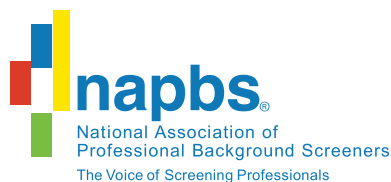


How Human Resources Professionals View and Use Background Screening in Employment



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Executive Summary

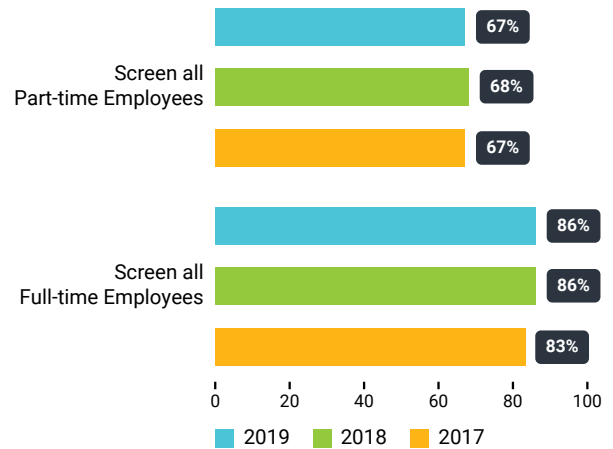
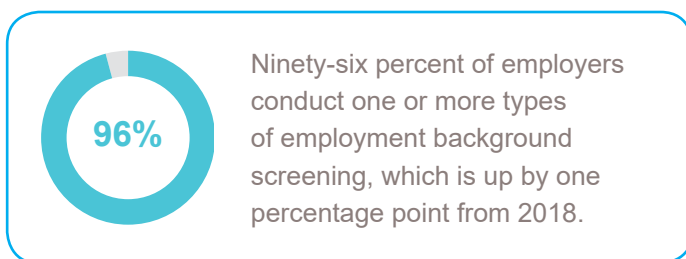
To help safeguard today's increasingly globalized workforce, organizations are utilizing professional background checks at a near universal rate, according to a newly released survey from the National Association of Professional Background Screeners. The third annual survey not only found that protecting employers and customers was the top reason for doing background checks but

also that having access to international screening capabilities is important for most.

Employers of all sizes and locations report using background screening as part of their onboarding process, with a majority waiting until after a conditional job offer to conduct the background check. The number one challenge reported continues to be the length of time in getting results.

Background Checks Are Universal

Nearly all HR professionals conduct background checks of some kind, with a majority saying they screen both part-time and full-time employees.



A background check is, in basic terms, information compiled on an individual which may be considered when determining eligibility for a job.

Of the four percent of respondents who indicated their companies do not conduct background checks:

- 86 percent of HR professionals screen all full-time employees
- 67 percent include all part-time employees in their screening process

- 31 percent are using other tools or methods to screen applicants
- 20 percent cite the associated costs
- 19 percent could not cite a reason that was responsible for their company not utilizing background screenings

Safety and Improving the Quality of Hires Are the Top Reasons Employers Conduct Background Checks



The percentage of employers citing public safety as the top reason they conducted background checks remained at the top of the list in this year's survey.

A full 85 percent conduct background checks to protect employees, customers and others.

While the focus on safety and security is paramount, background checks are also helping employers ensure they are hiring the best person for the job, with **51 percent citing improving the quality of hires as a reason they conduct background checks.**

Other top reasons for screening:

- Protecting company reputation (37 percent)
- Law/regulation requirements (37 percent)
- Preventing and/or reducing theft, embezzlement and other criminal activity (36 percent)

Accuracy remains very important when it comes to background checks. An accurate background check is dependent on access to personal identifiers such as complete name and complete date of birth. However, redaction of identifiers such as dates of birth by federal, state and local court systems can lead to delays in hiring. This construct is particularly true in the federal court data system known as PACER, which systematically excludes dates of birth. This can lead to applicants losing out on a job while the search for identifiers to confirm or refute that a record matches the applicant is ongoing.



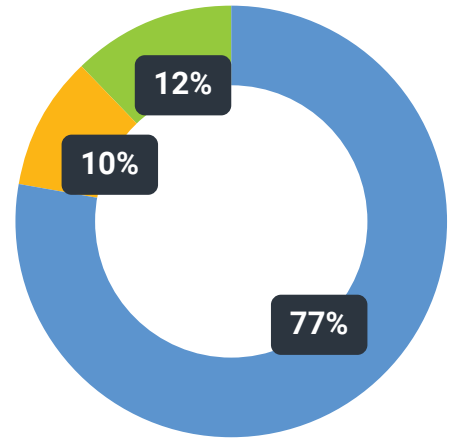
Employers of All Constructs Use Background Checks; Usually After a Job is Offered

About two-fifths of the respondents surveyed represented companies with fewer than 100 employees (42 percent). Fifty-two percent of entities represented are privately held, and 26 percent are non-profit.

