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## THE 2007 Resume Sourcing Survey

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By [Jim Stroud](#)

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If you find the information provided in this survey to be useful, please show your appreciation in one or more of the following ways:

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2. If you know of any **magazines or newsletters that cater to the Recruiting industry**, please forward this survey to them and let them know that I am very open to being interviewed and/or permitting them to include the 2007 Resume Sourcing Survey in their publication. ( I would like to submit articles for their consideration as well. )
3. If you know of **anyone who would like to learn how to source the internet for resumes** and passive candidates, please direct them to the **[Recruiters Resource](#)** section of my blog. There you will find links to training guides, online courses on Sourcing and more.
4. **Advertise on my blog** and related websites. (**[Contact me](#)** for more information.)
5. All of the above.

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### ABOUT JIM STROUD

Jim Stroud is a "Searchologist" with an expertise in the full life-cycle placement of Executive and Technical personnel, Recruitment Research and Competitive Intelligence. He has consulted for such companies as Google, Siemens, MCI and a host of start-up companies. He presently serves Microsoft as a Technical Sourcing Consultant and is a regular contributor to Microsoft's Technical Careers Blog. Jim Stroud was nominated (and a top 10 finalist) for a "Best Blog Award" for his blog – Jim Stroud 2.0, by Recruiting.com in 2006.

# 2007

# Resume Sourcing Survey

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So there I was about to perform my 386,542nd search for a passive candidate (more or less) when a question occurred to me. How many resumes are there on the internet and what percentage of those resumes are relevant to my search? Not knowing the answer to this, I began searching for the information. When I could not find what I was looking for, I decided to create my own and here it is - "The 2007 Resume Sourcing Survey."

## So, what is The 2007 Resume Sourcing Survey?

It is a random sampling of online resume searches performed on Live, Google and Yahoo for the purpose of discerning which searchengine has catalogued the most resumes.

## Why Live, Google and Yahoo?

There are hundreds of searchengines on the market, but Google, Yahoo and Live are the most popular.

## How did you qualify the data?

I used VERY simple search strings that worked on each engine with only the slightest variations added to alleviate search result noise. (I define "search result noise" as unwanted results that were returned from my query.) For example, here is how I searched for the resumes of software engineers on Google, Live and Yahoo with the qualifier being that the document's extension be PDF.

### GOOGLE:

```
inurl:resume intitle:resume software.engineer -submit -jobs -template -sample -how.to.write -wizard -resource -apply filetype:pdf
```

### YAHOO:

```
inurl:resume intitle:resume "software engineer" -submit -jobs -template -sample -"how to write" -wizard -resource -apply originurlextension:pdf
```

### LIVE:

```
inurl:resume intitle:resume software.engineer -submit -jobs -template -sample -how.to.write -wizard -resource -apply filetype:pdf
```

Sure, I could have refined the search parameters even tighter with more search commands, but I wanted to keep the results as general as possible so that I would be judging my data on the widest possible amount of search results.

# 2007 Resume Sourcing Survey

## So, what did you find out?

I found out a lot more than I intended when I began this project. My initial focus was to only concentrate on Software Engineers, but I later decided to include data on industries outside of Information Technology as well. I also began to wonder what formats were most popular, which top-level-domains held the most resumes (.com? or .net?) and just how significant were lesser-known domains (.cc, .biz for example) for resume sourcing and so on. Once I began the survey, it took on a life of its own. Here are some of the results that had me raising an eyebrow.

- Technical resumes were not the most populated resumes online.
- There are many filetypes I have overlooked (like “.PHP) in the past that I will no longer ignore
- Yahoo has the biggest index of resumes over Google and Live
- Live outperformed Google and Yahoo on certain types of industry resumes

If you want to learn more about how to source the internet for resumes, be sure to [subscribe to my blog](#) where I share sourcing tips all the time and/or visit the “[Recruiter Resources](#)” section of my blog for all sorts of Recruitment Research (Sourcing) training materials.

## MOST OVERLOOKED FILETYPES FOR RESUMES (IN GENERAL)

Many of these formats returned very few results and in some cases, only one result. Still, a good researcher should strive to exhaust all avenues when seeking the “perfect candidate.” To get the most of these formats, you must be very creative with the “inurl” command.

- Among the overlooked formats I surveyed, **PHP** returned the most results.
- Among the overlooked formats I surveyed, **ASP** returned the 2nd most results.
- Among the overlooked formats I surveyed, **XML** returned the 3rd most results.
- Among the overlooked formats I surveyed, **PID** returned the 4th most results.
- Among the overlooked formats I surveyed, **PHTML** returned the 5th most results.
- Among the overlooked formats I surveyed, **MHT** returned the 6th most results.
- Among the overlooked formats I surveyed, **DOT** returned the 7th most results.
- Among the overlooked formats I surveyed, **CGI** returned the 8th most results.
- Among the overlooked formats I surveyed, **XSL** returned the 9th most results.
- Among the overlooked formats I surveyed, **WPD** returned the 10th most results.
- Among the overlooked formats I surveyed, **SDW** returned the 11th most results.

