VERIFICATION DIVISION

U.S. Citizenship and Immigration Services

Verification Division Overview

Verification Division

Vision

As the trusted source for reliable, credible and easy-to-use information, we deliver employment and immigration status verification with innovative and unparalleled customer service.

Mission

To strengthen the security and integrity of the United States immigration system by enabling authorized E-Verify and SAVE users to verify work authorization and immigration status

Verification Division Programs

E-Verify

Provides electronic employment authorization of newly-hired employees to participating employers. Information is submitted directly from the Form I-9 into the E-Verify system.

E-Verify Self Check

A voluntary, fast, free and simple online service that allows an individual to check his or her work authorization prior to employment.

Systematic Alien Verification for Entitlements (SAVE) Program

Provides electronic immigration status verification information to federal, state and local benefit-issuing agencies.

*The Verification Information System (VIS) is the underlying technical system supporting both SAVE and E-Verify.

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U.S. Citizenship and Immigration Services

E-Verify Program

How does E-Verify work?

OMB No. 1615-0047; Expires 08/31/12

Department of Homeland Security
U.S. Citizenship and Immigration Services

Form I-9, Employment Eligibility Verification

Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Verification *(To be completed and signed by employee at the time employment begins.)*

Print Name: Last	First	Middle Initial	Maiden Name
Address *(Street Name and Number)*		Apt. #	Date of Birth *(month/day/year)*
City	State	Zip Code	Social Security #

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following):

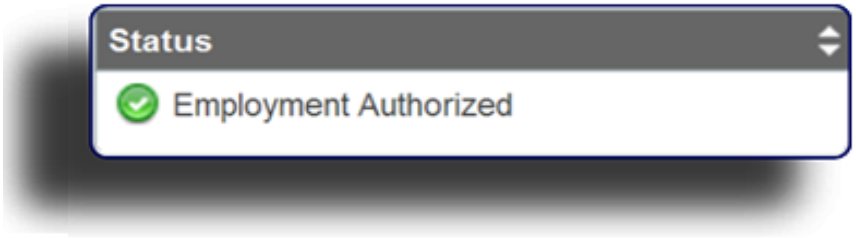
- ☐ A citizen of the United States
- ☐ A noncitizen national of the United States (see instructions)
- ☐ A lawful permanent resident (Alien #) _____
- ☐ An alien authorized to work (Alien # or Admission #) _____ until (expiration date, if applicable - *month/day/year*)

Employee's Signature — Date *(month/day/year)*

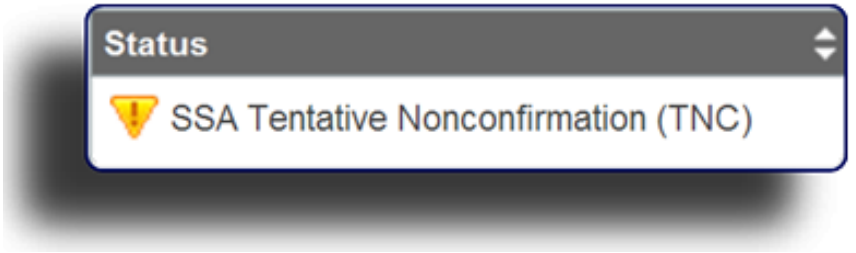
Preparer and/or Translator Certification *(To be completed and signed if Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.*

Preparer's/Translator's Signature	Print Name
Address *(Street Name and Number, City, State, Zip Code)*	Date *(month/day/year)*

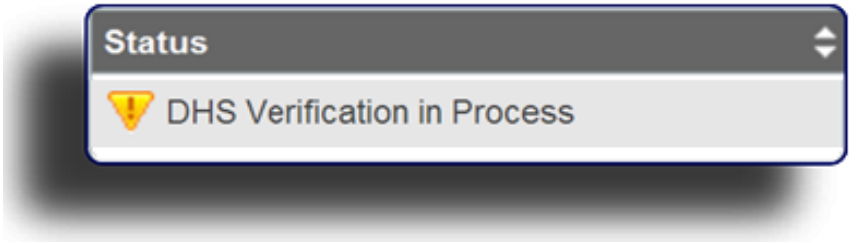
Initial Verification in an E-Verify Case Will Be:



→ **The employee is authorized to work.**



→ **There is an information mismatch.**

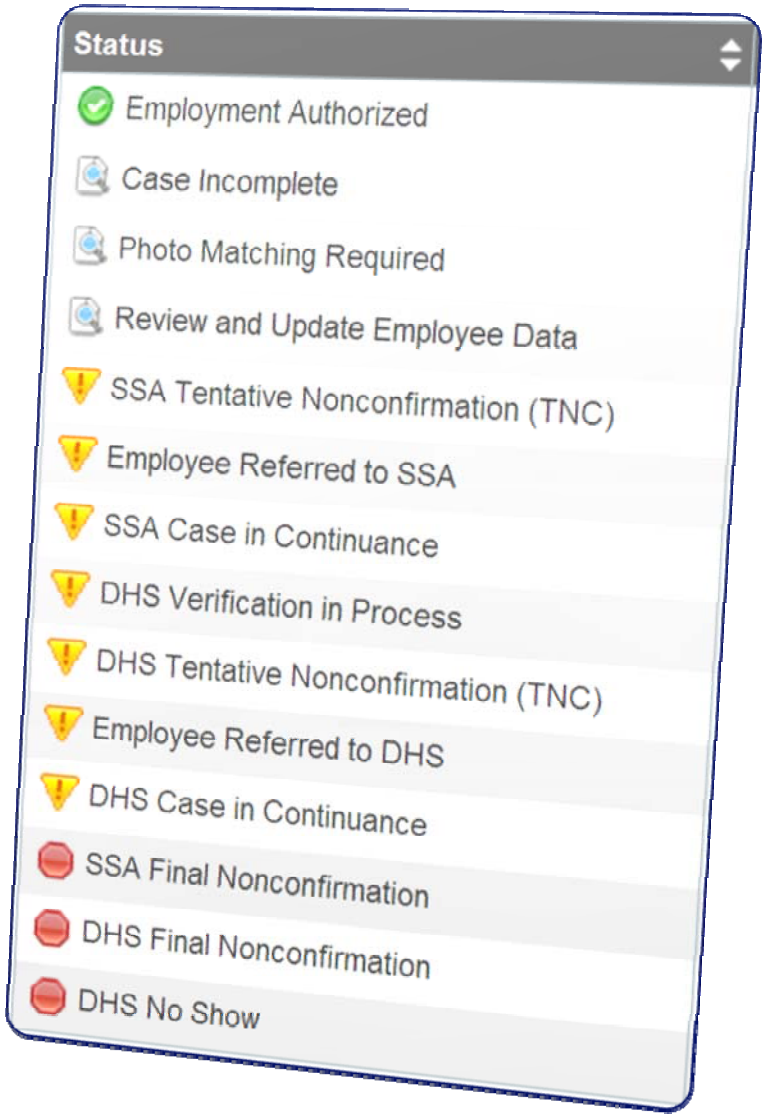


24 Hours

→ **Employment Authorized**
or
DHS Tentative Nonconfirmation

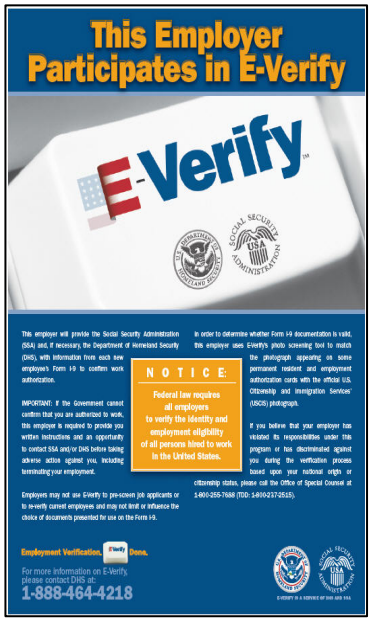
Handling a TNC

- The employee has eight federal government workdays from the referral date to visit or call the appropriate agency and resolve the discrepancy.
- The **employee continues to work** without any adverse actions against him or her during the TNC resolution process.
- Once the employee resolves the discrepancy in his or her records, he or she should inform the employer.
- With both an **SSA TNC** and a **DHS TNC**, a response is electronically sent to the employer through the system. The employer should check E-Verify periodically for one of the following responses:

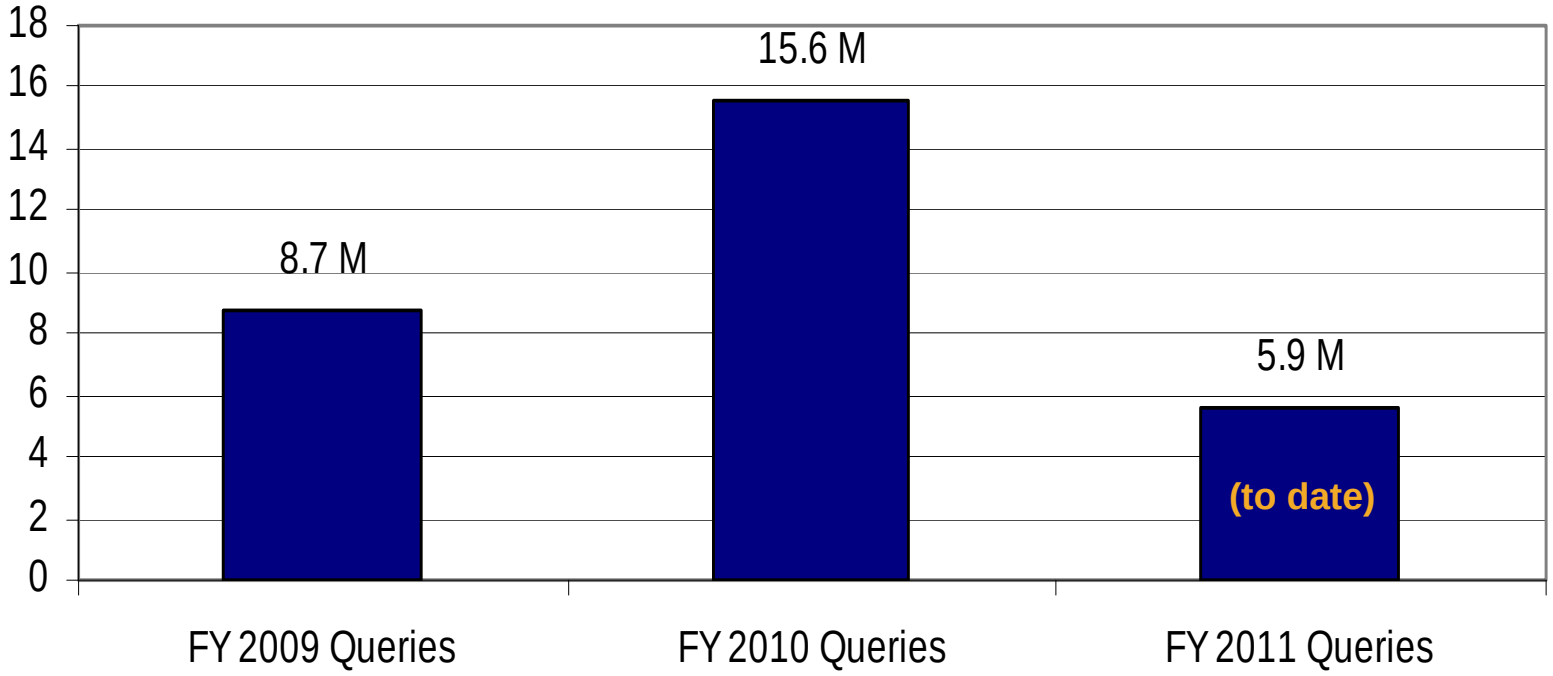


Employer Responsibilities

- E-Verify is to be **used to verify NEW hires ONLY**, and must be initiated within 3 days of the employee's start date.
- E-Verify procedures **must be applied to ALL new hires**, regardless of citizenship status.
- Employer must display the E-Verify Poster in an area visible to prospective employees to show that it is an E-Verify participant.
- Employer must display an Anti-Discrimination Poster issued by the Office of Special Counsel for Immigration.



