Civic Opportunity

The mission of the Civic Opportunity project is to develop and curate the journey of all volunteers that we interact with to reach their fullest potential. Relationship bridge-building and workforce readiness development of volunteers is one of the core components of the Hack for LA brand. We have found that this effort enables and supports the delivery of a consistent pipeline of knowledge worker resources. In turn, our volunteers are more prepared to create products that are impactful in local government and beyond.

We have surfaced, and trialed the delivery of 1-to-1 solutions to meet the following underserved needs within our community of volunteers in the area of preparation and searching for employment. This project seeks to use technology solutions in order to scale these initiatives (videos, tutorials, VRMS, etc):

- Curated matching of people to projects, taking into account desired technical skills to exercise or improve, and total time availability.
- Communities of Practice support for every organization discipline
- Peer resume review and iteration in synchronization with LinkedIn review and optimization tactics
- Cultural and Technical Mock interviews
- Pre-scheduled interview coaching
- Post-interview retrospective sessions
- Training on how to identify and cultivate a professional recommendation source

- Creating and communicating with the community all individual and team wins
- Prospective company review and fit analysis
- Personal & Professional networking principles and use training
- Networking to desired outcomes and tactical planning
- Creation and delivery of technical and career skill enhancing workshops (Workshop Wednesdays)
- Mental health support and resource introduction along the journey

Civic Opportunity Project Initiatives

We have identified the following key areas which are critical to the success of this project:

1. **Organization Role Definitions** - We have clearly defined the first pool of role disciplines and categories that Hack for LA uses on its projects. We will continue to create additional role definitions if necessary as more unique team needs are identified.
2. **Communities of Practice** - These groups have been identified, created and piloted. The team is now working on validating volunteer experience and CoP effectiveness for future iteration.
3. **Model Pilot Projects** - The creation and implementation of templates via Pilot Projects will allow for all around project efficiency. Once a Pilot has been identified as crucial, it will be rolled out into a standard process throughout the org. *(Active Pilots: Specific Role Recruitment, LinkedIn, Special Projects)*
4. **Establish Streamlined Recruitment Process** - Partner with various organizations that we identify to be helpful in volunteer recruitment efforts and volunteer educational resource offerings. *(Current Partners: Generation-Do)*.
5. **Establish Organization Affinity Groups** - Provide channels for volunteers to connect with like-minded peers with similar shared experiences/lifestyles. Examples of potential affinity groups are: Veterans in Tech, Women in Tech, Parents in Tech, LGBTQ in Tech, Latinos in Tech, Black in Tech, etc.

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6. **Professional Development Training** - Provide resume and LinkedIn review as well as interview preparation to equip our volunteers with the skills needed to succeed in the tech space.
7. **Establish Automation Components** - The culmination of the Civic Opportunity Project will result in the creation of a less manual journey candidate process for volunteers. Each step will be evaluated for potential automation capacity and implemented based on a value/lift exercise.

Civic Opportunity Project-Six Month Roadmap

1. Initial team onboarded, trained and successfully engaged
2. Complete road-mapping of the Onboarding and Offboarding product development strategy for handling scaleable pipeline of volunteers for MVP
3. Prioritize around the first 3 Project Initiatives while researching best practices for role recruitment
4. Sourcing and identification of additional volunteer pipelines from corporate sponsors, and educational institutions to Communities of Practice and Affinity networks with which to partner for skill coaches, mentors, and hard to source volunteers (e.g., fundraisers, specialty researchers, etc.)
5. Increase in the availability of diverse volunteers to improve network and tech diversity
6. Coordination and development partnership with the VRMS team to automate processes identified within the Civic Opportunity Project as needed