

# UNDERGRADUATE LEADERSHIP DEVELOPMENT, ROTATIONAL, AND INTERNSHIP PROGRAMS

Leadership development, rotational, and internship programs provide you with in-depth experiences, ongoing mentorship, and targeted training across a range of business areas within a company. Interns or post-graduates are hired and trained through rotations or specific structured training programs with the goal of developing future leaders for the organization.

Many of these programs have special recruitment timelines, but they primarily interview during the fall semester. Some program dates are not yet published and are labeled 'TBD'. Each program may have unique components, lengths of time, pre-selected rotating work assignments, optional rotating work assignments or specific, in-depth experience in one area. Below are some examples of leadership development, rotational, and internship programs; check Handshake and the careers page of your target companies for more.

FINANCIAL SERVICES			
Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Edward Jones</u></a>	<ul style="list-style-type: none"> <li>Headquarters Internship</li> <li>Headquarters Rotational Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply starting September 2021</li> <li>Apply starting September 2021</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates with junior standing</li> <li>For undergraduate candidates with senior standing</li> </ul>
<a href="#"><u>Citizens Bank</u></a>	<ul style="list-style-type: none"> <li>Internal Audit Rotational Program</li> <li>Risk Management Development Program</li> <li>Technology Development Program</li> <li>Student Internship Programs</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates with senior standing and recent graduates</li> <li>For undergraduate candidates with senior standing and recent graduates</li> <li>For undergraduate candidates with senior standing and recent graduates</li> <li>For undergraduate candidates with junior standing</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Citizens Bank (Cont.)</u></a>	<ul style="list-style-type: none"> <li>▪ Capital Markets and Corporate Finance Program (Analysts &amp; Interns)</li> <li>▪ Commercial Banker Development Program</li> <li>▪ Commercial Banking Summer Internship Program</li> <li>▪ M&amp;A Advisory Summer Internship Program</li> <li>▪ Finance, Accounting Career Training (FACT) Program</li> <li>▪ Human Resources Associate Development Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduate candidates with senior standing and recent graduates</li> <li>▪ For undergraduate candidates with senior standing and recent graduates</li> <li>▪ For undergraduate candidates rising senior standing</li> <li>▪ For undergraduate candidates with senior standing and recent graduates</li> <li>▪ For undergraduate candidates with senior standing and recent graduates</li> <li>▪ For undergraduate candidates with senior standing and recent graduates</li> </ul>
<a href="#"><u>JP Morgan</u></a>	<ul style="list-style-type: none"> <li>▪ Corporate Analyst Development Program</li> <li>▪ Risk Management Analyst Program</li> <li>▪ Markets Summer Analyst Program</li> <li>▪ Investment Banking Analyst Program</li> <li>▪ Wholesale Payments &amp; Corporate Banking Analyst</li> <li>▪ Markets Analyst Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Apply by August 14, 2021</li> <li>▪ Apply by September 30, 2021</li> <li>▪ Apply by September 30, 2021</li> <li>▪ Apply by September 30, 2021</li> <li>▪ Apply by September 30, 2021</li> <li>▪ Apply by September 30, 2021</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> </ul>
<a href="#"><u>Vanguard</u></a>	<ul style="list-style-type: none"> <li>▪ Emerging Leader Development Program</li> <li>▪ Technology Leadership Program</li> <li>▪ Investment Management Development Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Apply now, start Summer 2022</li> <li>▪ Apply now, start Summer 2022</li> <li>▪ Apply now, start Summer 2022</li> </ul>	<ul style="list-style-type: none"> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Vanguard (Cont.)</u></a>	<ul style="list-style-type: none"> <li>Acceleration Into Financial Professional Program</li> <li>Financial Advisor Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply now, start Summer 2022</li> <li>Apply now, start Summer 2022</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates with senior standing or recent graduates</li> <li>For recent graduates</li> </ul>

## INSURANCE

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Progressive</u></a>	<ul style="list-style-type: none"> <li>Accounting Internship</li> <li>Accounting Rotational Program</li> <li>Analyst Programs</li> <li>Analyst Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates graduating within 1 year of the internship ending</li> <li>For recent graduates who have completed the Accounting Internship</li> <li>For undergraduate candidates and recent graduates</li> <li>For recent graduates</li> </ul>

## REAL ESTATE

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>PRG Real Estate</u></a>	<ul style="list-style-type: none"> <li>Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> </ul>

## SOCIAL IMPACT

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>International Monetary Fund (IMF)</u></a>	<ul style="list-style-type: none"> <li>Research Assistant Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply throughout the year based on availability</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> </ul>

## ENERGY & ENVIRONMENTAL

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>BP</u></a>	<ul style="list-style-type: none"> <li>▪ Technology Internship</li> <li>▪ Commercial Downstream Internship</li> <li>▪ Finance (ABC) Internship</li> <li>▪ Finance (Planning &amp; Commercial) Internship</li> <li>▪ HR Internship</li> <li>▪ Procurement &amp; Supply Chain Internship</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> </ul>	<ul style="list-style-type: none"> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> </ul>

