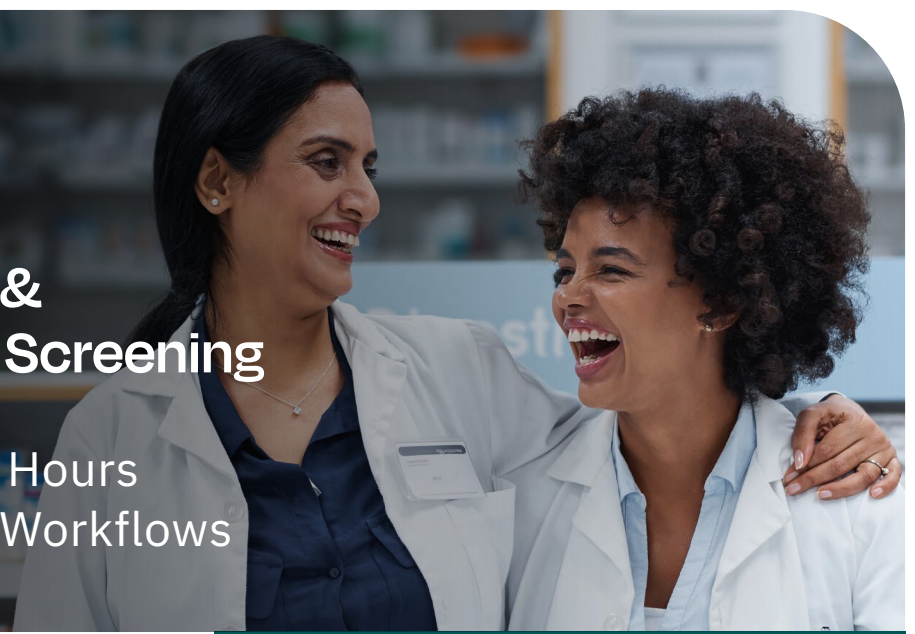




CASE STUDY

ATS-Integrated Drug & Occupational Health Screening

Gaining 860,000+ Work Hours Through Smarter Hiring Workflows



Challenge

This multi-state health system relied on fragmented, manual processes to manage drug and occupational health screening requirements. Without tight integration to their Applicant Tracking System (ATS), teams struggled with:

- Long delays between offer acceptance and Day 1
- Complex, role-specific compliance requirements across states
- High administrative burden and inconsistent candidate experiences

The organization needed an automated, integrated screening approach that would scale with hiring demand.

Solution

First Advantage integrated drug and occupational health screening services directly into the customer's ATS (Workday), creating a single, streamlined workflow from offer acceptance to onboarding and Day 1 start.

Through ATS integration and a concierge service model, First Advantage managed:

- Drug screening: 10-panel and expanded opiates
- Health screening: TB blood tests and required titers

Hiring teams gained visibility into status and results directly within the ATS, reducing handoffs, delays, and manual follow-up.

Customer Profile

Industry: Healthcare | Acute & post-acute

- Employees: 40,000 across multiple states
- Footprint:
 - 20+ hospitals
 - 290 physician offices
 - 10 post-acute facilities

Results

Faster time to Day 1

- Reduced the time from offer acceptance to start from 22 business days to under two weeks
- Achieved an average turnaround time of 3.3 days for background check, drug, and occupational health screening completion

Measurable workforce impact

- Candidates cleared up to 12 business days faster
- Gained 96 additional hours per candidate (8-hour shifts)
- 9,000 candidates screened annually
- Result: Generated 864,000 additional working

Why ATS Integration Made the Difference

Automated, end-to-end workflow

- Screening packages are configured by state and role within the ATS
- Automatic ordering is triggered at the right stage of the hiring process
- Reduced manual entry and fewer opportunities for human error

Concierge support, powered by integration

- Single point of contact for candidates and HR teams
- Access to 24,000+ collection and clinic sites nationwide
- Consolidated appointments and paperless processing
- Proactive tracking and follow-up to accelerate results

Built-in compliance confidence

By embedding requirements directly into the ATS, the organization gained:

- Stronger compliance oversight across federal and state regulations
- Elimination of unnecessary or duplicate services
- Reduced administrative workload for HR and Employee Health teams
- Access to healthcare-specific compliance best practices



Better candidate experience

- ATS integration eliminated confusing and multi-step processes for candidates by:
- Providing clear guidance and fewer appointments
- Reducing travel and wait times
- Accelerating clearance from offer acceptance to Day 1

By integrating drug and occupational health screening with its ATS, the health system transformed a complex, manual process into a faster, more compliant, and candidate-friendly hiring workflow, while freeing internal teams to focus on patient care and workforce needs.

“First Advantage’s partnership is now the gold standard that we hold all vendors to.”
— Vice President, HR Operations

Why First Advantage

First Advantage helps organizations integrate background screening with confidence. With coverage in more than 200 countries and territories and 100+ ATS and HCM integrations, we support faster, candidate-friendly hiring across the entire workforce lifecycle.

[Learn more about our integrations](#) →