Product Name: Progression.ai

Tagline: *Your Career, Quantified.*

1. Product Overview

Vision:
Progression.ai transforms professional growth into a measurable, motivating journey.
Users upload their resume, receive an AI-generated Overall Rating (OVR) — inspired by Madden or NBA2K — and track their development over time as their education, skills, and experiences evolve.

Unlike sterile career platforms, Progression.ai offers a gamified yet credible career progression loop, where only meaningful achievements move the needle. It's designed to last an entire career — from first internship to executive leadership.

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2. Problem & Opportunity

Problem: Today's career tools (LinkedIn, Indeed, résumé scorers) are static and reactive. Users have no clear sense of progress or momentum.

Opportunity: Introduce a living, AI-powered career progression system that quantifies growth over years, gives actionable feedback, and rewards long-term development.

Analogy: If LinkedIn showcases your professional presence and Glassdoor reflects your career outcomes, Progression.ai measures your *career evolution*.

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3. MVP Objectives

Primary Goal:
Launch a web and/or mobile app that allows users to:

1. Create an account and upload a resume.
2. Select a career field.
3. Receive an AI-generated Overall Rating (OVR) benchmarked to market standards.
4. Access a dashboard to visualize their OVR, skills breakdown, and growth suggestions.
5. Earn incremental progress as they gain experiences, certifications, or achievements.

Core Outcome: Users leave every session feeling informed, motivated, and aware of what will truly level them up next.

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4. Core Features

1. Onboarding
    a. *Create Account:* Email/password or LinkedIn OAuth.
    b. *Upload Resume*: Drag-and-drop or file upload (.pdf/.docx).
    c. *Career Field Selection:* Dropdown or searchable field list.
    d. *AI Parsing:* Extracts and classifies education, experiences, skills, and certifications.

    Goal: Convert a static resume into a dynamic, structured career profile.

2. AI-Generated OVR Rating
    a. Inputs:
        i. *Education*: Level, field relevance, and institution prestige
        ii. *Experience:* Duration, recency, and role relevance
        iii. *Skills:* Breadth, technical depth, and career alignment
        iv. *Certifications:* Proof-based skill enhancement
        v. *Market-Trends:* Adjusts weights using real-time demand signals

    Output Example:
    - OVR: 74
    - Breakdown: Technical 82 | Leadership 70 | Communication 77 | Market Fit 68
    - Insight: “You rank above 60% of early-stage finance professionals.”

    Algorithm Concept:
    Weighted scoring model → normalized 0–100 → updated dynamically as profile changes.

3. Growth Mechanics (Long-Term Career Model)
    a. Principal: OVR reflects career maturity, not short-term effort; Progression.ai is designed for multi-year growth; only significant milestones move OVR substantially.
    b. Growth Tier Model:
        i. Tier 1 – Foundational (Micro)
            1. *Example Actions:* Certifications, online courses, workshops

2. *Proof Type:* Proof upload or link
3. *Typical OVR Impact*: +0.2 – 1.0
4. *Frequency:* Weekly–Monthly
5. *Design Rationale:* Encourages learning without inflating OVR

ii. Tier 2 – Developmental (Moderate)
1. *Example Actions:* Internships, capstone projects, substantial side projects
2. *Proof Type:* Verified supervisor or portfolio
3. *Typical OVR Impact:* +1 – 3
4. *Frequency:* Quarterly–Semiannual
5. *Design Rationale:* Reflects applied experience

iii. Tier 3 – Transformative (Major)
1. *Example Actions:* Full-time job, promotion, major role shift
2. *Proof Type:* Resume or verified experience
3. *Typical OVR Impact*: +3 – 8
4. *Frequency:* Yearly
5. *Design Rationale:* Represents meaningful advancement

iv. Tier 4 – Legacy (Milestone)
1. *Example Actions:* Multi-year leadership, thought leadership, entrepreneurship
2. *Proof Type:* Longitudinal analysis
3. *Typical OVR Impact:* +10 – 20 (spread)
4. *Frequency:* Multi-year
5. *Design Rationale:* Captures mastery and long-term influence

c. Optional Realism Features (Post-MVP):
i. *Skill Plateau:* OVR growth slows near 90+.
ii. *Stagnation Drift:* Small annual −0.5 if no new activity after 18 months.
iii. *Rebalancing*: Old experiences lose weight as industries evolve.

d. UX Implementation:
i. Minor tasks update skill sub-scores (“+2 Skill in Data Analysis”), not total OVR.
ii. Major milestones trigger visible OVR animations.
iii. *Tooltip:* “Small steps sharpen your skills — big moves change your rating.”

4. Suggestions for Growth (AI-Powered)

AI identifies profile gaps and generates personalized, actionable steps based on each user’s career field. The examples below illustrate the type of growth opportunities Progression.ai may suggest.

Example Suggestions:

- Earn Google Cloud Fundamentals
    - Effort: Medium
    - Estimated OVR Gain: +0.8
    - Proof: Certificate
- Complete a Financial Modeling Project
    - Effort: High
    - Estimated OVR Gain: +2.0
    - Proof: Project link
- Conduct 3 Mock Interviews
    - Effort: Low
    - Estimated OVR Gain: +0.3
    - Proof: Verified completion
- Build a Portfolio Deck
    - Effort: Medium
    - Estimated OVR Gain: +1.2
    - Proof: Uploaded file

Goal: Provide micro and macro goals to maintain motivation and career direction.

