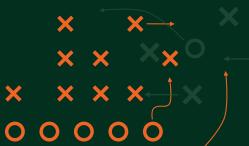


Your data-backed guide to stopping early-career reneges before they start.



PRESENTED BY

Abode

### Stopping student reneges starts now.

Every year, as the start dates for interns and new hires approach, the reneges begin trickling in. Some companies are fortunate and only experience a handful. Other teams are faced with so many last-minute drop-offs they have to turn their recruitment engine back on. No matter the scenario your team is presented with, reneges are frustrating and often feel inevitable. But the best way to deal with reneges? Addressing the root cause. And that starts now.

While nothing can completely get rid of reneges, real data can provide a roadmap for tracking the risks and preventing reneges before they happen. In this guide, Abode is unveiling the playbook for minimizing your renege risks and fostering meaningful engagement with new hires before their start date.

Leveraging platform usage data from employer and student users, as well as a survey of Abode student users conducted in August 2025, we are excited to walk through today's renege landscape, the key warning signs and reasons for reneging, as well as real student preferences for outreach and ongoing engagement. Alongside the data, we'll be sharing actionable insights and recommendations for building a multifaceted engagement strategy that resonates with Gen Z.

Reneges don't have to be inevitable. With the right data and a clear playbook, employers can shift from reacting to last-minute dropoffs to nurturing a cohort of students who feel confident, supported, and ready to start. In the pages ahead, we outline where the risks lie, what Gen Z says they value, and the strategies that keep offers secure.

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#### **ABOUT THE DATA IN THIS GUIDE**

This guidebook is powered by real data on reneges. The data used throughout this report comes from two sources:

#### **Abode Platform Data**



We analyzed the usage data from students and employer partners to determine real renege and enagement trends.

#### **Student Survey Data**



We surveyed 350 students in August 2025 to understand their perspective on employer communication & reneges.



# The Landscape of Reneges



## The Landscape of Reneges

To address reneges in your 2025–2026 cohort, the first step is understanding the baseline. Where does your organization stand compared to the broader early-career market?

If you aren't yet tracking renege rates, now is the time to start. Without visibility, it's impossible to know whether your risk is higher than average or if your strategies are keeping you ahead of the curve. For those already tracking, this report provides benchmarks to measure progress and spot opportunities for improvement.

Industry experts such as <u>Veris Insights</u> and the <u>National Association of Colleges and Employers</u> (NACE) place the average renege rate around 7%, with NACE noting that intern offers see a 10% renege rate.

On Abode, the picture looks very different. Employers using the platform saw an average renege rate of just 2% in the 2024–2025 season. This figure reflects every student in employer "hired" cohorts, with reneges tracked directly in the platform. Put simply: for every 100 hires, only two reneged, which is a fraction of the national average.

Some Abode partners achieved a 0% renege rate, while the highest reported was 15%. This variation shows that even within the same platform, employer practices — how often they communicate, how well they align expectations, and how consistently they build connection — make a measurable difference.

On the next page, we'll look at how renege rates differ by industry, which sectors are most vulnerable, and how Abode benchmarks compare to external data for a fuller view of today's renege landscape.

# By the Numbers: Renege Rates Across the Early Career Landscape

Abode is a platform that empowers companies to stay in touch with their candidates from offer to start date, which ultimately reduces reneges. Below, you can see how renege rates on Abode are significantly lower than early career career standards.

7%-10%

According to Veris Insights and NACE, the renege rate for full-time offers is 7%. For internships, it's 10% (NACE).

2%

On Abode, only 2% of all hires tracked on the platform reneged on an offer, significantly lower than standard early career rates.

0%

Several companies using Abode achieved a renege rate of 0%. These companies had strong offers and leveraged Abode's engagement tools to keep hires warm before their start date.



On the next page, we'll dig deeper into the average renege rates across industries. From these rates, you'll see that reneges are relatively low, even as they are sometimes higher across select industries.

#### Section 1: The Landscape of Reneges

Renege rates vary across industries, with some sectors showing significantly higher risk than others. According to <u>Veris Insights</u>, renege rates for tech companies reached 13% in 2024, while on Abode the renege rate for students hired for roles in the tech industry was just 3.93%. Similarly, Veris Insights reported the business and finance renege rate at 6–7%, compared to 3.64% on Abode for financial services and accounting.

