



UGANDA INSTITUTE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY
FINAL YEAR PROJECT REPORT

JOB CONNECT
BY GROUP 31

Table 1: Group Members and Registration Number

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DEPARTMENT OF ICT AND ENGINEERING

**UGANDA INSTITUTE OF INFORMATION AND COMMUNICATIONS
TECHNOLOGY**

**A PROJECT REPORT SUBMITTED TO THE DEPARTMENT OF ICT OF UGANDA
INSTITUTE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY IN
PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF A
DIPLOMA IN INFORMATION TECHNOLOGY FOR BUSINESS**

ABSTRACT

Graduate unemployment remains a pressing issue in Uganda, with many young professionals struggling to connect with employers due to fragmented job networks, limited access to career guidance, and a lack of centralized platforms. To address this challenge, this project developed *Job Connect*—a web-based employment system designed to bridge the gap between undergraduates and potential employers. The system offers a streamlined platform where graduates can create professional profiles, upload credentials, and apply for jobs, while employers can post vacancies, search candidate databases, and manage recruitment processes efficiently.

The platform was developed using HTML, CSS, PHP, and MySQL, with its user interface prototyped in Figma and optimized through iterative feedback. ER and DRD diagrams were designed to model database structure and data flow accurately. The system architecture emphasizes user-friendly navigation, responsive design for mobile accessibility, and secure handling of user data.

Testing with sample users revealed ease of use, improved visibility of opportunities for students, and positive feedback from employers regarding candidate filtering. Challenges such as internet dependency, limited awareness of online job tools, and data validation were encountered—but strategic refinements, such as simplifying registration forms and enhancing layout consistency, significantly improved user experience.

Job Connect demonstrates strong potential to revolutionize how academic institutions, students, and employers interact in Uganda's job market. Future improvements will explore integrating AI-powered job matching, SMS notifications for non-smartphone users, and multilingual support to expand reach and inclusivity in underserved communities

DECLARATION

We, the undersigned students hereby assert that this project proposal is original, developed under the guidance of our supervisor and has not been submitted elsewhere for any academic award.

Table 2; Group Members, Registration number and Signatures

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APPROVAL

This is to certify that this project has been prepared in accordance with the guidelines governing the award of a Diploma in IT for Business at the Uganda Institute of Information and Communications Technology and is ready for submission.

.....

MUSINGUZI IVAN

SUPERVISOR

DEDICATION

This project is dedicated to our families and mentors for their unwavering support throughout this academic journey.

ACKNOWLEDGMENT

We express our sincere gratitude to Uganda Institute of Information and Communication Technology for providing resources and mentorship and to our colleagues for their cooperation during the preparation for this proposal.

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ABBREVIATIONS

UICT: Uganda Institute of Information and Communications Technology

DFDs: Data Flow Diagrams

IDE: Integrated Development Environment

MS: Microsoft

UAT: User Acceptance Testing

UML: Unified Modelling Language

HTML: Hypertext Markup Language

CSS: Cascading Style Sheets

JS: JavaScript

PHP: Hypertext Preprocessor (originally Personal Home Page)

API: Application Programming Interface

SWOT: Strengths, Weaknesses, Opportunities, Threats

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CHAPTER 1: INTRODUCTION

1.1 Introduction

JobConnect is a web-based platform designed to bridge the gap between job seekers and employers. The platform aims to simplify and streamline the job search and recruitment processes, ensuring a seamless connection between candidates and potential employers. JobConnect leverages advanced matching algorithms to facilitate better job placements, ultimately contributing to lower unemployment rates and more efficient workforce management.

1.2 Background

The job market today faces numerous challenges. This is especially true for undergraduates from UICT, who often struggle to find job opportunities due to their lack of experience. Traditional job search methods are time-consuming and inefficient, leading to prolonged job vacancies and missed opportunities. The disconnect between job seekers and employers results in high unemployment rates and underemployment.

1.3 Statement of the Problem

Job seekers, particularly undergraduates with no work experience, frequently encounter barriers such as limited access to job openings, inadequate information about available positions. Employers, on the other hand, face challenges in reaching a wide pool of qualified candidates and managing the recruitment process efficiently. These issues lead to prolonged job vacancies and increased recruitment costs.

1.4 OBJECTIVES

1.4.1 General Objective

To create an online JobConnect platform that effectively connects undergraduates with potential employers.

1.4.2 Specific Objectives

- **To design and develop a responsive web-based employment platform** that allows job seekers (undergraduates) and employers to register, create profiles, and manage applications seamlessly
- **To implement a secure database system** that efficiently stores and manages user credentials, job postings, and application histories while ensuring data integrity and privacy.
- **To create a user-friendly interface prototype using Figma** that outlines intuitive navigation for both job seekers and employers, emphasizing accessibility and clarity.
- **To evaluate the functionality and usability of the Job Connect system** through testing with target users and refine features based on feedback to enhance platform reliability and user experience.

1.5 Significance

Stakeholders and Benefits:

Job Seekers: JobConnect will provide easier access to job opportunities, better matching with employers, a streamlined job application process, and a resume builder tool.

Employers: The platform will offer access to a larger pool of candidates, more efficient hiring processes, and better visibility of job postings.

Educational Institutions: JobConnect can form partnerships with schools to help students transition into the workforce.

Government Agencies: The platform can contribute to reduced unemployment rates and provide better insights into the job market.