5. Dashboard (“The Player Hub”)
    a. Main Components:
        i. *OVR Badge:* Prominent rating display (metallic aesthetic, glow animation).
        ii. *Skill Breakdown Graph:* Radar or bar visualization for categories.
        iii. *Growth Log:* Records every validated improvement.
        iv. *Suggestions Feed:* AI-generated personalized goals.
        v. *Next Milestone Bar:* “OVR 80 → Expert Tier” progress tracker.

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5. Gamification System

1. OVR Rating:
    a. Core metric representing career maturity
    b. Subtle prestige, not gamified fluff

2. Skill Subscores
    a. Enables micro-recognition without OVR inflation
    b. Keeps user engaged weekly

3. Milestones & Badges
    a. Visual rewards for meaningful jumps
    b. Adds emotion to achievements

4. Growth Log

    a. History of gains with context
    b. Reinforces authenticity

5. AI Quests
    a. Optional “mini missions” to fill skill gaps
    b. Encourages action during career lulls

6. *Design Philosophy:* Gamified psychology, professional presentation.

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6. AI Integration Points

1. Resume Parsing
    a. Extract and structure user data
    b. LLM + regex + schema validation

2. OVR Computation
    a. Generate weighted score
    b. GPT-5 / fine-tuned LLM

3. Suggestion Engine
    a. Generate personalized tasks
    b. Prompt model using gap analysis

4. Proof Validation
    a. Confirm certification / project completion
    b. OCR + text recognition model

5. Market Trend Weighting
    a. Adjust importance of skills
    b. Job API integration (LinkedIn, Indeed, BLS)

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7. Data Model (Simplified MVP Schema)

1. User Table:
    a. id, email, password_hash, career_field, ovr, created_at, updated_at

2. Profile Table:
    a. user_id, education[], experiences[], skills[], certifications[], ovr_breakdown{}

3. GrowthLog Table:
    a. user_id, action, proof_url, ovr_change, timestamp

4. Suggestions Table:
    a. user_id, suggestion_text, estimated_gain, status

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8. Design & UX

- *Visual Style:* Minimalist, dark-mode first, teal + white palette.
- *Layout:* Dashboard with modular cards (OVR, Breakdown, Growth Feed, Suggestions).
- *Animations:*
    - OVR pulse animation on level-up
    - Confetti or glow on milestones
    - Smooth page transitions
- *Tone:* Data-driven, motivational, modern.

  Feels like LinkedIn x 2K MyCareer, not like Duolingo.

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9. Tech Stack (for Vibe Coding MVP)

- Tech Stack:
- Frontend: Next.js 14 (App Router), TypeScript, Tailwind CSS, shadcn/ui
- Backend: Next.js API Routes
- Database: PostgreSQL via Supabase
- Authentication: NextAuth.js with JWT
- File Storage: Supabase Storage
- Job Queue: Bull + Upstash Redis
- Resume Parser: Groq API
- Email: Resend
- Form Validation: React Hook Form + Zod
- Real-time Updates: Polling (simpler than WebSocket)

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10. Success Metrics

1. Resume → OVR completion rate: ≥70%
    a. Validates onboarding clarity and user flow.
2. Weekly active users: ≥30% retention
    a. Measures engagement and returning user value.
3. Average Growth Actions per user per month: ≥2
    a. Indicates sustained motivation and interaction with the product loop.
4. Average session time: 3–5 minutes
    a. Reflects active exploration and dashboard usability.
5. Suggestion relevance (user-rated): ≥4/5
    a. Validates AI quality and accuracy of recommendations.

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11. Roadmap

Phase 1 (MVP): Launch resume → OVR flow
Key Deliverables: Authentication, Resume Upload, Parsing, and OVR Dashboard.

Phase 2: Add growth and proof loops
Key Deliverables: Proof uploads, AI validation, and personalized suggestions feed.

Phase 3: Introduce AI coach mode
Key Deliverables: Conversational insights and goal-planning assistant.

Phase 4: Benchmarking and percentile view
Key Deliverables: Peer comparison and percentile visualization features.

Phase 5: Monetization
Key Deliverables: Pro features including market data access and benchmarking history.

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12. Non-Goals (MVP)

- No leaderboards or social feeds.
- No job posting or recruiting tools.
- No monetization or chatbots at MVP stage.
- No overly “gamey” aesthetics.

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13. Future Oppurtunities

- *Career Simulation Mode:* Visualize how specific decisions (new job, MBA, etc.) impact OVR trajectory.
- *Peer Comparison Dashboard:* See where you stand in percentile by field or region.
- *Mentor Mode:* Allow senior users to track mentees' OVR evolution.
- *Enterprise Version:* Enable schools, bootcamps, or employers to measure skill progress at scale.

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14. Example OVR Formula

OVR = (0.30 * ExperienceScore)
+ (0.25 * EducationScore)
+ (0.20 * SkillScore)
+ (0.10 * CertificationScore)
+ (0.10 * MarketFit)
+ (0.05 * LeadershipScore)

Each subscore is normalized 0–100 and decays slightly over time unless maintained with new achievements.

Subscore Weight Drivers:

- *ExperienceScore:* Based on verified roles and company prestige.
- *EducationScore:* Based on level + field match.
- *SkillScore:* Derived from parsed hard/soft skills.
- *MarketFit:* Weighted by demand data (e.g., tech, finance, etc.).
- *LeadershipScore:* Inferred from titles ("Lead," "Manager," etc.) and tenure.

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15. Summary

Progression.ai redefines professional growth by giving every career a measurable score.

Through AI evaluation, field benchmarking, and realistic progression pacing, it helps users see their development and know exactly what will move their career forward.

If a resume shows where you've been, Progression.ai shows how far you've grown.