

An aerial photograph of a dense forest with a mix of green and yellow trees, indicating autumn. A paved road with white lane markings runs diagonally across the lower half of the image. A semi-transparent dark grey banner is overlaid across the middle of the image, containing the title text.

2023 Ranking of Masters Development Programs



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Editors' Note

Back-to-school after the summer break is always very busy and yet exciting time for all schools. To add to the excitement, we're pleased to release the annual ranking of the most popular programs among Masters students from around the world, the **2023 Ranking of Masters Development Programs!**

Through the analysis, we observe that the attractiveness of the LDPs hasn't quite yet reached the pre-Covid levels, when compared to just-in-time hiring roles. This can of course be related to a generational change and more students pursuing entrepreneurial paths than in the past. On the other hand, some of the programs have also started reducing their intake of candidates as well. We look forward to continuing observing the LDP market and interesting trends that erupt each year.

We hope this report will help you gain a better understanding of student interests and trends in the various Leadership Development Programs. If you are looking for more market intelligence, candidate insights, or an individual LDP competitiveness, please do [reach out!](#)

We hope you enjoy the read of this year's Ranking!



Zana Zidansek



Alexandre Rossier



What are Development Programs?

Structured, intense, and often rotational, Development Programs are fast-track programs within companies to develop and groom high-potentials for future leadership roles.

They vary a lot from one program to the next as each company tailors its programs to its specific needs: Structure, duration, experiential experiences, function focus, rotations, mentorship and coaching, on-the-job and formal training, etc.

However, what all of them have in common is the objective to shape and grow the future top leaders of these organizations, and therefore, the rigorous selection criteria to attract and recruit the right candidates.





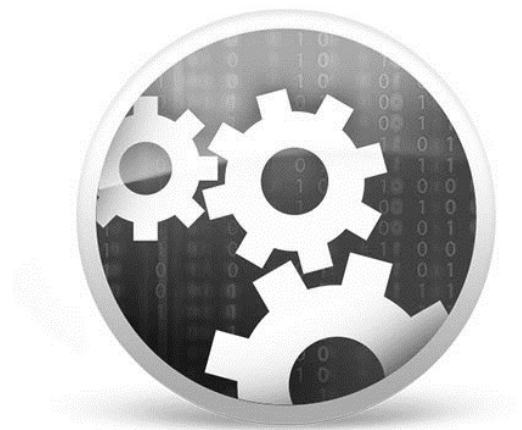
Our Unique Data

We track every Development Program, worldwide. We add new programs, archive old ones, and update current ones through monthly manual checks, regular connections with companies, as well as on-going automatic processes to alert us of any intermediary changes.

We have two directories of development programs:

- Our flagship directory of all MBA Leadership Dev Programs, on MBA-Exchange.com with all the programs that are suitable for MBAs and in some cases for experienced Masters students
- Our early-career directory of development programs, on Careernomics for early career students with no or little prior work experience

This report looks exclusively at the programs on Careernomics.



* Another 1000+ programs are monitored but archived as no longer active and relevant for our candidates.



How we ranked the LDPs?

This report ranks 786* development programs between June 1, 2022 and May 30, 2023, based on student views.

It is divided in several main sections with corresponding sub-rankings. Namely we have analyzed it as follows:

- Global rankings
- Top Development Programs by Industry
- Top Development Programs by Business Area
- Top Development Programs by School Location

* These are the programs that are today still taking place and/or open for applications. The programs that have been canceled are not taken into consideration.





2023 Ranking of Masters Development Programs **OVERVIEW**



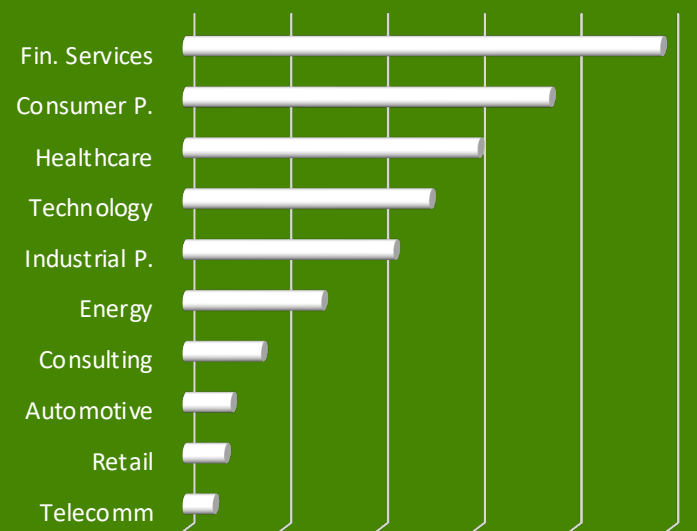


Most Popular Industries

Worldwide



Comparison by Views 2023



Popular Employers in Fin. Services



Popular Employers in Healthcare



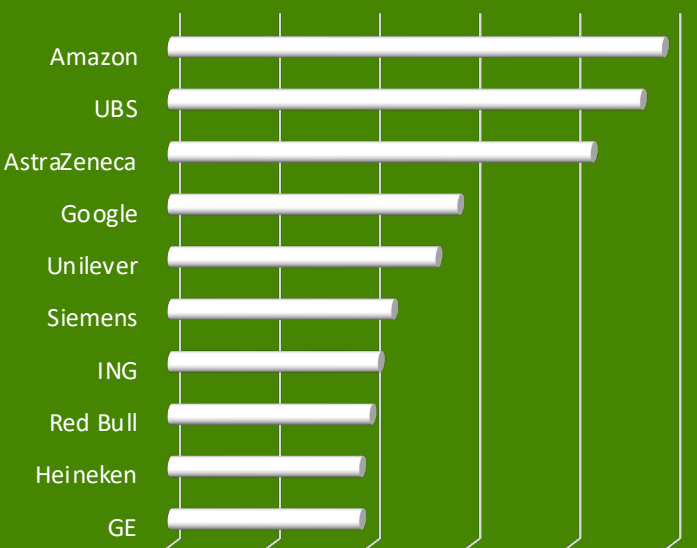


Most Popular Employers

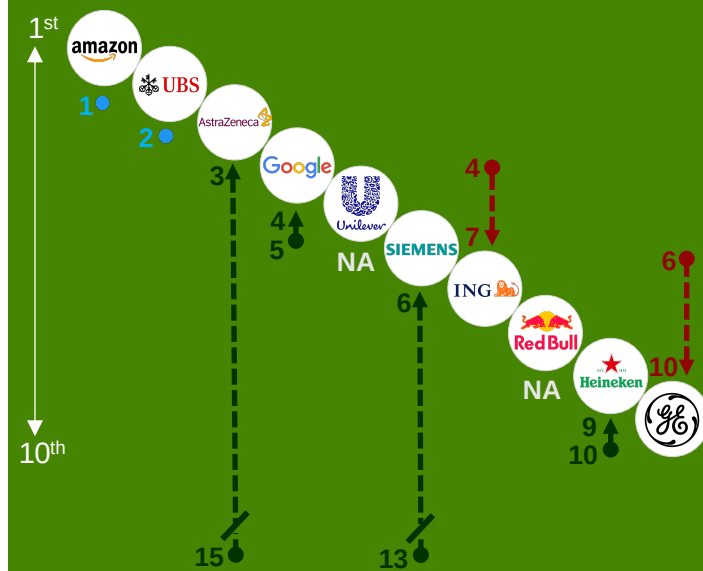
Worldwide



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

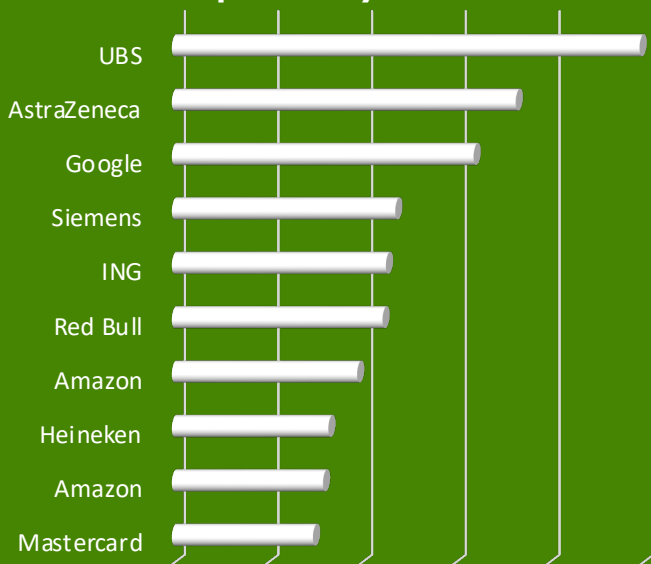
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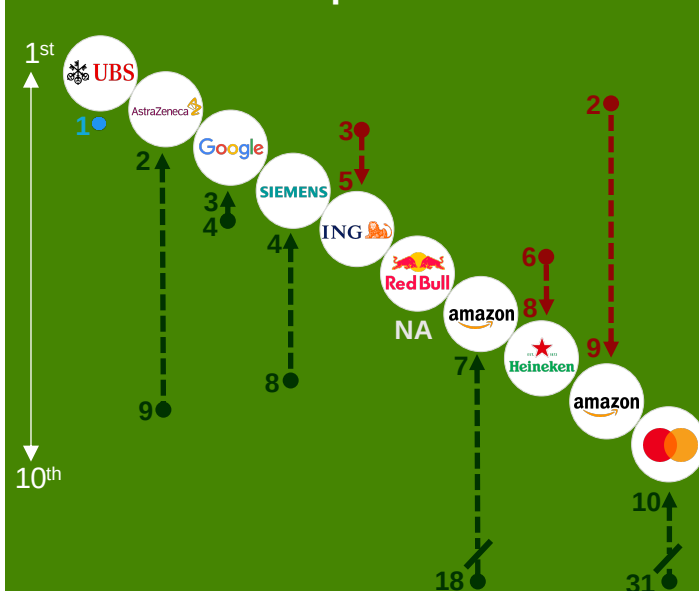
Top Programs – Full-time & Internships



