

P1 – Digitalt CV

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Gruppe 5

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1. Introduction

2. Background

2.1. Background Data

2.1.1. arbejdsløshed – Kristoffer

2.1.2. The numbers behind the process of getting a job

How did people get their current job? Lou Adler tried answering just this: He conducted an online survey on linkedin based on 3000 answers, where in most of these answers came from those actually hiring.

The results are outlined in the illustration underneath: <https://www.linkedin.com/pulse/new-survey-reveals-85-all-jobs-filled-via-networking-lou-adler/>

Here we can see, that active candidates only represent 15-20 percent of the entire jobmarket. Around 15-20 percent are only tiptoeing around the idea of getting a new job, while the rest are passive candidates (meaning people who are satisfied in their current position.).

Based on these graphs, we can see that at the very minimum, 42 percent of people are hired based on networking, and that is only if you already have a job. Whilst this percentage only goes up, the opportunity for a job seeking person to get hired based on an application only goes down. This reflects the most effective way to get hired is through internal applications or networking. On the flip side, it also nicely illustrates just how stiff competition there actually is, if your only way of getting hired is through sending applications.

When you send out an application, there is an 8.3 percent probability, that they will actually invite you to a job interview. Furthermore it takes around 10-15 interviews, before one gets a job offer. Obviously it varies depending on educational background, job type and many other factors, but this is the average. Some quick math ($((100/8,3)*10)+((100/8,3)*15))/2 = 150..$) tells us, that it will take an average of 150 ish applications before one gets a job offer. <https://talent.works/2017/09/22/how-long-does-it-take-to-get-a-job-60-days-if-youre-in-hr-or-sales/>

All these applications add up, before one can reap the reward. According to a study conducted surveying 2000 Americans, by recruitment agency Randstad US discovering the “art of the job hunt”, it takes an average of five months from when the job search begins, until one actually lands the job. <https://www.swnsdigital.com/2018/10/it-takes-5-months-of-searching-to-land-a-job-study-finds/>

To add insult to injury, after all the hard work of creating an application, it can take quite some time before the hiring managers actually respond, that is if they ever bother answering your application to begin with. It takes around 3 days between they receive the application, before they answer. This is the case for the most in demand roles in society, for the less in demand roles such as writers, nurses and unskilled labour, it can be from 10 to over 30 days. <https://talent.works/2017/09/22/how-long-does-it-take-to-get-a-job-60-days-if-youre-in-hr-or-sales/> On average one can expect to hear back from

employers within a week 41 percent of the time. Within a couple of weeks 85 percent of the time. <https://www.indeed.com/career-advice/finding-a-job/how-long-should-you-wait-to-hear-back-about-a-job>

Below some of the more popular jobs are illustrated as a function of interview rate on the left and response delay on the left: <https://talent.works/2017/09/22/how-long-does-it-take-to-get-a-job-60-days-if-youre-in-hr-or-sales/> The interview rate is further supported from a danish online survey, that concluded that 65 percent of people get an interview within the first 15 applications and 82.5 percent of people get an interview within the first 30 applications. <https://get2business.wordpress.com/2009/10/27/hvor-mange-ans>

2.1.3. Optimize ones interview rate

There are many factors to consider, if one wishes to optimize ones chances of getting an interview, one of the more empirical proven ones is what time and day one sends their application. To get the highest chances, you have to apply between early Tuesday morning and Thursday before noon using the employers local time. Monday is even better, increasing your chances by 46 percent in regard to the average. If one should apply on another day, the most important factor is that it's done before 10AM, since the interview chances drops below 5 percent for the majority of late evening pplications. <https://insights.dice.com/2019/10/30/best-times-days-submit-resume/>

Perhaps one of the most influential condition of whether you get an interview, is how fast you are at applying: Based on 30000 datapoints from the company Speedrecruiters, you need to apply within the first 14 days to have a practical chance of getting an interview. it is such that 50 percent of the people who got an interview for the job applied within the first week, and 75 percent of those who got an interview applied within the first 14 days, whilst the chancess of getting an interview thereafter dwindle exponentially. <https://www.jobfinder.dk/artikel/her-bedste-tidspunkt-at-sende-din-ansoegning/220987>

Other factors that influence the interview rate are as following: 1. Being a woman increases the chances by 48 percent. 2. Being older, but no older than 35, increases the interview rate by 25 percent. 3. Having more than one degree, increases ones chances by 22 percent. 4. Adding industry buzzwords increases your chances by 29 percent. 5. Demonstrate earlier job results using numbers increases chances by 40 percent. 6. Listing achievements, where you weren't in charge, but only a helping hand decreases your chances by 50 percent 7. Using leadership affiliated buzzwords increases your chances by 51 percent 8. Not using personal pronouns in the employment section increases your chances by 55 percent. 9. Including a key skills section and buzzwords of the key skills increases your chances by 59 percent 10. Start ones sentences with distinct action verbs, increases ones chances by 140 percent. [Ptalent.works/2018/01/08/the-science-of-the-job-search-part-i-13-data-backed-ways-to-win/](https://talent.works/2018/01/08/the-science-of-the-job-search-part-i-13-data-backed-ways-to-win/)

