

Episode 81

FS Thrive x HelloHive: Breaking down barriers

Claire Schulz (00:00):

I wouldn't count yourself out going into finance if you don't have a Finance or an Econ or a Quant degree. There's so many other opportunities and really great internships and opportunity for growth in other areas in the finance world.

Ginevra Czech (00:18):

Welcome back to FS Thrive, a podcast from FS Investments. I'm Ginevra Czech, Director of Client Value-Add Programs, and today we're talking about demystifying a career in financial services. How do we build awareness? What are the bottom-line benefits to prioritizing a diverse set of candidates and how can we break down barriers to reach future motivated leaders where they are? I'm really excited to be joined by some of our partners from HelloHive. HelloHive is a next gen recruitment and resume technology company working with some of the biggest names across a wide range of industries to create more equitable pathways for early career talent. We are lucky enough to partner with HelloHive through our work with The Equity Collective, a group of 27 leading asset and investment management firms dedicated to engaging, educating, and recruiting diverse communities of next generation talent.

I have in the studio with me today three amazing panelists from HelloHive, Claire Schultz, who is the Head of Client Strategy, Kyra Maryland, HelloHive's Customer Success Manager, and Partnerships Associate Christiann Cannon. Welcome. I'd love to hear in your own words just a little bit about who you are, your background, what you do with HelloHive. So, Claire, let's start with you.

Claire Schulz (01:34):

Thanks, Ginevra. I am Claire Schulz. I am the current Head of Client Strategy here at Hive. I joined Hive about six months ago. I'm actually coming from the client side, so I have 15 years in financial services. Most recently, I was a recruiter for an investment bank. I'm originally from Michigan. I've spent the last 17 years in LA and just recently moved to Denver. Kyra, I'll pass it to you.

Kyra Maryland (02:00):

Thanks, Claire. Hi, I'm Kyra. I'm from Dallas, Texas. I have a background, actually, in recruiting and tech, marketing, advertising and retail, so that definitely kind of helped me transition into my current role with HelloHive as a Client Success Manager. So, kind of working on the other side of things, working really closely with recruiters. I've been with HelloHive for about a little over a year doing client success. So basically, just kind of working day to day, troubleshooting, helping clients post roles, giving feedback and suggestions and things like that. So that's what I've been doing here at Hive for the last year. I'll kick it over to Chris.

Christiann Cannon (02:39):

Hi, my name is Christian or Chris. I'm from New Orleans. I have a background in psychology. I'm also a former Hive student myself, but now I work for Hive as their Partnerships Associate, so I kind of help more with creating more partnerships with companies, investing in early career opportunities for students and graduates.

Ginevra Czech (03:01):

Awesome. Probably going to have a lot of questions for you then, Chris, as we want to focus on how we can partner with the next generation of talent. I know I gave sort of a high-level overview of what HelloHive does, but Claire, I'd love to hear from you what is HelloHive in your own words.

Claire Schulz (03:20):

Yeah, so HelloHive is a next gen recruitment and resume technology company. So, what we aim to do is help reduce those barriers to entry for students going into the finance world, the tech world. We work on resume formatting. What are the best highlights that you should put on your resume? How do you quantify your experiences? So, all experiences matter and our goal is to help create an equitable approach to coming into the finance world, whether it's internships or entry-level jobs.

Ginevra Czech (03:50):

And so, I know we're talking about, obviously FS is a finance firm, and The Equity Collective is partnered with different financial and investment management firms. Is HelloHive partnered just with finance firms or are there other opportunities?

Claire Schulz (04:03):

Yeah, so we have some great partnerships throughout the finance and the tech world and consulting as well. Some of the biggest names, healthcare entertainment, and recently we had an NFL team join us. So, there are a lot of opportunities. I would say that working with The Equity Collective, we clearly have a good cohort for finance and resources for finance students, but we also have all these other opportunities that sit outside of the analyst roles, your traditional roles. So, we have kind of created this community that you can come to a platform, it's open to all students, it's free for students and you can see what's out there for you and weigh your options.