Comparison by Views 2023



Placement Comparison 2022 vs 2023





Top Programs – Internships

**Business Intern
2023**

1

Google

2

amazon

**Global Internship
Program**

3

IFC

**Corporate Development
Program Summer
Associate**

Liberty
Mutual
INSURANCE

General
Mills

**MBA/Master's Level
Internship
Opportunities**

**Brand Marketing
Internship - International
Development Program**

**RWE Graduate
Programmes**

RWE

accenture

Accenture Internships

**Pathways Operations
Leadership Program:
Internship**

amazon

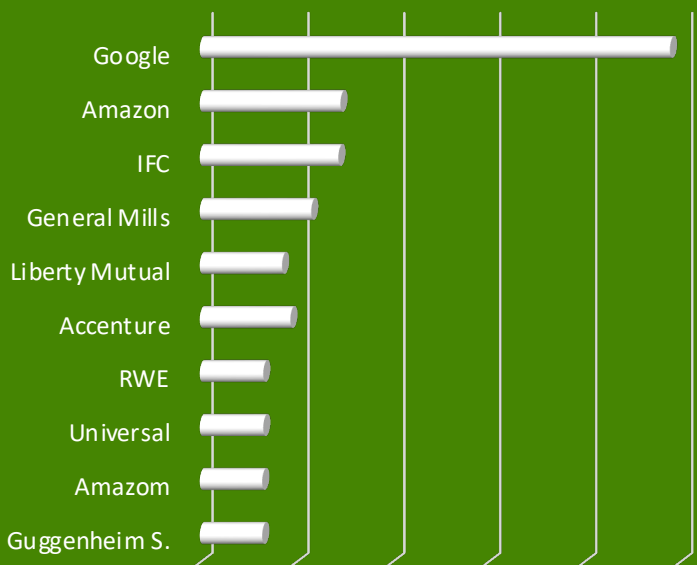
UNIVERSAL
ORLANDO RESORT

**Graduate Internship ñ
Strategic Planning**

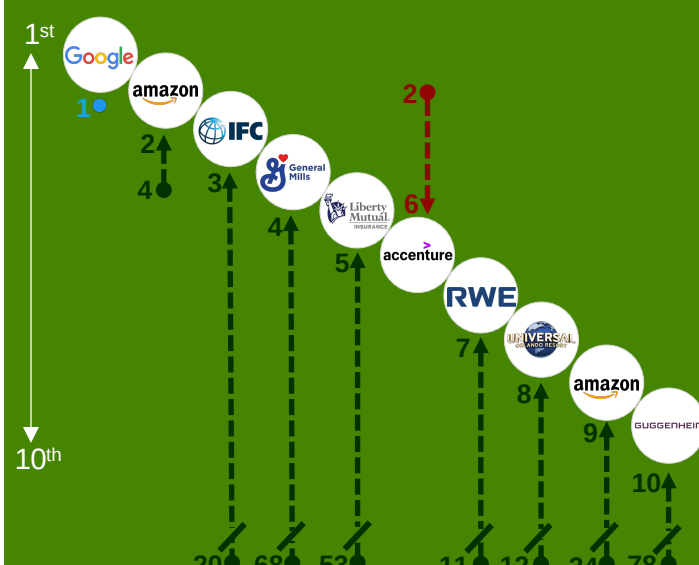
GUGGENHEIM

**Investment Summer
Associate**

Comparison by Views 2023

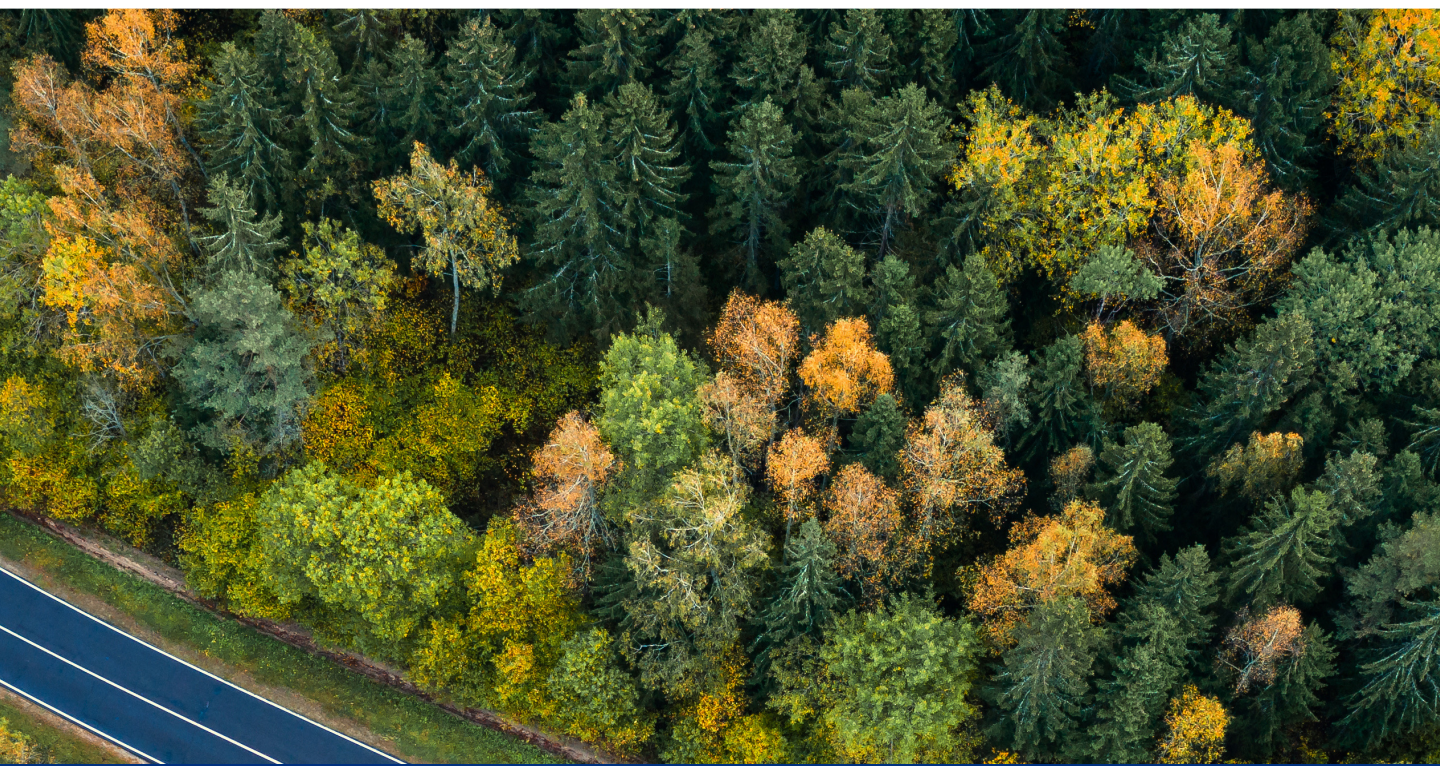


Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

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2023 Ranking of Masters Development Programs by **INDUSTRY**





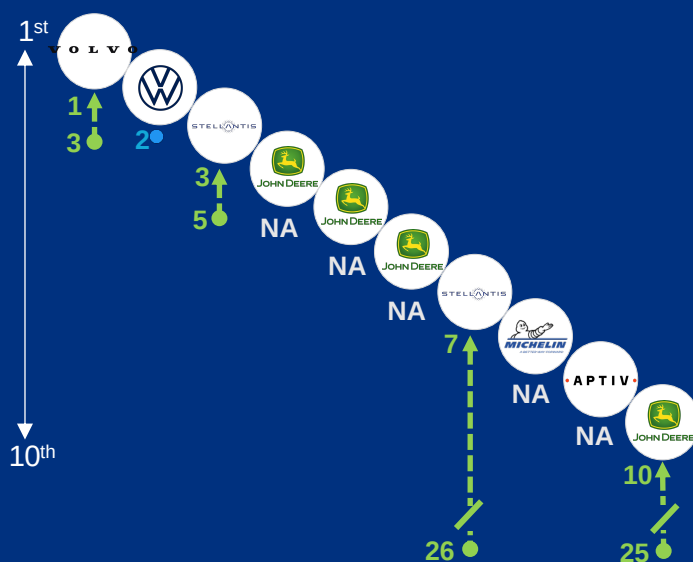
Top Programs in Automotive / Transportation



