Jobs Planet Requirements

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# Document History

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| --- | --- | --- | --- | --- | --- |
| [S.No](http://S.No) | Module | Functional Area (Module/Sub-Module) | Submitted By | Reviewed By | Approved By |
| Submitted Date | Reviewed Date | Approved Date |
| 1 | Job seeker Module | Job Seeker Registration & Profile Building | AT2 Team |  |  |
| 23-03-2022 |  |  |
| 2 | Job seeker Module | Job Seeker Dashboard & Notifications | At1 Team |  |  |
| 22-03-2022 |  |  |
| 3 | Training module | Individual Training Provider & Trainer Dashboard | AT2 Team |  |  |
| 22-03-2022 |  |  |
| 4 | Training module | Corporate Training | Quality Team |  |  |
| 23-03-2022 |  |  |
| 5 | Job seeker Module | Training Recommendations | DAT2 Team |  |  |
| 21-03-2022 |  |  |
| 6 | Job seeker Module | Jobs Recommendations | DAT1 Team |  |  |
| 21-03-2022 |  |  |
| 7 | Training Module | Assessments Crawling | DAT2 Team |  |  |
| 23-03-2022 |  |  |
| 8 | Job seeker Module | Employer Registration & Jobs dashboard | UI Team |  |  |
| 23-03-2022 |  |  |
| 9 | Mentor Module | Mentor Registration & Dashboard | UI Team |  |  |
| 24-03-2022 |  |  |
| 10 |  | Review & Approve Mechanism | AT1 Team |  |  |
| 23-03-2022 |  |  |
| 11 | Job Seeker Module | Profile Connections (future) | DAT1 Team |  |  |
| 21-03-2022 |  |  |
| 12 |  | Chatbot | DAT1 Team |  |  |
| 08-04-2022 |  |  |
| 13 |  | Resume Parser | DAT2 Team |  |  |
| 08-04-2022 |  |  |
| 14 |  | Behaviour Analytics |  |  |  |
|  |  |  |

# Acronyms Used

Jobs Planet (JP)

Job Seeker (JS)

# Jobs Planet Team

|  |  |
| --- | --- |
| **Team** | **Members** |
| Application Team 1 (AT1) | AdithyaMathe |
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| Sanjana A Maney |
| DivyaPuligundla |
| Quality Team (QT) | JyothirmaiSunkara |
| MamathaGuttapalli |

# Format Specifiers

|  |  |  |
| --- | --- | --- |
| **Data Type** | **Format** | **Description** |
| Currency | Lakhs pattern | In general India follows lakhs pattern and internationally million patterns will be followed. |
| Alphanumeric | 5DJ@\* | the numbers 0 - 9, the letters A - Z (both uppercase and lowercase), and some common symbols such as **@ # \* and &** |
| Date | Month D, Yr. | Month name-Day-Year with no leading zeros (March 28, 2022).  Wherever date format is to be filled by the user system uses calendar utility in UI. |
| Time | HH:MM | Time is based on 24 Hour System (14:45) |
| Address | City , State, Country, Zip code | System shall have an option to use Google location API |

# **JOB SEEKER**

**Objectives:**

The main objective of job seekers application is to provide a reliable platform where one can learn the skills required for industry needs. Jobseeker application is part of the JobsPlanet platform. Jobseeker app provides an intuitive user interface for any Jobseeker who registers with JobsPlanet. This application helps a job seeker to learn skills in the form of training, to secure a job, to share his or her experience with the platform and in turn he or she may guide others job seekers.

The JobsPlanet platform provides an ecosystem to meet above objectives with open standards and promotions.

1. Understand the Job Seeker’s qualifications, strengths & weaknesses.
2. Guide to decide the right career path.
3. Identify the Skills Gaps.
4. Help to fill those skills gaps.
5. Help to get the jobs in the chosen career.
6. Support to settle in that New Job.
7. Protect the JS data & Privacy.

**Goal**: Help Job Seekers to start the right career.

**Challenges**:

1. Trust – Jobseeker Trusting the Platform that it will help, so that they can provide the data needed to understand and make decisions.
2. Continuity – Continue to believe in the Platform, so that they can improve their skills.

## **JOB SEEKER REGISTRATION**

JobsPlanet Platform enables JS to register on the platform. Upon successful registration JS can login to the application and can avail opportunities like employment opportunities, training and mentoring for career guidance.

Here the registration steps are as follows.

* **Pre-registration**
* **Verification & Validation**
* **Access to the platform**

### PRE-REGISTRATION

* In the Pre-registration page System allows the user to fill in basic data about their personal details like (first name, middle name, email id and phone number etc.) by taking user basic details system checks for duplicate registration by validating the data provided by the user.
* During this process the system provides jobseekers to review Terms & conditions, privacy policy of JobsPlanet. Upon acceptance only the platform takes jobseekers to the verification process.
* If a user is already registered with our platform if the system finds the same email id or phone number during the pre-registration and shall not allow completing the process.
* System shall do the verification process of the jobseeker by sending OTP to both email and phone number. Upon successful verification only the jobseeker is registered with Jobsplanet.
* The following data shall be collected during the pre-registration process.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| First Name | Yes | alphabetic |  |
| Middle Name | No | alphabetic |  |
| Last Name | Yes | alphabetic |  |
| Mail Id | Yes | alphabetic |  |
| Isd code | Yes | alphabetic | Drop down of country codes (use Google location API) |
| Phone Number | Yes | Numeric |  |

**BUSINESS RULES:**

* System should not allow duplication of mail id or phone number combinations.
* System automatically assigns the JS user group.
* System should not allow access to the user unless verification is completed.
* For any reason if the JS is disabled either by system or by JP Admin, system shall not allow the user to login.

### VERIFICATION

After successful pre-registration user will be able to verify his credentials as part of authorized user here system enables user to enter the OTP for verification purpose and if given OTP is correct user will be redirected to save password or if given OTP is incorrect or expired user can click resend OTP.

**DATA**:

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| OTP | Yes | alphabetic |  |

**BUSINESS RULES:**

* System should not allow OTP if expiries limit time exceeds.
* System should not allow wrong OTP for phone number and mail id.

### PASSWORD TO ACCESS THE PLATFORM

* System enables jobseekers to enter password after successful verification of OTP, here user will be able to enter password and confirm password options, to set a password to their account.
* After successful saving of password, jobseekers will be redirected to the login page.
* If user enters password which doesn’t meet the password policy system shall display appropriate message.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Password | Yes | Alphanumeric |  |
| Confirm Password | Yes | Alphanumeric |  |

**BUSINESS RULES:**

* System should match both password and confirm password.
* Passwords should not be visible while entering and it should be masked.
* Password should match password policy such as minimum length, special character, one number, one lower case and one upper case.
* Password stored in encrypted format.
* Password should not be retrieved in any form, only password can be reset through forgot password functionality.

## **JOB SEEKER PROFILE BUILDING**

* Upon successful registration jobseeker first time login platform takes into the profile building where we capture optional details such as below mentioned details.
* Jobsplanet uses the below information of a jobseeker to recommend the best job matching’s, training recommendations, and mentor assignment. This helps the jobseeker to excel in their career.
* This entire profile building captures the whole interests of jobseekers in different areas.
* System shall collect this information in question and answers format and shall collect periodically rather than all at one time.

1. Personal details.
2. Educational details
3. Skills
4. Certifications
5. Trainings taken
6. Recent job interviews
7. Preferred jobs
8. Help needed (job search, mentoring, training)
9. Resume headlines
10. Social profile
11. Technical publications
12. Work samples
13. Blogs
14. Internships
15. Goals
16. Projects
17. Hobbies

### PERSONAL DETAILS

* System collects the personal details of jobseekers for the very first time once after login and these details are mandatory. Users cannot skip these details.
* However, these details are very personal and contain sensitive data which consists of address and mobile number of jobseekers.
* System shall provide an interface to review and accept terms and conditions and privacy policies for the job seeker before registration and while collecting the personal details.
* System shall not allow access to any sensitive data defined by jobsplanet platform to any other stakeholders.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| **Current Address**  Country  State  City  Zip code | Yes | alphabetic | System shall provide an option to mark current address and permanent address as same. |
| **Permanent Address**  Country  State  City  Zip code | Yes | alphabetic |  |
| Fresher or experienced | Yes | alphabetic | helps in defining expertise level and for job recommendations |
| Resume upload | Yes | alphabetic | Helps to show to different stakeholders for analysing the jobseeker’s capability (skills, education and experience). |
| Parents occupation | No | multi valued | Farmer, Business, Self-employed, Employed. |

### EDUCATIONAL DETAILS

* System collects the educational details of jobseekers for the first time once after login and these details are mandatory.
* System shall allow update/add education details later point of time also.
* Users cannot skip these details, by considering the educational details system will show the job matching’s related to the education qualifications posted by recruiters.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Education level | Yes | alphabetic | Holds drop down values of (Masters/Post-Graduation, Doctorate/PHD, and Graduation/Diploma) and this parameter helps to find job matching based on education qualification. |
| Degree | Yes | alphabetic | Holds drop down values of (M. Tech, MBA/PGDM, MCA, B. Tech, Diploma etc.). |
| Degree Duration | No | numeric | Degree duration in years (>=4), in case of graduation |
| Specialization | No | alphabetic | Holds drop down values like (computers, electrical, automobile, etc.) |
| University / institute name | Yes | alphabetic | This field expects the name of the university under which our college is affiliated. System shall provide an option of auto suggest. |
| College name | No | alphabetic | This field expects the name of the college. System shall provide an option of auto suggest. |
| CGPA | Yes | double | This parameter helps while recommending the jobs based on percentage criteria if job postings are having any percentage restrictions. |
| Degree start date | Yes | Date | This parameter helps with job recommendations by considering year awarded in job postings, and helps the platform to calculate the years gap after their education and still if they are not having any job offers system will make those jobseekers as priority and recommend with more relevant information which helps them to get offers. |
| Degree end date | Yes | Date | -- |
| Country | No, char data | alphabetic | Consists of college address Helps to recommend and take preferred job location.  Data will be fetched by either Google location API or from master data. |
| State | No, char data | alphabetic | Helps in defining preferred job location.  Data will be fetched by either Google location API or from master data. |
| City | No, char data | alphabetic | Helps in defining preferred job location.  Data will be fetched by either Google location API or from master data. |
| Zip code | No, char data | alphabetic |  |
| Education Certification | No, char data | alphabetic (multiple valued) | This document helps the system to confirm jobseeker education. |

### SKILLS

System collects the skill set of a jobseeker while building their profile but however these details are not necessarily required in case of fresher’s with non-computer background.

If the jobseeker is not having any skill set, in that scenario our system considers those profiles as basic profiles and recommends the basic trainings to them.