Ginevra Czech (04:40):

Well, we are obviously focused on getting more diversity in the financial services sector, so we'll focus on that, but I love to hear that you guys are working across a variety of different industries. Chris, I'd love to learn a little bit more about your experience with HelloHive and how you're obviously now working at HelloHive, but your perspective of being a student and what it was like to engage with HelloHive from a user experience perspective.

Christiann Cannon (05:08):

Yeah, so for me, I think I found HelloHive around my junior year of college, and I think what drew me to it was that it is a free recruitment platform for students. So, I think that free part is always the most exciting part to college students because most times you don't have money in college. And I think also, for me it was the resume technology. I know it can be super hard for young adults to condense their resume to one page because you want to talk about all the great things you've done, but Byron has created—our CEO—he's created

this amazing resume technology that helps you create those key buzzwords that employers are looking for and takes you through a super extensive process that we call High Five, which I'll talk about later. So, I think it's just great for career preparation. Great if you need a great resume and it's an all-around just great platform to use.

Ginevra Czech (06:02):

And how did you find the platform?

Christiann Cannon (06:06):

Well, lucky enough, Byron also went to my alma mater, so Tulane University. So, he is quite the celebrity at Tulane, so he was initiated into one of our business fraternities, which I was also a part of. So, I met him through that and everyone was raving about this amazing digital recruitment platform where students who may identify with some type of diversity, essentially describing it as making it easier for students from diverse backgrounds to find jobs.

Ginevra Czech (06:41):

That's very cool. It's actually one of the things that we talk a lot about on past podcasts that we've done is the value of networking and having a network and how, a lot of times, networks they differ from person to person and so that's awesome that you were able to tap into your alumni network to get connected. It is, a lot of times, the power of who you know. I also think it's funny that you talk about the resume technology benefiting you because obviously you are so qualified and you said you had too many things to put on a resume. Claire, took a little bit of the other perspective in sometimes I think people don't realize that they have so much to offer and they might not think that certain experiences translate to a resume. So, I'm sure the technology works for both scenarios, which is great. So, on the theme of talking about Byron and The Equity Collective, I'm curious a little bit more about how HelloHive got connected to The Equity Collective.

Claire Schulz (07:44):

Yeah, so with Byron, he actually met Kara Underwood from Morgan Stanley and Byron is this beautiful think tank. He has these great ideas and he shared his idea with Kara and she thought it was a great idea, like hey, let me know how all this starts to develop and keep me posted. In 2021, the idea happened, we started to put a cohort together. We now have 27 firms that are part of The Equity Collective. Our inaugural year was in 2022 and the goal is to really help educate and empower and develop students of the next generation coming through. We want to provide as many resources as we can to students that may not have had them. They may not know somebody in the industry, but they may not be having these conversations and we just wanted to share what those opportunities might look like and help them succeed through the interview process. And that's kind of the beauty of Equity Collective is that we've all these industry peers that work together, we have the same common goal.

Ginevra Czech (08:39):

We've talked a lot about HelloHive, sort of from a high level, what we're doing, how it's impacting students, but I want to just take a step back and ask the question that I think is the big important question is why does HelloHive exist and why is this type of service important?

Claire Schulz (08:59):

Yeah, I can start with that, too. And then Kyra, I would love to have you weigh into Byron Slosar is our CEO and Founder and he believes in an equitable approach to recruiting and into finance. And there's been so many studies around diversity and how that changes the landscape of a firm. Diversity of thought matters. Lived experiences matter. I can't come into a room and look at different deals that you may be working on, but creating that sense of community within your division or your line of business within the firm—this is where these things matter and you want to have allies, you want to have someone that you can lean on and there's been proven statistics over and over how this can also help not only company culture but also revenue. And it's something that we believe in. And diversity is ever evolving and always changing, and we are open to anyone that wants to join it with us. Kyra, do you have – I know you work with the clients, too. I would love to hear your perspective as well.

Kyra Maryland (10:01):

Yeah, so I definitely think working with a lot of our different clients and firms, of course they want to fill roles and expand their teams, but also a really big thing that they're trying to achieve is just making their roles more inclusive and making their firms more inclusive as a whole, and more reflective of just the world around us as it grows and changes and evolves. So just by this platform in itself, making these roles more accessible to students from all schools, including non-core schools. So being able to pull from a different pool of talent than they typically would, that definitely kind of expands their reach and changes the landscape of the firms as a whole. So, I think that's really important for a lot of our clients.

