

Skill Scanner: CV Review for JOB SEEKERS

Skill Scanner used AI to compare your skills:

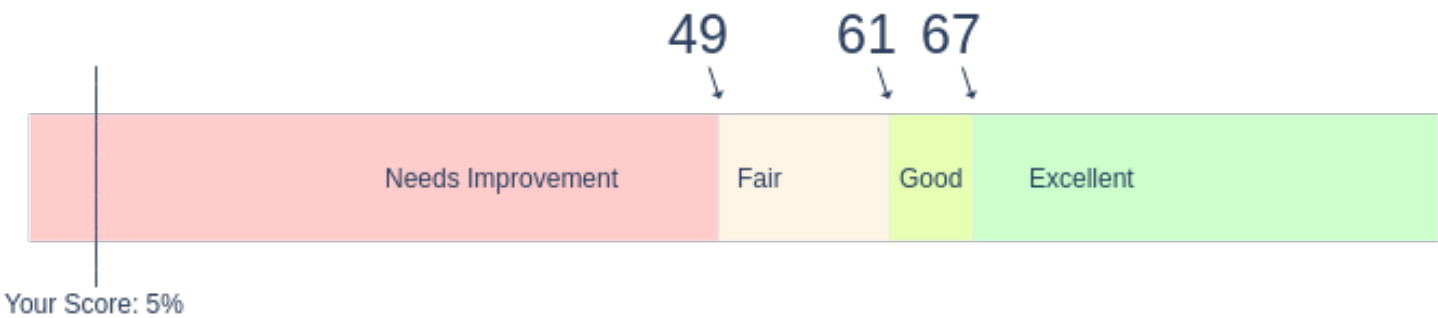
- 1. Comparison to Competition: your skills compared to representative CV's.
 - 2. Fit to Demand: Insight in your skill gaps from comparing your CV to employer demands.
 - 3. Find and Select: Recommendations for Education to fill your skill gaps.
- **For an in depth explanation of our technique please refer to the last page.**

1. Comparison to Competition

See how you rank up against other JOB SEEKERS' CV's.

Your total CV Coverage Score is: 5% Coverage

What is a good Coverage Score?



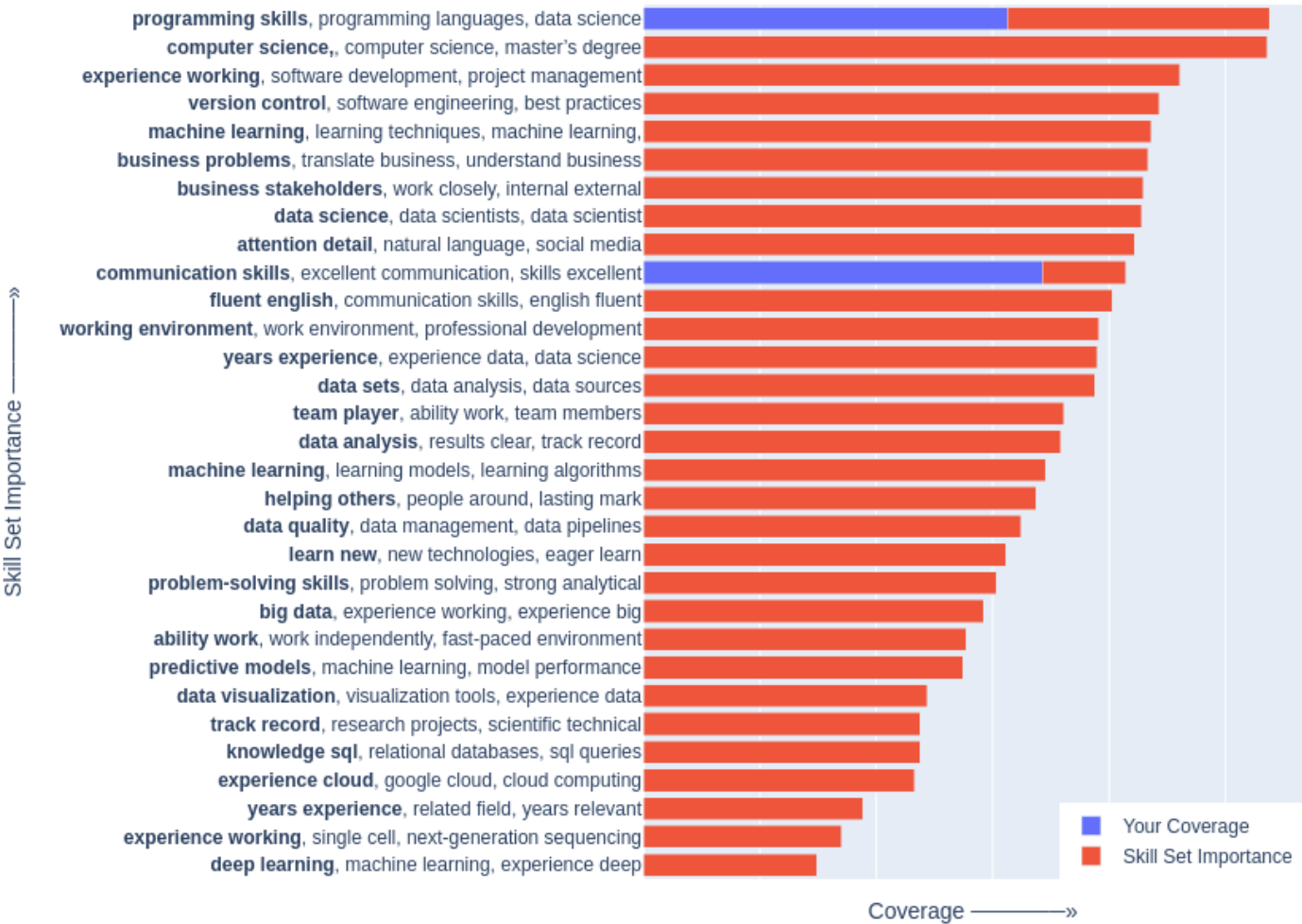
What do the scores mean?

