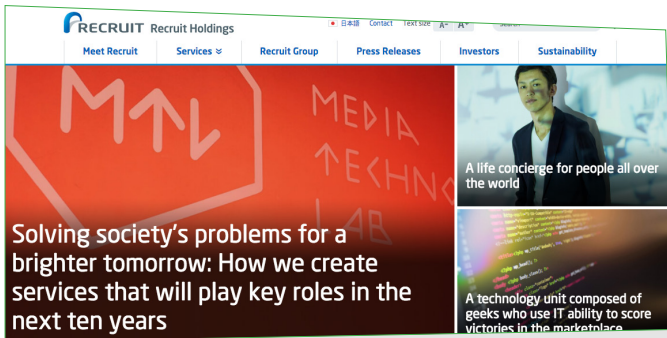# Trusted Education Credentials with Recruit Technologies

Recruit Technologies is applying blockchain technology to human resources data to increase transparency and reduce the occurence of fraudulent documents.

KEY DETAILS

- Recruit Technologies is a subsidiary company of Recruit Holdings Co., a leading information services and human resources company in Japan.

- Focusing efforts on IT and R&D, Recruit Technologies explores new technologies and trends.

- Using HR data as the pilot, the purpose of these tests is to investigate the possibilities and practical uses of how blockchain can be applied to the sector. A prototype resume authentication database for job hunters and employers alike is the first phase.

MAIN PROBLEMS THEY ARE ADDRESSING

- Fraud within HR can manifest in several ways including forged or altered documentation to completely falsified documents like transcripts and employment records. Translated documents are also high risk as many are mistranslated, intentionally or otherwise, to misrepresent or mislead the original context.

- The process of applying for jobs online is time-consuming for job seekers who have to upload CVs and transcripts manually.

- Companies have no way to verify documents they receive from applicants.

HOW THEY ARE ADDRESSING THE PROBLEM

- While sharing personal data with the user is seen as a competitive advantage to Recruit Technologies, the data needs to be maintained via very strict security operations that traditionally come at a huge cost. Blockchain technology allows for the data to be encrypted and stored securely while also publicly accessible and verifiable.

- A public blockchain database allows third parties to connect and share data in a secure manner.
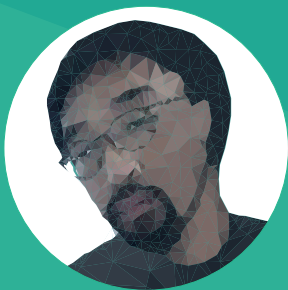
> *"We could have implemented the decentralized technology ourselves with the help of the open source community, but the support and expertise provided by BigchainDB changed the whole process and made it more efficient."*

HOW BIGCHAINDB IS HELPING

- A CV sharing web platform was built with the ascribe API as a first step and then stored on BigchainDB.

- BigchainDB is providing the scalability needed for all of Recruit Technologies' data, a feature lacking in traditional blockchains. Having all the data written onto BigchainDB also greatly reduces their own security costs.

- By leveraging BigchainDB's technology, fraud is easily detectable, making it easier to address and reduce fraud on a large scale which in turn benefits their customers.

LOOKING AHEAD

- A platform for more detailed university and high school transcripts is being looked at as a potential next step. Recording the maintenance status of cars and sharing the data between owners and dealerships is also currently being explored.

Takeshi Nanato is a Senior Architect at Recruit Technologies Co. Ltd. Residing in Berlin, he focuses on building technical collaborations between Recruit and internet startups and managing and fostering the international entrepreneurship program for young Japanese engineers and developers. He also works in R&D for blockchain technologies and how to adopt the technology mainly to existing B2C services.

Founded in 1960, Recruit Holdings is a leading information services and human resources company in Japan. Through a wide range of services, the Recruit Group is focused on a variety of areas, including recruitment advertising, employment placement, staffing, education, housing and real estate, bridal, travel, dining, beauty, automobiles and others. The Recruit Group has more than 30,000 employees and operates all over the world. *www.recruit-rgf.com*

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