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AI-Powered Mentorship Platform for Skill Gap Analysis

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Abstract: ***The rapid growth of the technology industry has increased the demand for personalized career guidance and skill development platforms. Traditional mentorship systems often lack scalability and personalization, leading to inefficient learning pathways for students. This project proposes an AI-Powered Mentorship Platform, a Django-based intelligent web application that provides automated career guidance through resume analysis, adaptive quiz generation, skill gap assessment, and conversational AI mentoring. The system integrates Natural Language Processing (NLP) and Generative AI models (Google Gemini API) to analyse user resumes, extract skills, evaluate competencies, and recommend personalized career paths. Additionally, the platform generates AI-driven quizzes to assess knowledge levels and visualizes progress using analytics dashboards. A context-aware chatbot delivers real-time career guidance tailored to user profiles. Experimental evaluation demonstrates improved personalization, efficient skill assessment, and enhanced user engagement compared to traditional static mentorship platforms. The proposed system provides a scalable solution for intelligent academic and career mentoring.***

Keywords: Artificial Intelligence, Career Recommendation, Resume Analysis, NLP, Django, Mentorship System, Skill Gap Analysis, Chatbot.

I. INTRODUCTION

In today's digital era, the importance of mentorship in academic, personal, and professional development remains critical. However, with the rapid shift toward online education, remote work environments, and digital learning ecosystems, access to structured and personalized mentorship has become increasingly challenging—especially for students from underrepresented backgrounds or geographically remote regions. Traditional mentorship models, which depend heavily on in-person networking, institutional allocation, or limited faculty availability, lack scalability, personalization, and real-time adaptability to serve a growing and diverse learner base.

To address these limitations, the proposed AI-Powered Mentorship Platform introduces an intelligent, scalable, and fully digital mentorship ecosystem. The platform leverages Artificial Intelligence to automate and personalize career guidance through resume analysis, adaptive skill assessment, dynamic career recommendations, and conversational AI support. Unlike conventional systems that rely on static profile matching or manual evaluation, this platform uses advanced Natural Language Processing (NLP) techniques and generative AI models to extract user competencies, identify skill gaps, and generate personalized learning roadmaps.

The system integrates multiple intelligent modules, including AI-driven resume parsing, automated quiz generation for skill evaluation, skill-gap analysis across diverse career domains, and a context-aware career guidance chatbot. Additionally, an interactive analytics dashboard enables users to track progress and performance over time. By combining intelligent recommendation mechanisms with real-time AI interaction, the platform ensures scalable, data-driven, and personalized mentorship support tailored to each user's career aspirations.

Through this approach, the AI-Powered Mentorship Platform transforms traditional mentorship into a smart, accessible, and continuously adaptive digital experience suitable for modern learners and institutions.

II. MOTIVATION AND OBJECTIVES

The rapid expansion of digital learning platforms and online professional ecosystems has transformed how students acquire knowledge and prepare for careers. Despite the availability of massive online courses and technical resources, a significant gap still exists in providing personalized mentorship and career guidance. Many students struggle to identify appropriate career paths, evaluate their current skill levels, and understand industry expectations without structured mentoring support. This challenge is particularly evident among students from rural or under-resourced regions, where access to experienced mentors, career counselling, and industry exposure is limited.

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Traditional mentorship systems depend heavily on manual interactions, institutional allocation, or face-to-face guidance, making them difficult to scale for large and diverse learner populations. Existing online platforms primarily provide static learning materials without adaptive feedback mechanisms or individualized learning pathways. As a result, students often make academic and professional decisions without data-driven insights, leading to skill mismatches and reduced employability.

Furthermore, most existing career guidance platforms lack intelligent automation. They rarely analyse user competencies dynamically, fail to track skill progression over time, and provide generic recommendations rather than personalized guidance. The absence of integrated analytics and conversational support further limits user engagement and continuous learning.

The proposed AI-Powered Mentorship Platform is designed to address these challenges by introducing an intelligent and scalable mentorship ecosystem powered by Artificial Intelligence. The platform integrates AI-driven resume analysis, adaptive quiz generation, skill gap identification, and a conversational career guidance chatbot to provide personalized mentorship experiences. By leveraging Natural Language Processing (NLP) and generative AI models, the system extracts user skills, evaluates strengths and weaknesses, and recommends customized learning roadmaps aligned with career goals.

