ACCELERATING
CANDIDATE VERIFICATION
WITH BLOCKCHAIN

ABSTRACT

RECRUITING has never been easy. Even when you think you have found the right candidate, the background check process can be slow and expensive. Hiring managers can sometimes skip essential steps because it takes too long.

Employment histories are often incomplete or inaccurate. Certifications and qualifications are falsified.

LET'S FACE IT:
SOME CANDIDATES LIE.

BLOCKCHAIN TECHNOLOGY in the field of recruiting is changing all of that. It allows for automated pre-verification of candidates and simplified identification. It increases trust and improves efficiency. It also reduces two of the biggest concerns when hiring: TIME AND COST.

THE PROBLEM

When you look over a resume, you might be impressed enough to have a conversation or bring someone in for an interview. If they continue to impress, you will probably want to offer them the job. However, what if you knew their resume was inflated, their employment over-stated, or their accomplishments not really their own? It would change your mind.

Checking people's backgrounds and references takes time. It can be a slow process and expensive. Prospective employees often stretch the truth on applications or fail to fill out all of the information you need to make a decision. They may not sign off on authorization forms which slows you down. Certifications and qualifications can be falsified as can ID. Employment histories are often incomplete, inaccurate, or misleading.

Too many hiring managers take shortcuts when hiring people because they are blinded by the candidate's resume or performance during the interview phase. They may skip hiring certification validation or employment verification. Just because someone interviews well doesn't mean they will be a great hire.

THERE ARE THREE FACTORS that employers say they are looking for in a new hire and that consistently lead to quality employees[i]:

· **Credible Work History**
· **Job Experience**
· **Specific Skill Sets**

To make sure candidates provide accurate information you can trust, it takes time. That means employers have to deal with these issues:

· **Increased costs of identifying viable candidates**
· **Increased time to hire**
· **Hiring mistakes (or sub-optimal hiring decisions)**
· **Potential reputation damage**
· **Loss of revenue or income**

Employers can't afford to make mistakes. Hiring certification validation or employment verification is critical to avoid making bad hires. As Tony Hsieh, CEO of Zappos said, bad hires cost his company well over $100 million[ii].

SOLUTION

The solution is an **online verification**, career management, and recruitment platform that will handle the verification and certification of potential employees for you. Eleserv uses blockchain technology to do the job for you.

HOW BLOCKCHAIN WORKS

The blockchain is a distributed ledger that is replicated across a network of computer nodes. Each node is responsible for updating the data on that node. The nodes are geographically disbursed and work independently while maintaining a link sequentially.

"The decentralized nature of blockchain makes it extremely difficult to corrupt," Peter Rogers, Blockchain Solutions Lead at Eleserv said.

For example, if you were to change the data on one node, it would be rejected because it doesn't match the data on the majority of other nodes.

HOW BLOCKCHAIN WORKS WITH HIRING

"When nodes agree on the truth, that is the only notion of the truth," Rogers noted. Data is gathered in blocks and linked to the previous block. That's the chain. In the last nine years, the blockchain network has never been hacked despite significant effort to do so. In a normal database, a database administrator can decide what data can be added or deleted. That data could be corrupted, or the record could be changed. In blockchain, you would have to corrupt all the decentralized nodes which is not possible.

Imagine being able to know confidently that everything on a potential employee's resume or application was completely accurate and independently verified? It would dramatically speed up the hiring process.

Eleserv uses blockchain technology to verify the accuracy and verification of employees' work history and certifications. The distributed and decentralized nature of blockchain reduces the likelihood of identity fraud and false information. Job applicant's information is replicated across the distributed ledger in a secure format. Once information is updated and verified, it is maintained as a permanent record of a job candidate's educational background, work history, certifications, awards, and career information. The information is guaranteed to be accurate and tamper-proof. This provides an immutable record that employers and candidates can trust.

"It leads to more efficiency and builds greater trust in the entire process" said Rogers.

