

ReviewMe, an application concept which would provide job seekers with volunteer feedback on their resumes, showed that job seekers self efficacy increased with positive and constructive feedback (as opposed to negative).

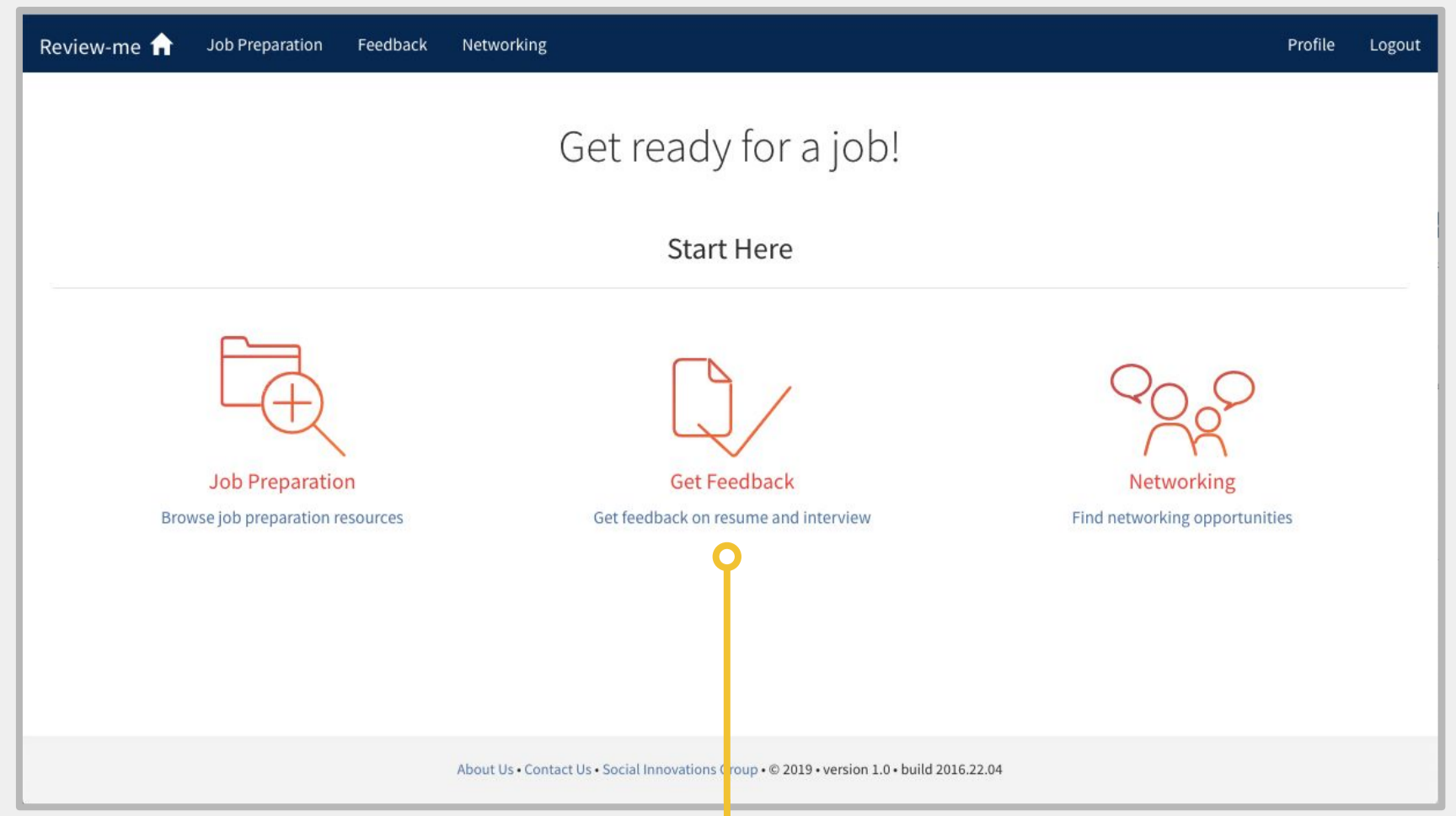
PROVIDE RESUMÉ FEEDBACK

- Positive and constructive feedback should be accessible to job seekers.
- This is especially important for those without transportation to employment centers, or who cannot pay for a job coach.

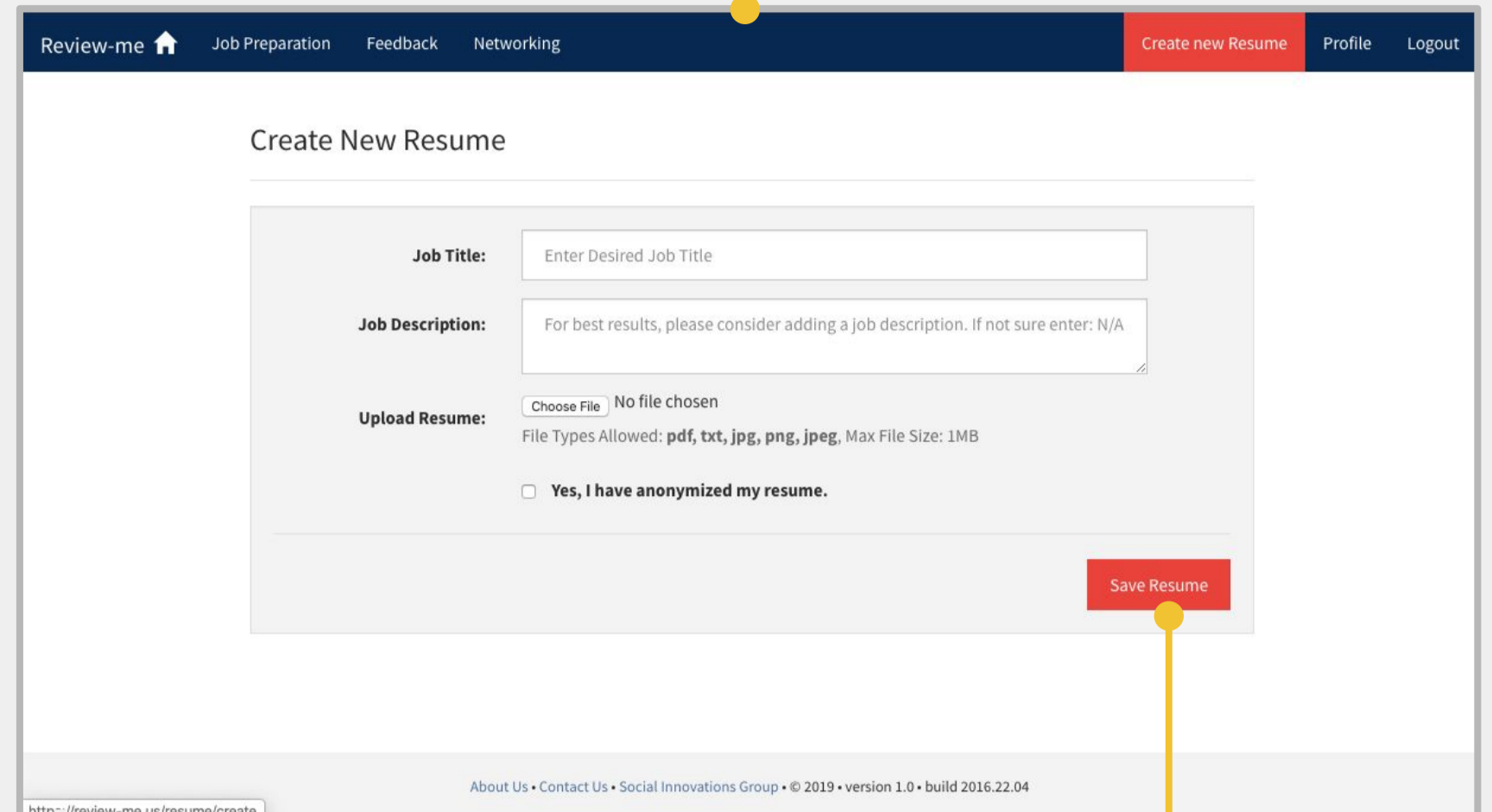
“It certainly helps me feel a bit more confident to see the ratings I got... I was not expecting that, to be honest. I was expecting one star all the way down the board.”