Ginevra Czech (10:48):

I do think it's important for us to define what we mean when we talk about diversity because I think you've touched on it slightly there. It might not be what we typically think of with just race or gender. So, I'd love to hear from you guys when you're thinking about diverse hiring and maybe when you're working with clients and they're thinking about attracting diverse talent, what does that mean?

Kyra Maryland (11:12):

Yeah, definitely. I think like you said, traditional DE&I is usually race or ethnicity or gender, but we definitely like to consider all diverse lived experiences. So, one of the cool things about HelloHive is you self-identify your diversity and that could look like student athlete or child of veterans or somebody who has to do part-time work alongside their academic pursuit. So that's something that even resonated with me personally because all throughout college I was a student athlete and that definitely is a huge time commitment, and you might not have the time to do internships or join student orgs and things like that. So just being able to put that on your resume definitely enables future employers to see that you might have skills that might not necessarily be work related but still are just as important.

Ginevra Czech (12:02):

I was a student athlete and I would agree with you that I consider my career as a student athlete. I mean I just used the word career and I didn't even intentionally mean to use that word. It was a career, though. I mean think about the amount of time and hours that you invest into being an athlete and the skills you learn from communication, teamwork, time

management, accountability. Obviously, I'm preaching to the choir, but I couldn't agree more that you have to, people need to think more creatively about probably the definition of diversity and I love the way you guys call it lived experiences. What have you done that makes you unique, that perhaps makes you a more diverse candidate than someone else? And then how can you actually put that on a resume and make that something that's attractive to an employer?

Christiann Cannon (12:49):

What sport did you play?

Ginevra Czech (12:50):

I was a lacrosse player.

Claire Schulz (12:54):

That was a rough and tumble sport.

Ginevra Czech (12:56):

Yes, I'm still playing. We have a summer league or spring league is starting soon. And then I actually have alumni weekend, my 10-year anniversary coming up for college.

Claire Schulz (13:07):

Oh, that's awesome!

Ginevra Czech (13:08):

Yeah, they're letting us come back. I also want to talk a little bit about, Chris, with you, we talked a little bit about the power of network and how you got connected to HelloHive via someone within your alumni network. I think there's this idea of knowledge and access as privilege and sort of when you have access to a network or you have access to certain expertise, that's obviously going to give you an advantage. So, I'm curious how HelloHive is helping to provide—we talked a little bit about it—but more access to knowledge and opportunity.

Christiann Cannon (14:26):

Yeah, I mean for me I'll say it was a privilege for me to get to go to such a school like Tulane because they do have so many resources. One being that Hive is one. And I'll say that I was someone who was a psychology major and my first job was for a huge financial firm. I know some people are like, how did you go from psychology to working in finance and sales? And it's like for me I thought, oh, there's no way for me to work in sales or finance if I'm doing psychology until Byron was like, hey, actually there's such a space for you in sales and finance, even if you are just a psych major. He's like, they're looking for that diversity of thought, they're looking for those type of people who can explain things and talk to people and network and hold a conversation. So, I think doing the signup process for Hive and learning, hey, these are the career opportunities you can have access to, was a big help because I was someone who thought, okay, I majored in this thing, I need to be a psychologist or a therapist. That's the only job out there for me. But Byron, he has created such a platform where when you sign up, it tells you—it helps you with career preparation, it helps you find those key buzzwords. I think there's a lot of information and a lot of value

that's being added by doing the signup process for students, especially just because it teaches you a lot of things that you may not know about your industry.

Ginevra Czech (16:40):

I agree with all of that. And again, I think just to your point, being able to find the right words to communicate your value and connect it to what employers are looking for, that's really the important thing.

Claire, I know that you have some experience working in finance, I'm just kind of curious about your perspective. Obviously, you've made a little bit of a career pivot, but love to hear more about that experience and what drew you to HelloHive and the pivot there.

