

Back to the Future of Work: HireRight's 2021 Global Benchmark Report

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 **Chelsea Pyrzenski, HireRight**

Whatever impact Covid-19 has had on your business over the past year and a half, it will undoubtedly have brought new challenges for your HR department. For many HR professionals, this has meant leading strategy for new policies and standards, coordinating business continuity plan communications, supporting the well-being of your workforce – many of whom may be working remotely for the first time – and trying to keep company culture and morale afloat.

Additionally, the usual challenges of finding and retaining top talent may have been exacerbated by pandemic restrictions, the difficulties of operating fully remotely, and the war for talent.

With almost daily developments, often requiring urgent attention and immediate action, and a constantly changing landscape, it can be difficult for HR professionals to find the time to look ahead. I recently participated in an HR.com webinar titled “[Back to the Future of Work](#),” where I talked about some of the key trends identified in [HireRight's 2021 Global Benchmark Report](#) and gave some predictions for the rest of 2021 and beyond.

Here are three key findings from the report:

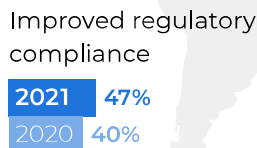
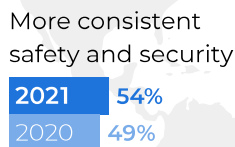
1. A “Better Quality of Hires” Is the Top Benefit of Background Screening

Nearly two-thirds of survey respondents from North America told us background screening improved the quality of their new hires. One clear benefit that can aid quality hiring is finding discrepancies in candidates' application forms and resumes. Our survey showed that 53% of North American respondents had found undisclosed criminal convictions when checking their candidates' criminal histories.

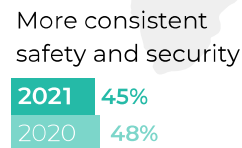
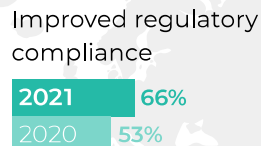
Additionally, 54% of respondents said screening provided their company with more consistent safety and security. This is particularly important now that many companies are hiring remotely – 23% said they had started recruiting for remote permanent hires as a result of the pandemic; in some cases, recruiting candidates from different U.S. states or even other countries to fill open positions.

What are the main benefits your company experiences from employment screening?

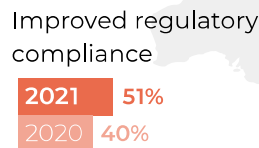
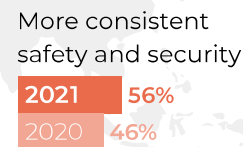
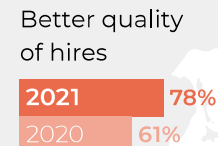
North America



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2. Social Media Recruitment Is Expected to Be More Effective in 2021

Social media is projected to be the third most effective recruitment channel for North American businesses in 2021, with 43% of respondents from the region believing it will be one of their top three recruitment channels this year. While LinkedIn was rated the most common social channel for recruitment, Facebook was also widely used in North America, with over two in five respondents using the medium for talent acquisition.

At HireRight, we have been experimenting with social recruiting this year, utilizing our company Facebook page to promote job listings in the U.S. and globally. Without spending any budget, we have secured more applicants for several of our vacancies, including one role which received over 100 applications. With many in-person recruitment events being canceled over the last 18 months due

to the pandemic, it is important to have various digital recruitment channels to rely on to help your business find the best new talent online.

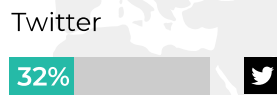
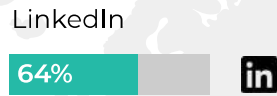


Which social media channels does your company use most for recruitment?

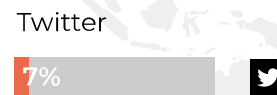
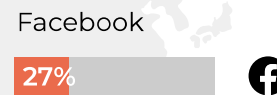
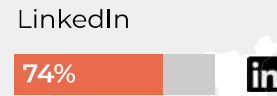
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3. Businesses Are Looking to Be More Flexible in Their Approach to Remote Working

Two in five respondents from North America said they plan to be more accommodating to flexible working post-pandemic. Additionally, most respondents found their employees could work as effectively, if not more effectively than they did in the office.

At HireRight, our flexible work strategy as we move into 2022 is tailored to location, role, and personal preference. We are factoring in the needs of each local office location and each department, down to each specific role.

Flexible work is a major benefit to many team members. It can significantly impact employee engagement, satisfaction, and retention, not to mention the benefits of expanding hiring for new roles in locations beyond your local offices.

It is also important to acknowledge the benefits of flexible work hours and work locations as a proven method of increasing productivity and strengthening your employer value proposition. The pandemic has revolutionized many different business practices. Working in an office 9-5 is one of them – it is now up to each business to decide what suits both its company and its employees best.

Earlier this year, HireRight surveyed over 3,000 global HR and risk professionals to get their views on the future of work.

The **2021 Global Benchmark Report** presents the findings of this survey.

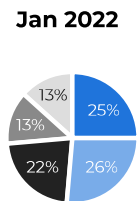
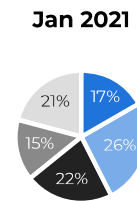
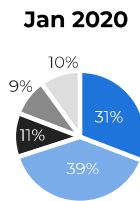
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Approximately what percentage of your company worked remotely in any capacity in January 2020, in January 2021, and what percentage do you think will be working remotely in January 2022?

North America

- None
- Less than 25%
- Between 25% and 50%
- Between 50% and 74%
- Between 75% and 100%



HireRight’s 2021 Global Benchmark Report explores trends and attitudes relating to the new world of work. It is based on the responses of over 3,000 human resources and risk professionals worldwide who shared their experiences of background screening, talent acquisition, and talent management.

The report compares survey responses from North America, EMEA, and APAC, and offers vertical perspectives on the U.S. Transportation and U.S. Healthcare and Life Sciences industries.

Find out more by [downloading the report](#).



As HireRight’s Chief Human Resources Officer, **Chelsea Pyrzenski** is responsible for determining and executing the organization’s HR strategy. As HireRight continues its accelerated growth, Chelsea will focus on attracting, engaging, developing, and retaining top talent for both current and future business needs.



▶ Would you like to comment?