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

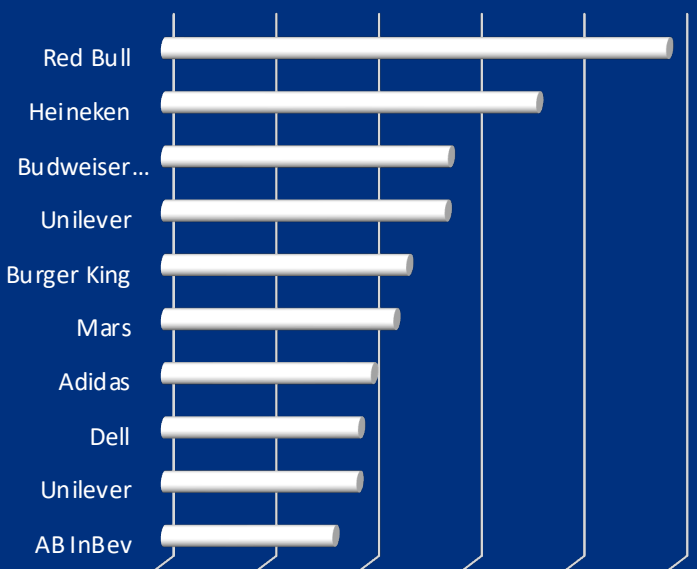
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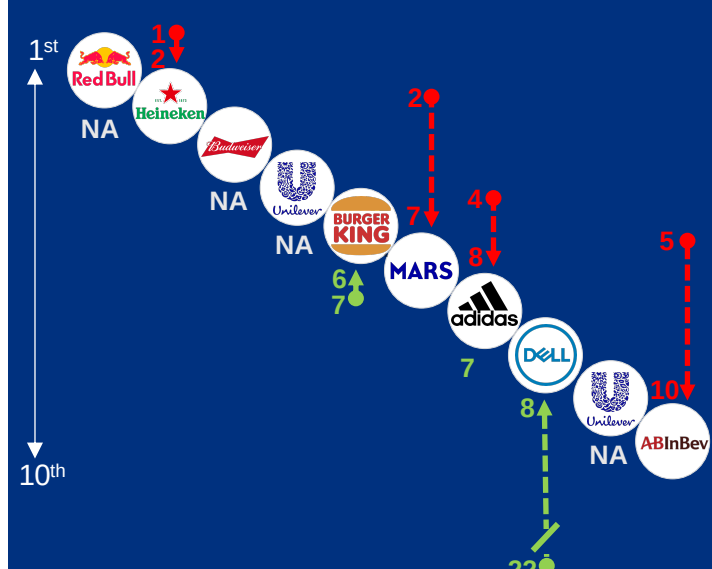
Top Programs in Consumer



Comparison by Views 2023



Placement Comparison 2022 vs 2023

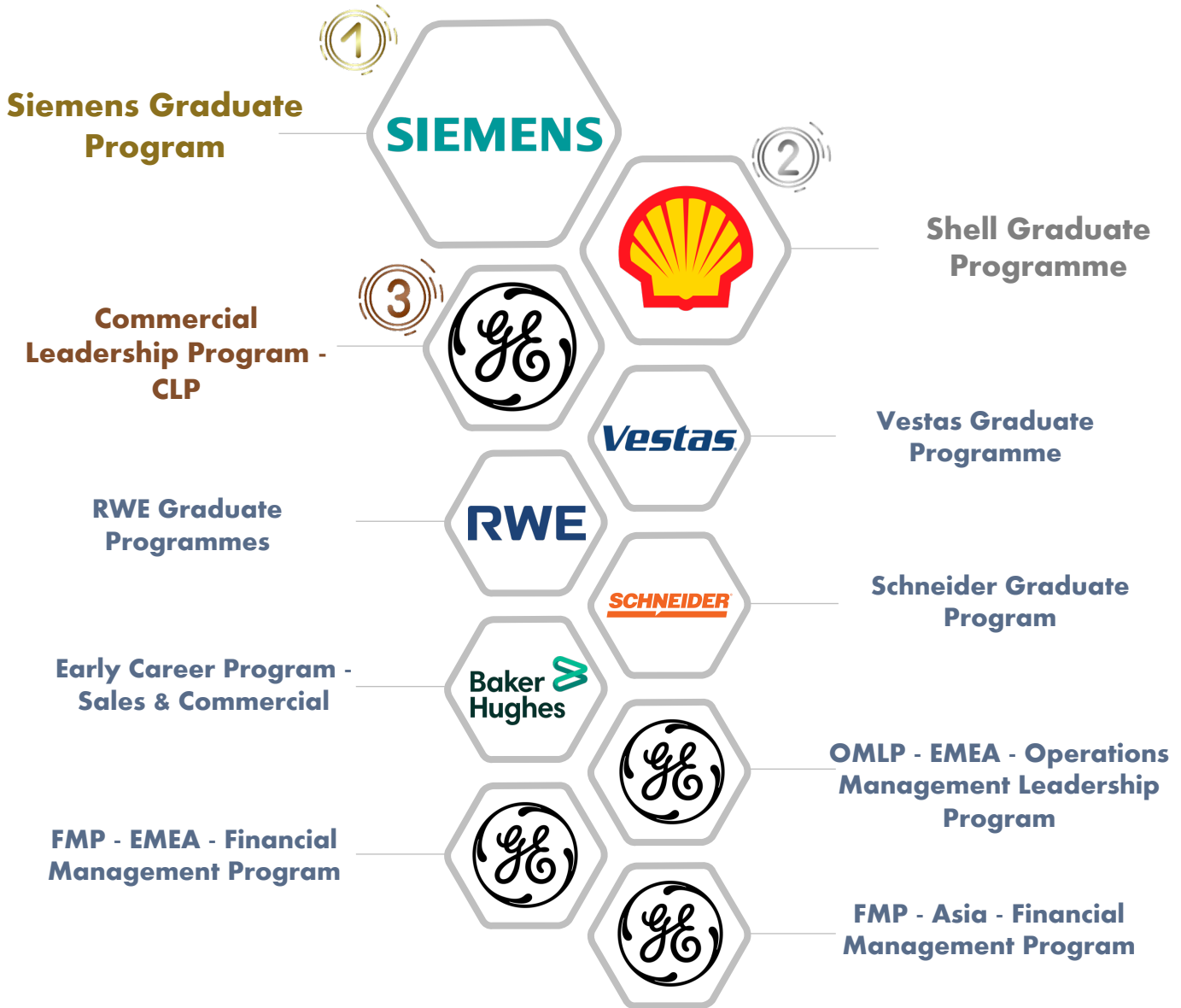


Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

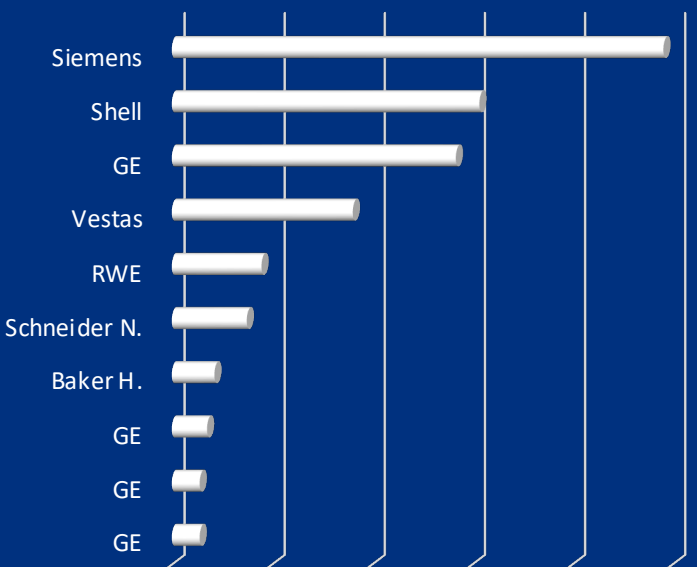
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Top Programs in Energy