If the JS doesn’t have any software language skills, system shall provide jobs recommendation on non-technical backgrounds such as business analyst, testing etc.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Skill Name | Yes | alphabetic | This parameter helps in job recommendations based on user inputs and this is a drop down that holds data of skills like (.NET, Ajax, API, etc). |
| version | No | alphabetic | Skill version which the jobseeker learned or worked on states that till which level the jobseeker knows that skill. |
| experience | No | double | Experience duration in years (1, 2, 3) |
| proficiency | Yes | (Intermediate, beginner, expert) | This parameter helps to capture the proficiency on the skills which jobseekers mentioned based on this parameter recommendations of jobs can be done when job postings have stated proficiency in their job postings. |
| Certified | No | Boolean | This parameter helps to make sure that jobseeker is having any certifications in the skills they mentioned. By considering this parameter we can show more and accurate job recommendations. |
| English skills proficiency | Yes | numeric | This parameter helps to check the writing skill proficiency of jobseekers and based on this constraint we can show recommendations of jobs which are non-technical also and can push jobseekers to excel in those areas by recommending those jobs to them. |
| Communication skills | Yes | numeric | This parameter helps to check the communication skills of a job seeker and with this system can estimate the working capabilities and expertise that jobseekers are having. |

### RESUME HEADLINES

* System collects details of resume headlines from jobseekers.
* It is the first thing any stakeholder notices in a jobseeker's profile.
* This resume headline details are not mandatory for a jobseeker to specify in the initial stage it can be managed at any point of time while building or managing their profile.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Resume headline | No | alphabetic | Here jobseekers Write concisely about themselves what makes them unique and the right person for the job they are looking for. |

### PREFERRED JOBS

* System collects the preferred jobs information from the jobseeker in order to provide better suggestions in jobs area and also skill gaps area.
* Based on their interest system shall make those as priority and shall recommend those jobs on top of recommended jobs.
* These details are mandatory for every jobseeker in the profile building process.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Preferred role(s) | Yes | alphabetic | This parameter contains the data of job roles like (software engineer, architect, etc.)  Roles are part of master data. |
| Preferred domain(s) | Yes | alphabetic | This parameter contains the data of domains (IT, banking, finance, etc.).  Domains are part of master data. |
| Expected annual salary | yes | Currency | Salary range of what jobseeker is expecting based on this salary criteria can also we  recommend relevant jobs (3-5 lakhs, etc.) |
| Preferred job location(s) | yes | alphabetic | Drop down of job location (Hyderabad, Chennai, Bangalore, etc.)  Locations are part of master data. |
| Preferred Job Type | Yes |  | Full time, part time, both  Job types are part of master data. |
| Preferred technical area(s) | Yes |  | Python, DevOps, AWS etc.  Technical areas are part of master data. |

### PROFESSIONAL CERTIFICATIONS

* System collects the certification details form jobseekers in order to make sure that they are having certifications in certain skills.
* However, these certifications are not mandatory for every jobseeker to provide, but in general if there are any active certifications done by jobseekers would be an added advantage to the JS profile.
* In further the system can show these details to different stakeholders to get better opportunities to the jobseeker.
* With the certifications finding the relevant and exact matching of jobs to the jobseeker would become very easy for the system.
* Jobsplanet may use the information to see the compatibility of the jobseeker in those areas by doing assessment.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Certificate Name | Yes | alphabetic | Holds the name of certification and helps jobseekers to recommend more relevant jobs with accuracy. |
| Year of Completion | Yes | numeric | Holds data in which year the jobseeker completed this certification and based on those years the system can estimate the certification will be valid with respect to the market standards. |
| Duration | No | double | Duration in months |
| Skill | No | alphabetic | Drop down holds data (java, .net, python, etc.. |
| Certified By | yes | alphabetic | Holds the data of organizations from where jobseekers did their certification sometimes by the organization names also it will be an added advantage for the system to find relevant jobs and can predict the jobseeker’s knowledge level. |
| Certification Document | No | alphabetic | This document helps the system to confirm jobseeker certification as a proof. |

### TRAININGS HISTORY

* System collects the training taken information from the jobseeker.
* However, it is not mandatory for the jobseeker to provide this information because some aspirants may not have gone through trainings.
* If training information is provided by the jobseeker, then it would be an added benefit to that jobseeker’s profile.
* System shall use the information to provide better job recommendations to the JS.
* System shall also provide these insights to mentor so that mentor can use this information in suggesting career path to the JS.
* System also uses this information to assess the JS and measure the proficiency level.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Course Name | Yes | alphabetic | Drop down holds data (java, .net, python, etc.) |
| Duration In Months | No | double | Duration in months |
| Date Completed | Yes | date |  |
| Institute Name | Yes | alphabetic | Holds the data of organizations from where jobseeker done their trainings sometimes by the organization name system can for the jobseeker’s knowledge level |
| Knowledge Level | Yes | numeric | This parameter holds the knowledge level based on the input we can further recommend the mentors and advanced courses. |
| Training Certificate | No | alphabetic | This document helps the system to confirm jobseeker training certifications as a proof. |

### RECENT JOB INTERVIEWS

* System collects the recent job interviews information from the jobseekers in order to analyse their abilities and the areas in which they need to improve and the reasons why they are failing in interviews.
* This is an optional information system shall not enforce the JS to provide the information.
* The recent job interview information also helps mentors to provide career guidance to the JS.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Job Title | Yes | alphabetic | This parameter helps in estimating the jobs which jobseekers are showing interest in. (software engineer, DevOps engineer, etc.) |
| Company | Yes | alphabetic | This parameter contains the data of company details based on the company name and reputation system can estimate the kind of company’s jobseeker showing interest to get an opportunity. |
| Attended date | No | date |  |
| selected | No | Boolean | Will have information whether the aspirant selected in that job |
| Any feedback | No | alphabetic | This parameter contains the feedback by the interviewer to the jobseeker after the job interview. |
| Offer Accepted | No | Boolean | If a candidate is selected to know whether he/she accepted the offer. |
| Reason | No | Text | If the candidate did not accept, we collect the reasons like location constraint, salary constraint, type of company/job constraint. |

### HELP NEEDED

* System collects the help needed information from the jobseeker in order to help them on job search, mentoring or training.
* Help needed itself defines the exact reason why the jobseekers registered with the platform and in which area they seek help from platform.
* This defines the priority of jobseeker and according to that system provides necessary channelling.

#### HELP NEED IN JOB SEARCH

* System provides this information to mentors so that the mentors can help out the JS.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Job title | Yes | alphabetic | This parameter helps in estimating the jobs which jobseekers are showing interest in. (software engineer, DevOps engineer, etc.) |
| Preferred location | Yes | alphabetic | Drop down of job location (Hyderabad, Chennai, Bangalore, etc.) |
| Expected salary | No | double | Salary range of what jobseeker is expecting based on the salary criteria can also recommend relevant job (3-5 lakhs, etc.) |

#### HELP NEED IN MENTORING

* System collects details from jobseekers if they want any career guidance from mentors.
* As this step is not mandatory for a jobseeker to provide while building their profile, but if they have given these details our system will match the relevant mentor who has the perfect skill set to guide the jobseeker.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Help needed area | No | alphabetic | This is to collect information form the JS where exactly the JS needs help from a mentor. |

#### HELP NEEDED IN TRAINING

* System collects details from jobseekers if they want to expertise in any course which helps to crack a job or to improve their skills.
* As this step is not mandatory for a jobseeker to provide while building their profile, but if they have given these details our system will match the relevant courses which match their given skills criteria.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| course | Yes | alphabetic | This parameter is a drop-down value of technical skills (e.g., python, angular, selenium, etc.) which jobseekers want to expertise. |

### TECHNICAL PUBLICATIONS

* System collects details of jobseeker’s technical publications which helps system to analyse the jobseeker’s abilities in the particular area of the technology.
* These technical details are not mandatory for jobseekers but this information can be shown to different stakeholders which help jobseekers to get more priority while in the process of recruiting.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Paper name | Yes | alphabetic | Name of the publication anything related to skills or tools. |
| Journal name | no | alphabetic | Name of the institution/magazines where the paper is published. |
| Published year | no | Date | Year of published |
| Link to the publication | yes | alphanumeric | URL of the publication |
| description about publication | no | Text | overview of the publication |

**BUSINESS RULES:**

* System should check for duplication of papers from same user.
* Content evaluation of the URL’s shall be done through Kafka listener. After confirmation the publication shall be published.

### WORK SAMPLES

* System collects the work samples of jobseekers in order to estimate the working abilities of a jobseeker and their role and efforts they put in the work.
* These details can be shown to different stakeholders to provide better opportunities to jobseekers.
* These details are not mandatorily required for a jobseeker to provide.
* Content evaluation of the URL’s shall be done through Kafka listener. After confirmation the work sample shall be published.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| name of work samples | Yes | alphabetic | work sample name |
| work sample document | No | alphanumeric (doc path) | word, pdf, etc.. |
| Work sample URL | Yes |  | Github URL |
| brief of work samples | no | Text | overview of work samples |

### BLOGS

* System collects the blog details from a jobseeker to use this information for other JS who needs help in that particular area.
* These details will be an added advantage to jobseeker’s profile; the system shows these details to different stakeholders and suggests better opportunities.
* These details are not mandatorily required by a jobseeker to provide initially, the system provides the facility to update them in future, by adding these details system makes jobseekers profiles stronger.
* Content evaluation of the URL’s shall be done through Kafka listener. After confirmation the work sample shall be published

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| blog name | Yes | alphabetic | data containing name of blog |
| URL | Yes | alphanumeric | URL links to navigate to view the blogs. |
| description | no | alphabetic | blog overview |

### INTERNSHIPS

* System optionally collects internships information if any JS has done any internship during academic or pre-employment stage.
* Internships information capture by the platform as the type of questions infrequently.
* This information helps JS to get better career path and job prosperities.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| organization name | Yes | alphabetic | contains data of institute or organization name |
| duration | no | numeric | duration in months |
| skills used | no | alphabetic (multi valued) | Skills used in internships like (python, .net, etc.) |
| role | no | alphabetic | role of a candidate when done internships |
| location | no | alphabetic (multivalued) | location where internship was done by jobseeker |
| internship certification | Yes | alphanumeric (doc path) | certification upload path |
| internship descriptions | no | alphabetic | Overview of internship skills used knowledge acquired etc... |

### GOALS

* System collects the goals of a jobseeker and these can be shown to the mentor so that the mentor will get a good understanding of the jobseeker and can guide towards the correct career path.
* Every User should have only one Goal in each type (short-term, long-term).

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| Goal Type | Yes | Short term/ long term | Short term goals – within current year  Long term goals – five years and above |
| Goal summary | Yes | alphabetic | Goals summary. |
| Plan to achieve | No | alphabetic |  |

### HOBBIES

* System collects the hobbies of a jobseeker and these can be shown to the mentor so that the mentor will get a good understanding of the jobseeker.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| hobbies | NO | List<String> | List of Hobbies of User gets collected. |

### PROJECTS

* System collects the project details of a jobseeker and these details can be shown to the different stakeholders for better opportunities
* Based on project details and skills used in that project, the system will recommend the relevant job matching’s.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| project name | Yes | alphabetic | name of the project |
| client | Yes | alphabetic | client name |
| project location | No | alphabetic |  |
| role | no | alphabetic | role name what jobseeker assigned to the project. |
| responsibilities | no | alphabetic | description and overview of role |
| tag with employment/ education | no | alphabetic (multi valued) |  |
| start date | yes | date |  |
| end date | yes | date |  |
| project status | yes | alphabetic (multi valued) | In Progress, finished |
| employment type | yes | Boolean (fulltime, part time) |  |
| skills used | yes | alphabetic (multi valued) | list of skills used in the project |
| project description | yes | alphabetic | overview of project description |

## **JOBSEEKER PROFILE SETTINGS**

### CHANGE PASSWORD

* Platform allows the user to change his/her password from the profile settings.
* Platform allows change password only after matching current password.
* Platform allows change password only after matching new password and confirm password.
* Change password also has to comply with password policy of the platform.

