



Video CV

Creating video CVs can be an innovative method that can be used to make visible the resources of a refugee. The refugee may not be able to create a convincing and sound written CV due to language barriers and lack of experience herewith, but in a video, the refugee may be able to present him-/herself compellingly enough to arouse the employer's interest. Through a video CV, the refugee is given the opportunity to express his/her motivation and enthusiasm, and for many newcomers, oral command of the national language is easier than written command. Video CVs may thus be an innovative method used for boosting refugees' access to employment.

When creating a video CV, the following criteria should be kept in mind:

- The video CV should not last any longer than approximately 2 minutes.
- Try to divide the video into different parts
 - An introduction of the interviewee
 - A part focusing on the most relevant competences for the specific job type as well as the working experience – this part should be the most comprehensive
 - A part focusing on other types of competences – for example the transversal skills
 - A closing, in which the interviewee summarizes what kind of job he or she is looking for. Encourage the employer to make contact
- Assist the interviewee with the writing of a manuscript. The interviewee should have the possibility to practice his/her performance before the recording of the final video. However, it is important that the interviewee does not read from paper during the final video
- Use a whiteboard in the video that shows the most important information about the interviewee (contact information, primary skills etc.). During the video, the interviewee may stay beside this whiteboard while doing the presentation.
- The interviewee should wear presentable clothes during the video – just as he/she would during an actual job interview.
- Avoid background noise in the room when recording
- The interviewee should look directly into the camera lens – not from an elevated or lower position



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