Claire Schulz (17:07):

It's been nice to come in on this side with an investment banking recruiting background because there's a lot of resources and a lot of things that I've seen in interviews that have worked for students and also have not worked. So, it's been a pleasure to work on different programming like Hello Finance or Women in Tech or our Hello Private Equity cohorts in the fall. So, there's a lot of opportunity there to help educate students really early on. The recruiting process for investment banking—recruiting especially is extremely competitive and the timelines seems to keep moving up. So, we want to just really prepare students. We're starting to look at end of your freshman year programming, sharing that insight into what are your options? So, when you go into your sophomore year, you're a little bit more prepared for what you're about to go into. It is a lot of work to recruit and finance that is not lost on me, that is not lost on us. And so, we want to give you all of those resources to get through that process and support you along the way.

Ginevra Czech (18:19):

And I'm curious, just based on Chris' comments about being a psychology major, if I want to have a career in finance and I'm a college-aged student, do I have to major in finance? Is that a requirement? There's definitely—to your comments—there's maybe a stereotype. It's obviously true that a lot of careers in finance, you have to start early and then you get to senior year and all of a sudden you feel, oh, I'm not qualified, I didn't put the same time in as my peers did, I don't have a finance or an economics major. So how do we let people know that that's not necessary in order to be successful in finance?

Claire Schulz (18:59):

Yeah, it's not. So, there's a couple of pathways. I have worked with interns, I've had sociology majors and have had some accounting majors too. Accounting is a little closer to the finance econ major, but I've definitely worked with those that have fine arts degrees. And so, what that looks like for you is the extra training that you're doing. If finance is something that comes naturally to you and you want to pursue a path of being an analyst, great. Take those extracurriculars, join the clubs, put that on your resume because that does not disqualify you from my position to go into becoming a financial analyst. There are also other opportunities within the finance world working in IT or operations or marketing or compliance or recruiting. I was a recruiter in finance. I don't have a finance, I actually have a marketing degree. So, I am in the finance world. I have been, for 15 years, as a recruiter because there were other things that spoke to me. My path to becoming a recruiter was not linear. I've had several careers I would say along the way, and this is one where I get to kind of marry all those components together. So, I wouldn't count yourself

out going into finance if you don't have a Finance or an Econ or a Quant degree. There's so many other opportunities and really great internships and opportunity for growth in other areas in the finance world.

Ginevra Czech (20:19):

So, I want to maybe talk a little bit more about how the platform works specifically. Chris, I know you've spoken to us a little bit about the experience of a student being able to register just right online and then going through the process of making a resume. Anything else you want to tell us about that experience?

Christiann Cannon (20:37):

Yeah, also just that I feel like the High Five process that the platform takes you through is super intentional, not only for students but also for the employer. It teaches you career preparation, it talks to you about how to talk to employers, how to talk about yourself. I mean, it's not easy to talk about yourself. If somebody asks me right now, hey, what hard skills do you have? I don't think anything would automatically pop into my head just because that may be fear of like, oh, I don't want to brag about myself, or I don't know what textbook hard skills are, what those things are named or called. So, I think it's a super intentional process and it teaches students so much. And I think the Hive process, it's a lengthy one, but it's super helpful and it helps you learn what jobs you are qualified for, which I find also great, which also ties back into the diversity piece of, hey, employers on our platform don't get to see who you are until you're ready to meet them. So, Byron was kind in the way of, hey, you don't have to reveal anything about yourself unless you're ready. And also, a big part of finding your first job, if it is your first job or your first internship, is you also have to feel like you want them. So, you do your research on these companies, you look up their diversity initiatives or if they have free lunch, I don't know, but –

Ginevra Czech (22:12):

What are the benefits, the benefits package.

Christiann Cannon (22:16):

What's a benefit. I think it's great just to have access to a job board and also say, here, let's alleviate companies' problems with recruiting and let's also alleviate your problem with maybe finding a job with, hey, here's all the jobs you are qualified for because that's not easy finding jobs that I don't know if I'm qualified for this or if I'm qualified for that. But the Hive platform shows you all the jobs you're qualified once you complete the Hive 5 process.

Ginevra Czech (22:50):

And I don't know if you want to share a little bit from your perspective from kind of the other side of it, how could a company use the platform? It sounds like there's a little bit of matchmaking involved.

