

Your Future Resume Starts TODAY and You Don't Even Know It

Prepared by:
Roger Lear
OrlandoJobs.com

RESUME

Career objective:

Management Consultant
objective advice, ex
maximizing growth

Professional Experience

- Over 20
- Impro
- E

LORMAN[®]

Published on www.lorman.com - August 2020

Your Future Resume Starts TODAY and You Don't Even Know It, ©2020 Lorman Education Services. All Rights Reserved.



Lorman Education Services is a leading provider of online professional learning, serving individuals and teams seeking training and CE credits. Whether you're looking for professional continuing education or an enterprise-wide learning and development solution, you will find what you need in Lorman's growing library of resources.

Lorman helps professionals meet their needs with more than 100 live training sessions each month and a growing collection of over 13,000 ondemand courses and resources developed by noted industry experts and professionals.

Learn more about Lorman's individual programs, economical All-Access Pass, and Enterprise Packages:

www.lorman.com

Your Future Resume Starts TODAY and You Don't Even Know It

Written by Roger Lear

I predict in less than five years; the resume will be replaced by a compilation of your online presence organized by some recruiting technology. In other words, algorithms (and “artificial intelligence”) will scan the digital universe and create your online profile using information that you have inputted (social accounts, blogs, etc.), public records and your internet search habits.

Sounds scary but it is already happening by companies like Entelo. Entelo is a recruiting tool that mainly allows recruiters to search the web (not a resume database) with the exact type of skills they are looking to hire. Entelo does the heavy lifting and returns matching profiles NOT created by the potential candidate, but by the information it finds and compiles on the web.

Here is what is returned:

Jay Walker
Senior Product Designer @ Acme
San Francisco · 8 Years Total Experience · University of Kansas

Prototyping Web Design Front End HTML Usability

LIKELY TO MOVE
 • Significant turnover in the past year

COMPANY FIT
 • 3 people from Acme joined your team in the past 2 yrs

HIGHLIGHTS
 Github All Star ⚡ Likely to Engage 🔥 In High Demand

CAREER TRAJECTORY

Irregular Labs Mid-level	Pied Piper Mid-level → Senior	Acme Senior 2015-2017
-----------------------------	----------------------------------	------------------------------------

Senior Product Designer at Acme, Inc
2 years 1 months · Senior-level

Acme, Inc
Financial Services • Series E • 120-160 Employees (+20% YoY)

Acme is a financial technology services company, offers installment loans to consumers at the point of sale.
[Report: Fintech Acme Receives Unicorn Status](#)
[Acme Confirms \\$200M Investment Round](#)

crunchbase
Crunchbase - Today
CNNMoney - Dec 18, 2017

EMPLOYER SCORE 90/100 COMPARABLY

It pulled data from many resources. Entelo’s technology found Jay’s college, skill sets, social platforms, corporation data, and picture. It also uses thousands of data points to identify if this person is likely to leave their job and if they did, would they fit into the company who is recruiting.