E-Verify in the Workforce

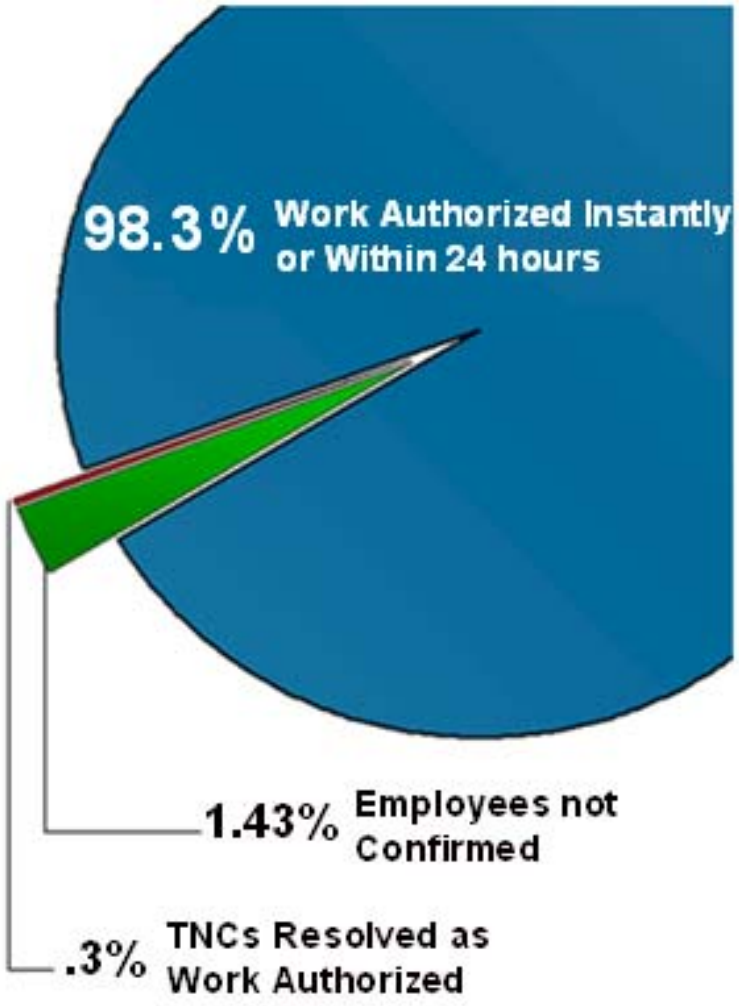


More than **249,000** employers are enrolled in E-Verify, representing more than **857,000** hiring sites as of February 19, 2011. This means that **11 percent** of the hiring sites in the United States are currently using E-Verify.

E-Verify Program Verification and Accuracy Rates

- **98.3%** of employees are automatically confirmed as work authorized either instantly or within 24 hours, requiring no employee/employer action

- **1.73%** of employees receive initial system mismatches (tentative non-confirmations - "TNCs")
  - **0.3 %** of employees who receive initial mismatches are later confirmed work authorized after contesting and resolving the mismatch
  - **1.43 %** of employees receive final non-confirmations (FNCs)



Federal Acquisition Regulation (FAR) E-Verify Clause

- As of **September 8, 2009**, the FAR requires certain federal contractors (and subcontractors) with federal contracts containing the FAR E-Verify clause to verify:

All existing employees performing direct, substantial work on the contract

All new employees

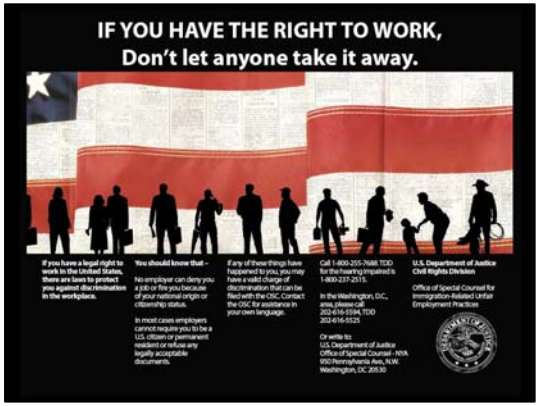
OR

Their entire workforce

- Contractors are required to inform E-Verify which of these options they choose so that our Monitoring and Compliance function will not identify them as having misused the system.

What's New?

- **Employee Rights Initiative**
- **E-Verify Interface Redesign**
- **Monitoring & Compliance**
- **Passport Photos**



What's New?

