MyEcho Project 16/1/2017

As most of the CVs that individuals submit do not have a standard format, the amount of data that one can parse varies. We can have a wide variety of data relevant to someone’s background and relevant to the end-result infographic we need to get from MyEcho webpage.

Some very common data that we usually meet and can extract from most CVs are the following:

**Resume filename, First name, Middle name, Surname, Email, Telephone, Address, Zip code, Current city of residence, Current country of residence, Number of Languages someone speaks, Hobbies, Fax Number, City/Cities of upbringing, Educational level, Universities attended, previous experience, voluntary work, sports or subject based societies** etc.

With the use of this data, we can quantify several aspects of someone’s life, like the academic aspect, the amount of deprivation of the area he/she grew up etc. On the other hand, there are quite a few data not so easily quantifiable. Those data must be taken into consideration, because they can eventually lead us to information that we can quantify. The way to do it is to look up to a candidate’s public profile data that are available, either through demographic data sources or through elsewhere like social media from where we can extract text data relevant to our search.

**SELF DEVELOPMENT**

As mentioned earlier, not all CVs have the same fields. The self-development related fields of myEcho are the following:

* **Hobbies**: Although it is not the norm, it is quite frequent for people to add a hobbies section on their CV. From this section, we can extract some useful data but only the ones that clarify what kind of hobbies. This means that one possibly would only mention their hobbies, but not elaborate more about them.
* **Sports:** The same with hobbies apply here. Most of the times the sports are embedded on the hobbies section of someone’s CV.
* **Competitions:** People rarely mention competition they took place in, either sport or other forms of competitions unless they achieved something prestigious in this competition.
* **Charitable work:** People also tend to include the charitable/voluntary work that they have done, because it is something valued by most employers.
* **Internships:** This is a field very standard in CVs and it probably has the biggest impact compared to the other mentioned on the self-development section.

**Ideas for quantifying the self-development section**

In my opinion, there should be different weights assigned to every category of the self-development section

One way to delve more into someone’s development is by myEcho asking some appropriate questions about the above and analysing their answers by trying to find keywords. An example question about hobbies, sports and competitions is the below:

* Name some of your hobbies (if you have any) and the amount of time you have been practicing them. A sample answer should look something like this:

|  |  |  |
| --- | --- | --- |
| **Hobbies** | **Time (in years/months)** | **Relevant competitions and achievements** |
| Football | 12 / 144 | Bolton State Championship 2005 (5th position) |
| Book Reading | 9 / 108 | - |
| Chess | 10 / 120 | National Chess Competition (3rd position) |

*Another idea is that when we get the word “national” regarding a competition it should also have a bigger impact to the shaping of the final score.*

Looking at a variety of fora online, job board sites etc. someone can easily realise that charitable work and internships count much more for employers in comparison to sports, hobbies and competitions that one has participated in.

As far as it concerns charitable work and internship, our CV parser should immediately be able to recognise the keywords.

**IMPORTANT NOTICE: Trying to complete my profile in myEcho’s website, I realised that it is not possible for the moment because of the major differences in the grading in different countries. For example, as a Greek graduate we are graded in 20 and not with A,B,C,D etc as in the GCSEs. We have to find a way through it in order for the myEcho assessment to be fair.**

**TODOs: Finding a formula which will give us an exact score for the self-development field in MyEcho.**