The primary objectives of the project are:

1) To develop an AI-based system for automated resume analysis and skill extraction.
2) To generate adaptive quizzes for evaluating user competency levels.
3) To perform intelligent skill gap analysis across multiple career domains.
4) To provide personalized career recommendations and learning resources.
5) To implement a context-aware AI chatbot for continuous career guidance.
6) To design an analytics dashboard for monitoring user progress and performance.

Through automation, personalization, and intelligent feedback mechanisms, the platform aims to make mentorship accessible, scalable, and data-driven for modern learners.

III. SCOPE

The AI-Powered Mentorship Platform is developed to cater to a diverse group of users, including students seeking career guidance, graduates preparing for professional opportunities, and learners aiming to improve their technical and domain-specific skills. Unlike traditional mentorship systems that rely heavily on physical interaction and limited mentor availability, the proposed platform provides a scalable and intelligent digital environment capable of delivering continuous, personalized mentorship support. The system integrates multiple AI-driven functionalities such as automated resume evaluation, skill-based quiz generation with performance tracking, personalized learning roadmaps derived from skill gap analysis, conversational AI-based career assistance, and interactive analytics dashboards for monitoring progress. These features collectively enable users to assess their current competencies, identify areas for improvement, and receive structured recommendations aligned with industry requirements. The platform can be effectively adopted by educational institutions, training organizations, and individual learners seeking data-driven career development solutions. By combining artificial intelligence with interactive learning and analytics tools, the system bridges the gap between academic knowledge and real-world industry expectations, promoting informed decision-making and continuous professional growth.

IV. LITERATURE REVIEW

Mentorship has long been recognized as a critical factor influencing academic success, professional development, and career progression. Early foundational work by Kram [1] established mentorship as a developmental relationship that supports both psychosocial growth and career advancement within organizational environments. This work laid the theoretical foundation for understanding mentorship as a structured process rather than an informal interaction.

Subsequent research expanded the concept of mentorship within educational contexts. Crisp and Cruz [2] conducted a comprehensive review highlighting the positive impact of mentoring programs on student retention, academic performance, and career readiness. Their findings emphasized that effective mentorship provides guidance, emotional support, and role modeling, which are essential for student success. Similarly, Ragins and Kram [3] explored mentoring from theoretical and practical perspectives, demonstrating how structured mentoring relationships enhance professional learning and organizational development.

Eby et al. [4] further analyzed the evolution of mentoring practices, explaining how mentorship models have transitioned from traditional hierarchical relationships to more collaborative and developmental frameworks. Their study emphasized the need for adaptable mentoring systems capable of addressing diverse learner needs in modern environments.

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Research focusing on career outcomes has also demonstrated measurable benefits of mentoring relationships. Ghosh and Reio [5] conducted a meta-analysis revealing that mentorship contributes significantly to career satisfaction, skill enhancement, and professional growth for both mentors and mentees. Supporting this perspective, Singh et al. [6] examined the relationship between mentoring and career capital, concluding that mentorship plays a vital role in long-term career success by improving knowledge acquisition and professional networking opportunities.

With the growth of digital communities, mentorship has increasingly shifted toward online environments. Liu et al. [7] investigated social support and collaborative behaviors in online communities, highlighting how digital platforms foster belongingness and knowledge sharing among users. Their findings underline the importance of integrating social interaction features into modern mentorship systems to enhance engagement and collaboration.

Recent advancements in Artificial Intelligence have introduced new possibilities for personalized career guidance. Wang and Lu [8] proposed an AI-powered career coaching platform that demonstrated how intelligent systems can analyze user data to provide tailored career recommendations and improve mentorship accessibility. Their study shows that AI technologies can overcome scalability limitations associated with traditional mentoring approaches.

Drawing insights from these studies, the proposed AI-Powered Mentorship Platform integrates structured mentorship principles with modern AI techniques. By combining automated skill analysis, personalized recommendations, conversational AI guidance, and analytics-driven feedback, the system aims to extend traditional mentorship models into a scalable and intelligent digital ecosystem capable of supporting diverse learners.

V. MATERIALS AND METHODS

A. System Architecture

The AI-Powered Mentorship Platform is designed using a modular and layered architecture to ensure scalability, maintainability, security, and efficient integration of Artificial Intelligence services. The system follows a web-based client–server model consisting of four primary layers: the Presentation Layer, the Application Layer (Django Backend), the Data Layer, and the AI Services Layer. This layered approach ensures clear separation of responsibilities and allows independent modification of individual modules without affecting overall system functionality.

