

Why Work with For Purpose?

When considering hiring graduate or early career talent, you may be tempted to “go it alone” and manage the process yourself. Before you do so, it is important to consider what you might be missing out on by not partnering with someone who does so on a daily basis.

Whether you are a large organisation who feels you have the in-house resources to manage the process on your own, or a small organisation who feel the investment might be too much to justify, think about some of the following reasons why working with For Purpose could be a wise move.

- 1. Understanding Your Challenges:** For Purpose is part of **2into3**, who have been working since 2006 to build the capacity of organisations to have a transformative social impact. We understand the unique challenges and needs of nonprofit organisations who are often working within strict budgets and struggling to compete for talent with other sectors. 2into3 have worked with over 480 nonprofit organisations, and For Purpose have placed almost 100 graduates across a number of these organisations.
- 2. Cost-Effectiveness:** Managing a graduate programme in-house can be resource-intensive, requiring staff time and financial investment in recruitment, learning and development, and programme administration. By partnering with an expert such as For Purpose, nonprofits can benefit from cost savings associated with economies of scale and streamlined processes.
- 3. Expertise and Resources:** For Purpose offers expertise and resources that social impact organisations may not have internally, including access to career development support and networking opportunities. Graduates can also draw on our alumni who offer a wealth of knowledge, resources, guidance, and support.
- 4. Learning and Development:** Our 12-month learning and development programme supports graduates with the transition from education to employment through monthly mentor meetings with an experienced professional in the nonprofit sector, and learning seminars, also known as For Purpose Tuesdays, which dually focuses on work skills and sector knowledge. All of which are crucial to professional development but may not be available within your organisation.
- 5. Broader Reach and Exposure:** Collaborating with For Purpose can help organisations demonstrate their dedication to social responsibility and community engagement, further enhancing their employer brand and attract attention from stakeholders. This signals to prospective employees that the organisation values talent acquisition and development, making it an attractive choice for candidates seeking meaningful career opportunities, and while increasing visibility of nonprofits within the graduate community.
- 6. End-to-End Recruitment:** We manage the recruitment process from end-to-end with an efficient turnaround time of approximately 8 weeks. We track applications via e-mail, phone and the various advertising platforms and screen candidates to assess their suitability, enabling our clients to focus on their core business activities and ensuring that they only review and meet with the best available candidates once the screening is complete. When candidates are deemed appointable, we take care of contract offers and references.

- 7. Wide Talent Pool:** As an external graduate programme, we provide access to a diverse pool of talented individuals through our wide network and strong connections with Grad Ireland and various universities across Ireland. Our efforts include participating in events, hosting webinars, and actively engaging with students at career fairs throughout the academic year. By collaborating closely with these key stakeholders, we attract candidates from various backgrounds who are specifically seeking opportunities in the nonprofit sector. In 2023, we received a total of 724 applications, with an average of 80 applications per role.
- 8. Proudly Representing Our Clients:** As an extended representative of the organisations we work with, we lead out with our client's brand, vision, mission and values, and ensure that our experienced interviewers create a fluid and positive candidate experience for every person we engage with.

THE FOR PURPOSE PROGRAMME 2023 IN NUMBERS