### ACCOUNT DEACTIVATE

* Platform provides a feature to take a break and temporarily disable a user account.
* If temporarily disable the account the user profile will be hidden from search in employer, profile connections and discovery profile until you reactivate it by logging back in.
* If the account is deactivated all the performed actions by the user shall be hidden until the account is reactivated by logging back.

### BLOCK COMPANIES

(Refer section **2.1.7** for blocked companies)

### PRIVACY SETTINGS

* Platform allows user to choose what information to be made available to public level and private level.
* Some of the information cannot be included in the privacy settings like certifications, education details etc.

### SOCIAL PROFILES

* System collects details of jobseeker’s social profile links which helps the system to analyse the JS in terms of security concerns such as anti-social elements.
* This information may be given to a mentor who helps in better understanding of JS.
* This detail helps the jobseeker to showcase their skills, personal achievements and activities in their personal profiles.
* These online profile details are not mandatory for a jobseeker to specify in the initial stage it can be managed at any point of time.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **Mandatory** | **Type** | **Comments** |
| URL | Yes | alphabetic | Contains data of URLs of social profiles |

Platform collects social profiles of the JS from LinkedIn, Instagram, Twitter and Facebook.

# **JOB SEEKER DASHBOARD**

Goal:

To keep the JS engaged with the platform at all times.

Objectives:

* Recommending the courses
* Recommending the jobs
* Enabling sharing of jobs and courses to the JS circle.
* To monitor essential events from the platform via notifications.
* Progress monitoring about jobs and courses.

Challenges:

* Motivate the JS to improve platform engagement time.

## **JOBS**

Jobseeker having a dashboard with below details

* Recommended jobs
* Search Jobs
* Profile Performance
* Saved jobs
* Applied Jobs
* Recent jobs Interview feedbacks
* Block companies

### RECOMMEND JOBS

* Platform recommends the crawled /internal jobs collection based on job seeker metadata and also from mentor suggestions.
* For this system has separate job recommendation engine to consider jobseeker metadata and match the jobs. (Refer section **6.2** for jobs recommendation engine)

The following information from the JS metadata shall be used as an input for the recommending jobs,

**DATA:**

|  |  |
| --- | --- |
| **Field Name** | **Comments** |
| Software Skills | Java, J2EE, Spring Boot etc. |
| Experience | 2 years to 5 years 4 months  (YYYY/MM) to (YYYY/MM) |
| Highest Degree | B.Tech, MCA etc. |
| Specializations | In B.Tech (Computer science, Electrical engineering etc.) |
| Current Job Designation | Software Engineer, Tech Lead etc. |
| Preferred Domain | Health care, E commerce, Recruitment etc. |
| Preferred Job Role | Developer, Team Lead etc. |
| Preferred Salary | Indian Rupee (Lakhs Thousands) |
| Preferred locations | Hyderabad, Chennai etc. |
| Professional Certifications |  |
| Internships |  |
| Projects |  |

### SEARCH JOBS

Platform provides a search utility for a jobseeker to search the Jobs based on search parameters such as skill, location, company & designation also jobseekers able to filter the jobs based on below data fields.

* Platform has its own search engine for Jobseekers to search jobs.
* In addition to job recommendations by the platform, jobseekers can also utilize this search utility for the prospects.
* Below are the search result filter provided by the platform for better match

**DATA:**

|  |  |
| --- | --- |
| **Field Name** | **Comments** |
| Latest By | Last 30 days,15 days, 1 day etc. |
| Location | Hyderabad, Bangalore etc. |
| Salary | 3-6 Lakhs, 6-10 Lakhs etc. |
| Experience | 0-any |

### JOB MATCHING PERFORMANCE

Platform provides the insights of his profile reachability by the employers based on what skill appeared count and activity level based on Login, respond to jobs, keeping profile up to date updated.

e.g., Jobseeker profile viewed by 30 employers

Your profile searched for Java (5 times), spring boot (3 times) etc.

### SAVED JOBS

* Platform gives an option to the job seekers to save the job and later job seekers can apply for jobs or remove from saved jobs.
* They can also share the job URL to their circle via social media etc.

### APPLIED JOBS

* Platform shall provide an interface to apply a job and that applied job data gets saved into DB with necessary fields.
* For every job applied by JS, the platform captures feedback about the interview and asks for information about the interview.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Job reference | Yes | multi valued |  |
| Applied Date | Yes | Date |  |

### RECENT JOB INTERVIEW FEEDBACKS (JOB TRACK)

Based on applied jobs, platform prompts jobseeker regarding the applied job status like

* Have you attended the interview? If yes, ask jobseeker about
* How was the Interview conducted? How many rounds of Interview conducted? Number of Questions asked? What were the questions asked? Have you got the job?
* These questions are scheduled accordingly like a scheduler job or we will ask to fill a survey.
* If jobseeker says jobseeker got the job
* We ask, what was the role you got? Are you satisfied with the role? If not, what are the roles you are interested in?

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Job reference | Yes | multi valued |  |
| Interview attended or not | Yes | Boolean |  |
| Selected for Job or Not | Yes | multi valued | YES, NO, PENDING etc. |

* When JS says that he/she got selected for a job. Platform provides an interface to capture interview feedback.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Job reference | Yes | multi valued |  |
| Interview feedback | Yes | Alphabetic | JS tells how his/her experience in the interview  Conversation threads build here.  Q & A - Questions by platform and Answers by JS |
| Interview experience Rating | Yes | multi valued |  |

### BLOCK EMPLOYERS

* Platform shall provide interface to jobseeker to block a company.
* When JS already applied to a company and that company has some restrictions like not to re-apply until a period like 3, 6 months.
* JS already employed in a company and doesn’t want any job recommendation from that company. JS tends to block that company.
* Those blocked companies are displayed as a list to jobseekers and also, he/she can unblock the blocked company.
* When recommending jobs to job seekers we shall exclude this blocked company’s recommendation from the jobs list.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Company Name | Yes | multi valued |  |
| Snooze Period | Yes | Decimal value | Number of months |

## **COURSE**

Jobseeker having a dashboard with below details

* Recommended courses
* External courses
* Enrolled courses
* Search Results & Filter
* Completed courses
* Wish list courses

### RECOMMENDED COURSES

* Platform recommends the crawled /internal courses collection based on job seeker metadata.
* Based on job seeker metadata we display courses and we provide an enrol button which helps users to enrol into the recommended course.
* Courses created by the Trainer which are approved by the platform shall be displayed here.

### EXTERNAL COURSES

Trending courses, Courses from the external platforms get crawled here and displayed to users.

Refer section **5.1.1** for crawling of training material

### ENROLLED COURSES

Platform shall provide an interface which displays a list of enrolled courses of JS based on the last accessed date and shows the percentage of course completion till now/Date.

For every enrolled course we track jobseeker in different ways like

* Platform captures JS activity like whether JS is pursuing the enrolled courses regularly or not. If JS is inactive for 15 days, the platform prompts JS to continue the course by sending mail/something.
* Platform captures jobseeker performance through assessments and time taken forcompleting the course.
* Platform provides an interface to enrol into courses (enrol course limit exists) and specific data gets captured into DB after enrolment.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Course Name | Yes | Alphabetic |  |
| is Course Started | Yes | Boolean | After enrol JS started taking the course or not |
| Reason | Yes | multi valued | If JS Unsubscribes from course. Platform captures JS reason why? |
| Enrol Status | Yes | multi valued | ENROLL, IN\_PROGRESS, COURSE\_LEFT, COMPLETED, ASSESSEMENTS\_COMPLETED, NO\_SHOW, CONTINUE, LEAVE, PRE\_ASSESSEMENT\_FAILED; |
| Course progress | Yes | Decimal value | How much percentage of course IS Completed up to Date |

### BUSINESS RULES:

* Platform shall allow only a prescribed number of courses to enrol in a current period.
* Platform shall not include enrolled/dis-enrolled courses in the course recommendations.

### DISENROLL COURSES

* Platform shall provide interface JS to dis-enrol from any course that the JS is pursuing.
* Platform collects the reason for disenrollment from the JS which helps platform to re-evaluate the course.

### COURSE SEARCH RESULTS & FILTER

* Based on keyword (course name) search results, we display courses based on Topic, Level, Ratings and Video Duration.
* We provide a filter which are of Most Relevant, Most Reviewed, newly added and highly rated.
* Platform has its own search engine for Jobseekers to search courses.
* In addition to course recommendations by the platform, jobseekers can also utilize this search utility for the preferred courses.
* Below are the search result filter provided by the platform for better match

**DATA:**

|  |  |
| --- | --- |
| **Field Name** | **Comments** |
| Latest By | Last 30 days,15 days, 1 day etc. |
| Duration |  |
| Level | Beginner, Intermediate, advanced etc. |
| Review ratings |  |

### COMPLETED COURSES

* Platform shall provide an interface to display all the completed courses list of a JS.
* For every completed course, if any certification available, the platform provides an option to download the certificate.
* After successful completion of the course, the platform provides an interface to capture feedback and ratings (rating parameters like overall experience, trainer teaching etc.) About the course.
* If feedback is not provided by JS, the platform shall use a scheduler job to prompt JS until feedback & ratings are submitted.
* After successful completion of the course the skills associated with thee course shall be automatically updated in JS skills metadata.

### WISHLIST COURSES

* Platform shall provide JS to add the course into wish list that JS is interested for future but not for immediate learning.
* Wish list of courses shall be used in future either to enrol into the course or just as a reference course for the on-going course (Example: - If jobseeker pursuing Azure course created by some X trainer, then JS finds same course developed/created by Y trainer. JS saves that course in the wish list for reference).
* The courses in the wish list can be shared to other JS via social media platforms.
* The number of courses in the wish list shall be limited by the platform to certain limit.
* System shall provide an option to remove a course from the wish list.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Course reference | Yes | Alphanumeric | course reference id |
| JS reference | Yes | Alphanumeric | logged in JS reference id |

**BUSINESS RULES:**

* Platform shall remove the course from the wish list if JS enrolled into the course.
* If any course is disabled platform automatically removes it from JS wish list.

## **NOTIFICATIONS**

* Platform shall have a dedicated notification service to send any events on a periodic base or immediate base.
* Notifications can be in app notifications, email notifications, mobile notifications (future).
* Platform shall recycle the notification on periodic base.

