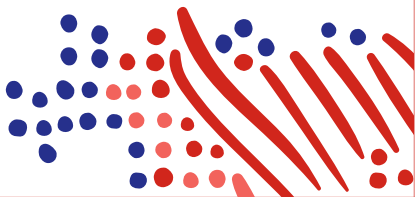




University and Early Career Recruiting Services

23 million

Total enrollment in degree-granting postsecondary institutions is projected to reach 23 million, by 2024.²



Start building your future leadership today with early career recruiting strategies

Finding and engaging the best and brightest talent in today's market is a challenge. Baby boomers are retiring, a new generation (Gen Z) is entering the work world with different perspectives, and the unemployment rate remains at record lows.¹

But you can set your company up for long-term success by building and fostering relationships with high potential talent early in their career. Hiring new or recent grads brings in talent that is:

- Eager to learn, engage and grow
- Tech savvy
- Constantly connected and informed
- Ready to be groomed
- Able to easily assimilate to company culture

These are the entry-level candidates who are prime to be your company's future leaders.

University and Early Career Recruiting Services

With its expertise and consultative approach, ADP Recruitment Process Outsourcing (ADP RPO[®]) helps you build a qualified pipeline of candidates that you can groom into future leaders fit for your company.

You get the benefits of three customized service options – recruitment, logistical support, and brand representation – that include:

- Strong, long-lasting partnerships with targeted schools
- Market analysis and insights into schools, including academic programs, diversity, and growth data
- The ability to eliminate the need to recruit and train specialized staff
- AIRS[®]-certified resources



Always Designing
for People™



Expertise



Partnerships



Consultation



Options

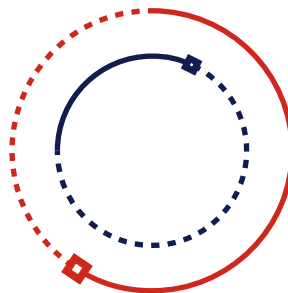


**UR programs
make 2,000 hires
& 1,500 intern
to permanent
conversions from
900 schools
annually.**

-Full-Service Global
Investment Firm

A skilled ADP program manager will help develop and maximize recruiting initiatives at universities, colleges and trade schools and drive creative strategies that focus on developing school relationships, attracting and engaging high potential students, and meeting your hiring goals. You get the benefits of:

- **Recruitment.** University and Early Career recruitment services provide strategic consulting and full process outsourcing, including target school analysis, school relationship management, resume review, and interview / offer processing.
- **Logistical support.** Coordinating the campus recruitment process is important, but shouldn't distract you from strategic initiatives. Let ADP University and Early Career logistical support manage the entire season, from scheduling interviews and posting jobs to processing offers and coordinating onboarding efforts.
- **Employment brand representation.** The planning and execution of your event strategy is customized to your needs and can include: employment brand representation at conferences and campus events, registration, communications for your team, and post-event reporting. We help select and facilitate sponsorships, register for hotel blocks, select career fair booth locations, reserve event space at each conference, and more.



Annual college hiring goals exceeded two years in a row- **33%** and **67%** respectively.

As the new and recent grad pipeline continues to grow, a partnership with ADP RPO can optimize your university and early career recruitment strategy and help give you a long-term competitive advantage.



Always Designing
for People™



For more information, call 1-800-CALL-ADP (225-5237) or your ADP representative.

1 ADP Employment Report March 2018 <http://www.adpemploymentreport.com/>. 2 National Center for Education Statistics. ADP, the ADP logo, AIRS, ADP RPO and Always Designing for People are trademarks of ADP, LLC. Copyright © 2019 ADP, LLC. All rights reserved.