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ABSTRACT

Recommendation system is a technique, which provides users with information, which he/she may have been interested in or accessed in the past. Traditional recommender techniques such as content and collaborative filtering used in various applications such as education, social media, marketing, entertainment, e-governance and many more. Content-based and collaborative filtering has many advantages and disadvantages and they are useful in specific applications. Sparsity and cold start problems are major challenges in content and collaborative filtering. Challenges of content and collaborative filtering can be solved by using hybrid filtering. In our project, we use Hybrid filtering which combines the features of two recommender systems like content and collaborative; content-based filtering improves the classification accuracy and collaborative model easily gives the best-predicted result of a latent factor model. The combination of the two techniques is used to achieve better job and skill recommendations.

CHAPTER - 5 INTRODUCTION

INTRODUCTION

Recommendation system is a technique, which provides users with information, which he/she may have been interested in or accessed in the past. Traditional recommender techniques such as content and collaborative filtering used in various applications such as education, social media, marketing, entertainment, e-governance and many more. Content-based and collaborative filtering has many advantages and disadvantages and they are useful in specific applications. Sparsity and cold start problems are major challenges in content and collaborative filtering. Challenges of content and collaborative filtering can be solved by using hybrid filtering. Hybrid filtering combines the features of two recommender systems like content and collaborative; content-based filtering improves the classification accuracy and collaborative model easily gives the best-predicted result of a latent factor model.

CHAPTER - 2 LITERATURE SURVEY

2.1 EXISTING PROBLEM

Gathering the details from the user's profile, CV's and creating job recommendations and matching the profile for the candidate recommendations. The candidates profile details will match with the candidate recruitment profile for providing recommendation matching information. According to the professional recommender system the profiles will be consolidated for getting the confidential information. Recommended job and candidate information can be changed according to the user's recruitment needs and user's updated profile details. Recommendation details available in search mode also, jobs recommendations can be search area wise, city wise and state wise, domain interest.

2.2 REFERENCES

- 1. <u>Shaha T Al-Otaibi and Mourad Ykhlef. 2012. A survey of job recommender systems. International Journal of Physical Sciences</u>, <u>Vol. 7</u>, <u>29 (2012)</u>, <u>5127--5142</u>
- 2. Technical Job Recommendation System Using APIs and Web Crawling
- 3. <u>Skill Scanner: Connecting and Supporting Employers</u>, <u>Job Seekers and Educational Institutions</u> with an AI-based Recommendation System by Koen Bothmer and Tim Schlippe
- 4. A Life-long Learning Recommender System to Promote Employability

2.3 PROBLEM STATEMENT DEFINITION

Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	Unemployed	Find a job	It takes a long time	I cannot find the right one	Demotivated
PS-2	Unemployed	Find a job	I cannot find a job at my desired location	I am searching for jobs offline	Helpless
PS-3	Unemployed	Find a job	I cannot find a job with expected CTC	I do not have enough contacts with big companies	Disappointed
PS-4	Unemployed	Find a job	It takes a long time	I am a disabled person	Hopeless

