

## **Make Sure You Check Those Credentials – Before Hiring!**



**The CV is the first opportunity to make a great impression with a potential employer and this leads some to add a few embellishments to their skills and experience.**

However, candidates may not realise that it's easy to get caught out and the Risk Advisory Board has just released a report showing that the number of CV mistakes and blatant candidate lies are on the rise from 63% to 70% in the last year.

5,500 CVs were analysed - "A growing number of people are applying for jobs with inaccurate CVs," Michael Whittington, Head of Employee Screening at the Risk Advisory Group, says. "Some discrepancies may be genuine slip-ups, but others are deliberate attempts by job seekers to deceive employers in order to get ahead.

"The repercussions of making the wrong hire can be huge. It can cost a company time, money and, potentially, its reputation if things go awry. And with organised crime and insider fraud on the rise, it can also leave a business exposed to infiltration by rogue candidates, leading to data hacking and security breaches.

“That is why we urge companies to validate the credentials of all potential hires in advance, thereby avoiding costly mistakes further down the line.”

The report also revealed that millennials are the worst CV offenders.

Candidates who were between 25 and 32-years-old accounted for 38% of all discrepancies. Interestingly, younger jobseekers between the ages of 18 and 24 were only associated with 12% of the inaccuracies.

The report reveals some of the worst CV-lying offenders -

One candidate claimed to have obtained a degree from a prestigious English university. Yet, not only had he failed to achieve the qualification, he had been expelled from the university.

A second, jobseeker claimed to have not just one but two MBAs, when he actually had none. The first was from a ‘fake’ university, the second was supposedly obtained abroad where he had only completed a small fraction of the assignments and exams required.

A third candidate going for a key compliance role failed to disclose a County Court Judgement for more than £40,000 – despite having declared no debt in his name.

A fourth applicant claimed to have been employed for three months, and resigned for a better opportunity. In reality she had been employed for only three days, and simply stopped showing up for work without any explanation.

A fifth candidate who’d run her own restaurant was asked to provide a reference. Instead of offering one, she told the recruiter to Google a newspaper clipping with feedback from diners and a photo of her. Her failure to provide an acceptable proof of employment meant that her job offer was swiftly withdrawn.

However, the Risk Advisory Board is not the first to highlight lies on CVs. CareerBuilder revealed in August that 56% of employers have found a lie on a CV.

**The 15 best examples are below**

Applicant claimed to be a former CEO of the company to which they were applying.

Applicant claimed to be fluent in two languages - one of which was pig Latin

Applicant wrote "whorehouse" instead of "warehouse" when listing work history

Applicant's personal website linked to a porn site

Applicant introduced himself in the cover letter by saying "Hey you"

Applicant vying for a customer service position gave "didn't like dealing with angry customers" as the reason for leaving her last job

User name of applicant's email address was "2poopy4mypants"

Applicant claimed to be a Nobel Prize winner

Applicant claimed to have worked in a jail when they were really in there serving time

Applicant who claimed to be HVAC certified later asked the hiring manager what "HVAC" meant

Applicant said to have been fired "by accident"

Applicant claimed to have attended a college that didn't exist

Applicant for a driver position claimed to have 10 years of experience but had only had a driver's license for four years

Applicant's reference was an employer from whom they had embezzled money and who had an arrest warrant out for the applicant

Applicant's stated job history had him in three different companies and three different cities simultaneously

**The moral of the story** – be sure to check the credentials and qualifications of the candidate before you offer them the role and especially before they start work.