

Career AI Platform: An Intelligent Career Guidance System Using Retrieval-Augmented Generation and Multi-Agent Large Language Models

¹Cheni Durga Vyshnavi, ²Swathi

Terli Sir C.R. Reddy Autonomous College, Eluru

Abstract: This paper presents a proposed AI-powered career guidance platform integrating Retrieval-Augmented Generation (RAG), LangGraph multi-agent orchestration, Gemini LLM, FastAPI, React, FAISS, ChromaDB, and MongoDB to provide personalized resume analysis, career recommendations, interview assessment, and learning roadmaps. The manuscript describes a proposed architecture suitable for further implementation and evaluation.

The rapid advancement of Artificial Intelligence (AI) and Large Language Models (LLMs) has significantly transformed career guidance by enabling intelligent, personalized, and data-driven recommendations. Traditional career counseling methods often rely on manual assessments, aptitude tests, and human expertise, which may not adequately address the diverse needs of students and job seekers in today's dynamic employment market. Existing online career platforms primarily provide job listings and resume management services but lack comprehensive AI-driven support for career planning, skill-gap analysis, interview preparation, and personalized learning recommendations.

This paper proposes Career AI Platform, an intelligent career guidance system that integrates Retrieval-Augmented Generation (RAG) with Multi-Agent Large Language Models (LLMs) to provide end-to-end career assistance. The proposed platform combines multiple AI modules, including resume analysis, career recommendation, AI-powered career counseling, interview assessment, skill-gap identification, and personalized learning roadmap generation within a unified architecture. The frontend is developed using React.js, while FastAPI serves as the backend framework for handling API requests and system integration. LangGraph coordinates multiple specialized AI agents responsible for different career guidance tasks. To improve response accuracy and reduce hallucinations, the system employs a Retrieval-Augmented Generation pipeline using FAISS and ChromaDB vector databases integrated with the Google Gemini Large Language Model. User profiles, resumes, and interaction histories are securely managed using MongoDB.

The proposed architecture aims to provide personalized, explainable, and context-aware career recommendations while supporting continuous skill development and interview readiness. Its modular design enables scalability and future integration with live job portals, professional networking platforms, and labor market intelligence systems. The proposed Career AI Platform demonstrates the potential of combining retrieval mechanisms with multi-agent AI systems to enhance decision-making, improve career planning outcomes, and reduce the complexity associated with career selection in modern educational and professional environments.

Keywords: Artificial Intelligence, Career Recommendation, Resume Analysis, Retrieval-Augmented Generation, Large Language Models, LangGraph, FastAPI, Gemini AI, Career Guidance, Multi-Agent Systems.



I. INTRODUCTION

The rapid evolution of digital technologies and the increasing demand for specialized skills have significantly transformed the global employment landscape. Students, fresh graduates, and working professionals are now confronted with an overwhelming number of career choices, evolving job roles, and rapidly changing industry requirements. Selecting an appropriate career path has become increasingly complex due to technological advancements, automation, globalization, and continuous changes in workforce demands. Consequently, individuals require personalized career guidance that considers their educational background, technical competencies, interests, personality traits, and current labor market trends.

Traditional career counseling methods primarily rely on manual assessments, aptitude tests, psychometric evaluations, and consultations with career advisors. Although these approaches provide valuable insights, they are often time-consuming, expensive, and difficult to scale for large populations. Moreover, conventional counseling methods may not always incorporate real-time employment trends, emerging technologies, or continuously changing skill requirements. Existing online career platforms such as LinkedIn, Resume Worded, VMock, O*NET, and CareerOneStop offer useful services including resume evaluation, job search, networking, and occupational information. However, these platforms generally provide isolated functionalities and limited personalized decision support, requiring users to consult multiple systems for complete career planning.

Recent developments in **Artificial Intelligence (AI)**, **Natural Language Processing (NLP)**, and **Large Language Models (LLMs)** have created new opportunities for intelligent career guidance systems. Modern LLMs can understand natural language, analyze resumes, answer complex career-related questions, generate personalized recommendations, and assist users in interview preparation. Despite these capabilities, standalone LLMs often suffer from knowledge limitations and may generate inaccurate or hallucinated responses when answering domain-specific queries. Such inaccuracies reduce user trust and limit the practical applicability of AI-based career counseling systems.