### JOBS EVENTS

* When a job is applied by JS, the platform gives notification that the job applied successfully.
* Platform shows yes or no questions whether the jobseeker completed the interview or not. If completed, the platform takes feedback regarding that interview.
* Platform sends notifications about recommended jobs to JS periodically.
* Platform shall remind JS about job application and subsequently feedback on interview.
* Platform notifies JS if any jobs in his/her saved jobs is closed.
* Platform notifies JS if any job recommendations were made in the platform from his/her circle

### COURSE EVENTS

* Platform reminds JS if he/she enrolled to a course and not attending to it for a certain period of time.
* Platform reminds the jobseeker to download a certificate and provide feedback to the course and trainer upon course completion.
* Platform sends notifications about recommended courses to JS periodically.
* Platform notifies JS if there are any assessments to be done as part of course learning.
* Platform notifies JS if any course in his/her wish list is disabled.
* Platform notifies JS if any course recommendations are made in the platform from his/her circle.
* Platform notifies JS if any responses are posted to the question he/she asked.
* Platform notifies any update on JS enrolled courses.

## **FEEDBACK AND RATING**

Platform provides the facility to collect feedback from JS to different stakeholders to know the performance in each stage and in different cases.

### TRAINER FEEDBACK

Jobseeker shall give the feedback to the trainer to express their view in the form of comments and rating.

* By this feedback trainer can understand how their output reaches the jobseeker and also the platform knows the performance of mentor and trainer.
* The trainer can reply to the comments of the jobseeker and also make conversation.
* In this conversation the course enrolled jobseekers and trainer may be involved.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Fields** | **Mandatory** | **Type** | **Comments** |
| Conversation Thread Type | Yes | Alphabetic | The type indicates course feedback, mentor feedback etc. |
| Message | Yes | Alphabetic | This is a comment given by a job seeker. |
| Rating | No | Numeric | Ratings are collected based on the ratings parameter (course presentation, course coverage, examples etc.) |
| Reply | No | Alphabetic | The thread message is reply message |

### Mentor Feedback

Platform provides feedback from the jobseeker about the mentorship of a mentor to know about mentor guidance.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Fields** | **Mandatory** | **Type** | **Comments** |
| Conversation Thread Type | Yes | Alphabetic | The type indicates course feedback, mentor feedback etc. |
| Message | Yes | Alphabetic | This is a comment given by a job seeker. |
| Rating | Yes | Numeric |  |

**BUSINESS RULES:**

* Feedback on mentor will be only visible to system administrative functionality.

# **INDIVIDUAL TRAINING PROVIDER**

The main objective of Individual trainer application is to provide a reliable platform where one can create courses that are helpful to jobseekers. Individual trainer app provides an intuitive user interface for any trainer who registers with JobsPlanet. This application helps the trainer to create as many courses as he/she wants and after successful approval those courses are published. By creating courses, trainers can achieve badges based on reviews, ratings and performance. Platform asks the trainer whether he/she can be a part of our mentor platform also. If a trainer accepts, the platform provides an interface where the trainer can also be a mentor.

**Goal**:

To facilitate training course organised from the platform to the JS.

**Objectives**:

* Facilitate course management
* Getting feedback and respond
* Motivate trainers to organize more courses
* Influence job seeker to up skill his knowledge.

**Challenges**:

1. Trust – Individual trainer trusting the Platform that it will help, so that they can provide the data needed to understand and make decisions.
2. Continuity – Continue to believe in the Platform, so that they can create more courses.

## **INDIVIDUAL TRAINING PROVIDER REGISTRATION**

* System shall provide an interface to review and accept terms and condition and privacy policies for the trainer before registration and while collecting the personal details.
* The details help the platform to verify the trainer and allow trainer into platform or not
* After successful registration & verification validation. If the trainer already has some saved data (already created courses) in his personal space. Platform seeks permission to crawl that data or ask him to provide redirect links to the data. (When creating courses).
* Platform allows trainers to create new courses.
* When analysing course data/content, if the trainer is not following JPT terms and conditions. Platform have every right to take necessary actions including blocking of platform access.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| First Name | Yes | Alphabetic |  |
| Middle Name | No | Alphabetic |  |
| Last Name | Yes | Alphabetic | Using first Name and last Name we store as trainer Name in DB |
| Training Provider Mail Id | Yes | Alphabetic | A parameter to check for duplicate user registration |
| Training Provider Phone Number | Yes | numeric Data | A parameter to check for duplicate user registration |

* System shall do the verification process of the individual trainer by sending OTP to both email and phone number. Upon successful verification only the individual trainer is registered with Jobsplanet.
* Based on Training provider Email and phone Number etc. Platform shall be able to find duplicate registrations and restrict those registrations with the same details.
* After a period of time, the platform shall ask the trainer whether the trainer would like to be a part of our mentor and if the trainer accepts providing necessary terms & conditions and help to login with the same credentials to mentor also.

## **TRAINER PROFILE BUILDING**

Trainer profile building adds more information to the registered details, these details are not mandatory.

* The platform shall notify how much profile was filled in percentage out of 100 percentages.
* This entire profile building captures the whole interests of trainers in different areas.
* In the profile building the platform asks questions to increase the additional information of the trainer.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Social Profile Links (max 4 links) | No | Alphabetic separated with comma, | Helps to validate/verify User |
| Address Object  Address Line 1  Address Line 2  Country  State  City  Zip code | No | Multi valued | Gets all countries, states, cities dropdown from master data  Users select from those dropdown lists. |
| Professional certifications | No | Multi files | If provided helps to verify his/her performance. |
| Experience in training | No | Integer Values | If provided helps to know his/her standards of training in platform |

## **COURSE MANAGEMENT**

Platform provides an interface to the trainers to create courses and Platform provides the trainer to organize the courses in three different ways

* Recorded Sessions
* Live Sessions
* In-class Sessions (future)

### RECORDED SESSIONS

* In recorded sessions, organizing a course by the trainer takes place in different ways
* While creating a particular course, the platform asks the trainer whether he/she had any external sources where the course was already created by him/her.
  + If yes, the platform asks permission to crawl the data from those external sources
  + Platform provides a provision of external redirection to a specific URL.
* Platform provides an interface to upload recorded videos of a particular course and fill necessary course, section and content details.
* System shall provide a facility for trainers to upload a PPT presentation, word document files which are related to the course.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Course | Yes | Alphabetic |  |
| Training Platform (JPT or External) | Yes | Alphabetic | We ask user whether to add their courses in JPT or provide re-direct links |
| Permission to crawl (If external) | Yes | Boolean type | If selected JPT in above field |
| Course Content Url (If external) | Yes | Alphabetic separated with comma, | If external |
| Any Legal Permissions | Yes | Alphabetic |  |
| Do you assess trainee for enrolment | No | Boolean |  |
| Do you assess candidate after course completion | No | Boolean |  |
| expected Duration | Yes | Numeric Data | Tells duration of entire course |
| Any prerequisites necessary | Yes | Multi value data | If the course is Data Science JS Should learn AI or ML Courses. |

Steps trainer will undergo while creating the course material.

* Course creation
* Section creation
* Content creation
* Assessment creation (not mandate)
* Preview of course
* Submit for review

#### COURSE CREATION

* Platform provides an interface to create a course where the trainer must fill in required details like course name, duration, course level etc.
* If the Training platform is External, the platform asks the trainer to provide URLs to redirect or ask URLs to crawl courses from external sources.
* If Training platform is JPT, the platform provides an interface to upload recorded videos.
* After successful approval of course, platform recommend the course to JS based on course recommendations (refer **6.2)**
* Platform also asks the trainer if there are any pre-requisite courses to learn.
* When JS tries to enrol the course, the platform shall suggest prerequisites and enrol the course later.
* Platform asks the trainer for any prerequisite assessment to be taken by JS, if yes platform provides interface to create question banks by entering Q&A’s or by uploading excel.
* If the trainer hasn't created or uploaded any questions then JPT may provide question banks to the particular course.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Title | Yes | Alphabetic | AI, Mobile Development |
| Duration | Yes | Numeric Data | In terms of hours or minutes |
| Course Level | Yes | Alphabetic | Beginner, medium, expert levels |
| Prerequisites | No | multi value data | Any pre-courses to learn |
| Category | Yes | Alphabetic | Eg: IT &Software, Development, Business, Finance |
| Sub category | Yes | Alphabetic | E.g.: Network and Security, Web Development, Mobile Development |
| Start date | Yes | Date |  |
| End date | Yes | Date |  |
| Any assessments required | Yes | Multi value Data | Prerequisite, Intermediate, course completion assessment |
| Prerequisites  assessment |  | Boolean |  |

#### SECTION CREATION

* Platform provides an interface where trainers can create multiple chapters by using these sections.
* Creation of section will help to structure the course and present it to the JS.
* Platform asks the trainer for any intermediate assessment to be taken by JS. If yes, the platform provides an interface to create question banks by entering Q&A’s or by uploading excel.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Section title | Yes | Alphabetic |  |
| Section objective | Yes | Alphabetic |  |
| Section duration | Yes | Alphabetic | The duration is taken in terms of minutes or hours |
| Intermediate assessment | No | Boolean | If yes, ask to provide questions for the assessment. If trainers haven’t provided questions our JPT provides questions to user. |

#### CONTENT CREATION

* Platform provides an interface where the trainer can upload multiple contents for the chapter that trainer is going to create.
* Content can be textual, video files or audio. Video file represented with embedded links, recorded video files etc.
* Platform shall have an interface to upload a document containing course content in different formats like PDF, WORD, PPT, inline rich text editor etc.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| video path | No | Alphabetic | Where video URLs are captured |
| upload document | No | HTML Editor |  |
| content Description | No | Alphabetic |  |
| course content duration | Yes | Alphabetic |  |
| course content Title | Yes | Alphabetic |  |
| section name | Yes | Alphabetic | Based on the selected section provided content attached to it. |
| embed link | No | Alphabetic |  |
| podcast/ live cast link | No | Alphabetic |  |

#### QA BANK FOR ASSESSMENT

* Platform uses assessments to evaluate the performance of the JS.
* The Platform provides three types of QA creations so that the trainer can create assessments questions for prerequisite of course, during the course, after completion of course.
* Platform provides an interface to the trainer to create the question bank or the trainer can upload Excel sheets.
* If platform provides utility to provide assessment from platform question bank in case the trainer does not create any questions for his course especially for prerequisite and course completion.
* Platform shall provide limit to set number of questions in assessment.
* Platform shall provide a provision to set eligibility criteria.
* Platform shall randomly pick from the question bank to evaluate the assessment.

#### PREREQUISITEASSESSMENT

* Platform provides prerequisite assessment if a JS is meeting required prerequisites to attend a particular course.
* Some courses require pre knowledge on specific skills, for those courses theplatformsprovide an option to create QA for the assessment. (Ex- Spring boot requires java)
* If course has prerequisite but assessment is not set by the trainer, platform shall provide assessment but it is not mandatory.
* If the JS fails the prerequisite assessment, JS can re-appear for the assessment after certain time.

#### INTERMEDIATE ASSESSMENT

* Intermediate assessments are the evaluations to assess candidate after completing a chapteror a topic.
* Platform provides a facility for the trainer to setup assessments sections wise.

#### COURSE COMPLETION ASSESSMENT

* Platform provides an interface to create the assessment questions after successful completion of the course.
* After successful completion of the course, platform conducts course completion assessment to JS
* In case of course completion assessment questions are not set by the trainer, the JPT shall provide questions

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Question | Yes | Alphabetic |  |
| Correct Answer | Yes | Numeric |  |
| Answer options | Yes | Multi Value Data |  |

#### PREVIEW PAGE

Preview page aims to give you an accurate visual impression that allows the trainers to view all the contents of a course that he/she created.

