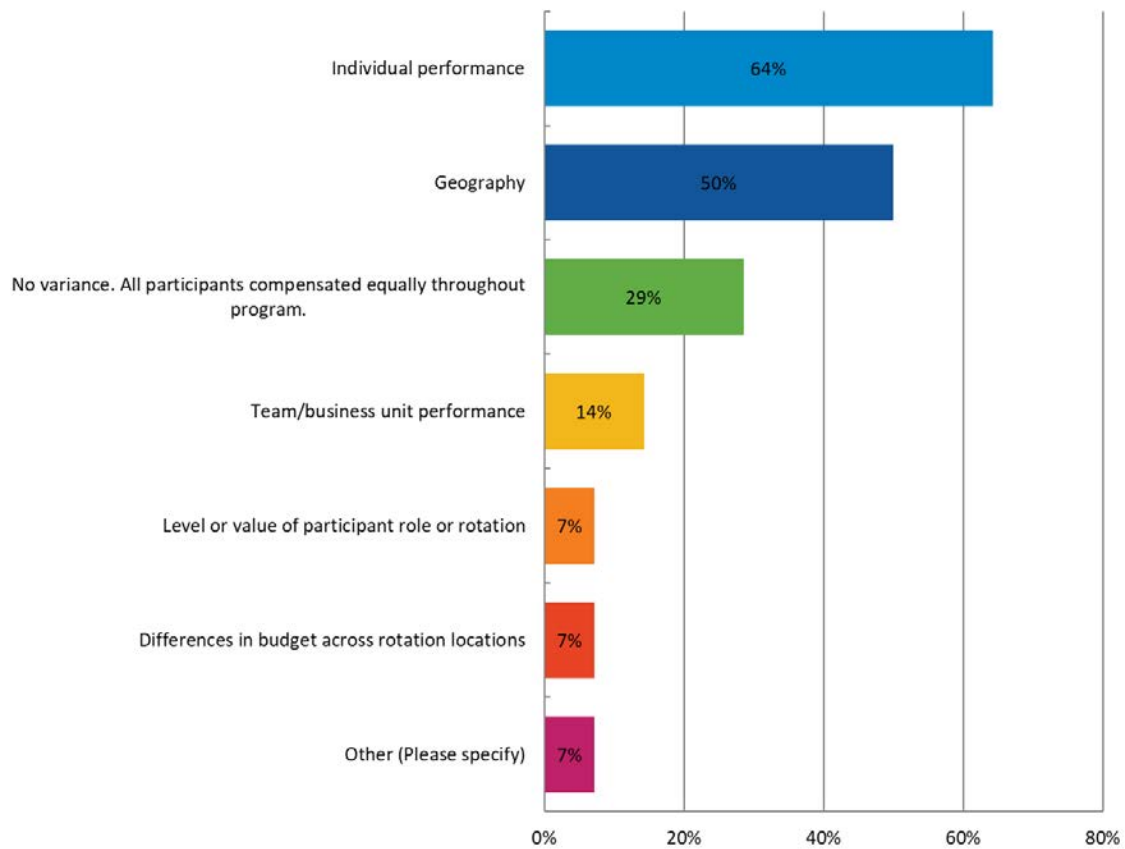
Because multiple answers per participant are possible, the total percentage may exceed 100%.

Other: Degree type/function

www.LDPConnect.com

Compensation Data

Which of the following components are offered as part of the total compensation that associates receive UPON COMPLETION of your development program?

|	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Salary	10	7	$83,000	$85,000	$86,250	2	8	0
Bachelors	10	7	$83,000	$85,000	$86,250	2	8	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Individual target bonus	2	2	NA	NA	NA	0	2	0
Bachelors	2	2	NA	NA	NA	0	2	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Team target bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Profit sharing bonus	1	0	NA	NA	NA	0	1	0
Bachelors	1	0	NA	NA	NA	0	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Retention bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Equity grant	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Relocation package	6	4	$4000	$4000	$5500	2	4	0
Bachelors	6	4	$4000	$4000	$5500	2	4	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Other	2							

Notes:
- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or variable.

