Final Presentation Project

Prepared by

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Agenda

- FutureTech
- Hiring Process
- Outcomes
- Programs: ABXL, ARC, EMA, REP, and QB
- Final Considerations
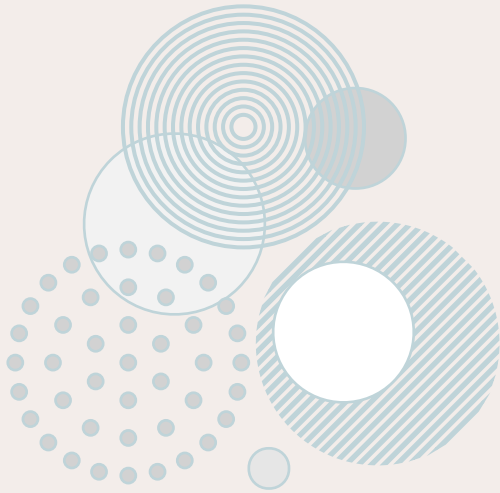
FutureTech

Over 15 years of experience in analytics consulting.

Diversity matches our company's key beliefs in innovation, inclusion, and respect.
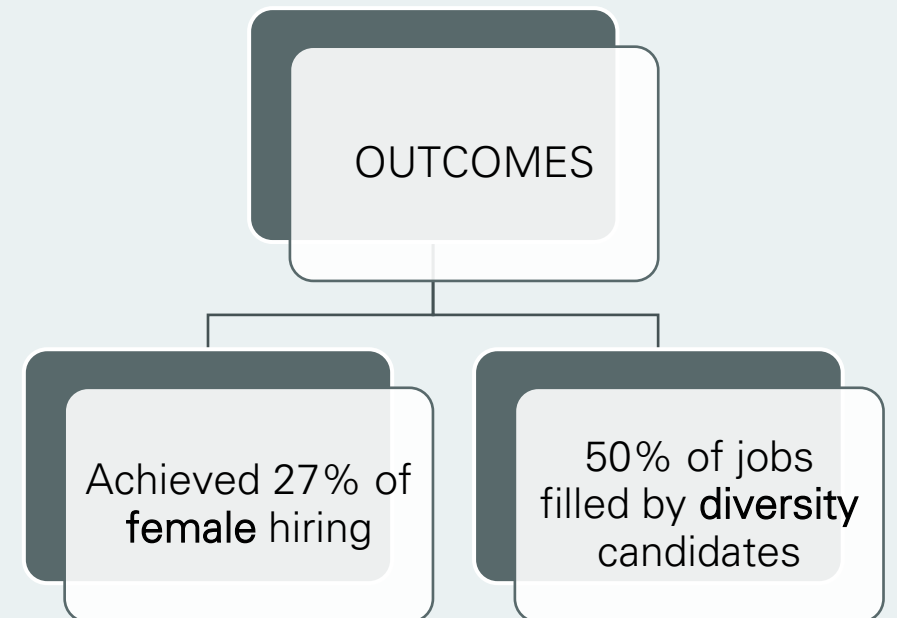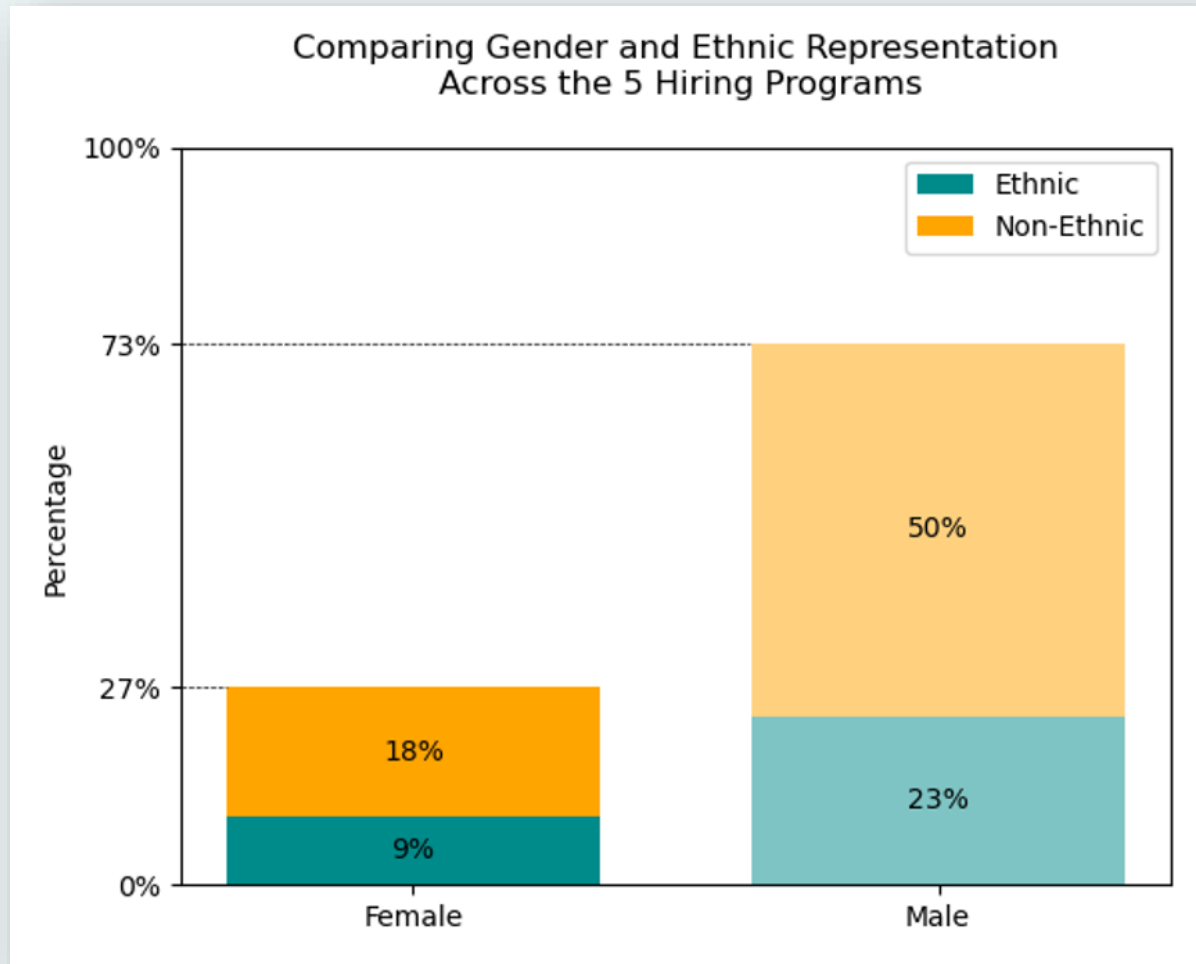
Hiring Process

