

PROJECT CHARTER

A. General Information

Project Title:	Employability Analytics Application		
Brief Project Description:	An application which assists job seekers to land in jobs which matches their skillset irrespective of job titles		
Prepared By:	Group 8		
Date:	1/27/25	Version:	1.0

B. Project Objective

Explain the specific objectives of the project. For example: What value does this project add to the organization? How does this project align with the strategic priorities of the organization? What results are expected? What are the deliverables? What benefits will be realized? What problems will be resolved?

The Employability Analytics Application consolidates job market analysis together with skill mapping and salary benchmarks into a single easy-to-use platform for recruitment and workforce consultancy purposes. Through a single platform this system drives value by providing efficient career guidance services while helping optimize talent selection and connecting workforce operations with market data.

The project assumes access to reliable labor market data, integration with external data sources (e.g., job boards, industry reports), and workforce consultant and recruiter platform adoption rates. The project assumes about its capabilities to develop predictive analytics systems within set financial constraints and schedule expectations. Project validation confirms that assumptions are consistent with both organizational aims and available resources.

requirements while providing useful and significant outcomes to employment participants and institutions.

C. Assumptions

List and describe the assumptions made in the decision to charter this project. Please note that all assumptions must be validated to ensure that the project stays on schedule and on budget.

D. Project Scope

Describe the scope of the project. The project scope establishes the boundaries of the project. It identifies the limits of the project and defines the deliverables.

The Employability Analytics Application delivers a platform which reveals information about job positions available in the market while also demonstrating salary benchmarks along with skill needs and industry requirements. The application delivers interactive dashboards which produce predictive analytics while providing personalized reports and features search and filter functions. The project does not support extensive integration with HR proprietary systems nor the inclusion of non-employability data.

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List any requirements that are specifically excluded from the scope.

Customized training modules or e-learning content development.
Real-time video interview scheduling and management.
Collection of personal data from non-professional platforms (e.g., social media like Facebook, Instagram).
Support for virtual or augmented reality features for job simulation. Support for virtual or augmented reality features for job simulation.

E. Project Milestones

List the major milestones and deliverables of the project.

Milestones	Deliverables	Date
Requirements Gathering	Documented user needs, functional requirements, and technical specifications.	January 28, 2025
Analysis	Feasibility study, workflow diagrams, and finalized project scope.	February 15, 2025
Design	Wireframes, user interface designs, and database schema.	March 15, 2025
Development	Functional platform with core features implemented.	April 10, 2025
Testing	Completed unit, integration, and user acceptance testing (UAT).	April 24, 2025
Deployment	Fully deployed platform accessible to users with initial data loaded.	April 28, 2025
Project Closure	Final project report, lessons learned, and stakeholder approval.	May 1, 2025

F. Impact Statement

List the impact this project may have on existing systems or units.

G. Roles and Responsibilities

Describe the roles and responsibilities of project team members followed by the names and contact information for those filling the roles. The table below gives some generic descriptions. Modify, overwrite, and add to these examples to accurately describe the roles and responsibilities of this project.

Potential Impact	Systems / Units Impacted
Personalized job suggestions for users	Machine Learning-based recommendation engines
Simplified job search with skill-matching features	Job seekers and career development offices
Faster skill-job matching for remote and hybrid jobs	Remote and freelance job ecosystems
Easy access via User-friendly accessible design	Browsers, and accessibility tools
Better alignment between skills and job requirements	Training institutions and skill certification platforms
Streamlined application process	Employers and HR departments
Increased hiring efficiency for employers	Corporate hiring systems

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Sponsor: Provides overall direction on the project. Responsibilities include approving the project charter and plan; secure resources for the project; confirm the project's goals and objectives; keep abreast of major project activities; make decisions on escalated issues; and assist in the resolution of roadblocks.

Name	Email / Phone
Pavan Gandepally	pavangandepally@gmail.com
	+1 (314) 398-3837

Project Manager: Leads in the planning and development of the project; manages the project to scope. Responsibilities include develop the project plan; identify project deliverables; identify risks and develop risk management plan; direct the project resources (team members); scope control and change management; oversee quality assurance of the project management process; maintain all documentation including the project plan; report and forecast project status; resolve conflicts within the project or between cross-functional teams; ensure that the project's product meets the business objectives; and communicate project status to stakeholders.