CHAPTER-3

IDEATION & PROPOSED SOLUTION

3.1 EMPATHY MAP CANVAS

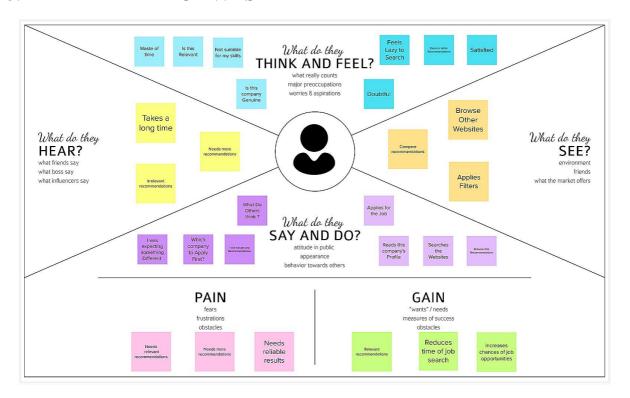


Fig 3.1 Empathy Map canvas

3.2 BRAINSTORMING AND IDEA PRIORITIZATION

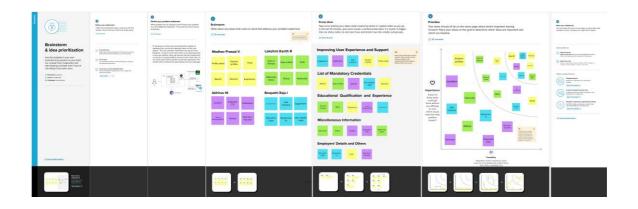


Fig 3.2 Brainstorming And Idea Prioritization

3.3 PROPOSED SOLUTION

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	Jobs must be recommended based on the skills of the candidate
2.	Idea / Solution description	A Job recommender using Hybrid filtering technique
3.	Novelty / Uniqueness	Use of Hybrid filtering which is a combination of both collaborative and content based filtering
4.	Social Impact / Customer Satisfaction	Getting relevant and more recommendations which can improve chances of employment
5.	Business Model (Revenue Model)	Ads for companies who pay for the web application and certain revenue for reaching a certain number of registrations.
6.	Scalability of the Solution	Kubernetes allows users to scale the total containers used based on application requirements while conventional servers cannot be scalable.

3.4 PROBLEM STATEMENTS

Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	Unemployed	Find a job	It takes a long time	I cannot find the right one	Demotivated
PS-2	Unemployed	Find a job	I cannot find a job at my desired location	I am searching for jobs offline	Helpless
PS-3	Unemployed	Find a job	I cannot find a job with expected CTC	I do not have enough contacts with big companies	Disappointed
PS-4	Unemployed	Find a job	It takes a long time	I am a disabled person.	Hopeless

3.5 PROBLEM SOLUTION FIT

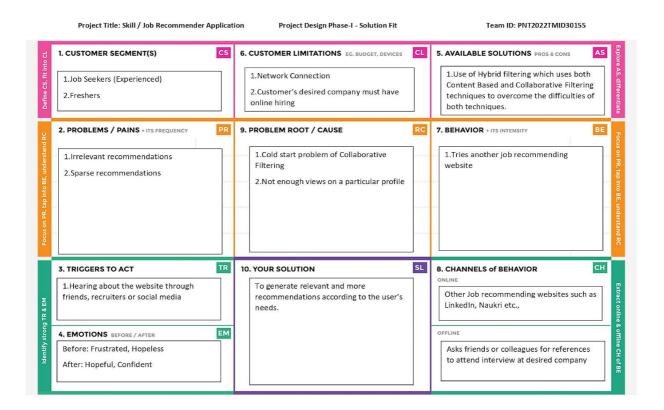


Fig 3.5 Problem Solution Fit

CHAPTER-4

REQUIREMENTS ANALYSIS

4.1 Functional Requirements:

FR No.	Functional Requirement (Epic)	Sub Requirement (Story / Sub-Task)
FR-1	User Registration	Registration through Form Registration through Gmail Registration through LinkedIN
FR-2	User Confirmation	Confirmation via Email Confirmation via OTP
FR-3	User Login	Login using credentials
FR-4	User Search	Search for desired company
FR-5	User Profile	Complete user profile by providing personal details
FR-6	User Application	User applies for the desired company

4.2 Non-functional Requirements:

FR No.	Non-Functional Requirement	Description
NFR-1	Usability	Filters for the acquired results
NFR-2	Security	Two step verification
NFR-3	Reliability	Applicants can access their resume 98% of the time without failure

NFR-4	Performance	The website's loading time should be less than 5 seconds
NFR-5	Availability	Companies can post jobs on the website throughout the week at any time during the day
NFR-6	Scalability	The solution shall be able to support an annual growth of 10% of new customers.