Comparison by Views 2023



Placement Comparison 2022 vs 2023

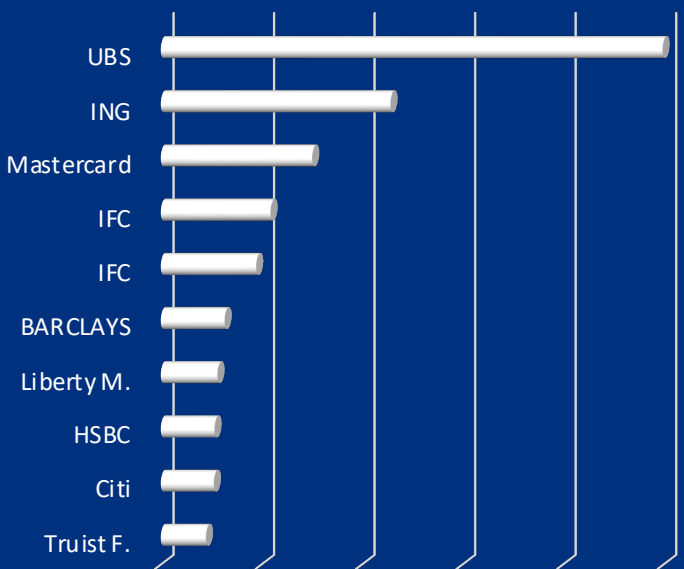




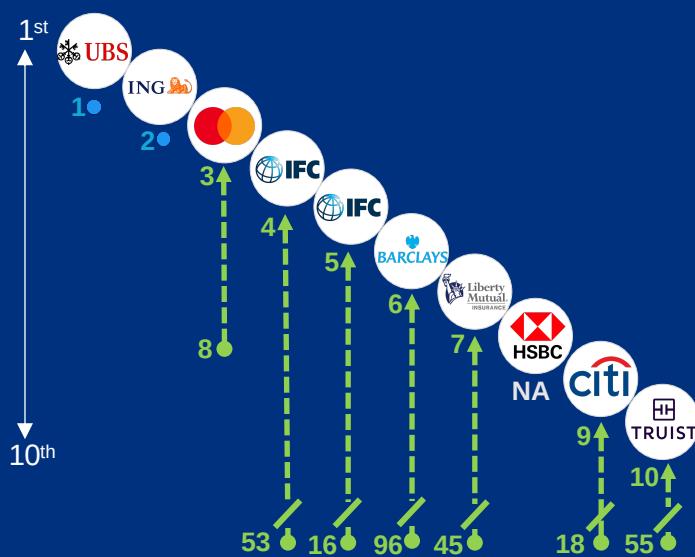
Top Programs in Financial Services



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

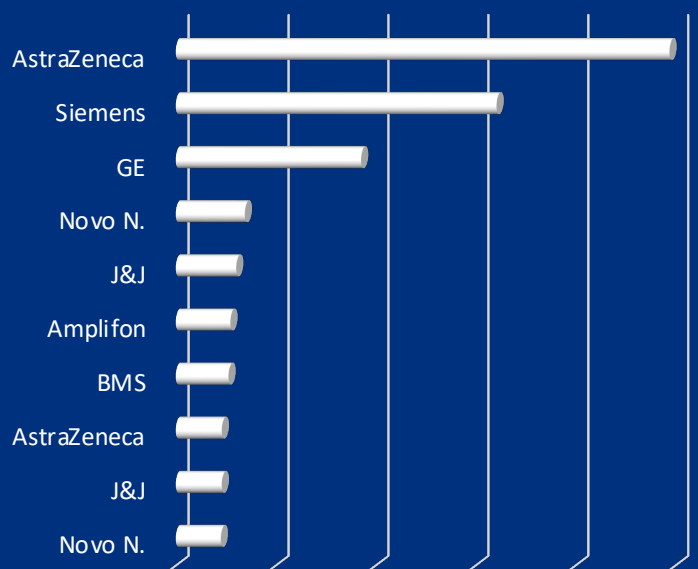
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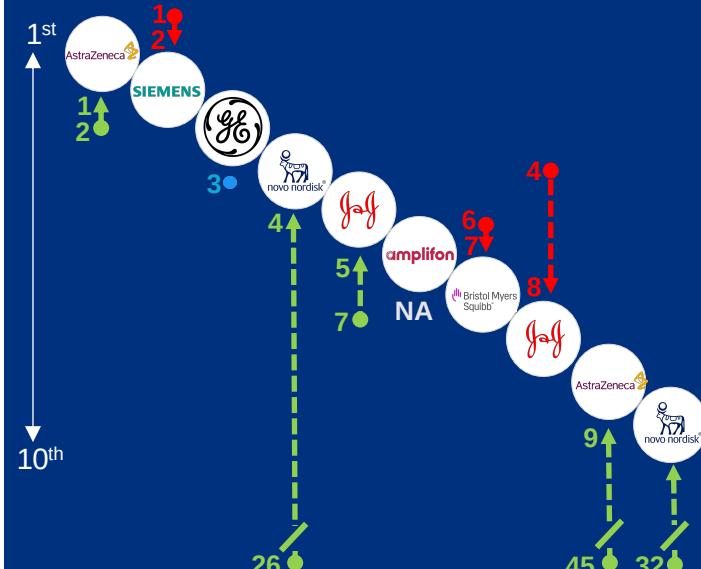
Top Programs in Healthcare



