



# Unleash Gen Z Talent: Streamline Your Hiring Journey

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Unlocking the Power of The Paragon One  
Externship: A Comprehensive Guide to  
Diverse Recruiting Best Practices





# Introduction: The Changing Landscape of Recruiting

In recent years, the field of recruiting has undergone a significant transformation. With advancements in technology and the rise of remote work, HR and recruiting professionals are facing new challenges in finding and attracting top talent. Traditional recruitment methods are no longer sufficient in a competitive job market where candidates have more options and expectations than ever before.

This is where Paragon One comes into play as a game-changing recruiting enablement solution. Paragon One understands the evolving needs of organizations and offers a unique approach to connecting companies with high-potential candidates.

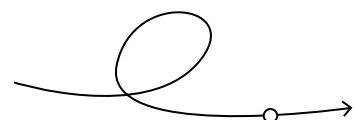
We're exploring the benefits of Paragon One for HR and recruiting professionals and delving into the power of data and statistics to showcase its effectiveness. Furthermore, we will introduce the concept of externships and how Paragon One leverages them to bridge the gap between education and industry, revolutionizing the recruitment process.

## Becoming Paragon One's Co-Pilots: Enhancing Your Recruiting Process

According to a survey conducted by Deloitte, 84% of organizations believe that non-traditional talent sources are important for driving innovation and achieving business objectives. However, many organizations struggle to tap into these talent pools effectively. The Paragon One Externship addresses this challenge by **leveraging its network and expertise to connect you with early-career talent from diverse backgrounds.**

By partnering with Paragon One, **you become a co-pilot in your recruiting journey.** We work closely with you to understand your organization's needs and source talent from non-traditional pipelines. Paragon One provides visibility and transparency to the co-host company throughout the extern sourcing process. Companies are able to review and engage in the Extern selection process alongside the Paragon One team, **confirming which talent most aligns with their talent selection criteria and initiatives.** Our team of experts collaborates with you every step of the way, ensuring a seamless and customized recruiting experience.

Our commitment to personalized recruiting is supported by data. In a study conducted by McKinsey & Company, it was found that organizations that prioritize diversity and inclusion are 35% more likely to outperform their industry peers.



# Enhancing Your Recruiting Process: PwC Case Study

Externships allow enterprises to engage and assess a potential diverse new hire before hiring them.

Meet Ryan,



- \* Ryan Was . . .  
majoring in marketing but also had a passion for technology.
- \* Ryan Had . . .  
an opportunity to be an extern for a Big 4 firm and explore technology consulting.
- \* Ryan Now . . .  
works at PwC.





# Accessing an Expansive University Network and Global Innovator Ambassador Network

According to a report by the World Economic Forum, 59% of employers find it difficult to attract and retain Gen Z talent. However, by leveraging our university network, you can **tap into a fresh pool of Gen Z talent and gain a competitive advantage in attracting the next generation of leaders.**

We're proud of our expansive university network. **The Paragon One Externship is the #1 HBCU Gen Z talent source.** Our educational partners include top-tier universities, as well as specialized institutions focusing on specific industries and skill sets.

In addition to our university network, we offer access to the Global Innovator Ambassador Network. These industry professionals and experts serve as mentors and guides throughout the externship program, providing valuable insights and connections. By leveraging the expertise of these ambassadors, you can enhance your recruiting process and gain a competitive edge in your industry

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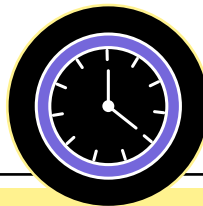
## Introducing the Remote Externship

A Low-Lift, High Impact Program



**30-50**

Student Cohorts



**1 hour**

Per week of your  
Manager's time



**10 hours**

Per week live  
learning experience



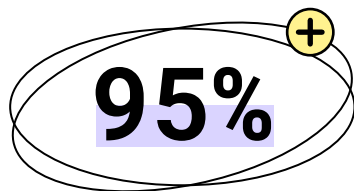
# Access a New Talent Pool of Gen Z Diverse and Underrepresented Students

By prioritizing diversity and inclusivity in your recruitment efforts, you can tap into the untapped potential of underrepresented talent. According to a study by McKinsey & Company, organizations with diverse executive teams are 33% more likely to outperform their peers in profitability.

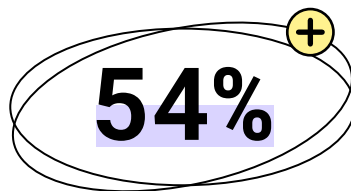
The Paragon One Externship opens doors to a new talent pool, specifically focusing on Gen Z students from diverse and underrepresented backgrounds. According to the U.S. Census Bureau, Gen Z is the most diverse generation in history, with nearly half of the cohort identifying as non-white.

