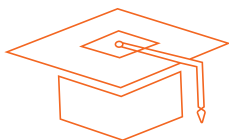


Robust Talent Pipeline



As a global financial services client searched for premier entry-level talent, it sought a part-time workforce solution through Education at Work. We offered access to college students with targeted majors and skillsets to provide back office and customer support, which created a robust talent pipeline of hires post-graduation.

“I really believe in the Education at Work program. Not only does it benefit the students, but it’s also a great flexible resource for business and provides a pool for talented hires with direct experience.”

Senior Vice President,
Global Financial Services Company

Across U.S. industries, financial services has one of the highest turnover rates, consistently exceeding 18% per year. Many factors contribute to this high turnover rate, including long workweeks and a perception that senior management lacks appreciation for entry-level employees. Consequently, it has become increasingly more challenging for financial services companies to attract and retain top talent without “churning and burning” through it. The best players in financial services seek out competitive advantages to entice

the most qualified talent to work for them right out of college, and stay with them for the majority of their careers.

As an industry leader, our client initially decided to leverage Education at Work’s part-time workforce model for back office support and, over time, began to experience the long-term benefits of our talent pipeline. While working part-time, our student-employees have learned the fundamentals of this client’s business and how to interact effectively with its customers. As a result, these student-employees have become ideal candidates for full-time employment upon graduation, and this client has extended offers resulting in a 79% placement rate. Over 100 graduates now work full-time for this client within 16 diverse business units including: client administration, project management, investments, analytics, customer research, technology, inbound document processing and retirement services.

Post graduation, our high-caliber talent has delivered better hiring results for our client with a one-year retention rate of 90% for full-time hires, over 8% higher than the industry average. Through this partnership, our global financial services client will continue to leverage our student workforce as one of its go-to methods to acquire proven talent.

Updated: 12/2/2020

EDUCATION
WORK | BUILDING
BRIGHTER
FUTURES.

Key Stats

18+

Months

average tenure of
student-employees
working part-time
at client site

79%

placement rate of
student-employees
accepting client's
full-time job offers
post-graduation

90%

retention rate
one-year
after being hired
full-time

Learn more at:

educationatwork.org