

Video Resumes and Professional Portfolios: Presenting Job Seekers in the Best Light

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Learning Goals:

1. Explain what a video resume and professional portfolio is, and how it differs from a traditional resume
2. Learn how to create a video resume and professional portfolio
3. Explore why using a video resume and professional portfolio may be more beneficial for those with disabilities to use to demonstrate their employment skills as opposed to a traditional resume
4. Demonstrate how integrating Quick Response Codes can provide job applicants a unique method of displaying their skills and make their resumes stand out

Attachments for this presentation

- This presentation in PPT
- Sample video consent release form
- Sample Portfolio PPT
- 'How to create a Video Resume' sheet



A Portfolio is a collection of artifacts:

1. Goal-driven
2. Organized
3. Demonstrates the growth of a person's knowledge and skills over time
 - The contents, organization, and presentation of materials in portfolios vary depending on their audience and purpose.
 - Genesis in Art and visual media and now is used in many different areas.

Kilbane, C. R., & Milman, N. B. (2003)

ePortfolios

- **EPortfolios are Portfolios in digital format** (video, pictures, words, audio...)
- **Benefits of Digital Formats**
 - Easy and inexpensive to share & change
 - *Provide reason to learn about technology*
 - Familiar media of creative expression...
- **Video is an effective way to tell a story and to show competency**

Kilbane, C. R., & Milman, N. B. (2003)

Benefits of ePortfolios

1. Teach Technology Skills

- Video, Photos, Editing, Microsoft, Web-based
- So much more accessible now

2. Self-Advocacy

3. Visual Media

4. Helps the team focus

5. Increases motivation and buy-in

‘THE REPOSITORY’ – It adds a constant part of the team (other than the individual and their family)

Glor-Scheib, S. & Telthorster, H. (2006)

Decisions about ePortfolio

- Who's portfolio is it?
- Should it be public or private?
- What should be shared?
 - There is a 'repository' component and a public component
- Who makes these decisions?

A Few Types of Portfolios

- 1. Professional Portfolios**
 - Artists
- 2. Assessment Portfolios**
 - 'plug and go' (NCATE)
 - Some Transition Portfolios
- 3. Learning Portfolios**
- 4. Employment Portfolios**

Barrett, H. (2010)

Steps to create an ePortfolio

1. Decide purpose and intended audience
2. Collect documents, work samples, video/audio clips, and photos as portfolio artifacts
3. Create presentations and graphics, scan paper artifacts
4. Select artifacts to include in the portfolio
5. Organize artifacts according to purpose
6. Prepare/Present portfolio at team meeting
7. Reflect about the contents, organization, and presentation
8. Revise portfolio according to evaluation and reflection
9. Individual distributes portfolio or chosen contents as deemed appropriate

Black (2010)

Possible ePortfolio Content (locker)

- Professional assessments
- Transcripts
- Documentation of eligibility for accommodations
- List of typically used accommodations
- List of typically used assistive technologies
- Letters of recommendation from coaches, club leaders, supervisors, teachers, etc.
- Information about primary mode of communication
- Transition Plan
- Work samples related to intended career/college major
- Video clips to demonstrate functional skills in a typical context
- Photos/videos of completed projects or tangible products
- Presentations
- Attendance records
- Assignment samples
- Writing samples
- Resume... video resume!
- Aspirations (added)

Other platform options for you

- [Adobe Portfolio](#): Non-web-based (similar to Power Point)
- [Digication](#): An ePortfolio website that is quite user friendly.
- [Elgg](#): An open-source social-networking engine that provides a framework for building social networks.
- [EverNote](#): An application that clips Web pages, and stores images, audio, video, and screen shots. Files and indexes media for easy searchability.
- [Google Apps](#): A series of services provided by Google that can store information (Chrome, etc)
- [Mahara](#): An open-source e-portfolio system created by New Zealand's Tertiary Education Commission's e-learning Collaborative Development Fund.
- [VoiceThread](#): Allows users to create multimedia slideshows using images, documents, and videos. Other users can then comment using text, audio, or video.
- [Weebly](#): A platform to create free websites or blogs using a user-friendly drag-and-drop interface.
- [Wordpress](#): An open-source blogging tool and publishing platform.
- [Yola](#): A website-building platform.

Benefits of Portfolios and Resumes for Employment

1. Encourage Self-Advocacy
2. Document progress
3. Goal clarification
4. Builds confidence: shows growth over time...
5. Teaches technology skills
6. Helps to show actual skills
7. Demonstrates Competence
8. Might overcome bias by showing how an individual can help an organization
9. Allows others to 'vouch' for the individual

Brainstorm

- When thinking about an individual...
- What do they want an employer to know about them during a job interview?
- How can you demonstrate that visually?
 - Photos
 - Videos
 - Interviews – audio or video
 - Drawings...
 - Words
 - References
 - Visualize a resume

Security/Privacy issues

- **Permissions and Releases!**
 1. For the individual
 2. For others in the film/photo
 3. For the worksite
- **Public View or Private**
- **PowerPoint or Adobe or Word**
 - From hard drive to Flashdrive
- **Web-based**
 - Portfolio System or Free-flowing webpage
- **Cloud-based storage**
 - Box, Dropbox, Google Drive, iCloud

Plunkett, L., Solow-Niederman, A., & Gasser, U. (2014)

Ethical/Legal Issues

- More settings are allowing/requesting video applications and resumes
 - Colleges and Creative Media
- Some employers may be reluctant to view video resumes
 - This is to avoid the perception of bias...
- Often times a job coach/developer has a relationship with the person doing the hiring
- The QR Code is a nice way around this

Baldas (2007), Smith (2010)

Video Resumes

Overview

- Filming
- Editing
- Publishing
- Tagging

- **FILMING:**
- **Collecting the ingredients**

Filming

- Apps

- FiLMiC Pro- \$4.99

- MoviePro- \$4.99

- Do's and Don'ts

- Do's

- Multiple Angles

- Multiple Perspectives

- Multiple Shots (Wide, Medium, Tight)



Filming cont.

- **DON'TS**

- Don't try to do moving shots
- Don't film in dark locations
- Don't Hold your iPhone or iPad Vertical

- **EDITING:**

- **The mixing bowl**

Editing

- Software & Apps
 - iMovie- \$4.99
- Do's and Dont's
 - Do's
 - Pick your music FIRST
 - Try to stay sequential
 - keep it simple



Editing cont.

■ DON'TS

- Don't stay on clips for too long
- Don't fly through clips too fast
- Don't use the same type of shot back to back
- Don't have voice audio compete with music.

- **PUBLISHING:**
- **Plate and serve**

Publishing

- Apps
 - YouTube- Free
- Account
 - Don't use personal account.
 - Keep videos “unlisted”
 - Upload at FULL quality (1080p)
 - Proof videos before sharing



- **TAGGING:**

- **The dinner bell**

Tagging

- QR Tags (Quick Response)
 - Apps
 - RedLaser
 - QR Reader
 - Web
 - www.barcode-generator.org
 - Select QR Code, Enter YouTube URL, Select Very Large, Create Barcode



You can also ask friends to help

- Help individuals learn these skills themselves
- Anyone under the age of 32!
- High School Technology Video Production courses
- Career and Technical Schools
- Community College or University Video Production courses

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