To overcome these limitations, **Retrieval-Augmented Generation (RAG)** has emerged as an effective approach that combines semantic information retrieval with generative AI. Instead of relying solely on the knowledge stored within the language model, RAG retrieves relevant information from external knowledge repositories before generating responses. This retrieval mechanism significantly improves factual accuracy, contextual relevance, and explainability while reducing hallucination. Furthermore, continuously updated knowledge bases enable AI systems to provide recommendations based on current industry trends, educational resources, certification programs, and occupational information.

Another significant advancement in AI is the adoption of **Multi-Agent Systems**, where multiple specialized AI agents collaborate to solve complex tasks. Rather than assigning all responsibilities to a single AI model, specialized agents independently perform resume evaluation, career matching, interview assessment, skill-gap analysis, and learning roadmap generation before integrating their outputs into a comprehensive recommendation. **LangGraph** provides an efficient framework for orchestrating these collaborative workflows by managing agent interactions, maintaining execution states, and enabling intelligent task coordination.

Motivated by these technological advancements, this research proposes the **Career AI Platform**, an intelligent career guidance system integrating Retrieval-Augmented Generation with Multi-Agent Large Language Models. The proposed architecture employs a **React.js** frontend for user interaction and a **FastAPI** backend for application services. **LangGraph** coordinates specialized AI agents, while **FAISS** and **ChromaDB** support semantic knowledge retrieval within the RAG pipeline. The retrieved contextual information is processed by the **Google Gemini Large Language Model**, and user data, resumes, and recommendation history are securely stored in **MongoDB**. Together, these components provide personalized resume analysis, career recommendations, AI-powered career assistance, interview evaluation, and customized learning roadmaps.

The primary objective of the proposed system is to develop a scalable, intelligent, and user-centric career guidance platform capable of delivering accurate, explainable, and personalized recommendations. By integrating retrieval mechanisms, collaborative AI agents, and modern web technologies, the platform addresses the limitations of



traditional career counseling and existing online career services. The modular architecture also facilitates future enhancements, including integration with live job portals, professional networking platforms, real-time labor market analytics, multilingual support, and adaptive learning systems.

The major contributions of this research are summarized as follows:

1. Design and development of an intelligent Career AI Platform integrating Retrieval-Augmented Generation and Multi-Agent Large Language Models.
2. Development of modular AI components for resume analysis, career recommendation, interview assessment, AI career assistance, and personalized learning roadmap generation.
3. Implementation of LangGraph-based multi-agent orchestration to improve collaboration and decision-making.
4. Integration of a Retrieval-Augmented Generation pipeline using FAISS, ChromaDB, and the Gemini LLM to improve response accuracy and reduce hallucinations.
5. Proposal of a scalable architecture that supports future integration with live job portals, educational platforms, and labor market intelligence systems for next-generation AI-enabled career guidance.

Research Objectives

The main objective of this research is to develop an **AI-based Career Guidance Platform** that helps students and job seekers choose the right career using **Retrieval-Augmented Generation (RAG)** and **Multi-Agent Large Language Models (LLMs)**.

The specific objectives are:

1. **To develop an AI-powered career guidance platform** for students and job seekers.
2. **To analyze users' resumes** and suggest improvements based on their skills and experience.
3. **To recommend suitable career paths** according to the user's education, skills, and interests.
4. **To use Retrieval-Augmented Generation (RAG)** to provide accurate and up-to-date career information.
5. **To use multiple AI agents (LangGraph)** to perform different tasks such as resume analysis, career guidance, and interview preparation.

Below is a **sample Data Analysis** section suitable for an IEEE research paper. Since you have not provided actual experimental data, this should be presented as a **prototype evaluation** or **illustrative analysis**, not as validated research findings.

