

DASHBOARD

Implementation plan



INTRODUCTION

Dashboard works as an internal tool for a Growth Team within a city administration. The purpose of a Growth Team is to assist companies in meeting their need for skilled work force and in enhancing business growth.

Dashboard includes information about training programs and companies, as well as current and potential employees and their skills. Based on this information, companies can find the skill set they need and plan apprenticeships and other training programs for their employees. This enhances the company's competitiveness.

This implementation plan describes the idea and implementation of Dashboard and gives a basis on which the application can be developed further. It also gives guidelines for planning and developing a tool that searches for information.



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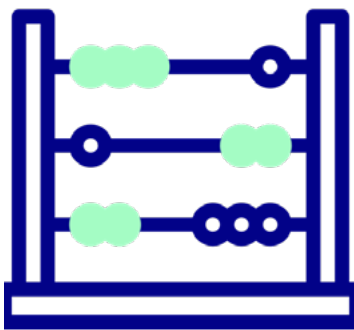
Further development

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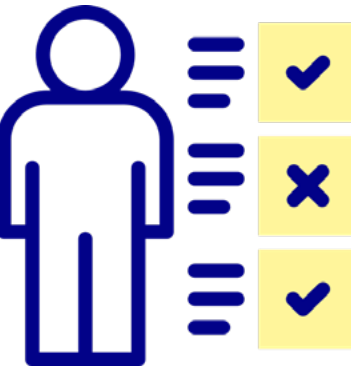


STAKEHOLDERS AND USER



Growth Team

The Growth Team offers services to companies that are recruiting and utilizes Dashboard to support these services.



Competence database

The competence database includes user's competence mappings, which only the users themselves can access, unless they have granted permission for others to view them.



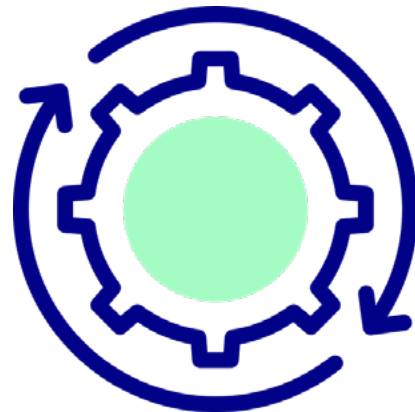
Data sources / interfaces

Dashboard is connected to interfaces and sources of information that can be accessed freely.



Developer and administrator

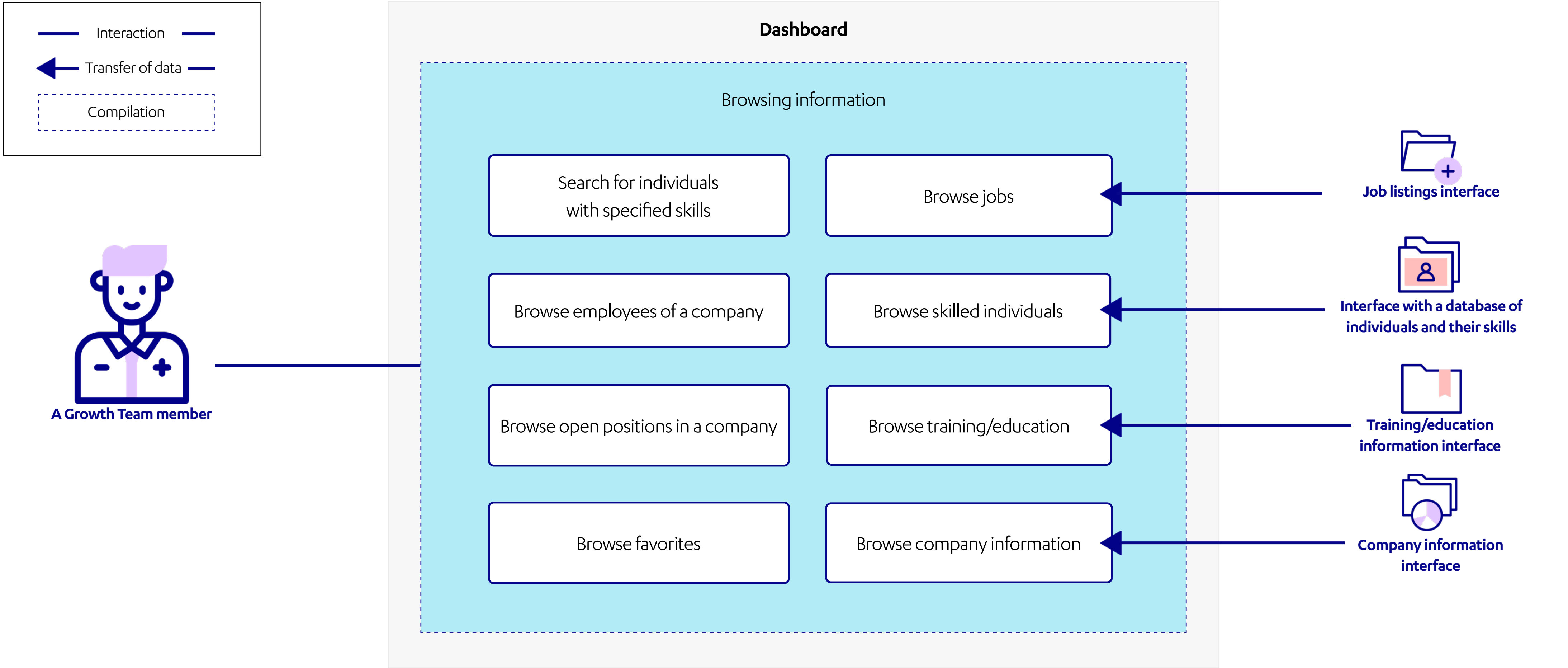
The developer and administrator is responsible for the system and its functionality.