Comparison by Views 2023



Placement Comparison 2022 vs 2023

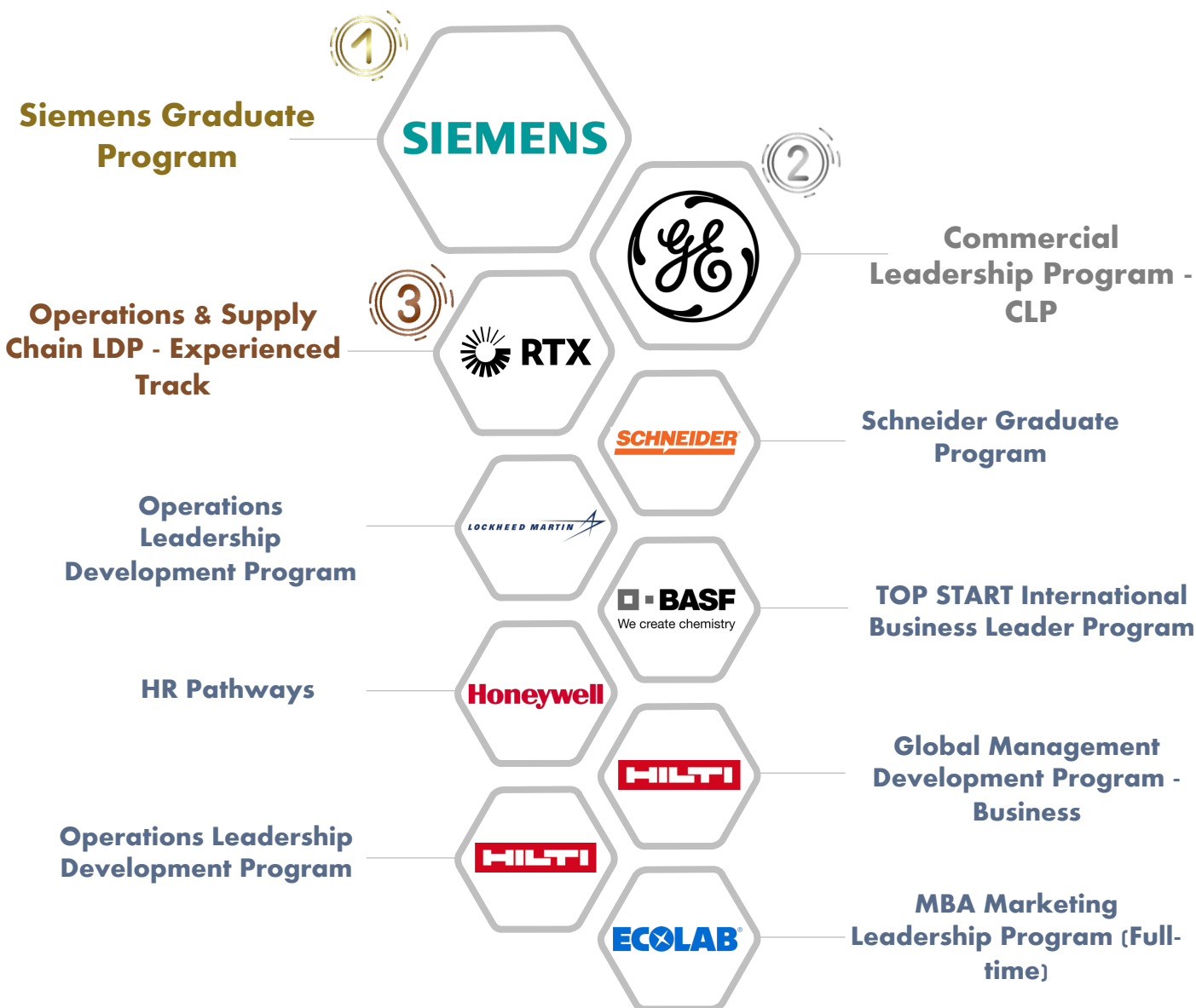


Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

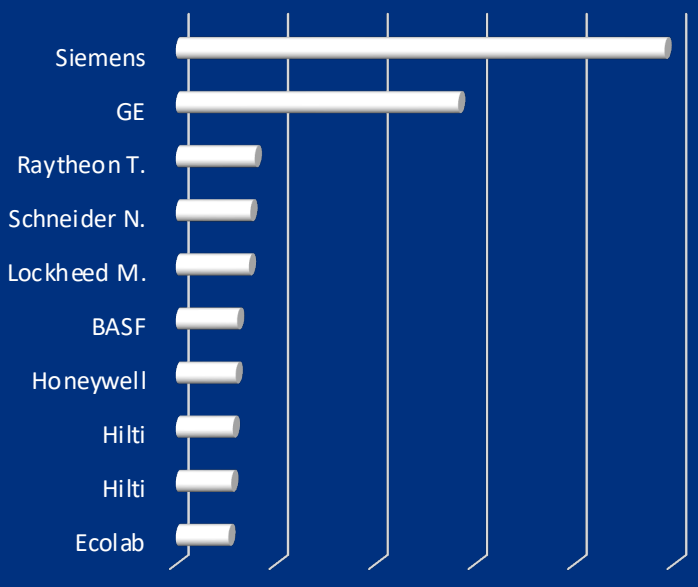
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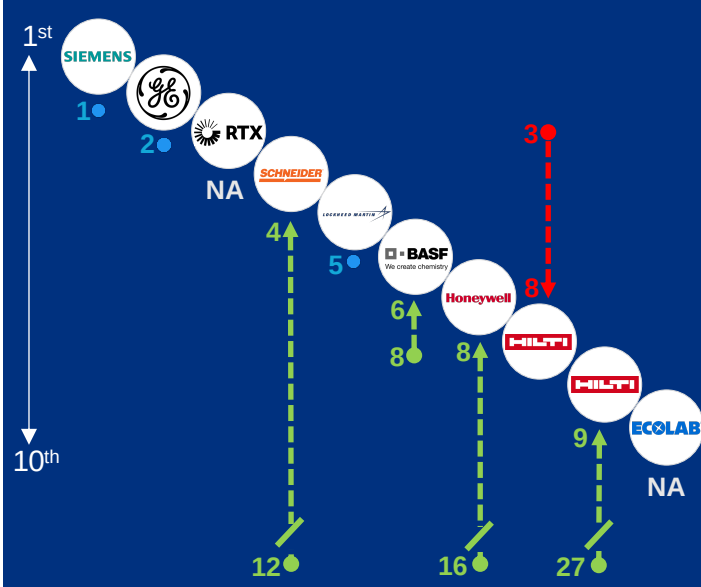
Top Programs in Industrial Products and Services



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

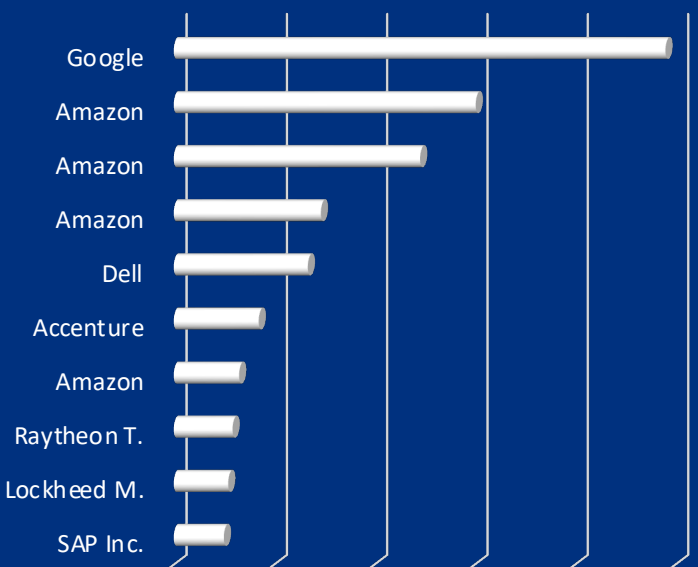
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



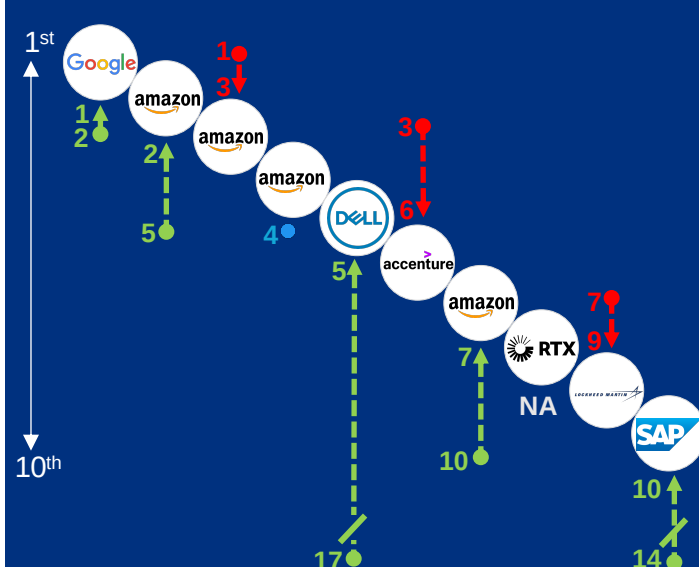
Top Programs in Technology



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

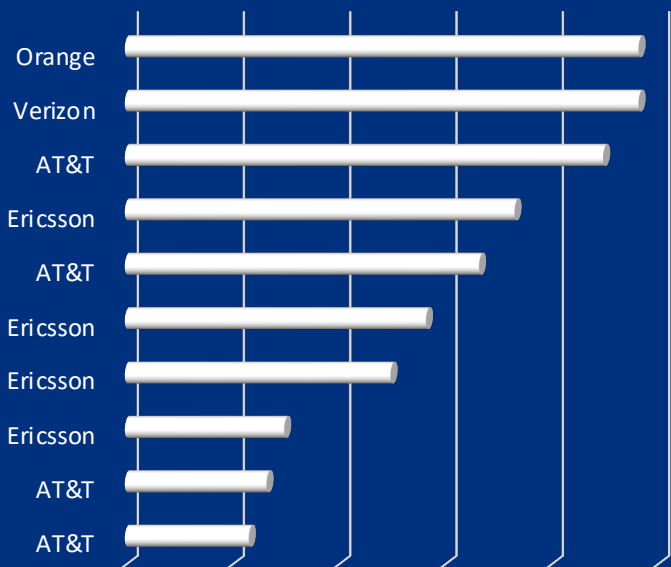
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



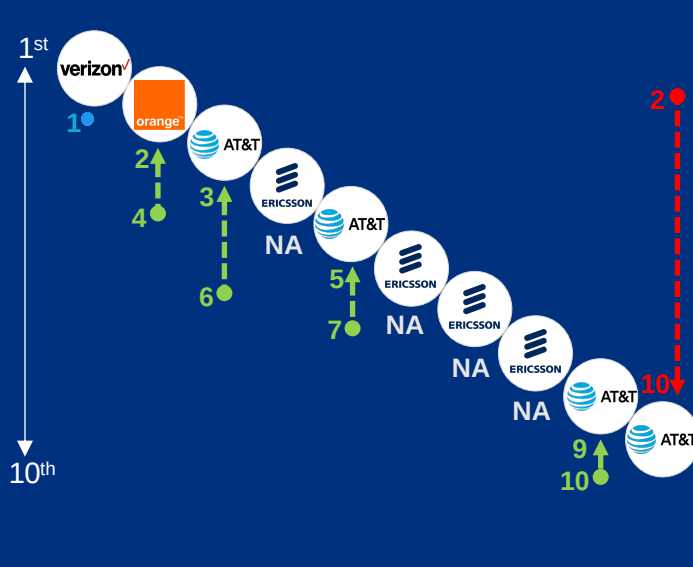
Top Programs in Telecommunications



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

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2023 Ranking of Masters Development Programs by **FOCUS AREA**

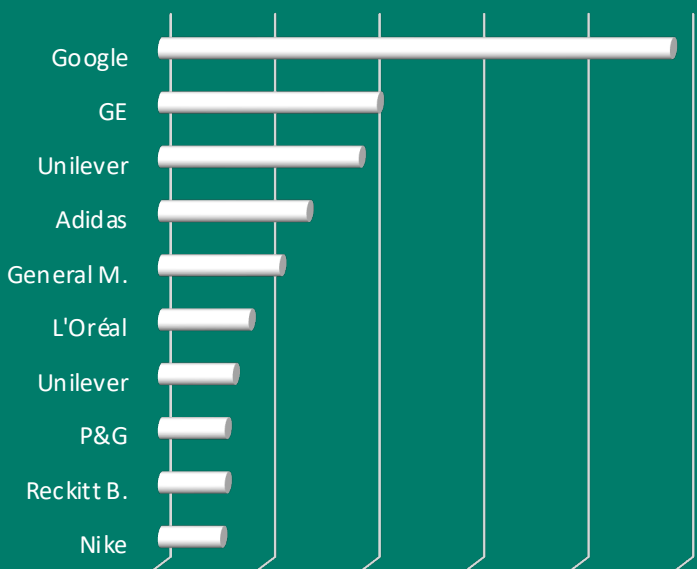




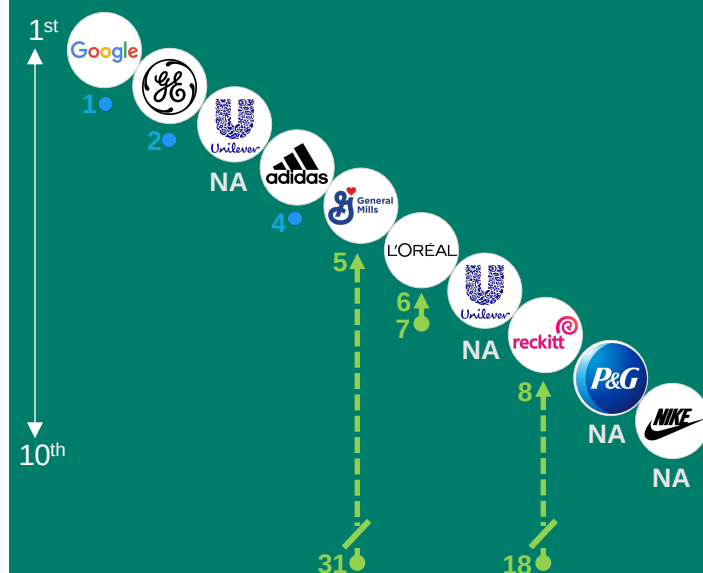
Top Programs in Commercial



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

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Top Programs in Finance

Graduate Talent Program (GTP)

