

Background Screening Solutions for Staffing

Staffing agencies provide an indispensable service by helping companies quickly fill jobs with qualified workers. After a brief decline in growth during the COVID-19 pandemic, the global staffing industry bounced back and is expected to reach USD \$445 billion, with double-digit growth forecasted in 2022 for the Asian staffing market.¹

From an employee risk perspective, staffing organisations carry a huge responsibility. Every worker they place onsite at a business represents their brand. Yet, those same workers are also representing their customer's brand. Background screening in this industry, isn't an option—it's a best practise that helps protect all parties involved.

Background checks protect everyone.

Integrity means everything in business. Knowing this, staffing companies should perform background checks on all candidates to ensure: 1) they are qualified and capable of performing a job; and 2) they do not present a risk to the workplace. This protects everyone—the staffing company, its business customers and its customers' customers—and provides a basic level of due diligence that helps:

- Enhance business integrity by providing trusted, quality workers.
- Protect the workplace against threats of physical harm and violence.
- Reduce the risk of employee-related fraud, theft and other financial crimes.
- Support worksite safety by detecting potential substance abuse issues.

Who should be screened? Everybody.

While it's important to screen all candidates who apply for work through an employment agency, staffing firms should also screen their internal employees. Agencies often operate multiple, small satellite offices throughout a region, and need employees they can trust to work independently at these locations and follow all onboarding protocols, while managing important financial and compliance tasks. Knowing this, employees at every level of the staffing agency should be screened, including:

- All professional employees including recruiters, interviewers, etc.
- Accounting, administrative and clerical positions
- Information technology (IT) professionals
- Security personnel
- All candidates applying for work through the staffing agency

In Staffing, integrity matters.

Businesses *and* workers want to work with reliable, trustworthy staffing firms.















In May 2021, a staff member of an employment agency was convicted of aiding and abetting a foreign domestic helper breaching condition of stay and overcharging the helper an excessive placement fee. The staff member was sentenced to 140 hours' community service order and a fine of \$8,000.

- Source: The Government of the Hong Kong Special Administrative Region

[A staff of an employment agency convicted. \(info.gov.hk\)](https://www.info.gov.hk/aia/eng/press/202105/21050101.htm)

Background Check Best Practise Insights

To help staffing 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 the staffing industry.

	Basic	Standard	Advanced
	This is a good baseline screen for ALL candidates seeking job placement through a staffing agency.	This is a more in-depth screen that may be appropriate for internal hiring within the agency, or can be used with customers who want a higher level of due diligence performed on their workers	This advanced screen is appropriate for agency executives and professional workers who are placed onsite at a customer's business and will work with sensitive information and populations, or in a financial role.
 Identity Verification	✓	✓	✓
 Criminal Check*	✓	✓	✓
 Global Expanded Sanctions	✓	✓	✓
 Right to Work Check	✓	✓	✓
 Civil Litigation Check		✓	✓
 Employment & Education Verification		✓	✓
 Bankruptcy Check		✓	✓
 Professional Qualification/Licencing		✓	✓
 Reference Checks		✓	✓
 Global Reputational Media Search		✓	✓
 Social Media Search		✓	✓
 Credit Check			✓
 Directorship Verification			✓
 CV Comparison			✓

*Such as police checks, when available and permissible.

¹ [World – Global staffing industry revenue set to grow 12% this year: SIA](#)

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