

Navigating Future Careers: Design, Implementation, and Evaluation of an AI-driven Career Guidance System for IT Professionals in Sri Lanka

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In Sri Lanka's burgeoning information technology (IT) landscape, the Future Entrepreneurship Management and Career Guidance System (FEMCGS), called NavigateFuture, is strategically crafted to address a pivotal challenge—streamlining and enhancing career trajectories for individuals aspiring to join the IT industry. The primary objective is to facilitate a seamless and efficient transition for IT job seekers into a rapidly evolving professional domain. The key problem that NavigateFuture aims to solve is the complexity of aligning personal skills and aspirations with the demands of the IT job market. The IT sector in Sri Lanka witnesses a surge in interest from individuals eager to establish their careers in this dynamic industry. However, navigating the intricacies of IT job searches, predicting suitable qualifications, and presenting oneself effectively to potential employers poses a significant challenge. NavigateFuture serves as an innovative solution by introducing a specialized FEMCGS, powered by advanced Artificial Intelligence (AI). Through tailored dashboards and AI-driven algorithms, the system focuses on providing personalized job matches, automating CV generation, and offering a structured career path for IT professionals. Surveys and interviews with 150 IT professionals in Sri Lanka were conducted to validate the system's alignment with user needs. By conducting thorough research involving individuals from the IT sector, the system ensures that it aligns with the unique needs and preferences of Sri Lanka's IT workforce. Navigate Future emerges as a strategic guide for individuals navigating the complexities of the IT job market in Sri Lanka, offering a comprehensive solution to career development challenges

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