1



2



WBG Young Professionals Program

Global Internship Program

3



Investment Banking Expert Programme

Corporate Development Program Summer Associate



Global Graduate Programme

Quantitative Analysis; Full Time Associate



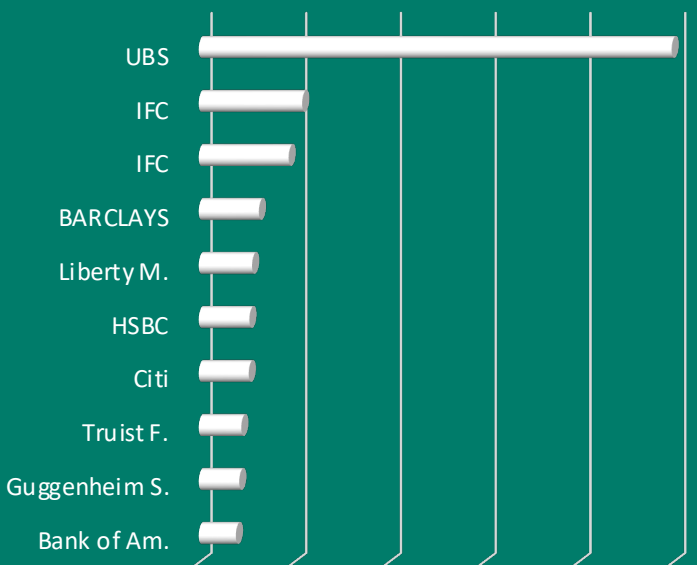
2023 Leadership Development Program

Investment Summer Associate

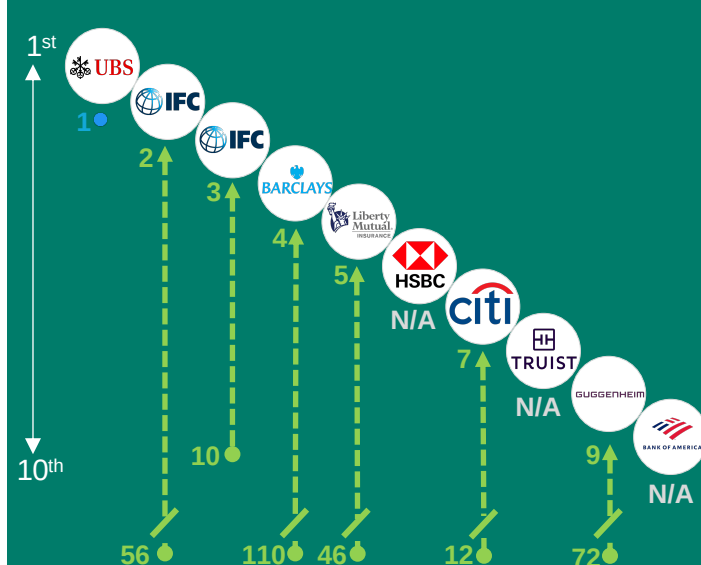


Wealth Management Analyst Program - Investment Solutions Group

Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

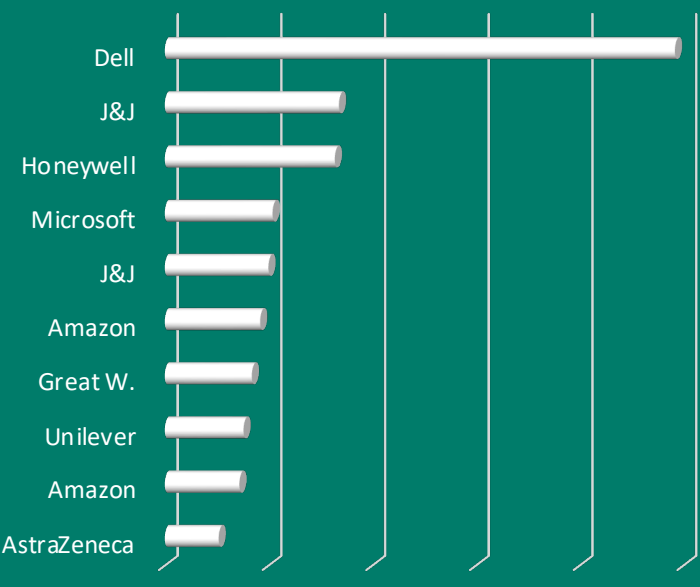
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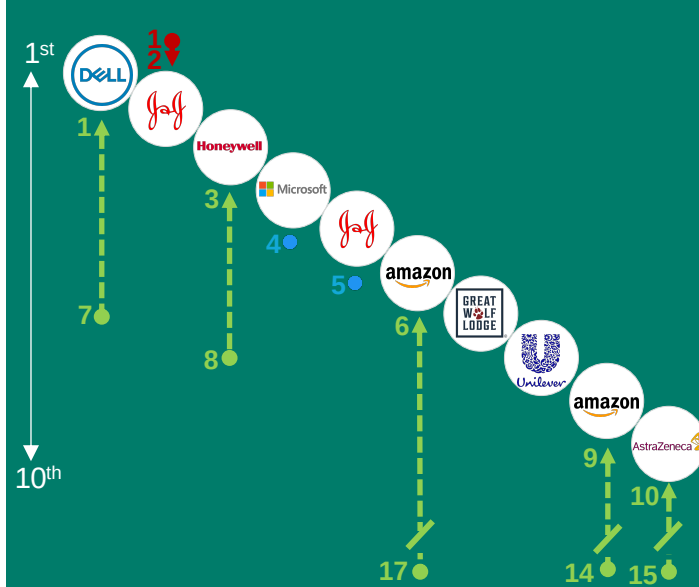
Top Programs in Human Resources



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

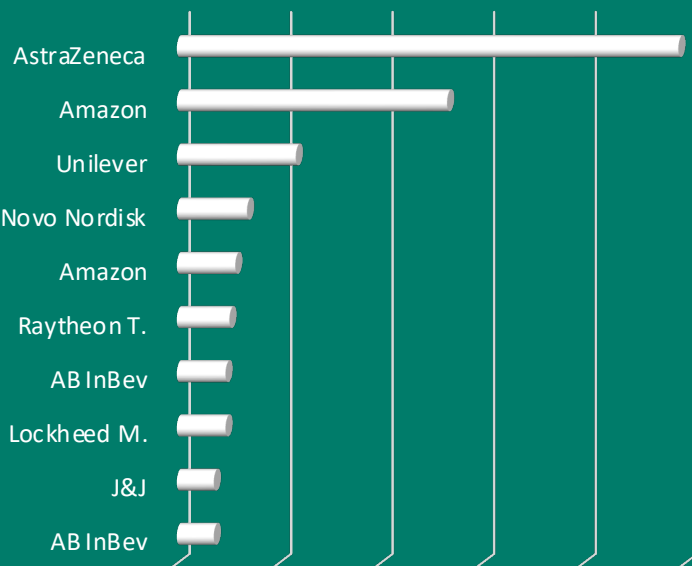
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



