

Dylan Saks:

Scenarios:

1. Joe is a 40-year-old former inmate, wants to rebuild his life through stable employment. He uses the platform to apply for warehouse jobs that align with his past work experience.
2. Rachel is recently released from prison, and is unsure about how her criminal record affects her job applications. She accesses the legal assistance feature to learn about expungement options and employer rights.
3. Mark is a restaurant owner, and is looking for dependable kitchen staff. He posts a job opening for ex-convicts looking for a second chance in the food industry.
4. Tina, a single mother recently released from incarceration, struggles to find a job that allows her to balance work and childcare. She uses the platform to search for remote-friendly job listings that accommodate her schedule and skill set.

User Stories:

1. David: I want to apply for warehouse jobs so that I can secure stable employment and rebuild my life.
2. Sophia: I need access to online training courses so that I can enhance my skills and improve my job opportunities.
3. Mark: I want to post job openings for ex-convicts so that I can provide employment opportunities to those seeking a second chance.
4. Rachel: I want to access legal support so that I can understand my employment rights and expungement options.

Feature Lists:

1. Job Listings & Employer Portal – A job search system that allows users to browse openings, apply for positions, and track applications while enabling employers to post job opportunities for formerly incarcerated individuals.
2. Legal & Community Resources – A resource hub providing legal guidance on expungement and employment rights, along with connections to legal aid services and community organizations that support reintegration.

Krunal Patel

Scenarios:

1. James Carter, a formerly incarcerated individual, visits the nonprofit employment hub to search for job opportunities. He uses filters to narrow down listings by industry, location, and experience level, hoping to find a stable job that fits his skills and interests.
2. Maria Lopez, recently released from incarceration, signs up on the platform and builds her resume using a guided tool. She inputs her skills, past work experience, and

rehabilitation programs she completed while incarcerated to increase her chances of securing employment.

3. David Robinson, who has been struggling to find employment, seeks guidance through the mentorship program. He connects with a career coach who helps him improve his interview skills, refine his resume, and gain confidence in networking with potential employers.
4. Lisa Thompson, unsure about her employment rights as a formerly incarcerated individual, visits the legal resources section of the website. She finds information about workplace rights, discrimination laws, and direct connections to organizations offering free or low cost legal aid.

User Stories

1. As James Carter, a job seeker, I want to browse job listings so that I can find employment opportunities suited to my skills and experience.
2. As Maria Lopez, a job seeker, I want to build a professional resume so that I can present myself effectively to potential employers.
3. As David Robinson, a user, I want to connect with a mentor so that I can receive career guidance and emotional support during my job search.
4. As Lisa Thompson, a user, I want to access legal and community resources so that I can better understand my rights and available support systems.

Feature Lists

1. Job Listings & Search Filter – A platform where users like James Carter can browse available job opportunities with filtering options based on industry, location, and eligibility.
2. Resume Builder & Skill Development – A tool that helps users like Maria Lopez create professional resumes, highlight transferable skills, and access learning resources to improve employability.

Jachimike Onwuka

Scenarios

1. John, despite having job offers, faces legal restrictions related to his past convictions. He needs legal advice to understand his rights and how to navigate these restrictions so he can accept a job offer.
2. Jane, An HR manager, wants to implement a second chance hiring program at her company. She believes in giving people a second chance but unsure of the legal implications and how to find qualified employees. She needs resources and guidance to structure a successful program.
3. Samantha, a returning citizen, recognizes her skills are outdated. She needs training and development opportunities to make her more competitive in the job market. She's looking for programs that offer practical skills and certifications relevant to in demand jobs.
4. Brandon, connects with a mentor through the platform to get guidance on job applications and interview preparations. The mentor provides advice and support throughout the process.

User Stories

1. As a returning citizen, I want access to skill development programs and training opportunities so that I can acquire the skills needed to secure stable employment.
2. As a HR manager, I want to access skill development programs and training opportunities so that I can find skills needed for stable employment.
3. As a returning citizen, I want to access legal aid resources to help me with any legal barriers I face during the job application process so that I can successfully apply for jobs.
4. As a returning citizen, I want to connect with a mentor who can guide me through the job application process so that I feel more confident and prepared.

Feature List

1. Mentorship Program: A platform feature that connects users with mentors who can provide guidance and support throughout the job application process.
2. Community Partner Integration: Facilitate connections between employers seeking second chance hires and community organizations that work with returning citizens.

Jhania Vitalis

Scenarios:

1. William recently was released from prison for vandalizing a property, he is seeking new opportunities for him to make some money, but is constantly denied due to his criminal background. He is looking for an employer that can look for who he is instead of his record.
2. After Tina was unrightfully arrested for a crime she did not commit, she is struggling to find a job that will accept her background. Instead of reaching out to other employers, she decided to become her own boss and started her own business selling shoes and clothing in a local neighborhood.
3. Pennywise was convicted of a minor drug offense years ago and has since turned his life around. He has gained valuable skills in carpentry and construction while serving his sentence. Now that he is out, he is eager to find stable work to support himself. That is, he is struggling due to his criminal background to find an employer that will trust him.
4. During her teen years, Samantha served time for theft, but she has since completed multiple rehabilitation programs and earned a degree in business management. She dreams of working in an office setting, but every time she applies for a job, her record gets in the way.

User Stories:

1. William wishes to find an employer that will look at his skills and experience before questioning his criminal record which he can explain thoroughly.
2. Because of Tina's previous unjust arrest, she wishes to find a way to support others in similar circumstances by providing them with jobs with her business.
3. wants to find an employer who values his construction experience rather than judges him for his past mistakes so he can build a stable future.
4. Samantha wishes to connect with employers that fairly evaluate people's goals and abilities so she can find a career that matches her education and skills.

Feature List:

1. Profile viewer page: This gives the opportunity for employers to view the profile of potential candidates and criminal backgrounds. This would also provide the candidate the opportunity to demonstrate their development and skills
2. Job Profiling: Will list specific criteria that the candidate meets as they click on the job that they are interested in. Met requirements will be highlighted in a different color than the rest of the listed requirements.

Sophia Nguyen:

Scenarios:

1. Marcus, a former inmate, struggles to find work after serving his time due to his criminal record. He signs up for the job board, fills out his skills, and uploads his resume. Using

the filtering system he finds several second-chance employers willing to hire people with his background.

2. Sarah, a small business owner, wants to help and support ex-convicts reintegrate into society. She signs her business up on the platform, verifies her identity, and creates a job posting for an entry-level position.
3. David, a job seeker with a record, applies to multiple job postings but is unsure if the employers have viewed his resume. He uses the platform's easy-to-use spreadsheet of the jobs applied, and their current status to keep track of his applications.
4. Tina, recently released, has never had or made a resume before. She uses the platform's built-in resume builder to help her step-by-step enter her work history, skills, and certifications.

User Stories:

1. As a job seeker, I want to filter jobs by my skills, interests, and qualifications. So, I find jobs aligned with my interests and goals.
2. As an employer, I want to post job openings effectively and quickly. So, I can find qualified workers.
3. As a job seeker, I want to be able to view my application status. So, I can follow up on job opportunities.
4. As a job seeker, I want an easy-to-use resume builder. So, I can create a professional resume to increase my chances of getting hired.

Features:

1. Application Tracker, a spreadsheet-like dashboard where job seekers can view all their submitted applications and their current statuses, as well as, receive real-time notifications.
2. Employer Verification Process, a process that requires business verification before posting jobs, to ensure legitimate employers and to reduce scams.