

Analyzing the feedback provided about the employee onboarding process, it's evident that there are both positive aspects and areas that need improvement. Here's a summary of the key points from the feedback:

Positive Feedback:

1. **Initial Impressions:** Some participants had positive initial impressions of the onboarding process.
2. **Empathy and Patience:** Some participants appreciated the empathy and patience shown by the presenter, particularly towards beginners and those with questions.
3. **Informative:** Participants found the onboarding session informative and structured, especially in the early parts.

Areas for Improvement:

1. **Clarity of Expectations:** Many participants expressed a need for clearer expectations regarding the onboarding session. This includes the meeting's length, their own professional background and whether they would be a good fit, and the commitment required for Hack for LA participation.
2. **Grouping by Area of Interest:** There's a suggestion to group participants by their areas of interest during the last breakout room portion to avoid repeating information.
3. **Organizational Structure:** Some participants found the onboarding process to be disorganized, with tech difficulties and a need for more guidance. Suggestions for more admin/leadership to guide the process and answer questions.
4. **Pre-work and Asynchronous Tasks:** Suggestions were made to provide pre-requisites and tasks that participants can complete before the meeting, making the session more efficient and accessible for all time zones.
5. **Time Management:** It was suggested to provide approximate time estimates for the onboarding session to help participants plan better.
6. **Smaller Groups:** Several participants recommended smaller group sessions, especially during the self-onboarding phase, to allow for more personalized support and Q&A.
7. **Communication of Pathways:** There were quite a few requests for more clarity on how volunteers progress from onboarding to joining Communities of Practice (CoPs) and projects - in other words, what steps lie ahead.
8. **Resource Support:** Participants expressed a need for resources, especially for those looking to switch careers or with no tech background.
9. **Projects Overview:** There was a suggestion to provide a quick overview of each active project and what roles are needed for each so that participants can get an overview and have questions answered about a project.
10. **Empathy and patience:** one user mentioned feeling intimidated by the presenters, so much so they did not ask questions, and had doubts about the program. They suggested more empathy to participants especially when information is being delivered at a rapid pace.
11. **Prior to Onboarding:** Let participants know ahead of time that if they are late that they cannot complete, and that attending onboarding means you are committing to a role.

Overall, the feedback highlights the importance of clear communication, organization, and flexibility in onboarding processes. Improving the clarity of expectations, providing pre-work materials, and offering support tailored to participants' needs could enhance the onboarding experience. Additionally, smaller group sessions and more efficient time management could help streamline the process and make it more accessible to participants in different time zones or with varying skill levels.