



INDUSTRY
Information Technology

HEADQUARTERS
San Diego, CA

LOCATIONS
10

EMPLOYEES
150

IMPORTANT SCREENS
Resume Validation
SSN Validation
County Criminal Record Search
Education Verification
Employment Verification
Reference Check
Motor Vehicle Records Check
Credit Check
National Criminal Database Search
Sex Offender Registry Search
Drug Screening
Electronic I-9 and E-Verify

Securecheck360 Saves Significant Time In Hiring Decisions Through Providing Accurate Information While Maintaining Compliance With PII, GDPR, and FCRA Regulation

SUMMARY

Securecheck360, LLC (Securecheck360) is a PBSA-Accredited and Women Owned Business (WBENC-Certified) Company which is specialized in conducting Pre-Employment Background Screening Services reducing the hassels of technical hire nightmares with quick turnaround time.

From Technology Giants to Startups, all Employers are facing the issue of shortlisting right candidates who has right skills.

Securecheck360 offers hands-on industry experience, in compliance with FCRA, ICRAA, EEOC, CCRAA, CCPA, FTC, HIPAA, GDPR and PBSA guidelines and dedicated focus on personnel performance, along with focus on quality of results and control on cost overruns.

Challenges

Improve Consultant BGV information collection time and reduce human errors and be in compliance with PBSA, FCRA, PII, and GDPR

Solution

Gather BGV information through Secure Portal

Results

Save at least 1.5 - 2 business days of processing time and get quicker results while being compliant in handling Personal Identifiers

Employment Verification



Securecheck360 initiates the background verification process of a newly on-boarded candidate of the Client.

This can be achieved in any of the two following processes:

1. Employer initiates background verification process, and sends forms to employee. Employee fills the required forms and sends it back to the employer, who then enters the information into the Securecheck360 secure platform. Once the information is entered and validated, Securecheck360 starts the background verification process.
2. Employer initiates BGV on Securecheck360 secure platform. We send a link to the Employee to enter his/her details in our system. Once information is entered, Securecheck360 starts verification process.

Scenario 1

On a regular observation from a closed and constructed thesis on the methods and approach towards initiating the background verifications over the years, internally, Securecheck360 found that it takes more hours for entering the employee information from our end. In our Study*, we took a sample of 500 Input Forms received from our employer's and validated the number of hours taken to input them into our secure platform. We found out that, it takes atleast 2.5 busines days for the employee to complete and send the input form to the employer. It takes atleast for the employer 1 - 3 hours to input the information in the Securecheck360 secure platform. In this process, we will receive all the pertinent informtion required to initiate the background verification process of a particular employee. However, we found that there is a chance of human error from all the ends by atleast 17%. In the cases where a human error occurred, it took an extra time of another 8 hours to re-gather the correct information or cross verify it.

Conclusion

On an average it takes atleast **2.5 business days** to collect the employee's information and his/her Authorization to initiate the Background Verification process. Additionally, it takes 6 hours for employer to verify the information. This method of collection also requires sending sensitive information via email which will lead to data breach or data theft violating the PII policy. In many cases we have seen employees unwilling to share sensitive information via electronic media which is not encrypted.

Observation and Decision

In the days of fast paced technologically advanced Industry, especially in the staffing industry, where turnaround time is critical to success of clients and employers. It is advisable to change our approach towards collecting employee information and improve turnaround times.

“
Securecheck360 has been outstanding to work with and has been instrumental in getting our employees and contractors onboarded on time and getting everything completed and provided us with a quick turnaround solution that benefitted us and made our team happy.”

Armando Jaurez
Adecco Govt. Solutions
(TAD PGS, Inc.)

Employment Verification



“
Securecheck360 provides us with quick and fast turn around and has reduced time to onboard a resource. Their customer service is outstanding and their interface is user friendly which allows to track cases and provides us real time case status. Their resume credentialing services has helped our screening and improved quality of hires.

”
TechMahindra

Scenario 2

In a Parallel Study** conducted to analyze our methods and approach towards initiating the background verification process, internally, Securecheck360 took a sample of 500 cases where we analyzed the process very thoroughly.

Employer enters the employee's basic information like full name (first, last, and surname), email address, and phone number in our secure platform. After entering this basic information which triggers an email or text message to the employee with a link to enter the complete information on our secure platform.

From the point of initiation of the background verification process from employer and till the time taken by the employee to complete the information, it takes an average of **1 business day**. After this, we will receive a notification that the information required for initiating a background verification process is ready. Our verifiers will initiate the background verification for this candidate. As and when the results of a particular screening is ready, all the relevant stakeholders are informed of the results, ensuring quick turnaround time.

Conclusion

On an average we are saving at least **1.5 business days** in collecting the employee's information and his/her Authorization to initiate the background verification process. This also helps being compliant with the data privacy laws as it is not secure to transfer data electronically without encryption, particularly information pertaining to Social Security, Driver's License, etc.,

Observation and Decision

With the ever changing Laws that are becoming more stringent every year on the use of personally identifiable information (PII) under the HIPAA Act and Global Data Protection Regulations (GDPR) under the European Union (EU) laws, every Credit Reporting Agency (CRA) under the PBSA and FCRA has to **comply with** the National Institute of Standards and Technology (NIST) *Guide to Protecting the Confidentiality of PII (SP 800-122)*. It is advisable not to collect any Consultant's PII and store it in our databases or physical records as this will be a violation of PII Act. **State of California has more stringent regulations on the use of PII than other States.**

** An Internal study conducted in the FY2016 to analyze our Turnaround times titled "Understudy to improve turnaround time while Being in Compliance with all Federal and State Laws."