

Robust Talent Pipeline

The Challenge

It has become increasingly more challenging for financial service companies to attract and retain top talent without “churning and burning” right through it.

The best players in financial services seek competitive advantages to entice the most qualified talent out of college, who stay with them for the majority of their careers.

The Solution

As an industry leader, Education at Work’s client initially decided to leverage EAW’s part-time workforce model for back office support, and began to experience the long-term benefits of their talent pipeline. While working part-time, their student-employees learned the fundamentals of this client’s business and how to interact effectively with their customers.

The Result:

- Student-employees have become ideal candidates for full-time employment upon graduation
- 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 | • Analytics | • Inbound Document Processing |
| • Project Management | • Customer Research | • Retirement Services |
| • Investments | • Technology | |

Post graduation, EAW’s high-caliber talent has delivered better hiring results for their client. Through this partnership, the global financial services client will continue to leverage EAW’s student workforce as one of their go-to methods to acquire proven talent.

The Outcomes

78% Placement

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

87% Retention

rate one-year after being hired full-time

Learn more at educationatwork.org or contact:

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