

HOW TO PICK A SCREENING PARTNER

A Checklist for The Enterprise

If you decide to explore outsourcing for all or part of your background screening program, be sure to work with a capable and proven partner. Here are seven key things to look for and insist on from a screening partner. Ensure that all are present before moving forward.

- Comprehensive Toolkit** – Think of the “future state” of your company. As business expands, so do your talent needs. This requires different levels and kinds of screening, including credit history reports, professional licensure checks and more.
- Global Footprint** – Even if you’re not hiring foreign workers right now, your screening partner must provide international background checks as necessary and have local expertise in key markets like the EU, U.S, China, India and elsewhere.
- Technology Investment** – While DBS criminal checks still extend turnaround times for a complete background check, other screening processes are now automated, reducing human error. A screening partner must demonstrate financial soundness, ability and commitment to investing in new technology and talent.
- History of Trust** – With screening becoming a primary risk mitigation tool for companies big and small, there has been a wave of unproven and illegitimate “background check” companies flooding the market in the last five years. Don’t trust your business to a fly-by-night operator.
- Robust Compliance Team** – It’s not enough to promise “100% compliance”. Every company does this. Your screening partner must go beyond the basics and offer proactive solutions to improve your screening program as your business evolves. A “hands off” approach is unacceptable.
- Dedicated Training & Customer Service** – Part and parcel with a robust compliance team is a dedication to education. Your screening partner should be just that: a partner. Seek out a partner that takes a consultative approach and who wants to help you grow your business.