ARCHITECTURE

USE CASES

An example of possible use cases for the application



DESCRIPTION OF USE CASES

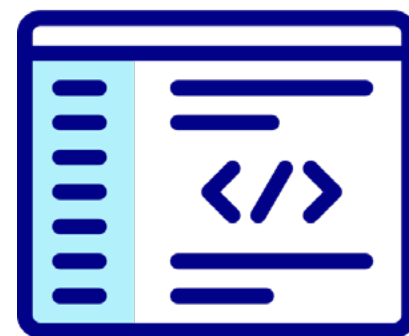
USE CASE	DESCRIPTION
Search for individuals with specified skills	A Growth Team member uses search terms to find individuals with specific skills.
Browse employees of a company	A Growth Team member searches and selects a company from the listing and finds employees with skills that correspond to the search term.
Browse open positions in a company	A Growth Team member browses a company’s job listings and selects them onto a separate list.
Browse favorites	A Growth Team member browses saved favorites, such as relevant companies, jobs, or trainings.
Browse company information	A Growth Team member browses information about a selected company, such as contact information and financial information.
Browse jobs	A Growth Team member browses all open positions.
Browse skilled individuals	A Growth Team member browses all skilled job seekers.
Browse training/education	A Growth Team member browses all training programs.

SYSTEMS AND TECHNOLOGY



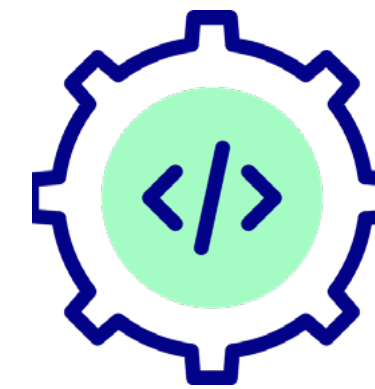
Application as a cloud service

Dashboard can be based on a Software as a service (SaaS) system, which offers the necessary programs for the development of a web application, as well as flexibility and scalability.



Dashboard

The implementation of Dashboard can be based on Javascript software development, which accommodates a server program and a customer program. The implementation of the user interface within the customer program can be realized with Javascript, HTML, or CSS technology.

