

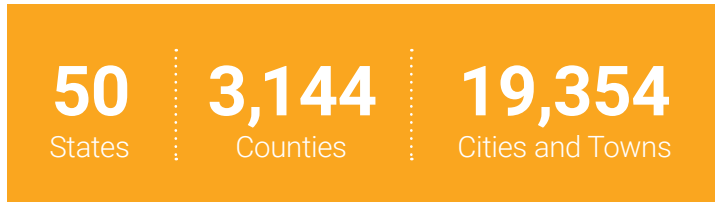
Get Help with the Top Four Healthcare Background Screening Challenges



Background screening in the healthcare industry requires extra due diligence. Here are some challenges most healthcare providers face.

1. State-Specific Requirements for Background Screening

Navigating an abundance of local laws proves challenging. This is why it's helpful to have a screening provider that is familiar with the compliance regulations of every state.



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

2. Screening and Rescreening Employees, Vendors, Contractors Consistently

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



	Pre-Employment Screening	Active Employment Screening	Temporary/Contractual Screening
State A	Required	Required every year.	Required
State B	Required	Three-year anniversary month of date of employment. Subsequent checks required every two years.	Optional
State C	Required	Upon discretion of the organization.	Required

3. Rescreening Frequency

States have a wide range of requirements (or none at all) regarding what elements will be re-examined and the frequency for when those searches occur. Let's take a closer look at examples of state requirements when it comes to rescreening active employees.



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

4. Ability to Perform Global Checks On Foreign-Born Applicants

Make sure your background screening provider has a global footprint, giving organizations the ability to perform global background checks with access to data such as:



International Criminal Checks	International Credential Verifications	International Government ID Checks	International Regulatory Checks	Global Sanctions Checks

1 <https://americanstaffing.net/staffing-research-data/fact-sheets-analysis-staffing-industry-trends/staffing-industry-statistics/>
 2 <https://www.cdc.gov/niosh/topics/healthcare/default.html>
 3 <https://www.migrationpolicy.org/article/immigrant-health-care-workers-united-states>

We can help. For more information, contact First Advantage today:

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