NEXTGEN
AI-Powered Interview Coach

Final Year Project Proposal

by

Names	Roll Number
Muhammad Awais	BSDSF21A021
Muhammad Abdullah	BSDSF21A029
Najamudin Shahryar	BSDSF21A048

Advisor: Dr. Arif Butt

Department of Data Science
University of Punjab Lahore,Pakistan

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Abstract

NextGen is an advanced AI-powered interview platform designed to revolutionize job interview preparation through realistic simulations and personalized coaching. By leveraging cutting-edge technologies such as **Natural Language Processing (NLP)** for real-time response analysis, **Machine Learning (ML)** for adaptive and tailored feedback, and **Computer Vision** for non-verbal communication assessment, the platform provides a holistic interview experience. With features like performance tracking, dynamic difficulty adjustment, and actionable insights, **NextGen** empowers job seekers to improve both their verbal and non-verbal skills. Accessible via a user-friendly web application, it caters to a diverse range of industries and experience levels, from entry-level candidates to seasoned professionals, offering an inclusive and highly effective preparation tool for anyone seeking to excel in interviews.

Objectives

The platform's objectives are to:

- ➢ Provide **realistic job interview simulations** tailored to the user's job role, industry, and experience level.
- ➢ Deliver **real-time response analysis** by evaluating content quality, structure, and emotional tone.
- ➢ Offer **personalized feedback and coaching**, utilizing AI to generate targeted improvement strategies.
- ➢ Track user performance over time, providing **detailed insights** and **personalized recommendations**.
- ➢ Implement **advanced features** like **voice and body language analysis** to assess non-verbal communication skills.
- ➢ Incorporate **adaptive interview difficulty levels** to challenge users based on their performance.
- ➢ Integrate **real-time job market data** to ensure interview content is relevant to current industry trends.

Methodology

1. **Interactive Interview Simulation**
   - **Purpose**: Simulates realistic job interview scenarios with dynamically generated questions based on the user's job role, industry, and experience level.
   - **Implementation**: Utilizes large language models (LLMs) like GPT-4 to generate and adapt questions on the fly. Includes technical, behavioral, and stress interview types.
   - **Technologies Used**:
     - LLMs (e.g., GPT-4)
     - Backend frameworks (Node.js, Flask)
     - Front-end frameworks (React, Angular)

2. **Real-Time Response Analysis**
   - **Purpose**: Provides immediate feedback on user responses, analyzing content quality, structure, clarity, and emotional tone.
   - **Implementation**: Combines Natural Language Processing (NLP) and deep learning models to evaluate responses in real-time.
   - **Technologies Used**:
     - NLP frameworks (SpaCy, Hugging Face Transformers)
     - Deep learning libraries (TensorFlow, PyTorch)
     - Real-time processing tools (WebSockets, FastAPI)

3. **Feedback and Coaching**
   - **Purpose**: Offers personalized coaching based on the user's performance, providing actionable feedback and strategies for improvement.
   - **Implementation**: Employs Retrieval-Augmented Generation (RAG) to retrieve relevant advice from a curated knowledge base, integrating with generative AI for tailored coaching.
   - **Technologies Used**:
     - RAG models (DPR, BM25)

    - Databases (SQL, NoSQL)
    - Machine learning algorithms (K-means clustering, collaborative filtering)

4. **Performance Tracking and Recommendations**
    - **Purpose**: Tracks user progress over time and provides insights into performance trends with personalized recommendations for practice.
    - **Implementation**: Utilizes data analytics and machine learning to generate performance reports, visualizing key metrics and suggesting targeted exercises.
    - **Technologies Used**:
        - Data visualization tools (Plotly, D3.js)
        - Recommendation systems (XGBoost, collaborative filtering models)
        - Backend databases (PostgreSQL, MongoDB)

5. **Comprehensive Non-Verbal and Emotional Analysis (Advanced Feature)**
    - **Purpose**: Evaluates non-verbal communication and emotional tone, including voice, facial expressions, body posture, and sentiment, to provide detailed and nuanced feedback.
    - **Implementation**: Integrates speech recognition APIs for voice analysis, computer vision models for body language detection, and deep learning models for sentiment and emotion analysis
    - **Technologies Used**:
        - Speech recognition APIs (Google Cloud, Microsoft Azure)
        - Computer vision libraries (OpenCV, Audiopipe)
        - Deep learning models for audio, video and sentimental analysis (ResNet, VGG)
        - Emotion analysis APIs (Affectiva, Azure Emotion API)

