ENTRY-LEVEL TRAINING, LEADERSHIP DEVELOPMENT AND ROTATIONAL PROGRAMS FOR COLLEGE GRADUATES

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Many major corporations and organizations hire new college graduates into entry-level rotational or leadership development training programs. These programs are designed to provide entry-level hires with a cross functional perspective of an organization. These "trainees" spend several weeks or months in each of the key functional areas of the organization. The goal of these programs is to expose high potential employees to multiple aspects of the organization with the hope that they will advance in the future to lead across those functional areas. Trainees receive a salary and benefits and are employees of the organization. These training programs last anywhere from six months to two years, and after completion, trainees assume entry-level management positions within the organization. A number of these programs may have application timelines during the fall semester. These training programs are not to be confused with specific short-term Gap Year experiences. To help you explore these programs, Career Services compiled the following list. Keep in mind that this is not an exhaustive list; the intention is for you to use it as a starting point.

Aerospace/Defense Industry

- **BAE Systems-** <u>Development Programs</u> (Business, Finance, Engineering, HR)
- Boeing- <u>Career Foundation Program</u> (Business, Finance, InfoTech Undergraduate only)
- Lockheed Martin- Leadership Development Programs (Communications)
- **Raytheon-** <u>Leadership Development Programs</u> (Business, Finance, HR, Engineering, InfoTech)
- **Textron-** <u>Leadership Development Programs (Business, Finance Undergraduate only)</u>

Automotive

- Chrysler- <u>Leadership Development Program</u> (Engineering Graduate only)
- Chevron- <u>Development Programs</u> (Finance)
- Ford- <u>College Graduate & Leadership Programs</u> (Business, Computer Science)
- Goodyear- <u>Development Programs</u> (Accounting, Finance, Engineering, Computer Science)
- Rolls Royce- <u>Development Programs</u>
- US Venture- Operations Leader in Training check for annual posting

Engineering/Technology

- **3M-** <u>Development Programs</u> (Business, Marketing)
- AT&T- <u>Development Program</u> (Finance, Engineering)
- Caterpillar- Leadership & Technical Development Program (Engineering)
- Direct Energy- Leadership Development Program (General)
- Dow Chemical- <u>Developmental Programs</u> (Business, Finance)
- Dow Jones- Graduate Rotational Program
- DuPont- <u>Marketing Leadership Development Program</u> (Business, Marketing- Graduate only)
- Dropbox- Dropbox Rotation Program (DRP)
- Eaton- <u>Developmental Programs</u> (Business, Engineering)

Engineering/Technology, *continued*

- **EMC-** <u>Leadership Development Programs</u> (Business, Finance, Engineering, Computer Science)
- Emerson- Engineers in Leadership (Business, Engineering)
- GE- Leadership Programs (Business, Finance, Engineering, Computer Science)
- GE- Edison Engineering Program
- **Genentech-** <u>Rotation Programs</u> (Biotechnology, Finance)
- Georgia Pacific- Early-Career Programs (Engineering, Accounting, Finance, IT, HR)
- Intel- <u>Rotational Programs</u> (Business, Finance, Computer Science)
- John Deere- <u>Development Programs</u> (Innovation, Technology)
- Kohler- Rotational Development Programs
- Microsoft- Academy of College Hires (Innovation, Technology)
- National Grid- Graduate Development Program (General)
- Neilson- Emerging Leaders Programs (Finance, HR, Technology)
- OPW/PDQ Manufacturing- <u>Leadership Development Program</u> (engineering, operations, supply chain)
- Owens Corning- Leadership Development Programs (Accounting, Finance)
- Parker Hannifin- Development Programs
- **Praxair-** Leadership Development Program (Business, Engineering)
- Rockwell Automation- <u>Leadership Development Programs</u> (Business, Engineering)
- Siemens- Siemens Graduate Program (Business Graduate only)
- Spartan Companies- Management Development Program
- Stanley Black & Decker- Leadership Program (General)
- Texas Instruments- <u>Global Rotation Programs</u> (Finance, Accounting, Engineering)
- Unilever- Future Leaders Pro72 Programme
- United Technologies- <u>Divisional Leadership Programs</u> (Aerospace, Business)

