



# COMMUNITY DASHBOARD

## Why a dashboard?

A dashboard is a summary of data. By tracking key data points, your community dashboard will help you set goals, track progress, communicate your success, and **grow your network**.

Remember, every TechHire community is expected to regularly collect and report data on their progress. This dashboard is simply meant to be a tool to help you do that. Don't worry, we will work to make it as simple and effective as possible!

Additionally, by using this dashboard you will be able to:

- Show **employers** which of their peers have already joined TechHire, and demonstrate the positive return on investment of using TechHire to find overlooked and underrepresented talent.
- Allow **training providers** to communicate their achievements and support their recruitment efforts.
- Help **job seekers** understand the benefits of a TechHire career and training opportunities.
- Communicate impact and demonstrate to **funders and the public** why supporting TechHire is crucial to building a tech talent pipeline, increasing access to jobs, and bringing greater diversity to the tech industry.

## Who will see the dashboard?

The dashboard is meant to be shared with employers, training providers, job seekers, funders, and the general public. However, some sections can be kept internal at your discretion. Eventually (TBD), the dashboard will be integrated with **TechHire.org** and will be made interactive so that you can allow viewers to learn more about your data.

## Where will I get this information?

Some information may be readily available, while other data may be harder to come by. In some cases, community leads may need to visit training providers, meet with employers, or reach out to candidates directly to get information. We are also working on ways to allow multiple members to coordinate their data entry. This will be part of our TechHire.org integration. In the meantime, please do the best you can and know that your TechHire network is here to support you.



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## What to track, and why?

### Successful Training Outcomes

The number and demographics of people who have enrolled in – and graduated from – training providers. Rather than evaluating training providers against each other, this data is meant to show how each training provider is contributing to TechHire’s overall progress.

### Successful Employer Outcomes

Data points related to this measure include: number of employers who have hired one or more candidates, top five employer partners in terms of number of placements, retention, time savings (which have been translated into cost savings) of recruiting talent through TechHire, and the number of employers who hired TechHire candidates and would be willing to hire again. This data is meant to show the employer benefits of being part of TechHire.

### Successful Job Seeker Outcomes

These data points are meant to show the value-add of TechHire to job seekers. Job seekers want to understand how much money they can make, what kind of companies they can work at, and what are their chances of success. Therefore, our data points include the role for which someone was hired for, salary, and the number of employees still working at their placement after 6 months.

### Skills and Jobs in Demand

Employers can send communities labor market demand signals by telling communities which open jobs they would be willing to fill with TechHire candidates, and which skills are most desired for those jobs. With more accurate and specific labor market information (LMI), training providers can better tailor their curriculum and programs, while job seekers can more successfully navigate career and educational opportunities.



## What counts as TechHire?

### Training Programs

A “TechHire training program” is defined as any program that teaches students the skills required for tech jobs in their community. This can include community college programs, accelerated or “bootcamp” training models, or work-based learning opportunities. It can also include online, blended, and asynchronous programming. As part of signing on as TechHire partners, training programs must seek to make their programs accessible for TechHire job seekers and candidates, and must take a number of steps to share information with the TechHire network, such as demographic and placement data.

### Employers

Employer partners are those who have partnered with you to support TechHire programming. We believe that all TechHire employer partners should, at a minimum, agree to do three things:

- 1) Agree to consider TechHire candidates based on skill for open tech jobs, internships and apprenticeships,
- 2) Share roles for which TechHire candidates would be considered, and
- 3) Share feedback on candidates interviewed or hired

However, we also understand that employer partners are working with you in a number of different ways to support your TechHire work, such as volunteering to do mock interviews, participating in career fairs, and serving as mentors. We are interested in learning more about your employer network and encourage you to track the many ways you engage your employers to support TechHire.

### Job Seekers and Skill Seekers (“TechHire Candidates”)

In support of our goal to help underrepresented and overlooked job seekers start technology careers, we are focused on candidates:

- 1) Who do not have a 4-year degree AND/OR
- 2) Who self identify as part of a population or group that is underrepresented in tech jobs in the region. This can include but is not limited to income level, gender identity, race / ethnic background, nationality, sexual orientation, age, veteran status, displaced worker status, people reentering the workforce, or employment history (unemployed or underemployed) AND/OR
- 3) Is considered low-income for their region.



Additionally, a TechHire candidate must have received support or resources from a TechHire partner.

## Partners

Other TechHire partners may include: workforce investment boards, community-based organizations, government officials and offices, and other stakeholders who support a community's TechHire efforts, either through outreach support, financial resources, publicity, or advisory services.

## How can I see the dashboard and try it out?

We are currently in "beta" mode, so if you would like to test out the dashboard with your community, please email [sasha@opportunityatwork.org](mailto:sasha@opportunityatwork.org) and we will get you set up!