

# Education Verifications

## Verify Academic History



As the number of applicants competing for jobs continues to grow, employers must be diligent when it comes to selecting candidates that are properly qualified for a position. This can be somewhat challenging since recent surveys reveal that over half of job applicants lie on their resume.

In order to identify if an individual has provided false or exaggerated credentials, it's extremely important that employers thoroughly check the information supplied on the resume. While this includes a criminal history check, it also includes education and employment verifications, along with personal references.

Educational experience is often a key factor for an individual to be successful in landing a job, which is one reason so many applicants choose to lie on their resume or even during the interview process. As a result, education verifications help to confirm the validity of the academic background provided by the applicant. Businesses or organizations may have specific educational requirements for a position, and as a result may only consider an individual for employment should the person have the necessary academic background.



Source: Hloom

Should an employer onboard a new hire that lacks the necessary credentials, it can result in a poor hiring situation and increased costs when having to start over to find the ideal employee.

Key benefits of Education Verifications:

- Confirms that the educational claims of applicants are true
- Increases the quality of the hiring process
- Raises the standards of employee excellence
- Helps to mitigate risk and protect an organization

This information is not meant to provide legal advice of any kind. Legal advice should be sought from your attorney or corporate counsel.



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Hloom, an online provider of sample templates, recently conducted a survey that examined the issue of false information on job applications. One aspect of the survey focused on dividing categories between real lies and white lies. Real lies pertain to those that overly embellish an applicant. White lies correspond to minor untruths that could easily be ignored. The survey found that five of the top ten real lies are associated with education: graduated from a particular college, degree obtained, major, grade point average (GPA), and college minor.

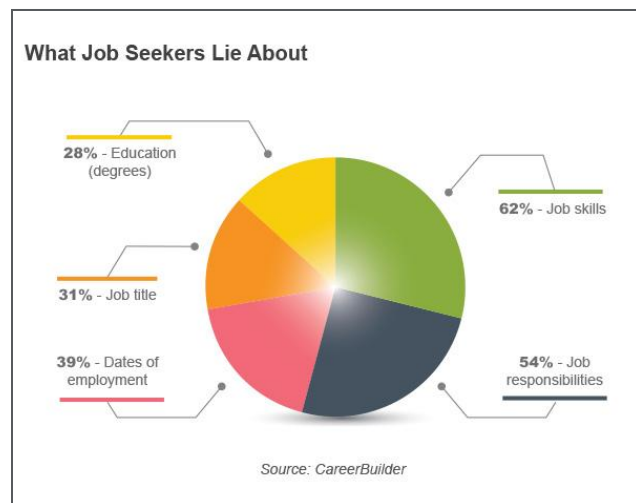
By conducting education verifications, employers can gain insight into an applicant's academic history that includes:

- Level of formal education
- School(s) attended
- Degrees obtained
- Attendance dates
- Grade point average (GPA)

**Are These Resume Lies Real or White?**  
The Lies That People Most Labeled as **Real** or **White**

| Top 10 Real Lies |                                   | Top 10 White Lies |                                      |
|------------------|-----------------------------------|-------------------|--------------------------------------|
| 1                | College You Graduated From        | 1                 | Communication Skills                 |
| 2                | Foreign Language Fluency          | 2                 | Duties of Former Position            |
| 3                | Academic Degree                   | 3                 | Presentation Skills                  |
| 4                | College Major                     | 4                 | Research Skills                      |
| 5                | GPA                               | 5                 | References                           |
| 6                | Former Employment or Work History | 6                 | Computer or Software Skills          |
| 7                | Awards or Accomplishments         | 7                 | Salary                               |
| 8                | College Minor                     | 8                 | Year of Graduation                   |
| 9                | Projects or Portfolio             | 9                 | Membership in a Club or Organization |
| 10               | Job Title                         | 10                | A Promotion                          |

Source: Hloom



Using a third-party professional background screening firm experienced in conducting verifications can help employers save time, streamline the hiring process, and make it easier to find a quality fit between an applicant's academic background the job requirements. It also assists with reducing the amount of time it takes to complete education or employment verifications, and conduct reference checks. Another benefit that a third-party screening provider can provide is a consistent and thorough summary of the information in an organized report, which can then be added to

the employment file. By doing so, it allows employers to be confident that due diligence was completed prior to hiring an applicant.

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CareerBuilder, an employment and human resource website, conducted a survey of hiring and human resource personnel. The results concluded that 58% of hiring managers found a lie on a resume, and of those employers, one-third have experienced an increase in resume misrepresentations. Hloom's survey found that the primary reason for lying on a resume is to better qualify for a job opening (49.3%). The second reason is to create the impression of having a well-rounded background (21.7%).

It's important to confirm that job applicants have the appropriate educational degrees and/or credentials for employment. An organization's reputation depends on the quality of its workforce.

Resume fraud is all too common, and it occurs on all levels; from entry level to upper management. Not conducting a thorough background check (that includes at a minimum; criminal history, education and employment verifications as well as professional references), can result in an unwanted situation that ends up costing an employer time, money and credibility. And

employees that lack the necessary qualifications can put a company at risk for negligent hiring and financial liabilities. The key to minimizing exposure to risk is to obtain a comprehensive picture of an applicant prior to extending an offer of employment.



Source: Hloom

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