* After successful creation of course, the platform navigates to the preview page where the trainer shall see the complete view of course title, section, content and embedded links.
* Platform also provides save and submit options, save is for later self-review and submit option the course shall be submitted for review.

#### SUBMIT FOR REVIEW

* Submit for review, once you have completed creation of course and sent for approval.
* Click Submit for Review and agree to our Platform on boarding Terms and conditions in the window that appears. Once you accept the terms and submit, trainer submission will be in queue.
* After the submission, the trainer shall receive a series of notifications in the trainer dashboard informing about the status of submission.
* After successful approval of course, platform recommend the course to JS based on course recommendations (refer 6.2)
* If the submission contains rejected permissions and features, the trainer shall receive the reasons for the rejection.
* Based on the review if the course has to be updated, platform provides an edit option where the trainer can edit the course and send it to approval again.
* Above process continues until the status of the course is published.

### LIVE SESSION TRAINING

* The platform provides an interface for trainers to train the JS through live sessions.
* Trainer must provide the streaming platform links like zoom, Skype, CiscoWebEx etc.
* Platform provides an interface to create batches and timings.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| course title | Yes | Alphabetic |  |
| Duration | Yes | Alphabetic |  |
| Slot Timings | Yes | Numeric Data |  |
| Streaming platform | Yes | Alphabetic | Zoom, Skype etc. |
| Url | Yes | Alphabetic |  |
| Any limit of candidate participation | No | Numeric | Joining candidate limit  e.g. some rooms allow only for certain limit |
| Any assessment for enrolment | No | Boolean |  |
| feedback for trainees | Yes | Alphabetic | We ask feedback about every enrolled jobseeker |
| Streaming bandwidth | Yes | Alphabetic | E.g. 3mbps,5mbps |
| browser support | Yes | Alphabetic |  |
| need any streaming client software (provide download link) | No | Alphabetic |  |

### BATCH CREATION

* Batch Creation in training platform is helpful while trainer is providing the live classes to students/jobseekers.
* The trainer can create multiple batches for a single course based on his availability, and the trainer would be given an opportunity to create the batch strength along with the batch timings like batch start and end date and timings.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Batch start date | Yes | Date |  |
| Batch end date | Yes | Date |  |
| Start time | Yes | Time |  |
| End time | Yes | Time |  |
| Batch capacity | Yes | Numeric Data |  |

## **TRAINER DASHBOARD**

## COURSES LIST

The platform provides the list of courses in the dashboard which were created by the trainer. Each course contains some fields which are mandatory to be filled.

**DATA:**

|  |  |
| --- | --- |
| **Fields** | **Comments** |
| Course Title | Title of the course |
| Course status | Status of the course |
| Course Duration | The total duration of the course |
| Enrolled count |  |
| In Progress count |  |
| Completed count |  |
| rating |  |

* The different types of status are Need fixes, Irrelevant, Abusive and published.
* Need fixes is a status which shall be used when the trainer needs to update the course.
* When the content is not relevant compared to course title and chapter then the course status shall be updated as Irrelevant.
* Some contexts have more than one meaning like some words that make an anti-social impact on context that should be observed by the admin then course status updated as abusive content.
* Published status will be updated when the course is approved by the admin. Published status is for ready to launch the course.
* For every update in the course that shall undergo approval by the admin.
* Course shall be deleted when only course status is not published.
* Platform provides versioning of the course content for the revision (future).

## NOTIFICATIONS

Platform shall show notifications to the trainer regarding course approval and intimate him/her if any changes should be made by the trainer.

* Platform makes notifications for changes in course when trainers need to update, need fixes, irrelevant etc.
* Platform shows notifications to the trainer regarding feedback given by the job seeker.
* The pop-up shall be shown when course updated and course deleted.
* When the course requires modifying but he/she doesn’t update for a few days we will make a reminder using a scheduler job.

# **CORPORATE TRAINING PROVIDER**

**Goal**: To provide job seekers with the knowledge and skills they need to excel at their careers.

## **CORPORATE TRAINING PROVIDER REGISTRATION**

In Jobs planet platform there is a provision which allows corporates to register into the platform and provide course training.

* For Corporate Training registration, Jobs Planet collects the below mentioned details where the system should review and approve corporate details such as Company Domain, contact person email id and Phone number.
* If corporate details are valid, then Jobs Planet shall send an email with user login details (username and password) to registered email id and will be given access to Course Management.
* If corporate details are invalid, a mail will be sent to the registered email id containing reasons for rejection. Hence, they will not have any access to Jobs Planet.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory or Not and Type** |  | **Comments** |
| Corporate Name | YES | Alphanumeric | If provided, the company Name Helps to validate/verify User. This information also helps the platform when a jobseeker applies for a job with the same company Name. |
| Corporate Correspondent Name | YES | Alphabetic | Using first Name and last Name we store as trainer Name in DB |
| Corporate Correspondent Email | YES | Alphanumeric and Special Characters | A parameter to check for duplicate user registration and used for communication purpose |
| Corporate Correspondent Phone Number | YES | Numeric | A parameter to check for duplicate user registration and used for communication purpose |
| Social Profile Links (max 4 links) | NO | Alphanumeric and Special Characters | Helps to validate/verify User  (Linked In, Twitter, Facebook, Instagram) |
| Address Object  Address Line 1  Address Line 2  Country  State  City  Pin code | YES | Address - Alphanumeric  Country, State, City - Multi valued | Gets all countries, states, cities dropdown from master data  Users select from those dropdown lists.  Or  System can also provide Google API |
| Corporate URL | YES | Alphanumeric and Special Characters | If provided helps in validate/verify corporate. (Like company Name match with domain url.) |
| Corporate Domain | YES | Alphabetic | If provided helps in validate/verify corporate |
| Alternate Corporate Email | NO | Alphanumeric and Special Characters | If provided helps when we can’t reach him/her with above details. |
| Alternate Corporate Phone Number | NO | Numeric | If provided helps when we can’t reach him/her with above details. |
| Corporate Registration Certification | YES | Document | If provided helps to verify corporate. |
| Experience in corporate training | NO | Numeric and Decimal | If provided helps to know corporate standards of training in platform |
| Company Logo | YES | Image |  |
| Legal terms acceptation | YES | Alphabetic |  |

## **COURSE MANAGEMENT**

For course management Ref **3.3**

### CRAWLER PERMISSION

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory or Not and Type** | **Type** | **Comments** |
| Crawl | YES | Alphanumeric | Allow or Disallow crawling |

### LIVE SESSIONS (FUTURE IMPLEMENTATION)

For live sessions Ref **3.3.2**

## **TRAINER DASHBOARD**

### COURSES LIST

Same as Individual trainer Course Creation ref from (3.4.1 **to** 3.4.2**)**

### RATINGS

Jobseeker/Trainee chooses the course and takes training; the trainees give the feedback to the trainer about how he/she understands the subject.

* Trainees express their view as in the format of rating and comments. Rating shall be given only after completing the course.
* Trainer can view his/her trainee’s ratings and comments through a particular course. Trainer after selecting the course, the course feedback shall be shown.

### VERIFY COURSE CONTENT

After Course upload by corporate then Jobs Planet shall verify provided course content is proper or not by platform user.

### MONITORING RECORDED CLASSES

Here Corporate will monitor and control, through the dashboard they will look into how many users have enrolled to their course and how jobseekers are progressing in the corresponding course.

### FEEDBACK

* Corporate can look at feedback given by the Jobseeker to the corresponding course.
* Corporate can also respond to those feedbacks.
* From Jobs planet application we can also monitor these feedbacks and take necessary actions.

### CERTIFICATIONS

* Certification is provided to the jobseeker by conducting online assessments or after successful completion of the course by corporate trainers.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Fields** | **Mandatory** | **Type** | **Comments** |
| Rating Parameter | Yes | Alphabetic | Rating Parameter is a type of rating, examples like the way of teaching or course standard which makes rate the course and trainer. |
| Rating | Yes | Numeric |  |
| Conversation Thread | Yes | Alphabetic | This makes conversation between the trainee and trainer. |

## **TRAINER FEEDBACK**

**For trainer feedback Refer 2.4.1**

# **TRAINING RECOMMENDATION**

**Goal:**

* The training recommendation engine's main goal is to recommend the best course that will help the jobseeker improve his skills and make JS be ready for the job.

**Objectives:**

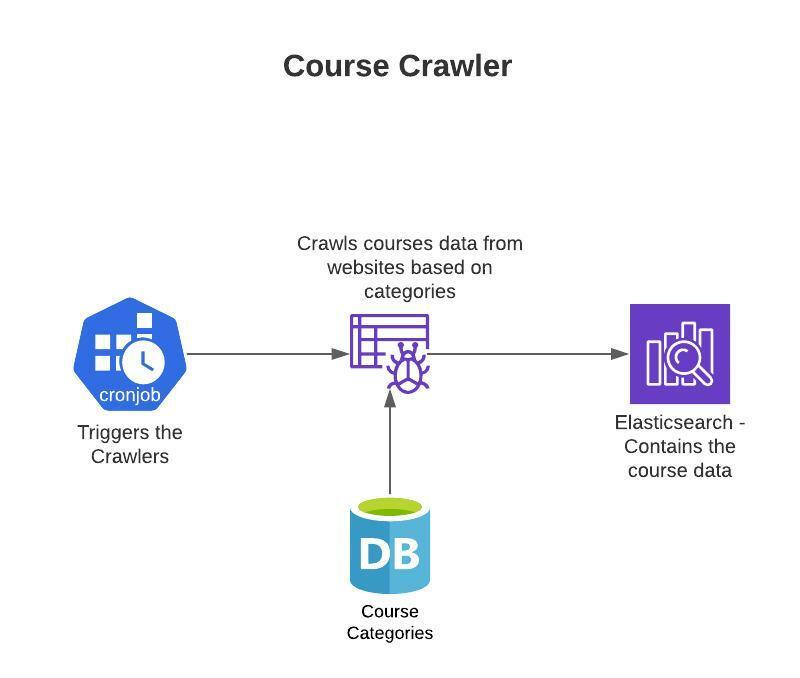
* The objective of the recommendation system is to assist Job Seekers in finding their way by filtering and suggesting relevant items taking into account or inferring the jobseeker preferences (i.e., interests, or priorities).
* Analyse market demand of software skills.
* Assess the JS for skill gaps
* Recommend courses to up skill the JS skill set.
* Endorse JS for acquired skill set through the trainings.

**Challenges:**

* **Lack of Data** - Perhaps the biggest issue facing recommender systems is that they need a lot of data to effectively make recommendations.
* **Changing Data** - Data needs to change when the platform crawls the data from other course websites.
* **No Repetitions** - Data needs to be clean and should not contain repeated data.
* Analyse market demand for skills.
* Change of ownership of training portals.