Seventy-seven percent of survey respondents say their company has a documented background screening policy, with 10 percent indicating they aren't sure. The 2019 survey shows that most companies are still waiting until after a conditional job offer is made before conducting a background screen.

The number of companies waiting until after a conditional job offer to conduct a background check increased by four percentage points over 2018, reaching 66 percent.

Of the universe of employers that conduct background checks, most report it takes place only during the hiring process, but some screenings take place during other times as well:



- Have a documented background screening policy
- Aren't sure if they have a documented background screening policy
- Do not have a policy

Conduct a background check only during the hiring process



Report the use of background checks at times other than the hiring process because they are required to do so by law

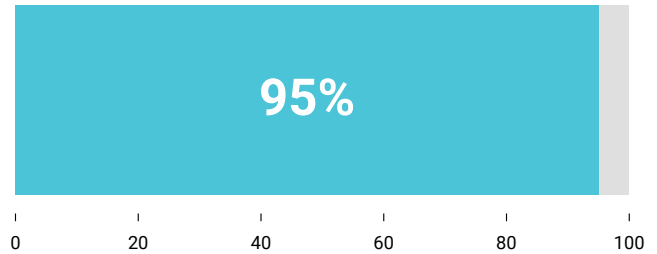


Conduct background checks at times other than the hiring process for cause



The Value of Access to International Screening Capabilities

In an increasingly global economy, more employers are looking for international screening capabilities. **Nearly all employers (95%),** regardless of whether a respondent has locations outside the United States or job applicants that live or have lived overseas, state that, in today's marketplace, it is at least somewhat important for companies to have access to global/international screening capabilities.



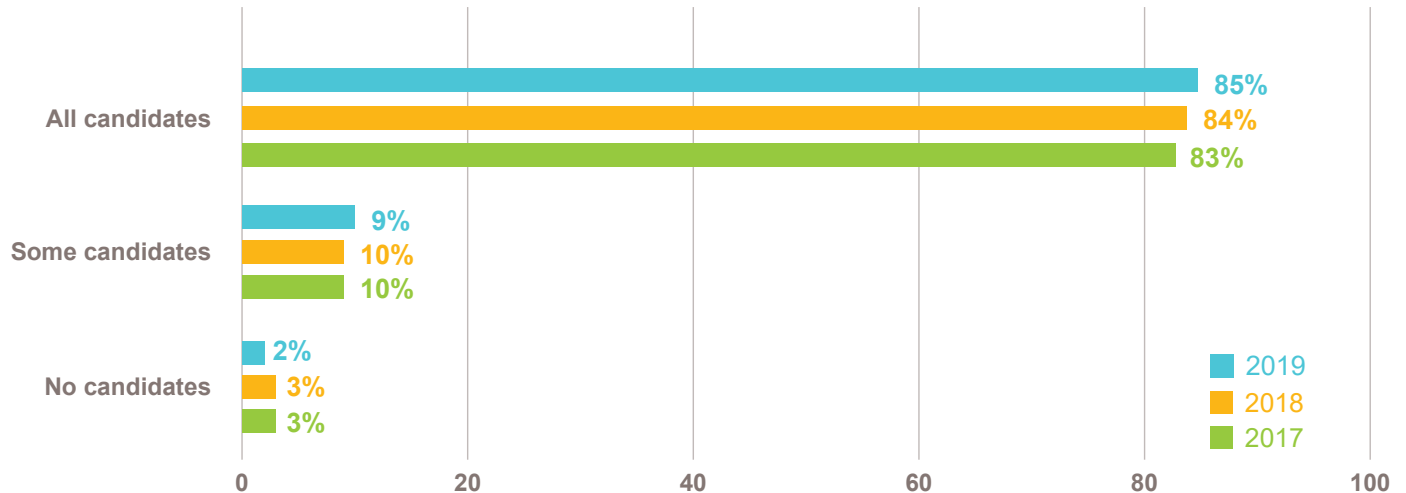
What Is, and Isn't, a Common Component of a Background Check

