



## An Assessment of Practices in Managing Early-Talent Development Programs: All Programs Report



## LDP SURVEY FOURTH EDITION

2022

ALL PROGRAMS  
COMPENSATION, RETENTION &  
BUDGETING REPORT

With the support of





## WELCOME!

The LDP Survey is a biennial assessment of practices related to the management of structure 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 of early talent. This report offers organizations an opportunity to benchmark their program management practices against the "market." The overall survey captured data from **84 organizations** on **183 development programs** across many functions

## ALL PROGRAMS - COMPENSATION, RETENTION & BUDGETING REPORT

This report contains data on **176 early talent programs across all functional areas surveyed** from the organizations below. Custom reports and additional data analysis services are available. For more information, please contact [Dan.Beaudry@LDPconnect.com](mailto: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

ABBOTT  
ABBVIE  
ABRDN  
ACTIVISON BLIZZARD  
AIR LIQUID USA  
AIR PRODUCTS  
AMERICAN FAMILY INSURANCE  
AT&T  
BASF  
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UNUM  
VANGUARD  
WELLS FARGO  
WHIRLPOOL  
XPO LOGISTICS  
YALE



# Retention Data

**What percent of your participants complete the first year of the development program? (N=146)**

25th percentile	95%
Median	100%
75th percentile	100%
Average	97%

**What percent of your participants complete the full program? (N=141)**

25th percentile	85%
Median	92%
75th percentile	99%
Average	88%

**What is your 1-year post-program retention rate? (N=130)**

25th percentile	80%
Median	90%
75th percentile	100%
Average	85%



# Retention Data

**What is your 5-year post-program retention rate? (N=105)**

25th percentile	50%
Median	65%
75th percentile	76%
Average	62%

**What are your official post-program retention GOALS?**

Component	1-year	3-year	5-year
25th percentile	90%	75%	60%
Median	100%	80%	70%
75th percentile	100%	92%	80%
Average	93%	81%	68%
N=	95	92	86



# Budgeting Data

**What is the overall operating budget of your program (not including salaries or bonuses)? (N=88)**

25th percentile	\$25,000
Median	\$111,250
75th percentile	\$637,500
Average	\$446,726

