

WORKBOOK

Early-Career Platform Evaluation Workbook



Your practical workbook
for evaluating
early-career platforms

Abode

Introduction

Most early-career programs don't fail at the offer stage, but after offers are accepted. It's during this window that candidates can fall through the gaps in your programs as ownership shifts, communications wane, and cohorts feel less and less supported.



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Our evaluation workbook is designed to help your team take a closer look at that window and the challenges that crop up during this period. It's meant to **help you document those gaps, align on priorities, and evaluate whether a platform actually fits with your programs.**

Understanding post-offer gaps

Determine where your programs tend to break down

If your team doesn't currently have a process to manage post-offer communication and keep-warm periods, you'll want to audit where or why your programs tend to break down.

Questions to work through:

- *Who is responsible for communicating with candidates once offers are accepted and before they start?*
- *Who is responsible for follow up, and how often does follow up occur when communications require task completion?*
- *What do we typically communicate with candidates about?*
- *Where does ownership usually break down in the process?*
- *What is the existing process for communication and nurture?*
- *How many hours are we currently spending each week manually managing our tooling/tech?*

Perform a quick risk assessment

Use this section to pinpoint where the bulk of your reneges really come from.

Questions to consider:

- *How do we currently track renege rates?*
- *How early do we see signs of disengagement?*
- *Which programs or cohorts (locations or businesses) do we see the highest renege rates with?*
- *How do we identify similarities among cohorts with higher renege rates?*

Audit your team's participation needs

Once ownership becomes unclear or communication drops, any candidate is right to be wary or unsure of what's happening with their program, even when their offer was strong and they felt positive about the program before. But sending more emails isn't the answer; you need to create clarity and structure around who owns what, and when different team members need to participate. We found that 90% of Gen Z respondents feel that companies who stay in frequent contact with them after they accept an offer makes them feel like a part of the team and less likely to search for a different role.¹

Questions to ask your team:

- *How often do candidates hear from us once they've accepted their offer, and who do they typically hear from?*
- *What does outreach and engagement look like right now, and who owns it?*
- *Are we consistent with communication across cohorts?*
- *Do we give candidates everything they need to feel prepared ahead of day one?*
- *Do candidates know who to turn to for questions at each stage of the process?*



90%

of Gen Z respondents said they are less likely to search for a different role when a company makes them feel like part of the team after they accept the offer

Source 1. Abode, *The Abode Anti-Renege Playbook*, 2025

Look at your existing solutions

You already have an ATS/TA, HRIS, and CRM/Recruitment platform, not to mention a slew of other tools to run your programs, but chances are, you're also manually building spreadsheets, setting up inbox reminders, or sharing ad-hoc updates using Slack, or MS Teams.

If that sounds familiar, ask yourself:

- *How many tools do we currently use for communications, reporting, community, and more?*
- *Which of our existing systems do we use to engage with candidates?*
- *How much of our process is automated, and which tools do we use for automation?*
- *Where do we use manual processes to compensate for what our tooling can't do?*
- *Who manages each tool or system, and how do we coordinate between them all?*
- *How much time does it take to align data and reports from our various systems?*



SECTION 2

What to look for in an early-career platform

When evaluating cohort-based talent program platforms, align stakeholders around these core capabilities.

Ownership and visibility

- *Does the platform support shared visibility and coordination across teams during the post-offer period (without replacing systems of record)?*
- *Can multiple stakeholders or teams (like recruiting, operations, managers) access real-time data and program insights without having to switch systems?*
- *Does the platform maintain visibility across the entire candidate journey?*

Ownership and visibility

- *Does the platform enable us to set up and automate consistent communication without manual effort?*
- *Do candidates have easy access to all program materials (like information, resources, and communities) in one centralized hub?*
- *Does the platform support peer connections, manager introductions, and mentor matching before day one?*



Support and scale

- *Can the platform handle multiple candidates as our programs scale?*
- *Does the solution help us reduce manual admin as programs grow?*
- *Can it support multiple programs, regions, or cohorts simultaneously?*
- *Does it allow us to easily utilize evergreen content year over year?*

Reporting and integration

- *Does the platform integrate with our existing HR tech (ATS, HRIS, CRM)?*
- *Can the platform help us maintain program accuracy across fragmented systems?*
- *Does it provide real-time dashboards that show us cohort status, engagement, and risk?*
- *Does the platform make it easy to build and share those reports and dashboards, and is it easily accessible for any stakeholder using the platform?*

Security considerations

As you evaluate platforms, use this section to go through the core security, compliance, and compatibility requirements you'll need.

Security and compliance

Consider asking whether the platform you're evaluating has:

- *Security certifications*
- *GDPR and data privacy compliance*
- *Role-based access controls*
- *Data encryption*
- *Regular security audits*

Additional questions for vendors you evaluate:

- *What security certifications do you maintain?*
- *How is candidate data protected and stored?*
- *What is your incident response process?*
- *How do you handle data retention and deletion requests?*

Integrations and compatibility

- Pre-built connectors for common ATS, HRIS, and CRM platforms
- Single sign-on (SSO) support

Questions for vendors you evaluate:

- *Which HR systems do you integrate with natively?*
- *What data flows between systems automatically?*
- *How long does integration setup typically take?*
- *What level of technical support is provided during implementation?*

Infrastructure and reliability

- Quick SLA
- Scalable infrastructure to handle peak usage
- Regular backups and disaster recovery plans
- Performance monitoring and issue resolution

Questions for vendors you evaluate:

- *What is your historical uptime performance?*
- *How do you handle traffic spikes during peak hiring seasons?*
- *What is your disaster recovery process?*
- *How quickly do you resolve critical incidents?*

Implementation

What to evaluate:

- Implementation timelines
- Level of support during onboarding
- Ongoing customer and technical support
- User training

Questions for vendors you evaluate:

- *What does a typical implementation look like?*
- *What resources do you provide for team training?*
- *What level of ongoing support is included?*
- *How do you help customers optimize usage over time?*



Core platform capabilities

As you evaluate platforms, use this section to go through the core security, compliance, and compatibility requirements you'll need.

