

# SOLVING FOR TALENT

## *How Shareable Apartments Optimize Intern Program for Positive Results*

“By consolidating our intern housing we saved 19% from the previous year while increasing guest satisfaction rates by over 17.3%. Weichert’s expertise in program development and management alleviated most of the burden from my team.”

Internship Program Director (Oil & Gas Sector)



### OBJECTIVE

Consolidate housing solution for 100+ college interns throughout the United States that delivers cost savings, provides consolidated billing and reporting and allows intern program management team to track costs appropriately.

#### SUPPORTING GOALS

- » Increase overall intern program satisfaction — a key driver in switching providers.
- » Create a consolidated billing solution that allows program managers to pay for a portion of the costs directly, plus provide a means for interns to pay for their costs based on a payday schedule.
- » Determine a reporting/billing process to allow charges to be tracked by hiring manager and by intern and cost center.
- » Set up shareable apartments that allow for more spacious, upscale accommodations while keeping costs at prior year levels.
- » Develop an extranet that provides constant data to interns to reduce burden of client intern staff.

#### TACTICAL SOLUTIONS

- » Accommodations policy development and compliance training.
- » Best rates averaged through supplier program — with better options for interns and cost savings.
- » A split ledger billing process to allow for separate bills to each intern and client on specified paydays. Ability to show intern program managers exact cost by intern, department, hiring manager and location.
- » Guest Satisfaction reporting for feedback during and at completion of program.
- » Housing program supports the gateway to future hires in a tight labor market with Weichert’s unique Meet and Greet program.

#### RESULTS

- » Average savings of nearly 19% from previous years.
- » Additional cost savings gained by eliminating costs upon departure; damage costs through Weichert’s unique insurance program.
- » Increased program satisfaction — 95% year one — 97% years two and three. Up from 80th percentile with previous provider.
- » Gained transparency of program costs by tracking accommodation expenses direct to hiring manager department codes. Eliminated direct costs to HR department as all costs were accounted for.
- » No wasted housing — the program managed accommodation reservations and roommate matching to control vacancies and last minute cancellations.

**Weichert** | Corporate Housing  
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