

A Modern Approach To Background Screening Part 1: The Employer Experience



Over the past two decades we have witnessed the continued evolution of background screening for both employers and applicants. From large corporations to small businesses, volunteer organizations and on-demand marketplaces, background checks continue to be a hot topic every year.

This month will be part one in a two-part series focusing on background checks from the employers' perspective, followed by next month focusing on the applicants' experience.

The main theme being the movement toward a fair and transparent background check process for everyone.



Only Considering Relevant Data

Several years ago, background checks were compiled by security departments or private investigators. They typically included massive amounts of information and public records data. The mindset was "the more information, the better." Fast forward to 2019 and it's the complete opposite.

Today's background checks should only contain relevant and legally reportable information specific to your applicant and the position you're filling. This ensures you have the necessary data points to make a truly informed decision.

Background checks may contain employment, education and license verification details that confirm

your applicant has the required skills or knowledge to succeed. Additionally, reports can include information about serious criminal convictions that may put your customers, the public and even your team at risk.

The dashboard will also help you easily manage everyone on your team. You'll see if someone is overdue for a background check, remove inactive employees or easily add someone at your convenience. We will also send you a monthly email to let you know who will be screened in the coming month.



Actionable Data

Some employers may wish to learn a little more about their candidates by doing their own online research. While it might seem useful to review someone's social profiles - is it something you **should** do?

For many people, having an employer Google them and review their social media would be considered an invasion of privacy. An even bigger issue is the possibility of an employer learning something they should not know or use during their decision-making process. For example, a search could reveal a person's

gender identity, religion or other personal details. If an employer denies a job to someone after reviewing their online life, that person could make a case the employer discriminated against them based on protected factors.

By relying on background checks compiled by an accredited Consumer Reporting Agency, employers can be confident that they are only reviewing compliant, actionable data that can legally be used during the hiring process.



Ongoing Intelligence

In the past, employers would request a background check before hiring someone - and that was the end. There wasn't an available solution to be informed if an active employee lost a license, incurred a criminal record or otherwise became ineligible.

Today, more employers are moving towards ongoing background screening. By running background checks

on an annual basis or utilizing criminal monitoring services, companies are more likely to ensure they have the right people on their team. To help our clients, Backgrounds Online developed Criminal and Sex Offender Monitoring services as well as an Annual Screening Dashboard that automates the process for you.

Your BGO Team

At Backgrounds Online we are proud to be part of continued efforts to make background screening a fair and transparent experience for employers and applicants.

Our entire team works diligently to produce content regarding new laws and best practices. We also build intuitive applications that help streamline the background check process.

If you have questions about background screening or to make sure you are taking advantage of all our products and services, contact us. We are available to assist you Monday through Friday from 5am to 6pm PT.