

IS IT TIME TO CONSIDER OUTSOURCING YOUR BACKGROUND CHECK PROGRAMME?

When used strategically, outsourcing can represent a valuable tool delivering flexibility and cost savings. What's more, technology in the HR space in particular is levelling the playing field, with the cost benefits of outsourcing back office

administration being coupled with advancements in new generation technologies such as process automation, big data, analytics, and cloud services.

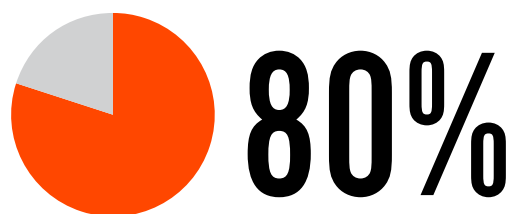
This *People Management Insight* infographic, produced in partnership

with Sterling, highlights how organisations of all sizes can benefit from outsourcing their pre-employment background check programme and provides practical steps to selecting a trusted screening partner.

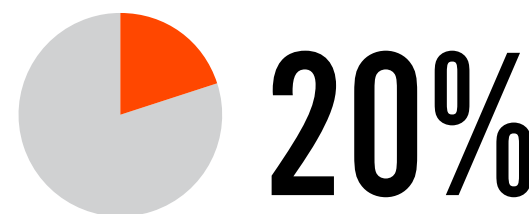
WHY PERFORM BACKGROUND CHECKS?

“Improving or meeting regulatory compliance” was the number one reason respondents gave for screening candidates.

Highly regulated sectors, such as financial services, legal services and security, have specific screening requirements. Whereas other hiring processes, such as Right to Work checks, are obligatory for all employers.



Sterling research suggests a growing awareness for the importance of background screening, with eight out of 10 companies conducting some sort of pre-employment background check, compared with six out of 10 in 2016.



One in five employers do not currently have a documented background screening policy in place. This is a concern, because a written policy can help businesses remain consistent, transparent and compliant throughout the screening process.

TOP THREE CONSEQUENCES OF A BAD HIRE:

According to a Robert Half study, the top three consequences of a bad hire, as reported by managers include:

- 1** Increased workload for colleagues
- 2** Increased stress
- 3** Loss of productivity

WHAT ARE THE RISKS OF NOT SCREENING YOUR CANDIDATES?