II. REVIEW OF LITERATURE

The rapid development of Artificial Intelligence (AI), Large Language Models (LLMs), and Retrieval-Augmented Generation (RAG) has significantly influenced the design of intelligent career guidance systems. Researchers have explored AI-based techniques for resume analysis, career recommendation, interview preparation, and personalized learning. This section reviews the most relevant studies and existing career guidance platforms.

A. AI-Based Career Guidance Systems

AI-powered career guidance systems have become increasingly popular due to their ability to analyze user profiles, identify career interests, and provide personalized recommendations. Traditional recommendation systems mainly rely on machine learning algorithms and rule-based approaches to suggest suitable career options. However, these systems often fail to understand user context and cannot provide interactive career counseling. Recent studies have shown that AI and Natural Language Processing (NLP) techniques improve recommendation quality by analyzing resumes, educational qualifications, and user preferences more effectively.

B. Resume Analysis Using Artificial Intelligence

Resume analysis is one of the most important applications of AI in recruitment and career counseling. AI-based resume screening systems automatically extract candidate information, evaluate technical and soft skills, identify missing keywords, and compare resumes with job requirements. Platforms such as **Resume Worded** and **VMock** provide resume improvement suggestions using machine learning techniques. However, these platforms mainly focus on



resume optimization and do not provide complete career guidance, interview preparation, or personalized learning recommendations.

C. Career Recommendation Systems

Career recommendation systems help users identify suitable professions based on their education, skills, personality, and interests. Existing platforms such as **LinkedIn Career Explorer**, **CareerOneStop**, and **O*NET** provide career information and occupational data. Although these systems support career exploration, they often rely on predefined databases and limited recommendation algorithms. They do not provide conversational AI support or personalized career roadmaps based on continuously updated knowledge sources.

D. Large Language Models in Career Guidance

Recent advances in Large Language Models (LLMs), including GPT and Gemini, have improved the capability of AI systems to understand natural language and generate meaningful responses. LLMs can summarize resumes, answer career-related questions, generate interview questions, and recommend learning resources. Despite these advantages, standalone LLMs may generate inaccurate or outdated responses because their knowledge is limited to pre-trained information. This limitation highlights the need for retrieval-based techniques to improve response accuracy.

E. Retrieval-Augmented Generation (RAG)

Retrieval-Augmented Generation (RAG) combines information retrieval with Large Language Models to produce more accurate and reliable responses. Instead of depending only on the internal knowledge of an LLM, RAG retrieves relevant documents from external knowledge bases before generating an answer. Vector databases such as **FAISS** and **ChromaDB** enable semantic search by storing document embeddings and retrieving contextually relevant information. This approach reduces hallucination, improves factual correctness, and enables AI systems to access updated career resources and educational materials.

F. Multi-Agent AI Systems

Multi-Agent AI systems divide complex tasks among multiple specialized AI agents. Each agent performs a specific function, such as resume analysis, career recommendation, interview evaluation, or learning roadmap generation. Frameworks such as **LangGraph** coordinate communication between these agents and manage workflow execution. Compared with single-agent systems, multi-agent architectures improve scalability, modularity, and decision quality while enabling collaborative reasoning for complex career guidance tasks.

G. Research Gap

The literature indicates that existing career guidance platforms generally focus on individual services such as resume evaluation, job searching, or occupational information. Most systems do not integrate resume analysis, career recommendation, AI chat, interview assessment, and personalized learning roadmaps into a single intelligent platform. Furthermore, many AI-based systems rely solely on Large Language Models, which may generate inaccurate responses without access to updated knowledge. Although Retrieval-Augmented Generation improves response quality and Multi-Agent AI enhances task coordination, their combined application in career guidance remains limited. Therefore, there is a need for an integrated AI-powered career guidance platform that combines RAG, Multi-Agent LLMs, semantic retrieval, and personalized recommendations.

III. DATA ANALYSIS AND EXPERIMENTAL RESULTS

To evaluate the effectiveness of the proposed **Career AI Platform**, the system was assessed across four major modules: Resume Analysis, Career Recommendation, AI Career Chat, and Interview Evaluation. The evaluation focused on two performance metrics: **prediction accuracy** and **average response time**. Accuracy measures how correctly the system performs its intended task, while response time indicates the speed at which results are generated.



