



# Untapped Talent... Bootcamps and ReturnShip

**Please sit at a table with others from your Alliance:  
Workforce, Entrepreneurial or Academic**

Miranda Reeves, Sr. Director, Product Management, Return Path

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# **Coding schools**

## **Returnships**

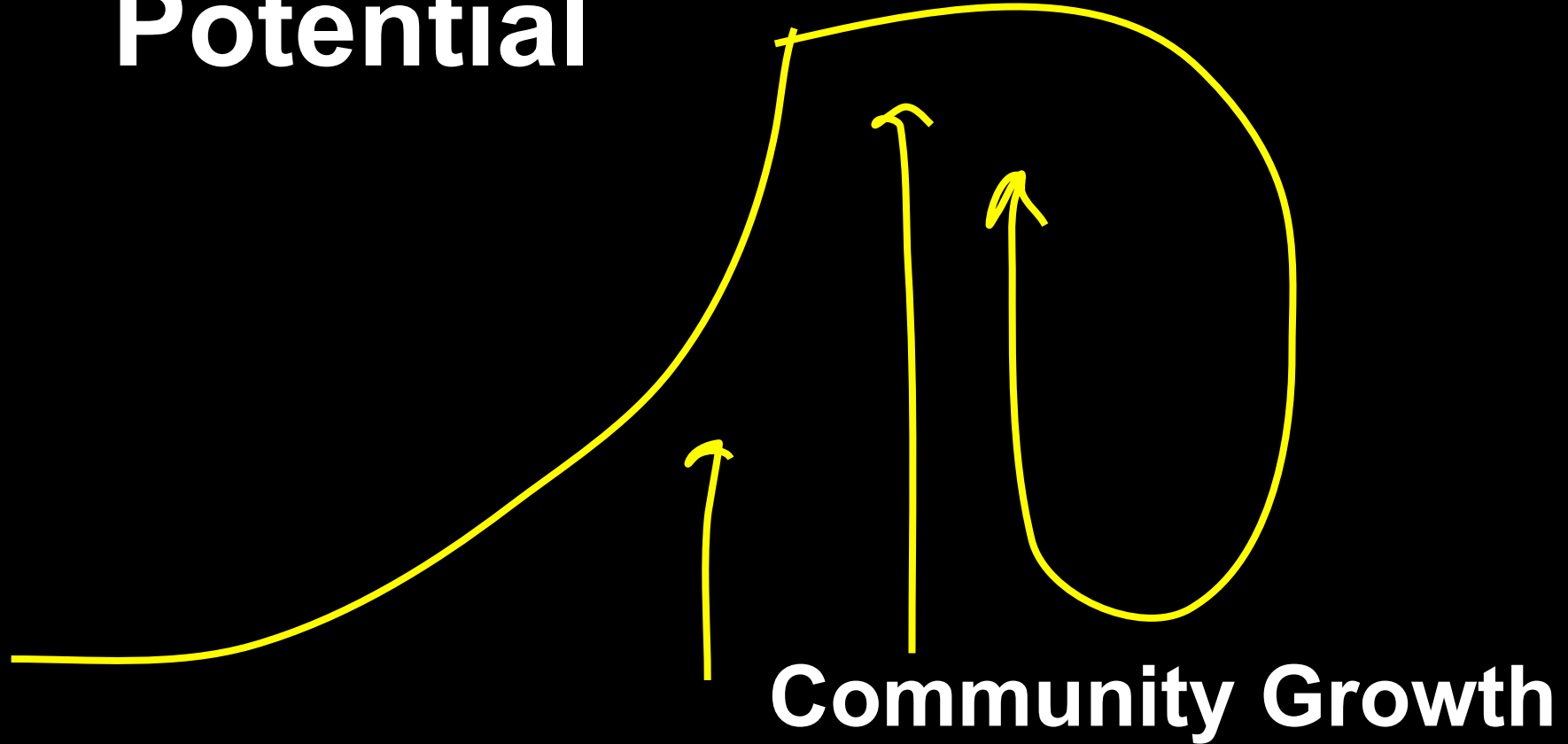
- 1.Coding schools**
- 2.Research**
- 3.Program**

# Coding Schools

# Companies



**High  
Potential**



# Program

1. Recruiting

2. Interviewing

3. Onboarding

# Recruiting

1. Relationships
2. Grants



# Interviewing

1. Variation
2. Imposter -> Belonger

# Onboarding

# Coding schools

## Returnships



Return Path

**ReturnShip**

PROGRAM

**Purpose:**

A magnifying glass with a silver rim is positioned over a barcode. The word "TALENT" is printed in red, bold, sans-serif capital letters within the circular field of the magnifying glass. The background of the entire image is a light blue gradient, overlaid with a standard 1D barcode consisting of vertical black bars of varying widths.