- Outperformed by over 50% of JOB SEEKERS
- Outperforms 50% of JOB SEEKERS
- Outperforms 75% of JOB SEEKERS
- Outperforms 90% of JOB SEEKERS

**** Note: In this example you can only input 5 skills, with more input skills the coverage score will increase.**

2. Fit to Demand

Gain insight in your skill gaps: See how well your CV covers the most important skill sets demanded in Job Postings.



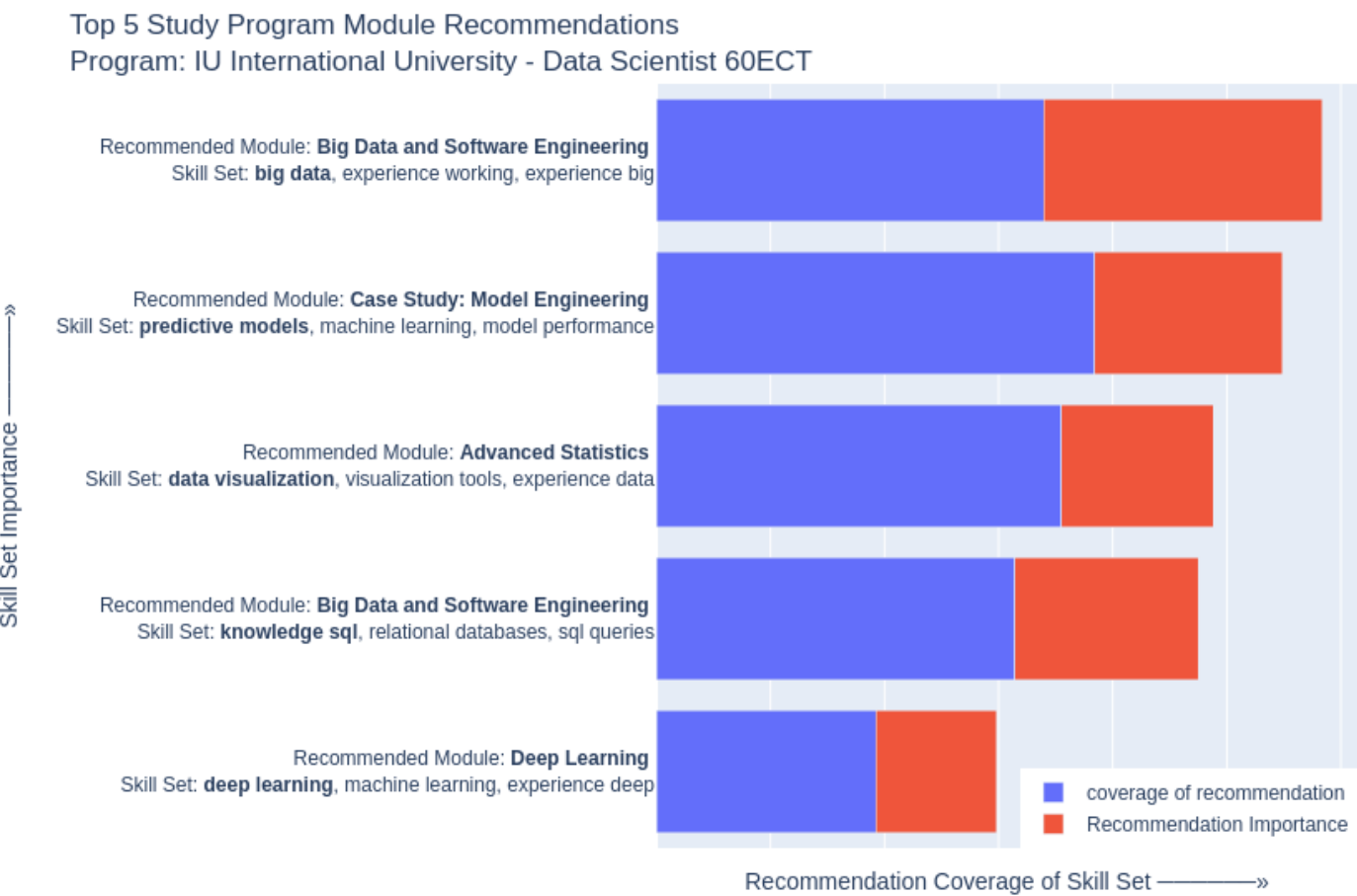
**** Note:** A coverage of 100% is impossible to attain, a coverage of over 70% can be considered excellent.