- **Multilingual TNC Letters**
- **DMV Pilot**
- **Nebraska Verification Operations Center (NVOC)**
- **New Employee Hotline**

  888-897-7781 (English and Spanish)

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E-Verify Self Check Program

How Does E-Verify Relate to Self Check

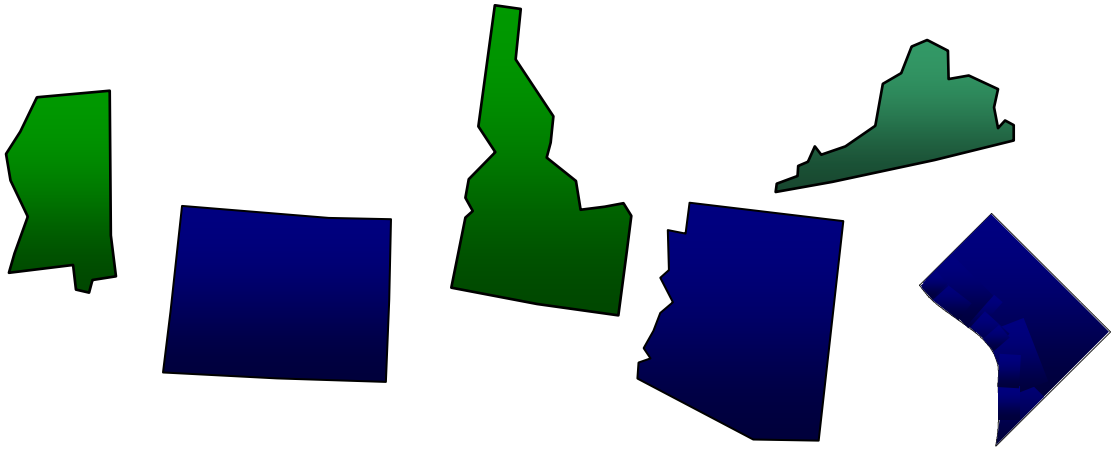
- Self Check is the first online service offered directly to the U.S. workforce by the E-Verify Program.

E-Verify Self Check

- The Self Check service enables U.S. workers to use the same information that employers enter into E-Verify and check it against the same records that E-Verify checks. It was developed to allow U.S. workers to confirm their own eligibility to work in the United States and deal with any potential data mismatches before being hired and checked by an E-Verify participating employer.

E-Verify Self Check Overview and Background

- The first phase is planned to launch in March to a limited area consisting of 5 States and the District of Columbia:
  - Arizona
  - Colorado
  - District of Columbia
  - Idaho
  - Mississippi
  - Virginia



- The program was requested specifically by Congress in late 2009.

Benefits for the U.S Public and Federal Government

- U.S. Workers will benefit by gaining:
  - Increased visibility into government records and guidance on how to correct them
  - Increased confidence in the results of an E-Verify check

- E-Verify Employers will benefit by having:
  - Fewer TNCs leading to a more efficient E-Verify process

- USCIS and DHS will benefit by:
  - Interacting directly with customers using new technologies
  - Meeting Presidential goal of increased transparency

Comparison of the E-Verify Program and the Self Check Service

Area	E-Verify Program	Self Check Service
Audience	U.S. businesses	U.S. workers
Purpose	Verify employment eligibility of workforce	Check your own status
Security	Employer registration process and user accounts	Identity assurance process on each use
Legislative Mandate	Required in certain states and for federal contractors	Voluntary
Availability	50 states and U.S. territories	Initially five states, phased expansion

Self Check Process Overview

Note on Audience: *At initial launch, Self Check will be offered to residents of a limited number of States.*

1 Self Check Overview:
The Self Check website, linked from the E-Verify, USCIS and/or DHS sites, offers general program information.

2 Identity Assurance:
Identity assurance is performed by generating knowledge based questions using the personal information provided by the user.

Note on Fraud Prevention:
A user is only able to use Self Check if his or her identity is successfully authenticated.

3 Employment Eligibility Verification:
A user's employment eligibility information is gathered and checked by E-Verify against DHS and SSA records.

4 Self Check Results:
User is notified of Self Check results, and, if applicable, receives guidance on how to correct any data mismatches in SSA or DHS records.

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E-Verify Self Check Website Preview

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SAVE

U.S. Citizenship and Immigration Services

SAVE Program

SAVE

- The SAVE Program is an intergovernmental initiative that aids benefit-granting agencies in determining an applicant's immigration status, thereby ensuring that only entitled applicants receive federal, state or local public benefits and licenses.

