Insights from the Processed Blue Dot Dataset

Location coverage: Permanent address information is missing for a portion of job seekers, however all records contain associated institute location with Google Maps links, ensuring complete location coverage for job discovery and nearby hiring.

Institute contribution: A small number of institutes contribute the majority of job seekers, making them high-value talent hubs that ONEST can prioritise for campus hiring and pilot partnerships.

Workforce profile: The dataset represents a young, entry-level workforce with most candidates falling in the 20–30 age group, indicating strong readiness for junior technical and vocational roles.

Qualification profile: All candidates belong to the Diploma qualification category, showing a purely vocational and technical talent pipeline suitable for blue- and grey-collar employment.

Branch distribution: A large number of job seekers are from the ME CAD and ME Automobile branches, with ME CAD alone contributing more than 60 candidates. The workforce is concentrated in technical branches, indicating strong availability for technician, operator, IT support, and junior engineering roles.

Hiring readiness: All job seeker profiles are validated using phone number as a unique identifier and working-age filtering, making the dataset ready for immediate onboarding and bulk Blue Dot creation.

Data quality: Duplicate registrations were consolidated, invalid records were removed, and mandatory fields were validated to ensure a clean, reliable, and production-ready dataset.

Operational gaps: Permanent address capture and Notes field usage are weak, indicating areas for improvement in future data collection drives.