THE PROBLEM

Recruiters

• The supply of healthcare workers is centralised within recruitment agencies.
• Usually heavy demand is further expanded by Expo2020, while supply is limited by COVID-19.

Candidates

• Being charged a placement fee ranging from one month to two month’s salary.
• Lack access to the opportunity.
THE SOLUTION,

Recruiters
- Democratizing access, to healthcare workers.
- Instantly find vetted healthcare workers.

Candidates
- Better opportunities access the world without being charged fees and saving them at least a month’s salary, which they would otherwise pay to recruiters.
OUR PILLARS

1. Job Opportunity
2. Education
3. Finance
4. Physical and Mental Wellbeing
**CURRENT TECHNOLOGY**

**Free iOS and Android App**
Patented iOS and Android application for candidates and recruiters.

**Recruiter Web App**
Web app for recruiters to manage applicants.

**Video Pitch**
1-minute video pitch.

**Creative and tech portfolio**
Upload your creative work as images or videos

**AI Technology**
AI-based technology to curate candidates from a cultural perspective.

**In-App Messenger**
Chatbox opens only when both parties are matched.
1. Unconscious human bias leads to unfair hiring decisions.

2. Unconscious human bias leads to unfair internal mobility decisions.

3. Significant pools of job seekers are being ignored.

4. Traditional talent assessment tools are already biased.
1. Unlike humans, AI/data matching can be de-biased.

2. Better responsiveness for applicants

3. Higher-quality interviews

4. AI can assess the entire pipeline of candidates, unlike time-constrained humans, who tend to implement biased processes that only shrink the channel and narrow definitions of potential.
How Huntr works with data when it comes to matching technology:

1. Sourcing
2. Filtering
3. Matching
ADDED SERVICE: CULTURE MATCHING

1. Candidates go through a 5-minute personality test powered by an AI Bot.

2. The candidate is provided the result, which they can add to their profile.

3. The company receives information on the candidate’s fit with the culture of the organization.
Personality insights:

We blend new soft-skill science with audited, fairness-optimized AI to measure human potential.
How we are challenging youth unemployment through data
Discussion points

01 HaHuJobs Platform Ecosystem
02 Current Services
03 What’s unique about us
04 Value add and business model
05 Role of Data in labor markets
The HaHuJobs platform ecosystem

A cloud based data driven job matching, jobseeker profiling platform, implemented with the local market context

• Keep structured record of jobseekers
• Capture labor demand and vacancies based on predefined descriptor parameters
• Visualize generated data through reporting tools
• Provide both data and software function services for labor market stake holders and concerned government bodies
HaHuJobs

- Hahu GOV
  - Investors
  - Labor law
  - Local
  - Overseas

- Hahu Career
  - Advice
  - Aggregator
  - CV builder
  - Vacancies

- Hahu NGO
  - Feasibility
  - Research

- Hahu IP
  - Allocation
  - Grading
  - Recruitment
  - Registration
  - Report
  - Security

- Hahu Enterprise
  - HRMS
  - Property management
  - Training
  - Vacancy

- Hahu EDU
  - Online learning
  - TVET
  - University

HaHuJobs
Current Services
Our service deployments
Industrial Park Services

- **Data verification**, cleaning and visualization of existing operators information
- **Biometric based Registration** of new and existing operators (low and medium skill jobseekers) with identification capability
- **Allocation** of operators based on labor request form factories
- **Recruitment Update** rejected, hired and termination status tracking of allocated workers
- **Reporting and analytics** monthly summary and insight report for stakeholders
- **Training** for company and government hired staff personnel

Operating in 13 Industrial Parks

100k users 85% of whom are Female
Enterprise Services

- **Sourcing** of all types of job seekers, with primary focus on low and medium skill ones (unconnected)
- **Automated** recruitment processes assist with standard data labels, access to Jobseeker pools, and our recruitment tools
- **Employee career profiling** management through our cloud-based HRMS platform offered with dynamically predefined data set models
- **Digitized report** insights on acquisition, and employee retention trends (especially for companies in industrial parks)
- **Vacancy** management with an option of job description templates

Companies: **310+**  
Users: **15K**
Vacancy aggregation Services

Aggregated over 56k vacancies since 2019

- **Vacancy** aggregation from over 15 online and paper based sources (Gazettes)
- **Vacancy data structuring** based on predefined labeling data sets (sector, sub sector, position....)
- **Social media Integration** through chat bots,
- **Relevant notification** through telegram, based on qualification requirements like working years of experience and sector
- **Analytics** and insights on the data we collect and avail it for public use
National Recruitment Services

- Scaling of our model
- Standardizing the way Ethiopian talent is digitally presented
- Assessing career standing of candidates as per specific job orders
- Recruiting International market ready professionals
- Trainings models which are contextualized for overseas job orders
- Reporting on the activity summary to government bodies to offer insight

Registered: 11k
Deployed: 40
What is unique about us?
What helped us stood out?
What is unique about us?

- **Data driven job matching** model which can be scaled to any operation of similar nature
- **Assisted digital services** for low and medium skill workers
- **Vacancy aggregation** from various sources offered with the convenience of social media access and no signup hustle
- **Multiple deployments** addressing specific employment or recruitment contextual needs
- **Phased scaling** of our deployments focusing entirely on African context
- **Government buy-in** and adaptation of some of our models
- **Traceable data** with analytics to generate insights for all stakeholders
Value add and Business model

Benefits of the data our platform generates
HaHuJobs **market value add**

- **Data driven** job matching
- **Scalable model** especially for local context
- **Addressing low and medium skill** jobseekers in our assisted services model
- **Overseas market** catering in both training and deployment
- **Zero cost** on the jobseeker side
Business Model

- **Billable candidate allocation** and recruitment services to the private sector employers
- **Subscription fee** for access to jobseekers pool
- **Charge private sector** overseas employment agencies for access to verified and biometrically identified records
- **Cost per value** for specialized services that source both from government or private enterprises in terms of customized software functions
Role of data
Role of data in Ethiopian labor market
Role of Data In ET Labor market

- **Education sector** guidance and quota balancing
- **Reliable supply** of qualified candidates for labor demands
- **Labor planning** inputs to scope labor capacity
- **Analyzing industry impacts** through labor intakes
- **Labor policy guidance** with data trend insights as an input
- **Help guide** development interventions by NGOs
Quick Demo
Quick demonstration of our platforms
Thank you very much!