



Verifying Identity to Mitigate Candidate Missed Hits



What is Identity Verification

- Incorporating an identity verification step early in your hiring process allows you to conduct a more accurate search with the correct identity information. Sterling's Identity Verification service, powered by ID.me, improves the accuracy of candidate-provided data and helps reduce delays and errors, enabling your organization to provide a seamless candidate experience while maximizing background check results.

Why is This Useful

- Background checks are dependent on candidates providing accurate and complete identity information. However, candidates may either intentionally or accidentally provide inaccurate information. Identity verification is designed to bridge this gap. In fact, a client discovered 21.8% more criminal records when compared to the previous 6 months after implementing identity verification.*

How to Use Identity Verification

- Before starting a background screen, we can help you quickly verify and collect a candidate's identity information (full legal name, SSN, DOB, and address) in as little as 30 seconds. You can incorporate one or multiple paths to verify identity providing candidates with fast, modern, and convenient technology that enhances the experience.
- 1 in 3 candidates are pre-verified with ID.me and complete identity verification in 30 seconds.
- Once a candidate's identity and/or biographic data are verified within minutes, the data is used to maximize background check results by uncovering more criminal records.
- We have found that 66% of US employers anticipate adding identity verification to their screening.**
- **Note:** Social Security Number (SSN) trace or Form I-9/E-Verify can be confused as a method of identity verification. While an SSN trace can identify aliases, addresses, and the validity of a specific SSN, it does not verify that an SSN belongs to the person who provided it.

You can learn more on using identity verification [here](#).

If you have any questions on using identity verification, please reach out to your Client Success Partner.

*Sterling Corporate Stats, January-July 2022 **Hiring Reimagined: The Future of Hiring and Background Screening According to HR Professionals and Job Seekers. Sterling, July 2022