## **CRAWLING OF TRAINING MATERIAL**

* Platform shall have a separate crawling engine for getting training material from the external sources of training portals.
* Platform shall maintain list of training portals to be crawled in a master data and the training portals crawling shall be of approved by platform users to avoid any infringement of copyright.
* During the review and approval of course providing websites, platform users shall go through the website regulations and understand the website stand towards data sharing. The website shall be approved and added to master data for crawling after passing all necessary checks.
* Platform crawls training material performed category wise. All the categories shall be fetched from categories master data, for each category courses shall be crawled from all websites.
* Initially the categories of the courses shall be limited to the IT industry and in the course of time new categories shall be added to the master data.
* These crawled courses data shall be made available to job-seeker in their dashboard via course recommendation or search.
* Job-seeker can view the basic details of the course and when they want to register to a particular course then they can select the course of their interest which shall get redirected to the original website where the course was provided.
* All the courses that were crawled shall be saved in JPT search engine for further use.
* Course crawler with the help of a scheduler shall run in a periodic base to fetch the latest courses that were published into the selected websites.
* After every crawling the data already existed in the storage space shall be updated with new records.
* Courses which will get very bad feedback and poor ratings shall be removed from the JPT search engine.
* Platforms crawling engine shall scrutinise the content for relevancy before publishing it into the platform.
* Platform gathers information regarding popular skills from PYPL and TIOBE statistics websites.



Below are the initial lists of websites from which courses crawling shall be performed by the system,

* Class Central
* Course Buffet
* Code Academy
* Free code camp
* Coursera
* Linkedin

Below are the lists of parameters/fields that shall be crawled for each course,

* Course Name
* Course URL
* Platform : Platform which provides the course
* Course Rating (If available)
* Course Description
* Course Syllabus[optional] : syllabus regarding particular course if available
* Course Duration
* Skills: The main skills that the course works at developing in a learner
* Course Level (If available)

### ISSUES AND CHALLENGES WITH CRAWLING

* **Non-Uniform Structures**: The web is a dynamic space that doesn’t have a set standard for data formats and structures. Collecting data in a format that can be understood by machines can be a challenge due to the lack of uniformity.
* **Maintain Database Freshness:** Data that was crawled once may not be up to date after few days, hence scheduling of crawler and maintaining database could be a key factor.
* **Absence of Context:** The crawler focuses on a particular topic; however, in some cases, the crawler may not be able to find relevant content. As a result, the crawler starts downloading a large number of irrelevant pages.
* **Anti-Scraping Tools:** Tools such as ScrapeSheild and ScrapeSentry that can differentiate bots from humans.
* **Bandwidth and Impact on Web Servers:** One of the biggest challenges or limitations faced by web crawlers is the high consumption rate of network bandwidth.

## **TRAINING RECOMMENDATION ENGINE**

* The training recommendation engine suggests trainings to job seekers, assisting them in strengthening their skill sets and becoming better professionals.
* Below are the lists of factors that are considered for recommending training materials,
* Skills that were provided while registering to the jobs planet portal which were stored in job seeker metadata.
* Skills desired - the skills that the job candidate wishes to acquire.
* Data on skills from those jobs will be considered based on the job seeker's job search.
* Skills related to the career path suggested by the mentor will be considered.
* Trending skills.
* Most popular courses.
* Based on peer profile connections
* Internships
* Excluded skills
* By considering all the above factors course recommendation shall be performed by means of weighted average, where the mentor suggestion shall be given high priority and the rest also will be considered by assigning different weights to each factor.
* Training recommendation shall be performed whenever a new job seeker registers into the application and for all the active users recommendations shall be performed once in a day.
* Platform provides JS to exclude any kind of skills that are provided by recommendation engine, so that in the next recommendation engine excludes the courses of those skills.

## **TRAINING SEARCH**

* Job seekers shall be provided with a provision to search the training available in the application.
* This search can be based on any keyword, with the help of JPT search engine the training search shall be performed and most relevant data shall be displayed to the job seeker.
* While displaying the data to the job seeker the search results will undergo a proper ranking process where the highest rated courses shall be displayed first.
* Platform provides filter based on the training mode, level, ratings, relevance etc.

# **JOBS RECOMMENDATION**

**Goal:** To help the JS in securing a job in a short time

**Objectives:**

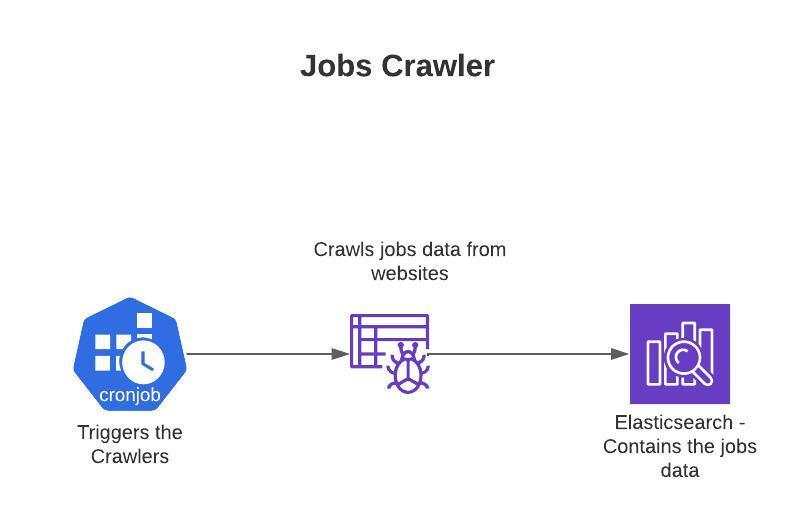
* To provide best job matching’s based on JS profile.
* To analyse the job market demand for various skills.
* Based on the JS Metadata Platform is going to recommend jobs for the JS.
* Platform will crawl the data from the other job portals and recommend job to the jobseeker
* Jobs that are posted in JP platform also recommend for the JS.
* To assess JS for readiness of getting job.
* Collect the interview feedbacks and providing guidance.
* Analyse the employers in terms of job offerings.

**Challenges:**

* **Lack of Data** - Perhaps the biggest issue facing recommender systems is that they need a lot of data to effectively make recommendations.
* **Changing Data** - Data need to change when platform crawl the data from other job portals
* **No Repetitions** - Data need to be clean and should not contain repeated data
* Change of ownership of job portals.

## CRAWLING OF JOBS DATA

* Despite the fact that the jobs planet application has a job publishing capability, it also has the ability to crawl data from other job portals.
* These crawled jobs data shall be made available to job seekers via job search.
* Job seekers can view the basic details of the job and when they want to apply to a particular job then they can click on the job of their interest which shall get redirected to the original website where the job is posted.
* For the initial edition of the application, job crawling will be limited to jobs in the IT field, with other categories being added over time.
* Crawling jobs will be performed on the list of job portals present in the master data. If a new portal with valid data is discovered, it will be added after proper approval.
* During the review and approval of jobs providing websites, platform users shall go through the website regulations and understand the website stand towards data sharing. After making proper checks the website shall be approved and added into master data for crawling.
* All the jobs that were crawled shall be saved in JPT search engine for further use.
* Jobs crawler with the help of a scheduler shall be run every day to fetch the jobs that are published recently.
* For each crawling activity only new jobs which were previously not available in the storage shall be updated with the records that are already present.
* Jobs whose last date to apply was expired shall be removed from the existing records such that only jobs which were valid will be stored.
* Use of Collaborative Filtering to find the best suitable Job match.
* Use a content-based approach that takes into consideration an organization’s needs and the skills of Jobseeker.
* Comparison of matching technique with Collaborative Filtering and Content Based Recommendation.
* System shall provide demand forecasting of jobs by analysing the crawled jobs data.



Below are the initial lists of websites from which jobs crawling shall be performed,

* Freshersworld
* Timesjobs
* LinkedIn
* Indeed

Below are the lists of parameters/fields that shall be crawled for each job,

* Job title
* Job URL
* Company name
* Location
* Required Skills
* Salary[optional]
* Experience
* Posted date
* Job description

### ISSUES AND CHALLENGES WITH CRAWLING

Refer section **5.1.1** for issues and challenges faced during crawling

## JOBS RECOMMENDATION ENGINE

* Jobs recommendation engine provides personalized job recommendations to the job seeker which helps JS landing into a job which suits the most.
* Below are the lists of factors that are considered for recommending jobs,
* Skills possessed by the job seeker which shall be stored in job seeker metadata.
* Preferred location: this is a multi-valued field which shall hold multiple locations where JS was interested to work on.
* Job seeker education details.
* Salary expectations.
* Based on mentor recommendation upon the career path of job seeker.
* Market demand
* Previous experience
* Projects and internships
* JS preferred jobs metadata
* Certifications
* Interview feedbacks
* Recommendation engine shall consider all the above listed parameters from job seeker and compare them with the required skills, job location, salary, education criteria associated with each job. Weighted average shall be calculated for all the factors mentioned for jobs recommendation and based upon that jobs shall be recommended.
* Platform shall compute the matching percentage with respect to job and JS metadata.
* Jobs recommendation shall be performed whenever a new job seeker registers into the application and for all the active users recommendations shall be performed once in a day.

## JOBS SEARCH

* Jobseekers shall be provided with a provision to search the jobs available in the application.
* This search can be based on any keyword, with the help of JPT search engine the jobs search shall be performed and most relevant data will be displayed to the job seeker.
* During the search functionality the search results shall be obtained by using a raking algorithm where most recent listed jobs will be displayed first.
* Platform provides filter based on the location, part-time/full-time, salary, designation, skills etc.

# **QB ASSESSMENTS CRAWLING**

**Goal:** The main goal of the assessment crawling is to crawl the questions data from third party websites based on skills available in the platform

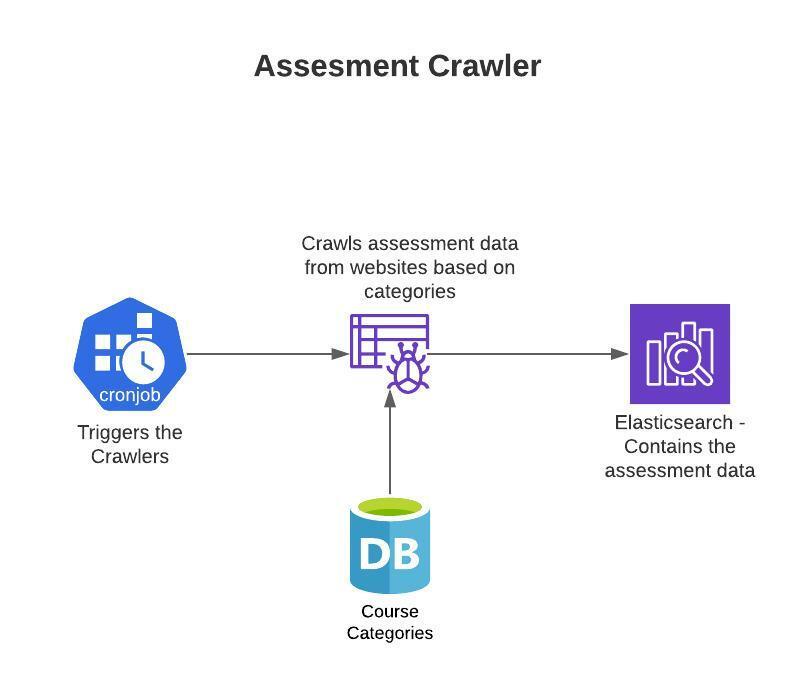
**Objectives:**

* The main objective of the assessment crawling is to crawl the relevant questions from a third-party website.
* To provide assessment questions in assessing the JS.
* To crawl latest question bank from portals and made available.

