



# How to select a certified Right to Work provider:

A guide for HR and recruitment  
professionals



# Contents

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**03** Introduction

**04** Why the UK Trust Framework matters for employers and recruiters

**05** The challenge: choosing the right IDSP

**08** Conclusion and About Amiqus





## Introduction

The introduction of the UK Digital Identity and Attributes Trust Framework (UKDIATF), commonly known as the UK Trust Framework, has transformed how businesses approach digital identity verification.

Since October 2022, this framework has introduced standardised digital practices for Right to Work, Right to Rent, and DBS criminal record checks. These changes represent a significant shift, empowering organisations to leverage government-certified digital solutions for efficient and secure pre-employment screening.

For employers and recruiters, this guide outlines the implications of these changes, the critical questions to ask when selecting an Identity Service Provider (IDSP), and how to align your processes with the new standards.



## Why the UK Trust Framework matters for employers and recruiters

The UK Trust Framework is designed to provide businesses with secure, reliable tools for identity verification. It sets a gold standard for compliance, helping organisations access certified identity solutions while safeguarding against risks such as fraud, inefficiency and non-compliance.

Key areas impacted include:

### **DBS checks**

Digital DBS checks must now be conducted through certified IDSPs.

### **Right to Work checks**

Employers can no longer rely solely on manual document checks and must use certified IDSPs or conduct in-person verification.

These changes allow businesses to streamline onboarding processes while reducing administrative burdens.

# The challenge: choosing the right IDSP

With numerous providers entering the market, selecting the right IDSP for your organisation can feel overwhelming. Below, we explore key considerations to help you evaluate and choose a provider that meets your business needs.

## Is the IDSP fully certified under the Trust Framework?

Start with the basics - ensure the provider has achieved full certification under the UK Trust Framework. Certification confirms that the IDSP has undergone rigorous assessment of their technology, processes and security, ensuring compliance with government standards.

- **Why it matters:** using a non-certified provider means returning to manual checks, increasing administrative complexity and risks

## Is the IDSP up to date with current regulations?

Employment regulations evolve quickly. Your IDSP should stay aligned with the latest guidance from regulatory bodies to minimise disruption.

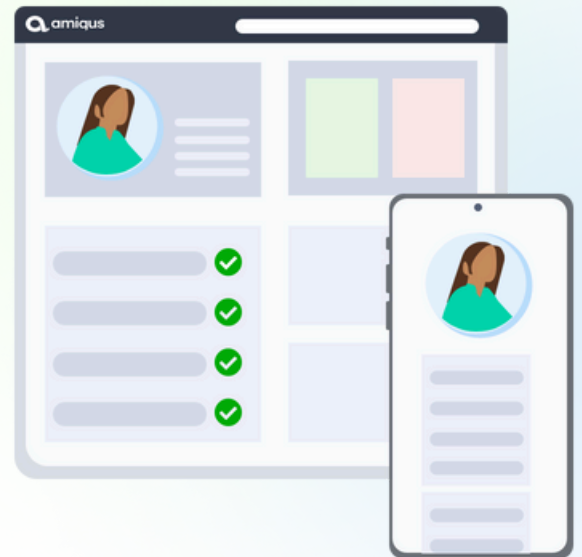
- **What to ask:**
  - Do they regularly consult with the Home Office and other authorities?
  - How do they update their technology and processes to reflect regulatory changes?



## Does the IDSP cover the full range of pre-employment checks?

Some IDSPs specialise in specific checks, such as Right to Work or DBS, but not both. This can create inefficiencies if you need multiple providers to complete onboarding.

- **Optimal solution:** Look for an IDSP accredited for all required checks to simplify your workflow and ensure a seamless process



## Does the IDSP streamline your end-to-end onboarding process?

Beyond the basics, consider how the provider integrates into your overall candidate onboarding process.

- **Features to evaluate:**
  - Can they send candidates pre-filled forms or manage share codes for non-UK nationals?
  - Do they offer secure data storage and GDPR-compliant processes?
  - Are their workflows simple, intuitive and time-saving?

## Is the IDSP scalable and cost-effective?

As your hiring needs grow, your IDSP must adapt to support increased volumes without adding unnecessary costs.

- **What to consider:**
  - Pricing transparency: Are costs bundled, or are there hidden fees for additional features?
  - Scalability: Does the provider offer solutions suitable for small businesses and large-scale recruitment operations?

## Does the IDSP facilitate Right to Work checks for non-UK nationals?

With e-Visas replacing Biometric Resident Permits (BRPs), proving Right to Work status now involves generating share codes on the UKVI's online View and verifying via the Home Office's online checking service.

- **What to look for:** An IDSP that simplifies this process, ensuring international candidates can be onboarded seamlessly without placing additional strain on your HR team

## Does the IDSP integrate with your Applicant Tracking System (ATS)?

Seamless integration with your ATS and internal systems prevents duplication of work, reduces errors, and ensures data consistency.

- **Ask about:**
  - API integrations with popular ATS platforms
  - Compatibility with existing HR systems



## Does the IDSP provide fully digital processes?

When choosing an IDSP you want to ensure that their whole process is fully digitised and secure.

Avoid providers relying on manual or hybrid methods, which increase risk and slow onboarding.



## Is the IDSP inclusive and user-friendly?

You will meet a variety of candidates—some may have accessibility needs or may not be as technologically capable.

To enable them to access the checks in any way they are comfortable with and through any device, your IDSP should offer both app-based and web-based platforms to accommodate this variety of usage.

This ensures a positive experience for all candidates, regardless of technical proficiency or access to specific devices.

## Does the IDSP offer support and training?

Reliable technical support and training for your team are critical for a smooth onboarding experience.

- **What to look for:**
  - Dedicated support for you and your candidates completing the checks
  - Regular training to ensure your team is confident in using the platform



# Conclusion

With financial penalties for employing illegal workers rising to **£45,000** for first-time breaches and up to **£60,000** for repeat offences, robust Right to Work checks are no longer optional—they're essential.

Certified IDSPs offer a compliant, efficient alternative to manual checks, minimising risks and ensuring you meet the highest standards.

[Book a demo](#)



## About Amiquis

Amiquis is one of the UK's first ten certified Identity Service Providers under the Trust Framework. Trusted by 600+ organisations across sectors, we provide a comprehensive platform for digital identity verification, pre-employment screening, and end-to-end onboarding.

### **Certified and secure**

Fully accredited under the UK Trust Framework.

### **All-in-one platform**

Streamline Right to Work, DBS, and more.

### **Tailored for you**

Flexible, scalable solutions for organisations of all sizes.

Get in touch: [amiquis.co](https://amiquis.co) | [sales@amiquis.co](mailto:sales@amiquis.co)

