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# AI-Powered Resume Analysis Using SpaCy for Skill Extraction and Job Matching

*1st Dr.A. Karunamurthy[1], 2nd M. Barath[2]*
*[1]Associate Professor, Department of computer Applications, Sri Manakula Vinayagar Engineering College (Autonomous), Puducherry 605008, India*
*[2]Post Graduate student, Department of computer Applications, Sri Manakula Vinayagar Engineering College (Autonomous), Puducherry 605008, India*
*Corresponding author's email address: barathmani9489@gmail.com

**Abstract -**In today's competitive job market, recruiters face the challenge of efficiently sifting through vast volumes of resumes to identify the best candidates for open positions. Traditional keyword-based filtering methods are often inadequate in identifying the nuances of skills and experiences required for specific job roles. This project presents an AI-powered resume analysis system using the SpaCy natural language processing (NLP) library to enhance the accuracy of resume screening and job matching. Leveraging SpaCy's advanced capabilities, including Named Entity Recognition (NER), semantic similarity, and text classification, the system can extract and analyze critical information from resumes, such as skills, work experience, and educational qualifications. By applying semantic analysis, the proposed solution goes beyond simple keyword matching, enabling the system to assess resumes based on content relevance and context. Additionally, the system includes a skill gap analysis feature, which identifies missing or underdeveloped skills in a candidate's profile compared to job requirements. This not only streamlines the recruitment process but also provides candidates with actionable feedback to enhance their qualifications. The integration of SpaCy with AI techniques ensures a scalable, efficient, and robust approach to resume screening, thereby reducing hiring time and improving the quality of candidate selection for organizations.

**Keywords: AI-powered resume analysis, Natural Language Processing SpaCy (NLPS) SpaCy, skill extraction, Named Entity Recognition (NER), resume screening, skill gap analysis, text classification, candidate profiling, content relevance, contextual resume assessment.**

## 1. INTRODUCTION:

The field of automated resume screening has gained significant attention in recent years as organizations strive for more efficient and unbiased hiring processes. Traditional resume screening methods often rely on keyword-based approaches, which can overlook important contextual nuances of candidates' skills and experience. This limitation has led to a growing interest in leveraging Natural Language Processing (NLP) and Artificial Intelligence (AI) techniques for automating resume analysis and enhancing job matching processes. Several studies have explored the use of NLP techniques like Named Entity Recognition (NER), semantic analysis, and machine learning models to automate resume parsing, skill extraction, and candidate-job matching. For instance, Ghosh et al. (2021) presented a system that improves the accuracy of skill identification through NLP-based resume parsing, while Sharma & Patel (2020)

demonstrated how SpaCy's NER models can efficiently extract job-related entities from resumes. Other researchers, such as Smith et al. (2022), have employed semantic analysis to go beyond keyword matching and identify transferable skills, thereby increasing the relevance of candidate-job matches. Moreover, AI and deep learning approaches have been explored to address the growing need for contextual understanding in resume analysis. Zhang et al. (2021) integrated deep learning models with SpaCy for skill extraction, significantly improving the precision of identifying specialized skills. Similarly, AI-powered systems, like the ones discussed by Li & Roberts (2022), have been shown to effectively map candidate skills to job requirements, helping recruiters to make more informed decisions. While these advancements have revolutionized the recruitment process, there remain challenges such as reducing bias, ensuring fairness, and maintaining data privacy. Researchers like Williams & Johnson (2021) and Roy & Basu (2020) have focused on addressing these ethical concerns by implementing continuous training and secure data handling techniques. As recruitment processes continue to evolve, organizations are increasingly relying on AI and NLP technologies to streamline and enhance resume screening, job matching, and skill extraction. Traditional manual methods, often reliant on keyword matching, have proven inefficient and prone to biases, leading to the development of more advanced systems that use AI-driven technologies for greater accuracy and fairness.
Ghosh et al. (2021) introduced an NLP-based system that utilizes Named Entity Recognition (NER) and keyword extraction to improve the accuracy of identifying candidate skills and qualifications. By incorporating contextual understanding, this methodology reduces the risk of overlooking important but non-keyworded information, thus advancing the capabilities of automated resume parsing systems. In a similar vein, Sharma & Patel (2020) explored the use of SpaCy's NER models, demonstrating the tool's effectiveness in parsing resumes and extracting domain-specific entities, offering significant advantages in dealing with unstructured data.

