Solution Room:

How can you protect your hiring process from AI candidate fraud?

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1 in 4

By 2028, one in four candidate profiles globally could be fake if current trends continue

Gartner

65%

of US hiring managers have caught applicants using AI deceptively, including reading from AI-generated scripts, embedding prompt injections in CVs and using deepfakes

Greenhouse's 2025 AI in Hiring Report

3 in 5

Only three in five organizations globally conduct identity checks as part of pre-employment screening

HireRight 2025 Global Benchmark Report

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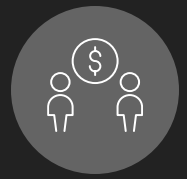
What’s at stake

When fraud gets through the door

$1.46m

Average loss per occupational fraud case

ACFE 2026



$900k

Stolen after fraudulent workers gained employment

FBI

+4 interviews

Passed by KnowBe4’s fraudulent hire

KnowBe4

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How do we protect our hiring processes from AI candidate fraud?

That is ultimately a question of trust.

Robert—
—Walters

Global Talent Solutions

AI is changing the nature of candidate fraud

28%

of jobseekers admitted using AI to create work samples

Source: Greenhouse

Robert—Walters

Global Talent Solutions

Candidate fraud is now a spectrum

1

Opportunistic fraud

- AI-generated answers
- Exaggerated experience

2

Organized fraud

- Fake credentials
- Identity substitution

3

Sophisticated fraud

- Synthetic identities
- Deepfakes
- Malicious access

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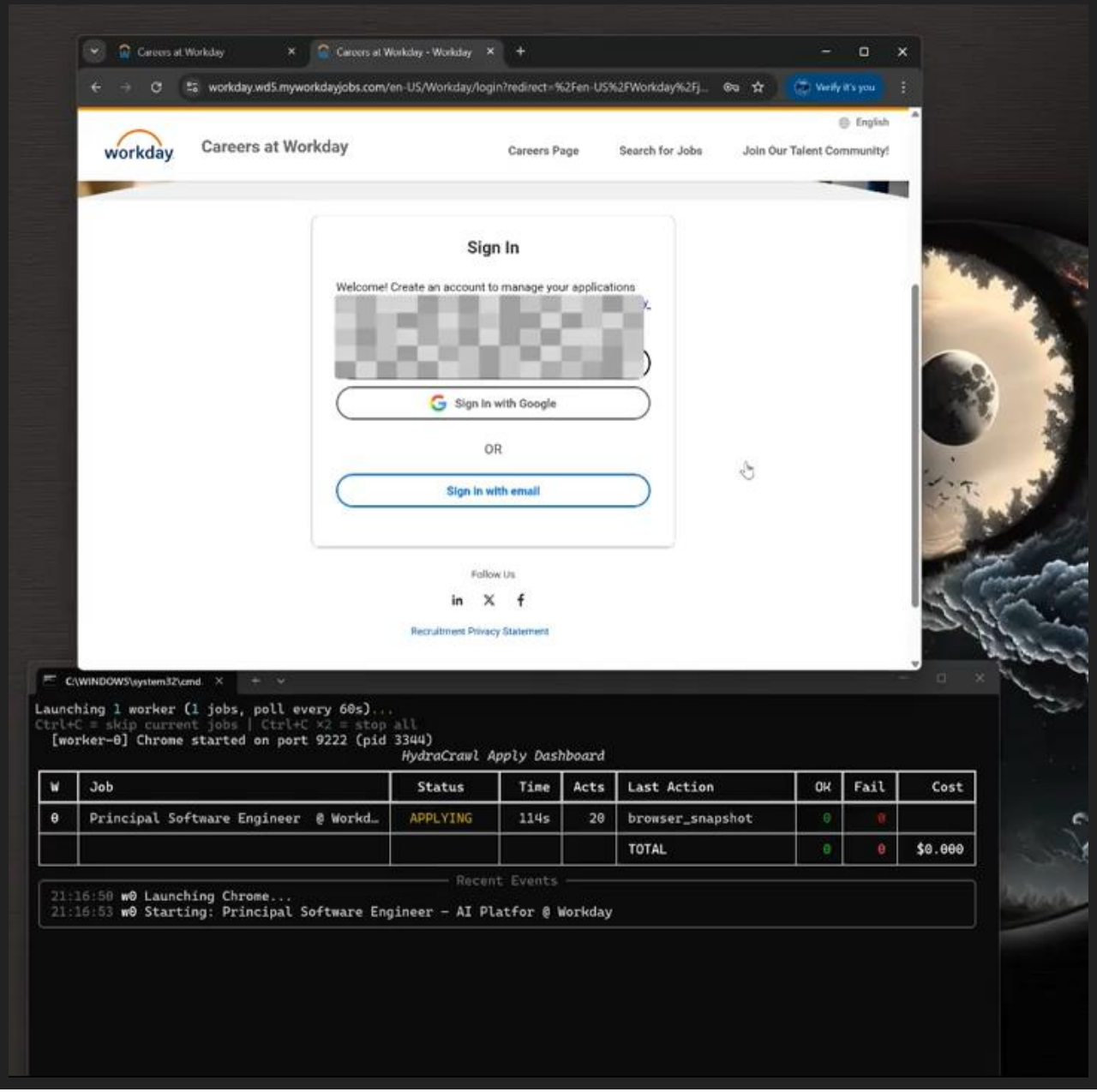