**Challenges:**

Some websites won't allow the platform to crawl the data

* Jobs planet application also has a provision to crawl assessments data from different third-party websites and publish the data into our application.
* During the job seeker training over certain courses assessments shall be conducted in order to assess the job seeker knowledge.
* Assessments are mainly classified into three types,
* Prerequisite assessments
* In course assessments
* Final assessment
* Some courses shall have prerequisite skills which job JS has to have knowledge over them to take over the course, in such cases the pre-requisite assessments can be provided by the trainer by manually submitting the data to the platform or can select the existing assessments data available.
* The course provider shall have two options either to create his own assessment and publish in the course or he can choose from the available assessments in the platform (which were crawled by using assessments crawler).
* Websites for assessments crawling shall be listed out in master data and a provision shall be provided for adding new websites to be crawled after proper approval.
* During the review and approval of assessments providing websites, platform users shall go through the website regulations and understand the website stand towards data sharing. After making proper checks the website shall be approved and added into master data for crawling.
* Crawling shall be carried upon a list of skills maintained as master data and a provision shall be provided to update the master data as per the requirement.
* All the data that was crawled will be stored in JPT search engine for further use.
* With the help of a scheduler this crawling mechanism will be carried out once in a month and assessments records will be updated.
* Platform provides assessments to JS to test his/her skill on a particular area.



Below are the initial lists of websites from which assessments crawling shall be performed,

* Interview bit
* Tutorialspoint
* Tutorial Link
* Indiabix etc.

Below are the lists of parameters/fields that shall be crawled for each assessment question,

* Category
* Question[text/code]
* Options
* Answer

## ISSUES AND CHALLENGES WITH CRAWLING

Refer section **5.1.1** for issues and challenges faced during crawling

# **EMPLOYER**

* An Employer is a proprietor or a corporate that employs people. The system provides provision to register as an employer.
* After the Employer registration process is completed, the system allows employers to submit job vacancy details, information about the interview process, and respond to JS queries.

**Goals:**

* Targeting the best candidates.
* To inform potential job candidates about a new opening and attract them to apply.

**Objective:**

* Candidate identification
* Accessibility to platform assessment of JS
* To get the employer feedback in the portal
* Promoting Employer's Organization.
* Connects JS and employer.

**Challenges:**

* Providing best talent
* Trust – Employers must have faith in the platform to post jobs.
* To collect Jobseeker’s feedback over applied jobs from employers through questionnaire-based survey.
* To get updates regarding job posted.

## **8.1 EMPLOYER REGISTRATION**

Steps involved in employer registration are listed below,

* An employer needs to provide their organization name, email Id for registration, platform use these details to check for duplication.
* The system shall send an OTP to the provided email Id and Phone number, upon verification of OTP the employer is successfully registered.
* Details like organization name, organization registered certificate, and company URL are collected and sent to platform users for approval/disapproval process.
* Platform shall extract employer details from different external websites. The details include company size, company rating etc.
* When the employer is approved, the platform shall send an email that will have the details to login to the application and the employer can start to post the job vacancies.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| Name Of Organization | Yes | Alphabetic |  |
| Organization Type | Yes | Alphabetic | Public, Private, proprietary, Partnership |
| Organization Address | Yes | Character data (either by using Google API or by using master data) | Address Line1, Address Line 2, Country, State, City, Zip code |
| Registered Email ID | Yes | Alphabetic |  |
| Phone Number | Yes | Numeric |  |
| Organization Registered Certifications | Yes | File Upload | A document or certificate issued by the Ministry of Corporate Affairs to a company. |
| Other Countries Presences | No | Boolean | If selected, yes provided with an auto- suggestion list of countries. |
| Company Operations | Yes | Boolean | Product Based, Service Based or Both |
| Hiring Correspondent Name | Yes | Alphabetic | Responsible for gathering and reporting information. |
| Hiring Correspondent phone number | No | Numeric data |  |
| Company URL | Yes | Alphabetic | Official website of the company. |
| Company Logo | No | Image Upload | A symbol of a company's identity. |
| Social Profile Links | Yes | Alphabetic | LinkedIn, YouTube, Facebook, Twitter |
| Alternate Email | No | Alphabetic |  |
| Alternate Phone Number | No | Numeric |  |
| Process Maturity Certificates | No | File Upload | Ex: CMMI, ISO |
| URL for Jobs | Yes | Alphabetic | Company Career Page |
| Benefits | No | Alphabetic | Medical Insurance, Tuition Reimbursement, Soft skill training, On site, Free Food. |
| Organization Units | No |  | If selected, yes provided with an auto- suggestion list of cities. |
| Company Description | Yes | Text area | Overview of company. |

## **JOBS MANAGEMENT**

* The system allows to advertise job posts in multiple ways:

1. The information about the job postings can be manually entered into the system by the registered Employer.
2. The system gathers job postings from the company's career page.
3. The platform may obtain job posting information by crawling job portals.
4. Platform crawling engine shall also collect job postings from Goggle search engine.

* Platform provides an option to update/delete/close the job.
* Platform suggests best matching profiles for the job posted.
* Platform provides communication channel between employer and JS.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Data** | **Comments** |
| Job Title | Yes | Alphabetic | A Job Title is the name of a position in the Company.  Ex: Software Engineer, IT Manager, Systems Analyst, Web Designer, Database Admin etc. |
| Job Type | Yes | Dropdown | Full Time, Part Time, Contract Based, Work from Home, Temporary. |
| Job Location | Yes | Dropdown | Provided with an auto- suggestion list of states. |
| Job Description | Yes | Text area | Explains the tasks, duties, function and responsibilities of a particular position. |
| Skills Required for Job | Yes | Dropdown | Provided with an auto suggestion list of master skills. Ex: Angular, .Net, Python, Java etc.., |
| Shifts | No | Dropdown | General, Morning, Evening, Night. |
| Job Qualification | Yes | Dropdown | Ex: BE, MCA, M.Tech etc.., |
| Min / Max Experience | Yes | Numeric | Ex: 0-2, 2-10. |
| Min / Max Salary | No | Numeric | Ex: 3LPA to 5LPA |
| No of Openings | No | Numeric | Vacant positions  Ex: 5 to 15 openings |
| Job Expiry Date | Yes | Date | Last date to apply |
| Selection process | No | HTML Text Editor | The process of evaluating and short listing of the right candidates. |
| Recruiter Email ID | No | Alphabetic |  |
| Recruiter Phone Number | No | Numeric |  |
| Service Agreements | Yes | Boolean | If the value is Yes, we are capturing the no of serving years. |
| Target Gender | No | Dropdown | Male, Female, All. |

## **EMPLOYER DASHBOARD**

* The Employer dashboard appears after logging into the system, from which they may manage profile features, publish jobs to the portal and as the requirement changes; the employer's advertised job list can be seen and updated.
* The platform allows Employers to search for the JS using keywords such as skills, location, & experience and advance searches are based on expected salary.
* The platform permits to know the information (JS Name, Job Title, Phone Number, Email, Resume, and skills) about applicants who have viewed the job postings.
* The system suggests a list of candidates when employers post the job requirement.
* Employers are notified by the platform, the number of jobs viewed and applied by JS.
* Platform shall provide information regarding number of JS shortlisted for a job.

# **MENTOR**

* A mentor is an individual who acts as an advisor or coach by providing career guidance and confidence to get success in their career path.
* Mentor shall provide instructions on how to perform particular tasks or develop/learn skills to get a job.

**GOALS:**

* To provide effective career guidance for the candidates who are enrolled for counselling sessions.

**OBJECTIVES:**

* Mentoring could include advice on interviewing skills, CVs, and getting connected with opportunities.
* Mentor suggests courses for training based on JS’s interests.
* To look at the short comings of the candidate.
* To suggest a career build plan.

**CHALLENGES:**

* How the platform connects jobseekers to the mentor.
* Mentor should be available and an active listener.

## 9.1. MENTOR REGISTRATION

Steps involved in mentor registration are listed below:

* A Mentor needs to provide their email Id and phone number for registration, if these details are found to be duplicate then the platform does not allow the mentor to register.
* The system shall send an OTP to the provided email Id and Phone number, upon verification of OTP the mentor is successfully registered.
* These details are sent to platform users for approval/disapproval procedure.
* When the mentor is approved, the platform shall send an email that will have the details to login to the application.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field Name** | **Mandatory** | **Type** | **Comments** |
| First Name | Yes | Alphabetic |  |
| Middle Name | No | Alphabetic |  |
| Last Name | Yes | Alphabetic |  |
| Email Id | Yes | Alphabetic |  |
| Phone Number | Yes | Numeric |  |
| Current Organization | No | Alphabetic |  |
| Current Position | No | Alphabetic |  |
| Mentoring Experience | No | Boolean | A person's professional experience in mentoring. |
| Area Of expertise | Yes | Multi value | A person's professional skills and abilities that typically relate to an industry or field. |
| Highest Degree | Yes | Multi value | Graduation, Post-Graduation/Masters, Doctorate/PhD |
| Availability | Yes | Multi value | sun, mon, tue, wed, thur, fri, sat |
| Languages known | No | Multi value | Telugu, Hindi, English etc. |
| Social Profile Links | Yes | Alphabetic (multiple) | LinkedIn, YouTube, Facebook, Twitter |
| Professional Group | No | Alphabetic (multiple) |  |
| Work Samples | No | Alphabetic (multiple) |  |
| Achievements | No | Alphabetic (multiple) | Awards won for specific activities. |
| Previous Organization List | No | Alphabetic (multiple) |  |
| Blogs | No | Alphabetic (multiple) | A blog is an informational website published on the World Wide Web. |
| Publications | No | Alphabetic (multiple) | Issuing of a book, journal, to public sale. |
| About | No | Alphabetic |  |

## **MENTOR DASHBOARD**

* The Mentor dashboard appears after the mentor logs into the system, from where they can access and manage their profile features.
* Mentors receive notifications from the candidate when he/she needs carrier guidance.
* Mentor can track the performance of the JS by the assessments he/she attended.
* The system provides a planner for a mentor to check his availability and schedule sessions.

# **REVIEW AND APPROVAL**

Review and approval mechanism is mandatory for every entity in order to control the malpractices made by any stakeholders, by this mechanism the platform will be secured by malfunctions and abnormal activities made by any individual.

**Goals:**

* Platform security and integrity.

**Objectives:**

* System shall provide a review and approval mechanism in order to safeguard the content, to check the legitimacyof the entities and to make sure the content provided by different stakeholders is following privacy policies.
* Platform users will be provided with an interface to manage different stakeholders and their activities done in the JP platform.
* To provide relevant content throughout the system.

**Challenges:**

* It is difficult for a system to handle huge volumes of data when different stakeholders’ data come for approvals in the form of training and registration data reviews.
* Deciding factor is very difficult in the review and approval process.
* It is difficult for a system to validate information given by different stakeholders like employee’s data and their company details etc.
* To keep up to date changes related to security and privacy changes.

