**Video Title:** Online Job Applications: What Happens after You Submit Your Résumé

**Video URL:** <https://www.youtube.com/watch?v=NTIBXS7pbBs>

**Run Time:** 3:18

**Source:** Indeed/YouTube

**Close Caption Available:** Yes

The Indeed video focuses on what happens after a job searcher submits a résumé online. Online recruiting is covered on pages 121-123 of the textbook. After the candidate submits a résumé, it may feel like it has been sent to a black hole, followed by a long wait. Indeed, alone receives millions of résumés daily. The presenter contends that Indeed uses “job science” to process the résumés it receives. The recruiting software scans such factors as certifications, educational level, and relevance of skills. After the software scanning, the human touch enters into the recruitment process. A recruiter or hiring manager reviews the résumés chosen by the software to search for strong candidates (or short list) for the position in question. The review of résumés is usually carried out manually. Candidates on the short list of candidates are usually invited in for a job interview.

While waiting to be contacted by a company, it is sensible to keep searching for other companies. For candidates, the wait to hear back seems very long, During the wait, the candidate should make sure his or her voice mail message is professional sounding. Another preparatory step is to practice answering interview questions. A good practice is to follow up by getting back to the company in two weeks.

*Questions for Thought and Discussion*

1. In what way does the Indeed video about recruitment seem out of date with respect to the recruiting process?

2. Where do key words on the résumé fit in with recruiting process that Indeed describes?

3. What contribution to the recruiting process does Indeed appear to make other than collecting millions of résumés?

4. Visualize yourself as an HR recruiter working for a company of about 1,000 employees.

5. What possible discouraging message do you find for job seekers with respect to submitting a résumé to Indeed?