

CVs – Are candidates telling the truth?

Almost 100,000 job applicants have lied about their qualifications in the past three years.

Worryingly, almost half (48%) of HR professionals in the UK do not rigorously check the validity of applicants qualifications.

A study by AXELOS found that almost a third (30%) of organisations admit to bypassing checks if the candidate has previous experience in the role they are applying for, and one in ten will waive checks if the candidate has been recommended by someone senior in the business.

However, dressing up qualifications such as degree results or modules can have serious consequences, with 37% of survey respondents saying they would dismiss an employee if they discovered qualification results had been exaggerated.

This increased to 54% if a job applicant has lied about holding a qualification they do not have, and is later found out.

Most organisations only realise staff have lied on their applications after starting work, with 14% of HR professionals saying they have come across at least five incidences within the last three years of employees not holding the qualifications they had claimed – equating to around 100,000 jobseekers.

Improper candidate screening proved costly - nearly 40% of companies spent over £10,000 in the last three years rehiring staff after employing someone who wasn't properly qualified, with nine per cent of respondents revealing they had spent more than £40,000.

The survey also found that under half 47% of HR professionals think you should check a candidate's qualifications compared to 62% who believe references should be checked.

Psychometrics in Recruitment:

At DSA, we are able to provide a full suite of Psychometric Assessments that can help support a Candidate application and validate skills, ability and aptitude allowing greater confidence and success in senior appointments. We are BPS registered and fully qualified to deliver and interpret

Assessments particularly in relation to management and senior leadership roles.

[For further information, see our website](#)

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