

# RozgaarSetu- Skill Based Job Application Portal

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## Abstract

Academic qualifications and previous work experience tend to override practical skills in traditional recruitment practices within the contemporary employment ecosystem. This poses a critical obstacle for new graduates and self-taught people with strong technical skills but who are not formally trained for the job. In this research paper, the author introduces RozgaarSetu. This skill-based job application portal aims to change how the recruitment process is conducted by basing it on practical skills and competencies. RozgaarSetu allows users to build comprehensive digital profiles that include their technical experience, certifications, projects, and educational history. The system applies a similar approach to match user profiles to predetermined job specifications and showcase opportunities. Where the user fails to meet eligibility requirements, the platform offers a skill gap analysis and improvement recommendations. The paper will discuss the purpose, process, use, advantages, and the future of RozgaarSetu. The results show that skill-based recruitment platforms will have a considerable positive impact on employment opportunities, increasing hiring efficiency and helping close the gap between industry needs and students' abilities.

**Keywords:** Skill-Based Recruitment, Job Application Portal, Resume Builder, Skill Gap Analysis, Recruitment Automation, Candidate Shortlisting

## 1. Introduction

The rapid technological advancement and digitalisation have had a profound impact on the labour market. Nevertheless, most recruitment systems rely on outdated criteria such as academic degrees and prior work experience. This system tends to leave out potential applicants with the right skills but no formal qualifications. RozgaarSetu is an online job application site that aims to solve these issues by concentrating on skills-based recruitment. The site enables individuals to create accounts, build business profiles, and seek employment opportunities based on their skills and experience. It changes the paradigm of recruitment from being focused on degrees to competency-based evaluation. The system

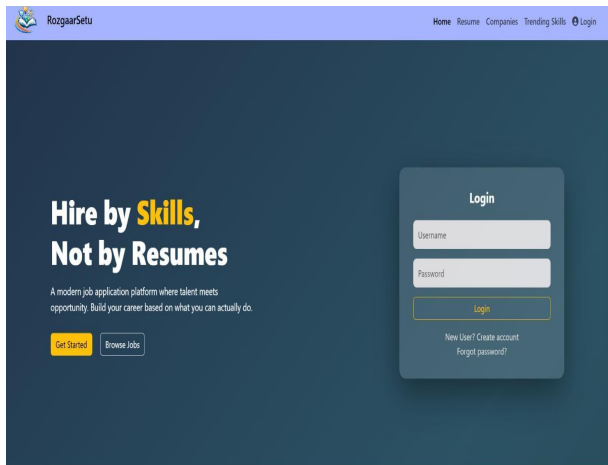
analyses user profiles and compares them with job requirements set by recruiters.

Based on this analysis, it will only show the opportunities the user qualifies for. In the absence of relevant jobs, the system will provide skill gap recommendations to help the user update their profile.

This platform is especially useful to:

1. Fresh graduate at Tier-2 and Tier-3 Students.
2. Self-taught developers, small enterprises and startups.

RozgaarSetu is expected to make the recruitment process more inclusive and efficient, as talent will be evaluated based on ability rather than academic history



**Fig.1 Login Page**

## 2. Objectives

The main goals of RozgaarSetu are elaborated below:

### 2.1 Promote Skill-Based Hiring

The main aim is to change the traditional hiring approach based on degrees to a skill assessment. In so doing, the platform guarantees that recruitment is based on candidates' real competencies rather than just their academic performance.

### 2.2 Open Freshers Opportunities.

New graduates usually have difficulty finding employment due to limited experience. RozgaarSetu will also help them present their projects, certifications, and technical skills to potential recruiters.

### 2.3 Minimise the Skill Gap.

The site enables the user to know what is required in the industry, as it indicates the skills demanded. This helps students focus on studying the relevant technologies.

and equip themselves for that.

### 2.4 Simplify Resume Management

Users can update and create their profiles at any time. This removes the need to resend resumes and

ensures that recruiters never miss the latest information.

### 2.5 Enhance Recruitment Efficiency

Recruiters can filter candidates by skills, technologies, and experience levels. This reduces manual work and accelerates recruitment.

### 2.6 Encourage Continuous Learning

The platform rewards users to upgrade their knowledge continuously and keep up with the industry trends by focusing on skills and projects

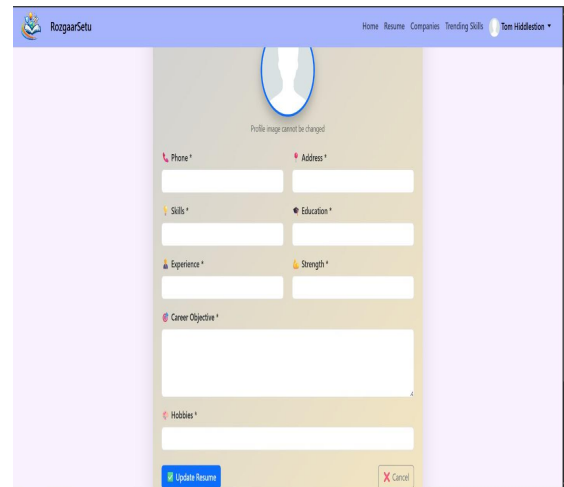
## 3. Methodology

RozgaarSetu is designed in a systematic and problem-solving manner to enhance the effectiveness and equity of recruitment systems. The research process used in the study examines the shortcomings of conventional job portals and develops a solution focused on skill-based hiring. Current platforms were critically analysed to understand how they depend on academic qualifications and previous work experience, which often limit access for new graduates and talented individuals without formal qualifications. In light of this analysis, RozgaarSetu was envisioned as an online platform that emphasises practical skills, certifications, and project experience. The approach entails designing and deploying a modelled system architecture comprising user, recruiter and matching modules. The user module enables one to create an account, log in, and develop comprehensive profiles with their personal details, education level, technical expertise, and project experience. The recruiter module helps organisations to advertise job requirements and find appropriate candidates through skills filters. The matching mechanism is the central part of the system that receives user data and compares it against the job requirements to determine whether the user is eligible. This system ensures that only relevant job opportunities are shown to users, making the