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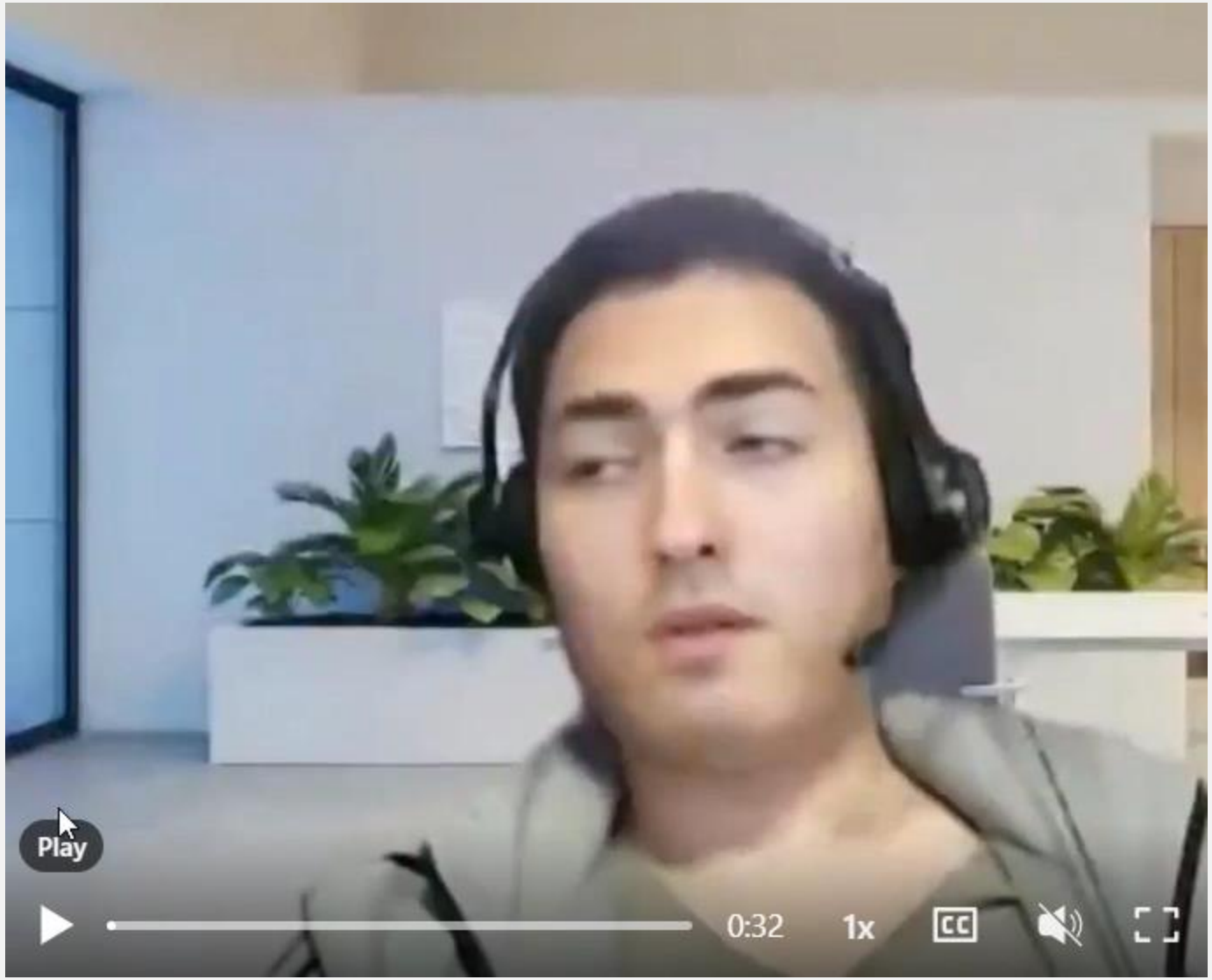

