

2024 Annual Trends Report





20
24

First Advantage

Global Trends Report



Tap play to watch a welcome video or
tap the arrow to go to the next page



Our Customers, Our Technology

Our Customers



30K+
Customers



100M
Screens



97%
Gross Retention

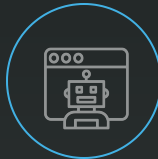


12 years
Average Tenure
of Top 100 Customers

Our Technology



1
Core Global Platform



3,900+
API's and Bots
Deployed

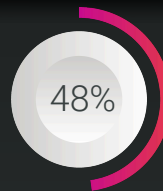


765M+
Records in
Proprietary Databases

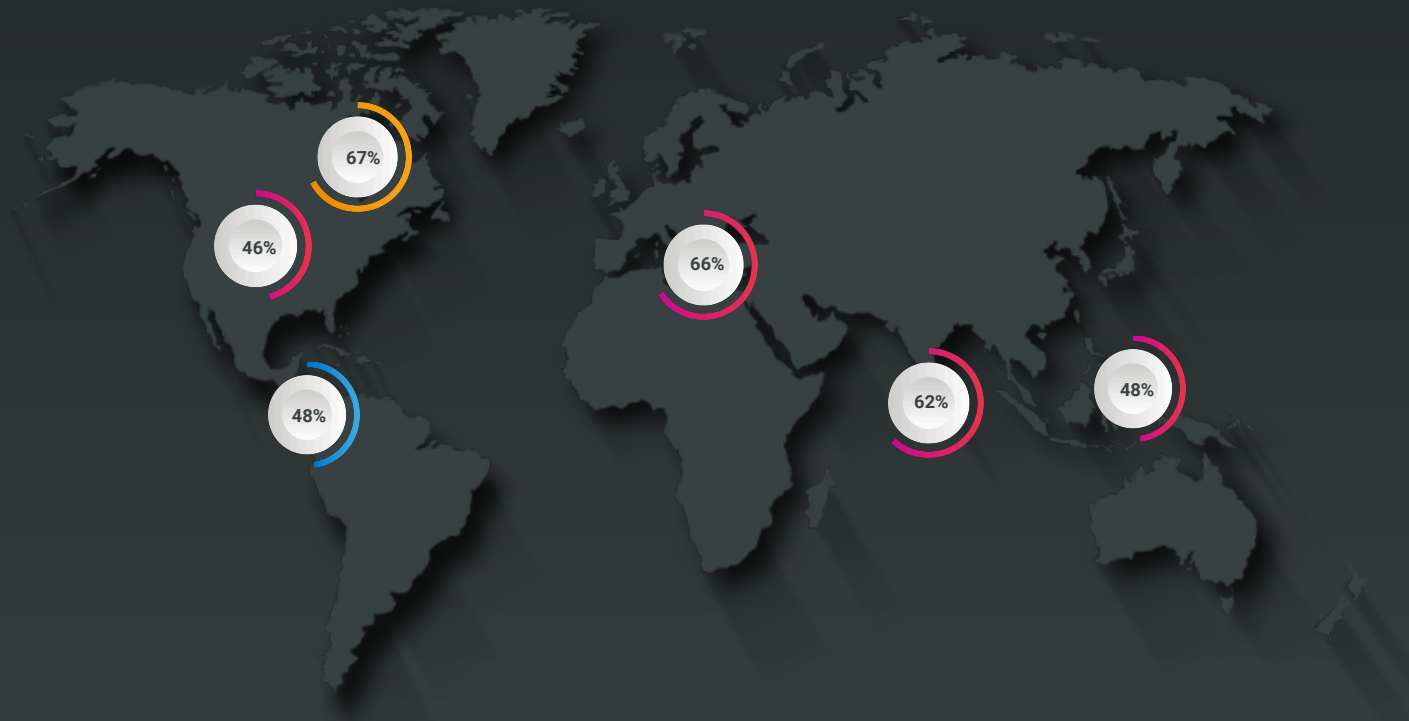


75+
Human Capital Management
Software Integrations

What is most important to our customers around the world?



of customers think **managing candidate hiring risk** is the most important factor for their background screens



● Speed ● Cost ● Risk





Please tap the region you are interested in or
tap the down arrow for global trends



Or tap the three lines on the bottom
left of the screen to select a region

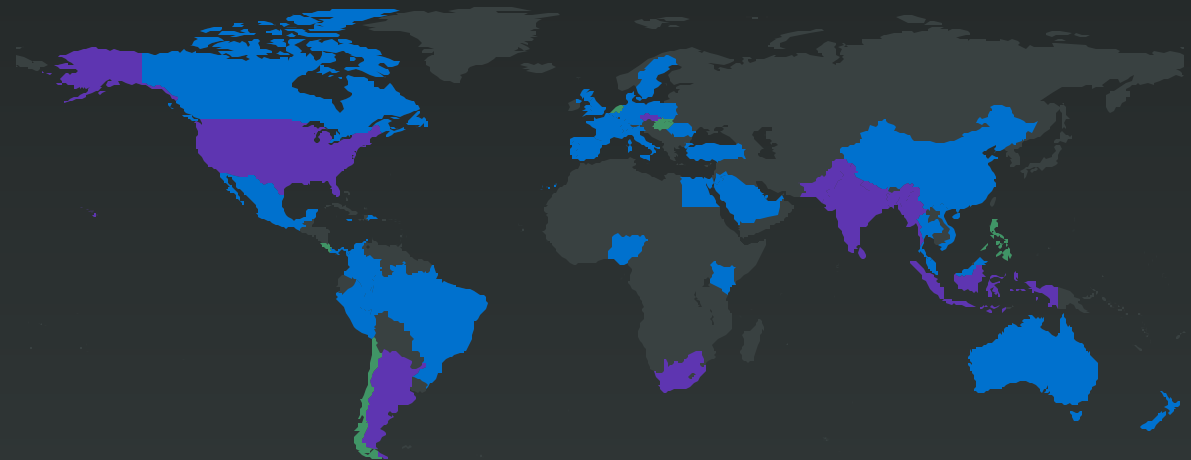


Criminal Search Preferences Top 50 Countries



First Advantage offers more than 200 criminal screening products across nearly 150 countries. In this complex and evolving space, it pays to work with a provider that not only has the capability to perform the searches you need but can also help guide you toward best practices.

The map displays 2023 preferences in criminal screening selection. Refer to regional sections for more on the options available and corresponding metrics.



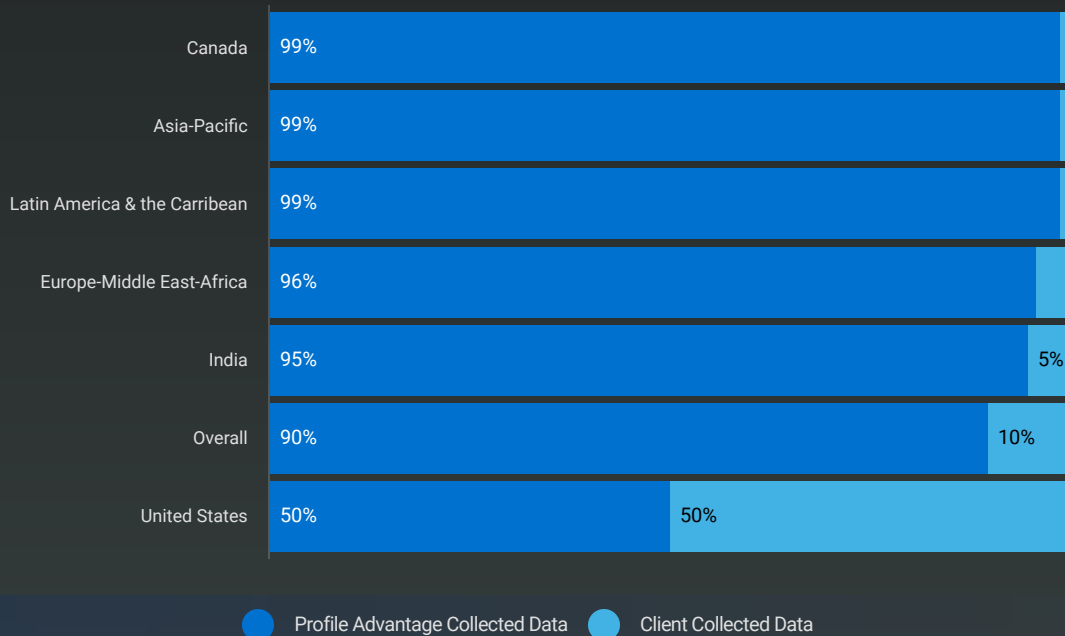
● National Criminal ● Local Criminal ● Criminal Certificate Validation (CCV)



How are clients placing orders?



Percentage of Orders by Data Collection Method



PA is the clear choice

Profile Advantage is an industry-leading, mobile-first candidate portal. Available in more than 20 languages, it's a global solution for clients across all industries.



Candidates can quickly and easily provide required information to process their background check.

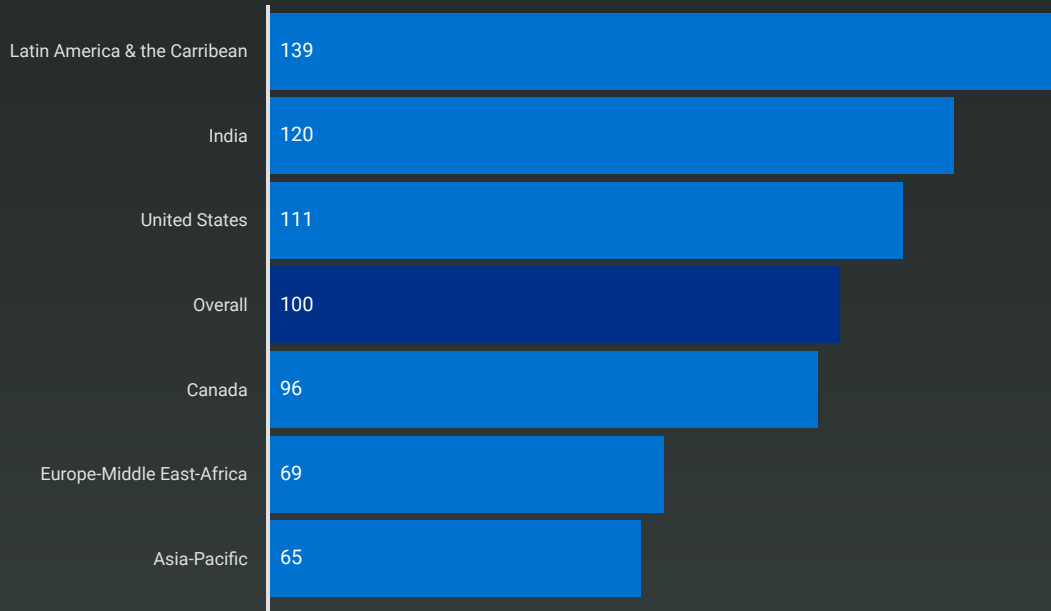
Employers save the time and expense of collecting data while also leveraging built-in error checking and dynamic field/form validation to capture accurate and complete data.



Where are integrations used the most?



Integration Ordering Index



Most orders come through integrations

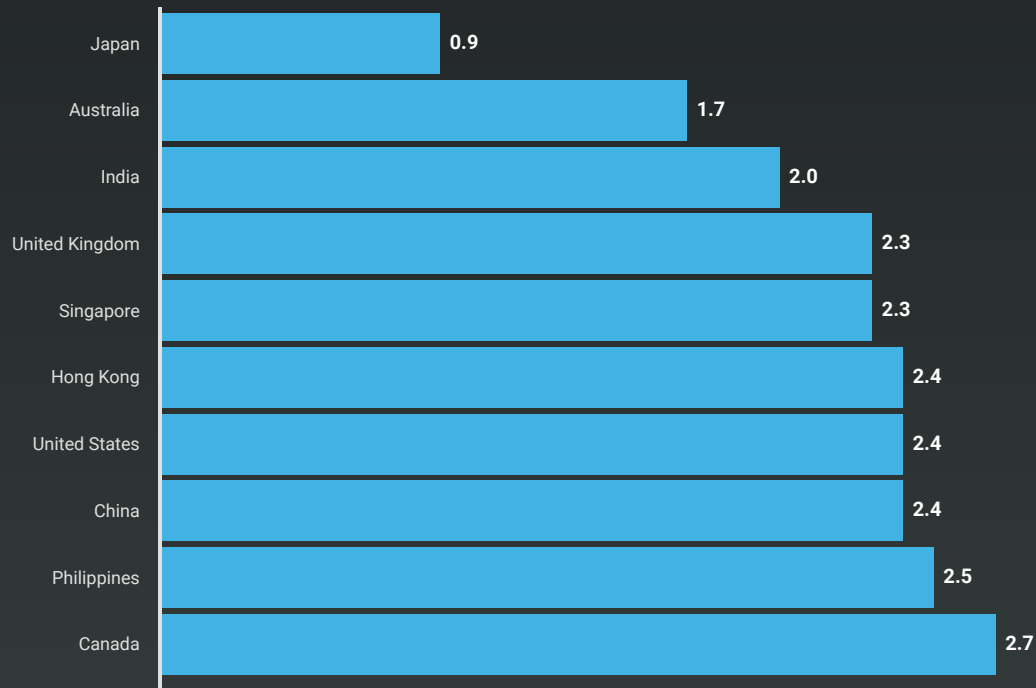
Clients across the globe are leveraging Applicant Tracking System (ATS) integrations to seamlessly place orders and receive results from First Advantage systems and **hire faster**.

First Advantage has partnerships and experience with most major ATS providers.

An index of 139 for LATAM means 39% more orders come through an integration compared to the global average of 100.



2023 Ratio of Former to Present Employment, Top Countries



The ratio of former to present employment is a country-level indicator of turnover and socio-economic conditions. Additionally, it can help estimate total employment searches expected for a candidate with a typical seven-year scope.

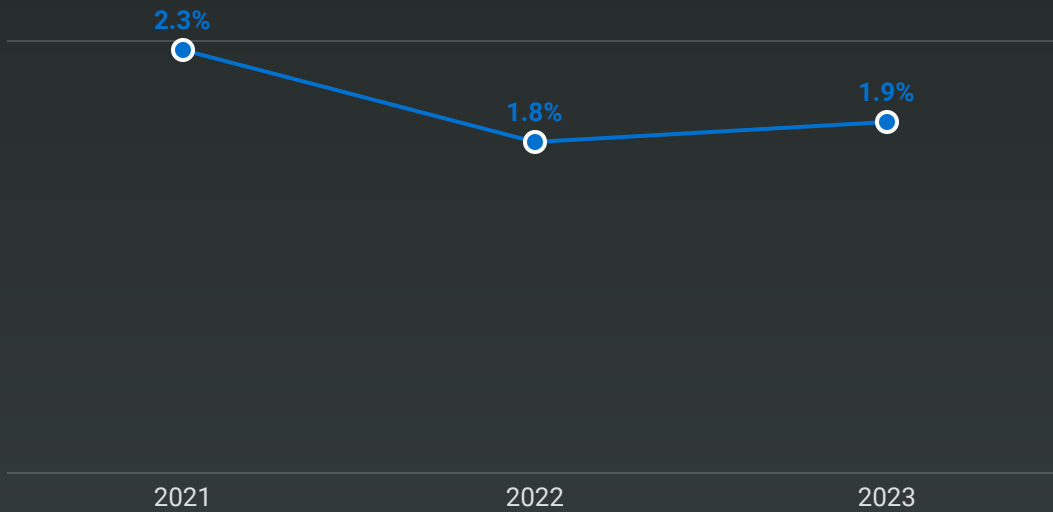
- **Lower ratio:** candidates stay in jobs longer
- **Higher ratio:** candidates frequently leave for roles with other companies or they have fewer in-country present employment records

See regional sections for observations on why some countries are particularly high or low.



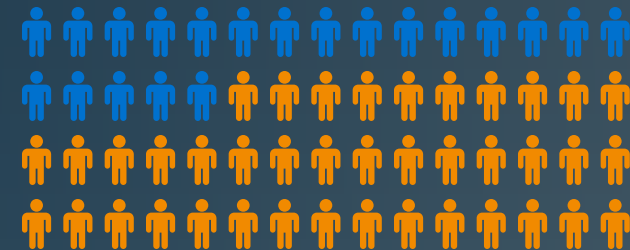


Percentage of Searches with Flagged Content



Social Media searches inform employers of a candidate's online behavior. Some employers find the contents of these reports to be informative for making employment decisions.

In our annual survey, we asked "Have you not offered a position or terminated an employee on the basis of information obtained from social media?" Thirty-three percent of respondents said yes compared to only 14% in 2023.



● Yes ● No





28%

Growth in use of Social Media Screens

Over the last two years, social media searches surged by 28%. The growth can be attributed to the increasing importance placed on understanding candidates beyond their resumes.

Growth was most dramatic in the Financial Services and Business Services sectors. As industries around the globe evolve, leveraging social media for background screening emerges as a vital component in ensuring sound hiring practices.



Verifications Discrepancy Rates



Education

Employment

Motor Vehicle

Professional License

Professional Reference



In last year's report, we introduced the concept of frequency vs. severity, where the most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Check out the regional sections to see which specific education results clients commonly used to make hiring decisions in 2023.

Tap the boxes to see other categories



Verifications Discrepancy Rates



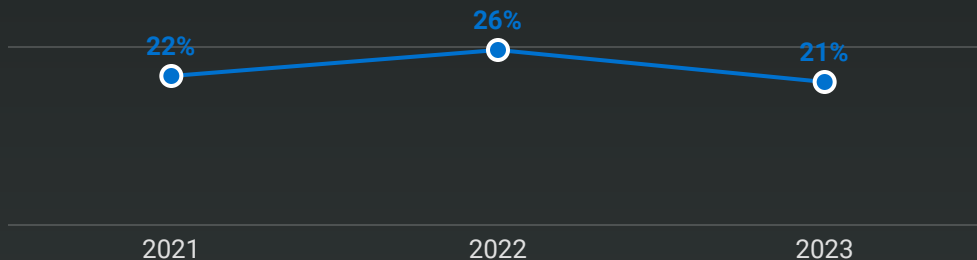
Education

Employment

Motor Vehicle

Professional License

Professional Reference



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Verifications Discrepancy Rates



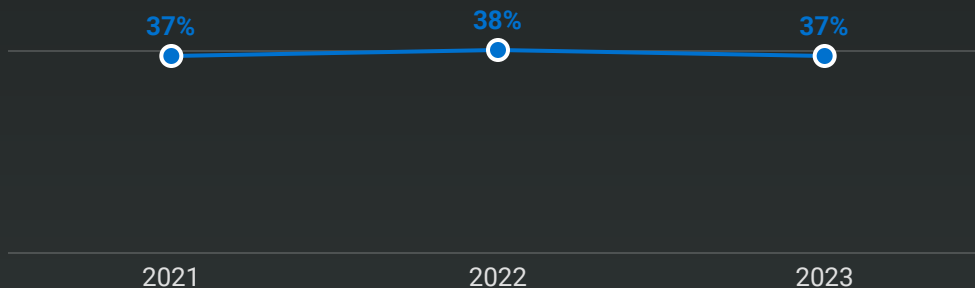
Education

Employment

Motor Vehicle

Professional License

Professional Reference



In last year's report, we introduced the concept of frequency vs. severity, where the most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Check out the U.S. section to explore which specific motor vehicle results clients commonly use to make hiring decisions in 2023.

Motor vehicle is a common search in other regions; however, since results vary significantly by country, please reach out to First Advantage if you are interested in more information.

Tap the boxes to see other categories



Verifications Discrepancy Rates



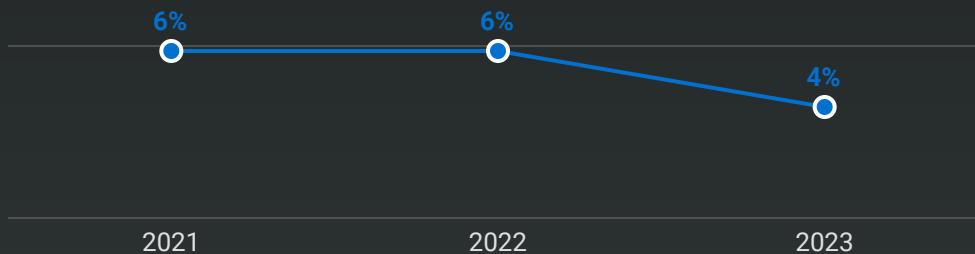
Education

Employment

Motor Vehicle

Professional License

Professional Reference



Professional license discrepancies most commonly consist of:

- Invalid or expired license
- No record of license found
- Discrepancy in name, number, and/or dates

Tap the boxes to see other categories



Verifications Discrepancy Rates



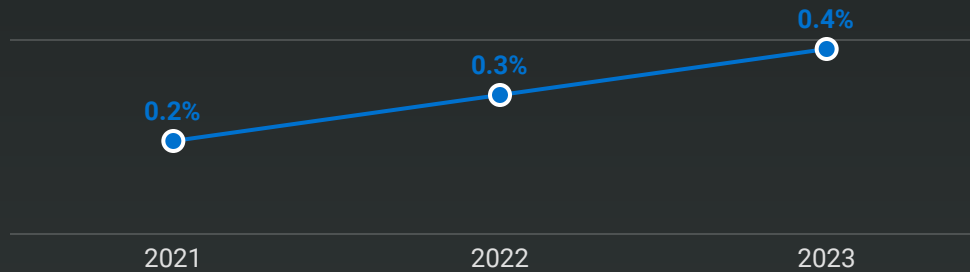
Education

Employment

Motor Vehicle

Professional License

Professional Reference



Professional reference checks consist of a set of client-specific questions that are posed via email or phone to a candidate-supplied reference. Clients usually require one to three references.

A discrepancy is reported if the reference's response meets our client's pre-set criteria for a "derogatory reference."

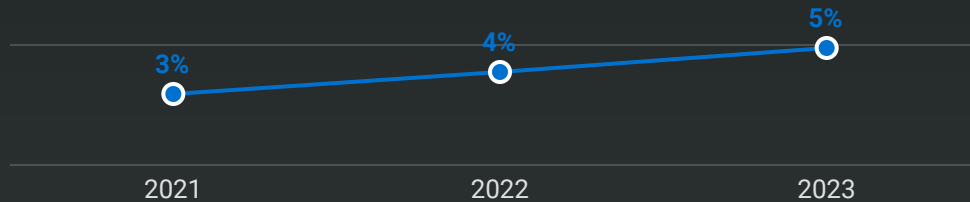
Predictably, most candidates supply references they know will respond with positive feedback; however, in 2023, we can see that one in 250 searches still returned derogatory information.

Tap the boxes to see other categories





Healthcare



Expanded Global Sanctions provides information from databases around the world such as the Office of Foreign Assets Control (OFAC). These charts show the percentage of candidates screened through the Expanded Global Sanctions database in three government-regulated industries: Healthcare; Financial Services; and Technology, Aerospace and Defense.

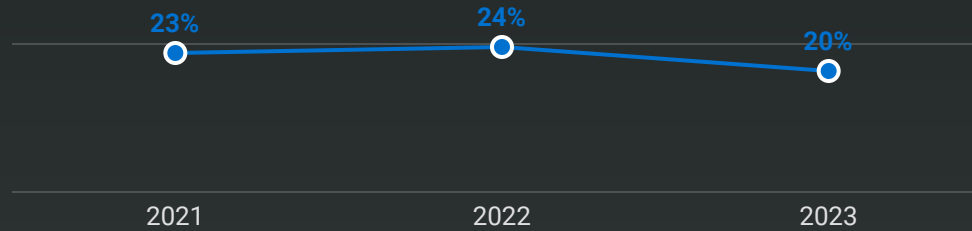
This search is increasingly important in today's highly mobile and global labor market, as it can uncover critical candidate information related to terrorist alerts, debarred parties, and more.

Tap the icons to see other industries





Financial Services



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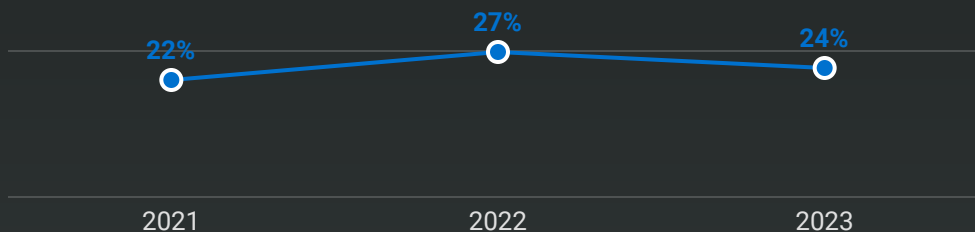
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Technology, Aerospace & Defense



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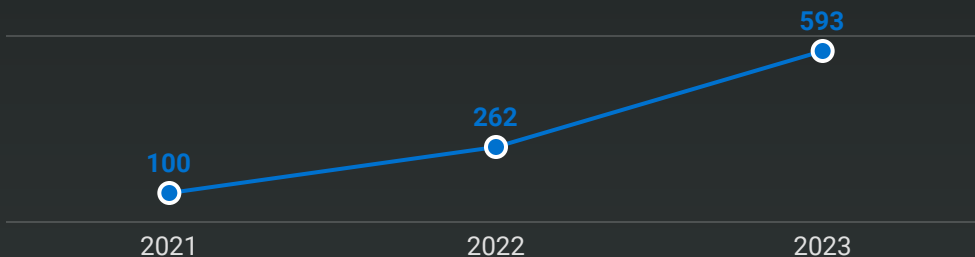
Tap the icons to see other industries



Regulatory Search Growth Indexed to 2021, Select Industries



Staffing, Business Process Outsourcing & Call Centers



Industry Proliferation

Predictably, the Financial industry dominates regulatory searches, representing nearly 90% of overall volumes; however, other industries, led by Staffing, are adopting these searches to meet government and/or contractual obligations.

These searches are a major background check component in the Asia-Pacific (APAC) and Europe-Middle East-Africa (EMEA) regions. See corresponding sections for the countries and search types driving the trends.

Tap the icons to see other industries



Regulatory Search Growth Indexed to 2021, Select Industries



Business Services



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Regulatory Search Growth Indexed to 2021, Select Industries



Retail



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Tap the icons to see other industries





First Advantage
2024 Global Trends Report
Perspective from U.S.