Financial Services

- Associated Bank- Specialized Development Programs
 - o <u>Credit Analyst Program</u>
 - Corporate Trainee Program
 - Private Client Trainee Program
- **BB&T-** <u>Leadership Development Program</u> (Auditing, Finance)
- Bank of America Merrill Lynch- Corporate Training Programs
- Bank of New York Mellon-Emerging Leaders Program (Finance, HR)
- BMO Harris- <u>New Graduate Opportunities</u>
- Citi Group- <u>Technology Leadership Program</u> (Finance, Computer Science)
- Citizens Bank- Early Career Programs (Business, Finance)
- Dow- <u>Recent Graduate's Development Programs</u>
- Edward Jones- <u>Headquarters Rotational Program</u> (Finance, Computer Science Undergraduate only)
- Fifth Third Bank- <u>Leadership Programs</u> (Business, Finance, Engineering, Computer Science)
- Genworth Financial- <u>Finance Development Program</u> (Accounting, Finance)
- HSBC- Graduate and Development Program (Finance, Commercial Banking)
- JP Morgan- Corporate Programs
- Master Card- Connect from Campus Programs (Business, Finance)
- M&T Bank- <u>Management Development Program</u> (Business)

Financial Services, *continued*

- **Regions-** <u>Emerging Talents Program</u> (Business, Finance, Accounting)
- Synovus- Management Associate Program (Business, Finance)
- TCF- Leadership Training Program check for annual posting
- Vanguard- <u>Development Programs</u> (Business, Computer Science)
- Visa- <u>Development Programs</u> (Business, Finance)

Food Industry

- Aramark- <u>Accelerate to Leadership</u> (Business)
- Burger King- Leadership Development Program (Business, Economics)
- Coca-Cola- <u>University Talent Program</u>
- Chick-fil-A- Leadership Development Program (Food Service, HR)
- General Mills- <u>Talent Areas</u>
- Kraft Heinz- University Programs (Management, Marketing)

Government/International Affairs

- Amtrak- <u>Professional Development Program</u> (Business, Engineering)
- FBI- <u>Presidential Management Fellows Program</u> (Management Graduate only)
- International Monetary Fund- <u>Research Assistant Program</u> (Business, Finance, Computer Science, Math- Undergraduates only)
- **Missile Defense Agency-** <u>Missile Defense Career Development Program</u> (Business, Finance, Engineering, Computer Science)
- NASPAA- <u>Undergraduate Fellows Program</u>
- New York City Department of Health- <u>Health Research Training Program</u> (General)

Health Care/Pharmaceutical

- Abbott- Professional & Management Development Programs (Finance, Engineering)
- Aetna- Actuarial Student Training Program (Economics, Statistics, Math, Actuarial)
- Baxter- <u>Developmental Programs</u> (Business, Finance, Engineering)
- Becton Dickinson- <u>Developmental Programs</u> (Business, Finance, Engineering, Computer Science)
- **Cardinal Health-** <u>Leadership Development Program</u> (Business, Finance, Engineering, Computer Science)
- Cigna- Leadership & Developmental Program (Business, Finance Graduate only)
- DaVita- <u>Redwoods Development Programs</u> (General management and leadership roles)
- GlaxoSmithKline- Future Leaders Program (Healthcare, Insurance)
- Humana- <u>Specialized College Program</u> (Actuarial Science, Finance, Computer Science)
- Johnson & Johnson- Career Opportunities for Students and Recent Grads (General)
- Medtronic- <u>Student Opportunities</u> (Engineering, Business)
- Merck Group- <u>GoGlobal</u> (Business, Natural Science)
- Walgreens- Pharmacy Education Assistance Program

Hospitality

• Marriot- University Programs (Management, HR)