Across the Abode platform overall, the renege rate during the 2024–2025 season was 2.17%. Most industries on Abode fell within a 2-4% range, with construction and CPG at the low end and business and tech at the higher end.

In relative terms, this is consistent with external data. Tech is known for having higher renege rates due to its competitive landscape and larger share of high-paying roles with well-known companies. Additionally, the recent volatility in tech could have students second-guessing the security of their offer and choosing to resume their search — just in case. As for finance, this industry tends to conduct recruiting early on, leaving 8-9 months for students to consider other opportunities.

And they do consider other opportunities. As we'll see on the next page, a large share of students consider other opportunities even after they've accepted another offer.

#### Renege Rates on the Abode Platform Across Industries

Reneges rates understandably vary across industries. Below, you can see the renege rate for each industry. This rate was calculated by reviewing the total number of students in each industry, and identifying the share within that group were reported as reneging on offers.

Industry	Abode Renege Rate
All Industries	2.17%
Technology	3.93%
Insurance	3.85%
Financial Services & Accounting	3.64%
Logistics & Supply Chain	2.7%
Manufacturing	2.66%
Oil, Gas, and Energy	2.38%
Construction	2.37%
CPG and Food & Beverage	2.02%

#### **Section 1: The Landscape of Reneges**

The good news for employers: renege rates are significantly lower than student willingness to renege.

To understand student attitudes toward reneges, we conducted a survey of students on the Abode platform. These students were all connected with an employer leveraging Abode for new hire engagement and communication.

When asked, "Would you consider backing out of a job or internship offer you had already accepted if a better opportunity came along before your start date?" responses varied depending on where students were in their career journey. Our survey data found that even after committing to an employer, many students still consider keeping their options open.

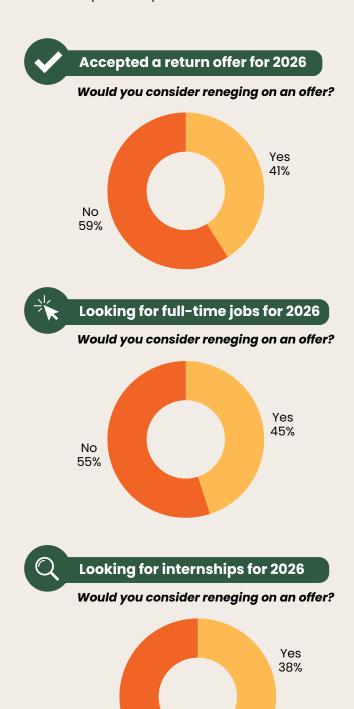
Among students who had accepted a return offer for 2026, 41% said they would still consider reneging. For students actively looking for full-time jobs in 2026, that number rose slightly higher, with 45% open to backing out of an accepted offer. This group represents the highest level of risk, likely reflecting the pressure that comes with securing the right post-grad role. Students seeking internships for 2026 reported the lowest level of willingness to renege, though it still stood at a notable 38%.

Taken together, these findings reveal the reality that intent to renege is often higher than actual renege rates, but the risk is still there. This is especially true among those in the full-time job search process, and even those who accepted a return offer with a company.

On the following pages, we'll dig deeper into why students renege, unpacking the motivations and circumstances that drive them to walk away from an accepted offer.

# Student Willingness To Renege on An Offer

In our survey of recent interns, we asked "Would you consider backing out of a job or internship offer you had already accepted if a better opportunity came along before your start date?" Below, you can see the percentage of students that said yes or no, segmented by their job or internship search plans.



No

62%





# The Landscape of Reneges



Before we head into the next section, let's pause to recap the biggest themes from our look at the renege landscape. By combining national benchmarks with Abode platform data and student survey insights, we can see both the scale of the challenge and the opportunities employers have to reduce risk. These three takeaways set the stage for understanding not just how often reneges happen, but why they occur — and what can be done to prevent them.



# Renege rate are a challenge across the early-career landscape, and are especially high in industries like technology.

National data shows renege rates averaging 7% for full-time roles and 10% for internships, while this rate is even higher for roles in tech and business. In 2024, the tech industry saw renege rates of 13% according to Veris Insights.