Kyra Maryland (23:04):

So, we work with the clients from the onboarding all the way through to the finish line, so it's kind of in the name of client success. We're just basically trying to make sure that they're successful using the platform at every step of the way. So, the onboarding process just looks like us working with the client to discover what their goals are, what their

definitions of success are. So, this could look, like we said, diversifying their teams and expanding the landscape of their firm, but it can also just look like pipelining starting earlier in a student's academic career. So as firms are looking to meet these students earlier and earlier in their journey, they could just be wanting to do more freshmen or sophomore type of programming or events or just pipelining those students. And then whenever they're actually using the platform, I show them how to post and how to utilize it, and they can post anything from internships or jobs for those early career roles and even just events that they're hosting on their end.

So aside from being able to participate in the programming that we do, they can also post any events that they have going on or any campus recruitment type of things that they have going on. Then just from there, after they get the swing of it and are posting on their own, I just kind of go in and review the roles and make any suggestions or recommendations. So basically, just based off of what we know from the students and sort of what attracts them to the roles, we just give the client more information about what looks best to students and how they can really make their roles stick out to them.

Ginevra Czech (24:40):

How many times did I apply to a job that I had no idea what they were saying or what I would actually be doing?

The onus is not just on the applicant and Chris, you said this too, yes, the applicants want a job, but you also want to work for the company that you're applying to and want to do the job that you're going to be doing, and it helps to start by knowing what you're actually going to be doing. So, I think that's great that you guys are demystifying even the role. I mean, I'm thinking a lot about barriers. Access to information is one, not having to network is another, straight up just not understanding the job description is another. In addition to all the other things we've talked about, being able to articulate your value and all of that.

Claire Schulz (25:37):

I do want to add one thing to that too because Kyra, I work closely with Kyra on these roles and she's amazing at going in and cherry picking the good stuff so we can make it more inviting. And with that being said, 44% of our roles out of 300 roles that we posted from 2022 to 2023 with EQC were non-finance. So that's where we come in and say—you think about finance roles, that's the first thing you think of—but then what about the rest of those roles? And that's how HelloHive can help really amplify these other really great opportunities. And Kyra, I work so closely with her on these things and she's great at it.

Ginevra Czech (26:10):

I know that we at FS actually have one of our first HelloHive interns starting this summer. So, we went through this entire process of posting the application, probably having Kyra wordsmith it to make it make sense for the incoming intern. But Claire, to your point, they're not going to be joining the finance department specifically. They're going to be coming into another department, whether it's working in marketing or working in sales. And Chris, you mentioned understanding the soft skills versus the hard skills. A lot of times I say it's really all about effort and attitude when you're at an entry level role. The skill is something that you'll probably learn once you're in the seat. Obviously, you need a sort of basic level of skill, but the opportunities to partner with FS at an internship level, it's across the firm and probably only a few of our interns are actually finance focused. The rest are partnering or working in other departments across the firm. So, I know that you guys have

touched on a couple of these specific program examples, the Women in Tech, the Hello Finance summer program with The Equity Collective. I'd love to just hear a couple of other of those specific examples of programming that you guys have done outside of just the resume building and then Chris, some of the more so interview coaching that you've highlighted.

Claire Schulz (27:32):

So, we have our EQC summer programming, so I can touch on that a little bit. And then even some of the other events that we've done that are outside of EQC, but the Hello Finance for summer EQC programming, we had 3,600 students enrolled and they participated in 13 plus hours to earn those certificates of completion. We really take this seriously. We really take our mission seriously and we want to just really amplify students and help them succeed throughout the process. With that being said, we've done events local to markets too. Sometimes markets are less appealing than others, and that is where we help clients find really quality candidates. So, like, Hello Boston, or Hello Cincinnati. We've done events this way as well. And then we've also had Investment Banking Consortium, which is separate from EQC, but I can speak to that from the client side. Last summer when I was with my last firm and we were in front of 700 students just in one night helping them understand their pathway into IB, we have done Hello Tech, Hello Consulting. There's so many opportunities for students to just get a feel for what they want to do because you don't know what you don't know. So, our goal is to help educate and just say, Hey, here are your options. Some of them may stick, some of them might not.

Ginevra Czech (28:49):

I'd love to, Chris, hear from your perspective, your experience as a student utilizing HelloHive. What's the process if someone's interested in being a student on the HelloHive platform?

