



How And Why Background Checks Are Used

The National Association of Professional Background Screeners (NAPBS) surveyed Human Resources professionals throughout the country to learn about their background screening practices and preferences.



TOP PRIORITY

According to the survey, public safety is the number one reason employers order background checks on their applicants. HR professionals agreed that the ability to see if a job seeker has a violent or otherwise serious criminal history empowers them to create a safer workplace. They also reported that annual screenings help maintain a higher level of safety by showing them if an employee incurs a new conviction of which they should be aware.



THE MOST ESSENTIAL ASPECT OF BACKGROUND CHECKS

A whopping 98% of respondents said accuracy is the most important element in a background check. We couldn't agree more. That's why we obtain records directly from county courthouses; contact former employers, colleagues and educational facilities ourselves; and put every report through a comprehensive quality control process. Our team is dedicated to providing reportable data that is current, complete and accurate.

OTHER COMMON REASONS FOR RUNNING BACKGROUND CHECKS

Nearly 90% of the people who took the NAPBS survey listed safety as their primary reason for running background checks. Other key motivators included:

- Improving the quality of hires. Background checks provide a variety of important details that help employers determine whether or not a candidate is properly qualified for a position.
- Meeting Industry Requirements. Many industries require background checks for some or all positions. Not running them could cause your business to be out of compliance with these mandatory regulations.
- Protecting Brand Reputation. It happens far too often. A well-known corporation hires someone with a criminal history that is so serious it damages their reputation with consumers. Human Resources professionals commonly run background checks to help avoid these embarrassing incidents.

MOST REQUESTED BACKGROUND CHECK COMPONENTS

According to the survey, criminal searches are the most commonly requested component in every background check. Around 89% of the survey respondents said they run county and state criminal searches on every applicant. 84% added a national criminal search to find out if someone has a conviction in a city or state where the person did not reside. Many professional also included Sex Offender Registry searches to help identify potential predators.

Other commonly run components include:

- Motor Vehicle Record Searches
- Education and Employment Verification
- Drug Testing
- License Verification



WHEN ARE BACKGROUND CHECKS RUN?

The NAPBS asked when background checks are run during the hiring process. Most respondents said they wait until after an initial interview or a conditional offer has been extended. This is exactly what we suggest. Several states have implemented laws that require this of employers. It is also generally considered to be a best-practice for businesses in most every industry.

YOUR SCREENING POLICIES

How do your screening practices compare to the results of this NAPBS survey? Are you performing due diligence by running comprehensive background checks that help you create a safe work environment, find qualified candidates and protect your business?

If you have questions about your current background screening policies or need help putting together custom background check packages for positions in your industry, please contact us. Our entire background screening team is highly educated, certified by the FCRA and ready to help boost your hiring efforts so your business can thrive.