2.2. Different expectations in a company

Often in the different company's they have a different structure and information of what a CV could have in their application. Most of the time the companies expectations can be related to work experience and education, and a CV could either be long or short depends on which company the person is writing to. Some people can write a long CV, but it isn't necessarily a good CV, and people can write a short one but it isn't good enough. Both of these statements could have some information that are not relevant to the company's requirement. Still there are some other factors that can be included, and some companies' would love to know what the person did in that particular year. In that particular situation would be different from company to company, since those people who are working with humanities can have human related criteria for getting a job in this area. The same goes for IT where they have more work with a computer than any other people, because these jobs immerse themselves everyday with it. According to Computerworld it-jobbank, they have actually analyzed a total 6700 job-advertisements in the year of 2015 and 2019 where the company was sorting all categories that are related to IT, and they have published the top 10. It is shown between those years that the job-advertisements have more of a technical and a more professional knowledgeable than before, since more <https://www.it-jobbank.dk/om-jobsoegning/karrierecenter/viden-om/it-karriere/disse-10-personlige-kompetencer-efterspoerger-virksomhederne?audiencetagid=140>

Technical Structured Professional knowledge Strong Dynamic Analytical Responsible Outgoing Curious Professional

Structured Technical Dynamic Strong Informal Responsible Professional Outgoing Analytical Committed

Header: Include the Principal Investigator's (PI's) full name in the top left corner of the page header on every page.

Margins: Use at least half-inch margins. The header may fall within the top margin, but the body text should not begin closer than one half-inch from the edge of the page. Font: Use size 11 Calibri for the main body of the text. Figures, tables and captions may be size 8 font. Page Numbering: Each page must be numbered consecutively for each PDF upload. Each section of an uploaded document must begin with page 1. Spacing: Use single spacing. Document Format: Upload all attachments in PDF format.

- 3. Analysis**
- 4. Problem statement**
- 5. Product description**
- 6. Discussion**
- 7. Conclusion**

A. Gruppekontrakt

Arbejdsdagen

- §1. Hver arbejdsdag startes med scrum-statusmøde, en dagsorden og valg af referent.
- §2. Projekt mål og -struktur revideres hver arbejdsdag.
- §3. Alle deltager i alle samtaler om projektrelevante emner.
- §4. Små opgaver kan uddelegeres til enkelte medlemmer, men alle skal have det fulde overblik.
- §5. Visuelle hjælpemidler benyttes i videst mulige omfang – eksempelvis benyttes whiteboardet ved alle gruppemøder og -diskussioner.

Faglige forventninger

- §1. Alle medlemmer skal vide, hvad gruppen laver.
- §2. Faglige diskussioner holdes indenfor emnet.
- §3. Visuelle forklaringer benyttes om muligt.
- §4. Alle skal deltage nogenlunde ligeligt i såvel programmering som rapportskrivning.
- §5. Aftalt hjemmearbejde skal overholdes.
- §6. Produktet skal gennemgås og afleveres gennemarbejdet.
- §7. Kode skal kommenteres.
- §8. I udgangspunktet forventes timer brugt svarende til normeringen (ca. 20 timer om ugen for P1), og denne forventning kan om nødvendigt øges nær deadline.

Sociale forventninger

- §1. Gruppens primære kontakt foregår gennem Messenger.
- §2. Alle skal tjekke Messenger (mindst) dagligt.
- §3. Gruppen mødes på campus alle hverdage, med mindre andet er aftalt.
- §4. Alle møder på det aftalte tidspunkt, og der gives besked, hvis man er mere end et kvarter forsinket.
- §5. Alle lytter til og respekterer hinandens person og meninger.
- §6. Konflikter og uenighed løses ved demokratisk afstemning i gruppen.

Fravær

- §1. Alle skal i udgangspunktet møde til alle forelæsninger og møder.
- §2. Bliver man syg, eller har man anden god grund til fravær, gives der besked i rimelig tid.

Konsekvenser

- §1. Gruppen kan når som helst stemme om, hvorvidt et gruppemedlem skal tildeles en advarsel.
- §2. Uddeling af advarsel kræver almindeligt flertal blandt gruppens øvrige medlemmer.
- §3. Er et gruppemedlem tildelt en advarsel, kan gruppen efter yderligere overtrædelser når som helst stemme om, hvorvidt gruppemedlemmet skal ekskluderes.
- §4. Ekskludering kræver enstemmighed blandt gruppens øvrige medlemmer.