## HEALTHCARE

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Abbott</u></a>	<ul style="list-style-type: none"> <li>▪ Finance Professional Development Program</li> <li>▪ IT Professional Development Program</li> <li>▪ Operations Professional Development Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> </ul>	<ul style="list-style-type: none"> <li>▪ For recent graduates with relevant internship experience</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates with relevant internship experience</li> </ul>
<a href="#"><u>Aetna</u></a>	<ul style="list-style-type: none"> <li>▪ Summer Associate Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Apply September 2021</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduate candidates</li> </ul>
<a href="#"><u>Becton Dickinson</u></a>	<ul style="list-style-type: none"> <li>▪ EDGE Program</li> <li>▪ Procurement Development Program</li> <li>▪ Finance Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> </ul>	<ul style="list-style-type: none"> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Becton Dickinson (Cont.)</u></a>	<ul style="list-style-type: none"> <li>Supply Chain Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> </ul>
<a href="#"><u>Cardinal Health</u></a>	<ul style="list-style-type: none"> <li>EMERGE Leadership Development Program</li> <li>Undergraduate Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply September 2021</li> <li>Apply September 2021</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates with senior standing</li> <li>For undergraduate candidates with junior standing</li> </ul>
<a href="#"><u>Johnson &amp; Johnson</u></a>	<ul style="list-style-type: none"> <li>Consumer Sales Leadership Development Internship</li> <li>Finance Leadership Development Program</li> <li>Foundational Human Resources Leadership Development Program</li> <li>Global Operations Leadership Development Program</li> <li>Technology Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply Now</li> <li>Apply Now</li> <li>Apply Now</li> <li>Apply Now</li> <li>Apply Now</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates with a degree in a related field</li> <li>For recent graduates with a degree in a related field</li> <li>For undergraduate candidates studying a related field</li> <li>For undergraduate candidates studying a related field</li> <li>For recent graduates</li> </ul>

## MANAGEMENT & DIGITAL CONSULTING

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>KPMG</u></a>	<ul style="list-style-type: none"> <li>Avenues Program</li> <li>CPA Training and Mentorship Program</li> <li>Co-op Training Program</li> <li>Summer Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>KPMG (Cont.)</u></a>	<ul style="list-style-type: none"> <li>Global Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates</li> </ul>

## MEDIA/ ENTERTAINMENT

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>NBC Universal</u></a>	<ul style="list-style-type: none"> <li>NBCU Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply now</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates with sophomore to senior standing</li> </ul>

## TECHNOLOGY/ ENGINEERING

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>AT&amp;T</u></a>	<ul style="list-style-type: none"> <li>B2B Sales Development Program</li> <li>B2B Sales Development Internship Program</li> <li>Supply Chain Undergraduate Internship</li> </ul>	<ul style="list-style-type: none"> <li>Apply now, Start 2021</li> <li>Apply now, Start 2021</li> <li>Apply now</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates with less than 2 years of sales experience</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> </ul>
<a href="#"><u>Thermo Fisher</u></a>	<ul style="list-style-type: none"> <li>Finance Leadership Development Program</li> <li>Operations Leadership Development Program</li> <li>Procurement Leadership Development Program</li> <li>Sales Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Start July 2022</li> <li>Start July 2022</li> <li>Start July 2021</li> <li>Starts October 2021, January 2022, and July 2022</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates with degrees in Finance or Accounting</li> <li>For recent graduates with degrees in Operations</li> <li>For recent graduates with degrees in Operations</li> <li>For recent graduates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Texas Instrument</u></a>	<ul style="list-style-type: none"> <li>Finance, Accounting, and Operations Program</li> <li>Human Resources Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply now</li> <li>Apply now</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> </ul>
<a href="#"><u>Dupont</u></a>	<ul style="list-style-type: none"> <li>Finance Field Program</li> <li>Supply Chain and Global Procurement Development Program</li> <li>Management Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> </ul>
<a href="#"><u>LinkedIn</u></a>	<ul style="list-style-type: none"> <li>Business Leadership Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> </ul>
<a href="#"><u>General Electric</u></a>	<ul style="list-style-type: none"> <li>Financial Management Program</li> <li>Human Resources Leadership Program</li> <li>Operations Management Leadership Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply now</li> <li>TBD</li> <li>Apply now</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> </ul>

## CPG & RETAIL

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Anheuser Busch</u></a>	<ul style="list-style-type: none"> <li>Global Management Trainee Program</li> <li>Commercial Training Program</li> <li>Supply Chain Trainee Program</li> <li>Solutions Trainee Program</li> <li>Brewery Trainee Program</li> <li>People Trainee Program</li> <li>GMT Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> <li>For undergraduate candidates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Anheuser Busch (Cont.)</u></a>	<ul style="list-style-type: none"> <li>▪ Commercial Trainee Internship Program</li> <li>▪ Supply Chain Internship Program</li> <li>▪ Solutions Internship Program</li> <li>▪ People Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates</li> </ul>
<a href="#"><u>Nestle Purina</u></a>	<ul style="list-style-type: none"> <li>▪ Internal Audit Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduate candidates graduation between Fall 2021 and Spring 2022</li> </ul>
<a href="#"><u>Abercrombie &amp; Fitch</u></a>	<ul style="list-style-type: none"> <li>▪ Merchandising Internship Program</li> <li>▪ Finance Internship Program</li> <li>▪ Business Analyst Internship Program</li> <li>▪ Business Analyst Leadership Development Programs</li> <li>▪ Finance Leadership Development Program</li> <li>▪ Human Resources Leadership Development Program</li> <li>▪ Merchandising Leadership Development Program</li> <li>▪ Supply Chain Leadership Development Program</li> <li>▪ Visual Merchandising Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply now</li> <li>▪ Apply Now</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduates with junior standing or higher</li> <li>▪ For undergraduates with junior standing or higher</li> <li>▪ For undergraduates with junior standing or higher</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> <li>▪ For recent graduates</li> </ul>



Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Kraft Heinz</u></a>	<ul style="list-style-type: none"> <li>Intern Program</li> <li>Trainee Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply August 2021</li> <li>Apply August 2021</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates</li> <li>For recent graduates</li> </ul>
<a href="#"><u>TJX</u></a>	<ul style="list-style-type: none"> <li>Merchandising Internship &amp; Leadership Development Program</li> <li>Store Leadership Program</li> <li>Distribution Leadership program</li> <li>Human Resources Internship</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> </ul>

## AEROSPACE/ DEFENSE

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Boeing</u></a>	<ul style="list-style-type: none"> <li>Business Operations Internship Program</li> <li>Finance Internship Program</li> <li>Human Resources Internship Program</li> <li>Supply Chain Management Internship Program</li> <li>Facilities and Asset Management Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply Fall 2021, Start Summer 2022</li> <li>Apply Fall 2021, Start Summer 2022</li> <li>Apply Fall 2021, Start Summer 2022</li> <li>Apply Fall 2021, Start Summer 2022</li> <li>Apply Fall 2021, Start Summer 2022</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> <li>For undergraduate candidates</li> </ul>
<a href="#"><u>Bae Systems</u></a>	<ul style="list-style-type: none"> <li>Finance Leadership Development Program</li> <li>Operations Leadership Development Program</li> <li>Human Resources Leadership Development Program</li> <li>Contracts Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Bae Systems (Cont.)</u></a>	<ul style="list-style-type: none"> <li>Information Management Leadership Development Program</li> <li>Quality Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> </ul>
<a href="#"><u>Lockheed Martin</u></a>	<ul style="list-style-type: none"> <li>Communications Leadership Development Program</li> <li>Human Resources Leadership Development Program</li> <li>Operations Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates</li> <li>For recent graduates</li> <li>For recent graduates</li> </ul>

## AUTOMOTIVE/ TRANSPORTATION

Company	Programs	Important Dates	Basic Qualifications
<a href="#"><u>Chrysler</u></a>	<ul style="list-style-type: none"> <li>Cross-commercial Leadership Development Program</li> <li>Finance Leadership Development Program</li> <li>Purchasing and Supplier Quality Leadership Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply now, Start 2022</li> <li>Apply now, Start 2022</li> <li>Apply now, Start 2022</li> </ul>	<ul style="list-style-type: none"> <li>For graduates with 3 years of relevant work experience</li> <li>For recent graduates</li> <li>For recent graduates</li> </ul>
<a href="#"><u>BSNF Railway</u></a>	<ul style="list-style-type: none"> <li>Management Trainee Program</li> <li>Summer Internship Program</li> </ul>	<ul style="list-style-type: none"> <li>TBD</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For recent graduates with less than 3 years of work experience</li> <li>For undergraduate candidates</li> </ul>
<a href="#"><u>Ford</u></a>	<ul style="list-style-type: none"> <li>Summer Internship Program</li> <li>College Graduate Program</li> </ul>	<ul style="list-style-type: none"> <li>Apply November 2021, Start 2022</li> <li>TBD</li> </ul>	<ul style="list-style-type: none"> <li>For undergraduate candidates</li> <li>For recent graduates</li> </ul>

Company	Programs	Important Dates	Basic Qualifications
<a href="#">Goodyear</a>	<ul style="list-style-type: none"> <li>▪ Communications Internship Program</li> <li>▪ Finance &amp; Accounting Internship Program</li> <li>▪ Human Resources Internship Program</li> <li>▪ Manufacturing Leadership Development Program</li> <li>▪ Marketing Internship Program</li> <li>▪ Procurement Internship Program</li> <li>▪ Retail Internship Program</li> <li>▪ Supply Chain Internship Program</li> <li>▪ Commercial Sales Development Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ Apply now</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ TBD</li> <li>▪ Apply now, Start 2021</li> </ul>	<ul style="list-style-type: none"> <li>▪ For undergraduate candidates with relevant work experience</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates with junior standing</li> <li>▪ For recent graduates</li> <li>▪ For undergraduate candidates with junior standing</li> <li>▪ For undergraduate candidates</li> <li>▪ For undergraduate candidates with junior standing</li> <li>▪ For undergraduate candidates with relevant internship experience</li> <li>▪ For recent graduates</li> </ul>