

A CITY MARKET FOR HOURLY LABOR: Brief overview



Turbulence has replaced the traditional American narrative of steady financial progress over a lifetime.

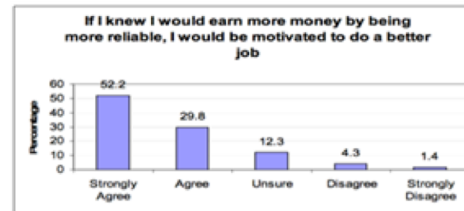
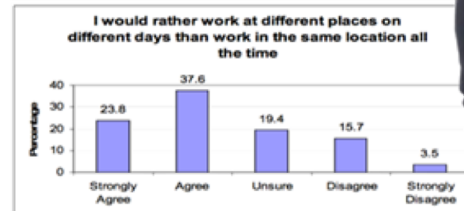
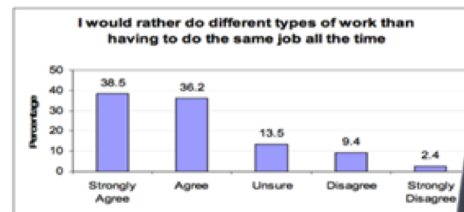
New York Times: May 31, 2017

WORKERS: Who are they?

Core irregulars
15%

Voluntary irregulars
10%

New irregulars
10%



CHANNELS: Where is irregular work?

Gig work platforms



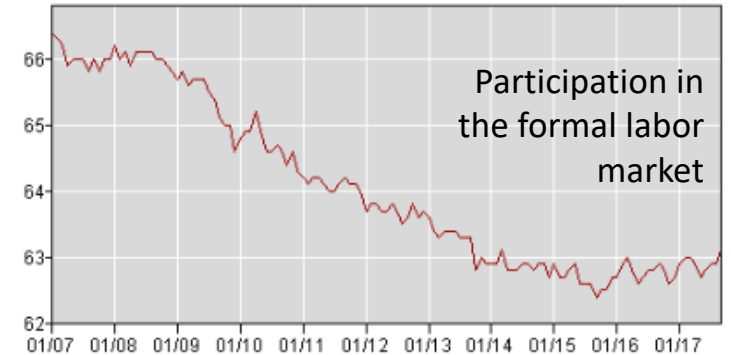
Monopsony scheduling



INTRODUCING WORKFORCE CENTRAL
NO BOUNDARIES

One complete solution with limitless capabilities.

Gray economy



By some estimates, the underground economy now equals up to 10 percent of our GDP.

Harper's: Oct. 2015

REALITY: Free Agents?

2015

Overnight closures



Homejoy Shuts Down After Battling Worker Classification Lawsuits Recode: 17th Jul. 2015



REWINERY

KITCHIT cherry

PRIM

Step 1: Schedule Step 2: Hand off Step 3: Enjoy



2016

Unilateral pay cuts

This has been a hell of a week. Last Saturday, Uber cut pay to their drivers in over 100 cities. Some cities were cut by 45%. That is a brutal demotion for many people that have stellar ratings. **Medium:** 9th Jan. 2016



DoorDash is trying to keep a lid on costs another way: By paying its drivers less per delivery.

New York Times: 12th Feb. 2016



Instacart, a Startup Worth \$2 Billion, Slashes Pay of Some of Its Lowest-Paid Workers

Recode: 11th Mar. 2016

Lyft Just Slashed Driver Pay Again, And Everyone's Pissed

Valleywag: Sep. 25, 2014

2017

Algorithmic control



These companies have discovered they can harness advances in software and behavioral sciences to old-fashioned worker exploitation.

New York Times: Apr. 10, 2017

KEY: Better infrastructure

Core requirements for an advanced market for irregular work	
User group:	This group must be able to:
Workers	<ul style="list-style-type: none"> Determine all possible roles (types of work) for which they are willing to be hired. (Sensitive roles require vetting by an intermediary.) Determine the parameters of bookings they will accept (e.g.: travel distance from home, period of notice, minimum length) and how their pay rate is to be constructed, possibly based on these parameters. Specify hours they want to work; today, tomorrow or weeks ahead.
Employers	<ul style="list-style-type: none"> Input a requirement for a particular role/location/time (e.g.: <i>“workers with a valid food hygiene certificate at my café, from 12.00 to 14.30 today”</i>). Instantly see named, fully priced, individuals who are genuinely available/contactable/legally compliant/willing to undertake that requirement. Book chosen worker(s) in a few clicks, all admin. is automated. Create specific roles, which may include a pre-determined pay rate, and cost-effectively induct workers in those roles.
Intermediaries (Agencies)	<ul style="list-style-type: none"> Intermediaries can be employment support bodies, commercial recruiters, web marketplaces or any other bona fide body. They vet workers and employers in return for a mark-up built into each transaction, paid seamlessly by the buyer. They are able to partner with each other, on their own terms, to widen opportunities for transactions.
Market generally	<ul style="list-style-type: none"> Compliance: all legal controls enforced. Taxation: Tax built into each purchase then deducted. Data: highly granular information on activity, utilization, earnings and outcomes of specific projects freely available.



