

Preventing CV Fraud

You've found the perfect candidate, well, so their CV says, but can you trust the facts presented are true?

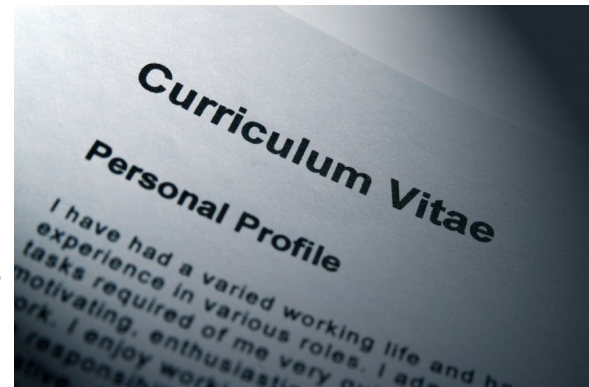
It has been reported that almost 1 in 3 people exaggerate or falsify the details in their CV. More and more applicants are taking desperate measures such as embellishing their credentials and misrepresenting their backgrounds in an effort to improve their chances of meeting job requirements, outshining their competitors and therefore securing an appointment for an interview.

CV fraud can open a large can of worms for your company. Risks, such as poor productivity, unsafe working conditions, bad publicity, loss of clients and costly litigation makes the job of validating qualified employees more important than ever. What is concerning, is how many companies do not have pre-employment screening as part of their hiring process.

So what is pre-employment screening? It is the process by which you verify a job applicant's details. Facts which need to be checked are:

Past Employment

Stretching dates of past employment and fabricating jobs to fill in gaps in employment history are the most common types of resume fraud. Take notice of gaps in employment and frequent job changes. Watch out for vague job descriptions or broad exaggerations of responsibilities. Be suspicious of unexplained periods of unemployment and claims of proficiency in specific skills.



Educational Qualifications

Our current educational system is in disarray and South Africa only achieved a 67% Matric pass rate in 2010. The job market is highly competitive for university students and school leavers, leading to desperation and resorting to fraudulent documents being produced and submitted to prospective employers.

Also, did you know that the diploma mill business is a global, billion dollar industry? Diploma mills produce and sell diplomas and degrees to those who have not performed any real work to obtain them. Your education confirmation should include proof of accreditation for the institution being verified.

ID Verification

Without an identity document a person cannot do much. No employment, no bank account, no existence. Those who have a shady past, or illegal immigrants, render false identity documents in order to secure employment.

Credit Checks

Research shows that South Africa has approximately 3 million employees who experience negative cash flow every month. Considering the economic pressures currently being experienced the world over, this is not surprising. Employing someone with a poor credit record can expose your company to risk such as fraudulent behaviour.

Driver's Licence Verification

Fraudulent driver's licenses are a common occurrence and not just a problem whereby an individual can purchase a license off the street. License fraud is rampant within the relevant government departments. Many officials have been caught and accused of issuing fraudulent licenses.

Criminal Record Check

It is important to know if and what type of crime has been committed and how you can safeguard your company from certain risks.

Work Permit Verification

In 2005, documented immigrants to South Africa reached almost 10, 000 people. Unfortunately, this is not a clear indication of how many people enter South Africa from other countries looking for work. Many are here illegally and therefore work for very low wages or use fraudulent permits to gain employment.



Jenny Reid, Director of iFacts, says you need to confirm a candidate's qualifications, you need to see whether the person is being honest and they have accountability. Commanding integrity in the beginning will lead to success throughout the organisation.

Never hire a questionable candidate based on potential or overlook misrepresentations due to the desperation of filling a position that has been vacant for an extended period of time. Also, don't allow recommendations, referrals and prior or current contact with an employee as a justification for skipping the background screening process.

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