Some form of criminal history check continues to be the most commonly included component of a background check, while the use of social media in the screening process remains low. Ninety-three percent include some form of criminal history check in their screening program. Seventy-three percent of employers currently do not use social media in their

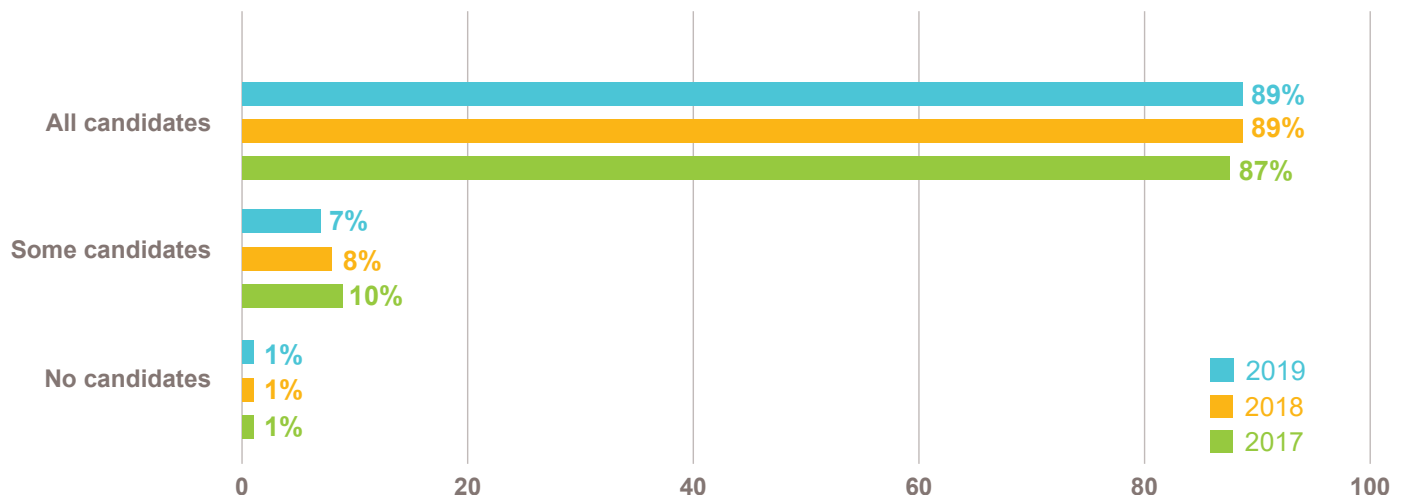
screening process, and only six percent use social media for all candidates.

This survey continues to provide one of the most in-depth glimpses into the types of background checks employers are using. These include:

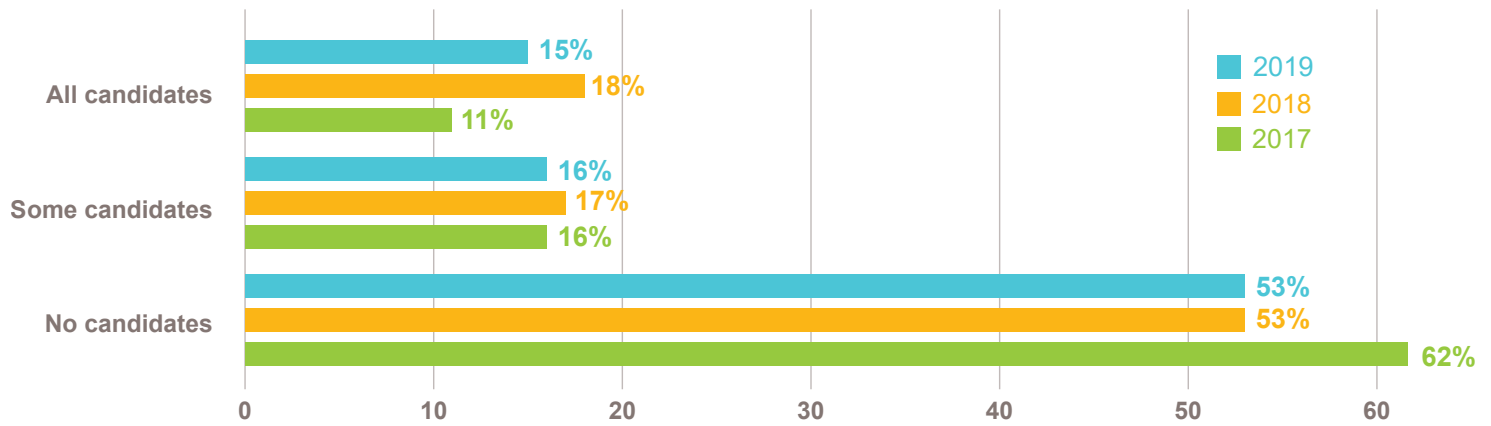
Database/National Criminal



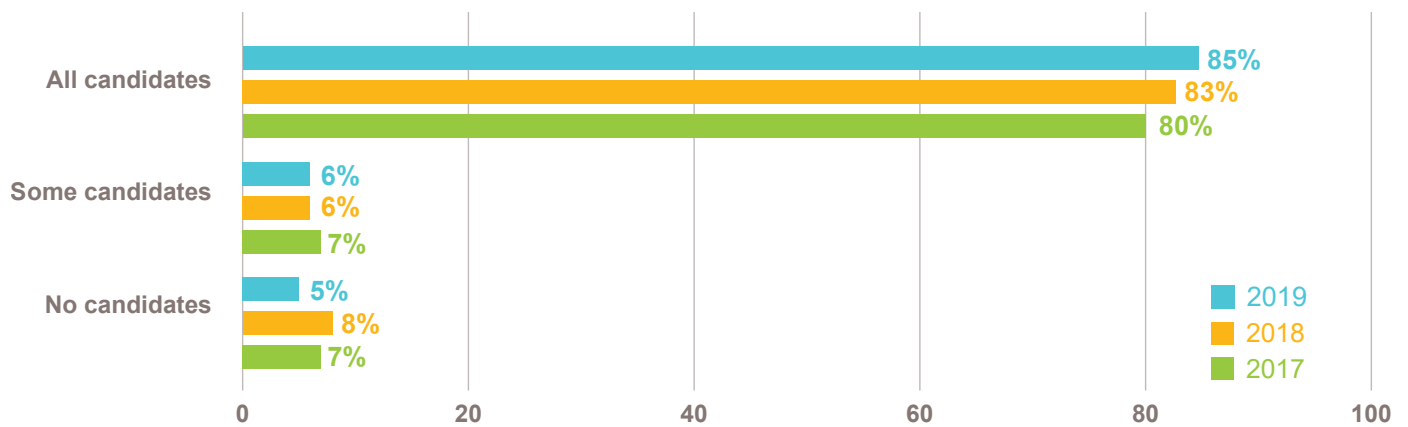
County/Statewide Criminal Searches



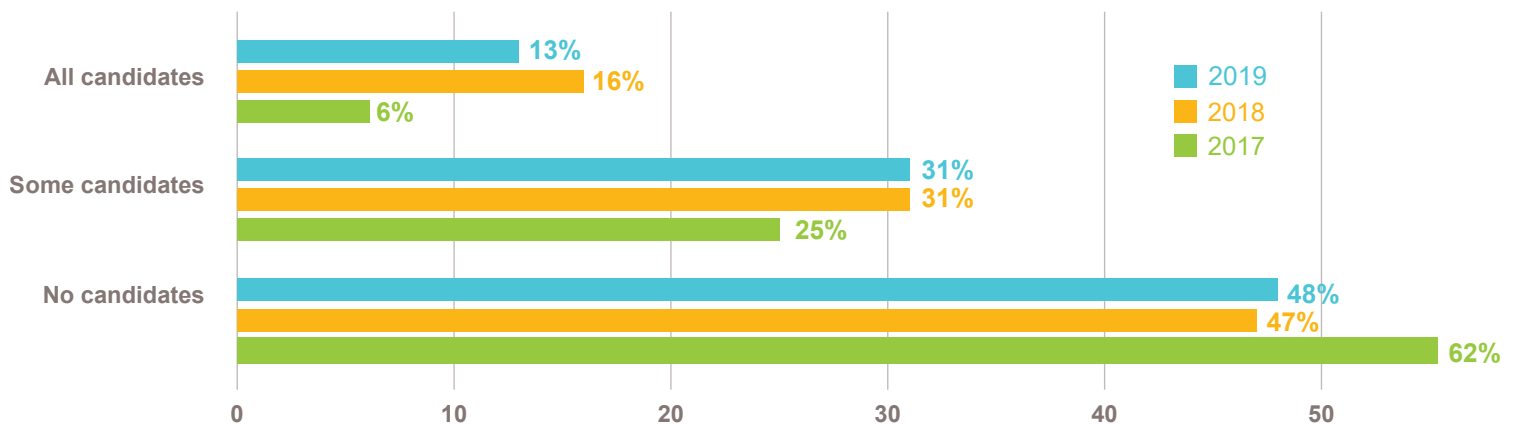