- [P98(female)]

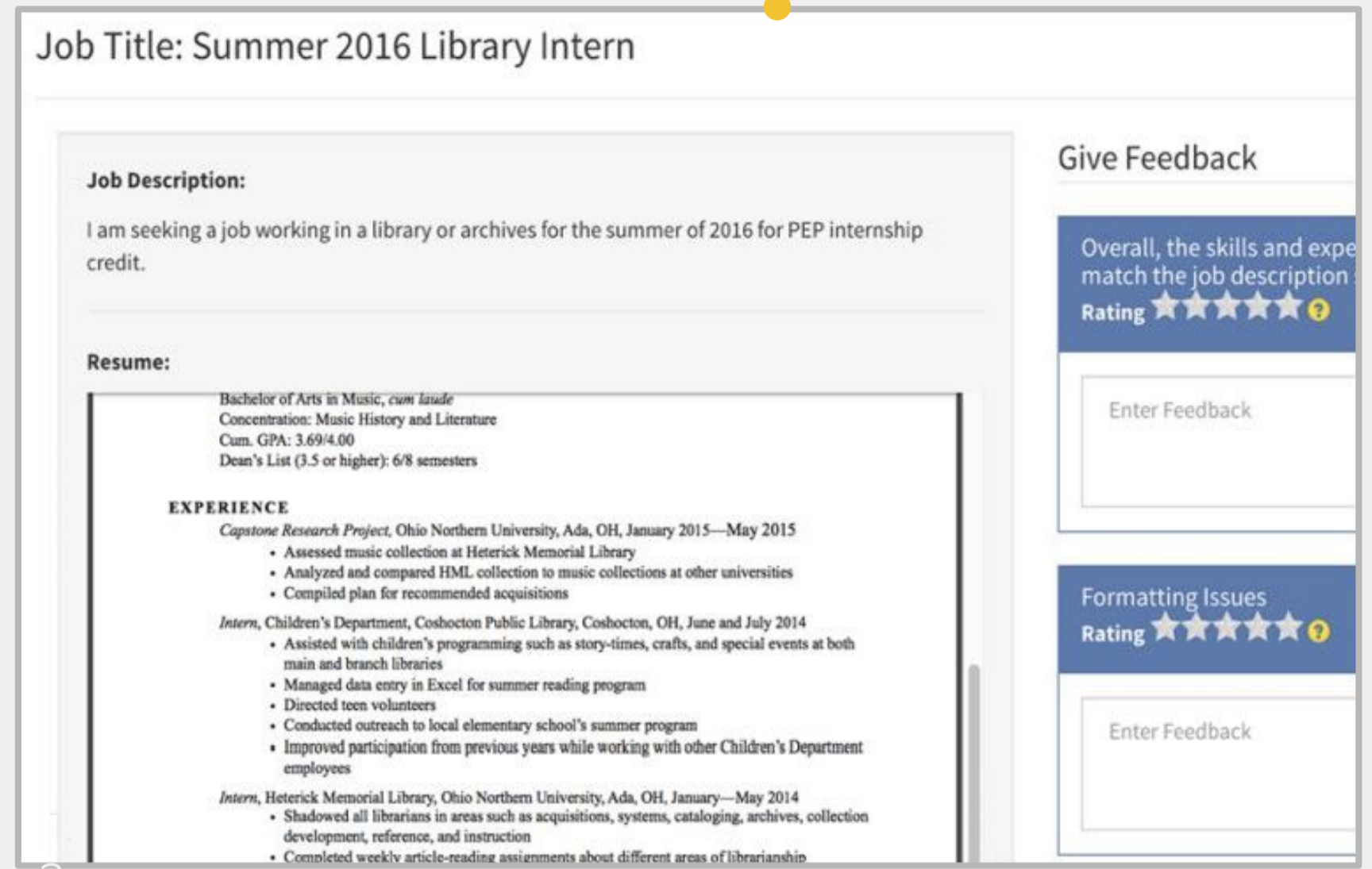
Tawanna R. Dillahunt and Joey Chiao-Yin Hsiao. 2020. *Positive Feedback and Self-reflection: Features to Support Self-efficacy among Underrepresented Job Seekers*, In Proceedings of CHI 2020, 3-9



1. Users can request resume feedback from volunteers.



2. They then enter their desired job, its description, & their resume.



3. Users will then receive actionable and constructive feedback from volunteers on wording, formatting, etc.

SkillsIdentifier is a concept that helps job seekers identify and communicate their current skills.

