What Employers Should Know About Employment Screening

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With the Summer season drawing quickly to a close, I find myself reflecting on what an interesting year this has been for healthcare organizations as it relates to employment. In the 2009 monthly employment report published by the U.S. Department of Labor, healthcare was one of only two industries that experienced employment growth for the month of July – adding 20,000 to its ranks nationally.

While some might think statistics like this paint a rosy picture for healthcare, HR and staffing professionals are still faced with difficult recruitment challenges including: high employee turnover, managing the massive influx of resumes from a growing national unemployment rate (9.7% in the month of July) and increased resume scrutiny on every potentially qualified candidate identified in the recruitment process. In times like this, HR and staffing professionals need to be extra diligent and overly cautious as they identify candidates for their open positions. Why? In 2009 alone, resume falsification has skyrocketed. For example, a recent survey conducted by the Society for Human Resource Management (SHRM) found that 52% of job seekers admitted to "making some sort of false claim on their resumes."

The good news is healthcare recruiters can and are taking action to overcome these challenges. By following simple employment screening best-practices, healthcare organizations can reduce turnover, cut costs, increase efficiency and improve hiring compliance, while reduce significant risk to their organizations and those they serve.

Intelius' Best Practices for Healthcare Employment Screening

1. Commit To Screening – It's Proactive, Cost-Effective Risk Management: Employment screening is a simple and cost-effective step any organization can take to mitigate risk against unqualified or unsafe individuals becoming part of their workforce. For what can be as little as 1-2 hours pay per new hire, healthcare organizations can instill a first line of defense quickly to protect their staff, patients and customers.

2. Define Your Employment Screening Policy – By Committee: Leading organizations, in all industries, have defined, documented and instituted formal policies around employment screening. Increasingly, the policies are being "built by committee." Meaning, HR and staffing leadership are working closer with their business-unit counterparts to define strategy and policy requirements. By doing so, HR and staffing professionals are gaining greater buy-in on their policies and programs and are seeing them embraced more often organization-wide.

3. Brush Up on Industry Regulation To Ensure Legal Compliance: HR and staffing practitioners in leading healthcare organizations spend time staying current on the latest regulations to ensure their organizations are compliant. Screening your employees as governed by industry, state and federal regulations reduces the risk of litigation and potential fines that could have a detrimental impact on your bottom line.

Following these simple screen-

ing best-practices can go miles in avoiding costly hiring mistakes. Working with a solution provider, you'll be able to quickly and cost-effectively streamline your processes to cut costs, improve compliance and mitigate organizational risk – and who knows, you could even make your organization a little greener along the way.

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