Leveling the Digital Playing Field for the Job Seeker

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# Quad Chart for: Leveling the Digital Playing Field for the Job Seeker

Challenge:

Develop an un-biased framework for vetting job applicant profiles that consists of both online and resume data

- Represent, identify, and measure skills that haven't been explicitly mentioned in the job description or resume
- Mapping text from online social media and blogs to actual skill terms

Solution:

- Develop an automated process for generating domain-specific skills taxonomy
  - **Automatic bootstrapping is one component of this process**
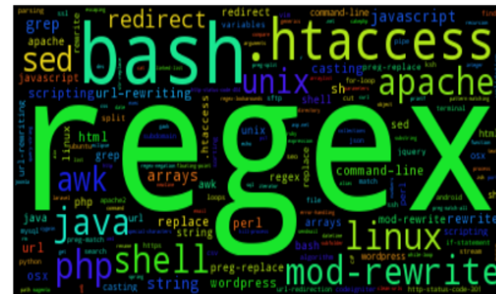
Value proposition:

- Enable semantic comparisons between online profiles, offline profiles and job descriptions
- Develop means for identifying discrepancies in order to provide better feedback to individuals (applicant and potential employer)
- Move beyond the limitations of resume experiments

What we need to TTP

- Data
- Opportunities to pilot the research

Contact us

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Privacy, Online Data, and the JobSeeker

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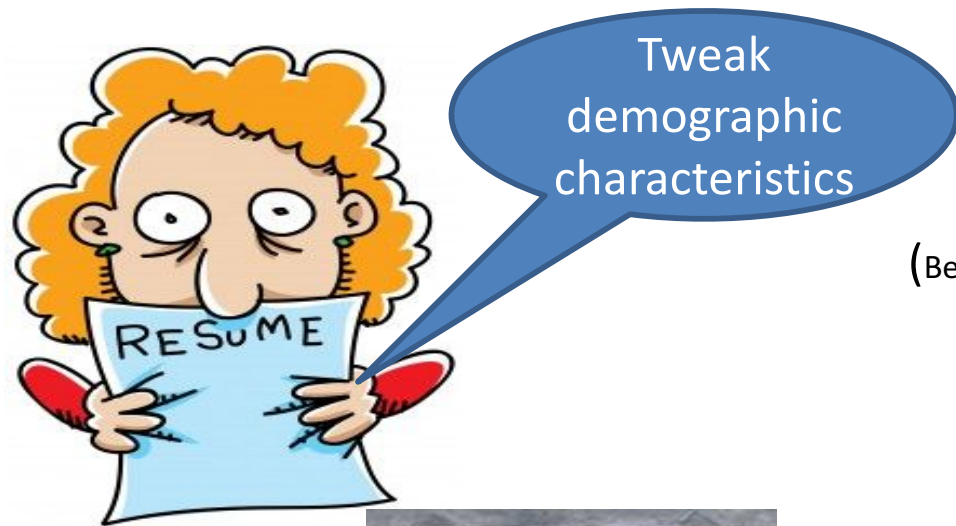# INFORMATICS AND COMPUTING

Introduction

- While evaluating job applications, recruiters try to determine whether:
  - the information that is provided by a job seeker is accurate
  - it describes a person with sufficient skills
- Prior Research has shown this process to be fraught with bias.
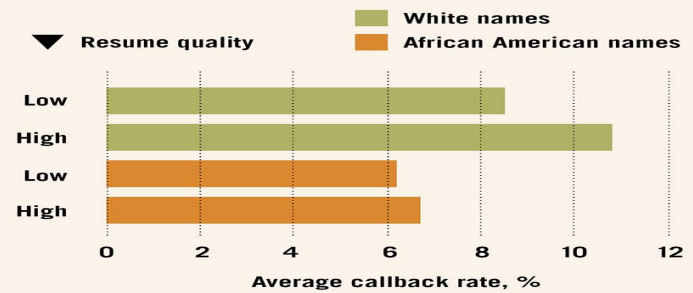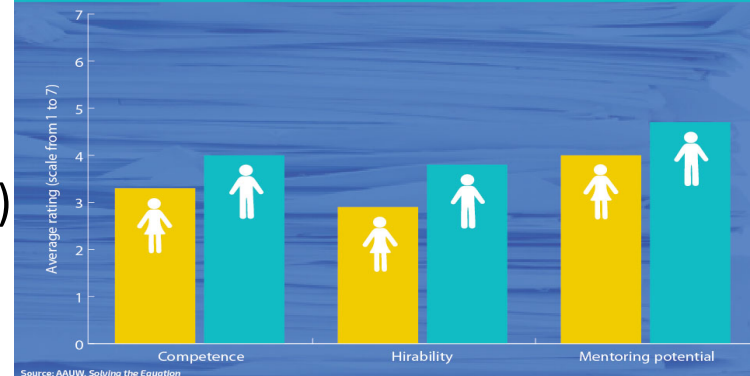
Resume Experiments and Bias

Tweak demographic characteristics

(Bertrand 2004)

Racism in a resume

Job applicants with African American-sounding names got fewer callbacks.

▼ Resume quality
- White names
- African American names

Resume quality	
Low	White
High	White
Low	African American
High	African American

0 2 4 6 8 10 12

Average callback rate, %

HELP WANTED (depending on religious affiliation)

(Acquisti 2015)

(Moss-Racusin 2012)

How employers rate female and male candidates with identical résumés

Average rating (scale from 1 to 7)

Competence   Hirability   Mentoring potential

Source: AAUW, Solving the Equation

Think you're hiring the right person? You might not be. Studies show that stereotypes and biases often lead employers to select male candidates, regardless of qualifications. #addwomen

AAUW

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Concerns

- Jobseekers
  - Try to hide their age
  - Obfuscate career transitions
  - Conceal qualifications
    - Limited training
    - Over qualified
  - Lack tools to express and present their skills

- Employers
  - Seek to identify discrepancies in applications
  - Lack automated tools to evaluate applications

Naïve Solution

- Anonymize Resume
  - Remove all identifying information
- Is this a simple or hard task?
- What makes information identifying?

Online Data and Hiring

Next Steps

- Move Beyond Resume Experiments

- Build a Framework that:

  - Uses online and resume information to create jobseeker profiles

  - Develop means for identifying discrepancies in information in order to provide better feedback to individuals

  - Enable semantic comparisons between profiles

Thanks

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