The Presentation Layer is developed using HTML, CSS, JavaScript, and Bootstrap to provide a responsive and user-friendly interface. It enables users to upload resumes, attempt AI-generated quizzes, interact with the career guidance chatbot, and monitor their progress through analytics dashboards. The interface is designed to be intuitive and accessible across various devices. All user interactions are transmitted to the backend server via HTTP requests, which are routed through Django's URL dispatcher for appropriate processing.

The Application Layer is implemented using Django 5.0 and serves as the core processing component of the platform. It is structured into multiple independent applications to maintain modularity and ensure efficient management of system functionalities. The Users App manages authentication, user registration, profile data, and progress tracking. The Resume AI App handles resume uploads, performs text extraction, and integrates AI services for skill extraction and analysis. The Quiz App generates quizzes dynamically based on selected topics and difficulty levels while evaluating user responses and storing performance data. The Recommendations App performs skill gap analysis by comparing user skills with predefined career domain requirements and generates personalized career suggestions. The Chatbot App provides conversational AI-based career guidance tailored to the user's profile and learning progress. The Dashboard App visualizes user performance metrics through charts and analytics to support continuous improvement.

The Data Layer utilizes SQLite as the primary database for storing user information, quiz attempts, skill assessments, recommendation outputs, and progress records. Structured relational tables ensure efficient storage, consistency, and retrieval of data required for personalization and analytics. Although SQLite is used during development for simplicity and efficiency, the system architecture supports migration to more scalable database systems when required.

The AI Services Layer enables intelligent automation within the platform. It includes the Gemini Service, which communicates with external generative AI models through the Gemini API to perform resume analysis, quiz generation, recommendation processing, and chatbot interactions. The Resume Parser module extracts textual data from PDF, DOCX, and TXT files using PyPDF2 and python-docx libraries before forwarding the processed content to AI services. The Job Scraper module retrieves job-related insights from external APIs to enhance the relevance of career recommendations. External AI services are securely integrated through controlled API calls, ensuring real-time intelligent responses while maintaining data confidentiality and system integrity.

This layered system architecture ensures scalability, modularity, security, and efficient AI integration, making the platform adaptable for future enhancements and large-scale deployment.

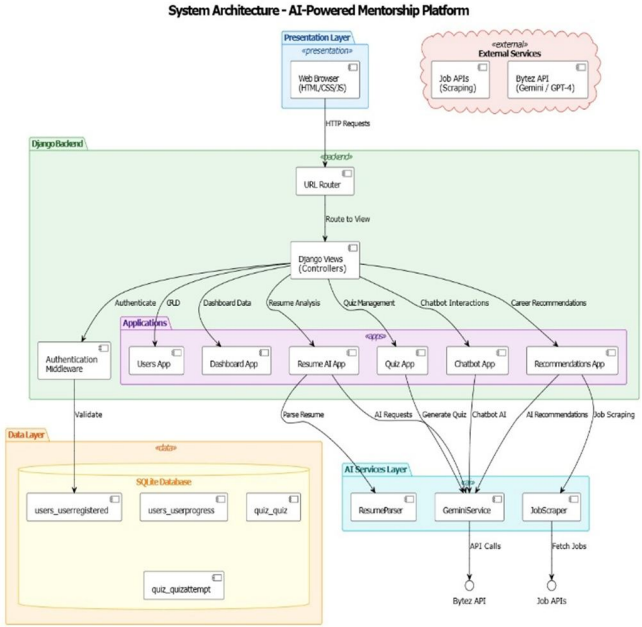

Fig 1.1 System Architecture of Mentorship Platform

B. Methodology

The development of the AI-Powered Mentorship Platform followed a structured and iterative methodology guided by agile principles. The overall process consisted of requirement analysis, system design, development, and testing phases, ensuring systematic progress and continuous refinement.

During the requirement analysis phase, the primary challenges faced by students in career planning and mentorship accessibility were identified. These challenges included the lack of personalized mentorship, absence of structured skill evaluation mechanisms, difficulty in identifying industry-relevant competencies, and limited access to real-time career guidance. A comprehensive review of academic literature, existing career guidance platforms, and student feedback was conducted to define the essential functionalities required for the system.

Based on these requirements, a modular system architecture was designed during the system design phase. Functionalities were divided into separate Django applications to ensure extensibility and maintainability. Database schemas were structured to manage user profiles, resume analysis outputs, quiz attempts, recommendation results, and progress history in an organized manner. API integration mechanisms were defined to enable secure communication with external AI services.

