

Title:

Background Checks and Resume Verifications Protect Employers

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501

Summary:

When employers forego background checks on prospective employees, their lack of foresight can come back to haunt them.

Keywords:

background checks, pre-employment screening, resume verification, education verification

Article Body:

If you are a business owner, manager, or work in the human resources department of a company, you've probably hired employees who have been less than truthful on their resumes. In fact, recent studies indicate that 75 percent of all resumes contain some form of falsification and fully 89 percent are misleading.

Even though the numbers alone make the case for background checks and resume verification, employers often forgo pre-employment screening of applicants. When they do, the employers' lack of foresight can come back to haunt them. In some cases, companies have been found liable for negligent hiring and retention. In other cases, employers have faced public relations nightmares. Not too long ago, a prestigious university made the news when it was discovered that their admissions officer had allegedly lied about her educational background, and had not received the degrees she had claimed. In the most tragic cases, workplace violence has claimed innocent lives.

Pre-employment screening and background checks prove due diligence, and so can prevent lawsuits claiming negligent hiring. And, by screening out unqualified applicants, employers can save time and money otherwise wasted by recruiting, hiring, and training the wrong applicants. Resume verification and education verification can even help head off wrongful termination lawsuits.

Companies that provide employment screening offer a number of services. The type of screening that best serves you often depends upon the industry in which you work. For example, in the healthcare industry, background checks typically include a state criminal report, a social security number report, education verification, employment verification, a professional license check, a medical

abuse check, and a sex offender check.

Those companies that hire delivery drivers or that employ long-haul truckers most often benefit from a national criminal report, a social security number report, a motor vehicle report and a license verification. Educational institutions and childcare centers usually request a national criminal report, a social security number report, a sex offender check, education verification, and employment verification. Those who work in the accounting or finance departments of companies should undergo a national criminal report, a social security number check, a credit check, education verification, employment verification, and an OFAC terrorist check.

Once you make the sensible decision to do pre-employment screening, how do you go about selecting the right company to do background checks? First, look for a well-established company that has a proven track record in both quality and accuracy. Next, make sure that they guarantee confidentiality. Third, check to see that they employ licensed investigators and provide you with the opportunity to speak to a live researcher. Finally, select a company that does both domestic and international searches, and that does hands-on court research in the United States.

In today's litigious society, and with the prevalence of dissembling on resumes and employment applications, you can't afford to forego background checks and pre-employment screening of your employees and applicants. It's a small price to pay for the peace of mind you'll have knowing that the people you hire are who they claim to be.