**What is your average operating dollar investment PER PARTICIPANT (not including salaries or bonuses)? (N=87)**

25th percentile	\$2,200
Median	\$6,000
75th percentile	\$15,000
Average	\$17,021

**What percentage of your program budget is NOT allocated for salary/benefits? (N=79)**

25th percentile	5%
Median	10%
75th percentile	25%
Average	21%





# Compensation Data

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

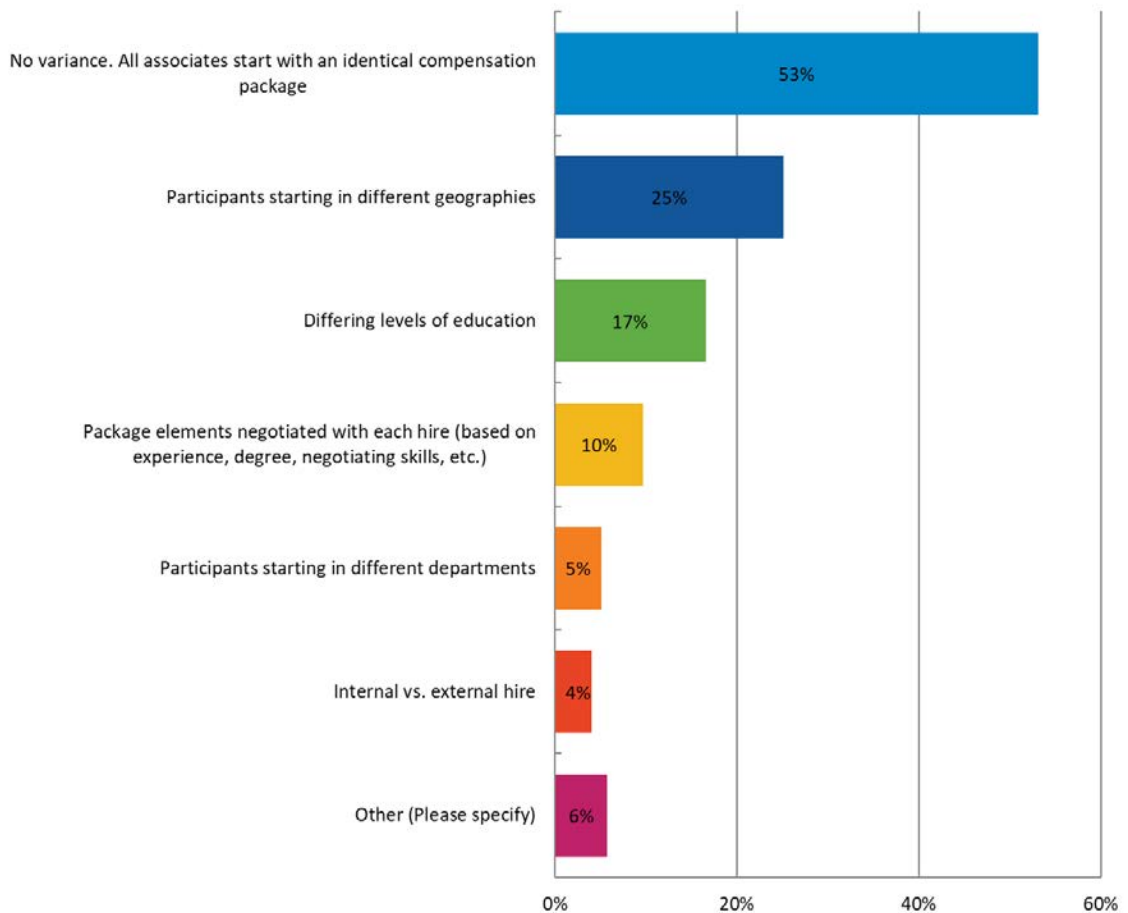
	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
<b>Base Salary</b>	140	128	\$62,000	\$70,000	\$82,500	125	5	10
Bachelors	115	106	\$61,500	\$68,000	\$74,000	102	3	10
Graduate	21	19	\$107,500	\$120,000	\$122,000	21	0	0
<b>Sign on bonus</b>	116	104	\$5000	\$5250	\$10,000	90	13	13
Bachelors	94	85	\$5000	\$5000	\$6500	77	6	11
Graduate	21	19	\$10,000	\$20,000	\$27,500	12	7	2
<b>Relocation Package</b>	93	69	\$4000	\$6000	\$10,000	66	14	13
Bachelors	71	54	\$4000	\$5000	\$8750	51	9	11
Graduate	19	13	\$7500	\$14,000	\$20,000	14	3	2
<b>Annualized bonus target</b>	82	70	5.0%	8.0%	10.0%	70	2	10
Bachelors	62	53	5.0%	7.0%	10.0%	52	2	8
Graduate	18	16	9.9%	12.5%	16.3%	16	0	2
<b>Equity grant</b>	8	5	NA	NA	NA	7	0	1
Bachelors	4	1	NA	NA	NA	4	0	0
Graduate	4	4	NA	NA	NA	3	0	1
<b>Other</b>	18							

Notes:

- Programs recruiting for multiple degree levels were included in the overall numbers shown above, but not in the "Bachelors" or "Graduate" breakdown. Therefore, the Bachelors and Graduate figures will not necessarily add up to the overall figure within a category.
- "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=175)



Because multiple answers per participant are possible, the total percentage may exceed 100%.

