

# ACCELERATING **CANDIDATE VERIFICATION** WITH BLOCKCHAIN



# ACCELERATING CANDIDATE VERIFICATION IN HEALTHCARE WITH BLOCKCHAIN

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## THE HEADLINES ABOUT SHORTAGES IN HEALTHCARE ARE SOBERING.

“The U.S. will need to hire 2.3 million new health care workers by 2025” – CNN<sup>i</sup>

“Physician shortage: The numbers keep climbing, now estimated at 122,000 by 2032” – Fierce Healthcare<sup>ii</sup>

“Healthcare Workforce Shortage Worsening” – Healthcare Business News<sup>iii</sup>

The shortage of Healthcare professionals is a serious issue. It's tough to find quality candidates now. In addition, as population ages, the need for quality Healthcare workers will continue to increase as demand grows. Like the patients they serve, the nursing workforce is also aging. More than 1 million registered nurses are 50 or older. That means nearly one-third of the workforce could be at retirement age within a decade<sup>v</sup>. This will only make finding and retaining qualified Healthcare professionals more difficult.

## SUCCESSFULLY RECRUITING FOR CRITICAL HEALTHCARE CLINICAL AND SUPPORT ROLES HAS NEVER BEEN EASY - AND IN THIS JOB MARKET IS EVEN HARDER:

- Even when you think you have found the right candidate the background check process can be slow and costly.
- Employment histories are often incomplete or inaccurate.
- Certifications and qualifications can be falsified.
- Hiring managers can sometimes skip important steps because it takes too long which can have catastrophic impacts on patients if clinical staff don't have the aptitude required to care for patients.

**In Healthcare, mistakes in hiring can lead to reduced care, errors, and increased liability.**

## BLOCKCHAIN TECHNOLOGY FOR RECRUITING IN HEALTHCARE IS CHANGING THIS REALITY.

Blockchain 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

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When you look over a Healthcare worker's 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 definitely change your mind.

Checking people's backgrounds and references take time. It can be a slow and expensive process. Prospective employees often stretch the truth on applications or fail to fill out all the information you need to evaluate. They may not sign off on authorization forms which slows you down. Healthcare certifications and qualifications can be falsified. Employment histories are often incomplete, inaccurate, or misleading. Solid references are harder to obtain than in the past.

Healthcare teams are stressed and overworked. Healthcare jobs are among the most stressful of all jobs<sup>v</sup>. Studies show that 1 in 6 consider leaving the profession completely<sup>vi</sup>. The temptation for organizations to skip key steps in the recruiting process is enormous because of the massive burden of an ever-growing number of open or unfilled positions.

In-house Healthcare recruiters may skip verifying certifications or previous employment if a candidate looks good on paper or sounds good in an interview just because they need to fill a position desperately. 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<sup>vii</sup>:

- 1. Credible Work History**
- 2. Job Experience**
- 3. 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**
- **Poor quality patient care**
- **Increased liability**

**Employers can't afford to make mistakes. Certification validation and employment verification are critical steps to avoid making bad hires.**

## THE SOLUTION

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The solution is an online verification, career management, and recruitment platform that will handle the verification and certification of potential Healthcare workers for you. [eleserv](#) uses blockchain technology to do the job for you.



# HOW BLOCKCHAIN WORKS WITH HIRING

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.



eleserv's blockchain technology solution changes the dynamic and solves all of those roadblocks. All 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. The system also helps you track certifications, communicate with candidates and send reminders. It helps you with compliance, and best of all, it speeds hiring.

## IMPROVE HIRING EFFICIENCY

Utilizing these tools, the process is significantly more efficient. Compare the typical process for recruiting and hiring a job candidate. 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 wasted a lot of your time. That's lost time you could have used to create a relationship with a better candidate. When verification moves to the front of the line, you can be assured you are not wasting your time on unqualified job candidates.

### TYPICAL



### WITH ELESERV



# EASIER PROCESS FOR EMPLOYERS AND JOB SEEKERS

In fact, the blockchain process helps both healthcare organizations 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 gives candidates an incentive to participate and make sure all information is accurate.

## BLOCKCHAIN BASED CANDIDATE VERIFICATION

**Employers:** Reduce the cost and speed up the process of verifying candidates

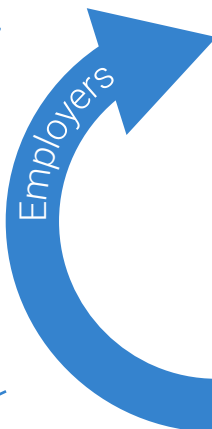
**Candidates:** Maintain their own data and improve the quality of their applications

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



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 you can trust the info that candidates provide, this increases your confidence and reduces intermediary costs to verify. You can focus on the quality of the candidate rather than worry whether their resume is accurate.

## **Blockchain technology in the hands of recruiting experts at eleserv is the solution to your hiring concerns.**

The demand for Healthcare professionals around the world is growing. USC's School of Medicine said the need will grow to 250,000 by the end of this year and 15 million worldwide by 2030<sup>[viii]</sup>. The competition for top quality candidates will be fierce. The longer your search takes, the more likely top candidates will have offer opportunities with other organizations.

eleserv offers a group of hiring and assessment tools that will help your organization identify the right candidates that fit the position and have the skills to succeed. Not only does this speed up the hiring process and fill jobs faster, but it also helps with retention since proper job-match is increased.

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

### REFERENCES

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