CHAPTER-5

PROJECT DESIGN

5.1 DATA FLOW DIAGRAM

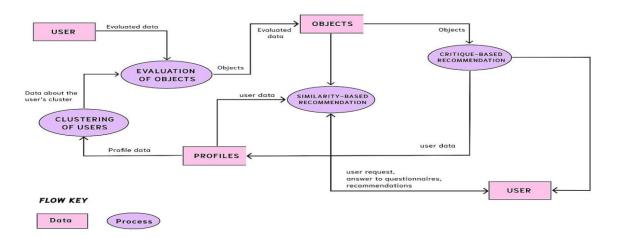


Fig 5.1 Data Flow Diagram

5.2 SOLUTION ARCHITECTURE

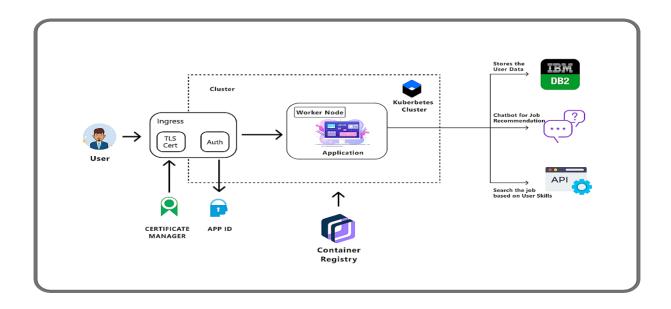


Fig 5.2 Solution Architecture

5.3 TECHNOLOGY ARCHITECTURE

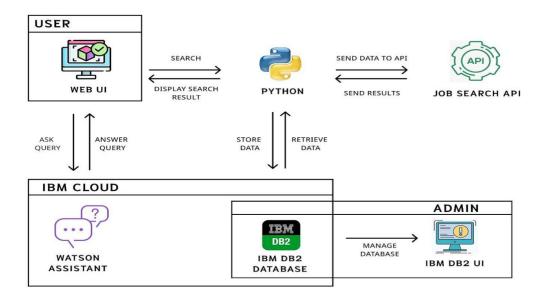


Fig 5.3 Technology Architecture

5.4 USER STORIES

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release
Customer (Web user)	Registration	USN-1	As a user, I can register for an account by entering my email, password, and confirming my password.	I can access my account / dashboard	High	Sprint-1
		USN-2	As a user, I will receive confirmation email once I have registered for the application	I can receive confirmation email & click confirm	High	Sprint-1
		USN-3	As a user, I can register for the application through Facebook	I can register & access the dashboard with Facebook Login	Low	Sprint-2

	USN-4	As a user, I can register for the application through Gmail	I can register & access the dashboard with Gmail Login	Medium	Sprint-1
Login	USN-5	As a user, I can log into the application by entering email & password	I can access the dashboard	High	Sprint-1
Search	USN-6	As a user, I can search for the desired companies	Companies related to the search terms are listed	High	Sprint-2
Apply	USN-7	As a user, I can apply for a company	Application is submitted to the company	High	Sprint-2
Review	USN-8	As a user, I can review the company	Review is listed on the company's profile	Medium	Sprint-2

Admin	Forward	USN-9	As an admin, I must forward the applications to the respective companies	The application is received by the company	High	Sprint-1
	Send Confirmation	USN-10	Confirmation mail is sent from the respected company	Confirmation is received by the user	High	Sprint-2
	Manage Review	USN-11	As an admin, I must make the reviews appear on the company's profile	Reviews appear on the company's page	Low	Sprint-2

CHAPTER-6

PROJECT PLANNING & SCHEDULING

6.1 SPRINT PLANNING & ESTIMATION

Sprint	Functional	User User Story / S		Story	Priority	Team
	Requirement	Story	Task	Points		Members
	(Epic)	Number				
Sprint-1	Registration	USN-1	As a user, I can register for the application by entering my email, password, and confirming my password.	5	High	Lakshman S, Nandha Kumar BK
Sprint-1		USN-2	As a user, I will receive confirmation email once I have registered for the application	5	High	Nandha kumar B K, Mugesh G
Sprint-2		USN-3	As a user, I can register for the application through Facebook	3	Low	Karthik Raja R
Sprint-2		USN-4	As a user, I can register for the application through Gmail	5	Medium	Lakshma n S
Sprint-1	Login	USN-5	As a user, I can log into the application by entering email & password	5	High	Mugesh G, Lakshman S,Karthik Raja R

