



From Summer Internship Program to Full Recruitment Partnership

The Challenge: The client was launching its first ever **summer internship program**, but there was one problem. Planning didn't start until spring, far too late in the college recruiting calendar to **compete for top talent** on their own.

The client was also in the middle of **significant internal changes**. Building and running a 9-person internship program from scratch, including payroll, onboarding, and compliance, was more than their team could take on. They needed a partner who could **own the entire process**, from sourcing to paycheck.

The Solution: TRC stepped in as a full-service recruiting and employer-of-record partner for the internship program.

Full ATS access and screening. The client gave TRC direct access to their internal applicant tracking system. TRC screened all 300 applicants, rejecting or advancing candidates, and ran phone screens and video interviews before anything reached a hiring manager.

Coordinated interviews across four states. TRC scheduled first-round interviews with financial advisor hiring managers across offices in Texas, California, Georgia, and Indiana, then coordinated in-person interviews to narrow the pool to roughly 30 finalists.

End-to-end onboarding and payroll. Once the client selected 9 interns, TRC placed them on TRC's payroll and managed onboarding from day one. That included coordinating travel to company headquarters in Texas for a first-week welcome, handling time card questions throughout the summer, and organizing travel again for an off-boarding week back in Texas.

TRC essentially became the client's temporary talent acquisition function for the summer, taking a **300-applicant funnel** the client had no bandwidth to manage and turning it into a fully staffed, fully onboarded internship class.

The Results: The internship program was a clear success, and it reshaped the entire partnership.

- **9 interns hired and onboarded** across four states in a single summer, built from a pool of 300 applicants.
- **Long-term growth opportunities** have been created for 4 interns upon graduation.
- **The program is expanding.** The client is growing next summer's class to 25 interns and starting recruitment the year prior instead of in the spring.
- **The partnership evolved into a full RPO engagement.** The client now retains TRC on a monthly management fee, with reduced placement fees, to serve as their ongoing talent acquisition team for direct hire corporate roles.



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What began as short-term internship support has become a **standing recruitment partnership**. TRC recruiters now work inside the client's ATS on a regular basis, sourcing candidates directly when applicant flow runs low, not just screening what comes in.

Beyond the Internship: A Growing Corporate Partnership

Since the internship program finished, TRC has supported this client across a wide range of their **corporate openings**, including:

- **Administrative roles:** front desk receptionists, service associates, branch administrators
- **Tax team roles:** supporting the client's broader tax function
- **Data roles:** data engineers and accountants
- **Leadership-level positions:** as the client continues building out its internal HR function

TRC now works closely with the client's HR business partners on every open role. Each new requisition starts with an intake call with HR and the hiring manager, and TRC manages the entire recruitment process from there, including all candidate interview scheduling.

Why It Worked: The client needed more than a staffing vendor. They needed a partner who could move fast on a compressed timeline, manage a high-volume applicant pool inside their own systems, and handle the operational details of onboarding interns across multiple states. By delivering on the internship program first, TRC **earned the trust** to take on the client's broader direct hire recruiting, ultimately becoming an extension of their talent acquisition team rather than a one-time recruiting vendor.



Ready to build a recruiting partnership that grows with you?

If your team is stretched thin, starting a hiring initiative late, or missing internal support to scale recruiting on your own, TRC can step in as your talent acquisition team. Contact us today to talk through what a custom RPO or internship partnership could look like for your organization!