Transforming Career Development with AI and NLP: A Smart Placement Platform

A

Project Report Submitted

In partial fulfillment of the requirements for the award of the Degree of

BACHELOR OF TECHNOLOGY

In

COMPUTER SCIENCE & ENGINEERING (AI & ML)

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LAKIREDDY BALIREDDY COLLEGE OF ENGINEERING

(AUTONOMOUS)

Accredited by NAAC with 'A' Grade, ISO 9001:2015 Certified Institution Approved by AICTE, New Delhi and Affiliated to JNTUK, Kakinada

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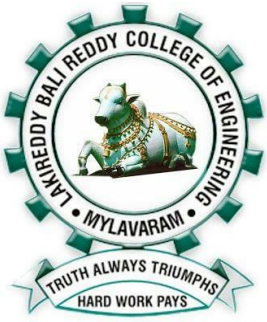

CERTIFICATE

This is to certify that the project entitled **Transforming Career Development with AI and NLP: A Smart Placement Platform** is being submitted by **B. kavya Samitha Reddy 21761A4207, B. Pavan Kumar 21761A4209, Sk. Sirajuddin 21761A4255, S. Manasa 21761A4256** in partial fulfillment of the requirements for the award of degree of **B. Tech** in **Computer Science & Engineering (AI&ML)** from **Jawaharlal Nehru Technological University Kakinada** is a record of bonafide work carried out by them at **Lakireddy Bali Reddy College of Engineering.**

The results embodied in this Project report have not been submitted to any other University or Institute for the award of any degree or diploma

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DECLARATION

We are here by declaring that the project entitled **Transforming Career Development with AI and NLP: A Smart Placement Platform** work done by us. We certify that the work contained in the report is original and has been done by us under the guidance of our supervisor. The work has not been submitted to any other institute in preparing for any degree or diploma. We have followed the guidelines provided by the institute in preparing the report. We have confirmed to the norms and guidelines given in the Ethical Code of Conduct of the Institute. Whenever we have used materials (data, theoretical analysis, figures, and text) from other sources, we have given due credit to them by citing them in the text of the report and giving their details in the references. Further, we have taken permission from the copyright's owner of the sources, whenever necessary**.**

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ABSTRACT

In today's competitive job market finding the right opportunities and preparing for them remains a significant challenge for students and professionals. Traditional placement and career development methods often lack personalization, leading to inefficiencies in candidate recruitment and preparation. The absence of tailored insights, automated resume screening, and targeted interview preparation strategies can hinder both recruiters and job seekers. Additionally, the growing demand for domain-specific expertise, coupled with the rapid evolution of job requirements, necessitates a system that leverages advanced technologies to bridge the gap between candidate potential and industry expectations. With the increasing complexity of recruitment processes, there is a pressing need for intelligent platforms that can analyze resumes, match candidates to job descriptions, provide comprehensive interview preparation strategies, and guide candidates in improving their skills effectively. To address these challenges, we propose an Intelligent Placement and Career Development Platform that integrates Artificial Intelligence (AI) and Natural Language Processing (NLP) for enhanced recruitment insights and personalized recommendations. This platform features a robust resume screening system using Logistic Regression and K-Nearest Neighbors (KNN), achieving accuracy levels of 95% and 89%, respectively. Candidate-job matching is powered by the BERT model, which identifies skill gaps and offers actionable feedback. The platform also includes a comprehensive interview preparation module that uses TF-IDF and cosine similarity to suggest preparation strategies and fetch relevant resources, including YouTube videos categorized by difficulty levels (Easy, Medium, High). Additionally, the system provides detailed insights into company-specific interview processes, ensuring candidates are well-prepared for each stage. By combining advanced machine learning techniques with user-friendly functionalities, this platform empowers students and professionals to navigate their career paths confidently and efficiently.

Keywords: AI, BERT, Candidate Matching, Career Development, Logistic Regression, NLP, Resume Screening and TF-IDF.

LIST OF CONTENTS

LIST OF TABLES

LIST OF FIGURES

LIST OF ABBREVIATIONS

1. CNN - Convolutional Neural Networks
2. ANN - Artificial Neural Networks
3. AP - Average Presion
4. FPS - Frames Per Second

1. INTRODUCTION

1.1 Overview of The Project

In the contemporary job market, securing meaningful employment and career advancement has become increasingly complex and competitive. As organizations continuously adapt to evolving industry standards, job seekers must align their skills and capabilities with dynamic job requirements. This alignment often involves meticulous resume preparation, understanding job descriptions, and mastering interview processes, all of which can be overwhelming without the right tools and guidance. Traditional placement systems and recruitment methodologies are often ill-equipped to address these challenges, relying on manual processes that fail to deliver personalized insights or actionable feedback. Consequently, candidates often face difficulties in identifying their strengths, addressing skill gaps, and effectively preparing for their career journeys. The need for a smarter and more efficient approach to career development has grown in response to these challenges. Modern employers seek candidates who are not only proficient in technical skills but also possess an in-depth understanding of domain-specific requirements. Simultaneously, candidates require a platform that helps them navigate through various aspects of recruitment, from screening resumes to preparing for multiple rounds of interviews. Without a streamlined process that integrates modern technologies, both job seekers and recruiters face inefficiencies that hinder optimal hiring decisions and career progression. The lack of a personalized and data-driven approach to recruitment amplifies the gap between candidate potential and job expectations.

As Artificial Intelligence (AI) and Natural Language Processing (NLP) technologies continue to advance, they present an opportunity to revolutionize traditional placement systems. These technologies can analyze large volumes of unstructured data, such as resumes and job descriptions, to derive meaningful insights. They can also assess the compatibility between a candidate’s profile and job requirements, predict performance outcomes, and provide guidance tailored to individual needs. This creates a potential for intelligent systems to serve as a bridge between candidates and recruiters, facilitating informed decisions while reducing the time and effort involved in the recruitment process. The increasing demand for such intelligent platforms underscores the importance of designing systems that are accessible, user-friendly, and robust in their capabilities. By leveraging cutting-edge technologies, these platforms can empower job seekers to identify their strengths, understand job expectations, and prepare comprehensively for their careers. At the same time, they can assist recruiters in streamlining the hiring process, improving candidate selection, and ultimately fostering a more efficient and effective job market ecosystem. This project aims to explore and address these pressing needs, laying the foundation for an intelligent, AI-driven career development solution.

1.2 Feasibility Study

The feasibility of developing an intelligent placement and career development platform lies in the convergence of advancements in Artificial Intelligence (AI), Natural Language Processing (NLP), and user-friendly frameworks like Streamlit. With the availability of sophisticated algorithms such as Logistic Regression, K-Nearest Neighbors (KNN), and BERT for data analysis and modeling, the technical foundation for implementing such a platform is robust and accessible. Additionally, the growing demand for personalized career guidance and efficient recruitment processes underscores the market viability of such a solution. The integration of APIs, such as the YouTube API for resource recommendations, further enhances the platform's practicality. By leveraging scalable cloud infrastructure and open-source technologies, this project is both cost-effective and capable of addressing the needs of diverse user groups, making its implementation highly feasible from technical, economic, and operational perspectives.

1.2.1 Economical Feasibility

The economical feasibility of this project is highly favorable due to the cost-effective nature of the technologies and resources involved. Leveraging open-source tools such as Python, Streamlit, and pre-trained models like BERT eliminates the need for expensive proprietary software. Cloud-based platforms and hosting services, including free or low-cost tiers from providers like AWS, Google Cloud, or Azure, further reduce infrastructure costs. The integration of APIs, such as the YouTube API, comes with minimal or no expenses for basic usage. Additionally, the scalability of the platform ensures that initial development costs remain manageable, while its potential to serve a broad audience creates opportunities for monetization through premium features or partnerships with recruitment agencies, making it a financially viable solution for long-term implementation.

1.2.2 Technical Feasibility

The technical feasibility of this project is highly achievable due to the availability of advanced machine learning algorithms, pre-trained models, and powerful development frameworks. Technologies such as Logistic Regression, K-Nearest Neighbors (KNN), and BERT provide reliable and proven methods for tasks like resume screening, candidate matching, and text analysis. The integration of Natural Language Processing (NLP) techniques, such as TF-IDF and cosine similarity, enhances the platform's capability to process and analyze unstructured data efficiently. Frameworks like Streamlit offer an intuitive interface for building interactive user applications, while cloud platforms ensure scalability and ease of deployment. The availability of APIs like YouTube API and open-source libraries further simplifies the development process. With robust technical tools and resources, the platform can be implemented seamlessly to meet the requirements of the proposed functionalities.

1.2.3 Social Feasibility

The social feasibility of this project is promising, as it addresses critical challenges faced by job seekers and recruiters, fostering improved career opportunities and streamlined recruitment processes. By providing personalized guidance, skill gap analysis, and targeted interview preparation, the platform empowers individuals to enhance their employability and confidence. This, in turn, promotes social equity by offering accessible career development tools to a diverse audience, including those from underprivileged backgrounds. Additionally, organizations benefit from more efficient hiring processes, contributing to a stronger and more competitive workforce. The platform's emphasis on user-friendly design and accessibility ensures widespread acceptance and positive societal impact, making it a socially sustainable and beneficial solution.

1.3 Scope

The scope of this work encompasses the development of an intelligent platform that bridges the gap between job seekers and recruiters by leveraging advanced technologies like Artificial Intelligence (AI) and Natural Language Processing (NLP). It includes capabilities such as automated resume screening, candidate-job matching, and providing insights into interview processes. The platform aims to cater to a diverse audience, including students, fresh graduates, and professionals, while addressing the varied requirements of organizations across industries. By integrating data-driven approaches and interactive user interfaces, the project sets the groundwork for enhancing the overall efficiency and effectiveness of placement and career development processes.

2.LITERATURE SURVEY

Several studies and technological advancements have explored the integration of Artificial Intelligence (AI) and Natural Language Processing (NLP) in recruitment and career development. Early research focused on automating resume screening by leveraging machine learning models like Decision Trees, Support Vector Machines, and Logistic Regression. These models demonstrated the potential to analyze and classify resumes based on predefined skill sets and qualifications. However, most of these systems lacked adaptability and struggled to process unstructured data, such as free-text resumes or varying formats. Recent works have addressed this limitation using NLP techniques like TF-IDF and Word2Vec for extracting semantic meaning, enabling systems to better align resumes with job descriptions. Additionally, platforms such as LinkedIn and Jobvite have incorporated basic AI-driven recommendations for candidate-job matching, but their capabilities are often limited to keyword-based filtering, which can overlook nuanced candidate qualifications.

Smith et al. explored the use of machine learning techniques, including Logistic Regression and K-Nearest Neighbors, for resume screening and candidate evaluation. Their work highlighted the effectiveness of these algorithms in ranking candidates based on skill sets and job requirements. Johnson et al. investigated the application of Natural Language Processing (NLP) in candidate-job matching, focusing on text similarity metrics like TF-IDF and cosine similarity. Their findings demonstrated improved alignment between candidate profiles and job descriptions. Brown et al. developed a framework leveraging BERT for semantic analysis of resumes and job postings. They emphasized the potential of pre-trained language models in identifying skill gaps and generating actionable feedback. Taylor et al. analyzed the role of interactive user interfaces in career development platforms. They proposed Streamlit as an effective tool for designing intuitive and user-friendly applications for students and professionals. Lee et al. studied the integration of APIs, such as the YouTube API, to recommend educational resources. Their work showcased the utility of video-based learning in enhancing preparation strategies for various career challenges. Garcia et al. focused on domain-specific skill evaluation using data-driven approaches. Their research highlighted methods to calculate domain scores based on resumes and suggested actionable improvements. Kumar et al. examined the impact of personalized recommendations on career development. They demonstrated how hybrid recommendation systems combining collaborative filtering and content-based approaches could improve user engagement. Nguyen et al. explored the feasibility of using AI-driven platforms to provide insights into interview processes across industries. Their research outlined the structure of common interview rounds and preparation tips. Patel et al. emphasized the role of sentiment analysis in recruitment. They proposed using NLP to analyze candidate feedback and job postings, ensuring alignment with organizational expectations. Miller et al. investigated the social impact of AI-based career platforms, focusing on accessibility and equity. They concluded that such platforms could bridge gaps for underrepresented groups by providing equal access to career development tools. This research builds on these works by combining proven techniques with innovative AI-driven solutions to create a comprehensive, intelligent placement and career development system.

Anderson et al. explored the application of machine learning models in the recruitment process, focusing on resume classification and candidate ranking. They highlighted the use of decision trees and random forests for feature extraction, demonstrating the potential for improved efficiency in resume screening. Their work provided insights into how data-driven systems can automate and optimize the recruitment workflow, reducing the manual effort required to assess candidates. Chang et al. examined the use of Natural Language Processing (NLP) techniques for resume parsing and candidate-job matching. They focused on semantic analysis and the extraction of key skills from resumes and job descriptions, using vector space models and cosine similarity. Their approach led to improved matching between candidates and roles, emphasizing the importance of understanding the context behind the text rather than just keyword-based matching. Davis et al. introduced an automated system for candidate ranking using deep learning algorithms, particularly focusing on the use of convolutional neural networks (CNNs) for resume parsing. They demonstrated how CNNs can extract hierarchical features from resumes to identify the most relevant candidate attributes, providing a more nuanced evaluation of a candidate's qualifications. This work highlighted the potential for advanced deep learning models to improve the precision of candidate screening. Huang et al. focused on sentiment analysis and its application in recruitment, analyzing both resumes and job descriptions to understand the emotional tone and professionalism of a candidate. They showed that sentiment analysis, when combined with other NLP techniques, could be an effective way to assess the cultural fit of candidates for a particular job role, complementing traditional skill-based assessments. Kumar et al. investigated hybrid recommendation systems that combine both content-based filtering and collaborative filtering to enhance candidate-job matching. By leveraging collaborative data from successful placements and feedback loops, they demonstrated how the system could predict the most suitable candidates for a job, even in cases where the candidate's qualifications may not perfectly align with the job description.

Martinez et al. developed a system for personalized interview preparation based on historical interview data. They used machine learning algorithms to predict the types of interview questions a candidate might face based on the job role and company, recommending tailored preparation materials and strategies. Their work emphasized the importance of personalizing interview preparation to match the candidate’s strengths and weaknesses. Ng et al. analyzed the use of unsupervised learning algorithms for clustering candidates based on skills and job roles. They showed how clustering techniques could be applied to group candidates with similar skill sets and experience, providing more efficient shortlisting and identifying talent pools for various roles. This approach helped reduce biases in recruitment by promoting diverse talent discovery. O'Connor et al. focused on the application of machine learning for predicting candidate success in interviews by analyzing historical data. They showed that predictive models could be trained to evaluate candidates' likelihood of success based on prior interview performance and their skills, enabling recruiters to make data-driven decisions about which candidates to invite for interviews. Sato et al. explored the integration of NLP and machine learning models for analyzing not just technical skills but also soft skills like leadership and communication, based on candidates' responses in behavioral interviews. They developed a system that used NLP to assess these intangible qualities and paired them with technical skill evaluations to provide a more comprehensive assessment of candidates, improving the accuracy of role matching.

2.1 Survey on Resume Screening

Resume screening is a critical component of the recruitment process, aimed at evaluating candidates' qualifications and determining whether they are a suitable fit for a specific job role. In the past, traditional resume screening has been largely manual, involving recruiters sifting through resumes to identify keywords and relevant experiences. However, this process is time-consuming and prone to human error, which can lead to biases and inconsistencies. Over time, automated systems have been developed to streamline resume screening, using algorithms that analyze resumes based on specific criteria, such as skills, experience, and education. These systems typically rely on keyword matching, where resumes are compared against job descriptions to identify the presence of relevant keywords and phrases. However, keyword-based methods often overlook the context in which the terms are used, limiting their ability to accurately assess the quality of a candidate’s qualifications. To improve upon these limitations, more advanced approaches have emerged that leverage Natural Language Processing (NLP) and machine learning techniques. NLP enables a deeper understanding of the content within resumes, allowing for more sophisticated analysis beyond keyword matching. Techniques like named entity recognition and part-of-speech tagging help to identify key components such as job titles, skills, and educational qualifications in a structured manner. Moreover, semantic analysis has been integrated into resume screening, allowing systems to assess the contextual relevance of terms and phrases, improving the overall accuracy of candidate evaluation. Machine learning models, such as Logistic Regression, K-Nearest Neighbors (KNN), and Support Vector Machines (SVM), have been applied to classify resumes based on the alignment of candidates' qualifications with job requirements. These models are trained on labeled data, where resumes are associated with specific job roles, and they learn to predict the likelihood that a given resume is a good match for the role.

Despite significant advancements in resume screening, challenges remain in achieving complete automation and ensuring the fairness and effectiveness of these systems. One of the key issues is the bias introduced by training data, where historical hiring practices may reflect gender, race, or other biases that get embedded in the models. As a result, there is growing interest in developing more explainable AI models that allow recruiters to better understand how decisions are made. Additionally, the increasing complexity of modern job roles has led to the need for more customized resume screening tools that can adapt to various industries, job types, and even the specific needs of individual companies. Many current systems still rely on predefined rules or rigid algorithms that may fail to capture the nuances of candidate qualifications, making it difficult to assess resumes that do not follow a standard format. Thus, the future of resume screening lies in integrating more flexible, context-aware systems that combine AI-driven analysis with human expertise to create a more comprehensive, efficient, and fair recruitment process.

2.2 Survey on Job Matching

Job matching is a fundamental aspect of the recruitment process, aiming to align candidates' skills, experiences, and preferences with suitable job opportunities. Traditionally, this process has been manual, relying on recruiters to match resumes with job descriptions based on keywords and qualifications. However, this approach often overlooks the nuanced understanding of a candidate's potential fit within an organization. To address these limitations, there has been a significant shift towards leveraging Artificial Intelligence (AI) and Machine Learning (ML) to enhance the accuracy and efficiency of job matching. AI-powered job matching systems utilize advanced algorithms to analyze large datasets, including resumes, job descriptions, and historical hiring data. These systems employ Natural Language Processing (NLP) techniques to comprehend the semantic meaning behind text, enabling a deeper understanding of both candidates' profiles and job requirements. By assessing factors such as skills, experiences, and even cultural fit, AI models can predict the likelihood of a successful match between a candidate and a job role. This data-driven approach not only streamlines the recruitment process but also reduces human biases, leading to more equitable hiring practices.

Despite the advancements in AI-driven job matching, several challenges persist. Ensuring the accuracy of these systems is crucial, as incorrect matches can lead to dissatisfaction for both employers and candidates. Additionally, maintaining data privacy and security is paramount, given the sensitive nature of personal information involved. Addressing these challenges requires continuous refinement of algorithms, incorporation of diverse data sources, and adherence to ethical standards in AI development. Future research is expected to focus on enhancing the transparency and interpretability of AI models, allowing stakeholders to understand and trust the decision-making processes behind job matching systems. One of the key issues is the bias introduced by training data, where historical hiring practices may reflect gender, race, or other biases that get embedded in the models. As a result, there is growing interest in developing more explainable AI models that allow recruiters to better understand how decisions are made. Additionally, the increasing complexity of modern job roles has led to the need for more customized resume screening tools that can adapt to various industries, job types, and even the specific needs of individual companies. Many current systems still rely on predefined rules or rigid algorithms that may fail to capture the nuances of candidate qualifications, making it difficult to assess resumes that do not follow a standard format.

2.3 Survey on Interview Process

The integration of Artificial Intelligence (AI) into interview preparation has significantly transformed how candidates prepare for job interviews. Traditional methods often involved static question banks and generic advice, which lacked personalization and adaptability. AI-driven platforms have addressed these limitations by offering dynamic, tailored interview preparation experiences. These platforms utilize advanced algorithms to analyze job descriptions and candidate profiles, generating customized interview questions that align with specific roles and industries. This personalized approach ensures that candidates are well-prepared for the unique demands of their desired positions. Beyond question generation, AI-powered interview preparation tools provide real-time feedback on candidates' responses. By employing Natural Language Processing (NLP) and machine learning techniques, these platforms assess the content, structure, and delivery of answers, offering insights into areas such as clarity, conciseness, and relevance. This immediate feedback loop enables candidates to refine their responses iteratively, enhancing their communication skills and boosting confidence. Additionally, some platforms incorporate emotion analysis to evaluate non-verbal cues, such as tone and facial expressions, providing a comprehensive assessment of interview performance.

The future of AI in interview preparation is poised for further advancements. Ongoing research focuses on enhancing the accuracy and fairness of AI algorithms to ensure unbiased evaluations. Moreover, there is a growing emphasis on developing explainable AI models that offer transparency in decision-making processes, allowing candidates to understand the rationale behind feedback and scores. As AI technology continues to evolve, these platforms are expected to become more intuitive and responsive, offering increasingly sophisticated tools to help candidates succeed in the competitive job market. Despite the advancements in AI-driven job matching, several challenges persist. Ensuring the accuracy of these systems is crucial, as incorrect matches can lead to dissatisfaction for both employers and candidates. Additionally, maintaining data privacy and security is paramount, given the sensitive nature of personal information involved. Addressing these challenges requires continuous refinement of algorithms, incorporation of diverse data sources, and adherence to ethical standards in AI development. One of the key issues is the bias introduced by training data, where historical hiring practices may reflect gender, race, or other biases that get embedded in the models. As a result, there is growing interest in developing more explainable AI models that allow recruiters to better understand how decisions are made. Additionally, the increasing complexity of modern job roles has led to the need for more customized resume screening tools that can adapt to various industries, job types, and even the specific needs of individual companies. Many current systems still rely on predefined rules or rigid algorithms that may fail to capture the nuances of candidate qualifications, making it difficult to assess resumes that do not follow a standard format.

