

# 2025

## — Ranking of Masters — Development Programs





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# Editor's Note

We're excited to release the **2025 edition of our Master's Development Program Ranking**, now in its 6th year! A sincere thank you to the students, universities, and employers who have contributed to this ongoing effort and helped us track the evolving landscape of early-career opportunities.

This year marks a new milestone, with student engagement reaching an all-time high - the highest number of views since the launch of this ranking. This growing interest reflects the increasing demand for structured, purpose-driven career paths among Master's students around the world.

Employers continue to adapt their programs in response to shifting student priorities, with a strong focus on global relevance, sustainability, and skill-building in areas like data, digital transformation, and agile leadership. Programs that offer clear progression, international exposure, and inclusive cultures are gaining the most traction.

As always, our aim is to bring transparency to the market and empower both students and employers to make informed, strategic decisions. If you're looking for deeper analysis or benchmarking at the program level, we're here to help. We hope you find this year's ranking insightful and inspiring!



Zana Zidansek





# What are Development Programs?

Structured, intense, and often rotational, Development Programs are fast-track programs within companies to develop and groom high-potential future 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](https://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](https://Careernomics.com) for early career students with no or little prior work experience

This report looks exclusively at the programs on [Careernomics](https://Careernomics.com).

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\* Another 1000+ programs are monitored but archived as no longer active and relevant for our candidates.





# How we ranked the DPs?

This report ranks 906\* development programs between June 1<sup>st</sup>, 2024 and May 31<sup>st</sup>, 2025, based on student views.

It is divided in several 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

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\* These are the programs that are today still active and/or open for applications. The programs that no longer exist are not taken into consideration.







# 2025 Ranking of Masters Development Programs **OVERVIEW**



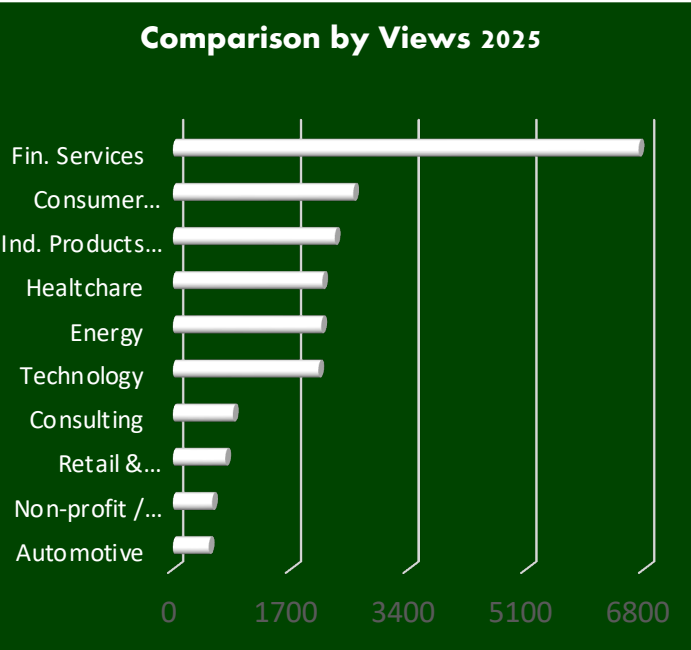




# Most Popular Industries

Worldwide

2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

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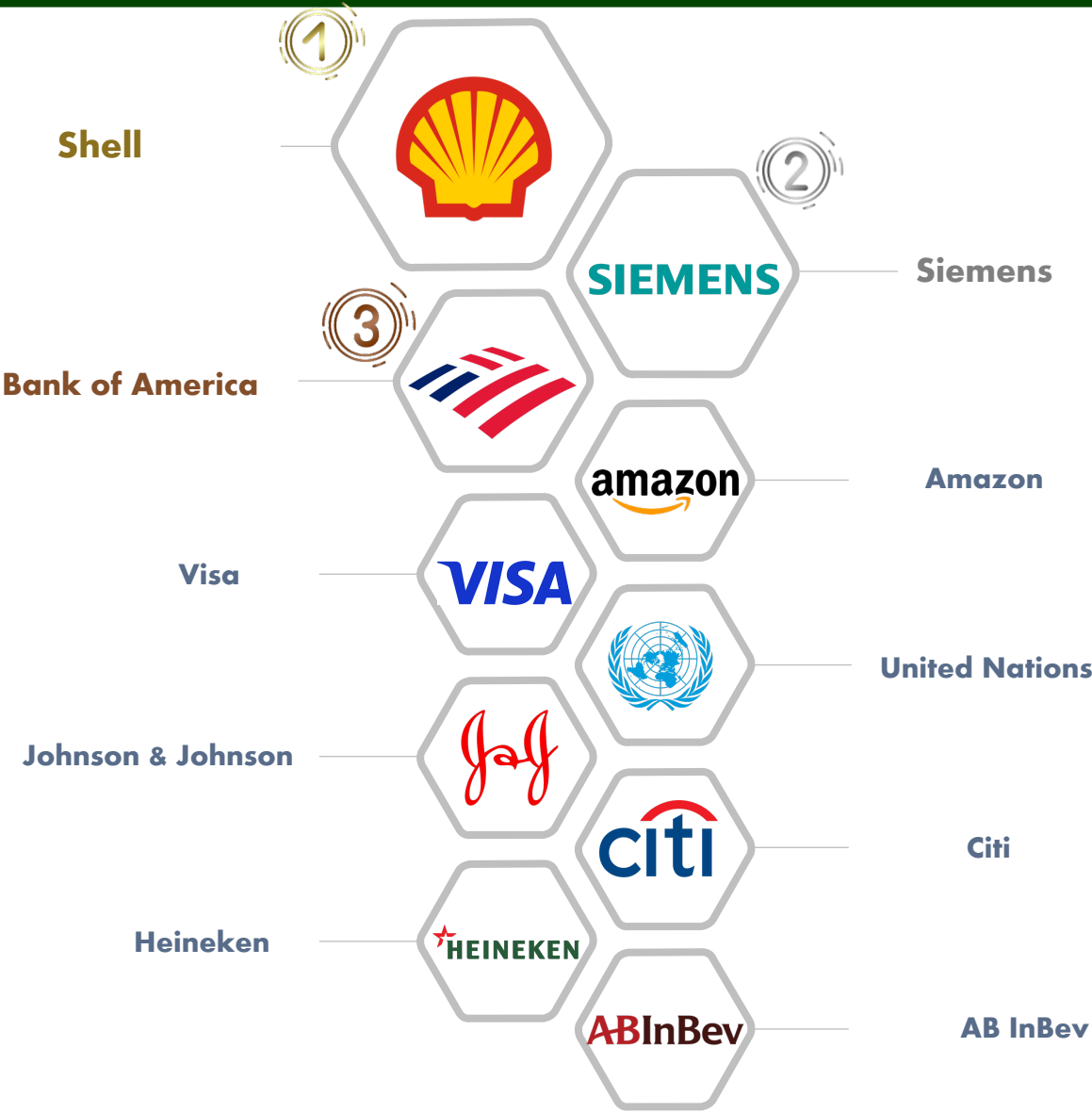




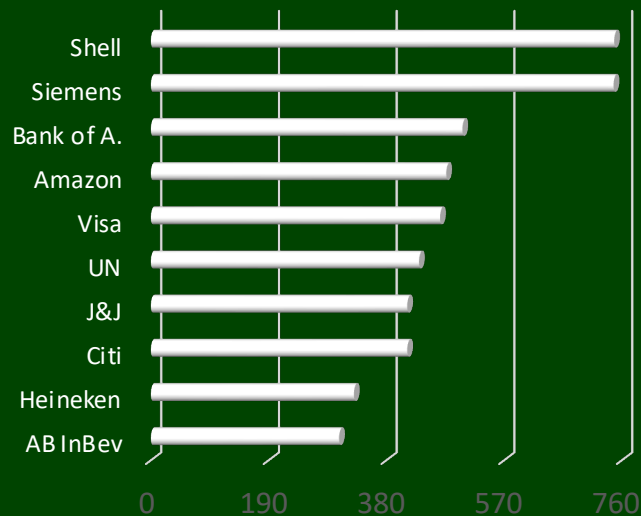
# Most Popular Employers

2025

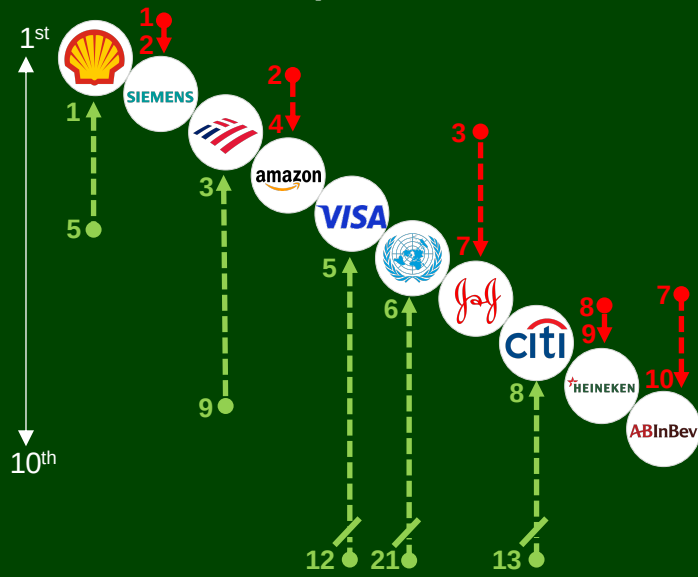
Worldwide



Comparison by Views 2025



Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

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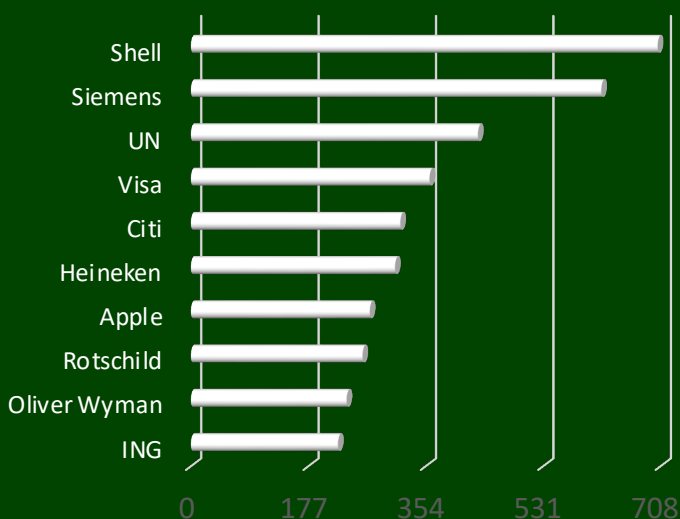