Name	Email / Phone
Rama Surya Sai Teja Madicherla	ramasuryasaiteja.madicherla@slu.edu
	+1(314) 561-2584

Team Member: Works toward the deliveries of the project. Responsibilities include understand the work to be completed; complete research, data gathering, analysis, and documentation as outlined in the project plan; inform the project manager of issues, scope changes, and risk and quality concerns; proactively communicate status; and manage expectations.

Name	Email / Phone
Nikhil Ega	nikhil.ega.1@slu.edu
	+1(314) 760-6995

Customer: The person or department requesting the deliverable. Responsibilities include: partner with the sponsor or project manager to create the Project Charter; partner with the project manager to manage the project including the timeline, work plan, testing, resources, training, and documentation of procedures; work with the project team to identify the technical approach to be used and the deliverables to be furnished at the completion of the project; provide a clear definition of the business objective; sign off on project deliverables; take ownership of the developed process and software.

Name	Email / Phone
Sathwika Ega	sathwika.ega@slu.edu
	+1 (314)249-0351

Subject Matter Expert: Provides expertise on a specific subject. Responsibilities include: maintain up-to-date experience and knowledge on the subject matter; and provide advice on what is critical to the performance of a project task and what is nice-to-know.

Name	Email / Phone
Rachana Balasani	rachana.balasani@slu.edu
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Identify the initial funding, personnel, and other resources committed to this project by the project sponsor.

H. Resources

Initial Funding

The project sponsor may commit funding to cover the following:

Development Costs

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Website Development: Allocating funds for hiring developers and setting up necessary tools.

Design: UI/UX design to ensure the platform is user-friendly.

Domain and Hosting: Funds for purchasing a domain name and hosting services.

Security: Budget for SSL certificates and basic cybersecurity measures.

Operational Costs

Marketing: Initial promotion budget to attract users.

Administrative Costs: Licensing, tools, and software required for project execution.

Personnel

The project sponsor may commit the following personnel:

Core Team

Project Manager: Responsible for planning, scheduling, and overseeing the project.

Backend Developers: To handle the server-side logic and database integration.

Frontend Developers: To build a responsive and interactive user interface.

UI/UX Designer: To ensure an intuitive and visually appealing user experience.

Support Team

Marketing Specialist: To develop strategies for user acquisition.

Content Writer: To create user-friendly content, including descriptions, help pages, and ads.

Infrastructure

Office Space: If the team works on-site.

Hardware and Devices: Laptops, desktops, and testing devices (phones, tablets).

Software Licenses: Tools for development, design, and collaboration (e.g., Figma, GitHub, Jira).

Knowledge and Expertise

Mentorship: Guidance on market trends, competitive analysis, and best operational practices.

Business Model Input: Assistance in defining monetization strategies, such as premium or subscription-based plans.

I. Project Risks

Identify the high-level project risks and the strategies to mitigate them.

Risk	Mitigation Strategy
Cyber threats	Robust Authentication
Overrunning timeline	Allocate time frame for each task accordingly
Low user adoption	Develop a user-friendly interface
Lack of Team Co-ordination	Conduct daily stand-up calls for regular updates and blockers

J. Success Measurements

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Target: Users

Metric: Number of users registered in the first six months of application launch.

Target: Achieve at least 12,000 user registrations both employers and job seekers.

Target: Time to get a job

Metric: Average time taken for users to find their relevant job.

Target: reduce the time taken for finding job by 25% compared to the other platforms.

Target: Job Placement Rate

Metric: Percentage of users who secure jobs through the platform.

Target: Facilitate job placements for 30% of registered users within 6 months.

Target: Customer Satisfaction

Metric: User satisfaction score (through surveys or feedback).

Target: Achieve a satisfaction rating of 85% or higher within the first 6 months.

Identify metric and target you are trying to achieve because of this project. For example, overall cost savings of \$50K or reduce processing time by 25 percent.

K. Signatures

The signatures of the people below document approval of the formal Project Charter. The project manager is empowered by this charter to proceed with the project as outlined in the charter.

Customer:		
Name	Signature	Date
Sathwika Ega	Sathwika	01/27/2025
Project Sponsors:		
Name	Signature	Date
Pavan Gandepally	PG	01/27/2025
Project Manager:		
Name	Signature	Date
Rama Surya Sai Teja Madicherla	Sai Teja	01/27/2025