Traceability Matrix and Validation - Employability Analytics Dashboard

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| Requirement | Information Needed | How the Info Is Provided | Method of Validation |
| Summarize current job market | Job Id, Role, Count of Jobs | KPI Cards (Total Jobs Posted, Unique Roles) + Treemap (Job Id by Role) | Match job role counts with raw dataset filters; validate KPIs with total job count |
| Understand work type distribution by role | Work Type, Job Role | Clustered Bar Chart by Role and Work Type | Check stacked values per role; filter Work Type and compare counts |
| Identify roles based on experience bands | MinExperience, MaxExperience, AvgExperience | Bar chart (Count of Job Id by Experience) + KPI for Avg Experience | Validate bands with calculated experience columns; test changes via slicers |
| View qualifications required across jobs | Qualifications | Donut chart (Count of Job Id by Qualifications) | Cross-check values against qualification column grouping |
| Highlight trending and most frequent skills | individual\_skill | Word Cloud visual (Hot Skills) | Compare with frequency count from normalized skill table |
| Explore number of job postings per role | Job Id, Role | Line chart (Number of Jobs by Role) | Sort line graph; verify count of Job Id grouped by Role |
| Find average salary insights | MinSalary, MaxSalary, AvgSalary | Radar chart + Line chart + KPI cards | Check derived salary values match calculated fields and role-level aggregates |
| Compare salary differences across countries | Country, AvgSalary | Bar Chart (Average Salary by Country) | Manually validate average salary with filters applied on country |
| Visualize global job distribution | Latitude, Longitude, Location | Map (Location and Job Id) | Confirm map data points match country and location coordinates |
| Allow filtered application-level insights | Role, Skills, Salary Range, Portal | Application Explorer Table with slicers | Apply multiple filters and verify resulting job list updates accurately |
| Support skill-based job filtering | User-selected individual skills | Skills Slicer + Table with SkillMatch logic | Cross-check selected skills vs matched roles and SkillMatch % column |