

Pool Consultant Management System

Managing a pool of consultants efficiently is a complex task that involves tracking various aspects of their professional development and engagement. Traditional methods often lead to inefficiencies such as:

- **Outdated Information:** Resumes and skill sets are not regularly updated.
- **Poor Attendance Tracking:** Difficulty in monitoring and reporting attendance for bench consultant meetings.
- **Lack of Opportunity Insight:** Insufficient documentation of opportunities provided during bench periods.
- **Training Gaps:** Inadequate tracking of training sessions and certifications completed.

In Hexaware, consultants are often on the bench waiting for project allocations. This solution aims to streamline the management of consultants by automating the collection and reporting of essential data, ensuring that consultants are well-prepared and efficiently utilized.

Expected Solution Overview

We will leverage an open-source AI-based multi-agent framework to decompose the workflow into specialized, cooperating agents, and expose control and status via a rich Web UI. Below are examples of the agents involved:

Agent	Role & Inputs	Outputs	Reasoning / Generative AI Use
Resume Agent	Latest resumes from consultants	Updated skill vectors & history logs	Infer skill vectors by analyzing resume updates and past experiences.
Attendance Agent	Meeting attendance data from Teams	Consolidated attendance reports	Correlate attendance data to generate comprehensive reports.
Opportunity Agent	Opportunities provided during bench period	Number of opportunities documented	Track and document opportunities to ensure consultants are engaged.
Training Agent	Training sessions and certifications completed	Training and certification reports	Record and analyze training data to identify skill gaps and growth.

We can use any database and synthetic data to simulate the solutions.

Web UI Design

This solution must provide both consultants and administrators with web UI pages with live visibility.

For Consultants:

- **Current Status Dashboard:**
 - Resume Update Status (Updated / Pending)
 - Attendance Report (Completed / Missed)
 - Opportunities Provided (Number of Opportunities)
 - Training Progress (Not Started / In Progress / Completed)
- **Real-Time Workflow Progress Bar with below action items:**
 - Resume Updated
 - Attendance Reported
 - Opportunities Documented
 - Training Completed

For Administrators:

- **Admin Console includes:**
 - Consultant Search & Filters (by skill, department, status).
 - View agentic framework-managed queues, latencies, error rates.
 - Report Generation about consultant status by individual or department.

This design ensures that both consultants and administrators have real-time visibility and control over the consultant management process, leading to more efficient and effective utilization of resources.