Tap play to watch a welcome video for the U.S. region
or tap the arrow to go to the next page





46%

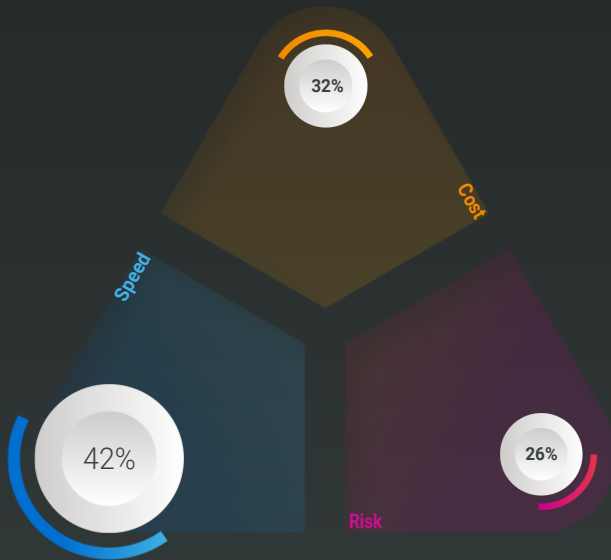
of U.S. customers think
managing candidate hiring risk
is the most important factor for
their background screens

Did you know?

County criminal searches are the most requested search in U.S. background screens. Social Security Number “trace” search products obtained from the credit bureaus are used by background screening companies for developed names and addresses search services used in expanded or more robust criminal records screening.

U.S. employers are clearly focused on workplace and customer safety; their top screening choices reflect that focus.



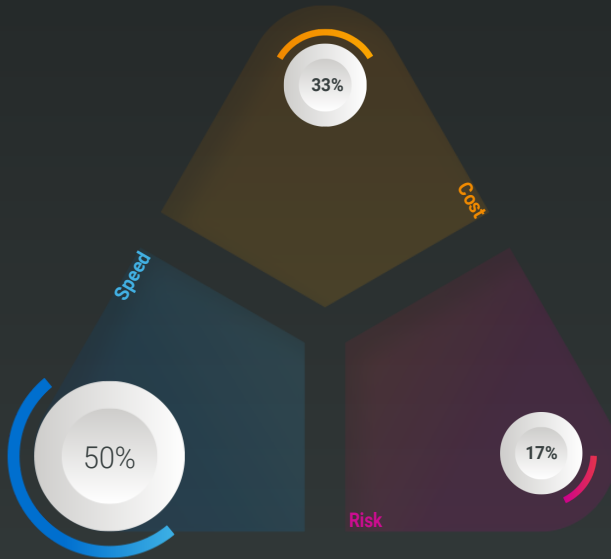


Trucking & Transportation

Average Case Turnaround Time	2.1 Days
Average Criminal Reportable Record Rate	11.3%
Drug Screen MRO Positivity Rate	3.5%
Most Common Criminal Search Address Scope	7 years
Survey Says: Social Media Screening	24% through screening vendors, 0% client in-house
Survey Says: HR focus for 2024	Compliance

Tap the icons to see other industries



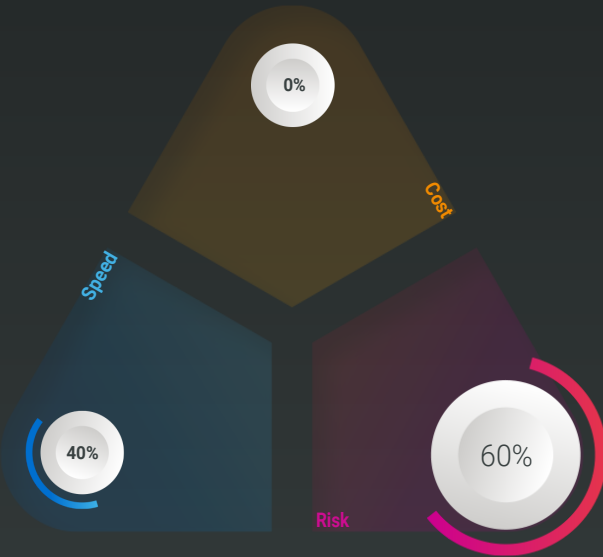


Restaurants & Hospitality

Average Case Turnaround Time	1.2 Days
Average Criminal Reportable Record Rate	10.0%
Drug Screen MRO Positivity Rate	5.4%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	33% through screening vendors, 33% client in-house
Survey Says: HR focus for 2024	Recruitment, Retention

Tap the icons to see other industries



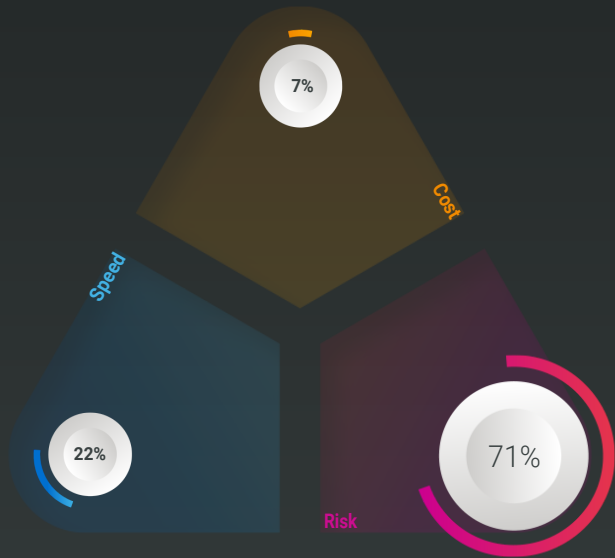


Retail

Average Case Turnaround Time	1.6 Days
Average Criminal Reportable Record Rate	10.6%
Drug Screen MRO Positivity Rate	2.6%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	40% through screening vendors, 30% client in-house
Survey Says: HR focus for 2024	Engagement, DEI, Recruitment

Tap the icons to see other industries



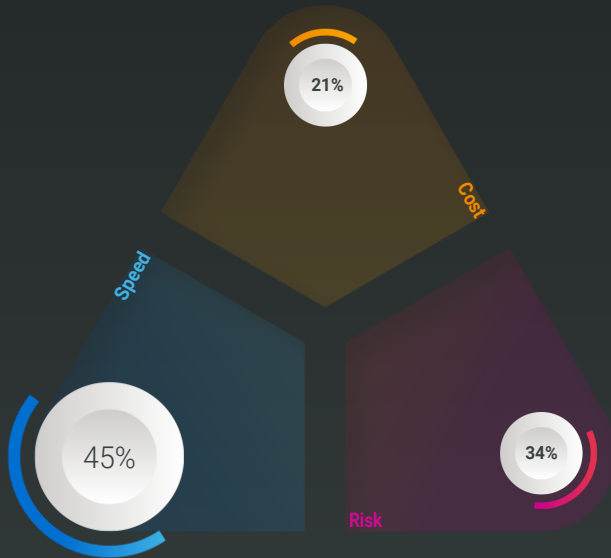


Business Services

Average Case Turnaround Time	2.4 Days
Average Criminal Reportable Record Rate	9.8%
Drug Screen MRO Positivity Rate	3.5%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	20% through screening vendors, 20% client in-house
Survey Says: HR focus for 2024	Benefits, Compliance, Recruitment, Retention, Reducing Time to Hire

Tap the icons to see other industries



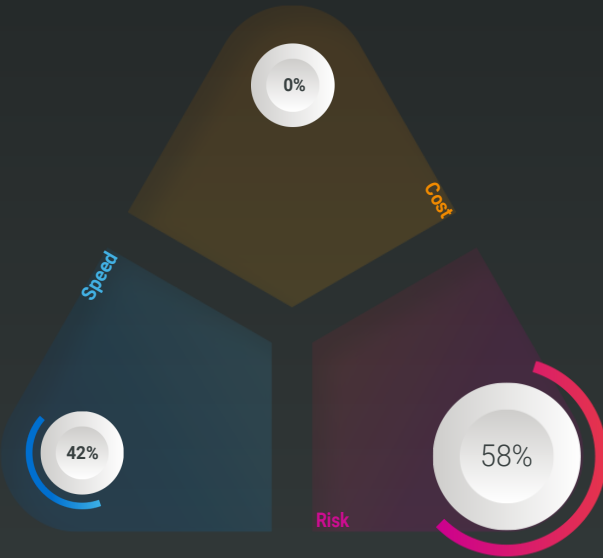


Healthcare

Average Case Turnaround Time	2.7 Days
Average Criminal Reportable Record Rate	4.0%
Drug Screen MRO Positivity Rate	1.8%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	22% through screening vendors, 4% client in-house
Survey Says: HR focus for 2024	Recruitment, Employee Engagement, and Retention

Tap the icons to see other industries



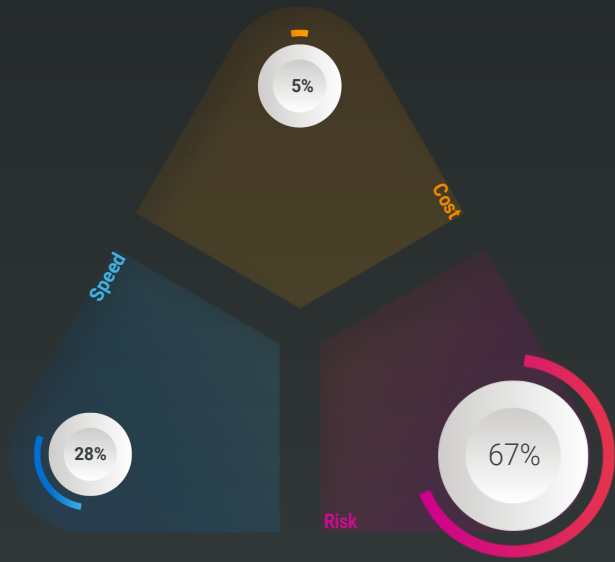


Manufacturing

Average Case Turnaround Time	2.8 Days
Average Criminal Reportable Record Rate	15.2%
Drug Screen MRO Positivity Rate	2.5%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	12% through screening vendors, 6% client in-house
Survey Says: HR focus for 2024	Employee Engagement, Reducing Time to Hire, and DEI

Tap the icons to see other industries



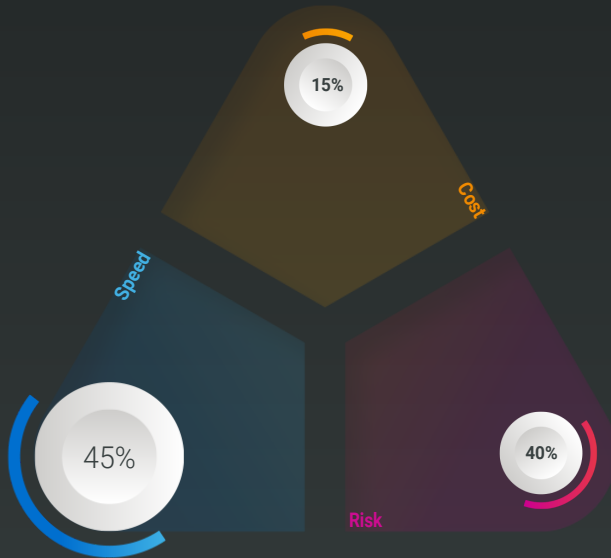


Financial Services

Average Case Turnaround Time	4.9 Days
Average Criminal Reportable Record Rate	4.2%
Drug Screen MRO Positivity Rate	0.9%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	24% through screening vendors, 8% client in-house
Survey Says: HR focus for 2024	Recruitment, Retention, DEI, and Compliance

Tap the icons to see other industries



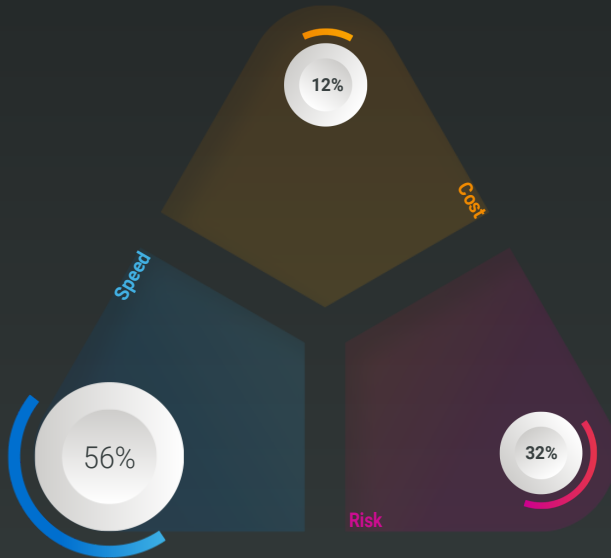


Staffing, Business Process Outsourcing & Call Centers

Average Case Turnaround Time	1.9 Days
Average Criminal Reportable Record Rate	16.3%
Drug Screen MRO Positivity Rate	3.1%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	20% through screening vendors, 10% client in-house
Survey Says: HR focus for 2024	Recruitment, Compliance, Benefits

Tap the icons to see other industries





Technology, Aerospace & Defense

Average Case Turnaround Time	3.6 Days
Average Criminal Reportable Record Rate	4.7%
Drug Screen MRO Positivity Rate	3.1%
Most Common Criminal Search Address Scope	7 Years
Survey Says: Social Media Screening	29% through screening vendors, 7% client in-house
Survey Says: HR focus for 2024	Retention, DEI

Tap the icons to see other industries



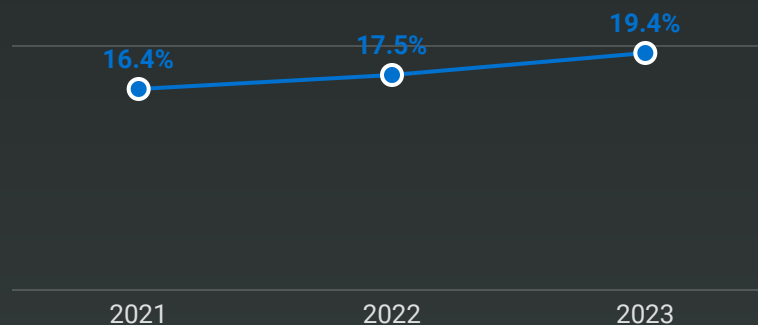


Trucking & Transportation

According to NBC News, after rising dramatically during the COVID lockdown, the number of FBI-reported criminal records in nearly every category declined in 2023, contradicting the popular perception that crime is rising.

However, since employment screening looks for criminal records across a longer time period, it still reflects the pandemic spike in violence, though less than in 2022.

For Trucking and Transportation clients, reportable criminal records for violence and threats have proportionally increased since 2021, highlighting the need to carefully screen candidates.



Tap the icons to see other industries



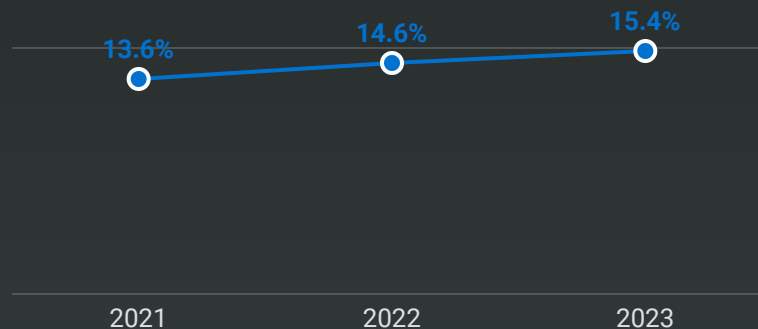


Restaurants & Hospitality

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For Restaurants and Hospitality clients, reportable criminal records for violence and threats have proportionally increased since 2021. Specifically, crimes associated with weapons doubled during that time.



Tap the icons to see other industries



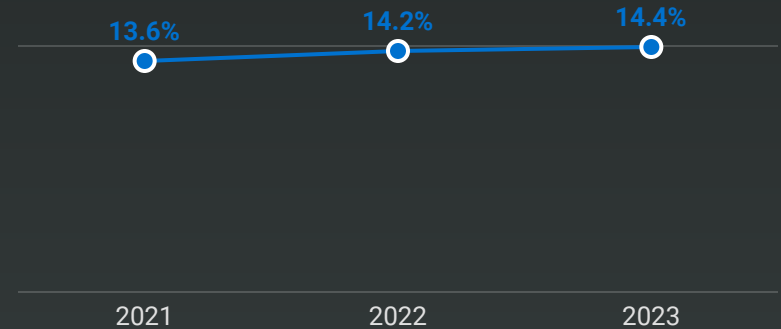


Retail

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Like clients in other industries, Retail clients have seen an increase in the number of records for violent crimes; however, the change has been modest.



Tap the icons to see other industries



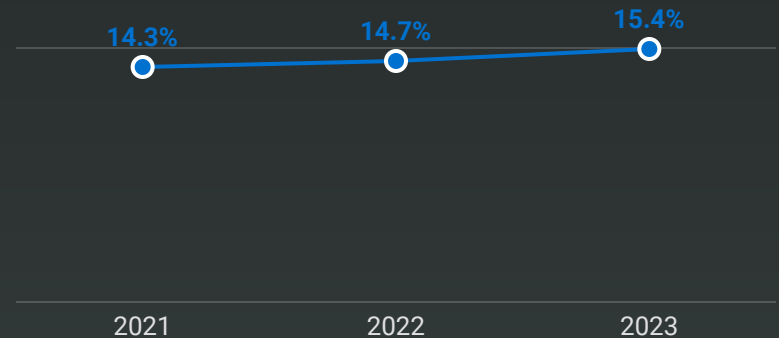


Business Services

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Since 2021, Business Services clients saw the proportion of reportable violent and threat crimes rise steadily, primarily driven by reportable records associated with weapons.



Tap the icons to see other industries



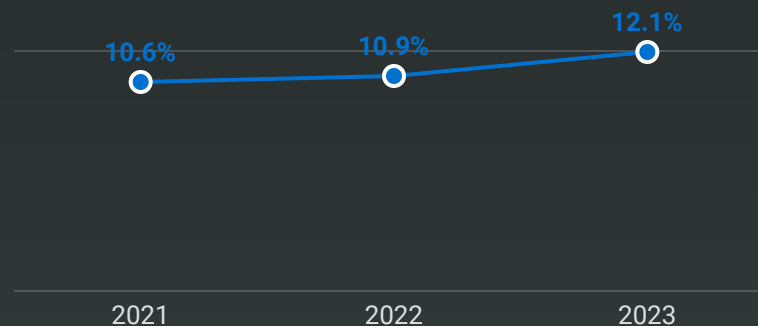


Healthcare

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Applicants in the Healthcare industry have a relatively low reportable criminal record rate. As a result, any shift (up or down) will proportionally appear more extreme. When viewed through this lens, Healthcare criminal reportable records, even for violence and threats, are stable.



Tap the icons to see other industries



Change in Violence and Threats by Industry

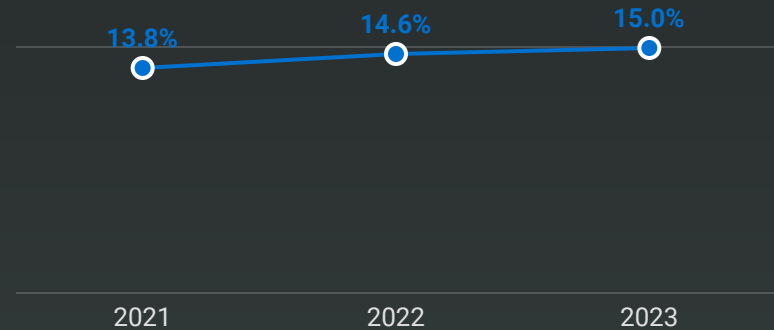


Manufacturing

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Manufacturing has a higher incidence of reportable public records as a baseline, tracking well with the overall U.S. national picture of violent crime.



Tap the icons to see other industries



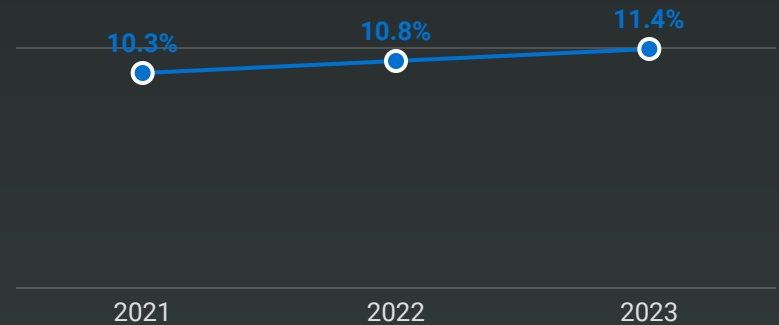


Financial Services

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Relative to other industries, Financial Services tends to have far fewer reportable records.



Tap the icons to see other industries



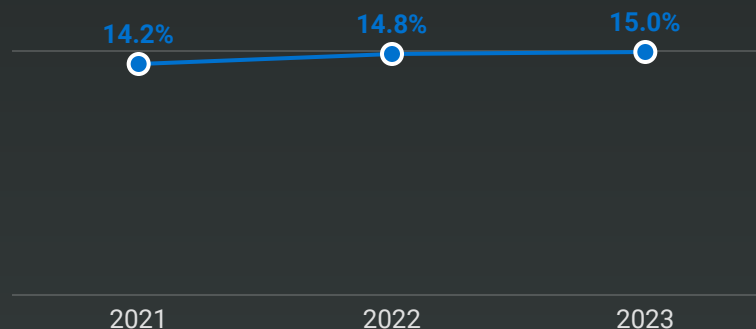


Staffing, Business Process Outsourcing & Call Centers

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Staffing, BPOs and Call Centers have some of the highest incidences of reportable records among all industries. The proportion of violent crimes in this industry is reflective of the increase in violent crime across the U.S. during the pandemic.



Tap the icons to see other industries





Technology, Aerospace, & Defense

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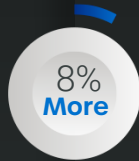
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For reasons ranging from operational security to contractual requirements, Technology, Aerospace, and Defense is among the most risk-averse industries. Whether this is reflective of its applicant pool or careful vetting of candidates, this industry has a low reportable record rate.



Tap the icons to see other industries





Fully Automated searches than in 2022



Online Courts Available than in 2022

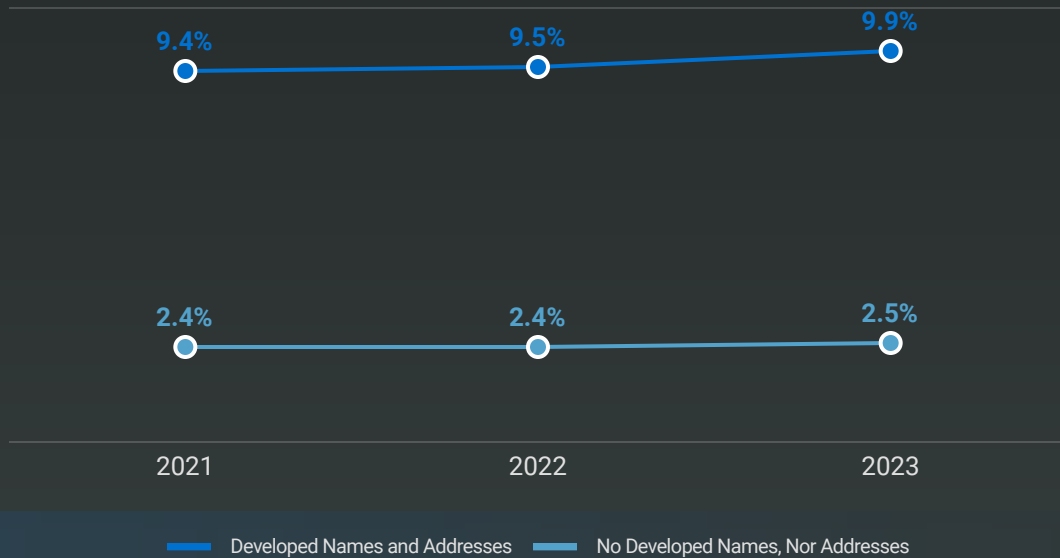
Searches with no records to review can often be processed without any manual intervention; in 2023 First Advantage was able to process 8% more such searches in 2023.

FA continues to automate internal processes and work with courts to streamline record searches and deliver faster results to clients.





Developed Names and Addresses



Using developed names and addresses in county criminal searches can yield nearly four times more records than using neither.

Some clients use either developed names or addresses to broaden the scope of their searches. However, those results are less comprehensive than using both developed names and addresses in combination.

Use developed names and addresses together to get a more complete picture of each candidate's background and help you **hire smarter**.





15%

Faster

than 2022

Statewide criminal record screens search all available courts within a state's database. This screen can help paint a broader picture of a candidate's history by potentially revealing criminal records in locations outside their known addresses. Because the statewide repository is sometimes more technology-advanced than some county-only searches, the automation makes the search process faster.

At First Advantage, we continue to drive automation in statewide searches to improve turnaround times and increase value to our customers.

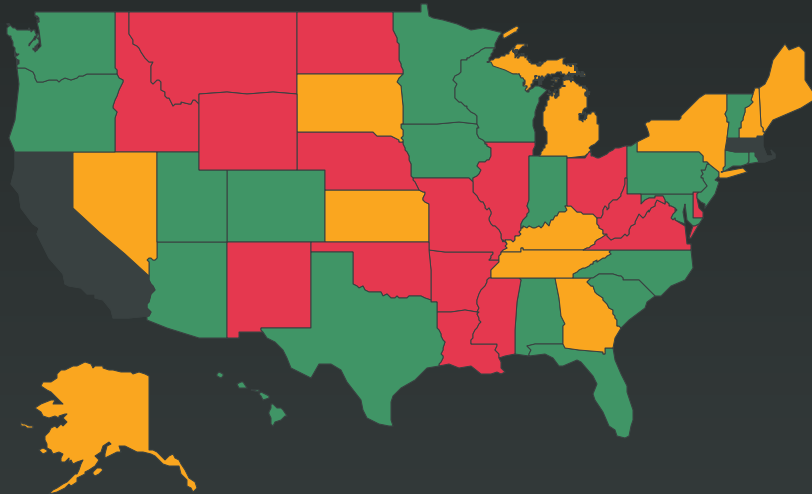
On the next page, you will see two maps highlighting which states tend to have faster turnaround times and return more reportable criminal records.