Paragon One **connects you with talented individuals from a wide range of backgrounds, including women, minorities, and individuals from traditionally excluded communities.** By broadening your talent pool, you create opportunities for fresh perspectives, innovative thinking, and increased creativity within your organization. This not only strengthens your company culture but also positions you as a leader in diversity and inclusion.

## On Average...



of Externs from  
**Underserved  
Backgrounds**

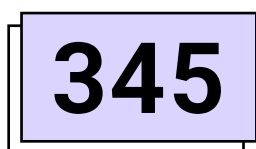


of Externs  
are **Women**



of Externs  
identify as  
**LGBTQ+**

## PwC Case Study:



**Schools  
Represented**



of Externs **Advanced  
Career Goals**



of Externs Are **More  
Confident in Pursuing  
a Career in the Industry**



Of PwC Project Leads  
Would Like to **Participate  
in the Externship Again**



# Evaluate Talent via Our Comprehensive Talent Filtering System

The Paragon One Externship streamlines the talent evaluation process through our **Comprehensive Talent Filtering System**. We understand that assessing candidates based solely on resumes and interviews may not provide a holistic understanding of their abilities and potential.

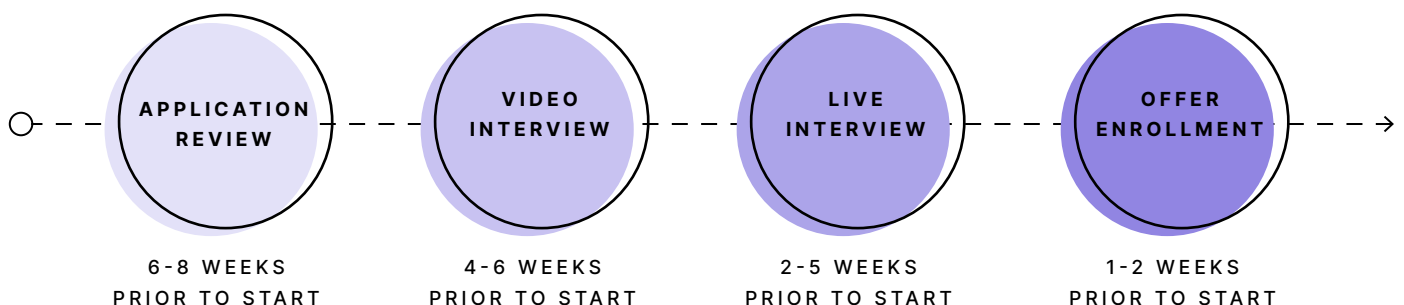
Our Talent Filtering System allows you to set custom criteria to evaluate talent efficiently. This includes **specific skills, educational background, and personal qualities that align with your organization's needs**.

According to a survey conducted by SHRM, 70% of employers reported difficulties in assessing soft skills during the hiring process. Paragon One addresses this challenge by incorporating a holistic evaluation approach. Through the externship program, **candidates are engaged in live, project-based work experiences that allow you to assess their skills, collaboration abilities, problem-solving capabilities, and adaptability in a real-world setting**.

The data-driven approach not only enables you to identify top talent but also improves the overall effectiveness of your recruitment process. By leveraging Paragon One's Talent Filtering System, you can make data-backed decisions that enhance efficiency, reduce costs, and improve the quality of your hires.

Our talent reachout system for the externship employs a comprehensive process to identify exceptional early-career talent. The process includes an offer/enrollment stage, live interviews, application reviews, and video interviews. This **talent reachout process spans approximately 6-8 weeks before the externship starts, ensuring a systematic and efficient selection process**. Through this system, Paragon One connects organizations with talented individuals, facilitating a seamless matching process for the externship program.

## Comprehensive Talent Filtering System





# Engage and Assess Students and Teams Live

The Paragon One Externship goes beyond traditional recruitment methods by providing a live project-based work experience for students. This immersive experience allows you to engage with candidates and assess their skills and fit within your organization in a practical and meaningful way.

Throughout the six-week program, **candidates collaborate with your team members on real-world projects, allowing you to observe their work ethic, and problem-solving abilities, and tackle Generative AI tool training, communication skills, and teamwork.** This firsthand experience provides you with a comprehensive understanding of a candidate's capabilities and potential contributions to your organization.

Moreover, Paragon One facilitates ongoing interaction between candidates and mentors, supervisors, and team members. This extended engagement allows you to assess a candidate's ability to adapt, learn, and grow over time. By evaluating candidates across their career journey, you gain valuable insights into their long-term potential and their alignment with your organization's goals and values.