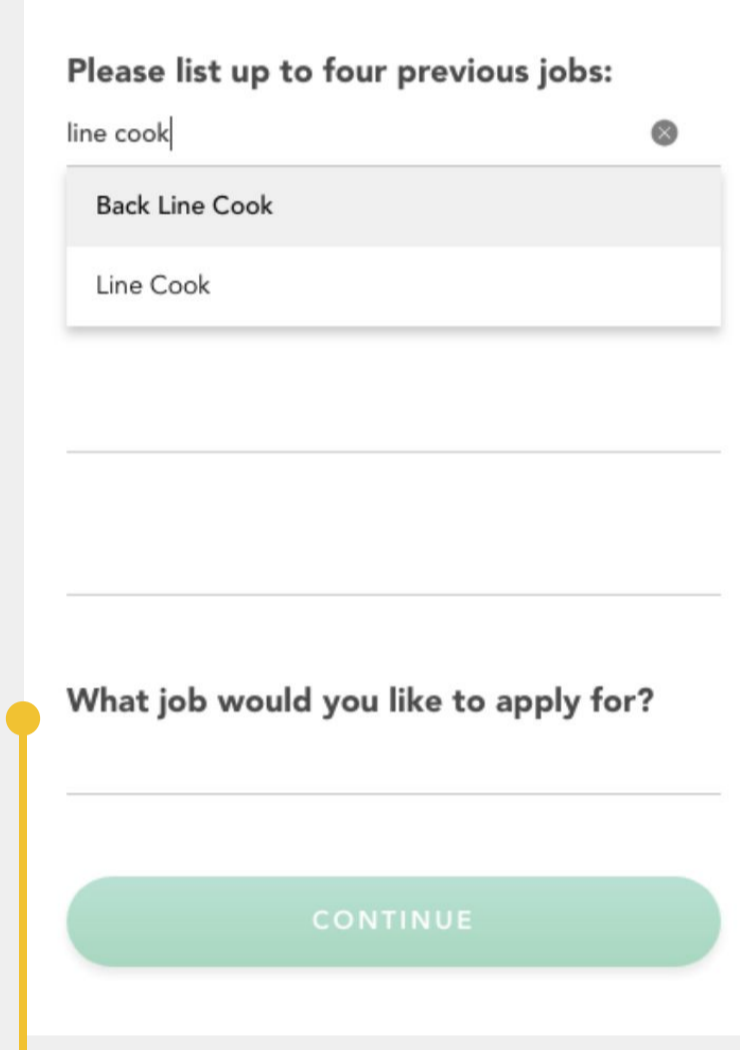
INSPIRE CAREER REFLECTION

- Encouraging job seekers to reflect on their careers helps with identifying current skills.
- Job seekers can use this information to:
 - o Enhance their resumés
 - o Transfer skills from one career to the next
 - o Encourage job seekers to explore jobs outside of the target field

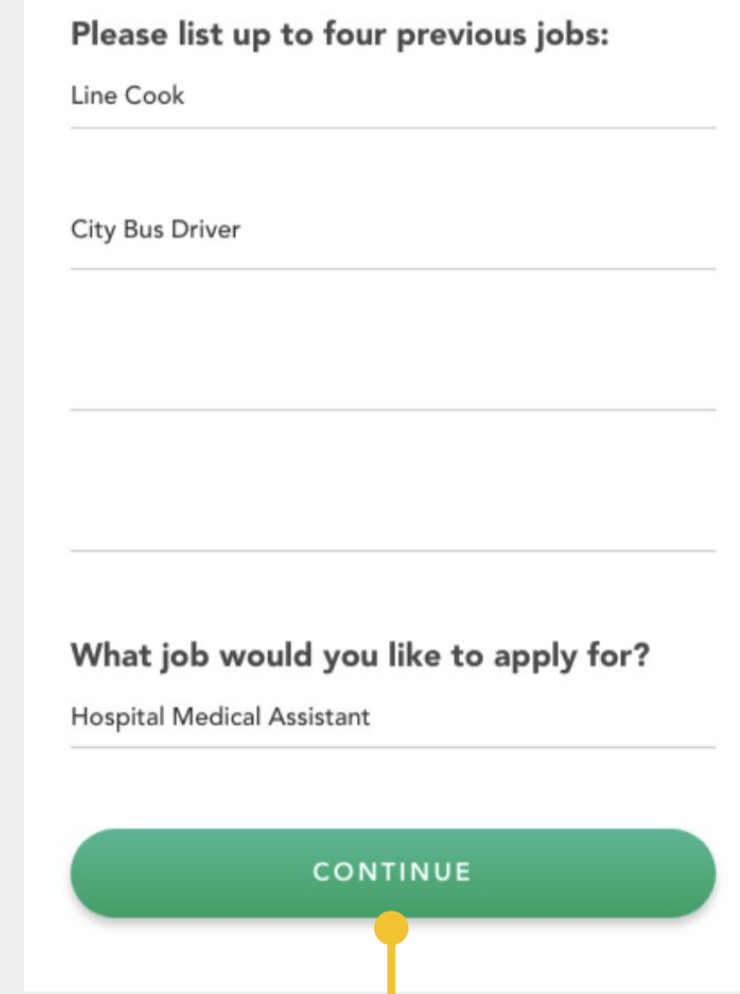
“Sometimes you end up in the job search and you’re pushing so hard that, you know, that kind of helps bring it back to, ‘okay what are my skills, what am I good at...’”

