

Background Screening Trends

The Professional Background Screening Association (PBSA – formerly the NAPBS) and HR.com teamed up to create their annual survey about background screening.



Most Employers Run Background Checks



After reaching out to thousands of Human Resources professionals, the study concluded that almost every employer runs background checks. 94% of the respondents confirmed they screen potential hires. Other statistics showed:

- 90% screen all full-time employees
- 83% screen all part-time employees
- 59% screen all contractors or temporary staff
- 44% screen all volunteers

Why Employers Screen



The annual survey asked organizations why they run background checks. The top three responses were:

- **Safety:** Employers run background checks to help protect their employees and customers.
- **Quality hires:** Organizations rely on background checks to help them understand if a candidate is qualified and has the experience or education they need to succeed.
- **Compliance:** Some HR professionals noted that they are mandated to run background checks before bringing on new employees.

When Do Screenings Occur?

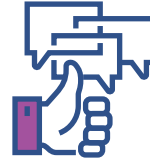


People who responded to the survey were asked when they run background checks. Some employers are required by law to hold off until after they extend a conditional job offer. Many organizations have adopted that policy even if they aren't obligated to do so.

Of the professionals surveyed:

- 66% only run background checks after making conditional offers
- 49% only run background checks during the hiring process
- 12% screen employees annually or more frequently

What Employers Want From Background Checks



Respondents were asked what is important to them when they review a background check. The number one answer was accuracy. It is essential for background reports to contain current, correct data that helps employers make informed decisions.

The second most common response was efficiency. Employers want results as quickly as possible, but this can be challenging in 2020 due to court closures and other delays. With this in mind, Backgrounds Online informs you if a report may take longer than usual and offers options to help you obtain the reliable information you need quickly.



Comprehensive Reports Are Key

Another section of the survey showed that employers are looking for more robust screening packages. In the past, many employers focused primarily on criminal searches. Today, hiring managers are considering numerous data points when reviewing candidates.

- 93% run criminal searches
- 70% run searches on sex offender registries
- 60% request employment verifications
- 44% require drug tests
- 40% request education verifications
- 24% request license and credential verifications



International Screening Is Increasingly Important

According to the PBSA, 85% of the people they contacted said it was important for Consumer Reporting Agencies to be capable of international screening. Employers were also asked where the candidates they screen reside:

- 70% said they only screen candidates in the United States
- 24% screen candidates in the U.S. and other countries
- 4% only screen individuals who do not live in America

If you're bringing on employees, contractors or volunteers, please contact us. Our experienced team will help you build custom screening packages that are ideal for any position. We continue to work remotely and are available to assist you Monday through Friday from 5am to 6pm PT.