Here are a few examples of what I found online with these formats:

- <http://www.aloksingh.com/Content/pid=2.html>
- <http://www.jdhancock.com/resume.asp>
- <http://perryboy.com/resume.php>
- <http://glascock.cc/resume.sdw>

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## MOST POPULAR FORMATS FOR TECHNICAL RESUMES

- .HTML was the most popular format for resumes online.
- .HTM was the second most popular format for resumes online
- .DOC was the third most popular format for resumes online
- .PDF was the fourth most popular format for resumes online
- .RTF was the sixth most popular format for resumes online
- .TXT was the eighth most popular format for resumes online

## MOST POPULAR FORMATS FOR RESUMES (IN GENERAL)

- .HTML was the most popular format for resumes online.
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- .SHTML was the seventh most popular format for resumes online
- .TXT was the eighth most popular format for resumes online

## MOST POPULAR WAYS TO SPELL "RESUME"

- "Resume" was the most popular way to spell resume.
- "Resumé" is the second most popular spelling of resume on the web.
- "Résumé" is the third most popular spelling of resume on the web

## MOST POPULAR WAYS TO SPELL "CV"

- CV is most commonly referenced term cited for CV
- Vitae is the 2nd most referenced term cited for CV
- "Curriculum Vitae" is the 3rd most referenced term cited for CV

## QUANTITY OF RESUMES FOUND ON SEARCH ENGINES

- Of all the resumes I sourced, **Yahoo** had the biggest collection in its index (43%)
- Of all the resumes I sourced, **Google** had the 2nd biggest collection in its index (40%)
- Of all the resumes I sourced, **Live** had the 3rd biggest collection in its index (17%)

# 2007 Resume Sourcing Survey

## POPULAR TOP-LEVEL DOMAINS FOR RESUMES

1. **.COM** was the most popular top-level-domain for resumes
2. **.NET** was the 2nd most popular top-level-domain for resumes
3. **.EDU** was the 3rd most popular top-level-domain for resumes
4. **.ORG** was the 4th most popular top-level-domain for resumes
5. **.INFO** was the 5th most popular top-level-domain for resumes
6. **.NAME** was the 6th most popular top-level-domain for resumes
7. **.BIZ** was the 7th most popular top-level-domain for resumes
8. **.CC** was the 8th most popular top-level-domain for resumes
9. **.WS** was the 9th most popular top-level-domain for resumes
10. **.BZ** was the 10th most popular top-level-domain for resumes

## POPULAR INDUSTRY KEYWORDS MENTIONED ON RESUMES

The keyword "**chemical**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**cigarette**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The phrase "**consumer goods**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**copper**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**distiller**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**financial**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**healthcare**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**insurance**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**lodging**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**manufacturing**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**marketing**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**medical**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The phrase "**metal fabrication**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**mortgage**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The phrase "**oil gas**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The phrase "**precious metals**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The keyword "**publishing**" was mentioned in resumes the most on **Yahoo**, then Google and then Live  
The keyword "**restaurant**" was mentioned in resumes the most on **Yahoo**, then Live and then Google  
The keyword "**semiconductor**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The keyword "**steel iron**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The keyword "**synthetics**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The keyword "**telecom**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**textile**" was mentioned in resumes the most on **Live**, then Google and then Yahoo  
The keyword "**tobacco**" was mentioned in resumes the most on **Google**, then Yahoo and then Live.  
The keyword "**trucking**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The keyword "**utilities**" was mentioned in resumes the most on **Google**, then Live and then Yahoo  
The keyword "**wireless**" was mentioned in resumes the most on **Google**, then Yahoo and then Live  
The keyword "**waste management**" was mentioned in resumes the most on **Live**, then Google and then Yahoo

# 2007 Resume Sourcing Survey

## TOP 10 INDUSTRIES BY RESUMES SOURCED ON LIVE\*

- |                |                      |
|----------------|----------------------|
| 1. Marketing   | 6. Insurance         |
| 2. Advertising | 7. Manufacturing     |
| 3. Financial   | 8. Software Engineer |
| 4. Medical     | 9. Wireless          |
| 5. Publishing  | 10. Banking          |

\*Industries surveyed are based on the list of keywords cited in the "Keyword mentions on resumes" section

## TOP 10 INDUSTRIES BY RESUMES SOURCED ON GOOGLE\*

- |              |                      |
|--------------|----------------------|
| 1. Mortgage  | 6. Publishing        |
| 2. Marketing | 7. Advertising       |
| 3. Cigarette | 8. Food and Beverage |
| 4. Financial | 9. Software Engineer |
| 5. Medical   | 10. Manufacturing    |

\*Industries surveyed are based on the list of keywords cited in the "Keyword mentions on resumes" section

## TOP 10 INDUSTRIES BY RESUMES SOURCED ON YAHOO\*

- |               |                      |
|---------------|----------------------|
| 1. Marketing  | 6. Advertising       |
| 2. Medical    | 7. Insurance         |
| 3. Healthcare | 8. Software Engineer |
| 4. Financial  | 9. Manufacturing     |
| 5. Publishing | 10. Mortgage         |

\*Industries surveyed are based on the list of keywords cited in the "Keyword mentions on resumes" section

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## I LIKE TO NETWORK

via **LinkedIn**: <http://www.linkedin.com/in/jimstroud>

via **Email**: [jimstroud@jimstroud.com](mailto:jimstroud@jimstroud.com)

via **Yahoo Instant Messenger**: [jimmystroud](http://jimmystroud)

via **Phone**: 770-912-4300



[www.JimStroud.com](http://www.JimStroud.com)