

# BACKGROUND SCREENING in the Netherlands

Sterling, a leading global background screening provider, recently polled HR leaders in the Netherlands for their thoughts on pre-employment screening. Here we share the key insights...

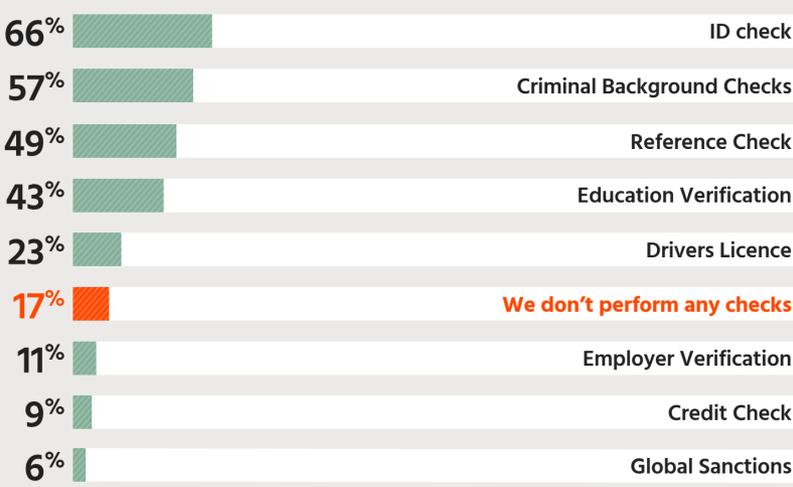
## 1 What are employers doing when it comes to background checks?



**17% of employers are not performing any checks on their candidates**

The real price of a bad hire may include the cost of rehiring a new candidate, lost productivity, damage to reputation, reduced staff morale and more. With this in mind, **the 17% of employers not performing checks may be facing unnecessary risk.**

### What types of check are employers performing?



While some checks are legal requirements for certain roles, many employers now see **background screening as best practice for all candidates**, as long as the check is proportional to the role in question and they have consent from the candidate.

### On which candidates are employers in the Netherlands performing background checks?



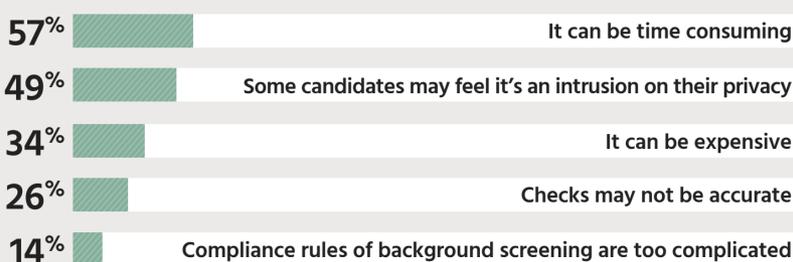
## 2 Why do background checks?

### Why do employers carry out background checks on candidates?



While 60% of employers perform checks to meet compliance obligations (such as in finance or healthcare for instance), **almost 8 in every ten employers believe the biggest benefit of screening is to create environments of safety for employees and customers.**

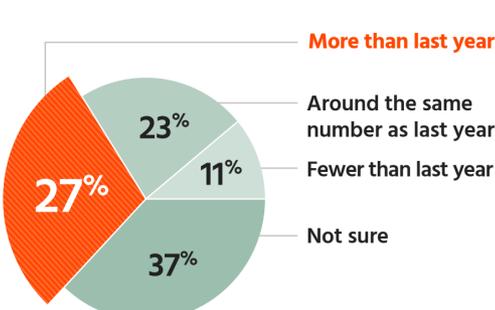
### What are the biggest reservations about performing checks on candidates?



**In reality, outsourcing to an expert screening provider can speed up the hiring process, lead to an improved candidate experience, provide more accurate results, help to overcome compliance complications, all while helping to mitigate the risk and cost of a bad hire!**

## 3 What next?

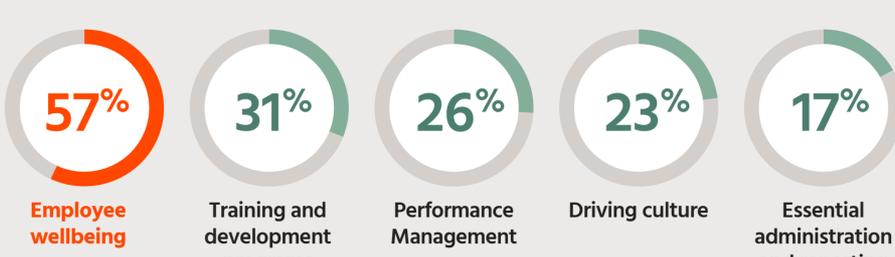
### How many background checks do employers expect to perform over the next 12 months?



**27% of employers anticipate more checks in 2022**

With almost 30% of employers anticipating more checks in 2022 and just 11% saying they expect to do fewer checks, there is a trend towards increased screening when hiring new candidates, **reflecting a growing awareness of the benefits of screening.**

### What would employers do with the time they may free up by outsourcing background screening?



We know busy HR teams have a lot to deal with, and the good news is that **outsourcing background checks could free up more time to focus on other priority areas like employee wellbeing!**

To understand more about pre-employment background screening and why outsourcing checks to Sterling could help your business, contact us by **email** or visit **sterlingcheck.co.uk**.

Alternatively, why not download our white paper, **'How to avoid a bad hire'?**