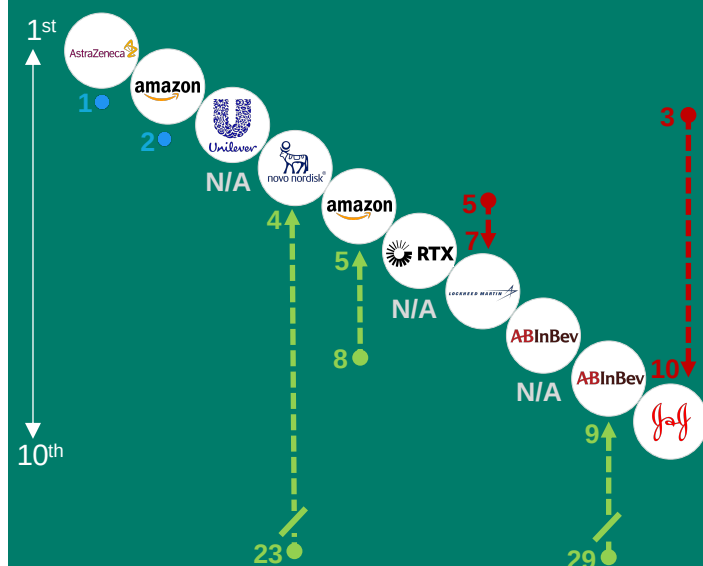
Top Programs in Operations



Comparison by Views 2023



Placement Comparison 2022 vs 2023



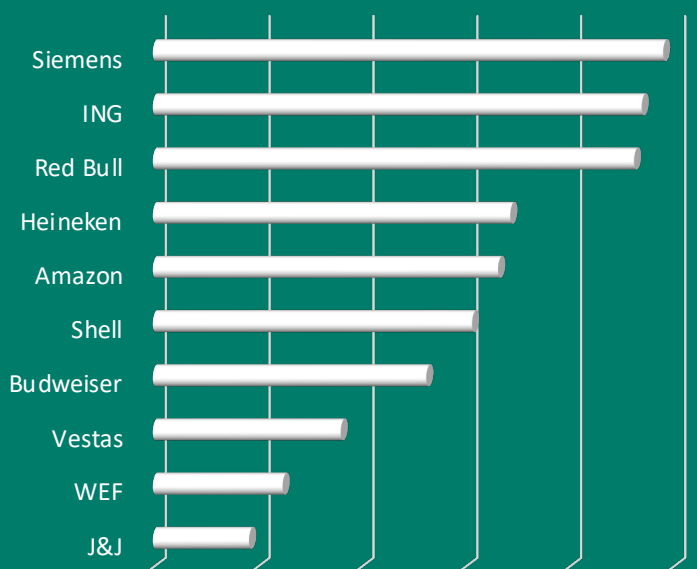
Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

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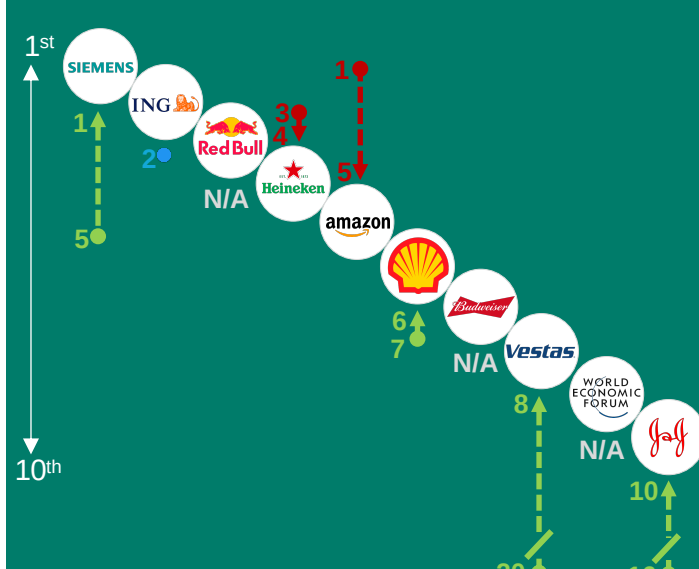
Top Programs in Rotational



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

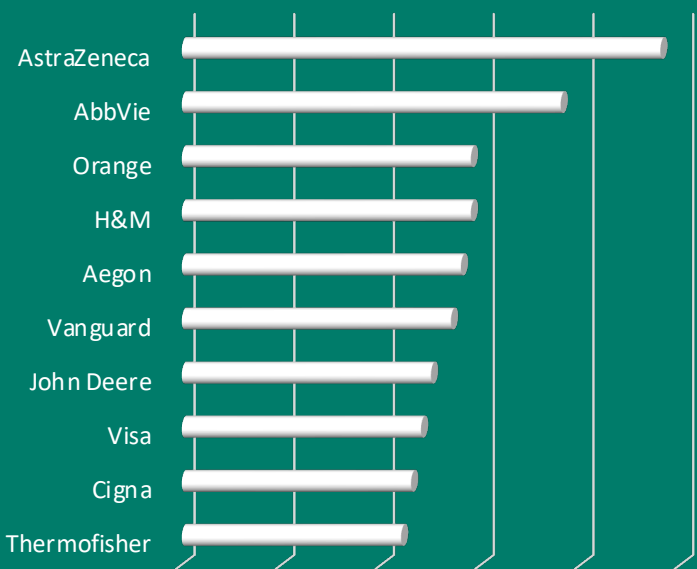
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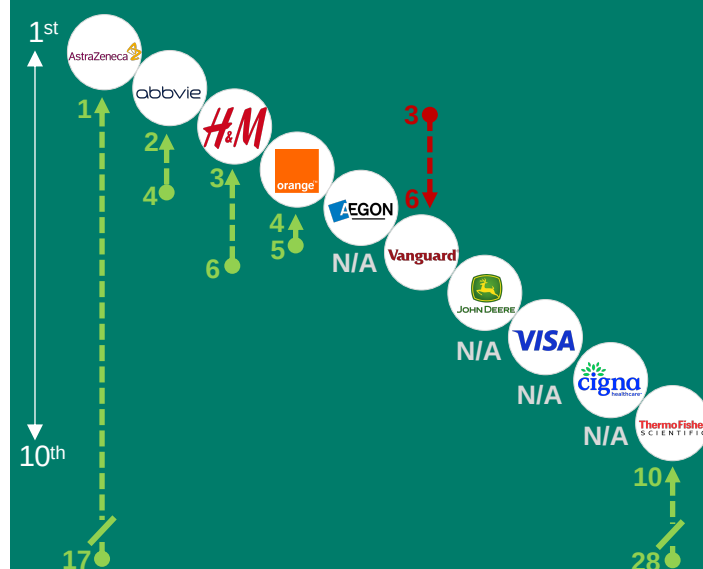
Top Programs in Technical



Comparison by Views 2023

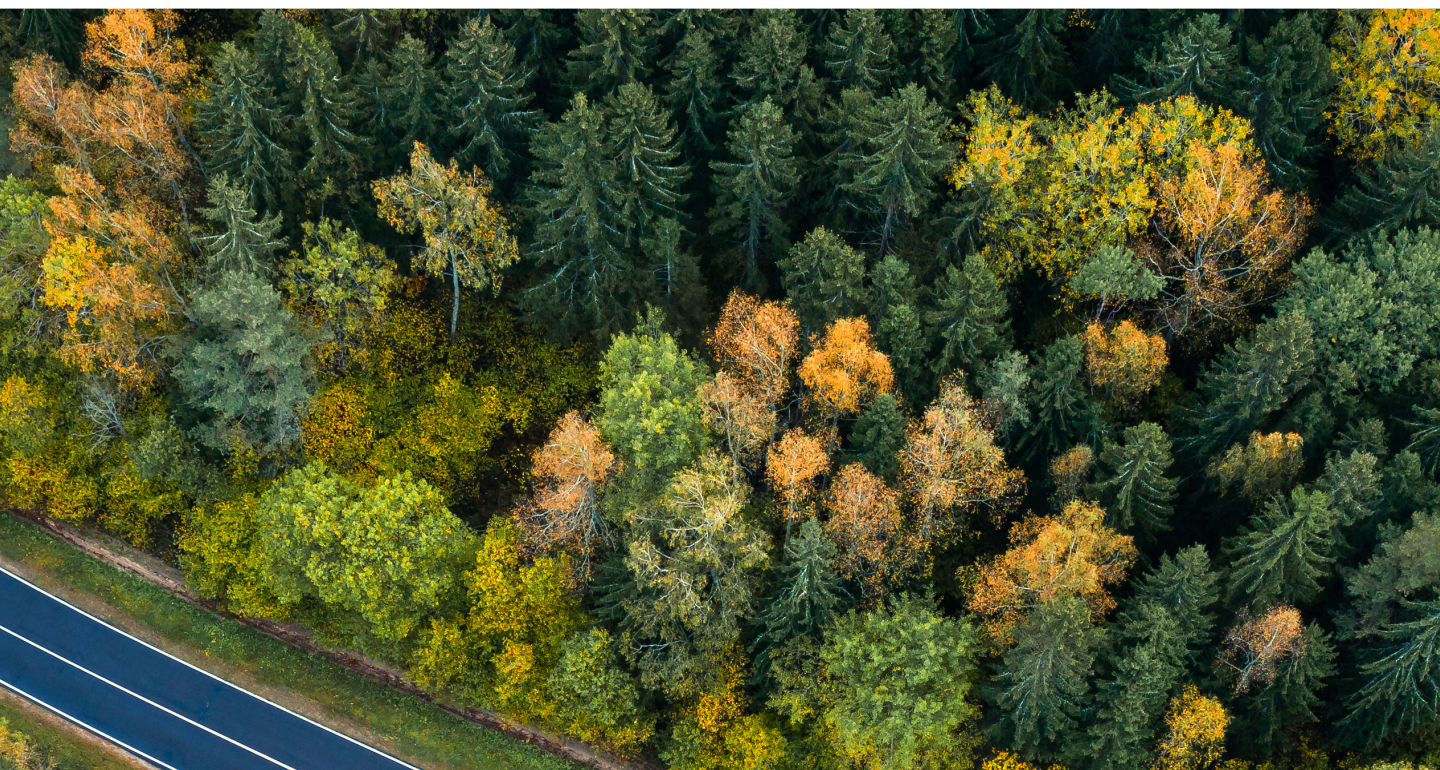


Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

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2023 Ranking of Masters Development Programs by **SCHOOL LOCATION**