Average Turnaround Time for Statewide Screens

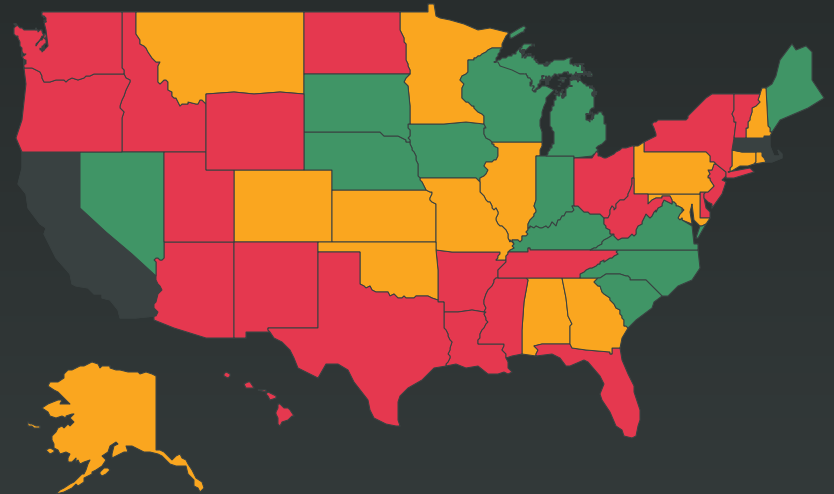


Average Turnaround Time for Statewide Screens in 2023



● Faster ● Average ● Slower ● Not Available

Percentage of Criminal Records Found Using Statewide Screens in 2023



● Higher ● Average ● Lower ● Not Available





First Advantage

2024 Global Trends Report

Perspective from California

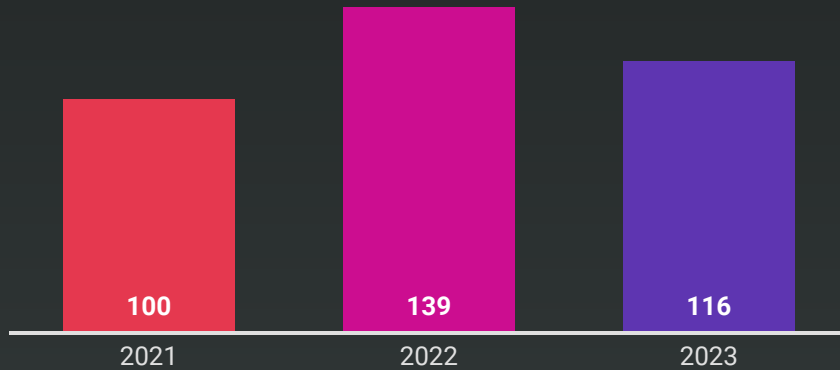


Tap play to watch a video about changes to California county criminal record searches or tap the arrow to go to the next page.





Turnaround Time Index



In California, a recent court decision imposed restrictions on accessing of dates of birth in public records. As a result, turnaround times in 2022 increased by nearly 40% in the county courts.

In 2023, the state economy cooled and saw fewer than expected criminal screens at its county courts, but turnaround times were still higher than 2021 by 16%.

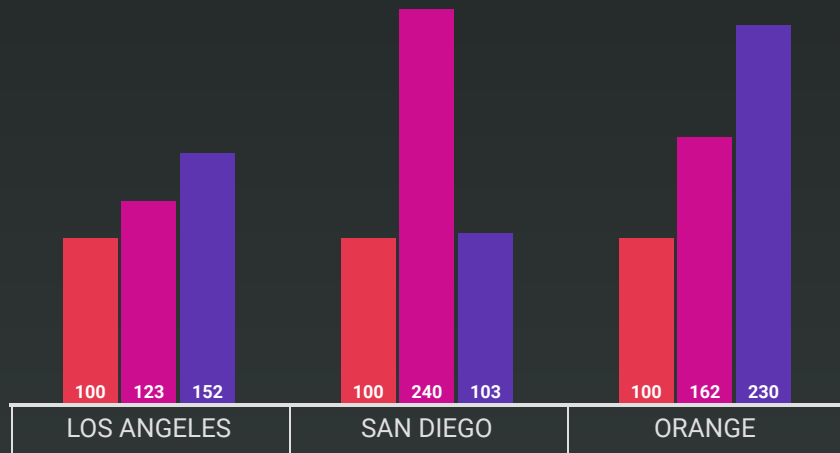
Turnaround times were indexed to 2021 as a baseline of 100 (see bar chart above).

- The index of 139 in 2022, means turnaround times increased by 39% compared to 2021.
- The index of 116 in 2023 means turnaround times only increased 16% compared to 2021.





Turnaround Time Index in Top 3 Largest Counties



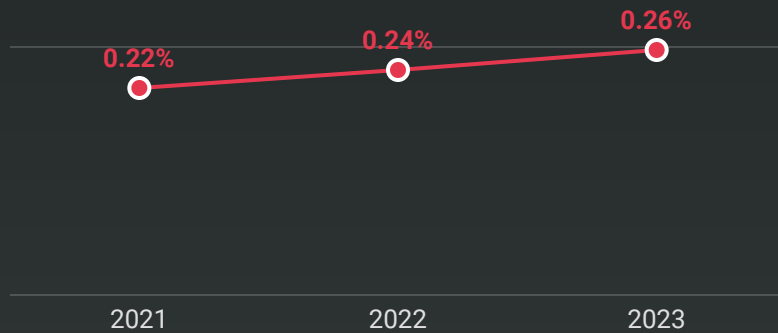
In 2021, county criminal screens in the 3 largest counties by population in California, averaged well under a half day.

- Screening times in San Diego County are nearing the 100 index of 2021.
- But in Los Angeles County, turnaround times are now 52% higher than in 2021.
- Criminal screens in Orange County courts are taking more than twice as long compared to 2021.





Percentage of records found



The National Sex Offender Registry search is popular across all industries. It is considered a must-run search and, in some cases, it's required by law for employers whose employees will be interacting with vulnerable populations; healthcare and education are great examples.

First Advantage processes millions of these searches annually for our clients.





Clients are often focused on pre-hire background screening. The word “background” itself evokes the historical nature of assessing a candidate’s history prior to onboarding.

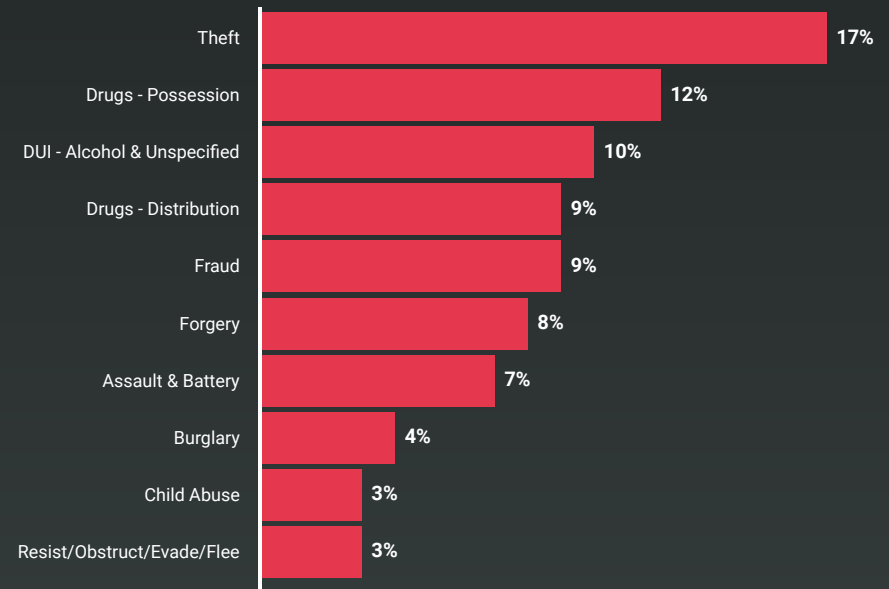
However, just because an individual’s foot is in the door does not mean materially significant events—crimes, driving violations, sanctions, etc.—even if the crime does not result in incarceration—will not occur after they’ve been hired.

This is why it’s important to consider rescreening employees—performing new background checks—on a regular basis after they’ve been hired.



Based on a recent client case study, these were the top 10 felony records found using rescreening.

Percentage of Total Felony Records Found



Rescreening Best Practices



Who to rescreen?

What to rescreen?

How often to rescreen?

About half of rescreening clients are rescreening **all employees**.

Other clients rescreen **select individuals** with access to company funds, lines of code, system access, intellectual property, physical properties, and/or vulnerable populations.

Given the access-driven nature of these roles, such people are often known as **keyholders**.

Tap the boxes to see other categories.



Rescreening Best Practices



Who to rescreen?

What to rescreen?

How often to rescreen?

Searches that can help identify candidate conduct that may have changed since the time of initial hire and/or where required by industry regulators such as the Federal Motor Carrier Safety Association (FMCSA).

Common rescreening searches used by clients:

- Criminal
- National Sex Offender
- Motor Vehicle Records (MVR)
- FMCSA
- Sanctions
- Drug Screening

Other rescreening searches used:

- Credit
- Abuse Registries
- Reputational/Social Media

Tap the boxes to see other categories.



Rescreening Best Practices



Who to rescreen?

What to rescreen?

How often to rescreen?

Clients will typically use a combination of the approaches below:

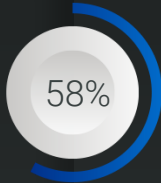
Time-based such as annually rescreening based on an employee start date anniversary and/or a specific company-wide date.

Event-based such as promotions, transfers, acquisitions, security access changes, and/or conversion from temporary to permanent.

Contractual such as when a company starts working on a new contract and/or an employee is placed on a third-party assignment.

Tap the boxes to see other categories.





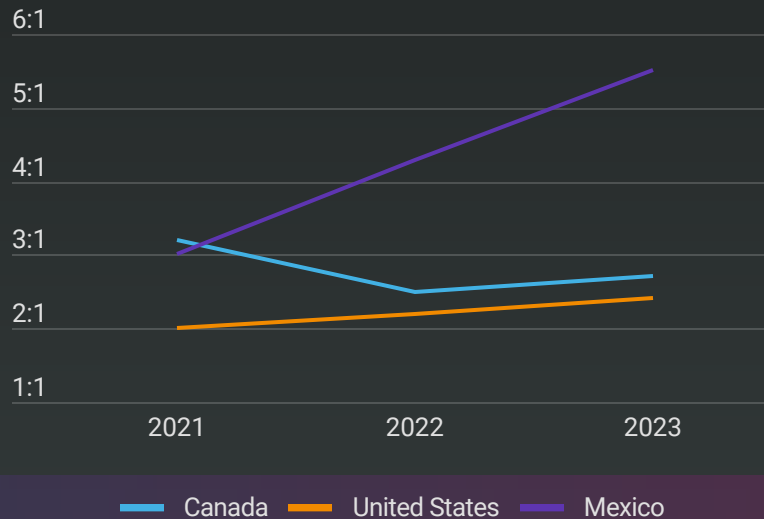
More records than in 2022

When it comes to verification of education and employment history, **Verified!** offers our clients significant cost savings compared to other third-party providers.

It provides the essential information needed to make a hiring decision more than 70% faster than traditional efforts. Likewise, during 2023, the size of our Verified! database increased by 58%.

No other company provides clients with more options to avoid expensive third-party fees than First Advantage.





Diverging Experiences

The **U.S.** ratio has risen in recent years due to increasing employee turnover, namely the “Great Resignation” of 2021. Despite the subsequent “Great Regret” – where 70% of people who resigned tried to get their old job back – it will still take several years for this increase in former employment records to fall out of the typical clients’ seven-year scope. Employers can expect several more years with elevated counts of employment searches.

Neighboring **Canada** has declined while **Mexico** has quickly risen. For explanations, refer to the corresponding regional sections.



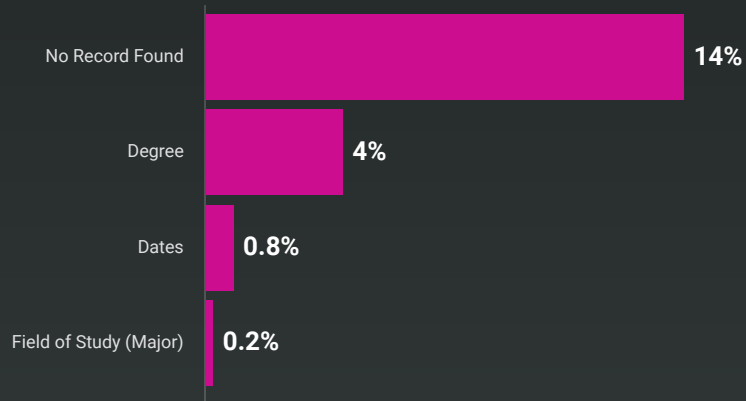


Education

Employment

Motor Vehicle

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Dates and **field of study** were rarely the deciding factor. More impactful was if the school had **no record** of the candidate or if the **degree** provided by the candidate did not match school records.

Tap the boxes to see other categories.



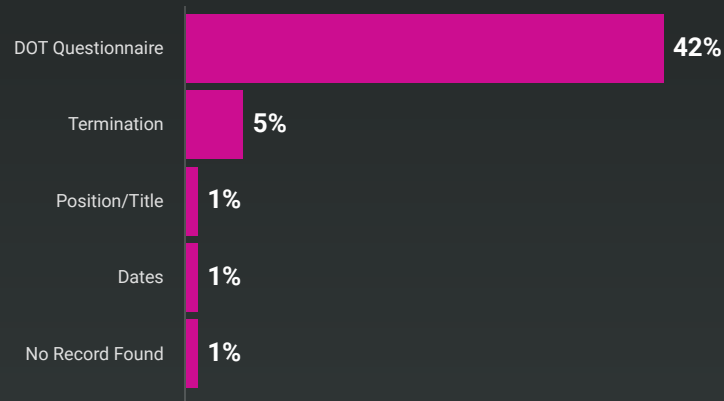


Education

Employment

Motor Vehicle

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Dates and **position/title** were rarely the deciding factor. More impactful was if the source reported the candidate had been **terminated**.

Clients governed by the U.S. Department of Transportation (DOT) regulations closely review responses to the **DOT questionnaire**.

Tap the boxes to see other categories.



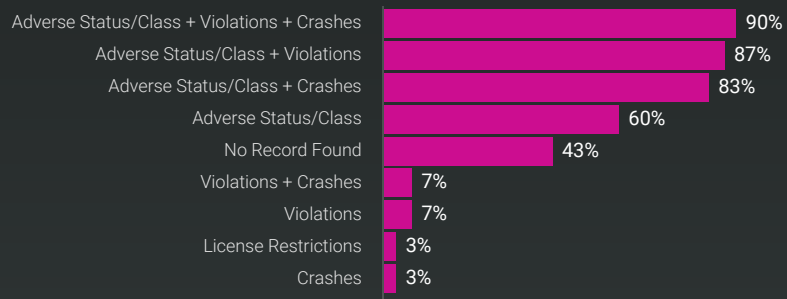


Education

Employment

Motor Vehicle

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Violations such as speeding or failure to stop were less commonly a factor, despite accounting for 73% of discrepant results.

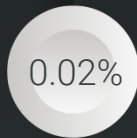
More impactful were results that contained an **adverse status**, such as suspension, or **adverse class**, such as requiring an ignition interlock device (IID) or another licensed driver in the passenger seat.

Tap the boxes to see other categories.





Percentage of Searches with Records Found



of searches yield records

The First Advantage Global Sanction Search screens candidates through a multi-source offering that covers both U.S. and foreign sanctions databases, including Office of Foreign Assets Control (OFAC), U.S. Federal Bureau of Investigation's (FBI) Most Wanted, Terrorist Exclusion List, World Debarred Parties, and more.

Why perform a search when such a low percentage of records are found?

- First, this search yields thousands of records for clients, based on the millions of Global Sanctions searches we process each year.
- Second, the types of records found in these databases are, in some cases, very serious in nature.

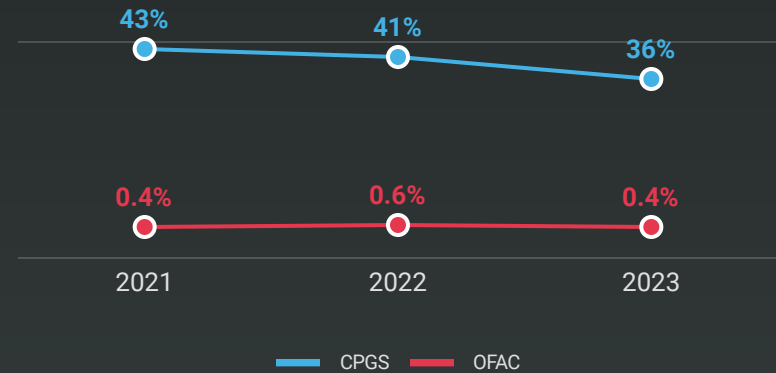




Trucking & Transportation

The First Advantage Global Sanction Search (CPGS) screens candidates through a multi-source offering that covers both U.S. and foreign sanctions databases, including Office of Foreign Assets Control (OFAC), U.S. Federal Bureau of Investigation's (FBI) Most Wanted, Terrorist Exclusion List, World Debarred Parties, and more. Because the CPGS includes OFAC searches, it presents a better value for many clients.

The graphs show trends in the percentage of candidates screened using these database searches for each industry.



Tap the industry icons to see those trends.

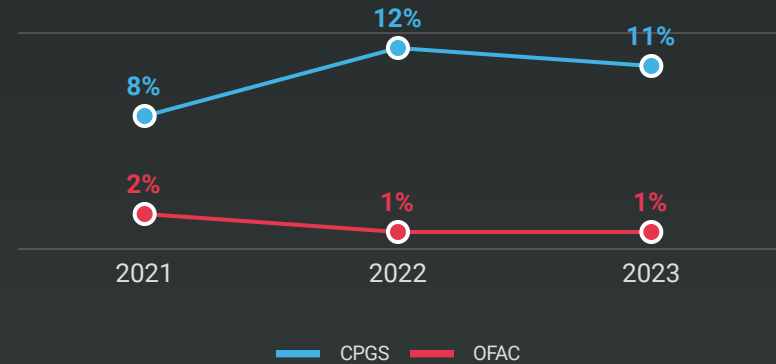




Healthcare

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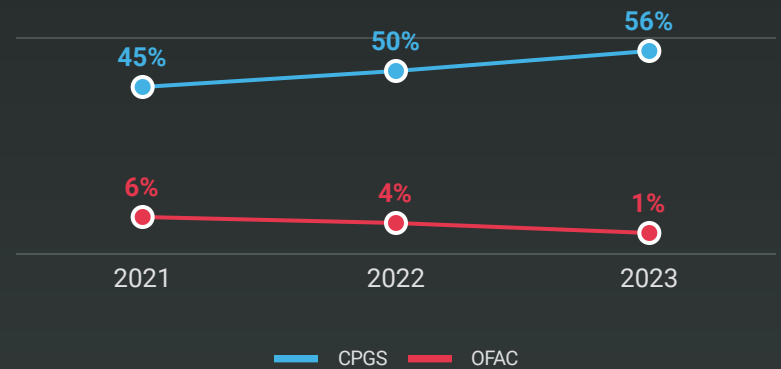




Retail

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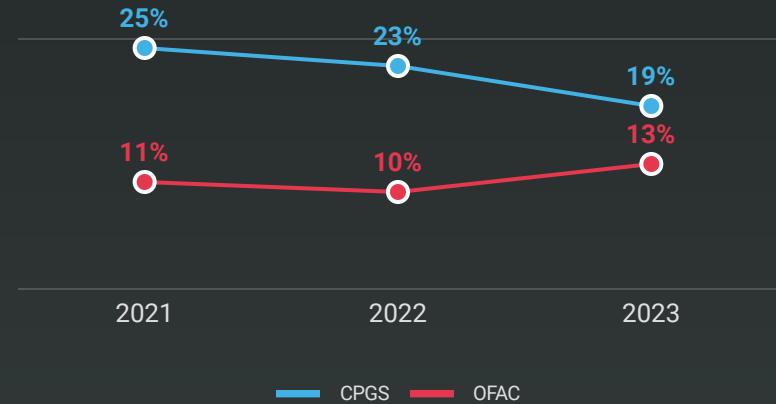




Financial Services

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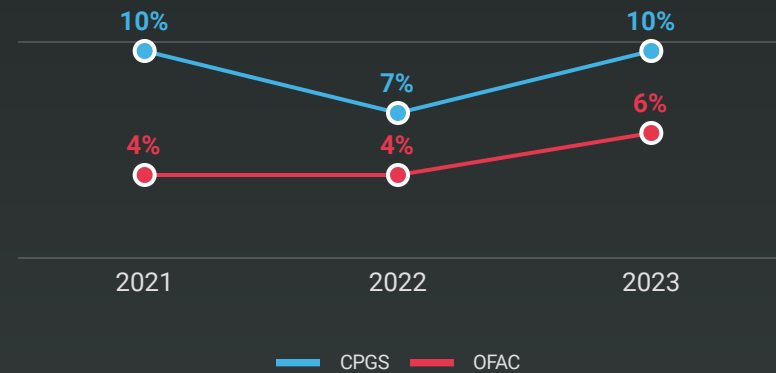




Business Services

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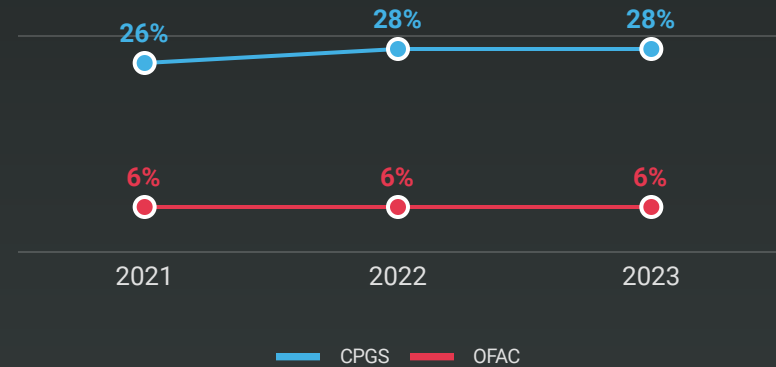




Staffing, Business Process Outsourcing & Call Centers

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Trends in MRO Positive Rates

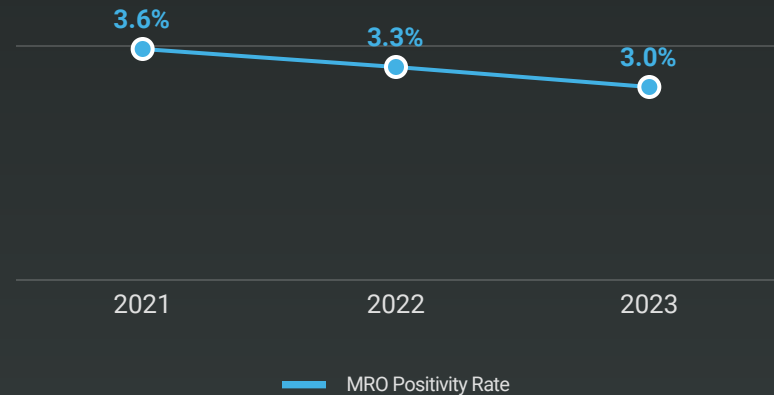


U.S. MRO Positivity Rate

Employers in the U.S. use pre-employment drug screening to comply with their internal workplace safety policies, U.S. Department of Transportation (DOT) regulations, and client requirements. All positive results are reviewed by a First Advantage Medical Review Officer (MRO) for reportability before results are released to clients.

The recent decrease in positivity rates in the U.S. may be linked to evolving marijuana laws and employer policies. For example, some employers are not screening candidates for marijuana in certain jurisdictions where it is recreationally and/or medically permissible.

Because marijuana-positive results are much higher than any other illegal drugs, any reduction in marijuana screening has an outsized impact on overall positivity rates.



Tap the industry icons to see those trends.



