Jobma

MARKET RESEARCH

PART 5 OF 5

2027 Interview Fraud Prevention Report

Jobma Survey Results: What Hiring Leaders Are Seeing

Part 5 of a 5-part series on AI, candidate fraud & trust in recruitment

Table of Contents

Part 5 of 5: Jobma Survey Results: What Hiring Leaders Are Seeing

Introduction	1
Survey Results	2
Hiring fraud is becoming harder to ignore	2
Resume fraud is one of the main concerns	3
Awareness is ahead of readiness	4
The technology is there. The integrity layer is less established.	4
Most hiring teams see room for stronger fraud prevention	5
What the survey tells us	5
Conclusion and Future Outlook	6
Jobma: Enabling Secure and Authentic Hiring	7
Continue the Series	8

Introduction

Industry research shows that hiring fraud is growing. But how are hiring teams experiencing it day to day, and how ready do they feel to respond? To find out, Jobma surveyed hiring leaders and HR professionals about their priorities, concerns, recent fraud incidents, and the tools they currently use.

This is Part 5 of Jobma's five-part 2027 Interview Fraud Prevention Report. It presents the survey findings in full and closes with the report's overall conclusion and outlook for 2027.

Survey Results

Jobma: Enabling Secure and Compliant Hiring

The survey points to a hiring market shaped by three intertwined imperatives: quality, candidate experience, and hiring integrity. Improving quality of hire stands as a universal priority, while 75% also identified improving candidate experience and preventing interview and hiring fraud as priorities for heading into 2027. Reducing time-to-hire followed at 50%, with improving recruiter productivity with AI and strengthening compliance and documentation each at 37.5%.

This alignment marks an operational shift. Fraud prevention is no longer an isolated security mandate. Instead, hiring teams treat interview integrity as a core component of overall hiring quality - recognizing that securing the pipeline directly protects candidate trust and process speed.

75%
reported suspected or confirmed hiring fraud

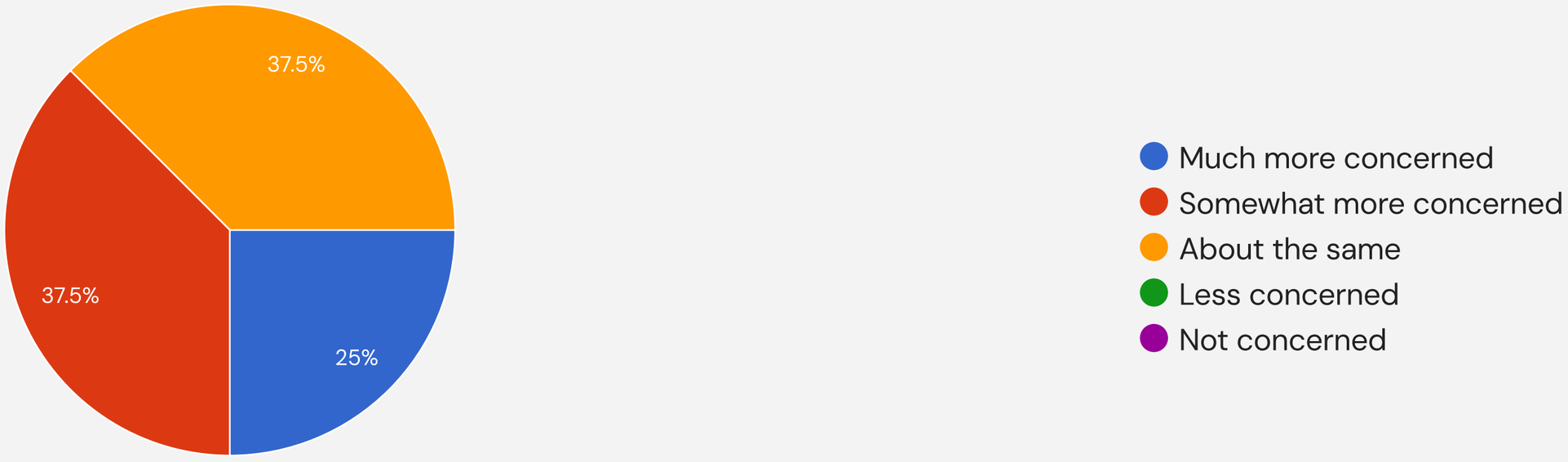
87.5%
identified resume misrepresentation as a concern

12.5%
Only 12.5% said their current hiring tools are fully equipped to prevent fraud

Hiring fraud is becoming harder to ignore

Over six in ten respondents (62.5%) report being more concerned about hiring fraud today than they were two years ago, with 25% indicating that they are much more concerned. The remaining 37.5% state their level of concern remained stable. Notably, zero respondents reported feeling less concerned.