2.4 Survey on Interview Preparation

The use of AI and machine learning in interview preparation has led to a major shift from traditional methods. Previously, interview preparation was largely reliant on static, generalized question banks and coaching sessions. These approaches, while helpful, often failed to cater to the individual needs of candidates. Today, AI-driven platforms can assess a candidate's resume, job role, and industry requirements, offering highly personalized interview questions that are tailored to the specific role and the level of experience required. These intelligent systems not only generate relevant questions but also adapt the difficulty level based on the user's profile, ensuring a progressive learning experience. This personalization makes the preparation process more focused, efficient, and aligned with the specific skills and competencies sought by employers. Beyond generating personalized interview questions, these platforms now offer real-time feedback and evaluations of candidate responses. Through the use of Natural Language Processing (NLP), the AI system can analyze the content and structure of the candidate's answers. It assesses key areas such as clarity, logical flow, and the use of industry-specific terminology, providing candidates with actionable insights to improve their responses. This feedback loop is invaluable as it allows candidates to practice and refine their interview skills, enhancing their ability to articulate thoughts clearly and concisely. Additionally, sentiment analysis is sometimes incorporated to evaluate non-verbal elements such as tone and delivery. This holistic approach helps candidates develop both technical and soft skills, preparing them to succeed in interviews with a comprehensive understanding of what employers are looking for.

Looking forward, the development of AI-powered interview preparation tools is expected to continue evolving. One of the key areas of research and development is bias mitigation to ensure that these systems evaluate candidates objectively and fairly, without being influenced by irrelevant factors such as gender, ethnicity, or personal background. Furthermore, there is an increasing emphasis on creating explainable AI systems that can provide transparency in the evaluation process. This means that candidates will not only receive feedback but will also understand why certain aspects of their performance were rated the way they were. As these systems become more sophisticated, they will be able to simulate real-time interview scenarios more accurately, offering candidates a chance to practice with ever-increasing realism. With these advancements, AI-driven interview preparation platforms will become indispensable tools, providing tailored support that will give candidates a competitive edge in the hiring process.

2.1 Existing System & Drawbacks

The existing systems for recruitment and career development predominantly rely on traditional methods such as manual resume screening, job matching through keyword searches, and generic interview preparation resources. These systems are typically inefficient, time-consuming, and lack personalization, leading to suboptimal hiring decisions. Resume screening is often performed using rule-based systems or keyword matching algorithms, which fail to account for the context and nuances of a candidate's skills or job description. Additionally, job matching in many systems is either overly simplistic or fails to adapt to dynamic industry requirements, resulting in candidates being overlooked or poorly matched to positions. In terms of interview preparation, most platforms provide generalized resources such as articles, sample questions, or videos that lack customization based on individual skill levels or specific job roles. Existing solutions often do not offer personalized feedback on weaknesses or provide tailored recommendations to improve a candidate's chances of success. Additionally, these platforms tend to focus on only one aspect of career development, such as resume building or interview tips, without integrating these functions into a cohesive, end-to-end solution. As a result, job seekers and recruiters face a fragmented experience with little support to guide them through the entire recruitment process. Furthermore, many current systems lack the integration of advanced technologies such as Natural Language Processing (NLP) or machine learning (ML) to enhance the candidate experience and improve recruitment outcomes. While some platforms have begun to experiment with AI, they tend to rely on basic models and do not fully leverage the power of deep learning techniques, such as BERT or sentiment analysis, to understand the deeper context of resumes or job descriptions.

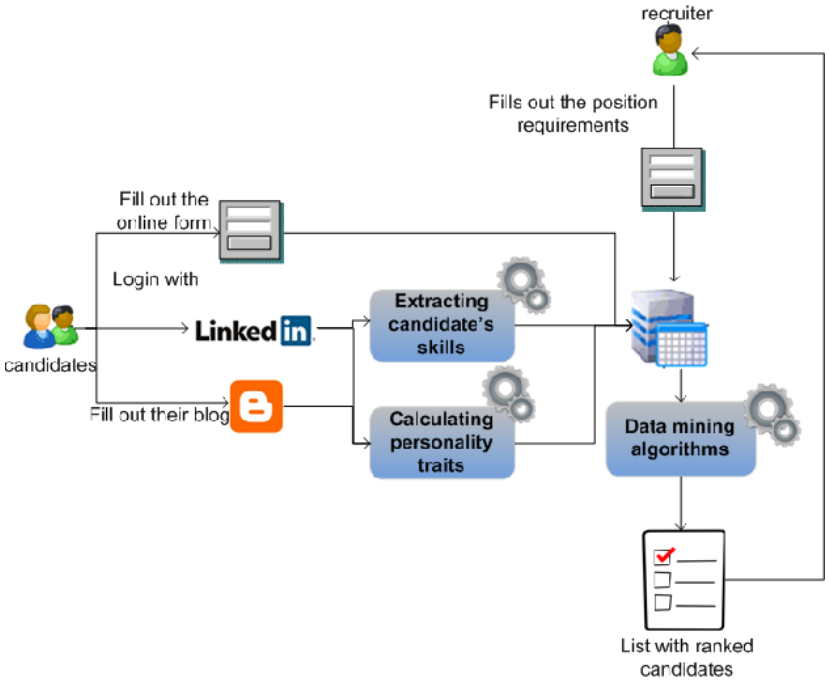

Fig 1: Block Diagram of Existing System

Limitations:

- **Lack of Personalization**: Existing systems often provide generic recommendations and do not tailor their suggestions or feedback to individual candidates based on their unique skills, experience, or job preferences.
- **Inefficient Resume Screening**: Traditional resume screening systems rely on keyword matching, which overlooks the contextual relevance of a candidate's skills and experience, leading to inaccurate shortlisting.
- **Limited Job Matching Accuracy**: Many platforms use simple matching algorithms that fail to account for the complex nuances of job requirements, resulting in mismatches between candidates and job roles.
- **Fragmented Interview Preparation**: Interview preparation resources are typically generalized and not customized to the candidate's skill level or the specific job role, reducing their effectiveness.
- **Outdated Technology**: Most existing systems do not utilize advanced AI or machine learning techniques, such as deep learning or NLP, which are essential for accurate analysis, intelligent recommendations, and improving candidate-recruiter matching.

AI-driven interview preparation tools have revolutionized how candidates prepare for job interviews by offering personalized feedback and simulated interview experiences. However, these systems have notable limitations. One significant drawback is the lack of human touch and emotional intelligence. AI systems may not fully grasp the nuances of human emotions, body language, and subtle interpersonal cues that are often critical in real-life interviews. This limitation can result in feedback that overlooks the emotional aspects of communication, which are essential for building rapport and demonstrating interpersonal skills. Another limitation is the potential for technical issues. AI systems are susceptible to glitches, software bugs, or connectivity problems that can disrupt the interview preparation process. Such technical difficulties can lead to inconsistent performance, loss of data, or interruptions during practice sessions, which may hinder the candidate's preparation and cause frustration.

2.2 Proposed System

The proposed system is an Intelligent Placement and Career Development Platform designed to address the inefficiencies of existing recruitment systems by integrating advanced Artificial Intelligence (AI) and Natural Language Processing (NLP) techniques. The platform will offer a comprehensive suite of tools aimed at improving the job-seeking and recruitment experience. It includes personalized resume screening using machine learning algorithms like Logistic Regression and K-Nearest Neighbors (KNN), which will analyze resumes more effectively by evaluating not just keywords but also the contextual relevance of skills and experiences to the job description. This will enable a more accurate and holistic evaluation of candidate profiles. Additionally, the system will provide candidate-job matching capabilities using pre-trained models such as BERT, which will understand and match resumes with job descriptions based on semantic meaning, ensuring higher accuracy and relevance in candidate selection. The platform will also include domain-specific scoring, offering insights into the areas where candidates excel and areas requiring improvement, further enhancing personalized recommendations for skill development. Beyond resume screening and matching, the system will provide comprehensive interview preparation tools tailored to the candidate's skill level and job role. By using techniques like TF-IDF and cosine similarity, the platform will match interview questions with a candidate's experience and the job requirements, categorizing them into difficulty levels (easy, medium, or high). To further enhance the preparation experience, the system will integrate the YouTube API, fetching video tutorials, mock interviews, and interview strategies based on the user's specified skill level and needs. Additionally, the platform will include detailed interview round information, offering insights into the common stages of the interview process for various companies, along with tips for each stage. This holistic approach will ensure that candidates are well-prepared, with personalized feedback and resources throughout the recruitment journey. Ultimately, the proposed system aims to streamline the hiring process, enhance candidate preparation, and improve the overall experience for both recruiters and job seekers.

Advantages:

- **Personalized Resume Screening and Evaluation** By utilizing machine learning algorithms like Logistic Regression and K-Nearest Neighbors (KNN), the platform analyzes resumes beyond mere keyword matching. It assesses the contextual relevance of skills and experiences to specific job descriptions, enabling a more accurate and comprehensive evaluation of candidate profiles.
- **Advanced Candidate-Job Matching** Employing pre-trained models such as BERT, the system understands and matches resumes with job descriptions based on semantic meaning. This approach ensures higher accuracy and relevance in candidate selection, aligning candidates' profiles with suitable job opportunities more effectively.
- **Domain-Specific Skill Assessment and Development** The platform offers insights into areas where candidates excel and identifies areas requiring improvement. This feature provides personalized recommendations for skill development, aiding candidates in enhancing their competencies and increasing their employability.
- **Tailored Interview Preparation Tools** By utilizing techniques like TF-IDF and cosine similarity, the system matches interview questions with a candidate's experience and job requirements, categorizing them into difficulty levels. This tailored approach ensures that candidates are well-prepared for the specific demands of their desired positions.
- **Integration of Multimedia Learning Resources** The platform integrates the YouTube API to fetch video tutorials, mock interviews, and interview strategies based on the user's specified skill level and needs. This integration provides candidates with diverse learning materials, enhancing their preparation experience.
- **Comprehensive Interview Process Insights** The system includes detailed information about common stages of the interview process for various companies, along with tips for each stage. This holistic approach ensures that candidates are well-prepared, with personalized feedback and resources throughout the recruitment journey.

3.SYSTEM ANALYSIS

3.1 Overview of System Analysis

System analysis is a critical process in the development of any software application. It involves understanding and defining the requirements, designing the system architecture, implementing the solution, testing it, and deploying it to the intended environment. In the context of the insect identification and alert system project, system analysis is necessary to ensure that the software application meets the requirements of the stakeholders and functions as expected.

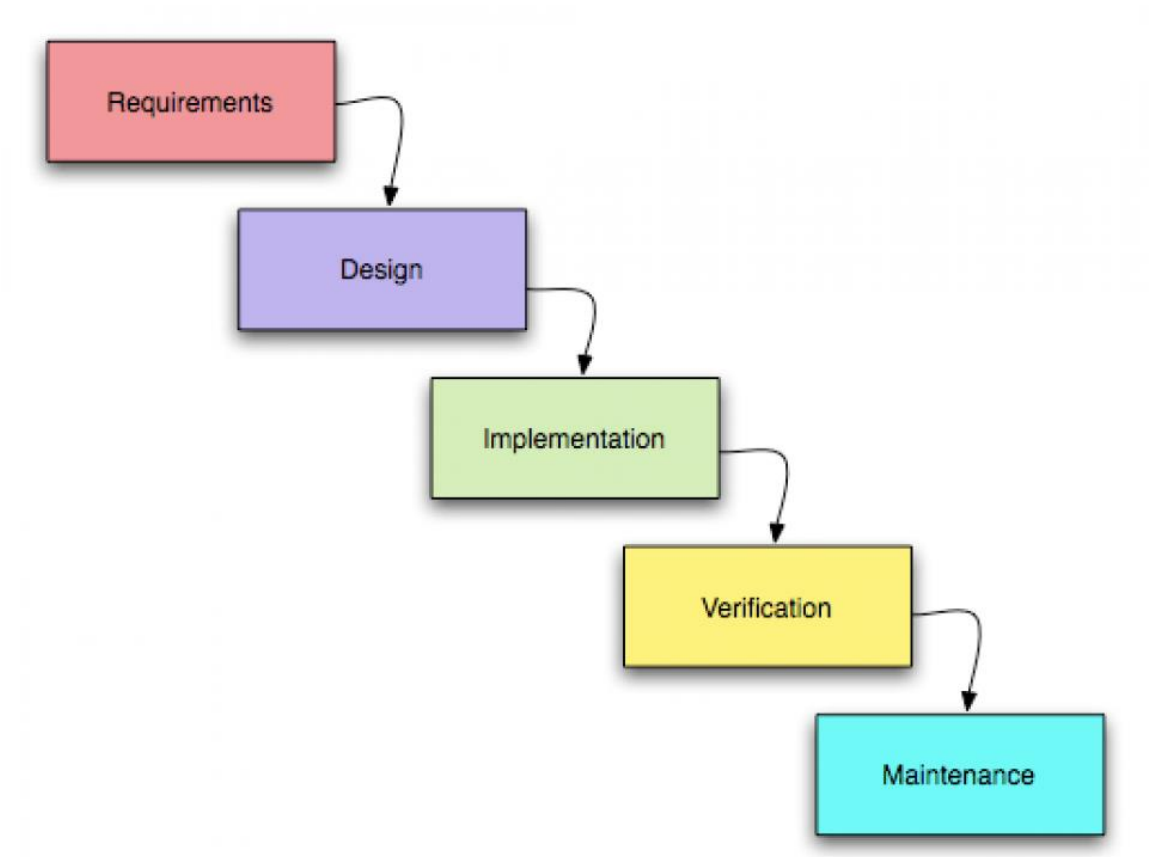

Fig 2: SDLC Life Cycle

3.1.1 Requisites Accumulating and Analysis

The process of requisites accumulating and analysis involves a comprehensive approach to gathering, reviewing, and evaluating the necessary components, resources, or information required for a project, task, or decision-making process. It begins with identifying and compiling the fundamental requisites whether they be technical specifications, business requirements, user needs, or regulatory constraints which serve as the foundation for subsequent analysis. This accumulation phase ensures that all relevant elements are collected systematically and in a structured manner, taking into account any potential interdependencies, limitations, or constraints that may influence the final outcome. Once the requisites are gathered, the analysis phase begins, focusing on interpreting, comparing, and assessing the collected data. This step often involves breaking down complex requirements into smaller, manageable parts, performing risk assessments, feasibility studies, and identifying possible gaps or areas of improvement. Tools like SWOT analysis, gap analysis, and other strategic frameworks may be employed to identify strengths, weaknesses, opportunities, and threats related to the requisites, ensuring that all aspects are thoroughly understood.

3.1.2 System Design

System design is a comprehensive and iterative process that involves defining the architecture, components, modules, interfaces, and data flows required to meet specific functional and non-functional requirements of a system. It starts with understanding the problem domain, gathering requirements, and determining the system's high-level objectives. Based on these inputs, the design phase proceeds by breaking down the system into smaller, manageable components, each of which has a specific function or responsibility. The design must consider various factors, including scalability, performance, security, reliability, maintainability, and usability. Architecture patterns such as layered, microservices, or client-server models may be chosen based on the system's complexity and requirements. In addition, the design specifies the interactions between components, data storage solutions, communication protocols, and system interfaces. It also includes the design of databases, user interfaces, and integration points with external systems, all while ensuring that the system can handle expected load and data volumes. The system design should be documented thoroughly to provide a blueprint that guides the development process and allows for future modifications or enhancements. Additionally, it may include considerations for testing, deployment strategies, and post-deployment monitoring to ensure the system meets its intended purpose and performs optimally in real-world scenarios. Through proper system design, developers can ensure that the solution is robust, scalable, and capable of adapting to changing requirements over time.

3.1.3 Implementation

Implementation is the phase in software development where the detailed design is translated into actual code and integrated into a working system. This process begins with selecting the appropriate programming languages, frameworks, and tools that align with the project's requirements and objectives. During implementation, developers write the code for individual components, adhering to the design specifications and ensuring that each part functions as intended. The implementation phase also involves integrating various modules and components, managing dependencies, and ensuring proper communication between them. It requires careful attention to detail, as developers must account for edge cases, potential errors, and performance optimization. Additionally, the code is regularly tested, both through unit testing to validate individual components and integration testing to ensure the entire system works cohesively. Continuous collaboration with stakeholders is key to making any necessary adjustments, as feedback is incorporated into the development process. As the system evolves, developers refine and improve the code, addressing bugs, optimizing performance, and enhancing features. The implementation phase is not only about coding but also about maintaining version control, ensuring compliance with coding standards, and keeping the project aligned with the timeline. The final goal is to produce a reliable, maintainable, and fully functional system that meets the specified requirements and is ready for deployment.

3.1.4 Testing

Testing is a critical phase in the software development lifecycle that ensures the functionality, reliability, and quality of the system before it is deployed to production. It begins by creating a detailed test plan that defines the scope, approach, resources, and schedule for testing activities. The testing process typically includes various levels, such as unit testing, integration testing, system testing, and acceptance testing. Unit testing involves verifying individual components or modules to ensure they perform as expected, while integration testing checks if different modules work together correctly. System testing evaluates the entire application, simulating real-world usage scenarios to ensure that it meets all functional and non-functional requirements, including performance, security, and usability. Acceptance testing, often conducted by the end users or stakeholders, verifies that the system meets the intended business needs. In addition to these traditional tests, automated testing tools may be used to streamline the process and increase efficiency, especially for regression tests that verify that new code changes do not break existing functionality. Throughout the testing phase, defects or issues are identified, logged, and prioritized for resolution, and continuous feedback is provided to developers for bug fixes. Additionally, testing ensures that the system performs under expected loads and stress conditions, preventing failures in real-world scenarios. The goal of testing is to identify and fix issues early, improve code quality, and ensure that the final product is stable, secure, and ready for release.

3.1.5 Deployment of System

Deployment of a system is the final stage in the software development lifecycle where the developed application is moved from a development or staging environment to a live production environment, making it available for end users. This phase involves several crucial steps to ensure a smooth transition, starting with preparing the deployment environment, which includes setting up servers, configuring databases, and ensuring that all dependencies are met. Before the actual deployment, extensive testing is done in the staging environment, which closely mimics the production environment, to catch any last-minute issues. Once everything is in place, the deployment process begins, which may involve using automated deployment tools or manual procedures to install and configure the system on the target infrastructure. Depending on the project's nature, deployment can be done in stages, such as rolling out the system to a subset of users (canary release) or deploying it to all users at once. Additionally, version control and backup strategies are crucial to safeguard against potential failures during deployment, allowing for a rollback if necessary. Monitoring tools are set up to track the system's performance, ensuring that it runs as expected, and any anomalies are detected in real-time. Post-deployment, the system enters a phase of continuous monitoring and maintenance, where user feedback is collected, bugs are fixed, and regular updates are made to enhance functionality or security. Effective deployment requires careful planning, precise execution, and ongoing support to ensure that the system remains reliable, secure, and scalable as it handles real-world user activity.

3.1.6 Maintenance

Maintenance is a continuous and essential phase in the software development lifecycle that focuses on ensuring the system remains functional, secure, and up to date after it has been deployed to production. It involves monitoring the system's performance, addressing bugs or issues that arise, and making necessary updates to adapt to changing requirements or environments. Over time, as user needs evolve, maintenance may involve adding new features, improving existing functionalities, or enhancing the system's scalability and performance. It also includes patching security vulnerabilities, ensuring compliance with new regulations, and updating dependencies or libraries to protect the system from emerging threats. Regular testing is often conducted during maintenance to ensure that any changes or updates do not negatively impact the system's overall stability. Additionally, maintenance involves handling technical debt, optimizing code, and refactoring components to improve efficiency and reduce future risks. The goal of maintenance is not only to address immediate issues but also to ensure the system's long-term viability, usability, and adaptability, thereby prolonging its lifecycle and providing continuous value to users while maintaining a smooth operational flow.

3.2 Software Used in The Project

The project utilizes several key software and frameworks to implement and deploy the platform. Python serves as the primary programming language due to its extensive libraries and support for machine learning and data analysis. Libraries such as scikit-learn are used for implementing machine learning models like Logistic Regression and KNN for resume screening, while transformers and BERT are employed for candidate-job matching. Streamlit is used for building an interactive, user-friendly interface, allowing easy integration of the backend models and presenting the results to users seamlessly. Flask is used for the deployment of the application and managing the APIs required for various features. For Natural Language Processing (NLP), NLTK and spaCy are utilized for text preprocessing, tokenization, and feature extraction, while TF-IDF and cosine similarity algorithms are implemented for interview question matching. YouTube API is integrated to fetch relevant videos based on user preferences. These tools collectively ensure the efficient development, deployment, and maintenance of the platform.

3.2.1 Python Programming Language

Python is a versatile and high-level programming language known for its simplicity and readability, which makes it an excellent choice for both beginners and experienced developers. Created by Guido van Rossum and first released in 1991, Python has grown to become one of the most popular programming languages worldwide due to its clear syntax and emphasis on ease of use. Unlike other programming languages that may use complex syntaxes, Python utilizes indentation to define the structure of code blocks, which improves code clarity and readability. This simplicity, along with its rich ecosystem of libraries and frameworks, makes Python an ideal tool for rapid application development in various fields, including web development, data analysis, artificial intelligence, machine learning, and automation. Its design philosophy, often encapsulated in the principle "There should be one—and preferably only one—obvious way to do it," encourages clean and efficient code. Python's extensive standard library is one of its greatest strengths, providing pre-built modules and functions for tasks ranging from file I/O, regular expressions, and networking to working with databases and web protocols. This reduces the need for developers to reinvent the wheel, as they can leverage existing tools to handle common programming tasks. Additionally, Python supports multiple programming paradigms, including procedural, object-oriented, and functional programming, giving developers the flexibility to choose the approach that best suits their project’s requirements. Python also features automatic memory management and garbage collection, which helps prevent memory leaks and reduces the complexity of resource management for developers, further simplifying the development process. Another key feature of Python is its cross-platform compatibility, meaning that Python code can run on various operating systems such as Windows, macOS, and Linux without modification. This makes it highly portable, allowing developers to write code once and deploy it across different environments without worrying about compatibility issues. Furthermore, Python's integration capabilities are remarkable, as it can easily interface with other programming languages such as C, C++, and Java, and can be embedded into applications written in these languages.

This extensibility is useful for integrating Python into existing systems or enhancing performance by utilizing faster languages for performance-critical tasks while maintaining Python's ease of use for higher-level logic and automation. Python has become the language of choice for scientific computing, machine learning, and data science due to the powerful libraries available for these domains, such as NumPy, pandas, Matplotlib, and scikit-learn. Libraries like TensorFlow and PyTorch have propelled Python to the forefront of artificial intelligence and deep learning development. These libraries offer tools and functions specifically tailored to handle large datasets, perform statistical analysis, visualize data, and implement machine learning algorithms. In addition, Python has seen widespread adoption in academia and research, thanks to its ease of learning, which allows researchers to focus more on solving complex problems rather than dealing with intricate syntax and programming intricacies. This has made Python an invaluable tool for data scientists, statisticians, and engineers working in various industries, including finance, healthcare, and marketing. In the web development arena, Python has a significant presence, thanks to frameworks such as Django and Flask. Django, a high-level web framework, provides developers with an easy way to build robust and scalable web applications with minimal effort, offering built-in features like authentication, database management, and security. Flask, on the other hand, is a micro-framework that gives developers more control over the components they use, making it ideal for lightweight applications or when developers need more flexibility. Python’s popularity in web development is also supported by its vibrant community, which continuously contributes to the development of tools, plugins, and extensions that enhance the overall development process.

