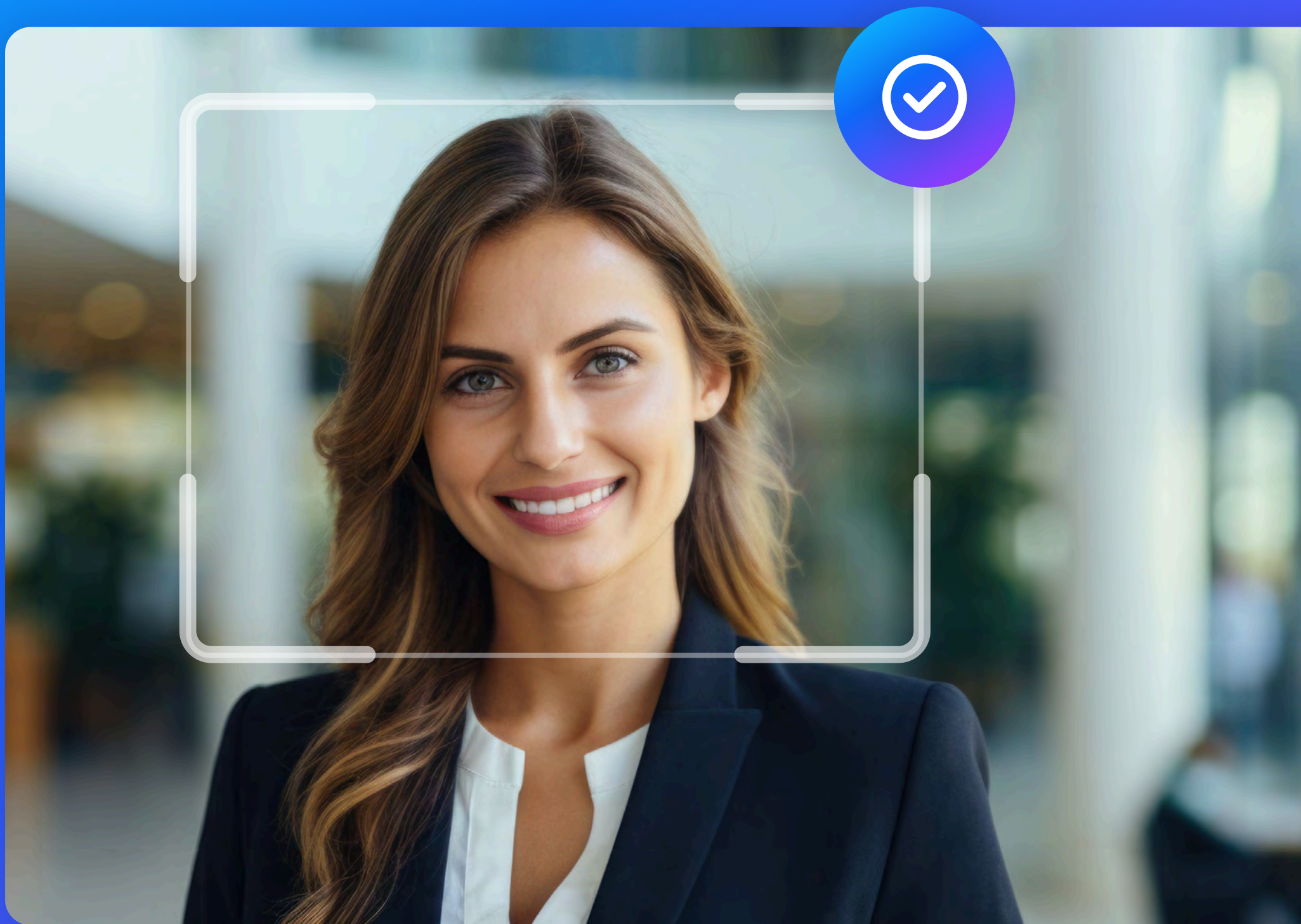# Validating Candidate Identities with IDVerity:

## Your Expert Q&A Guide

CISIVE

Meet Our Expert:

Shannon Fortner

Shannon Fortner is Cisive's Global Solutions Director and a recognized expert in global solutions and identification validation. With a decade of experience in HR and recruiting, she holds a deep understanding of the tools and insights recruiters need to navigate complex hiring landscapes effectively. Shannon's expertise ensures that Cisive's solutions, including IDVerity, empower organizations to streamline processes while maintaining compliance and accuracy.

