



EQUIFAX

Pre-Employment Verifications

Make better informed decisions with authentic employment data

The top priorities and challenges in talent acquisition

Delivering a more efficient hiring process is one of the biggest priorities among talent acquisition professionals. We may not be able to automate the hiring decisions we make; however we can leverage authentic data to help us make faster and better hiring decisions.

- **Time to hire (TTH)** is measured to determine how efficient the hiring process is. Very few, if any jobs can remain unfilled for 36 days, which is the average time it takes to hire one candidate today (source: SHRM). Most talent acquisition professionals have replaced manual data entry with automation, but we could further speed up hiring by having the right applicant data to evaluate the right candidates, and make the right hiring decisions.

The importance of verifying candidate employment information

Make more fact-based decisions. It's estimated that resume fraud costs employers approximately \$600 billion annually (source: backgroundchecks.org). With Employment Verifications, talent acquisition professionals will get the facts, as the report verifies the employer name and address, job title, employment status (active/inactive), most recent hire date, and length of time with the employer.

- **Don't count on self-reported data.** Self-reported data is what job seekers include on their online profiles, resumes, and job applications, and shouldn't be the only source of truth, as over 50% of resumes and applications contain falsifications (source: backgroundchecks.org). Verified data from The Work Number® by Equifax is the largest central source of real-time employment and income information. Talent acquisition professionals can be assured that verifications completed through The Work Number uphold accuracy, fairness and privacy for the data used, as it must fully adhere to The Federal Credit Reporting Agency (FCRA) requirements.

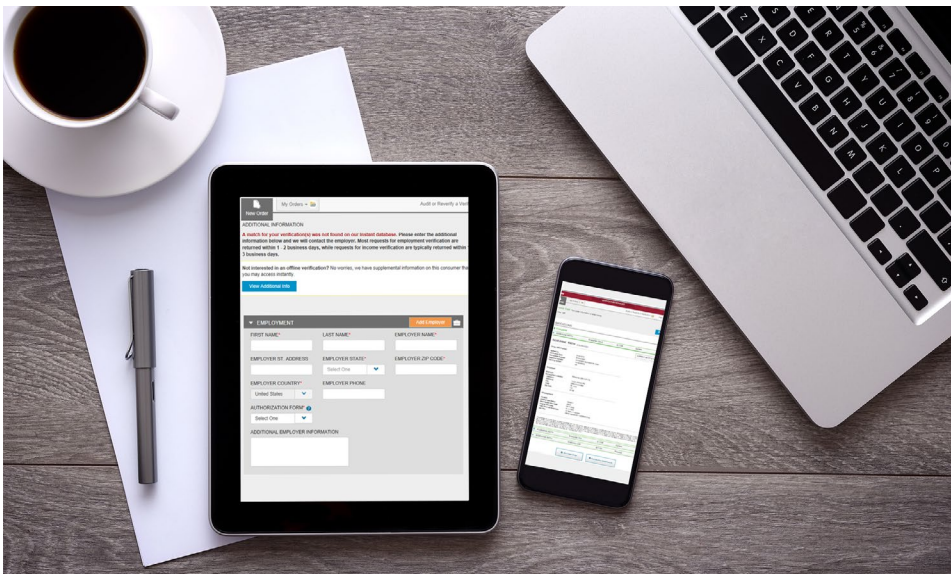
Attracting and retaining quality

talent is the #1 priority among talent acquisition professionals. With unemployment at a historical low rate of 4% (Source: USBLS JOLTS), how do we:

Help the 63% of recruiters who aren't finding enough suitable candidates to fill positions? (Source: MRI network)

Keep the 26% of new hires from leaving in their first year on the job? (Source: SHRM)

What we can't change is the **low unemployment rate** fueling the fierce competition for talent; but what we can change is what we do to inform and accelerate our hiring decisions to make the right hires.



- **What you aren't being told is as important as what you are being told.** Employment Verifications by Equifax report on what's omitted from job applications. The more serious omissions may reveal applicants worked for a competitor and hold a non-compete, or held similar roles in which they were abruptly fired. No other service we know of can detect application omissions.
- **Know whether your candidate is currently employed.** With Employment Verifications from Equifax, employers can verify applicants' current employment without alerting their employers, a significant need as employees check "Do not contact my current employer" more often than not.

Instant employment verification

If an employer has a small number of applicants to verify, it's easy to complete online, anytime by simply registering with [theworknumber.com](https://www.theworknumber.com) and paying with a credit card. If the applicant's data is found in The Work Number database, the verified information will be displayed online within seconds. Employers with a large volume of applicants to verify may either use our batch option or verify via a system-to-system integration.

Researched employment verification

For those applicants whose information is not available instantly, a researched verification can immediately be initiated for hiring purposes, whereby a team of verification specialists will manually complete the Employment Verification typically within 1-2 business days.

Equifax follows a uniform and auditable process in verifying employment. Skilled agents independently validate the employer's phone number and location, and provide a detailed report of how the verification was completed. Our processes, call centers and fulfillment technologies are purpose-built for verifications, and our extensive working relationships at hundreds of thousands of employers enables our team to quickly connect with the right resources and perform fast and fully documented Employment Verifications.

Learn more at
equifax.com/business/pre-employment-verifications-for-employers