Actionable Insights & Recommendations:

1. Understand Career Paths: Analyze when learners started working (orgyear) to see how long they've been in their jobs.
2. Compare Salaries: Look at how much learners earn (CTC) to see if they're paid fairly compared to others in similar roles.
3. Track Career Growth: Check when learners' salaries were last updated (CTC_updated_year) to see if they're progressing in their careers.
4. Explore Job Preferences: See what job roles learners prefer (Job_position) to understand their career goals better.
5. Company Insights: Learn about the companies learners work for (Company_hash) to see which companies are popular among them.
6. Keep Good Employees: Figure out why learners' salaries change (CTC updates) to see what keeps them motivated and engaged.
7. Skill Development: Use learners' email info (Email_hash) to suggest courses that can help them grow their skills and careers.
8. Feedback Matters: Ask learners for feedback using their email info (Email_hash) to improve courses and services.
9. Stay Competitive: Compare learners' salaries (CTC) with industry standards to help them negotiate better pay and benefits.
10. Plan for Success: Based on all this data, create personalized plans for learners to help them succeed in their careers.

Note: In the PDF, not all code is included due to an issue with saving the PDF. Please refer to both Google Colab and the PDF. I have attached the Google Colab link and the PDF link.
Google colab link:
https://colab.research.google.com/drive/10JYA3iXyXtIk3OvslYJmLiAnh3Y83zGM?usp=sharing

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