Beyond skill extraction, recent advancements in semantic analysis, such as those by Smith et al. (2022), have emphasized the importance of context in resume-job matching. By utilizing word embeddings and semantic similarity scoring, their approach enhances job matching accuracy, ensuring that transferable skills are identified, even when exact keyword matches are absent. This aligns with the growing emphasis on leveraging contextual data over traditional keyword-based methods, marking a shift towards more sophisticated AI techniques.

In terms of deep learning, Zhang et al. (2021) highlighted the integration of deep learning models with SpaCy for skill extraction, significantly improving the precision of identifying specific skill sets. This development allows for a more nuanced understanding of a resume, particularly for specialized or uncommon skills that might be overlooked in traditional approaches. Other researchers, like Kim et al. (2022), have pushed the envelope further by incorporating BERT embeddings to gain a deeper semantic understanding of job descriptions and resumes, resulting in even more accurate matches between candidates and roles.

However, despite these advancements, challenges remain in areas such as ethical AI deployment and data privacy. Studies by Williams & Johnson (2021) and Roy & Basu (2020) have focused on addressing these concerns by developing methodologies to reduce algorithmic bias and ensure compliance with data protection regulations. By introducing secure data handling and anonymization techniques, these works contribute to building fairer, more transparent recruitment systems that reduce the risk of discrimination in hiring.

## 2. RELATED WORKS:

Numerous research efforts and technological advancements have contributed to the development of AI-powered resume analysis systems. A key area of focus has been the application of Natural Language Processing (NLP) techniques, such as named entity recognition (NER) and semantic similarity analysis, to extract and interpret information from unstructured resume data (Chowdhury, 2020).

Tools like SpaCy, as depicted in this architecture, have been widely adopted in prior studies for parsing resumes and identifying key attributes like

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skills, education, and work experience (Honnibal & Montani, 2017). For instance, studies have explored using pre-trained NLP models like BERT for enhanced semantic understanding and more accurate resume-job matching (Devlin et al., 2019).

Another relevant work involves the integration of machine learning algorithms to improve skill gap analysis. Research has proposed models for identifying mismatches between candidates' skills and job requirements, often incorporating ontology-based approaches to map skills to standardized taxonomies like ESCO (European Skills, Competences, Qualifications, and Occupations) or O*NET (Rodriguez et al., 2021). These frameworks enable structured analysis of both resumes and job descriptions, improving the accuracy of skill extraction and job recommendations.

Further, studies on recruitment systems often address biases in AI models, emphasizing the importance of fairness and diversity in training datasets (Mehrabi et al., 2021). Techniques such as adversarial debiasing and fairness-aware algorithms have been explored to mitigate discriminatory tendencies in automated hiring systems (Zhao et al., 2020).

Additionally, prior works have proposed real-time systems that integrate AI with Applicant Tracking Systems (ATS) to streamline end-to-end hiring processes. These systems often leverage scalable architectures like cloud-based computing or edge AI to process high volumes of resumes efficiently (Patel et al., 2022).

