



# “What’s The Dilly in Philly?”

VIDEO RESUME

## What You Need to Know?

If you haven't **CREATED** your first video resumes for employers, you will shortly. The buzz is growing and video resumes are the next "cool" thing to do. In fact, the conversation has already moved from whether to make a video resume to how to make a professional video resume to enhance job applications. So, employers will be requesting video resumes more frequently - whether you want to do one or not.

According to career publisher Vault Inc.'s annual employer survey:

**"89% of employers revealed that they would watch a video resume if it were submitted to them. Although most employers have not yet used this new technology as an evaluative tool -- only 17% have actually viewed a video resume - the vast majority are receptive to it.**

**"The primary reason why employers would value video resumes is the ability to connect to a potential employer's personality".**

## What Is It?

Video resumes are a way for youth to go beyond traditional methods of applying for employment, such as submitting only a resume, cover letter, and work samples. Lasting typically 60 seconds, these videos are your shot to make the best first impression to an employer.

A video resume lets the employer literally see you and hear your individual skills (via your communication skills, personality and charm) as the best person for the job - all before the interview takes place.

## How do I create one?

There are several software programs that assist you in creating a professional resume (i.e. [Spark Hire](#)) by using a web cam and your mic. You'll want to be sure you know exactly what you want to say, so be sure to practice first!

The beauty of video is that you can re-record until you've got it perfect! When you're happy with the final product you then save the video and send it to your prospective employer either through a software program or insert your (url) address into your resume heading when sending.

You can also utilize your mobile devices, such as your phones, laptops, and tablets.



## Frequently Asked Questions

### Why should I use one?

Video resumes are an added benefit and tool, not a replacement, to the traditional resume. As such, they offer the chance to expand and show the skills you have to offer, not just to recite what's already on your resume. In fact, your **60 second** video resume can give you a better chance to get noticed by employers, as paper resumes are only looked by recruiters for up to **6 seconds** before a decision is made.

Whether you want to talk about how exactly you earned income doing odd jobs in your neighborhood or show gaming designs you created for a science fair. Video resumes reinforce letting you speak for yourself, rather than just a piece of paper. It helps cut to the chase and directly addresses why you should be considered.

### What do employers get from it?

Aside from finding out what skills and work you've accomplished, video resumes also reveal areas of your personality a paper resume simply can't communicate. Employers often use it as a pre-screening tool to evaluate your "fit" into their company, or if you match with their attitudes, values, and mission.

### What about discrimination?

Video resumes do put a "face" on your resume, and that is often considered to be part of the potential problem. However, according to the EEOC (Equal Employment Opportunity Commission), [video technology is completely compliant in the hiring process.](#) Employers are very careful about practices during hiring that could lead to accusations of discrimination. While some employers may still have their own reasons for not accepting video resumes, video resumes are still gaining acceptance as a standard hiring material. And quite simply, if an employer were to discriminate you as a result of your video resume, what would stop them from doing the same in an in-person interview? And, why would you want to work for that employer in the long run anyway?



## Some Fun History Facts

- **1980's and 1990's**

Video resumes were recorded and distributed on VHS tapes. Because of limited availability of resources, production time and value were difficult to attain. As a result, video resumes during this span were not as prevalent.

- **2000's**

Video resumes were beginning to pick up in popularity once the Internet became ingrained into everyday life. During this time, online video creation and sharing became much easier with tools like webcams and YouTube.

- **2012**

Platforms, like Spark Hire, catered to creating and sharing video resumes easily and efficiently now make it possible for anyone in any field to apply with their own Profile Video.

## VIDEO RESUME SCRIPT

Hello, my name is \_\_\_\_\_ and I just  
(Name)

want a few minutes of your time to explain why hiring me as  
your \_\_\_\_\_ (Title of  
**position applying for**) will ultimately benefit your company  
and/or organization.

In the last two years I have been able to combine my  
educational learning with hands on experience: (**List skills  
you learned in school and places you may have used  
them. You can list any volunteer, school clubs, activities,  
or community experience you have**):

- |    |    |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

Thank you for watching. I am confident my  
skills \_\_\_\_\_ and previous  
experience \_\_\_\_\_

will help produce even more results for your company and/or  
organization.

If you are

interested or have any questions. Feel free to contact me via email \_\_\_\_\_ or telephone \_\_\_\_\_ or even invite me to a video interview. I look forward to hearing from you.

(List prior work/volunteer positions that match position applying for) (What skills do you have that can be transferred to a work environment?)