# Top Programs Full-time & Internships

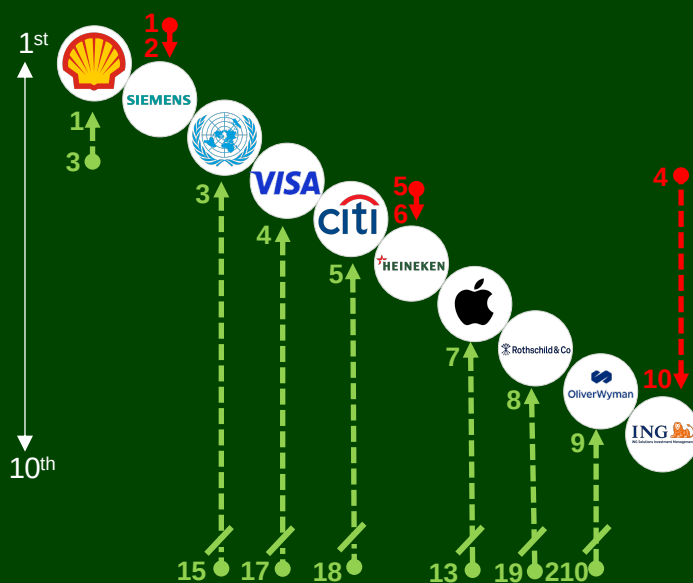
2025



### Comparison by Views 2025



### Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

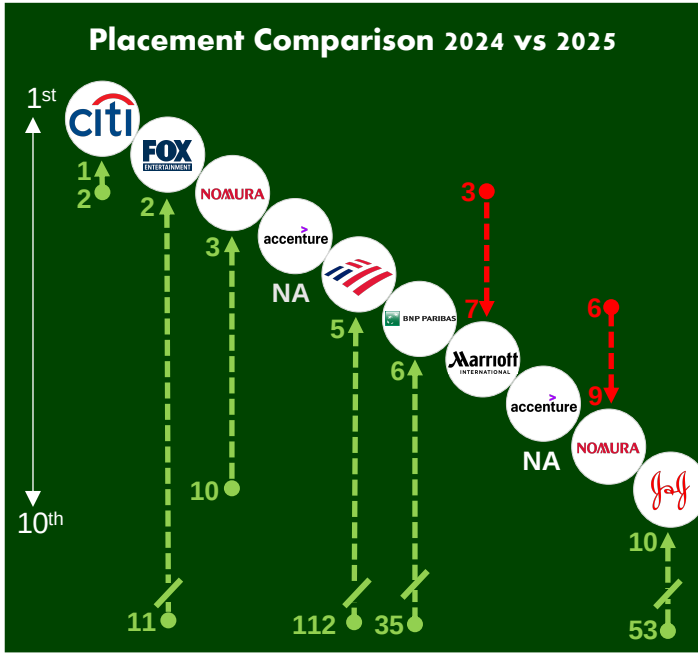
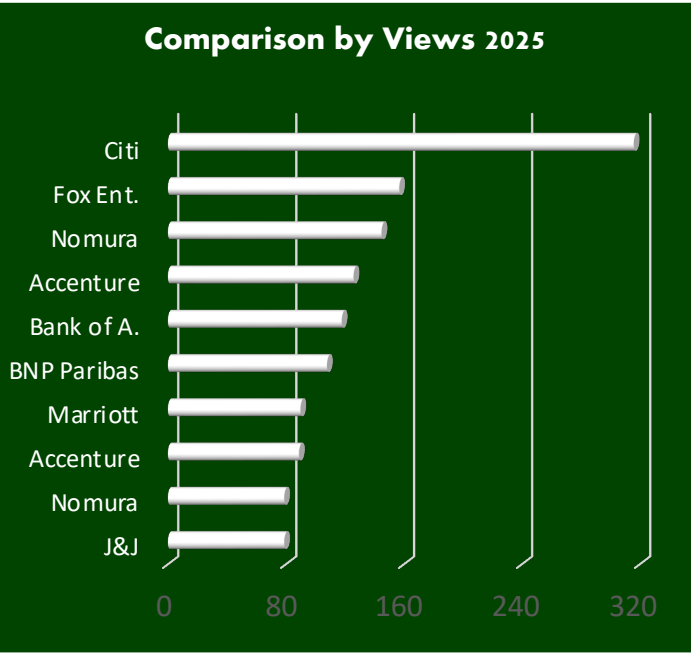
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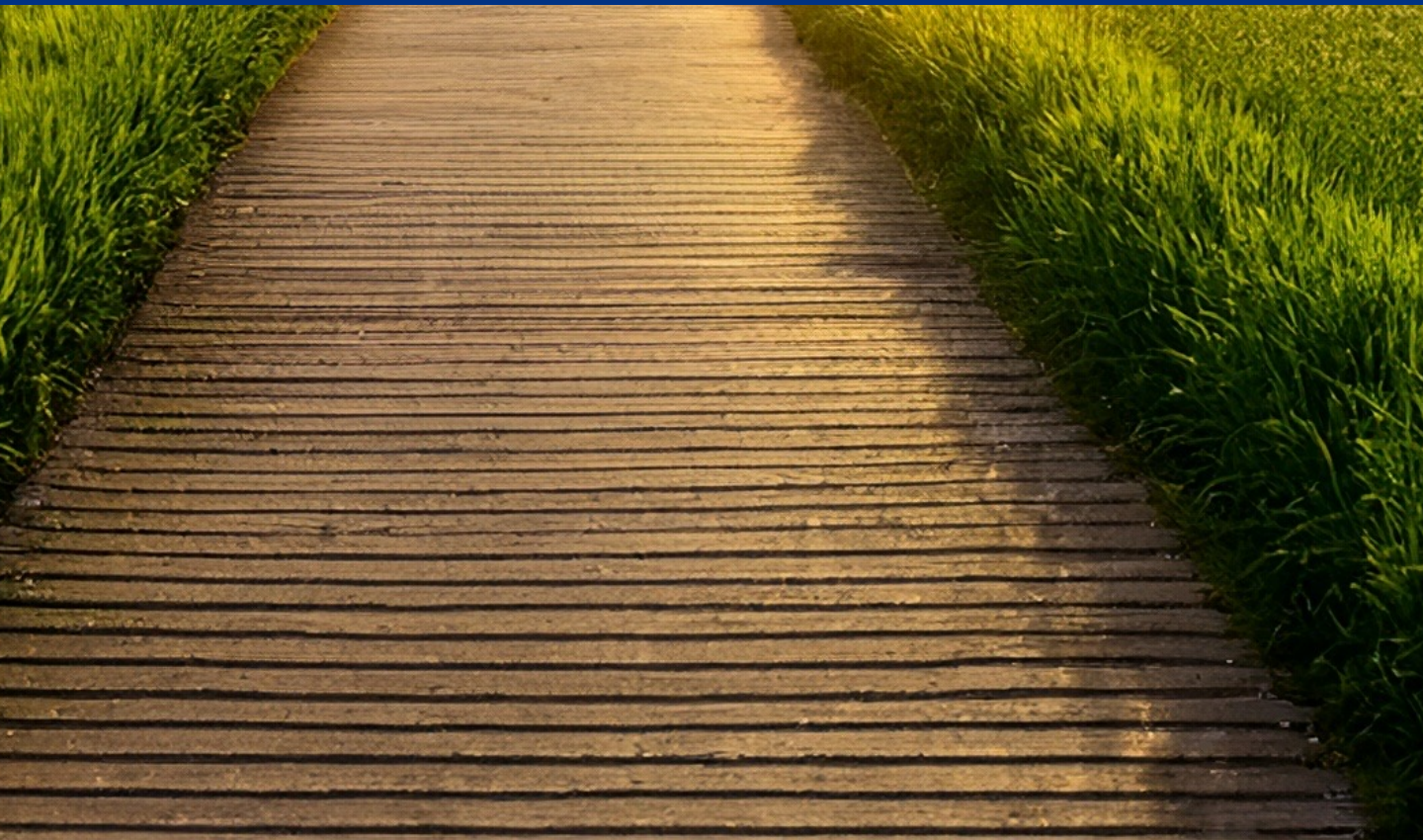
# Top Programs – Internships

2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025  
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# 2025 Ranking of Masters Development Programs by **INDUSTRY**



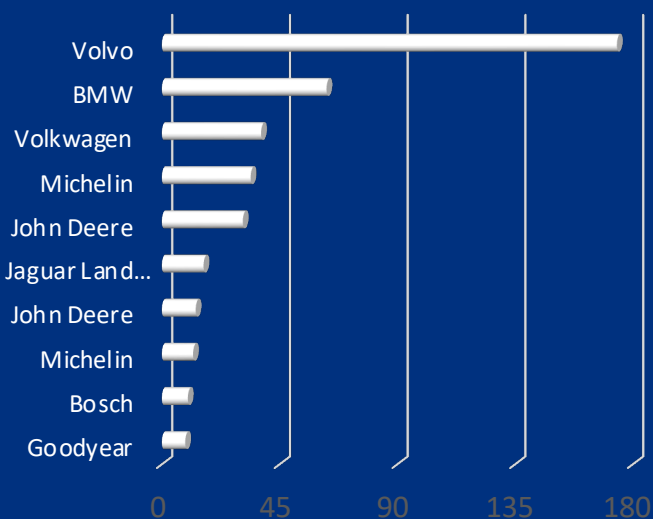


# Top Programs in Automotive / Transportation

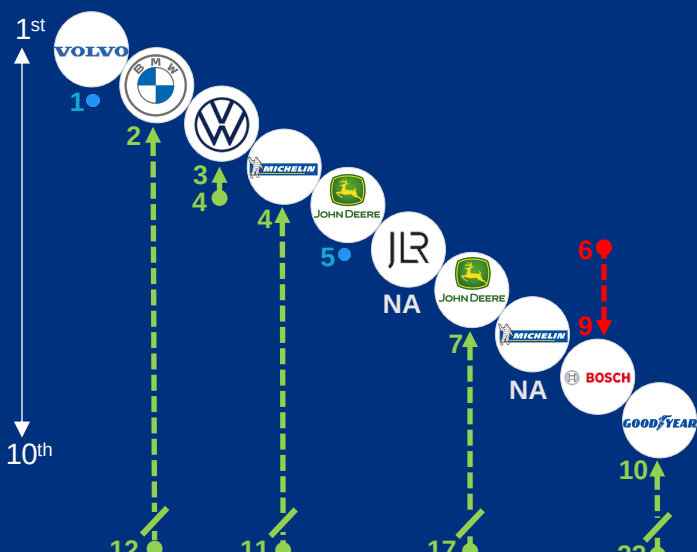
2025



Comparison by Views 2025



Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

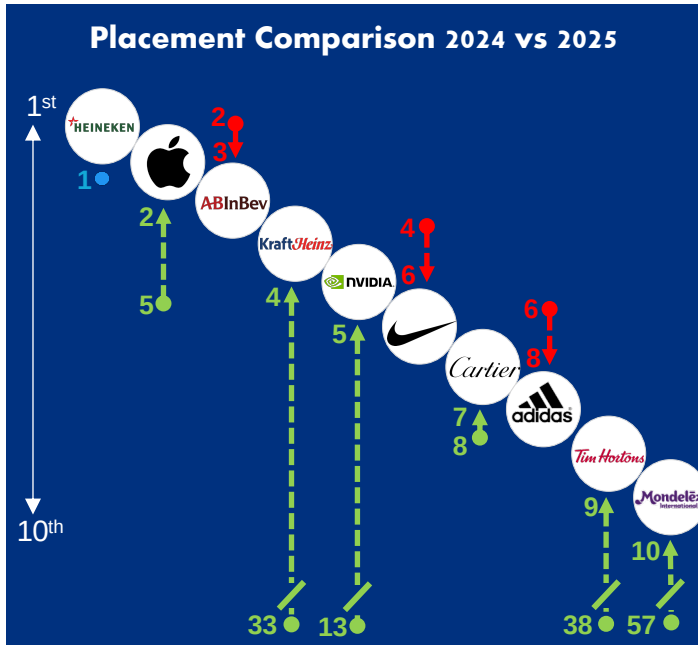
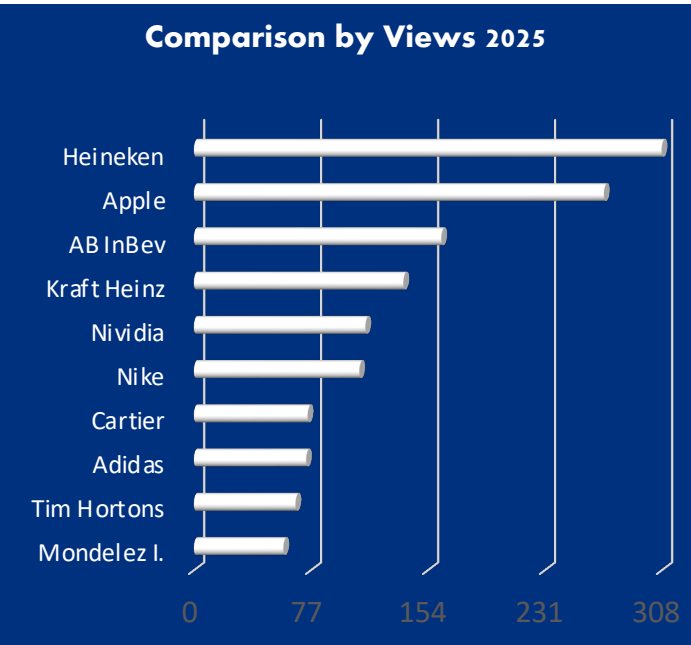
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# Top Programs in Consumer

