

The 2024 PBSA Conference

Backgrounds Online was excited to participate in another educational event held by the Professional Background Screening Association (PBSA) and we're eager to share what we learned to benefit your business.



PBSA2024

The PBSA held its annual mid-year conference in March. Members of our team flew to Washington D.C. to partake in this meaningful gathering of background screeners, attorneys, and other industry professionals. We immerse ourselves in these events to learn about upcoming laws, best practices, and anything else that might affect employment screening.



An Ever-Changing Landscape

As a leader in the background check industry for 25 years, we understand that upcoming laws and regulations can change how screening works. At PBSA conferences, we strategize with data providers and court researchers regarding important topics like record retrieval, data privacy, compliance, and technology.

New and changing Fair Chance Acts, Privacy Laws and related legislation can impede the process of obtaining court records. Other unforeseeable issues, like state or county level cyber-attacks and insufficient courthouses staff, can further slow the turnaround time for these crucial documents. As your partner, we take a proactive approach to learning about these challenges so we can develop dynamic solutions while maintaining the high standards that are required of an accredited Consumer Reporting Agency (CRA).

Difficulties Employers Face

As an employer, you rely on comprehensive background checks to help identify strong team members who do not pose an undue risk to your organization. While current laws are well-meaning in their efforts to give deserving individuals second chances, sometimes they inadvertently create problems for hiring managers. Data redaction, difficulties with obtaining court records and additional factors can make it tough to get what you need in a timely manner.

That's another reason we are so active in the industry. Our team learns about proposed legislation so we can build tools which expedite our process and expand our product offerings to consistently deliver a holistic screening approach. Whether your organization only requests a few criminal searches or a suite of products such as drug screenings, DOT checks, medical screening services or expanded criminal record searches, we offer everything you need for an unencumbered overview of your candidates.

Advocacy

Backgrounds Online participates in PBSA events to advocate for you. Our team has an unwavering dedication to helping you successfully navigate the changing landscape of background screening. A few examples of how we do so:



- We work with the PBSA to help ensure we'll have ongoing access to court and other records.
- We present a clear certification that a proper permissible purpose is in use in order to review screening results, as was established by the Fair Credit Reporting Act.
- The PBSA is committed to helping legislators understand that the laws they pass must leave room for accredited CRAs to obtain the records that make up employment background checks which in turn help you make informed hiring decisions.

We Keep You Informed

Another advantage of attending PBSA conferences is that we can take use our learnings to create Newsletters, blogs, FAQs, State Law content and more. We provide a wealth of free resources that help you stay in front of anything that may impact your business.

We're Here For You

Our team works tirelessly to provide the tools and features that give you access to essential data for the permissible purpose of employment screening. If you have questions or would like to talk to a knowledgeable team member, please contact us Monday through Friday from 5am to 6pm PT.