Communication & content

- Automated email sequences and scheduled touch points
- Content library for resources, information, documents, and FAQs
- Multi-format communication (email, platform posts, videos)
- Customizable templates for common touch points

Community

- Peer directories
- Forums for candidates to interact and ask questions
- Manager and mentor matching
- Event coordination and tracking

Engagement & risk management

- Real-time engagement scoring for each candidate
- Automated alerts for low-engagement or at-risk candidates
- Task completion tracking across cohorts
- Dashboard views showing program status and at-risk candidates

Program management

- Cohort organization and segmentation
- Role-based permissions for team members
- Reporting and analytics on engagement, completion rates, and outcomes
- Mobile accessibility for candidates on-the-go

Abode is the best way to engage early-career talent

Abode is the missing coordination layer your programs need

If you already use an ATS/TA, HRIS, and CRM/Recruitment, Abode is designed to work in tandem with those systems by addressing the post-offer coordination gap they weren't built to handle.

Abode complements those platforms by providing the missing coordination layer for cohort-based communication and program management, helping you fill the critical gap between offer acceptance and day one (and beyond). With Abode, teams can coordinate communication, track engagement, build community, and identify at-risk talent, all while integrating with your existing stack to maintain program success across systems.

Spectrum

91% intern acceptance rate

[View case study](#) →

**AMERICAN FAMILY
INSURANCE**

100% candidate adoption rate

[View case study](#) →

cognizant

50% reduction in admin

[View case study](#) →

lithko
CONTRACTING

50% decrease in reneges

[View case study](#) →

How Abode drives program success

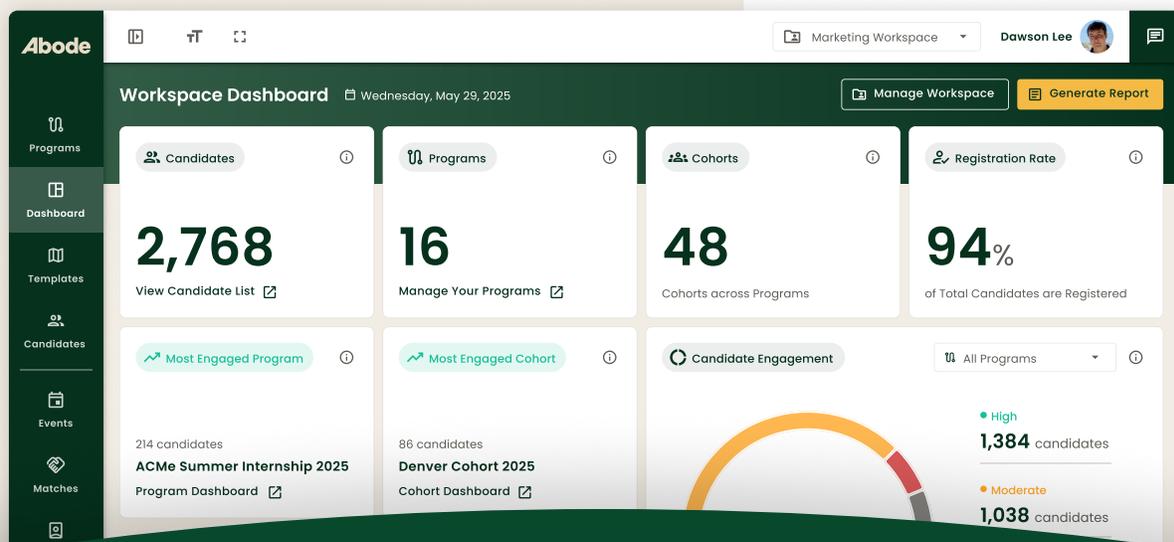
- ✓ **Real-time program insights**
With Abode, you can see cohort status, engagement, and at-risk candidates across your entire program in one centralized job dashboard (not scattered across spreadsheets or email threads).
- ✓ **Scale and efficiency**
Automate routine touchpoints (welcome sequences, reminders, task tracking) so your team focuses on relationship building, not administrative work.
- ✓ **Proactive risk management**
Easily identify low-engagement candidates before they renege with automated flags and engagement scoring. Companies using Abode achieve 2% renege rates versus the 7-10% industry average.
- ✓ **Better program outcomes**
Customers using Abode drive industry-leading retention rates by making candidates feel connected *before* day one. With Abode, it's possible to achieve the same results, and make connections scalable.

“Abode is *THE* premier candidate experience engagement platform. They understand Gen Z and how they show up in the workforce.”

Jacob Breese
Senior Campus Recruiter, UHY

“Abode provides us with an automated solution that not only facilitates communication but also allows us to track engagement. It has become an indispensable tool that we use to maintain a connection with our incoming hires and participants in our early identification program.”

Norman Jones
Director, Global University Recruitment, danaher



**See how Abode can help you reduce renege
(and build a winning program)**

Abode helps companies achieve 2% renege rates by providing the missing coordination layer for cohort-based programs. See how Abode integrates with your existing tech stack, enables real-time engagement tracking, and saves program managers time on planning and execution.

[Schedule a Demo](#)

Abode