# Companies that leverage a platform built for new hire engagement and communication tend to have lower renege rates.

Across all industries, employers using Abode saw an average renege rate of just 2% in the 2024–2025 season, with some achieving 0%. Even challenging industries like technology experienced a renege rate of only 4%.



# 3

#### Student intent to renege is higher than actual behavior.

Despite actual renege rates remaining in the single digits, many students still consider looking elsewhere: 41% of return-offer students and 45% of full-time job seekers for 2026 said they might renege. While intent doesn't always become action, it underscores the need for proactive strategies that address student concerns early.

## **SECTION TWO**

Why Reneges
Happen – and the
Warning Signs to
Watch For





# Why Reneges Happen – And the Warning Signs to Watch For

Preventing reneges doesn't begin after students accept an offer. It starts with what would convince them to say "yes" in the first place. In our survey, we asked what factors would most influence them to accept an offer.

The top motivations centered on long-term fit and value: 67% said being able to see themselves at the company long-term would drive their decision, 61% pointed to pay and 60% highlighted whether the work felt energizing and exciting.

Other factors carried some weight, like location (48%) or feedback from prior hires (27%), while a smaller share said work format (20%), or company reviews (10%).

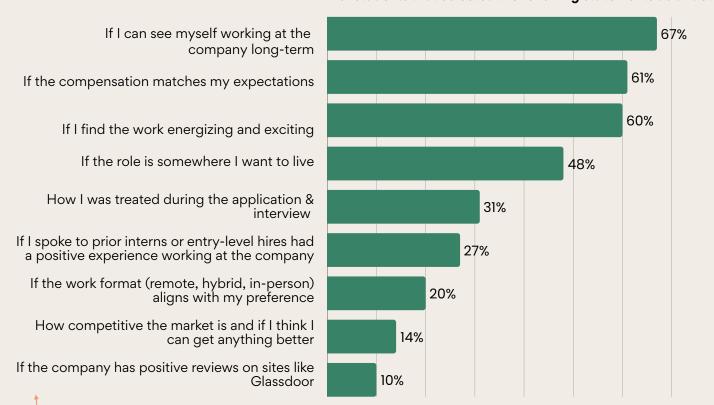
The takeaway: students say they are most likely to accept offers that align with career growth, fair pay, and meaningful work. Employers that center these elements in the hiring process lay the groundwork for stronger commitments and fewer reneges down the road.

#### Before they renege, what influences students to accept an initial offer?

In our survey of 2025 interns, we asked "What are the top 3 most important factors you consider when accepting a job or internship offer?"

Below, you can see the percentage of students that selected the provided options.

#### % of students that selected the following statements as a factor



On the previous page, we looked at what students say would motivate them to accept an offer in the first place. But as we know, acceptance doesn't always guarantee commitment. We asked the respondents that were willing to renege what would influence them to continue searching.

The leading factor is career alignment: 97% of respondents said they would consider reneging if the role didn't match their long-term goals and a better fit came along.

Concerns about company stability also matter, with 88% saying negative press (such as recent, high-profile layoffs) could push them to reconsider.

Compensation is also a critical piece. 84% agree they would renege on an offer for a better-paying one. Notably, 74% of respondents agreed that poor communication would push them to look for backup options, as they would develop concerns that the company was planning to rescind their offer.

In good news for return-to-office mandates, 'shifting work formats' was selected by the smallest share of respondents, making this a lesser cause for concern when it comes to reneges. In short, the top causes for reneges mirrors the reasons candidates accept offers: career fit and compensation. Uncertainty only exacerbates the risk of reneges.

#### Reneges are fueled by career fit, compensation, and uncertainty

In our survey of interns, we asked "Which of the following factors would influence you to accept a new offer and rescind one you had already accepted?"

Below, you can see the percentage of students that agreed with the following statements.

## If the role didn't align with my long-term career goals and another opp was a better fit.

If the company received negative press that made me question the stability of the role.

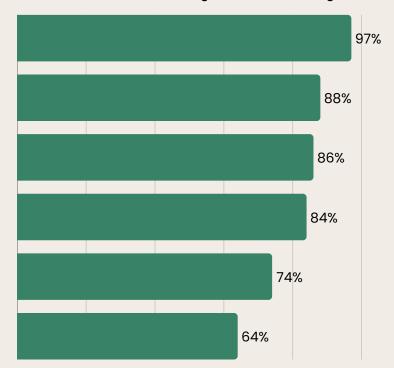
If another offer came from a company or brand I've always dreamed of working for.