- [P9(male, 37 y/o)]

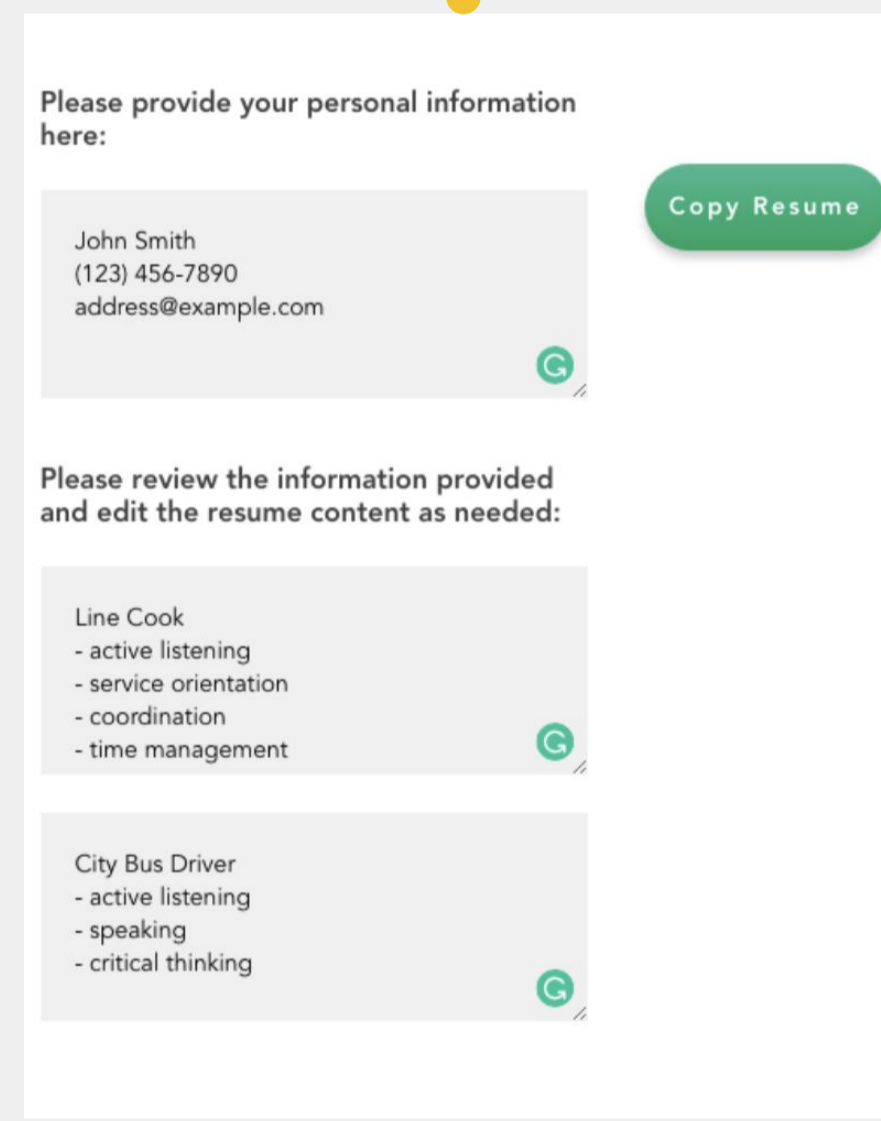
Tawanna R. Dillahunt and Joey Chiao-Yin Hsiao. 2021. *SkillsIdentifier: A Tool to Promote Career Identity and Self-efficacy Among Underrepresented Job Seekers*, In Proceedings of the 54th Hawaii International Conference on System Sciences, 1-6