How concerned are you about hiring fraud today compared to two years ago?

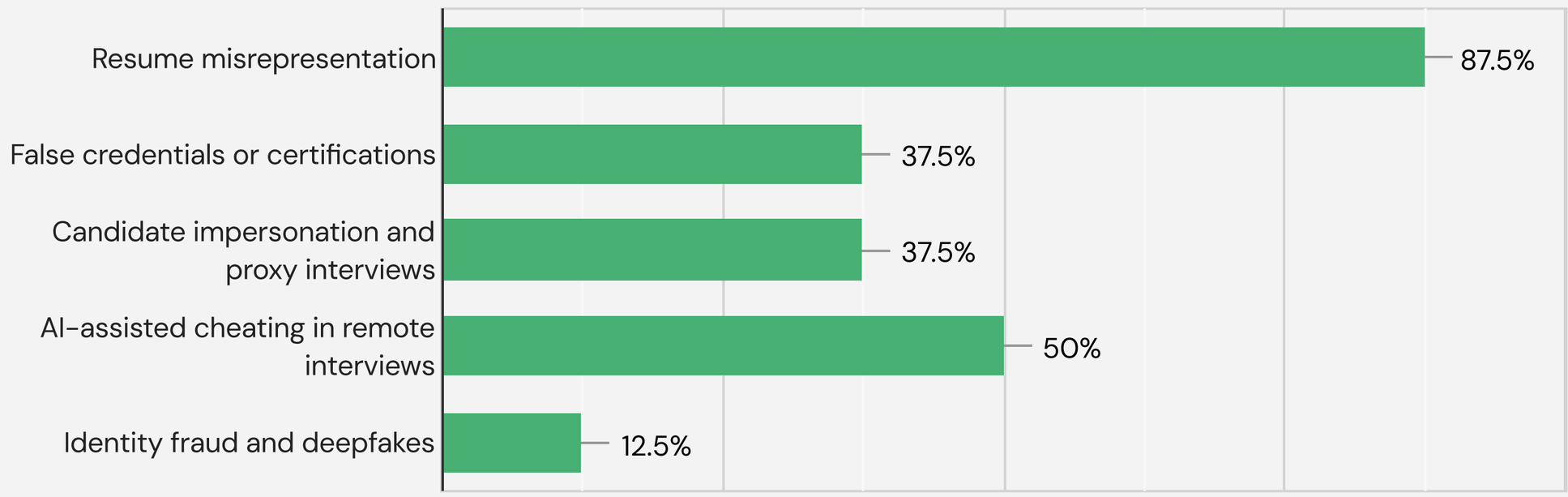


That heightened concern is reflected in what organizations are actually encountering. Three-quarters (75%) of the respondents have encountered suspected or confirmed fraud recently. For hiring teams, the question is becoming less about whether these risks exist and more about where they can introduce stronger safeguards into the hiring process.