**Other:**

- If they are a returning intern they get additional per hour compensation
- Exam completion, previous internship
- Intern converts receive a loyalty bonus for early acceptance
- Depends on how many exams they have completed prior to entering the program (x3)
- Based on track (business, technical, computer science)
- Base salary adder given to Technology participants who interned 2+ years
- Everything is standard with our MBA offers except we will negotiate a sign-on bonus if needed to close the candidate





# 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
<b>Merit increase</b>	123	93	2.5%	3.0%	3.0%	23	82	18
Bachelors	103	80	2.5%	3.0%	3.8%	16	71	16
Graduate	18	13	2.5%	3.0%	3.0%	7	9	2
<b>Cost of living adjustment</b>	31	18	2.3%	9.8%	11.2%	8	19	4
Bachelors	30	17	2.3%	9.5%	11.3%	7	19	4
Graduate	1	1	NA	NA	NA	1	0	0
<b>Individual target bonus</b>	60	35	5.0%	10.0%	11.0%	17	30	13
Bachelors	46	26	5.0%	8.0%	10.0%	13	21	12
Graduate	13	9	10.0%	10.0%	20.0%	3	9	1
<b>Team target bonus</b>	9	2	NA	NA	NA	2	5	2
Bachelors	8	2	NA	NA	NA	2	4	2
Graduate	1	0	NA	NA	NA	0	1	0
<b>Profit sharing bonus</b>	14	7	\$500	\$1500	\$1500	3	8	3
Bachelors	13	7	\$500	\$1500	\$1500	3	7	3
Graduate	0	0	NA	NA	NA	NA	NA	NA
<b>Spot bonus</b>	10	3	NA	NA	NA	0	10	0
Bachelors	8	2	NA	NA	NA	0	8	0
Graduate	1	1	NA	NA	NA	0	1	0
<b>Retention bonus</b>	2	0	NA	NA	NA	1	0	1
Bachelors	1	0	NA	NA	NA	0	0	1
Graduate	1	0	NA	NA	NA	1	0	0
<b>Equity grant</b>	6	1	NA	NA	NA	1	5	0
Bachelors	2	0	NA	NA	NA	0	2	0
Graduate	4	1	NA	NA	NA	1	3	0
<b>In-program relocation</b>	57	32	\$2875	\$4000	\$7500	24	22	11
Bachelors	46	27	\$2500	\$4000	\$5000	19	18	9
Graduate	10	5	\$7500	\$10,000	\$16,000	5	3	2
<b>Other</b>	7							



