

SkillMatch Connect

Smart Skill-Based Student Job Recommendation System

Phase 1: Problem Understanding & Industry Analysis

◆ Requirement Gathering

- Conducted sessions with **Youth Admin, Youth Coordinators, and Employers** to understand challenges in youth employment.
- **Core requirements identified:**
 1. Youth should be able to register easily with basic details and skills.
 2. Employers should be able to post jobs with required skills and details.
 3. The system should **auto-match Youth ↔ Jobs** based on skills.
 4. Automatically create and track **Interviews**.
 5. Send **email notifications** to youth at each important step (Welcome, Interview Scheduled, Interview Completed).
 6. Provide **reports and dashboards** to NGOs for monitoring outcomes.

Scope Defined: A digital bridge between **Youth, NGO, and Employers**.

◆ Stakeholder Analysis

Primary Stakeholders:

- **Youth** → Seek job opportunities, need interview scheduling and notifications.
- **Employers** → Want skilled candidates matched to their job postings.
- **Admin / Placement Coordinators** → Manage youth registrations, monitor interview progress, and report outcomes.

Secondary Stakeholders:

- **System Administrators** → Ensure data security, flow automation, and reporting accuracy.
- **Salesforce Platform** → Provides infrastructure for automation, email notifications, and scalability.

Stakeholder roles are clearly mapped to project requirements.

◆ Business Process Mapping

Current Process (Manual):

- Youth submit resumes manually.
- NGOs try to connect them with employers.
- Communication gaps → missed opportunities.
- No centralized reporting.

Proposed Process (Automated with Salesforce):

- Youth register via Salesforce form.
- Employers post job requirements.
- System auto-matches **skills ↔ jobs**.
- **Interviews scheduled automatically.**
- Youth notified by email at each step.
- Dashboards give NGOs real-time insights.

Automation replaces manual steps, ensuring transparency and efficiency.

◆ Industry-Specific Use Case Analysis

- In the **Education & Employment** sector, NGOs face challenges in bridging the gap between fresh youth talent and employers.
- Existing job portals:
 - Lack personalization.
 - Do not integrate with NGO-driven career programs.

Our Salesforce Solution:

- Centralized **Youth + Job data**.
- **Skill-based matching**.
- Automated **Interview lifecycle**.
- **Reporting** for NGO impact analysis.

Industry gap identified → **Salesforce can close it effectively.**

◆ AppExchange Exploration

- Explored existing **Recruitment Management Apps** on Salesforce AppExchange:
 - **Talent Management Solutions** (general HR systems).
 - **Job Board Apps** (basic posting & matching).

Findings:

- Existing solutions are **too generic or enterprise-focused**.
- None provide **NGO-specific youth employability features**.

Decision:

- Build a **custom solution** using Salesforce Objects (**Youth, Job, Skill, Interview**) with automation flows and custom emails.

AppExchange exploration confirmed **need for custom development**.