Python's community-driven approach is one of the primary reasons for its success and rapid growth. With an active global community of developers, Python offers a wealth of resources, including tutorials, documentation, open-source projects, and forums for knowledge-sharing and collaboration. The Python Package Index (PyPI) is a central repository for thousands of third-party packages that extend Python's capabilities, enabling developers to quickly add functionality to their projects without reinventing the wheel. This collaborative spirit has fostered a culture of innovation, allowing Python to evolve quickly and adapt to new use cases, whether in web development, data analysis, automation, or emerging fields such as quantum computing. The language’s strong community and its continual updates ensure that Python remains a cutting-edge and reliable tool for solving real-world problems across industries.

3.3 Libraries & Modules

NumPy: NumPy, short for Numerical Python, is an open-source library that provides support for large, multi-dimensional arrays and matrices, along with a collection of mathematical functions to operate on these arrays. It is the foundation for many scientific computing tasks in Python, offering powerful tools for data manipulation and analysis. One of the key features of NumPy is its N-dimensional array object, known as ndarray, which allows for efficient storage and manipulation of large datasets. These arrays are homogeneous, meaning they can store elements of the same data type, which allows for better performance compared to Python's built-in list structure. NumPy is designed to perform operations on these arrays at high speed, leveraging vectorized operations that bypass the need for explicit loops, which enhances performance significantly when working with large datasets. This is made possible by NumPy's underlying implementation in C, which ensures that operations are executed in compiled code, reducing the overhead of Python's interpretation.

In addition to the powerful array manipulation capabilities, NumPy also provides a broad range of mathematical functions, including basic operations like addition, subtraction, multiplication, and division, as well as more advanced functions for linear algebra, Fourier transforms, random number generation, and statistical operations. The library also includes tools for integrating with other programming languages, such as C and Fortran, and can interact with databases, enabling efficient data import and export. NumPy's functionality is crucial in fields like data science, machine learning, and engineering, where large datasets need to be processed quickly and efficiently. It serves as a core dependency for many other scientific computing libraries in Python, such as pandas, SciPy, and scikit-learn, which build upon NumPy's array operations to provide higher-level functionality for data analysis, optimization, and machine learning tasks. The ability to seamlessly handle arrays of arbitrary dimensions and the support for broadcasting—where NumPy automatically expands arrays to allow operations on arrays of different shapes—adds to the library's flexibility and power. Overall, NumPy's combination of efficiency, simplicity, and versatility has made it a cornerstone of Python's scientific computing ecosystem, providing a reliable foundation for performing complex numerical tasks across a wide range of domains.

Pandas: Pandas is an open-source Python library that provides high-performance, easy-to-use data structures and data analysis tools, making it one of the most widely adopted libraries for data manipulation and analysis in Python. At its core, Pandas introduces two primary data structures: the Series, a one-dimensional labeled array, and the DataFrame, a two-dimensional, size-mutable, potentially heterogeneous tabular data structure with labeled axes (rows and columns). These data structures are designed to handle a wide variety of data types, including integers, floats, strings, and even more complex objects, making them highly flexible and capable of managing diverse data sources, such as CSV files, Excel spreadsheets, SQL databases, and JSON. Pandas excels in handling missing data, offering built-in functions for detecting, filling, and dropping missing values, which is essential for real-world data that is often incomplete or messy. One of the standout features of Pandas is its ability to perform complex data transformations with ease. It provides intuitive functions for data indexing, slicing, merging, reshaping, and aggregation, enabling analysts to manipulate large datasets with minimal code.

Operations like grouping, pivoting, and applying functions to subsets of data are highly optimized and can be done seamlessly using simple syntax. Additionally, Pandas integrates seamlessly with other Python libraries such as NumPy, Matplotlib, and SciPy, allowing for powerful statistical and visual analyses. It also supports time-series data analysis, which makes it ideal for financial analysis, forecasting, and trend analysis. Pandas' built-in plotting functions allow users to quickly visualize data trends and distributions. Beyond these capabilities, it is designed to work efficiently with large datasets, leveraging optimized C and Cython code under the hood to achieve high performance, even with millions of rows. The Pandas library is invaluable in fields like data science, finance, economics, and machine learning, providing a comprehensive suite of tools for data cleaning, transformation, analysis, and visualization. With its strong documentation and active community, Pandas continues to evolve, maintaining its position as a foundational library in the Python ecosystem for data analysis and manipulation.

PyPDF2: PyPDF2 is a popular open-source Python library that provides a range of tools for working with PDF documents, allowing users to extract, manipulate, and modify PDFs programmatically. It is widely used for tasks such as merging multiple PDF files into one, splitting a single PDF into multiple pages, rotating pages, and extracting text and metadata from PDFs. One of PyPDF2's key features is its ability to handle encrypted PDF files, providing methods to decrypt protected PDFs by supplying the appropriate password. It supports various page manipulation operations, such as cropping, rotating, and rearranging pages, allowing for easy PDF document reorganization. PyPDF2 also allows users to extract text from PDFs, although its text extraction capabilities may be limited when dealing with complex layouts or non-standard encodings. The library can also be used to add or remove metadata, such as titles, authors, or custom information, from PDF files. PyPDF2 is particularly useful when working with automation or batch processing, enabling developers to handle a large number of PDF files without the need for manual intervention. Despite its versatility, PyPDF2 does have some limitations, such as a lack of support for certain advanced PDF features like form handling and annotations. Nevertheless, it remains a valuable tool for anyone looking to perform basic to intermediate PDF manipulations in Python, offering an intuitive API and being lightweight enough for use in scripts and larger projects alike. For more complex or feature-rich PDF manipulation, other libraries like PDFMiner or ReportLab may be considered, but for most common tasks, PyPDF2 provides a reliable and accessible solution.

PdfPlumber: PdfPlumber is an open-source Python library designed for extracting structured data from PDF files, particularly useful for those looking to parse text, tables, and other content with high accuracy. Unlike traditional PDF text extraction methods that may struggle with complex layouts, PdfPlumber excels in extracting content from PDFs with intricate structures, including multi-column layouts, tables, and non-linear formatting. The library provides detailed access to the raw content of PDF pages, allowing users to retrieve text, metadata, images, and even the positioning of elements within the page, making it an ideal tool for extracting tabular data from PDFs. One of PdfPlumber's standout features is its ability to accurately extract tables by recognizing the structure of rows and columns, even when the data spans multiple pages or is embedded within complex formatting.

It supports automatic detection of table boundaries and allows users to extract the data in a clean, structured format, such as a Pandas DataFrame, which makes further analysis or processing much easier. PdfPlumber also offers a variety of features for working with the geometry of a PDF, including extracting information about the position of text and graphical elements, which can be useful for applications that require visual or spatial data extraction. Additionally, the library supports both text-based and image-based PDFs, allowing users to handle scanned documents and OCR (Optical Character Recognition) tasks when integrated with other OCR libraries, such as Tesseract. PdfPlumber provides a simple yet powerful interface for interacting with PDF content, offering the ability to extract specific sections or pages, manipulate the data, and export it in multiple formats, such as CSV, JSON, or Excel. This makes it highly effective for a wide range of applications, from data scraping and processing to automating document workflows. Overall, PdfPlumber's strength lies in its precision and versatility, enabling developers to efficiently parse, extract, and transform data from complex PDFs into useful formats that can be leveraged for further analysis, reporting, and automation.

Matplotlib: Matplotlib is a widely-used open-source Python library that provides a comprehensive suite of tools for creating static, animated, and interactive visualizations. It is the foundation for most data visualization tasks in Python, offering a high level of customization and flexibility for producing a wide range of plots, such as line charts, bar charts, histograms, scatter plots, pie charts, and heatmaps. Matplotlib works by enabling users to create a figure, add axes to it, and then plot data onto the axes using various plot types and styles. The library is designed to work seamlessly with other scientific computing libraries such as NumPy and pandas, allowing for easy integration of data and enabling users to quickly visualize large datasets. One of Matplotlib's core strengths is its ability to customize every aspect of a plot, from the colors and styles of the lines and markers to the fonts, axes labels, ticks, and legends.

This level of customization ensures that users can tailor visualizations to meet specific presentation or publication standards. Additionally, Matplotlib's integration with Jupyter Notebooks makes it a go-to tool for interactive exploration and experimentation, allowing users to dynamically adjust plots and immediately view the results. The library also supports the creation of subplots, enabling multiple charts to be displayed in a single figure, and includes tools for visualizing complex datasets, such as 3D plots and contour plots. For more advanced interactive visualizations, Matplotlib can be combined with other libraries like Plotly or Seaborn to enhance functionality and aesthetics. While Matplotlib provides a powerful framework for visualizations, its syntax can be verbose, and for this reason, many users turn to higher-level libraries like Seaborn, which offer more abstracted and concise ways of generating beautiful visualizations. Despite this, Matplotlib remains one of the most versatile and widely used libraries for creating visual representations of data in Python, offering a solid foundation for both beginner and advanced data scientists and analysts.

Seaborn: Seaborn is a powerful and high-level data visualization library built on top of Matplotlib that simplifies the process of creating visually appealing and informative statistical graphics in Python. It is particularly suited for statistical plotting and provides a wide variety of plot types, including distribution plots, categorical plots, regression plots, and heatmaps, among others, that make it easier to explore and understand complex datasets. Seaborn is designed to work seamlessly with pandas DataFrames, allowing users to easily visualize their data in the form of well-organized plots with minimal effort. One of the key advantages of Seaborn is its ability to automatically perform data aggregation, which can be especially useful when working with large datasets that require grouping or summarizing before plotting. The library also integrates well with NumPy and other scientific libraries, which ensures that it can handle numerical data efficiently and generate plots with minimal configuration. Seaborn's most notable feature is its beautiful, default aesthetics. The library comes with a set of pre-defined themes and color palettes that automatically apply to plots, providing consistent, high-quality visual output without needing extensive customization. This makes it easy to generate publication-ready graphics right out of the box, but also allows for flexibility by enabling users to modify the visual appearance through various parameters.

Additionally, Seaborn supports complex visualizations like pair plots and violin plots, which can be particularly useful for visualizing relationships between multiple variables or for exploring distributions. Another powerful feature of Seaborn is its capability to create multi-plot grids, allowing users to create complex visualizations, such as facet grids or grouped plots, that display relationships between multiple categorical and continuous variables in a single figure. This can help reveal insights that might otherwise be missed by examining individual plots in isolation. Furthermore, Seaborn offers robust support for statistical plotting, enabling users to visualize relationships between variables while automatically fitting regression models, computing confidence intervals, and handling missing values. Seaborn’s simplicity and high-level interface make it an excellent choice for data scientists and analysts looking to produce visually attractive and insightful graphics with minimal coding effort, and its integration with Matplotlib allows users to customize and fine-tune their plots even further when needed. Overall, Seaborn’s focus on simplicity, aesthetics, and statistical analysis makes it an invaluable tool for anyone working with data visualization in Python, particularly in the fields of data science, statistics, and machine learning.

NLTK: The Natural Language Toolkit (NLTK) is a powerful, open-source library in Python that provides tools for working with human language data (text) and performing a wide range of natural language processing (NLP) tasks. It is widely used for educational purposes, research, and practical NLP applications, offering an extensive set of modules to handle text processing, classification, tokenization, parsing, stemming, lemmatization, and more. NLTK comes with a vast collection of corpora and lexical resources, such as WordNet, which is invaluable for linguistic research and word relationships, and various datasets that can be used for training models or testing NLP algorithms. The toolkit allows users to break down text into individual tokens (words, sentences), analyze grammatical structures, perform part-of-speech tagging, and carry out syntactic parsing to identify relationships between words. Additionally, NLTK includes tools for working with regular expressions, text classification algorithms, and the ability to handle and manipulate large datasets with ease. For advanced NLP tasks such as sentiment analysis, NLTK supports machine learning models and allows the integration of classifiers for supervised and unsupervised learning.

One of NLTK's strengths is its versatility, offering both simple functions for beginners and more advanced capabilities for experts, making it ideal for both learning and prototyping. While NLTK is comprehensive, it is often considered more of a teaching library, with a focus on learning about linguistics and the structure of text data, rather than being optimized for production-level performance. Nevertheless, its integration with other Python libraries such as Scikit-learn, TensorFlow, and SpaCy allows for scaling NLP tasks and further enhancing its functionality. With its user-friendly design, strong documentation, and active community, NLTK remains a popular choice for performing text analysis, building language models, and exploring linguistic concepts, serving as a stepping stone for those looking to dive deeper into natural language processing and text analytics.

Scikit-learn: Scikit-learn is one of the most widely used and powerful open-source machine learning libraries in Python, designed for simple and efficient tools for data analysis and modeling. Built on top of other scientific libraries such as NumPy, SciPy, and Matplotlib, scikit-learn provides a rich set of algorithms for classification, regression, clustering, dimensionality reduction, and model selection, making it an essential toolkit for machine learning practitioners and data scientists. Its simplicity and consistent API make it easy for users to implement and experiment with machine learning algorithms, regardless of their experience level. Scikit-learn supports a wide variety of models, from traditional machine learning algorithms like decision trees, k-nearest neighbors, support vector machines, and random forests, to advanced techniques such as ensemble methods, gradient boosting, and neural networks. It also offers utilities for preprocessing data, such as feature scaling, encoding categorical variables, and handling missing values, which are essential for building robust and reliable models.

One of the library’s most significant features is its efficient implementation of cross-validation techniques and hyperparameter tuning methods like grid search, which helps in fine-tuning model performance and selecting the best parameters. Scikit-learn's pipeline system allows users to combine different preprocessing steps and model training into a seamless process, ensuring that code is cleaner, more organized, and easier to maintain. The library also provides tools for evaluating model performance, including metrics for accuracy, precision, recall, F1 score, and ROC curves, which help in assessing the effectiveness of the model and identifying areas for improvement. Despite being lightweight and easy to use, scikit-learn is highly optimized for performance and scalability, allowing it to handle datasets of considerable size. While scikit-learn is primarily geared towards traditional machine learning tasks, its integration with other Python libraries like TensorFlow, Keras, and XGBoost allows for greater flexibility, enabling users to experiment with deep learning or more complex models when needed. With its active community, comprehensive documentation, and continuous development, scikit-learn remains a go-to library for machine learning in Python, offering a robust, user-friendly environment for both beginners and experienced professionals to build and deploy machine learning models.

BeautifulSoup: Beautiful Soup is a powerful Python library used for web scraping purposes, enabling developers to parse, navigate, and extract data from HTML and XML documents with ease. It provides an intuitive interface for parsing and manipulating complex web pages, making it particularly useful when dealing with poorly structured or inconsistent HTML, as it handles many common parsing issues automatically. Beautiful Soup supports a variety of parsers, including Python's built-in HTML parser and the more powerful lxml parser, allowing users to choose the best option based on their needs. It allows for straightforward extraction of content, such as text, links, tables, images, and other elements, through simple queries using tags, attributes, or CSS selectors. The library's ability to traverse and search through the document tree using methods like .find(), .find_all(), and .select() makes it easy to isolate specific parts of the page or extract meaningful information.

Additionally, Beautiful Soup offers robust support for navigating the document structure, allowing users to move through parent, child, and sibling elements, which is helpful for extracting data from nested tags. It is often used in conjunction with requests or urllib to download web pages, after which Beautiful Soup is employed to parse the content and extract the relevant information. The library also includes functionality to modify and update the HTML content, which is useful for tasks like cleaning and formatting data before saving it or interacting with websites. Beautiful Soup's straightforward syntax and powerful capabilities make it one of the most popular libraries for web scraping and HTML parsing in Python, offering a flexible and efficient solution for extracting data from the web for use in data analysis, automation, and other applications.

3.4 SYSTEM REQUIREMENTS

Software requirements refer to the specific functionalities, behaviors, and constraints that a software system must adhere to in order to fulfill the needs of its users and stakeholders. These requirements serve as the foundation for the entire software development process, guiding the design, implementation, testing, and deployment of the system. They can be categorized into functional requirements, which define what the system should do, such as processing user inputs, performing calculations, or generating reports, and non-functional requirements, which describe how the system should perform, including aspects like security, scalability, usability, and performance. Well-defined software requirements are critical to the success of a project, as they ensure that the development team clearly understands the expectations and goals of the system, minimizing the risk of scope creep and miscommunication.

3.4.1 Software Requirements

- **Operating System:** Windows 10
- **Programming:** Python
- **IDE:** Visual Studio Code
- **Dataset:** Kaggle
- **Libraries:** Numpy, Pandas, Matplotlib, Sklearn, Keras, etc.,
- **Front End:** Streamlit

3.4.2 Hardware Requirements

- **Processor:** I5/ Intel Processor
- **RAM:** 8GB
- **Hard Disk:** 1TB

4. SYSTEM DESIGN

4.1 Overview of System Design

The system design of the proposed platform focuses on creating an integrated, user-friendly interface combined with robust machine learning and Natural Language Processing (NLP) components. The design consists of several key modules, each contributing to the overall functionality of the system, including resume screening, candidate-job matching, and interview preparation. The system's core is built around advanced AI algorithms and pre-trained models, such as Logistic Regression, K-Nearest Neighbors (KNN), and BERT, which work together to evaluate and match candidates with job descriptions effectively. These models are trained on large datasets and fine-tuned for optimal performance in the recruitment process. The platform's user interface is developed using Streamlit, providing an interactive and intuitive experience for users. Candidates can easily upload their resumes, input job descriptions, and receive personalized feedback on their skills, potential job matches, and interview preparation. PDF parsing tools like PyPDF2 and pdfplumber are integrated into the system to extract and process data from resumes and job descriptions, which are typically in PDF format. The extracted text is then analyzed using NLP techniques, such as TF-IDF and cosine similarity, to ensure accurate matching between candidate profiles and job roles.

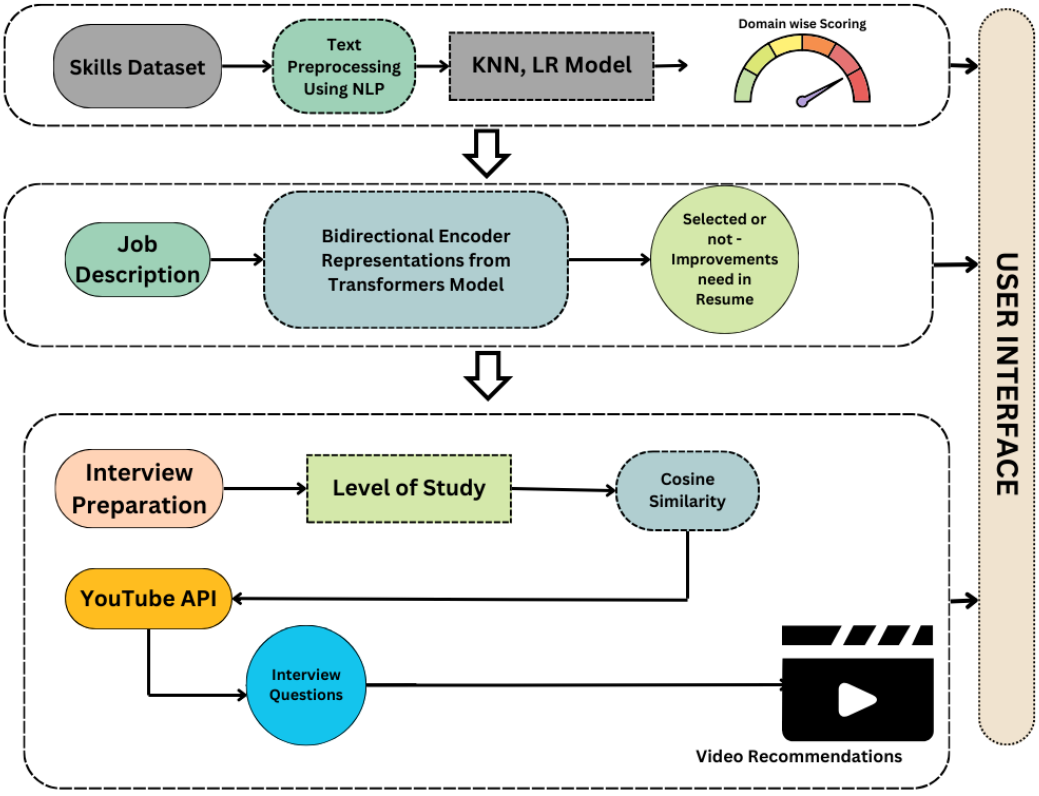

Fig 3: System Design

4.2 Methodology

The methodology for the Intelligent Placement and Career Development Platform involves a series of well-defined steps that integrate various technologies and machine learning models to achieve the desired objectives of resume screening, candidate-job matching, and interview preparation. The process begins with data collection and preprocessing, which includes extracting relevant text from resumes and job descriptions, typically in PDF format. Libraries like PyPDF2 and pdfplumber are used for this purpose, ensuring that the extracted data is clean and structured for further analysis. The next step involves Natural Language Processing (NLP) tasks such as tokenization, stop-word removal, stemming, and lemmatization using tools like NLTK and spaCy. These preprocessing steps are essential to prepare the data for accurate machine learning model training and analysis. Once the data is prepared, the system employs machine learning models such as Logistic Regression and K-Nearest Neighbors (KNN) for resume screening, where resumes are evaluated based on the presence of relevant skills, qualifications, and experience as aligned with the job description. The models are trained on a labeled dataset and evaluated using performance metrics like accuracy, precision, and recall. The core of the system focuses on candidate-job matching, where BERT (Bidirectional Encoder Representations from Transformers) is employed to understand the semantic meaning of resumes and job descriptions. BERT is a transformer-based model that performs exceptionally well in tasks involving context understanding, making it ideal for matching resumes with job descriptions.

