

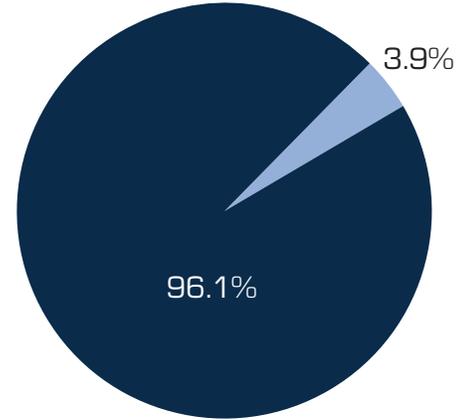


EMPLOYMENT BACKGROUND SCREENING

The National Association of Professional Background Screeners commissioned HR.com to conduct a survey of 2,301 human resources professionals on their use of employment background screening.

BACKGROUND SCREENING IS NEARLY UNIVERSAL

96.1% conduct some form of employment background screening.



85.7%

screen all full-time employees

66.8%

screen all part-time employees

What is included in a background check?

The top items included in a background check are:



89.2%

County/Statewide Court Records



84.7%

National Criminal Database



85.1%

Social Security Trace



66.4%

Sex Offender Registry

When are background screens conducted?

After completion of job application, but before the interview

4.2%

After job interview, but before offer

21.6%

After conditional job offer

66.3%

Varies by job level

5.0%

Other

2.9%

Why are background screens conducted?



85.2%

Protecting Employees, Customers, etc.



50.8%

Improve Quality of Hires



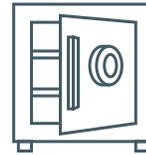
37.2%

Protect Company Reputation



36.5%

Mandated by Law/Regulations



36.4%

Reduce Theft/Criminal Activity



19.2%

Comply With Customer Contracts

95.2%

of HR professionals think it is important or somewhat important for companies to have access to global/international screening capabilities.



This is the third annual HR.com survey commissioned by NAPBS. In 2018, 95% of HR professionals said their organization conducted some form of background screening. 86% screened all full-time employees and 68% screened all part-time employees. The top reasons employers conducted background checks were: protecting employees, consumers, etc. (86%), improving the quality of hires (52%), protecting company reputation (38%) and mandated by law/regulation (39%). Look for the full 2019 Survey results to be published in April 2019.