

With unemployment on the rise, people have become increasingly desperate to find jobs. As a result, many job seekers will embellish their credentials in an attempt to gain a competitive advantage. Another reason people falsify or exaggerate their resume is the belief that prospective employers will not bother to do a background check. It is also true that a job seeker's willingness to falsify information and take the chance of getting caught comes from a growing sense of frustration due to his or her lack of job-hunting success. There are many reasons applicants falsify their credentials when seeking employment. Confirming previous employment and education helps you determine the validity of the resume and if the applicant's credentials fit the job requirements.

There are many different types of verifications to help determine if an applicant has in fact been truthful on their application for employment. Below are the different types of verification that can be searched as well as the definition and benefit of using each to determine if an applicant is a fit for your organization:

Employment Verification

By looking at employment habits, an employer can determine how long an applicant was committed to working from one company to the next. Employment verification searches can separate honest mistakes from truly obvious attempts to further one's career through deliberate fabrication from claims of salary, responsibility, or even attempts to cover up significant gaps in employment which should otherwise be explained.

Education Verification

With the rise of identity theft and other false claims from applicants, employers are adding education verification to the application process. Employers often have minimum education requirements, which relate to the job description that must be verified prior to hiring an applicant. Education Verification confirms which school(s) the applicant attended, the diplomas received, degrees & certificates awarded, dates of attendance, and additional information as available. Also confirming that an individual has a legitimate degree or diploma is essential in making sure they are truly qualified for the position and that the degree is not obtained from a Diploma Mill.

A diploma mill (also known as a degree mill) is an unaccredited higher education institution that offers bogus academic degrees and diplomas for a fee. These degrees may claim to give credit for relevant life experience, but should not be confused with legitimate prior learning assessment programs.

Personal & Professional Reference Checks

Contacting former co-workers, supervisors or friends can help you gain additional insight on your applicant's work ethic and how the applicant fit into the organization

workplace environment. A verification of business and/or personal credentials is a valuable source of information about the applicant's general image as perceived by others. Professional References are contacted to review information regarding an applicant's capacity to perform the particular job being sought; such as their abilities, skills, qualifications, work habits, absenteeism, reliability, honesty, tendency to engage in violent or harmful conduct, etc.

Professional License & Certification Verification

Many positions require a license to be obtained in order to meet legal requirements. Professional license verifications confirm your candidates' representations about their qualifications. A license check authenticates the accuracy of your candidates' license and indicates if it is currently in good standing and issued in the candidate's name. Common licenses verified are CPA, RN, MD, State Bar, etc.

At the most important level, a comprehensive verification check protects you against some applicants' tendency to exaggerate details about their past employment. It also helps to determine whether or not the applicant will turn out to be a productive, creative, and resourceful member of the team.