If the role didn't meet my comp expectations and I received a better-paying offer.

If I hadn't heard much from the org I accepted an offer with, I'd worry they might rescind it.

If the work format changed (i.e. WFH → IRL) after I accepted and it no longer fit my preferences.

#### % of students that selected 'Agree' to the following statements



While Gen Z might get a bad rap for company loyalty, our data suggests that they might be more loyal than previously thought.

We asked respondents about their reasons for being unwilling to renege on an offer. The top two reasons — selected by a little over than 90% of respondents — boils down to ethics and not wanting to burn bridges. Many respondents are concerned about the ramifications of accepting an offer and backing out, while also believing it to be dishonest and unethical to continue searching and accept another offer.

The third reason respondents wouldn't search for another role: Communication.

90% of respondents said that if a company stayed in regular contact with them after they accepted an offer, they would already feel like a part of the team and wouldn't want to search for a different role. This highlights the importance of having an intentional and regular communication strategy with new hires after they accept an offer. It reduces student anxieties that their role will be eliminated and their offer rescinded, while also helping them feel like part of the team before day one.

As we'll explore on the next page, the student desire for communication has real world effects on whether or not they renege on an offer.

#### Students avoid reneging due to ethics & consistent communication

In our survey of interns, we asked "What would keep you from continuing to search for another offer after already accepting one?"

Below, you can see the percentage of students that agreed with the following statements.

I wouldn't want to burn any bridges for the future by backing out of a role I accepted.

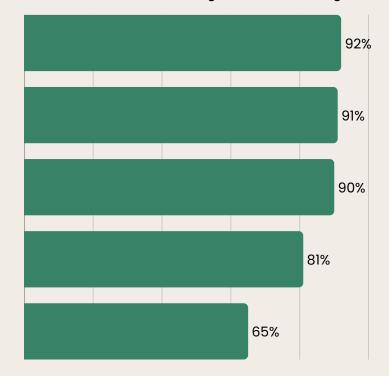
If I already accepted an offer, it feels dishonest or unethical to accept another offer.

If the company stayed in regular contact with me after I accepted an offer, I would already feel like part of the team and wouldn't look elsewhere.

If I previously interned or worked for the company and felt a sense of loyalty to them.

If I didn't believe I could find a significantly better offer, I wouldn't keep looking.

#### % of students that selected 'Agree' to the following statements



On the previous pages, we explored why students say they would or wouldn't renege on an offer. The survey data made clear that consistent communication and a strong sense of connection reduce the likelihood of backing out. Abode's platform data confirms that this intent translates into real outcomes.

Every student on Abode is assigned an engagement score that reflects how actively they participate in their program. Companies can create touchpoints such as tasks, checklists, events, and forums, and the platform automatically tracks student interactions. The more consistently a student engages with these resources, the higher their score.

When we analyzed students who reneged on 2025 offers, the correlation was striking. Students with the highest possible engagement score were the least likely to renege, making up only 10% of all reneges reported in 2025. Meanwhile, 54% of all reneges came from students with low engagement score, and another 14% of reneges came from those who did not register for the platform at all.

In short: when students regularly engage with the resources their employer provides, they are far more likely to stay committed through day one, making this a valuable indicator of student renege risk.



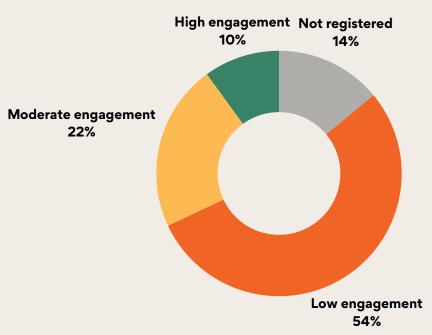
# Abode Insight: 54% of all reneges in the 2025 season came from students with a low engagement score.

We analyzed all of the students that reneged on an offer for 2025 programs. Of the students that reneged on an offer, there is a clear correlation between a low engagement level and choosing to renege on an offer.

Students with a high engagement score on the Abode platform were the smallest subgroup to renege on an offer, accounting for only 10% of reneges.

On the other hand, students with a low engagement score or who did not register for the platform at all accounted for 68% of reneges.

