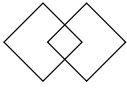TTP

Spotify

Building a Diverse Talent Pool

Tech companies are developing solutions to build diverse talent pools, reduce turnover, and fill more senior roles.

Problem

NYC businesses have been struggling to find, promote, and support diverse talent. Among people of color who enter the industry, many report isolation, discrimination, and toxic work environments that prompt them to take their talent elsewhere. In fact, people of color leave tech at more than 3.5 times the rate of white men. Of those employed in tech, many gender and ethnic minorities often cite a lack of confidence and empowerment needed to advocate for opportunities.

Solution

Companies like Spotify have been introducing new programming to identify, hire, and grow aspiring engineers from diverse backgrounds.

Through the NYC Technology Fellowship, Spotify hires early career talent to fill growing needs on their tech teams, while engaging senior tech leads to develop programming and onboarding to equip new Fellows with the skills needed to be successful at Spotify.

Stats from 2019 Fellowship recruitment

32%	identify as Asian
19%	identify as White
16%	identify as Black
15%	identify as Hispanic

How it Works

1. Fellows are led through a bootcamp-like program by a Team Lead who is supported by an Engineering Manager. The Fellows are provided mentorship and support while being introduced to technology and tools.

2. Fellows are then embedded in various teams at Spotify based on leadership and interest. Fellows are expected to contribute immediately, and in some cases, commit code that gets pushed to production within one week of joining a team.

2017 Fellowship Associate Developers & staff

Learn more about Associate Engineering onboarding models

techtalentpipeline.nyc/
apprenticeships-fellowships

Key Results

Since launching the Fellowship, Spotify has seen a promising reduction in employee attrition from both sides of the spectrum.

The model has proven to provide early career talent with their first professional opportunity while also allowing senior talent to build their leadership and mentorship skills.

95%

Fellows receive full-time offers at Spotify following the Fellowship

100%

Fellows accepted full-time offers at Spotify following the Fellowship

100%

Fellows that remain at Spotify one year post Fellowship

100%

Fellows in more senior roles one year after the Fellowship

100%

Tech Leads have been promoted to Senior IC-level Engineers or into Management