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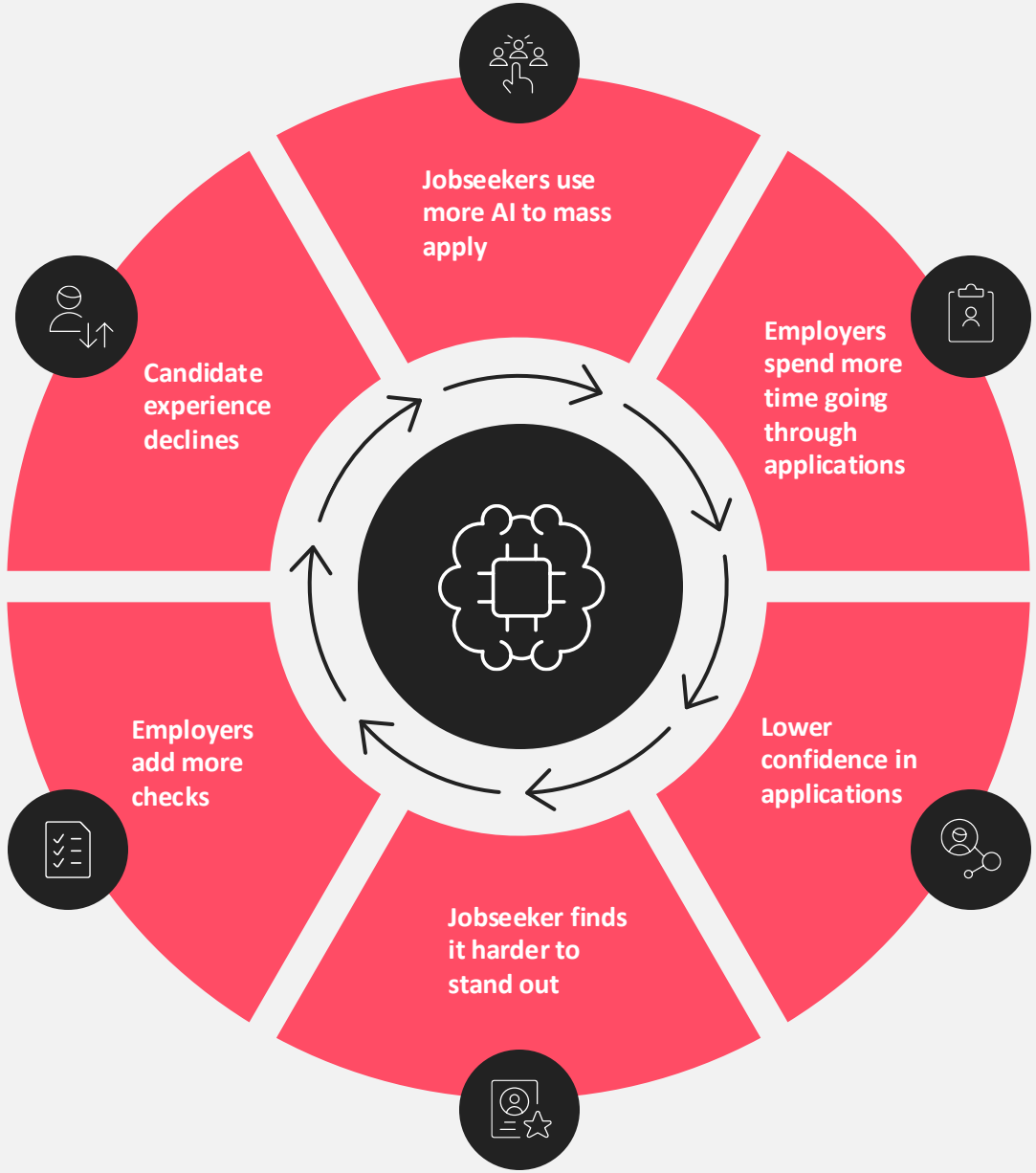
A tailored application can no longer show that the candidate:

1. Has carefully researched the organization
2. Has a strong interest in the role
3. Understands the requirements
4. Has personally articulated their experience

Trust declines on both sides



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Every hiring process now has an AI policy, whether organizations realize it or not.

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1

Blanket ban on AI use in application process

2

Guidelines on where AI use is acceptable and where it isn't

3

Proactively encouraging AI use in the application process

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5 ways to strengthen trust in your hiring process

1

Set the rules

Define acceptable AI use and tell candidates upfront.

2

Verify earlier

Don't leave identity checks until onboarding.

3

Test the evidence

Probe experience, reasoning and submitted work.

4

Match controls to risk

Apply stronger safeguards to sensitive and high-risk roles.

5

Train your people

Give recruiters and hiring managers warning signs and clear escalation routes.

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Protecting the hiring process from AI candidate fraud starts with understanding where trust has become vulnerable and deliberately rebuilding it.

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AI Transparency in LinkedIn's Hiring Solutions

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- What changes should organizations make to maintain trust in the hiring process as AI becomes more common?
- Where in your hiring process are you most vulnerable to AI-enabled candidate fraud or misrepresentation today, and why?
- How is your organization defining acceptable versus unacceptable AI use by candidates?
- What safeguards, policies, or verification practices are proving most effective while still maintaining a positive candidate experience?
- If you could make one change to strengthen trust in your hiring process over the next 12 months, what would it be and why?