1.6 Scope of the Study

Geographical Scope: The study will focus on the job market for undergraduates at the Uganda Institute of Information and Communications Technology (UICT), targeting recent graduates and ongoing students.

Time Scope: The project will be implemented over a six-month period, from initial research and design to development and testing.

Technical Scope: This section covers the technical aspects of the platform

- **Front-end development** using HTML and CSS to provide a responsive and user-friendly interface.
- **Back-end functionality** using PHP and MySQL to handle user authentication, job listings, application tracking, and data management.
- **Database design** including ER and DRD diagrams to model job seeker and employer interactions.
- **User experience design** through Figma prototypes showcasing intuitive navigation, accessibility, and mobile responsiveness.
- **Testing and validation** with a small group of users (students and employers) to evaluate platform usability and gather feedback.

The system is limited to desktop and mobile browsers and does not include mobile app development or integration with external job APIs at this stage. Its deployment is also constrained to a local server or university-hosted platform for demonstration purposes.

1.7 Justification

The urgency of JobConnect arises from the current economic situation, technological advancements, and specific challenges like high unemployment rates among undergraduates. Implementing this project now will address inefficiencies in the job market and reduce unemployment and underemployment. Without JobConnect, these issues will likely persist, leading to continued economic strain and missed opportunities for job seekers and employers alike.

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

In recent years, the Ugandan job market has witnessed a surge in digital employment platforms, yet undergraduates and fresh graduates continue to face substantial challenges in accessing meaningful work opportunities. Issues such as platform complexity, limited focus on graduate-level roles, and insufficient integration with academic institutions contribute to a growing disconnect between graduates and employers. *Job Connect* seeks to fill this gap by offering a student-centered, web-based employment platform designed to match undergraduates with employers in need of entry-level talent.

This literature review explores existing local employment platforms and the theoretical foundations underpinning ICT-based job matching systems, laying the groundwork for the development of *Job Connect*.

Theoretical Review

Several frameworks help explain the value and design considerations for a solution like *Job Connect*:

- **Information Asymmetry Theory** (Stigler, 1961): Highlights the mismatch of information between employers and job seekers, especially for fresh graduates unfamiliar with the job search process.
- **Technology Acceptance Model (TAM)** (Davis, 1989): Emphasizes perceived usefulness and ease of use as the key factors that influence whether individuals adopt a new technology—a guiding principle in designing *Job Connect*.
- **ICT for Development (ICT4D) Frameworks**: Promote the use of digital tools to bridge opportunity gaps in education and employment across under-resourced settings, particularly in emerging economies like Uganda.

2.2 State of Practice.

Several job search platforms currently operate in Uganda, each offering unique features to address the employment challenges faced by job seekers and employers. Notable platforms include:

- **EverJobs Uganda**: Positioned as an online job listing site, EverJobs provides job postings in various sectors. However, it primarily caters to professionals with prior experience, and its focus on CV uploading lacks tools for portfolio building or job-matching recommendations tailored to graduates.

- **BrighterMonday Uganda:** A widely used platform offering job listings, employer dashboards, and CV reviews. While robust in features, its paid premium plans limit visibility for applicants without financial resources. It also tends to feature mid-career and senior-level positions more prominently than internships or graduate roles.
- **Uganda Jobs Online:** Known for aggregating public service and NGO-related job opportunities. Though it offers a broader scope, its interface is text-heavy and lacks a streamlined application process or dedicated spaces for undergraduate job seekers.

These platforms reflect strong efforts toward digital recruitment but often fall short in addressing the needs of early-career professionals navigating their first transition from school to work

2.3 State of the Art

In an era where digital innovation transforms industries, JobConnect emerges as a pioneering platform set to revolutionize the job market. The vision behind JobConnect is akin to discovering a hidden gem—an undiscovered talent ready to illuminate the employment landscape. By harnessing cutting-edge technology and user-centred design, JobConnect aims to bridge the gap between job seekers and employers in an unprecedented manner.

JobConnect is not just a job search platform; it is a comprehensive ecosystem designed to empower both job seekers and employers. With its intuitive interface and advanced matching algorithms, the platform ensures that job seekers find opportunities that align with their skills and aspirations, while employers gain access to a diverse pool of qualified candidates. This symbiotic relationship promises to enhance workforce efficiency and reduce unemployment rates.

The platform's key features, such as a resume builder, internship program advertisements, and professional development summits, are tailored to address the unique challenges faced by undergraduates and recent graduates. These features equip users with the tools and resources needed to navigate the competitive job market successfully.

JobConnect's visionary approach extends beyond traditional job search methods. By fostering a community of learners and professionals, it creates a dynamic environment where networking, skill development, and career growth are seamlessly integrated. This holistic approach not only prepares job seekers for immediate employment but also sets them on a path for long-term career success.

In essence, JobConnect is poised to become a beacon of opportunity, transforming the way individuals connect with job prospects and how employers discover talent. Its significance lies in its ability to unlock potential, create meaningful connections, and drive economic growth.

