

# Strive to Thrive

## Career Tips For Ted Rogers School Students

These reports leverage the expertise of BCH staff to share best practices for students & alumni

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### What is a Ghost Job Posting?

A Ghost Job Posting is a deceptive advertisement for a job position that does not genuinely exist or is not available for external candidates. It can mislead job seekers into applying for positions that will never be filled, often used by companies for various reasons such as gathering market intelligence, maintaining visibility on job boards, or even testing the market for potential hires.



### How to Spot a Ghost Posting

Identifying ghost job postings requires keen observation. While it can be challenging at first, understanding their distinct characteristics can make them easier to recognize. Identifying a ghost job posting is usually very evident through the description as it can be vague or misleading.



**Vague Job Description:**  
Generic job descriptions that lack specific details about the position. The company may use broad terms



**No Company Information:**  
Legitimate postings have detailed information such as the name, location, and what the company does



**Unresponsive Contacts:**  
If the job postings do not identify a clear contact or if the contacts do not respond, there could be a chance that the position is fake



**Research the Company:**  
Look for reviews, check the companies website, their media, and verify if the company is real

## What is a Scam Job Posting?

A scam job posting is a misleading advertisement intended to trick job seekers into fraudulent schemes. Identifying scam job postings is similar to recognizing ghost job postings due to the way they are presented.

These postings often promise high salaries for minimal work, require little to no experience or qualifications and feature vague job descriptions.



## Difference Between Scam and Ghost Job Postings?



Scam job postings differ significantly in their nature and impact. While both are problematic, scam job postings are notably more severe. They operate with malicious intent aiming to deceive job seekers into providing personal information or making financial payments under false pretenses.



In contrast, ghost job postings, while frustrating, they can have more of an emotional impact as job seekers invest time and effort into applying for positions that are not actually available within the organization.

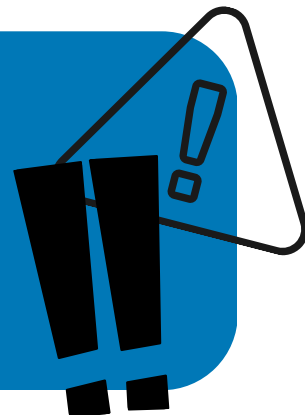
## Long-term Consequences of Ghost and Scam Job Postings

Victims of scam and ghost job postings often suffer long-lasting consequences that affect their financial stability, emotional well-being, credit and identity theft, career setbacks and much more.

These long-term impacts can significantly impede personal and professional growth and can lead to a lasting sense of distrust towards potential job opportunities.

### Financial Losses

Scams can often involve stealing personal information from victims. This can be quite substantial especially if the victim gives away financial information or pays upfront fees. Recovering from these losses can be difficult and time consuming.





### Emotional and Psychological Impact

Job seekers are tend to already be drained from their job search and being lead on by a fake job posting can be emotionally devastating. This emotional toll can affect their confidence and trust in other job postings making it hard to pursue new postings and continue their job search.

### Credit and Identity Theft

Victims may also face the risk of identify theft when giving personal information. This can lead to fraudulent accounts being opened in the their name or even their credit score being impacted.



### Career Setbacks

If a victim quits their current job or turns down other opportunities in anticipation of a fraudulent job, they may find themselves without income and struggling to find new employment. Hoping for a new career only may only set them back due to ghost job posting.

## Where to Report Scam Job Postings



Ontario is one of the best ways to report a scam, through their [ontario.ca](https://www.ontario.ca) website, ensuring others are safeguarded from similar fraudulent activities.



Another way is to report it directly on the job posting website, so appropriate measures can be taken to address deceptive postings.



In Canada, you can report scam job postings to the Canadian Anti-Fraud Centre (CAFC) for investigation.

## Want to Learn More for Free?



### Ontario Government

The Ontario Government handles provincial services and regulations. If you come across postings that you think need attention or reporting, you can submit them [here](#).



### Job Search Strategies

This other [Hub Insight](#) report shares ways to search for jobs effectively. This will help you with strategies and processes to utilize within your job search.



### Forbes

[Forbes](#) tackles the issue of ghost and scam job postings, offering insights into how these misleading ads deceive job seekers and providing tips for identifying and avoiding them.

## Visit the Business Career Hub

### Employer Events

The BCH hosts several employer events to prepare you for your professional career. Refer to your weekly BCH Careers Newsletter for a list of upcoming [events](#).

### Bootcamps/Prep Programs

Advance your technical and soft skills, earn digital badges, and gain an advantage in today's workforce through bootcamps. [Click here to register for current bootcamps](#).

### Coaching & Mock Interview

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



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