Instead of spending hours verifying candidate data, recruiters can use that time to find the right candidates and develop relationships.
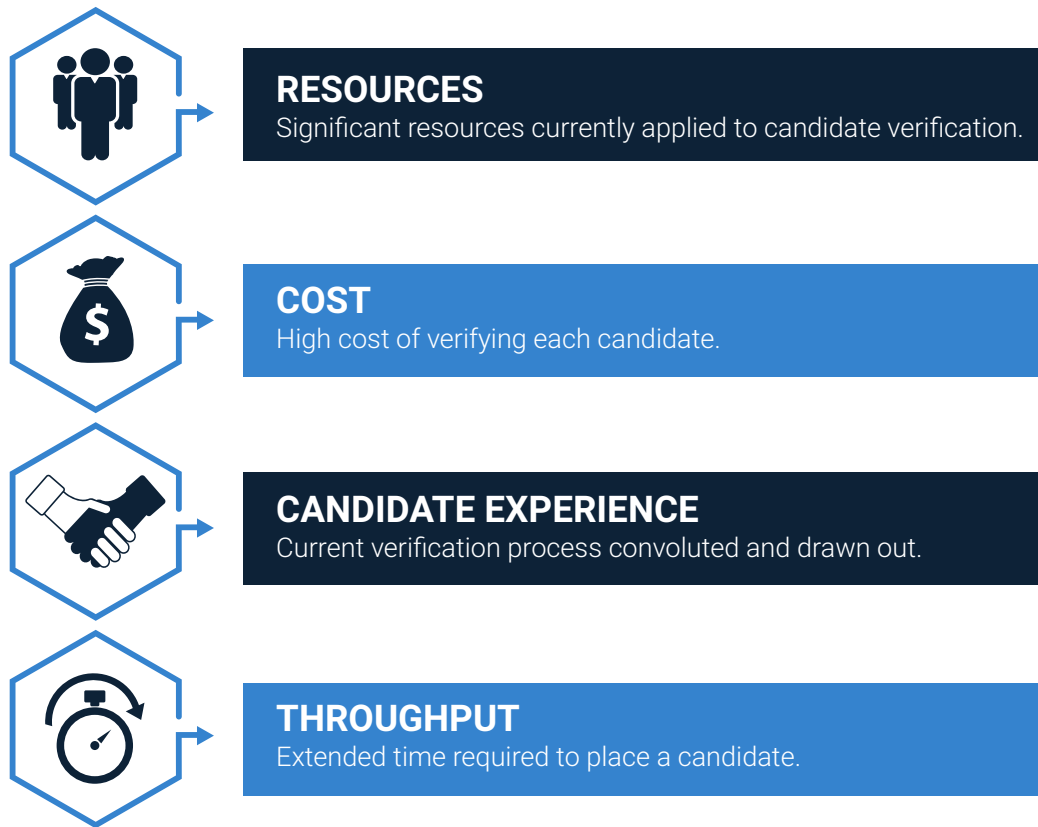
ELIMINATING HIRING ROADBLOCKS

Here are some of the typical roadblocks employers find in the hiring process.

RESOURCES
Significant resources currently applied to candidate verification.

COST
High cost of verifying each candidate.

CANDIDATE EXPERIENCE
Current verification process convoluted and drawn out.

THROUGHPUT
Extended time required to place a candidate.

ID VERIFICATION
Insufficient rigor in ID verification process.

Eleserv's blockchain technology solution changes the dynamic. All of the candidate's personal information is validated and stored on a secure blockchain application accessible only to those the candidate desires.

- · Prior Addresses
- · Previous Employers
- · Past Compensation
- · Degrees
- · Certifications
- · Transcripts
- · Visa Status
- · Social Security Number

When you review their information, you can trust the accuracy.

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IMPROVE HIRING EFFICIENCY

Utilizing these tools, the process is significantly more efficient. Compare the typical process for recruiting and hiring a job candidate.