During the development phase, core modules were implemented incrementally. The Resume Analysis Module was developed to allow users to upload resumes, extract textual content, and generate AI-driven insights including identified skills, strengths, weaknesses, and career suggestions. The Quiz Generation Module was implemented to dynamically generate topic-based quizzes across multiple difficulty levels, automatically evaluate responses, and store results for future analysis. The Skill Gap Analysis Module was designed to compare extracted user skills with predefined career skill requirements, identify missing competencies, and generate structured learning roadmaps. The Chatbot Module was implemented to provide interactive and context-aware career guidance using stored user profile data. The Dashboard Module was developed to visualize performance metrics and enable users to track their improvement over time.

The testing phase involved multiple validation procedures to ensure reliability and performance. Unit testing was conducted to verify the correct functioning of individual modules. Integration testing ensured smooth communication between backend applications and AI services. Functional testing validated the accuracy and relevance of AI-generated outputs, while security testing confirmed proper authentication mechanisms and data protection practices. This structured methodology ensures that the platform remains reliable, scalable, and user-centric while allowing future enhancements.

C. Mathematical Modelling

Although the proposed AI-Powered Mentorship Platform primarily leverages Artificial Intelligence and Natural Language Processing techniques for resume analysis and recommendation generation, a mathematical modeming framework is incorporated to ensure quantitative and objective career alignment. The purpose of this modelling is to measure the similarity between a user's skill profile and predefined career domain requirements in a systematic and computationally efficient manner.

Each user is represented as an n-dimensional skill vector:

$$X_u = [s_1, s_2, s_3, \ldots, s_n]$$

where si denotes the proficiency level or presence indicator of the $i^{\{th\}}$ skill extracted from the user's resume, quiz performance, and interaction history within the platform. This vectorized representation enables structured comparison across multiple skill dimensions.

Similarly, each career domain **k** is represented by a predefined requirement vector:

$$C_k = [c_1, c_2, c_3, \ldots, c_n]$$

where ci represents the expected proficiency level of the corresponding skill for that career role. These requirement vectors are constructed using standardized competency frameworks and industry-aligned skill mappings.

To evaluate the degree of alignment between user **u** and career domain **k**, cosine similarity is employed as the similarity metric. The similarity score is computed as:

$$S(u,k) = \frac{(X_u \backslash cdot\ C_k)}{/(||X_u|||C_k||)}$$

where $Xu \cdot Ck$ denotes the dot product of the two vectors, and $(||X_u|||C_k||)$ represent their Euclidean norms. The cosine similarity value lies within the range $0 \leq S(u,k) \leq 1$, where higher values indicate stronger alignment between user competencies and career requirements.

Skill gap analysis is performed by computing the difference between the career requirement vector and the user skill vector:

$$Gap_k = C_k - X_u$$

The resulting gap vector identifies missing or underdeveloped skills relative to the selected career domain. These gaps form the basis for generating personalized learning recommendations, certification suggestions, and structured development pathways.

After computing similarity scores across all available career domains, the system performs a ranking operation:

$$Rank = Sort(S(u,k))$$

Career domains are sorted in descending order of similarity scores, and the highest-ranked domains are recommended as the most suitable career paths for the user.

This mathematical modelling approach ensures that the recommendation mechanism is data-driven, transparent, and quantitatively grounded. By integrating structured similarity computation with AI-generated insights, the platform enhances recommendation accuracy, personalization, and overall decision support effectiveness in digital mentorship systems.

VI. FRAMEWORK AND WORKFLOW

The AI-Powered Mentorship Platform operates under a structured and intelligent workflow designed to provide personalized career guidance, automated skill evaluation, and continuous progress monitoring. The framework integrates resume analysis, AI-driven quiz generation, skill gap identification, recommendation mechanisms, conversational guidance, and analytics visualization into a unified mentorship ecosystem. The overall workflow ensures that users receive systematic, data-driven, and goal-oriented career support. The process begins with user registration and profile setup. During onboarding, users create accounts and provide essential details such as educational background, current skill set, target career role, and learning preferences. This initial information forms the foundation for personalization throughout the platform. The system securely stores user data and prepares it for further AI-driven processing. Once onboarding is completed, the workflow proceeds to the resume analysis stage. Users upload their resumes in supported formats (PDF, DOCX, or TXT). The Resume Parser extracts textual content from the uploaded document, which is then processed using AI models. The AI engine identifies technical skills, soft skills, strengths, weaknesses, and relevant experience. Based on this analysis, the system generates preliminary career suggestions and competency insights. This stage transforms unstructured resume data into structured skill information.

