

Background Screening Solutions for Manufacturing

Within the global manufacturing market, which is projected to top US\$732.2 billion by 2027, Asia Pacific (APAC) is a hot spot. China, by itself, is expected to surpass US\$140 billion with an estimated 3.4 percent compound annual growth rate through 2027—double the 1.7 percent global growth rate—and that’s excluding key manufacturing hubs in Vietnam, Thailand, the Philippines and Malaysia.¹

Yet this powerhouse regional industry is not without challenges, as many organisations are shifting towards “smart manufacturing” operations that use computer technology to advance innovation and efficiency.

During this critical period of growth and transformation, background checks can help APAC manufacturers ensure they’re hiring the best employees to support their business.

Hire capable workers, and much more.

Employees are everything in manufacturing. Without them, nothing happens. Knowing this, employers should use background checks to help identify the best-fit candidates for the job.

Apart from the immediate gain of confidently filling open positions with capable workers, background checks also offer long-term benefits that include helping organisations:

- Fulfil audit requests from customers by having a comprehensive, documented employee screening programme in place
- Better protect the workplace from violence, accidents and other employee-driven risks
- Fast-track the performance and productivity of new hires by ensuring candidates are qualified to perform the job
- Optimise hiring costs and reduce turnover rates by avoiding “wrong hires” who quit soon after being hired
- Promote industry leadership by demonstrating workforce due diligence

Solutions can be tailored to fit the precise needs and budgets of manufacturers, regardless of business size, technology level or operating sector. For instance, a global microchip manufacturer will likely have different hiring requirements than a local textile plant. In all cases, a trusted background check provider can help employers configure a best practise programme that fuels a quality workforce, reduced employee risk, improved overall business integrity and a stronger hiring ROI.

Who should be screened? Everyone.

Background checks should be performed on all employees at every level of the business. It only takes one negative incident from a rogue employee to damage workforce morale, set back productivity and threaten a company’s brand reputation. Key employee categories manufacturers should screen include:

- Assembly line workers and manual labour positions
- All administrative and professional positions including accounting, engineering, etc.

Most Disruptive Fraud Events in the Manufacturing Industry

- 21% *Asset Misappropriation*
- 15% *Cybercrime*
- 14% *Bribery and Corruption*















Two out of three of these issues are internal threats, driven mostly by employees. Background checks can help mitigate this risk by uncovering prior related offences, before you hire a worker and give them access to sensitive information.

Source: [2020 Fighting fraud: A never-ending battle](#)
[PwC's Global Economic Crime and Fraud Survey](#)

- All management positions including supervisors, mid-management and above
- IT specialists, data analysts, data and computer scientists and other high-tech positions
- All supporting positions including onsite security, maintenance and cleaning workers

Best practise insights for better background checks.

To help manufacturing organisations start a background checking programme or update an existing programme, below is a list of best practise observations based on the searches that are commonly ordered by our customers within this industry.

	Basic	Standard	Advanced
	A good baseline screen for ALL candidates	A more in-depth screen that is appropriate for certain administrative and professional positions	Appropriate for computer science and high-tech positions, as well as executives and board members who are the “face” of the business and whose actions can impact the trajectory of the business
 Identity Verification	✓	✓	✓
 Criminal Check*	✓	✓	✓
 Civil Litigation Check	✓	✓	✓
 Employment & Education Verification	✓	✓	✓
 Right to Work Check	✓	✓	✓
 CV Comparison	✓	✓	✓
 Credit Check		✓	✓
 Global Expanded Sanctions		✓	✓
 Bankruptcy Check		✓	✓
 Professional Qualification/Licencing		✓	✓
 Reference Checks		✓	✓
 Global Reputational Media/Adverse Media Search			✓
 Directorship Verification			✓
 Social Media Search			✓

*Such as police checks, when available and permissible.

1 [Global General Manufacturing Industry \(2020 to 2027\) - Key Market Trends and Drivers - ResearchAndMarkets.com | Business Wire](#)

We can help. For more information, contact First Advantage today: