# CP2408 Assessment 1: Initial Project Activities

1. ***Describe the design challenge in your own words and specify the target users***

The design challenge is to come up with a way for businesses to offer IT-centric jobs to university students through staff members that will have the option to push them to suitable students based on job description provided by employers, also the staff should be able to provide the student recommendation to employers based on their resume and the classes they took in JCU. The target users will be employers who need people to fill their IT positions, along with students who are looking for jobs straight after finishing university or JCU Alumni. Our users will also be the university staff that will connect employers to students and vice-versa.

1. ***Preliminary Research***

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|  | **Source** | **Insights:** |
| 1 | <https://careerhub.jcu.edu.au> | 1. Not specific for IT students.  2. Employers can post any type of jobs, so jobs are not only career related for students.  3. Any student can apply for any job, so waste of time and energy for employers. No authenticity of students or employers.  4. Not enough graduate jobs.  5. No recommendation. |
| 2 | <https://au.indeed.com> or <https://www.seek.com.au> | 1. Not totally for regional employers.  2. Not specific for JCU Students.  3. No recommendations for employers and very poor recommendations for job seekers.  4. Almost all displayed jobs require experience so not for recent university graduates. |

1. ***Problem Statement***

Our service will achieve a solution for regional businesses to be able to hire IT students for specific positions to be filled in their respective companies. Through our service, employers can reach out to job seekers in our ecosystem with employment opportunities based on student recommendations by JCU staff. We have observed that the current services available are not fully capable to connect graduating student to specific jobs that an employer need. Due to which, students are not getting their career jobs, employers are not getting right person for the job and which is causing businesses to lose productivity and also JCU has adverse effect on its ranking. Our service will solve the problem and we can measure it success, by, employers coming back and more employers signing up. We can also see the results by seeing the improvement in university ranking and more students applying for JCU IT courses as students will get IT jobs after graduating.

1. ***Assumptions***

We believe that our primary customers will be IT businesses.  
We believe that our secondary customers will be IT students who have graduated from JCU.

We believe that our other customers will be staff from JCU.

We believe our product will be used when businesses are looking to advertise their business.

We believe our product will be used when students have graduated and are looking for a job in the IT industry.

We believe our product will be used when staff want to remark on an exemplary student.

We believe that our customers will want to be able to see exemplary students who are above average in multiple fields.

We believe that our secondary customers will want to see a list of all jobs available and if they have any jobs specifically offered to them.

We believe that our other customers will want to have a way to report on a specific student

Our biggest risk is that people will not use the program/website.

Another risk is that staff will not have time required to comment on students.

Another risk is that students will wish to leave Cairns upon graduation and will not have use for the program/website.

Another risk is staff might not able to recommend right student for the job.

1. ***Outcomes***
   * A possible outcome is that students successfully sign up, and that some students are recommended, and that these students are prioritized when being considered for a position by employers.
   * A possible outcome is that no-one uses the programs at all.
   * A possible outcome is that students are interested but staff do not find time to write detailed student reports.
   * A possible outcome is that employees are not interested in graduates with no experience and rarely offer positions.
2. ***Proto-personas***

|  |  |
| --- | --- |
| **Person** | **Demographic** |
| * John Wright * Age: 32 * Lives in Cairns Queensland * Mature age student | * Unmarried * 1 child * Part time mechanic * Graduated from JCU |
| **Needs** | **Potential Solutions** |
| * Desperately wants a IT job. * Worried he won’t be able to get a job in IT without prior experience. | * Get recommendations from lecturers and tutors at the university. * Able look and apply jobs through our service. |

|  |  |
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| **Person** | **Demographic** |
| * Sarah Stone * Age: 21 * Lives in Cairns Queensland * JCU student | * Works casual jobs * Single * Lives with parents * Graduating this year |
| **Needs** | **Potential Solutions** |
| * Concerned that she won’t be hired by a certain company because she hasn’t had any other experience within the field. * Doesn’t want to be unpaid intern at companies. | * Have university staff recommend her for certain jobs. * Look for current available job requirements and improve her skills |

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| --- | --- |
| **Person** | **Demographic** |
| * Marcus Glasspool * Age: 43 * Lives in Cairns Queensland * Employer | * Married. * Is manager of branch and responsible for vetting and hiring new employees. |
| **Needs** | **Potential Solutions** |
| * Is worried that people will lie on their resume/CV to get job. * Worried that he is hiring untalented under trained employees. | * Talk to the lecturers and tutors of potential employees to see if they would recommend a student for a position in the company. * Offer paid internships. |

1. ***Hypothesis Statements***

* We believe that allowing multiple options for students who are graduating or students still studying will achieve more opportunities for businesses in Cairns. We will know this if multiple new IT businesses open and start applying to use the website/program.
* We believe that creating a JCU-specific job seeker for students of JCU will generate more business in the long term. We will know this is true when we see that JCU students have a higher success rate of getting a job straight out of university and also more students applying for courses in JCU.
* We believe that having a way to nominate specific graduates for anyone who receives a recommendation will achieve these students getting the opportunities they deserve. We will know this is true when we see that these students are doing well in their respective fields or are keeping their jobs for a longer period of time or students getting more motivated towards IT.
* We believe by recommending student to employers by staff will allow employers to hire suitable/deserving students, making the process transparent for skilled students. We will measure this by employers returning to us, new employers signing up, employers showing growth in their company by hiring the right employee for right job.