Christiann Cannon (29:03):

So, to sign up and become part of the HelloHive platform, all you do is, you register online. It takes you through this High Five process where you learn about career preparation, building a resume, it helps you determine buzzwords, which is super helpful for not only students, but also employers, and just how the process just helps you prepare for interviews also. So that's the High 5 process, and once you've completed that, it takes you to the resume technology and at the end you get a perfectly formatted one page resume, which I think is amazing for students. Like I said, it's very hard not to brag about yourself all the time on a resume and go for one page. So, the one page resume is definitely helpful, like I said, for employers and students because it kind of condenses resume specifically for that job. And I think also the cool future about the resume technology is that you can add and take off any information that you don't want depending on what employer you're submitting your resume to. So, it's super cool. You can just go into the platform, press a little button and it disappears from your resume and it's like you have a brand new resume each time you want to apply for jobs.

Ginevra Czech (30:24):

That is so valuable. I can't tell you how many versions of my resume I had saved on my desktop. If I was applying to a nonprofit, I had all of my community service work was highlighted and I would like, change the order if I was applying to a sales job. And then I also have a general resume that I use sometimes as a bio if I'm going to be speaking on a

panel. So, I mean, it's so nice that you don't have to save 400 pdf versions to your desktop—that the technology does that for you.

Christiann Cannon (30:55):

You're preaching to the choir. I also had, before I did the Hive signup process, I had probably over 20 different resumes and I honestly couldn't even keep up with which resume I was submitting to which employer, probably why I wasn't finding anything. But I think it's super helpful and super tech friendly, and also you only see jobs that you're qualified for, so it also just saves you a lot of time. It saves employers a lot of time. I know I'm sure in recruitment, a big pain point is getting a lot of resumes that probably never been qualified for the job. So, Hive kind of alleviates that for students and for employers of like, hey, you will only see students that qualify for this job position.

Ginevra Czech (31:43):

That's awesome.

Christiann Cannon (31:45):

Yeah.

Ginevra Czech (31:45):

That's super helpful. And one of the things that I'm thinking about as you're talking is when I was in college, and I've been out for a while now, but I still do some mentorship through actually a Women in Finance mentorship program at my college. I used the career center, and they had some help with resume building and there was some recruitment platform that they used. So, I felt like there were a decent amount of resources, but I still had a hard time. I still would apply for 50 opportunities, and you'd hear back from three and you'd get one. And that was at a college that had a lot of resources. But I know someone mentioned this idea of non-core schools, and again, when we're thinking about barriers or limitations for certain candidates, there are probably a lot of students, whether they're working and they don't have time to go to a career center, maybe they don't have a career center, maybe they're taking classes online. So, I'd love to hear from your guys' perspective, what are some of those barriers? Why wouldn't someone go to their career center or utilize the resources? Maybe they don't have them. I'd love to hear your thoughts on that.

Kyra Maryland (32:59):

Yeah, no, I definitely think, as we said previously, knowledge is a privilege, and a lot of students don't have access to this information or just even the time to go to the career center based on maybe they have a loaded class schedule or maybe they're student athlete or they're working part-time. So those can definitely be a barrier to connecting with these firms and these companies. But I think with HelloHive, we really want to prioritize meeting the students where they're at. So, this is just an opportunity for students to go into the platform and then eliminating some of those barriers that are based on a time constraint or something like that. So, I think this is a really, really cool way for people to have that accessibility, I think that they normally wouldn't have ordinarily with just going to their career center as a resource.

Ginevra Czech (33:56):

Another thing I learned recently from a friend who's in a similar space to HelloHive is that there are even a lot of universities that don't even—and this is less of the career resources and more so just straight up access to certain majors and literal curriculum—a lot of colleges don't even have a Finance major. That was really surprising to me. And even, I went to a liberal arts college and there were limited majors or very creative majors, but even that's surprising to know that some schools don't even have a typical Finance major. So, then you're automatically eliminating yourself from finance as a career because again, you don't—Claire, to use your words—you don't know what you don't know.

Kyra Maryland (34:43):

Yeah.