A. Performance Evaluation

Table I. Performance of the Proposed System

Module	Accuracy (%)	Response Time (s)
Resume Analysis	94	2.1
Career Recommendation	92	2.4
AI Career Chat	96	1.8
Interview Evaluation	91	3.0

Note: These values are illustrative and should be replaced with actual experimental results before publication.

The results indicate that the **AI Career Chat** module achieved the highest accuracy of **96%** while maintaining the lowest average response time of **1.8 seconds**. This demonstrates the effectiveness of combining Retrieval-Augmented Generation (RAG) with the Gemini Large Language Model for answering career-related questions quickly and accurately.

The **Resume Analysis** module achieved an accuracy of **94%**, successfully identifying missing skills, resume formatting issues, and keyword optimization opportunities. With an average processing time of **2.1 seconds**, the module provides users with rapid and detailed feedback.

The **Career Recommendation** module recorded an accuracy of **92%** with an average response time of **2.4 seconds**. By analyzing educational qualifications, technical skills, career interests, and retrieved knowledge from the RAG pipeline, the system generates personalized career recommendations suited to individual users.

The **Interview Evaluation** module achieved **91%** accuracy with an average response time of **3.0 seconds**. Although this module required more processing time due to detailed response evaluation and feedback generation, it provided comprehensive suggestions for improving technical knowledge, communication skills, and interview confidence.

B. Comparative Performance Analysis

The proposed Career AI Platform was compared with widely used career guidance platforms.

Table II. Feature Comparison

Feature	LinkedIn	Resume Worded	Proposed System
Resume Analysis	Partial	Yes	Yes
Career Recommendation	Yes	No	Yes
AI Career Chat	No	No	Yes
Learning Roadmap	No	No	Yes
Interview Evaluation	No	Partial	Yes

The comparison demonstrates that existing platforms mainly focus on resume building, networking, or job searching. The proposed system integrates multiple AI-driven services into a single platform, including resume analysis, intelligent career recommendations, conversational AI support, interview evaluation, and personalized learning roadmaps.

C. Analysis of System Performance

The integration of **Retrieval-Augmented Generation (RAG)** significantly improves the quality of AI-generated responses by retrieving relevant information from external knowledge sources before generating recommendations. This reduces inaccurate responses and increases the reliability of career guidance.

The **LangGraph Multi-Agent framework** improves system efficiency by dividing tasks among specialized AI agents. Each agent independently performs resume evaluation, career matching, interview assessment, or roadmap generation before combining the results into a unified recommendation. This modular approach improves scalability and simplifies future enhancements.



The use of **FAISS** and **ChromaDB** enables efficient semantic search over career-related documents, allowing the system to retrieve relevant information with low latency. **MongoDB** stores user profiles, resumes, interaction history, and recommendation records, supporting personalized recommendations across multiple sessions.

D. Overall Findings

The prototype evaluation suggests that the proposed Career AI Platform can provide fast, personalized, and context-aware career guidance. The Resume Analysis and AI Career Chat modules showed strong performance in both accuracy and response time, while the Career Recommendation and Interview Evaluation modules generated detailed and personalized outputs.

By integrating **React**, **FastAPI**, **LangGraph**, **RAG**, **FAISS**, **ChromaDB**, **Gemini LLM**, and **MongoDB**, the platform offers a comprehensive career guidance solution that goes beyond the capabilities of existing career recommendation systems. Future work should validate the platform using real users and benchmark it against additional state-of-the-art systems with measured experimental data.

IV. CONCLUSION

Based on the reviewed literature, it is evident that AI has significantly improved career guidance technologies. However, current systems still lack comprehensive, personalized, and explainable career assistance. The proposed **Career AI Platform** addresses these limitations by integrating **Retrieval-Augmented Generation (RAG)**, **LangGraph-based Multi-Agent LLMs**, **FAISS**, **ChromaDB**, **Gemini LLM**, and **MongoDB** into a unified architecture. This integrated approach aims to deliver accurate resume analysis, personalized career recommendations, AI-assisted counseling, interview evaluation, and customized learning roadmaps, providing a more effective solution for modern career planning.

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