SAVE

Verifies

- Nonimmigrant status
- Immigrant status
- U.S. citizenship for naturalized and derived citizen status

Does Not Verify:

- An applicant's eligibility for a specific benefit or license

Legislation Governing the use of SAVE

Immigration Reform and Control Act (IRCA) of 1986

- **IRCA mandated the creation of the SAVE Program.**

- **PRWORA, IIRIRA and REAL ID govern how SAVE works.**

SAVE

Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996

Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA) of 1996

REAL ID Act of 2005

SAVE Program Participants

- As of February 11, 2011, there are 735 agencies participating in SAVE.

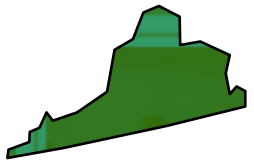
DMVs

42 DMVs

DOE

SSA

27 Federal Agencies



State and Local Agencies

676 State and Local Agencies

- These agencies administer benefits such as Medicaid, Food Stamps, Background Investigations, Drivers' Licenses, Enumeration and Supplemental Security Income.
- SAVE provides these agencies with the information they need to make sure only eligible individuals receive these benefits.

How does SAVE work?

- The SAVE Program uses an online system that checks a benefit applicant's immigration status against millions of Department of Homeland Security records.

Homeland Security

- Agencies that do not have access to an automated system may submit a paper verification request by using Form G-845, Document Verification Request.

SAVE

SAVE Program Registration Process

Review Process

- SAVE reviews the agency's eligibility.
- SAVE Policy coordinates approval from USCIS Office of Chief Counsel.

Registration

To register for SAVE, an agency visits the SAVE website and follows instructions.

Registration

Upon completion of the MOA, the SAVE Program establishes the agency's user account.

The Verification Process

- Most cases that are run through the SAVE program are resolved in seconds, but it will never take more then 10-20 work days to reach a resolution.

STEP	ACTION	SYSTEM RESPONSE	GENERAL RESPONSE TIME
Initial Verification	Agency submits a query electronically based upon information provided by the applicant. System response provides an applicant's **immigration status** or prompts agency to "**Institute Additional Verification.**"	Electronic	3–5 Seconds
Additional Verification	Agency provides additional information on the applicant and submits electronically. System response provides an applicant's **immigration status** or prompts agency to "**Resubmit with Docs.**"	Electronic	3–5 Federal Working Days
3rd Step Verification	Agency submits an electronic request which generates a prepopulated Form G-845, Document Verification Request. Agency prints Form G-845 and mails it with photocopies of the applicant's immigration documents to the appropriate Status Verification Office.	Electronic	10–20 Federal Working Days

Electronic Verifications

SAVE Electronic Verifications (as of 02/06/2011)

	Initial	Additional	Third	Total
Fiscal Year (FY) 2009	10,909,054	1,025,862	79,598	12,014,514
FY 2010	10,558,697	1,033,379	151,310	11,743,386
FY 2011 to date	3,527,657	337,155	61,432	3,926,244

- Throughout FY 2010, **more than 94 percent** of cases that resolved with immigration status did so without requiring additional verification.
- Currently, 97 percent of automated additional verification requests are resolved within 3 business days.

Transaction Charges:

- $0.50 per transaction (electronic) or $2.00 per paper request (Form G-845)

What's New?

- Increased SAVE Program enrollment by 96 percent; total number of agencies reaching 735
- Created and implemented a Memorandum of Agreement (MOA) to strengthen and standardize program requirements for enhancing overall program compliance
- Developed and updated customer training and reference materials to educate both prospective and current customers regarding the SAVE Program and its capabilities
- Created a SAVE video that provides an overview of the program; available on our website
- Established the REAL-ID Program Management Office, in close coordination with DHS/SCO Office of State Issued Identification Support, for REAL-ID implementation

VERIFICATION DIVISION

U.S. Citizenship and Immigration Services

Thank You

For More Information…

- USCIS Website
  - http://www.uscis.gov
- E-Verify Website
  - http://www.dhs.gov/E-Verify
- Customer Support
  - Monday - Friday 8 a.m. – 5 p.m. Eastern Time
  - Telephone: 1-888-464-4218
  - Email: E-Verify@dhs.gov
- Employee Hotline
  - Monday - Friday 8 a.m. – 5 p.m. Eastern Time
  - Telephone: 1-888-897-7781