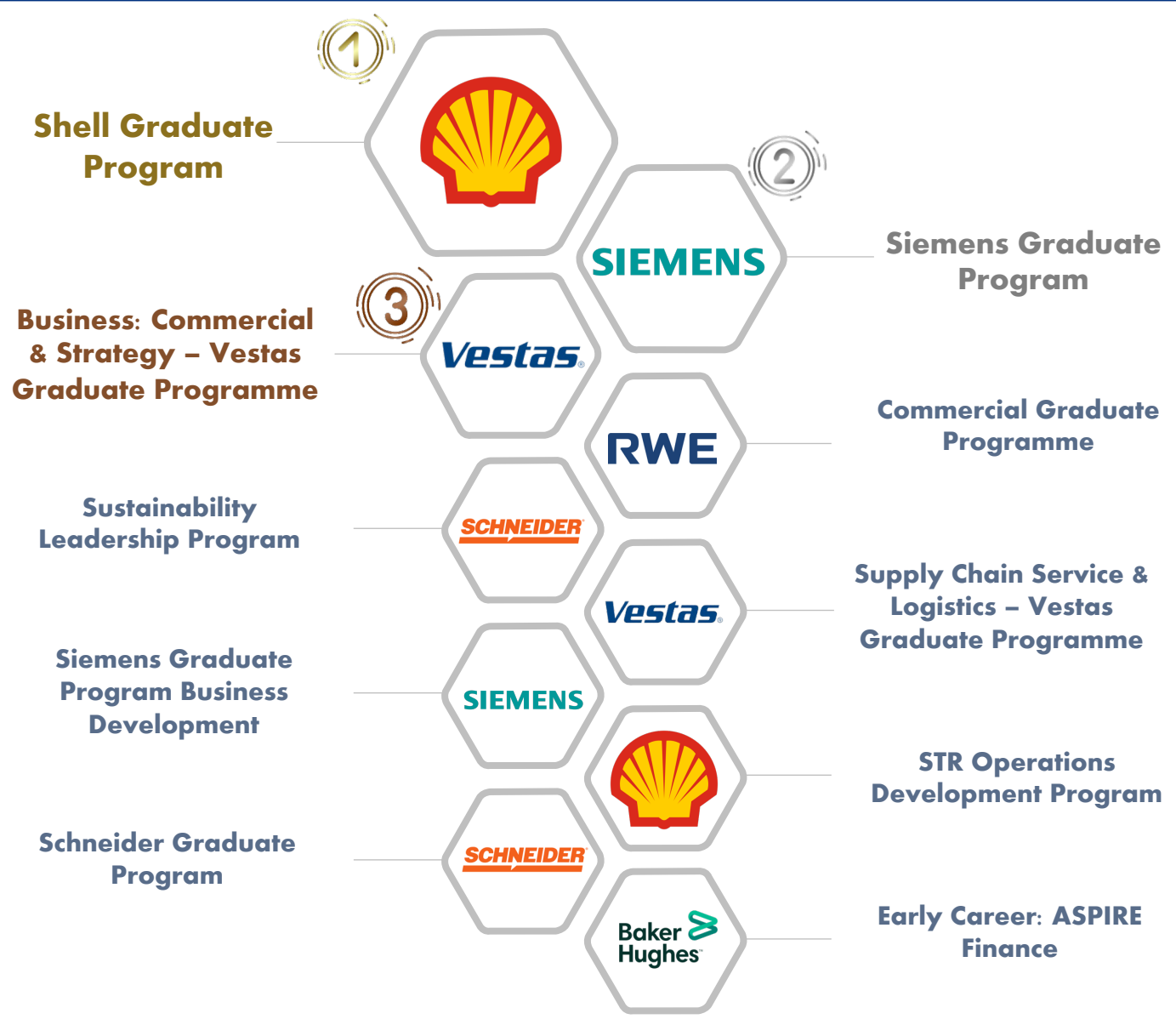
2025



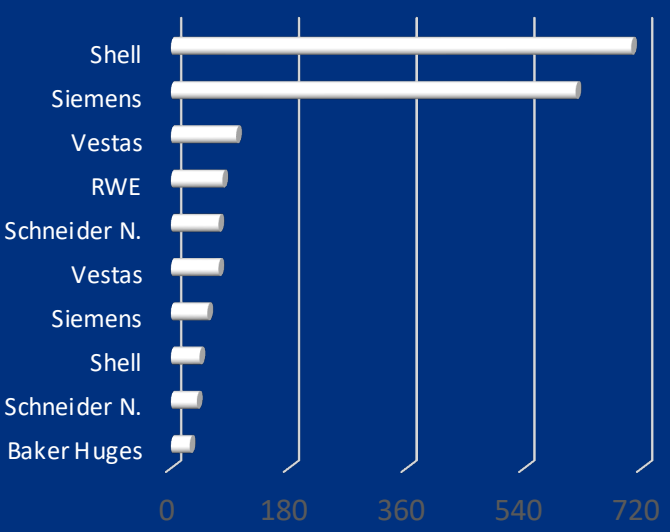


# Top Programs in Energy

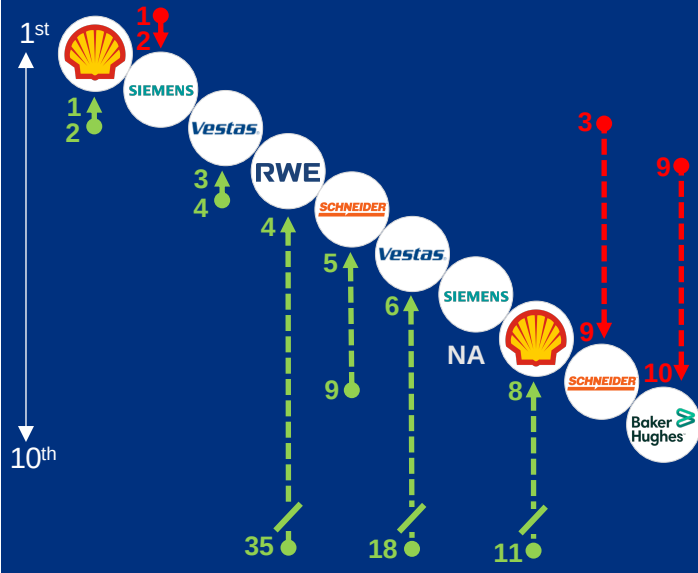
2025



### Comparison by Views 2025



### Placement Comparison 2024 vs 2025



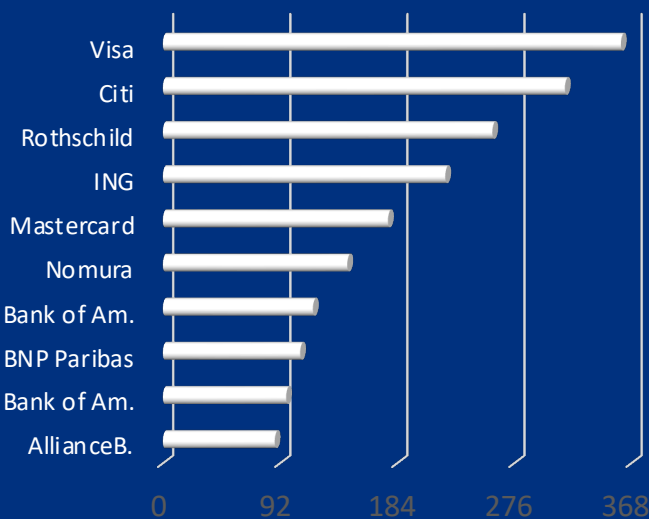
Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

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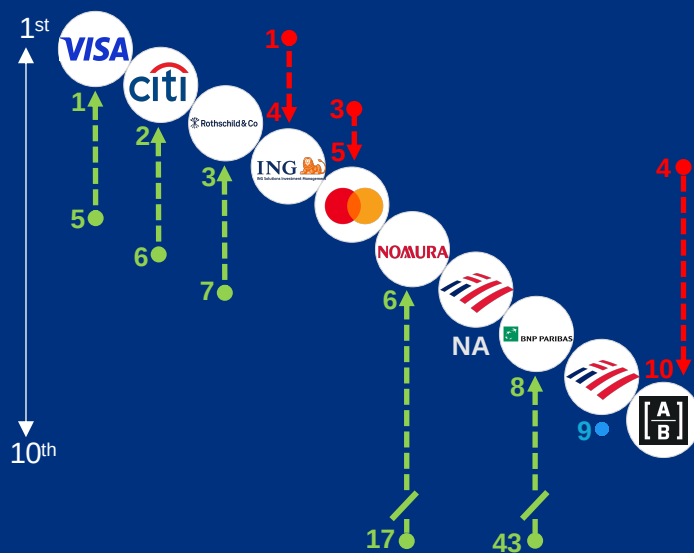




### Comparison by Views 2025



### Placement Comparison 2024 vs 2025

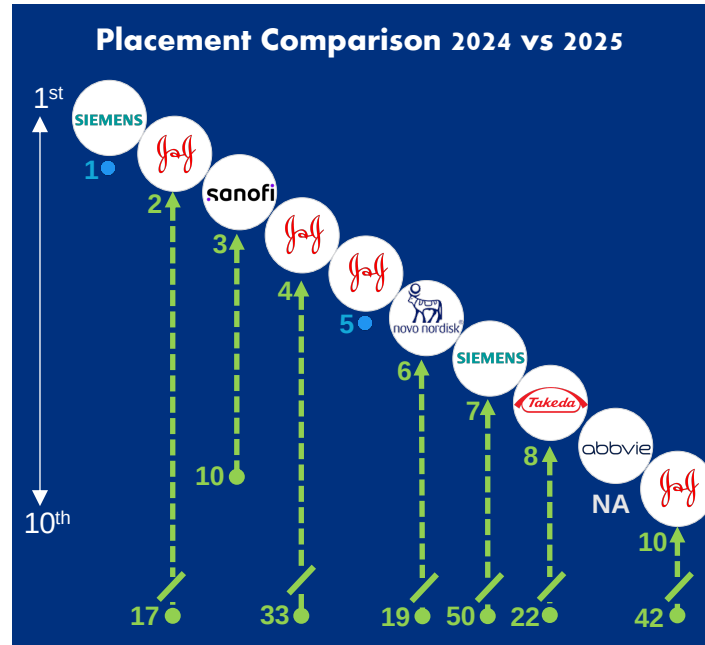
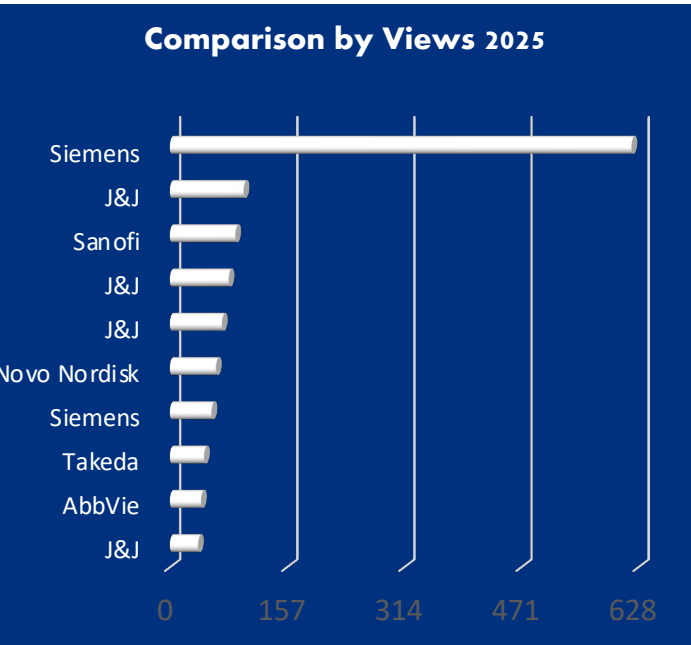
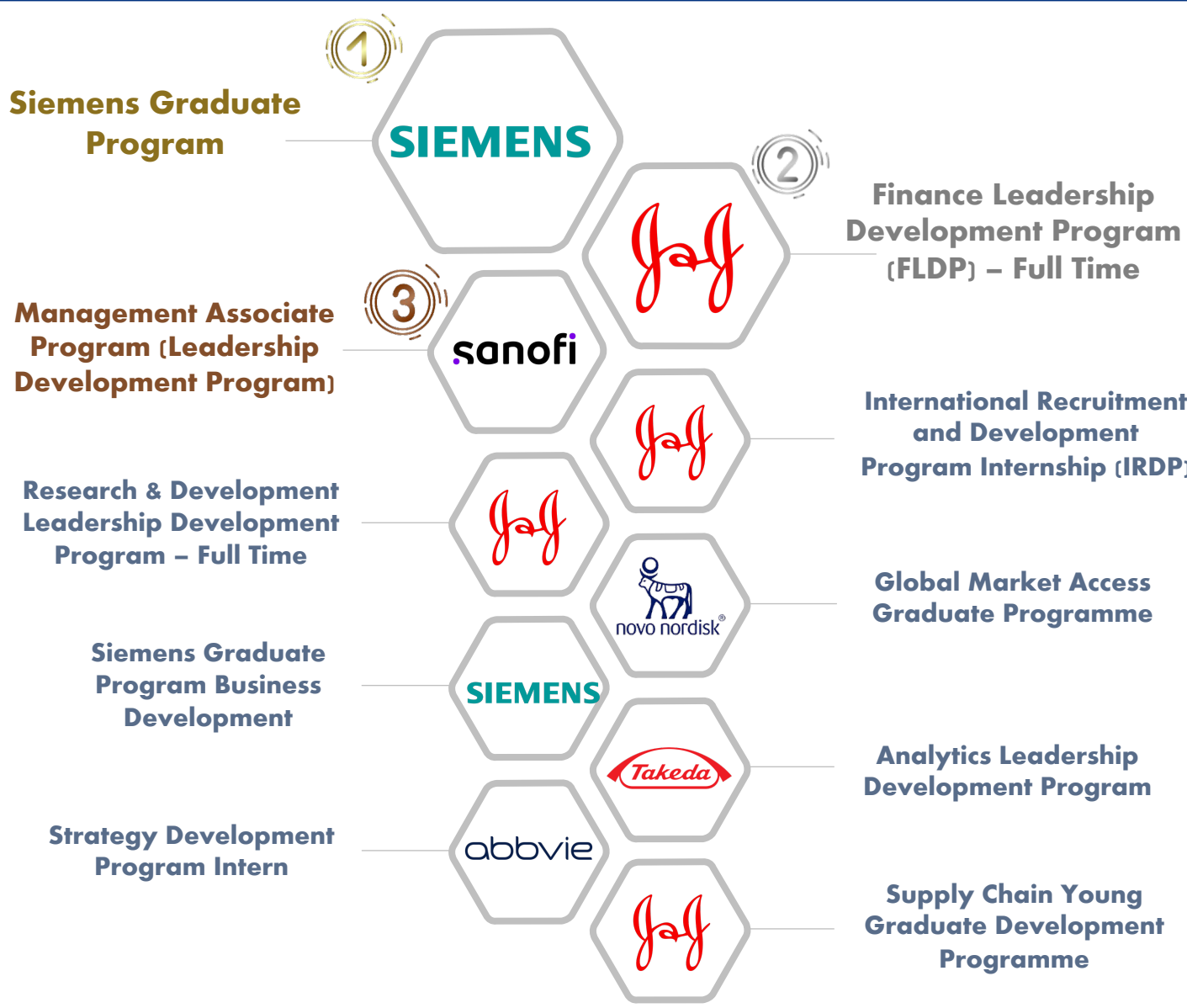






# Top Programs in Healthcare

2025



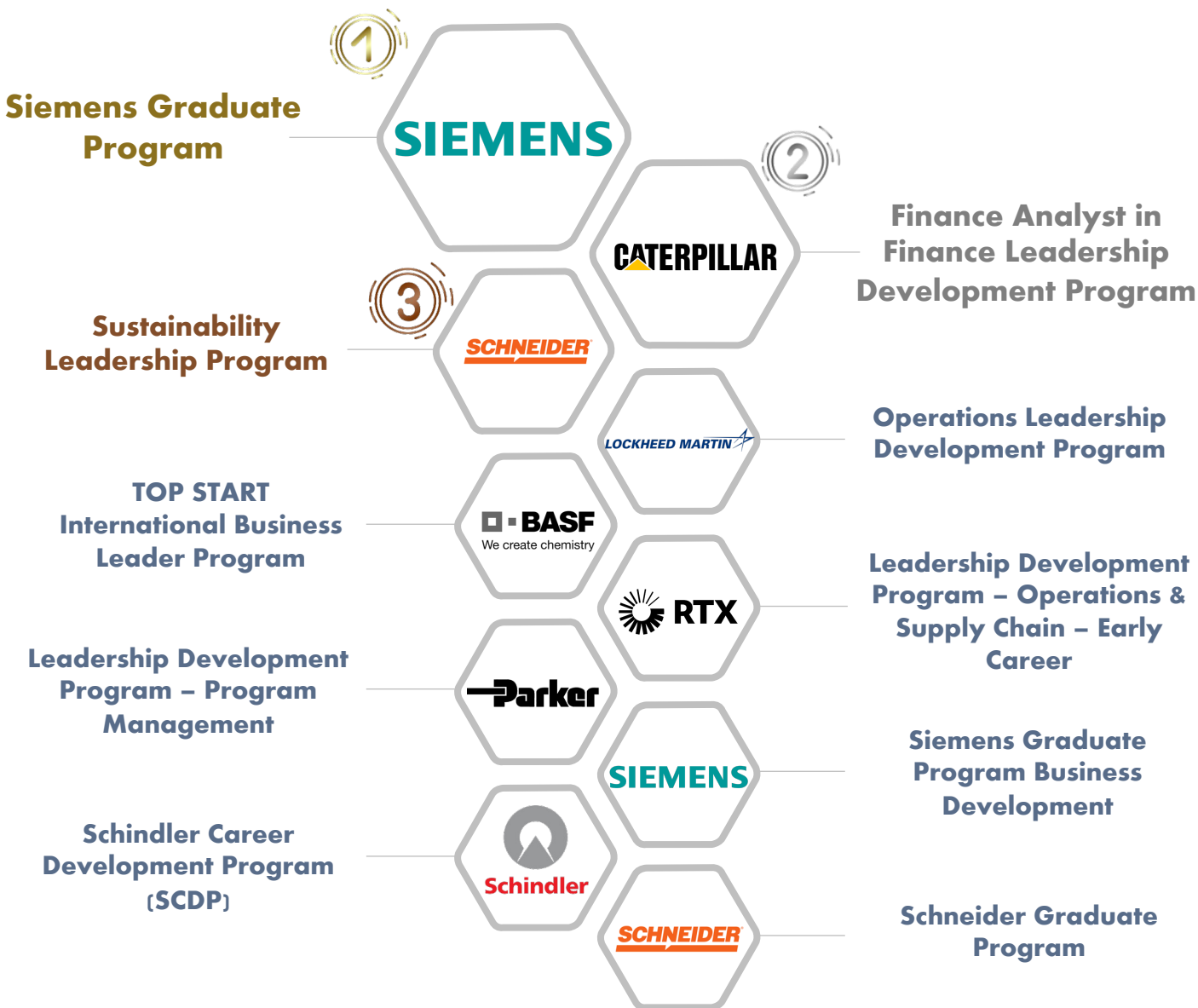
Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025  
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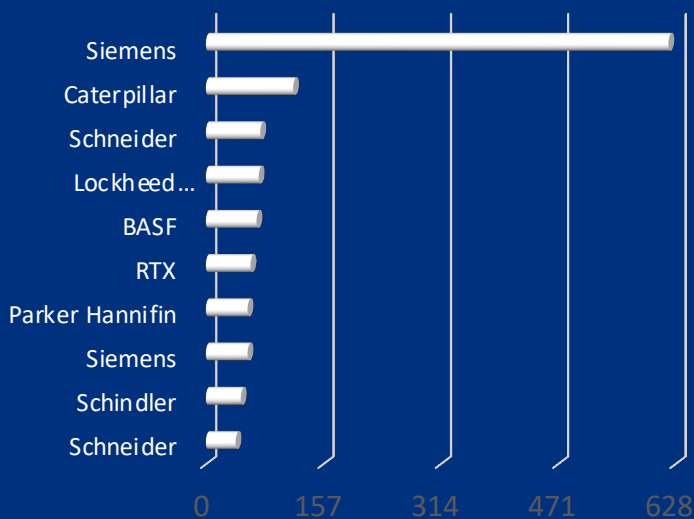


# Top Programs in Industrial Products and Services

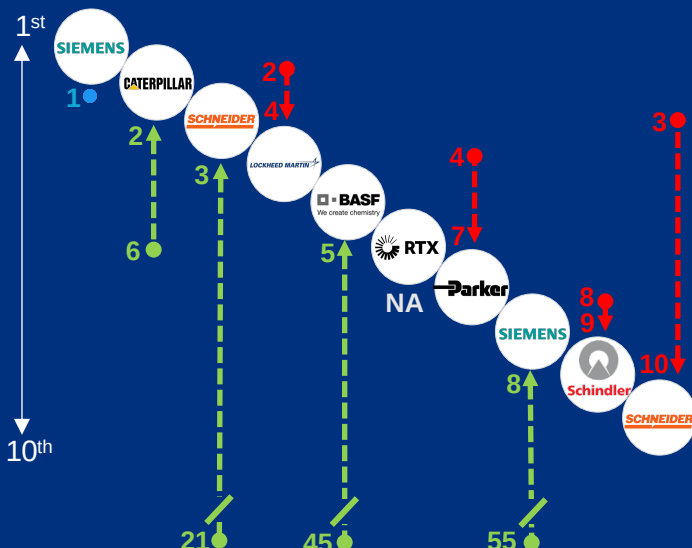
2025



## Comparison by Views 2025

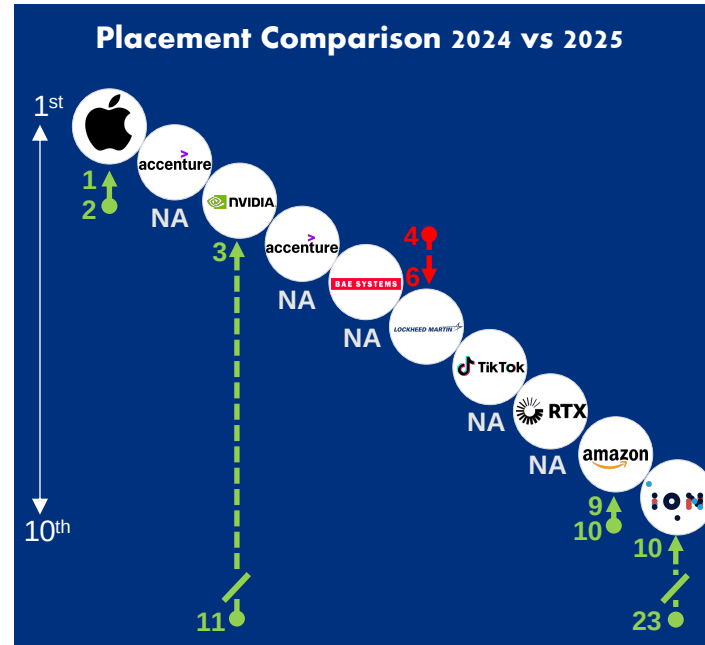
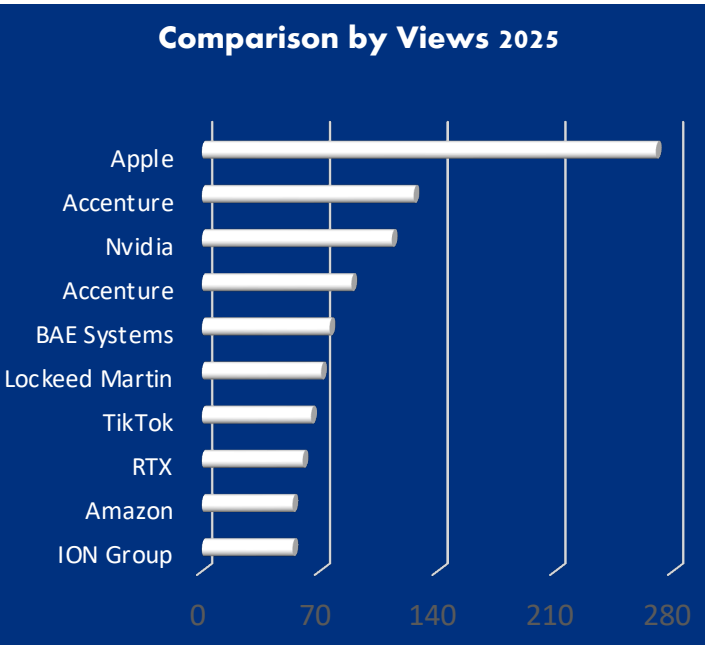
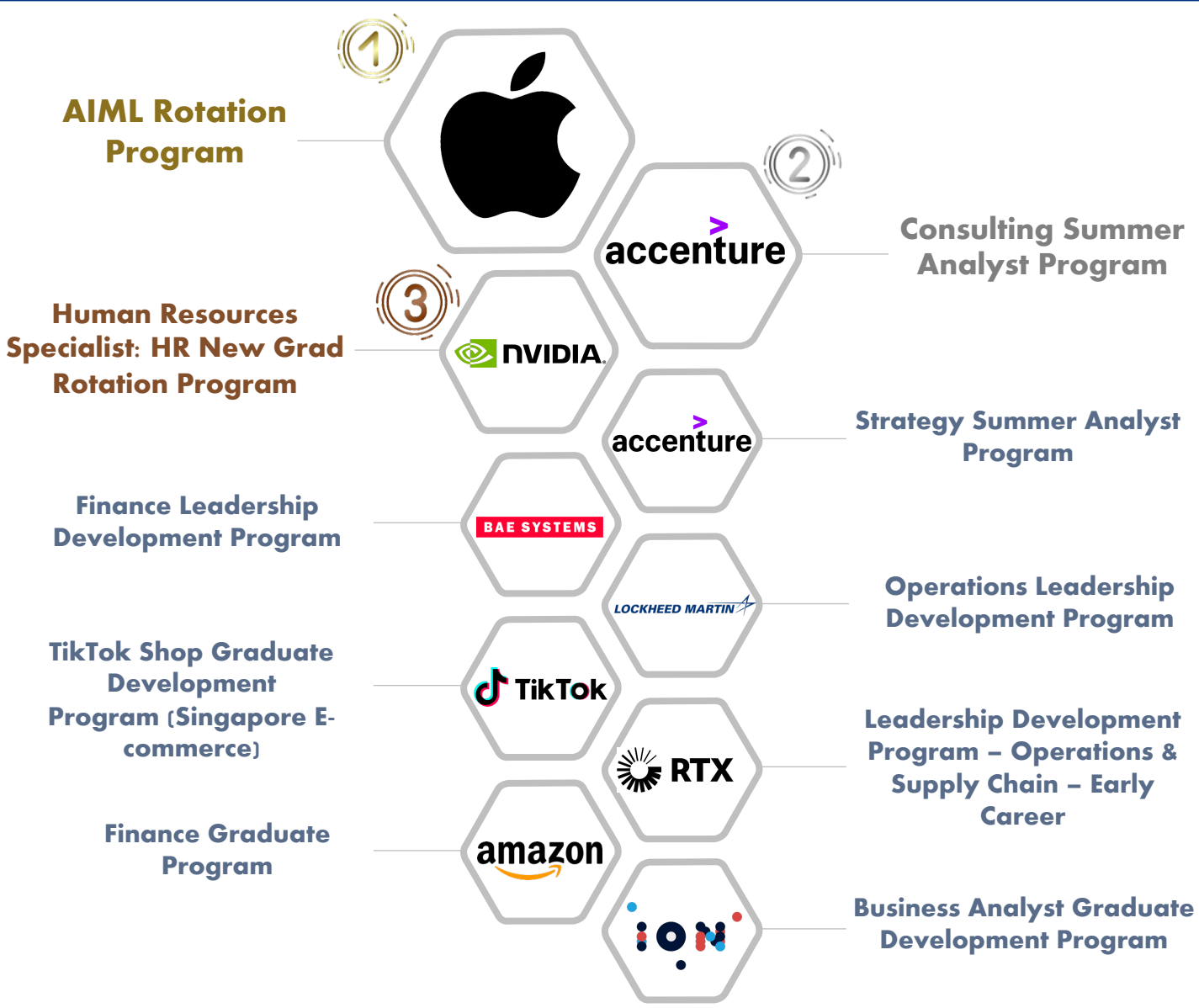


## Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

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# Top Programs in Telecommunications

2025

**Technology Development Program**

1



AT&T

2



ERICSSON

**Accounting Internship Program Summer 2025**

3

verizon✓

verizon✓

**Excellerate Early Career Program – Commercial Manager**

**Human Resources Summer Internship 2025**

**Orange Graduate Program**



T Mobile

**Analytics Technology Internship**

**Early Career Program – Strategic Product Manager**



T Mobile

**Corporate Strategy Internship**

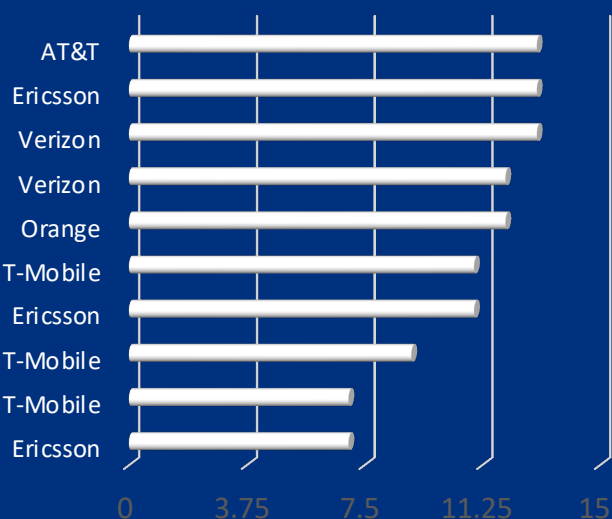
**T-Mobile for Business Internships**

T Mobile

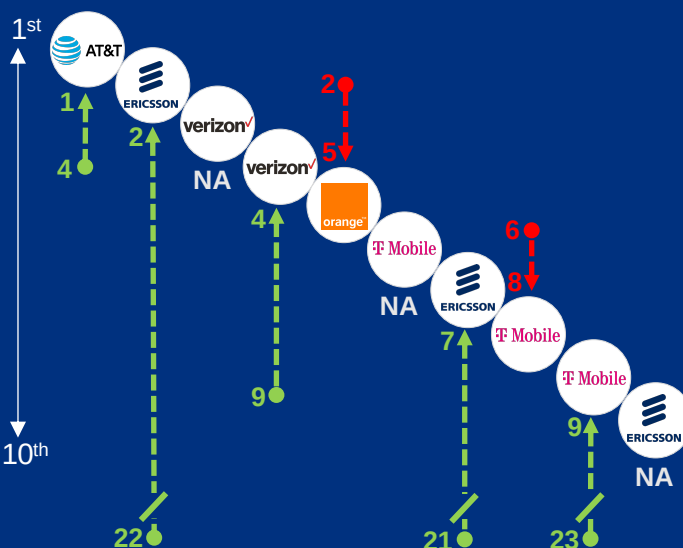
**Rotation and Mentorship Program (RAMP) – Transformation Track**



## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

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# 2025 Ranking of Master Development Programs by **FOCUS AREA**



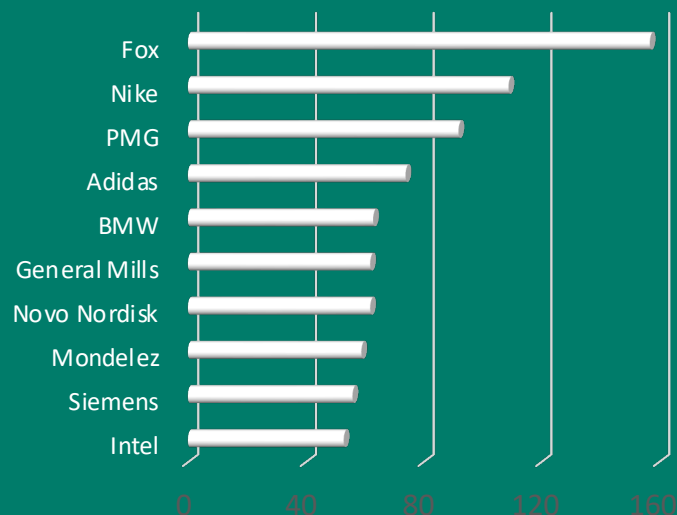


# Top Sales & Marketing Programs

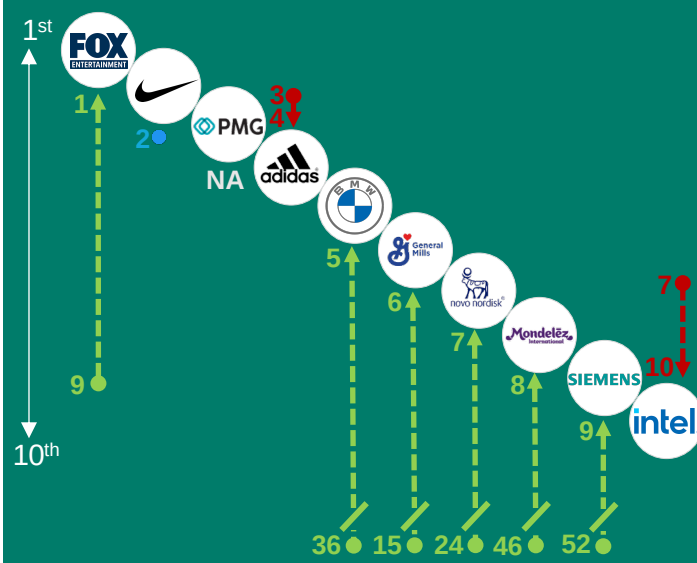
2025



## Comparison by Views 2024

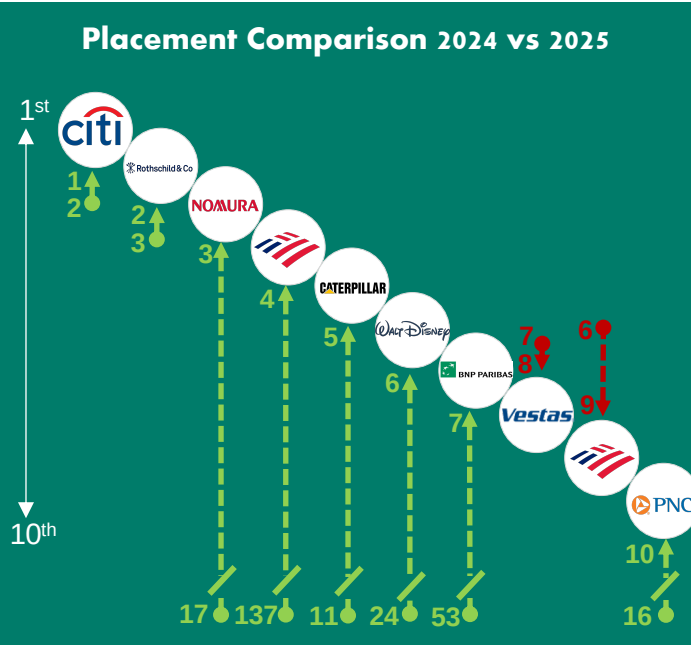
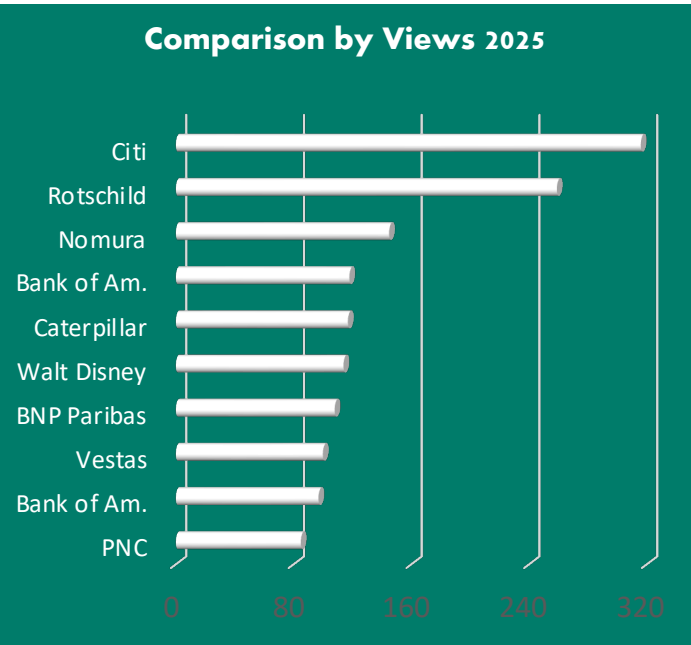
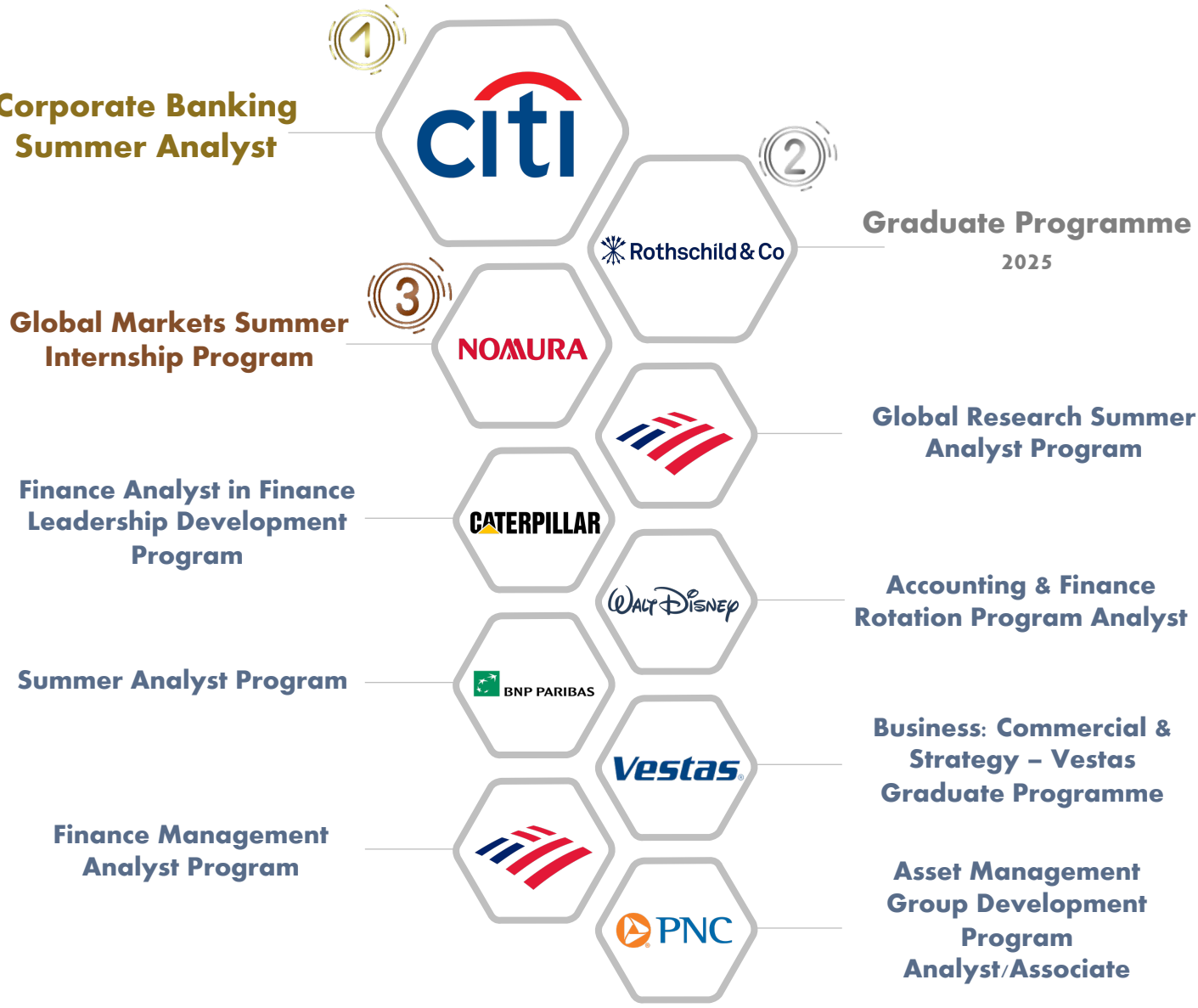


## Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

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# Top Human Resources Programs

2025

**Human Resources Specialist: HR New Grad Rotation Program**

1



2



**Future Z Program**

**HR Graduate Programme**

3



**Foundational Human Resources Leadership Development Program (F-HRLDP) - Internship**

**HR Rotation Program Associate**



**Human Resources Graduate Programme**

**Human Resources Leadership Development Program**



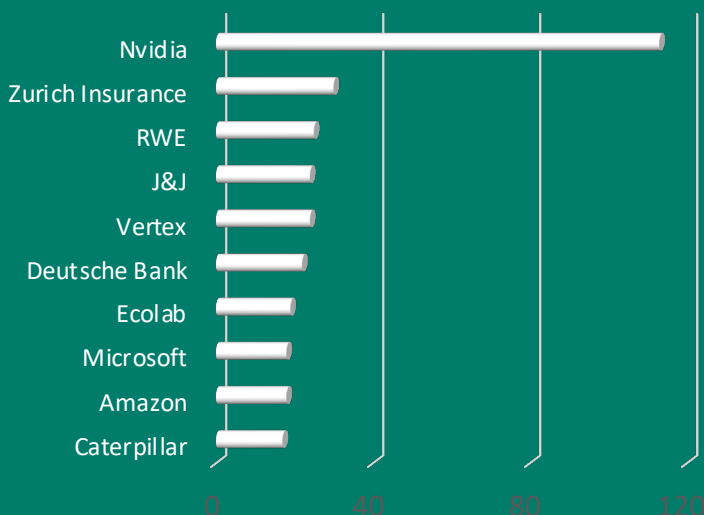
**Microsoft HR Rotational Program (HR2p): MBA Internship Opportunities**

**AWS HR Leadership Development Program Intern**

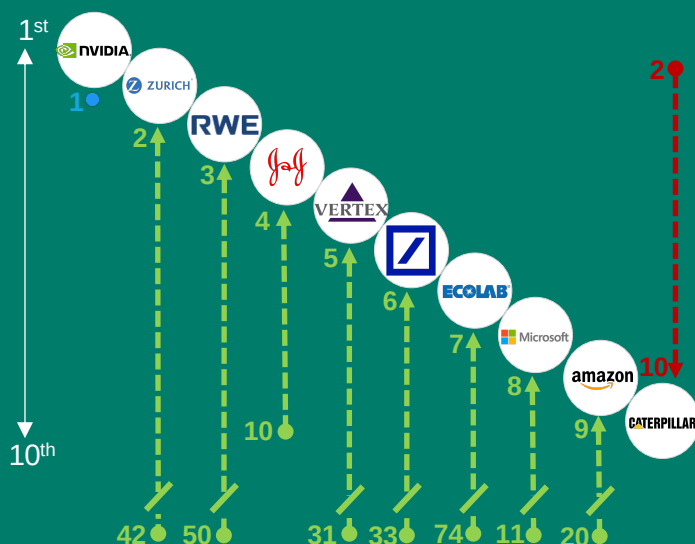


**Human Resources Professional Development Program**

## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025

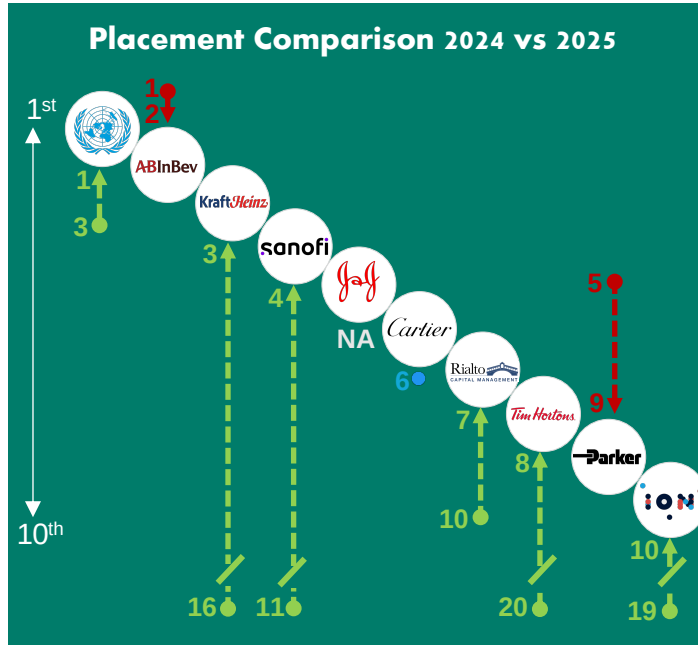
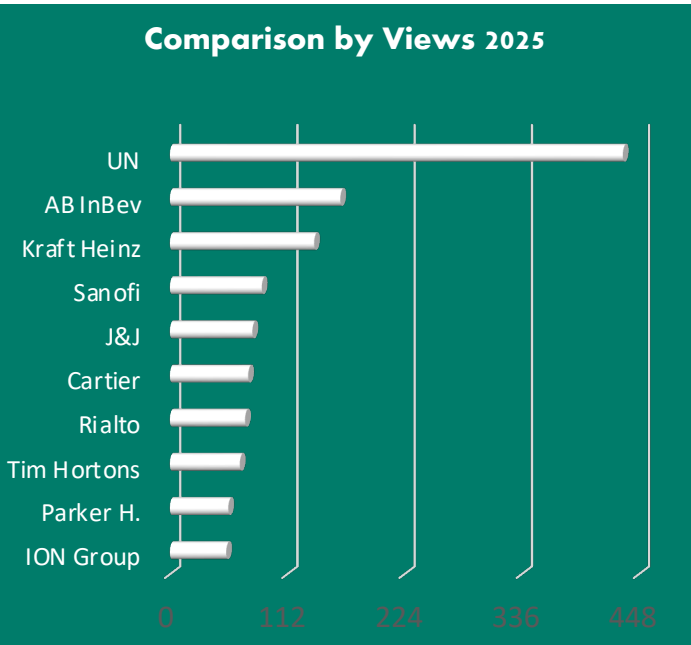
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# Top Management Programs

2025

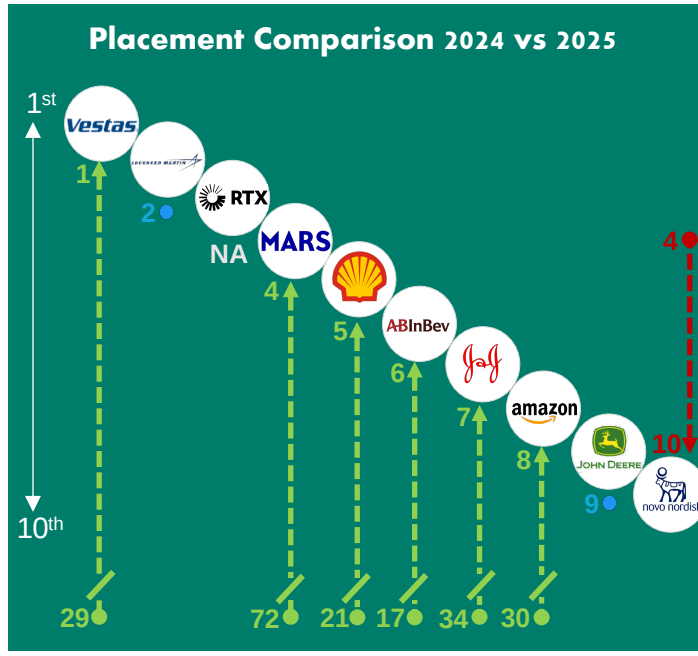
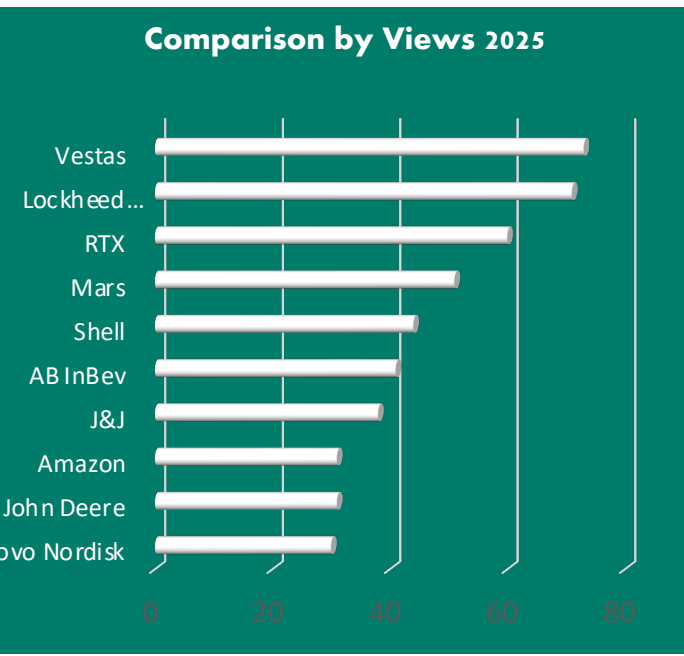


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# Top Operations Programs

2025

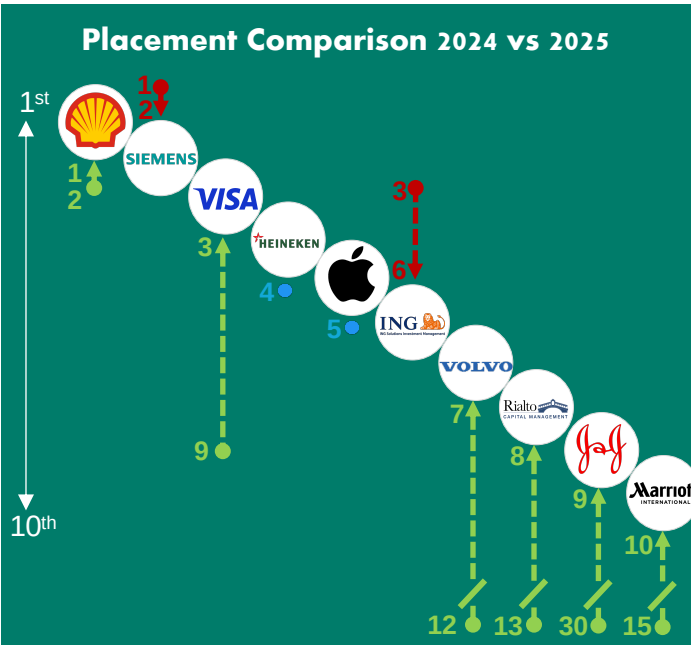
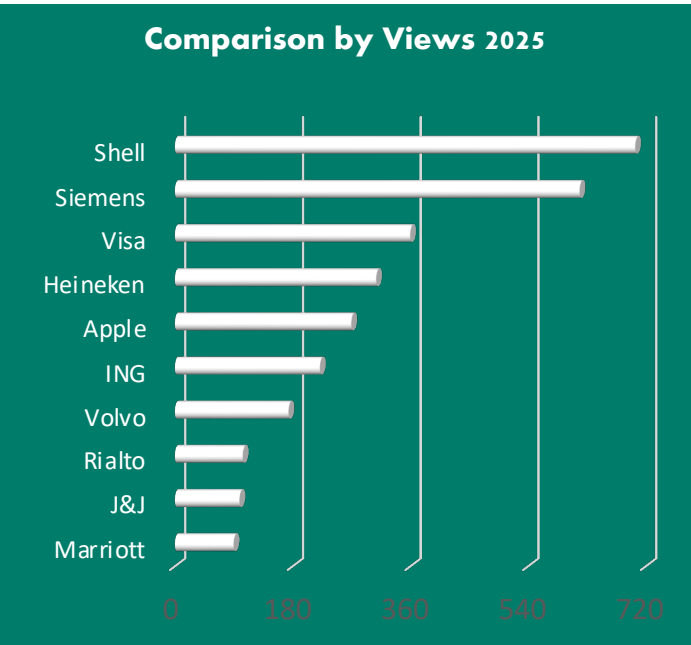


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# Top Rotational Programs

2025

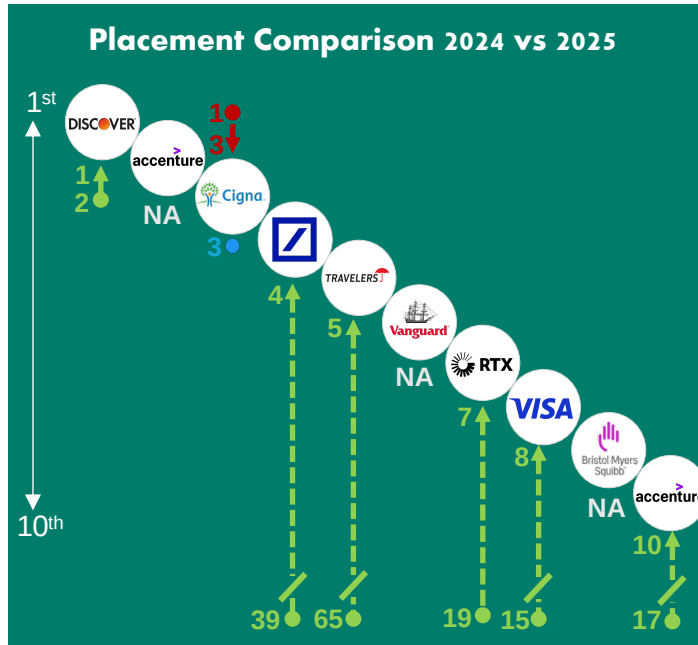
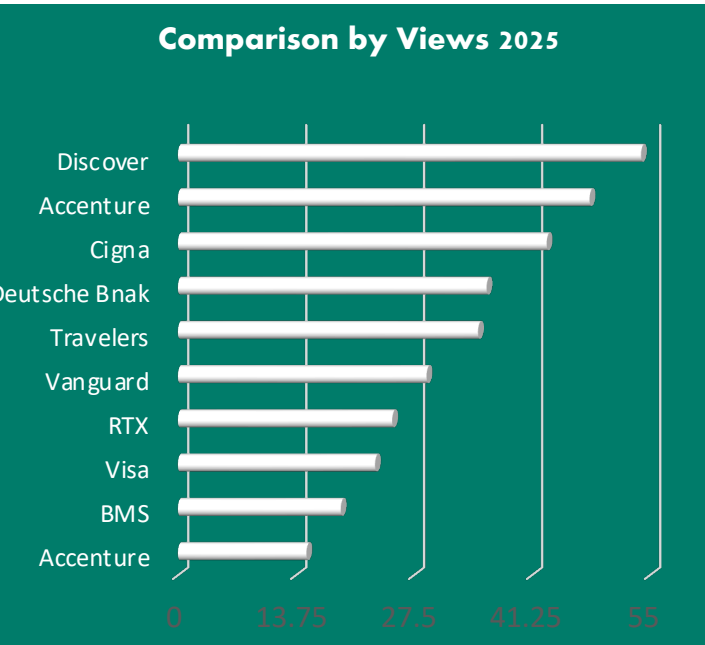