1. First, users enter their previous job experiences.



2. They then enter what job they'd like to apply for.



3. Users enter their personal information, then view and edit the output skills. They can then copy and paste these into their resumes.

DreamGigs is an application concept that supports job seekers find a path to meet their career goals.

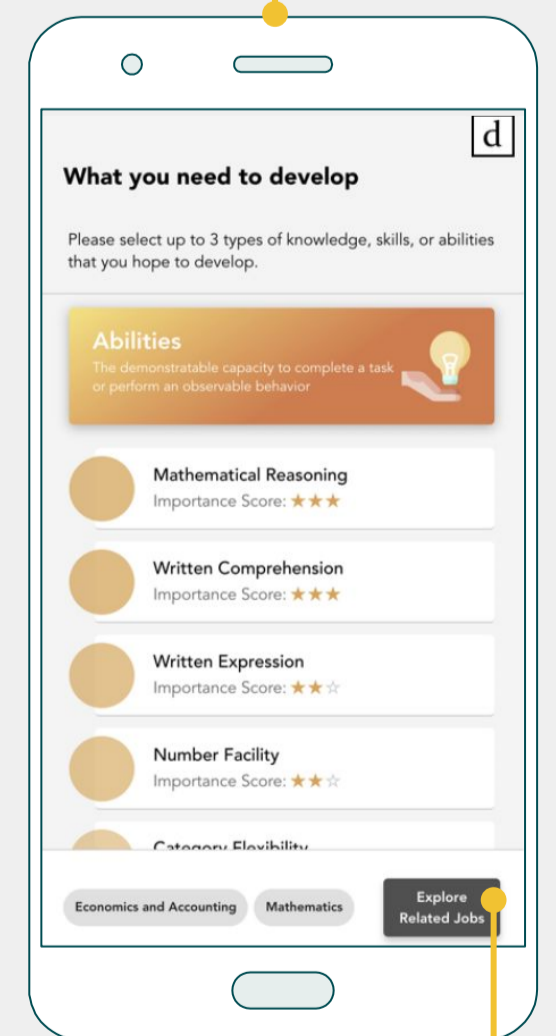
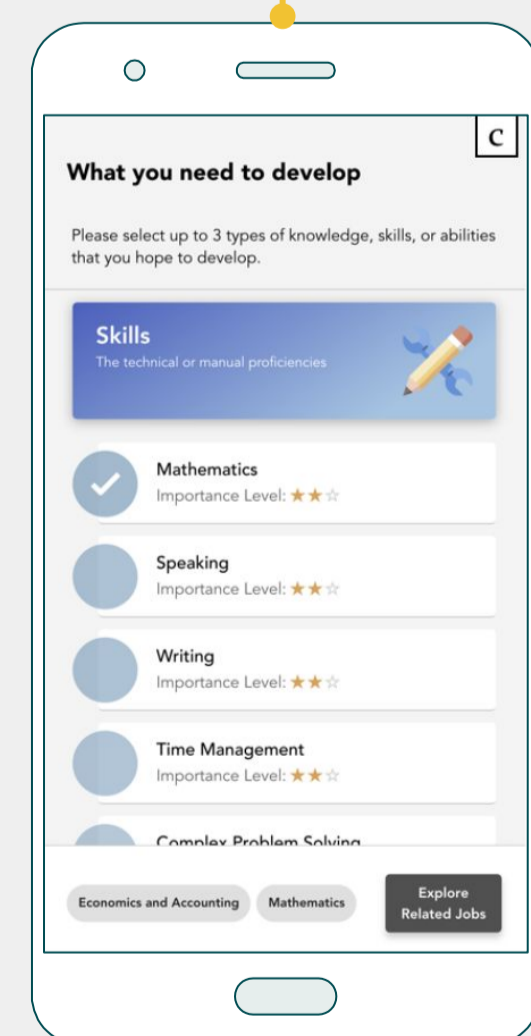
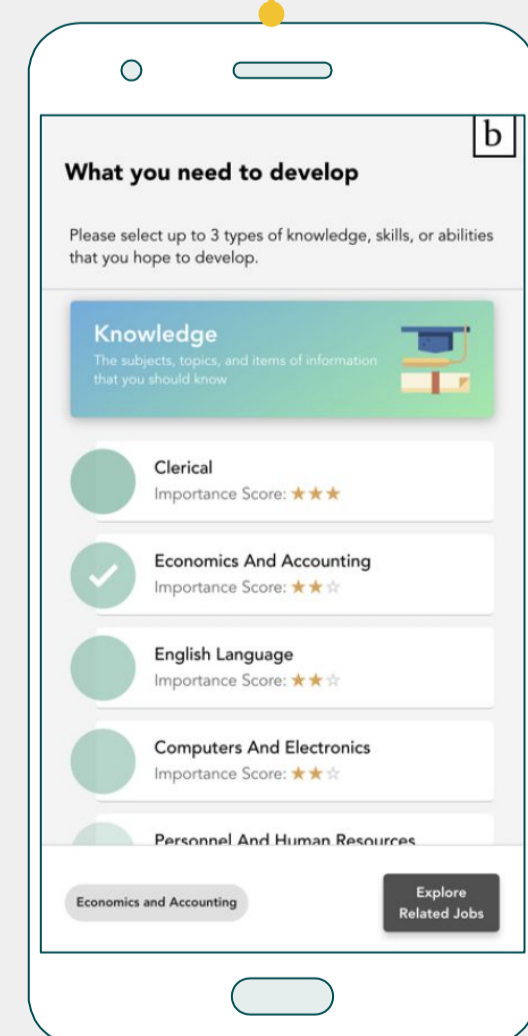
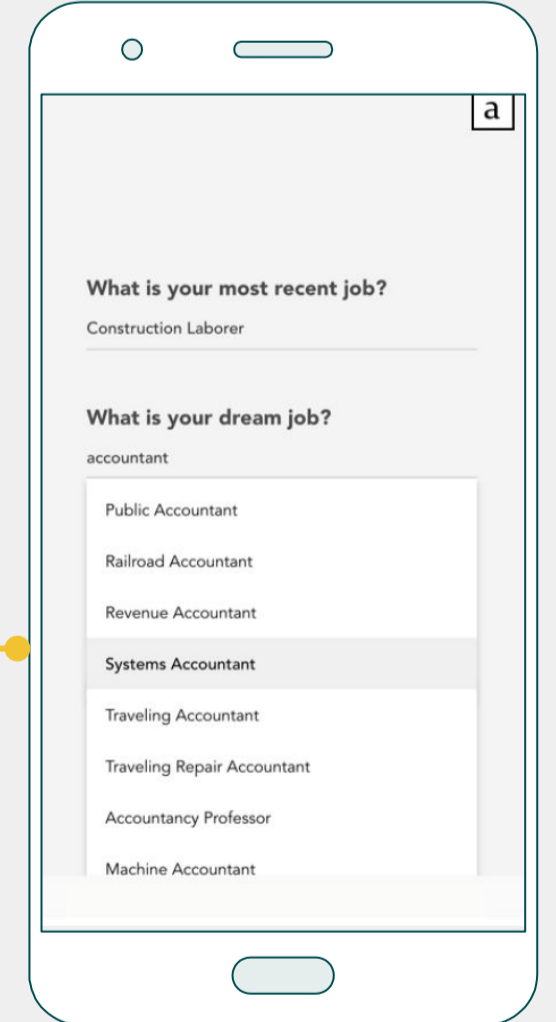
SUPPORT FOR LONG-TERM EMPLOYMENT GOALS

- Job seekers can move towards their dream jobs by identifying the skills needed to get there.
- When the job seeker enters their previous job, DreamGigs
 - o Shows what knowledge, skills, and abilities they need to develop
 - o Identifies intermediate occupations to build those skills
 - o Lists relevant positions pulled from job sites, both paid and volunteer.

“Like, you know there are some sites out there that will give you information on what you should include in your résumé that sort of thing. But if you don’t have those skills, no one tells you how to get those skills.”

