

EARLY CAREER FOUNDATIONS

MAXIMIZE YOUR
INVESTMENT IN YOUR
COLLEGE GRADUATE HIRES

SUMMER INTERNSHIPS

SALES ROTATION & NEW
HIRE PROGRAMS

ONBOARDING PROGRAMS

WHAT'S THE VALUE OF A COMPREHENSIVE EARLY CAREER PROGRAM?

- ▶ An Early Career Program will create exceptional value for your organization by creating engaged and successful employees.
- ▶ Key steps and program elements don't fall through the cracks.
- ▶ Reduced attrition due to high-impact onboarding and training.
- ▶ Outsourcing program development frees up your time to focus on key company objectives.

WHAT ARE THE KEY DELIVERABLES?

- ▶ Program vision and outcomes defined.
- ▶ Outreach to target schools on your behalf with your messaging.
- ▶ Management of interviewing and hiring activities.
- ▶ Schedule developed with key milestones before 'Go Live' date.
- ▶ Comprehensive Onboarding Process developed for new hires.
- ▶ Mentors and program rotations identified and ownership determined.
- ▶ Process developed for tracking participant progress and determining next steps upon completion.

Jay Helgren has 25+ years experience as a mentor, trainer and business leader.

The cost to hire and onboard a college graduate can easily exceed \$10k.

▶ **We help do it right the first time.**

We'll work with you to design a program customized to your needs and objectives.



JAY CONSULTING LLC