

Kaiser Permanente received 1,000 applications for 40 internship spots.

GoPursue helped Kaiser Permanente look beyond
resumes and identify motivated students.

OVERVIEW

Kaiser Permanente runs a successful internship program every year. But they consistently received 800 to 1,000 applications for 40 spots, and the team spent weeks separating serious candidates from students who were simply applying for a great summer opportunity.

Most applicants could be disqualified quickly based on eligibility and level of interest, but the team still spent weeks sorting through spreadsheets to figure out who was worth interviewing.

GoPursue helped Kaiser Permanente narrow the field to top interview candidates in less than one week.

GoPursue helped Kaiser Permanente move beyond:

- Taping together forms, spreadsheets, and Teams chats
- Sorting through 1,000 applicants manually in Excel
- Spending staff time screening for basic eligibility

RESULTS

TOP 54

Applicants surfaced in
under 1 minute

2/3

Reduction in initial
applications through
GoPursue pre-screen

50-70%

Reduction in manual staff
time

< 1 week

from application
deadline to interviews

 CHALLENGES Kaiser Permanente needed to manage 1,000 internship applicants, but	 SOLUTIONS GoPursue streamlined Kaiser Permanente's process by:
The qualities they cared about most didn't show up on a resume.	Capturing deeper stories and motivations beyond basic resumes and applications
The team spent weeks sorting through spreadsheets just to figure out who was worth interviewing	Narrowing the field to top interview candidates in less than one week
Staff had to coordinate decisions across Microsoft Forms, Excel sheets, Teams chats, and email threads	Replacing spreadsheets and manual tracking with one centralized workflow
Interview scheduling and invites were managed manually across multiple team members	Simplifying interview coordination, scheduling, and communication

OUTCOME

Instead of spending weeks sorting through spreadsheets and applications, the Kaiser Permanente team focused on students who were motivated and genuinely wanted to pursue healthcare careers.

GoPursue helped cut down the administrative workload and made it easier to spot the students who had a real reason for wanting to be there.

"The process helps to screen kids who are really, really motivated."

Rachel Wooden Wicks,
Health Equity Program Manager
Kaiser Permanente

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