

# Background Screening: Trends and Uses in Today's Global Economy



## HOW PREVALENT IS BACKGROUND SCREENING TODAY?

Very!

Most organizations conduct at least one type of background screening



say their organization conducts one or more types of employment background screening



have a documented policy for background screening procedures

## WHICH INDIVIDUALS ARE SCREENED?



90%

of employers say they screen all full-time individuals



compared to 86% two years ago

83%

of employers say they screen all part-time individuals



compared to 68% two years ago

59%

of employers say they screen all contingent, contractors or temporary staff



compared to 28% two years ago

## WHAT DO BACKGROUND CHECKS TYPICALLY INCLUDE?

Nearly all employers look up criminal background screening within:



National criminal database



Statewide/county/regional/local sources

Employers are also including more elements of non-criminal records checks, including:



Employment verification



Social media searches



Credit reports



Professional license verification

## WHAT ARE THE TOP REASONS EMPLOYERS CONDUCT BACKGROUND CHECKS?

Reason 01



Protecting the safety of employees and customers

Reason 02



Improving the quality of hires

Reason 03



Mandated by law/regulation

## ARE INTERNATIONAL SCREENING CAPABILITIES IMPORTANT?

PBSA has long recognized the value of international screening capabilities and recently rebranded to a truly international organization!



of employers think access to international screening capabilities is important



say international screening is important to their organization directly

## WHEN ARE EMPLOYERS SCREENING?

12% are now conducting background checks annually or more frequently, compared to 9% in 2019



in 2019



in 2020



## WHAT ARE THE KEYS TO ACCURACY AND EFFICIENCY?

Employers value both efficiency and accuracy, which are dependent on access to personal identifiers such as complete name and complete date of birth

96%

think the accuracy of background checks is very important



66%

say length of time to get results is the most significant challenge when it comes to background screening

## About PBSA

Founded as a non-profit trade association in 2003, the Professional Background Screening Association (PBSA) was established to represent the interest of companies offering employment and tenant background screening services. PBSA currently represents nearly 900 member companies engaged in employment and tenant background screening around the world. PBSA is the trusted global authority for the screening profession. In pursuit of their mission to advance excellence in the screening profession, PBSA promotes and advocates for ethical business practices and fosters awareness of privacy rights and consumer protection issues. PBSA 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 our website at [www.thepbsa.org](http://www.thepbsa.org)



Read the full research report

Background Screening: Trends and Uses in Today's Global Economy

Read Full Report