



DATAFLOW

The DataFlow Group

Primary Source Verification and Background Screening

Service Manual

**“The world’s leading provider of
specialised Primary Source Verification,
background screening and immigration
compliance solutions”**

About the DataFlow Group

The DataFlow Group is a leading global provider of specialised Primary Source Verification (PSV) solutions, and background screening and immigration compliance services that assist public and private organizations in mitigating potential risks and making informed decisions regarding applicants. To complement its advanced verification processes and longstanding industry expertise, the DataFlow Group has proudly partnered with pioneering worldwide organizations like Aequo International for educational evaluations and adheres to Joint Commission International guidelines within the healthcare sector, to ensure communities are safeguarded against the countless risks of fraud and malpractice.

The DataFlow Group is a Global Sponsor to:





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The Importance of Background Screening

With global sectors evolving at such a rapid pace, ensuring that individuals have the skillset, capabilities and ethics they claim has become of paramount importance. As such, background screening has emerged as a vital component for helping organizations across various industries protect themselves against:



Financial
Losses



Regulatory
Implications



Reputational
Damage



Internal
Risks



As of October 2017, the rate of global document forgery stood at 3.35% (The DataFlow Group, 2017)



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Why Implement PSV in Your Organization?

In the past decade, the DataFlow Group has been detecting an alarming surge in embellished and forged credentials presented by dishonest, unqualified individuals looking to unrightfully secure employment, higher pay, professional licensure or visa status. For organizations, weeding out such cases without specialized assistance is a complex task, which is precisely where the implementation of an advanced screening process - specifically Primary Source Verification (PSV) - becomes imperative.

As opposed to traditional verification procedures, PSV indicates the attainment of data directly from the issuing source, thus guaranteeing optimal information integrity and ensuring that applicants are genuine, qualified and competent. Best practices in this field involve a high level of data security, leveraging cutting-edge technologies, rigorous processes, qualified research analysts and a global network of issuing authorities, then approaching the primary issuer of the document - regardless of its nature - to verify its authenticity.

If gone undetected, document forgery may result in possible financial, regulatory and reputational implications incurred on the organizational level, not to mention adverse impact on the professional safety of existing employees.





PSV in a Nutshell

A highly reliable, accurate and rigorous background screening process used to verify credentials directly from the original issuing source

Verified credentials may cover identification data, education degrees, job histories, practice licenses, work permits and passports, among other personal or professional documents



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Why is the DataFlow Group Your Ideal Partner?

The DataFlow Group utilizes cutting-edge technologies, leverages an expansive network of issuing entities and establishes alliances with key partners across the globe to conduct hundreds of thousands of verification service and immigration compliance screening transactions for individuals each year on behalf of various government, quasigovernment, regulatory and large multinational organizations worldwide.



Operational Benefits

- State-of-the-art online process flow
- Robust platforms
- Industry leading information security
- Fast and accurate data
- Proprietary databases
- Advanced ecosystem and IP-based delivery framework

- Global outreach covering over 200 countries and territories
- Worldwide network of more than 60,000 issuing authorities
- Uniquely customizable services
- Fast turnaround time
- International partnerships and affiliations
- Qualified experts and researchers
- Multilingual capabilities



Technological Benefits



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Application and Report Management

Internally, all applications submitted by candidates are handled based on a multitier approach that is divided into sub-processes - each of which is undertaken by different associates operating from separate office locations - thus guaranteeing maximum accuracy and eliminating any bias or potential conflict of interest when verifying the authenticity of a document. Further complementing this approach, the DataFlow Group associates are barred from accessing or using information from cases on which they are not actively deployed, and cannot identify the upstream or downstream associate for the case they are currently handling.

Upon concluding the verification process, the DataFlow Group shares the final report under one of three classifications: Positive, Negative or Unable to Verify - the latter being an instance where the contacted issuing authority and its records have been fully destroyed by either a natural disaster or during a period of conflict. Reports can be accessed instantly by both the client and the applicant via a secure online platform - consequently saving effort, time and expenses for all involved parties.



Diagram: The DataFlow Group PSV Process Flow



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Create a Background Screening Package

The DataFlow Group can help you build a customized verification package that is aligned with the specific needs of your organization. Verification components may be added, removed or combined to create a screening bundle that is uniquely tailored to your recruitment or regulatory requirements. Verified components may include, but are not limited to:

Academic Qualifications

Confirmation of educational qualification(s) permitting the applicant to practice a profession. This includes periods of study, grades and dates of attainment.

Employment Histories

Confirmation of previous work experiences from relevant Human Resources Departments.

Identification Documents

Confirmation of personal identification data. This includes national ID cards and other identity documents issued by government entities.

Work Permits

Confirmation of work permits from relevant authorities.

Licenses

Confirmation of professional licenses and qualifications. This includes levels and dates of attainment.

Passports

Confirmation of passport details against identity data provided by the applicant.

To learn more about the ideal package for your organization, simply visit www.dataflowgroup.com



Protecting Communities



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