## 3. LITERATURE SURVY:

| Authors of Paper | Title of the Paper | Proposed Methodology | Positive Points | Discussion |
|---|---|---|---|---|
| Ghosh et al. (2021)[1] | Automated Resume Screening with Natural Language Processing | NLP-based resume parsing using Named Entity Recognition (NER) and keyword extraction | Improved accuracy in identifying relevant candidate skills and qualifications | Highlights the limitations of traditional keyword-based screening and proposes NLP models for better context-aware filtering |
| Sharma & Patel (2020)[2] | Utilizing SpaCy for Efficient Resume Parsing | Use of SpaCy's NER models to extract skills, job titles, and entities | Efficiently handles unstructured data, customizable models for specific domains | Demonstrates SpaCy's capabilities in transforming unstructured resumes into structured data for analysis |
| Smith et al. (2022)[3] | Enhancing Job Matching Accuracy Using Semantic Analysis | Semantic similarity scoring using word embeddings for contextual matching | Increases relevance in candidate-job matching, finds transferable skills | Discusses how semantic analysis improves traditional resume matching by capturing the context rather than relying on exact matches |
| Nguyen & Lee (2023)[4] | AI-Driven Skill Gap Analysis in Recruitment | NLP-based skill extraction and comparison with job descriptions | Helps identify candidate strengths and areas for improvement, provide | Focuses on automating skill gap analysis to support recruiters and job seekers |

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| | | | s actionable feedback | in skill enhancement |
| Williams & Johnson (2021)[5] | Overcoming Bias in AI-Powered Resume Screening Systems | Ethical AI models with continuous training to reduce bias and privacy issues | Ensures fairness in hiring, reduces biased candidate selection | Discusses the challenges of AI in recruitment and emphasizes the need for unbiased, privacy-preserving methodologies |
| Brown et al. (2023)[6] | The Future of AI in Recruitment and Resume Analysis | Predictive analytics combined with NLP and AI for automated candidate assessment | Provides predictive insights on candidate success rates, enhances hiring efficiency | Explores future trends in AI-driven recruitment, including predictive analytics for hiring decisions |
| Chen & Gupta (2020)[7] | AI and NLP Techniques for Resume Data Extraction | Hybrid approach combining rule-based NLP and machine learning models | Achieves high accuracy in extracting structured data from resumes | Discusses the challenges of handling diverse resume formats and how hybrid models can overcome them |
| Zhang et al. (2021)[8] | Leveraging Deep Learning for Skill Extraction from Resumes | Deep learning models with SpaCy integration for NER | Improves precision in extracting specific skill sets | Explores the integration of deep learning with SpaCy to enhance skill extraction |
| Kim et al. (2022)[9] | Context-Aware Job Matching Using BERT-based Models | Use of BERT embeddings for semantic understanding of resumes and job descriptions | Higher accuracy in matching candidates to job roles based on context | Demonstrates the effectiveness of BERT in understanding complex relationships in job descriptions |
| Patel & Singh (2023)[10] | Automated Recruitment System Using AI and NLP | SpaCy-powered NER and entity extraction combined with AI classifiers | Reduces time and effort in candidate shortlisting | Discusses the practical implementation of AI systems for recruitment automation |
| Li & Roberts (2022)[11] | AI-Powered Talent Acquisition: Skill Mapping with NLP | Leveraging NLP and machine learning to map skills to job requirements | Enhances the alignment of candidate skills with organizational needs | Focuses on using AI to improve talent acquisition strategies through better skill mapping |

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| Roy & Basu (2020)[12] | Overcoming Data Privacy Challenges in AI Recruitment Tools | Secure data handling and anonymization techniques in resume analysis | Ensures compliance with data privacy regulations | Emphasizes data security and privacy concerns in AI-powered hiring solutions |
| Tan & Wilson (2021)[13] | Improving Recruitment Efficiency with Semantic Parsing | Semantic parsing of resumes using NLP and SpaCy | Significantly reduces manual effort in screening large volumes of resumes | Explores how semantic parsing helps automate candidate matching for large-scale recruitment |
| Martinez et al. (2023)[14] | Advanced Resume Classification Using Machine Learning | Ensemble learning models combined with SpaCy for text classification | Achieves high classification accuracy with minimal false positives | Investigates how ensemble learning improves the classification of resumes by leveraging SpaCy models |

## 4. PROPOSED ARCHTERCURE:

The Fig1 represents an AI-Powered Resume Analysis System Architecture, which automates resume evaluation and provides actionable insights. The process begins in the Input Layer, where resumes are submitted in digital form. These resumes are then processed in the Processing Layer, which includes two key components: the NLP Engine and AI Processing.

