

Perfecting Your Screening Packages

Backgrounds Online makes it easy to perfectly tailor background check packages for any position.



Solutions For Every Screening Need

We recently wrote about the importance of checking all the boxes on your due diligence list by including a suite of criminal searches in your background checks. We also recommend refining your candidate pool even further by adding position-specific searches to confirm your candidates are eligible and qualified. Here are some trade-focused services we provide and things you may want to know:

Motor Vehicle Record Searches

Before authorizing someone to drive on the job, it is crucial to check their driving record. Some states require specific forms before they release motor vehicle data for employment consideration. Backgrounds Online can help you obtain the proper forms you need to make safe, informed decisions.

Drug Screening

If you drug screen your applicants and employees, this is a good time to review your policies and ensure they're up-to-date with current laws and best practices. Keep in mind:

- Marijuana is legal in numerous states, cities and counties. While many locations allow employers to test for cannabis it is important to make sure your policies do not

conflict with applicable laws.

- When testing for cannabis, it is not possible to determine if the subject is currently inebriated. THC remains in the system for a long time and most tests cannot indicate when it was used. However, new technology is being introduced that will empower employers to discover if someone is under the influence during working hours.
- Depending on your needs, 5, 10 or 14 panel drug tests are available to provide you with a variety of testing options.
- Changes to the way you operate may lead to changes in your policies. For example, more people are working from home these days. Your drug testing procedures may not need to be as comprehensive for remote workers.
- It is worthwhile to review your drug screening policies with counsel on an annual basis.

Screening Globally

Now that remote work is more common, an international workforce may be an option for your organization. If you're hiring from across the globe, here are a few things to consider:

- Most countries have strong privacy laws to protect their citizens. Consult with counsel when creating or updating your international screening policies.
- In many cases, you will need specific forms to request criminal records for candidates in other countries.
- The amount and type of information that will be available to employers varies by country.

Verifications

When hiring for certain positions, you may need to include a verification component to help determine if an applicant is qualified. Backgrounds Online's dedicated Verifications team can validate:

- A person has a license or credential which is current and has not been suspended.
- A candidate attended a specific school, graduated, received a degree and/or other educational achievements.
- An applicant's previous employment, including job title, dates and more.

Healthcare

Businesses that offer healthcare services must follow various industry laws and regulations. Backgrounds Online has products to help you confirm your candidate meets every requirement.

- An OIG/SAM Sanctions Search shows if an individual is prohibited from participating in federally funded healthcare programs or receiving federal contracts.
- FACIS® (Fraud and Abuse Control Information System) searches are considered the "Gold Standard" for healthcare screening. We provide multiple FACIS Level options to best suite your needs.

Our team at Backgrounds Online is highly trained at customizing background checks to your specific needs. If you have questions or require assistance, please contact us.