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## Externship Service Components

### 1 Program Setup & Administration

Extern Sourcing, Curriculum Development, Student & Enterprise Onboarding, Extern Stipend Processing

### 2 Custom & Scalable Enterprise Platform

Comprehensive, Custom and Seamless Educational Journey - We Guide All Aspects of Student Experience

### 3 Student & Company Management

Company and Students Discuss Project, Industry Trends, and Feedback

### 4 Comprehensive Performance Reporting

Paragon One shares progress and student performance with company



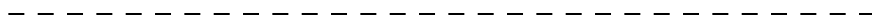
# Engage Across Students' Career Journey

The Paragon One Externship is a transformative recruiting enablement solution that empowers organizations to access a new talent pool, evaluate candidates effectively, and engage with top Gen Z talent. By becoming a co-pilot in your recruiting journey, leveraging our university and ambassador networks, prioritizing diversity, and streamlining the talent evaluation process, you gain a competitive advantage in attracting and retaining the best talent.

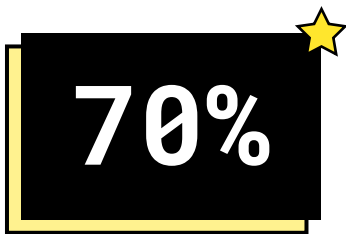
The immersive and ongoing engagement provided by Paragon One allows you to assess candidates in a real-world setting and build long-term relationships with top talent.

With the Externship, you're positioning your organization as a leader in diversity and inclusion, driving innovation, and securing a strong pipeline of skilled professionals who will contribute to your success.

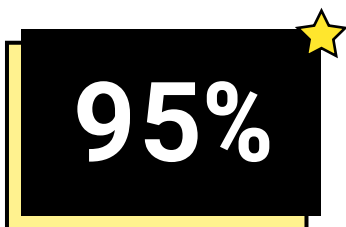
Join the ranks of forward-thinking organizations that have already transformed their approach to talent acquisition and achieved exceptional results.



## Major Enterprises Hire Paragon One Externs



of externs are hired for intern / full-time jobs within 12 months of completing externship



of Fortune 1000 volunteers participating in the externships found the students they spoke to as potential hiring candidates

# Follow Externs Through Their Career Journey: **Meta Case Study**

**Meet Richard,**



**\* Richard Attended...**

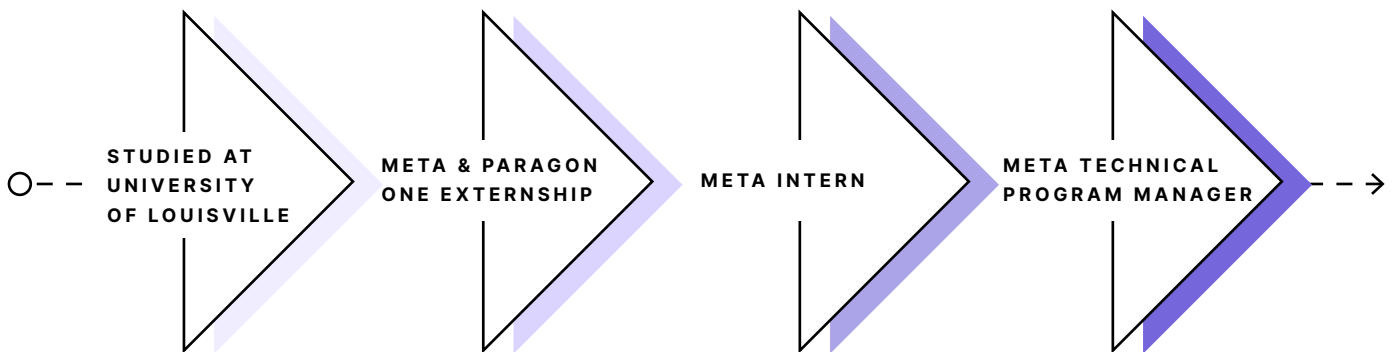
a non-target school for big tech firms, so it was difficult to get his foot in the door.

**\* Richard Created...**

more work-based learning opportunities through externships for underrepresented talent.

**\* Richard Now...**

works at Meta.





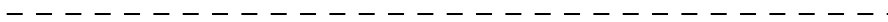
# The Next Era of Corporate Recruiting is Here

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## Meet Brittany

**Do you believe your organization is ready to transform its traditional recruiting processes?**

Learn more about how Paragon One can connect you with top Gen Z talent by starting a call with Brittany [↗](#)

