

Project Charter

A. General Information

Project Title:	Employability Analytics Dashboard		
Brief Project Description:	The project is all about visualizing trends of the job market, and creating a central dashboard for HR professionals, business owners and job seekers. It will feature interactive visualizations that illustrate trends like the demand for job roles or skills, salary comparisons, and industry region analysis.		
Prepared By:	Team 09		
Date:	01/28/2025	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?

This project's purpose is to serve as a decision-support tool for critical stakeholders to make data-driven decisions regarding hiring, business, and career choices. This is in line with organizations' interest in enhancing employability analytics and effectively responding to workforce dynamics. The deliverables comprise a PowerBI dashboard boasting functionality like line charts, heatmaps, and predictive analytics to showcase actionable insights. They include better workforce development, lower recruitment costs, and enhanced career prospects for users.

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.

Project Charter

1. Access to trustworthy data on wages, skills, and job market trends.
2. Throughout development, stakeholders will promptly offer comments.
3. Power BI and auxiliary technologies for data pretreatment will be used to create the dashboard.
4. Automated recruitment elements are not included in the scope; only analytical insights are presented
5. The quality of the supplied historical data affects the predictive model's accuracy.

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.

1. Trends Over Time: Line charts showing the rise and fall of jobs and industries.
2. Skills in Demand: Graphics that highlight the best abilities in various sectors.
3. Salary Benchmarks: Interactive maps that show regional salary comparisons.
4. Regional Demand: Heatmaps showing areas with high job demand.
5. Industry-Specific Insights: New jobs and developments in the field.

Project Charter

List any requirements that are specifically excluded from the scope.

1. API integration for live data (considered for future phases).

E. Project Milestones

List the major milestones and deliverables of the project.

Milestones	Deliverables	Date
Initial Requirements	Approved project charter	02/05/2025
Data Collection	Preprocessed datasets	02/20/2025
Dashboard Design	Prototype visualizations	03/15/2025
Predictive Analytics	Forecasting model implementation	04/05/2025
Final Deliverable	Fully functional Power BI dashboard	05/01/2025

F. Impact Statement

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

Potential Impact	Systems / Units Impacted
Improved hiring decision-making	HR departments
Better alignment with workforce trends	Business strategy and planning teams
Enhanced career decision-making	Job seekers

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 for this project.

Sponsor: Provides overall direction on the project. Responsibilities include: approve 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
Team -9	

Project Charter

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
Vishal Phani Parapatla	vishalphani.parapatla@slu.edu
Mohana Maddi	mohana.maddi@slu.edu

Team Member: Works toward the deliverables 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
Deepak Reddy	deepakreddy.balannagari@slu.edu
Sai Kumar	saikumar.chebolu@slu.edu

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
Maria Weber	maria.l.weber@slu.edu

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
Sindu Madharapu	sindu.madharapu@slu.edu

H. Resources

Identify the initial funding, personnel, and other resources committed to this project by the project sponsor.

Resource	Constraints
Project Budget	To be determined.

Project Charter

Personnel	Project Manager, Analysts, Data Engineer.
Tools	Power BI, Python, Excel

I. Project Risks

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

Risk	Mitigation Strategy
Delayed Acquisition	Early in the project, give priority to trustworthy and easily accessible sources.
Predictive model accuracy issues	When developing models, make use of reliable datasets and validate them.
Stakeholder feedback delays	To guarantee timely input, set up frequent review meetings.

J. Success Measurements

1. Increase in hiring efficiency by 15%.
2. 20% improvement in identifying skills aligned with current job trends.
3. Stakeholder satisfaction score of 85% or higher.

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.

Project Charter

Customer:		
Name	Signature	Date
Maria Weber		01/28/2025
Project Sponsors:		
Name	Signature	Date
Team - 9		01/28/2025
Project Manager:		
Name	Signature	Date
Vishal Phani Parapatla	Vishal.P	01/28/2025
Mohana Maddi	Mohana Maddi	01/28/2025