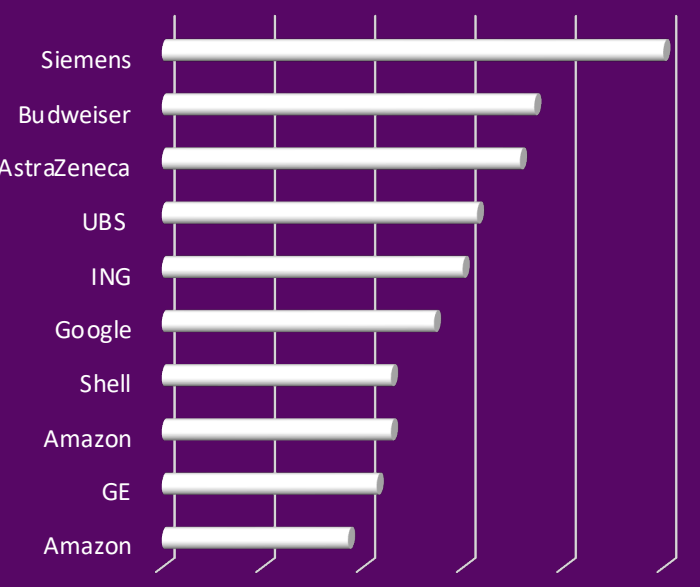




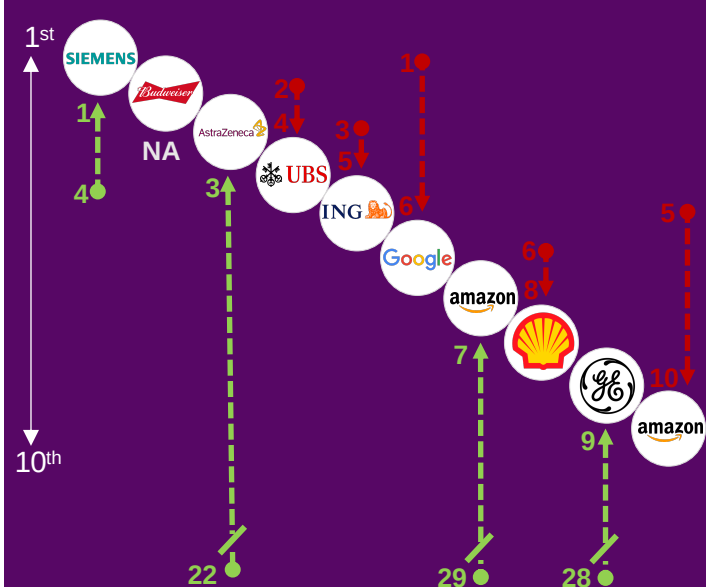
Top Programs in Asia



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

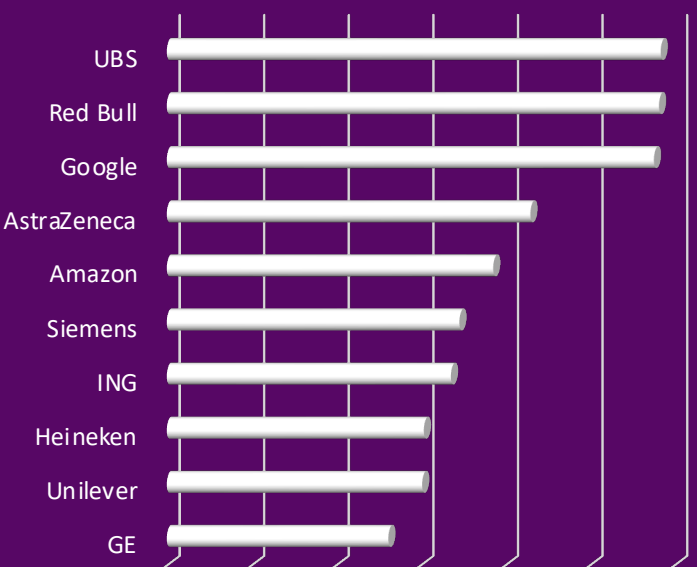
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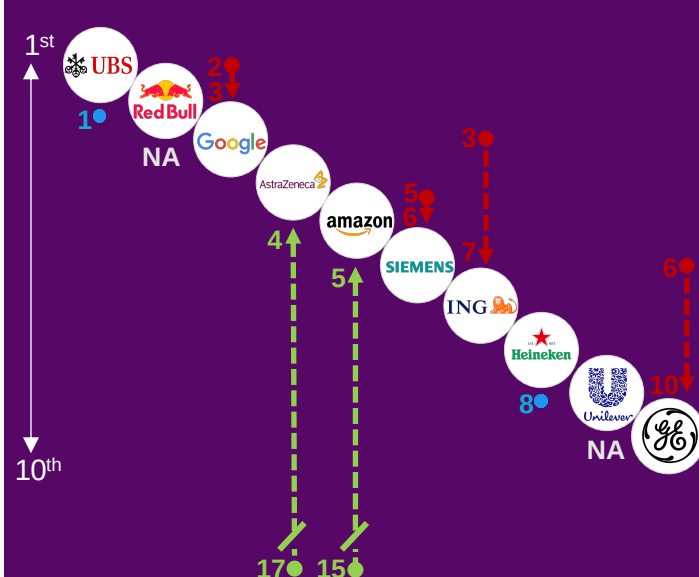
Top Programs in Europe



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

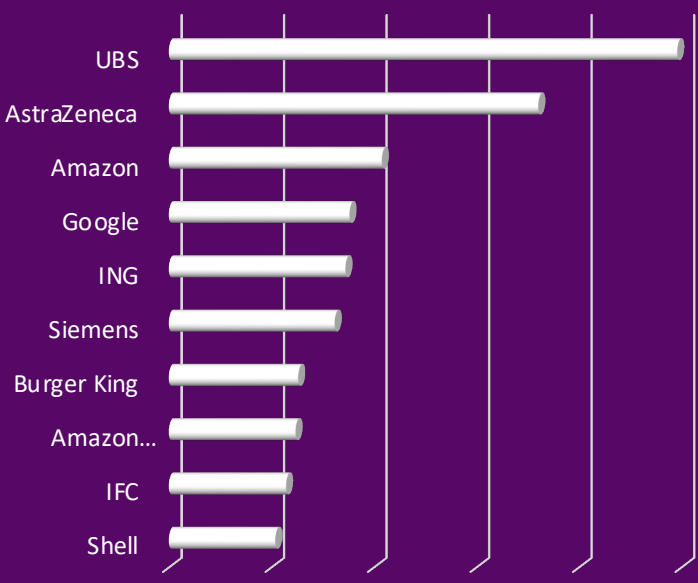
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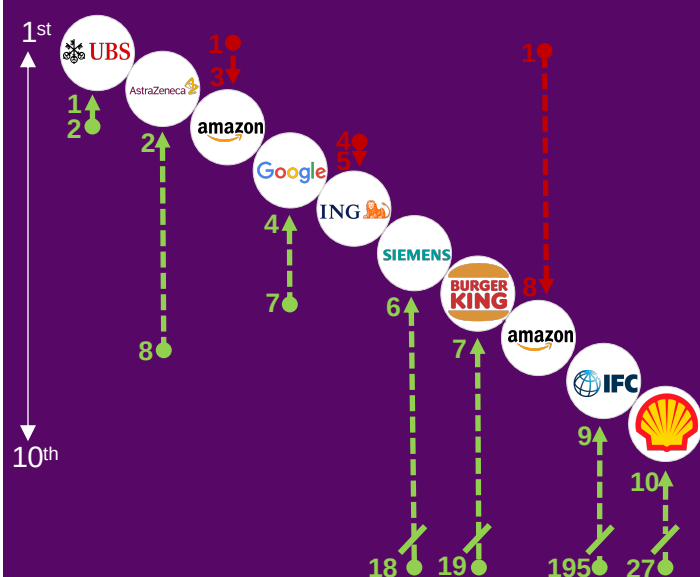
Top Programs in North America



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: program views by Masters students from client business schools between Jun 1, 2022 and May 30, 2023

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Remember that Masters Development Programs aim to make outstanding leaders out of the people who are leaders already.

We therefore advise you to:

- Provide solid evidence of leadership qualities
- Avoid a technical CV
- Showcase initiative, leadership, drive, people skills, resourcefulness, humility, emotional intelligence, etc.
- Research the programs and identify the right ones for you
- Demonstrate a perfect fit with your target program (hard skills, soft skills, as well as personality)





About Careernomics

Careernomics started as an integrated careers platform, focused on helping Masters students and alumni explore and identify the right career opportunities. Following increased demand, we have extended our services, while maintaining a high level of quality, to include Bachelor's students and alumni.

We help you:

- Increase your value proposition to students, international and domestic, through our tailored experience for each of them
- Support their career goals by suggesting new jobs, programs or companies that are relevant to them
- Easily identify and share opportunities that match your students' profiles and preferences
- Manage your students' activity, and analyze it to better understand their needs