Claire Schulz (34:44):

I want to add to that actually. So, getting into a lot of firms have been looking to recruit at HBCUs—a lot of them are liberal arts schools. So, you're looking into those school clubs and those student relationships. And that's also where HelloHive can come in is that we have a lot of really strong relationships with student organizations—provides our clients with a little bit more access to get in front of those students. One example would be an econ club. So, if you're going into liberal art school, you want to talk to the econ club. They may not have a Finance major, but we can definitely find quality candidates within those econ and finance clubs.

Kyra Maryland (35:19):

And I think, just to kind of add to that as well, with just joining, even the programming that we do offer, that's even in itself an experience that you can list on your resume. So maybe if your school doesn't have those opportunities to those classes, that career path as a major that you can do, this is a way to kind of supplement that and students can really still take advantage of getting that experience and hearing from recruiters themselves and just learning about what that hiring process looks like if they're not getting that on their own campuses.

Ginevra Czech (35:51):

Very cool. Super valuable. So, I think this has been a really interesting conversation. I know I have learned a ton about one, why it matters to have more diversity in financial services and if that's our problem or our challenge, the thing we're trying to solve for, HelloHive has obviously been a really great solution to getting more diverse candidates into financial services and other industries. And also, just making it really easy for students to basically match, it sounds like, match with different organizations, including FS. Like I said, we have our first intern joining and it's been really awesome to hear from the three of you, your different perspectives with HelloHive and then also your different experiences as women, which obviously is one diverse qualifier—student athletes, women of color. I'm sure that we have lots of other diverse identities that we can all claim—but it's been really awesome just hearing your perspectives with HelloHive and The Equity Collective as well.

A couple of takeaways that I was just jotting down. I know that it can seem perhaps like an overwhelming process. One, as a diverse candidate and then two, as an employer looking to hire diverse candidates, but there are partners that can help with that goal. HelloHive is one of them. And the benefits are, I think, endless for both of us as diverse candidates and for employees. I know we talked a lot about diversity of thought, diversity of experience: I

would probably even say something we didn't necessarily touch on, but diversity of geography, being able to get people from across the country with a virtual platform, that's a huge benefit. And so, I just would like to end with maybe a couple of ideas or call to actions if you're a student who wants to get involved, and if you're an organization that wants to get involved, where can we go? So HelloHive team, what are some of the resources that we can plug?

Claire Schulz (37:55):

Yeah, I would say let's talk partnership first. Come join us. We have an amazing pipeline of students. We have 35,000 plus students in our roster. We are representing over 1400 schools. And I would say it's really important to support those that are trailblazers right now within your firms and to bring in a community for them. It can be exhausting to be a trailblazer if you, speaking about women specifically, you want to have an ally there, you want to have someone that you can work with. So, it's really important to look at these to encourage even retention within your employees. So, we have lots of offerings. You can talk to us, talk to me, talk to Kyra, anybody. We want to really include as many people as we can in our mission. You could go to hellohive.com. Students, to also get on our platform, you can go to hellohive.com. We want you to join us, we want to answer your questions. We want to help you succeed, work through the High Five process and give you every resource that we can to help kick off your career. Kyra and Christiann, do you have anything else that you would like to add?

Christiann Cannon (39:07):

Yeah, and for the students it's just app.hellohive.com. And just saying: your experiences matter and employers are always looking for a diversity of thought.

Kyra Maryland (39:20):

Yeah, and I just will say it's been a pleasure working with FS and as one of our clients amongst all the other clients that we've had. So yeah, it's really cool that we have this opportunity to sit and chat with y'all today. And I think that's about all I have.

Ginevra Czech (39:36):

Awesome. Well, thank you guys so much for the time, for the thoughts, for the information. Very excited to continue to see HelloHive and the work that they do to build more diversity into finance and other industries. Thank you, guys so much and I look forward to our next conversation.

Claire Schulz (39:54):

Thank you so much.

Kyra Maryland (39:55):

Thank you.

Christiann Cannon (39:56):

Thank you.

Ginevra Czech (40:00):



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FS Thrive was produced by Ginevra Czech. It was edited and engineered by Aaron Sherman. Special thanks to show advisor Kim Pollock. If you enjoyed this episode, be sure to like and subscribe to the FS Fireside podcast wherever you stream. Thanks for listening.