

MATCHING

ICM Porto, 2016

elsa

The European Law Students' Association

Matching process

- Matching the applicants' data with the traineeship's requirements
- Legal skills, language skills, education level
- Automatic
- Manual

#	ID	National Group	Education Level	Language Skills	CV and Motivation Letter	Actions	Rating
1		Spain	graduate - master	Spanish - Native; French - Native; English - Fluent;	View	Flip status	9
2		Austria	postgraduate - PhD	English - Fluent; French - Fluent; German - Native;	View	Flip status	9
3		Italy	postgraduate - PhD	Italian - Native; French - Fluent; English - Fluent;	View	Flip status	9
4		Austria	graduate - master	German - Native; English - Native; French - Fluent; Spanish - Basic	View	Flip status	9
5		Spain	postgraduate - PhD	English - Fluent; Spanish - Native; French - Good;	View	Flip status	8
6		Italy	postgraduate - PhD	Italian - Native; English - Fluent; French - Good;	View	Flip status	8
7		Austria	graduate - master	German - Native; English - Fluent; French - Fluent; Italian - Good	View	Flip status	8
8		Austria	postgraduate - PhD	German - Native; English - Fluent; French - Good; Spanish - Basic	View	Flip status	8
9		France	graduate - master	English - Fluent; Spanish - Fluent; German - Basic; French - Native	View	Flip status	8
10		France	graduate - master	French - Native; German - Native; English - Fluent; Spanish - Good	View	Flip status	8
11		Italy	graduate - bachelor	Italian - Native; English - Fluent; French - Fluent;	View	Flip status	7

Reviewing the applications (1/5)

- 55 % matching success rate
- VP STEP's (NG/LG) role:
 - checking the validity of the information
 - checking the membership status
 - „...shall assist applicants in completing the Student Application Form.,,
 - „...shall ensure in good conscience that the information filled in by the applicant is correct and complete.”

Reviewing the applications (2/5)

- Examples:
 - TN code
 - Links („**Links** to websites within the CV or the Motivation Letter are **not permitted** and will be deleted during matching.”)
 - National/Local Group
 - Missing legal skills
 - Opposite information between CV/mot. letter and general information part

Reviewing the applications (3/5)

- Examples:
 - „**Poorly written applications** shall be **sorted out**. A CV or a Motivation Letter is to be considered poorly written if the form, structure, grammar, political correctness, politeness, information content, style or length do not correspond to the usual standards.”

Reviewing the applications (4/5)

- Examples:
 - „If there is only a **low number of applications** for a Traineeship or if there are only applications which **could not be matched**, the **best applications among these** shall still be forwarded to employer with a remark explaining the circumstance.”

Reviewing the applications (5/5)

- Shortlisting the applications

How to use this information in Student Hunting?

