

A Contingency Plan For Your Contingent Workforce

What is the Contingent Workforce?

This workforce includes all non-permanent employees such as:



How common are contingent workers?



Why screen contingent workers?

1. Contingent workers often have the same privileges and access to company resources as permanent workers and should therefore be held to the same screening standard.
2. Screening contingent workers is imperative in preventing:

Security Breaches



Fraud



Theft



Negligent Hiring Claims



Some items to consider when utilizing staffing partners

Consistency
=
Improved Compliance

If using multiple staffing partners to staff for your extended workforce, they should be running all of the same checks.



If you are viewing the results from the staffing company, then you need to make sure the appropriate language is included in the Consent and Disclosure form.

Did you know?

The contingent workforce is one of the most common gaps in the background screening process.

According to SterlingBackcheck's Background Screening Trends & Best Practices Report 2015-2016, **55% of organizations do not screen their extended workforce.**



What can I do to close this gap?

- ✓ Develop a screening policy that covers all types of workers.
- ✓ Make sure that all staff are educated on the requirements and purpose of your screening policy.
- ✓ Have all the appropriate checks and balances in place to ensure that protocol is always followed.

For more information, visit our website:

www.sterlingbackcheck.com

SOURCES

1 - <https://www.randstadusa.com/workforce360/workforce-insights/randstad-workforce360-study-us-companies-elevating-contingency-staffing-plans-to-permanent-policy/22/>

2 - <https://www.randstadusa.com/workforce360/workforce-insights/randstad-workforce360-study-us-companies-elevating-contingency-staffing-plans-to-permanent-policy/22/>

3 - <https://www.randstadusa.com/workforce360/workforce-insights/randstad-workforce360-study-us-companies-elevating-contingency-staffing-plans-to-permanent-policy/22/>

4 - <http://www.sterlingbackcheck.com/Resources/2015-Benchmarking-Report.aspx>