

MyCareerPath: An AI-Driven Smart Journey Towards Career Achievement

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Abstract

The increasing migration of students, skilled workers, and job seekers from their hometowns to metropolitan cities in search of employment has created significant social and economic challenges, even though suitable employment opportunities frequently exist within local and regional labour markets. Conventional recruitment platforms are largely built around generalized, keyword-based job listings and provide limited support for connecting candidates with nearby employers on the basis of qualification, skill, and preferred location, a gap that contributes to unemployment, elevated recruitment costs, and underutilized local talent. This paper presents the design of MyCareerPath, an AI-powered hyperlocal career and recruitment platform that integrates Natural Language Processing (NLP) and Machine Learning-based candidate profiling, personalized job recommendation, AI-assisted employer-side candidate matching, skill-gap analysis, and learning-roadmap generation within a single web-based platform. The platform is intended to serve individuals from diverse educational and professional backgrounds, including 10th and 12th pass candidates, ITI graduates, diploma holders, engineers, freelancers, and skilled workers, enabling them to create comprehensive profiles, upload resumes, and receive personalized job recommendations generated by AI models that analyze skills, qualifications, experience, and geographical location. Employers, in turn, can post job vacancies, filter applicants, receive AI-assisted candidate recommendations, schedule interviews, and manage the recruitment process through a centralized dashboard. The proposed architecture couples a React.js front end with a Node.js/Express.js back end and an AI/NLP-driven recommendation layer, backed by MongoDB and Firebase, and is intended to convert candidate profile and resume data, together with employer job postings, into personalized, location-aware recommendations for both sides of the recruitment process. This paper describes the problem

formulation, system architecture, module-level design, AI methodology, and evaluation framework of the proposed system, and positions the contribution relative to existing literature on AI-driven recruitment and job-recommendation systems. Experimental performance figures are reported only where implementation and testing have actually been completed; remaining evaluation criteria are presented here as a framework for forthcoming validation.

Index Terms—Artificial Intelligence (AI), Hyperlocal Recruitment, Career Platform, Job Recommendation System, Intelligent Job Matching, Local Employment, Recruitment Management, Machine Learning, Employment Generation, Career Development, Workforce Analytics.

1. INTRODUCTION

Employment and career development determine not only individual economic well-being but also the vitality of the local and regional economies from which job seekers are drawn. This challenge is particularly acute in regions where suitable job opportunities exist locally but remain invisible to candidates because recruitment platforms are structured around macro-level, keyword-driven search rather than personalized, location-aware matching. Candidates from non-metropolitan backgrounds, and in particular those without a four-year degree — including 10th and 12th pass candidates, ITI and diploma holders, freelancers, and skilled workers — are frequently underserved by conventional job portals, which are typically oriented toward highly qualified professionals and generalized listings.

Despite the importance of connecting local talent to local opportunity, many existing recruitment platforms continue to rely on static keyword search and manual applicant screening. Candidates must sift through large volumes of irrelevant listings to find opportunities that match their qualifications and preferred location, while employers must manually

review large volumes of applications to identify suitable candidates. The consequence is a pattern of inefficient, mismatched hiring: qualified local candidates migrate toward metropolitan centres in search of visibility, employers struggle to fill local vacancies, and recruitment costs and time-to-hire increase for both sides of the market.

Artificial Intelligence and Machine Learning offer a practical route to a more personalized and proactive model of recruitment. By analysing candidate resumes, skills, qualifications, experience, and location through Natural Language Processing and recommendation algorithms, a system can surface job opportunities that are both relevant to a candidate's profile and geographically accessible, while simultaneously ranking and recommending candidates to employers on the basis of semantic fit rather than keyword overlap alone. Complementary AI-enabled capabilities — skill-gap analysis, personalized learning-roadmap generation, and AI-assisted interview scheduling — extend this proactive approach beyond matching alone.

