EVOLVED EMPLOYABILITY SCORE METHODOLOGY (MARKET-INTEGRATED)

What Is the Employability Score?
The Employability Score is a simple, powerful number (0–100) that reflects how job-ready a person is — based on their skills, experience, and alignment with real job market needs.

Think of it like a 'Credit Score for Employment'.
It helps:
- Jobseekers understand their income potential and plan next steps
- Employers shortlist the right-fit talent fast
- Governments & NGOs track workforce quality
- Training providers measure program impact

Objective

To provide a dynamic, universal, and role-agnostic employability score (0–100) directly tied to realistic income potential and real-world job match alignment — enabling transparent decisions for jobseekers, employers, and workforce institutions.

CORE DATABASE STRUCTURE

D1: Master Slab Intelligence Repository (Central Engine)

This evolving backend database anchors all scoring and matching. It includes:

Field	Description
Slab (S1–S7)	Defined income tier with score bands
Income Range	Market-anchored average salaries
Score Range	Defined scoring window for each slab
Skills (Validated)	Must-have tools, techniques, platforms
Experience (Years)	Expected domain tenure
Education	Minimum degree or equivalent certification

Typical Roles	Sample job titles from real data
Role Responsibilities	Tasks & expectations for the slab
Upskilling Progressions	Next learning to move to higher slab- How to grow vertically/horizontally
Tool Stack	CRM, Excel, Python, Meta Ads etc.
Recruiter Feedback Markers	To track mismatch and recalibration signals

This table **evolves continuously** as new employer JDs and jobseeker experiences are added.

D2: Jobseeker Profile Intake Engine

Jobseeker Inputs

- Skills (declared & tested)
- Tools used in real work
- Education credentials
- Work experience (tenure + domain)
- Availability, device readiness, preferences

Process Flow:

1. **Skill Validation Engine**:
   - Tags each skill by usage (🟡 learned, 🟢 used)
   - Validates with certifications or interviews
2. **Slab Assignment**:
   - Uses D1 reference (skills + experience + education → slab)
   - Score range fixed to slab (e.g., S3 = 56−65)
3. **Final Employability Score Framework (with Additional Inputs)**

Component	Weight	Validation Logic	Scoring Scale
1. Skill Validation	50%	Skill must be applied in a job, project, or certified training. Declared-only skills don't count.	🟢 Used = 1.0 🟡 Learned = 0.7 ❌ Declared/No proof = 0

		Tools selected or found in open text; verified if used in work or listed in certs.	3+ tools = 1.0 2 = 0.75 1 = 0.5 0 = 0
2. Tool Familiarity	15%		
3. Work Experience	20%	Years of experience + domain match to job role or industry.	3+ yrs relevant = 1.0 1–2 = 0.7 <1 = 0.5 None = 0
4. Education Relevance	15%	Match of education stream to expected education for the slab/role.	Highly relevant = 1.0 Partial = 0.5 None = 0

"Additional Input" Interpretation Framework

Content Type	Detection Method	Score Adjustment	Cap
Project/Internship/Field Role	Keywords: Internship, Project, Training, Teaching, Campaign	0.1 to Skill Validation	0.2
Certification (new/unlisted)	Keywords: Certificate, Diploma, Course	0.1 to Skill or Tool score	0.2
Tools/Tech Mentioned	Keywords: Excel, SAP, Canva, CRM, Python, etc.	0.1 to Tool score	0.3
Domain-specific effort	Keywords: HR, Sales, Data Entry, Hospitality, Airlines	0.1 to Experience Relevance	0.2
Soft Skills & Traits	Keywords: Communication, Teamwork, Problem Solving	0.1 to Experience Relevance	0.2
Language or Tech stack	Keywords: HTML, SQL, React, Git, Python, etc.	0.1 to Skill or Tool score	0.2

Total Additional Input Boost Cap: +0.5 on normalized deviation score

How It Works – Free-Text Logic

- Each **free-text response** is passed through a **keyword scanner** using NLP-based pattern recognition.
- Based on matched phrases or word groups, a **small, targeted score boost** is applied to the relevant scoring component (e.g., tools, skills, experience).
- This scoring happens **only within the slab** — it cannot promote a jobseeker to a higher slab.

- The **maximum boost from free text is +5 points** to the total score after slab assignment.
- This ensures valuable signals from resumes, certificates, and descriptions are not lost while keeping integrity intact.