Sprint-2	Search	USN-6	As a user, I can search for the desired companies	7	High	Nandha Kumar B K , Mugesh G
Sprint-3	Apply	USN-7	As a user, I can apply for a company	6	High	Lakshman S, Karthik Raja R
Sprint-3	Review	USN-8	As a user, I can review the company	4	Medium	Nandha Kumar B K
Sprint-4	Forward	USN-9	As an admin, I must forward the applications to the respective companies	4	High	Mugesh G, Lakshman S
Sprint-4	Send Confirmation	USN-10	Confirmation mail is sent from the respected company	4	High	Nandha Kumar BK, Karthik Raja R
Sprint-4	Manage Review	USN-11	As an admin, I must make the reviews appear on the company's profile	1	Low	Lakshma n S
Sprint-4	Chatbot	USN-12	As a user, I can interact with Watson Assistant to resolve my queries	1	Low	Nandha Kumar B K

Sprint	Total Story Points	Duration	Sprint Start Date	Sprint End Date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint-1	15	6 Days	24 Oct 2022	29 Oct 2022	15	29 Oct 2022
Sprint-2	15	6 Days	31 Oct 2022	05 Nov 2022	15	31 Oct 2022
Sprint-3	10	6 Days	07 Nov 2022	12 Nov 2022	15	07 Nov 2022
Sprint-4	10	6 Days	14 Nov 2022	19 Nov 2022	10	14 Nov 2022

VELOCITY:

Sprint-1 and Sprint-2

AV = sprint duration / velocity = 156 = 2.5

Sprint-3 and Sprint-4

AV = sprint duration / velocity = 106 = 1.66

6.3 REPORT FROM JIRA

6.3.1 Sprint 1:

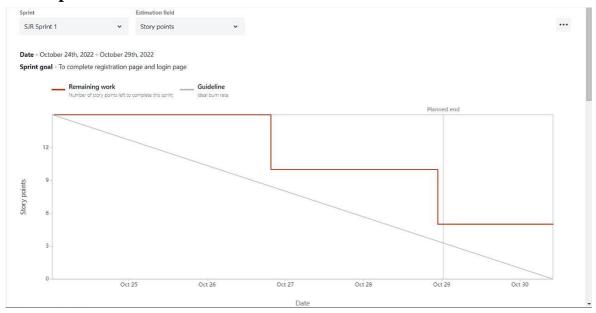


Fig 6.3.1 Sprint 1

6.3.2 Sprint 2:

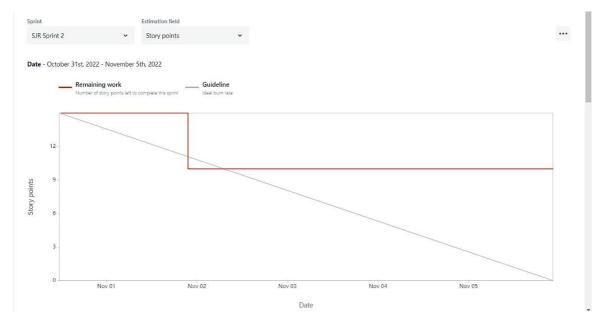


Fig 6.3.2 Sprint 2

6.3.3 Sprint 3:

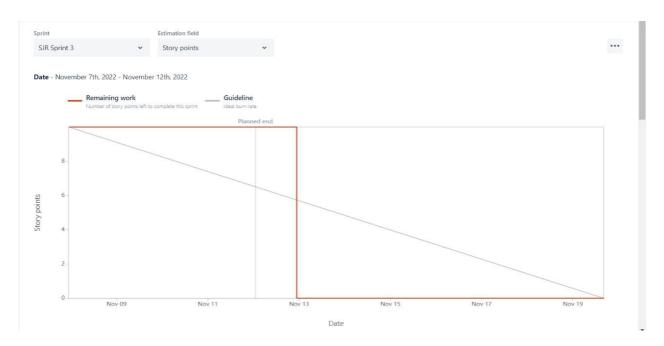


Fig 6.3.3 Sprint 3

6.3.4 Sprint 4:

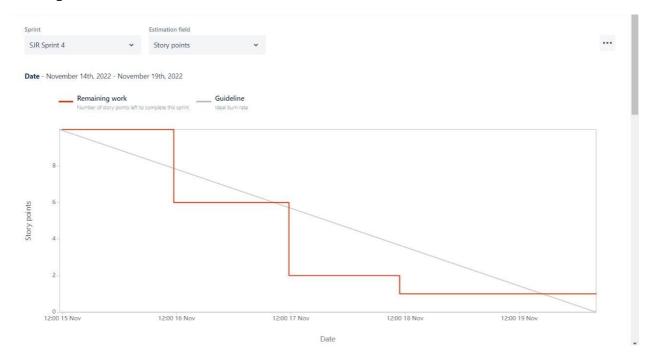


Fig 6.3.4 Sprint 4

CHAPTER - 7

CODING & SOLUTIONING

7.1 FEATURE 1

REGISTRATION PAGE

- The registration page consists of details to be filled by the user such as first name, last name, email ID, password and confirm password.
- If the entered details are valid and do not exist already, then the user is redirected to the verification page where he/she is required to enter the OTP sent to their email ID.
- On successful validation, the user is redirected to the login page where he can login with his credentials.
- If the OTP was not received, then OTP can be resent with the "Resend verification mail" link.

LOGIN PAGE

- The login page consists of email ID and password fields which are used to verify the identity of the user
- The login page consists of "SignIn with Google" feature which can be used to login to the web application
- It also consists of "Forgot Password" feature which helps the user to reset their password if they forget it.

PROFILE PAGE

• On successful login, the user is redirected to the profile page where he is expected

to provide the details required by the companies and click the "Save Profile" button to finish his profile.

• The profile page consists of details such as first name, last name, email ID, educational qualifications, mobile number, experience and preferred skill.

7.2 FEATURE 2

SEARCH FEATURE

- After completion of the profile, the user is redirected to the home page where he can search for companies based on job title and skill.
- Jobs are recommended to the user according to the skill which they have provided in their profile
- After finding the job which they like, they can click the "Apply Job" button to apply for the job

APPLY JOB PAGE

- The apply job page consists of the user's personal information and educational qualifications and he clicks the "Apply Job" button to apply for the job
- A confirmation mail is sent to the user's registered email id

7.3 FEATURE 3

ADMIN PAGE

- Like the user login, the web application also consists of admin login which can be used by the admin to post a new job
- After a job is posted, all the users possessing the specific skill for the job are notified through their registered email ID

CHATBOT

• The user can interact with the chatbot to find the companies which are hiring for the specific skill which he possesses.