The semantic similarity between the candidate's resume and the job description is calculated using cosine similarity and TF-IDF (Term Frequency-Inverse Document Frequency) to identify the most relevant candidates for each job. By using BERT's deep learning capabilities, the system ensures a high level of accuracy and relevance in the matching process. Furthermore, the system also computes domain-specific scores, identifying the strengths and weaknesses of candidates in particular skill sets, and offers personalized recommendations for skill enhancement. The final aspect of the methodology focuses on interview preparation, which is tailored to the candidate's experience and the job requirements. The system uses TF-IDF and cosine similarity to match the most relevant interview questions to the candidate based on their skills, job role, and the job description. This ensures that candidates are better prepared for the interview process. Additionally, the platform integrates the YouTube API to fetch relevant video tutorials, mock interviews, and other learning resources based on the difficulty level selected by the candidate (easy, medium, or high). This dynamic learning resource delivery is designed to enhance the candidate's understanding and improve their preparation based on the level of complexity required. The Streamlit framework is used to create an intuitive and interactive user interface, where candidates can easily upload resumes, input job descriptions, and access personalized feedback and resources.

4.2.1 Resume Screening

Resume screening is one of the most critical steps in the recruitment process, where employers evaluate a candidate's qualifications, skills, and experience to determine whether they are a good fit for the job. Traditionally, this process has been done manually by recruiters, which is both time-consuming and prone to human error. With the advancement of Artificial Intelligence (AI) and machine learning, resume screening has become more automated, allowing for faster and more accurate evaluations. In this system, machine learning algorithms such as Logistic Regression and K-Nearest Neighbors (KNN) are used to automate the screening process. These algorithms analyze resumes based on predefined criteria such as skills, experience, education, and certifications, ensuring that candidates who best match the job requirements are shortlisted. This automated approach reduces the workload of recruiters and enhances the efficiency of the hiring process. The data used for resume screening comes from both the candidate's resume and the job description. Resumes typically contain a variety of information, such as the candidate's educational background, professional experience, skill set, certifications, and personal achievements. The job description, on the other hand, provides insights into the required qualifications, skills, experience, and responsibilities for the role. To ensure accurate screening, the system first extracts key data from both the resume and job description using PDF parsing tools like PyPDF2 and pdfplumber.

	A	B
1	Category	Resume
2	Data Science	Skills * Programming Languages: Python (pandas, numpy, scipy, scikit-
3	Data Science	Education Details
4	Data Science	Areas of Interest Deep Learning, Control System Design, Programming in-
5	Data Science	Skills Ã¢Â€Â¢ R Ã¢Â€Â¢ Python Ã¢Â€Â¢ SAP HANA Ã¢Â€Â¢ Tableau
6	Data Science	Education Details
7	Data Science	SKILLS C Basics, IOT, Python, MATLAB, Data Science, Machine Learning,
8	Data Science	Skills Ã¢Â€Â¢ Python Ã¢Â€Â¢ Tableau Ã¢Â€Â¢ Data Visualization Ã¢Â€Â¢
9	Data Science	Education Details
10	Data Science	Personal Skills Ã¢ÂžÂ¢ Ability to quickly grasp technical aspects and
11	Data Science	Expertise Ã¢ÂˆÂ’ Data and Quantitative Analysis Ã¢ÂˆÂ’ Decision Analytics
12	Data Science	Skills * Programming Languages: Python (pandas, numpy, scipy, scikit-
13	Data Science	Education Details
14	Data Science	Areas of Interest Deep Learning, Control System Design, Programming in-
15	Data Science	Skills Ã¢Â€Â¢ R Ã¢Â€Â¢ Python Ã¢Â€Â¢ SAP HANA Ã¢Â€Â¢ Tableau
16	Data Science	Education Details
17	Data Science	SKILLS C Basics, IOT, Python, MATLAB, Data Science, Machine Learning,
18	Data Science	Skills Ã¢Â€Â¢ Python Ã¢Â€Â¢ Tableau Ã¢Â€Â¢ Data Visualization Ã¢Â€Â¢
19	Data Science	Education Details
20	Data Science	Personal Skills Ã¢ÂžÂ¢ Ability to quickly grasp technical aspects and
21	Data Science	Expertise Ã¢ÂˆÂ’ Data and Quantitative Analysis Ã¢ÂˆÂ’ Decision Analytics

Fig 4: Dataset of Category vs Resume Skills

Once the data is extracted, it is cleaned and preprocessed through Natural Language Processing (NLP) techniques such as tokenization, stop-word removal, and stemming. This step ensures that the relevant skills, experiences, and qualifications are identified and converted into a format that can be processed by machine learning algorithms. The system uses a skill-based analysis where specific keywords related to technical abilities, soft skills, and domain expertise are matched between the resume and the job description. Once the relevant data is extracted and processed, the resume screening system assigns a score to each candidate based on how closely their qualifications align with the job requirements. This scoring mechanism is crucial for ranking candidates and determining their suitability for the role. For example, if the job description emphasizes specific technical skills such as Python, Machine Learning, or Data Science, the system will look for these keywords within the resume. The presence of these keywords will directly impact the candidate's score. The system can also assign weighted values to different sections of the resume, such as work experience, education, and skills, depending on the relevance of each section to the specific job role. The scores are then used to rank candidates, allowing recruiters to focus on the highest-ranking candidates first. By using machine learning models like Logistic Regression and KNN, the system ensures that the scoring process is both efficient and consistent, reducing the risk of biased decision-making.

After the candidates are scored, the next step is to define the shortlist criteria based on a predefined threshold score. Candidates whose scores meet or exceed the threshold are shortlisted for further evaluation, such as interviews or skill assessments. The threshold can be set dynamically, allowing for flexibility depending on the job role and the applicant pool. Additionally, the system can provide insights into the areas where a candidate may need improvement. For instance, if a candidate's score is lower in a particular skill set that is crucial for the job, the system can recommend resources or suggest areas for further training. This personalized feedback ensures that candidates are not only evaluated fairly but also given the opportunity to improve their employability. The final shortlisted candidates are then presented to the recruiter or hiring manager, making the entire process more efficient, objective, and data-driven. By leveraging machine learning algorithms and NLP, the resume screening process is automated, scalable, and provides a higher degree of accuracy in matching candidates to job roles.

4.2.1.1 KNN Algorithm

The K-Nearest Neighbors (KNN) algorithm is a simple, yet powerful machine learning technique used for classification and regression tasks. In classification, KNN assigns a class label to a data point based on the majority class of its K nearest neighbors in the feature space. This model is instance-based, meaning it makes predictions based on the proximity of the data points rather than learning an explicit model during training. One of the key advantages of KNN is its simplicity, as it does not require a complex learning phase. It also performs well on small to medium-sized datasets, where the relationships between data points can be directly inferred. In the context of resume screening, KNN can be used to classify candidates into suitable or unsuitable categories based on the features extracted from their resumes, such as skills, experience, and education. The KNN algorithm works by first calculating the distance between the candidate data point (the resume) and all other data points (other resumes) in the feature space. The most common distance metric used is Euclidean distance, though other metrics like Manhattan or Cosine Similarity can also be used, depending on the nature of the data. Once the distances are calculated, the algorithm identifies the K nearest neighbors to the candidate data point. The class or label of the candidate is then determined by a majority vote among these nearest neighbors. For instance, if most of the nearest neighbors belong to a specific class (e.g., "shortlisted" or "not shortlisted"), the candidate will be classified into that class.

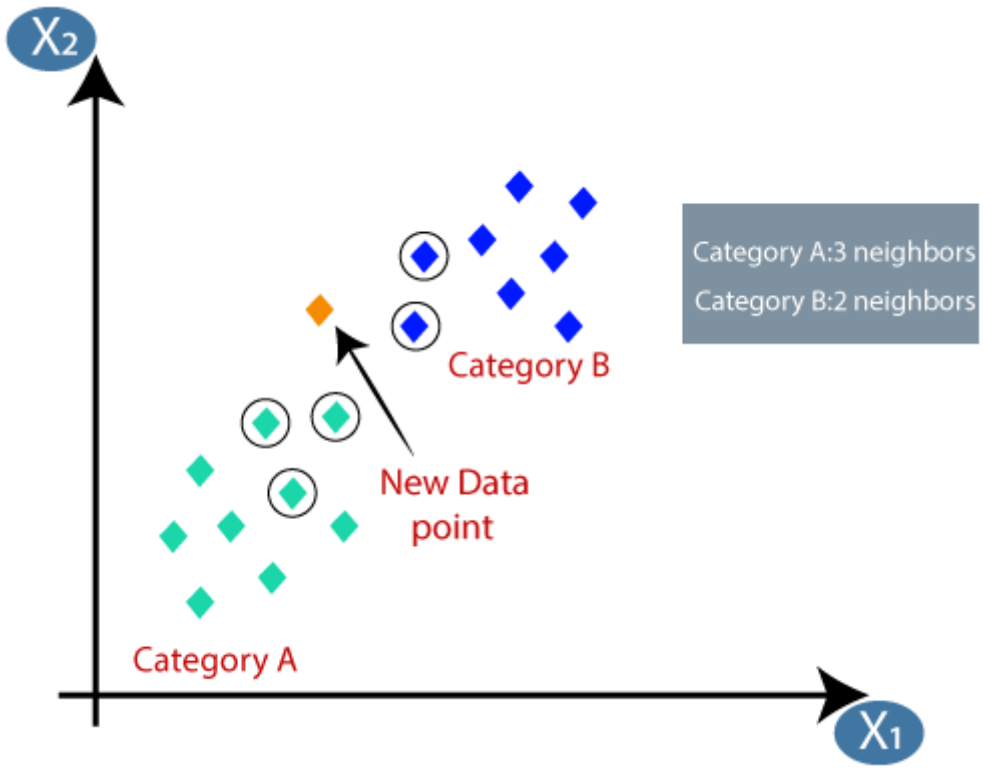

Fig 5: KNN Plot of New Data Point

To achieve optimal performance with KNN, feature selection and data preprocessing are essential. In resume screening, features such as skills, work experience, education, certifications, and keywords from the job description must be extracted from the resume. These features are typically processed through Natural Language Processing (NLP) techniques such as tokenization, stop-word removal, stemming, and vectorization (e.g., using TF-IDF or Word2Vec) to transform the textual data into numerical vectors. Standardization or normalization of these feature vectors is crucial because KNN relies on distance metrics, and features with larger magnitudes may dominate the distance calculation. By scaling the features, we ensure that each feature contributes equally to the distance metric, improving the model's accuracy and preventing any single feature from skewing the results. The performance of KNN can be significantly impacted by the selection of the hyperparameters, particularly the K value and the distance metric. Selecting the right K is critical, as too small a value may make the model overly sensitive to outliers and noise, while a large K can lead to a smoothing effect, where the model becomes less sensitive to the details of the data. One common technique to determine the optimal K value is through cross-validation, where the model is trained and evaluated on different subsets of the data to test its performance with various K values. Grid search or random search techniques can be used to systematically test different combinations of hyperparameters and find the configuration that results in the best model performance. Additionally, KNN's computational complexity increases with the size of the dataset, making it necessary to optimize the algorithm for faster processing, especially when working with large numbers of resumes.

In the context of resume screening, KNN is employed to classify candidates as suitable or unsuitable for a particular job based on their resume features. After training the KNN model on a dataset of labeled resumes, where each resume is associated with a class label (e.g., shortlisted or not shortlisted), the model is capable of classifying new resumes based on their feature vectors. The system calculates the distance between the new resume and all the existing resumes in the training set, identifies the K nearest resumes, and assigns a class label based on the majority vote of these neighbors. This approach allows for a quick, automated decision-making process, enabling recruiters to narrow down a large pool of candidates efficiently. KNN's ability to handle multi-dimensional data (resumes with various features) and provide intuitive classifications makes it an effective tool for initial candidate evaluation in the recruitment process. Additionally, KNN can be easily adapted for further enhancements, such as incorporating weighted voting (where closer neighbors have more influence) or exploring different distance metrics to improve the model’s predictive accuracy.

4.2.1.2 Logistic Regression

Logistic Regression is a fundamental and widely used statistical method in machine learning for binary classification tasks. It is employed when the dependent variable is categorical, typically with two possible outcomes, such as "yes" or "no," "true" or "false," or in the case of resume screening, "shortlisted" or "not shortlisted." Unlike linear regression, which predicts continuous values, logistic regression predicts the probability of the occurrence of an event based on the input features. It is a supervised learning algorithm that maps input data to a probability value between 0 and 1, which can then be used to classify data into one of the two classes. Due to its simplicity, interpretability, and efficiency, logistic regression is particularly useful in applications where a clear and easy-to-understand decision boundary is needed, such as in hiring decisions, medical diagnoses, and credit scoring. Logistic Regression works by finding the relationship between the input features (independent variables) and the output label (dependent variable) through a linear combination of the input features, followed by a logistic transformation. This transformation ensures that the predicted value falls within a probability range between 0 and 1. During training, the algorithm learns the coefficients (weights) for each feature that best fit the data. These coefficients are determined by optimizing a cost function, typically using techniques like gradient descent. The model essentially learns to identify patterns in the data, and once trained, it can predict the probability that a new data point belongs to a particular class based on the learned relationship between the features and the target label.

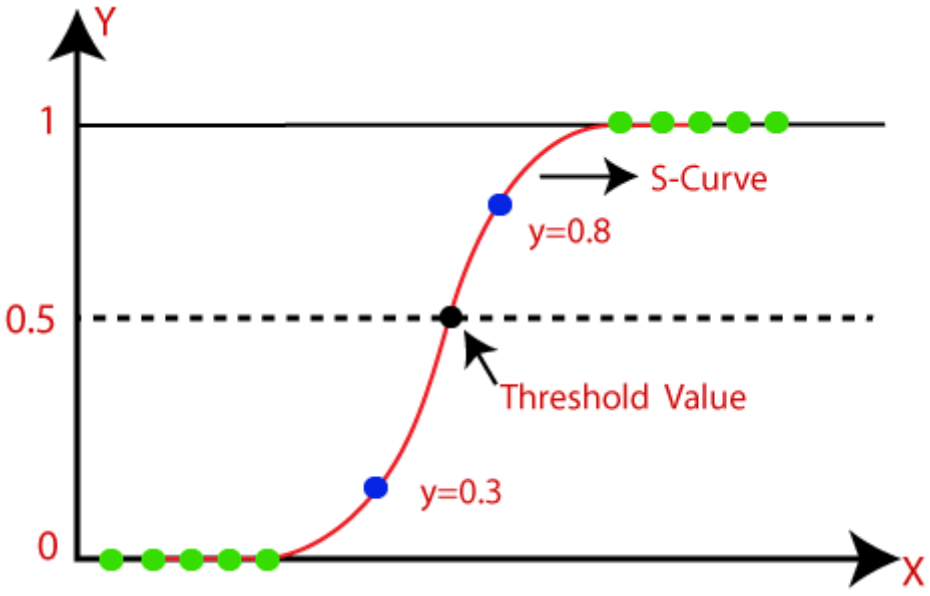

Fig 6: Logistic Regression Curve

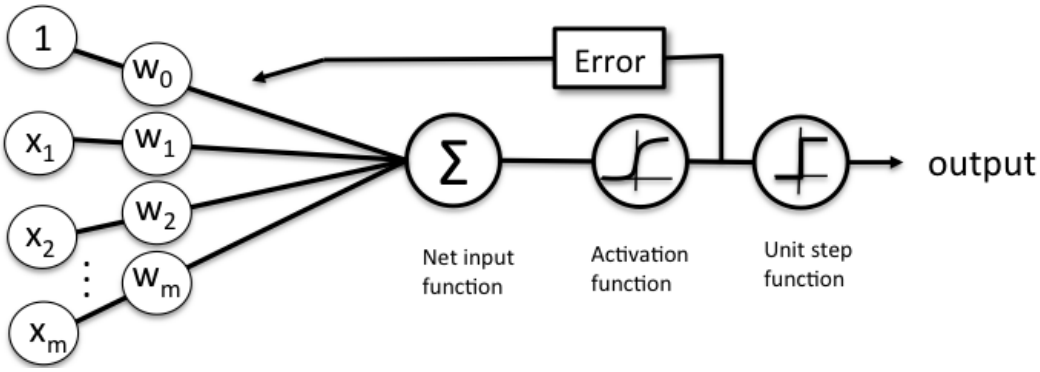

Fig 7: Internal Working of Logistic Regression

For Logistic Regression to function optimally, feature selection and data preprocessing are crucial steps. In the context of resume screening, features extracted from the resume, such as skills, experience, education, certifications, and job history, are used as input variables for the model. These features are often in categorical or textual form, so they must be transformed into a numerical format using techniques like one-hot encoding for categorical variables or TF-IDF vectorization for textual data. Data normalization or standardization may also be necessary if the input features have different scales to ensure that all features contribute equally to the model's predictions. Proper preprocessing is essential to avoid biases or overfitting that might occur due to skewed or improperly formatted data. Once the logistic regression model is trained, it is essential to evaluate its performance to ensure that it makes accurate predictions. Common evaluation metrics for binary classification include accuracy, precision, recall, F1-score, and AUC-ROC (Area Under the Receiver Operating Characteristic Curve). These metrics provide a comprehensive understanding of how well the model classifies the data, especially when dealing with imbalanced datasets (e.g., when there are more non-shortlisted candidates than shortlisted ones).

4.2.2 Candidate Job Matching

Candidate job matching is a key process in recruitment, where the goal is to identify candidates whose skills, experiences, and qualifications best align with the requirements of a given job role. Traditional methods of matching often involve basic keyword searches or manual review, which are time-consuming and prone to human error. With the advent of machine learning and Natural Language Processing (NLP), candidate-job matching has become more automated and accurate. In the proposed system, BERT (Bidirectional Encoder Representations from Transformers), a state-of-the-art transformer-based model, is used for matching candidates to job descriptions. BERT is highly effective for tasks that involve understanding the context and semantics of natural language, which is crucial for matching resumes with job descriptions that may use different wording or phrasing to describe the same skills or qualifications. By using BERT, the system can better capture the nuanced meaning of the content, leading to more accurate matches between candidates and job roles. The data used in candidate job matching comes from two main sources: candidate resumes and job descriptions.

Resumes typically contain detailed information about a candidate's education, work experience, skills, certifications, and professional accomplishments. This data is structured, but often includes unstructured textual information such as job responsibilities and project descriptions that need to be processed for analysis. On the other hand, job descriptions include the employer's requirements, which specify the desired qualifications, skills, experience, and responsibilities for the role. Both sets of data are first processed and cleaned using Natural Language Processing (NLP) techniques such as tokenization, stop-word removal, stemming, and lemmatization. The goal of this preprocessing is to standardize the text, removing irrelevant words and reducing the text to its base forms, which helps in accurate matching. Additionally, specific features such as skills, keywords, and experience levels are extracted from both resumes and job descriptions to form a structured dataset that can be input into the matching algorithm. The core of the matching mechanism is based on semantic similarity between the candidate's resume and the job description, which is achieved using BERT. BERT is pre-trained on vast amounts of textual data and fine-tuned for specific tasks like text classification, question answering, and, in this case, sentence similarity. When a job description and a resume are fed into the system, BERT processes them and generates contextual embeddings for both the job description and the resume text. These embeddings capture the semantic meaning of the text, allowing the system to understand the relationships between words in the context of the job description and the resume.

4.2.2.1 Bidirectional Encoder Representations from Transformers

BERT (Bidirectional Encoder Representations from Transformers) is a deep learning model developed by Google that has revolutionized Natural Language Processing (NLP) tasks. Unlike traditional NLP models, which process text either from left to right or right to left, BERT processes text in both directions, making it a bidirectional transformer model. This bidirectional approach allows BERT to capture the full context of a word based on its surroundings, enhancing its understanding of the relationships between words and their meanings in context. BERT has significantly outperformed previous state-of-the-art models on a wide range of NLP tasks such as text classification, question answering, and language translation. Its versatility and ability to understand nuanced language make it an ideal model for complex applications, including candidate-job matching in recruitment systems, where understanding the context and relationships between a candidate's resume and a job description is crucial. BERT is based on the Transformer architecture, which consists of layers of self-attention mechanisms that allow the model to focus on different parts of the input text to capture context. The input text is processed as a sequence of tokens, and each token is embedded into a high-dimensional space that represents its semantic meaning. BERT then learns the relationship between these tokens through a series of transformations. The model is pre-trained on large corpora of text data in an unsupervised manner, where it is tasked with predicting missing words in sentences (known as the masked language model task) and predicting whether one sentence follows another (known as the next sentence prediction task).

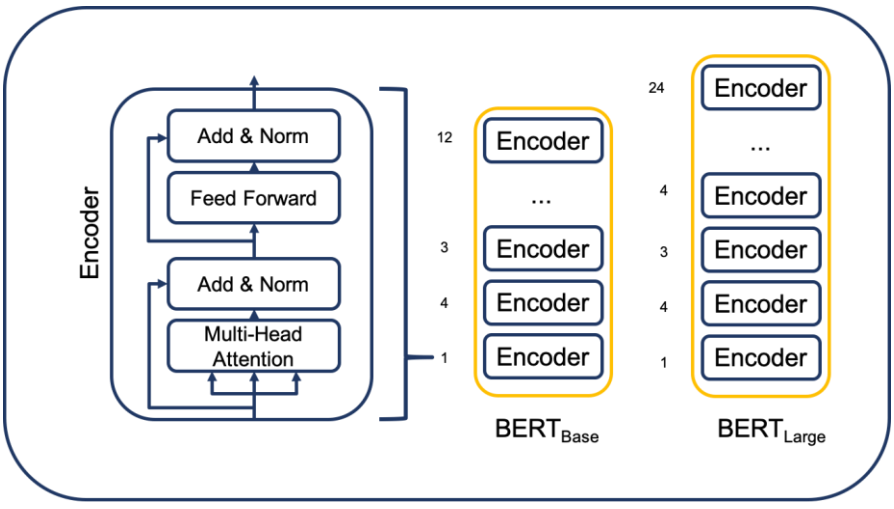

Fig 8: BERT Architecture

In the context of candidate-job matching, BERT is highly effective due to its ability to understand the semantic meaning of both resumes and job descriptions. Resumes and job descriptions often contain complex, varied language that may be phrased differently but describe similar skills, experiences, and qualifications. For instance, one resume might list "data analysis" as a skill, while another might refer to it as "analyzing large datasets." Traditional keyword matching methods would fail to recognize that these two phrases refer to the same skill. BERT, however, is capable of understanding the context and meaning behind these terms. By transforming both the resume and the job description into contextual embeddings, BERT captures the relationships between words in both documents and compares them for similarity. This enables the system to match resumes with job descriptions more accurately than keyword-based methods, improving the overall quality of candidate-job alignment. To adapt BERT for resume-job matching, the model is fine-tuned on a labeled dataset of resumes and job descriptions. This fine-tuning process involves using a dataset where the relationships between resumes and job descriptions are already labeled (e.g., whether the resume is a good match for the job). The fine-tuning involves adjusting BERT's weights and parameters to optimize its performance on this specific task.

