Problem Statement:

A training institute which conducts training for analytics/ data science wants to expand their business to manpower recruitment (data science only) as well.

Company gets large number of signups for their trainings. Now, company wants to connect these enrollees with their clients who are looking to hire employees working in the same domain. Before that, it is important to know which of these candidates are really looking for a new employment. They have student information related to demographics, education, experience and features related to training as well.

To understand the factors that lead a person to look for a job change, **the agency wants you to design a model that uses the current credentials/demographics/experience to predict the probability of an enrollee to look for a new job.**

Data Dictionary

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| --- | --- | --- | --- |
| **Variable** | **Description** | **Need for cleaning** | **Status** |
| enrollee\_id | Unique ID for enrollee | Not required |  |
| city | City code | Yes. Frequency encoding required. | Done |
| city\_development\_index | Developement index of the city (scaled) | Not required |  |
| gender | Gender | Yes. Missing values. Fill Nas |  |
| relevent\_experience | Relevent experience | Yes. Label Encoding | Done |
| enrolled\_university | Type of University course enrolled if any | Yes. Ordinal encoding, missing values |  |
| education\_level | Education level | Yes. Ordinal Encoding, missing values |  |
| major\_discipline | Major discipline | Yes Mean Encoding |  |
| experience | Total experience in years | Yes Recoding the data |  |
| company\_size | No of employees in current employer's company | Recode(Date Scenario) and Encode with small to large |  |
| company\_type | Type of current employer | Yes. Encode data |  |
| last\_new\_job | Difference in years between previous job and current job | Yes. Encode |  |
| training\_hours | training hours completed | Scaling is not required as we are using decision trees |  |
| target | 0 – Not looking for job change, 1 – Looking for a job change | No |  |