Piya Mohapatra

Public - Private Data Partnerships for an Easier Job Search Experience

Piya Mohapatra

1   Monster Worldwide

Abstract:
Online job boards play an important role in helping people find jobs, and reduces the friction in the job search process. Big Data products like Search and Matching algorithms can make this process even smoother and improve the quality of matches.

However, there are limitations in the quality of matches that can be made due to underlying data quality issues. A significant limitation is the usage of non-standard job titles and skills, poor quality job descriptions or resumes, and missing keywords. These are especially pronounced in jobs or skills that are new and emerging in the market.

This is where partnerships between private and public sector organizations in the labor market can play an important role in improving the quality of the matches that can be made between Candidates and Jobs.

Public sector organizations create classification systems that are freely available in the the market, and are referenced and used by individuals and organizations in creating job descriptions or while writing resumes. Through sharing job posting data between online job boards and such Public sector organizations, these Taxonomies and Ontologies can be kept up to date and robust, and can be used as reference to improve the quality of job descriptions and resumes. These classification systems are also consumed by the online job boards in order to classify jobs and segment Candidates according to their industry and occupation, and therefore will have a compounded improvement on the quality of matches.