The Engagement Score distribution across students that reneged on an offer.



Our data shows a clear pattern: for the majority of companies, highly engaged students are far less likely to renege. In fact, 68% of companies saw lower reneges among their most engaged hires. This reinforces what we've seen throughout the playbook — consistent, intentional communication plays a central role in reducing risk.

At the same time, engagement isn't a silver bullet. Some students who appear highly engaged may still renege, whether because of shifting career goals, compensation differences, or company news. In other words, communication is a critical piece of the puzzle, but not the only one.

68%

of companies show lower renege rates among highly engaged students

That's why the most successful employers build structured, repeatable communication plans on Abode that align with student expectations and keep momentum going from acceptance to day one. Instead of leaving engagement to chance, they create steady touchpoints, offer resources that reduce uncertainty, and provide opportunities to connect with managers and peers. These actions not only cut down on reneges but also help students feel confident and supported as they prepare to start.

In the next section, we'll break down how to design a communication strategy that works, focusing on what Gen Z says they value most during the pre-start period.

#### **Renege Warning Signs**

Even if you feel blindsided, reneges rarely come out of nowhere. Here are key warning signs to watch out for:



#### Zero response post-acceptance

If your intern hasn't responded to any emails or calls that have required tasks, alarm bells should be ringing.



#### No excitement on social media

A LinkedIn post announcing their offer is a great sign that a student is bought in. No post? Stay alert.



#### **Disconnected with peers**

Not everyone wants to participate in a group chat, but zero interaction in a group forum could be a flag.

#### **How Abode Can Help**

Manually tracking actions for hundreds or thousands of future interns is impossible. But with Abode, you can track engagement levels at scale.



#### Flag low engagement

On Abode, you can quickly identify the interns that have low engagement levels and might require outreach.



#### Assign action items

Be confident that your hires are actually reading important info by assigning tasks and tracking completion rates.



#### Schedule key touchpoints

Through Abode, you can schedule your most important updates so nothing slips through the cracks.



# Why Reneges Happen



Before we turn to building communication strategies, let's recap what we've learned about why reneges occur. The data makes it clear: reneges don't happen overnight. They stem from a mix of career alignment, compensation, uncertainty, and the level of connection students feel with their future employer.



#### Career fit and compensation drive decisions.

Across surveys, students pointed first to long-term fit, meaningful work, and pay as the reasons they'd both accept and stay committed to an offer. Conversely, if the role didn't align with their career goals — or a better-paying opportunity came along — most said they would consider reneging.

#### Connection and communication reduce risk.

Students reported that ethics and consistent engagement play a major role in keeping them from continuing their job search. Over 90% said they wouldn't renege if they felt in touch with their employer and part of the team before day one. Abode platform data backs this up: 68% of companies saw lower reneges among their most engaged students.





#### Engagement levels are a measurable indicator of renege risk.

Abode's engagement score data shows that students who interact more with tasks, events, and forums are far less likely to renege. Over half of all reneges in 2025 came from students with the lowest engagement level, while those with the highest engagement score made up only 10% of reneges.

# **SECTION THREE**

# Crafting a Communication Strategy That Works





# Crafting a Communication Strategy That Works

From the previous sections, it's clear that students want their future employer to stay in touch. But just how often do they actually want to hear from you?

Data from our survey reveals it might be more frequent than you would expect. We asked students to select their preferred communication cadence after accepting an offer, and the vast majority (74%) of respondents said every 1-2 weeks. In total, 91% said every 4 weeks or more frequent.

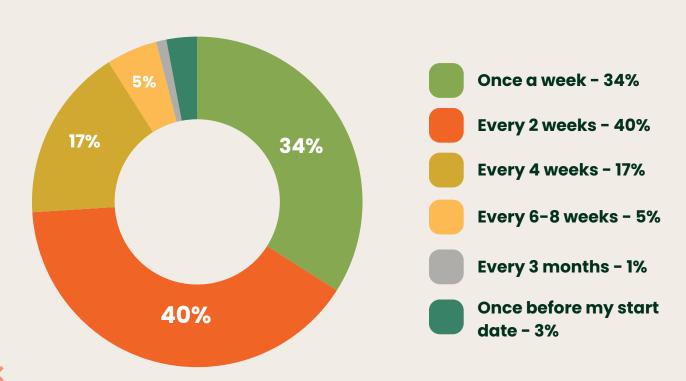
While that might sound frequent, you're not in danger of over-communicating. In another question, we asked students how they felt about communication from their employer leading up to their internship. Only 3% of respondents reported that they felt a company communicated too much, while 83% felt a company's cadence was just right.

