

CASE STUDY

The Impact of a Consolidated Global Screening Partner With Digital Identity

How a Global Technology Company Improved Consistency, Mitigated Risk, and Streamlined Hiring

Challenge

A global technology company in the semiconductor industry operated a decentralized background screening program across multiple vendors, and they felt this produced process inconsistencies, gaps in regional coverage, and instances of fraudulent candidates gaining employment and access.

They approached First Advantage seeking to establish a unified corporate screening policy that could be applied consistently across all regions while strengthening security through digital identity verification.

Let's take a look at how we partnered with this customer to identify a solution, and the results we were able to provide.

Solution

First Advantage collaborated with the technology company to design and implement a globally consistent screening program supported by digital identity verification.

Through extensive consultation, First Advantage provided:

- Global best practice guidance
- Industry and peer benchmarking insights
- A unified approach to identity-first screening

The solution integrated identity verification early into the hiring process and aligned screening workflows across regions. This helped address prior risks, including instances where fraudulent candidates advanced through onboarding and accessed sensitive systems and data.

Customer Profile

Industry: Technology/Semiconductors

- Employees: 25k+
- Footprint: Global
 - North America
 - APAC
 - Europe

Results

Result 1: Global Consultation & Implementation Delivery

First Advantage conducted in-depth discovery to understand the global semiconductor organization's requirements and deliver a tailored global program.

- Implemented a unified global screening program in under eight weeks
- Integrated with Workday to support streamlined workflows
- Expanded program coverage and consistency across regions

Result 2: Digital Identity Rollout

By implementing digital identity verification globally, the company benefited from the services to help identify and mitigate potential identity-fraud earlier in the hiring process.

- Improved visibility into candidate identity data
- Mitigated exposure to hiring-related risks
- Strengthened confidence in onboarding processes

Why Consolidating to One Global Vendor and Implementing Global Identity Verification Made the Difference

1. Global Consolidation

Moving to a single global screening partner helped the organization replace fragmented systems with a more unified approach.

- Reduced reliance on multiple vendors
- Supported consistent screening practices across all regions
- Enabled deployment of a standardized corporate screening policy

2. Digital Identity Verification

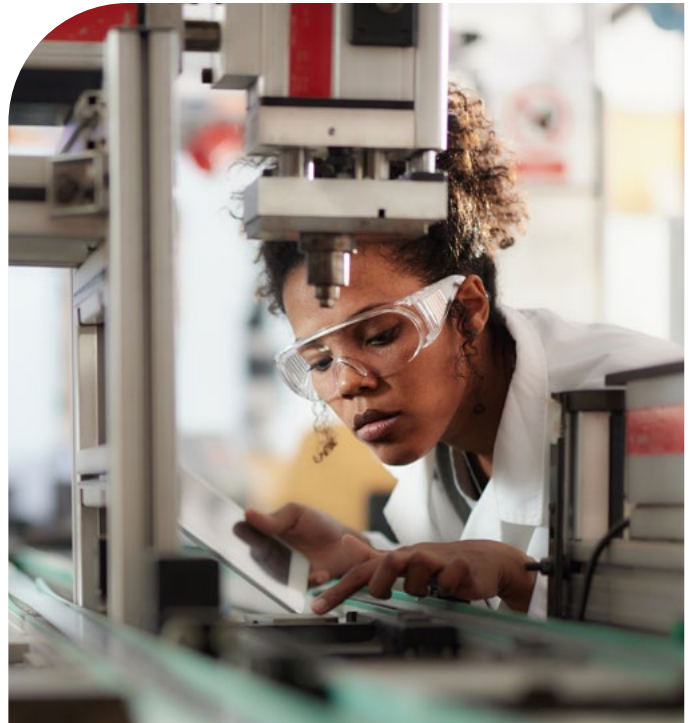
Embedding digital identity into the hiring process helped the large technology company better manage candidate risk, particularly for remote roles with access to sensitive systems and data.

- Strengthened identity validation across global hiring
- Supported earlier detection of potential risks
- Improved overall hiring confidence

3. Virtual I-9 Document Review Services

First Advantage also implemented a fully virtual I-9 solution to support compliance and consistency in U.S. hiring workflows.

- Supported Section 1 and Section 2 completion
- Enabled e-Verify processing
- Helped global teams manage U.S.-specific compliance requirements



Conclusion

Best of all, this large semiconductor company can now benefit from a unified, globally consistent screening program supported by integrated identity verification. This allows them to reduce complexity, strengthen hiring confidence, and allow internal teams to focus on strategic priorities rather than managing fragmented systems.

Are you ready to begin your success story with First Advantage?

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Why First Advantage

First Advantage helps organizations integrate background screening with confidence. With coverage in more than 200 countries and territories and 100+ ATS and HCM integrations, we support faster, candidate-friendly hiring across the entire workforce lifecycle.