Resume fraud is one of the main concerns

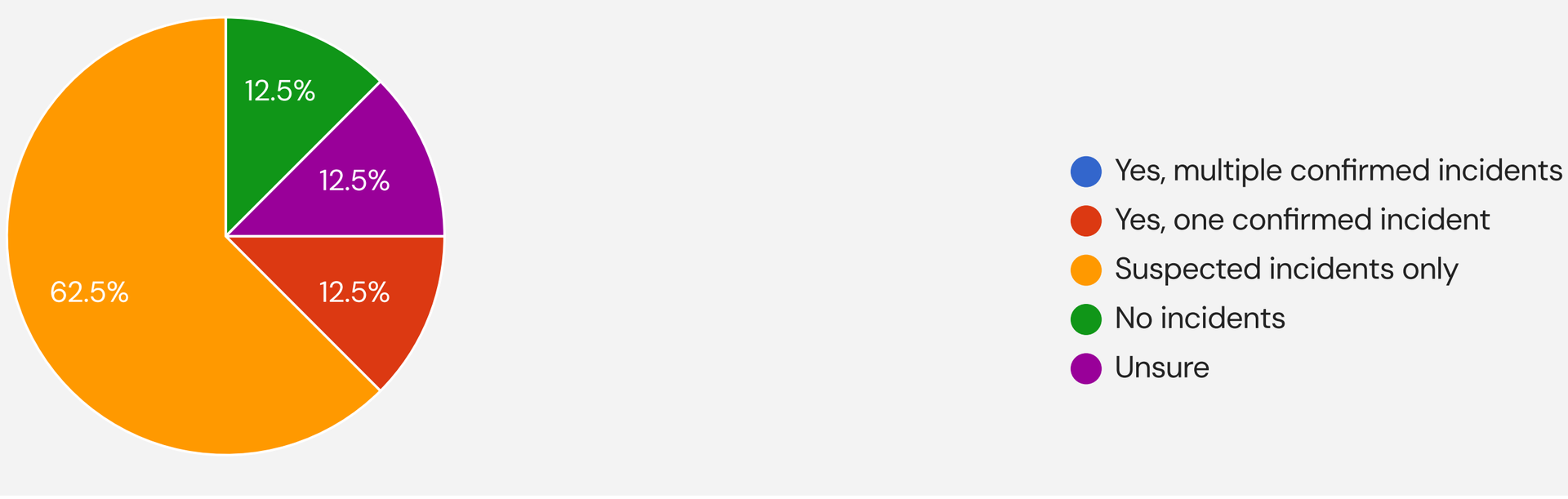
Despite significant attention around deepfakes and AI-generated candidates, resume misrepresentation remains the biggest concern, cited by 87.5% of respondents. Exactly half of the respondents 50% selected AI-assisted cheating in remote interviews, making it the second prominent threat. False credentials or certifications, candidate impersonation and proxy interviews, each followed at 37.5%. Identity fraud and deepfakes were selected by 12.5%.

Which type of hiring fraud are you most concerned about?



The spread of these concerns shows how broad the integrity challenge has become. A candidate can misrepresent qualifications before an interview, use someone else to complete the interview, or receive AI assistance while being evaluated. Addressing one of these risks without addressing the others leaves gaps in the hiring funnel. The priority, therefore, is not simply detecting the most sophisticated form of fraud. It is creating enough visibility across the process to know when something does not add up.

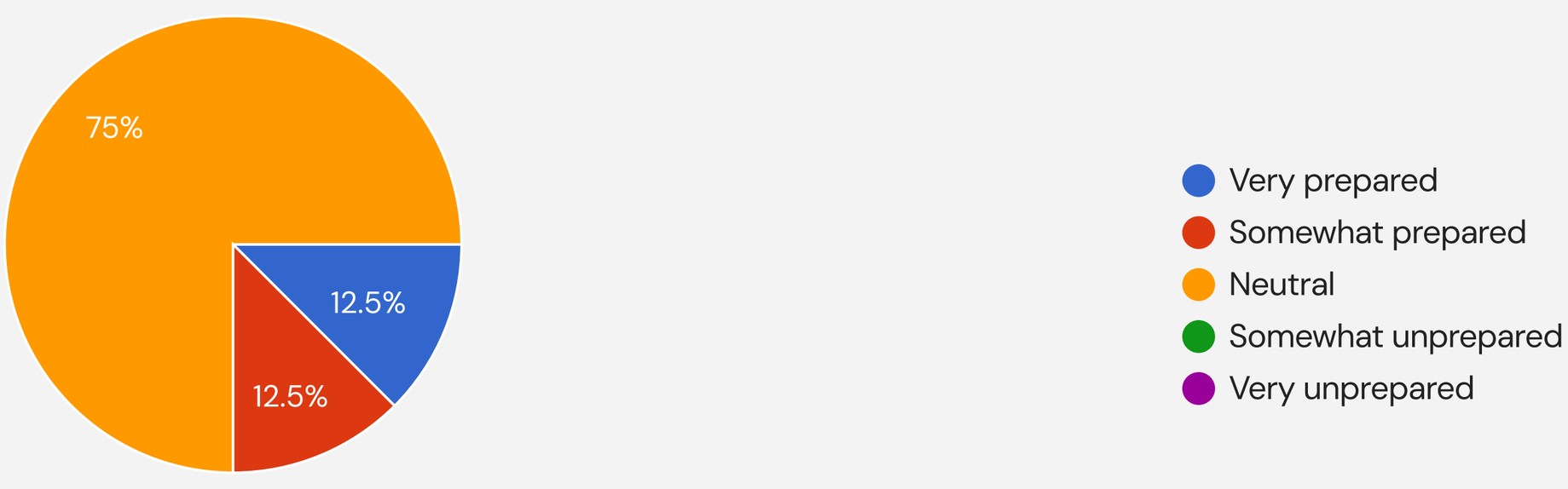
Has your organization encountered suspected or confirmed hiring fraud within the past 12 months?