3. Find and Select

Choose the right study program for YOU

Are you considering formal education to upskill yourself? Skill Scanner helps you find the right program:

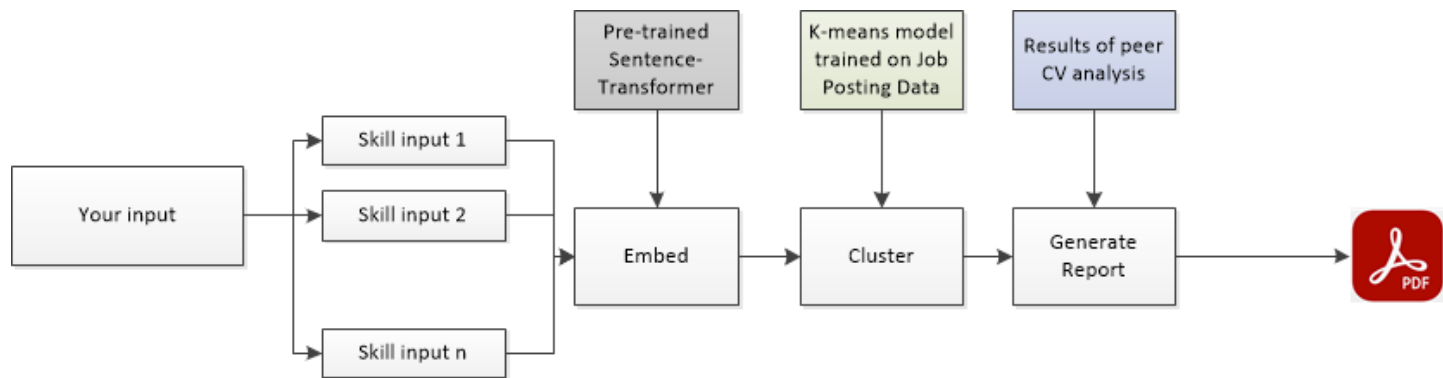
- * We exposed skill gaps in your CV.
- * We analyzed which training courses complement your CV.
- * You find the top 5 recommendations in the figure below.



**** Note:** In the future more learning content will be analyzed.

Thank you for reading, please remember to fill out our questionnaire at <https://forms.gle/ct4DSno6UxN4qofu8>

Appendix A: Methodology Explanation



Functionality sketch of Skill Scanner backend

Skill Scanner processes your input skills in three steps:

1. Embedding: We use Sentence-Transformers, a state-of-the-art framework for sentence embeddings. In simple terms, a sentence embedding algorithm turns a sentence into a series of numbers from which a computer can infer differences and similarities.

2. K-means modelling: The sentence embeddings from step 1 enable us to compute the similarity of various embeddings. A K-means model was used to cluster skills in groups of similar meaning.

2.1 Training of K-means model: The training data is a dataset of 21.500 job requirements extracted from Data Scientist vacancy retrieved from various sources.

2.2 Evaluation of K-means model: To evaluate how the model generalizes to different data sources we inferred clusters from skillsets found in a sample of Data Scientist CV's. The model was able to infer the correct cluster with an accuracy of 82%.

2.3 Use of the K-means model by Skill Scanner: Skill Scanner uses the K-means model to infer clusters from you input data. It uses cosine similarity to compute the distance from the cluster centroid. This metric is reported as similarity score.

3. Peer CV Analysis: We used Skill Scanner to analyze a dataset of 65 Data Scientist CV's retrieved from Kaggle.com. The results of this analysis allows us to compare your scores to these of your peers (other Data Scientists).