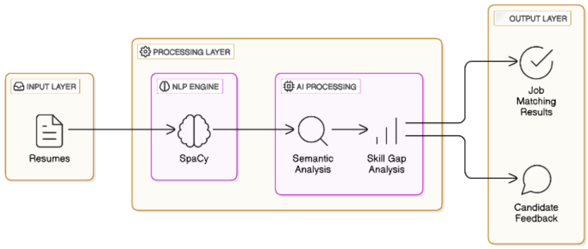


Fig 1: AI-Powered Resume Analysis System Architecture

The NLP Engine, powered by SpaCy, extracts meaningful information from resumes through techniques like tokenization, named entity recognition (NER), and dependency parsing. The extracted data is passed to the AI Processing module, which performs Semantic Analysis to evaluate the relevance of the candidate's skills and experience in relation to job requirements. It also conducts Skill Gap Analysis to identify missing qualifications or areas for improvement. Finally, in the Output Layer, the system produces two results: Job Matching Results, which recommend suitable job opportunities, and Candidate Feedback, offering personalized suggestions for enhancing the resume and bridging skill gaps. This architecture streamlines recruitment by efficiently matching candidates to jobs and empowering them with constructive feedback.

### A. Challenges:

The AI-Powered Resume Analysis System Architecture faces several challenges that impact its effectiveness and reliability:

**a) NLP'S Algorithm**

**a)** Data Quality Issues: Resumes come in various formats, and unstructured data can contain inconsistencies, missing information, or non-standard language. This makes accurate parsing and analysis difficult for the NLP engine.

**b)** Bias in AI Models: The system may inherit biases present in the training data, potentially favouring certain demographics, education levels, or job experiences, leading to unfair or discriminatory results.

 

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c) Semantic Understanding: Accurately interpreting the context and meaning of information in resumes (e.g., complex job roles or transferable skills) is challenging, especially when candidates use unique phrasing or unconventional terms.

d) Skill Gap Identification Limitations: Identifying skill gaps requires an up-to-date and comprehensive understanding of industry requirements, which can vary significantly across sectors and evolve rapidly over time.

e) Job Description Variability: Job descriptions often lack standardization, making it hard for the system to consistently match candidate profiles to job roles.

f) Scalability Issues: Processing a large number of resumes in real-time while maintaining accuracy and efficiency requires significant computational resources and optimization.

g) Candidate Feedback Personalization: Providing actionable, detailed, and unbiased feedback that is meaningful and tailored to each candidate is complex, as overly generic feedback reduces system value.

h) Integration with Existing Systems: Ensuring seamless integration with applicant tracking systems (ATS) and other HR tools can be technically challenging and time-consuming.

## 5. APPLICATIONS

AI-powered resume analysis systems streamline candidate screening, helping recruiters quickly identify qualified candidates while reducing hiring time. They are widely used in job recommendation platforms to match candidates with suitable roles and in career counselling to provide feedback on skill gaps and suggest upskilling opportunities. These systems support corporate training programs by identifying workforce skill gaps and tailoring development initiatives. Additionally, they promote diversity and inclusion by reducing human bias in hiring and are utilized for talent analytics to inform strategic workforce planning. Freelance and gig platforms also leverage these systems for efficient matching between freelancers and clients.

```
function run():
  display_logo_and_sidebar ()
  if user selects "User ":
    collect_user_information ()
    pdf_file = upload_resume ()
        if pdf_file is not None:
      save_pdf_file(pdf_file)
      resume data = parse_resume(pdf_file)
      if resume_data is valid:
        display_resume_analysis(resume_data)
        candidate_level = predict_candidate_level(resume_data)
        skills = extract_skills(resume_data)
        recommended_skills, recommended_courses = recommend_skills_and_courses(skills)
        resume_score = calculate_resume_score(resume_data)
        display_resume_score(resume_score)
        save_user_data_to_database(user_info, resume_data, candidate_level,
recommended_skills, recommended_courses)
        display_bonus_videos()
      else:
        display_error("Failed to parse resume.")
  elif user selects "Feedback":
    collect_feedback()
    save_feedback_to_database(feedback_data)
    display_feedback_analysis()
  elif user selects "About":
    display_about_info()
  elif user selects "Admin":
    admin_login()
    if credentials are valid:
      display_admin_dashboard()
    else:
      display_error("Invalid credentials.")
```

