

BACKGROUNDS ONLINE NEWSLETTERS

December 2016



Have You Seen Our Updated Website?

We recently gave our site a major upgrade, and we're excited to know what you think. If you haven't visited recently, please take a look at <https://www.backgroundsonline.com/>.

Key enhancements:

Design - we updated the entire site to give it a sleek, modern feel.

Mobile - it's faster and easier to navigate on any tablet, phone or other device.

Content - we're providing even more useful content to keep you informed on compliancy issues, employment screening best practices and other topics that impact your business.

Online Signup - we made it possible for people to create accounts online. If you'd like to refer someone who might prefer to start their own account with us, please send them to our new 4-step flow. Of course our friendly staff is always available to help.

We'd love to know what you think of the site. And we're actively working on enhancements for the logged-in side of [backgroundsonline.com](https://www.backgroundsonline.com). We're making it even easier for you to find what you need, build useful screening packages and monitor your background check requests.

Have questions or comments about the site? Then please contact us.



According to a recent CareerBuilder study, 62% of employers anticipate transitioning seasonal help to full-time employees. How can you ensure a smooth transition? The first step is to simply plan ahead.

Plan Ahead. Your business might have a variety of hiring needs during the holiday season. When you're developing your winter recruitment strategy, keep relevant long-term goals in mind. Assess which positions need to be filled permanently, and the requirements/expectations for each one. Use this information while writing job descriptions. For example, you might want to mention that a seasonal stint could lead to an ongoing position, so applicants are aware of the possibility. This can attract individuals who are looking for more than short-term opportunities.

Onboarding. Companies that hire a large number of temporary employees often administer a condensed version of their onboarding program. In some cases this is sufficient, but if you plan to keep people after the holidays, it's useful to provide a thorough orientation. In January your business will start a new first quarter. That's a crucial time for every company, because it's important to start the year off right. If you've already trained the people who will remain employed, then they will be prepared to jump in immediately. Proper onboarding helps your staff succeed when they transition to full-time.

Track Progress. During the holiday season you might hire multiple people to do similar jobs. When it ends, however, you may only need one or two individuals for those positions. Keep track of how well each person performs. This is an ideal time to see who is best suited for the job. While you're in the "Plan Ahead" phase, come up with ideas about what you'd like to see from a full-time employee. Then watch your interim help to find the best candidates.

Ask In Advance. As the year progresses, you'll decide which employees you'd like to keep. Ask them if they are interested in staying with the company. Some people will be actively looking for ongoing employment. If you wait too long, they could accept other positions.

Consider Healthcare. When you hire temporary help, you are not obligated to provide healthcare. That can change when you make final hiring decisions. There are specific rules that mandate which employees you must cover. We recommend consulting with your HR Specialist while in the initial stages of holiday planning.

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Run Background Checks. We suggest running background checks on all seasonal workers. If you don't, then it's worthwhile to run them on people you might retain. Background checks show you if a candidate has the proper qualifications, and if they have a criminal record of which you should be aware. Backgrounds Online also offers annual screenings that show you if a current employee incurs something new on their record during the year, such as a traffic violation, credit issue or criminal conviction. If you have questions about the type of screening package you need, contact us for assistance.

The holiday season can be a great time to find people who will become successful members of your team. Take time to plan ahead, develop an onboarding strategy, track the progress of your hires, and consider important issues such as healthcare. When you're almost ready to extend offers, we'll be here to help you make final decisions with comprehensive background checks.



Backgrounds Online

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