

To implement a **global automated compliance module** for employee verification integrated into your recruitment process, here's a complete implementation pathway with **API providers, integration strategies, and documentation references**. This setup ensures automation immediately after a candidate completes recruitment steps, streamlining decisions before employment.

1. Identity Verification (Global & Regional)

Use Case: NIN, BVN (Nigeria), Passport, Visa, National IDs

Country/Region	Providers	API & Docs
Global	Onfido / Trulioo / Veriff	Onfido API / Trulioo API
Nigeria	VerifyMe Nigeria / YouVerify	VerifyMe Docs / YouVerify Docs

Trulioo supports over 195 countries including ID, document, and address verification.

2. Reference Check Automation (Last 5 Years from CV)

Use Case: Automatically email previous employers listed on CVs for references.

Solution	Description	Docs
Checkr	Background + employment reference check	Checkr API
Xref	Automated, compliant reference checking platform	Xref API
Zinc	Automated reference checking for UK hiring	Zinc API

Some systems like Xref allow branded reference requests and track responses.

3. Academic & Professional Certificate Verification

Use Case: Verify degrees, training certifications, licenses.

Solution	Region	API
World Education Services (WES)	Global	Manual API-like integration via partnership
Qualification Check	Global	API Access
Zinc (for UK)	UK/Global	API Docs

Can also integrate with universities or accreditation databases via Qualification Check.

4. Criminal Record & Credit Check

Region	Provider	API Reference
UK	DBS Check via uCheck, Zinc, or Sterling	uCheck DBS API
US	Checkr / GoodHire	Checkr API

Nigeria	VerifyMe or YouVerify	VerifyMe Docs
Global	Sterling / Certn / First Advantage	Certn API

Credit checks are limited in the UK due to GDPR and require explicit consent. Use Equifax or Experian APIs via third-party HR platforms.

5. Drug Test Scheduling

Use Case: Candidate books drug test at a partner lab.

Provider	Region	Docs
LabCorp / Quest Diagnostics	US, Global	Quest Diagnostics Integration
Sterling	Global	Sterling API
Zinc	UK	Integrated drug test scheduling

6. Right to Work & Immigration/Visa Checks

Region	Provider	API / Docs
UK	Home Office API / IDVT with Gov-certified provider	Home Office RTW guidance
Global	Onfido / Trulioo / Veriff	Same ID & Visa verification APIs

Use UK's [Digital Identity Certification for Employers \(IDVT\)](#) for compliant integration.

7. Disclosure and Barring Service (DBS) Checks - UK

Provider	API Access	Description
uCheck	Yes	Fast DBS checks with employer portal and API
Sterling / Zinc	Yes	Integrated DBS checks with automation
TrustID	Yes	UK Gov Certified IDVT + DBS

8. Training Verification

Use Case: Check training completion from accredited bodies or your LMS.

Source	Integration Strategy
External Trainings	Use Qualification Check or custom integrations with training providers
Your LMS	Add verification API endpoints or export verified completion JSON
Accrediting	Partner with organizations like City & Guilds, CIPD, etc.

Bodies

For your own training: implement a signed certificate with verifiable unique codes and verification endpoint (`yourapp.com/verify-certificate/:id`).

9. Proof of Address Verification

Provider	Feature	Docs
Trulioo / Onfido / Veriff	Document capture + OCR for address validation	Trulioo Address Verification
YouVerify / VerifyMe	Utility bill, bank statement upload + KYC	YouVerify Docs

10. Equality and Diversity Act Compliance

Use Case: Ensure recruitment process complies with UK Equality Act 2010.

Solution	Description
Equality Monitoring Tools	Collect candidate diversity data anonymously during recruitment
CIPD Guidance	UK Compliance Guide
Integrate	Add voluntary section in application to capture age, gender, race, disability with proper consent and anonymization

Automation Strategy

- **Trigger Point:** After "Candidate Shortlisted" → Run compliance pipeline
- **Orchestration Tool:** Use services like Zapier, n8n, or backend microservice to:
 1. Call each API based on candidate info
 2. Store results in a `compliance_status` table
 3. Notify admin/HR if any check fails

Additional Integration Platforms to Explore

- **HiBob, Personio, Workable, Greenhouse** – many integrate third-party verifications
- **HR-XML or JSON Resume Schema** – for CV parsing automation
- **ATS API Integration** – Plug your compliance system into your existing applicant tracking system

Summary Table

Check Type	Primary APIs/Services
Identity	Trulioo, Onfido, YouVerify, VerifyMe

References	Zinc, Xref, Checkr
Academic/Certs	QualificationCheck, WES
Criminal/Credit	Checkr, Certn, VerifyMe
Drug Test	Sterling, LabCorp, Quest
RTW & Visa	Home Office, Trulioo, Onfido
DBS	uCheck, Zinc
Training	QualificationCheck, LMS Integration
Address	Onfido, Trulioo
Diversity	Custom Forms, CIPD Guidance