2.4 Comparative Evaluation

The following table compares the features and functionalities of these platforms:

Table 3; Comparative Evaluation for existing platforms

Feature	EverJobs Uganda	BrighterMonday Uganda	Uganda Jobs Online	JobConnect
Graduate-Focused Content	✗	△ Limited	✗	✓ Yes
Internship Listings	✗	△ Rare	✗	✓ Included
Free Employer Access	✗	✗	✓	✓ Yes
Academic Integration (e.g. UICT)	✗	✗	✗	✓ Planned
Portfolio & Project Uploads	✗ CV only	✓ CV only	✗	With student work showcase
Mobile Responsiveness	✓	✓	△ Partial	Fully Responsive
User Interface Clarity	△ Moderate	✓ Good	△ Complex	✓ Tailored for youth simplicity

2.5 Conclusion

The comparative evaluation reveals that while all three platforms provide job listings and some form of career advice, there are significant gaps in services that JobConnect aims to fill. For instance, none of the reviewed platforms offer a comprehensive resume builder or extensive networking opportunities. Additionally, professional development resources are either limited or absent. JobConnect will address these gaps by integrating features such as a resume builder, a platform for advertising internship programs and summits, and robust networking opportunities. These enhancements will provide a more holistic solution to the employment challenges faced by job seekers, particularly undergraduates with limited work experience.

CHAPTER 3: METHODOLOGY

This chapter describes how we shall achieve each of the specific objectives highlighted under Chapter One.

3.1 To study an online job connect platform and identify the key requirements faced by job seekers and employers

We will use a combination of qualitative methods such as interviews, questionnaires, and observations to achieve this objective. These methods will be chosen due to their effectiveness in gathering detailed and context-rich information about the challenges and needs of job seekers and employers.

Data Collection Tools

- Interviews
- Observation checklist
- Questionnaires

Procedures used to collect data

Interviews: This is a two-way method which permits the exchange of ideas and information. We shall conduct interviews with undergraduates, recent graduates, and employers to gain insights into their experiences and needs regarding job searching and hiring processes. Interviews will be arranged to cover a variety of perspectives and contexts.

Observations: It is a technique of evaluation in which behaviours are observed in natural situations. We will observe interactions in career fairs, recruitment events, and online job platforms, noting key interactions and behaviours using the observation checklist.

Questionnaires: This refers to a systematic compilation of questions that are submitted to a sample population from which information is desired. Questionnaires will be distributed online, via email, or through paper forms for job seekers and employers to answer based on their experiences with job searching and hiring.

3.2 To analyse the data collected and come up with user requirements for the new system

We will process and interpret the gathered data to understand user needs. This will involve developing a list of items focusing on usability, reliability, and security. We will use various diagrams to visualize the findings and requirements, including:

- **Use Case Diagrams:** To represent interaction between the user and the system.
- **Flow Charts and Data Flow Diagrams (DFDs):** To map out how the process flows in the current system and illustrate the movement of information.

Data Analysis Software We will use MS Excel to categorize data and perform SWOT analysis of the project.

3.3 To design and develop the system to connect job seekers with potential employers

We will create a system architecture and workflow. The design process will involve creating interfaces and features such as resume builders, internship program advertisements, and professional development summits.

Technologies Used

- **Web-based Technologies:** HTML, CSS, JavaScript for designing the user interface.
- **Back-end Technologies:** Laravel for developing the backend system.
- **Database:** MySQL or MariaDB for designing the database modules.

Development Environments (IDE)

- Visual Studio Code, Apache NetBeans

Design Tools

- **Modelling:** UML diagrams/Flow Charts
- **Frameworks:** Laravel
- **Version Control:** GitHub

3.4 To test and validate the system

We will conduct functional and non-functional testing to ensure the system operates as expected and test in small regions or pilot groups before a full roll-out.

Testing Methods

- **Unit Testing:** To test individual components of the system.
- **Integration Testing:** To ensure that different components work together as intended.
- **User Acceptance Testing (UAT):** To validate the application with actual users to ensure it meets their needs.

Tools

- **Automated Testing Tools:** JUnit for unit testing.
- **Manual Testing:** Conducted by users and testers following predefined test cases.

Procedure

- **Unit and Integration Testing:** Develop test cases and scripts to automate unit and integration testing. These tests ensure that individual components and their integrations function correctly.
- **User Acceptance Testing:** Deploy the web application to a group of beta testers.
- **Validation:** Ensure the application meets all specified requirements and performs reliably under various conditions.

CHAPTER 4: SYSTEM STUDY, ANALYSIS AND DESIGN

4.1 SYSTEM STUDY

We gathered data through surveys, informal interviews, and feedback sessions involving undergraduate students, recent graduates, and potential employers. The purpose was to understand their experiences with job search processes, digital recruitment tools, and expectations from an employment-matching system. The findings revealed critical gaps and informed the system's core functional and non-functional requirements.

4.1.1. Findings Summary

Table 4; Findings Summary

Aspect	Key Findings
Current Job Search Practices	Graduates rely on WhatsApp groups, posters, or visiting institutions directly.
Employer Recruitment Challenges	Difficulty sourcing verified early-career talent; limited screening tools.
Platform Awareness	Many students are unaware of digital job platforms or find them hard to use.
Key User Needs	Simple registration, mobile-friendly interface, CV upload, job filters.
Data Handling Concerns	Users emphasized data security and profile privacy.