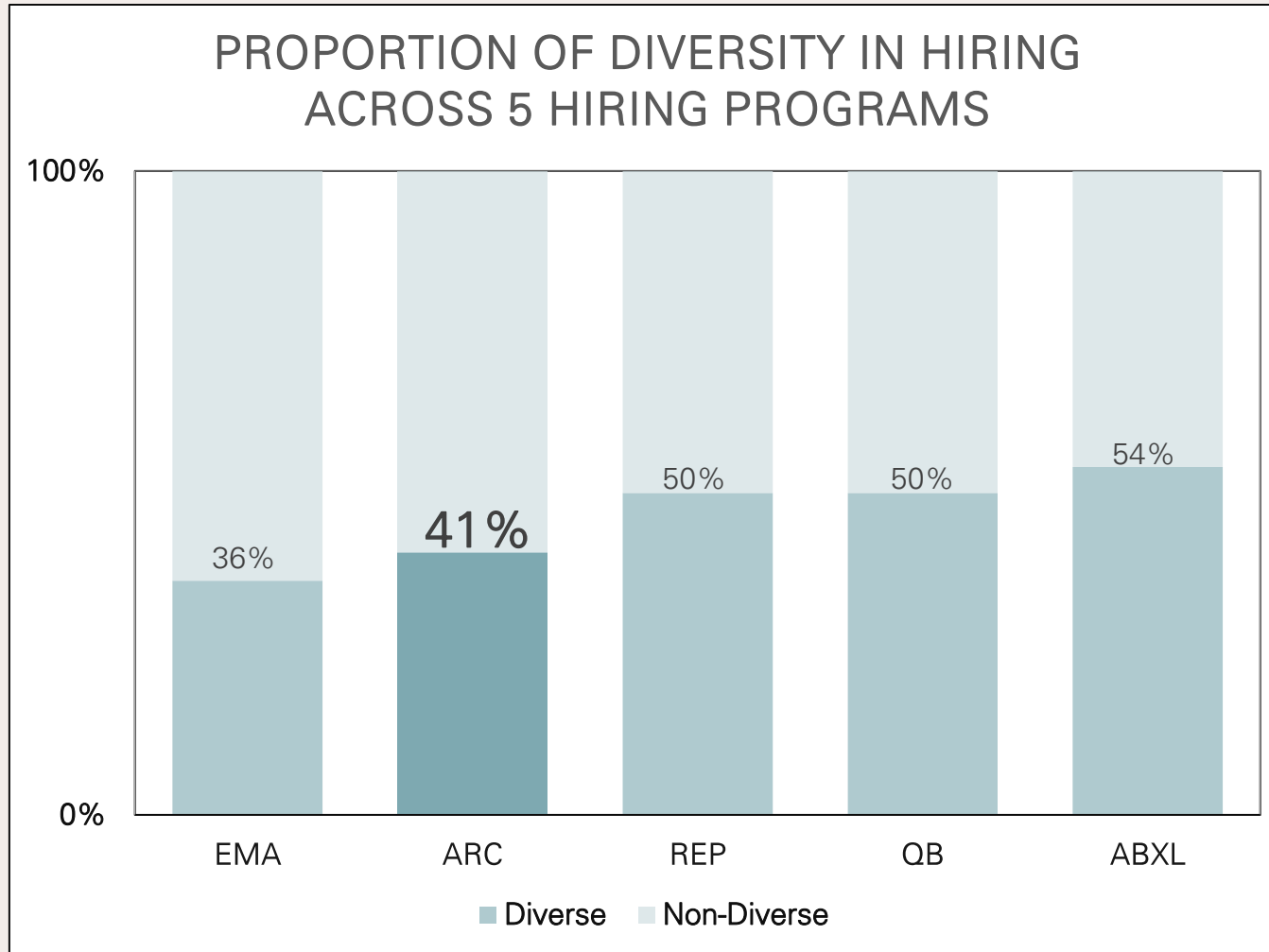Implemented 5 different hiring programs: ABXL, ARC, EMA, REP, and QB.

The target for new employees: 25% women and 40% diversity group.

Five ethnically diverse candidates reneged on their offers.

Outcomes

Comparing Gender and Ethnic Representation Across the 5 Hiring Programs

OUTCOMES

Achieved 27% of **female** hiring

50% of jobs filled by **diversity** candidates

Programs: ABXL, ARC, EMA, REP, and QB

PROPORTION OF DIVERSITY IN HIRING ACROSS 5 HIRING PROGRAMS

100%

36%
41%
50%
50%
54%

0%

EMA   ARC   REP   QB   ABXL

■ Diverse ■ Non-Diverse

❑ Out of all available positions, were allocated 50% to the diversity group.

❑ ARC hiring program achieves 41% of diversity.

Final Considerations

Conclusions

All five hiring programs were highly successful

Positive feedback from candidates

Improvement in diversity group ratio

Better adaptation to global markets

Recommendations

Keep the initiative

Diversity in the hiring staff

Feedback from ethnically diverse candidates who declined the offer

Review the process for improvement

THANK YOU