6. **Context-Aware Questions and Adaptive Difficulty:**
    - **Purpose**: Enhances interview realism by generating context-aware follow-up questions based on user responses and adjusting question difficulty dynamically to match performance levels.
    - **Implementation:** Utilizes contextual NLP models to create relevant follow-up questions and reinforcement learning algorithms to adapt question difficulty in real-time.
    - **Technologies Used**:
        - Contextual NLP models (BERT, GPT-4)
        - Dynamic dialogue management systems
        - Reinforcement Learning Algorithms

7. **Realistic Mock Interview Scheduling and Feedback Loop**
    - **Purpose**: Allows users to schedule mock interviews and receive comprehensive feedback reports.
    - **Technologies Used**:
        - Calendar APIs (Google Calendar)
        - Report generation tools (LaTeX, ReportLab)

8. **Integration with Real-Time Job Market Data**
    - **Purpose**: Ensures interview content remains up-to-date with the latest job market trends.
    - **Technologies Used**:
        - Job market data APIs (LinkedIn, Glassdoor)

This methodology outlines the technical approach for developing the various features of the **NextGen** platform.

Expected Outcomes

The **NextGen** platform is designed to revolutionize job interview preparation by offering lifelike simulations, real-time response analysis, and actionable feedback. Users will improve both verbal and non-verbal communication through voice and body language analysis, while personalized coaching and performance tracking will create an adaptive learning experience. The platform's integration with real-time job market data ensures relevant interview content, helping users stay aligned with industry trends. By democratizing access to high-quality interview preparation, **NextGen** will boost users' confidence, reduce interview anxiety, and enhance their chances of securing desired job roles, setting a new standard for interview readiness.

1. INTRODUCTION

1.1. Background

Job interviews are a pivotal part of the hiring process, but many people struggle with them due to anxiety, insufficient preparation, or a lack of familiarity with interview formats. Traditional preparation methods—like reading interview guides or practicing with mock interviews—often fail to offer the immersive, personalized experience that job seekers need to succeed in today's highly competitive job market.

The AI-powered job interview coach is designed to tackle these challenges by providing a highly interactive and realistic platform that simulates real-world interview scenarios. By harnessing cutting-edge AI technologies, such as **Large Language Models (LLMs)**, **Retrieval-augmented Generation (RAG)**, **Natural Language Processing (NLP)**, **Computer vision (CV)** and **Deep Learning**, this project aims to make top-tier interview preparation accessible to everyone. It helps users practice their responses in a dynamic environment, builds their confidence, and hones their communication skills—all of which are essential for performing well in interviews.

Ultimately, this AI-powered coach is designed to increase users' chances of securing their desired jobs by offering personalized and engaging preparation that goes far beyond traditional methods.

1.2. Problem Statement

1.2.1. Challenges in Job Interviews

Many individuals find job interviews to be a difficult part of the employment process due to anxiety, lack of preparation and lack of exposure to various types of interviews, such as technical, behavioral, or stress interviews

1.2.2. Limitations of Traditional Preparation Methods

While helpful, guides often do not provide the practical, hands-on experience required to excel in interviews. Although mock interviews can be useful, they fail to offer the personalized and immersive experience needed for effective preparation in today's competitive job market.

1.2.3. The Need for an Enhanced Solution

Existing preparation methods fall short of addressing these issues, creating a need for a more realistic, interactive, and personalized approach to interview preparation that can help job seekers build confidence and improve communication skills.

1.3. Who needs it?

1.3.1. Job Seekers:

- **Need:** Preparation for interviews, practice sessions, and personalized feedback to improve performance.
- **Market Size:** Millions of job seekers annually worldwide. For instance, in Pakistan. alone, there are approximately 5.6 million job seekers actively looking for employment.

1.3.2. Recent Graduates:

- **Need:** Guidance on entering the job market, interview practice, and career advice tailored to entry-level positions.
- **Market Size:** Around 4 lac new graduates in Pakistan annually, with millions more globally.

