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An Intelligent Talent Mapping System for Skill-Based Opportunity Alignment Using AI

[1] Pathireddy Abinaya, [2] Chinthalapelly Sahasra Reddy, [3]G Nithin Goud, [4] Mohammad Shareef
[5] Mohammed Naushed Mohiuddin, [6] Kundella Sai Charan, [7] Mr. Gangavarapu Udaya Kumar

[1,2,3,4] UG scholar,Dept. of CSE, Narasimha Reddy College Of Engineering, Maisammaguda, Kompally,Hyderabad, Telangana

[5,6] UG scholar,Dept. of EEE, Narasimha Reddy College Of Engineering, Maisammaguda, Kompally,Hyderabad, Telangana

[7] Assistant Professor, Dept. of CSE, Narasimha Reddy College Of Engineering, Maisammaguda, Kompally,Hyderabad, Telangana

Abstract

Effective talent mapping is critical for recruitment platforms to align candidate skills with job opportunities, yet the diversity and complexity of skill representations challenge accurate matching. This study proposes an intelligent talent mapping system using AI, integrating natural language processing (NLP) and machine learning to map candidate skills to opportunities with high precision. Using a dataset of 220,000 candidate profiles and job postings, the system achieves a mapping accuracy of 96.6%, improves opportunity alignment by 46%, and reduces processing time by 41%. Comparative evaluations against traditional keyword-based and basic ML methods highlight its superiority in precision and scalability. Mathematical derivations and graphical analyses validate the results, offering a robust solution for recruitment platforms. Future work includes cross-industry skill transferability and real-time labor market integration.

Keywords:

Talent Mapping, Skill-Based Matching, Natural Language Processing, Machine Learning, Recruitment Platforms

1.Introduction

Recruitment platforms aim to align candidate skills with job opportunities to optimize hiring efficiency and candidate satisfaction. However, the heterogeneity of skill representations (e.g., “Python programming” vs. “software development”) and unstructured candidate profiles (e.g.,

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Vol 3, No 9, September 2025
PP 186–193

resumes, LinkedIn bios) complicates accurate talent mapping. Inefficient mapping leads to missed opportunities, extended hiring cycles, and suboptimal matches, impacting employers and job seekers alike.

Traditional keyword-based systems lack semantic understanding, while basic machine learning approaches struggle with scalability and contextual nuances. AI, particularly NLP and machine learning, can address these challenges by extracting semantic skill representations and modeling complex relationships between profiles and job requirements. Challenges include processing large, diverse datasets, ensuring cross-domain applicability, and achieving real-time performance.

This study proposes an intelligent talent mapping system using AI, integrating NLP for skill extraction and machine learning for opportunity alignment. Using a dataset of 220,000 candidate profiles and job postings, the system delivers high accuracy and efficiency. Objectives include:

- Develop an AI-based talent mapping system for skill-based opportunity alignment.
- Integrate NLP and ML for semantic skill analysis and precise matching.
- Evaluate against traditional keyword-based and basic ML methods, providing insights for recruitment platforms.

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2. Literature Survey

Talent mapping has progressed from manual screening to automated systems. Early keyword-based systems [1] matched terms but lacked context, as noted by Salton [1989]. Statistical NLP methods [2], like TF-IDF, improved feature extraction but struggled with semantic relationships.

Machine learning advanced talent mapping. Mikolov et al.'s [3] Word2Vec enabled semantic embeddings, applied by Zhang et al. [4] for skill matching, enhancing accuracy but facing scalability issues. Transformer-based NLP, introduced by Vaswani et al. [5], improved context awareness, as seen in Li et al.'s [6] resume parsing framework. Supervised learning, used by Chen et al. [7], refined opportunity alignment but required extensive labeled data.

Recent studies, like Wang et al.'s [8] NLP-based recruitment system, integrated transformers but were limited to specific skill domains. The reference study [IJACSA, 2023] explored ML for talent analytics, inspiring this work. Gaps remain in scalable, cross-domain AI systems for talent mapping, which this study addresses with a hybrid approach.

The Journal of Computational Science and Engineering (TJCSE)
ISSN 2583-9055 (Media Online)
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PP 186–193

3. Methodology

3.1 Data Collection

A dataset of 220,000 candidate profiles (resumes, LinkedIn bios) and job postings was collected from a simulated recruitment platform, including skills, experience, education, and job requirements, labeled for alignment suitability.

3.2 Preprocessing

- **Records**: Cleaned (removed nulls, stop words), tokenized (text to tokens), normalized (lowercase, lemmatized).
- **Features**: Candidate skills (e.g., "machine learning," "project management"), experience duration, education, job requirements (e.g., "data analysis," "leadership").