7.4 DATABASE SCHEMA

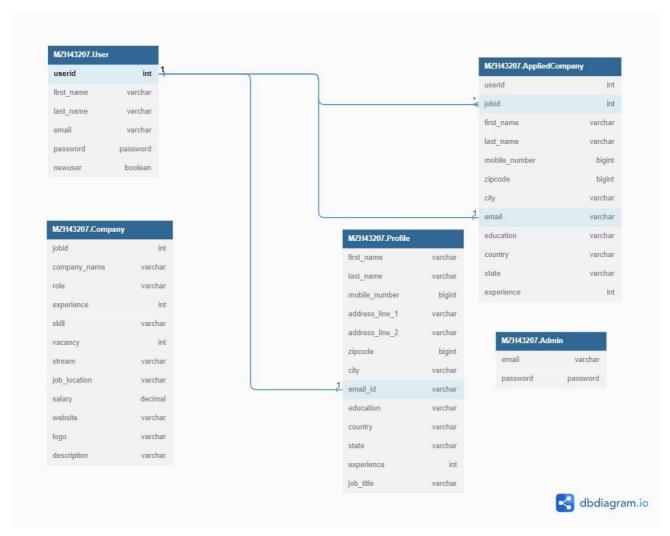


Fig 7.3 Database Schema

CHAPTER - 8

TESTING

8.1 TEST CASES

Test case ID	Feature Type	t	Test Scenario	Pre-Requisite	Steps To Execute	Test Data	Expected Result	Actual Result	Status	Comments	TC for Automation(Y/N)	BUG
egistration age_TC_003	Functional	Registratio n Page	Check if password and confirm password are same		Enter different passwords for Password and Confirm Password fields	password - kanth@123 confirm password - kanth@123	It should display a message saying that the passwords don't match	Working as expected	Pass	No Error	N	
					1. Enter Invalid Emails		It should show an invalid email		-	It is not possible to collect		
egistration ge_TC_004	Functional	Registratio n Page	Check if the email is valid		2. Click on the Register Button.	email - lakshmikanth@xyz.com	message	Not Working as expected	Fail	all the domain name existing in this world for a personal scale project	N	D-O
egistration	Functional	Registratio n Page	Check if Email already exists in the database.	User must be already register	1.Enter an already registered email.	email - lakshmikanth@gmail.com password - kanth@123	It should say that email already exists	Working as expected	Pass	No Error	N	
Login ige_TC_006	UI	Login Page	Click textboxes, checkboxes and buttons		Click Register button Click textboxes, checkboxes and buttons		UI should work properly	Working as expected	Pass	No Error	N	
Login ige_TC_007	Functional	Login Page	Check user should by filling all the required fields		T. Enter valid values in the required fields. 2. Click the Login button.	email - lakshmikanth@gmail.com password - kanth@123	Users should be logged in successfully User should be redirected to	Working as expected	Pass	No Error	N	
Login age_TC_OOS	Functional	Login Page	Check if email and passwords is invalid		Enter Invalid email Enter Invalid password Click on the Login button	email - lakshmikanth@xyz.com password - kanth123	home page It should show invalid email or invalid password message	Working as expected	Pass	No Error	N	0
Profile age_TC_009	UI	Profile Page	Check all textboxes, checkboxes and buttons		1.Click textboxes, checkboxes and buttons	password*kantini25	UI should work properly	Working as expected	Pass	No Error	N	
Profile age_TC_010	Functional	Profile Page	User should fill all the required fields	User must be logged in	Enter valid values in the required fields. Click the Save button.	Lakshmikanth,R,12345678 90, Four Roads,636004,Salem,B.E CSE,India,Tamil Nadu,3,Python	Users successfully save his profile User should be redirected to home page	Working as expected	Pass	No Error	N	
Profile Page_TC_011	Functional	Profile Page	Users can view his profile		1. Click on the profile button		It should show an user profile with details which he entered previously	Working a: expected		No Error	N	
Profile Page_TC_012	Functional	Profile Page	Users can update his profile		Click on the profile button Enter valid values in the required fields. Click the Save button.		Users successfully updated his profile User should be redirected to home page	Working a: expected		: No Error	N	
Admin	UI	Admin	Check all textboxes, checkboxes		1.Click textboxes, checkboxes and		It should say that email already	Working a:	Pass	No Error	N	1