Compensation Data

Why might there be variance in compensation among graduates of your development program? (Check all that apply) (N=14)
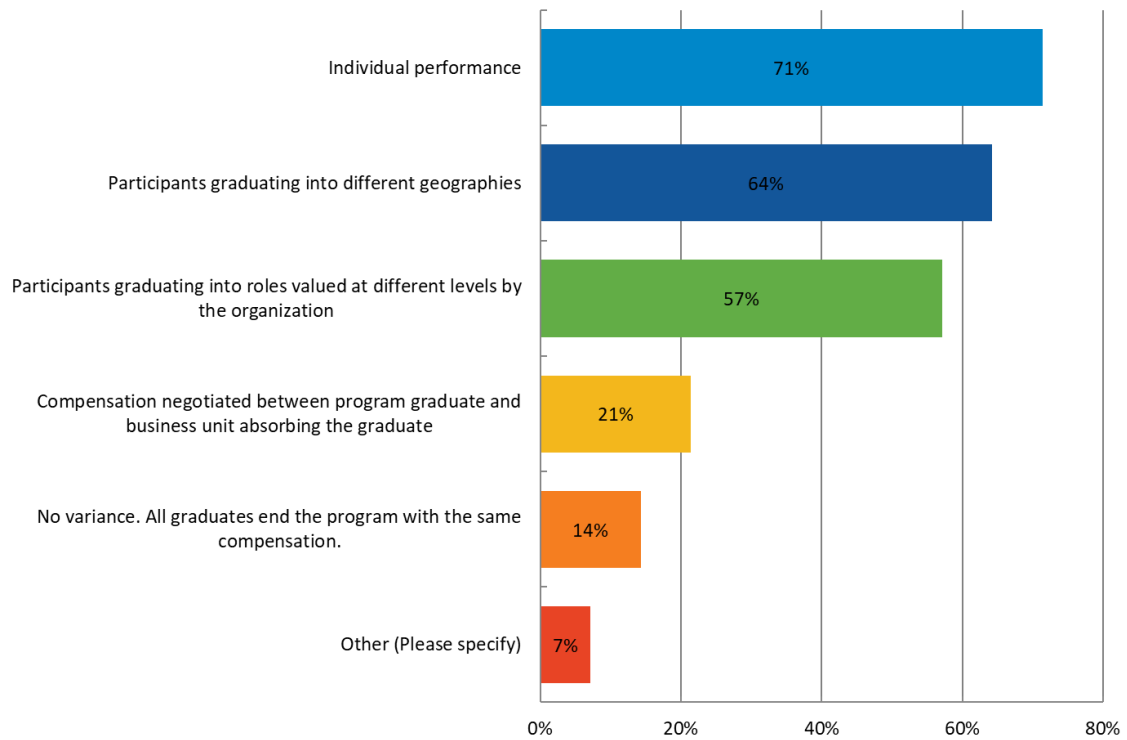
Because multiple answers per participant are possible, the total percentage may exceed 100%.

Other: Promotion at 2 yr mark, given good performance; all get same % increase.

www.LDPConnect.com

LDP SURVEY LDPsurvey.com

The 2022 Survey of Practices for Early Career Development Programs: Fourth Edition ("LDP Survey") is an assessment of how organizations build, manage and evaluate their talent development programs. The survey has been run since 2015, and offers organizations an opportunity to benchmark their practices, compensation levels and retention rates against peers. Custom reports and additional data analysis services are available. Contact Dan.Beaudry@LDPconnect.com for more information.

LDP CONNECT ldpconnect.com

LDP Connect is a membership organization serving the community of professionals who manage, lead or support structured development programs for early career talent. We provide research, events, tools and support to several hundred professionals from the world's marquis employers. Since 2012, LDP Connect has hosted the annual LDP Summit® – a best practices conference featuring case studies of innovations, group brainstorming sessions, bench-marking data on program practices, and networking & idea sharing. For more information on joining the community, visit **www.LDPconnect.com**.

R.J. WRONSKI ASSOCIATES, INC. wronskitraining.com

R.J. Wronski Associates Inc. is an award-winning learning and leadership development organization with global reach. We are the trusted partner for organizations that take a strategic approach to their talent development. We offer extensive experience in the creation and implementation of both early career and experienced pipeline programs that attract, develop and retain high potential employees. We distinguish ourselves through engaging design, exceptional service and an unparalleled commitment to exceeding expectations with each solution we deliver. For more information, contact Steve.Wronski@wronskitraining.com.