

Takeaways From The NAPBS Mid-Year Conference

Our team participated in a conference hosted by The National Association of Professional Background Screeners (NAPBS). Speakers discussed screening best practices, compliance issues and other important topics. We're happy to present some important takeaways from the conference and additional NAPBS resources:



MILLENNIALS ARE CHANGING THE WORKFORCE

Many younger people are looking for alternatives to standard career trajectories. This is one reason for a massive increase in the number of individuals providing on-demand services such as driving, delivering groceries and pet-walking. A recent study estimated that by 2020, about 40% of the U.S. workforce will be on-demand workers.

This study also suggested Millennials look for jobs that provide a purpose, not just a paycheck. They want flexible schedules, opportunities to take on new responsibilities and the ability to help define their own career paths.

Speakers at the conference encouraged employers to consider creative ways to engage and retain younger workers. They suggested offering non-traditional benefits such as flex hours or telecommuting and, when possible, allowing employees to take on new challenges. Millennials who feel their careers are becoming stagnant are likely to seek out positions elsewhere.



BAN THE BOX LAWS

New Ban The Box laws are passed every year with the shared goal of helping job seekers who have minor or outdated criminal convictions. Although these Second Chance bills are not consistent from place to place, they typically feature the same basic points. Employers are encouraged to adopt these policies even if a law is not in affect where they operate.

Current Best practice is to:

- Remove questions about arrests or convictions from job applications.
- Only inquire about criminal records after an initial interview.
- Review criminal histories to determine if they are relevant to the position.

Employers are still encouraged to run **criminal background checks**, but they should first confirm that an applicant is otherwise eligible for hire.



DISCLOSURES AND AUTHORIZATIONS

The Fair Credit Reporting is a federal law that protects consumer rights and privacy. It stipulates that disclosures and authorizations must be standalone documents that contain no additional content. Some employers include liability waivers on their disclosures, which is a direct violation of the FCRA.

To help, we offer sample disclosures and authorizations for our clients. **Login to your account** and visit our Resource Center to find these and other documents that can help bolster your compliance efforts.



STANDARDIZED SCREENING LAWS

Some states have passed bills that are inconsistent with existing federal or local laws. This can be confusing and problematic for employers. The NAPBS is actively working with lawmakers to develop solutions.

Our team is involved in efforts to establish practical, consistent laws in our home state of California and nationwide. We advocate for policies that protect consumers while empowering employers to get the data they need to create safe workplaces, make informed decisions and build strong teams.

Backgrounds Online is proud to be accredited by the **NAPBS** and to participate in their conferences and other activities. If you would like to learn more about what we can do for your business; screening best practices; or anything related to background checks, please **contact us today.**