Comparing
BACKGROUND CHECK PRACTICES
Around the world

HireRight's 2018 Annual Employment Screening Benchmark Reports revealed fascinating background check and hiring practices in organisations in multiple fields in the United States (U.S.), Europe/Middle East/Africa (EMEA) and Asia Pacific (APAC, including Australia and New Zealand). Here's a look how these three regions reported strong similarities as well as numerous unique perspectives that may be helpful in assessing your individual human capital management programs.

US   EMEA   APAC

Process for screening international candidates

US	EMEA	APAC
45% conduct global criminal checks	**21**% conduct global criminal checks	**20**% conduct global criminal checks
35% conduct global education checks	**52**% conduct global education checks	**39**% conduct global education checks
31% conduct global work experience/reference checks	**45**% conduct global work experience/reference checks	**46**% conduct global work experience/reference checks

Organisations from all three regions reported they conduct the same background checks, although both EMEA and APAC placed greater emphasis on global education checks and work experience checks than the U.S.

Background checks performed pre-hire

US	EMEA	APAC
91% conduct criminal or other public record searches	**77**% conduct criminal or other public record searches	**75**% conduct criminal or other public record searches
78% conduct previous employment and/or reference checks	**81**% conduct previous employment and/or reference checks	**79**% conduct previous employment and/or reference checks
71% conduct education verification checks	**83**% conduct education verification checks	**79**% conduct education verification checks

While criminal record searches ranked first in the U.S., it ranked third in EMEA and APAC; in those regions, education verification came in first. Interestingly, social media was used for background checks by 29% and 21% of organisations in APAC and EMEA respectively, while only 9% of organisations in the US conducted them, perhaps owing to the exposure to litigation of conducting them early in the hiring process in the U.S.

Benefits derived from background checks

US	EMEA	APAC
56% better quality of hires	**49**% better quality of hires	**71**% better quality of hires
78% more consistent safety and security	**56**% more consistent safety and security	**57**% more consistent safety and security
47% improved regulatory compliance	**56**% improved regulatory compliance	**59**% improved regulatory compliance

All three regions are consistent in citing better quality of hires, more consistent safety and security, and improved regulatory compliance as the top three benefits gained from background checks.

Talent acquisition and talent management challenges

US	EMEA	APAC
55% finding qualified job candidates	**77**% finding qualified job candidates	**49**% finding qualified job candidates
44% making HR processes more efficient	**46**% making HR processes more efficient	**61**% making HR processes more efficient
43% Improving the candidate experience from application through onboarding	**46**% Improving the candidate experience from application through onboarding	**55**% Improving the candidate experience from application through onboarding

While making the HR processes more efficient is a priority across the board — and around the world — improving the candidate experience and using technology to acquire and manage talent — at a time when the majority of the labor pool place a priority on the candidate experience and lives on tech devices - are ranked far lower.

HireRight.