Fingerprint-Based Criminal Searches



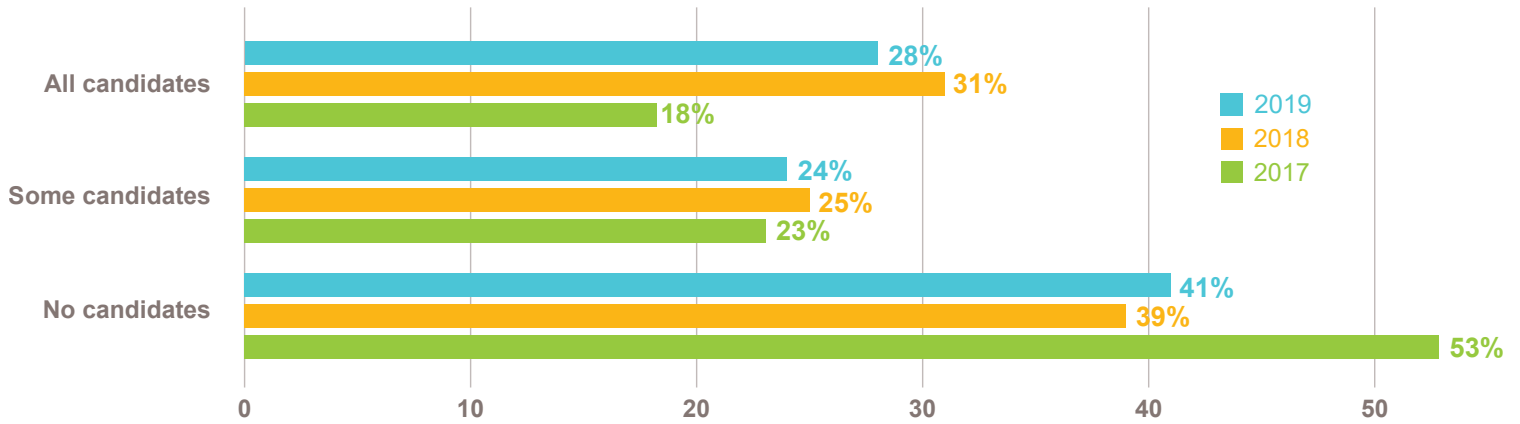
Social Security Number Trace (this may be referred to as an identity check, location search tool for adding criminal jurisdictions or similar)



