

NHRMA 2017



BACKGROUND SCREENING SURVEY RESULTS

Thank you to all those who participated in our background screening survey for NHRMA 2017 attendees. We've tallied the results and here they are for you to see how your peers view and handle background screening.

The percentages below represent the total percentage of respondents that selected those answers. In many cases, respondents were requested to provide more than one answer.

Does your organization conduct any type of employment background screening?

Yes	95%
No	5%

Does your organization have a documented background screening policy?

Yes	74%
No	26%

What items are included in your background screening search criteria?

Criminal Records	95.2%
Sex Offender Registry	57.1%
Motor Vehicle Driving Records	47.6%
Credit/Financial	35.7%
Drug & Alcohol Testing	35.7%
Education Verification	28.6%
Professional License Verification	26.2%
Miscellaneous	2.4%

What do you consider disqualifiers when reviewing a candidate for employment?

Crimes of theft and dishonesty	81.0%
Crimes of violence	78.6%
Drug offenses	40.5%
Education Discrepancies	38.1%
Employment Discrepancies	35.7%
Pending charges not yet adjudicated by the court	14.3%
Miscellaneous (Write In)	11.9%

What are the most important reasons as to why your organization conducts background screening?

Protecting, employees, customers, etc.	85.7%
Protect company reputation	50.0%
Prevent/reduce theft and embezzlement and other criminal activity	47.6%
Mandated by law/regulations	45.2%
Improve quality of hires	42.9%
Comply with customer contracts	21.4%
Greater employee retention	4.8%
Miscellaneous (Write In)	2.4%

What are the most significant compliance concerns your organization has related to background screening.

Negligent hiring litigation	42.9%
Ban the Box legislation	35.7%
EEOC (Equal Employment Opportunity Commission) compliance guidance	35.7%
FCRA (Fair Credit Reporting Act) compliance	35.7%
Litigation	31.0%
State/Local legislation and requirements	31.0%
DOT Regulations	19.0%
Negligent retention	14.3%
ICE (Immigration and Customs Enforcement) audit/inspection	9.5%
Agency initiated investigation	4.8%
Miscellaneous (Write In)	4.8%

Approximately how many background checks does your company perform annually?

101 - 1,000	45.2%
Under 100	40.5%
1,001 - 4,999	11.9%
5,000+	4.8%