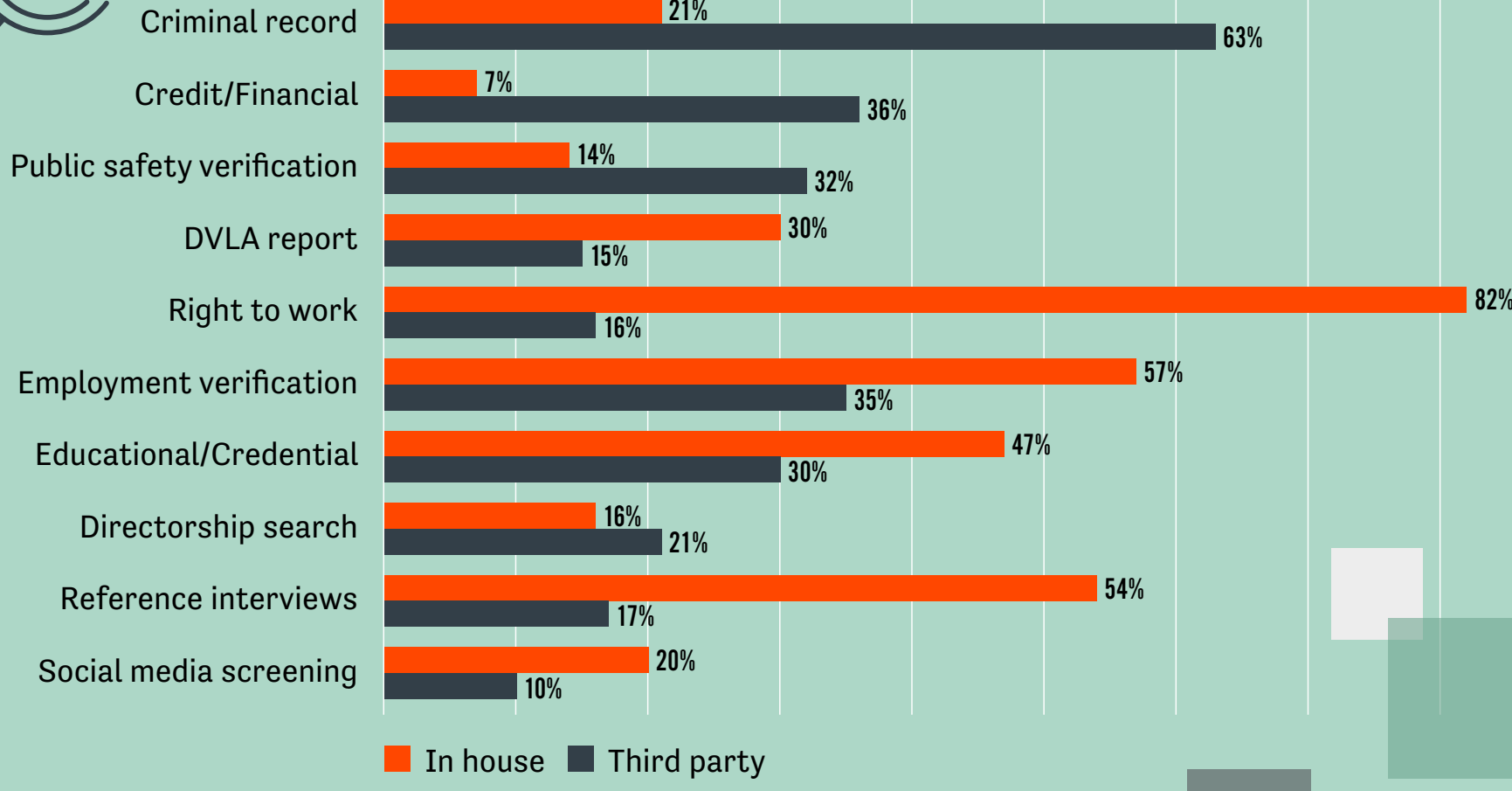


incidents of violence in the workplace

The crime survey for England and Wales reported that there were an alarming 694,000 incidents of violence at work in 2017/2018.

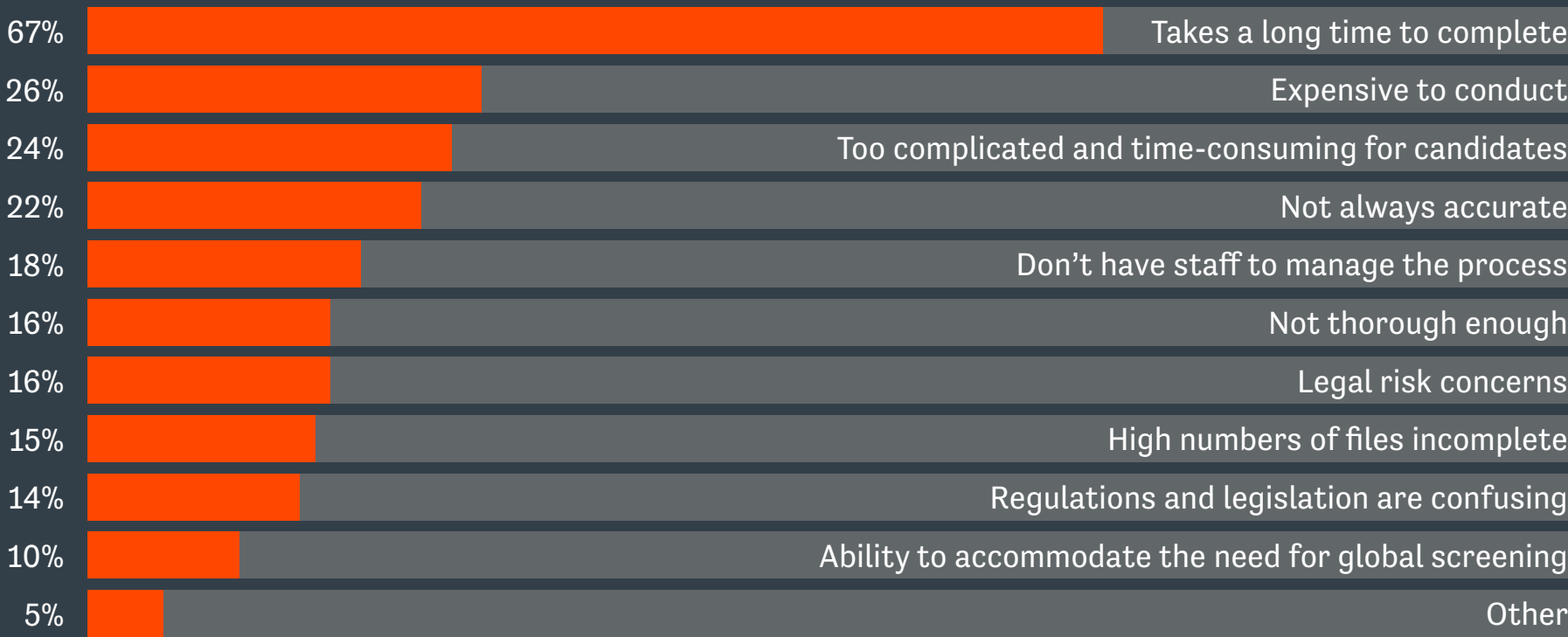
A poor hire at mid-management level with a salary of £42,000 can cost a business more than £132,000.