This paper proposes MyCareerPath, an AI-integrated, hyperlocal career and recruitment platform intended to connect job seekers across diverse educational and professional backgrounds with suitable local employers. The system is architected as a React.js front end communicating through REST APIs with a Node.js/Express.js back end, while NLP and Machine Learning models perform candidate profile analysis, job recommendation, and AI-assisted candidate ranking, with MongoDB and Firebase serving as the data and authentication layer. The principal contribution of this work is not any single algorithm but the integration of personalized career guidance, hyperlocal job recommendation, skill-gap analysis, learning-roadmap generation, and employer-side AI-assisted recruitment into one coherent platform, an integration that, as discussed in Section V, is not commonly addressed by a single system in the existing literature.

2. MOTIVATION

The motivation for this work arises from the observed migration of students, skilled workers, and professionals away from their hometowns in search of employment, despite the availability of suitable local opportunities. Existing job portals often lack personalized, location-based recommendations and fail to effectively serve candidates from diverse

educational and professional backgrounds, instead concentrating on highly qualified, urban-centric hiring. The manual effort required for candidates to search for relevant local openings, and for employers to screen large volumes of unranked applications, further limits the efficiency of the recruitment process. These observations motivate the development of a system that can recommend opportunities based on a candidate's true qualifications and location, assist employers with intelligent candidate ranking, and guide candidates toward the skills needed for career progression, thereby enabling more inclusive and less labour-intensive recruitment and reducing unnecessary migration.

3. PROBLEM STATEMENT

Existing job portals focus on macro-level, keyword-driven hiring, leaving candidates and local employers within targeted regions and divisions effectively disconnected. Candidates struggle with high commute and relocation burdens and have poor visibility into nearby regional opportunities that match their qualifications, while local employers struggle to identify suitable nearby candidates from among generalized applicant pools. Existing systems, where AI-enabled at all, typically address only isolated pieces of this problem — resume matching or job recommendation in isolation — rather than providing an integrated, hyperlocal career ecosystem. There is, therefore, a clear need for an AI-powered, hyperlocal career and recruitment platform, dedicated specifically to connecting local talent with regional employers through personalized, location-based matching, while also supporting candidates across all educational backgrounds with career guidance and skill development.

3.1. Aim of The Project

To develop an AI-integrated career and recruitment platform that intelligently connects job seekers with suitable local employment opportunities and enables employers to identify the most qualified candidates through personalized recommendations and AI-driven matching.

4. OBJECTIVES

- To develop an AI-integrated career and recruitment platform that connects job seekers with suitable local employment opportunities

across diverse educational and professional backgrounds.

- To provide personalized, location-based job recommendations by analysing candidates' skills, qualifications, experience, and career preferences using Artificial Intelligence.
- To simplify the recruitment process by enabling intelligent candidate-job matching and reducing manual screening effort for employers.
- To facilitate efficient hiring by allowing employers to post vacancies, manage applications, and identify the most suitable candidates through AI-assisted recommendations.
- To promote inclusive employment, reduce unnecessary migration, and strengthen local workforce development through a secure, user-friendly, and accessible digital platform.

5. LITERATURE REVIEW

Artificial Intelligence has significantly transformed modern recruitment by automating candidate screening, resume analysis, job recommendation, and hiring decisions. Traditional job portals primarily provide keyword-based job search, often failing to deliver personalized and location-aware recommendations. Recent studies have explored Machine Learning, Natural Language Processing, recommender systems, and predictive analytics to improve recruitment efficiency and career guidance. However, most existing systems focus either on candidate selection or job recommendation in isolation, without integrating comprehensive career development, hyperlocal employment, employer recruitment, and AI-driven personalized guidance into a single platform.

