**How to Avoid Employment Scams**

Have you ever received a strange email inviting you for jobs you don’t remember applying for?

Typically, an average job-seeker sends out so many applications that it’s hard to keep track, and then boom! Here comes an email inviting you for a job. Maybe it’s the role you have been applying for, and maybe not, but you do not even care; you NEED a job and at this point, you’ll take anything willing to pay you.

Scammers have ways of accessing job sites and getting applicants’ information, so when they send you an invite, it seems legitimate; it addresses you by your name and might even invite you for the role you’ve been applying for. This shouldn’t surprise you because scammers put out fake job ads the same way legit employers put out genuine job ads; on job sites, on social media, in newspapers, and they sometimes even have their scam websites.

These avenues serve as sources for gathering information from unsuspecting job seekers, scammers know that job-seekers are desperate, and taking advantage of this vulnerability, they use this information to lay traps for unwary applicants.

So how do you recognize these employment scams and avoid falling victim? How do you beat these scam employers at their own game?

This article tells you all you need to know about employment scams, how to spot fraudulent offers of employment, and most importantly, how to avoid them.

**What Is Employment Scam?**

Employment scams are fraudulent forms of employment where criminals defraud or try to defraud job seekers.

They may pose as recruiting agencies, potential employers, or even go as far as offering you a non-existent job with the intent to extort money from you, either immediately or at a later date.

**4 Typical Employment Scams and How to Recognize Them**

Employment scams come in different forms, the modes of operations of these fraudsters may vary, but their aim is the same; to waste applicants' time and take their money, and the best way to avoid falling victim is to be able to recognize them. Here's a rundown of the most frequent job scams and how they work:

**1. Scam courses:** Fake recruitment agencies ask job-seekers to buy courses before they can be linked to jobs. They claim that the bogus certifications which will be obtained at the end of the training will guarantee applicants’ the job. They disappear once you pay for the non-existent course, or as soon as they can no longer extort money from you.

**2. Fake employment requesting for upfront pay:** Applicants are made to go through the whole rigorous recruitment process, and after receiving an ‘ offer of employment ‘ they are told they have to make an upfront payment to cover costs and documentation or as a show of faith that you intend to stay at your new job. Please know that legitimate companies do not request newly employed staff to make any payment to management for the recruitment exercise or to compensate Human Resources Personnel for doing their jobs.

Need legitimate job updates? Click [here](findnaijajobs.com).

**3. Fake Agencies promising jobs:** There are so many fakeagencies online and offline, making false promises of jobs and guarantees of instant employment, and requesting upfront pay for these services. Needless to say, they don’t forward your resume to any companies, at all. And also, job agencies cannot guarantee you a job, they can only connect you with job opportunities and help you prepare for the recruitment process.

**4. Pyramid marketing:** This one takes the cake, because not only do these fraudsters give you false hopes, they waste your time and your money without the intention of stopping anytime soon.

All over Nigeria, this form of employment scam is most rampant and has become a menace, and hundreds of unwary job-seekers fall into their traps daily.

The scam employers are a pyramid scheme, recruiting new persons to ‘put under them’. They are the typical ‘*bring two people to bring two people’* Nigerians know so well, they go to job sites and post jobs, and once you apply for such jobs, you automatically get an invite.

One thing that stands out about them is they don’t post jobs that require hard skills, their jobs usually require soft skills and always involve dealing with ‘helping money grow’. They’d send you interview invites for business development manager, investment officer, business analyst, customer service representative, etc.

Their recruitment procedure takes about five days, and is masked under the guise of employability and soft skills trainings.

By day four, you’ve been reminded how poor you are and how it’s very important you start your own business, if you made it to this point, they assume you are hooked and reel you in for the kill. They tell you what they do and ask you for your registration fee for the ‘franchise’ which usually involves bringing in more gullible job-seekers and peddling whatever this particular scheme is marketing.

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Now that you know what employment scams look like, here are a few tips to help you avoid them:

1. **Do Some Research**: run a check on companies and organizations that invite you for interviews, almost every business organization has an online presence and a quick Google search can always tell a lot about the subject. Reputable companies usually have their vacancies listed on their careers page on their website. If a business is legit but doesn’t have an online presence, then maybe you shouldn’t even be working for them.
2. **Ask around:** First-hand information is important too, ask your contacts offline and on social media, if they know anything about a company that has sent you an invite, chances are, someone has been a victim and will warn you, or confirm that they are a legit company.
3. **Trust Your Instincts:** If a job sounds too good to be true, it most likely is.
4. **Use Reputable Job Sites and Agencies:** If you’re looking for a job and don’t want to receive emails from fraudsters posing as employers, then you should consider signing up on reputable job websites which upload only verified job vacancies. Fraudsters have no access to your data because everything is handled by trusted administrative personnel.

Sign up [here](findnaijajobs.com) to get access to premium job vacancies from a reputable job website.