**A NOVEL METHOD FOR SKILL AND JOB RECOMMENDER APPLICATION**

**PROBLEM:**

Skill and Job Recommender is the demanding problem, One biggest issue is the scalability of algorithms having real-world datasets under the recommendation system, a huge changing data is generated by user-item interactions in the form of ratings and reviews and consequently, scalability is a big concern for these datasets.

The main issue of these portals is their inability to understand the complexity of matching between candidate's desires and organizations. Recommender systems are often required to solve the cold-start problem where there may be insufficient information about the user.

The item cold-start problem refers to when items added to the catalogue have either none or very little interactions. This constitutes a problem mainly for collaborative filtering algorithms due to the fact that they rely on the item's interactions to make recommendations.

**BACKGROUND:**

If you discover a major factual error after you apply, it's best to resubmit your application. Employers will keep your resume on file even if you are not hired, and they often go back through their records to find candidates for open roles.

Simply stop in with a clean copy of the application in hand and ask to speak to the hiring manager. Introduce yourself, explain what happened, and say you'd like to correct the information. This can even work to your advantage if they see you as someone who cares enough to put in effort to right a wrong.

There are many other issues that can happen with recommender systems – some offer up too many 'lowest common denominator' recommendations, some don't support The Long Tail enough and just recommend obvious items, outliers can be a problem, and so on.

The recommender system approaches are classified into the following main four categories: Collaborative filtering, Contend-based filtering, Knowledge-based and Hybrid approaches (Wei et al., 2007). The detailed descriptions of different techniques are presented in the following paragraphs.

**RELEVENCE:**

Cold start problem can be classified into two categories, cold start of new items and cold start of new users. Cold start problem for an item occur when we don’t have enough previous rating related to that item. Also, it is a bit difficult to recommend items to new users as the system don’t have any information related to his past purchases or it might be possible that he has not rated any item yet so his taste is unknown to the system.

**SOLUTION:**

To curb the problem of cold-start, we can use the demographic information of the user from social networking sites or through the sign up page of the website. Also, we can use hybrid approach, i.e. to use collaborative filtering with demographic recommending approach to suggest items to a new user.

**OBJECTIVES:**

The objective of recommender systems is to provide recommendations based on recorded information on the users' preferences. These systems use information filtering techniques to process information and provide the user with potentially more relevant items. The aim of recommender systems is to assist users in finding their way through huge databases and catalogues, by filtering and suggesting relevant items taking into account or inferring the users‟ preferences.

Recommender systems are used in a variety of areas, with commonly recognised examples taking the form of playlist generators for video and music services, product recommenders for online stores, or content recommenders for social media platforms and open web content recommenders.

Today's Recommender system is a relatively new area of research in machine learning. The recommender system's main idea is to build relationship between the products, users and make the decision to select the most appropriate product to a specific user. This paper provides a review of the job recommender system (JRS) literature published in the pastdecade (2011-2021). Compared to previous literature reviews, we put more emphasis on contributionsthat incorporate the temporal and reciprocal nature of job recommendations.

This shows that several approaches for job recommendation have been proposed, and many techniques combined in order to produce the best fit between jobs and candidates. We presented state of the art of job recommendation as well as, a comparative study for its approaches that proposed by literatures. Additionally, we reviewed typical recommender system techniques and the recruiting process related issues. We conclude that the field of job recommendations is still unripe and require further improvements.