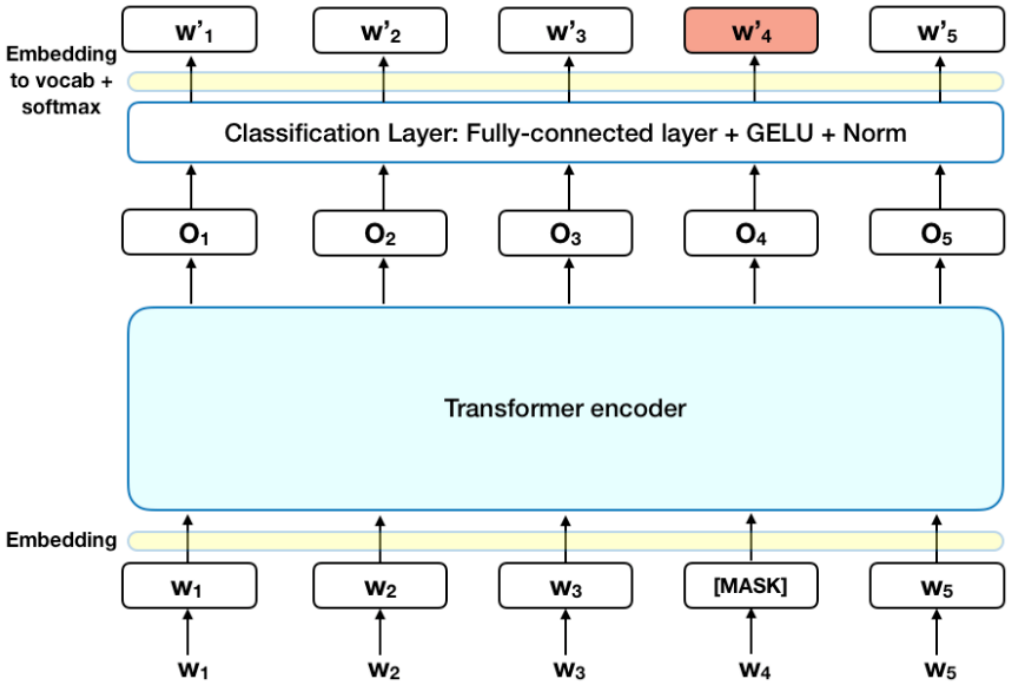

Fig 9: Block Diagram of BERT Model

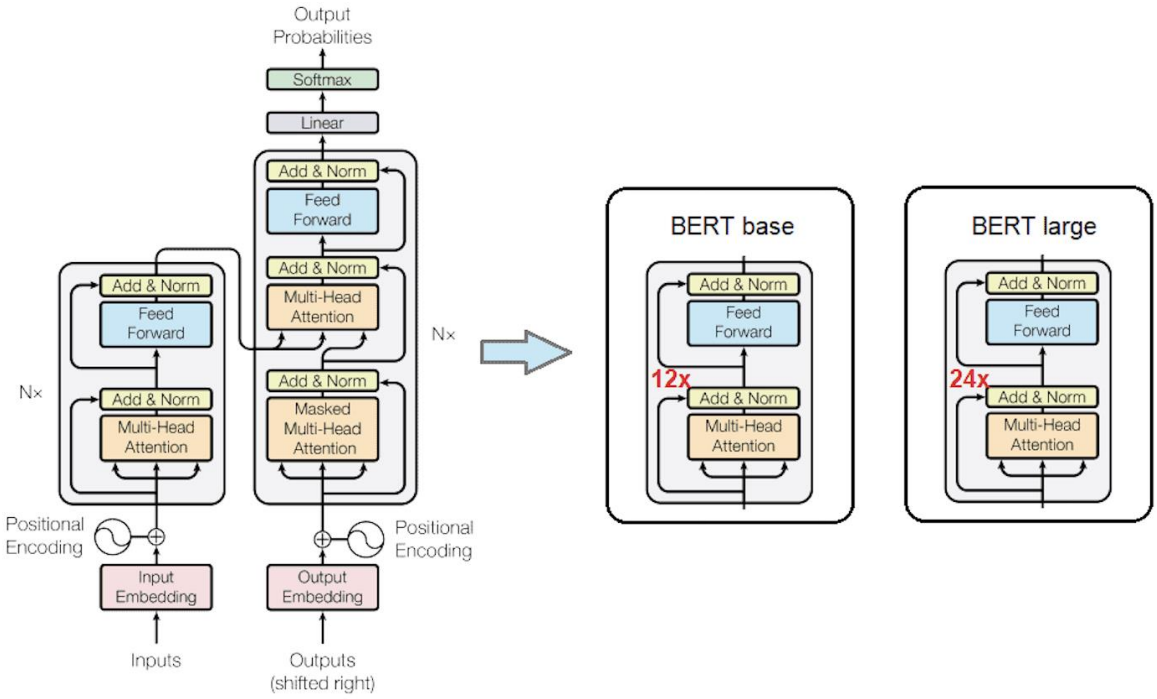

Fig 10: BERT Architecture System

While BERT has proven to be highly effective for resume-job matching, it is not without its challenges. One of the primary limitations is the computational resources required to fine-tune and deploy BERT models. These models are large and require significant processing power, particularly when handling large datasets, which can make deployment on limited infrastructure challenging. Additionally, BERT's performance can be affected by the quality and size of the training data; if the training data is not representative of the types of resumes and job descriptions being processed, the model may not generalize well to new data. Future advancements in model optimization, such as distilled versions of BERT (e.g., TinyBERT), may help address these challenges by reducing the model size and improving processing efficiency without sacrificing performance. Moreover, as the recruitment industry evolves, integrating more diverse data types, such as video interviews or psychometric assessments, into BERT-based systems could further enhance its ability to make holistic candidate-job matches, paving the way for even more intelligent and comprehensive recruitment solutions.

4.3.3 Interview Rounds Information

Interview rounds are a crucial aspect of the recruitment process, offering candidates and recruiters an opportunity to assess both technical and soft skills. Companies often have multi-stage interview processes that vary depending on the job role, the level of experience required, and the company's industry. Traditional recruitment methods may rely on standard interview formats, but in reality, each company follows its unique process. As a result, providing candidates with detailed information about the interview rounds, such as what to expect at each stage, can significantly improve their chances of success. To make the system more robust and dynamic, this platform leverages web scraping techniques to collect up-to-date interview round information from various companies' official websites and forums, ensuring that the content is current and relevant. The interview rounds information is collected through web scraping, a technique that automates the extraction of data from websites. By using tools like BeautifulSoup and Selenium, the system scrapes publicly available data from job portals, company career pages, and interview forums such as Glassdoor and Indeed. These sources provide rich datasets on the interview processes of top companies, including detailed descriptions of each round, the types of questions asked, and the skills assessed. This data is parsed and organized into a structured format, which can then be fed into the platform to offer candidates real-time, personalized insights about what to expect during interviews at specific companies. By automating the collection of this information, the system ensures that candidates have access to the most relevant and up-to-date details, empowering them to better prepare for each stage of the recruitment process.

	A	B	C	D	E	F	G	H	I	J	K
1	Company	Info	Round 1	Round 2	Round 3	Round 4	Round 5	Round 6			
2	Mphasis	Mphasis o	Aptitude a	Group dis	Technical	One-on-one round: This round			Voice Versant Test: This test m		
3	Hexaware	Hexaware	Written te	Technical	HR interview: This interview assesses the applicant's mental performanc						
4	TCS	Tata Cons	Aptitude t	Technical	Managerie	HR interview: This round asks questions about your work expe					
5	Cognizant	Cognizant	Communi	Aptitude a	Technical	HR round: This round may include conventional HR questions.					
6	IBM	IBM (Inter	Online ass	Technical	HR interview: This interview assesses the applicant's mental performanc						
7	Capgemin	Capgemin	Online ass	Coding as	Online cor	Behaviora	Technical	HR interview: An interview with HR that r			
8	Wipro	Wipro Lim	Online ass	Technical	HR interview: This round assesses whether the candidate is a good fit for						
9	HCL	HCL Techn	Aptitude a	Group dis	Technical	HR round: This round is an interview with the human resource					
10	Infosys	Infosys is	Online apt	Technical	Managerie	HR interview: The final step, which assesses overall personalit					
11	ZOHO	Zoho Corp	Written te	Basic prog	Advanced	Design rou	Technical	General HR: A round with HR questions a			
12	Mindtree	Mindtree	Written te	Technical	HR interview: An HR interview round						
13	Renault Ni	Renault-N	Online tes	Technical	General HR: A 20-minute round that covers topics like project communic						
14	Virtusa	Virtusa Co	Online ass	Technical	Group dis	HR interview: This round focuses on behavioral and personalit					
15	ATOS	Atos is a n	Aptitude t	Coding tes	Technical	Public spe	HR round: This round may include a single question				
16	Birlasoft	Birlasoft is	Communi	Technical:	HR: A round that may be the final round of the interview process						
17	GND Solut	GND Solut	Interview	Document	Feedback:	Follow-up: After two weeks of document submission, the canc					
18	NTT Data	NTT Data i	Written Ap	Group Dis	Technical	HR Interview: This round may include technical questions and					
19	Goldman	Goldman	Aptitude t	HackerRar	Coderpad	Telephoni	Technical	Technical + HR interview: A round for eng			
20	Maventic	Maventic i	Technical	Aptitude t	Coding tes	Offline coding written test: This round may be for shortlisted s					
21	Deloitte	Deloitte is	Online ass	Interview:	Final interview: This interview is typically with a Director or Partner from						

Fig 11: Company Info vs Rounds Informantion

Each company's interview process typica lly consists of several rounds, including an initial screening round, technical assessments, and an HR interview. For example, a typical interview process for a technology company may start with a phone screening where recruiters assess the candidate's basic qualifications and communication skills. This is followed by one or more technical rounds, where candidates are tested on coding, algorithms, or domain-specific knowledge, depending on the job role. Some companies may include system design rounds or problem-solving exercises, particularly for senior-level roles. The final stage often includes an HR round, where soft skills, cultural fit, and salary expectations are discussed. The platform's scraping process identifies these stages, extracting data on the types of questions asked in each round, such as coding problems, system design discussions, behavioral questions, and leadership evaluations. The system categorizes this data by company, role, and round type, ensuring candidates receive highly relevant interview preparation materials. The scraped interview round information is not static; it is continuously updated to reflect changes in companies' recruitment processes or any new patterns emerging from candidate experiences. For instance, as companies evolve and refine their hiring practices, the system updates the interview round details to reflect new trends such as virtual interviews, online assessments, or additional rounds introduced due to the pandemic.

This ensures that candidates always have access to the most current information. Furthermore, the platform allows for customization based on the user's specific needs. Candidates can select a particular company or job role from a list, and the system will display a tailored list of the interview rounds for that position. This functionality makes the platform adaptable to the needs of users, whether they are applying for entry-level positions or senior leadership roles. The platform also incorporates visual aids, such as images and flowcharts, to present the interview rounds information in a clear and accessible format. These visual representations help candidates better understand the structure and flow of the interview process at each company. To enhance the user experience, the platform incorporates images and infographics that visually represent the various stages of the interview process. These images, which are also scraped from relevant web pages or manually curated from reliable sources, help candidates visualize the interview structure, making it easier for them to prepare mentally. For instance, diagrams showing the typical sequence of rounds, the focus of each round (e.g., technical, problem-solving, behavioral), and the skills assessed can provide candidates with a clear roadmap. These images are integrated into the platform's interface, alongside detailed descriptions of each round. By visualizing the process, candidates can better understand what is expected of them and how to approach each stage. The inclusion of such multimedia elements ensures that candidates receive not just textual information but also visual guidance to aid in their preparation, enhancing their overall understanding of the process and boosting their confidence.

4.3.4 Course Recommendations

In the context of interview preparation, it's essential for candidates to not only be familiar with the interview process but also to have access to the right resources tailored to their skill level and the specific areas of expertise required for the role. Candidates preparing for technical interviews often face the challenge of identifying the right topics to focus on, as well as determining whether the resources they are using match their current level of understanding. To address this, the platform uses a course recommendation system to suggest personalized courses and materials based on the difficulty level (easy, medium, hard) and the area of expertise (e.g., algorithms, data structures, system design) required for the interview. This system helps guide candidates by suggesting appropriate learning paths, ensuring that they focus on the right areas and gradually build their knowledge in a structured manner. The platform aggregates a wide range of interview questions, categorized by topic area (such as algorithms, data structures, databases, machine learning, etc.) and difficulty level (easy, medium, hard). This dataset is collected through web scraping, user input, and integration with resources like LeetCode, HackerRank, and interview preparation forums such as Glassdoor. Each interview question is tagged with metadata, including the company where it was asked, the technical area it belongs to, and its associated difficulty level.

	A	B	C	D	E
1	Question I	Question	Answer	Category	Difficulty
2	1	What is the differenc	Compilation translates sou	General Programming	Medium
3	2	Explain the concept c	Polymorphism allows obje	General Programming	Medium
4	3	Define encapsulatior	Encapsulation bundles dat	General Programming	Hard
5	4	What is an abstract c	An abstract class can't be i	General Programming	Medium
6	5	Describe the principl	OOP principles include enc	General Programming	Medium
7	6	What is the purpose	A constructor initializes ob	General Programming	Medium
8	7	Explain the differenc	Stack memory stores local	General Programming	Medium
9	8	What is a design patt	Design patterns are solutio	General Programming	Medium
10	9	Define the term "DR\	DRY (Don't Repeat Yoursel	General Programming	Medium
11	10	What is the SOLID pr	SOLID represents five desig	General Program	Hard
12	11	What is the differenc	An array has fixed size and	Data Structures	Easy
13	12	Explain the time com	Time complexity measures	Data Structures	Hard
14	13	Describe the differen	A binary search tree is hier	Data Structures	Medium
15	14	What is a linked list a	A linked list is a series of nc	Data Structures	Medium
16	15	Explain the concept c	Recursion is when a functi	Data Structures	Medium
17	16	What is Big O notatic	Big O notation describes th	Data Structures	Medium
18	17	How do you perform	Binary search divides the s	Data Structures	Hard
19	18	Discuss the advantag	Sorting algorithms vary in t	Data Structures	Medium
20	19	Explain how a hash t	A hash table uses a hash fu	Data Structures	Medium

Fig 12: Area vs Interview Questions

To further refine the learning path, the platform offers personalized recommendations that are aligned with the candidate's current skill level. If a candidate is a beginner or still unfamiliar with core concepts, the system will recommend easy-level questions and introductory courses. These courses focus on fundamental topics such as basic data structures (arrays, linked lists, stacks) and introductory algorithmic techniques (sorting, searching). As the candidate's skill level increases, the system suggests medium-level questions and intermediate courses that introduce more complex topics, such as dynamic programming, recursion, and graph theory. Finally, for those preparing for advanced or senior roles, the system recommends hard-level questions and advanced courses focused on deep problem-solving, optimization, and system design. The course recommendation system dynamically adjusts based on the candidate's progress and their interaction with the platform, ensuring that the materials are both challenging and suitable for their preparation. To make the interview preparation process even more effective, the platform not only suggests interview questions but also provides corresponding learning resources. When a user selects a question from the system, they are presented with detailed explanations, video tutorials, and practice problems that help them understand the underlying concepts. The question database is also connected to curated courses from platforms like Coursera, Udemy, and edX, ensuring that the candidate receives a comprehensive learning experience. For example, if a candidate is struggling with a dynamic programming problem, the platform will recommend a series of beginner to advanced-level courses that focus on this topic, along with practice problems and video tutorials that explain the concept step-by-step. By linking interview questions to the appropriate courses, the system ensures that candidates can not only practice specific problems but also deepen their understanding of the core concepts that are crucial for performing well in interviews. This integration makes the platform a comprehensive tool for candidates at any stage of their interview preparation journey, offering tailored recommendations that evolve as the candidate progresses.

4.3.4.1 Cosine Similarity and TF-IDF

Cosine similarity is a metric used to measure the similarity between two non-zero vectors in a multi-dimensional space. It calculates the cosine of the angle between two vectors, which essentially measures how closely the vectors align with one another, regardless of their magnitude. This makes cosine similarity particularly useful for text comparison, where documents or text representations are converted into vector form, often as part of a Natural Language Processing (NLP) task. When applied to text, the vectors represent the words or terms in the documents, and cosine similarity evaluates how similar two documents are based on the presence and frequency of shared words. Cosine similarity is widely used in applications like document retrieval, recommendation systems, and, in the context of candidate-job matching, comparing resumes to job descriptions to assess the closeness of the match between a candidate's qualifications and job requirements. In the context of resume-job matching, cosine similarity is used to compare the similarity between two text entities — typically a job description and a candidate's resume. After preprocessing the text (removing stop words, stemming, or lemmatization), the words or phrases in both the job description and the resume are converted into numerical representations, often using techniques like TF-IDF or word embeddings. Once converted into vectors, cosine similarity calculates the angle between the two vectors. If the vectors point in the same direction (i.e., the documents share many common terms), the cosine similarity will be close to 1, indicating a high level of similarity. Conversely, if the vectors are orthogonal (i.e., they share very few common terms), the similarity will be close to 0. This approach enables an efficient way to match candidates to job descriptions based on the semantic content of both texts, overcoming the limitations of keyword-based methods that only focus on exact word matches.

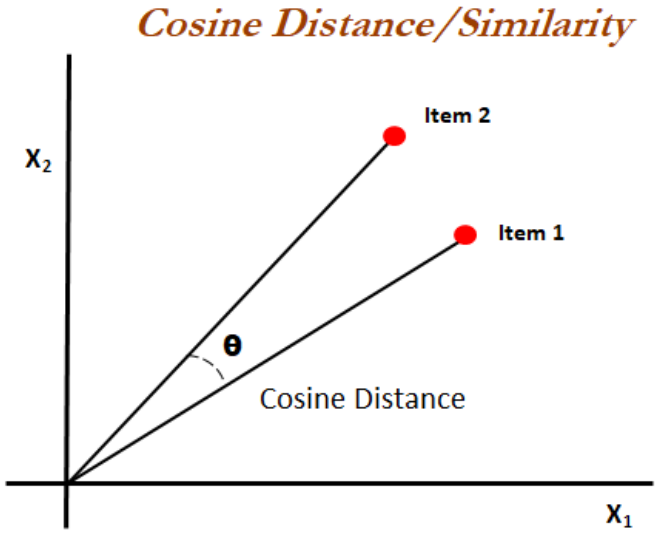

Fig 13: Cosine Similarity graph

TF-IDF is a statistical measure used to evaluate the importance of a word in a document relative to a collection or corpus of documents. It is particularly useful in information retrieval and text mining, as it helps identify terms that are more significant or distinctive to a specific document in comparison to a larger set of documents. TF-IDF is a product of two factors: Term Frequency (TF), which measures how often a word appears in a document, and Inverse Document Frequency (IDF), which measures how common or rare a word is across the entire corpus. Words that appear frequently in a document but are rare across other documents will have a higher TF-IDF score, indicating their importance within that document. Conversely, common words like "the" or "and" that appear frequently across all documents will have a low IDF score, and their overall TF-IDF value will be reduced. In practice, TF-IDF is used to convert text documents (such as resumes or job descriptions) into numerical vectors that can be compared for similarity. Each term in the document is assigned a TF-IDF score, and the resulting vector reflects the relative importance of each word within the document. This transformation allows for the comparison of documents in a vector space model, where the distance between vectors (using measures like cosine similarity) reflects how similar or dissimilar the documents are. In candidate-job matching, TF-IDF enables the system to evaluate the importance of certain terms in a resume in relation to the job description. For example, if a job description emphasizes "machine learning" and "data analysis," and these terms appear prominently in a candidate's resume, the resume will receive a higher TF-IDF score for these terms, indicating a strong match. The result is a more nuanced comparison than simple keyword matching, as it accounts for the relative significance of words within each document.

$f_{t,d}$

	blue	bright	can	see	shining	sky	sun	today
1	1	0	0	0	0	1	0	0
2	0	1	0	0	0	0	1	1
3	0	1	0	0	0	1	1	0
4	0	1	1	1	1	0	2	0

$$\mathrm{tf}(t,d) = \frac{f_{t,d}}{\sum_{t'} f_{t',d}}$$

	blue	bright	can	see	shining	sky	sun	today
1	1/2	0	0	0	0	1/2	0	0
2	0	1/3	0	0	0	0	1/3	1/3
3	0	1/3	0	0	0	1/3	1/3	0
4	0	1/6	1/6	1/6	1/6	0	1/3	0

Fig 14: TF-IDF Table

When TF-IDF is combined with cosine similarity, the two methods work synergistically to improve the quality of text comparisons. TF-IDF transforms documents into vectors, weighting terms based on their importance, while cosine similarity calculates the angle between these vectors to measure how similar the documents are. This combination allows for highly effective matching of candidate resumes to job descriptions, as it prioritizes significant terms over common, less meaningful ones, such as filler words.