Awareness is ahead of readiness

Hiring teams may be increasingly aware of these risks, but confidence in their ability to handle them is less certain. 75% of respondents were neutral about their organization's preparedness for emerging threats such as AI-assisted interview cheating and deepfakes. Only 25% considered themselves very or somewhat prepared.

How prepared do you believe you are to handle emerging threats such as AI-assisted interview cheating and deepfakes?

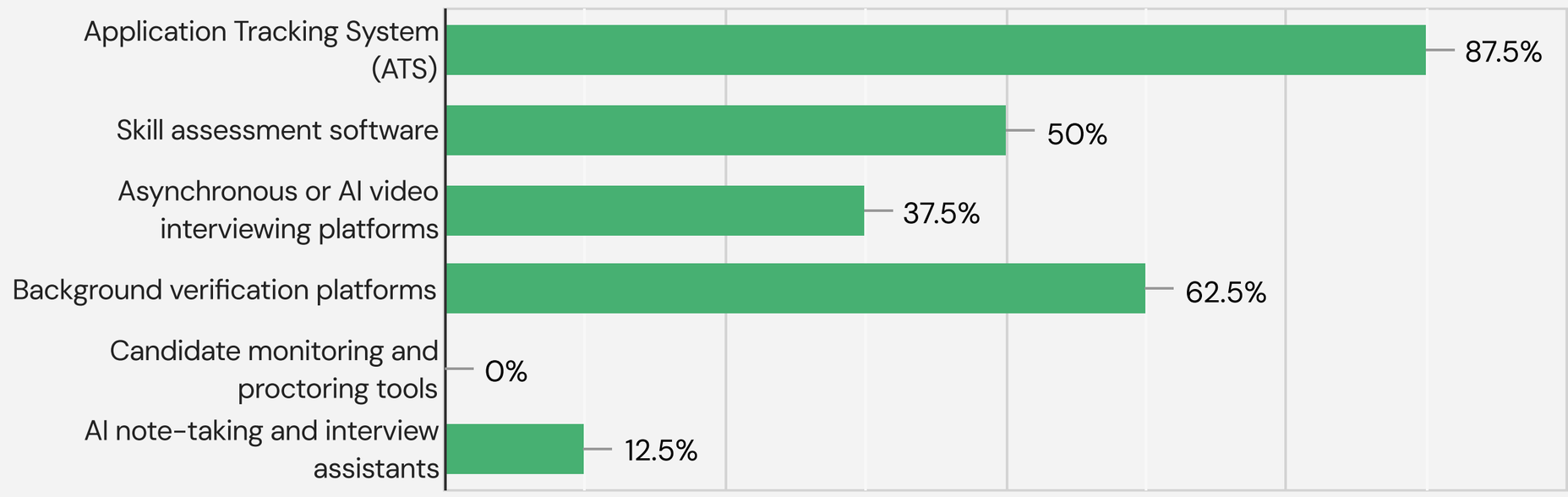


That leaves a sizeable middle ground between recognizing that the threat is growing and feeling equipped to manage it. As AI makes it easier to generate convincing applications, provide real-time interview assistance, and manipulate identity signals, organizations will need to move beyond awareness toward practical controls that can be applied throughout the hiring workflow.

The technology is there. The integrity layer is less established.

Most respondents already have core hiring technology in place. 87.5% use an applicant tracking system, 62.5% use background verification platforms, 50% use skill assessment software, and 37.5% use asynchronous or AI video interviewing platforms. 12.5% report using AI note-taking, yet none of the respondents reported using candidate monitoring or proctoring tools.

Which HR and candidate screening platforms does your organization currently use?

