



Robust Talent Pipeline

KEY STATS

12+
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

94%

retention rate one-year after being hired full-time



Learn more at
educationatwork.org

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.

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 learned the fundamentals of this client's business and how to interact effectively with its customers. As a result, these student-employees became ideal candidates for full-time employment upon graduation, and this client extended offers resulting in a 79% placement rate. These graduates now work full-time for this client within seven diverse business units: client administration, project management, investments, analytics, customer research, IT security, and retirement services.



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 Client*



Post graduation, our high-caliber talent has delivered better hiring results for our client with a one-year retention rate of 94% for full-time hires, over 12% 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.

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