WHICH CHECKS DO EMPLOYERS ANTICIPATE OUTSOURCING?



TOP BACKGROUND SCREENING CHALLENGES

and the barriers outsourcing can help to overcome



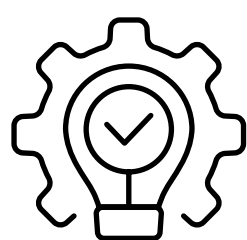
According to Sterling research, complexity, high costs and accuracy are the main concerns when conducting background screening. These results illustrate the continued challenges facing organisations and gives justifications behind why many companies outsource their background screening programmes.

BENEFITS OF OUTSOURCING YOUR SCREENING PROGRAMME



Leverage industry expertise Outsourcing to a trusted provider allows organisations to benefit from background screening experience and compliance expertise at a local level and across the globe.

Improving candidate experience A positive or negative candidate experience can have a direct impact on an organisation's reputation and profitability. By choosing to outsource background screening, companies can improve their candidate experience through a more efficient onboarding process. This can increase employee retention by 82%.



Increased speed and accuracy A trusted background screening provider can offer an automated, simple and paperless solution, that can generally deliver quicker, consistent and more accurate results than many in-house checks.

Ensure regulatory compliance A trusted screening provider should possess the global reach, resources and human capital to help tackle regional compliance complexity. While they shouldn't be a substitute for a legal advisor, they can offer the considerations needed to help navigate global hiring regulations.



HOW TO PICK A SCREENING PARTNER

If an organisation decides to explore outsourcing all or part of their background screening programme, they should ensure they work with a qualified and reputable partner. Here are six key things a business can look out for and request from a screening partner before moving forward:

- 01 COMPREHENSIVE TOOLKIT**
As businesses expand, so do the talent needs. This may require different levels and kinds of screening, which could include credit history reports, professional licence checks and more.
- 02 GLOBAL FOOTPRINT**
Screening partners should provide international background checks as needed and have local expertise in key markets like the EU, US, China, and India.
- 03 TECHNOLOGY INVESTMENT**
While many processes are now automated to improve the efficiency of background screening and identity checks, partners should demonstrate financial soundness and continued investment in new tech and talent.
- 04 ROBUST COMPLIANCE TEAM**
Screening partners must go beyond the basics and proactively offer solutions and considerations to improve the screening programme as the business evolves.
- 05 DEDICATED TRAINING & CUSTOMER SERVICE**
Part and parcel of a robust compliance team is a dedication to education and learning. Seek out a partner that takes a consultative approach to help improve the business.

GET YOUR COPY OF STERLING'S 'PRACTICAL CONSIDERATIONS TO OUTSOURCING A BACKGROUND SCREENING PROGRAMME' WHITE PAPER NOW.

Sterling – a leading provider of background and identity services – offers a foundation of trust and safety that spans across industries, professions and borders. Our technology-powered services help organisations create great environments for their workers, partners and customers. With office locations around the world, Sterling conducts more than 100 million searches annually.

Visit sterlingcheck.co.uk for more information