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## Going Rural: A U.S. Alternative to Offshoring

U.S. companies have sent jobs offshore to save wages. Considering the discontent with time differences, long distance management, language, and cultural barriers, there is a movement to re-evaluate offshoring and to keep the jobs in the USA by outsourcing to small towns. Rural expenses are less than a big city, language or cultural barriers are few, and there may be tax incentives to locate in redeveloping cities, counties, and states. Trend-setting examples:

Cardinal Health, a \$65 billion health care provider in Dublin, Ohio, set up an information technology center in Arkansas for a dozen clients including toymaker Mattel. They hire college students as externs and full time employees. Colorado's Ciber, a systems integration provider, reaps the benefits of rural locations. They sell low cost, off-site IT work through their offshoot called CiberSites in Tampa, Fla. and Oklahoma City, Okla. *Workforce, 2005*

## Resume Fraud

**The 5 Top Resume Lies**, an article featured in CNN Money Magazine, cited a study of 249,000 resumes from the outplacement firm of Challenger, Gray & Christmas. They claim 52% of the resumes had discrepancies. They ranked the most common lies as: falsified educational training and degrees, job titles, compensation, reasons for leaving jobs, and accomplishments. Is this only a problem *outside* of Colorado? NO.

Medical Match receives hundreds of resumes monthly. Among those are updated resumes from previous candidates. Compared to the originals, we often find significant changes in the documents. Most commonly the length of years at a job are extended and previous employers have disappeared. *We note in their records that they have done so.* An example. We had a carefully crafted resume for a "manager/consultant." His 3 state criminal background checks didn't reveal any offenses. The references, difficult to reach, eventually were ok. His interviews lead to a job offer. The potential employer found out about two short-term, unsuccessful management positions not listed on his resume. **He was un-hired for resume fraud before he started the job.**

In other states resume fraud might end up in court. In Vermont a college sued an employee who omitted revealing a criminal record and prison employment. "The misrepresentation in this case occurred through plaintiff's partial disclosure of his past work history and references and his effort to limit inquiry into his past." "Misrepresentation during the hiring process can be a basis for rescission of an employment contract." The Court held that as a matter of law, such misrepresentations may constitute misconduct sufficient to support a just cause dismissal.

Michael Josephson of the Josephson Institute of Ethics in Southern California says, "We have to make a distinction between lies that don't break trust and those that are fundamentally self-serving to grow an advantage and destroy a fair system." "**Lies rob others of their freedom to choose rationally.**" Another related quote, "Most cheaters act as if it (resume rigging) is a victimless crime." There is a victim. "If a liar got the job, a qualified (honest) candidate didn't."

So how do you identify false resumes? Allow yourself enough time and **use reasonable care** to check details. Ask or test the candidate about specific job skills. Dig into time lapses on the resume. Hire background checks, and call references. Pay attention. If answers don't feel right, investigate further, or pass on the applicant.

## Halloween Jokes For Kids-At-Heart

What do ghosts eat? <b>Booo-berries</b>	Where do ghosts make beer? <b>At a boo-ery</b>
What do you call a nervous witch? <b>A twitch</b>	What do ghosts wear in cars? <b>Sheet belts</b>
What is a vampire's favorite fruit? <b>Neck-tarines</b>	What do skeletons play in the band? <b>Trom-bones</b>
What is a witches favorite website? <b>The spell checker</b>	What monster plays Halloween tricks? <b>Prank-enstein</b>