1.3.3. Career Changers:

- **Need:** Support in transitioning to new roles or industries, including tailored interview preparation and skill assessment.
- **Market Size:** Millions of professionals changing careers each year. For example, approximately 5.8 million people in the U.S. change jobs annually.

1.3.4. Students:

- **Need:** Mock interviews, resume building, and job readiness training.
- **Market Size:** Over 200 million university students globally, with approximately 7 million in Pakistan.

1.3.5. Freelancers and Consultants:

- **Need:** Support in effectively presenting their skills and value in client interviews.
- **Market Size:** Millions of freelancers globally, with over 3 million in Pakistan, alone.

1.4. Objectives

1.4.1. Deliver Personalized and Realistic Interview Simulations:

Provide job interview simulations that are customized to the user's specific job role, industry, and experience level, ensuring relevance and realism in the practice sessions.

1.4.2. Real-Time Analysis of User Responses:

Analyze user responses in real-time, evaluating key aspects such as content quality, structure, and emotional tone to provide immediate, actionable feedback during the interview.

1.4.3. Provide Personalized Feedback and Coaching:

Use AI to generate tailored feedback and coaching strategies, helping users improve their interview skills by focusing on specific areas of improvement and delivering real-time coaching insights.

1.4.4. Track Performance and Offer Detailed Insights:

Continuously track user performance across multiple interviews, providing detailed insights into strengths and weaknesses while offering personalized recommendations for ongoing improvement.

1.4.5. Assess Non-Verbal Communication Skills:

Implement advanced voice and body language analysis to evaluate non-verbal communication, such as tone, facial expressions, and posture, which are critical components in real-world interviews.

1.4.6. Adaptive Interview Difficulty Based on Performance:

Automatically adjust the difficulty level of interview questions based on the user's performance, ensuring that each interview session offers an appropriate level of challenge and progression.

1.4.7. Integrate Real-Time Job Market Data:

Incorporate real-time job market trends and data from sources like LinkedIn and Glassdoor to ensure that interview questions are up-to-date and aligned with the skills and qualifications

most relevant to current industry needs.

1.5. In Scope:

- ➢ Design and implement a platform for conducting and simulating various types of interviews.
- ➢ Use NLP for analyzing user responses and providing contextual feedback.
- ➢ Develop features to deliver immediate feedback and performance metrics during mock interviews.
- ➢ Build a system that offers tailored advice and recommendations based on user performance and career goals.
- ➢ Design an intuitive and accessible interface for users to easily navigate and interact with the platform.
- ➢ Include video and audio processing features for conducting live mock interviews and analyzing communication skills.
- ➢ Ensure the system works seamlessly across various devices and operating systems, including web and mobile platforms.
- ➢ Conduct extensive testing to ensure all features function correctly and provide a reliable user experience.
- ➢ Prepare detailed documentation covering system architecture, user guides, and design decisions.
- ➢ Create a final report and presentation to showcase the project's features, development process, and impact.
- ➢ Analyze customer segments and competitive landscape to tailor the system to user needs and industry standards.

1.6. Out of scope:

- ➢ The project will not include features related to broader career counseling beyond interview preparation and feedback.
- ➢ Direct integration with external job application platforms or recruitment systems is not included in this project.
- ➢ Tailoring the AI system for very niche or highly specialized industries will not be part of the project's scope.
- ➢ The platform will not include features for scheduling or coordinating live interviews with recruiters or employers.
- ➢ The initial development will focus on English language support, with no immediate plans for extensive multilingual capabilities.

1.7. Limitations

- ➢ Voice and body language analysis using computer vision and speech recognition technologies may not always accurately interpret subtle cues, such as cultural differences in body language or varied accents, which could lead to incorrect feedback.
- ➢ The platform's reliance on real-time processing and cloud-based AI services requires stable internet connectivity, which might not be available to all users, particularly in remote or underdeveloped areas.
- ➢ The project focuses on interview preparation and does not extend to broader career counseling, resume building, or direct job application processes, which may limit its utility for comprehensive job-seeking support.
- ➢ Maintaining user engagement through adaptive difficulty and relevant content is essential but challenging. If the platform fails to adapt effectively to user needs or becomes repetitive, it may struggle to retain users.

