

THE STATE OF IDENTITY VERIFICATION

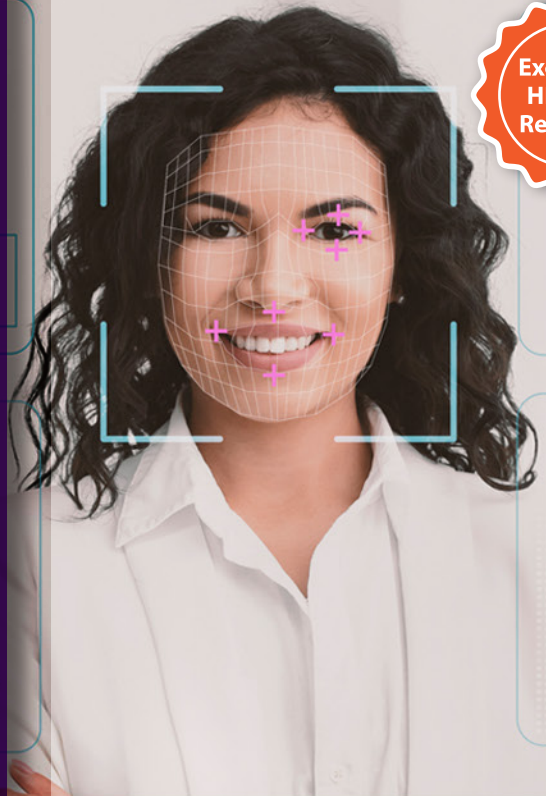
Deter and detect identity fraud to gain greater confidence in employee data



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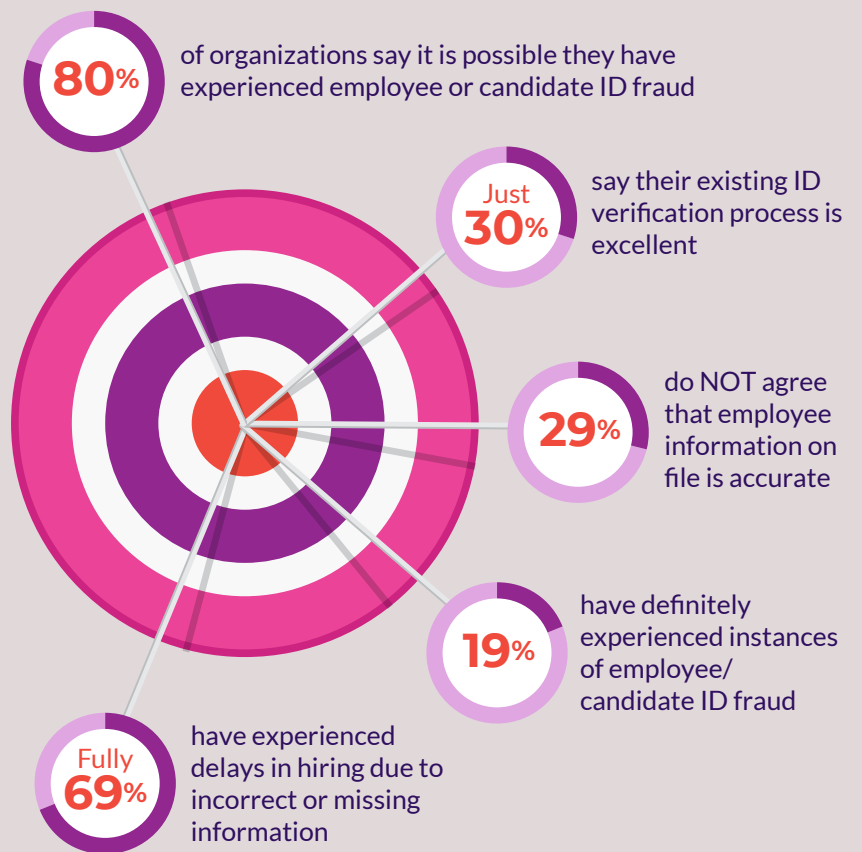
Many factors make identity (ID) verification important in today's organizations



The most commonly cited factors are:

-  New technologies making "deepfakes" of ID easier
-  Rising number of ID theft cases
-  Data entry errors
-  Hacker data breaches
-  Data that is incorrect or out-of-date
-  Rise of remote work

There are concerns about the quality and accuracy of employee ID data



There is no consensus about exactly when to verify candidate ID



A third or more of organizations fail to verify ID prior to a government-mandated process



Among those that verify ID in advance, most do so as part of background checks



Just 39% say that they continue to audit all employee information after they are hired

The future of ID verification is likely to shift

The three components HR professionals are most likely to use in future candidate ID processes are:



automated ID document authentication using AI/machine learning



biometric-based verification (e.g., fingerprinting)



identify fraud risk scores based on AI-based searches and correlations



would consider including ID verification as part of their screening flow if a simple, inexpensive solution were available



Organizations that report being good at candidate ID verification* are more likely than others to:



use a third-party pre-employment ID verification solution



feel familiar and up to date with today's available pre-employment ID verification solutions and technologies



feel much more confident in the quality of their data



continue to audit employee information to keep it up to date

Consider These Strategies



Do not take identity for granted



Consider a third-party identity verification solution



Ask potential providers good questions



Build expertise on how to ensure HR data quality



Adopt comprehensive identity checking processes



Recognize that verifying identity is not just an HR challenge



Investigate new identity verification technologies

About the Survey

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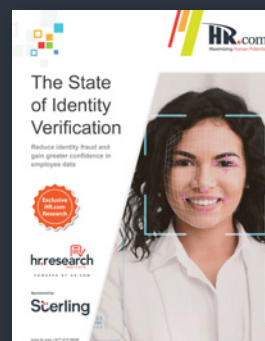
The study, called "[Identity Verification Survey](#)," ran in March and April of 2020. There were responses from 334 participants with 266 responding to every question.

*ID verification leaders: Those who answered "Excellent" to the question "How would you rate the rigor and quality of your organization's identity verification process?"

Sterling is an industry-leading global background screening and identity services provider headquartered in New York.

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