4.1.2. Data Presentation and Interpretation

a. Student & Employer Pain Points

Pie chart data illustrated that:

- 52% of students find existing job platforms confusing or irrelevant.
- 43% of employers prefer streamlined access to verified student profiles.
- 61% of respondents favor platforms that integrate academic records with resumes.

b. User Requirements Table

Table 5; User Requirements Table

Existing Practice	Feedback
WhatsApp job groups	Informal, lacks verification or feedback systems

Traditional notice boards	Outdated and geographically limited
Popular platforms (EverJobs, etc.)	Often prioritize experienced roles, not beginner-level opportunities

c. Feedback on Current Solutions

Table 6; Feedback on Current Solutions

Requirement Type	Requirement
Functional	• Student & employer registration modules • Job posting, application, and shortlisting features • Resume/CV upload, profile editing, and search filters
Non-Functional	• Mobile responsiveness, intuitive layout • Secure data storage with role-based access • Scalable database and stable hosting environment

4.1.3. Summary Insights

The insights gathered emphasize the need for a youth-centered, ICT-enabled platform. *Job Connect* must offer:

- A streamlined, visually engaging user interface.
- Employer tools for candidate tracking and job posting.
- Secure, searchable resume repositories.
- A scalable architecture for future integration with institutional portals.
- A scalable architecture for future integration with institutional portals.

4.2 SYSTEM ANALYSIS

We used visual modeling techniques—such as flowcharts, data flow diagrams (DFDs), and entity-relationship diagrams (ERDs)—to define system behavior, user roles, data processes, and interconnections.

Flow Chart

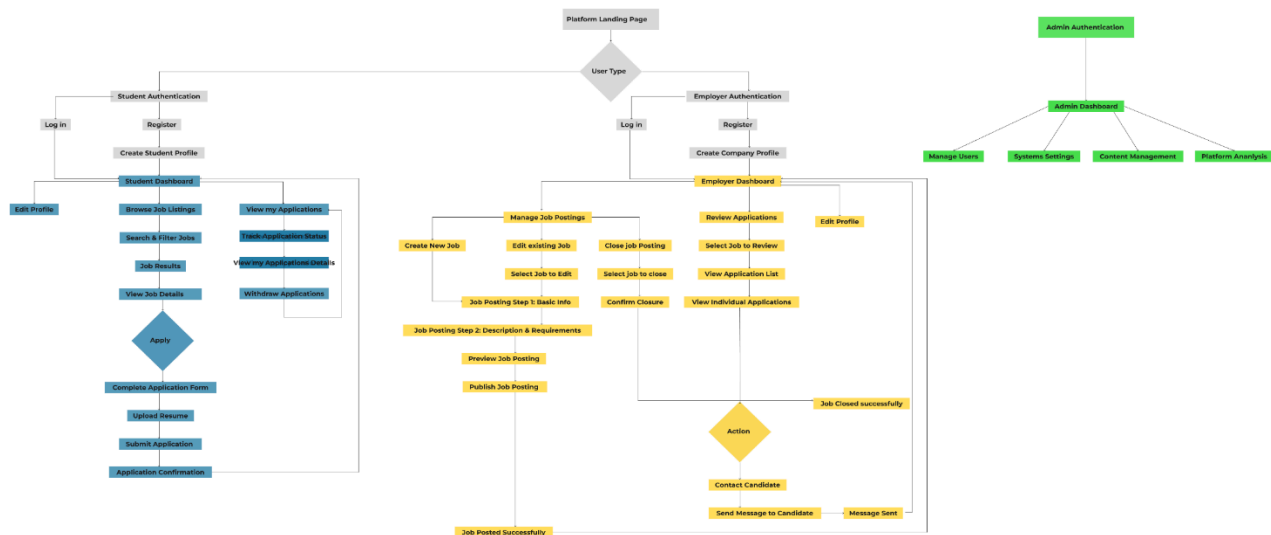
External Users (Students and Employers)

1. Student registers and logs in.
2. Student completes profile and uploads resume.
3. Student searches and applies for jobs.
4. Employer logs in and posts job vacancies.
5. Employer reviews applicants and shortlists candidates.

Internal Admin Actions

1. Admin verifies new employer registrations.
2. Admin approves or flags suspicious job posts.
3. Admin manages feedback forms and generates usage analytics

Figure 1; Flow Chart



4.3 SYSTEM ANALYSIS

Architectural Design

Job Connect follows a three-tier web architecture:

- **Presentation Layer:** User interfaces built using HTML, CSS, and JavaScript frameworks.

- **Application Layer:** Backend logic using PHP (or Python/Node.js) that handles authentication, processing, and validation.
- **Data Layer:** A MySQL relational database storing users, jobs, and interactions.

System Modules

- **Authentication Module:** Manages login/signup and password recovery.
- **Student Dashboard Module:** Allows job application, profile editing, and job alerts.
- **Employer Dashboard Module:** Enables job posting, shortlisting, and candidate review.
- **Admin Control Panel:** Provides tools to monitor users, moderate posts, and generate reports.