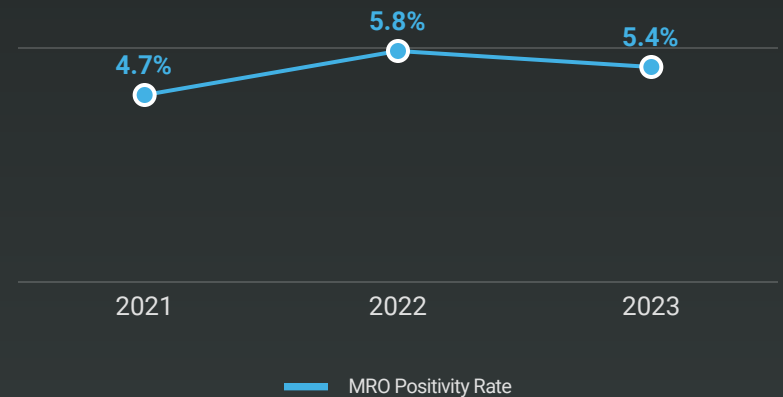


Restaurants & Hospitality

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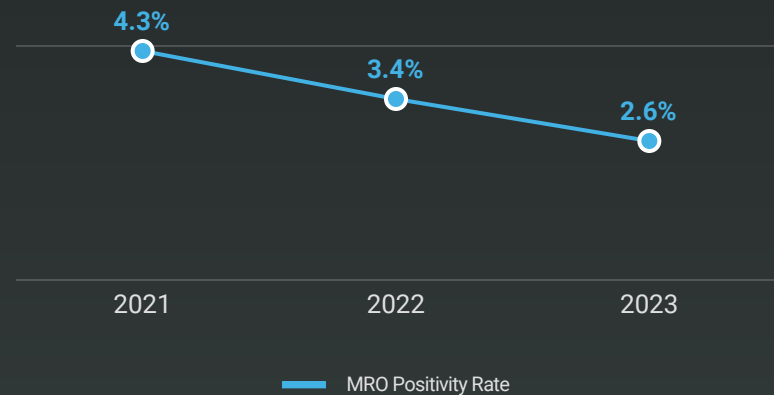


Retail

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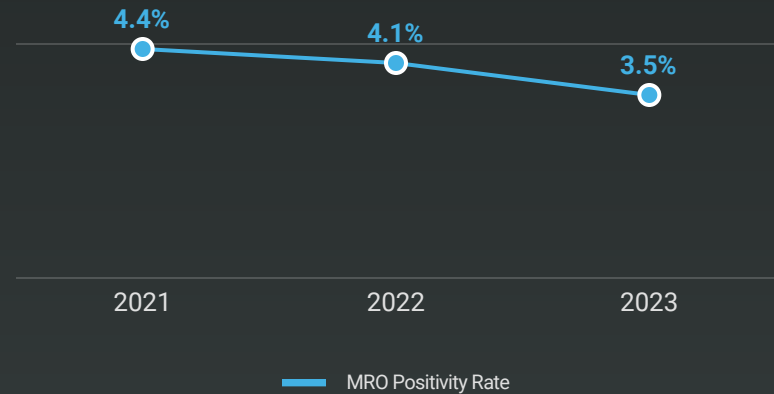


Business Services

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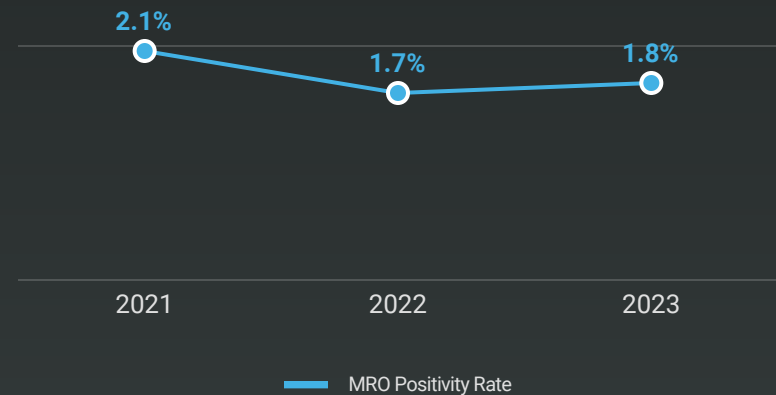


Healthcare

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Trends in MRO Positive Rates

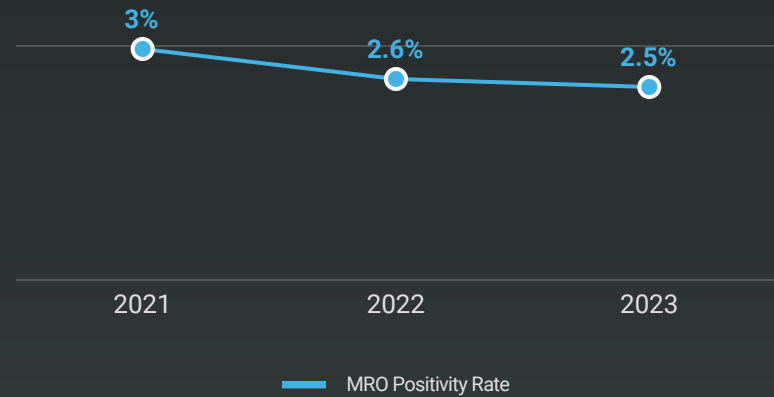


Manufacturing

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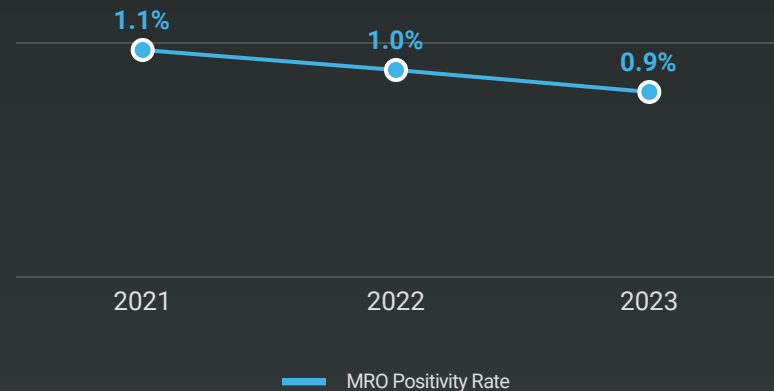


Financial Services

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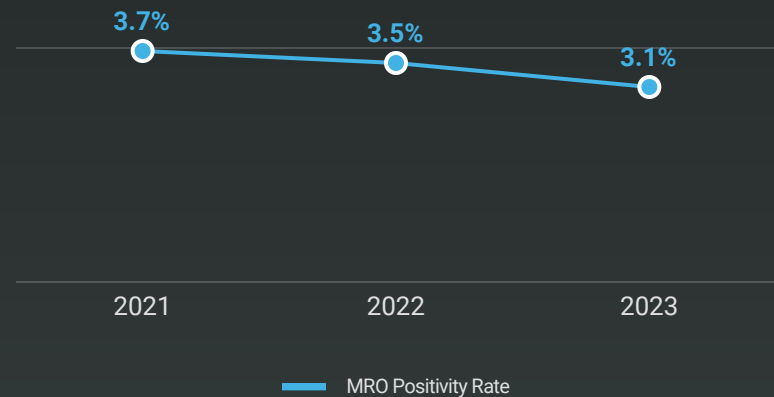


Staffing, Business Process Outsourcing & Call Centers

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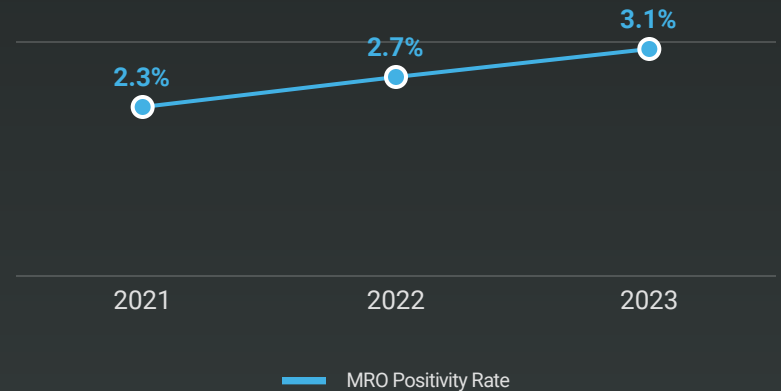


Technology, Aerospace & Defense

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Tap the industry icons to see those trends.



MRO Positivity Rates in Trucking & Transportation

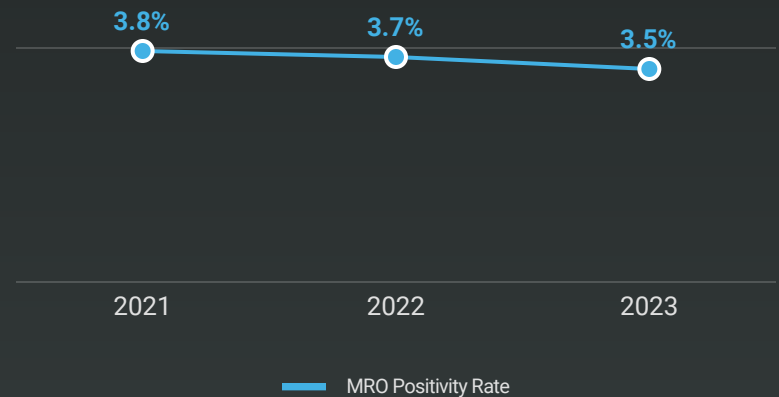


Many positions, such as drivers, pilots, train conductors, and others in the trucking and transportation industries are heavily regulated by the U.S. Department of Transportation (DOT).

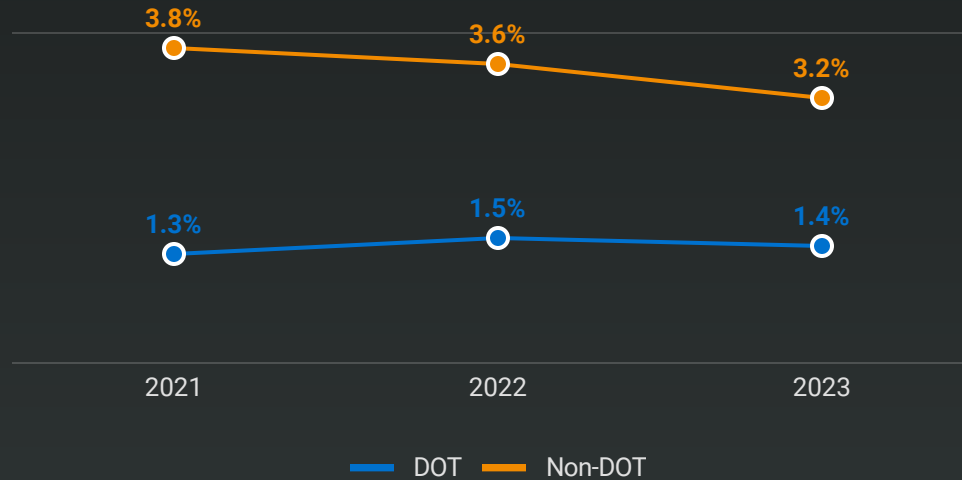
The declining trend in MRO positive screening results bodes well for public safety.

As drug screening requirements change it is important to keep up. According to Josephine Kenney, our Chief Compliance Officer:

“At a minimum, an employer’s drug and alcohol policy should be reviewed annually toward the end of the year or when circumstances change. Otherwise, the policy may not reflect changes in state law, DOT requirements (if applicable), and new testing methodologies. This cadence prepares employers to comply with new or revised laws.”



DOT vs Non-DOT Positivity Rates



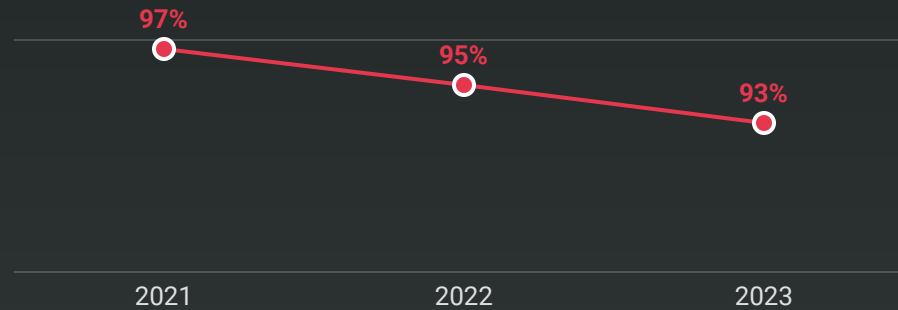
The DOT mandates pre-employment drug screening for certain positions. In addition, there are annual minimums for random drug screens. The Federal Motor Carrier Safety Administration (FMCSA) has a 50% minimum, while the Federal Aviation Administration (FAA) has a 25% minimum.

DOT-governed drug screen panels must include marijuana regardless of local or state laws. That is one of the reasons why DOT MRO positivity rates have remained relatively stable.





Overall U.S. Marijuana Screening



The inclusion of marijuana in drug screening panels has declined slightly since 2021; however, the story is not the same across all industries. Regulated industries and safety-sensitive positions look very different than retail for example.

We'll look at those trends next.

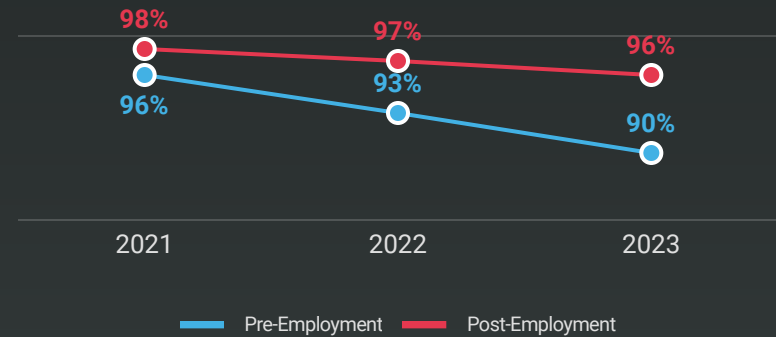


Marijuana Drug Screening Pre- and Post-Employment Trends



U.S.-All industries

While marijuana testing has declined overall in both pre-employment and post-employment testing, the decline is bigger in pre-employment testing. Possible factors contributing to this trend could include evolving societal norms around marijuana use and changes in legal frameworks. The smaller dip in post-employment testing can be attributed to DOT reasonable suspicion and post-accident requirements which still include marijuana testing.



Tap the industry icons to see those trends.



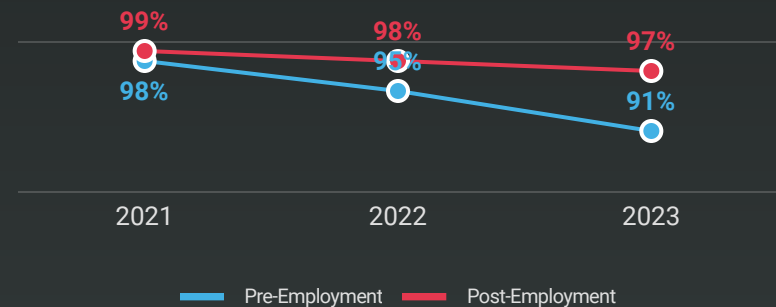
Marijuana Drug Screening Pre- and Post-Employment Trends



Trucking & Transportation

Since the Trucking and Transportation industries are regulated by the DOT, employers in these industries must screen for marijuana in both pre-employment tests and post-accident tests. The decline seen in pre-employment is related to non-regulated or non-safety-related positions.

These industries use marijuana screens at the highest rate compared to other industries.



Tap the industry icons to see those trends.



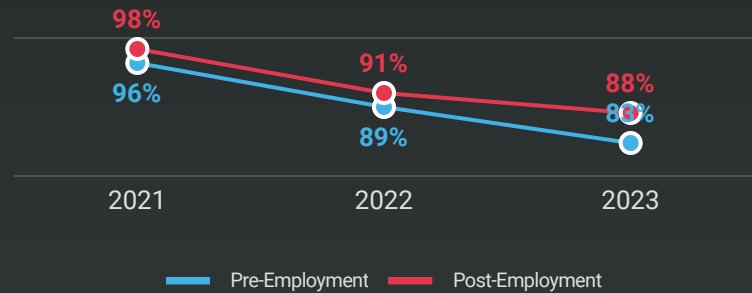
Marijuana Drug Screening Pre- and Post-Employment Trends



Healthcare

Healthcare employers are typically regulated by one or more government agencies. Due to the direct access their employees often have to vulnerable patient populations, drugs, and sensitive health information, these employers are usually more risk-averse than others.

While we see a sharper decline in the use of marijuana screens compared to trucking and transportation, the decrease is driven by non-regulated or non-safety-related positions.



Tap the industry icons to see those trends.



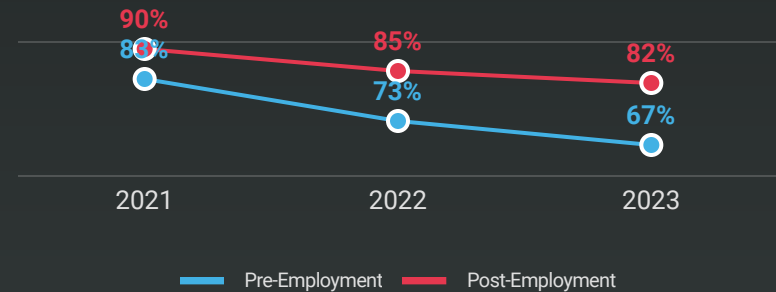
Marijuana Drug Screening Pre- and Post-Employment Trends



Retail

In Retail, the decline in marijuana screening is more pronounced, especially in pre-employment.

The long-term impact of this trend on the Retail industry remains to be seen. While it may increase the available labor pool, it could lead to unforeseen risks in workplace and customer safety.



Tap the industry icons to see those trends.



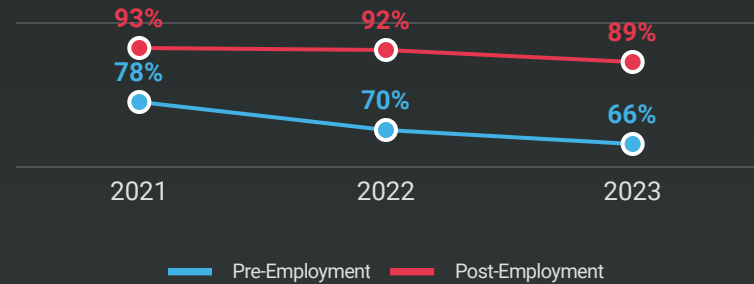
Marijuana Drug Screening Pre- and Post-Employment Trends



Financial Services

Similar to Retail, the Financial Services industry is reducing its rate of pre-employment marijuana drug screens.

Post-employment screening rates differ notably because they are used less frequently, predominantly after accidents or when there is reasonable cause such as an employee appearing under the influence of marijuana at work.



Tap the industry icons to see those trends.



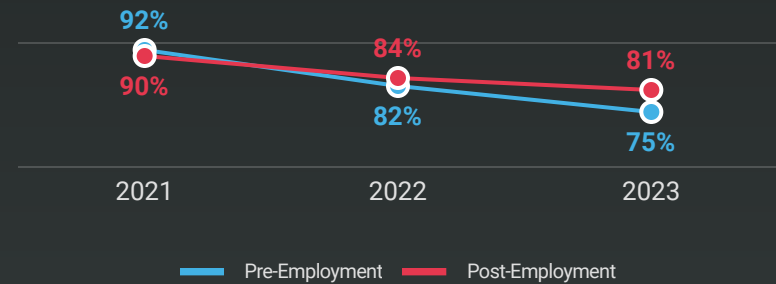
Marijuana Drug Screening Pre- and Post-Employment Trends



Business Services

Similar to Retail clients, Business Services clients are screening a smaller proportion of candidates for marijuana. Apart from potential concerns about state-level legal restrictions, **not screening** for marijuana may help increase the pool of eligible candidates—an important factor for employers in this industry during the tight labor market of 2023.

The post-employment rate for post-accident and reasonable suspicion has also declined, but not nearly as much as pre-employment screening.



Tap the industry icons to see those trends.



Marijuana Drug Screening Pre- and Post-Employment Trends

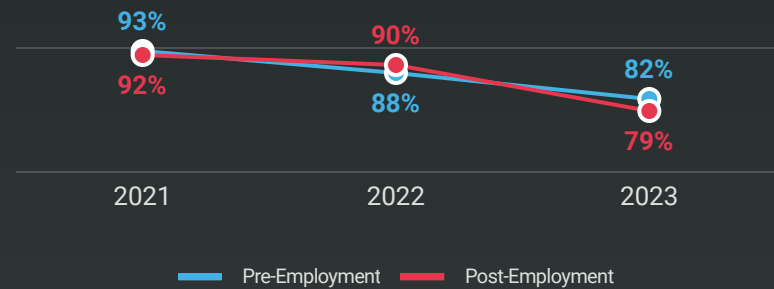


Staffing, Business Process Outsourcing & Call Centers

Staffing, BPO, and Call Center clients are currently performing a smaller proportion of post-employment screens for marijuana compared to pre-employment screens.

The slight difference may be due in part to a couple of reasons. Given the higher churn rates in these industries, employers may be strictly focused on pre-employment testing to optimize costs, limiting post-employment testing to only safety-sensitive or regulated positions.

Also, as more employees continue to work from home, it may be harder to justify reasonable cause tests.

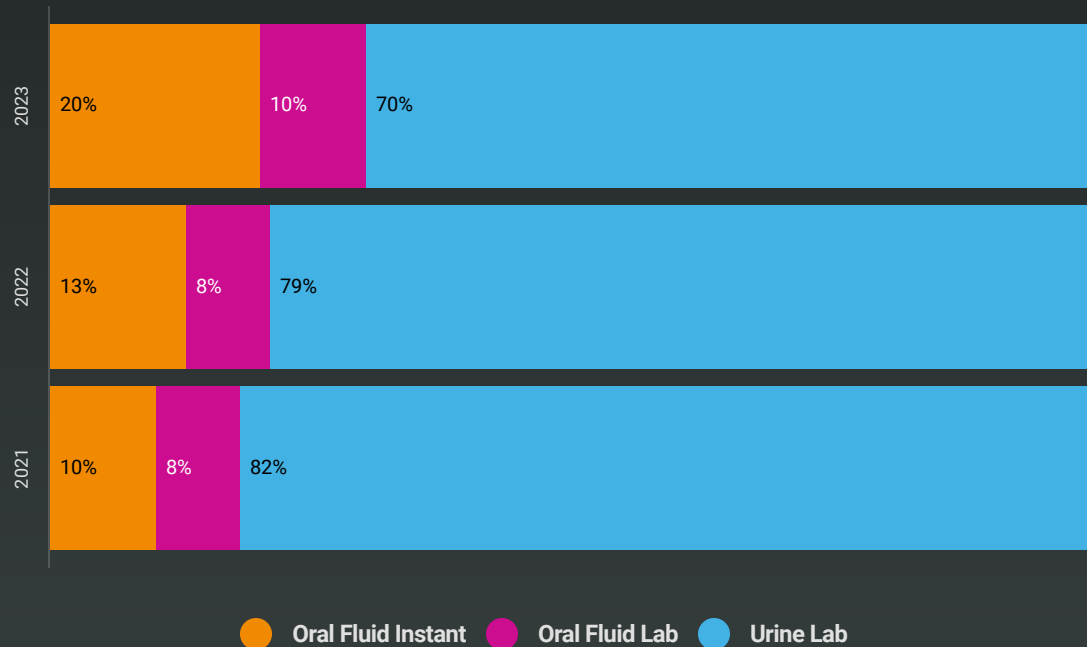


Tap the industry icons to see those trends.





Drug Screening is Changing...



Customers are quickly adopting oral fluid drug screens. Over the last two years, the use of oral fluid-based screens grew by 74%, and it now makes up 30% of drug screening. Instant oral fluid screens comprise two-thirds of that volume.

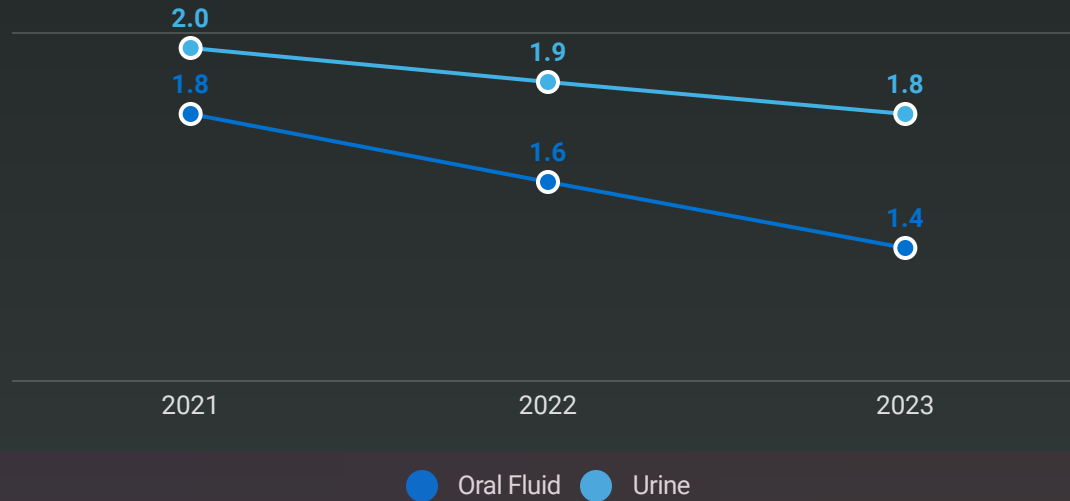
Note: Hair and blood drug screens are excluded from this analysis as they represent less than 1% of drug screens.



Oral Fluid Drug Screens are Trending



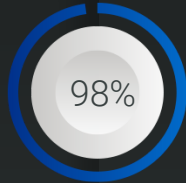
...and getting faster!



Turnaround time for a negative instant oral fluid drug screen is 20 minutes or less. For most candidates, that means results are known on the spot while they're filling out paperwork.

For non-negative results that require confirmation testing or for lab-based oral fluid screens, the turnaround time is nearly a half-day faster than urine-based lab screens.





Year-over-year growth

Demand for First Advantage medical services doubled from 2022 to 2023. Customers tell us they like having all their background screening services with a single provider. They also like having the ability to review their criminal background screening and medical services results in one global platform:

[**Enterprise Advantage.**](#)

Next, you will see the most popular Medical Services for more insights.

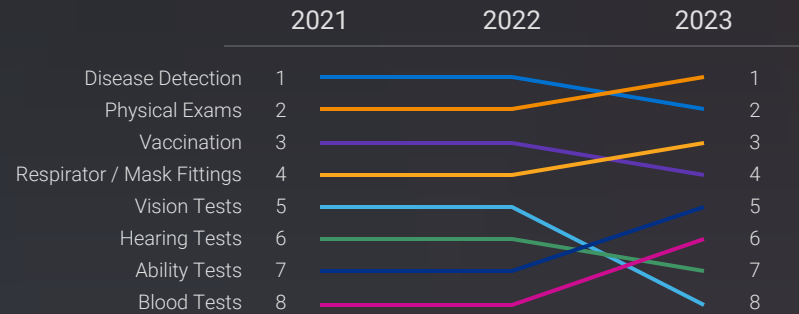




U.S.-All Industries

In 2023, the most popular services performed were physical examinations for both DOT and non-DOT purposes. While virus detection fell to number two, services like tuberculosis testing doubled in volume.

Demand for flu shots has decreased since the COVID-19 pandemic, a trend that continued in 2023. This decline may be due to vaccine fatigue or employees having to initiate their own vaccines through insurance, as opposed to being offered in office by employers.



Tap the industry icons to see those trends.

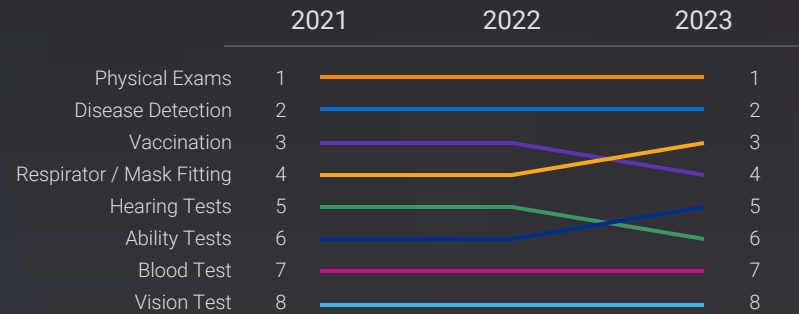




Trucking & Transportation

Due to the regulatory nature of the trucking and transportation industry, DOT physicals continue to be the leading medical service.