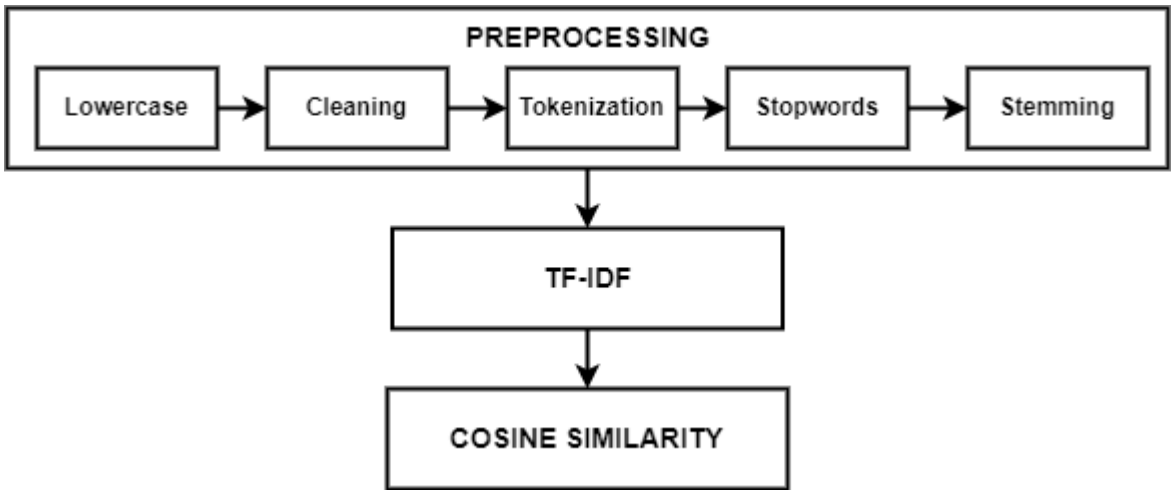

Fig 15: Text Processing using Cosine Similarity

By focusing on the unique, relevant terms in both documents, the system can match candidates to jobs with greater accuracy, even when the exact phrasing or keywords in the job description and resume do not align perfectly. This is especially important in cases where the same concept might be expressed in different words, such as "data analysis" versus "data science," or "machine learning algorithms" versus "predictive modeling." In resume-job matching, the combined use of cosine similarity and TF-IDF enables the system to assess the quality of the match based on a deeper understanding of the content, beyond exact keyword matching. Resumes and job descriptions are first processed to extract key terms and convert them into vectors using TF-IDF. Cosine similarity is then used to compare these vectors and determine how closely the candidate's qualifications and skills align with the job requirements. This approach can effectively match candidates to jobs even when the terminology differs between resumes and job descriptions, ensuring that candidates with relevant but differently phrased experience are still identified. Furthermore, this method improves the scalability and efficiency of the matching process, as it can handle large datasets of resumes and job descriptions quickly and accurately, providing real-time recommendations for recruiters and candidates.

4.3.4.2 YouTube Video Integration using API

In the context of interview preparation, accessing high-quality video resources can significantly enhance a candidate's learning experience. YouTube is a vast repository of educational content, with thousands of videos related to technical interview preparation, problem-solving, coding tutorials, and interview strategies. By integrating the YouTube API, the platform can fetch relevant videos tailored to a candidate's skill level and the areas they need to focus on for their interview preparation. This integration allows the system to recommend video tutorials, mock interview sessions, and discussions on specific topics related to the job role. The use of video content provides a visual and auditory learning experience, which can be more engaging and effective for many candidates compared to text-based resources alone. The selection of YouTube videos is based on several factors, including the difficulty level (easy, medium, or hard) and the topic area (such as algorithms, data structures, system design, or behavioral questions). When a candidate is preparing for an interview, they can input the job role or interview topic they are focusing on, and the system will use the YouTube API to fetch videos that match these parameters. The system analyzes the job description, the candidate's resume, or their specific learning preferences to determine the most relevant video content. For example, if a candidate is preparing for a software engineering role and needs help with dynamic programming, the system can pull videos explaining key concepts, solving related problems, and discussing common interview questions on this topic. By providing this personalized video content, the platform ensures that the candidate receives focused and relevant learning materials to improve their interview performance.

The difficulty level of the videos is a critical factor in ensuring that the content is appropriate for the candidate’s current skill set. For beginners or those just starting their interview preparation, the system will recommend easy-level videos that introduce basic concepts and foundational knowledge. These might include introductory tutorials on basic data structures like arrays, linked lists, and basic sorting algorithms. For candidates with some experience or those who are ready to tackle more complex problems, the system can suggest medium-level videos that dive deeper into topics like recursion, dynamic programming, or graph algorithms. For advanced candidates preparing for senior-level interviews, hard-level videos will focus on more challenging concepts like system design, advanced algorithms, and optimization techniques. By tailoring the difficulty of the video content to the candidate’s proficiency, the system ensures that learners are continuously challenged and engaged, but not overwhelmed by material that is too difficult or too basic for them. The integration of YouTube videos into the interview preparation process promotes interactive learning. As candidates watch videos, they can follow along with coding exercises, participate in mock interviews, and see problem-solving approaches in real-time. The video tutorials often include step-by-step explanations, coding demonstrations, and practical examples, which help candidates understand the application of theoretical concepts.

5.CODING & IMPLEMENTATION

Multinomial Naïve Bayes

```
 import numpy as np
import pandas as pd
import matplotlib.pyplot as plt
import warnings
warnings.filterwarnings('ignore')
from sklearn.naive_bayes import MultinomialNB
from sklearn.multiclass import OneVsRestClassifier
from sklearn import metrics
from sklearn.metrics import accuracy_score
from pandas.plotting import scatter_matrix
from sklearn.neighbors import KNeighborsClassifier
from sklearn import metrics

resumeDataSet = pd.read_csv('UpdatedResumeDataSet.csv' ,encoding='utf-8')
resumeDataSet['cleaned_resume'] = ''
resumeDataSet.head()
resumeDataSet.drop_duplicates(subset=['Resume'], keep='first',inplace = True)
resumeDataSet.reset_index(inplace=True,drop=True)
resumeDataSet.head()
import re
def cleanResume(resumeText):
    resumeText = re.sub('http\S+\s*', ' ', resumeText)  # remove URLs
    resumeText = re.sub('RT|cc', ' ', resumeText)  # remove RT and cc
    resumeText = re.sub('#\S+', '', resumeText)  # remove hashtags
    resumeText = re.sub('@\S+', '  ', resumeText)  # remove mentions
    resumeText = re.sub('[%s]' % re.escape("""!"#$%&'()*+,-./:;<=>?@[\]^_`{|}~"""), ' ',
resumeText)  # remove punctuations
    resumeText = re.sub(r'[^\x00-\x7f]',r' ', resumeText)
    resumeText = re.sub('\s+', ' ', resumeText)  # remove extra whitespace
    return resumeText

resumeDataSet['cleaned_resume'] = resumeDataSet.Resume.apply(lambda x:
cleanResume(x))
X_train,X_test,y_train,y_test =
train_test_split(WordFeatures,requiredTarget,random_state=42, test_size=0.2,
                                    shuffle=True, stratify=requiredTarget)
print(X_train.shape)
print(X_test.shape)
clf = OneVsRestClassifier(KNeighborsClassifier())
clf.fit(X_train, y_train)
prediction = clf.predict(X_test)
print('Accuracy of KNeighbors Classifier on training set: {:.2f}'.format(clf.score(X_train,
y_train)))
```

Logistic Regression Classifier

```
import numpy as np
import pandas as pd
import matplotlib.pyplot as plt
import warnings
warnings.filterwarnings('ignore')
from sklearn.multiclass import OneVsRestClassifier
from sklearn import metrics
from sklearn import metrics

resumeDataSet = pd.read_csv('UpdatedResumeDataSet.csv' ,encoding='utf-8')
resumeDataSet['cleaned_resume'] = ''
resumeDataSet.head()
from matplotlib.gridspec import GridSpec
targetCounts = resumeDataSet['Category'].value_counts()
targetLabels  = resumeDataSet['Category'].unique()
# Make square figures and axes
plt.figure(1, figsize=(22,22))
the_grid = GridSpec(2, 2)


cmap = plt.get_cmap('coolwarm')
plt.subplot(the_grid[0, 1], aspect=1, title='CATEGORY DISTRIBUTION')

source_pie = plt.pie(targetCounts, labels=targetLabels, autopct='%1.1f%%', shadow=True)
plt.show()
from sklearn.linear_model import LogisticRegression
clf =
OneVsRestClassifier(LogisticRegression(penalty='l2',max_iter=500,C=1,random_state=42))
clf.fit(X_train, y_train)
prediction = clf.predict(X_test)
print('Accuracy of Classifier on training set: {:.2f}'.format(clf.score(X_train, y_train)))

#plot the confusion matrix
from sklearn.metrics import confusion_matrix
import seaborn as sns
import matplotlib.pyplot as plt
data=confusion_matrix(y_test, prediction)
df_cm = pd.DataFrame(data, columns=np.unique(y_test), index = np.unique(y_test))
df_cm.index.name = 'Actual'
df_cm.columns.name = 'Predicted'
plt.figure(figsize = (10,7))
sns.set(font_scale=1.4)#for label size
sns.heatmap(df_cm, cmap="Blues", annot=True,annot_kws={"size": 16})# font size
plt.show()
```

BERT Model

```
from transformers import BertTokenizer, BertForSequenceClassification, Trainer,
TrainingArguments
import torch
from datasets import load_dataset

# Load dataset and tokenizer
dataset = load_dataset('csv', data_files='resumes.csv')
tokenizer = BertTokenizer.from_pretrained('bert-base-uncased')

# Tokenize the resumes
def tokenize_function(examples):
    return tokenizer(examples['text'], padding='max_length', truncation=True)

tokenized_datasets = dataset.map(tokenize_function, batched=True)

# Define the model
model = BertForSequenceClassification.from_pretrained('bert-base-uncased', num_labels=2)

# Prepare training arguments
training_args = TrainingArguments(
    output_dir='./results',
    evaluation_strategy="epoch",
    learning_rate=2e-5,
    per_device_train_batch_size=8,
    per_device_eval_batch_size=16,
    num_train_epochs=3,
    weight_decay=0.01,
)

# Trainer for model training
trainer = Trainer(
    model=model,
    args=training_args,
    train_dataset=tokenized_datasets['train'],
    eval_dataset=tokenized_datasets['test']
)

# Train the model
trainer.train()
```

Web User Interface

```
import streamlit as st #streamlit library is used to create web applications
from streamlit_option_menu import option_menu
import requests #requests library is used to send HTTP requests
import seaborn as sns #seaborn library is used for data visualization
import matplotlib.pyplot as plt #matplotlib library is used for data visualization
import pandas as pd #pandas library is used for data manipulation
import random
import nltk #nltk library is used for natural language processing
import re #re library is used for regular expressions
import streamlit as st
import PyPDF2
import re
import string
import pandas as pd
import matplotlib.pyplot as plt
from io import BytesIO
import joblib
import sys
import streamlit as st
import pdfplumber
from Resume_scanner import compare
from bs4 import BeautifulSoup
from sklearn.model_selection import train_test_split
from sklearn.linear_model import LogisticRegression

def extract_pdf_data(file_path):
    data = ""
    with pdfplumber.open(file_path) as pdf:
        for page in pdf.pages:
            text = page.extract_text()
            if text:
                data += text
    return data


def extract_text_data(file_path):
    with open(file_path, 'r') as file:
        data = file.read()
    return data
```

Resume Screening

```
# Function to extract text from PDF
def extract_text_from_pdf(pdf_file):
    reader = PyPDF2.PdfFileReader(pdf_file)
    number_of_pages = reader.numPages
    content = ""
    for page_number in range(number_of_pages):
        page = reader.getPage(page_number)
        content += page.extractText()
    return content
#load the model
# Function to preprocess text
def preprocess_text(content):
    content = content.lower()
    content = re.sub(r'[0-9]+', '', content)
    content = content.translate(str.maketrans('', '', string.punctuation))
    return content
def search_and_display_images(query, num_images=20):
    try:
        # Initialize an empty list for image URLs
        k=[]
        # Initialize an index for iterating through the list of images
        idx=0
        # Construct Google Images search URL
        url = f"https://www.google.com/search?q={query}&tbm=isch"
         # Make an HTTP request to the URL
        response = requests.get(url)
        # Parse the HTML content with BeautifulSoup
        soup = BeautifulSoup(response.text, "html.parser")
        # Initialize an empty list for storing image URLs
        images = []
        # Iterate through image tags in the HTML content
        for img in soup.find_all("img"):
             # Limit the number of images to the specified amount
            if len(images) == num_images:
                break
            # Get the image source URL
            src = img.get("src")
            # Check if the source URL is valid
            if src.startswith("http") and not src.endswith("gif"):
                # Add the image URL to the list
                images.append(src)
        # Iterate through the list of image URLs
        for image in images:
            # Add each image URL to the list 'k'
            k.append(image)
```

Candidate Matching

```
        # Reset the index for iterating through the list of image URLs
        idx = 0
        # Iterate through the list of image URLs
        while idx < len(k):
            # Iterate through the columns in a 4-column layout
            for _ in range(len(k)):
                # Create 4 columns for displaying images
                cols = st.columns(3)
                # Display the first image in the first column
                cols[0].image(k[idx], width=200)
                idx += 1
                # Move to the next image in the list
                cols[1].image(k[idx], width=200)
                # Display the second image in the second column
                idx += 1
                # Move to the next image in the list
                cols[2].image(k[idx], width=200)
                # Display the third image in the third column
                idx += 1
    except:
        # Handle exceptions gracefully if there is an error while displaying images
        pass
YOUTUBE_API_KEY = "AIzaSyDYEeSTrT7pPpVzpmaJ491gxogVxfWwpvM"

def fetch_youtube_videos(query, max_results=12):
    url = f"https://www.googleapis.com/youtube/v3/search"
    params = {
        'part': 'snippet',
        'q': query,
        'type': 'video',
        'key': YOUTUBE_API_KEY,
        'maxResults': max_results
    }
    response = requests.get(url, params=params)
    videos = []
    if response.status_code == 200:
        data = response.json()
        for item in data['items']:
            video_id = item['id']['videoId']
            video_title = item['snippet']['title']
            videos.append({'video_id': video_id, 'title': video_title})
    return videos
```

Interview Process

```
elif page == "Interview Process":
    st.markdown(
    """
    <h1 style='text-align: center; font-size: 50px;'>
        <span style='color: green;'>Recruitment Process</span>
    </h1>
    """,
    unsafe_allow_html=True
    )
    data=pd.read_csv('company.csv',encoding='latin1')
    company_names=data['Company'].tolist()
    #display the company names in alphabetical order
    company_names.sort()
    company_name = st.selectbox("Select Company Name",company_names)
    search_and_display_images(company_name+'comapany',3)
    # draw horizontal line
    st.markdown(
        """
        <hr style='border: 1px solid green;'>
        """,
        unsafe_allow_html=True
    )
    try:
        #About the company which is in Info column
        info=data[data['Company']==company_name]['Info'].values[0]
        st.write(info)
        round1 = data[data['Company'] == company_name]['Round 1'].values[0]
        round2 = data[data['Company'] == company_name]['Round 2'].values[0]
        round3 = data[data['Company'] == company_name]['Round 3'].values[0]
        round4 = data[data['Company'] == company_name]['Round 4'].values[0]
        round5 = data[data['Company'] == company_name]['Round 5'].values[0]
        round6 = data[data['Company'] == company_name]['Round 6'].values[0]
        # Helper function to style headings and text
        def style_round(round_heading, round_text):
            # Separate heading from details using ":"
            heading, details = round_text.split(":", 1)
            # Style the heading and details
            styled_heading = f"<span style='font-weight:bold;'>{heading}:</span>"
            styled_details = f"<span>{details.strip()}</span>"
            return f"<p style='color:red; font-
weight:bold;'>{round_heading}</p><p>{styled_heading} {styled_details}</p>"
```

Interview Preparation

```
elif page == "Interview Preparation":
    st.markdown(
    """
    <h1 style='text-align: center; font-size: 50px;'>
        <span style='color: #a39407;'>Mock Interview Sessions</span>
    </h1>
    """,
    unsafe_allow_html=True
    )
    #place slider for Easy, Medium, Hard levels
    level = st.select_slider(
    "Choose the level of difficulty",
    options=["Easy", "Medium", "Hard"]
    )
    data=pd.read_csv('Software Questions.csv',encoding='latin1')
    #filter the questions based on the level
    questions = data[data['Difficulty']==level]['Question'].tolist()
    answers = data[data['Difficulty']==level]['Answer'].tolist()
    category = data[data['Difficulty']==level]['Category'].tolist()
    # apply the select box to select the category
    category = list(set(category))
    category.sort()
    category = st.selectbox("Select Category",category)
    #filter the questions based on the category
    questions = data[(data['Difficulty']==level) &
(data['Category']==category)]['Question'].tolist()
    answers = data[(data['Difficulty']==level) &
(data['Category']==category)]['Answer'].tolist()
    #display the questions with answers
    for i in range(len(questions)):
        # Display the question in bold and red
        st.markdown(
            f"<b style='color: red;'>Q{i+1}.</b> <span style='color:
red;'>{questions[i]}</span>",
            unsafe_allow_html=True
        )
        # Display the answer in bold and black
        st.markdown(
            f"<b>Ans:</b> {answers[i]}",
            unsafe_allow_html=True
        )
```

6.SYSTEM TESTING

6.1 Overview of Testing

System testing is a critical part of the development process for the pest detection system. It is a process of evaluating the system's functionality and performance against the specified requirements. The objective of system testing is to ensure that the system meets the customer's needs and performs as expected. The testing process involves various types of tests to ensure that the system is free from bugs and is reliable. Testing is a crucial phase in the software development lifecycle that involves evaluating a software system to ensure that it meets its requirements and functions as intended. The primary objective of testing is to identify any defects, bugs, or issues in the software before it is released to end users, thereby ensuring the system is reliable, secure, and performs optimally. The testing process begins with the development of a test plan, which outlines the overall testing strategy, including the scope, objectives, resources, and schedule. This plan serves as a blueprint for all testing activities, detailing the types of tests to be conducted, the tools and techniques to be used, and the responsibilities of the testing team. Depending on the complexity and nature of the software, testing may involve multiple phases, each focusing on different aspects of the system, such as functionality, performance, security, and user experience. By the end of this phase, the system should be free from critical bugs, ensuring that it is ready for deployment or release.

The testing process can be divided into several distinct levels, each with specific goals and methods. Unit testing is the first level, where individual components or units of the software are tested in isolation to ensure they work correctly. This is followed by integration testing, where different modules or units are combined and tested together to verify that they interact as expected. System testing is a higher level of testing that involves validating the entire system as a whole, ensuring that it functions correctly in its intended environment. Acceptance testing follows, where the system is tested from the perspective of the end user to ensure that it meets business requirements and user expectations. Throughout these levels, various testing techniques are employed, such as black-box testing, where the internal workings of the system are not known to the tester, and white-box testing, where the tester has knowledge of the system's internal code and structure. Additionally, exploratory testing is used to identify unforeseen issues by allowing testers to interact with the system without predefined test cases, while regression testing ensures that new code changes do not introduce new issues or break existing functionality. The overall quality of the software is assessed through the use of various testing metrics, such as defect density, test coverage, and pass/fail rates, which help measure the effectiveness of the testing process and guide further refinement. Automation plays a key role in modern software testing, as it allows for the repetitive execution of test cases and regression tests, improving efficiency and consistency while reducing human error.

6.2 Types of Tests

Software testing encompasses various types, each designed to assess different aspects of the system's functionality, performance, and security. Functional testing focuses on verifying that the software works as expected, based on the functional requirements specified at the outset of the project. This includes unit testing, where individual components are tested for correctness in isolation, integration testing, where combined components are tested for proper interaction, and system testing, which evaluates the overall behavior of the complete system. Acceptance testing, performed after system testing, ensures that the software meets the business and user requirements and is ready for deployment. Regression testing, another critical type, ensures that recent code changes or new features have not unintentionally broken existing functionality. Similarly, smoke testing is often done as an initial check to ensure that the core features of the software are working before more thorough testing takes place. Non-functional testing, on the other hand, focuses on aspects like performance, security, and usability. Performance testing evaluates the software's responsiveness, stability, and scalability under varying loads, while stress testing pushes the system to its limits to identify weaknesses. Security testing is critical to ensure that the system is protected from threats such as unauthorized access or data breaches, and usability testing ensures the software's user interface is intuitive and provides a positive experience.

In addition to these, there are specialized testing types designed to address more specific concerns. Alpha and beta testing, for example, involve releasing the software to internal and external users, respectively, for real-world feedback and to identify unforeseen issues. Usability testing assesses the software's design and its ease of use from a user perspective, while compatibility testing checks how well the software functions across different environments, devices, and operating systems. Localization testing ensures that the software is correctly adapted for different languages, regions, and cultural contexts, whereas installation testing verifies that the software can be correctly installed and uninstalled in various configurations. Exploratory testing, which allows testers to interact with the software without predefined test scripts, helps identify hidden bugs and usability issues that might not be captured by standard test cases. Finally, automated testing plays a pivotal role in increasing efficiency, particularly for repetitive tasks like regression testing, by using tools like Selenium or JUnit to execute tests automatically across multiple environments. Each of these testing types contributes to ensuring that the software not only functions correctly but also meets the required quality standards, delivering a reliable, secure, and user-friendly product.

6.2.1 Functional testing

Functional testing is a crucial type of software testing that focuses on validating the software's functionality against its defined requirements and ensuring that it performs its intended tasks correctly. The primary objective of functional testing is to verify whether the system behaves as expected and meets the specified functional requirements, without delving into the underlying code or implementation details. This type of testing is typically performed by the quality assurance (QA) team or testers, who design test cases based on the system's functional specifications, user stories, or use cases. Functional testing includes several levels of testing, starting with unit testing, which evaluates individual components or functions of the software in isolation to ensure they work as expected. This is followed by integration testing, where multiple units are combined and tested together to verify that they interact and communicate correctly. System testing, which is a higher level of functional testing, tests the entire system as a whole to ensure that all components work together seamlessly and meet the overall business requirements. One of the key aspects of functional testing is its emphasis on the end-user experience, ensuring that the software delivers the correct output based on a given input. Testers typically design functional test cases that simulate real-world scenarios, focusing on how the software handles valid inputs, edge cases, and invalid inputs.