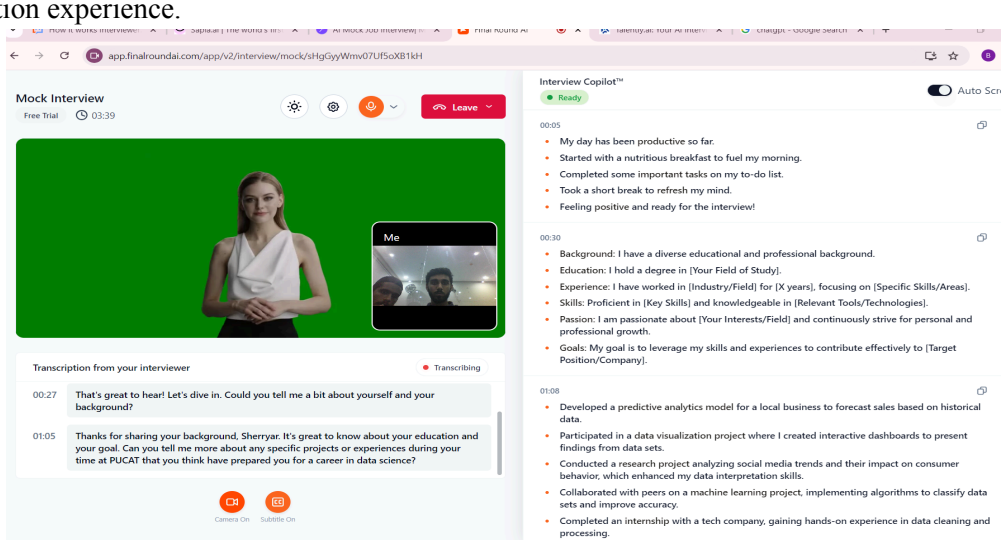
2. LITERATURE REVIEW

2.1. Related Work:

1. Final Round AI

https://www.finalroundai.com/v2/ai-mock-interview

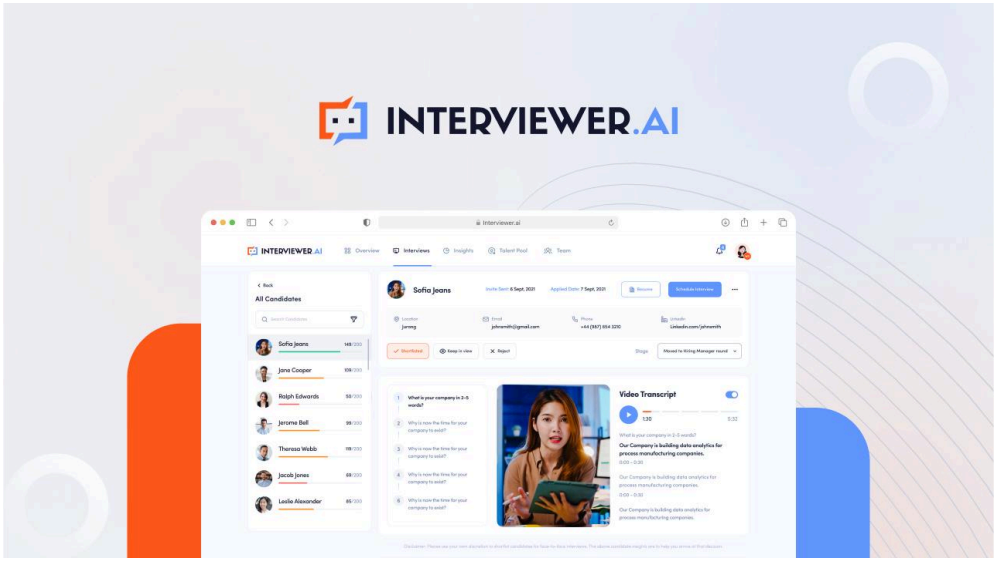
- **Advantages**: Offers role-specific AI mock interviews with video responses and tailored questions based on job position.
- **Disadvantages**: Limited real-time feedback and lacks advanced non-verbal communication analysis.
- **Our Solution:** Our platform provides immediate real-time feedback, in-depth non-verbal communication analysis, and adaptive difficulty, offering a more interactive and personalized interview preparation experience.