In 2023, we saw an increase in Occupational Safety Health Administration ([OSHA](#)) respirator evaluations which are required when dealing with hazardous airborne contaminants.



Tap the industry icons to see those trends.

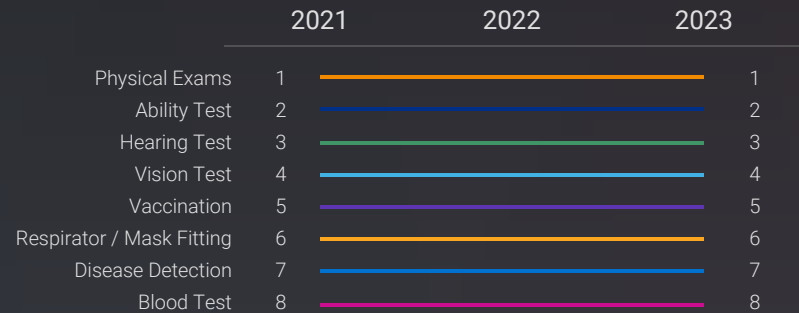




Retail

Physical examinations continue to be the most in-demand medical service requested by the Retail industry. That's because many Retailers have their own transportation services and safety-sensitive positions.

Ability testing, audio, and visual testing are also popular, possibly due to the safety demands associated with working with large equipment in warehouse environments.



Tap the industry icons to see those trends.

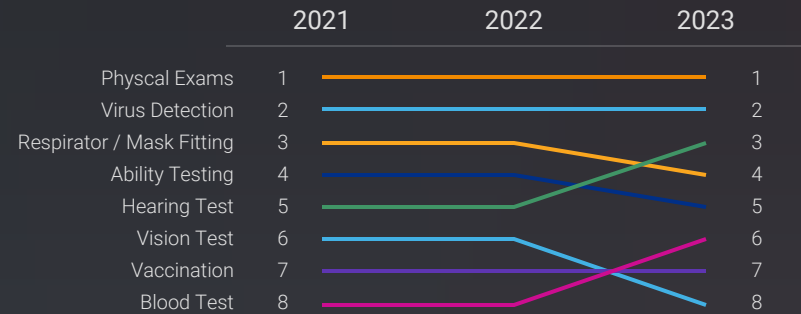




Business Services

Physical examinations continue to be the most requested medical service within the Business Services industry.

In 2023, the QuantiFERON Gold TB blood test rose to the second most performed medical service and detection test.



Tap the industry icons to see those trends.

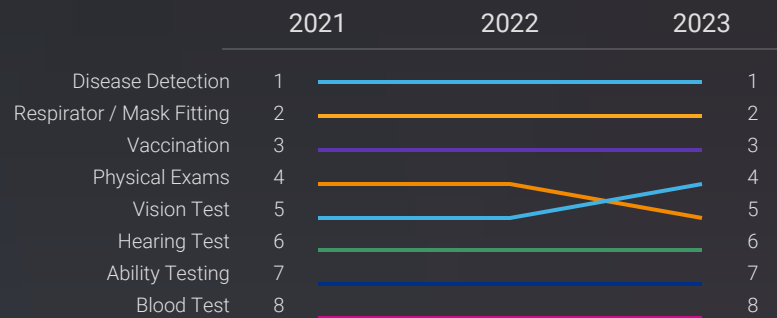




Healthcare

As expected, our Healthcare clients continue to lead in testing for specific viruses and transmissible diseases that can impact the work of their employees. In fact, requests for Hepatitis B testing doubled since 2022.

In 2023, respirator fit testing grew by 50% as employers want to have formal fittings for the safety of their employees that meet the OSHA and Centers for Disease Control (CDC) standards.



Tap the industry icons to see those trends.

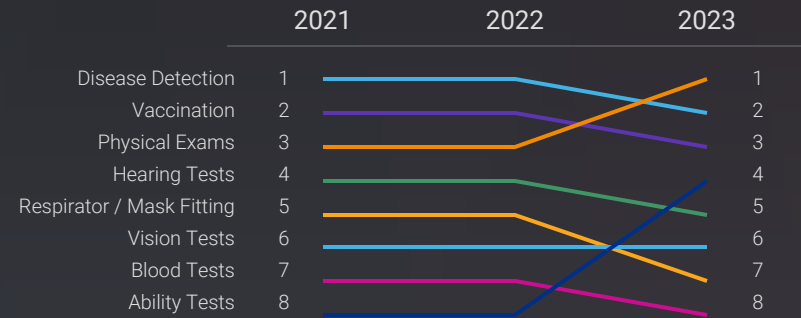




Manufacturing

Demand for medical services within Manufacturing doubled in 2023, largely due to the growth in DOT physical examinations.

Unlike other industries, we are also seeing a steady demand for flu shots in this vertical, most likely for employee protection.



Tap the industry icons to see those trends.

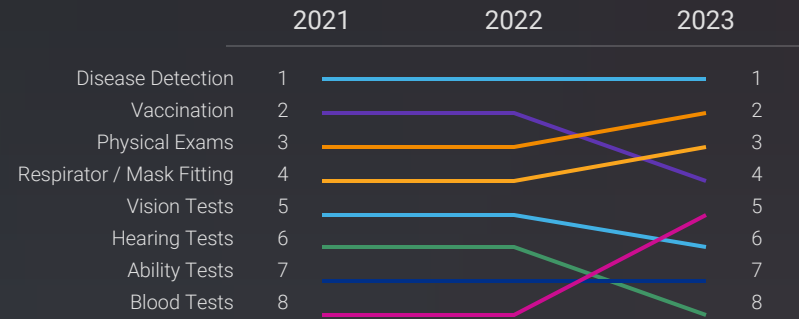




Staffing, Business Process Outsourcing & Call Centers

Within the Staffing, BPO, and Call Center industry, non-DOT physical examinations increased 2.5 times from 2022 and are the number one individual medical service performed.

However, disease detection, like Titer-Varicella Chicken Pox and QuantiFERON Gold TB Test, still dominated as the top combined service type.



Tap the industry icons to see those trends.



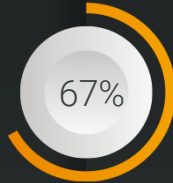


First Advantage
2024 Global Trends Report
Perspective from Canada



Tap play to watch a welcome video for Canada or tap the arrow to go to the next page.





of customers in Canada, think **managing costs** is the most important factor for their background screens

Did you know?

Criminal searches, employment, and education verifications are the top three most requested searches in Canada.

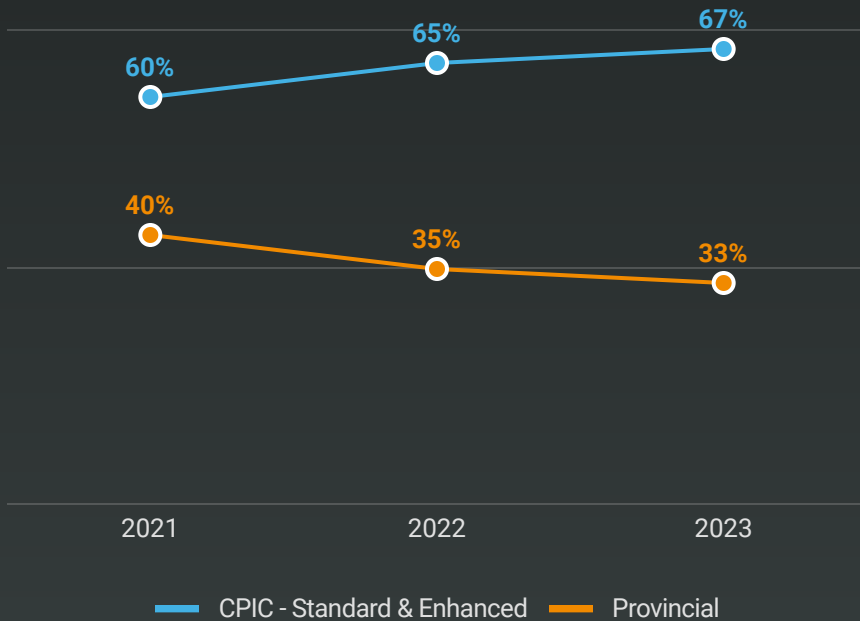
Rising inflation in 2023 focused Canadian employers on cost containment measures across their businesses to help minimize consumer price increases.

Also, half of First Advantage customers in Canada report a rise in candidates who have lived or worked in more than one country, necessitating verifications in multiple countries. This is unique to Canadian background screens. One reason for this is that 23% of its population is landed immigrants or permanent residents, the highest of the G7 countries, with many having histories in other countries.





Proportion of Criminal Screens



Canada, like fellow commonwealth nations Australia and the U.K., has several criminal record search options, depending on the client’s risk mitigation goals and the candidate’s future role.

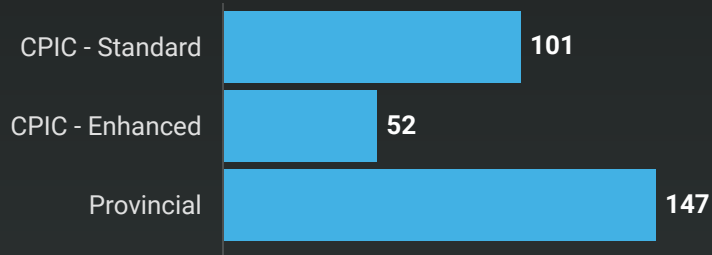
The Royal Canadian Mounted Police (RCMP) Canadian Police Information Centre (CPIC)-based national searches are increasing in popularity, comprising 67% of Canadian criminal searches.

This increase is attributable to First Advantage innovations in Electronic ID (eID) and RightID, which have made it easier for candidates and clients to complete the form and identification requirements.





2023 Indexed Turnaround Time



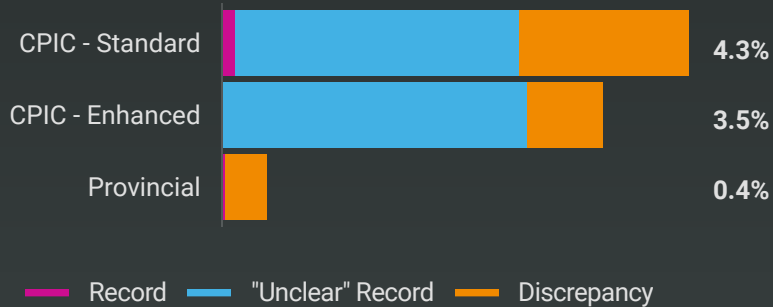
Canada is one of just a few countries where running two searches is a best practice.

CPIC is an identity-verified nationwide search that covers indictable and hybrid offenses.

CPIC Enhanced includes additional records such as charges and warrants. However, in accordance with Canadian regulations, the RCMP will only return "clear" and "unclear" results. Final certified results require fingerprinting through [CCRTIS](#). As evidenced in the record rate, this stage in the process is not universally completed by clients/candidates.


Provincial adds summary offenses to any available indictable or hybrid offenses (CPIC is the authoritative source). It directly returns convictions without a fingerprinting requirement.

2021-2023 Criminal Search Result Rates





Government ID

SIN Validation 

Passport (MRZ)

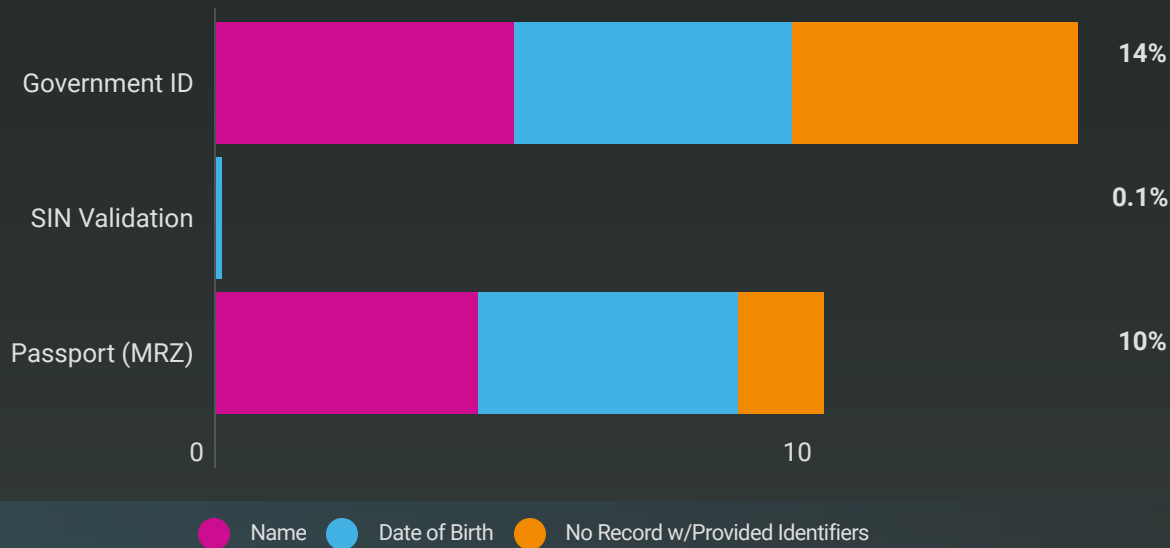
Canadian Context

Canada's prevalent ID search, **Government ID**, does not rely on documentation; instead, it relies on identifying data points such as name, address, and Social Insurance Number (SIN). This search can be processed without the SIN if the candidate declines to provide one; however, having it benefits the process. The results can identify discrepancies in names and addresses.

For clients that specifically require **SIN Validation**, the correspondingly named search provides that service.

Canada, like the U.K., is among a handful of countries without a national ID document. The **Passport (MRZ)** search is a good substitute for clients who want to process a search based on documentation.



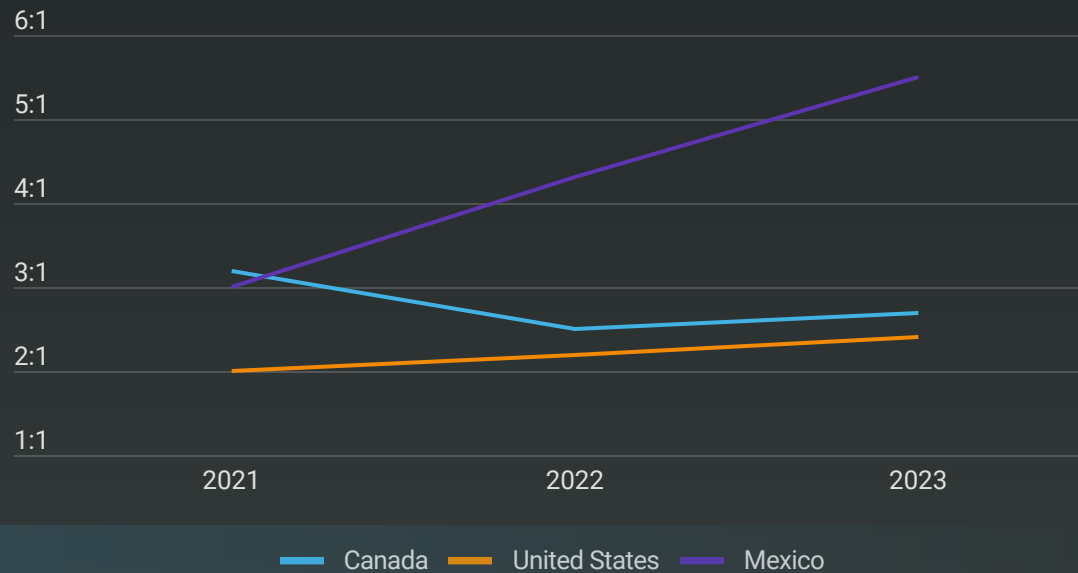


Types of Results

Name and date of birth: These occur when a value returned from the verifying source does not match what the candidate provided during the data entry process. Clients use these results to ensure data integrity throughout the background screening and onboarding process.

No record with provided identifiers: Since Canadian searches leverage identifiers to verify (with or without the SIN), it is not always possible to match the candidate to a source record. Clients typically try to resolve these results by discussing them with their candidates.





Diverging Experiences

Canada's former to present employment ratio has seen a steep drop, proving that Canada's "Great Resignation" may have indeed been a myth. Canadian job seekers have been concerned they might not find another job, which meant they were no more likely to leave their jobs in February 2022 than they were in February 2020. With job seekers reporting difficulty finding a new job in 2023, employers may have more candidate options to choose from.

The neighboring **U.S.** has seen a gradual increase in its former to present employment ratio, while **Mexico** has quickly risen. For explanations, refer to the corresponding regional sections.

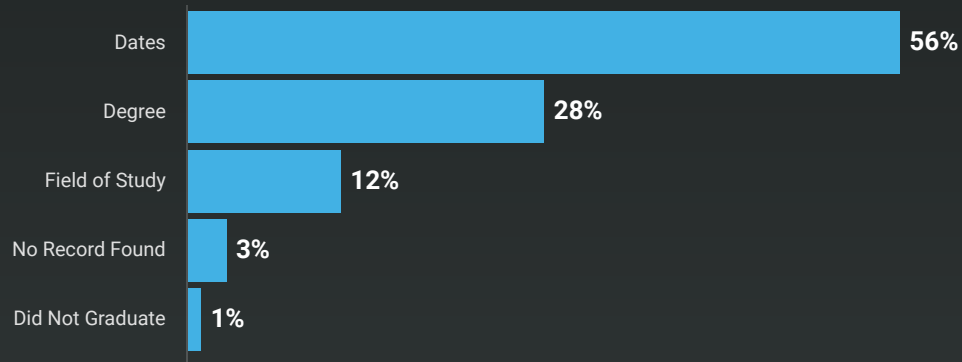




Education

Employment

Top Discrepancies-% of Total



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

In Canada, clients rarely made adverse decisions based on verification results in 2023. This chart focuses on the discrepancies Canadian clients most commonly chose to accept after making an individualized assessment.

Tap the boxes to see other categories.

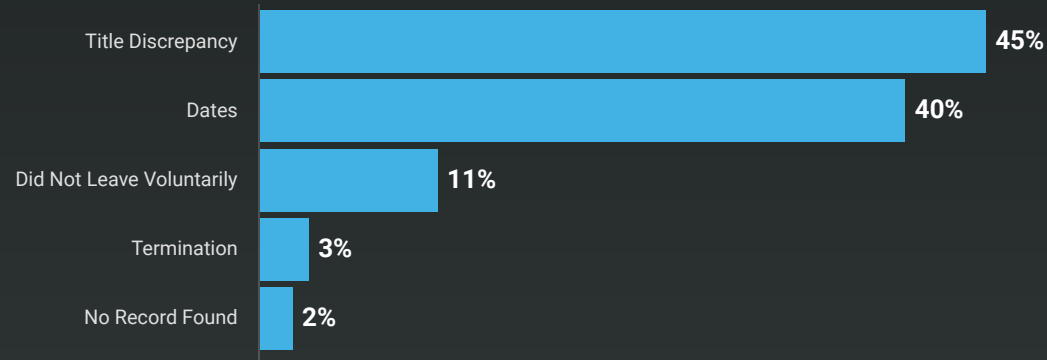




Education

Employment

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First Advantage

2024 Global Trends Report

Perspective from LATAM



Tap play to watch a welcome video for Latin America and the Caribbean regions or tap the arrow to go to the next page.





48%

of customers in Latin America and the Caribbean think **speed** is the most important factor for their background screens

Did you know?

Global sanctions searches, government ID, and education verifications are the most requested screens in the Latin America and Caribbean region.

Survey respondents selected speed as the most critical factor in their background screens, in part, because some countries in the region are seeing an influx of foreign companies that are nearshoring their services. New regional employers expect businesses to be up and running quickly to realize the value of relocating their operations.





National Criminal is Common

Mexico	National Criminal
Colombia	National Criminal
Jamaica	National Criminal
Brazil	National Criminal
Costa Rica	Criminal Certificate Validation
Argentina	Local Criminal
Chile	Criminal Certificate Validation
Dominican Rep.	National Criminal
Peru	National Criminal
Panama	National Criminal

In Latin America and the Caribbean, criminal screening selection varies based on availability and best practices. National criminal covers a nation's records through a single source. Local criminal corresponds to candidate addresses/court jurisdictions. Criminal Certificate Validation (CCV) is run with a candidate-sourced certificate.

Mexico has seen shifts in search availability and options in recent years. The most common option in 2023 was national criminal.

Jamaica continues its rise to prominence, driven by its Staffing and Call Center industries.

Chile and **Costa Rica** are unique in that national criminal is highly preferred, but clients often elect to perform the CCV due to the improved turnaround time and/or candidate experience. More on this later.



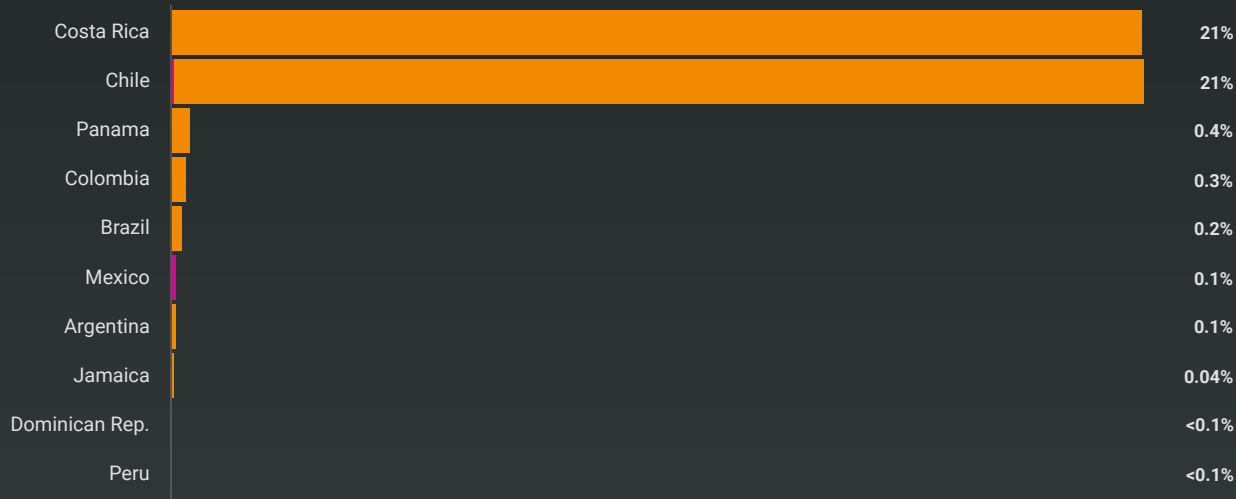
2021-2023 Criminal Search Result Rates



Types of Results

Records: Countries like Mexico and Chile led with the highest percentage of criminal records returned.

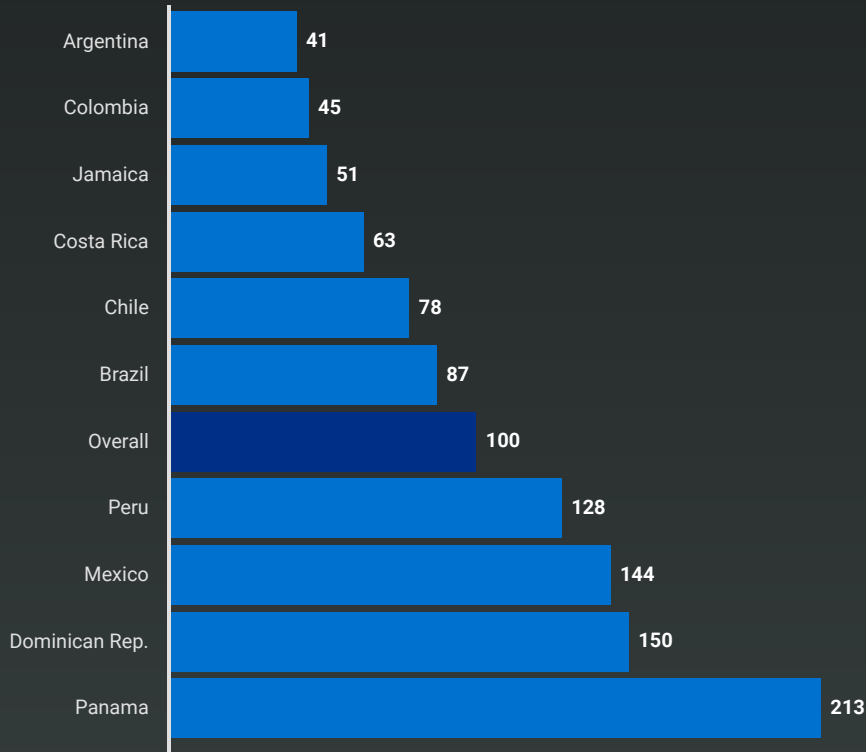
Discrepancies: In addition to criminal records, searches within some countries will also return confirmation that a candidate provided discrepant information (e.g., a mismatched name, incorrect date of birth, or expired criminal certificate).



● Record ● Discrepancy



2023 Indexed Turnaround Time



Within Latin America and the Caribbean, **Argentina** local criminal searches took first place in speed, while **Colombia** and **Jamaica** national criminal followed closely behind.

Turnaround time in **Mexico**, one of the highest volume countries for criminal searches, was slow relative to its LATAM counterparts. However, compared to the major markets in the EMEA or APAC regions, it would rank among the fastest.

Chile and **Costa Rica** turnaround times benefited by running Criminal Certificate Validation (CCV) searches. Continue reading for a detailed comparison.

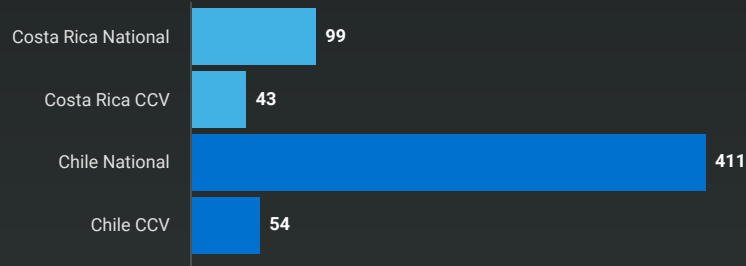
The average turnaround times for criminal searches for the 10 Latin America and the Caribbean countries shown the chart were indexed as a baseline of 100 (see chart)

- The index of 51 for Jamaica indicates that the turnaround time was 49% less than the average criminal search turnaround time of the 10 countries shown.
- The Index of 125 for Dominican Republic indicates that the turnaround time was 50% more than the average criminal search turnaround time of the 10 countries shown.





