Organization: ALPFA Atlanta

Website: https://www.alpfa.org/page/atlanta

Nonprofit Mission

The mission of ALPFA is to empower and develop Latino men and woman as leaders of character for the nation in every sector of the global economy and be the Premier Latino Professional Organization in Atlanta for Career Development and Talent Acquisition .

Challenge Context

ALPFA members (members) and ALPFA corporate sponsors (sponsors) are not being matched to the right role/companies (for members seeking job opportunities) or to the right candidates (for sponsors seeking candidates for open positions) and theref ore leads to dissatisfaction from both parties who are unable to move forward with in hiring process.

Technical Challenge

ALPFA Atlanta seeks to improve the matching process between its members (professionals and students) and corporate sponsors for job opportunities, addressing the current inefficiencies in connecting qualified candidates with appropriate roles.

The goal is to develop a solution that provides tailored recommendations for members seeking jobs and sponsors looking for candidates, ultimately enhancing satisfaction and streamlining the hiring process for both parties.

There are two types of events:
- Sponsor specific events where the sponsor(s) seeks efficiency, and members need to be invited only if adequately matching the offer. It does not need to be a perfect match.
- Career Fair style events where multiple sponsors are present, and members would benefit knowing which sponsors are more likely to be interested by their profile.

This can be summarized in a simple matrix:

Event Type	Sponsors	Members
Sponsor specific event	Needs matching profiles	Invite only if a decent match for the sponsor.
Career Fair style event	Prefer matching profiles	Need a list of sponsors that are more likely to match their skills and interests (ranking)

Note:
- Skills and experience are not the only aspect of a profile. The human aspects are important.
- Sponsor do not necessarily look for "perfect" matches.

Judging Criteria

Projects will be judged on the following judging criteria:

1. **Relevance**

    How fully has the team addressed the nonprofit need / challenge?
    To what extent does the technical prototype **and pitch** address this need?

2. **Effectiveness & Feasibility**

    Does the solution address the challenge presented by the nonprofit?
    How feasible will it be for the nonprofit to implement the technical prototype?

3. **Technical Design & Code Completeness**

    How good is the design, user experience, and ease of use of the solution?

4. **Creativity & Innovation**

    How unique was the approach to solving the technical challenge?

5. **Social & Environmental Impact**

    Will the solution have a positive impact on the nonprofit and their stakeholders?

Preferred Development Language(s):

No Restrictions