**A. General Information**

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| ***Project Title:*** | Employability Analytics Application | | |
| ***Brief Project Description:*** | The project aims to develop an Employability Analytics Application to empower HR managers and recruiters with data-driven insights. It provides tools for talent acquisition, workforce planning, market alignment, and compensation strategies by integrating data from job portals, professional networks, and labor statistics. | | |
| ***Prepared By:*** | Nagendra Chowdary Maddipati, Krishna Garapati, Yoshitha Madala, Vikash Madisetty, Samagnya Erri | | |
| ***Date:*** | 01-27-2025 | ***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?

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| The Employability Analytics Application is designed to enhance recruitment decisions and workforce planning through data analytics. It aligns with strategic priorities by addressing challenges in sourcing talent, tracking market trends, and planning for future workforce needs. Expected deliverables include an interactive dashboard, customizable reports, real-time alerts, and scenario simulations. The project will enable better decision-making, improve organizational staffing efficiency, and ensure alignment with market demands. |

**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.

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| 1. Data from job portals, professional networking sites, and labor statistics will be accessible and reliable. 2. Users will have basic technical literacy to navigate the application. 3. Sufficient funding and resources will be allocated to ensure project completion. 4. Integration with existing HR systems will be feasible without significant modifications. |

# 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.

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| **In-Scope:**   * Development of an Employability Analytics Application with interactive dashboards and real-time analytics. * Integration of data sources, including job portals, networking sites, and labor statistics. * Tools for salary benchmarking, talent acquisition, and workforce planning. |

List any requirements that are specifically excluded from the scope.

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| **Out-of-Scope:**   * Recruitment system development beyond analytics. * Managing or updating external data sources. |

**E.**

**Project Milestones**

List the major milestones and deliverables of the project.

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| **Milestones** | **Deliverables** | **Date** |
| Project Initiation | Project charter and stakeholder approval | February 03, 2025 |
| Requirement Gathering | |  | | --- | | Detailed requirements and data source mapping |  |  | | --- | |  | | February 15, 2025 |
| Design and Development | Interactive dashboards and system prototypes | March 05, 2025 |
| Testing and Validation | System testing and user feedback collection | March 16, 2025 |
| Final Deployment | Launch of the Employability Analytics App | March 29, 2025 |

**F.**

**Impact Statement**

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

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| **Potential Impact** | **Systems / Units Impacted** |
| |  |  | | --- | --- | | Improved recruitment decisions |  | |  |  | |  |  | | HR departments and recruitment teams |
| Enhanced market trend tracking | Workforce planning and strategy divisions |
| Streamlined talent acquisition | Applicant tracking and CRM systems |

# 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.

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| **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** |
| Nagendra Chowdary Maddipati | nagendrachowdary.maddipati @slu.edu |
|  |  |
| **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** |
| Krishna Garapati | krishna.garapati@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** |
| Yoshitha Madala | yoshitha.madala@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** |
| Vikash Madisetty | vikash.madisetty@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** |
| Samagnya Erri | Samagnya.erri@slu.edu |
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# H. Resources

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

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| **Resource** | **Details** | **Constraints Amount** |
| Software Development | Design, coding, testing, and deployment | $25,000 |
| Licensing and Data Access | Access to APIs, job portals, and datasets | $10,000 |
| Training and User Adoption | Training HR managers and recruiters | $5,000 |
| Contingency Reserve | Unexpected delays or additional features | $5,000 |
| Personnel Costs | Project manager, team members, SMEs | $40,000 |
| Cloud Hosting and Storage | Infrastructure for hosting and storage | $2,500 |
| Development Tools | Licenses for Power BI, Tableau, or others | $1,500 |
| Integration Costs | Linking with HR systems and APIs | $3,000 |
| Survey and Data Collection | Employee feedback surveys and analysis | $1,000 |

**H. Project Risks**

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| **Risk** | **Mitigation Strategy** |
| Delays in data source access | Partner agreements with data providers |
| Misalignment with user needs | Regular feedback cycles with HR professionals |
| Resource constraints | Prioritize critical features for MVP |

**I. Success Measurements**

* Reduction in recruitment process time by 30%.
* Increased accuracy in workforce planning by 25%.
* Enhanced user satisfaction, with a target score of 90% in surveys.

# 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.

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| **Customer:** |  |  |
| **Name** | **Signature** | **Date** |
| Vikash Madisetty | Vikash M | 01-28-25 |
|  |  |  |
| **Project Sponsors:** |  |  |
| **Name** | **Signature** | **Date** |
| Nagendra Chowdary Maddipati | Nagendra M | 01-28-25 |
|  |  |  |
| **Project Manager:** |  |  |
| **Name** | **Signature** | **Date** |
| Krishna Garapati | Krishna G | 01-28-25 |
|  |  |  |