

# Get Help with the Top Four Healthcare Background Screening Challenges



First Advantage

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 that 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
<ul style="list-style-type: none"><li>Social Security Number Verification</li><li>National Sex Offender Search</li><li>Motor Vehicle</li><li>Healthcare Exclusion Federal/State</li><li>License Verification</li><li>Criminal</li></ul>	<ul style="list-style-type: none"><li>Social Security Number Verification</li><li>National Sex Offender Search</li><li>Motor Vehicle</li><li>Healthcare Exclusion Federal/State</li><li>License Verification</li><li>Criminal</li></ul>	<ul style="list-style-type: none"><li>Social Security Number Verification</li><li>National Sex Offender Search</li><li>Motor Vehicle</li><li>Healthcare Exclusion Federal/State</li><li>License Verification</li><li>Criminal</li></ul>
<ul style="list-style-type: none"><li>Child Abuse Registry</li><li>Elder Abuse Registry</li></ul>	<ul style="list-style-type: none"><li>Healthcare Provider Registry Search</li></ul> <p>090120</p>	<ul style="list-style-type: none"><li>Child Abuse Registry</li><li>Elder Abuse Registry</li><li>Healthcare Provider Registry Search</li></ul>

## 2. Screening and Rescreening Employees, Vendors, Contractors Consistently

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



**270,000**

healthcare workers  
employed by staffing  
companies<sup>1</sup>



**18 Million**

workers employed in  
US healthcare industry<sup>2</sup>

	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

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### 3. Rescreening Frequency

States have a wide range of requirements (or none at all) regarding what elements will be re-examined 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.



State A	State B	State C
<b>Frequency:</b> Annual basis	<b>Frequency:</b> Three-year anniversary month of date of employment. Subsequent checks required every two years.	<b>Frequency:</b> Upon discretion of the organization.
<b>Type(s) of Screen(s):</b> <ul style="list-style-type: none"><li>Social Security Number Verification</li><li>National Sex Offender Search</li><li>Motor Vehicle</li><li>Healthcare Exclusion Federal/State</li><li>License Verification</li><li>Criminal</li></ul>	<b>Type(s) of Screen(s):</b> <ul style="list-style-type: none"><li>Healthcare Exclusion Federal/State</li><li>License Verification</li><li>Criminal</li><li>Child Abuse Registry</li><li>Elder Abuse Registry</li></ul>	<b>Type(s) of Screen(s):</b> <ul style="list-style-type: none"><li>All current employees shall be subjected to a criminal history check upon reasonable suspicion.</li></ul>

### 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<sup>3</sup>

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. For more information, contact First Advantage today.

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