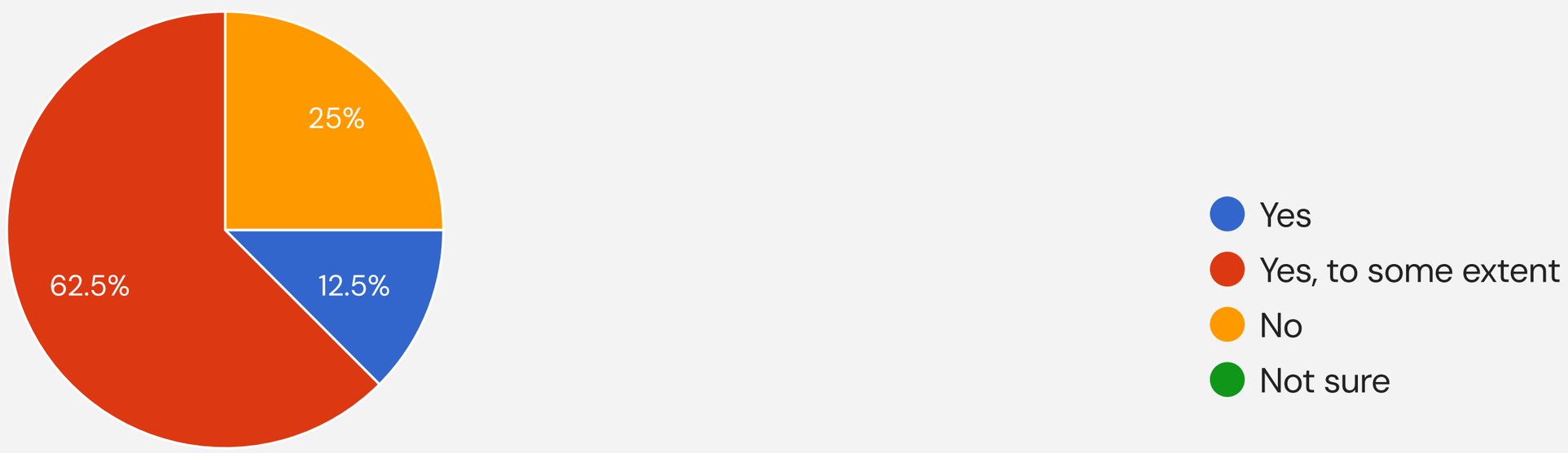


That contrast matters. Organizations have systems for managing applications, assessments, interviews, and background checks, but the survey suggests that dedicated controls for protecting the integrity of candidate evaluations are less established. This is particularly relevant given that 50% of respondents identified AI-assisted cheating and 37.5% identified proxy interviews as concerns. The technology infrastructure may be digitized, but that does not necessarily mean the hiring process is equipped to detect when the person being evaluated is not fully responsible for the performance being assessed.

Most hiring teams see room for stronger fraud prevention

The gap becomes even clearer when respondents were asked directly about their current tools. Only 12.5% said their hiring technology is fully equipped to help prevent fraud. Another 62.5% said their tools are equipped to some extent, while 26% said they are not equipped.

Do you believe your current hiring tools are equipped to help prevent hiring fraud?