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# Top Technical Programs

2025



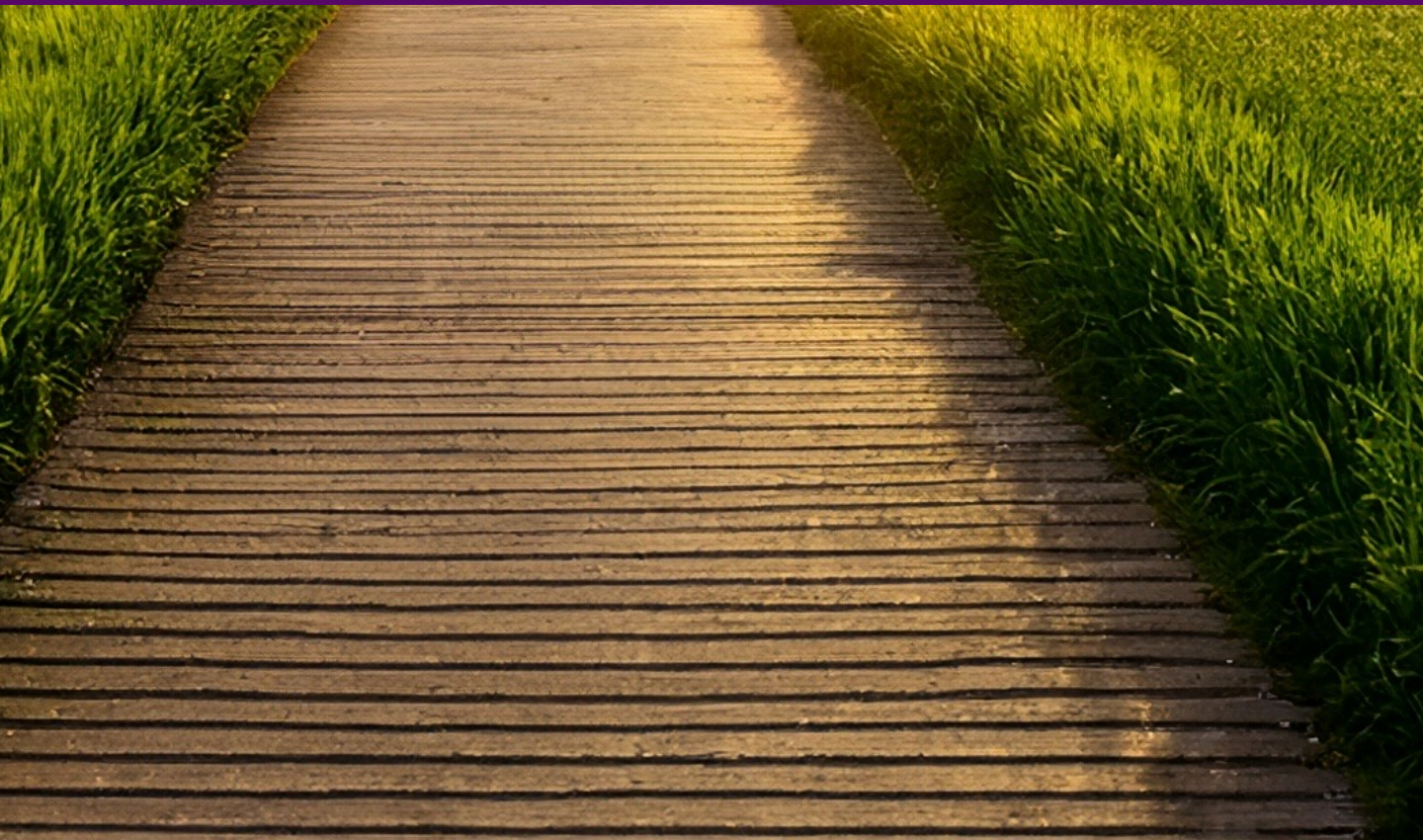
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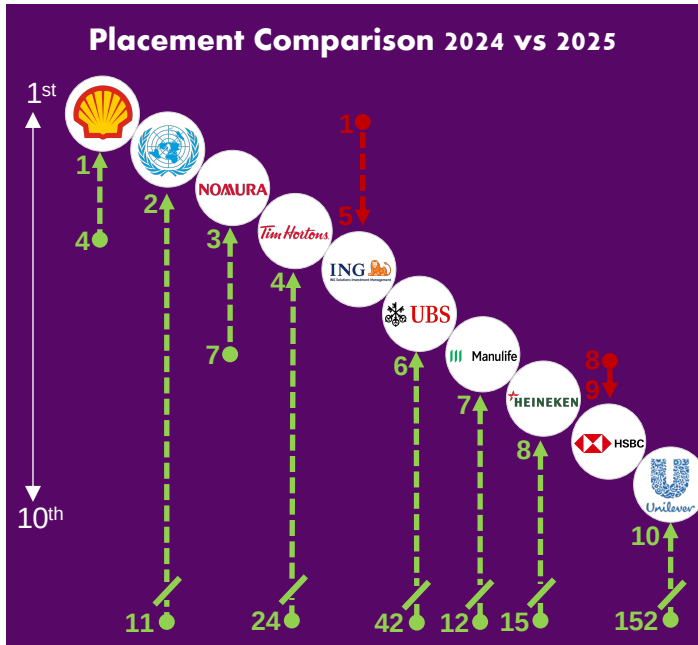
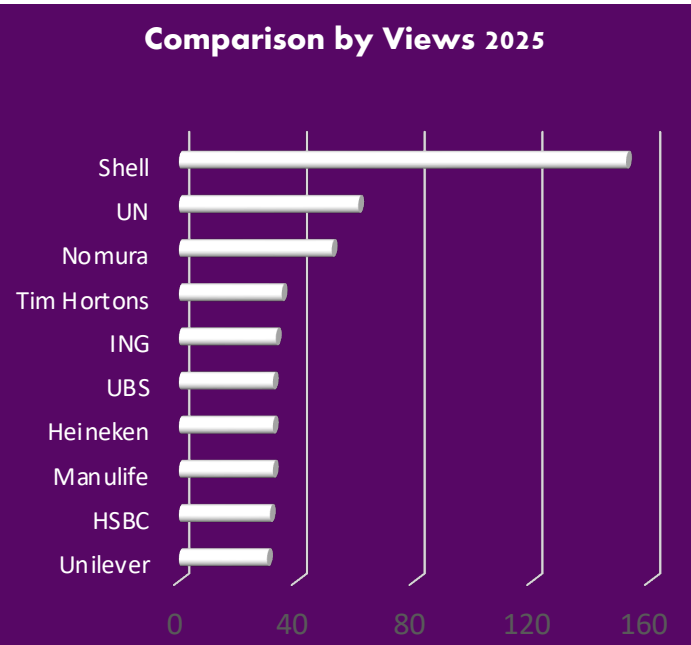
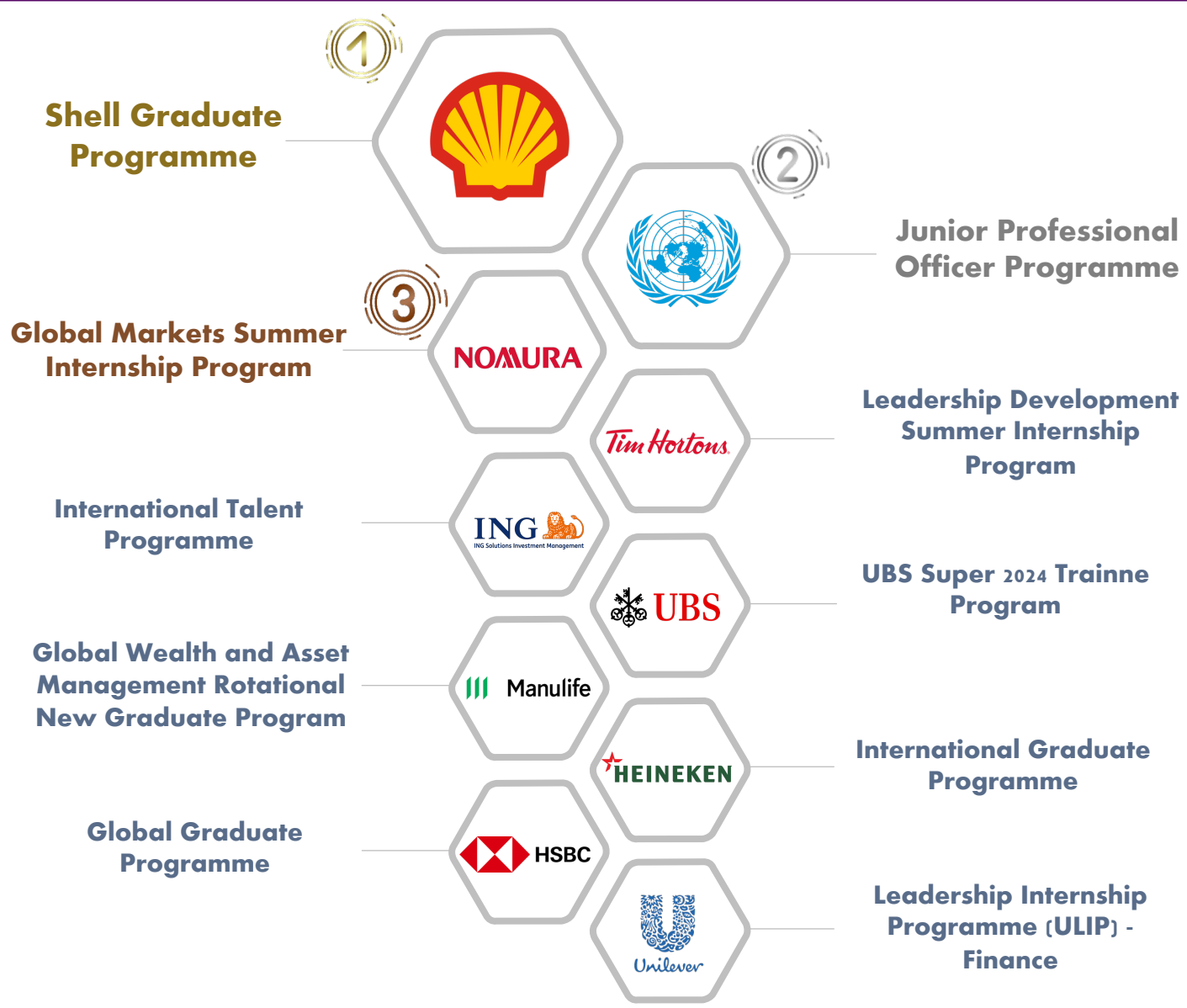
# 2025 Ranking of Masters Development Programs by **SCHOOL LOCATION**