TABLE 1. LITERATURE REVIEW SUMMARY

Ref.	Author(s) & Year	Method / Technique	Application	Key Findings	Limitations	Research Gap
[10]	Tighare, et al., 2025 (IJRET)	NLP, Conversational AI, Speech Recognition, MERN Stack	AI Employment Portal for Low-Literate Job Seekers	Improved accessibility through multilingual AI assistance and simplified job search for semi-skilled workers.	Limited accessibility features, lacks intelligent resume analysis and employer-side automation.	No AI-driven career guidance, skill-gap analysis, or hyperlocal employer recommendation.
[11]	Singh et al., 2026 (IJREM)	spaCy, Sentence Transformers, DistilBERT, Semantic Matching	Resume-Job Semantic Skill Matching	Achieved approximately 87% semantic matching accuracy, outperforming keyword-based recruitment.	Computationally expensive and focused only on semantic resume matching.	Does not provide career development, employer analytics, or regional employment recommendations.
[8]	Raja Kishore Babu et al., 2025 (IJRET)	NLP, LLM (Qwen2.5-Mistral), Resume Parsing, Job Search API	Personalized AI Job Recommendation	Improved recommendation accuracy using skill extraction and real-time job APIs.	Dependent on external APIs and primarily benefits job seekers.	No employer recruitment module or local employment ecosystem.
[13]	Wu, 2023	BERT, TF-IDF, CV Ranking	Smart Recruitment Website	Integrated resume ranking, interview scheduling, and applicant tracking.	Mainly designed for graduate recruitment.	Does not support multiple education categories or AI career guidance.
[14]	CareerSma, et al., 2025 (IJRET)	TF-IDF, BERT, Named Entity Recognition	Resume-Job Matching	Improved semantic resume parsing and candidate matching.	Focuses only on recruitment accuracy.	Missing career roadmap, learning recommendations, and hyperlocal hiring.

5.1. Summary of Literature Review

The reviewed studies demonstrate that Artificial Intelligence, Natural Language Processing, and Machine Learning significantly improve resume analysis, job recommendation, and recruitment efficiency. However, most existing systems address specific recruitment tasks in isolation and lack an integrated platform that combines personalized career guidance, hyperlocal employment, intelligent candidate matching, and employer recruitment management.

5.2. Research Gap Identification

Existing recruitment platforms provide limited support for location-based employment, career planning, and users from diverse educational backgrounds. Most studies emphasize resume matching or job recommendation individually rather than offering an end-to-end AI ecosystem that integrates career development, employer recruitment, skill-gap analysis, and local employment opportunities. The proposed MyCareerPath platform responds to this gap by combining AI-powered career guidance, personalized job recommendations, intelligent candidate-employer matching, skill-gap analysis, learning roadmaps, and hyperlocal employment into a single platform, supporting candidates across all

educational levels while helping employers recruit suitable local talent efficiently.

6. PROPOSED METHODOLOGY

The proposed system follows an experimental and analytical research design to develop an AI-integrated career and recruitment platform. The methodology begins with user registration, profile creation, and resume upload or profile-based skill entry. Natural Language Processing and Machine Learning algorithms analyse candidate skills, qualifications, experience, career preferences, and location to generate personalized career recommendations and suitable job opportunities. Employers can post vacancies and receive AI-assisted candidate matching based on semantic similarity. Performance will be evaluated using recommendation accuracy, matching precision, response time, and user satisfaction, while validation will be performed through functional, integration, and user-acceptance testing.

6.1. System Architecture

The system is organized into cooperating layers. The presentation layer is implemented in React.js and provides the candidate- and employer-facing dashboards through which users manage profiles, review AI-generated recommendations, and track applications. The application layer is implemented in Node.js and Express.js and exposes REST APIs that handle core business logic such as profile management, job postings, and application workflow. The AI layer, built using NLP and Machine Learning models, is responsible for resume parsing, skill extraction, job recommendation, and candidate-employer matching; it is invoked by the Express.js back end and returns structured recommendations, match scores, and ranked candidate or job lists. MongoDB serves as the primary data store for profiles, job postings, and application records, while Firebase supports authentication and real-time notifications. User requests from the React.js front end reach the Express.js back end via REST APIs; the back end persists and retrieves data from MongoDB and forwards AI-related requests to the recommendation and matching models, which return personalized recommendations that the backend relays to the dashboard.

