

“The Verification Industry”



Weekly Learnings 40 / 2025

You should read this if you are applying to a company that is conducting a verification check on you.

I met Ravishankar Panchanathan, the CEO of Matrix Business Services India Private Limited

They are in the Verification industry, a fascinating field that serves as a leading indicator of many things.

Here's what I learnt

1. 6 international companies do this, and many, many Indian companies do this with price as their only variable.
2. This industry works on credibility, speed of verification, and price.
3. The white-collar industry did 500k verifications per month before; now that's dropped to about 320k per month. So, hiring is down, a lead indicator.
4. The big sectors they serve are banks, IT services, and BPO. Banks are the strictest in terms of verification.
5. This verification is crucial for the first jobber and the second jobber.
6. The first level of verification is Aadhar, PAN card, PF, criminal case check, and location. Location is a funny one in a world of migration and shifting apartments. The candidate needs a picture in front of his/her residence. I can understand a location check for a passport, not for these jobs.

7. The second level of verification is academic qualifications, via Digi locker. Some recruiters insist on a university certificate or clearance, and here's where many verification companies do the wrong thing by having rubber stamps of universities with them for speed money.

8. The third level of check is physical for drugs, where they take your blood sample.

9. 5 to 7 pc of candidates fail the verification test; that's a large number, and the cost runs into crores.

10. In the past, the industry did verification after selection; now they are doing it earlier at the screening stage.

This industry looks to move to skill-based checks in the future with innovative companies.

Low-level verification is done for Uber and Zomato.

All digital checks are expected in 24 hours, and physical checks in 15 days currently.

Thanks, Ravi, for teaching me something new!

Shiv

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<https://lnkd.in/gAJMSCvU>

PS: Am not involved with Matrix in any capacity