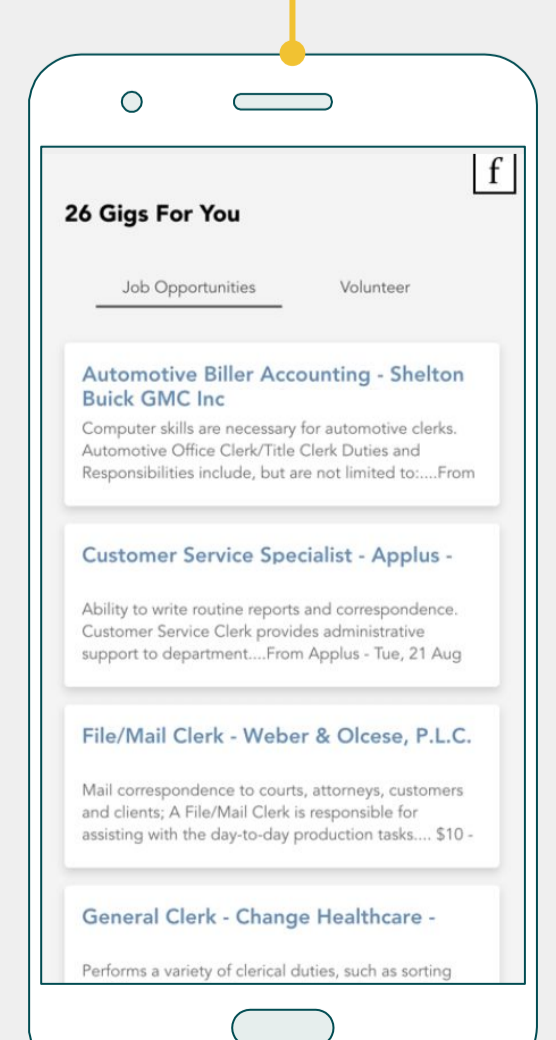
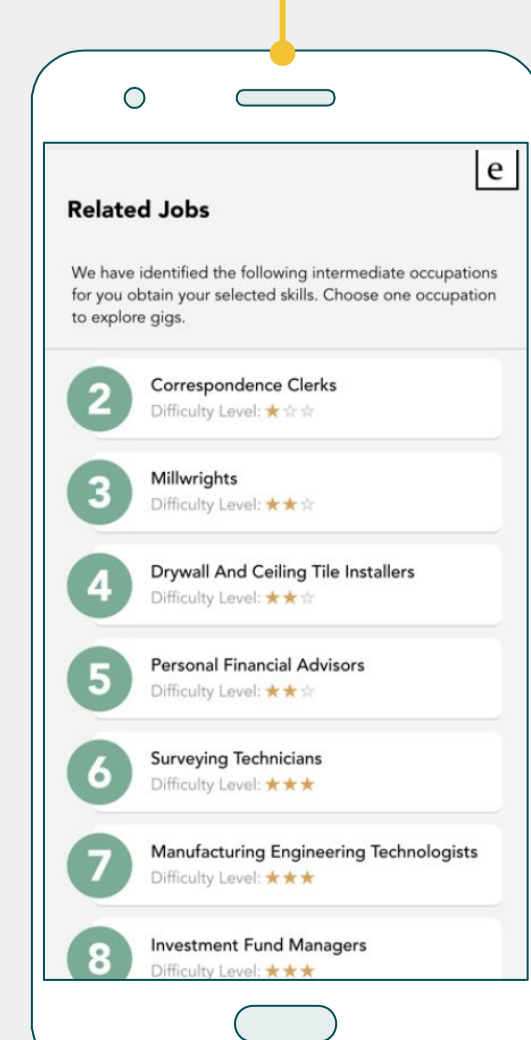
- [P4(female, 38 y/o, Looking for long-term part-time position)]

1. Users enter their most recent job, and their dream job.



2. DreamGigs tells users what knowledge, skills, and abilities should be developed to reach their goals.

3. Users also learn what jobs they can pick up to obtain those skills.



Tawanna R. Dillahunt, Jason Lam, Alex Lu, and Earnest Wheeler. 2018. *Designing Future Employment Applications for Underserved Job Seekers: A Speed Dating Study*. In Proceedings of the 2018 Designing Interactive Systems Conference, 7-8