

# What is the Externship?

The Externship is a professional learning experience that allows companies to run scalable work-based learning programs for students and early talent while generating low-lift DEI recruiting and market insight generation for companies. Companies use the program to launch strategic projects with diverse students at scale while decreasing recruiting costs, generating market insights, and elevating their employer brand.



## How Does it Work?



In 2 to 8 weeks companies can train and engage 1000x the volume of talent, attain powerful market insights from Gen Z, and accelerate their social impact initiatives.



### The Externship Scales Early Career Recruiting

- ✓ DEI impact via pre-internship funnel
- ✓ Fully managed, low-lift solution
- ✓ Recruit the next leaders of your organization



### The Externship Captures Powerful Market Insights

- ✓ Accelerate research projects in a low-risk way
- ✓ Gain proprietary insights for a competitive edge
- ✓ Conduct hundreds of 1:1 interviews with your target audience



### The Externship Accelerates Social Impact Initiatives

- ✓ Scale meaningful relationships with diverse talent
- ✓ Offer your employees meaningful mentorship and development opportunities



# The Externship Successfully...

Decreases the Cost of Engaging Diverse Talent

**58%**

Corporation initiative budget savings

**Attains Gen-Z** Market Insights

Gen Z innovators transformed global bank strategy with work output and insights.

**9.5/10**



Leaders Rated Student Output for Product Innovation

Delivers CSR and DEI Impact

PwC has an initiative to upskill 25K+ diverse students, Paragon One is helping them get there.

Support & engage

**500X**

more students with 80% less employee time



*"A great program and a truly great cause / client to support. I felt there was a very light lift besides 'show up and provide advice.' Paragon One did a great job of preparing us."*

PWC DIRECTOR

## Contact Us

Paragon One is a YCombinator-backed firm out of MIT that has worked with Meta, HP, PwC, Home Depot, HSBC and more to engage diverse early talent.

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