process more efficient and reducing the number of redundant applications. The system also has a feedback-oriented mechanism that provides skills gap suggestions to users who fail to meet certain job requirements. This aspect improves the learning process by directing users to acquire the skills required by the industry. The system is implemented using modern web technologies, making it scalable, usable, and performant. Logical conditions and filtering methods are applied to the data obtained from the user profile and job posting to ensure the matching results are correct.

The outcomes of RozgaarSetu's implementation show that it is a much better system than conventional recruitment systems. The site helps reduce reliance on academic degrees by focusing on skills and real-world knowledge. It allows new graduates to secure employment by presenting their projects and certifications, thereby increasing their chances of being employed. Besides, recruiters will be able to select candidates more quickly and efficiently because the system will sort them according to preset standards.

Moreover, the system helps reduce the skills gap between industry requirements and students' capabilities by providing clear information on the skills required for specific job positions. Users are advised to continue improving their profiles, which increases employability. In general, the findings suggest that RozgaarSetu offers a more inclusive, efficient, and practical recruitment solution, and therefore, it can be useful in the contemporary job market.



**Fig.2 Resume Builder**

## **4. Applications of RozgaarSetu**

Various applications of RozgaarSetu are found in real-life situations in various fields. Each application is discussed in more detail below:

### **4.1 Job Recruitment Platforms**

RozgaarSetu may be taken as a full-scale job portal in which companies post job openings, and candidates are recruited according to their competencies. It enhances the quality of hiring by shortlisting only relevant candidates.

### **4.2 Campus Placement Systems**

RozgaarSetu can be integrated into placement systems at educational institutions. This allows students to create profiles and seek jobs based on their skills, not just on their academic scores.

### **4.3 Freelancing and Gig Platforms.**

The platform can be expanded to allow freelancing opportunities. Talented people can be located for smaller projects and gigs, which will allow them to experience and earn money.

### **4.4 Internship Portals**

It is possible to match students with internship opportunities through RozgaarSetu.

#### **4.5 Skill Development Platforms**

The system can suggest courses and certifications based on the user's profile. This helps students develop skills that are applicable and become employable.

#### **4.6 Government Employment Programs**

Government programs, such as skill development programs, can be incorporated into RozgaarSetu. This will ensure that individuals who have been trained get employment opportunities based on their skills.

#### **4.7 Startup Hiring Platforms**

Startups have limited resources for extensive recruitment. RozgaarSetu offers a low-cost solution for quickly recruiting talented employees.

#### **4.8 Career Guidance Systems**

The platform could serve as a career guidance tool by examining user profiles and recommending relevant job descriptions and careers.

### **5. Results and Discussion**

RozgaarSetu also brings about some improvements to the conventional recruitment systems:

#### **5.1 Improved Hiring Accuracy**

The platform focuses on skills, ensuring that recruits are selected based on their real skills and abilities that lead to improved job performance.

#### **5.2 Increased Opportunities**

Self-taught people and freshers have greater access to jobs, whereas others have their access minimised unemployment rates.

#### **5.3 Reduced Recruitment Time**

Automated filtering and matching save time spent on hiring, which is an advantage to the recruiters

#### **5.4 Enhanced User Experience**

The site offers easy and effective profile management and employment portal applications.

#### **5.5 Practical Learning**

Users have the motivation to create projects and practical experience that is more useful in the industry.

### **6. Conclusion**

RozgaarSetu is a new way out of the problems that were encountered in old recruitment systems. By prioritising skills over academic backgrounds, it creates a just and effective job market for job seekers and recruiters. The system makes hiring easy, enhances candidate selection, and helps bridge the gap between industry requirements and education. It empowers fresh graduates and promotes a culture of lifelong learning and competence.

The platform is highly applicable to the real world and can play a major role in improving employment rates and the quality of the workforce.

### **7. Future Scope**

The future of RozgaarSetu is also comprehensive and covers the following improvements:

#### **7.1 AI-Based Skill Recommendation**

Artificial Intelligence could analyse user data and recommend individual career trajectories and areas of expertise improvements.

#### **7.2 Online Assessment System**

Coding tests, aptitude tests, and MCQs will be incorporated, enabling the recruiters to screen the candidates directly on the platform.

#### **7.3 Resume Analyser**

The automated system will be able to analyse resumes, score them, and offer improvements.

#### 7.4 Interview Scheduling

The platform will offer automated interview scheduling, with notifications and meeting links.

#### 7.5 Mobile Application

A mobile application will enable customers to seek employment, get notifications, and interact with recruiters easily.

#### 7.6 Freelancing and Internship Modules

The decision to expand into freelancing and internships will create more opportunities for users.

#### 7.7 Government Integration

Credibility and reach can be enhanced through integration with the government's skill development program.

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