3.3 Feature Extraction

NLP (BERT): Extracts semantic embeddings: $e=BERT(x_{profile},x_{job})$ where $x_{profile},x_{job}$ are candidate profile and job texts, e is embedding (768-D).

Skill Similarity Scoring: Computes cosine similarity: $s=e_{profile}\cdot e_{job} \,//\, e_{profile} \,//\, \,//\, e_{job} \,//$ where s is similarity score between profile and job embeddings.

3.4 Mapping Model

- **Supervised Learning (XGBoost):** Classifies and ranks matches: $y=XGB(s,X_{features})$ where s is the similarity score, $X_{features}$ includes experience, education, y is alignment suitability (e.g., high/low).

- **Integration:** BERT extracts embeddings; cosine similarity scores skill compatibility; XGBoost ranks opportunities.

- **Output:** Ranked candidate-opportunity matches, confidence scores, and skill gap recommendations.

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3.5 Evaluation

Split: 70% training (154,000), 20% validation (44,000), 10% testing (22,000). Metrics:

The Journal of Computational Science and Engineering (TJCSE)
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Vol 3, No 9, September 2025
PP 186–193

- **Mapping Accuracy: TP+TN/TP+TN+FP+FN**
- **Opportunity Alignment Improvement: Aafter−Abefore/Abefore**
- **Processing Time Reduction: Tbefore−Tafter/Tbefore**

4. Experimental Setup and Implementation

4.1 Hardware Configuration

- Processor: Intel Core i7-9700K (3.6 GHz, 8 cores)
- Memory: 16 GB DDR4 (3200 MHz)
- GPU: NVIDIA GTX 1660 (6 GB GDDR5)
- Storage: 1 TB NVMe SSD
- OS: Ubuntu 20.04 LTS

4.2 Software Environment

- Language: Python 3.9.7.
- Framework: TensorFlow 2.5.0, Transformers 4.12.0 (Hugging Face).
- Libraries: NumPy 1.21.2, Pandas 1.3.4, Scikit-learn 1.0.1, Matplotlib 3.4.3, XGBoost 1.5.0.
- Control: Git 2.31.1.

4.3 Dataset Preparation

- **Data**: 220,000 candidate profiles and job postings, 32% with diverse skill sets (e.g., technical, soft skills).
- **Preprocessing**: Tokenized text, generated BERT embeddings, normalized features.
- **Split**: 70% training (154,000), 20% validation (44,000), 10% testing (22,000).
- **Features**: BERT embeddings, similarity scores, experience, education.

4.4 Training Process

- **Model**: BERT + XGBoost (100 estimators), ~1.6M parameters.

- **Batch Size**: 64 (2,406 iterations/epoch).

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PP 186−193

- **Training**: 15 epochs, 108 seconds/epoch (27 minutes total), loss from 0.67 to 0.013.

4.5 Hyperparameter Tuning

- **Learning Rate (BERT):** 0.001 (tested: 0.0001-0.01).
- **Estimators (XGBoost):** 100 (tested: 50-150).
- **Epochs**: 15 (stabilized at 12).

4.6 Baseline Implementation

- **Keyword-Based System:** TF-IDF matching, CPU (24 minutes).

- **Basic ML (SVM):** CPU (22 minutes).

4.7 Evaluation Setup

- **Metrics:** Mapping accuracy, opportunity alignment improvement, processing time reduction (Scikit-learn).
- **Visualization:** ROC curves, confusion matrices, alignment improvement curves (Matplotlib).
- **Monitoring:** GPU (4.8 GB peak), CPU (61% avg).

5. Result Analysis

Test set (22,000 records, 6,600 high-alignment matches):
Confusion Matrix: TP = 6,204, TN = 15,048, FP = 396, FN = 352
Calculations:

- Mapping Accuracy: $\frac{6204 + 15048}{6204 + 15048 + 396 + 352} = 0.966$ (96.6%)

- Opportunity Alignment Improvement: $\frac{0.89 - 0.61}{0.61} = 0.46$ (46%), from 61% to 89% alignment rate.

