

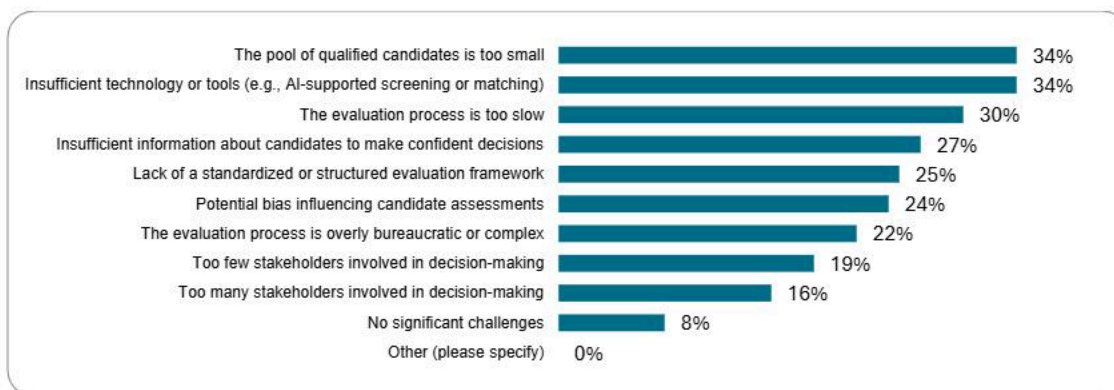
Stop Hiring Blind: Hiring & Workforce Risk Screening in the Age of AI

Executive Summary

Organizations face increasing pressure to hire faster while managing growing risks from identity fraud, deepfakes, synthetic identities, and compliance requirements. Traditional background checks and one-time screening processes are struggling to keep pace with modern hiring demands. The webinar highlighted the need for identity-first hiring strategies, continuous workforce evaluation, and responsible use of AI to improve speed, trust, and workforce safety.

Key Hiring Challenges (451 Research, March–April 2026 Survey)

Talent Acquisition Obstacles (Source: [451 Research from S&P Global Energy Horizons. Voice of the Enterprise: Workforce Productivity & Collaboration, Employee Lifecycle & HR 2026.](#))



- **34%** of hiring managers report that the pool of qualified candidates is too small.
- **34%** identify inadequate technology and tools as a major hiring barrier.
- **30%** say the candidate evaluation process is too slow.
- **27%** report insufficient candidate information to make confident hiring decisions.
- **25%** lack a standardized evaluation framework.

Core Issue

Organizations are not only struggling to find qualified talent—they are also struggling to verify, assess, and onboard candidates quickly and confidently using existing tools and processes.

Emerging Risks

Fraud and Identity Threats

The rise of these risks is making traditional hiring verification methods increasingly vulnerable.

- Deepfakes
- Synthetic identities
- AI-generated candidate materials
- Identity impersonation

AI Adoption Accelerating

According to 451 Research:

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- **37%** of organizations currently use AI in talent acquisition.
- An additional **39%** plan deployment within the next 12 months.
This suggests AI use in recruiting could nearly double by year-end, significantly increasing expectations for hiring speed and automation.

Key Takeaways

1. Identity Verification Must Become Foundational

Organizations need stronger first-party identity verification capabilities to:

- Accelerate onboarding

AI Adoption Accelerating

According to 451 Research:

- Maintain compliance with FCRA and other regulations

2. Continuous Evaluation Extends Workforce Protection

One-time background checks provide only a snapshot. Continuous workforce monitoring helps organizations:

- Detect emerging risks after hire
- Strengthen workplace safety
- Improve organizational resilience

3. Trust Credentials Create Reusable Verification

Verified credentials can:

- Reduce repetitive screening processes
- Improve candidate experience
- Enable faster hiring decisions
- Scale more efficiently across organizations

AI: Opportunity and Caution

Benefits

- Automated resume screening
- Skills-based candidate matching
- Faster candidate evaluation
- Improved recruiter productivity

Risks

- AI screening tools can unintentionally eliminate qualified candidates if not properly configured.
- A key recommendation from panelists: > Regularly audit and fine-tune AI screening systems to ensure strong candidates are not being filtered out due to overly restrictive criteria or algorithmic bias.
- Human oversight remains essential.

Bottom Line

- The future of hiring requires balancing **speed, security, compliance, and candidate experience**.
- Organizations that combine robust **identity verification, continuous workforce evaluation, trusted credentials**, and carefully governed AI will be better positioned to reduce hiring risk while competing effectively for talent.

Solutions

Thomson Reuters' Clear (www.thomsonreuters.com) – Prevent fraud, detect risk, and investigate crime with powerful online investigation software

Trua (www.truame.com) delivers Next-Gen Integrated Identity Verification and Continuous Background Screening – 70% Faster Onboarding, Enduring Trust, Exceptional ROI, Ironclad FCRA Compliance.

- **TruaID™** – High-confidence identity verification for employees, volunteers, and service providers—at onboarding and beyond
- **TruaScore®** – Continuous, reusable ID and background screening that turns identity, criminal, civil, license, and education data into a shareable score.
- **Trua-CE™** – Continuous screening that detects post-hire risks in real time with alerts, analytics, and reporting.

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ABOUT TRUA

Trua is a first of a kind reusable and portable verified identity screening company that provides all-in-one ID proofing, fraud detection, authentication, and screening through its Trua platform and its solutions **TruaScore®**, **Trua-CE™**, **TruaID™** and **TruaBroker™**. Trua eliminates the need for users to repeatedly assert their real-world identity and solves data storage and privacy problems for businesses while easily aligning with disparate data privacy and consumer protection laws. With Trua, businesses can onboard customers seamlessly and authenticate them without requiring personal information, which enhances trust and confidence to both parties. [Learn more at Truame.com.](http://Truame.com)