age_TC_013		Page	and buttons		buttons 1. Enter valid values in the		exists 1. Users should be logged in	expected	11 11 11 11		100	
Admin age_TC_014	Functional	Admin Page	Admin should fill all the required fields		required fields. 2. Click the Login button.	email - hiremeadmin@gmail.com password - hire@123	successfully 2. User should be redirected to Admin home page	Working a: expected		No Error	N	
Admin Page_TC_015	Functional	Admin Page	Check if Email and Password is invalid		1.Enter Invalid Email and passwor	email-hireme@gmail.com	It should show invalid email or password message	Working a:		No Error	N	
	<u> </u>				Click on the Login button Enter valid values in the required fields.	Zoho Corporation, Software	1. It is visible to the users, and they can apply it	300000000000000000000000000000000000000	4			+
Admin Page_TC_016	Functional	Admin Page	Admin can post new jobs	Admin must be logged in	2. Click the Post button.		a. 2. It will send a suggestion email to the users based on their skill	Working at expected		No Error	N	
Apply Page_TC_017	UI	Apply Page	Check all textboxes, checkboxes and buttons		1. Click textboxes, checkboxes and buttons		UI should work properly	Working a: expected		No Error	N	
		•				•	•	•		•	•	
		8	0		1. Enter valid values in the	8	1. User successfully applied for a					
Apply Page_TC_018	Functional	Apply Page	User should fill all the required fields		required fields. 2. Click the Apply button.		job and receive a confirmation emai 2. User should be redirected to	I. Working expecte		ss No Error	N	
We say			It will fill the user details		Select the company and click the		home page User details are filled		+			
Apply Page_TC_019	Functional	Apply Page		must not have applied befor	e apply for a job button.		automatically and phone number can be updated	Working expecte		ss No Error	N	3
Apply Page_TC_O2O	Functional	Apply Page	company		The user should choose the company which he has previously applied Click the Apply button		It will display that the user has already applied for this job	Not Working expecte	d	il Internal javaScript err	or N	
Home Page_TC_021	UI	Home Page	Check all textboxes, checkboxes and buttons		Click textboxes, checkboxes and buttons	d	UI should work properly	Working		ss No Error	N	
		50			Users should complete the profile.	0	A list of available jobs will display on the home page					- 1
Home age_TC_O22	Functional	Home Pag	Jobs will be displayed on the e home page based on user- provided details.		2. Click the Save button.		The user can view more information about the company selecting it	1.0		ss No Error	N	
Home age_TC_023	Functional	Home Pag	e User should fill the search fields		Enter values in the required fields. Click the Search button.	Java	It will display a list of jobs base on the user's search The user can view more information about the company selecting it	Working		ss No Error	N	
		,								•	•	
					1. Enter a search query		 Suggestions show up while typing. 					
Home Page_TC_024	Functional	Home Page	Suggest to the user while he is looking for		2. Click the submit button		Search results are displayed after hitting the submit button.	Working expecte		ss No Error	N	
		1	1									