6.2. System Modules

The proposed system comprises the following functional modules, reflecting the process flow shown in Fig. 1 of the project synopsis:

- User Registration and Profile Creation — candidate and employer sign-up, authentication, and profile management.
- Resume Upload / Skill Profile Entry — upload of resumes or manual entry of skills, qualifications, and preferences.
- AI Profile Analysis (NLP + ML Models) — parses and analyses candidate profiles and resumes.
- Skill Extraction and Career Readiness Analysis — extracts skills and evaluates candidate strengths and weaknesses.
- AI Job Recommendation and Career Guidance — generates personalized job and career recommendations.
- Job Application Module — allows candidates to apply directly to recommended jobs.
- Learning Roadmap Module — generates a personalized learning path and skill-improvement plan based on identified skill gaps.
- Employer Job Posting — allows employers to post job vacancies with role, skill, and location requirements.
- AI Candidate Matching and Ranking — matches and ranks candidates against job criteria for employers.
- Interview Scheduling — coordinates interview scheduling between employers and shortlisted candidates.
- Recruitment / Hiring Module — supports employer selection of the best-matched candidate.
- Performance Tracking and Feedback — tracks recruitment outcomes and collects feedback for continuous improvement of the recommendation models.

6.3. AI/ML Methodology

The AI component is designed to learn from candidate resumes, profile data, and job postings in order to generate personalized recommendations for

both candidates and employers. On the candidate side, resume parsing and Named Entity Recognition are used to extract structured attributes — skills, qualifications, experience, and location — from unstructured resume text. These attributes, together with explicitly stated preferences, form a candidate profile vector that is compared against job-posting vectors using semantic-similarity techniques to rank job recommendations by relevance and geographic proximity. On the employer side, the same semantic-matching approach is applied in reverse to rank candidates against a posted job's requirements, reducing manual screening effort. Where the exact model family for semantic matching — for example, embedding-based sentence-similarity models as opposed to classical TF-IDF or keyword-weighted approaches — has not yet been finalized in the project implementation, this paper describes the recommendation component at the level of its intended function rather than committing to a specific algorithm; the model family will be selected and reported once implementation and comparative evaluation are complete.

6.4. Dataset and Data Preprocessing

The dataset size, source, and train/test split will be finalized during implementation and reported together with the corresponding experimental results. At the current proposal stage, these implementation-specific values are not yet available.

6.5. Recommendation and Matching Decision Logic

Job recommendation and candidate matching in the proposed system are driven by the combination of semantic skill and qualification similarity, stated career preferences, and geographic proximity between candidate and employer locations. When a candidate's profile vector achieves sufficient similarity with a job posting's requirement vector, and the job falls within the candidate's preferred or nearby location, the job is surfaced as a recommendation; the same logic, applied from the employer's perspective, ranks candidates for a given posting. Recommendations are presented to the candidate or employer for review and action — application or shortlisting — rather than being finalized automatically, preserving human decision-making over the AI-generated suggestion. Specific numerical weighting between skill similarity, qualification match, experience, and location

proximity will be finalized and reported alongside the implementation once the exact parameters used in the deployed system are confirmed.

6.6. Skill-Gap Analysis and Learning Roadmap

For candidates whose profiles show a partial match against desired roles, the system is intended to identify the specific skill or qualification gap relative to target job requirements and generate a personalized learning roadmap indicating the skills to acquire in order to become eligible for those roles. This capability is intended to extend the platform beyond immediate job matching toward longer-term career development, directly supporting the AI Job Recommendation and Career Guidance module described in Section VI-B.