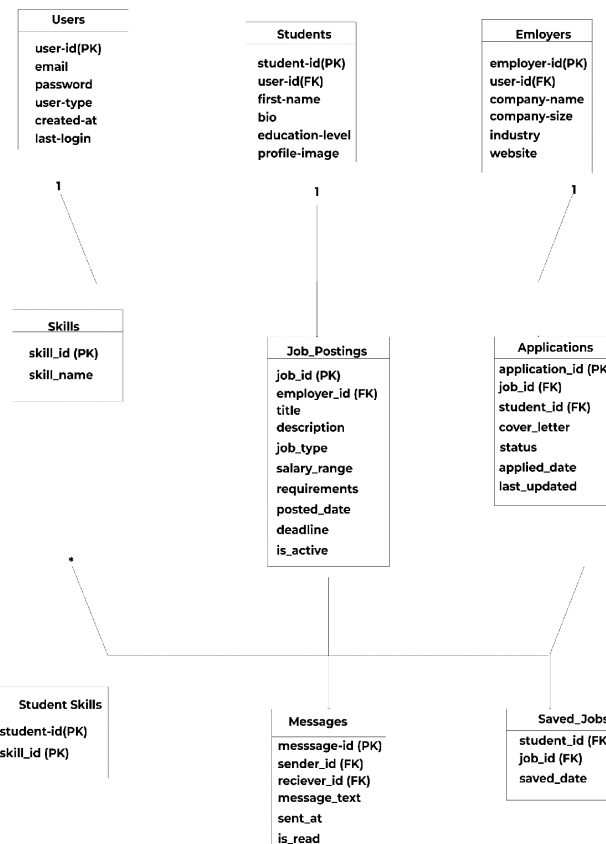
4.4 LOGICAL DESIGN

Entity Relationship Diagram (ERD) Key Entities:

- User (student or employer)
- Job
- Application
- Admin

Relationships:

- A student can apply to many jobs.
- An employer can post many jobs.
- A job can receive many applications.



Data Flow Diagram (DFD)

Inputs:

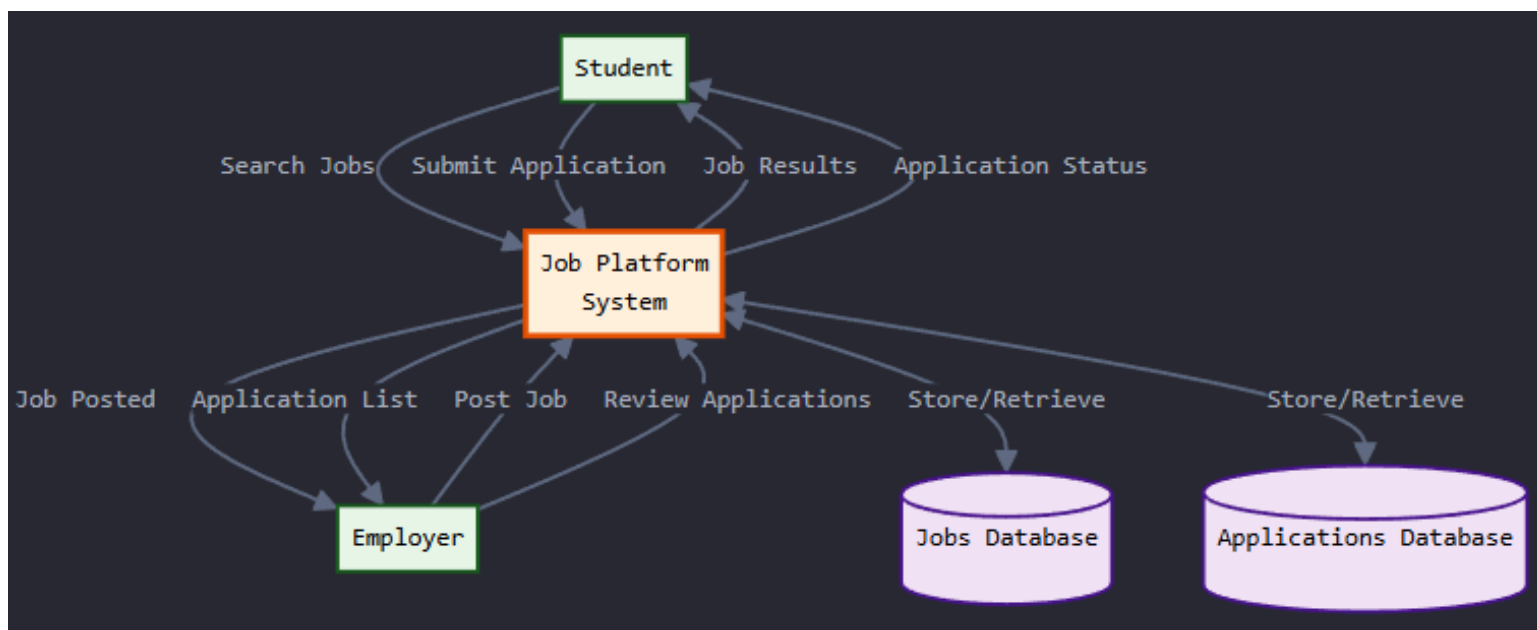
- Registration details from students/employers
- Job posts from employers
- Applications from students

Processes:

- Validate user credentials
- Match jobs with skills or filters
- Notify users of updates

Outputs:

- Confirmations, job feeds, application status updates



CHAPTER 5: SYSTEM IMPLEMENTATION AND TESTING

5.1 Implementation Summary

The *Job Connect* platform was implemented as a web-based application built to support student–employer interactions, job searching, application submission, and administrative moderation. Development was conducted using modern web technologies and prototyping tools.