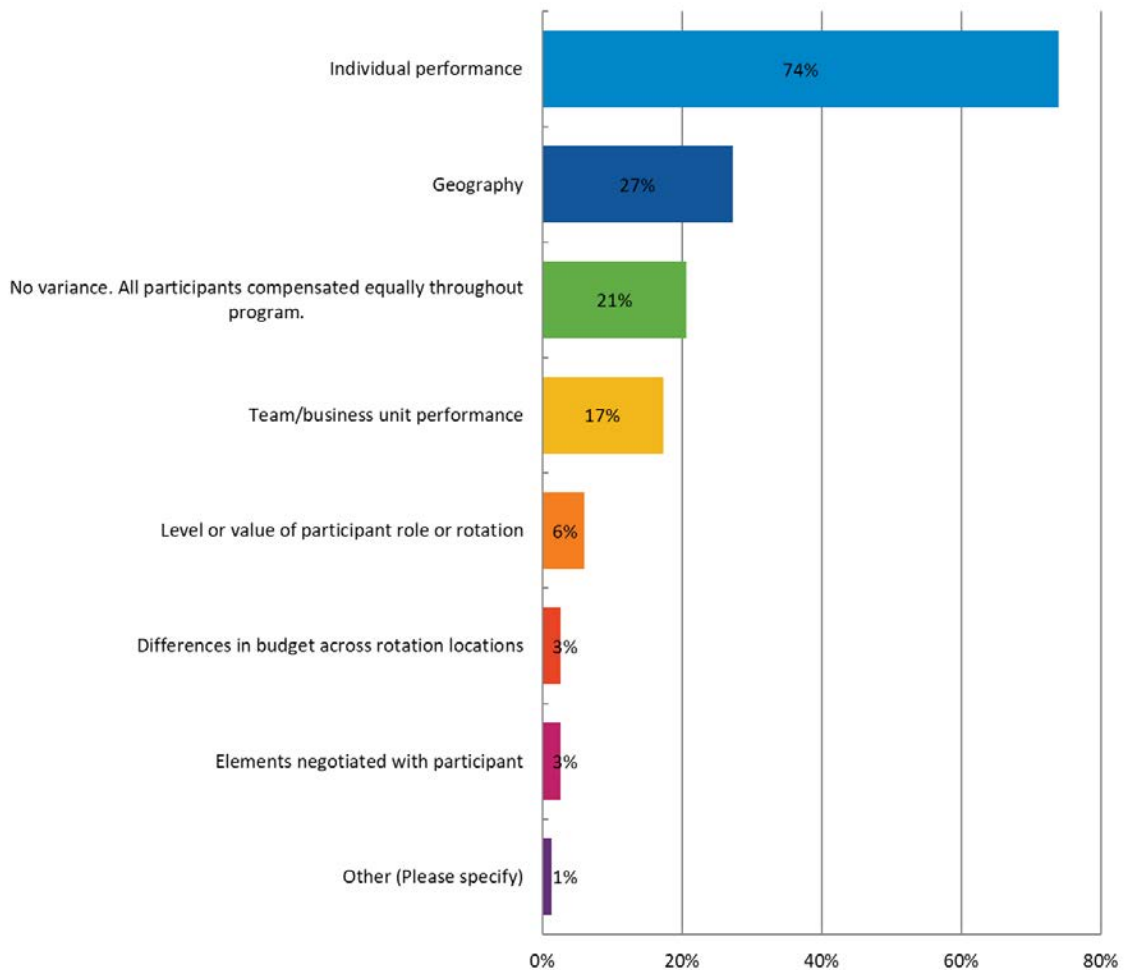
# Compensation Data

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# Compensation Data

Overall, why might there be variance in IN-PROGRAM compensation between associates in your development program? (Check all that apply) (N=150)



Because multiple answers per participant are possible, the total percentage may exceed 100%.

**Other:**

- If they are a returning intern they receive a higher per hour compensation.
- Degree type/function



# 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
<b>Salary</b>	126	94	\$73,000	\$82,500	\$90,000	17	96	13
Bachelors	105	81	\$72,000	\$80,000	\$85,000	17	78	10
Graduate	17	12	\$119,500	\$134,000	\$150,000	0	15	2
<b>Individual target bonus</b>	44	25	\$5000	\$8300	\$10,000	10	25	9
Bachelors	35	22	\$4250	\$7530	\$10,000	9	19	7
Graduate	8	3	NA	NA	NA	0	6	2
<b>Team target bonus</b>	6	0	NA	NA	NA	1	5	0
Bachelors	5	0	NA	NA	NA	1	4	0
Graduate	1	0	NA	NA	NA	0	1	0
<b>Profit sharing bonus</b>	8	2	NA	NA	NA	2	4	2
Bachelors	7	2	NA	NA	NA	2	4	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
<b>Retention bonus</b>	3	1	NA	NA	NA	1	1	1
Bachelors	2	0	NA	NA	NA	1	0	1
Graduate	1	1	NA	NA	NA	0	1	0
<b>Equity grant</b>	9	1	NA	NA	NA	1	8	0
Bachelors	5	0	NA	NA	NA	1	4	0
Graduate	3	0	NA	NA	NA	0	3	0
<b>Relocation package</b>	44	20	\$4000	\$5000	\$7500	10	25	9
Bachelors	37	18	\$4000	\$5000	\$5750	9	20	8
Graduate	6	2	NA	NA	NA	1	4	1
<b>Other</b>	9							

