



# 2016 Employment Verification (E-Verify) Survey

Mar 13, 2017

**T**he purpose of this research is to assess, evaluate and monitor current employment verification procedures and practices in U.S. organizations as reported by HR and immigration professionals. The results of this research inform HR professionals, executives and public policy makers on the state of employment verification and E-Verify in 2016 and provide authorities, governing bodies, business professionals and public policy makers with empirical evidence and context for comparing current practices with established employment verification rules, laws and regulations set forth by the United States government. Previously, the Employment Verification Survey was completed in 2006 and 2014.

**[DOWNLOAD FULL SURVEY FINDINGS \(PDF\) \(/HR-TODAY/TRENDS-AND-FORECASTING/RESEARCH-AND-SURVEYS/DOCUMENTS/2016%20EMPLOYMENT%20VERIFICATION%20\(E-VERIFY\)%20SURVEY.PDF\)](#)**

[/hr-today/trends-and-forecasting/research-and-surveys/Documents/National%20Study%20of%20Employers%20\(NSE\)%20-%20Flier.pdf](/hr-today/trends-and-forecasting/research-and-surveys/Documents/National%20Study%20of%20Employers%20(NSE)%20-%20Flier.pdf)

[/hr-today/trends-and-forecasting/research-and-surveys/Documents/National%20Study%20of%20Employers%20\(NSE\)%20-%20Flier.pdf](/hr-today/trends-and-forecasting/research-and-surveys/Documents/National%20Study%20of%20Employers%20(NSE)%20-%20Flier.pdf)

## Key findings include:

- Strong support for mandatory electronic verification system: Employers indicated they would support a mandatory electronic verification system (83% either strongly or somewhat support it). Employer support was even stronger if the electronic verification system is designed to avoid allegations of employment-based discrimination (95%), include strong safe harbor to protect employers (95%), authenticate identity (94%) or include photo matching to authenticate identity (84%). These findings are consistent with 2006 and 2014 Employment Verification Survey findings.
- Challenges with Form I-9 and E-Verify verification processes: In alignment with 2006 and 2014 survey results, maintaining records when keeping track of documents with an expiration date continues to be the most frequently reported challenge (37%) with the Form I-9 employment verification process. For E-Verify, the fact that it does not replace Form I-9 (25%) and an unclear process for resolving tentative nonconfirmations (22%) were again the most frequently reported challenges.
- Opportunities for improving participation in E-Verify: In 2016, among employers that do not participate in E-Verify, 37% reported that the reason for not participating is the fact that it does not eliminate the requirement to complete Form I-9.

# SHRM Research Spotlight:

# Employer Perceptions of Employment Verification & E-Verify

Shedding Light on the Business of HR

[www.shrm.org/surveys](http://www.shrm.org/surveys) | Twitter @SHRM\_Research



## Key Findings

#1

91% of employers indicated they would support a mandatory electronic verification system if it included specific features

#2

Employers have reported consistent challenges with Form I-9 and E-Verify processes in all three years the survey was conducted (2006, 2014 and 2016)

#3

34% of employers indicated they do not participate in E-Verify

Employers continue to strongly support a mandatory electronic verification system when it includes specific features



Support (Green) | Would Not Support (Blue)

## 🔍 Employment Verification

The process in which employees produce documents that verify their eligibility to work in the United States. Part of this process is for employers to review documents and complete the Employment Eligibility Verification Form (Form I-9) as required under the Immigration Reform and Control Act (IRCA) of 1986.

## 🔍 E-Verify

An Internet-based program run by the United States government that compares information from employees' Employment Eligibility Verification Form (Form I-9) to data from U.S. government databases. Employer participation is voluntary unless mandated by federal or state/local law. Some federal contractors are required to participate, as are certain employers seeking to extend the work permit of certain foreign graduates in the science, technology, engineering and mathematics fields.

### 🟡🟢 Did You Know

**37% of employers indicated the Form I-9 requirement as the primary reason for not participating in E-Verify**



Source: <http://www.shrm.org/research>

Contact Us ([www.shrm.org/about-shrm/Pages/Contact-Us.aspx](http://www.shrm.org/about-shrm/Pages/Contact-Us.aspx)) | 800.283.SHRM (7476)

© 2018 SHRM. All Rights Reserved

SHRM provides content as a service to its readers and members. It does not offer legal advice, and cannot guarantee the accuracy or suitability of its content for a particular purpose.

Disclaimer ([www.shrm.org/about-shrm/Pages/Terms-of-Use.aspx#Disclaimer](http://www.shrm.org/about-shrm/Pages/Terms-of-Use.aspx#Disclaimer))