Table 7; Tools and Components

Component	Tools/Technologies Used
Frontend Design	HTML5, CSS3, JavaScript
Backend Logic	PHP
Database Management	MySQL Lite

Wireframing & UX Design	Figma
Development Environment	XAMPP (Localhost) with Visual Studio Code
Diagram Modeling	Draw.io (ERD, DFD, Flowchart)

Features implemented:

- Multi-role login system (students, employers, admin)
- Resume and profile management
- Job posting and job filtering
- Admin dashboard for verification and moderation

5.2 System Testing

To validate functionality, the system was subjected to rigorous testing using two main approaches:

5.2.1 Unit Testing

Each core module was tested independently:

Table 8; Module Testing

Module	Test Outcome
Registration/Login System	✓ Passed – With validation and role routing
Job Posting (Employer)	✓ Passed – Posts saved and displayed properly
Job Search & Filters	✓ Passed – Keyword and category filters worked
Application Submissions	✓ Passed – Form submitted and saved per user
Admin Verification Tools	✓ Passed – Moderation actions reflected correctly

5.2.2 User Testing

A controlled test was conducted with UICT students and sample employers. Users were guided to complete set tasks such as registration, job searching, and posting a vacancy. Feedback was collected to identify friction points.

Observed Findings:

- Most students completed tasks easily and requested notification features.
- Employers preferred the direct layout but wanted a job cloning feature for similar posts.
- Admins appreciated visibility over flagged content.

5.3 Feedback Received

Table 9; Shareholder Feedback

Stakeholder	Feedback Provided
Students	Interface was smooth; suggested automatic confirmation email
Employers	Simple dashboard, recommended a date filter for posted jobs
Project Supervisor	Advised layout refinement for smaller screens

5.4 Screenshots of Working Modules

Below are screenshots demonstrating key modules of the *Job Connect* system.

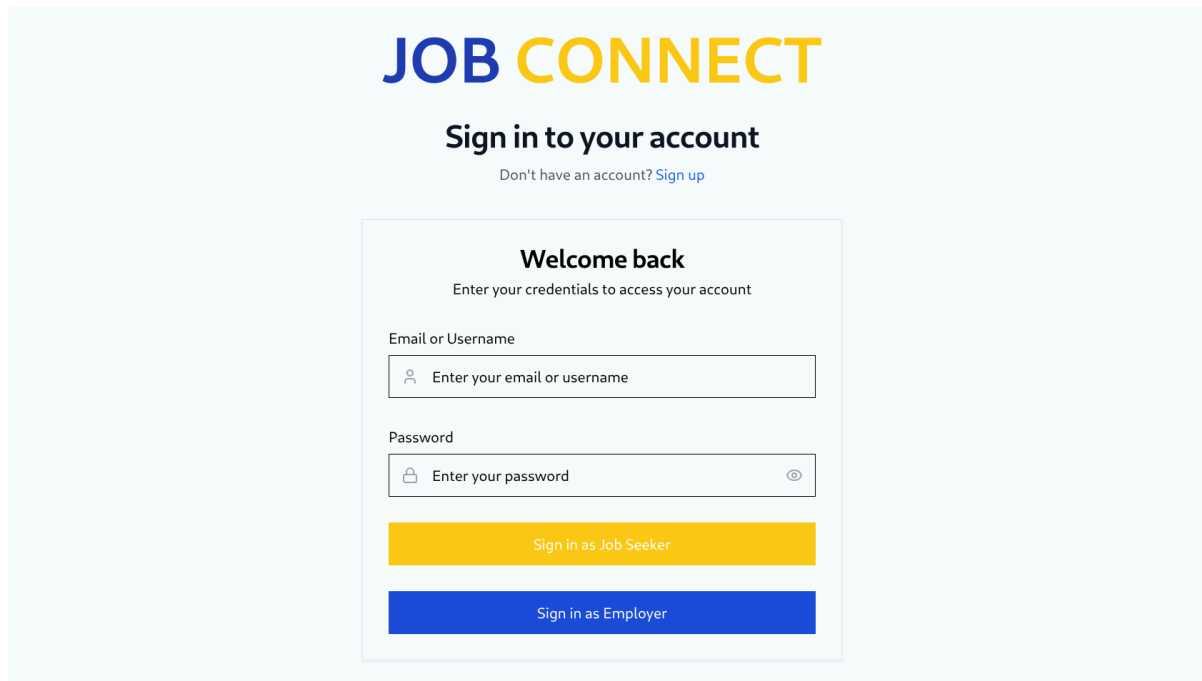


Figure 2; Login Page(Student, Employer)

The unified login form where users select or are redirected by role.