# Top Programs in Asia

2025

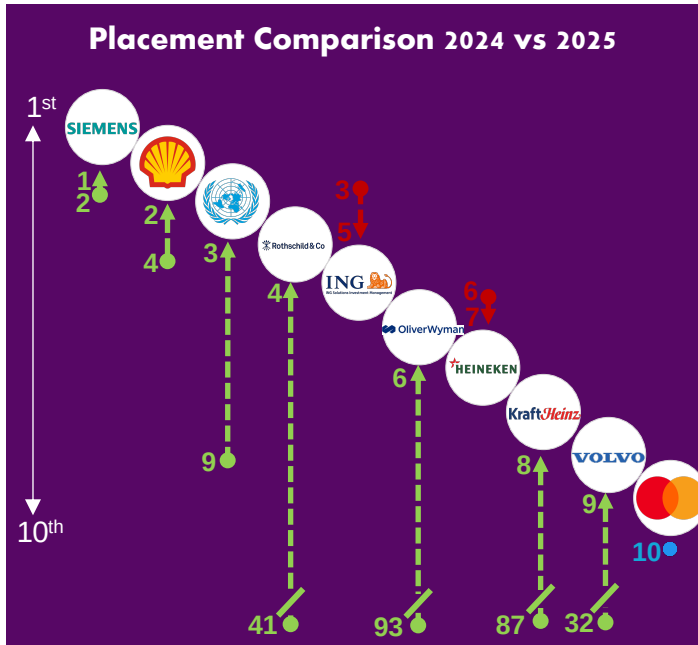
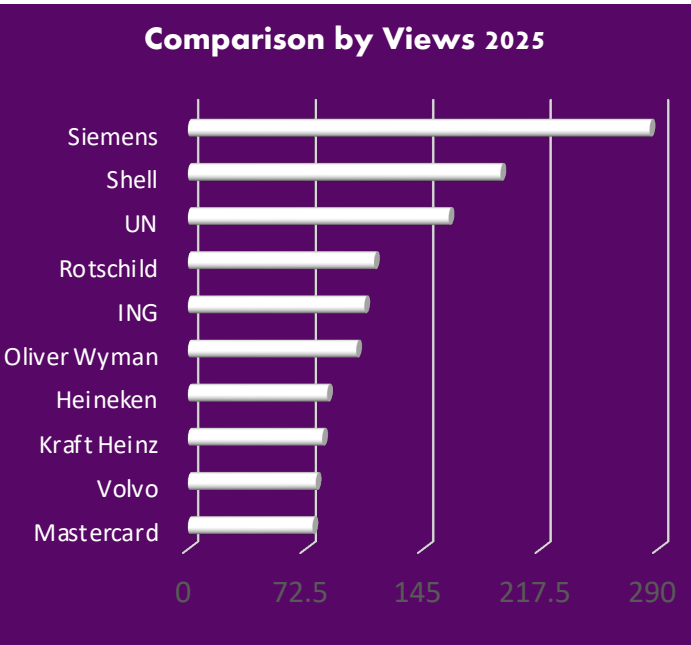
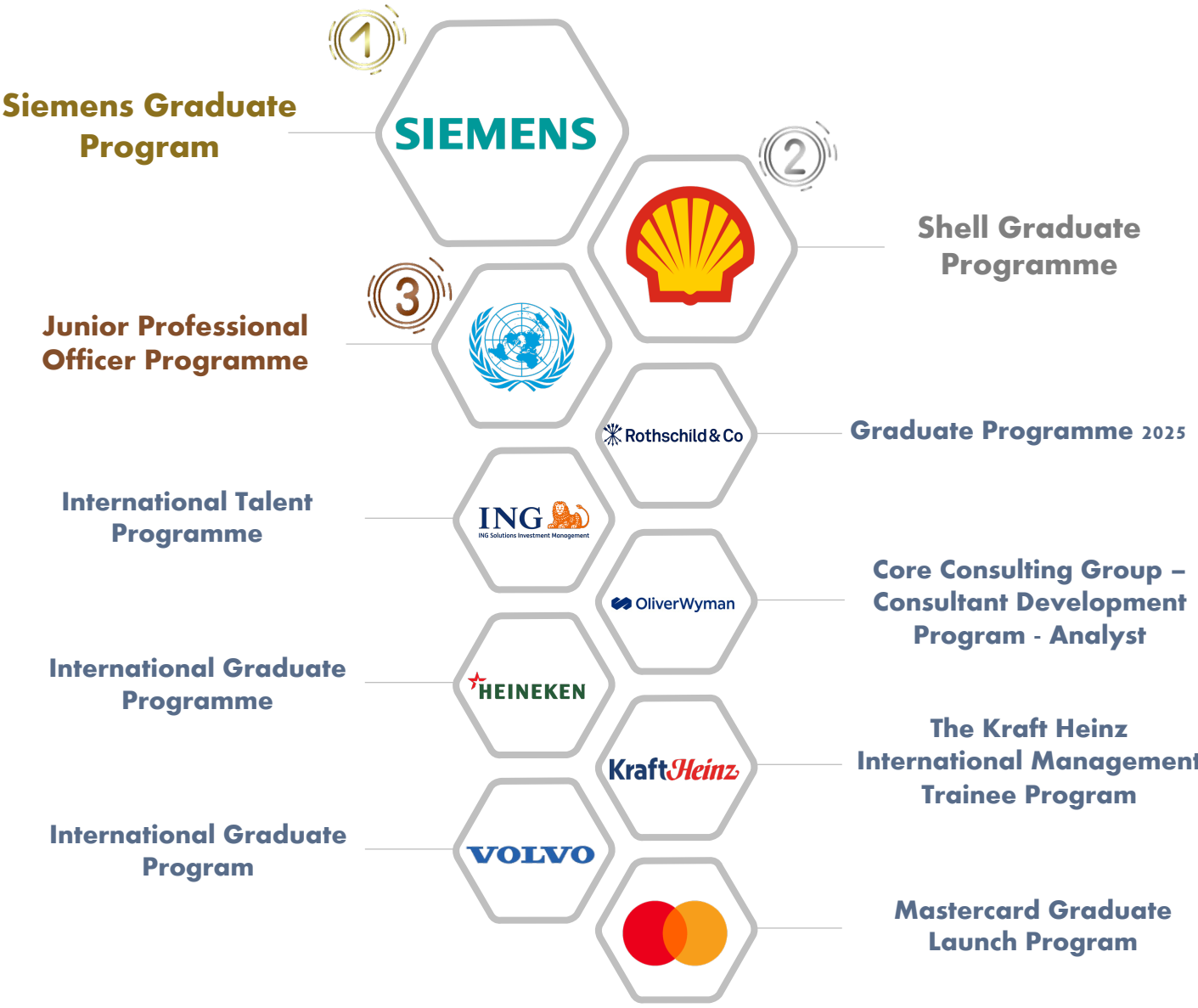


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# Top Programs in Europe

2025



Source: program views by Masters students from client business schools between Jun 1, 2024 and May 30, 2025  
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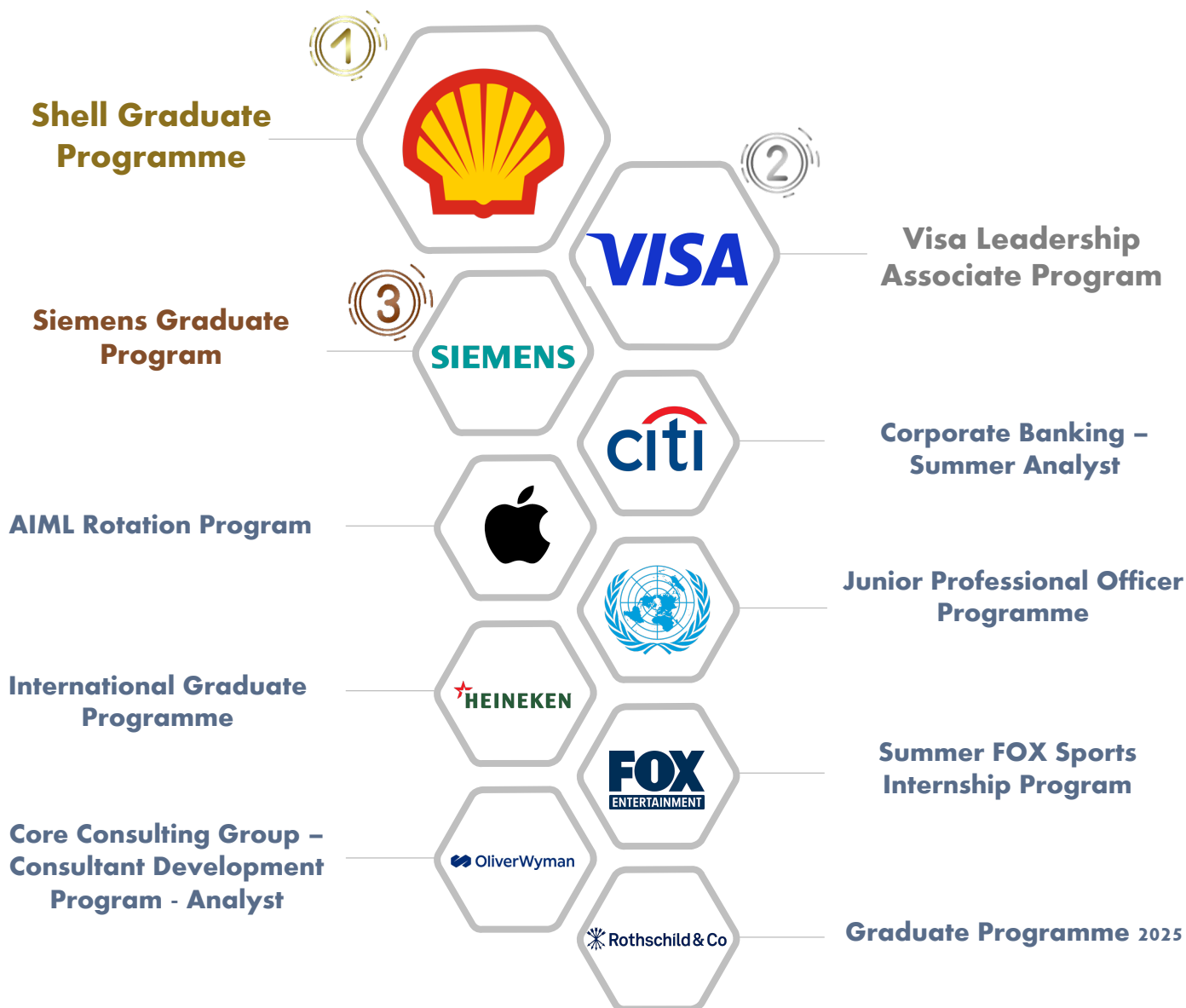




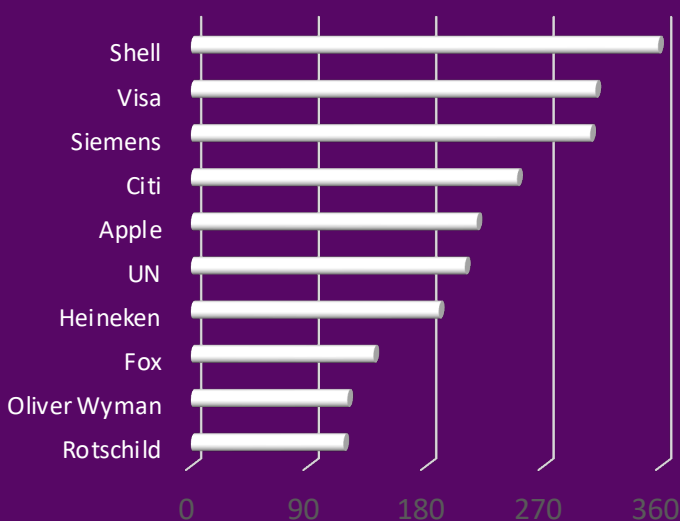


# Top Programs in North America

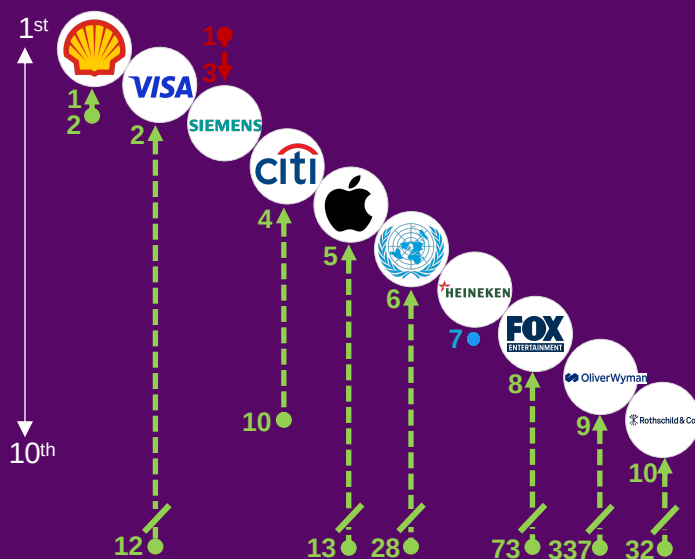
2025



## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



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# Recommendation to the Students

**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)

## Want to go deeper?

We offer an interactive Bootcamp specifically focused on Development Programs (DPs) — what companies look for, what to expect on a program, how to position yourself effectively, and stand out in the selection process.

**Get in touch** to bring this opportunity to your school!





# About Careernomics

We provide Masters and Bachelor students and other early-careers professionals with **Insights** they need for the **Careers** they want, pulling from +25 years of experience and tailored services.

## For Schools – **Empower Students**, Elevate Careers

- Help your students (and alumni) gain **the Insights they need for the Careers they want**
- Expand **Career Exploration**
- Multiply access to **Jobs, Development Programs and Employers**
- Provide more options for your **International Students**
- Manage your school's activity

## For Employers – The **Partner** You Need for the **Talent** You Want

- Identify and Attract top Talent
- Strengthen your Employer Brand
- Engage and Recruit in real-time
- Leverage your Talent Pool
- Post Jobs and search our Candidate Database

Let's connect at  
[Hello@Careernomics.com](mailto:Hello@Careernomics.com)