Indexed Turnaround Time



Clients often consider the following factors when deciding whether to run national criminal or CCV for Costa Rica and Chile.

CCV has had faster turnaround times. For Chile, in particular, candidates find the CCV search easier, because the **Antecedentes Penales** certificate can be requested online from the Chilean government.

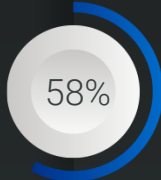
Criminal Record Rate



 Record  Discrepancy

National criminal is more independent of the candidate as First Advantage works directly with the criminal record source to receive results. This lessens the chance of discrepant information such as a name mismatch.





Of survey respondents in Latin America and the Caribbean search for candidate's criminal history beyond the country of hire



● Addresses in any country where the applicant has history, and screening is available

● Addresses only in the country of hire/business location

As the nearshoring trend grows in the region and candidates are either increasingly moving to, or working remotely from other countries, employers want a complete picture of their candidates.

For this reason, using all available addresses to search for criminal history is a best practice in the background screening industry.





Juxtaposed Jamaica

Brazil	Government ID
Mexico	Government ID
Jamaica	Taxpayer Registration Number
Colombia	Government ID
Costa Rica	Government ID
Chile	Government ID
Argentina	Government ID
Guatemala	Government ID
Ecuador	Government ID
Peru	Government ID

Country-specific regulations drive the [government ID search](#) selection. In general, clients perform them to validate candidates' provided identifiers, such as name and date of birth, against a government-issued identity document.

The standard **Government ID** search is the most common across countries and typically accepts **national IDs, driver's license,** and/or **passports**. This list may expand or contract depending on country-specific availability or restrictions.

Jamaica differed from the rest of Latin America and the Caribbean in running the **Taxpayer Registration Number (TRN)** validation search. The search, processed through the Jamaican Tax Authority, is preferred by clients operating within Jamaica so they can validate candidate-provided information against tax records.

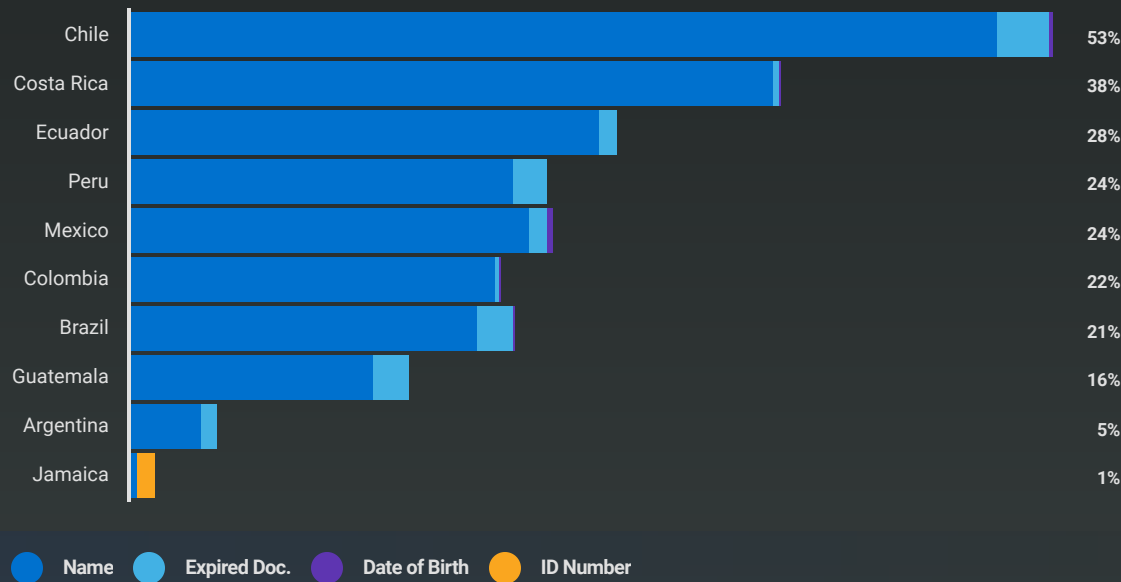




Types of Results

Name, date of birth, and ID number: These occur when a field on a government-issued ID does not match what the candidate provided. Clients use these results to ensure data integrity throughout the background screening and onboarding process.

Expired document: The candidate has the opportunity to provide a valid document, but they may not be able to (for example, they have not yet renewed their passport).



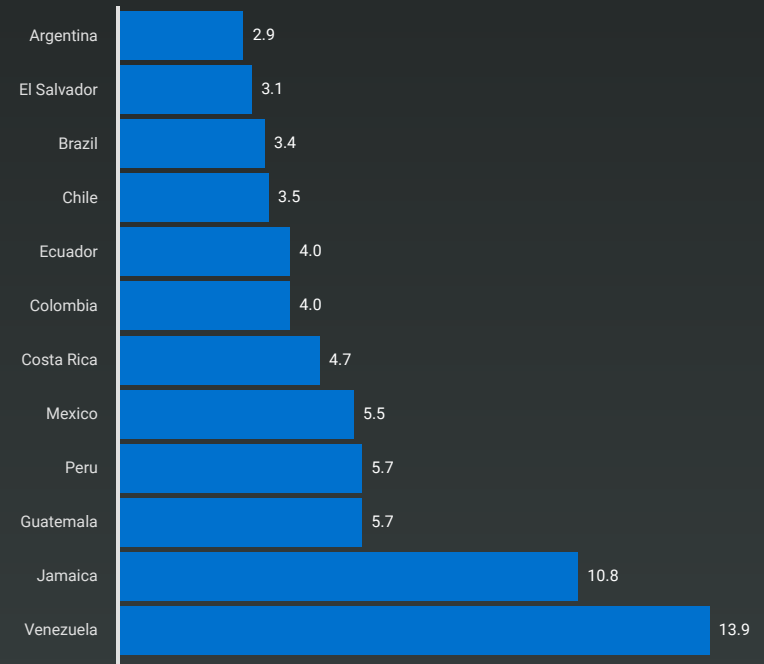


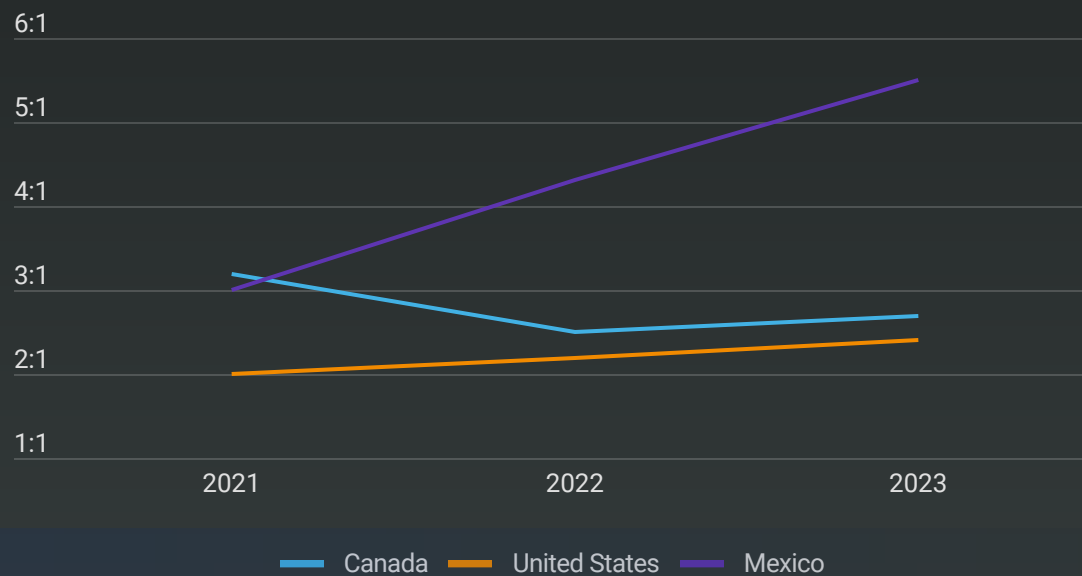
Tale of Two Economies

The LATAM region had the highest former to present employment ratio of any region at 4:1, which aligns with [International Institute for Management Development \(IMD\) research](#) that reflects a region with high employee turnover.

Argentina's recent economic issues and election dominated global headlines in 2023; however, despite these headwinds, its employment ratio and expected turnover have remained among the lowest in LATAM. This indicates that Argentinians are more likely to ride out economic waves with their current employers.

Venezuela was once one of the strongest economies in LATAM, but it has been in collapse for more than a decade. A [quarter of the population](#) has taken their talents elsewhere, most often to Colombia. This means that employers are now more likely to be screening former employment history for roles outside of Venezuela itself.





Diverging Experiences

Mexico's ratio of former to present employment has seen a rapid increase. A typical Mexican candidate in 2023 has had nearly one new employer in each of the past seven years. This aligns with [Mexican Human Resources Association research](#) showing 16.8% employee turnover across industries over the past 10 years, with 25% of its professional workforce freelancing. Mexican employers have to work hard to both attract and retain talent.

The nearby **U.S.** has seen a more gradual increase while **Canada** has been on the decline. For explanations, refer to the corresponding regional sections.



Verifications

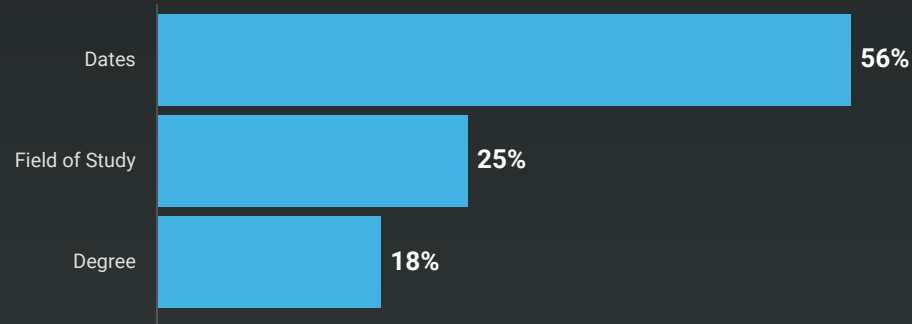
High-Impact Discrepancies



Education

Employment

Top Discrepancies—% of Total



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

In Latin America and the Caribbean, clients rarely made adverse decisions based on verification results in 2023. This chart focuses on the discrepancies clients most commonly chose to accept after making an individualized assessment.

Tap the boxes to see other categories.



Verifications

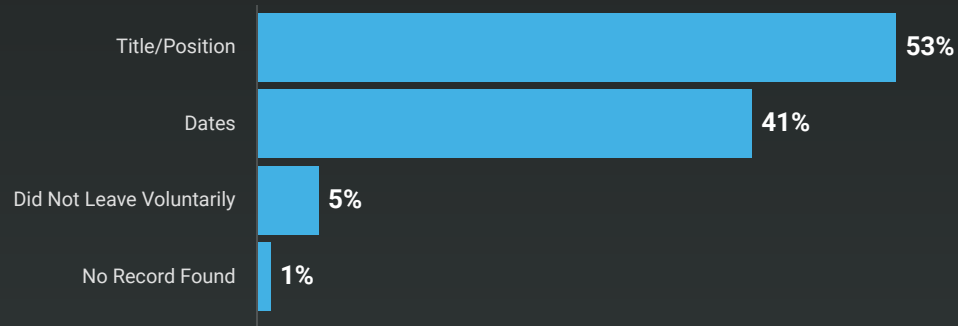
High-Impact Discrepancies



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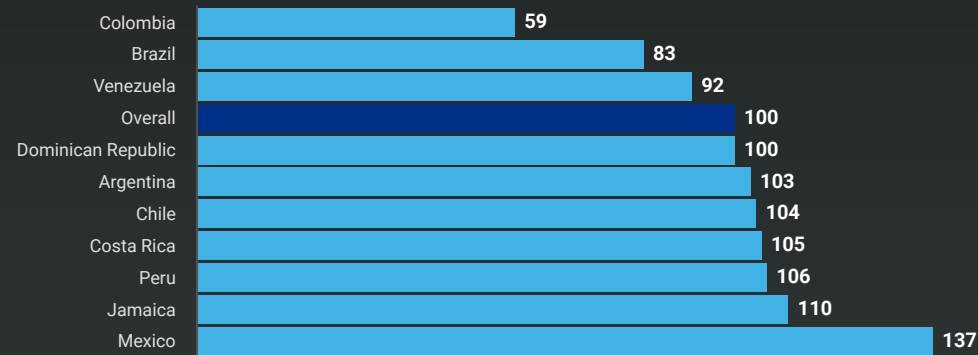


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Most countries were within 20% of the overall turnaround time average. This attests to the rigorous First Advantage process standardization that delivers consistent results for our clients.

Tap the boxes to see other categories.



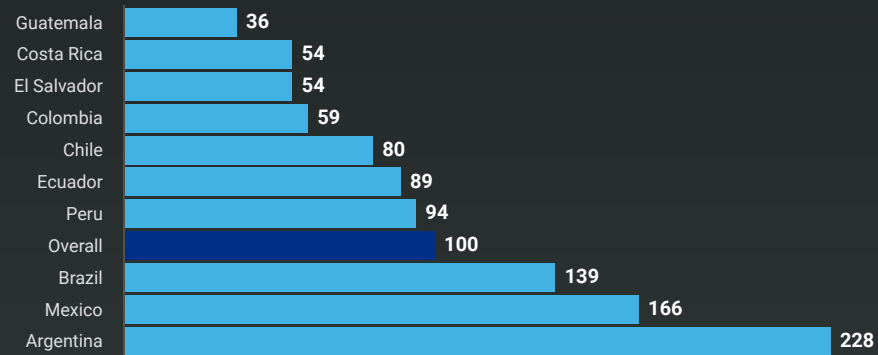


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Among major markets, **Costa Rica**, **Colombia**, and **Chile** led in present employment speed in 2023.

Mexico's turnaround time is down 4% over the last two years and will continue to improve due to the deep in-country expertise of [First Advantage Multi-Latin](#).

Tap the boxes to see other categories.



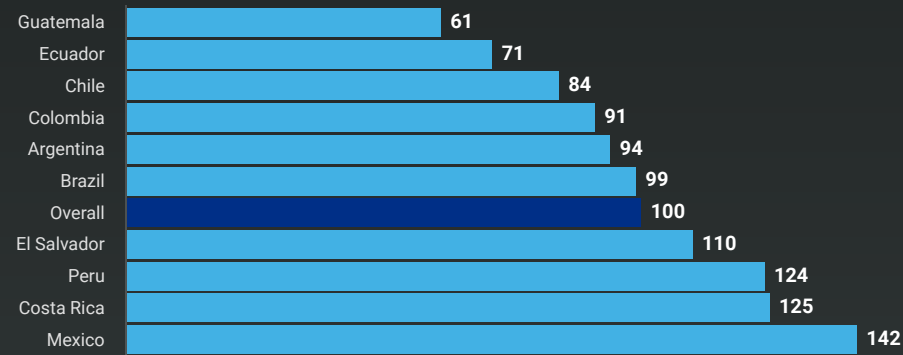


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Among major markets, **Ecuador**, **Chile** and **Colombia** led in former employment speed in 2023.

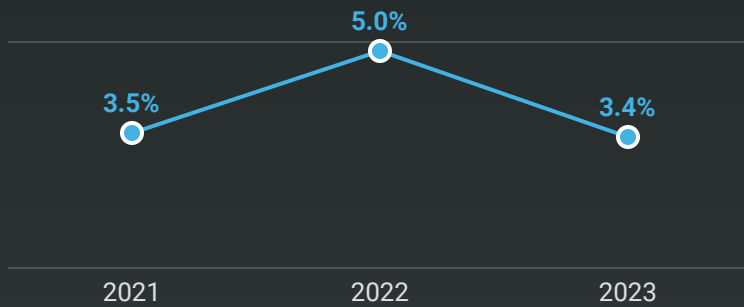
Mexico's turnaround time is down 6% over the last two years and will continue to improve due to the deep in-country expertise of [First Advantage Multi-Latin](#).

Tap the boxes to see other categories.





Trends in MRO Positivity Rates



The frequency of drug screening in the Latin American and Caribbean region has nearly doubled since 2021; the MRO positivity rate is comparable to the U.S. rate.

The trend is driven by U.S.-based corporations that have a presence or personnel in this region and practice pre-employment screening policies comparable to their domestic programs.





First Advantage

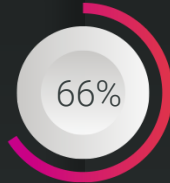
2024 Global Trends Report

Perspective from EMEA



Tap play to watch a welcome video for the EMEA region
or tap the arrow to go to the next page.





of customers in Europe, Middle East, and Africa, think **managing applicant hiring risk is the most important factor for their background screens**

Did you know?

Employment, education, and government ID verifications are the most requested screens in the region.

The candidate's ability to do the job and protecting brand reputation are two reasons why survey respondents from this region selected "managing applicant hiring risk" as the most important component of a background screen.

Unqualified hires can cause employers to lose business and increase their hiring costs by forcing them to rehire for the same position.





EMEA Runs on National

United Kingdom	National*
United Arab Emirates	National
South Africa	Local
Germany	National
Poland	National
Nigeria	National*
France	National
Italy	National
Spain	National
Egypt	National

* Multiple options exist within listed search

National criminal covers a nation's records through a single source. In EMEA, this is both commonly available and frequently used.

U.K. criminal screening is highly developed and has numerous levels of criminal record searching depending on the future role and hiring location of the candidate. More on this later.

South Africa criminal screening is primarily local, using individual searches based on declared addresses and court jurisdictions. A national search with a mandatory fingerprinting requirement is also a strong choice that is commonly used by clients in the Financial Services industry.

Criminal Certificate Validation (CCV) is a common alternative for countries such as Germany, France, and Spain.

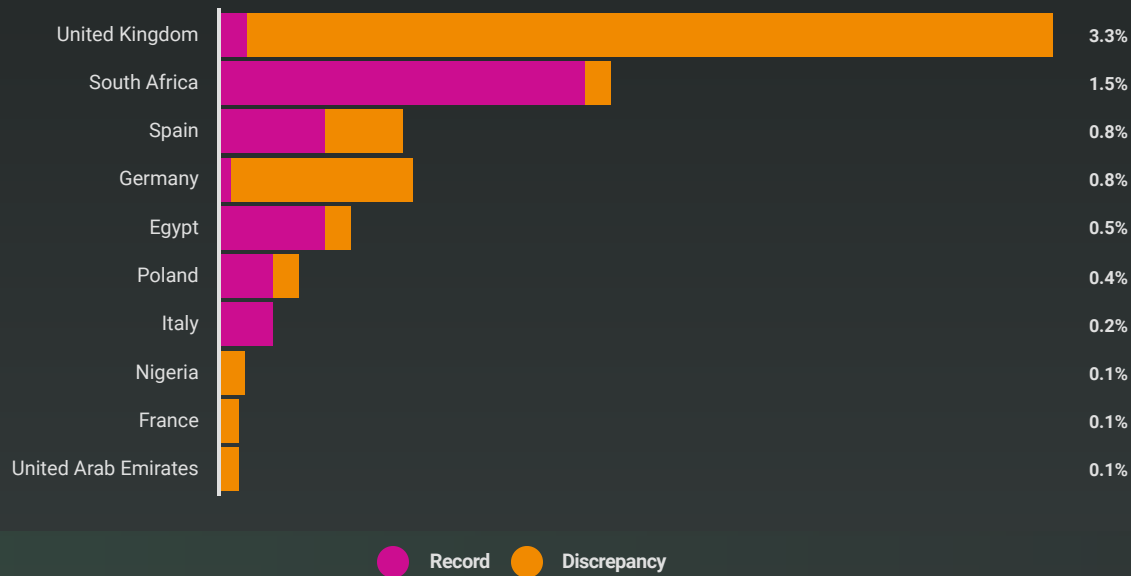




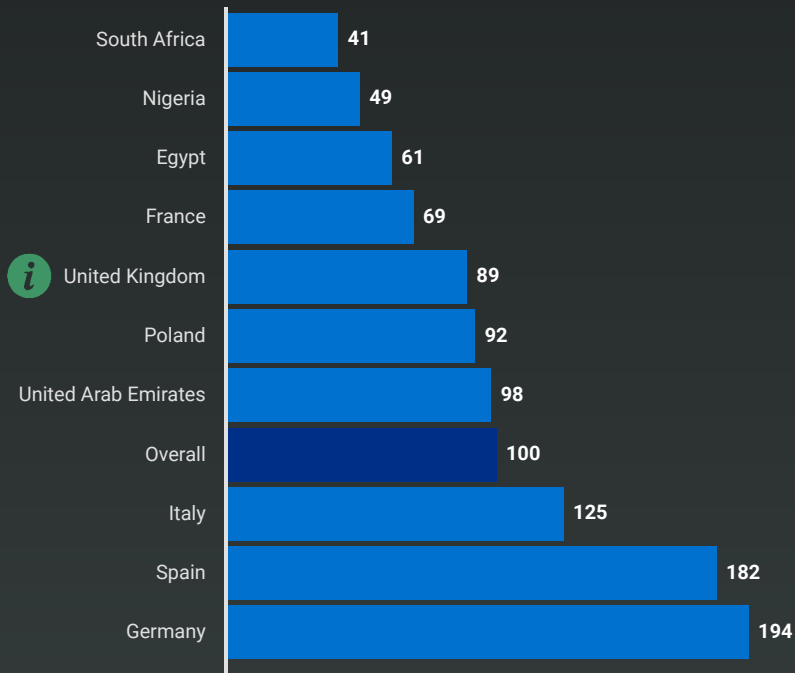
Types of Results

Records: Countries like **South Africa, Spain,** and **Egypt** led with the highest percentage of criminal records returned.

Discrepancies: Searches within some countries, such as the **U.K.**, will also return confirmation that a candidate provided discrepant information (for example: a mismatched name, incorrect date of birth, or expired criminal certificate). Less commonly, a record source, like those in **South Africa**, may return a potential record match that requires further research and/or fingerprinting before it can be reported.



2023 Indexed Turnaround Time



Germany and **Spain** were on the upper end of the turnaround time index. For this reason, some clients have elected to run criminal certificate validation (CCV) instead. While the CCV search makes the candidate responsible for obtaining the certificate in advance from the relevant government agency, the processing time was up to three times faster in 2023.

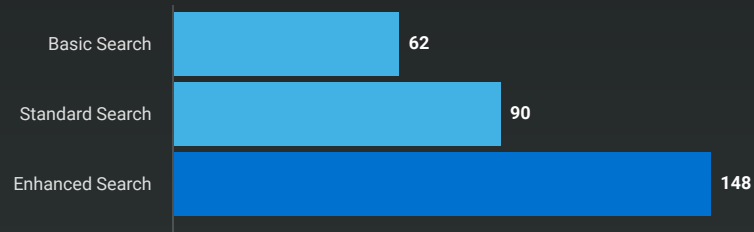
The average turnaround times for criminal searches for the 10 EMEA countries shown the chart were indexed as a baseline of 100 (see chart)

- The index of 41 for South Africa indicates that the turnaround time was 59% less than the average criminal search turnaround time of the 10 countries shown.
- The Index of 125 for Italy indicates that the turnaround time was 25% more than the average criminal search turnaround time of the 10 countries shown.





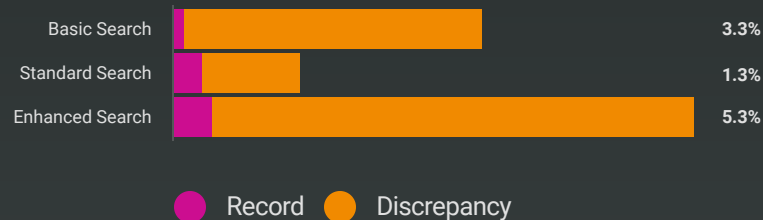
2023 Indexed Turnaround Time

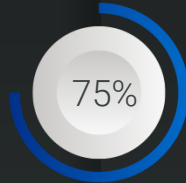


First Advantage offers a full suite of criminal searches for the [United Kingdom](#). The basic search accounts for more than 90% of U.K. criminal searches and applies to the typical candidate. Standard and enhanced searches are run for select roles and/or regulated positions.

Digital ID has had an immense impact on candidate and client experiences, turnaround times, and overall performance. Read on for more.

2021-2023 Criminal Record Rate





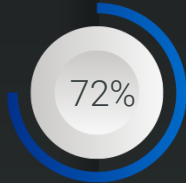
faster turnaround for DBS U.K. criminal searches with Digital ID

In 2022 we launched our Digital ID product for the U.K. It enables a faster process for right to work and [Disclosure and Barring Service](#) (DBS) criminal record searches.

Apart from removing the ID verification step for customers, we found that in 2023 the average turnaround was up to 75% faster for U.K. DBS Basic Disclosures.

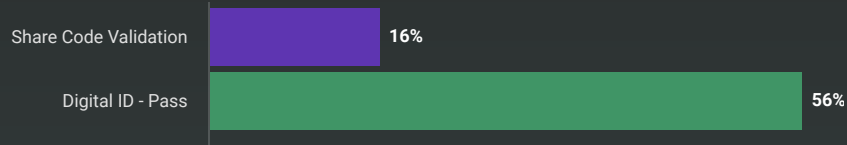
Standard DBS turnaround times were up to 26% faster and enhanced DBS searches were up to 38% faster with Digital ID.





of all U.K. Digital ID Right to Work searches completed without customers reviewing any ID documents

On average, 56% of all candidates go through the touchless Digital ID route within their online application and 16% provide a share code to validate their right to work in the U.K.



Prior to Digital ID, this process relied heavily on our customers to review and manage the ID document verification process. Our findings now indicate that 72% of all Digital ID Right to Work searches will be completed without needing our customers to review any ID documents.





EMEA is Universal

United Kingdom	Government ID
Italy	
Spain	
France	
Ireland	
Portugal	
Germany	
Poland	
Morocco	
Belgium	

In general, clients perform the [Government ID](#) search to validate candidates' provided identifiers, such as name and date of birth, against a government-issued identity document.

