I'm Nick, one of the board members for [San Diego Tech Hub](http://sandiegotechhub.com). SDTH is a community of socially conscious professionals focused on creating a network of Conduits to drive positive change.

We are launching a program to help recent graduates from minority and underserved communities find entry level jobs with the working title of "HigherMe” and would like to see if there are any volunteers who want to help make a difference in our community by providing their time and data science craft to elevate insights around the problems the community faces.

**About SDTH:**

We are a community of over 4000 members/professionals in the San Diego area. SDTH connects businesses, non-profits, and educators to technology professionals through creating events and digital products and services. We help build authentic relationships within the community to drive positive change. We have partnered with USD in the past for programs like Data Science For Good, to help folks in our community learn the basics of becoming a data scientist and how to leverage these insights for social good.

**HigherMe Problem statements:**

1. Diverse communities are at a disadvantage when it comes to education and career development.
2. Companies have a diversity problem and want to address the issue but are approaching it all wrong.
3. This has cannibalized the limited diverse talent pool and sent the wrong message to the market.
4. Due to the lack of diversity in the grass-roots talent pool, companies have been forced to artificially “quotarize & tokenize” candidates.

**Solution:**

HigherMe collaborates with job seekers and hiring companies to develop and deliver programs that train, support, and place diverse talent in roles that will help their careers thrive.

**The Context:**

San Diego Tech Hub partnered with [Lorien](https://www.lorienglobal.com/en), a global leader in the recruitment space with over 1,000 full-time recruiters. Their company has generously offered to provide 1000 hours per week for their staff to work with candidates fresh out of school to help teach them strategies about "How To Find A Job", geared towards elevating an especially challenging time when students have yet to build up a professional network and are trying to find opportunities.

We will also be engaging directly with companies who will create specific roles for entry-level candidates that will be sourced from our pool of trained candidates. Aim is to launch the program summer of 2022.

**The Project / Need:**

Goal: Develop data driven insights and analysis support to set the context for the problem we are aiming to solve.

Our hypothesis is there’s an imbalance between the supply of diverse stem talent coming out of school and the demand from companies for this talent, but need some help validating our hypothesis with real data.

Recently, the Pew Research Center [created a report](https://www.pewresearch.org/science/2021/04/01/stem-jobs-see-uneven-progress-in-increasing-gender-racial-and-ethnic-diversity/) about this issue, but we need some assistance from a data science professional to help bubble up some insights that can be leveraged in our messaging. This was created from analysis from the Bureau of Labor Statistics (BLS). There may be other great data sources, and part of this project will be finding that.

On the flip side, we cannot find a good source of data highlighting the demand of companies. We would like to find good data sources or create a survey that will help us understand the goals of companies and ambitions to make their workplaces more diverse.

Overall, we see the partnership as:

1. Research what data sources are available.
2. Analyzing the data
3. Developing insights
4. Develop a product around it (i.e. an interactive dashboard) that can be leveraged for PR and awareness
5. Project future trends via Machine Learning

**Timing:**

This project can kick-off as soon as volunteers are identified. The first phase of the project will be to work together and conduct a discovery phase, to identify how much time will be needed and align on commitment.

**Deliverables:**

* Review of data sources to be presented
* 3-5 Data driven insights to be leveraged in messaging
* Support on creation of a survey for gather insights
* Analysis on survey results and creation
* Discovery for phase 2 (Dashboard + ML predictive model)