While communicating with students this much might feel overwhelming, we also have data on what they want to hear.

#### Most students want to hear from you often as 1-2 weeks

We asked "After accepting an offer with a company, how often do you like to receive communications from them leading up to your start date?"

Below, you can see the percentage of students that selected each time span.





While students don't expect to hear from you every single day, they do want regular, predictable communication between offer acceptance and their start date. That means employers need a steady pipeline of programming and content to share during that time.

To better understand what content is most impactful, we asked students which types of communication they find most useful before day one. The results are clear: they value tangible resources and connections over generic updates. A full 91% said a checklist of everything to know before the start date would be very useful, while large majorities also highlighted connections

to managers (84%) and mentors (76%), as well as expectations to have a successful internship (74%). Other highly rated items included group check-ins, exclusive news from the company, and relocation tips.

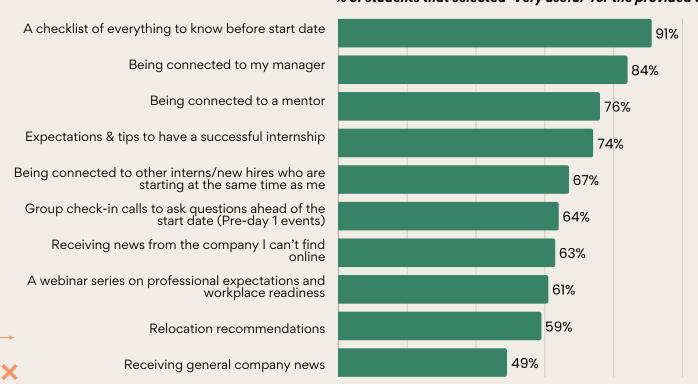
There's a lot to share with new hires before they officially start work. And given how 91% of students prefer to receive information in tangible checklists, it's essential to have a cohesive system. Luckily with Abode, it's no longer manual to manage this cadence. Employers can upload resources, articles, checklists, and events, then schedule them to notify students at the right times — making it far less daunting to keep every student informed, prepared, and engaged.

#### Students want tangible checklists of what to expect before start date

We asked "Which kinds of communication, outreach, or programming do you find useful to receive before your start date"

Below, you can see the percentage of students that selected, 'very useful' for each option.

#### % of students that selected 'Very useful' for the provided option



#### **Section 3: Communication Strategy**

Of all the pre-internship communication, the pre-start date checklist emerged as the most useful resource for students. We wanted to dig deeper into what makes up a robust prestart date checklist, so we asked survey takes to identify what would be very useful, somewhat useful, or not at all useful.

Of the provided options, we covered professional expectations & dress code, a list of skills to brush up on, a roadmap on what the internship or new hire program would

thing about creating a Master Checklist is also the ability to break it into bite-size content pieces and share that out to students leading up to their start date. Through Abode, you could upload the Master Checklist as a key resource for students to review, but then also parts of it over several months or weeks to help students feel connected and remind them about what they should prepare. Some students prefer to reference all the materials at once, while others benefit from periodic



#### The Anatomy of a Strong Pre-Start Date Checklist

A 'professional expectations' checklist with dress code, email & slack etiquette, and other office expectations



86% said this would be 'very useful'

Key elements of intern or new hire programming to expect, from mid-summer check-ins to a final presentation



84% said this would be 'very useful'

A list of skills or tech to brush up on or become familiar with ahead of the program



84% said this would be 'very useful'

Information on acclimating to the city, including how to get around and what to do



65% said this would be 'very useful'

include, and information on acclimating to a new city. Nearly all elements were deemed to be 'very useful' by more than 80% of respondents, while information on acclimating to the city was deemed as 'very useful' by around 65% of respondents.

When planning out your communication and content strategy for your hires, make sure that you create a master checklist that covers the four areas listed above. The nice

outreach and reminders of things to prepare. By creating a multifaceted communication strategy that includes anchor resources and shorter messages, you can reach students where they're at while also keeping key information organized.