Introduction to ID Validation and IDVerity

In today's hiring landscape, validating the identities of candidates has become a cornerstone of safeguarding businesses against fraud and ensuring compliance in highly regulated industries. Whether for remote or in-person roles, the ability to confirm that a candidate is who they claim to be is critical for maintaining the integrity of hiring processes. IDVerity, a state-of-the-art identity validation tool, bridges this gap by providing HR professionals with a streamlined, automated solution that integrates seamlessly into existing onboarding workflows.
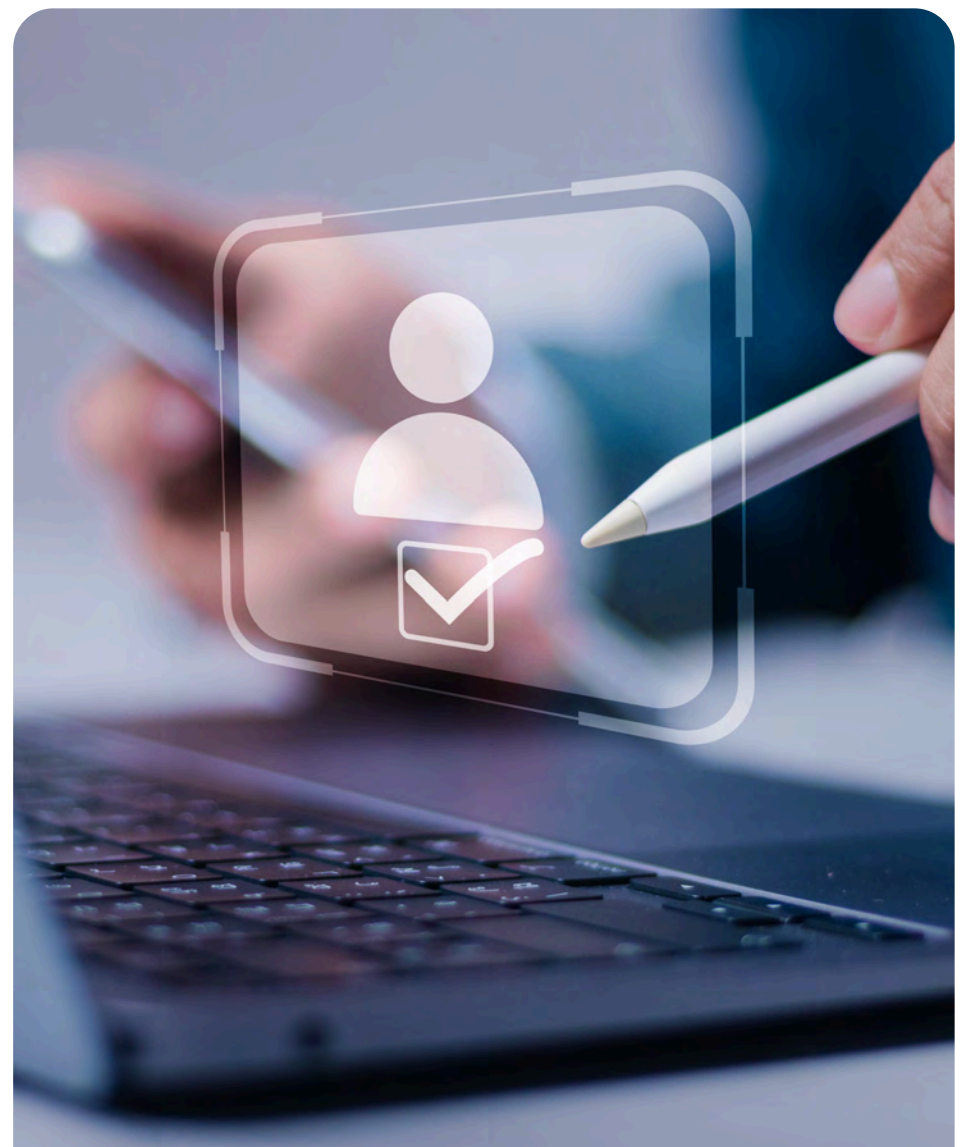
Q&A: All About IDVerity

