

Job Search App for Hourly Paid Staff

Purpose:

The goal is to create a mobile app that connects businesses looking for hourly workers with people seeking hourly jobs. This app will simplify the hiring process for short-term, part-time, and flexible roles.

Why Are We Building This App?

Hourly paid jobs are crucial for many workers, including students, part-timers, and those seeking flexible work schedules. However, finding hourly work can be chaotic, with job seekers relying on word of mouth or outdated job boards.

Similarly, businesses often struggle to find reliable staff on short notice, especially in industries like hospitality, retail, and manual labor.

Our app will:

- Help hourly job seekers quickly find relevant jobs nearby.
 - Allow businesses to post shifts and hire workers efficiently.
 - Create a reliable connection between employers and employees for short-term roles.
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Who Will Use This App?

1. Hourly Job Seekers:

- Students looking for part-time work.
- Freelancers who take up hourly gigs.
- People in industries like retail, hospitality, construction, and delivery.
- Anyone needing flexible work schedules.

2. Employers:

- Restaurants, cafes, and retail stores.
 - Event managers looking for temporary staff.
 - Warehouses needing extra hands for busy periods.
 - Delivery services and logistics companies.
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How Will the App Work?

For Hourly Job Seekers:

1. Sign Up and Create a Profile:

- Users sign up using basic details (name, email, phone).
- They specify their availability (days and times).
- They list skills and past experiences (like barista, waiter, driver).
- They can upload a resume or build a profile within the app.

2. Finding Jobs:

- Jobs are displayed based on the user's location and availability.
- Filters include:
 - Pay rate (per hour)
 - Job type (hospitality, retail, logistics)
 - Distance from current location
 - Shift timings (morning, evening, night)
- Users can "favorite" jobs to apply later.

3. Applying for Jobs:

- Simple "Apply Now" button, with a quick resume submission.

- Some jobs might require a short introduction or a message.
- Users get notified when the employer views their application.

4. Tracking Applications:

- Users can view the status:
 - Applied
 - Viewed
 - Shortlisted
 - Hired
- The app also shows upcoming shifts once hired.

5. Job Alerts:

- Get notified when new hourly jobs match the user's criteria.
- Option to get alerts for urgent or last-minute shifts.

For Employers:

1. Sign Up and Create a Business Profile:

- Employers create an account with business details (name, address, industry).
- Option to upload a logo and business description.

2. Posting a Job:

- Fill out a simple form with:
 - Job title (like "Waiter for Evening Shift")
 - Hourly rate
 - Location

- Shift timing and duration
- Skills required (e.g., customer service, lifting)
- Number of positions available
- Jobs appear immediately in the feed for relevant candidates.

3. Managing Applications:

- Employers can view applications and see short profiles (experience, skills).
- Simple actions:
 - Shortlist
 - Hire
 - Message
- Once hired, the worker gets notified and the shift details are shared.

4. Rating and Reviews:

- Employers can rate workers based on reliability, punctuality, and skills.
- Workers can also rate employers on fairness, environment, and communication.

Key Features Specific to Hourly Jobs:

1. Shift Notifications:

- Workers get reminders before their shifts.
- Employers can send updates or changes directly.

2. Shift Replacement Requests:

- Workers can request a replacement through the app if they can't make it.

- Employers get a notification and can approve or find a new worker.

3. Instant Pay Options:

- Some jobs may offer immediate payment after completing a shift.
- Integration with popular payment platforms for quick transfers.

4. Time Tracking and Check-In:

- Workers check in when they arrive at the job site.
 - Automated time tracking for accurate payroll.
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Why This App Will Succeed:

1. Focus on Hourly Workers:

- Unlike traditional job apps, our focus is on flexible, hourly positions.
- Perfect for industries with high turnover and last-minute staffing needs.

2. Speed and Simplicity:

- Both job seekers and employers need quick solutions.
- Our app is designed to post jobs and apply within seconds.

3. Trust and Reliability:

- Reviews and ratings help maintain quality.
 - Real-time communication prevents no-shows and last-minute issues.
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Revenue Model:

1. Subscription for Employers:

- Basic job posting is free.
 - Premium plans for advanced features (e.g., top listing, bulk hiring).
2. **Instant Pay Fee:**
- A small fee on instant payments made after shifts.
3. **Promoted Listings:**
- Employers can pay to have their job listed at the top.
4. **Background Check Services:**
- Employers can pay to verify workers' backgrounds for trustworthiness.
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How We'll Measure Success:

- **App Downloads and Sign-Ups:** Tracking initial traction.
 - **Active Users:** Job seekers and employers using the platform regularly.
 - **Job Matches:** Number of successful hires through the app.
 - **Employer Retention:** How many companies return to post jobs again.
 - **Revenue Growth:** From subscriptions and promoted listings.
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Why Invest in This Project?

- **Huge Market:** Millions of hourly workers in hospitality, retail, and logistics.
- **Scalability:** Easily replicable in different cities or regions.
- **Monetization Potential:** Multiple revenue streams with minimal overhead.
- **High Demand:** Employers constantly face staff shortages for hourly roles.