## **10.1. PLATFORM USER DASHBOARD**

* System provides the interface for a platform user where they can visualise and manage the list of courses, mentor registrations, corporate registrations etc.
* System shall provide a provision for platform users to approve and reject course content and can manage different stakeholders with respect to their actions in the platform.
* System shall provide demand forecast of jobs.
* System shall provide a notifications provision in order to remind the actions that platform user need to work as a priority.

1. **Course material approvals.**
2. **Registration approvals.**
3. **Reported users.**
4. **Re-appeals.**
5. **Notifications.**
6. **Insights of behaviour analytics**

### 10.1.1. REGISTRATION APPROVALS

* System shall provide the provision to platform users to review and approve the registrations submitted by different stakeholders.

1. **Mentors**
2. **Corporate Trainers**
3. **Employers**

* System shall notify platform users/admins about the new registrations of mentors, corporate trainers and employers raised in the platform
* Platform provides compete view of the registered member details.
* Platform provides approve/reject mechanism of the registration requests based on the policies of JPT.
* Platform shall enable access to only approved registrations.
* Platform notifies the registered members with login details.
* Platform records reasons for the rejections for any registrations.

### 10.1.2. COURSE CONTENT APPROVALS

JPT application is public platform; anyone can create any kind of content. Platform shall regulate all of such content to meet the system policies.

* Platform shall have the capabilities to restrict the contents of the course as the data is gathered from public sources.
* System shall provide provision to view and pick the list of courses which are created by the trainers and that are submitted for review.
* System shall provide a provision for the platform user to review and approve of course material creations by different trainers.
* For rejection approver can choose any one of the reasons to reject the content.

**DATA:**

|  |  |
| --- | --- |
| **Field name** | **Comments** |
| Course name |  |
| Course level |  |
| skills | To look for relevancy of the content |

1. Need fixes
2. Irrelevant data
3. Abusive content

##### **NEED FIXES**

* Approvers shall take a review on course content like files, videos, text. If the course requires any structural or grammatical changes then approver can reject the content and set the status to need fixes.
* Any content under need fixes can be re-edited and can submit again for review.
* System shall notify need fixes event to trainer.
* System shall allow approver to mark the content with tags where there is a need for fix.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **mandatory** | **type** | **Comments** |
| comments | Yes | alphabetic |  |

**IRRELEVANT DATA**

* System shall provide a provision for a platform user to make a course as irrelevant when the course is containing irrelevant data not matched to the description or to the title
* In that scenario system should have a provision to make the course as irrelevant along with the feedback description
* In this scenario, if a trainer created multiple course contents and had an irrelevant status system will calculate the configured irrelevant course number and if list exceeds the configured number system automatically not allow the trainer to create another course.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **mandatory** | **type** | **Comments** |
| comments | no | alphabetic |  |

ABUSIVE CONTENT

* System shall provide a provision for the platform user to make a course status abusive content
* System shall block the user if platform user states course created by the trainer is abusive if it contains the parameters like (Hate Speech, violence promote, abusive title or description, harassment, terrorism topics, religious blogs etc.)
* After stating the course as an abusive system shall be able to block users and notify them sending the reason provided by platform user as feedback to the mail.
* After a user block platform shall be able to provide re-appeal provision for the trainer for the re-review by other platform users if other users found course not abusive, they can make trainer unblock else trainer account will still be blocked.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **mandatory** | **type** | **Comments** |
| comments | no | alphabetic |  |

### 10.1.3. REPORTED USERS

* System shall provide the list of reported users by different stakeholders based on their behaviours and the activities they have done in the platform.
* System shall provide to view the different stakeholders who have given abusive feedbacks and conversations with other stakeholders they will be reported and will go for review.
* If users are really stating any abusive activities, the system blocks the users; else if those mistakes are ignorable, the system will warn the users with the warning messages.

### 10.1.4. RE-APPEALS

* System shall provide the provision to view a list of re-appeals to the platform users.
* The re-appeal list contains only data of users who got blocked by the platform users based on their activities in the platform.
* Through the re-appeal different stakeholders are given a chance to re-appeal and prove their innocence and unblock themselves in the platform.
* Re-appeals list can be only shown to the platform users other than who have blocked that user.
* Platform users unblock the stakeholders if they are proven innocent and data provided by them would be accepting the privacy policies of JP platform.

**DATA:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Field name** | **mandatory** | **type** | **Comments** |
| Explanation | no | alphabetic |  |

### 10.1.5. NOTIFICATIONS

* System shall provide the provision to notify platform users about the pending activities they have to do like course approvals, registration approvals etc.

## 10.2. MASTER DATA MANAGEMENT

Platform provides functionality to manage the following master data

* Skills
* Country
* State
* City
* Courses
* Specialisation
* Category
* Sub-category
* Job roles
* Domains
* Course portal list
* Job portal list
* Assessment portal list
* Messaging server details (SMTP)
* SMS configuration
* Mail and SMS templates
* Languages
* System configuration parameters
* Third party API integrations
* Rating parameters

# **11. PROFILE CONNECTIONS (FUTURE)**

**Goal:**

Profile connections allow JS to connect with professionals and people on the platform, to share common interests.

**Objectives:**

* **Groups:**
  + Groups are communities where information is shared with each other.
  + Groups allow JS to meet professionals with similar interests as JS, thereby enabling JS to make new professional connections to aid JS career and also allow JS to keep up with everything that’s happening around JS.
* **Endorsements**:
  + Platform allows JS to select skills (up to 20 skills) and highlight them in your profile's skills and Endorsement section.
  + When a JS skill set is matched with any JS/professional connection in a group/profile connection JS can endorse other JS by interacting with each other.
  + JS endorsements will increase in number, which helps JS to gain a rank/badge on the JP platform and attract the attention of recruiters and hiring managers.
* **Career Management:**
  + The most significant advantage of a profile connection is career management. Connecting with other Job Seekers/Employers in your field allows JS to meet people who are relevant to JS career now and in the future.
  + By joining the groups on this platform, Jobseekers can learn about the latest job news in the industry, as well as jobs posted by group members, can follow training insights as well which can assist JS in landing a job. ·

**Challenges:**

* Privacy Issues
  + Handling the personal details like email, phone number or social profiles
* Security Issues
  + Involve protecting network from different cyber-attacks, preventing unauthorized users to enter and access system
* Trust Issues
  + Jobseekers Trusting the Platform that it will help, so that they can provide the data needed to understand and make decisions.

**Managing the profile connection:**

* The platform will propose profiles and groups for JS to connect with or ignore based on the jobseeker profile.
* By taking the college name, the platform also recommends the profiles/groups of that same college's people profiles to JS, allowing them to improve their connections/network.
* If JS connects to any profile, then the platform can suggest courses depending on what platform proposes to the linked profile.
* Platform provides a feature to connect with similar people who are searching for a job or who are taking similar training.
* Similarly, if JS joins a group, the platform can make recommendations for JS based on the information of the other group members, such as course recommendations, based on what Platform recommends to other members in a group.
* The platform shall provide JS to exchange data with the help of connections i.e., files like code.
* Platform shall provide JS to set what fields want to share with other people like blogs, posts, Comments.
* Platform shall provide JS to connect with people based on his interest and disconnect as well.
* JS can Deactivate their own profile for a certain period of time, during this period time JS Profile will be hidden to other users and account will be inactive and when JS re-login into the platform account will be activated.
* Platform provides Search functionality to JS and can search for connections among JS’s circle.

# **12. CHATBOT**

**Goal:**

The main goal of chat bot is to provide help desk functionality for Users.

**Objective:**

* Easy access to information
* Provide detailed navigation information about Platform.
* Save effort and time for User who wishes to enrol.
* To reduce manual effort on providing help to users.

**Challenges:**

* Better Performance
* Accuracy
* Speed

**Business Rule:**

* Platform shall allow only conversation in English

Chat bot is a computer program that humans will interact with in natural spoken language and including artificial intelligence techniques such as NLP (Natural language processing) that makes the chat bot more interactive and more reliable.

Chat bots are developed and became so popular due to the increased use of smart devices and IOT technology.

Briefly and as mentioned in the definition, humans interact with chat bots. There are two ways to interact with a chat bot:

1. Text
   * Chat bot analyses the inputted text and matches the text with predefined data called intents which are categorized to manage the conversation. The user utterance is tagged with one of these intents, even if what the user says stretches over two or more intents. Most chat bots will take the intent with the highest score and take the conversation down that avenue.
2. Voice (FUTURE)
   * Some chat bots can interact and understand the voice of the user using a set of application programming interfaces (API’s) that converts the recorded voice to the language and then convert the voice to words of that language and then deal with the transformed text as mentioned above.

Platform shall enable model training for chat bot.

Data that chat bot provides shall be validated which is used for re-training purpose.

* Chat bot data will be provided for analysis purpose.
* Chat bot provide helpdesk service to the user.
* Users will be able to choose whether they wish to search for jobs or enrol in a course.
* The chat bot will navigate to the required page based on the user's selection.

# **13. RESUME PARSER**

**Goal:**

Goal of resume parser is to make it easier to swiftly enter the candidate's information.

**Objectives:**

* Resume parsing is a tool that analyses a CV or a resume document and converts it into structured information for reporting, storing, analysing, and screening.
* A resume parser examines a resume, extracts only the necessary, and inserts the data into an information base with a unique identity for every candidate.

**Challenges:**

* **Ambiguous Language:**
* Resume parsing does not come without challenges. As people will each write in their own style, this language can be vague, making it hard to parse.
* That’s where selecting the right resume parser comes in. You must have one that is intelligent enough to pick up on the ambiguous language and interpret it successfully to place it in the right category.
* **Odd Job Titles:**
* Another thing that many resume parsers struggle with is the weird and wonderful job titles that have become trendy in the past few years. Titles like ‘Data Ninja’ and ‘Sales Superstar’ do not lend themselves to being categorized effectively.
* **Formatting Concerns:**
* Another potential issue with resume parsing when you select the wrong software is the format. Some parsers are not clever enough to read different formats effectively.
* An example of formatting that can cause issues is when a date is written. There are numerous ways of formatting dates, so this can be a problem. Another issue is when roles are listed out of chronological order.

**Information Extraction in a Resume Parser:**

* The extracted text is classified using keywords and stored separately for each candidate. A resume is a form of a collection of information of a candidate and can be stored using various tags like Experience, Personal info, skills, education, etc.

**Processing various file formats:**

* This includes PDF, MS Word, RTF. Gives candidates the freedom to upload a resume in their choice of format.

**Text Extraction in a Resume Parser**

* A resume parser analyses text in real time. It can extract text from a variety of file types, including PDF, and MS Word. Only the text in the document is extracted by resume parsers, and everything else is ignored.

**Extracting information from complex resumes:**

* Platform provides a provision of accurately extracting information from desperate formats. Consider image scanning.

Below are the initial list of fields that platform shall extract,

* Education details
* Personal details – Name, phone number, email
* Skills
* Project details
* Experience
* Role
* Hobbies
* Resume summary

**NOTE:**

* The platform will validate users' personal information against their registration information using resume parsing. If the platform matches, the user will be able to utilise the JP platform to accomplish actions. If there are any discrepancies in the details, the platform will restrict the user's actions to JP.

# **BEHAVIOUR ANALYTICS**