



WEBINARS

CONTINGENT WORKFORCE
STRATEGIES COUNCIL

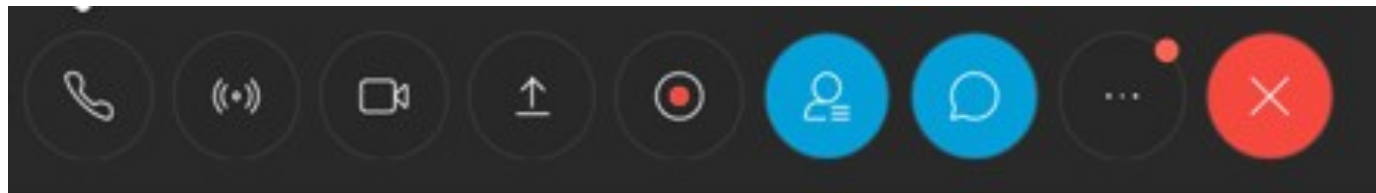


Background Screening In Challenging Times, Ask Us Anything!

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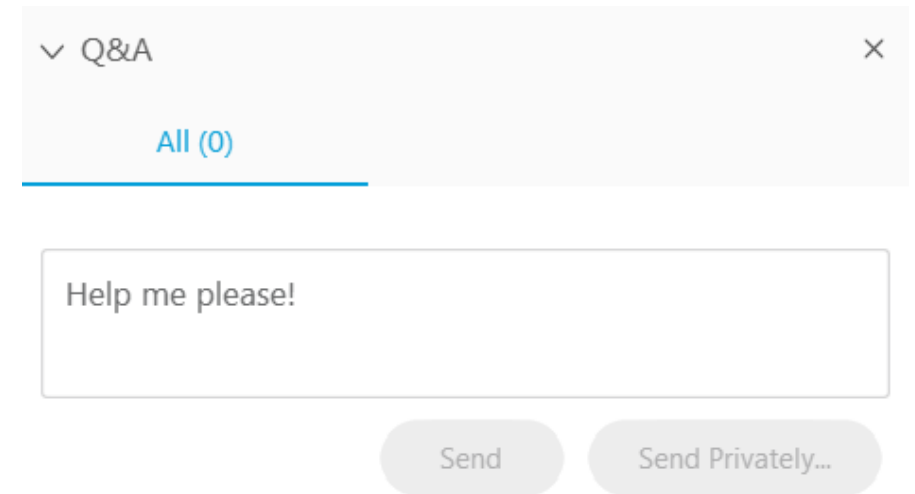
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- Questions may be submitted at any time.
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The screenshot shows a Q&A interface. At the top, there is a header bar with a dropdown arrow and the text "Q&A", and a close button (X) on the right. Below the header, the text "All (0)" is displayed. A large text input field contains the placeholder text "Help me please!". At the bottom right of the input field, there are two buttons: "Send" and "Send Privately...".

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CWS Council (partial list)



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SIA | Staffing Industry Analysts **Contingent Workforce Strategies Council**



Speakers:

- **Tyler Browne**, Director of Product Compliance & Privacy, Checkr
- **Chris Johnson**, Director of Industry Strategy, Checkr



Moderator:

- **Stephen Clancy**, Senior Director, CW Strategies, Knowledge & Research, CCWP, SIA

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AGENDA

- Terminology
- Introductory Observations
- Background Check Foundations
- COVID Changes
- Candidate Experience
- Q&A

Terminology

- Client: The company where the contingent worker sits/a CW service is delivered to
- Supplier/Vendor: Staffing agency/provider/staffing partner
- Contractor: 1099 independent contractor
- Contingent Worker: A temporary worker that is typically employed through a Supplier performing work for a Client

Terminology (CONT.)

- Supply Chain Partner: A firm that is retained by a Client, not a Staffing Supplier, that is responsible for executing background check prior to assigning consultants/contractors/contingent workers
- CRA: Consumer Reporting Agency (ex: Checkr)
- FCRA: Fair Credit Reporting Act
- Intermediary: An array of suppliers, vendors and consultants that help assign contingent workers on behalf of a Client

Background Check Mitigation Issues

- Negligent Hiring
 - Foreseeability
 - When to conduct a background check
 - Discrimination
 - Scale
- Financial Institutions
- Contract Obligations
- Licensing and Certification
- Applicant Dishonesty

Procedural Requirements of Background Checks



- FCRA Requirements
- Adverse Action Notifications
 - Pre-Adverse Action Letter
 - Post-Adverse Action Letter
- State Background Check Laws
- Ban the Box
- Disparate Impact
- EEOC Guidance on Disparate Impact
- Arrest and Conviction Record Discrimination
- Salary History Inquiry Bans
- Social Media Searches
- Background Check Performance Data Management

Time for Your Questions...



Background Checks

Ask us anything!

Background Check Foundations



Blanket policies

Adjudication decisions

Adverse action & liability

FTE vs. Temp/Independent
Contractor checks

Question 1

Foundations

Can we put in our contracts that we do not hire certain past criminal records, regardless of the job?

Ex: Felons, sex offenders, etc.

Question 2

Foundations

Who makes the adjudication decision -

- In-house and if so, who?
- Intermediary?
- Vendor/Agency?

Question 3

Foundations

What are adverse actions and does the Client or the Supplier hold liability on ensuring steps are followed correctly?

Question 4

Foundations

Is there a risk relating to asking Suppliers to use the same background check vendor, and requirements, as FTEs of the company?

COVID Changes



New legal considerations

Court closures

Contingent start dates

Question 5

COVID Changes

Are there any standard or new legal requirements that require COVID19 screening of engaged talent, (full-time or contingent workers)?

Question 6

COVID Changes

How are searches taking place with courts closed or open in a limited capacity? Are there any changes to consider as we adjust to this new “normal”?

Question 7

COVID Changes

Do you allow candidates to start pending background checks? If yes, who must approve?

Candidate Experience



Risk-based approaches

Screening reruns

Drug testing trends

Industry specific requirements

Improving operations

Trends

Question 8

Candidate Experience

If you use a risk-based, background check policy approach, what criteria do you base it on? (e.g. system access, physical access, category of work)

Question 9

Candidate Experience

Do all vendor employees need a new background check for every new assignment they are on? If not, how many days lapse is acceptable?

Question 10

Candidate Experience

What trends & needs are you seeing in drug testing as part of background screening?

Question 11

Candidate Experience

Are there any statutes that specifically cover background check requirements for an industry vertical?

Question 12

Candidate Experience

Do you have recommendations to make the background check process more seamless for our internal teams and for candidates?

Final Insights

What are you seeing in the space right now that buyers should be aware of ?

A little more time for your questions...



SIA Resources

- [Background Checks: A Practical Guide](#)
- [Background Checks: Best Practices in Managing Liability in the U.S.](#)
- [Workforce Solutions Buyer Survey: Full report and cumulative index](#)
- [Internal Program Management](#)
- [Todays Background Checks Catch Up Part 1](#) (complimentary)
- [Todays Background Checks Catch Up Part 2](#) (complimentary)
- [SIA Lexicon of Terms](#) (complimentary)

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enterpriseservices@staffingindustry.com

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Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk.

As a division of the international business media company, Crain Communications Inc., SIA is headquartered in Mountain View, California, with offices in London, England.

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