In addition to creating robust checklists, another key part of a good communication strategy is community. In the final pages of this section, we'll tackle pre-start date connections.



In addition to wanting checklists and strong connections with their manager or mentor, many students also value the chance to connect with peers before day one. In fact, 67% of respondents said it would be very useful to connect with other interns or new hires in their cohort ahead of their start date. These early peer connections help reduce first-day anxiety, build a sense of belonging, and create a stronger foundation for engagement.

Abode's platform data shows that forums are an effective way to make these connections happen. Among students who had access to a company forum on Abode, 82% said they felt more connected to their peers, 77%

found it a useful place to ask questions, and 75% said it helped them feel more prepared for their role. Notably, 63% said someone from the company helped guide the conversation, underscoring that while forums don't need to be heavily moderated, having occasional facilitation ensures discussions stay active and productive.

Together, these findings suggest that when combined with checklists, manager touchpoints, and mentor introductions, group forums — whether you're using a lightweight group chat or Abode's built-in forum — round out a holistic engagement strategy that makes students feel supported from multiple angles.

#### Students using Abode's Forum feature feel more connected & prepared

We asked students that had been added to Abode's Forum feature **about their experience using this feature on the platform.** 

Below, you can see the percentage of students that **agreed** with the following statements.

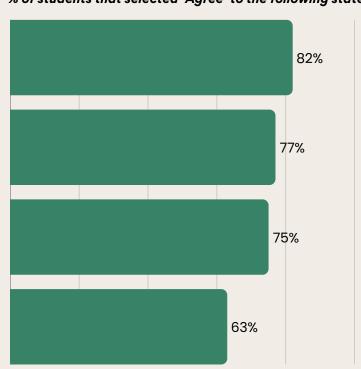
#### % of students that selected 'Agree' to the following statements

I felt more connected to other interns or new hires because of the group forum.

The group forum was active and felt like a useful place to ask questions or share updates.

The group forum helped me feel more prepared for my upcoming role.

There was someone from the company or program who helped guide the conversation in the forum.



#### **Section 3: Communication Strategy**

As the start date gets closer, communication should begin including relationship building in addition to updates and tangible resources. Students have already told us that connections matter: in fact, 76% want to be paired with a mentor ahead of their start date. The challenge for employers is to make these connections both productive and sustainable. That means striking the right balance: giving students access to managers and mentors without overwhelming already busy teams. The most effective approaches are intentional but lightweightintroductions timed for when they'll add the most value, access to peers who can answer day-to-day questions, and guided prompts that spark meaningful interactions without requiring constant oversight.



**76%** 

of students want to be connected to a mentor ahead of their start date

This is also where technology can play a crucial role. With Abode, employers can keep all of these relationship-building elements organized in one central hub. Managers and mentors don't need to juggle scattered emails or reminders — Abode allows you to assign connection tasks, create guided contact lists, match hires to mentors, and set up forums where peers can interact naturally.

For students, it becomes the single place to access everything they need before day one: resources, checklists, introductions, and updates. By streamlining the process, Abode ensures that the focus stays on building genuine relationships, not chasing down logistics.

## The Relationship Building Checklist

Interns have a clear desire to connect with their manager, mentors, and other interns or hires in their cohort ahead of their start date. Here are some tips to create an organized and productive place for them to connect.

#### Connect managers at the right time

Interns are eager to connect with their manager – but you don't want to connect too soon. Sync with managers on the right timeline.

#### Find the right volunteers

Collect mentors for students with a sign-up form in relevant departments, and tap former interns-turned-hires.

#### Plan prompts in advance

While many forums can self-sustain, set them up for success with planned prompts and intentional structure to start.

#### **How Abode Can Help**

Abode's features are built for connection. Here's how you can foster community in new hires and interns.



#### **Build out intentional contacts**

Abode's Company Contact tab feature allows you to create a guided contact list for hires to know who to reach out to and for what.



#### Foster a forum

With Abode's Forum function, you can create an in-app group chat for students to connect ahead of their start date.



#### Assign a mentor

With Abode's mentor matching technology, you can easily assign new hires with a relevant mentor.





# Communication Strategy



As we near the end of our guide, let's recap what goes into a successful communication strategy. The data shows that students want frequent and predictable communication, but it should also provide tangible resources and an introduction to the meaningful community connections at the company.