2. Interviewer AI

https://interviewer.ai/how-it-works

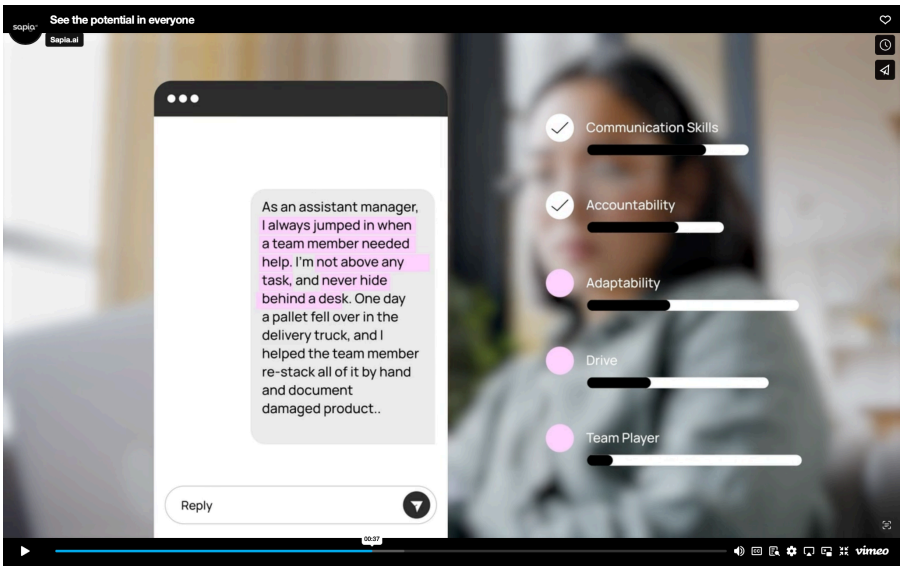
- **Advantages:** Focuses on pre-screening through video interviews and resume analysis, helping hiring teams streamline their process.
- **Disadvantages**: Limited variety of interview types and lacks real-time feedback or deep analysis of non-verbal communication
- **Our Solution**: Our platform offers a wider range of interview types, real-time feedback, and non-verbal analysis, making it more comprehensive for job seekers.



3. Sapia.ai

https://sapia.ai

- **Advantages**: Chat-based interviews with personality and behavioral analysis, providing structured feedback.
- **Disadvantages**: Limited to text responses, lacking non-verbal communication analysis and real-time job market data integration.
- **Our Solution:** Our platform incorporates real-time feedback on both verbal and non-verbal communication and integrates job market trends to stay relevant and up-to-date.



4. Talently.ai

https://interview.talently.ai

- **Advantages:** Provides role-specific interview practice with instant feedback on text-based responses.
- **Disadvantages:**Lacks in-depth analysis of non-verbal communication and adaptive interview difficulty.
- **Our Solution:** Our platform offers real-time verbal and non-verbal analysis, adaptive difficulty, and personalized coaching, going beyond just role-specific practice.

2.2. Gap Analysis

The current research and market solutions reveal several gaps:

- ➢ **Coverage of Interview Types**: Existing solutions often focus on either technical or behavioral interviews but do not integrate both comprehensively. The proposed project aims to offer a platform that addresses multiple interview types, including technical, behavioral, and case interviews.
- ➢ **Real-Time Feedback**: Current tools generally provide delayed feedback or lack detailed real-time analytics. The new system will feature immediate feedback and thorough performance metrics during mock interviews.
- ➢ **Personalization**: Many tools provide generic feedback without tailoring it to individual profiles. The project will include a personalized coaching system that adapts to user-specific data and career goals.

3. Project Overview

Project Title: NEXTGEN (AI-Powered Interview Coach)

Group Leader: Muhammad Awais

Project Members:

Name	Registration ID	Email Address	Signature
Muhammad Awais	BSDSF21A021	bsdsf21a021@pucit.edu.pk	
Muhammad Abdullah	BSDSF21A029	bsdsf21a029@pucit.edu.pk	
Najamudin Shahryar	BSDSF21A048	bsdsf21a048@pucit.edu.pk	

Project Goal:

- Automate personalized mock interviews using dynamic question generation.
- Integrate real-time job market data to ensure question relevance.
- Analyze user responses for real-time feedback and coaching.
- Adapt interview difficulty using reinforcement learning algorithms.
- Evaluate voice and body language to enhance feedback accuracy.
- Provide targeted recommendations for improvement.
- Enable users to track and visualize their interview performance over time, providing insights into progress.