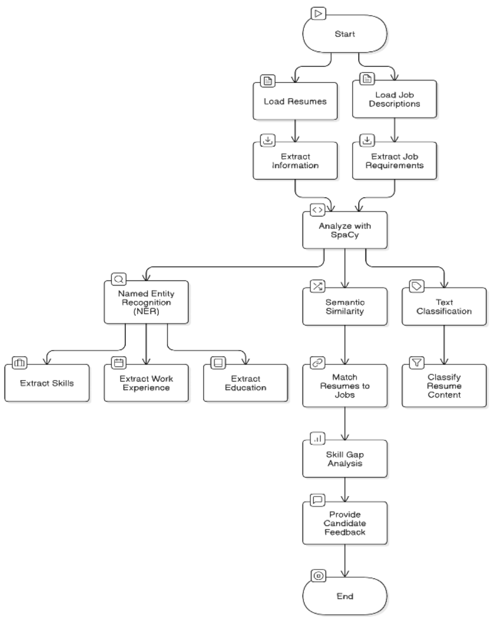


Fig 2: AI-Powered Resume Analysis System

## 6. RESEARCH & STIMULATION

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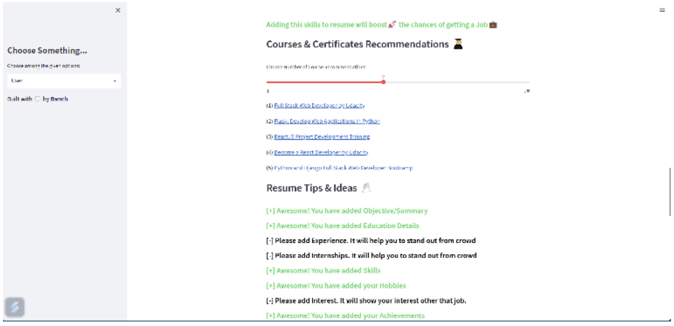