#### Students want frequent and predictable communication.

Most students expect to hear from employers regularly after accepting an offer. In fact, 74% said they want updates every 1–2 weeks, showing that consistent touchpoints are a baseline expectation.

#### Checklists and personal connections provide the most value.

The most impactful resource was a pre-start checklist, with 91% saying it would be very useful for things like workplace expectations, program structure, and skills to brush up on. Alongside this, students placed high value on connections with managers and mentors, underscoring that practical information and personal relationships work best together.





#### Centralized systems make communication easier to sustain.

Delivering this level of engagement — whether it's pairing mentors or running peer forums — can feel daunting without structure. Employers that centralize updates and resources in one place, like Abode, make it easier to keep communication intentional and organized.

# Your Anti-Renege Playbook



## Your Anti-Renege Playbook



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Over the course of this report, we've traced the full journey of reneges — from how often they happen, to why students back out, to the strategies that can reduce your risk. The picture is clear: while reneges remain a persistent challenge across the early-career landscape, employers have powerful levers to pull when it comes to keeping candidates committed.

The first lever is alignment. Students told us they're most likely to accept (and stay with) offers that reflect long-term career fit, fair compensation, and meaningful work. Your interview and offer process should be designed to address these priorities from the start sets the stage for stronger commitments.

The second lever is communication. Our data showed that students want to hear from employers regularly between offer and start date, with most preferring updates every one to two weeks. Checklists, manager and mentor connections, and timely updates about what to expect all help students feel informed and supported. When communication is consistent and intentional, the risk of second-guessing or drifting away declines dramatically.

Finally, connection makes the difference.
Forums, peer groups, and mentor
introductions foster belonging and ease prestart anxieties. Employers who create space
for students to engage with each other and
with company representatives lay the
groundwork for loyalty before day one.

Taken together, these best practices show that reneges are not inevitable — they're preventable with the right strategy. On the next page, we've distilled everything into a clear, stage-by-stage Anti-Renege Playbook you can use to guide your approach for the 2025–2026 season.

# Stat Recap: Here are the key insights to remember.

We shared a lot of stats throughout this guide. Here are some of the top insights we collected from Abode platform data and our survey of 2025 interns and hires on the Abode platform.

7%-10%

The standard renege rate according to leading industry experts.

2%

The renege rate across the Abode platform.

68%

of students that reneged on an offer on Abode had a low or non-existent engagement score.

90%

of students said that if a company kept regular contact with them after an offer, they would be less likely to keep looking for another role.

91%

of students want to hear from employers at least every 4 weeks, with 74% preferring weekly or bi-weekly updates.

**82%** 

of students who used the Abode forum feature felt more connected with other hires.

# Your Anti-Renege Playbook

We've walked through the landscape of reneges, the reasons behind them, and the communication strategies that can prevent them. Here's your completed Anti-Renege Playbook for the 2025-2026 early career recruitment season.

**BEFORE THE OFFER** 

Design your interview process to address Gen Z's top offer priorities of career fit & comp to prevent reneges before they start.

Establish essential pillars of your keep-warm strategy — like a strategic partnership with Abode.

**Upload new hires into a communication system** (like Abode) to push your keep-warm strategy into action.

**Share high-level checklists** of what candidates can expect to receive from you in the many months before their start date.

IMMEDIATELY POST-OFFER

SEVERAL MONTHS
BEFORE START DATE

Monitor engagement levels of your hires to predict potential reneges and inform contingency hiring.

In addition to sending important info and checklists, **bring** hires into group forums and make mentor connections.

Host optional pre-start date orientation events or share additional information to set hires up or success before day one.

**Ensure hires have finished essential tasks** and monitor completion at scale through Abode.

RIGHT BEFORE
THE START DATE

# **Prevent early-career** reneges with Abode.

Abode is the ultimate platform for engaging and managing early-career talent. Centralize programs, coordinate events, build community, share content, provide mentorship and more.

Learn more at abodehr.com or scan to request a demo







#### The Top Early Career Engagement Technology For



X

Managing large intern cohorts



**Keep-Warm Strategies** 



Tracking intern alumni programs



**Tracking Internship Conversions** 



**Managing Early-ID Programs** 



Monitoring renege risks & rates

#### Trusted by the best early-career programs





















Abode

# ANTI-RENEGE PLAYBOOK