Following resume analysis, the platform enables AI-based skill assessment through dynamic quiz generation. Users can select specific domains or topics and choose difficulty levels (easy, medium, or hard). The AI model generates customized multiple-choice questions aligned with the selected skill area. After completion, automatic scoring evaluates performance and updates the user's progress records. This step provides measurable insight into the user's knowledge level beyond resume claims.

The next stage involves skill gap analysis and career recommendation. The extracted skill vector of the user is mathematically compared with predefined career domain vectors using cosine similarity. Based on similarity scores, career paths are ranked, and missing competencies are identified. The system generates personalized learning roadmaps that include recommended skills, certifications, and relevant learning resources. This structured gap analysis ensures that users understand precisely what is required to reach their target career roles.

In parallel, the platform provides a conversational AI chatbot module. The chatbot serves as a virtual career assistant capable of answering user queries related to career planning, interview preparation, skill development, and industry trends. The chatbot leverages contextual prompts and stored user data to provide personalized responses. This real-time interaction enhances engagement and simulates mentorship-like guidance without requiring human intervention.

To ensure continuous improvement, the system includes a performance analytics dashboard. The dashboard visualizes quiz scores, skill progression trends, and career alignment metrics using graphical representations. Users can monitor their improvement over time, identify weak areas, and adjust learning strategies accordingly. The analytics component transforms raw data into actionable insights.

Overall, the framework and workflow of the AI-Powered Mentorship Platform are designed to create a structured, scalable, and intelligent digital mentorship ecosystem. By integrating AI-driven resume parsing, automated skill evaluation, quantitative career alignment modelling, conversational assistance, and data-driven analytics, the system ensures that users receive personalized, adaptive, and measurable career development support. This workflow not only enhances decision-making but also bridges the gap between academic preparation and industry expectations

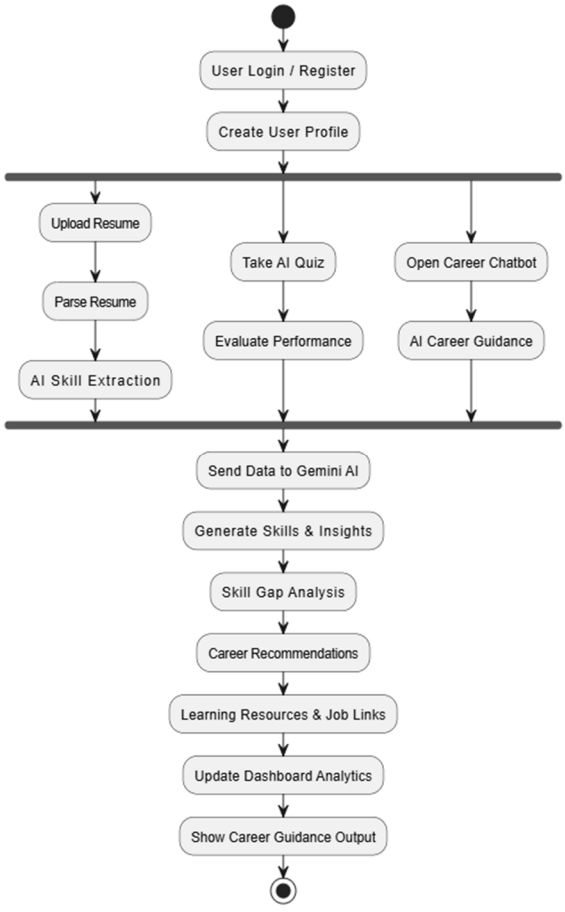

Fig 1.2 Workflow explanation in diagram description format

VII. RESULT ANALYSIS

The AI-Powered Mentorship Platform was evaluated through functional testing, performance observation, and module-level validation to assess its effectiveness, responsiveness, and practical feasibility. The evaluation focused on resume analysis accuracy, quiz generation efficiency, recommendation performance, chatbot responsiveness, and overall system stability under normal usage conditions.

The resume analysis module was tested using multiple sample resumes in PDF, DOCX, and TXT formats. The system successfully extracted structured skill information, strengths, and career suggestions using the integrated AI service. The average processing time for resume analysis was observed to be between 2–4 seconds per document, depending on file size and API response time. The extracted skills were consistent with the content of the resumes, demonstrating reliable text parsing and AI interpretation.