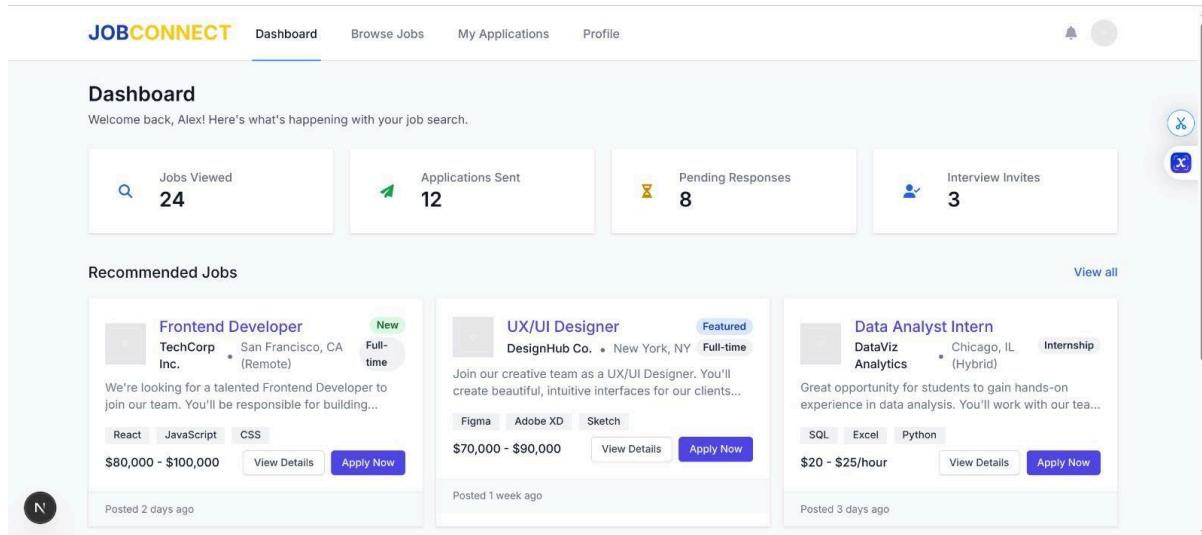


Figure 3; Student Dashboard Interface

The Student or Job Seeker dashboard showing recommended openings and a summary of the users' activity on the application.

The screenshot shows the 'Create New Job Posting' form for employers. The form includes the following fields:

- Job Title ***: Text input with placeholder 'e.g. Senior Software Engineer'.
- Location ***: Text input with placeholder 'e.g. New York, NY or Remote'.
- Job Type ***: Dropdown menu with 'Full-time' selected.
- Base Salary**: Text input with placeholder '\$ 0'.
- Description ***: Text area with placeholder 'Describe the role, company culture, and what makes this opportunity special...'.
- Key Responsibilities**: Text area with placeholder 'List the main responsibilities of the role (bullet points work well)'.

Figure 4; Employer Job Posting Form

Job Posting form including fields for job title, category, description, and deadline.

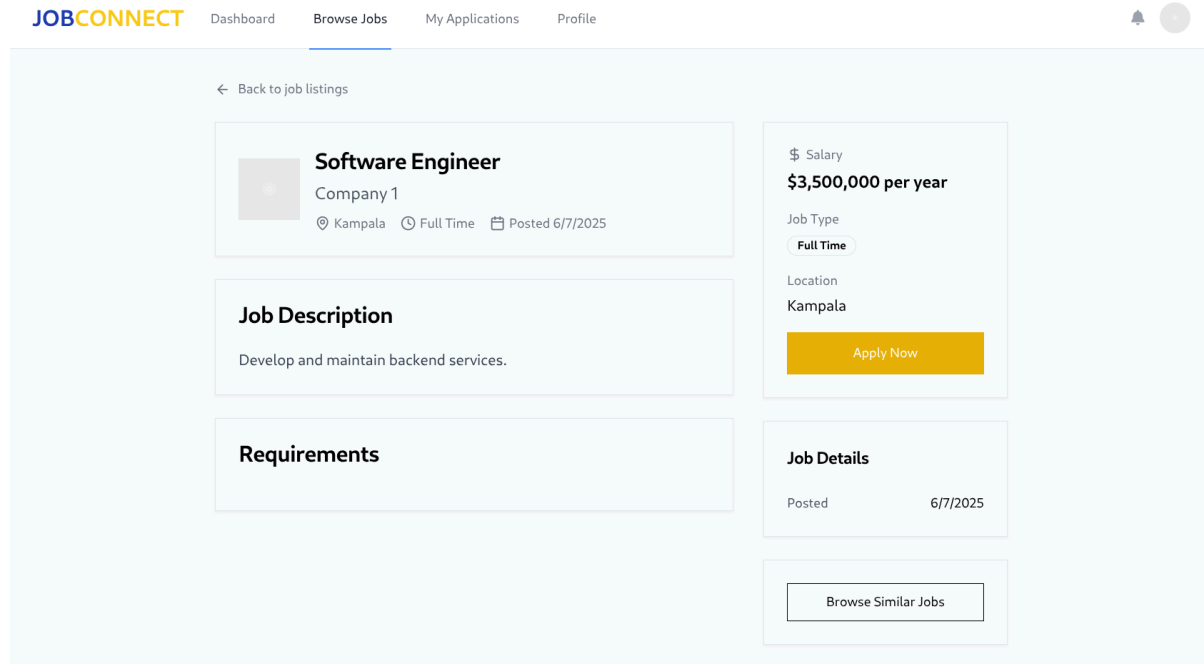


Figure 5; Application Submission

A screenshot showing how a job seeker can apply for a job once selected from the list.

