

JobCom

JobCom's solution aims to provide a platform for international students in Australia to land their dream jobs.

Spec Status: Draft / Peer Review / Mentor Review / **Complete**

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Summary

JobCom is a job seeker platform for International students in Australia. At JobCom, we aim to create a platform where recruiters can easily find a valuable candidate for their company and international students can easily get jobs based on their abilities and qualifications.

Problem Background

Who is the customer, and what is the need or problem we're addressing? Why should we address this problem now? What are all of the things we know? How do we know this is a problem?

International students are the main contributor to the GDP of Australia as it contributes about 40 billion dollars, and about 250,000 jobs which was before 2020 (ABC news). Specifically, in New South Wales, there are 260,000 international students who graduate every year. In Victoria, this number is 182,000 international students with an increasing rate. These numbers increase 50% every year.

However, the unemployment rate now for International Students in Australia after graduating in 2 years in Australia is 60%. Some students, when doing surveys, said that their qualification does not match with what they did. However, from our research as stated [below](#). These reasons are the main problems that prevent recruiters from reaching out to International Students as they can't find the applicants that fit the job qualifications. These reasons also need a solution to get the recruiters to go through these barriers.



Figure 1: Reasons affecting recruitment of international students

The recruiters also have their own problems where they can't hire anyone that does not fit their applicant requirements. About 40% of businesses have revealed that they find it hard to [recruit](#) "good people" into their workforce, a struggle that puts their organization's business planning and execution at risk. The VISA problem is the permanent problem that we can not solve as it is the government problem. However, what we can do to bridge the gap is bring applicants closer to recruiters. Our solution is to focus on technical graduate students, provide an all-in-one portfolio platform so that whenever the recruiter reaches each applicant, they will see everything about the applicant and how they will fit with their culture. They would see the applicant's abilities, and not just see their list of past experience.

Goals

Talk about the general high-level goals of doing this work. What are we trying to accomplish by solving the problem?

- Provide the fully assess of the international applicant
 - Showcase their portfolio, their specific talent
 - Showing their achievement, such as the past project, etc.
 - Showing the highlight of candidates's personalities
 - Showing the recruiter the unique point in applicant's portfolio
 - Showing to the recruiter about how they performed in the past.

The difference compared to other platforms such as LinkedIn is our platform is used as a document where they can customize depending on what they want, from the color, style, etc., so that the recruiter will know their applicant on a deeper level.

User Stories

Put 3-5 user stories here. Keep it high level. As a <type of user>, I want to <goal to be accomplished>, so that <reason for the goal>.

As a graduate web developer, I want to show the value of my work, not just some line of experience, so that they can fully evaluate how good I am.

As a fresher product designer, I want to show my past project and experience that can be visible to the recruiter, so that they will know what level I am.

As a graduate student, I want to have more connections and understand the working environment, so I can quickly adapt with the new work.

As a recruiter looking for international applicants, I want to ensure that all the applicants that I recruit will fit with our culture, so that they will feel at home and deliver the best at their new workplace.

As an employer, I want to make sure that students are job-ready for my company to reduce the training fee.

Proposed Solution

What are you proposing is the solution to the problem being tackled? Keep this to a few sentences, again focusing on the WHAT, not the HOW.

Our solution's focus is on building the portfolio for applicants and channels for recruiters that can access the resources to pick the applicants that fit their business. For the applicants' side, their past projects and achievements will be shown according to the applicant's color preference. Specifically;

For applicants' side, we should:

- Design the space for the tech applicants to add their portfolio, for example choosing the color, choosing the way to put the code, their past designs.
- Show the unique point in their portfolio.

For employers' side, we should:

- Let them illustrate their working environment by showing the unique space for new applicants, how attractive the new working space is.

Scenarios

What are your key scenarios (based off your user stories)? What is the definition of done (or acceptance criterion) for each of them? Note: This should be finalized as a team.

As a graduate web developer, I want to show the value of my work, not just some line of experience, so that they can fully evaluate how good I am.

- a. Scenario: Coder want to show their project on fanpage
- b. Acceptance Criteria
 - 1) User clicks to open an account.
 - 2) User puts their first project on the page.

As a fresher product designer, I want to show my past project and experience that can be visible to the recruiter, so that they will know what level I am.

- a. Scenario: Product Designer can create a portfolio .
- b. Acceptance Criteria
 - 1) User clicks to open an account.
 - 2) User put their first project on the page.

As a graduate student, I want to open new connections and environments so that I can have some idea to adapt with new workplace when I graduate.

- a. Scenario: Graduate student want to adapt to new workplace
- b. Acceptance Criteria
 - 1) User clicks to open an account.
 - 2) User reads the first portfolio about the workplace via picture or views the first workshop event.

As a recruiter looking for international applicants, I want to ensure that all the applicants that I recruit will fit with our culture, so that they will feel at home and deliver the best at their new working place.

- a. Scenario: Recruiters check out the page for applicants and find out the accepting condition that fit to them
- b. Acceptance Criteria:
 - 1) User clicks to open an account.
 - 2) User first clicks on the unique space of the applicants in their portfolio space.

Measuring Success

Co.Lab Success Metrics

What would you consider success to look like by Demo Day for your team? What would be the definition of done for your product by that point? Note: This should be finalized as a team.

On the Demo Day, the landing page for recruiters and applicants have already launched successfully.

Product Success Metrics

Consider metrics you'd want to measure to consider the product a success. How would we know if we've solved the problem? What are the things we'd want to measure?

Milestones & Timeline

What are the milestones and project stages within Co.Lab? How will you consider your roll-out plan? What about extending beyond?

Ideation - Vinh Dao

Research/Validation - Vinh Dao

- i. Problem Background
- ii. Conduct UXR
- iii. Surveys
- iv. Interviews

MVP Determination - Team

- v. Prioritize the list of features
- vi. Manage roadmap & backlog

Design - Designer

- vii. Lo-Fi Designs
- viii. Annotated wireframes
- ix. Mock-ups
- x. Prototype
- xi. User/usability test

Development - Devs

- xii. Research
- xiii. Scoping
- xiv. Backend
- xv. Frontend
- xvi. Iterative cycles

User testing- Post launching
xvii Recruit user for testing
xviii Get feedback

Open Questions / Appendix

Self explanatory?

How can we manage the project in the 8 weeks to complete it within the desired time?

Useful Resources

[A bunch of templates](#)

On user stories: <https://www.mountaingoatsoftware.com/agile/user-stories>

On your overall product's definition of done: <https://plan.io/blog/definition-of-done/>

<https://www.abc.net.au/news/2022-02-19/international-students-unhappy-with-career-opportunities/100837312>

- Our goal of this mvp is to help someone seeking a new role fresh out of college will give us more direction on solving the problems.
- AI: Send calendly to Dave