1. ***Features***

* A way for all students to apply to jobs.
* A way for employers to ask staff generally for reports on graduate students/post-graduates
* A way for staff to contact employers with information/a report on specific students.
* A way for employers to give a description with all contact details
* A way for all students to search for specific fields within IT careers and a way for students to apply if there are no specific prospects.
* A way for the graduate children who have been approached specifically to see which employers have an interest in them.
* A way for graduating and mature student that will able to upload resume and fill their expertise field and school system must be able to store student details in database for staff access then when needed.

1. ***Team Details***

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| --- | --- | --- |
|  | **Student Name:** | **Roles:** |
| 1 | Akash Gupta | Leader |
| 2 | Jamie Robbs | Evaluator/Recorder |
| 3 | Arvindeep Singh | Motivator |
| 4 | Eriq Tatti | Ideasperson/ Summariser |
| 5 | Siddharth Parmar | Compromiser |

1. ***Team Collaboration Logistics:***

**Preferred communication method:** Facebook Messenger Group, University email.

**How to share information**: Google Drive, Facebook Messenger Group**.**

**Plans to monitor team’s progress:** Milestones, Participation in discussion, Quality of work, Efforts, Group meeting attendance.

**Team culture or rules**: There is cultural diversity in group but this is not an issue we faced as we understand each other. We have different classes in university and different work schedule, so organizing group meetings was challenging. We saw there are two ways of completing group work, it is either by splitting and distributing work or by each member makes an attempt on every topic and create drafts based on their personal research and then group whole together finalize the documentation. This can be more time consuming but better results.

We have two rules, firstly, be honest to the group. If any member is struggling don’t hesitate to ask help. Don’t wait for the last moment, inform the members well before deadline. Secondly, don’t let the group down. Deliver complete assigned work well on time.

**Preferred conflict management plan:** If a member is not participating they can be left alone and given time to warm up to the group and then will be encouraged to participate. Group understand the genuine problems of members and try to talk to him and solve the issue. If a meeting is missed a discussion will be had and if they excuse is deemed appropriate then they it will be dismissed and later contacted to summarize the meetings and assign the task discussed in meetings.

1. ***Project meeting schedule and objectives***

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| --- | --- | --- |
| Topic | Plan | Objectives (<50 words) |
| Know the group members | Date: 18-08-17, Time: 12pm – 1pm,  Venue: Library | Objective was to know the group members and know about their strengths and weaknesses, so that we can plan the type of work given to each member. |
| Discuss solution ideas | Date: 22-08-17,  Time: 12pm – 1pm,  Venue: Library | I previous meeting members were asked to do research and based on that ideas we planned to come up with solutions like create an app or website. |
| Discuss about assignment Template | Date: 01-09-17,  Time: 12pm – 1pm,  Venue: Library | In This meeting we planned to open the assignment template and discuss the question in it and start writing the answers an make a plan to complete it. |

## ***Team Meeting Minutes***

**Name of Team:** Mcdesign Thinkers

**Meeting One**

**Date of meeting:** 18-08-17 **Time:** 12:15pm – 1pm  
**Members present:** All  
**Members absent:** None  
**Meeting chairperson:** Jaimee  
**Minutes taken by:** Akash  
**Summary of meeting:** We discussed about the assignment and how it needs to be started. Each group member shared their ideas, and to finalize we needed to have some research done.

**Action items for Team members:**

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| --- | --- | --- |
| **Actions to Do** | **Who will do this work?** | **By when?** |
| Do the preliminary research | All | Next meeting |
| Come up with a basic research question based on research | All | Next Meeting |
| Write Problems based on research | All | Next Meeting |

**Next meeting date and time:** 22-08-17 **Time:** 12pm – 1pm

**Meeting Two**

**Date of meeting:** 22-08-17 **Time:** 12:05pm – 1pm  
**Members present:** All  
**Members absent:** None  
**Meeting chairperson:** Eriq  
**Minutes taken by:** Arvindeep  
**Summary of meeting:** We discussed about the research each member did. We discussed about the possible solution. We discussed also discussed about good and bad features of current available services. We plan to start the documentation.

**Action items for Team members:**

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| --- | --- | --- |
| **Actions to Do** | **Who will do this work?** | **By when?** |
| Think of 5 assumptions | All | Next meeting |
| Create a possible proto-persona | All | Next Meeting |
| Create a possible hypothesis | All | Next Meeting |

**Next meeting date and time:** 01-09-17 **Time:** 12pm – 1pm

**Meeting Three**

**Date of meeting:** 01-09-17 **Time:** 12pm – 1pm  
**Members present:** All  
**Members absent:** None  
**Meeting chairperson:** Akash  
**Minutes taken by:** Siddharth  
**Summary of meeting:** We discussed the assigned work given to each member and discuss that it was time to fill up the template and each person will fill the complete template as we might discover new ideas documenting.

**Action items for Team members:**

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| --- | --- | --- |
| **Actions to Do** | **Who will do this work?** | **By when?** |
| Start filling the template given and upload the drafts | All | 07/09/2017 |
| Collate all information into final document | Jaimee/Akash | 08/09/2017 |
| Format the final document | Akash | 08/09/2017 |

**Next meeting date and time:** TBC **Time:** TBC