Objectives:

Deliver Personalized and Real-Time Mock Interviews	Provide tailored mock interviews by dynamically generating questions based on the user's job role, industry, and experience level. Leverage real-time job market data from APIs like LinkedIn and Glassdoor to

	ensure questions remain relevant and aligned with current industry trends.
Implement Real-Time Response Analysis and Adaptive Feedback	Utilize NLP models like **BERT** and **GPT-4** to analyze user responses in real-time, providing immediate feedback on content quality, structure, and emotional tone. Use reinforcement learning to dynamically adjust question difficulty based on user performance and deliver personalized coaching throughout the interview.
Integrate Non-Verbal Communication and Sentiment Analysis	Assess non-verbal cues such as voice, tone, facial expressions, and posture using technologies like **Whisper, Wav2Vec, OpenCV, and ResNet**. Combine this with emotion and sentiment analysis to offer comprehensive feedback on the user's confidence, clarity, and engagement.
Track Performance Over Time and Offer Personalized Recommendations	Continuously monitor and store user performance data, leveraging machine learning models like **XGBoost** and collaborative filtering to provide long-term insights. Generate personalized recommendations for improvement and visualize progress using tools like **Plotly and D3.js.**
Adaptive Interview Difficulty Levels to Challenge Users	The platform adjusts interview difficulty dynamically using **reinforcement learning algorithms** like **Q-Learning** and **DQN**. **User profiling systems** monitor performance, while **FastAPI** and **WebSockets** ensure smooth real-time adjustments.
Integrate Real-Time Job Market Data	Real-time job market data from **LinkedIn** and **Glassdoor** is integrated into the platform, with **GPT-4** adjusting interview content dynamically to reflect relevant skills and trends in the industry.

Project Success Criteria:

Assumptions:

- Real-time job market APIs (LinkedIn, Glassdoor) will provide up-to-date data consistently.
- Speech recognition models (Whisper, Wav2Vec) will accurately transcribe user responses.
- NLP models (BERT, GPT-4) will process user responses instantly and provide accurate feedback.
- Users will be engaged and respond effectively to dynamically generated questions.
- Storing and processing user interview data complies with data protection regulations.

Risk & Obstacles:

- Frequent API calls may exceed rate limits, leading to outdated data.
- Inaccurate transcription of voice responses can affect feedback quality.
- Real-time NLP processing might have delays, affecting user experience.
- Storing large amounts of interview data securely and efficiently could be challenging.
- Incorrect difficulty adjustments by the RL system might frustrate users.

Organization Address: Department of Data Science, University of Punjab, Lahore.

Target End Users:

- Students
- Graduates
- Career Changers
- Job Seekers

Suggested Project Supervisor:

- Dr. Arif Butt

Approved By:

Date:

4. Tools and Technologies

4.1. Frontend

1. **Plotly**
   - **Reasoning:** Plotly is used for creating interactive and high-quality visualizations, enhancing the user interface with dynamic data presentations**.**
2. **D3.js**
   - **Reasoning:** D3.js allows for sophisticated and customizable data visualizations, enabling detailed and interactive graphical representations.
3. **React.js**
   - **Reasoning:** React.js is a popular JavaScript library for building user interfaces. It helps in creating a dynamic and responsive frontend with reusable components.
4. **Bootstrap**
   - **Reasoning:** Bootstrap is a front-end framework that facilitates responsive design and consistent styling across different devices and screen sizes.
5. **CSS3 and HTML5**
   - **Reasoning:** CSS3 and HTML5 are fundamental technologies for designing and structuring the

web pages, ensuring modern and standards-compliant web design.

4.2. Backend

1. **PostgreSQL**
   - **Reasoning**: PostgreSQL handles structured data with advanced query capabilities and data integrity features.
2. **MongoDB**
   - **Reasoning**: MongoDB manages unstructured or semi-structured data, providing flexibility and scalability for handling large datasets.
3. **FAST API**
   - **Reasoning:** To facilitate real-time processing and seamless integration with AI/ML models for real-time feedback.