**Notes:**

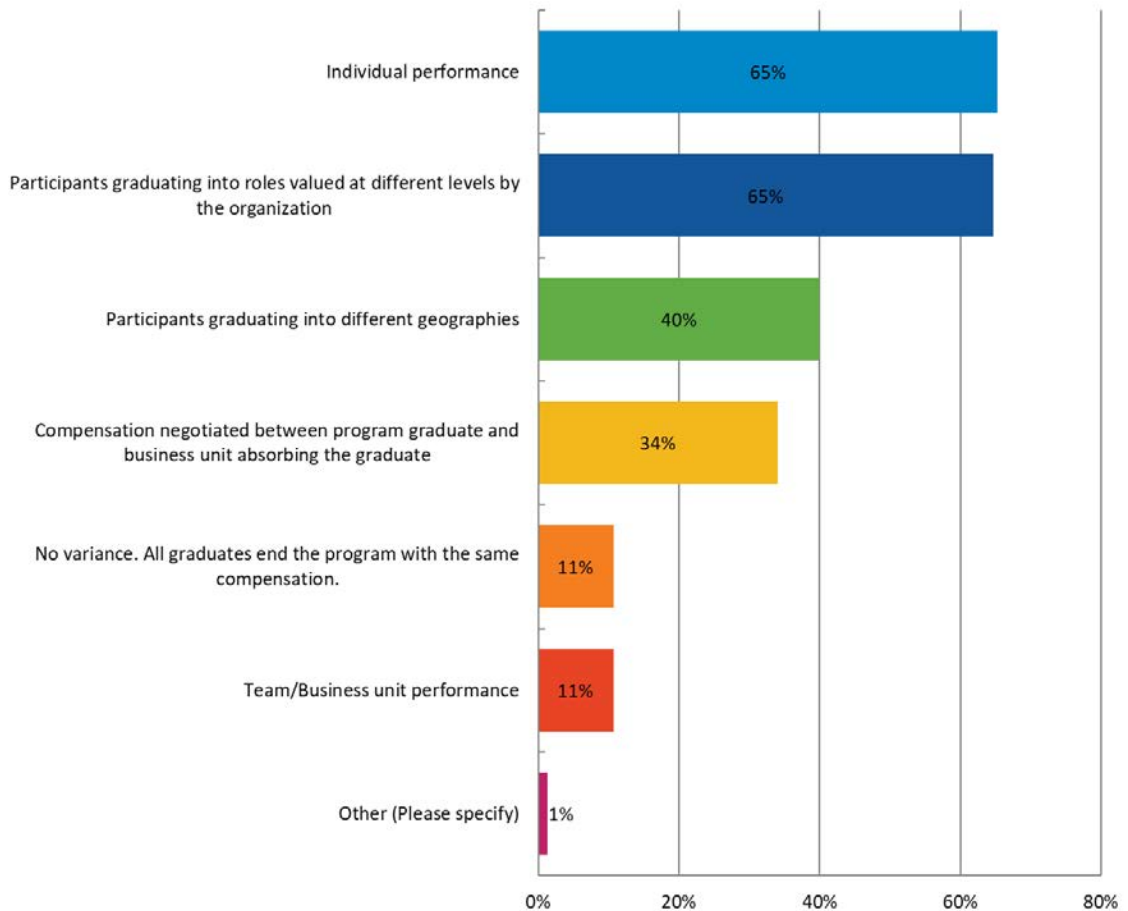
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# Compensation Data

Why might there be variance in compensation among graduates of your development program? (Check all that apply) (N=150)



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.
- Dependent on whether they go into a traditional full time role or into our rotational development program.





### **LDP SURVEY** [LDPsurvey.com](https://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](mailto:Dan.Beaudry@LDPconnect.com) for more information.

### **LDP CONNECT** [ldpconnect.com](https://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](https://www.LDPconnect.com).

### **R.J. WRONSKI ASSOCIATES, INC.** [wronskitraining.com](https://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](mailto:Steve.Wronski@wronskitraining.com).