7. MODEL DEVELOPMENT AND EVALUATION FRAMEWORK

Model development for the recommendation and matching components is planned to follow a standard train/test methodology, in which historical profile, job-posting, and application data is partitioned into training and testing subsets and model performance on held-out test data is used to judge suitability for deployment. Recommendation quality is intended to be assessed using standard information-retrieval metrics such as precision@k and recall@k between recommended and actually-relevant jobs or candidates, together with an overall matching-accuracy measure. Candidate-employer matching effectiveness is intended to be assessed indirectly through simulated or historical application-to-shortlist and shortlist-to-hire conversion rates under the AI-recommended ranking compared with an unranked, keyword-only baseline. System usability is intended to be assessed through response time and user-satisfaction surveys collected during user-acceptance testing. As actual numerical results from model training and testing are not yet available at the time of writing, these criteria are presented here as the evaluation framework to be applied once implementation is complete, rather than as reported outcomes.

8. WEB APPLICATION IMPLEMENTATION

The web application is implemented as a React.js single-page front end that presents candidate and

employer dashboards covering profile management, job/candidate recommendations, application tracking, interview scheduling, and learning-roadmap guidance. The Node.js/Express.js back end exposes REST endpoints for these functions and enforces access control for different user roles, such as candidate, employer, and administrator. Communication between the front end and back end, and between the back end and the AI/NLP recommendation models, is performed over HTTP-based REST APIs using JSON payloads. MongoDB stores candidate, employer, job-posting, and application data in a document-oriented schema suited to the varying attributes across educational and professional categories, while Firebase supports authentication and real-time notification of matches, application updates, and interview schedules. This separation of concerns — business logic in Express.js and AI computation in the recommendation layer — allows the matching and recommendation models to be updated or retrained independently of the core platform.

9. RESULTS AND DISCUSSION

At the current stage of the project, the contribution reported in this paper is the system design, architecture, and methodology described in Sections VI through VIII; the results below therefore distinguish expected outcomes, which follow from the proposed design, from actual experimental results, which will be reported once model training, testing, and system integration are complete.

9.1. Expected Outcomes

The proposed design is expected to enhance hiring efficiency by using AI-driven personalized job recommendations and intelligent candidate matching to streamline recruitment for both candidates and employers. It is expected to support local employment by promoting regional job opportunities, helping reduce unnecessary workforce migration, and opening career pathways for individuals from diverse educational and professional backgrounds. Finally, the project is expected to advance research in AI-based recruitment while offering a scalable, practical blueprint for future intelligent career-development systems.

9.2. Evaluation Status

Quantitative results from model training, testing, and end-to-end system evaluation are not yet available at the current stage of the project. Therefore, no numerical performance claims are reported in this paper. The evaluation metrics listed in Table II will be populated after implementation and testing.

TABLE 2. RESULT TEMPLATE (TO BE COMPLETED AFTER IMPLEMENTATION AND TESTING)

Component	Evaluation Metric	Result
Candidate Profile / Resume Parsing	Field Extraction Accuracy	To be reported
Job Recommendation Model	Recommendation Matching Accuracy	To be reported
Job Recommendation Model	Precision / Recall	To be reported
Candidate-Employer Matching	Matching Precision	To be reported
Skill-Gap Analysis	Roadmap Relevance Score	To be reported
Overall System	Average Response Time	To be reported
Overall System	User Satisfaction Score	To be reported

10. CHALLENGES AND LIMITATIONS

- **Data Availability and Quality:** Obtaining diverse, accurate, and up-to-date datasets containing resumes, job descriptions, and employer requirements across multiple educational categories is challenging and directly affects the accuracy of AI-based recommendations.
- **Computational Resource Requirements:** AI models for resume parsing, skill extraction, and candidate matching require meaningful computational resources, memory, and processing power, which may impact system performance on low-end hardware.
- **Scalability:** As the number of candidates, employers, and job postings increases, maintaining fast response times and efficient AI recommendations becomes increasingly challenging.
- **Privacy and Security:** Protecting sensitive user information such as resumes, personal details, and employer data requires secure authentication, encrypted storage, and compliance with data-privacy standards.
- **Time and Model Optimization:** Developing, training, testing, and fine-tuning AI models

within the project timeline while ensuring high recommendation accuracy and reliability is a significant challenge.