Workers

My Verifications
Use this screen to view your verifications and request new ones.
You have 35 current verifications with 3 requested.

My Current Credentials
17 Current credentials

Title	Issuing Authority	Start Date	End Date
AAC Activity Assistant Certified	NCCAP Certification Council for Activity Profes	Oct 12, 2017	Dec 31, 2019
Advanced Customer Service and Sales	National Retail Federation	Nov 01, 2017	
Advanced Retail Skills	Palomar Academy		
Driving licence (Car)	Issued by states, territories or DC.		
HCC Home Care Certification	NCCAP National Certification Council for		
Home Health Aide	California Department of Public Health		
Live Scan Certificate	California Department of Justice		

My Roles
Use this screen to decide which Roles you can be booked for.
You have 21 Roles available. 11 are active.

Active	Action	Profile	Category/Client	Role	Hourly rate
<input checked="" type="checkbox"/>		9006Bwork	9006B: Peer Navigator	Admin. support	\$20.00
<input type="checkbox"/>		Standard Role		Admin. support	My Terms
<input checked="" type="checkbox"/>		Rent-a-Pet		Animal Delivery Technician	\$19.32
<input type="checkbox"/>		Standard Role		Car journeys	My Terms
<input checked="" type="checkbox"/>		Standard Role		Companionship	\$15.00 (your fixed rate for Companionship)
<input checked="" type="checkbox"/>		Glen Zamra		Glen's Pers	
<input type="checkbox"/>		Standard Role		Household	
<input checked="" type="checkbox"/>		Burelle Residential Facility		Internal Pat	
<input checked="" type="checkbox"/>		Standard Role		O'NET: AH	
<input type="checkbox"/>		Standard Role		O'NET: Ca	

Employers

MAKE A BOOKING
This screen takes in your requirement for workers.

Budget On-premises Support Workers **Balance: \$ 350.00**

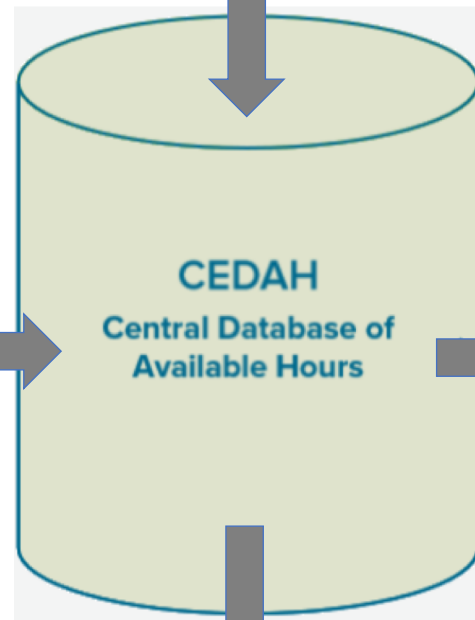
Role St. John's: Exercise Assistants

Location Main Building, 9006B

Sessions
This grid shows the number of available workers matched for St. John's: Exercise Assistants and willing to travel to:
Click and drag to select your hours.

Day	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Sat Jan 13																
Sun Jan 14																
Mon Jan 15																
Tue Jan 16																
Wed Jan 17																
Thu Jan 18	0	0	0	0	0	0	1	3	6	6	6	6	6	6	6	6
Fri Jan 19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sat Jan 20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Local rules/
priorities

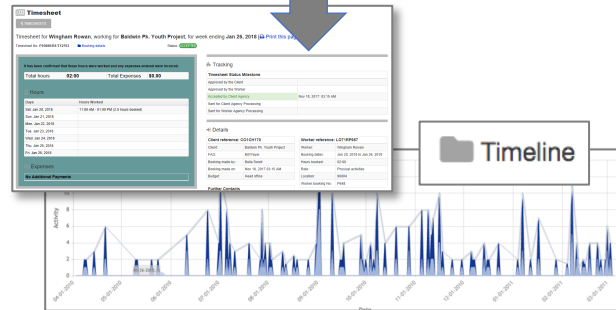


Workers
We have 7 workers matched for St. John's: Exercise Assistants, 11 approved for a related role. Total available for your booking: 18.