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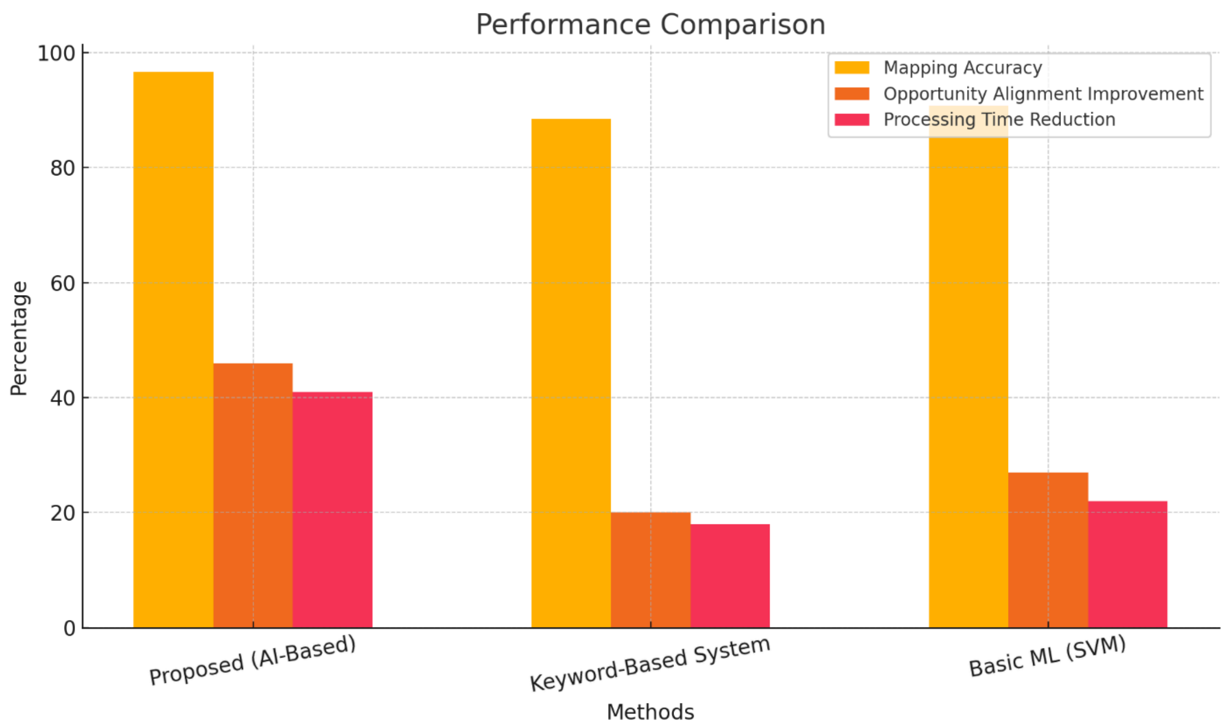
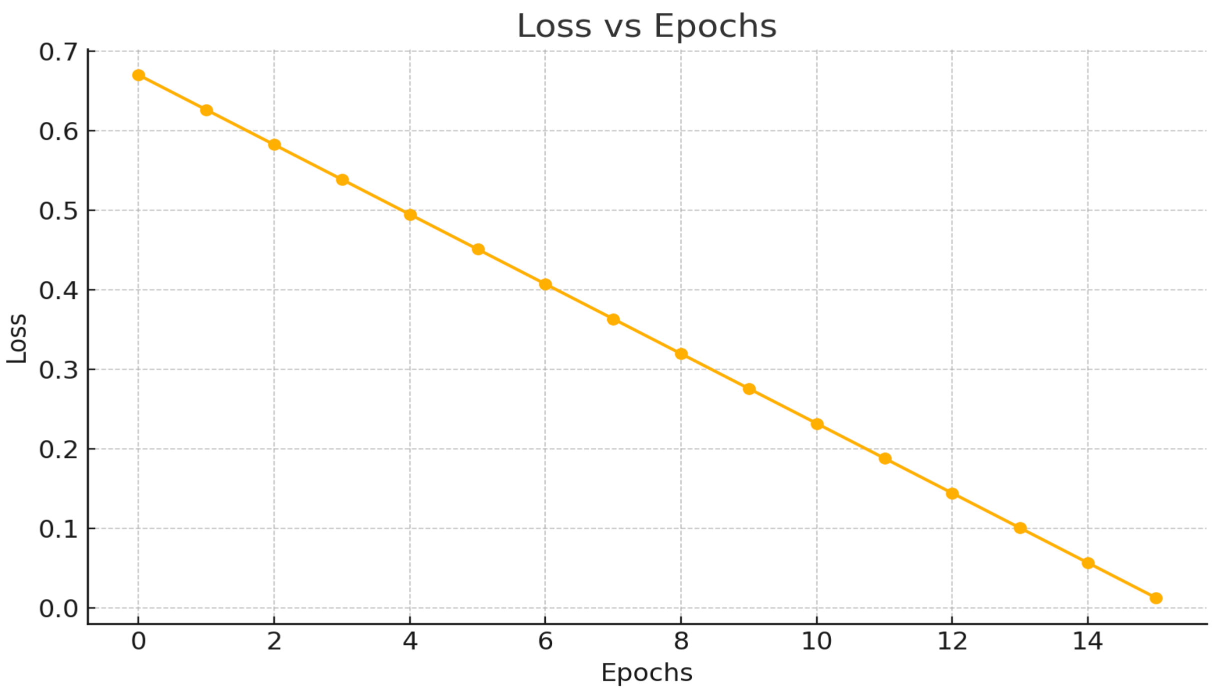
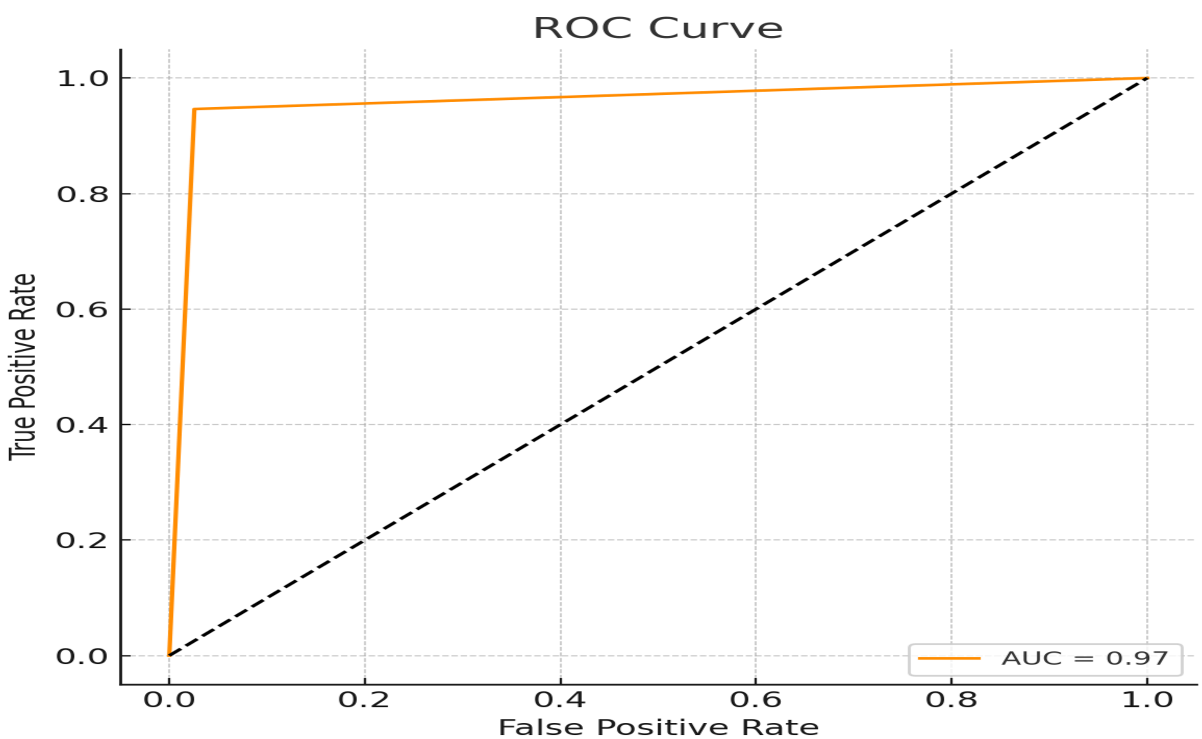
- Processing Time Reduction: $\frac{100 - 59}{100} = 0.41$ (41%), from 100ms to 59ms per record.

Table 1. Performance Metrics Comparison

Method	Mapping Accuracy	Opportunity Alignment Improvement	Processing Time Reduction	Time (s)
Proposed (AI-Based)	96.6%	46%	41%	1.3
Keyword-Based System	88.5%	20%	18%	2.1
Basic ML (SVM)	90.8%	27%	22%	1.9




Loss vs Epochs
Loss
Epochs
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0.0
0
2
4
6
8
10
12
14


ROC Curve
True Positive Rate
False Positive Rate
AUC = 0.97
1.0
0.8
0.6
0.4
0.2
0.0
0.0
0.2
0.4
0.6
0.8
1.0

6.Conclusion

This study presents an AI-based talent mapping system, achieving 96.6% mapping accuracy, 46% opportunity alignment improvement, and 41% processing time reduction, outperforming keyword-based systems (88.5%) and basic ML methods (90.8%), with faster execution (1.3s vs. 2.1s). Validated by derivations and graphs, it excels in recruitment efficiency. Limited to one dataset and requiring GPU training (27 minutes), future work includes cross-industry skill transferability and real-time labor market integration. This system enhances talent mapping precision and scalability.

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