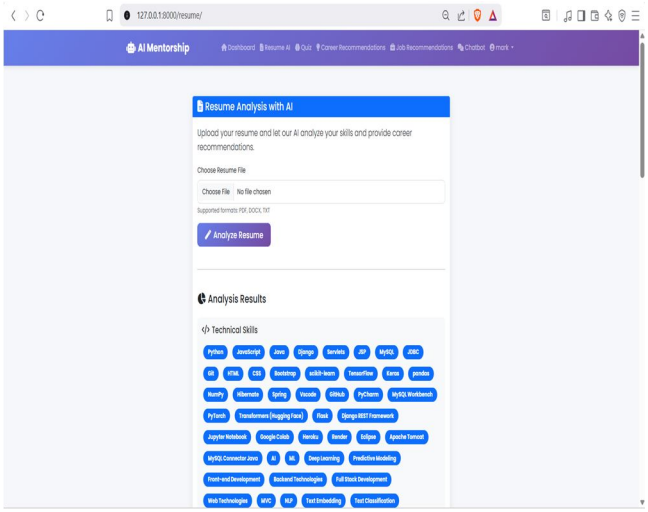

Fig.1.3 Resume Analysis Result Page

The AI-based quiz generation module was evaluated by generating quizzes across different domains and difficulty levels. The average response time for quiz generation was approximately 1–2 seconds per request. Automatic scoring and result storage were verified across multiple attempts. system successfully updated user progress after each quiz submission without data inconsistency.

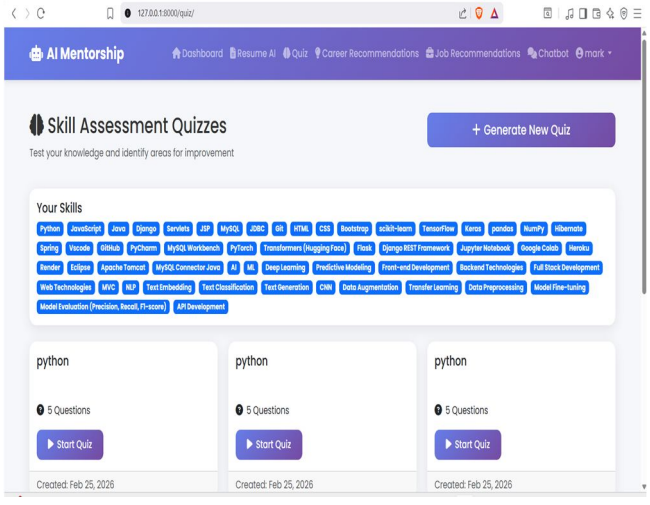

Fig. 1.4 AI-Based Quiz Generation Interface

The skill gap analysis and recommendation engine was tested using various user skill profiles. Cosine similarity computation produced ranked career suggestions aligned with user competencies. The recommendation inference time was observed to be below 150 milliseconds per query after skill vector formation, ensuring near real-time recommendation delivery. The generated learning roadmaps correctly identified missing competencies and suggested structured improvement paths.

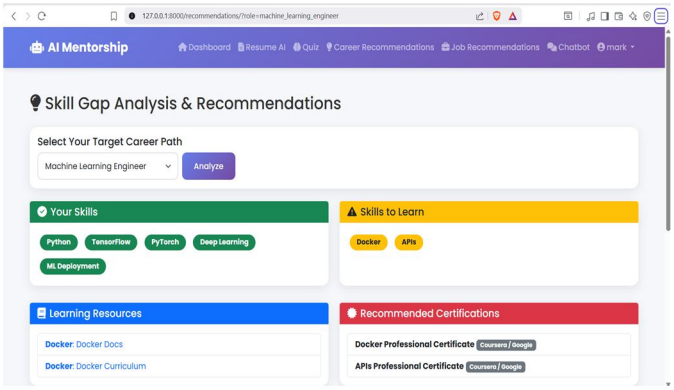

Fig. 1.5 Career Recommendation and Skill Gap Analysis Output

The AI chatbot module was tested with career-related queries, interview preparation questions, and skill development discussions. The chatbot demonstrated context-aware responses tailored to user profiles. Average response latency depended on external AI API response time, typically ranging between 1–3 seconds. The chatbot maintained coherent interaction without session crashes or response failures during testing.

