

## How Employers Use Background Checks

The Professional Background Screening Association (PBSA) has again teamed up with HR.com to survey around 2,000 Human Resources professionals about their background screening practices.



### Most Employers Run Background Checks



Of Employers in the United States



Of Employers Worldwide

Employers around the globe rely on background checks to help them create safe workplaces and make informed decisions. The results from this year's survey provided metrics highlighting that employers who choose to background screen during their onboarding process are in the vast majority:

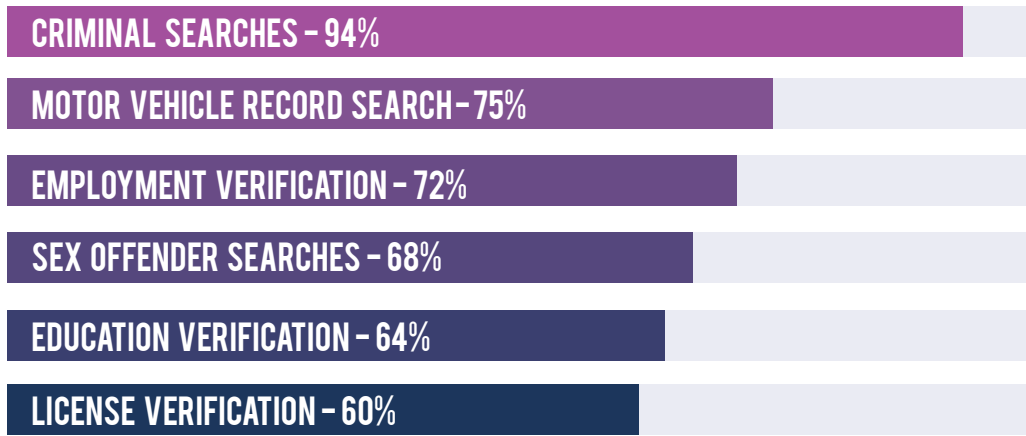
- 95% of employers in the United States
- 93% of employers worldwide

### Why Organizations Screen

The survey asked HR professionals why they run background checks. Their top response included:

- Protecting employees, customers and the public.
- Improving the quality of hires.
- Conducting due diligence to manage or maintain their company's reputation.

## What Components Are In A Background Check?



Background reports can include a variety of components that help employers determine if an applicant is qualified and eligible. According to survey respondents, the most common are:

- Criminal Searches: 94% rely on criminal research to see if candidates they are considering can be deemed safe or if they pose an undue risk.
- Motor Vehicle Record Searches: 75% check motor vehicle records for anyone who will drive on the job.
- Employment Verifications: 72% verify their candidates' employment history.
- Sex Offender Searches: 68% check national sex offender registries before hiring.
- Education Verifications: 64% confirm job seekers have the necessary education and degrees.
- Credential Verifications: 60% verify applicable licenses and credentials are valid when vetting their applicants.

## Who Gets Screened?

Another key topic covered who employers are screening:

- 91% screen all potential full-time employees.
- 88% screen all potential part-time employees.
- 48% screen all potential contractors.
- 38% screen all potential volunteers.
- 10% screen all potential vendor representatives.

It's important to screen anyone who might represent your business. Their actions reflect on your brand and bringing on the wrong person can directly affect your reputation.

## When Are Background Checks Ordered?



73% of the people surveyed said they order background checks after extending a conditional offer. One reason for this could be The Second Chance Movement. Numerous states have laws and best practices that ask employers to consider candidates before running criminal background checks and assess any convictions to conclude if they are relevant to the position and genuinely warrant an adverse action.

## International Efforts

Results from a final question showed 72% of employers said international screening capabilities are essential. With remote work having become a necessity for many of us, it's easier than ever to find suitable candidates from around the world making it imperative to be able to screen people globally.

## What We Can Do For You



Backgrounds Online offers a comprehensive suite of city/county, state, national and international criminal searches. Our team can help you customize background check packages to include criminal records, employment, education, reference, and license verifications along with position focused searches such as driving records, drug tests and more.

The team at Backgrounds Online can help you customize packages that are ideal for applicants, employees, contractors or volunteers. If you have questions or need assistance, we are available Monday through Friday from 5am to 6pm PT.