Hire Right, the First Time

Freelancers and contractors often have the same access to company resources, sensitive information, and even customers as their full-time counterparts, so gaps in the screening process could pose risks to employers. It may only take one person to damage an organization's reputation or put existing staff at risk, which is why it is important to ensure that that your extended workforce has the necessary checks performed on them.

Some of the risks involved in not screening contingent workers include employee fraud, theft, data security breaches, or hiring migrant workers who have no legal right to work in the country. Many fraudsters are aware of gaps in the screening process for contingent workers, and unfortunately some deliberately pursue temporary roles in an organization, knowing there's a good chance they won't get caught. It's therefore vital your screening policy covers the entire workforce, and that's where **VeriKlick** can help you to hire right, the first time.

Contingency Workforce

According to the Bureau of Labor Statistics in the US, nearly four out of five employers use some form of contingency staffing, such as hiring freelancers, temporary workers, consultants, or independent contractors on an as-needed basis. Contingent workers are non-permanent employees, and span across many industries and professions.

Employers should have contingent workers of every type go through as rigorous as screening process as possible, both to protect the company and to ensure the best workforce.

The need to better screen contingent workers isn't an issue limited to the United States, either. According to a background screening trends 2016 report in the UK, just 53% of organizations screen their contingent workforce, compared to the 91% that perform checks on full-time, salaried employees. This represents a serious gap which **VeriKlick** can help fill, by providing several screening products and services which are both inexpensive and very easy to use.

Why VeriKlick?

VeriKlick offers a solution to this problem, using innovative technologies that use both digital identify verification and voice biometrics to eliminate impersonation frauds and to identify imposters during the recruitment process. This seamless process can be used to screen both new candidates, and those whose resumes are already stored in your current system.

- Recruiters capture a candidate's information, both picture ID and voiceprint, during the first level of the recruitment process.
- Recruiters can verify the candidate's information during multiple stages of the hiring process, according to your process requirements.
- **VeriKlick** performs matches against local departments of motor vehicles to verify the information provided, as applicable.

ID, Voice Verification

VeriKlick aligns the <u>application</u> process with the <u>screening</u> process, offering applicants the ability to engage with multiple communications methods, and screening the information which the applicants are providing you – to help you build a clear, precise picture of the person, their experience, and their fit for your company.

VeriKlick offers deep verification options:
- Identification
- Voice
- Professional Experience

Your voice is unique, just like your fingerprint. In fact, voices are so unique, they can be matched and verified to add another layer of screening to the application process. Financial institutions have begun implementing this technology to protect their valued clients, and your company can do the same.

VeriKlick ensures that voiceprints are safeguarded with the same high-level standards used to secure all of your company's candidate and hiring information. Our voice verification system uses sophisticated biometric technology to identify the unique patterns of each voice, recorded through **VeriKlick** and saved for future reference.

Risk vs Value

Employers and staffing agencies could feel they simply don't have the time or money to carry out thorough screening on workers who may only be with them in the short-term; yet the potential risks of making a bad hiring decision far outweigh the initial costs of screening, no matter who you are employing, so it's worth taking the time to perform comprehensive checks.

Recent studies suggest that over 3% of job applicants take recourse to some form of impersonation and identity fraud, in order to acquire jobs for which they would not otherwise be qualified.

When desperation seeps in, impersonation begins.

While saving you time and money, **VeriKlick** is also capable of reducing the administrative and personnel stress you endure every time you need to hire. **VeriKlick** collects more, and better, information and data from applicants – allowing you to spend less time wading through resumes that are inapplicable to your needs, and spending more time hiring and onboarding the best candidates for your open positions.

Bottom Line

The more, and better, data you collect from each applicant, the greater your chances of screening exactly the candidates you want to find.

In the final analysis, having the best application verification system to work alongside your current ATS and VMS is <u>extremely</u> beneficial for you, for your company, and for your bottom line.

And **VeriKlick** is the best.
https://www.veriklick.com/