

Director, Strategy, Analytics & Insights

Data Exercise

As a member of Teach For America's Cross Team Analytics & Strategy Team, you have been asked to help the Recruitment Team understand what they can do to minimize the number of applicants that withdraw at some stage during our application process.

You have cleaned and compiled the attached data on last year's applicant pool, which combines applicant qualifications, as well as information on which applicants completed the process and which withdrew (the Data Dictionary tab in the Excel file has the definition of each variable). You know that recruiters are effective in decreasing a candidate's likelihood to withdraw, but you also know that they have limited capacity and are therefore looking to you to help them understand which candidates they should prioritize as they make decisions around how to allocate their time.

- Using the data, what recommendations would you give the recruitment team? Which candidates would they prioritize?
- Is there any other data that you would be interested in analyzing?
- How would you check for equity in your recommendations (if you had access to whatever additional data you wanted)?

Please submit a write-up describing:

- The methodology you used and any assumptions you made,
- The findings and trends you identified, and
- The recommendations you would make.

You can choose to write-up your findings in a memo or a slide deck - whatever format you prefer. Please spend no more than **2 hours** on the exercise.