Context

Business communities in the United States are facing high demand for human resources, but one of the constant challenges is identifying and attracting the right talent, which is perhaps the most important element in remaining competitive. Companies in the United States look for hard-working, talented, and qualified individuals both locally as well as abroad.

The Immigration and Nationality Act (INA) of the US permits foreign workers to come to the United States to work on either a temporary or permanent basis. The act also protects US workers against adverse impacts on their wages or working conditions by ensuring US employers' compliance with statutory requirements when they hire foreign workers to fill workforce shortages. The immigration programs are administered by the Office of Foreign Labor Certification (OFLC).

OFLC processes job certification applications for employers seeking to bring foreign workers into the United States and grants certifications in those cases where employers can demonstrate that there are not sufficient US workers available to perform the work at wages that meet or exceed the wage paid for the occupation in the area of intended employment.

Objective

In FY 2016, the OFLC processed 775,979 employer applications for 1,699,957 positions for temporary and permanent labor certifications. This was a nine percent increase in the overall number of processed applications from the previous year. The process of reviewing every case is becoming a tedious task as the number of applicants is increasing every year.

The increasing number of applicants every year calls for a Machine Learning based solution that can help in shortlisting the candidates having higher chances of VISA approval. OFLC has hired the firm EasyVisa for data-driven solutions. You as a data scientist at EasyVisa have to analyze the data provided and, with the help of a classification model:

1. Facilitate the process of visa approvals.
2. Recommend a suitable profile for the applicants for whom the visa should be certified or denied based on the drivers that significantly influence the case status.

Data Description

The data contains the different attributes of the employee and the employer. The detailed data dictionary is given below.

- case_id: ID of each visa application
- continent: Information of continent the employee
- education_of_employee: Information of education of the employee
- has_job_experience: Does the employee has any job experience? Y= Yes; N = No
- requires_job_training: Does the employee require any job training? Y = Yes; N = No
- no_of_employees: Number of employees in the employer's company

- yr_of_estab: Year in which the employer's company was established
- region_of_employment: Information of foreign worker's intended region of employment in the US.
- prevailing_wage: Average wage paid to similarly employed workers in a specific occupation in the area of intended employment. The purpose of the prevailing wage is to ensure that the foreign worker is not underpaid compared to other workers offering the same or similar service in the same area of employment.
- unit_of_wage: Unit of prevailing wage. Values include Hourly, Weekly, Monthly, and Yearly.
- full_time_position: Is the position of work full-time? Y = Full-Time Position; N = Part-Time Position
- case_status: Flag indicating if the Visa was certified or denied

Note:

Please note XGBoost can take a significantly longer time to run, so if you have time complexity issues then you can avoid building and tuning XGBoost. No marks will be deducted if the XGBoost model is not attempted.

Approach

- Download the learner notebook.
- Follow the instructions provided in the notebook to complete the project.
- Clearly write down insights and recommendations for the business problems in the comments.

Submission Guidelines

- Submit only the solution notebook in html format (make sure that it is having outputs of the codes written in the notebook).
- Any assignment found copied/plagiarized with other submissions will not be graded and awarded zero marks.
- Please ensure timely submission as any submission post-deadline will not be accepted for evaluation.
- Submission will not be evaluated if
    - It is submitted post-deadline, or,
    - More than 1 file is submitted.

Best Practices for Final Submission.

- The final notebook should be well-documented, with inline comments explaining the functionality of code and markdown cells containing comments on the observations and insights.
- The notebook should be run from start to finish in a sequential manner before submission.
- It is important to remove all warnings and errors before submission.
- The notebook should be submitted as an HTML file (.html) and NOT as a notebook file (.ipynb).
- Please refer to the FAQ page for common project-related queries.

Happy Learning!