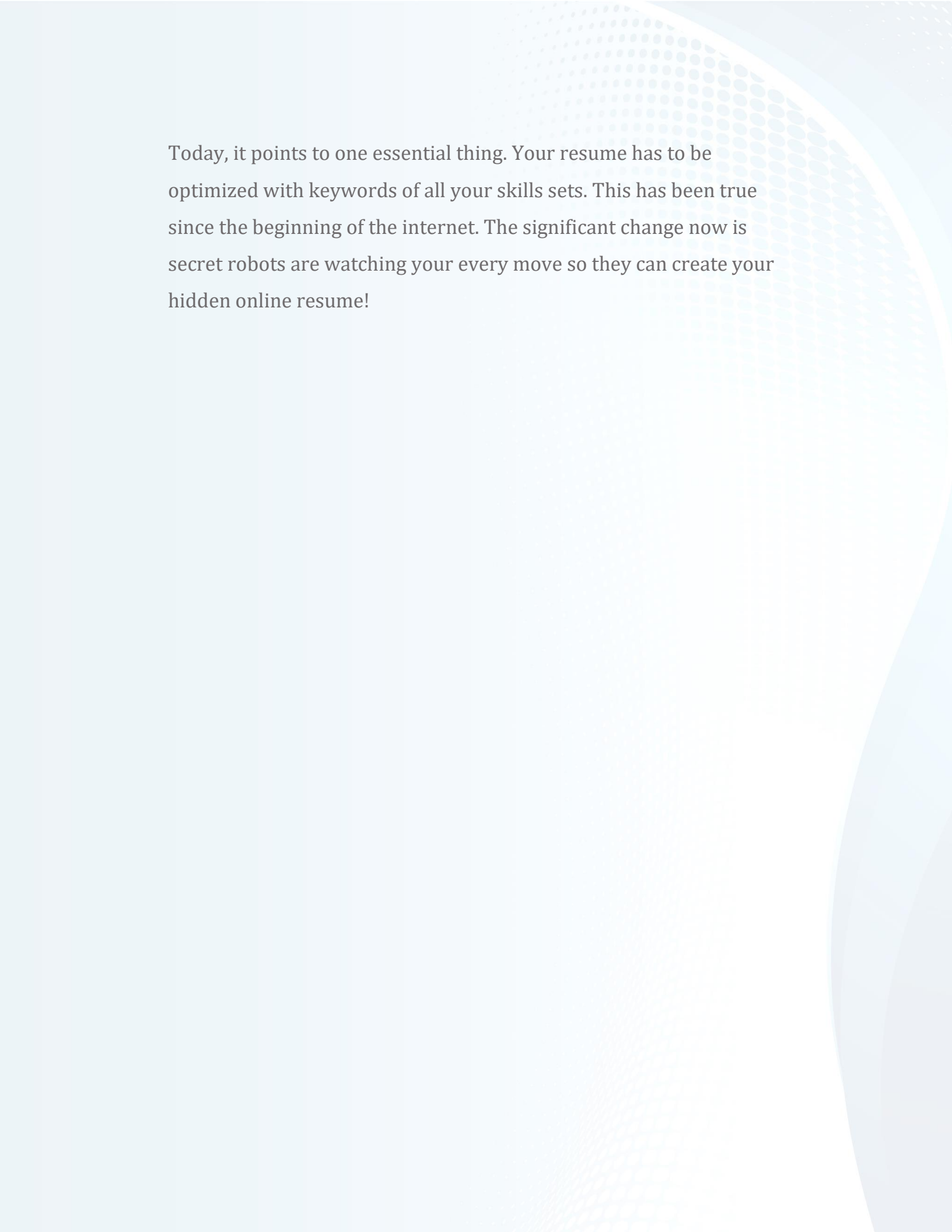
Remember, Jay has no idea this company has his “resume.” If this was you, what would it say? When I speak with groups about the “future resume,” many get very concerned that their privacy is being

challenged. The fact of the matter is this technology gathers the information that people voluntarily input when they are using sites like LinkedIn and Twitter. It just takes this information a step further by using thousands of data points. For example, it will find everyone whoever worked at “Acme Inc.” and use this data to understand the job duties, company culture, skills needed, the average time in the job and many other attributes the hiring company would find interesting. Crazy... right?

Today, most of this technology is being used by technology companies who are targeting very specific skills like HTML, full stack developers, Java, and cloud, to name a few. However, many companies are developing technology for all sectors, so employers have access to a recruiting tool that didn't exist just a few years ago.

Your LinkedIn profile is currently your best online resume that most employers are using to find you. In a job search, you should also be adding your resume to top niche sites like OrlandoJobs.com. The information you input today will be the information Entelo, and future technologies will use to build your next online profile that you have no control over...or do you?

What if you are not a big social media user? If you have no information on the web, will future employers even find you? Will this technology be able to find the right “John Smith”? Will employers even adapt this technology since it may unintentionally discriminate? All these are fair questions with the answers coming in time.



Today, it points to one essential thing. Your resume has to be optimized with keywords of all your skills sets. This has been true since the beginning of the internet. The significant change now is secret robots are watching your every move so they can create your hidden online resume!

The material appearing in this website is for informational purposes only and is not legal advice. Transmission of this information is not intended to create, and receipt does not constitute, an attorney-client relationship. The information provided herein is intended only as general information which may or may not reflect the most current developments. Although these materials may be prepared by professionals, they should not be used as a substitute for professional services. If legal or other professional advice is required, the services of a professional should be sought.

The opinions or viewpoints expressed herein do not necessarily reflect those of Lorman Education Services. All materials and content were prepared by persons and/or entities other than Lorman Education Services, and said other persons and/or entities are solely responsible for their content.

Any links to other websites are not intended to be referrals or endorsements of these sites. The links provided are maintained by the respective organizations, and they are solely responsible for the content of their own sites.