

Each job attracts 250 resumes, and 90% of employers think resumes are a waste of time.

Companies spend \$4,000 to hire a new employee.

Glassdoor HR & Recruiting Stats Report

Hiring high school & college interns doesn't need to be a gamble.

CHALLENGE

The job market is flooded with high school and college students hunting for internships.

Asking for resumes makes more work for employers, and gets them no closer to finding the best-fit employees.

SOLUTION

Seaside Sustainability partnered with spikeview to help find its best-fit internship candidates.

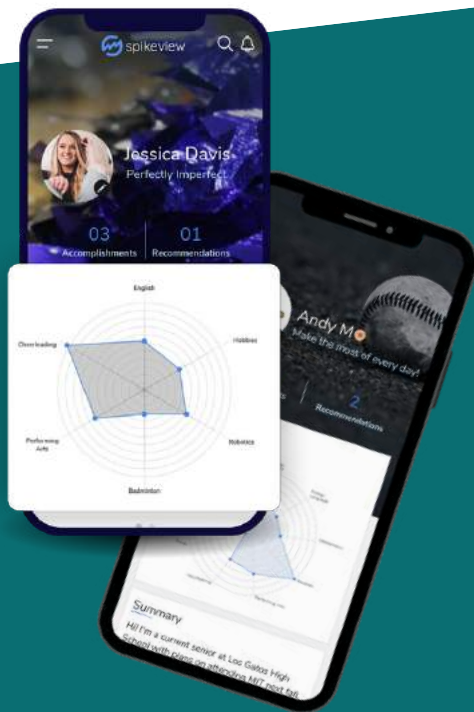
Path to success

High school and college students have been forced to live online, including social interactions like interviewing for a summer job. The sense of urgency to find work has ramped up, which led students to flood the job market.

Employers are spending extraordinary time sifting through cookiecutter resumes and form letters. It's hard work finding the best-fit employees.

Seaside Sustainability was spending hours going through 45 resumes for every one person they hired.

Seaside's mission is to protect and restore our oceans through education and action. They work with schools, cities and towns, environmental groups, technology companies, and individuals.



"Internships are more competitive than ever. We need to replace the resume with something that helps us understand the person behind the paperwork.

We're encouraging interns to create a spikeview profile.

It makes their job easy - illustrate who they are and what excites them. And it makes our job easy - identify the best candidates for our organization."

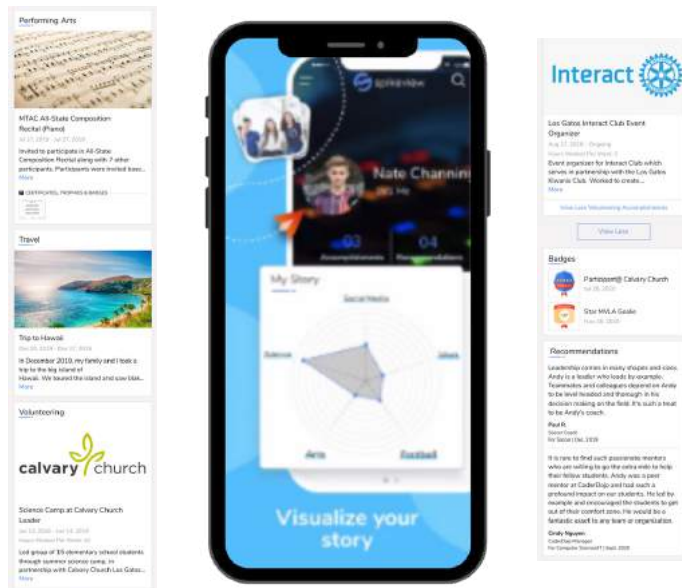
Eric Magers, Executive Director
Seaside Sustainability

Seaside found spikeview as the solution to finding best-fit internship candidates. They review each person's spikeview to learn about a candidate's interests, experiences, achievements, and more in an interactive portfolio format.

Hobbies, interests, awards - presented in a variety of storytelling formats.

Intern candidate's spikeview

The student's full narrative is presented in their own voice, infused with their own personality. The visual storytelling helps organizations quickly determine if a candidate is the right fit for a position.



92% of hiring managers care most about soft skills.

Global Talent Trends Report (Mercer)

A study by LinkedIn showed over 90% of hiring managers care most about soft skills that can't be demonstrated on a resume. Do you really want to scour the internet to learn about job candidates?

Imagine if your first contact with job applicants was a portfolio that demonstrated the type of person they are to work with and what others have to say about them. Employers can transform their hiring process.

Everything you need to know about the person behind the paperwork is all in one easy spot. Ask candidates for their spikeview link.

How to copy Seaside's success

The best part about the Seaside Sustainability story is that you can copy their success:

Have your job candidates submit a spikeview link in the application process.

It's that easy. Use spikeview to find the best-fit high school and college students for your organization.

