

## Revised Scoring and Categorization Framework for Freshers

This framework evaluates fresher profiles based on structured, quantifiable criteria. The revised structure emphasizes practical experience, skill versatility, and comprehensive profile completion to align with industry expectations. Additionally, **Category 5 (C5)** ensures incomplete profiles are excluded from scoring until all sections are filled.

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### Revised Weight Distribution

Section	Weightage (%)	Max Points
Projects	25%	25
Skills	20%	20
Work Experience	20%	20
Achievements	15%	15
Cognitive & Soft Skills	10%	10
Academic Details (CGPA)	10%	10
Total	100%	100
		ADDED BONUS = 30

### Category 5 (C5) - Incomplete Profiles

A profile is classified as **C5** if **any section** (projects, skills, work experience, achievements, cognitive/soft skills, or CGPA) is incomplete. These profiles are not scored until the missing details are provided.

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### Scoring Criteria for C4 to C1

#### 1. Projects (25%)

- **Scoring Criteria:**
  - **2 or more projects: 25 points** (*Anything above 2 gets a fixed bonus of 10 no matter the number*)
  - **1 project: 15 points**
  - **No projects: 0 points**

**Justification:**

Projects are essential for freshers as they demonstrate practical application of skills, innovation, and problem-solving abilities. They hold the highest weight to reflect the importance of showcasing hands-on experience.

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**2. Skills (20%)**

- **Scoring Criteria:**
  - **5 or more technical skills: 20 points**
  - **3-4 technical skills: 10 points**
  - **1-2 technical skills: 5 points**
  - **No technical skills: 0 points**

**Justification:**

In today's dynamic industries, versatility and adaptability are highly valued. A strong skill set ensures candidates are equipped to handle various tasks, emphasizing the demand for **"jack of all trades"** profiles.

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**3. Work Experience (20%)**

- **Scoring Criteria:**
  - **2 or more internships/work experiences: 20 points** (*Anything above 2 gets a fixed bonus of 10 no matter the number*)
  - **1 internship/work experience: 15 points**
  - **No work experience: 0 points**

**Justification:**

Internships and part-time work provide exposure to professional environments and help bridge the gap between academic learning and industry expectations. This section ensures candidates with relevant work experience are recognized.

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**4. Achievements (15%)**

- **Scoring Criteria:**
  - **3 or more notable achievements: 15 points**
  - **2 achievements: 10 points**
  - **1 achievement: 5 points**
  - **No achievements: 0 points**

**Justification:**

Achievements showcase ambition and initiative. This includes leadership roles, societal contributions, and participation in hackathons. Such experiences highlight a well-rounded personality and the ability to excel in diverse domains.

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**5. Cognitive & Soft Skills (10%)**

- **Scoring Criteria:**
  - **4 or more soft skills mentioned: 10 points**
  - **3 soft skills mentioned: 8 points**
  - **2 soft skills mentioned: 5 points**
  - **1 soft skill mentioned: 3 points**
  - **No soft skills mentioned: 0 points**

**Justification:**

Soft skills such as communication, teamwork, and adaptability are critical for effective workplace interaction. This section ensures candidates demonstrate qualities that complement their technical expertise.

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**6. Academic Details (CGPA) (10%)**

- **Scoring Criteria:**
  - **CGPA > 8: 10 points**
  - **CGPA between 7 and 8: 7 points**
  - **CGPA between 6 and 7: 5 points**
  - **CGPA < 6: 2 points**
  - **CGPA not available: 0 points**

*College rank will be considered as a bonus (e.g., Top 25% = 10 points, Top 50% = 8 points, Top 100% = 5 points, 0 for rest).*

**Justification:**

While CGPA reflects academic consistency, its lower weight acknowledges that it doesn't fully capture practical readiness. College rank is used as an alternative metric if CGPA is not provided, ensuring fairness in scoring.

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## Tier Categorization

Tier	Score Range	Description
<b>C1</b>	<b>90-100</b>	Exceptional profiles with strong scores across all sections.
<b>C2</b>	<b>75-89</b>	Well-rounded profiles with good scores in most key sections.
<b>C3</b>	<b>60-74</b>	Moderate profiles with some gaps in sections like projects or skills.
<b>C4</b>	<b>45-59</b>	Profiles with significant gaps or low scores across multiple sections. A person has to have all sections filled to even enter C4. <b>The minimum score in C4 is 48 (rounding down to 45) considering all base cases across all categories and excluding CGPA and college rank in case it is not available.</b>
<b>Bottom Tier (C5)</b>	<b>Incomplete</b>	Profiles missing information in one or more sections.

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## Example Calculations

### C1 (Top-tier Candidate)

- **Projects:** 1 project = 15 points
- **Skills:** 5 technical skills = 20 points
- **Work Experience:** 2 internships = 20 points
- **Achievements:** 3 achievements (hackathon win, leadership role, volunteering) = 15 points
- **Cognitive & Soft Skills:** 4 skills (communication, teamwork, adaptability, critical thinking) = 10 points
- **CGPA:** 8.5 = 10 points

**Total Score = 15 + 20 + 20 + 15 + 10 + 10 = 90 (Tier 1) Has a maximum score in everything and a minimum of 1 project as well.**

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### C3 (Mid-tier Candidate)

- **Projects:** 2 projects = 20 points
- **Skills:** 4 technical skills = 10 points
- **Work Experience:** 1 internship = 15 points
- **Achievements:** 2 achievements (hackathon win, volunteering) = 10 points
- **Cognitive & Soft Skills:** 3 skills (teamwork, communication, adaptability) = 8 points
- **CGPA:** 7.8 = 7 points

**Total Score = 20 + 10 + 15 + 10 + 8 + 7 = 70 (Tier 3) GREAT SCORES BUT COULD HAVE ELEVATED TO C1 IF MORE SKILLS WERE PRESENT.**

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#### **C2 (High-tier Candidate)**

- **Projects:** 1 project = 15 points
- **Skills:** 5 technical skills = 20 points
- **Work Experience:** 1 internship = 15 points
- **Achievements:** 2 achievements (hackathon, state topper) = 10 points
- **Cognitive & Soft Skills:** 3 skills (leadership, communication, adaptability) = 8 points
- **CGPA:** 7 = 7 points

**Total Score = 15 + 20 + 15 + 10 + 8 + 7 = 75 (Tier 2) GOOD MIX OF ALL. COMPARING WITH C3 ABOVE, EVEN THOUGH CANDIDATE HAS 2 PROJECTS, THE NUMBER OF SKILLS DEMONSTRATED IS LESSER THAN WHAT THIS CANDIDATE HAS DEMONSTRATED IN 1 PROJECT ITSELF.**

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#### **C4 (Low-tier Candidate)**

- **Projects:** 1 project = 15 points
- **Skills:** 2 technical skills = 10 points
- **Work Experience:** 1 internship = 15 points
- **Achievements:** 1 achievement = 5 points
- **Cognitive & Soft Skills:** 1 skill (communication) = 3 points
- **CGPA:** 5.5 = 0 points

**Total Score = 15 + 10 + 15 + 5 + 3 + 0 = 48 (Tier 4) MINIMUM OF ALL CATEGORIES**