



High Risk Indicators for Applications

- Application has gaps in dates for employment, education or residence.
- Application includes conflicting or incorrect information.
- Application has omitted or incomplete information.
- The applicant has an unstable work history.
- The applicant provides vague reasons for leaving previous jobs.
- The applicant is unwilling to use former supervisors as references.
- The applicant is overeducated or overqualified for this or other positions.
- The applicant is moving to a lesser-paying job.
- The application shows a pattern of work and volunteer positions with the same type of people.
- The work pattern shows themes of problems with authority.
- The applicant found out about position through dropping in on the program.
- The applicant describes seniors as helpless, vulnerable or perfect.