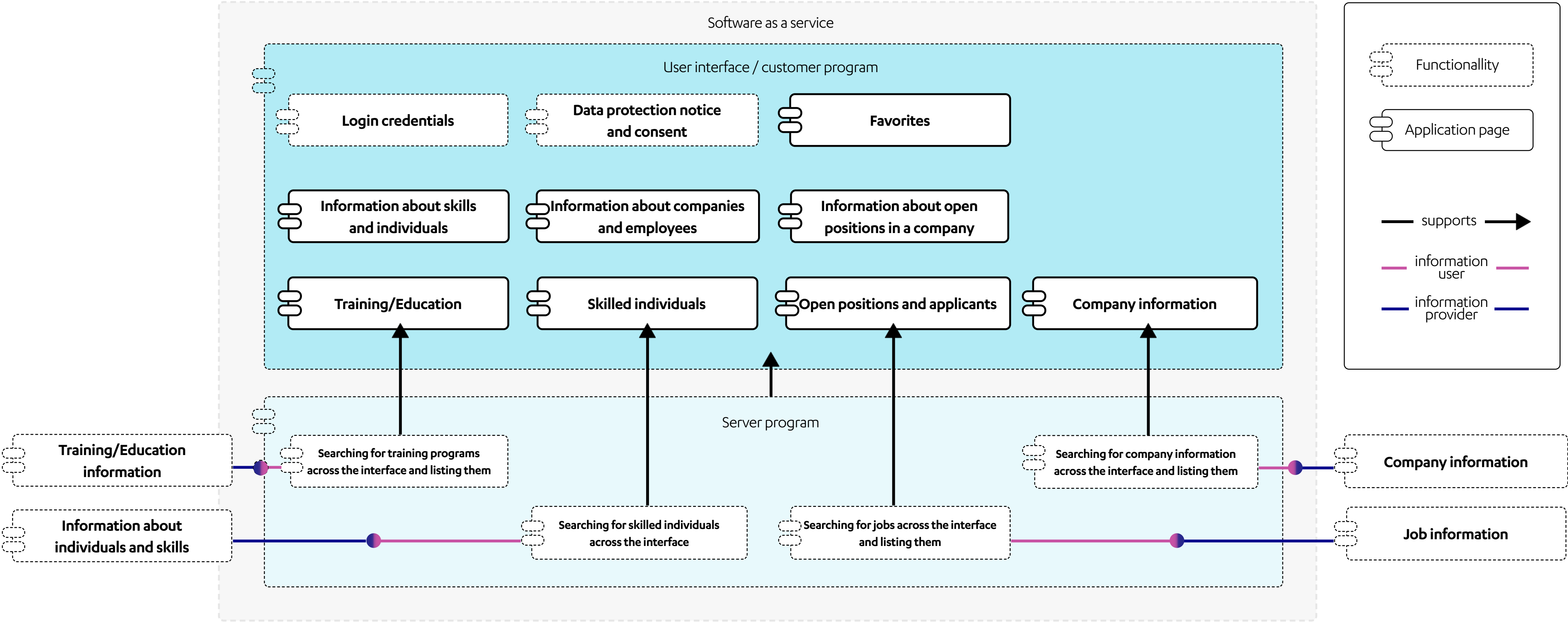


Application interface

The application interface provides a way to search data (http resource), for Dashboard.

APPLICATION LOGIC AND INTERFACES

An example of the structure of the program, its functionalities, and interfaces



APPLICATION LOGIC AND INTERFACES, DESCRIPTION OF THE PAGES

PAGE	DESCRIPTION
Favorites	The user can browse saved favorites, such as jobs, employees, or training programs.
Information about skills and individuals	The user can browse specified skills and individuals with those skills.
Information about companies and employees	The user can browse information about a specific company, including its employees and their skills.
Information about open positions in a company	The user can browse open positions within a company, including the skills required.
Training/Education	The user can use search terms to look for information about training/education.
Skilled individuals	The user can browse the information on individuals, such as their skills and educational background.
Open positions and applicants	The user can browse a list of all open positions, select a specific position, and see the applicants for it.
Company information	The user can browse a list of all companies in the database (or narrow it down by field), select a company, and browse its contact information and financial information.

APPLICATION LOGIC AND INTERFACES, DESCRIPTION OF FUNCTIONALITIES

FUNCTIONALITY	DESCRIPTION
Training/Education information	An open interface that provides data about education and training, for example secondary and higher education
Information about individuals and skills	An open interface that provides data on individuals and their skills. Personal data can be anonymized if necessary.
Company information	An open interface that provides data on companies (for example in a specific city/area), with the basic information (contact information and addresses) and financial information as a minimum.
Job information	An open interface that provides data on open positions (for example in a specific city/area), including for example the company and its contact information, job requirements and the application deadline.
Searching for training programs across the interface and listing them	A functionality of the server program that imports data on education/training programs and produces information for the page “Training/Education”, according to the user’s search criteria.
Searching for skilled individuals across the interface and listing them	A functionality of the server program that imports data on skilled individuals and produces information for the page “Individuals and skills”, according to the user’s search criteria.
Searching for jobs across the interface and listing them	A functionality of the server program that imports job data and produces information on the page “Open positions and applicants”, according to the user’s search criteria.
Searching for company information across the interface and listing them	A functionality of the server program that imports company data and produces information on the “Company information” page, according to the user’s search criteria.

ARCHITECTURE

FURTHER DEVELOPMENT

Utilizing a national application platform

- A national application platform would offer uniform models for application development in projects and make quicker and more cost-efficient trials possible.

A strong national user authentication

- Using the national system of strong user authentication would bring scalability.

Utilizing open data interfaces in a standardized form

- The data that is imported across interfaces should be freely accessible. Using open interfaces provided by private companies can require permission, and management of such permissions. If the data that is imported across the interface is in a standardized form, it is easier to plan interfaces with data providers and to integrate the data.



BUSINESS OPPORTUNITIES

Dashboard software as a service (SaaS) for city administrations

- User interface with the logo and colors of the city
- Local jobs, companies, and trainings listed
- Charged based on licenses



RISKS

Developing the application requires a solid revenue generation model or secure financing.

The national educational data needs to be made uniform so that it can be easily imported into the application. This process requires a separate project.

The national job data needs to be made uniform so that it can be easily imported into the application. This process requires a separate project.