Profile	Name	Role match	Our rating	Rank	Our bookings	Our hours	Agency	Rate
<input type="checkbox"/>	William Lamprell	<input checked="" type="checkbox"/>	★★★★★	1	3	9	ACI	\$16.29
<input type="checkbox"/>	Andrew Walker	<input checked="" type="checkbox"/>	★★★★★	2	3	5	9006B Work	\$17.74
<input type="checkbox"/>	Wayne Blackwood	<input checked="" type="checkbox"/>	★★★★★	6	1	29	9006B Work	\$15.66

Workers selected: 1. Average cost/hour: \$16.29. Total cost: \$32.58

Timeline



Timesheet
Timesheet for William Lamprell, working for Burelle Pk. Youth Project for week ending Jan 20, 2017.

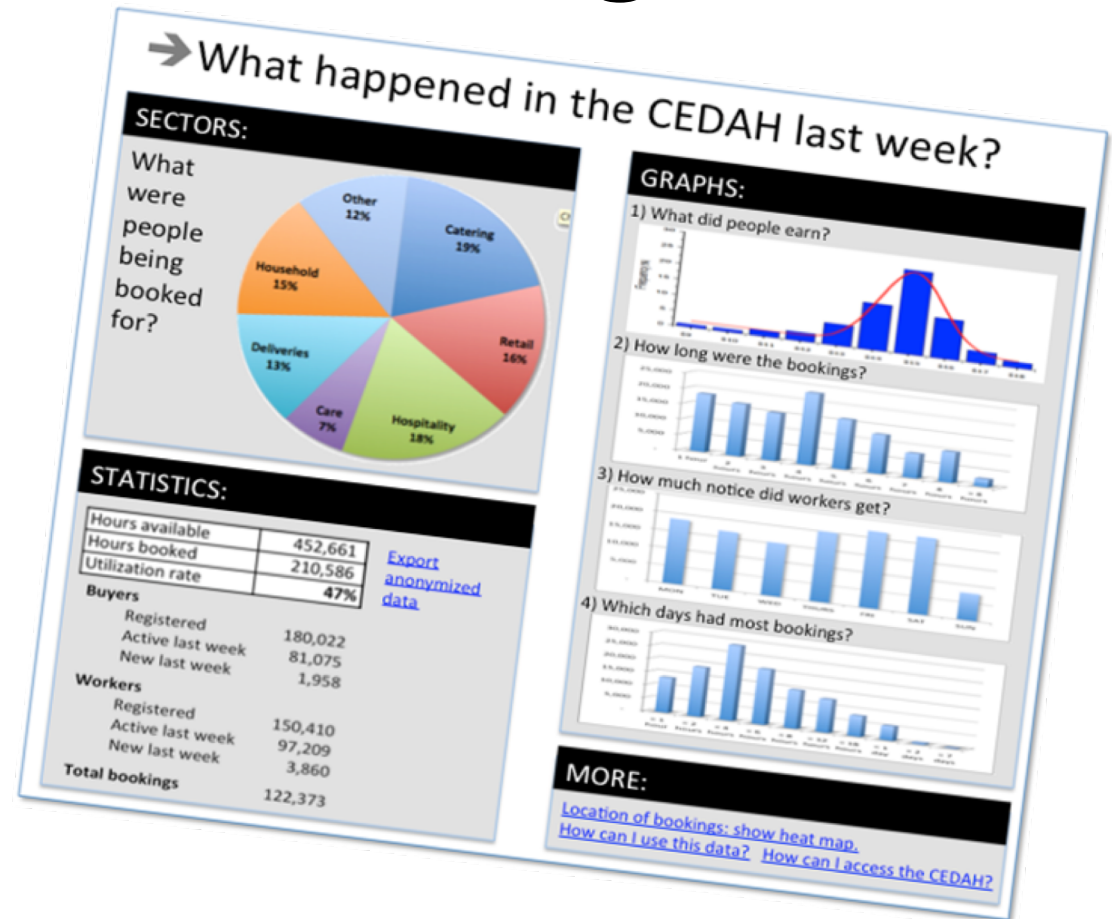
Date	Start Time	End Time	Rate	Total
Jan 18, 2017	11:00 AM	12:00 PM	\$16.29	\$16.29
Jan 19, 2017	11:00 AM	12:00 PM	\$16.29	\$16.29
Jan 20, 2017	11:00 AM	12:00 PM	\$16.29	\$16.29
Total				\$48.87

Manage Ratings: On-premises Support Workers
A table showing ratings for various workers and roles.