4. **Score Computation (with Slab Anchoring)**:

Deviation_Score = (
    Skill_Score × 0.50 +
    Tool_Score × 0.15 +
    Experience_Score × 0.20 +
    Education_Score × 0.15
)
Adjusted_Score = Deviation_Score + Additional_Input_Boost (max 0.5)
Final_Score = Slab_Min + (Adjusted_Score × Slab_Width)

5. **Report Generated**:
   - Final Score
   - income band
   - Best fit role
   - Career Tier level
   - Best-Fit Roles
   - Strengths
   - Upskilling Advice
   - Mismatch areas (if underemployed)/ Gaps

D3: Employer Intake Engine

Employer Inputs

- Role Title
- Location
- Salary Band
- Responsibilities
- Tools/Tech Stack
- Minimum Education
- Work Experience

Matching Engine Workflow:

1. **Slab Classification**:
   - Uses D1 to assign employer job to best-fit slab
   - JD pattern + salary + education + tool needs = slab ID
2. **Candidate Matching**:
   - Pulls all candidates from **D2** within that slab
   - Ranks by **Employability Score (High → Low)**

3. **Employer Report**:
    - For each shortlisted candidate:
        - Final Score
        - Best fit role
        - Career Tier level
        - Job fit analysis (strengths+ gaps)
        - Ideal hiring scenario
4. **Feedback Integration**:
    - Offer/reject → adjusts candidate slab score weightings
    - Repetitive mismatch = slab recalibration in D1

CYCLE OF EVOLUTION

Trigger	Update
New JD posted	Adds responsibilities, tool needs to D1
Candidate mismatch	Triggers review of slab skill mapping
Employer feedback	Validates/re-ranks slab priorities
Certification proof	Boosts candidate score in slab
Experience update	May upgrade slab placement

Example Summary

Entity	Flow
Jobseeker A	Enters details → Assigned S3 → Score: 63 → Fit for "Sales Exec, CRM Operator"
Employer X	Posts JD → Mapped to S3 → Sees shortlist of 25 candidates sorted by score
System	Monitors click, interview, offer → Recalibrates D1 if mismatch is frequent

BENEFITS

- **For Jobseekers**: Transparent career planning & income expectations
- **For Employers**: Efficient shortlisting from relevant, score-backed pool
- **For Ecosystem**: Evolving labor market intelligence & upskilling guidance

Why This Works

- Income-Linked Employability Score
- Faster, Filtered Hiring via Slab Logic
- Personalized Upskilling & Career Tracks
- Real-Time Market Calibration Engine
- Unified System Across Stakeholders
- Plug-and-Play Recruiter Workflow
- Scalable, Feedback-Driven Infrastructure

Methodology Summary

1. Objective	Deliver a dynamic, role-agnostic employability score (0–100) directly linked to income potential and validated through real-time job match outcomes.
2. Core Database D1: Master Slab Intelligence	D1 is a central evolving repository of job role intelligence. It includes: Slabs (S1–S7), Income/Score Ranges, Required Skills, Work Exp, Education, Tools, JD Patterns, and Progression Advice. This evolves as new job roles and employer requirements are added.
3. Jobseeker Engine D2: Input & Scoring	D2 collects jobseeker data: skills, tools, education, experience, device readiness. Validated via projects/tests. Assigned slab from D1. Score = Slab Base + Deviation, calculated using weighted components.
4. Employer Engine D3: Intake & Matching	D3 collects employer job roles: responsibilities, salary, tools, location, experience, education. Each JD is mapped to a slab. Candidates from that slab are matched and ranked by score. Employers receive scored reports and analysis.
5. Scoring Logic	Score is calculated within slab range. Formula uses: Skill Validation (35%), Experience Relevance (20%), Education (15%), Tools (10%), Readiness (10%), Market Feedback (10%). Score = Slab Min + Calculated Deviation.
6. Feedback Loop & System Evolution	Employer feedback (clicks, interviews, offers) updates D1. Jobseeker activity (certs, upskilling) boosts scores. Repeated mismatch triggers D1 recalibration. This ensures market-aligned and continuously updated scoring.
7. Summary: Why This is Better	This version integrates employer data, uses market-calibrated slabs, deviation-based scoring, and evolves dynamically — a big leap from static systems. It supports both stakeholders with one consistent logic.