11. INNOVATION, PRACTICAL AND SOCIAL RELEVANCE

The principal contribution of the proposed system lies in the integration, within a single platform, of AI-powered career guidance, personalized job recommendation, skill-gap analysis, and AI-based candidate-employer matching — a combination that most existing systems address only partially, typically stopping at resume matching or job recommendation rather than extending to full career-development guidance and employer-side recruitment automation. The system is further distinguished by its inclusiveness across diverse educational backgrounds, serving 10th and 12th pass candidates, ITI and diploma holders, graduates, engineers, freelancers, and skilled workers within one unified platform, together with its explicit hyperlocal, location-aware design intended to connect candidates with nearby employers.

In practical terms, the system targets a real and commonly reported problem: the migration of students, skilled workers, and job seekers away from their hometowns despite the availability of suitable local opportunities, driven in part by the poor visibility of those opportunities on generalized job portals. By connecting local talent with nearby employers, the platform addresses unemployment and unnecessary migration while supporting inclusive employment across diverse educational backgrounds. Economically, the system is expected to reduce recruitment costs and time-to-hire for local employers and improve employment accessibility for candidates who might otherwise be overlooked by urban-centric recruitment platforms.

The proposed work aligns with national initiatives such as Digital India and Skill India by promoting the digitization of career development and hyperlocal recruitment, and it is broadly consistent with the United Nations Sustainable Development Goals, particularly those relating to decent work and economic growth and to reduced inequality, by strengthening regional workforce development and expanding access to employment opportunities across educational backgrounds. These social and economic benefits are presented as reasonably expected consequences of the proposed design rather than as measured outcomes.

12. FUTURE SCOPE

- Extension of the AI recommendation engine with deep-learning and large-language-model-based semantic matching for improved recommendation accuracy.
- Development of a companion mobile application to widen access for candidates in areas with limited desktop or broadband access.
- Support for multilingual and voice-based interaction to improve accessibility for low-literacy and regional-language users.
- Integration with government skill-development and certification databases (for example, Skill India initiatives) to verify candidate qualifications.
- Real-time, ongoing employer and candidate analytics to continuously refine matching accuracy beyond static profile snapshots.
- Extension to a broader set of regions and languages to scale the hyperlocal model across additional divisions and states.
- Continuous, automated model retraining pipelines to maintain recommendation accuracy as labour-market patterns evolve.

13. CONCLUSIONS

This paper has presented the design of MyCareerPath, an AI-Driven Hyperlocal Career and Recruitment Platform aimed at addressing the disconnect between local candidates and local employers that persists in conventional, keyword-driven recruitment platforms. By integrating AI-powered candidate profiling, personalized job recommendation, skill-gap analysis, learning-roadmap generation, and AI-assisted employer-side candidate matching within a single React.js/Node.js/Express.js/MongoDB/Firebase platform, the proposed system seeks to move recruitment from generalized, macro-level hiring toward personalized, hyperlocal, and inclusive employment matching. The literature reviewed in this paper indicates that, while individual components of this design — resume matching, job recommendation, and accessibility-focused recruitment tools — have been studied separately, an integrated system of this scope, directed specifically at hyperlocal and educationally-inclusive recruitment, has not been commonly reported. The

practical significance of the work lies in its potential to reduce unnecessary migration and recruitment costs while strengthening regional workforce development; its academic contribution lies in demonstrating a coherent architecture for combining career guidance, personalized recommendation, and employer-side matching AI within one platform. Actual performance improvements will be substantiated once model training, system integration, and testing are complete.

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