GET HELP WITH THE TOP FOUR HEALTHCARE BACKGROUND SCREENING CHALLENGES

Background screening in the healthcare industry requires extra due diligence. Here are some challenges most healthcare providers face.

1. State-Specific Requirements for Background Screening

Navigating an abundance of local laws proves challenging. This is why it's helpful to have a screening provider who is familiar with the compliance regulations of every state.

50 States   **3,144** Counties   **19,354** Cities and Towns

State A	State B	State C
• Social Security Number Verification • National Sex Offender Search • Motor Vehicle • Healthcare Exclusion Federal/State • License Verification • Criminal	• Social Security Number Verification • National Sex Offender Search • Motor Vehicle • Healthcare Exclusion Federal/State • License Verification • Criminal	• Social Security Number Verification • National Sex Offender Search • Motor Vehicle • Healthcare Exclusion Federal/State • License Verification • Criminal
• Child Abuse Registry • Elder Abuse Registry	• Healthcare Provider Registry Search	• Child Abuse Registry • Elder Abuse Registry • Healthcare Provider Registry Search

2. Screening and Re-Screening Employees, Vendors, Contractors Consistently

Coordinating screening and re-screening for a robust employee network supporting different states with different requirements often creates consistency confusion. Work with a partner who can help you stay in compliance, limit risk, and provide analytics on your desired processes.

270,000 healthcare workers employed by staffing companies[1]

18 Million workers employed in US healthcare industry[2]

	Pre-Employment Screening	Active Employment Screening	Temporary/Contractual Screening
State A	Required	Required Every Year	Required
State B	Required	Three-year anniversary month of date of employment. Subsequent checks required every two years.	Optional
State C	Required	Upon Discretion of the Organization	Required

3. Rescreening Frequency

States have a wide range of requirements (or none at all) regarding what elements will be reexamined and the frequency for when those searches occur. Let's take a closer look at examples of state requirements when it comes to rescreening active employees.

EVERGREEN permission
+
AUTOMATED re-screening processes
=
EFFICIENT action
+
EFFECTIVE compliance

State A	State B	State C
Frequency: Annual Basis	Frequency: Three-year anniversary month of date of employment. Subsequent checks required every two years.	Frequency: Upon Discretion of the Organization
Type(s) of Screen(s): • Social Security Number Verification • National Sex Offender Search • Motor Vehicle • Healthcare Exclusion Federal/State • License Verification • Criminal	Type(s) of Screen(s): • Healthcare Exclusion Federal/State • License Verification • Criminal • Child Abuse Registry • Elder Abuse Registry	Type(s) of Screen(s): • All current employees shall be subjected to a criminal history check upon reasonable suspicion

4. Ability to Perform Global Checks on Foreign-Born Applicants

Make sure your background screening provider has a global footprint, giving organizations the ability to perform global background checks with access to data such as:

17% percentage of foreign-born people working in the healthcare industry[3]

International Criminal Checks	International Credential Verifications	International Government ID Checks	International Regulatory Checks	Global Sanctions Checks

1 https://americanstaffing.net/staffing-research-data/fact-sheets-analysis-staffing-industry-trends/staffing-industry-statistics/
2 https://www.cdc.gov/niosh/topics/healthcare/default.html
3 https://www.migrationpolicy.org/article/immigrant-health-care-workers-united-states

We can help. Contact First Advantage today:
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