What is IDVerity, and why is it important?

IDVerity is an automated identity validation solution designed to validate government-issued ID documents and match them with a candidate's live selfie using biometric facial recognition. This technology ensures the ID is authentic and the person presenting it matches the ID photo. In a world where identity fraud is growing exponentially, IDVerity provides a reliable first line of defense, helping organizations mitigate risks and protect their workforces.

Who typically uses IDVerity? Who would benefit from it who doesn't use it yet?

While many of our clients initially turned to IDVerity after experiencing issues with fraudulent hires, any organization looking to strengthen its onboarding process can benefit from this solution. Remote-first companies and those with significant insider threat concerns would especially find value in its capabilities, as well as companies in regulated industries such as healthcare, financial services, government, and transportation.

How do we maintain candidate identity integrity in a remote work environment?

In remote work environments, IDVerity ensures that the person completing the background check is the true owner of the identity provided. Biometric facial recognition and liveness detection validate the candidate's authenticity, eliminating risks posed by remote hiring challenges such as falsified documentation or imposters.

How do we maintain candidate identity integrity in an onsite work environment?

A: Even for onsite roles, IDVerity plays a vital role by ensuring that candidates are presenting authentic IDs and matching them to their selfies before their first day. This validation process addresses risks that traditional in-person ID inspections cannot reliably mitigate.

What is needed to order IDVerity?

Implementing IDVerity is seamless. There's no need for additional resources beyond the standard onboarding process. Candidates simply complete the ID validation task as the first step, taking about 30 seconds to upload their ID and selfie. The results are returned virtually instantly, enabling quick progression through other onboarding tasks.

What is your client's IDVerity experience like? Is there any manual effort?

IDVerity integrates seamlessly into existing workflows, requiring minimal manual effort. If a candidate's identity is unable to be validated, the client receives a review task to determine next steps, such as requesting a reattempt or scheduling an in-person review. For most candidates, the process is quick, straightforward, and unobtrusive.

How much disruption is this to the candidate experience?

The candidate experience is a priority with IDVerity. Completing the validation task takes only about 30 seconds. By using any camera-enabled device, candidates can securely validate their identities without significant interruptions, ensuring a smooth hiring journey.

Q&A: All About IDVerity

What are some best practices your clients should know about ordering IDVerity?

Clients should have a secondary process in place for candidates who fail validation, such as scheduling an in-person review or facilitating a guided reattempt. Consistently communicating clear instructions to candidates and ensuring policies align with regulatory compliance are also crucial.

What are some tips & tricks for candidates using IDVerity?

To ensure a successful scan, candidates should:

- Use a high-quality camera in a well-lit environment.

- Confirm the device has granted camera permissions.

- Make sure the internet connection is stable.

- Avoid glare on their ID or selfie.

- Ensure their face is centered, and no other individuals are in the background.

These simple steps significantly reduce the likelihood of errors or the need for reattempts.

Conclusion

As identity fraud continues to evolve, organizations must stay ahead by integrating robust solutions like IDVerity into their hiring processes. With its balance of machine learning and expert review, IDVerity offers HR professionals confidence in knowing their candidates' identities are validated securely and efficiently. It's a tool designed to empower compliance, protect organizations, and streamline onboarding, making it a must-have for modern hiring practices.