Insurance

- **GEICO-** <u>Leadership Programs</u> (Business, Computer Science)
- Liberty Mutual- <u>Undergraduate Program</u>
- <u>Graduate Development Program</u> (Actuarial Science, Business, Finance, Computer Science)
- Metlife
 - o <u>Actuarial Development Program</u> (Actuarial Science)
 - <u>Employee Benefits Sales Academy</u> (Business)
 - o Global Leadership Development Program (MBA)
- New York Life- <u>Actuarial Training Program</u> (Business, Finance)
- Travelers- <u>Developmental Programs</u> (Actuarial Science, Finance, Computer Science)
- UnitedHealth Group- Sales and Account Management (Sales, Marketing)

Manufacturing

- Anheuser-Busch- <u>Global Management Training Program</u> (Business, Engineering, Economics)
- JX Enterprise- <u>Sales Excellence Trainee</u>
- Kohler- <u>Rotational Development Programs</u> (Business, Finance, Engineering)
- L'Oreal- <u>Management Trainee Programs</u> (Business, Finance, Engineering)
- L&W Supply- Manager Candidate in Training (Business, Supply Chain)
- Nestle Purina- <u>Management Trainee Program</u> (Finance, Engineering -Undergraduate only)
 Newell Rubbermaid- <u>Management Development Program</u> (Management, Marketing -Graduate only)
- Whirlpool- Leadership Development Program (Business, Finance)

Marketing/Media

- Avery Dennison- <u>Global Operations Leadership Development</u> (Engineering)
- Bertelsmann- <u>Career Development</u> (Corporate, Management
- Cintas- Management and Sales Trainee (Business, Marketing)
- Chronicle- <u>Book Design Fellowship</u>
- Disney- Professional Internships (Business, Management, Marketing)
- Financial Times- <u>Graduate Trainee Program</u> (Journalism)
- Gartner Inc.- Rotational Program (Finance, IT, Business)
- Harper Collins- Rotational Associate Program (Business, Finance, Computer Science)
- HubSpot, INC- Leadership Rotational Program (Business, Marketing)
- Kohler- <u>Rotational Development Programs</u>
- The Martin Agency- <u>Student Workshop</u>
- Miami Ad School- <u>Strategic Planning</u>
- NBC Universal- <u>Early Career & Leadership Programs</u> (General)

 News Associates Program (Media, Journalism)
- Quad/Graphics- Corporate Training Program (Computer Science)
- Rudder Finn- Executive Training Program
- Simon & Schuster, Inc.- Associates Program (General)
- Thomson Reuters- <u>Recent Graduate Programs</u> (Business, Journalism)
- Turner Broadcasting- <u>Turner Trainee Team</u> (Business, Computer Science)
- WPP- WPP Fellowships

Retail

- Abercrombie & Fitch- <u>Leadership Development Program</u> (Business, Finance, Management, Engineering, Computer Science)
- Acosta- Leadership Development Program (Marketing)
- Adidas- <u>Global Functional Trainee Program</u> (Business)
- Amazon- Developmental Programs (Business, Finance Graduate only)
- American Eagle- Teammate Program and Internship Program
- Enterprise- Management Training Program (Transportation, Finance)
- Gap, Inc.- <u>Retail Management Program (Business</u>)
- HomeDepot- <u>Assurance & Advisory Management Program</u> (Retail, Finance)
- Kohls- Internship Program (Business, Marketing, IT, Retail)
- Macy's- Executive Development Program (Accounting, Finance, Computer Science)
- Neiman Marcus- <u>Executive Development Program</u> (Business, Finance)
- Roundys- Leadership Training Program check for annual posting
- Saks Fifth Avenue- Executive Excellence Programs (Business, Merchandising)
- Safeway Inc.- Residency Program (Pharmacy)
- Target- Finance Leadership Development Program (Business, Finance Graduate only)
- TJX Companies Inc.- <u>Merchandise Training Program (Business</u>)
- Verizon- <u>Rotational Programs</u> (Business, Finance, Engineering, Computer Science)

Sports

- ESPN- <u>Training Programs</u> (General)
- NBA- Associate Program (General)
- NFL- Junior Rotational Program (Finance, Marketing)