

AI in Aviation Background Checking

FFAC – Forum 2025

Powered by ChatGPT and Gamma

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æquivalent



Today's Agenda

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Aviation's Critical Need

Why background checking is non-negotiable

03

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Key Takeaways

Conclusion and next steps

Who is Aequivalent?

Switzerland's leading platform for background checks



Background Check Service

- Eliminate hiring mistakes through comprehensive screening
- "Know your employee" – objective, independent information
- Ensure industry compliance and regulatory adherence
- Reduce hiring and screening time significantly
- International coverage
- Key-account management

A Digital Platform

- Manage programs and dossiers efficiently on one platform
- Maximize employee and HR experience through intuitive tools
- Standard and customize screening programmes
- SSO integration with your ATS/HRIS via API
- Multilingual tool
- Maximize information security
- Assure LPF and GDPR compliance





Why Background Checking Matters in Aviation



Zero-Tolerance Industry

Aviation demands absolute precision for safety and security against insider threats



Highly Regulated

Compliance with ICAO, EASA, BAZL, and local government requirements is mandatory



Global Workforce

International mobility creates complex verification challenges across borders



Rising Threats

Security risks continue to evolve, requiring more sophisticated screening



Hiring Pressure

Industry growth and pilot shortages create pressure to hire quickly without compromising safety standards.



Reputation - Swiss precision

Switzerland's reputation for compliance, reliability, and exactitude sets the benchmark for aviation safety culture

The AI Promise

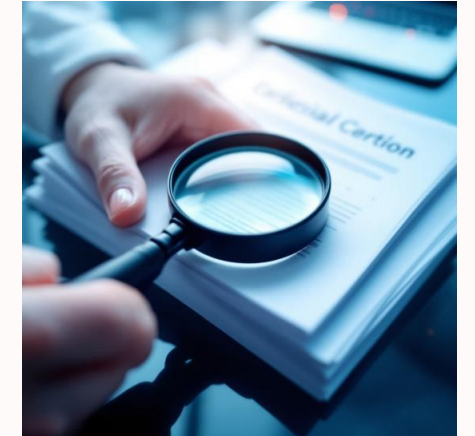
Accelerate verification while maintaining regulatory compliance and enhancing safety protocols.

Current State of Background Checks - Standard process



Current State of Background Checks

- Fragmented procedures and non-integrated systems (HRIS, sources, authorities)
- Exponential growth in international digital document volume
- Sophisticated AI-driven document fraud on the rise
- Manual verification processes remain slow and error-prone
- Digital platforms operate in silos without communication
- Heavy compliance overhead (GDPR, FADP, local laws) burdens teams



The Good News for Aviation

Awareness, existing frameworks, professional verification capabilities are maturing, industry standards are solidifying, and there is a sense of urgency driving innovation forward.

What AI Can Do Today



Knowledge Management

Organize, retrieve, and analyze vast information repositories instantly



Enhanced Service

Improve customer and employee experiences through intelligent automation. Chatbots. Language capabilities.



Fraud Detection

Advanced algorithms to identify document forgery and manipulation



Workflow Automation

Streamline repetitive tasks and accelerate processing times



Platform Development

Build and integrate sophisticated system architectures and integrations



Internet Intelligence

Detect fraud patterns and risk indicators across digital channels

Theoretical Capabilities Under Development

Data Extraction

Automated extraction and verification from documents (ID, education, employment, licenses)

Anomaly Detection

Pattern recognition across large datasets to flag inconsistencies



What AI Cannot Do

Replace Human Judgment

Critical decisions require human expertise, context, and ethical reasoning

Interpret Medical Data

Medical or psychological information demands qualified professional assessment

Evaluate Soft Factors

Safety mindset, cultural fit, and character assessment need human insight

Override Regulations

AI cannot replace regulatory authority or circumvent legal requirements

Mandatory Safeguards

1. **Ensure continuous human oversight** at every decision point
2. **Avoid black-box AI** and unnecessary data collection
3. **Require transparency, explainability, and auditability** in all AI processes
4. **Assure (vendor) compliance** with GDPR, ISO 27001, SOC 2, and industry standards

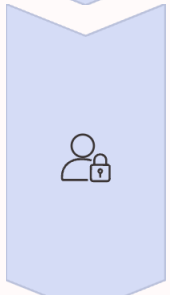


AI & Medical Checks: A Balanced Approach



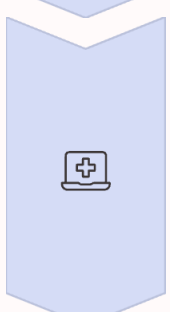
Starting Point

Medical fitness is essential for pilots, cabin crew, and all safety-sensitive aviation roles
Data collection is both allowed and required by regulatory law



Critical Conditions

AI cannot interpret medical results or diagnose health conditions
Health data processing strictly follows need-to-know principles and regulatory frameworks



Where AI Helps

All previously mentioned capabilities apply: automation, knowledge management, workflow optimization
Manage sensitive data reliably with full regulatory compliance

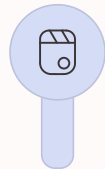
📄 Critical Principle: While AI can enhance administrative efficiency and data security in medical screening processes, final medical assessments must always be made by qualified healthcare professionals following strict ethical and legal guidelines.

Future Trends in Aviation Background Checking



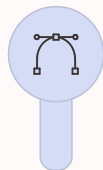
International Digital Identity Ecosystems

Unified, secure identity verification across borders and jurisdictions



Real-Time Credential Validation

Instant license and credential verification with live status updates



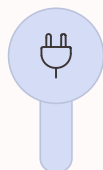
Continuous Vetting

Ongoing background monitoring with robust privacy frameworks and consent



Cross-Border Intelligence

Shared fraud detection and risk intelligence across international agencies



End-to-End HRIS Integration

Seamless integration across global HR platforms and management systems

The future of aviation background checking combines cutting-edge technology with unwavering human oversight, ensuring safety and compliance while respecting privacy and dignity.

Thank You

Questions? Let's Connect.

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