For example, functional testing might include verifying that a user can log into an application with valid credentials, adding items to a shopping cart in an e-commerce site, or submitting forms through a web interface. Another key component of functional testing is boundary value analysis, where test cases are designed to test the system's behavior at the edge of acceptable input ranges, ensuring the system behaves correctly when dealing with extremes. Functional testing also ensures that the system adheres to its business rules and logic, including handling errors gracefully, generating correct reports, and providing accurate calculations. Functional testing can be further divided into different testing types, such as smoke testing, which is used to quickly verify that the core features of the software work after an initial build, and regression testing, which ensures that recent code changes or enhancements have not negatively impacted existing functionality. In addition, acceptance testing, which is performed by end users or stakeholders, ensures that the software meets the business requirements and is ready for deployment. Manual functional testing is often employed when the application is in its early stages or when the required functionality is complex and not easily automated. However, as the software matures, automated functional testing is frequently used to ensure faster, repeatable, and more consistent execution of test cases, especially when performing regression testing or testing across multiple platforms. Automated functional testing tools such as Selenium, QTP, and TestComplete enable testers to execute functional tests efficiently, increasing productivity and enabling continuous integration and delivery in the software development process. Overall, functional testing plays a pivotal role in ensuring that the software works as intended, providing users with a reliable, accurate, and seamless experience.

6.2.2 Performance testing

Performance testing is a critical aspect of software testing that focuses on evaluating how well a system performs under various conditions, ensuring that it meets the desired performance criteria such as responsiveness, scalability, and stability. Unlike functional testing, which assesses the correctness of software features, performance testing is concerned with how the software behaves when subjected to different workloads, including high traffic, heavy data processing, and other real-world operational stresses. The goal of performance testing is to identify potential bottlenecks or performance issues, such as slow response times, memory leaks, or inefficient resource usage, that could negatively impact user experience or system stability. Key metrics assessed during performance testing include response time, throughput, resource utilization (CPU, memory, disk I/O), and scalability, helping developers and testers understand the system's capacity to handle increasing loads or traffic while maintaining acceptable performance levels. The testing is typically done under controlled environments that replicate real-world usage patterns, and it involves simulating various user scenarios to measure how the system handles stress. One of the primary types of performance testing is load testing, which aims to determine how the system performs under normal and peak load conditions. Load testing simulates the expected number of concurrent users or requests to assess if the system can handle the anticipated workload without degrading in performance. This is particularly important for web applications and online services, where traffic levels can fluctuate significantly. By measuring response times and system behavior during load tests, performance engineers can identify the system's breaking point or the threshold beyond which the application fails to meet acceptable performance standards. Stress testing, another form of performance testing, takes this further by subjecting the system to extreme conditions, such as an unusually high number of users or requests beyond its expected capacity, to evaluate how it behaves under overload. The aim of stress testing is not only to identify performance limitations but also to assess the system’s ability to recover gracefully when it is overwhelmed, ensuring that it does not crash or lose data.

Additionally, scalability testing is a form of performance testing that focuses on assessing how well a system can scale when the workload increases. This includes determining whether the system can handle increased numbers of users, larger volumes of data, or higher transaction rates without significant degradation in performance. Scalability testing is essential for systems that expect to grow or experience varying load patterns, such as e-commerce platforms, cloud applications, or enterprise systems. Another crucial aspect of performance testing is endurance testing, sometimes called soak testing, which evaluates how well the system performs over an extended period of time under a moderate workload. Endurance testing is designed to uncover issues such as memory leaks, resource depletion, or gradual performance degradation that may not be evident during shorter tests. Performance testing also helps optimize infrastructure, enabling the identification of hardware or software configurations that maximize efficiency. Tools such as Apache JMeter, LoadRunner, and Gatling are commonly used to automate performance tests and simulate real-world traffic patterns, providing developers and performance engineers with valuable insights into how well their systems perform under different conditions.

6.2.3 Usability testing

Usability testing is a vital component of software testing that focuses on evaluating the user-friendliness, effectiveness, and overall user experience of a system or application. The primary goal of usability testing is to assess how easily end-users can navigate, understand, and interact with the software, ensuring that it meets their needs and expectations in terms of usability, accessibility, and convenience. During usability testing, real users—often representative of the target audience—are tasked with completing specific tasks within the system, while testers observe their behavior, gather feedback, and identify any pain points or usability issues. By focusing on user interactions, usability testing helps uncover problems related to the user interface (UI), navigation, visual design, and overall user flow. This type of testing is essential because it ensures that the software is intuitive and provides a seamless experience, ultimately reducing user frustration and increasing adoption and satisfaction rates. One of the key aspects of usability testing is ensuring that the system is efficient and easy to use. Testers typically observe how easily users can understand the software's layout, find the features they need, and complete tasks without unnecessary confusion or difficulty. For example, usability testing might involve assessing whether a user can intuitively navigate through a website to find information or whether they can complete a transaction on an e-commerce site without encountering obstacles. This type of testing also focuses on the clarity of instructions, labels, and buttons, ensuring that users can easily understand what actions they need to take. During usability testing, tasks are often observed and timed, and testers evaluate whether users can complete the tasks accurately and efficiently. Common metrics used in usability testing include task success rate, error rate, and time on task, which help assess both the effectiveness and efficiency of the system.

In addition to task-based assessments, usability testing also evaluates the emotional response and overall satisfaction of users when interacting with the software. This involves gathering qualitative feedback through surveys, interviews, or direct observation of user reactions, helping to identify subjective issues such as frustration, confusion, or delight. The insights gained from these emotional responses are crucial for improving the design and ensuring that the software not only meets functional requirements but also fosters a positive user experience. Another key aspect of usability testing is accessibility, which ensures that the software is usable by individuals with varying abilities, including those with visual, auditory, or motor impairments. Accessibility testing often involves evaluating whether the software complies with established accessibility standards, such as the Web Content Accessibility Guidelines (WCAG), and whether it can be used with assistive technologies like screen readers or voice commands. Overall, usability testing helps ensure that the software is not only functional but also intuitive, engaging, and inclusive, leading to higher user satisfaction, better retention rates, and a more successful product.

6.2.4 Integration testing

Integration testing is a crucial phase in the software testing lifecycle that focuses on verifying the interactions between different components or modules within a system to ensure they work together as expected. After individual components or units have passed unit testing, integration testing is conducted to identify issues that may arise when these components are combined into a larger system. The primary goal of integration testing is to detect and address issues related to data flow, communication, and interface mismatches between integrated modules. These issues may not have been evident during unit testing, where components are tested in isolation, making integration testing essential for identifying problems such as incorrect data exchange, API mismatches, and incompatibilities between systems. It also ensures that the integrated system performs as intended when multiple modules interact, providing a higher level of confidence before proceeding to system testing or user acceptance testing. Integration testing can be conducted in several ways, depending on the system architecture and testing strategy. One common approach is top-down integration testing, where the higher-level modules are tested first, and the lower-level modules are integrated gradually. In this approach, stubs (mock implementations of lower-level modules) are often used for testing until the lower-level modules are available. In contrast, bottom-up integration testing starts with testing the lower-level modules and integrates higher-level modules as the testing progresses. This approach typically uses drivers (mock implementations of higher-level modules) to simulate interactions with the modules being tested. Another method is the "big bang" integration testing, where all components are integrated at once and tested together. While this approach can be quick, it may be challenging to identify the root cause of any issues that arise, as they could be related to any of the integrated components. Incremental integration testing, which involves integrating and testing components one at a time, is generally preferred due to its ability to isolate issues more effectively and offer a more controlled testing process.

During integration testing, a variety of tests are conducted to validate the interactions between components. Data flow testing ensures that information is correctly passed between modules, and interface testing checks that data is exchanged in the correct format and that proper error handling mechanisms are in place. Another key aspect is the verification of the system’s behavior when components fail or encounter unexpected inputs. This type of testing includes fault tolerance and error handling checks to ensure that the system gracefully handles failures and continues to operate correctly. Test cases are often designed to cover both positive scenarios (where everything works as expected) and negative scenarios (where unexpected conditions or errors occur). Additionally, integration testing helps assess the overall performance of the system when multiple modules interact under varying loads, which is crucial for identifying potential bottlenecks or scalability issues. Successful integration testing leads to a more stable and reliable system, providing a foundation for subsequent system testing, performance testing, and other higher-level testing phases. By ensuring that individual components can work together without issues, integration testing plays a vital role in achieving a cohesive and functional system.