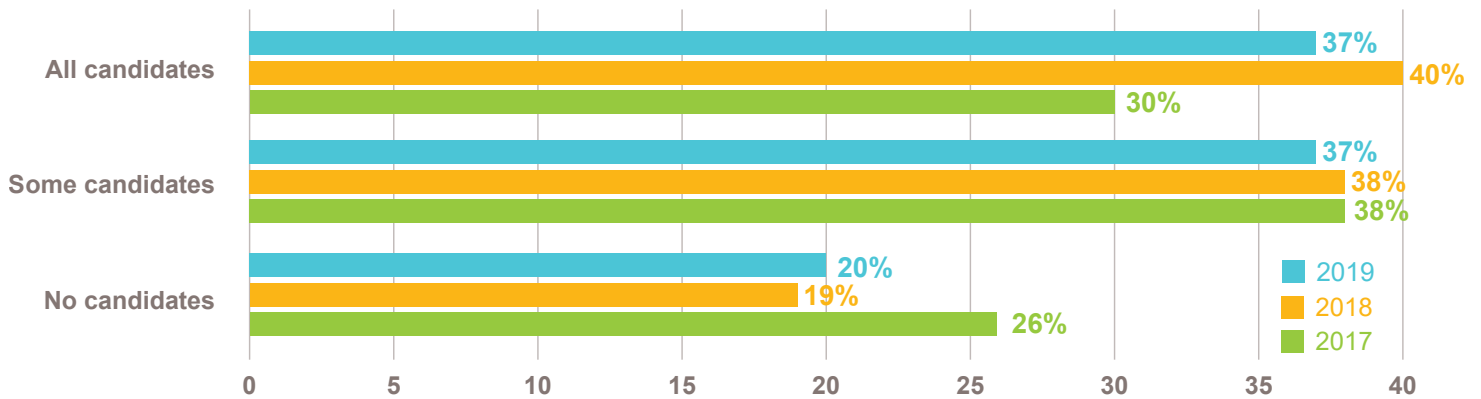
Credit/Financial



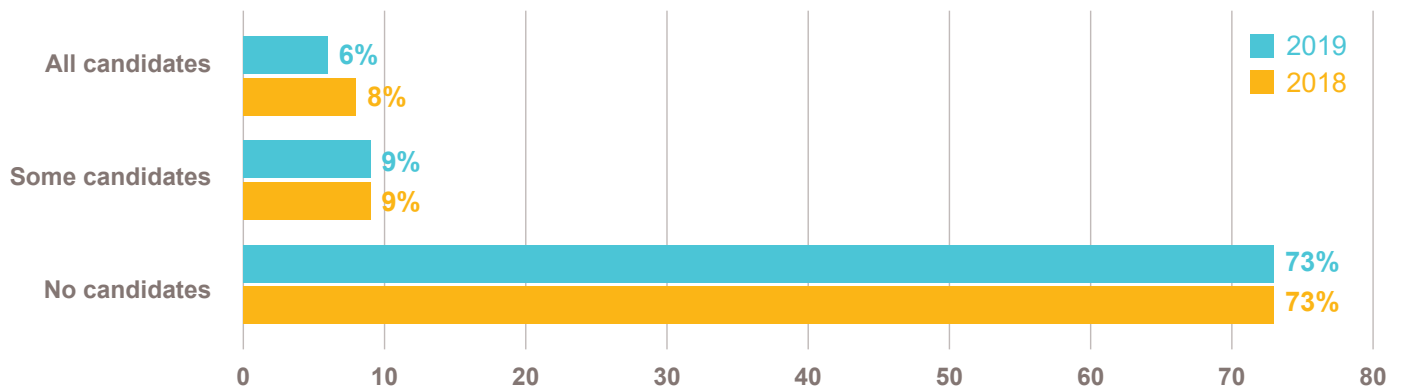
Education Verification



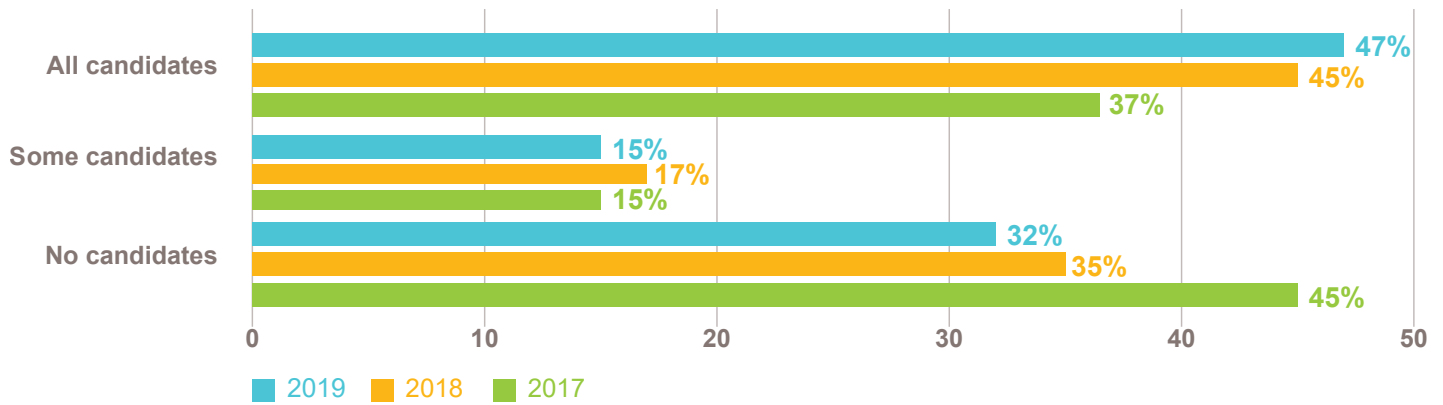
Motor Vehicle Driving Records



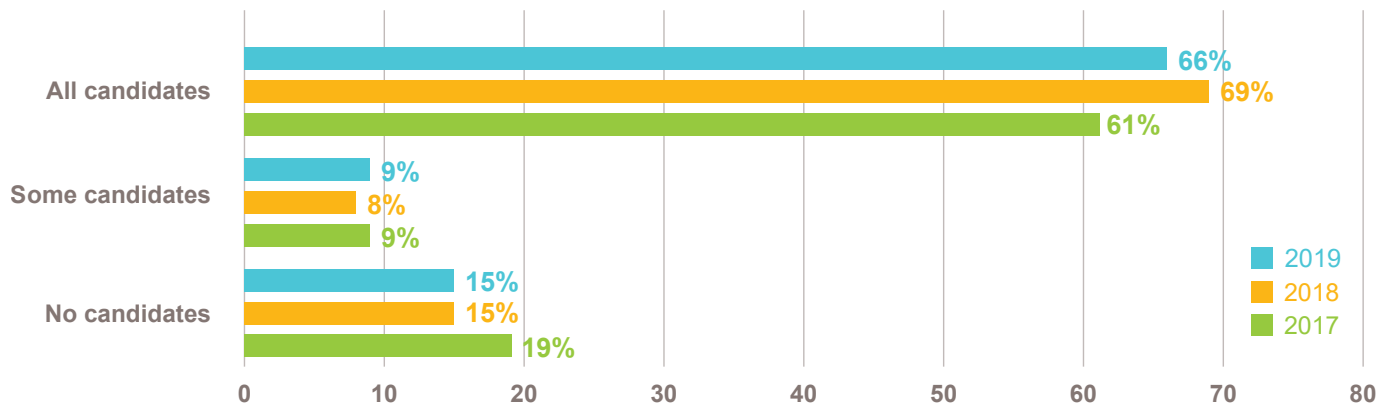
Social Media



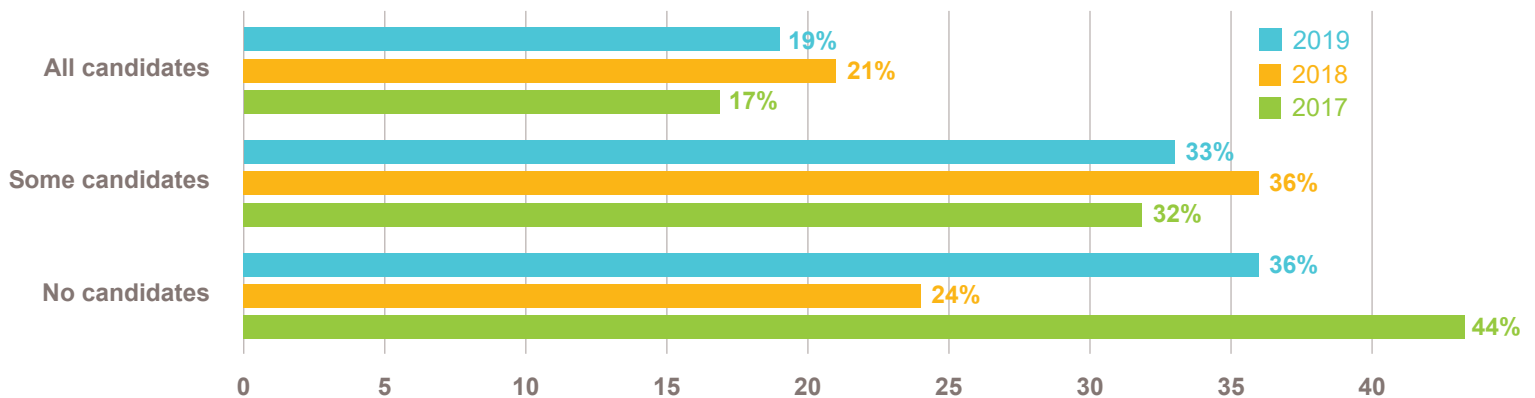
Drug and Alcohol Testing



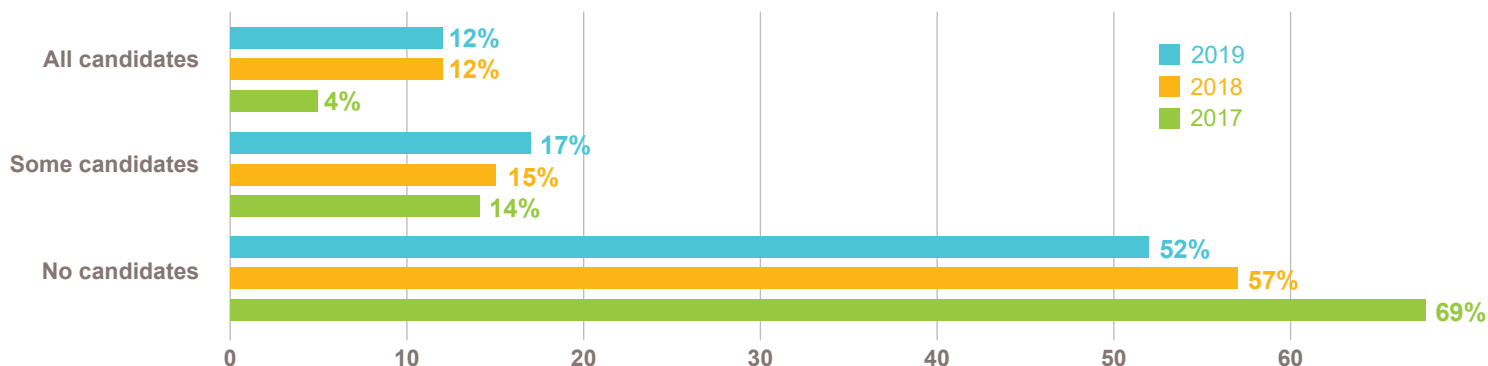
Sex Offender Registry



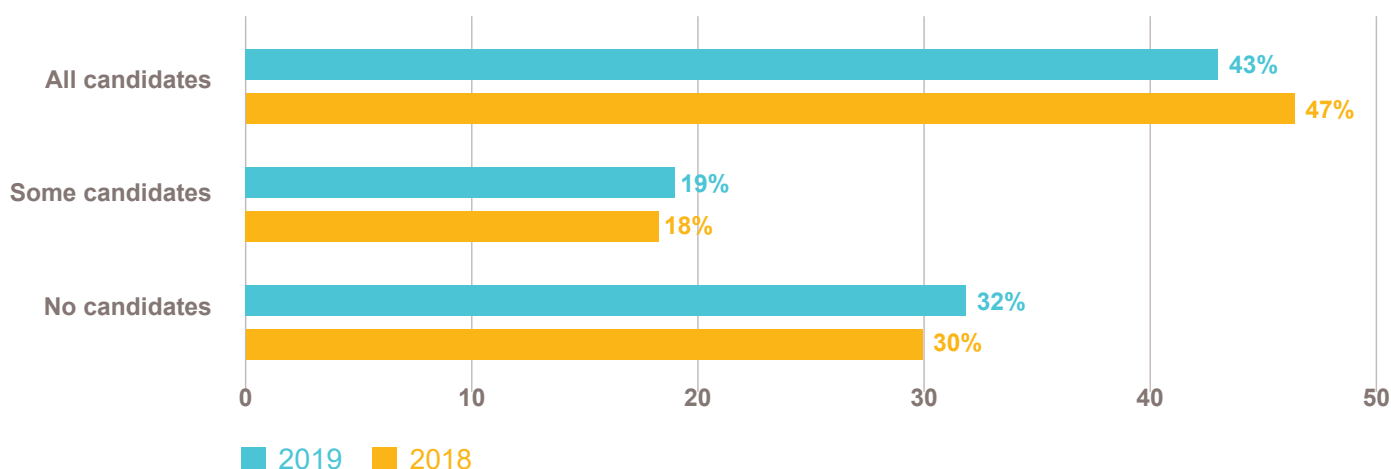
Professional License Verification



International Checks



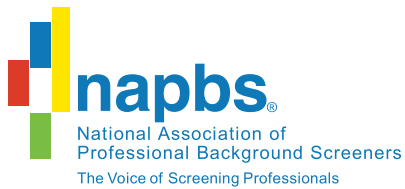
Employment Verification*



To determine which components may be included in their background check, applicants are encouraged to consult with their prospective employers and property managers.

The National Association of Professional Background Screeners (NAPBS) commissioned HR.com to conduct a national survey of 2,301 human resources professionals to gauge their views on background screening.

* 2017 data is unavailable



About NAPBS

Founded in 2003 as a not-for-profit trade association, the National Association of Professional Background Screeners (NAPBS) represents the interests of more than 800 member companies around the world that offer tenant, employment and background screening.

The National Association of Professional Background Screeners (NAPBS) is the trusted global authority for the screening profession. In pursuit of their mission to advance excellence in the screening profession, NAPBS promotes and advocates for ethical business practices and fosters awareness of privacy rights and consumer protection issues. NAPBS is the foremost leader in the movement toward establishing generally accepted and reliable standards for background screening professionals and organizations. For more information on background screening, visit www.napbs.com



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