Collect Application → Review Application → Phone Screen → Assessment → Interview → Verification → Offer
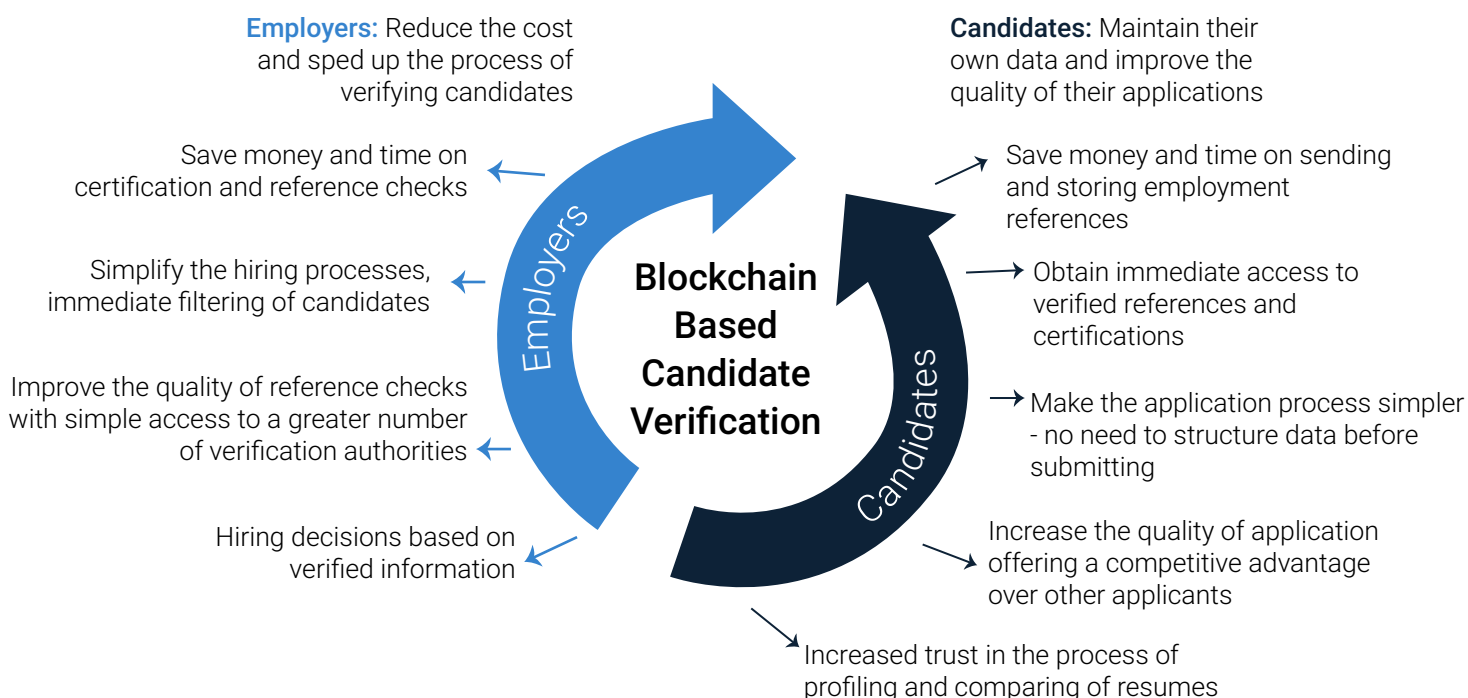
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Because verification typically happens towards the end of the hiring cycle, by the time you find out a candidate is less than they have represented, you have invested of your own time. That's lost time you could have used to create a relationship with a better candidate. When trusted verification moves to the front of the line, you can be assured you are not wasting your time on unqualified job candidates.

Candidate Pre-verified → Assessment → Interview → Offer

EASIER PROCESS FOR EMPLOYERS AND JOB SEEKERS

In fact, the blockchain process helps both employers and job seekers. It allows for faster filtering of candidates and lets you make hiring decisions based on verified information.

For candidates, it can simplify the application process and give them a competitive advantage over other applicants. This advantage gives candidates an incentive to participate and make sure all information is accurate.

Employers: Reduce the cost and sped up the process of verifying candidates

Candidates: Maintain their own data and improve the quality of their applications

Save money and time on certification and reference checks

Simplify the hiring processes, immediate filtering of candidates

Improve the quality of reference checks with simple access to a greater number of verification authorities

Hiring decisions based on verified information

Blockchain Based Candidate Verification

Employers

Candidates

Save money and time on sending and storing employment references

Obtain immediate access to verified references and certifications

Make the application process simpler - no need to structure data before submitting

Increase the quality of application offering a competitive advantage over other applicants

Increased trust in the process of profiling and comparing of resumes

CONCLUSION

When companies can trust the information that applicants provide, this increases trust and reduces intermediary costs to verify. Recruiters can focus on the quality of the candidate rather than worry whether their resume is accurate. This software innovation leveraging blockchain technology led by the recruiting experts at **Eleserv** is the solution to your hiring concerns.

Access to top talent has never been more difficult. Finding the right person for critical positions within your organization is essential.

Eleserv has assembled a group talented HR professionals and assessment tools that will help your organization identify the individual or individuals that fit your positions and have the skills to succeed every time.

Eleserv provides solutions that help align talent strategies with organizational objectives and goals in a way that maximizes productivity and positively impacts your company's bottom line.

Contact Eleserv for your recruiting needs and let us show you how **blockchain recruiting** can help you hire better and faster.

References
i The Wow Factor: Impressive Job Candidate Qualities via *http://careerbuilder.ca/blog/2011/03/01/cb-the-wow-factor-impressive-job-candidate-qualities/*
ii Tony Hsieh: Bad Hires Have Cost Zappos Over $100 Million via *https://www.businessinsider.com/tony-hsieh-making-the-right-hires-2010-10*

-- META DATA --
Meta Title: Accelerating Candidate Verification with Blockchain
Meta Description: Blockchain technology in the field of recruiting allows for automated pre-verification of candidates and simplified identification. It reduces time and cost.

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