**ABSTRACT**

Most job platforms overlook the needs of neurodivergent users, creating difficulties in career navigation. Complicated layouts, dense information, and unclear instructions often cause confusion and anxiety, leading to the exclusion of many skilled individuals from traditional hiring systems.

The proposed platform addresses these barriers through real-time guidance, emotional support, and simplified content designed for diverse cognitive needs. The Supabase Table Algorithm (PostgreSQL) ensures fast and reliable management of quizzes and user data. The Edge Function with GPT-4 (OpenAI API) generates adaptive quizzes and personalised feedback based on user skills and learning progress. To maintain originality, the Text Match Algorithm (Supabase Edge Function) performs plagiarism detection by comparing submissions with stored data.

Gamified quizzes, responsive feedback, and accessible design promote interactive learning, confidence building, and improved employability. Clear visuals, structured layouts, and minimal cognitive load enhance user comfort and engagement during navigation.

By combining accessibility, AI-based personalisation, and assistive design, the platform enables neurodivergent users to demonstrate strengths and access equitable career opportunities. This innovation establishes a new benchmark for inclusivity in digital employment systems, transforming technology into a tool for empowerment, diversity, and equal participation.

The study shows that job platforms should adjust to support neurodivergent users instead of expecting them to change. Making online platforms more simple, clear, and inclusive helps everyone find fair job opportunities and feel confident.