**TALENT**

20738492





A person with long dark hair, wearing a grey blazer over a white top, holds a rectangular piece of brown cardboard in front of their chest. The cardboard has the words "HIRE ME" written on it in large, bold, black, hand-painted capital letters. The background is a plain, dark grey wall.

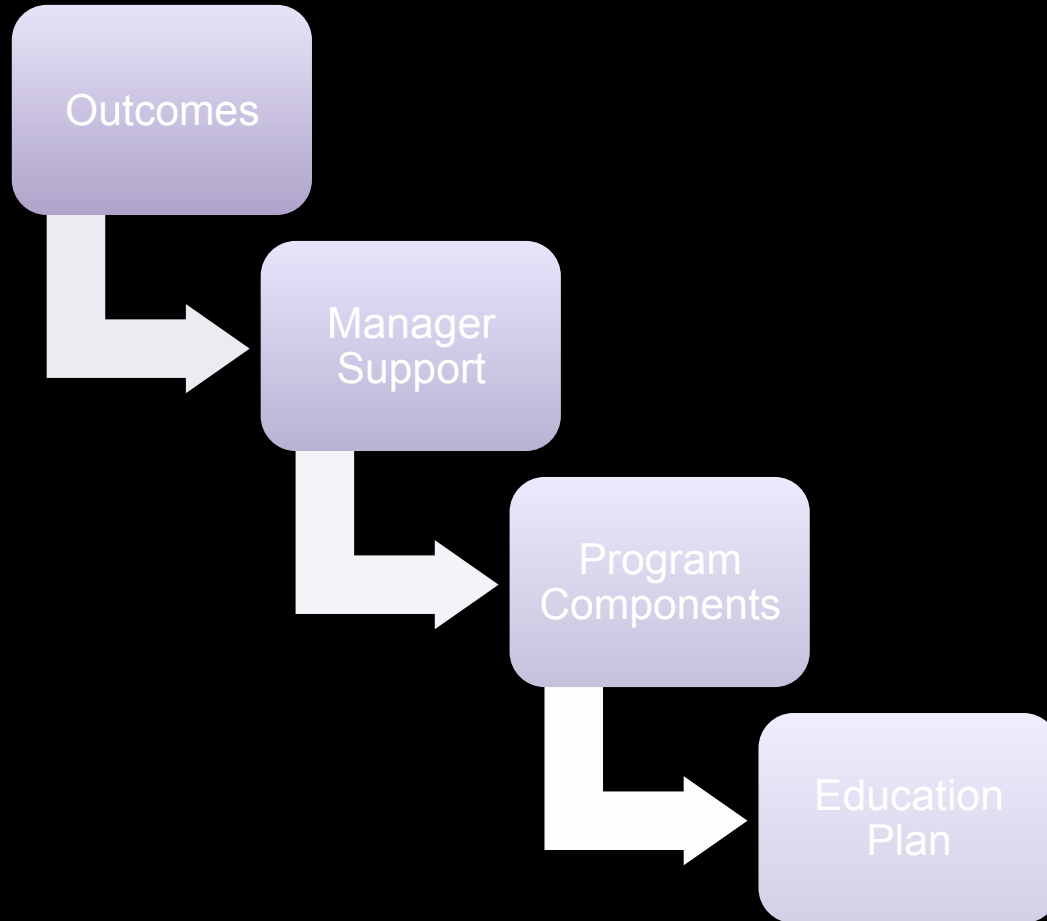
**HIRE ME**

# Onboarding & Training









# Table Discussion

What challenges do you anticipate if you were to propose an 'Untapped Audience' program in your organization?

5 mins:

Brainstorm possible challenges: 1 challenge per post-it

Affinity map the post-its & discuss the challenges

Vote on a challenge to focus on for this conversation

10 mins:

Discuss potential solutions to your top challenge.

Plan a 1-minute report-out to the larger group

Thank you!