In EMEA, a standard **Government ID** search is the most common across countries and typically accepts **national IDs**, **driver's license**, and/or **passports**. This list may expand or contract depending on country-specific availability or restrictions.

The **U.K.** had the highest rate of **Passport (MRZ)** search utilization at 8% of ID searches. This may be, in part, influenced by the fact that the U.K. is among a handful of countries in the world that do not have a national ID. Simultaneously, 86% of residents hold at least one passport.

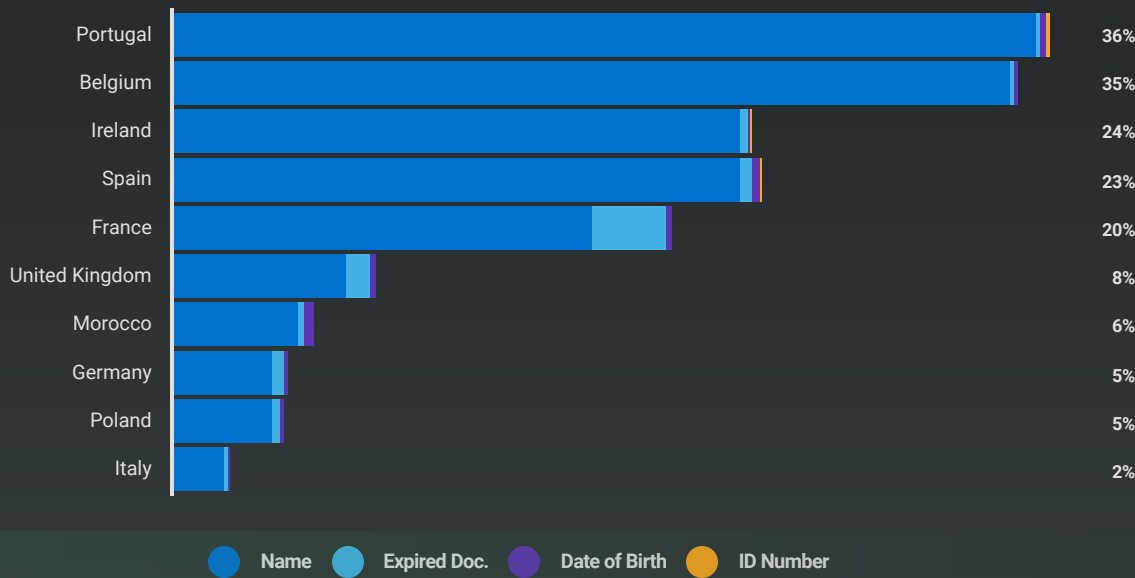




Types of Results

Name, date of birth, and ID number: These occur when a field on a government-issued ID does not match what the candidate provided. Clients use these results to ensure data integrity throughout the background screening and onboarding process.

Expired document: The candidate has the opportunity to provide a valid document, but they may not be able to (for example, they have not yet renewed their passport).



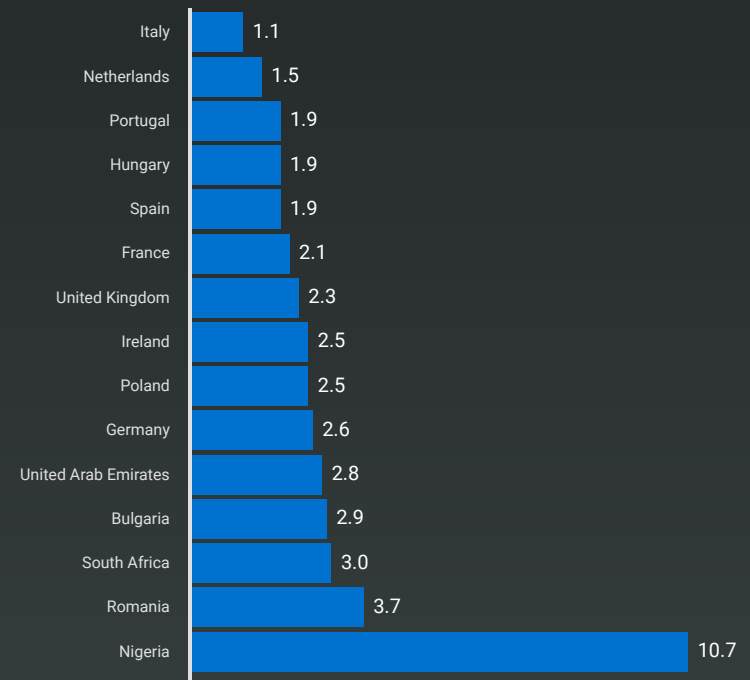


Two Ends of the Spectrum

The Europe, Middle East & Africa (EMEA) region had several countries with the lowest ratios, indicating comparably low turnover rates.

Italy's ratio of 1.1 to 1 was the second lowest globally after Japan. This aligns with [OECD data](#) that shows Italians have some of the longest job tenures in the world—an average of 13 years. With Italian employers often making a decade-long commitment to a working relationship, it's paramount to perform the right screening early in the hiring process.

Nigeria, the largest economy and most populous country in Africa, stands as an outlier with nearly 11 former employments for every present employment. This is attributable to depressed in-country present employment. With [52% of Nigerian professionals considering opportunities abroad](#), many Nigerians have taken their skills elsewhere. Global screening capabilities are critical here, as candidate history can come from anywhere in the world.



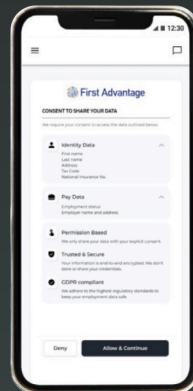


20%

Faster overall turnaround time for employment history searches in the U.K. since 2022...

...and so much faster with Instant Employment History U.K.

First Advantage has now launched [Instant Employment for the U.K.](#) Candidates share their employment data to verify their employment history, instantly!





Education

Employment

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Non-banking clients in EMEA rarely recorded adverse decisions for education searches. Instead, clients are more interested in education searches to validate the applicant's ability to perform the job.

Banking industry clients, in contrast, have stringent standards around data accuracy and were much more likely to make an adverse decision based on dates, field of study, or degree.

Tap the boxes for other verifications.

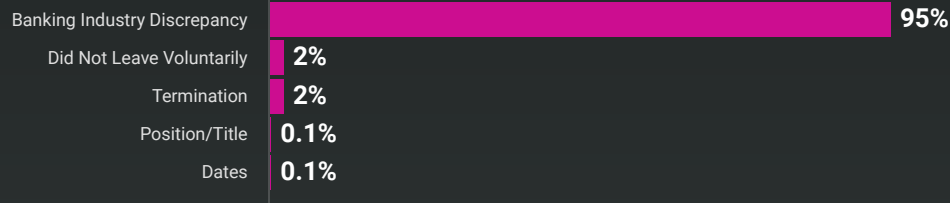




Education

Employment

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Dates of employment and position were very common but rarely factored into clients' hiring decisions. Involuntary separation and termination were much more relevant.

Banking industry clients have stringent standards around data accuracy and are much more likely to make an adverse decision based on discrepant fields like dates or title.

Tap the boxes for other verifications.



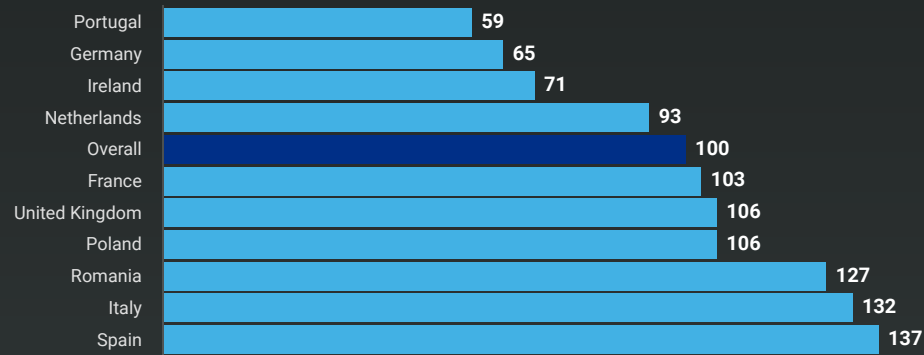


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Portugal, with a decrease of 49% over the last two years, had the fastest overall turnaround time in the region.

The **U.K.**, which saw a 14% decrease in turnaround time over the last two years, is moving closer to the regional average.

Tap the boxes to see present and former employment.





Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Among major markets, the **U.K.** and **Poland** had the fastest turnaround times in 2023 for present employment searches.

Germany and the **U.A.E.** were the most improved over the last two years, with respective decreases of 37% and 38%.

Tap the boxes to see present and former employment.



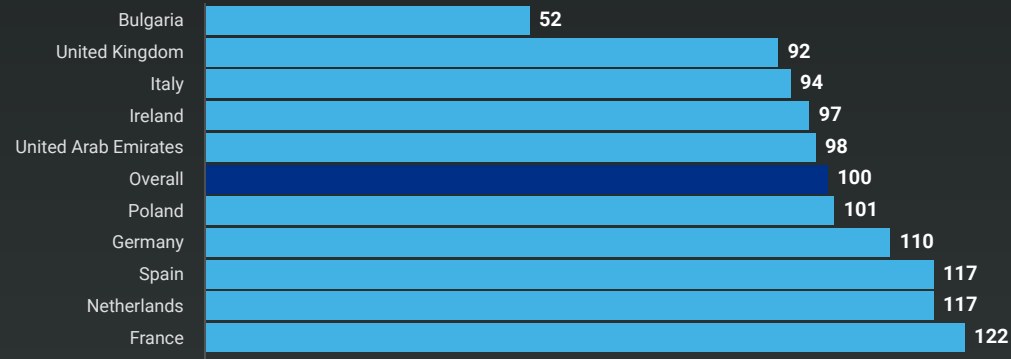


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Among major markets, the **U.K.**, **Italy**, and **Ireland** had the fastest turnaround times in 2023 for present employment searches.

Italy and **Germany** were among the most improved over the last two years, with both experiencing 22% decreases in turnaround time.

Tap the boxes to see present and former employment.

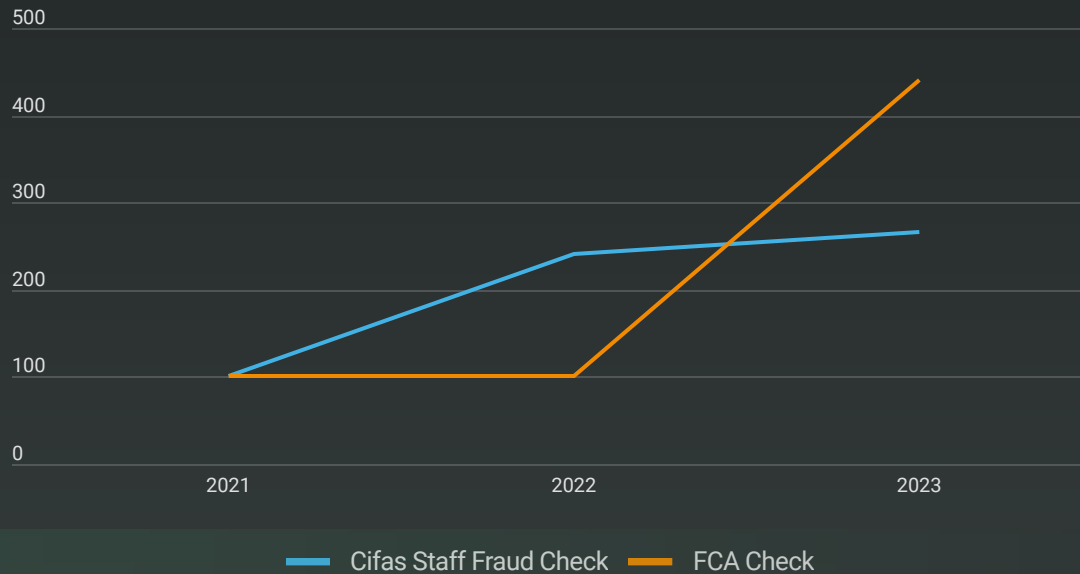




U.K. Compliance

The **United Kingdom, Isle of Man, Jersey,** and **Guernsey** are the primary markets for regulatory searches in the Europe-Middle East-Africa region.

With customers looking to maintain compliance with U.K. regulations, we see exponential growth in Financial Conduct Authority (FCA) checks. Cifas Staff Fraud checks saw steady year-over-year growth amidst research showing a 74% increase in internal theft since 2022.



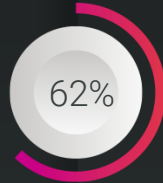


First Advantage
2024 Global Trends Report
Perspective from India



Tap play to watch a welcome video for India or
tap the arrow to go to the next page.





**of customers in India think
managing applicant hiring risk
is the most important thing for
their background screens**

Did you know?

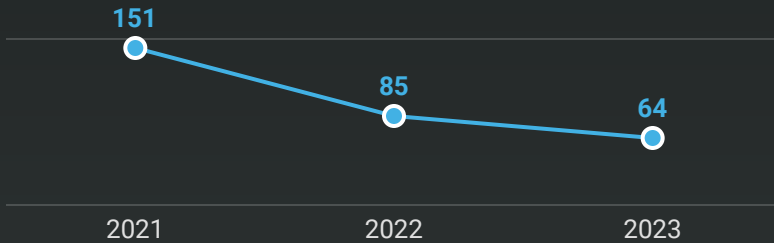
Employers in India request criminal screens, education, and employment verifications the most often.

These choices are well aligned with survey respondents who selected “managing applicant risk” as the most important factor in their background screens. Workplace and customer safety, as well as the candidate’s ability to do the job, are top of mind for Indian employers.





Indexed Turnaround Time



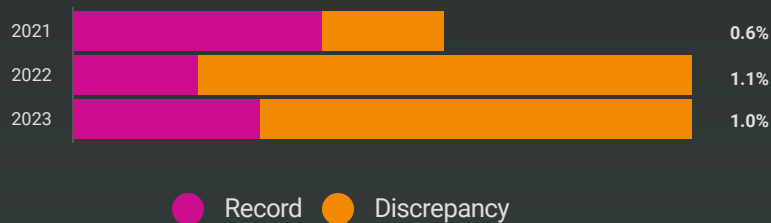
India primarily leverages the local criminal search, which ties candidate-provided addresses to corresponding local court jurisdictions.

Since 2021, we have seen turnaround times in India decrease by 57%, driven by First Advantage automation and source API integration.


The criminal record rate has remained relatively consistent, although the percentage of searches that returned a discrepancy (including potential record matches) rose in the last two years.

Additional [options](#) exist for in-country clients.

Criminal Record Rates





- Government ID
- ID Verification Search
-  PAN Card Search
- Passport (MRZ)
- Standard Aadhaar Verification

Options in India

India is one of the most developed markets for **ID searches** with multiple options available.

The standard **government ID** search can be run with one of the following documents: Aadhaar, PAN card, passport, voter's ID, or driver's license.

Clients requiring processing of a specific document can select a corresponding search to ensure consistent capture from the candidate. Additionally, some clients leverage the available options to align their screening to the local market. A notable example is the digital focus emerging with the recently launched [Aadhaar App](#).

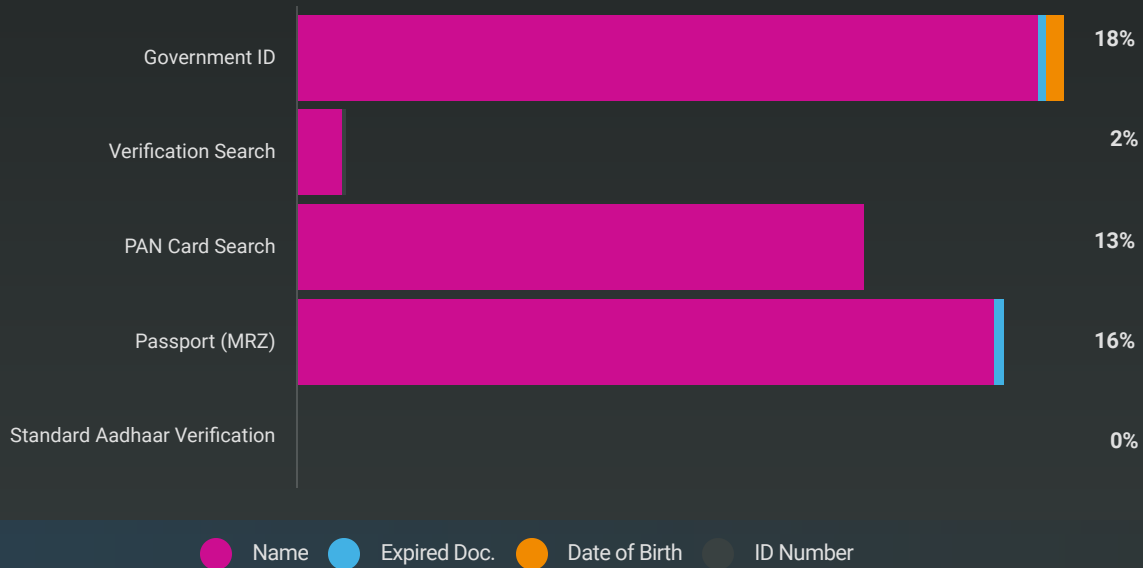




Types of Results

Name, date of Birth, and ID number: These occur when a field on a government-issued ID does not match what the candidate provided. Clients use these results to ensure data integrity throughout the background screening and onboarding process.

Expired document: The candidate has the opportunity to provide a valid document, but they may not be able to (for example, they have not yet renewed their passport).

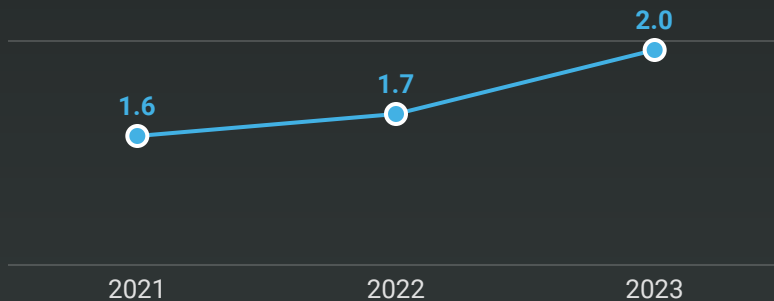




India's Employee Turnover Rising

India's ratio of former to present employment is 2:1. While low in comparison to many of India's global counterparts, this ratio has risen over the past two years. This aligns with research showing employee attrition is on the rise, particularly in the IT, professional services, and finance industries.

Findings in 2022 indicated that job-hopping was particularly high in industries experiencing rapid salary increases such as the eCommerce, Technology, and Start-Up sectors. Likewise, employees are increasingly looking for, and often finding, higher wages if they move to a competitor.

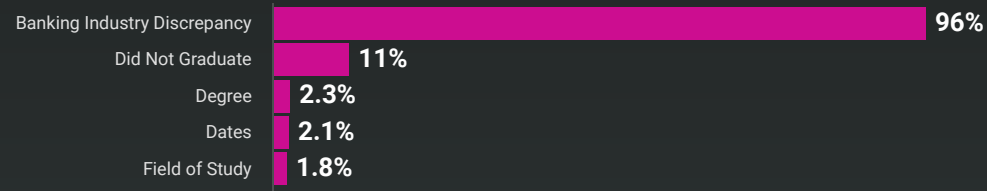




Education

Employment

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Discrepancies in **dates**, **field of study**, and **degree** were very common, but rarely factored into the hiring decision.

More material to clients was if the candidate **did not graduate**. This result was much more common in India than in any other region. Additionally, only the U.S. had as many results contributing to clients' adverse decisions as India.

Banking industry clients have stringent standards around data accuracy and were much more likely to make an adverse decision based on dates, field of study, or degree.

Tap the boxes to see other discrepancies.





Education

Employment

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Dates of employment, in comparison to education, were more likely to factor into hiring decisions. Notably, only the U.S. had as many results contributing to clients' adverse decisions as India.

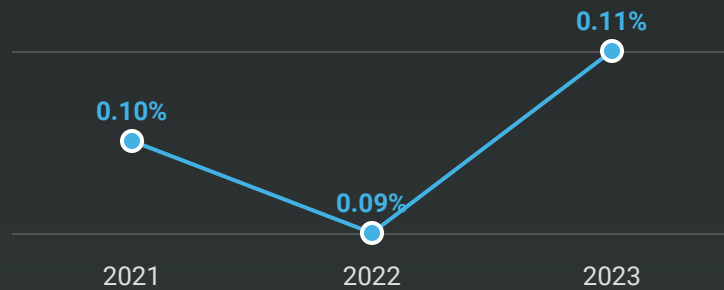
Banking industry clients have stringent standards around data accuracy and are much more likely to make an adverse decision on discrepant fields like dates or title.

Tap the boxes to see other discrepancies.





Trends in MRO Positivity Rates



Drug screening in India is largely driven by U.S. companies with a presence or personnel in the country.

MRO positivity rates are typically much lower than those found in the U.S. and in the Latin America and Caribbean regions.





First Advantage

2024 Global Trends Report

Perspective from APAC



Tap play to watch a welcome video for the APAC region
or tap the arrow to go to the next page.





48%

of customers in the Asia-Pacific region think **managing applicant hiring risk** is the most important factor for their background screens

Did you know?

Employment verifications, criminal, and global sanctions are the most requested types of screens in the Asia-Pacific.

Survey respondents from this region say that a candidate's employment history is a window into their experience and whether they are a good match for the position. Likewise, criminal and global sanctions screens provide critical information on a candidate's potential past criminal activities.





APAC Calibrates by Country

Australia	National*
Philippines	Criminal Certificate Validation
China	National
New Zealand	National
Malaysia	National
Thailand	National
Indonesia	Local Criminal
Viet Nam	National
Pakistan	Local Criminal
Bangladesh	Local Criminal

* Multiple options exist within listed search

In APAC, countries vary their searches based on availability and best practices. National criminal covers a nation's records through a single source, local criminal corresponds to candidate addresses/court jurisdictions, and Criminal Certificate Validation (CCV) is performed with a candidate-provided document.

Australia has the most criminal screening options in the region.

The Philippines is unique in that running two concurrent searches—CCV and a database-driven national criminal check—is a best practice.

Read on for more information about these.

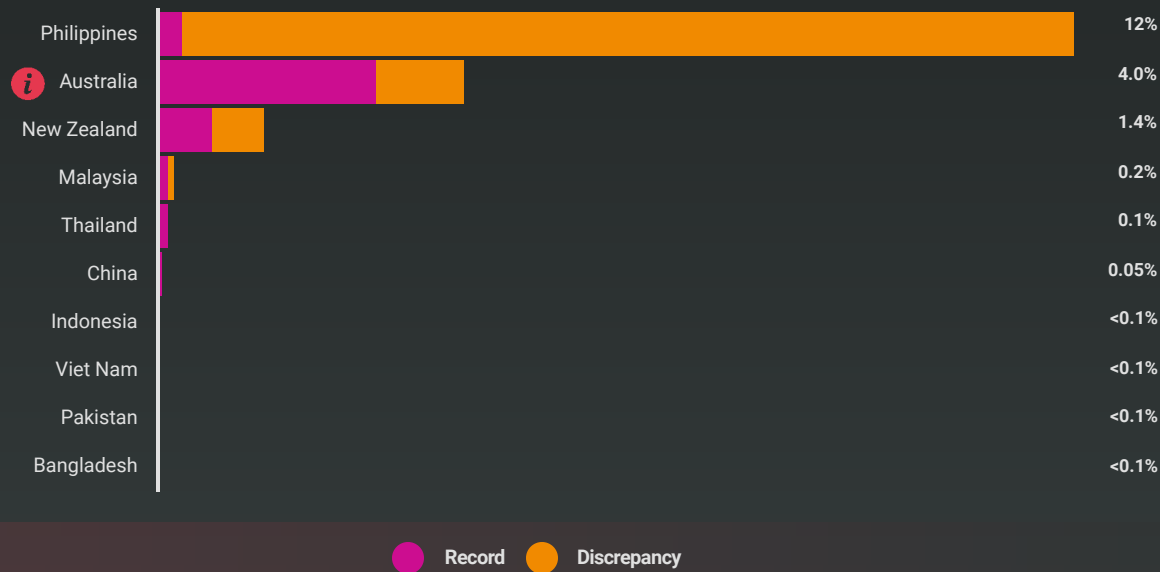




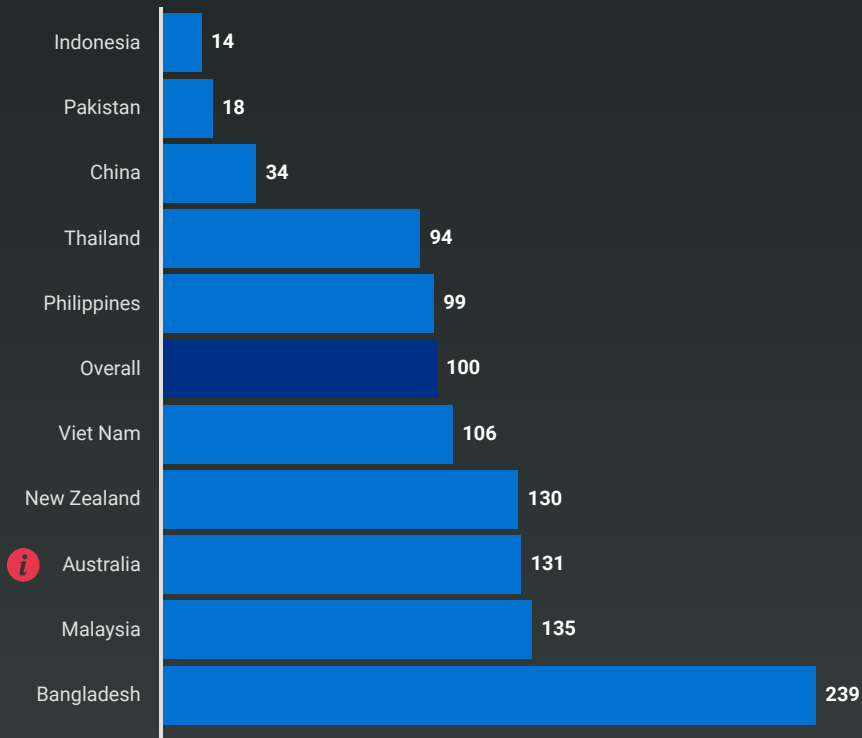
Types of Results

Records: **Australia** and **New Zealand** led with the highest percentage of criminal records returned.