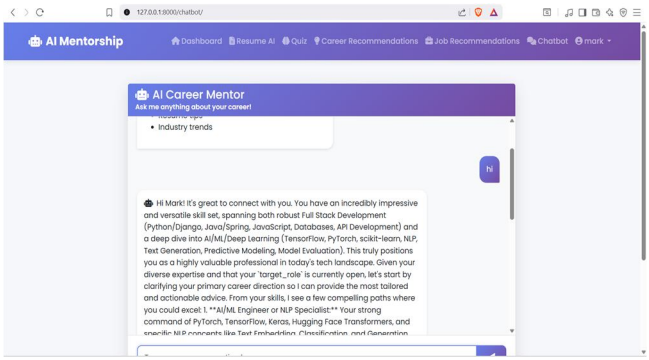

Fig. 1.6 AI Career Chatbot Interface

The dashboard analytics module was evaluated for accurate visualization of quiz scores, skill progression, and performance trends. The charts updated dynamically based on stored user data. No inconsistencies were observed in data representation, confirming correct backend-to-frontend data integration.

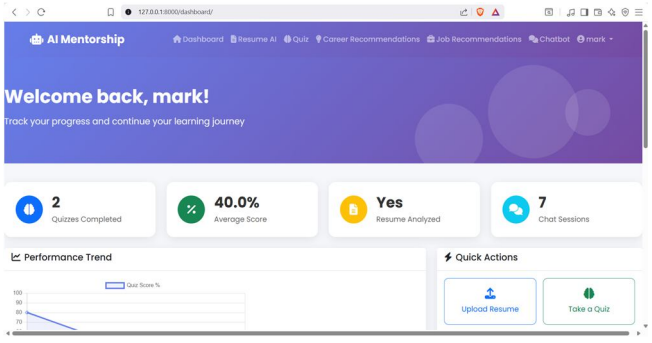

Fig.1.7 User Performance Analytics Dashboard

From a system load perspective, the backend successfully handled 10–20 simultaneous operations (quiz submissions, resume uploads, chatbot queries) without noticeable delay under local testing conditions. Database queries remained stable, and no data corruption or authentication failures were observed. These results confirm that the modular Django architecture and AI integration are suitable for small to medium-scale deployment.

However, certain practical limitations must be acknowledged. The current evaluation was conducted using controlled test datasets and simulated user profiles rather than large-scale real-world user traffic. Additionally, the dependency on external AI APIs introduces variability in response time based on network conditions and API availability. Large-scale stress testing and distributed deployment evaluations are required to assess system behavior under high concurrent usage.

Future evaluation studies will focus on user engagement metrics, including average session duration, quiz completion rates, skill improvement trends, and recommendation acceptance ratios. Further analysis will measure long-term career alignment improvement after continuous platform usage. Incorporating real-world pilot deployments in academic institutions would provide richer datasets for model tuning and usability refinement.

Overall, the experimental results validate that the AI-Powered Mentorship Platform functions reliably and achieves its primary objectives of automated skill evaluation, personalized career recommendation, and interactive AI-driven mentorship support. The system demonstrates strong potential for real-world deployment with further scalability enhancements.

VIII. CONCLUSION AND FUTURE SCOPE

The AI-Powered Mentorship Platform presents an intelligent, scalable, and data-driven solution for personalized career guidance and skill development. By integrating Artificial Intelligence, Natural Language Processing, and quantitative similarity modeling, the system automates key mentorship functions such as resume evaluation, adaptive quiz generation, skill gap analysis, career recommendation, and conversational guidance. Unlike traditional mentorship approaches that rely heavily on manual intervention and limited availability of experts, the proposed platform provides continuous, accessible, and personalized support through AI-driven automation.

The system was evaluated through controlled functional testing of its core modules, including resume parsing, AI-based skill extraction, quiz generation, recommendation ranking, chatbot interaction, and performance analytics. The results demonstrated reliable resume analysis, efficient quiz generation with automatic scoring, accurate similarity-based career alignment, and responsive AI-powered conversational guidance. The modular Django architecture ensured stable performance and effective integration with external AI services. These findings confirm the technical feasibility and practical applicability of the platform for small to medium-scale deployment scenarios.

The incorporation of cosine similarity–based mathematical modelling ensures objective and transparent career matching, while the analytics dashboard enhances user engagement by providing measurable performance tracking. Overall, the platform successfully bridges the gap between academic skill acquisition and industry expectations by delivering structured, personalized, and adaptive mentorship support.

A. Future Scope

Although the platform demonstrates promising results, several enhancements can further improve its scalability and impact. Future work may include migrating from SQLite to a scalable database system such as PostgreSQL for large-scale deployment. Integration of vector databases and Retrieval-Augmented Generation (RAG) techniques can enhance contextual understanding in the chatbot module. Additionally, incorporating real-world user datasets and conducting large-scale pilot studies in academic institutions would provide deeper insights into long-term career alignment and learning outcomes.

Further improvements may include multilingual support, mobile application development, advanced analytics dashboards, real-time job market trend integration, and federated learning approaches to enhance personalization while preserving user privacy. Implementing automated feedback evaluation and adaptive learning pathways can further refine recommendation accuracy.

With continued development and real-world deployment, the AI-Powered Mentorship Platform has the potential to evolve into a comprehensive digital career guidance ecosystem, contributing significantly to accessible, scalable, and technology-driven mentorship solutions.

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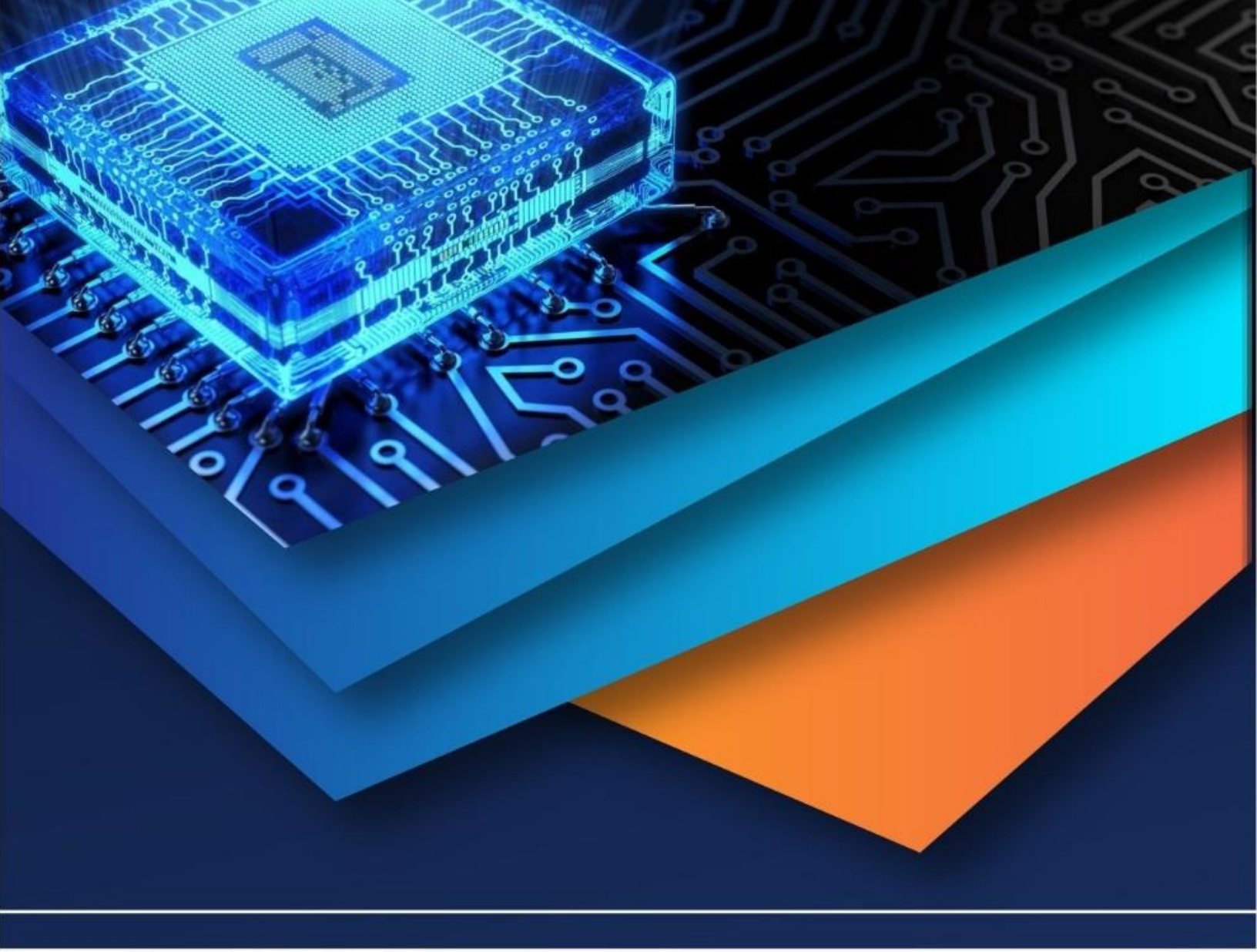

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