8.2 USER ACCEPTANCE TESTING:

Purpose of Document

The purpose of this document is to briefly explain the test coverage and open issues of the [ProductName] project at the time of the release to User Acceptance Testing (UAT).

Defect Analysis

This report shows the number of resolved or closed bugs at each severity level, and how they were resolved.

Resolution	Severity 1	Severity 2	Severity 3	Severity 4	Subtotal
By Design	2	4	1	3	10
Duplicate	1	1	0	0	2
External	1	0	0	0	1
Fixed	1	1	2	5	9
Not Reproduced	0	0	0	0	0
Skipped	0	0	1	1	2
Won't Fix	0	0	2	1	3
Totals	5	6	6	10	25

Test Case Analysis

This report shows the number of test cases that have passed, failed, and untested

Section	Total Cases	Not Tested	Fail	Pass
Registration Page	7	0	0	7
Login Page	5	0	0	5
Profile Page	5	0	0	5
Admin Page	6	0	0	6
Apply Page	5	0	0	5
Home Page	5	0	0	5

CHAPTER -

RESULTS

† PERFORMANCE METRICS:

				NF	T - Risk Assessme	nt			
S.No	Project Name	Scope/feature	Functional Changes	Hardware Changes	Software Changes	Impact of Downtime	Load/Voluem Changes	Risk Score	Justification
1	Skill and Job Recommer	New	Moderate	No Changes	Moderate		>30 to 50 %	ORANGE	changes have been absorbed
2	Skill and Job Recommer	New	High	No Changes	Moderate		>50 to 70%	RED	changes have been absorbed
3	Skill and Job Recommer	New	Low	No Changes	Moderate		>10 to 30%	GREEN	changes have been absorbed
				20					A000
					2				
				NF	T - Detailed Test P	lan			
			S.No	Project Overview	NFT Test approach	nptions/Dependencies	Approvals/SignOff		
			1	Skill and Job Recomm	Performance	Low			
				End Of Test Report					
S.No	Project Overview	FT Test approa	NFR - Met	Test Outcome	GO/NO-GO decision	Recommendations	Identified Defects (Detected/Closed/Open)	Annrovals/SignOff	
	Skill and Job Recommer	2.2		Good	CO/NO CO CCCISION	Reduce calls to Datab	N 0. 10	/ ipprovata/signon	

CHAPTER - 10 ADVANTAGES & DISADVANTAGES

ADVANTAGES:

Getting Job Alerts:

A superior job portal provides standard job alerts whenever there are job openings for you. This way, you won't neglect a chance to be valid for your target job and bound to start your career. Also, you can discover more posts to increase better options.

Classified:

Once you register in a job portal, all your achievements, skills, and individual details will be reserved privately. This will be kept secure unless you let them split your details to your future employers. Also, job portals keep your job search narration classified which permits you to do the task surreptitiously.

More job opportunities:

Job portals offer a full collection of job choices from top companies. It means you have a superior chance of searching the job you want anywhere and however; you want it.

Resourceful:

With these portals, you can be relevant for a job effortlessly. Instead of going to your intention firm, you can submit your resume online. After submitting, you can relax, and wait for your future employers to take action.

DISADVANTAGES:

Competition:

A noteworthy weakness to job chasing on the web is that every other person is doing it. You're one of the a great many individuals competing for jobs and maybe thousands applying for a similar job on the grounds that the accommodation factor bids to the majority of your rivals also. Even when you're hunting down jobs outside your region, you're rivaling job-searchers in that area and individuals applying for a similar job from each other locale.

Building an audience:

Building an audience for an online job recommendation website is quite hard because there will not be many people who know about our website in the beginning. Building an audience happens naturally when people recommend our website their friends, colleagues and fellow jobseekers which can happen immediately or take a long time. It is a factor which we cannot control.

CHAPTER - 10 CONCLUSION

Job Search Portals stands as a revolutionizing element in the sphere of recruitment. They act as a communication bridge between applicants and recruiters facilitating their requirements. This application helps organizations to have a greater exposure to the candidate pool and also job seekers facilitating wide search of jobs matching their interests. It provides user friendly interface which facilitates in reaching wide range of audience. The application has achieved all the requirements that were initially set in the requirements gathering phase. Starting from requirements elicitation to design, construction, implementation and testing, I have gained a very good experience working with various technologies at every phase. Development of this project boosted my confidence in web development.

CHAPTER - 10

FUTURE SCOPE

This project fulfills the primary requirements of the job seekers and employers. It can be extended in several ways – the job seekers might be interested in building a strong Resume, we can provide tips and information for the same. We can also provide templates for building the Resumes which might interest most applicants. We can also extend the website by providing review feature which helps the job seekers know more about a company's recruitment process.

CHAPTER - 13 APPENDIX

13.1 SOURCE CODE

app.py:

```
| File Edit Selection View Go Run Terminal Help | app.py - Project Oevelopment Place - Vioual Studio Code | Code |
```

```
## File Edit Selection | New You So Run Terminal Help | appsyy-Project Development Phase-Vioual Studio Code | Image: Second |
```

```
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apply.html:

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applysuccess.html

forgetpass.html

index.html

profile.html

signin.html

signup.html

verification.html

13.2GITHUB & PROJECT DEMO LINK

Github link: https://github.com/IBM-EPBL/IBM-Project-11360-1659321307

View the deployed ims-final flask application by clicking the below link:

http://169.51.203.187:30814/