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| **App “Tuyển Công Nhân”** |

In order to create a recruiting platform for Factories and Workers to use, we need to build an App for Workers and a Web service for Factories.

**For Worker (Job Seeker) Side:**

1. **Register/Login**: worker can register their new account via their phone number, then login by OTP. No password.
2. **Declare profile & preferences**: worker to declare their Name – Age – Sex – Height – Weight – Selfie pictures; other information to be collected including: Home town – National ID – Health check document – Certificates & qualifications if available. Preferences: working locations/region/province/city; working fields; minimum salary; etc.
3. **Resume Builder**: Guides users through creating a basic to professional resume tailored to manufacturing jobs, including templates and tips for highlighting relevant skills and experience.
4. **Skill Assessments**: Offers tests and quizzes to assess the job seeker’s proficiency in various relevant skills (like machinery operation, safety protocols, etc.), which can be showcased to potential employers.
5. **Job Matching Engine**: Utilizes algorithms to match job seekers with factory jobs based on their skills, previous experience, location, and job preferences.
6. **Real-Time Job Alerts**: Notifies users of new job postings that match their profile and preferences through push notifications.
7. **Application Tracker**: Allows users to track the status of their job applications and receive updates as their application progresses.
8. **Learning Resources**: Provides access to resources and courses on necessary skills for factory work (such as safety certifications and technical skills).
9. **Chatbot Assistance**: Offers 24/7 support for any inquiries related to job search, application processes, or technical issues with the app.
10. **Community Forum**: A space where job seekers can connect, share experiences, and offer advice on working in different factories.
11. **Salary Comparison Tool**: Allows users to view and compare salary data across different factories and positions to make informed decisions.
12. **Workplace Reviews**: Features reviews from current and past employees about working conditions, management, and culture in different factories.

**For Factory (Employer) Side:**

1. **Sign up & build Profile**: factories need to sign up and build detail profile information to start posting JDs and recruit workers.
2. **Post JDs & Advertisements**: Allows factories to post JDs and Advertisement about vacancies.
3. **Mass Recruitment Campaigns**: Allows factories to launch and manage recruitment campaigns targeting large groups of candidates for multiple openings.
4. **Candidate Search**: Enables factories to search for candidates based on specific skills, experiences, and other customizable filters.
5. **Automated Screening Tools**: Facilitates the screening process by automatically filtering candidates based on predefined criteria such as skills tests scores, experience level, and certifications.
6. **Interview Scheduling**: Integrates a calendar system to schedule and manage interviews with potential hires, including automated reminders.
7. **Onboarding Module**: Provides tools to streamline the onboarding process for new hires, including digital document management, orientation schedules, and task assignments.
8. **Performance Tracking**: Features to track the performance and progress of newly hired employees during their initial period.
9. **Analytics Dashboard**: Offers detailed analytics on recruitment metrics such as time-to-hire, cost-per-hire, and the efficiency of different recruitment channels.
10. **Employer Branding**: Tools to enhance the factory’s profile with videos, images, and information about work culture to attract more candidates.
11. **Communication Tools**: Facilitates direct communication with candidates through in-app messaging and email integrations.
12. **Compliance Management**: Helps ensure that recruitment practices comply with labor laws and regulations, including data on candidates’ rights and equal opportunity employment.