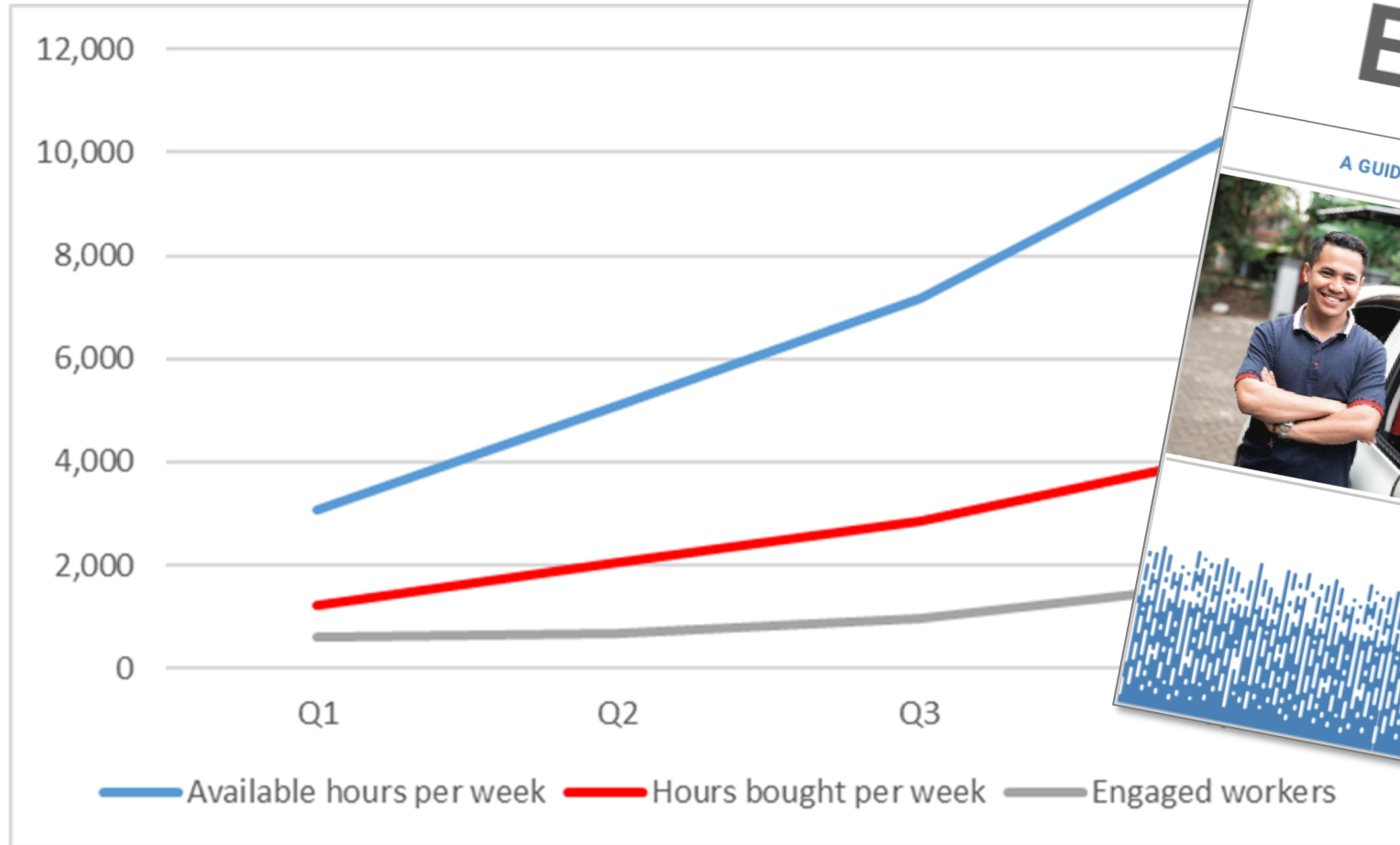
Bookings report
A summary table of bookings, including columns for Booking No., Worker, Role, and Location.

IMPACT: Access, Services, Big data

- If successfully launched:
 - Attract some activity out of shadows
 - Pre-jobs-ramp
 - Incremental creation of new jobs
 - Push to employer/employee
 - Localized, all-sectors, real-time, data
 - Skills: shortages seen in advance
 - Extent of irregularity clear
 - Personal progression
 - Safety net
 - *What are my options if I walk?*
 - Bargaining power



VITAL: Making a market



Thank you
for
listening.

www.BeyondJobs.com
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Whatever its difficulties, addressing the vast transformation underway in the organization of work seems more relevant than ... hopes of restoring American manufacturing to its 1950s state.



New York Times: Feb. 28, 2017