

CANDIDATE FRAUD:

Is the Person You're Interviewing Really the Person You're Hiring?

AI is changing more than how candidates apply for jobs. It is making identity misrepresentation, interview fraud and fabricated experience increasingly difficult to detect.

For technology employers, the risk doesn't necessarily end with a bad hire. It can extend to systems, data, intellectual property and business operations.

58%

of organizations encountered hiring fraud in the past year.

Checkr, State of Screening Compliance Report 2026

48%

of candidates in technical roles showed signs of AI-assisted cheating.

Fabric, State of AI Interview Cheating in 2026

98%

of HR and hiring managers surveyed have caught candidate misrepresentation.

RefAssured, State of Candidate Fraud 2026

FRAUD HAS MOVED BEYOND THE RESUME:



FAKE IDENTITY

The candidate isn't who they claim to be.



PROXY INTERVIEW

One person interviews. Another performs the work.



AI ASSISTANCE

Real-time tools provide answers that can mask actual capability.



FABRICATED EXPERIENCE

Credentials, projects and work histories are created or manipulated.



REMOTE ACCESS

Fraudulent hires can potentially gain legitimate credentials and access to company systems.

THIS ISN'T JUST A RECRUITING RISK

Hiring Risk



Security Risk



Business Risk

HOW DO YOU ADD MORE TRUST TO THE HIRING PROCESS?

There isn't one test that eliminates candidate fraud.
The strongest defense is a hiring process with multiple points of verification.



THE FRAUD DETECTION GAP

51%

of staffing organizations rely on manual HR review to detect fraud.

BUT ONLY

33%

of staffing organizations rate their fraud controls as highly effective.

Checkr, State of Screening Compliance for Staffing 2026

BEFORE YOUR NEXT TECHNOLOGY HIRE, ASK:

Do we know who we're interviewing?

Do we know they have the skills they claim?

Do we know the person we vetted is the person we're onboarding?

HIRE WITH GREATER CONFIDENCE.

Prosum combines technology recruiting expertise with experienced human evaluation to help organizations identify qualified IT professionals and build greater confidence into the hiring process.

Let's talk about what you're seeing in your candidate pipeline. →