7.RESULTS

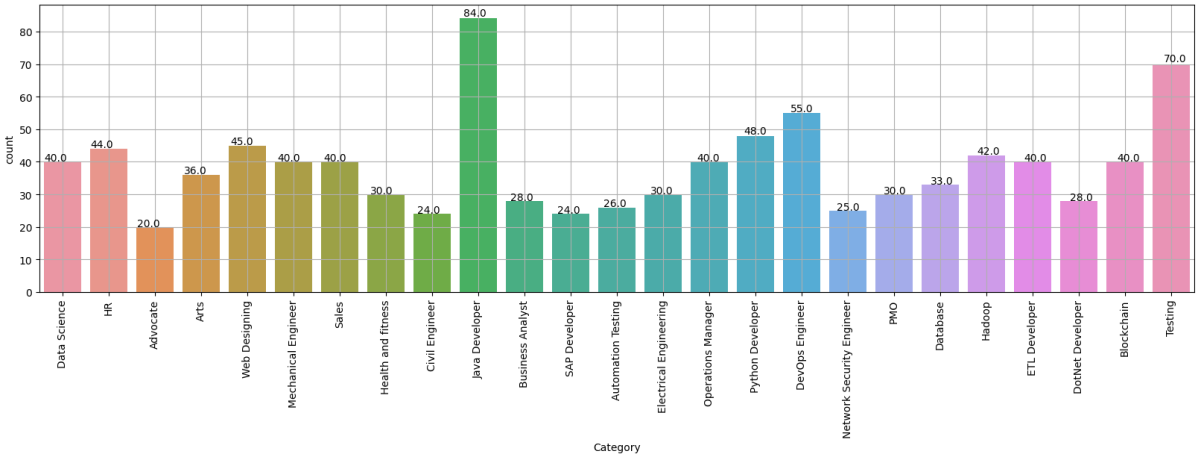

Fig 16: Bar plot of categories vs count

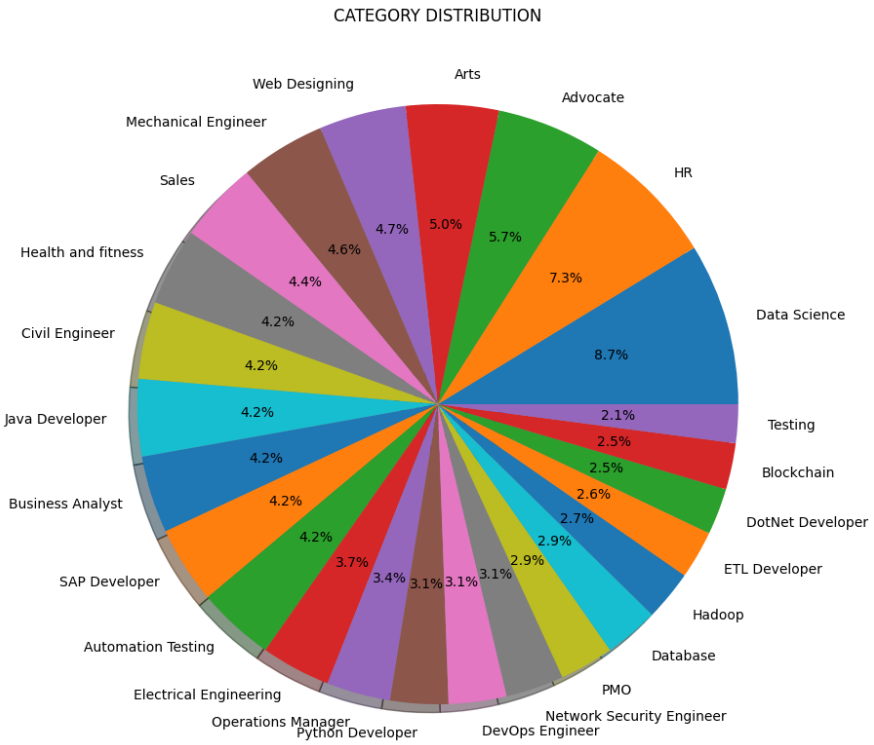

Fig 17: Pie chart of skills

Fig 18: Wordcloud of skills

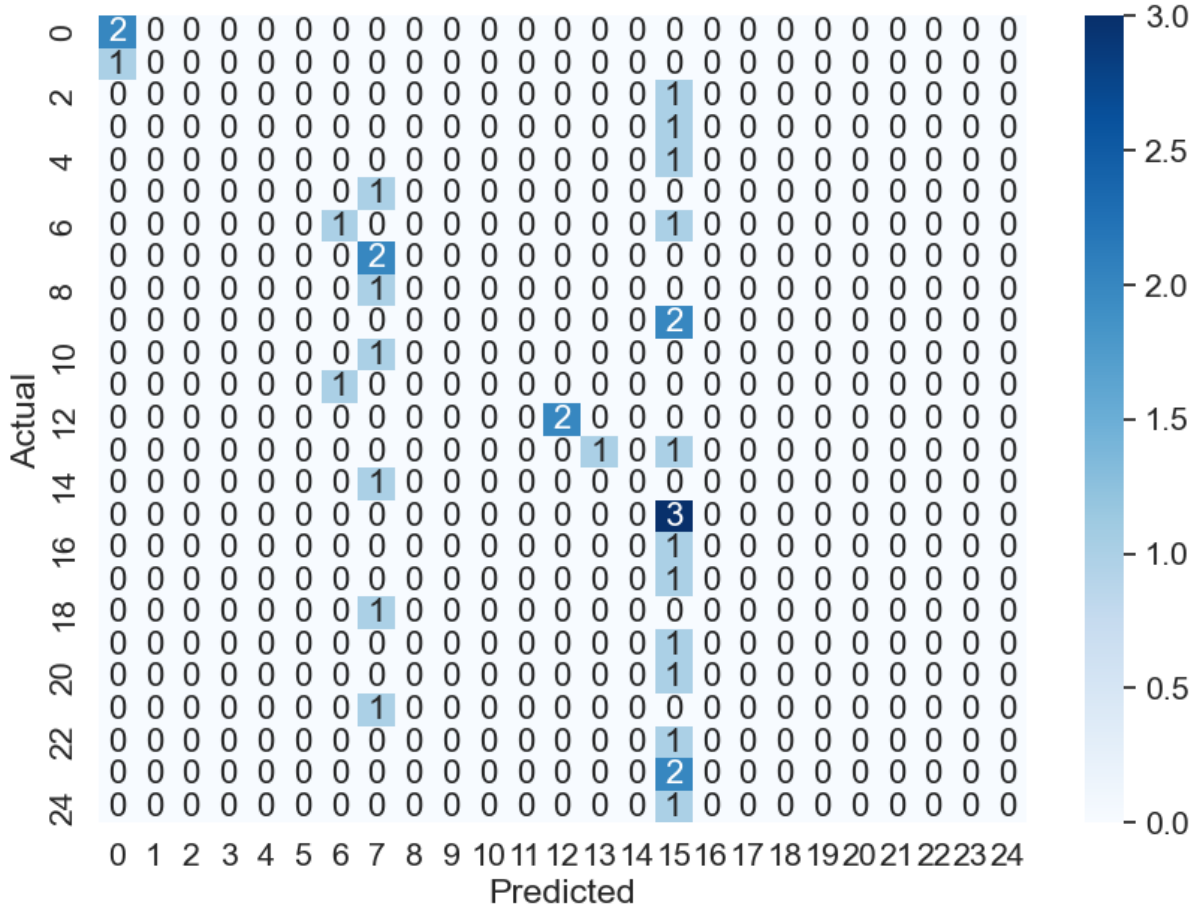

Fig 19: Confusion Matrix of KNN

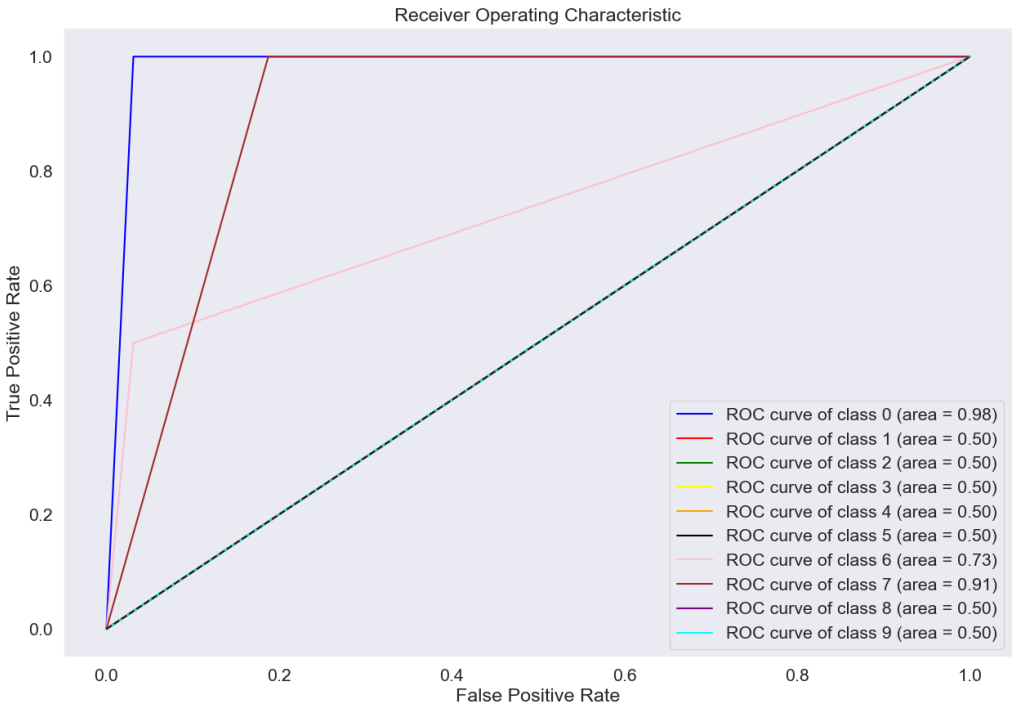

Fig 20: ROC Curve of KNN

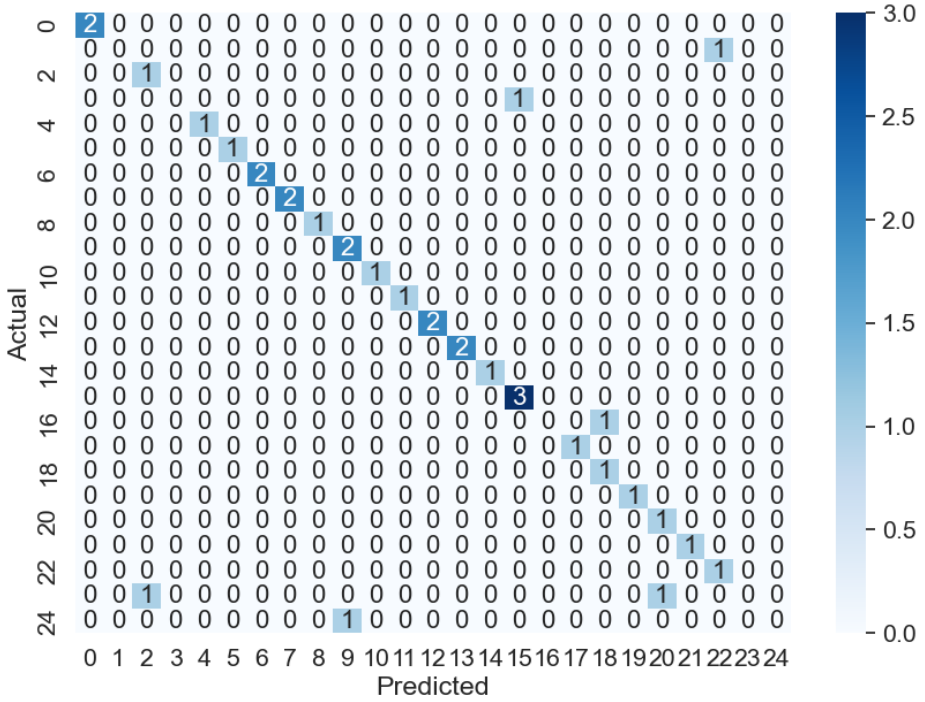

Fig 21: Confusion Matric of Logistic Regression

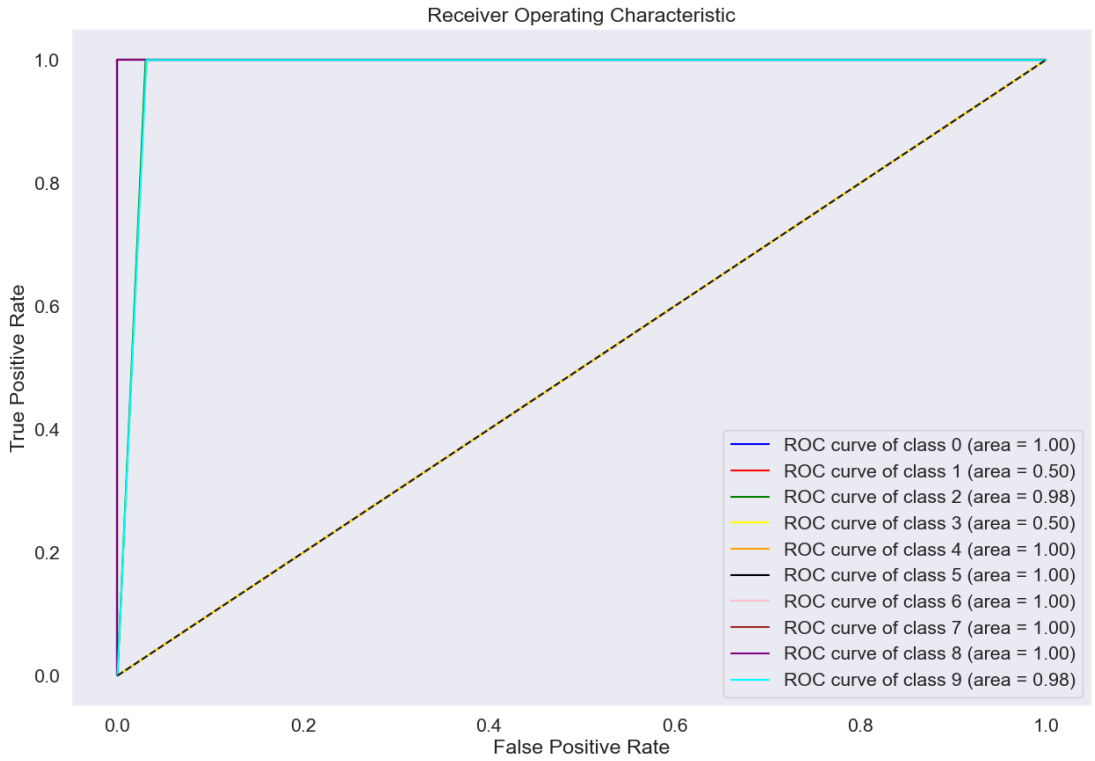

Fig 22: ROC Curve of Logistic Regression

Fig 23: User Interface

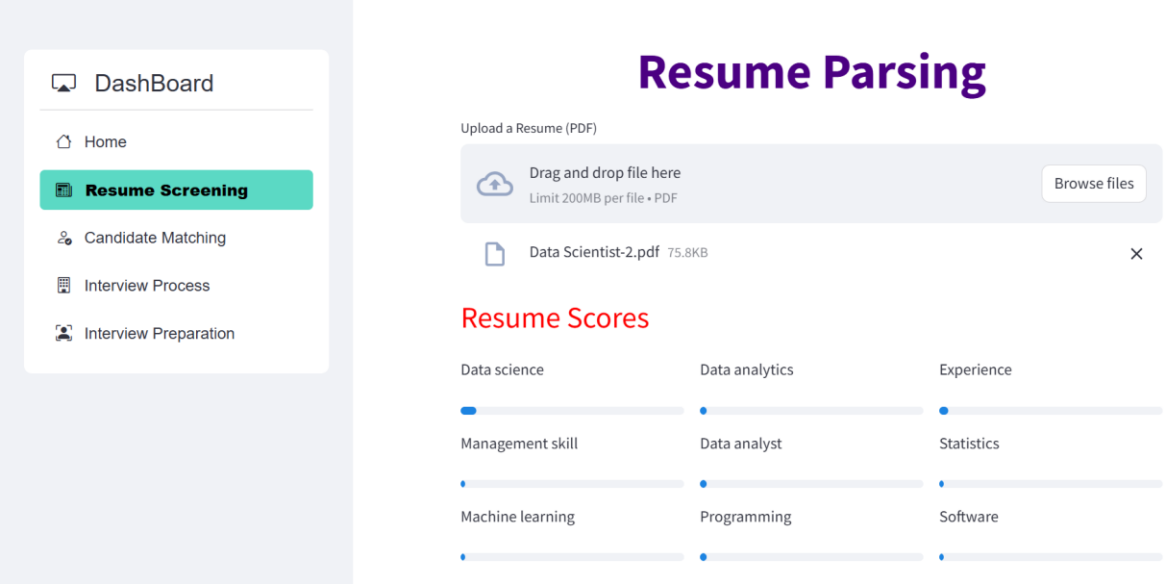

Fig 24: Resume parsing

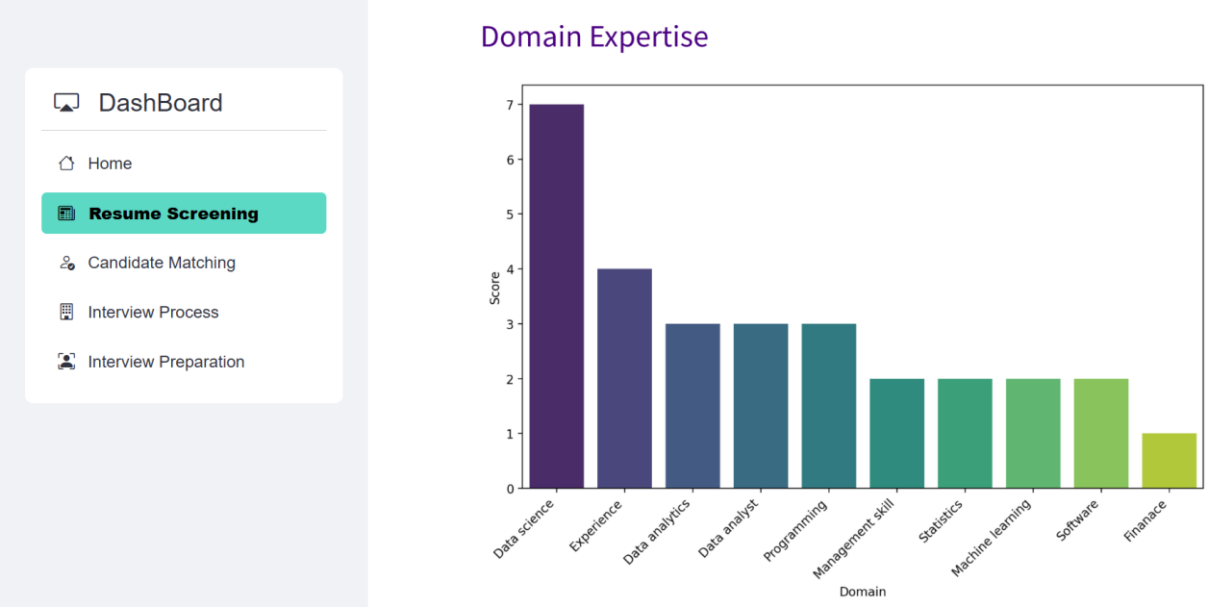

Fig 25: Scores of skills of resume

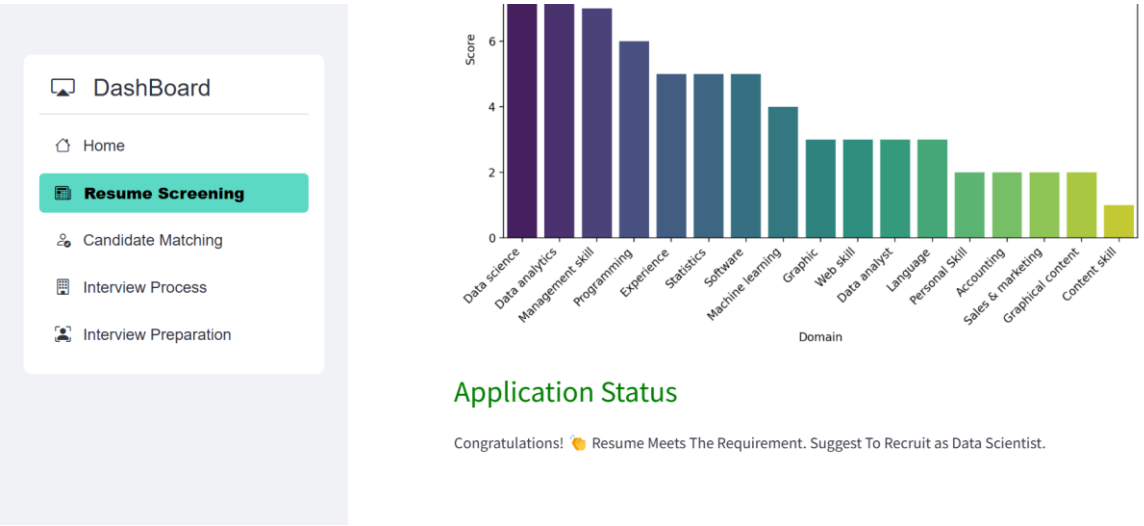

Fig 26: Application Status of resume

Fig 27: Skill based matching

Fig 28: Skill based matching

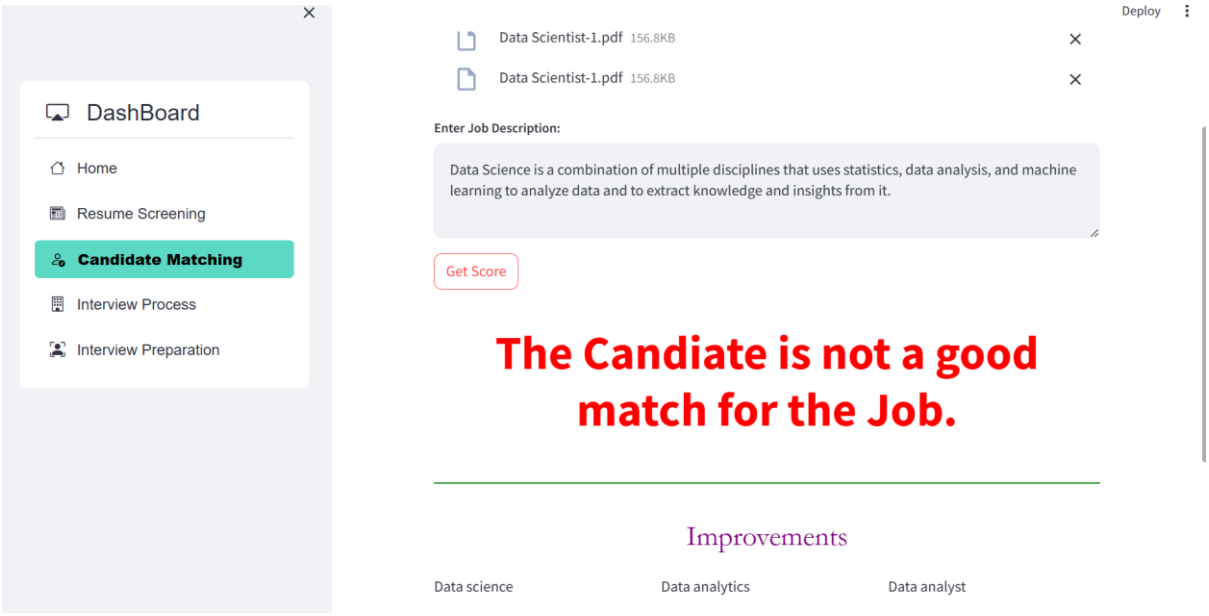

Fig 29: Skill based matching

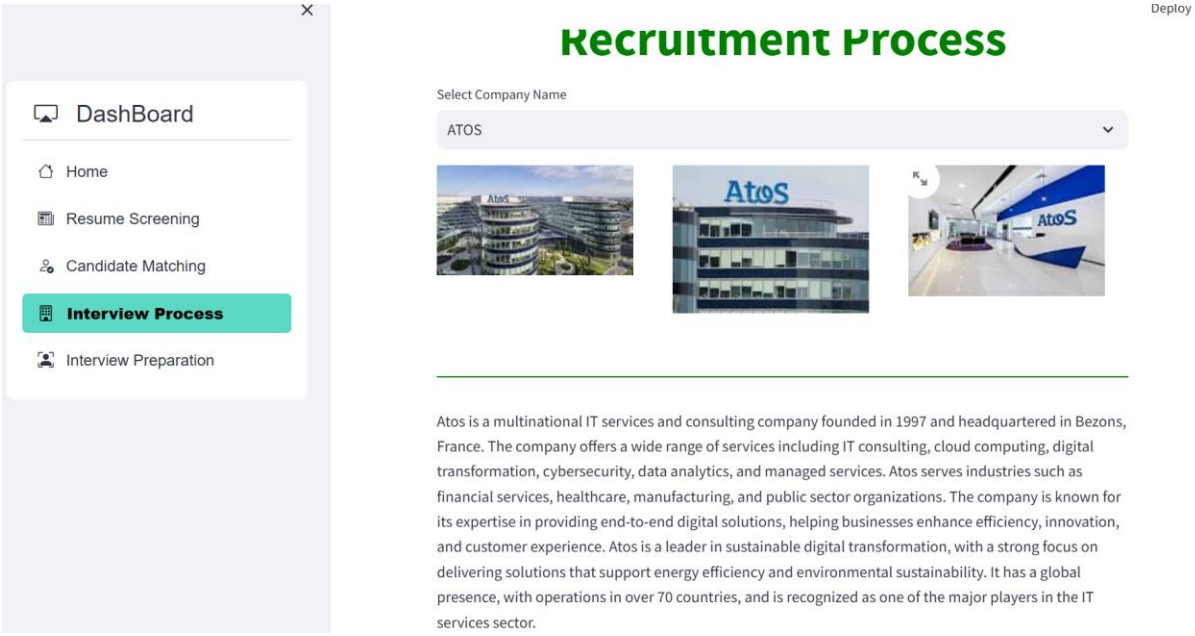

Fig 30: Interview Process

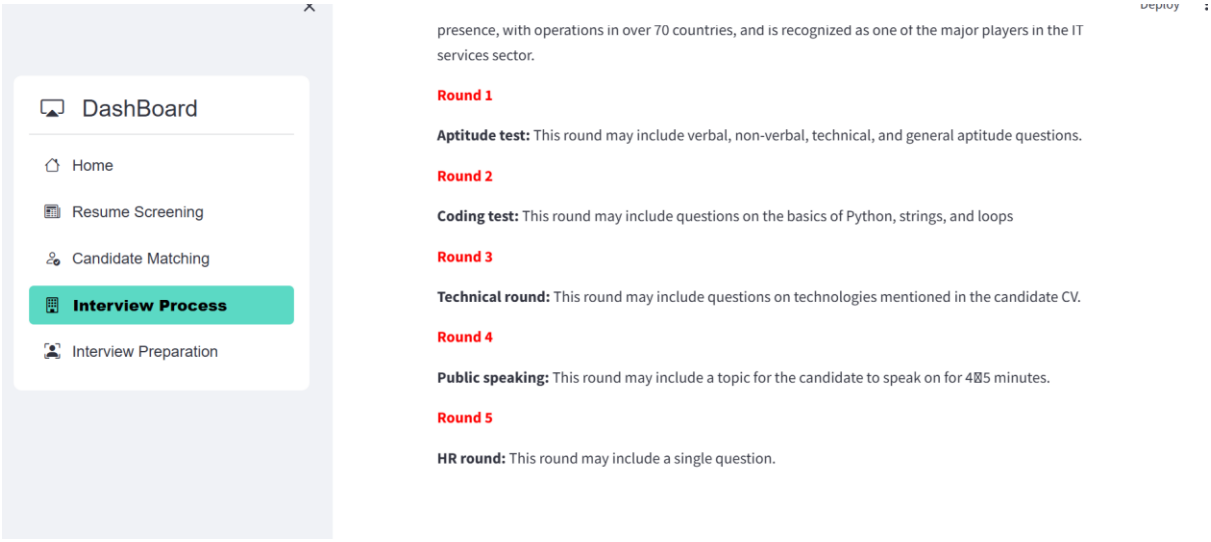

Fig 31: Interview Process

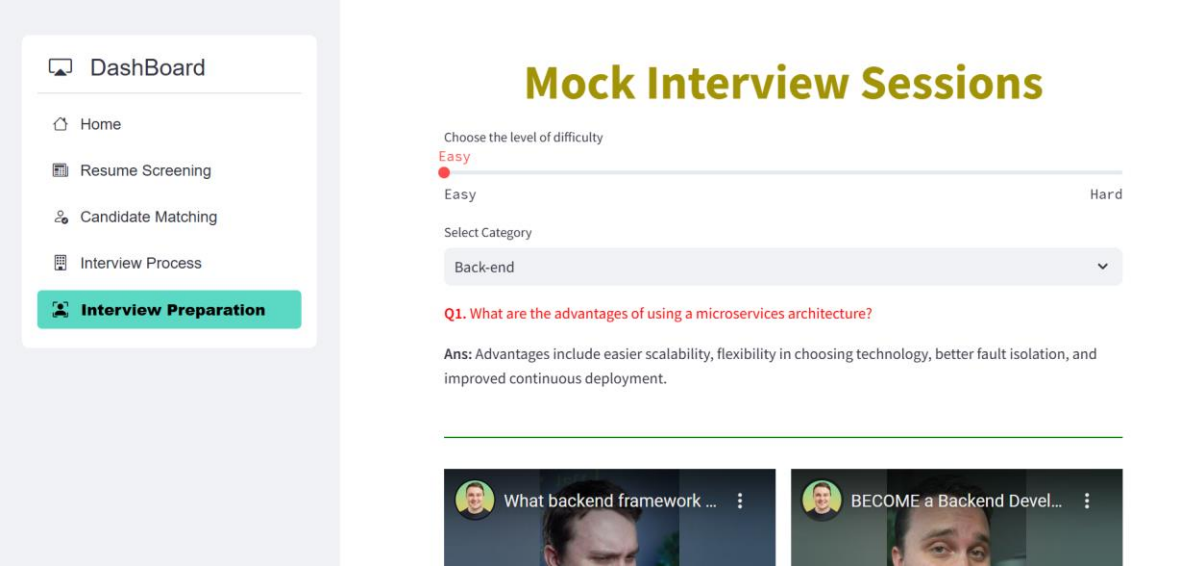

Fig 32: Interview preparation

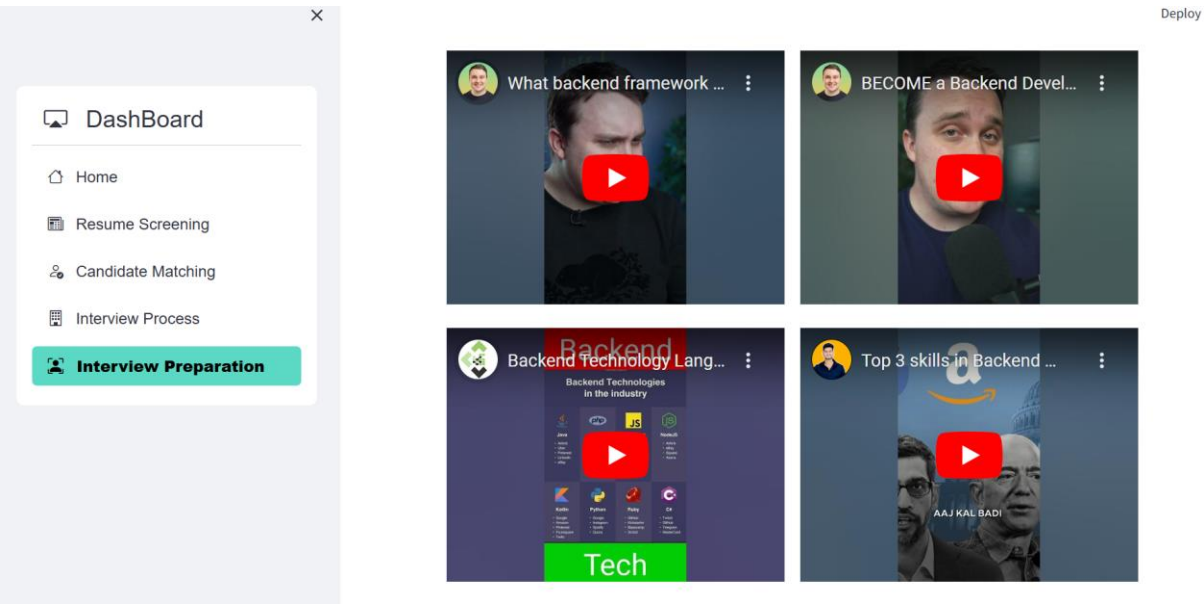

Fig 33: Interview preparation

CONCLUSION

The proposed Intelligent Placement and Career Development Platform successfully integrates advanced technologies such as Artificial Intelligence (AI), Natural Language Processing (NLP), and machine learning to address the key challenges faced by job seekers and recruiters. By incorporating machine learning models like Logistic Regression and K-Nearest Neighbors (KNN) for resume screening, and utilizing BERT for candidate-job matching, the system provides accurate and personalized recommendations, enhancing the recruitment process. The integration of NLP techniques, including TF-IDF and cosine similarity, ensures precise interview question matching, tailored to the candidate's experience and skill set. Additionally, the platform's Streamlit-based user interface offers an interactive and seamless experience for candidates, while the use of cloud services ensures scalability and reliability. By providing not only resume evaluation and job matching but also personalized interview preparation resources, including YouTube videos and company-specific interview insights, the platform fosters a comprehensive career development ecosystem. Ultimately, this platform empowers candidates to enhance their employability, helps recruiters make more informed decisions, and contributes to a more efficient, data-driven recruitment process. The successful implementation of this system can set a new standard for recruitment platforms, providing a scalable solution that bridges the gap between candidates and employers while promoting career growth and success.

FUTURE ENHANCEMENTS

As the demand for more automated and data-driven recruitment processes continues to grow, a promising avenue for future work in this field is the development of AI-based mock interviews. These mock interviews would simulate real-world interview scenarios, offering candidates a platform to practice and receive feedback without the need for human interviewers. The AI-driven system would leverage Natural Language Processing (NLP) and Speech Recognition to assess a candidate's responses to various interview questions, both technical and behavioral. By analyzing the content, tone, and delivery of the candidate's answers, the system could provide feedback on aspects such as clarity, confidence, and relevance. This would allow candidates to improve their interview skills in a controlled environment, receiving constructive feedback in real-time. Future systems can further integrate sentiment analysis to assess a candidate's emotional tone and engagement level, which are crucial for gauging their interpersonal skills and suitability for a role. A critical aspect of the future work in mock interviews is the development of an automated scoring system to evaluate the candidate's performance objectively. By combining machine learning models with NLP techniques, the system would assess the quality of responses based on predefined metrics such as completeness, relevance, technical accuracy (for technical roles), and communication skills. The system could analyze how well the candidate answers a question, whether they provide clear explanations, and if their response aligns with expected industry standards. Furthermore, AI scoring would involve comparing the candidate's performance against a database of successful responses, allowing the system to generate a personalized score based on the candidate's answers and the quality of their responses compared to optimal standards. This scoring could then be further enhanced by tracking improvements over time, offering a valuable tool for candidates to measure their progress and refine their performance.

In addition to the text-based mock interviews, the future work will also explore the integration of video interviews into the AI-based mock interview platform. Video interviews are becoming increasingly popular in recruitment, especially for remote job roles, and they provide a richer context for evaluating candidates' non-verbal cues, such as body language, facial expressions, and eye contact. AI systems could analyze these cues using computer vision and emotion detection algorithms, providing deeper insights into a candidate's communication skills and level of comfort during the interview. For example, a candidate who demonstrates strong body language and maintains good eye contact during the interview might receive higher ratings for engagement and confidence, while someone who displays nervousness or a lack of focus might receive lower scores. Integrating these video-based analysis capabilities would offer recruiters a more comprehensive evaluation of a candidate's suitability for the role, beyond the content of their verbal responses. The future work will also focus on offering real-time feedback during the mock interview process, enabling candidates to make immediate improvements while they practice. Using AI, the system could provide personalized suggestions based on the candidate's performance, such as tips on how to improve the structure of their answers, how to better articulate their thoughts, or which areas to focus on for improvement. For example, if a candidate struggles with behavioral questions, the system could suggest tailored interview coaching videos, articles, or other resources.

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9. Publication Certificate / Acceptance