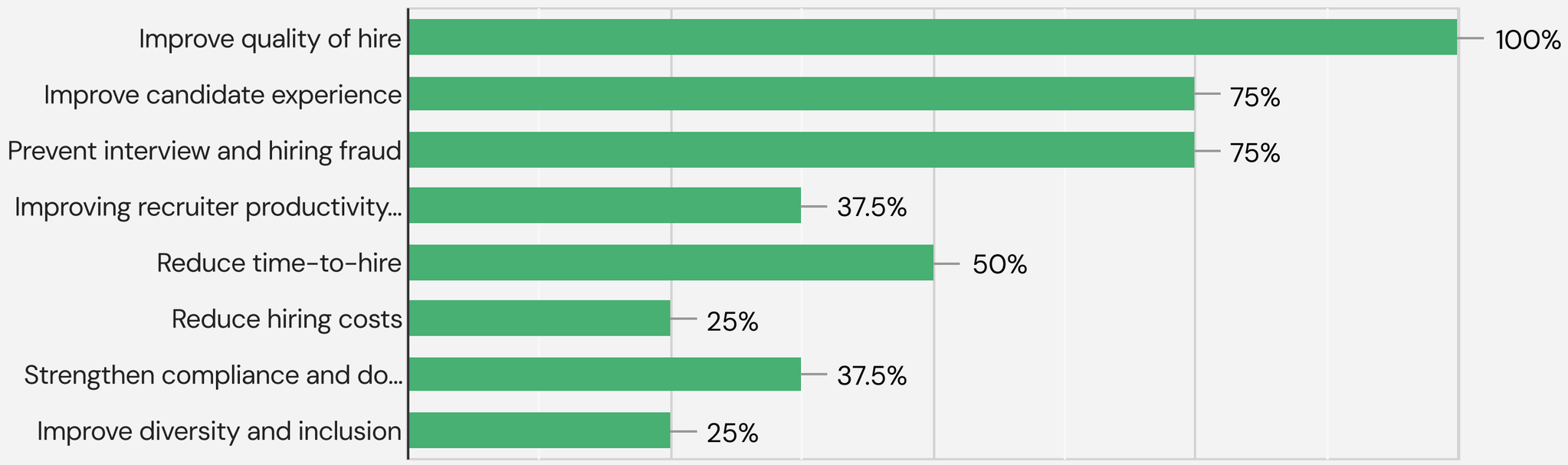


This suggests that the market has moved beyond the question of whether hiring teams need technology. Most already have it. The bigger opportunity is connecting the existing hiring workflow with controls that help verify candidate authenticity, protect interview and assessment integrity, and surface potential risks without turning the candidate experience into a series of intrusive checks.

That is where the next stage of hiring technology is likely to be defined: not simply digitizing the hiring process, but making the digital process more trustworthy.

What the survey tells us

Taken together, the responses paint a fairly clear picture. Hiring teams are prioritizing quality of hire, candidate experience, and fraud prevention together. They are seeing more reasons to worry about candidate misrepresentation, with resume fraud still leading the list. Many have already encountered suspected or confirmed fraud, yet most are not confident that their current tools fully address the problem.



The opportunity is therefore broader than adding another fraud-detection feature to the hiring stack. Organizations need connected, proportionate safeguards across the hiring journey, from application and identity verification through interviews, assessments, and final evaluation. The goal is to give hiring teams greater confidence that the candidate they are evaluating is genuine, the work they are assessing is their own, and the process is fair to everyone taking part.

Conclusion and Future Outlook

The survey points to a clear gap: hiring teams recognize the risk, and many have already encountered it, but few feel their current tools and processes are fully equipped to address it. Closing that gap is the work ahead for 2027.

Hiring has outgrown traditional processes. Without layered verification built into the hiring funnel, you may be making decisions based on incomplete and potentially compromised information.

While gen AI, synthetic media, and language models may have led to perfect applications, AI-powered detection, credential verification, and anomaly detection are emerging as the redefining metrics in fraud prevention. To better position your organization in the evolving threat landscape, it's time to treat AI adoption as imperative, rather than exploratory.

With this, global compliance is tightening around data handling and protection, automated decision-making, and candidate privacy to ensure that organizations build a compliant and mature verification infrastructure. Devising transparent and consistent fraud prevention measures is the key to guaranteeing your commitment to a fair, authentic hiring process.

Jobma: Enabling Secure and Authentic Hiring

Jobma's Layered Controls

Jobma helps enterprise organizations protect interview integrity, reduce candidate fraud risk, and create a more consistent, auditable hiring process across full-time and contingent labor - while seamlessly integrating with existing HCM, ATS, VMS, and enterprise workflows.

Verify

- Identity verification before the interview
- Secure candidate authentication
- Document and face matching with a selfie
- Liveness detection to confirm real-time presence

Proctor

- Proctoring and fraud deterrence during interviews
- Suspicious activity flags
- Multiple faces and environment indicators
- Tab or browser activity signals where applicable
- Candidate absence or unusual activity alerts

Evaluate

- Structured interview questions
- Scorecards and summarization
- AI-assisted scoring based on pre-set criteria
- Candidate comparison and stack ranking
- Reviewer notes and assessment results

Integrate

- Enterprise workflow integrations
- ATS, HCM, VMS, calendar, and collaboration tools
- Integration readiness with Oracle HCM, Beeline, and other enterprise hiring systems

Continue the Series

You've just read Part 5 of 5. Explore the rest of the 2027 Interview Fraud Prevention Report:

Part 1 The Growing Challenge of Hiring Fraud — Read Part 1 →

Part 2 Detecting Fraud Before the Interview — Read Part 2 →

Part 3 Securing Interviews, Assessments & Credentials — Read Part 3 →

Part 4 AI, Candidate Experience & Real-World Impact — Read Part 4 →

About Jobma

Jobma is an intelligent, human-first hiring system. The platform promises innovative, compliant hiring solutions built to scale and deliver ROI through AI video interviewing, pre-hire skill assessments and candidate fraud prevention. Jobma is SOC 2 Type II and ISO/IEC 27001 certified, compliant with GDPR and CCPA, and aligned with the EU AI Act.

For more information about Jobma, visit www.jobma.com

Get in Touch

Sales Inquiries
sales@jobma.com

Customer Support
support@jobma.com

Phone
1-800-986-5620