

Post-hire background screening

Background screening doesn't have to stop after an employee has been hired. Whether required by law or policy, some employers have found that continuing to run background checks on current employees could be part of a 360 approach.

Learn more about how periodic background check updates, or rescreens, could help align your post-hire screening with the way you manage your pre-hire program.

Benefits of periodic employee rescreening

No matter what you call it or why you use it, some employers conduct follow-up background checks on current employees. What are some of the potential reasons rescreens are added to their background check programs?



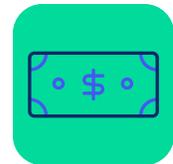
Reduce risk

Employee rescreening could help find records that happened after the hire date.



Meet demands

Scale to meet current needs. No matter your need, find solutions that scale with your workforce.



Limit cost

Instead of a full re-do, you can opt for a selective set of checks that fit your budget.



5% of rescreens find a record

Source: 2020 Verified Credentials user report

Matching rescreens to common employee profiles

A rescreen of selected sources could be helpful for multiple types of employees. The smaller scope typical of a background check update may be good for certain expanded roles, such as:



Current employees
Keeping employees long-term is great when done safely. Screen employees to stay informed after pre-hire checks.



Rehires for back-to-work
Screening individuals that return to the office or from extended time away from the job.



Seasonal rehires
Rescreening staff that return year after year for temporary roles.



New roles
Qualify employees that take on new jobs, from promotions to cross-functional “float” roles.

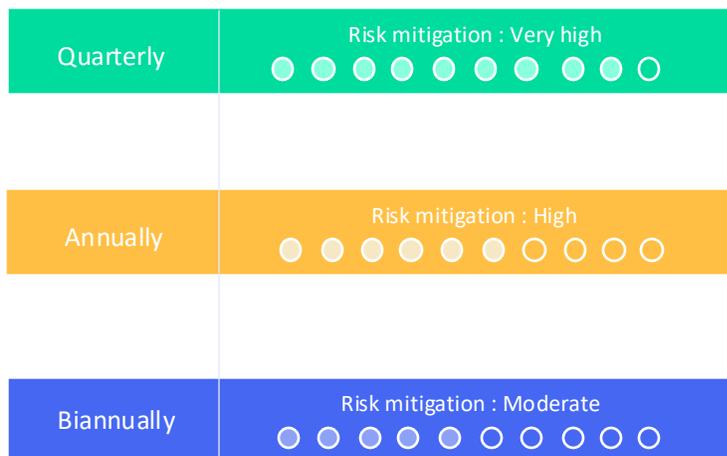
Align rescreening frequency with risk

How often an employer chooses to rescreen may be a matter of risk reduction – or potentially even mandatory regulations.

Some searches may benefit from more frequent updates while others could be stretched out longer depending on what you have determined your rescreening requirements may be.

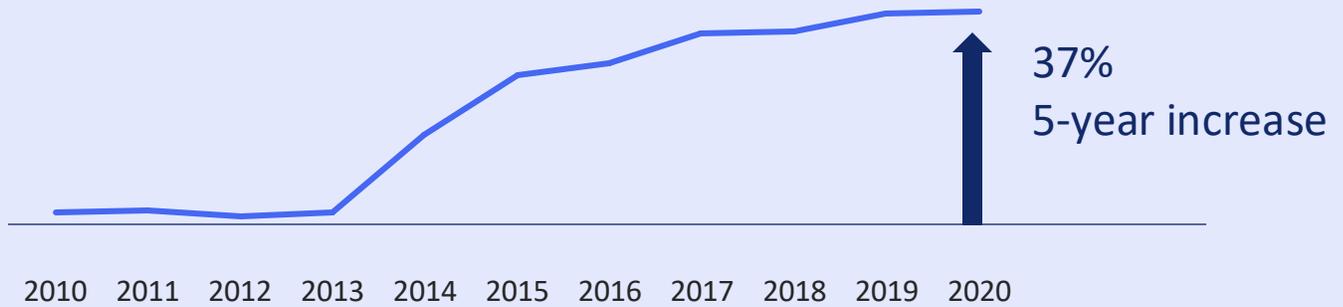
Required periodically for licensing requirements in some industries and roles.

Regulatory frequency varies



What we've seen: Rising rescreening numbers

To get an idea of how much rescreening has increased over the years, we looked at the number of rescreening orders placed between 2010 and 2020 with Verified Credentials. This decade of data indicates there was a significant boost beginning in 2014, with 8x more rescreen orders processed by Verified Credentials. Growth has continued in the years since.



We aren't the only ones that have noticed an increase in rescreening. Over half of a recent [background screening survey](#) from the Professional Background Screening Association (PBSA) said they screen employees after their hire date. This surpassed what was reported in other years. Other HR trend spotters see rescreening current employees as an emerging trend. The Society for Human Resource Management (SHRM) noted [background checks post-hire](#) as one of the top screening trends for 2021.

Changing Trends in what's used in rescreening

What kind of background checks are some employers rescreening? Based on internal research, in previous years, healthcare organizations were the most frequent fliers for rescreens. Over the last couple of years, though, rescreening orders placed with Verified Credentials have been changing. There has been an increase in organizations across multiple industries adding post-hire rescreens, including an increase in driving record and criminal history searches.



Criminal history
Searches



Healthcare
searches



Driving
records

Simple steps to get rescreening in motion

A strategic approach to employee rescreens could potentially help you keep alignment with the rest of your screening program. These example steps might be able to help you think about potential rescreening plans that could fit your budget, reduce risk, and be easy to manage.



Take stock

Consider scenarios outside of periodic rescreens of employees like changing roles or returning workers.



Determine requirements

What are the background checks needs for each situation? Build pre-established packages if it makes sense.



Document & communicate

Keep everyone on the same page organization-wide. Hiring managers, admin staff, and HR will have clear expectations for various situations.



Ready for a 360 approach? Add post-hire checks today!

Rescreening is easier and more cost-effective than ever.

Reach out to your account manager or [contact us to learn more!](#)



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