Discrepancies: Searches within some countries, such as the **Philippines**, will also return confirmation that a candidate provided discrepant information (for example a mismatched name, incorrect date of birth, or expired criminal certificate). Less commonly, a records source may return a potential record match that requires further research and/or fingerprinting before it can be reported.



2023 Indexed Turnaround Time



Indonesia and **Pakistan's** local criminal searches took first and second place for the fastest overall turnaround times, while **China** led for speed among national criminal searches.

In recent years, criminal sources in **Australia** and **New Zealand** have begun accepting digital forms and signatures. These changes have been incorporated into First Advantage systems, leading to a seamless candidate experience.

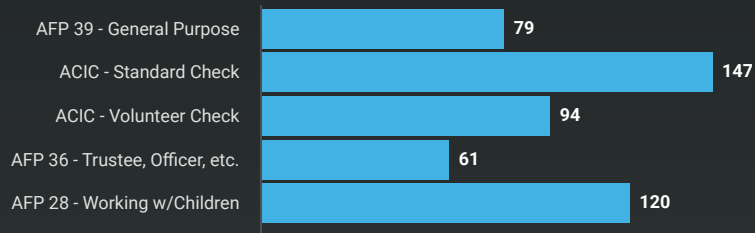
The average turnaround times for criminal searches for the 10 APAC countries shown the chart were indexed as a baseline of 100 (see chart)

- The index of 14 for Indonesia indicates that the turnaround time was 86% less than the average criminal search turnaround time of the 10 countries shown.
- The Index of 125 for Malaysia indicates that the turnaround time was 35% more than the average criminal search turnaround time of the 10 countries shown.





2023 Indexed Turnaround Time

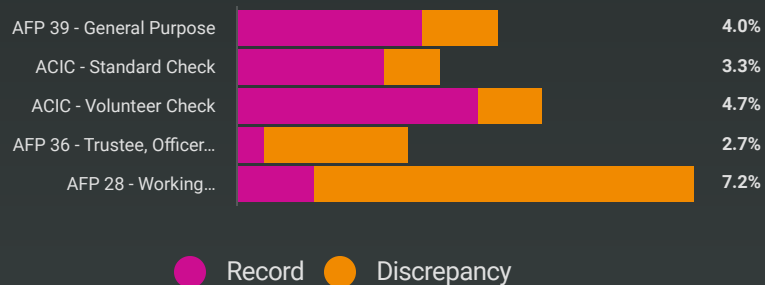


With 13 different criminal searches available, **Australia** has one of the largest selections of criminal search options a the world. To better support our clients, First Advantage uses digital forms, source integrations, and supporting products like 100 Points ID.

By far, the most common is the General Purpose/Standard Disclosure (Code 39) check through the Australia Federal Police (AFP).

In-country clients—especially those in the Non-Profit, Financial, and Business Services industries—commonly leverage searches through the Australian Criminal Intelligence Commission (ACIC).

2021-2023 Criminal Search Result Rates





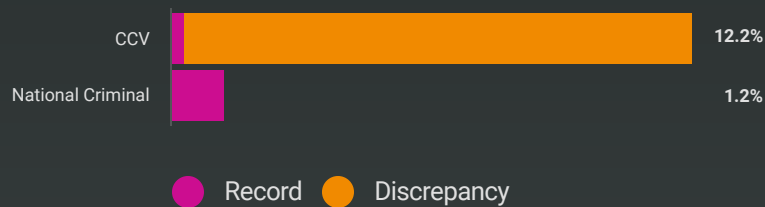
2023 Indexed Turnaround Time

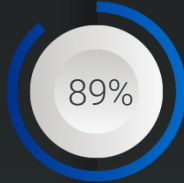


Criminal screening in the Philippines is different than most other countries in two ways:

1. Running a Criminal Certificate Validation (CCV) on a National Bureau of Investigation (NBI)-issued clearance certificate is the dominant and locally-expected practice.
2. A database-driven national criminal check also exists as a complementary, rather than alternative, option. Many clients choose to add this as an additional layer to help uncover additional criminal history. The data shows that this search returns criminal records at nearly four times the rate of the CCV.

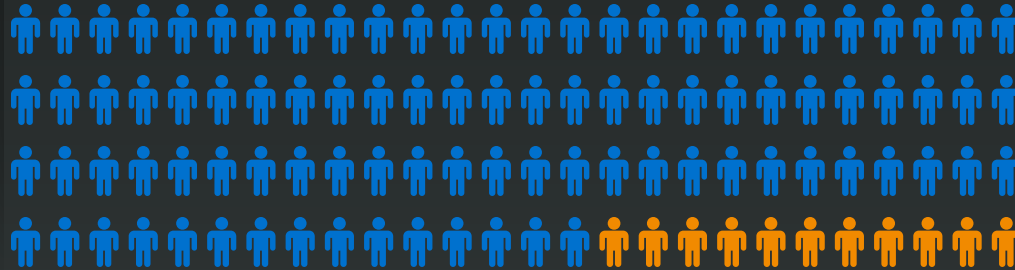
2021-2023 Criminal Search Result Rates





89%

of survey respondents in the APAC region search for a candidate's criminal history beyond the country of hire



- Addresses in any country where the applicant has history, and screening is available
- Addresses only in the country of hire/business location

Nearly 90% of survey respondents in APAC say they search for criminal histories in any country where an applicant has a history. As more countries in the region attract foreign workers, searching for an applicant's complete address history is essential to understand and manage hiring risks.





Nuance in APAC

Australia	100 Points of ID
China	Government ID
Japan	Government ID
Hong Kong	Passport (MRZ)
Singapore	Passport (MRZ)
Malaysia	Government ID
Philippines	Government ID
New Zealand	100 Points of ID
Thailand	Government ID
Indonesia	Government ID

In general, clients run the [Government ID search](#) to validate candidates' provided identifiers, such as name and date of birth, against a government-issued identity document.

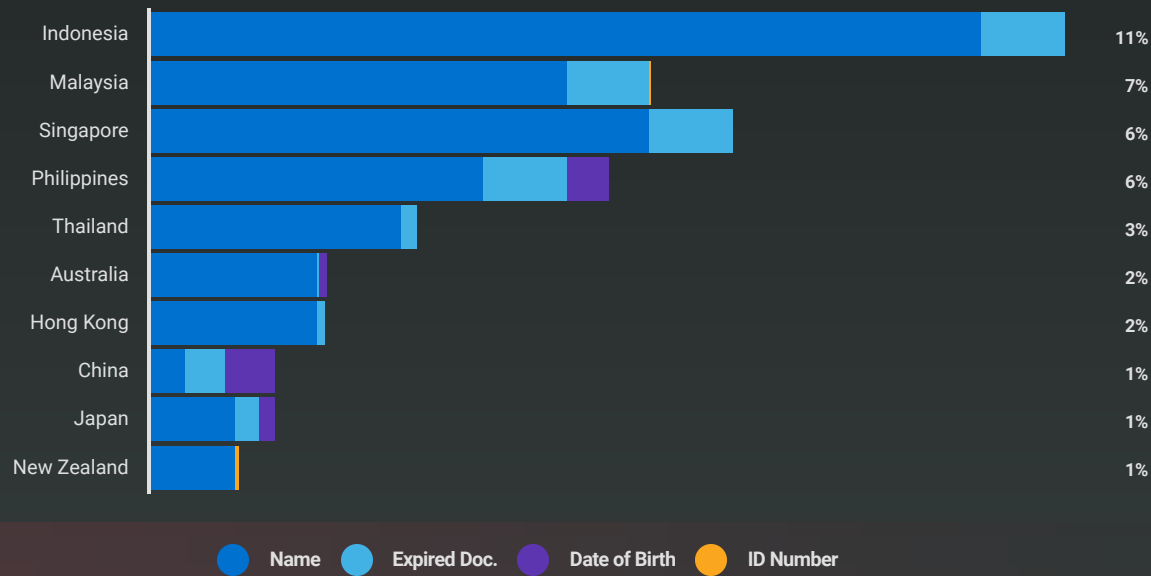
In APAC, the standard **Government ID** search is the most common across countries and typically accepts **national IDs, driver's licenses, and/or passports**. This list may expand or contract depending on country-specific availability or restrictions.

Australia and **New Zealand** run standard Government ID searches at high volumes, but the **100 Points of ID**, which is also used to process criminal searches, is clients' preferred choice by a significant margin.





Types of Results i



Name, date of birth, and ID number: These occur when a field on a government-issued ID does not match what the candidate provided. Clients use these results to ensure data integrity throughout the background screening and onboarding process.

Expired document: The candidate has the opportunity to provide a valid document, but they may not be able to (for example, they have not yet renewed their passport).

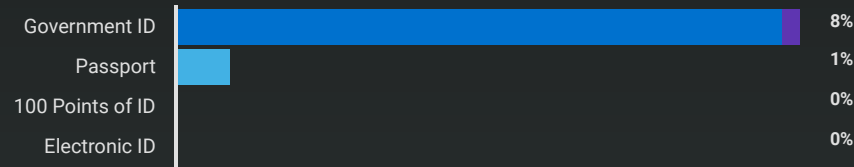


Australia and New Zealand 2023 ID Search Discrepancy Rates



Australia

New Zealand



● Name ● Expired Doc. ● Date of Birth ● ID Number

The **100 Points of ID** and **Electronic ID** searches vastly improve the experience and effectiveness of the ID screening process, reducing discrepancies and facilitating a smoother process.

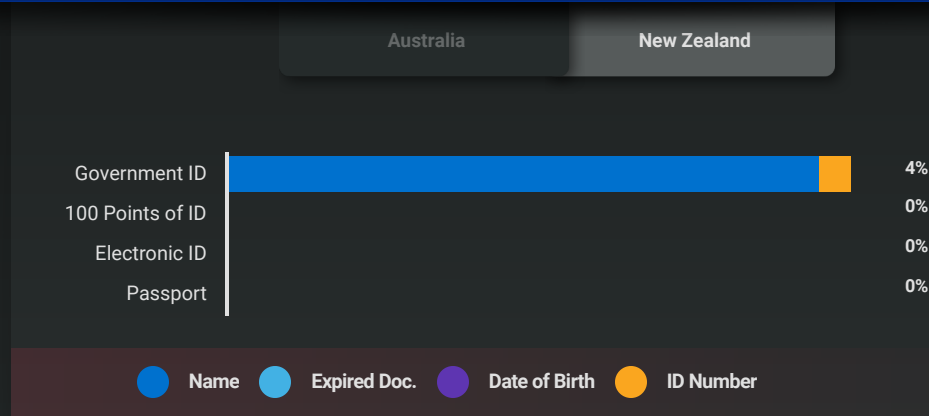
For Government ID, the most common discrepancy was due to a candidate-provided name not matching the name on the ID.

Based on previous case studies, the most common reason for name discrepancy amongst English-speaking countries is a mismatched middle name.

Tap the boxes to see New Zealand.



Australia and New Zealand 2023 ID Search Discrepancy Rates



The **100 Points of ID** and **Electronic ID** searches vastly improve the experience and effectiveness of the ID screening process, reducing discrepancies and facilitating a smoother process.

For Government ID, the most common discrepancy was due to a candidate-provided name not matching the name on the ID.

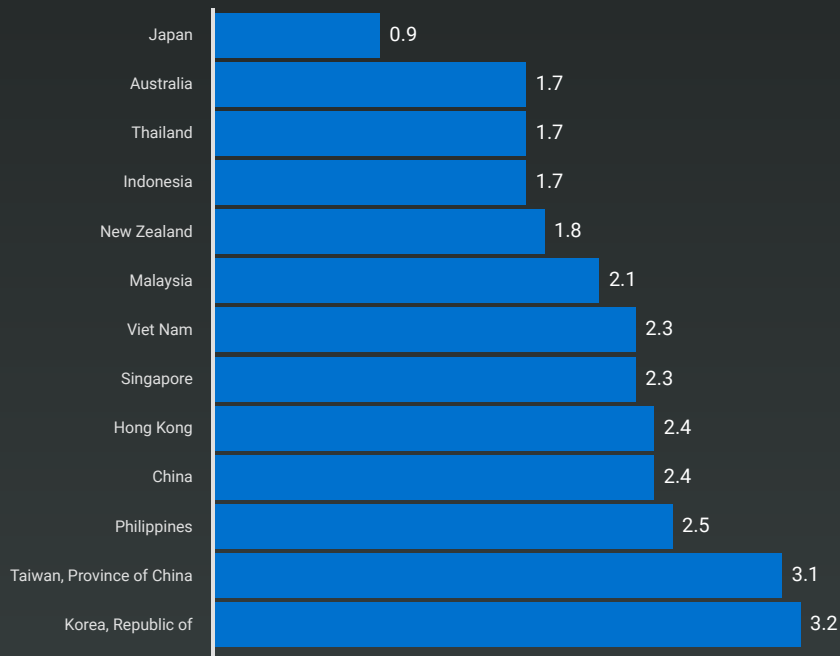
Based on previous case studies, the most common reason for name discrepancy amongst English-speaking countries is a mismatched middle name.

Tap the boxes to see Australia.





In it for the Long Run



The APAC region had the longest overall average employment tenure with a former to present employment ratio of 2:1

Japan led the globe with the lowest ratio at 0.9 to 1. This aligns with the historical “lifetime employment” tradition known as *shūshin koyō* (終身雇用). While in gradual decline, Japan’s average tenure is still one of the longest in the world at approximately 12 years. Japanese employers often enter into a decades-long relationship with each hire. Getting the screening and onboarding process right is critical to long-term success.

South Korea, in contrast, had the highest ratio in APAC. According to OECD research, this is driven by “non-regular” workers—temporary, contingent, or part-time workers—who make up about a third of the workforce and have an average tenure of only two and a half years. In comparison, “regular” workers stick around for about eight years. This means that South Korean employers can expect to verify a higher number of employment records.





Education

Employment

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Dates rarely factored into hiring decisions. More impactful was if the **degree** provided by a candidate did not match school records.

Banking industry clients have stringent standards around data accuracy and were much more likely to make an adverse decision based on dates, field of study, or degree.

Tap the box to see employment.

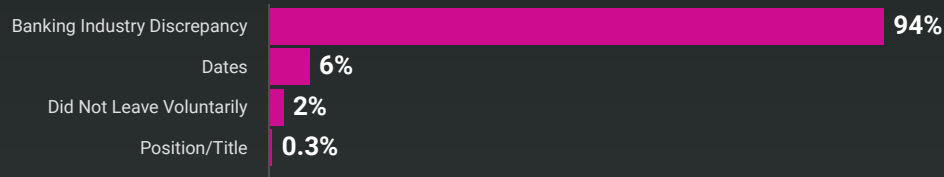




Education

Employment

Top Discrepancies—By Rate of Clients' Adverse Decisions



The most common discrepancy may not be what clients deem most impactful to their hiring decisions.

Dates of employment, in comparison to education, were much more likely to factor into hiring decisions.

Banking industry clients have stringent standards around data accuracy and are much more likely to make an adverse decision on discrepant fields like dates or title.

Tap the box to see education.





Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



South Korea, with a decrease of 24% over the last two years, led with the fastest overall turnaround time in the region.

Most countries were within 20% of the overall turnaround time average. This demonstrates the rigorous First Advantage process standardization that delivers consistent results for our clients.

Tap the boxes to see present and former employment.



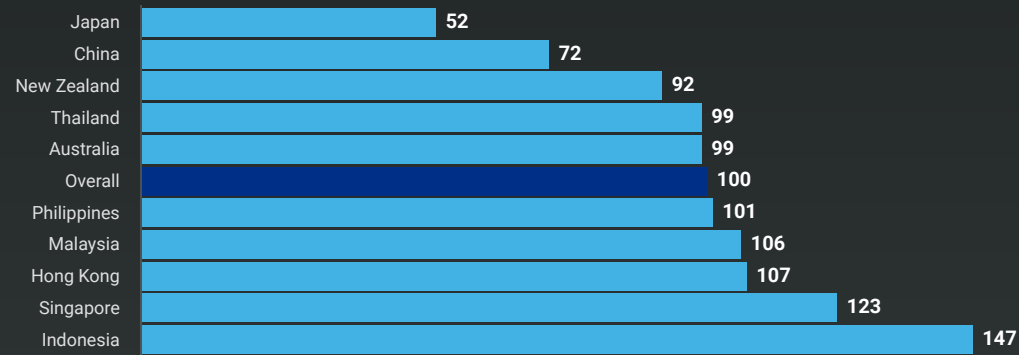


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Japan and **China** led the region with the fastest 2023 present employment turnaround times. Japan saw a 38% decrease over the last two years, while China experienced an 8% increase over the same period.

Tap the boxes to see education and former employment.



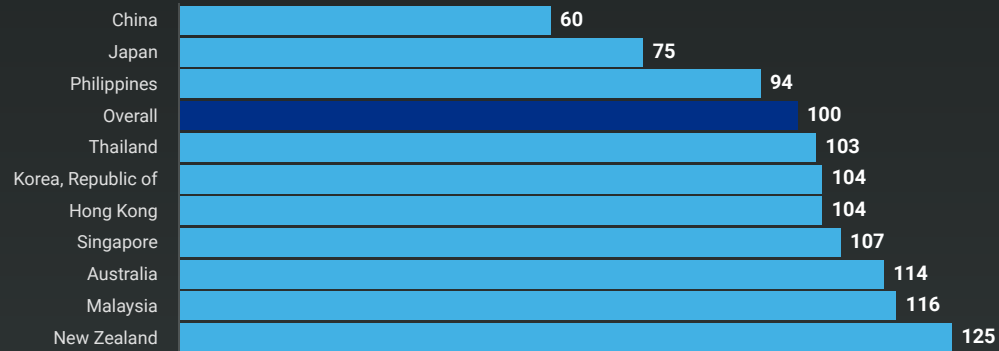


Education

Present Employment

Former Employment

2023 Indexed Turnaround Time



Similar to present employment, **China** and **Japan** led the region with the fastest 2023 former employment turnaround times. China saw a 27% decrease in the last two years, while Japan experienced a 20% increase over the same period.

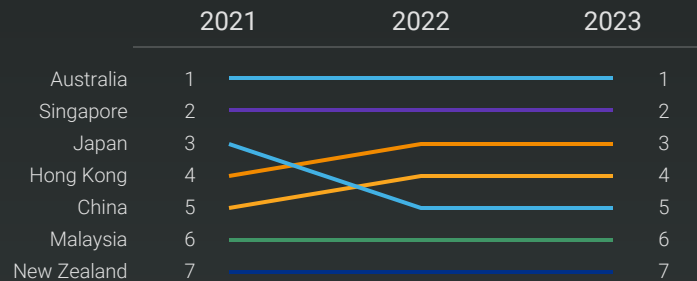
China's former employment turnaround time is now among the fastest in the world.

Tap the boxes to see education and present employment.





Depth and Breadth in APAC



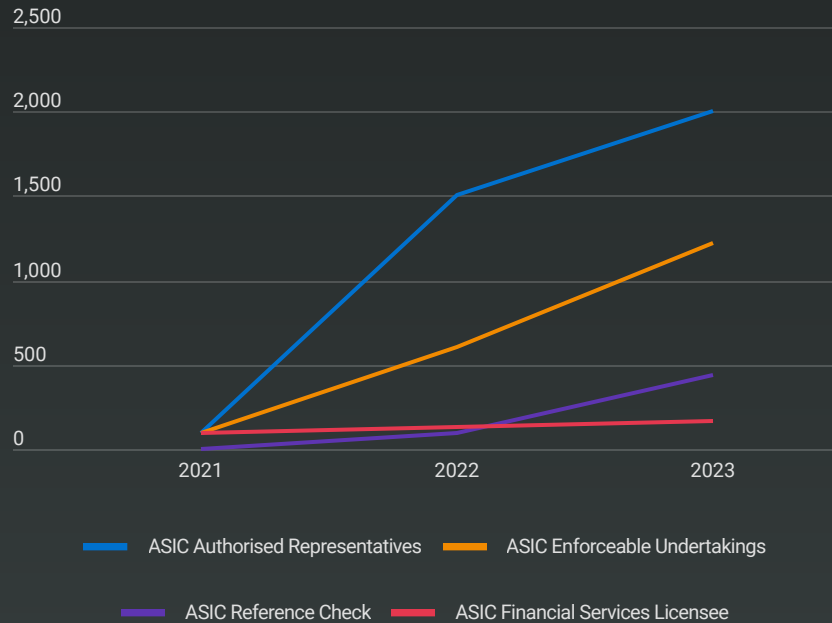
With 29 regulatory search types available across seven countries, APAC is a focal point for regulatory searches. Apart from a slight reshuffling among **Japan, Hong Kong, and China** during 2021 and 2022, the most common countries for regulatory screening have been consistent.

Australia and **Singapore** have driven up to 90% of APAC regulatory searches, but a strong year in 2023 pushed Hong Kong to third place with 10% of all regulatory searches.





New Searches on the Rise



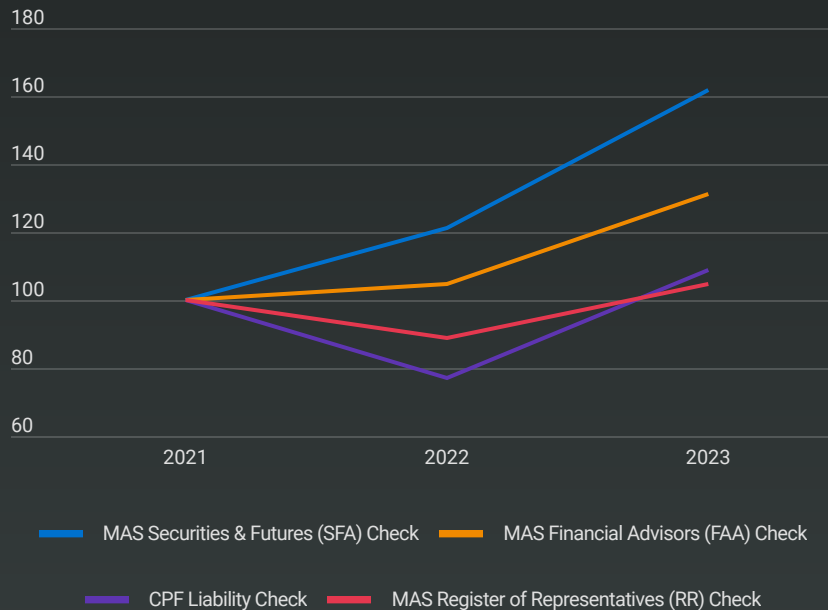
With 12 available regulatory searches, Australia has the most types of regulatory search options availability through sources such as the Australian Securities & Investments Commission (ASIC), the Australian Prudential Regulation Authority (APRA), and the Australian Banking Association (ABA).

For many years, the ABA Conduct Background Check (CBC) and ASIC Banned and Disqualified Register accounted for up to 90% of Australian regulatory searches; however, a handful of new growth searches took off in 2022 and 2023. At 7%, the ASIC Australian Financial Services Licensee had the highest percentage of records returned in 2023.





Singapore on the Rise



Singapore recently overtook Hong Kong to become the third largest financial center in the world after New York and London.

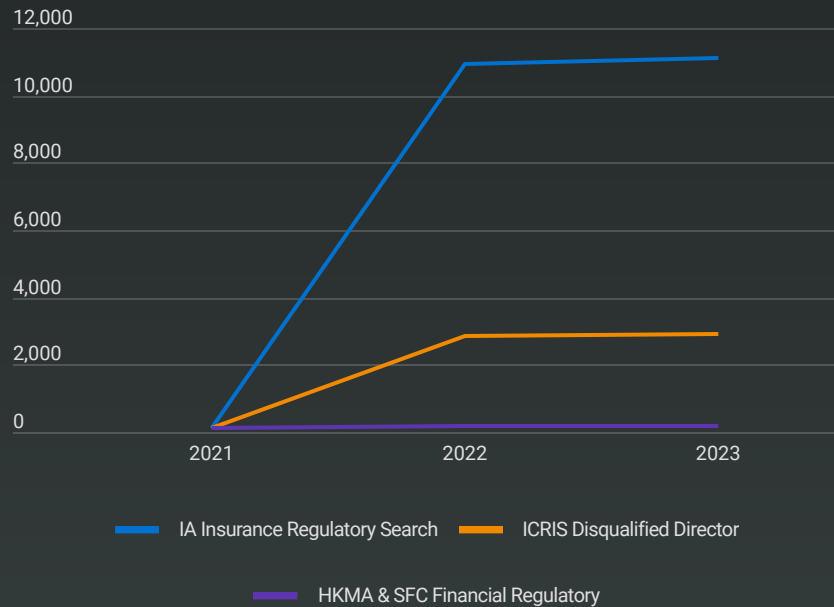
In this highly regulated market, we're seeing growth in searches to maintain compliance with the Monetary Authority of Singapore (MAS). In 2023, approximately 1% of MAS Register of Representatives Checks returned a record for client review.

Additionally, clients screening for Fit & Proper Roles are searching for liabilities in the Central Provident Fund (CPF). Two percent of CPF Liability Checks in 2023 returned a potentially disqualifying record for client review.





Exponential Growth



Ranking fourth in regulatory searches among global financial centers, Hong Kong remains a critical financial market for not just Asia, but the entire world.

Financial Regulatory searches through the HKMA and SFC have been the most common since 2021, with usage doubling in the intervening years. In 2023, approximately 1% of these searches returned a potentially disqualifying record requiring client review. i

Meanwhile, the IA Insurance Regulatory and ICRIS Disqualified Director searches have grown exponentially over the last two years.



Thank you!

20
24

First Advantage

Global Trends Report



Tap play to watch a wrap-up video, or tap the menu on the bottom left to check out other regions before you go.

If you are ready to go, click the down arrow to see our data sources, a legal reminder, and the credits page





Data Sources & Legal Reminder



First Advantage is a leader in the background screening industry with exclusive access to millions of anonymized data points on how hiring decisions are made.



The First Advantage Annual Trends Survey provides hundreds of client perspectives on screening programs and how they are evolving.



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The material should not be construed as legal advice or a legal opinion on any specific facts or circumstances. The content is intended for general information purposes only, and you are urged to consult a lawyer concerning your own situation and any specific legal questions you may have.





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