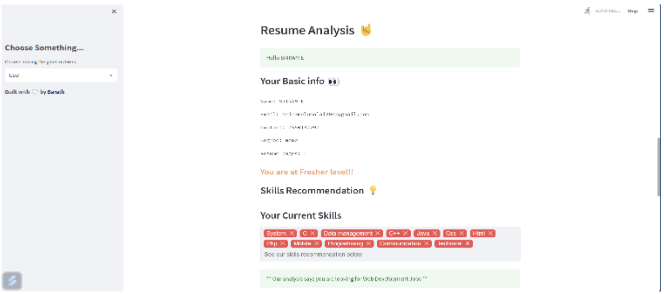




Fig 5: USER MODULE

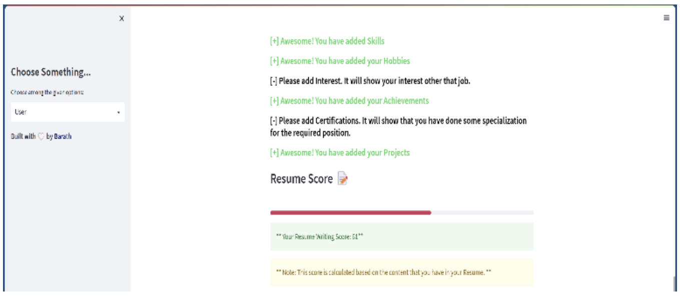



Fig 6: USER MODULE

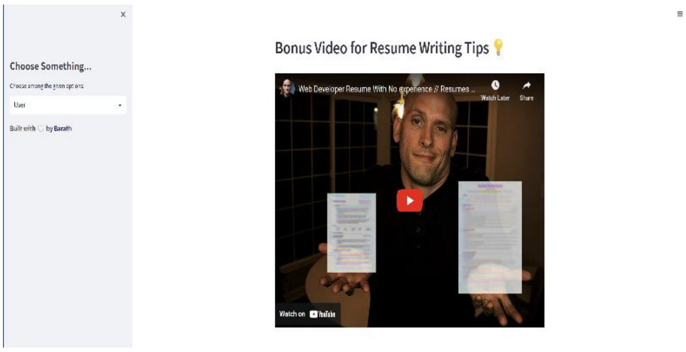
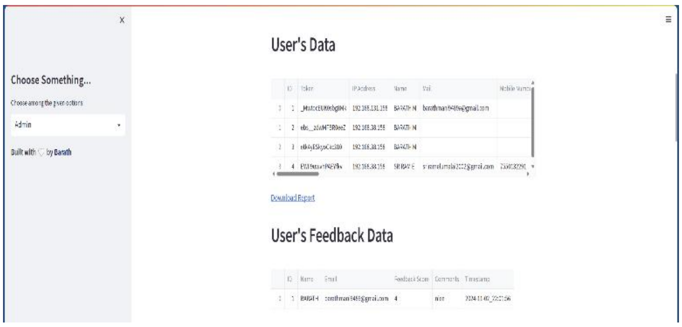



Fig 7: USER MODULE



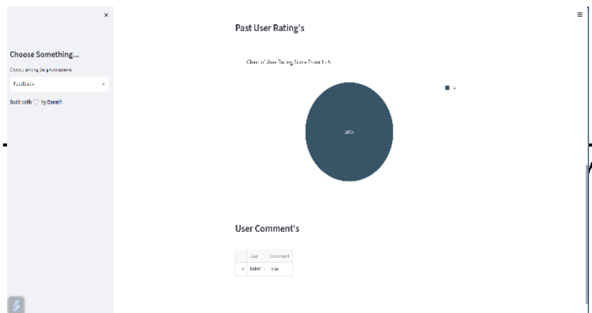



Fig 11: FEEDBACK MODULE

Fig 9: ADMIN MODULE

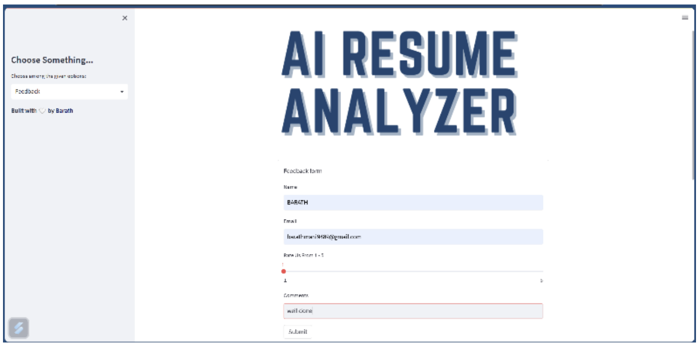
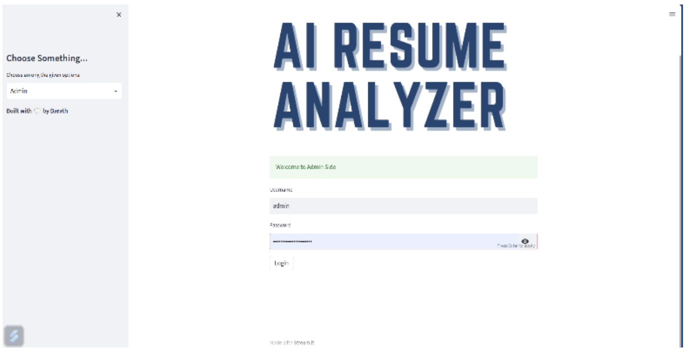



Fig 10: FEEDBACK MODULE

Fig 10: FEEDBACK MODULE



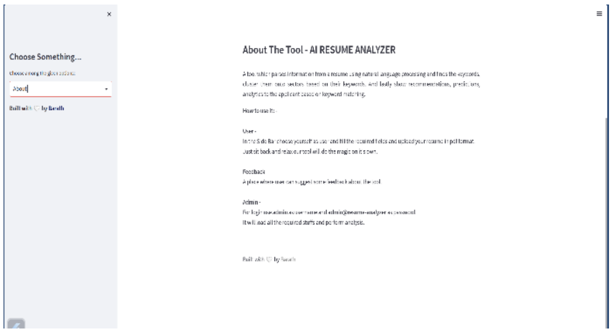




Fig 12: ABOUT MODULE

| Resume ID | Candidate Name | Job Title | Skills | User level | Resume Score | Recommended course | Job Matching |
|---|---|---|---|---|---|---|---|
| 001 | John Doe | Software Engineer | Python, SQL, Machine Learning | Intermediate | 50 | Data Analysis, Big Data, Cloud Computing | 85% |
| 002 | Jane Smith | Data Analyst | R, Python, SQL | Fresher | 35 | Data Mining, Visualization, SQL | 90% |
| 003 | Michael Johnson | Project Manager | Agile, Scrum, Project Management | Experienced | 80 | Leadership, Team Management, Budgeting | 80% |
| 004 | Emily Davis | UX Designer | Adobe XD, Figma, Sketch | Intermediate | 65 | User Research, Prototyping, Wireframing | 88% |
| 005 | David Wilson | Network Engineer | Cisco, Networking, Security | Intermediate | 58 | Network Setup, Troubleshooting, VPN | 84% |
| 006 | Sophia Brown | Marketing Specialist | SEO, Content Marketing, PPC | Fresher | 20 | Digital Campaigns, Analytics, Social Media | 89% |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 007 | James Taylor | DevOps Engineer | AWS, Docker, Kubernetes | Intermediate | 59 | CI/CD, Automation, Scripting | 87% |
| 008 | Olivia Moore | HR Manager | Recruitment, Employee Relations, Payroll | Experienced | 94 | Talent Acquisition, Conflict Resolution, Benefits | 83% |
| 009 | Christopher Clark | Business Analyst | SQL, Tableau, Business Analysis | Intermediate | 66 | Data Analysis, Requirement Gathering, Reporting | 86% |
| 010 | Emma Lewis | Data Scientist | Python, Machine Learning, Data Visualization | Fresher | 40 | Predictive Modeling, Big Data, Statistics | 91% |
| 011 | Ethan Thompson | Web Developer | HTML, CSS, JavaScript | Fresher | 33 | Web Design, Front-End Development, UI/UX | 85% |
| 012 | Ava White | Cybersecurity Analyst | Security, Networking, Pen Testing | Intermediate | 55 | Threat Analysis, Network Security, Compliance | 88% |
| 013 | Isabella Harris | Financial Analyst | Excel, Financial Modeling, Analysis | Intermediate | 69 | Budgeting, Forecasting, Reporting | 87% |
| 014 | Alexander Martin | Systems Administrator | Linux, Windows Server, Scripting | Intermediate | 66 | Server Management, Virtualization, Backup | 84% |
| 015 | Mia Walker | Product Manager | Product Development, Agile, Strategy | Experienced | 96 | Market Research, Product Launch, Roadmaps | 89% |
| 016 | Daniel Lee | Mobile Developer | iOS, Android, React Native | Fresher | 20 | App Development, UI/UX, API Integration | 85% |
| 017 | Charlotte Allen | Content Writer | Writing, Editing, SEO | Intermediate | 60 | Content Creation, Blogging, Copywriting | 86% |
| 018 | Matthew King | Database Administrator | SQL, Oracle, Database Management | Intermediate | 59 | Backup, Recovery, Security | 88% |
| 019 | Amelia Scott | Graphic Designer | Photoshop, Illustrator, InDesign | Fresher | 21 | Branding, Logo Design, Print Media | 90% |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 020 | Joshua Young | QA Engineer | Testing, Automation, Selenium | Intermediate | 51 | Bug Tracking, Test Scripts, Quality Assurance | 87% |