4.3. AI and Machine Learning

1. **XGBoost**
   - **Reasoning:** XGBoost is used for high-performance machine learning tasks, particularly for building efficient and accurate recommendation systems.
2. **Collaborative Filtering Models**
   - **Reasoning:** Collaborative filtering improves recommendation accuracy by leveraging user interactions and preferences.
3. **BM25/DPR (RAG models)**
   - **Reasoning:** To transcribe voice responses to text, ensuring accurate processing of user inputs.
4. **Scikit-learn**
   - **Reasoning:** Scikit-learn is a versatile machine learning library that provides tools for classification, regression, and clustering tasks.
5. **Speech Recognition and Computer Vision:**
   - **Reasoning:** Google Cloud Speech-to-Text API or Microsoft Azure Speech Service - These APIs will be used to transcribe and analyze the tone, pace, and clarity of the user's spoken responses, offering insights into verbal communication effectiveness.
   - **Reasoning:** OpenCV and Mediapipe - These technologies will be used for detecting and analyzing body language, facial expressions, and gestures to provide feedback on non-verbal communication skills during interviews.
6. **NLP Models (BERT, GPT)**
   - **Reasoning:** For the AI-powered interviewer, using advanced NLP models such as Bert or GPT can enhance the ability to understand and respond to queries with contextually accurate answers.

4.4 Deployment and Hosting

1. **Docker**
   - **Reasoning:** Docker is used for containerizing applications, ensuring consistent environments across development and production.
2. **AWS EC2**
   - **Reasoning:** Amazon EC2 provides scalable virtual servers for hosting and running web applications and backend services.
3. **Netlify**
   - **Reasoning:** Netlify offers a platform for deploying static sites and frontend applications with features like continuous deployment and serverless functions.

4. **GitHub Actions**
    - **Reasoning:** GitHub Actions automates workflows and CI/CD pipelines, aiding in the automated testing and deployment of applications.

4.5 Authentication and Security

1. Authentication and Authorization:

- **Firebase Authentication or Auth0:**
    - **Reasoning**: Provides easy-to-integrate, secure authentication services, including support for various authentication methods (e.g., email, social logins).
- **bcrypt**
    - **Reasoning**: Used for hashing passwords securely, making it harder for attackers to reverse-engineer the original passwords.

2. Data Encryption:

- **TLS/SSL Certificates (e.g., Let's Encrypt)**
    - **Reasoning**: Ensures data transmitted between the server and client is encrypted, protecting it from interception.
- **AES (Advanced Encryption Standard)**
    - **Reasoning**: A widely used encryption standard for securing sensitive data at rest, such as personal information.

3. Input Validation and Sanitization:

- **Validator.js (Node.js library)**
    - **Reasoning**: Provides a set of string validation and sanitization functions, helping to prevent common injection attacks.
- **OWASP Java HTML Sanitizer**
    - **Reasoning**: Sanitizes HTML inputs to prevent Cross-Site Scripting (XSS) attacks by removing harmful code.

4. Basic API Security:

- **JWT (JSON Web Tokens)**
    - **Reasoning**: Provides a compact, URL-safe means of representing claims between two parties, useful for securely transmitting information.
- **Express Rate Limit (Node.js middleware)**
    - **Reasoning**: Helps prevent abuse by limiting repeated requests to public APIs.

5. Work Division:

Phase 1: Core Development

Each member focuses on a primary task while supporting a secondary role.

- **Shehryar: Backend & AI Integration (Primary), Frontend Support (Secondary)**
    - Backend setup (Node.js), database management (PostgreSQL), AI model integration (SpaCy, Hugging Face).
- **Abdullah: Frontend & UI/UX (Primary), AI Support (Secondary)**
    - Develop UI (React.js), data visualization (Plotly), assist AI integration.
- **Awais: Advanced AI Features (Primary), Full-Stack Support (Secondary)**
    - Develop advanced AI features (voice analysis, RL), assist in frontend/backend.

Phase 2: Cross-Training

Rotate roles to build broader skills.

- **Shehryar**: Frontend + AI
- **Abdullah**: Advanced AI + Backend
- **Awais**: Backend + Frontend

Phase 3: Integration & Testing

Collaborate on:

- **Integration**: Full-stack components.
- **Testing & Deployment**: Optimize performance.
- **Documentation**: System guides and reporting.

Skills Developed:

- Full-stack development, testing, deployment, and project management.

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