Submission Summary

Conference Name	2026 IEEE International Students' Conference on Electrical, Electronics and Computer Science
Paper ID	544
Paper Title	Skill Gap Detection and Job Fitment via Selection Insight and Rejection Reasoning
Abstract	While navigating the job market, matching candidate skills with job requirements is a major challenge for both the candidates and the recruiters. A system is proposed for automating resume screening, identifying skill gap, candidate-job fitment evaluation and explanation of rejection for employability development and placement readiness. The proposed system integrates NLP and ML processes into four primary modules: Skill Gap Detection, Candidate Fitment Analysis, Resume Rejection Reasoning, and AI Interviewer. The Skill Gap Detection module utilizes TF-IDF vectorization and visualization to match extracted resume skills against job advertisements. The Candidate Fitment component employs Cosine Similarity for recommending suitable job positions. The Rejection Reasoning of resume analyses comparison of accepted and rejected resumes to find potential reasons for rejection. The AI Interviewer component generates skill-specific and role-based interview questions for customized preparation.
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Primary Subject Area	COMPUTER SCIENCE -> Artificial Intelligence/Machine Learning
Secondary Subject Areas	COMPUTER SCIENCE -> Natural Language Processing

Submission Files

Skill Gap Detection and Job Fitment via Selection Insight and Rejection
Reasoning.pdf (323.5 Kb, 10/11/2025, 10:27:51 PM)