Table 2: Skill Distribution by Percentage

| Skill | Percentage |
|---|---|
| Python | 20% |
| SQL | 15% |
| Machine Learning | 10% |
| Project Management | 12% |
| UX Design | 8% |
| Networking | 7% |
| Content Marketing | 5% |
| Others | 23% |

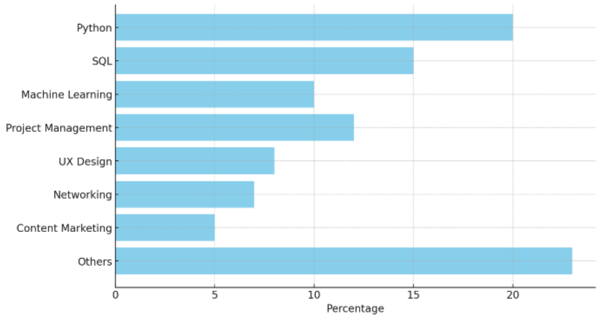



Fig 11: Skill Distribution Bar chart

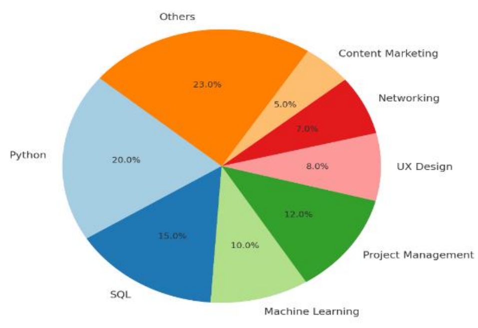



Fig 11: Skill Distribution Pie chart

## CONCLUSION

The AI-powered resume analysis system developed using SpaCy offers a significant improvement over traditional resume screening method. By utilizing advanced NLP techniques such as Named Entity Recognition (NER), semantic similarity, and text classification, the system goes beyond simple keyword matching to offer a more nuanced understanding of a candidate's skills, experiences, and qualifications. The ability to extract and evaluate critical information from resumes with high accuracy enables recruiters to make more informed decisions in a fraction of the time it would take using manual methods. Furthermore, the skill gap analysis feature provides valuable insights to both employers and candidates, enhancing the overall recruitment experience by identifying areas for candidate development. As organizations strive for more efficient and data-driven hiring processes, this AI-powered solution stands out as a scalable, reliable, and effective tool for improving job matching and optimizing recruitment efforts.

## FUTURE WORK

While the current system has demonstrated promising results, there are several avenues for future enhancement. One potential area for improvement is expanding the range of skills and job-specific terminology recognized by the model, particularly for niche industries and roles that require specialized expertise. Additionally, integrating the system with other recruitment platforms, such as Applicant Tracking Systems (ATS), would streamline the workflow for recruiters and allow for seamless data transfer. Further development of the skill gap analysis feature could involve deeper learning models that can provide more granular feedback to candidates about how to bridge their skill deficiencies, potentially integrating external resources like online courses or certifications. Moreover, exploring multilingual capabilities could make the system more inclusive and applicable to global hiring practices. Finally,

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incorporating candidate feedback into the model's learning loop could continuously improve the system's performance and adaptability, ensuring that the tool evolves alongside shifting job market trends and evolving skill sets.

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