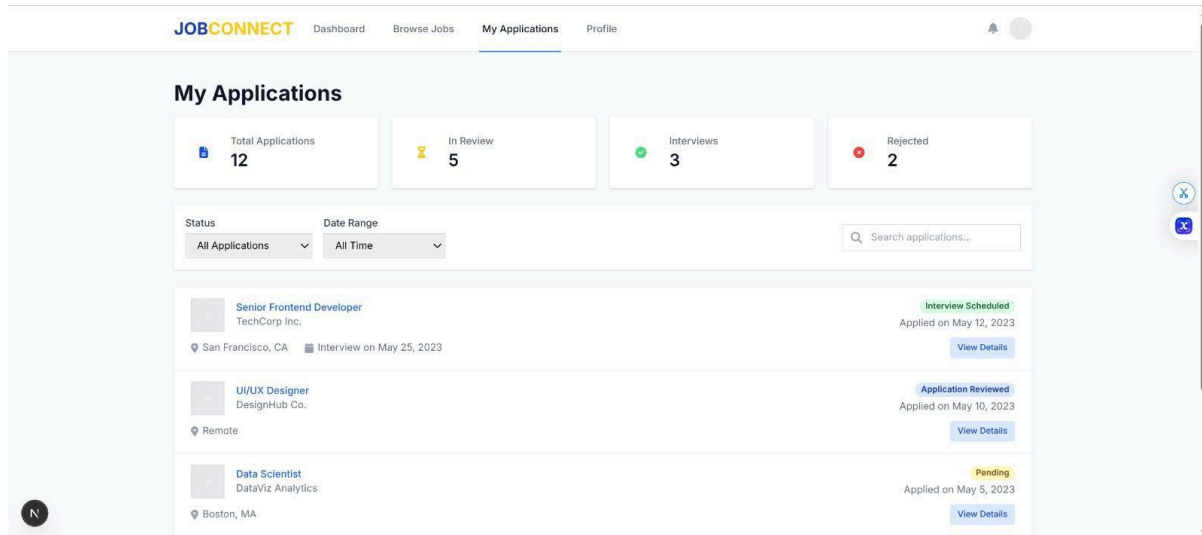


Figure 6; Employee Dashboard Interface

The Employee Dashboard showing a summary of employer's activity on the application.

5.5 Challenges and Solutions

Table 10; Challenges and Solutions

Challenge	Implemented Solution
Users confused during registration	Added tooltips and clearer field labels for role clarity
Application submissions duplicating entries	Applied database constraints to prevent multiple applications
Layout distortion on smaller screens	Applied responsive breakpoints using CSS media queries
Delayed form feedback	Added real-time validation and alert messages on input fields

CHAPTER SIX: DISCUSSION, CONCLUSION AND RECOMMENDATIONS

6.1 Discussion

The results obtained during the implementation and testing of *Job Connect* strongly align with findings presented in Chapter Two. The literature review highlighted that platforms such as EverJobs Uganda, BrighterMonday Uganda, and Uganda Jobs Online often neglect the needs of

entry-level graduates due to limited filtering tools, experience-heavy job listings, and inadequate mobile optimization.

During testing, users—especially undergraduates—reported that *Job Connect* felt more intuitive and relevant, confirming the need for a dedicated youth-centered platform. This supports TAM theory by Davis (1989), which emphasizes ease of use and perceived usefulness as key to technology adoption. The challenge of limited job-matching for inexperienced graduates, also referenced in the literature, was addressed by introducing filters based on academic background, job type (internship/entry-level), and keyword search.

In conclusion, the project’s findings validate the gaps identified in existing systems and show that localized, user-friendly platforms are not just necessary—they are expected by a digitally aware generation of job seekers.

6.2 Conclusion

The development of *Job Connect* was motivated by a real and urgent problem: the difficulty faced by undergraduates in accessing suitable job opportunities. Through a responsive web-based platform, the project successfully demonstrated that ICT can be effectively leveraged to improve job visibility, streamline communication between employers and students, and modernize the recruitment process in Uganda.

By addressing information asymmetry and simplifying the job search for early-career professionals, *Job Connect* contributes meaningfully to bridging the education-to-employment gap. The system’s positive feedback during testing illustrates its practicality, relevance, and readiness for further institutional integration and scaling.

6.3 Recommendations

The following recommendations are aligned with the project objectives:

Objective 1: To design and develop a responsive web-based employment platform

- Extend the system with offline data sync or SMS prompts for students in low-connectivity areas.

Objective 2: To implement a secure database system

- Strengthen data encryption and consider Two-Factor Authentication (2FA) for sensitive employer functions.

Objective 3: To create a user-friendly interface prototype using Figma

- Provide a built-in user guide/tutorial for first-time users to reduce onboarding friction.

Objective 4: To evaluate the functionality and usability of the system

- Conduct periodic usability assessments and bug reports through a feedback form in the dashboard.

6.4 Future Work

Though *Job Connect* achieves its primary goals, the following areas present opportunities for extension:

- **AI-Based Job Matching:** Future versions could integrate a recommendation engine that suggests jobs based on skills, application history, or academic background.
- **Mobile Application:** A cross-platform mobile app could offer push notifications and offline caching for more accessibility.
- **Institutional Portals:** Collaborations with universities could allow academic data (transcripts, program info) to prefill CVs or filter jobs.
- **Analytics for Employers:** Dashboards that provide employers with hiring trends, candidate comparisons, and interview tracking tools.

These enhancements will further improve adoption, retention, and impact—especially if the system scales nationally.

6.5 References

(Below is a sample list. Update with real sources used in our project)

- Davis, F. D. (1989). Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS Quarterly*, 13(3), 319–340.
- Stigler, G. J. (1961). The economics of information. *Journal of Political Economy*, 69(3), 213–225.
- Uganda Bureau of Statistics. (2021). *Labour Market Transition of Young People in Uganda*.
- BrighterMonday Uganda. (2023). *About Us*. <https://www.brightermonday.co.ug>
- EverJobs Uganda. (2023). <https://www.everjobs.ug>

6.6 Appendices

The following are attached in the appendix section of the report:

- Final Proposal
- System Design Diagrams (ERD, DFD, Flowcharts)
- Wireframes and Figma Prototypes
- Screenshot Documentation of Working Modules