



# S3 Conference

Screening ❖ Safety ❖ Strategy

*Hosted by DISA Global Solutions*

## SCREENING IN MOTION: CONTINUOUS MONITORING, RESCREENING, & DIGITAL CREDENTIALS

What you need to know



# HELLO!

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## Topics

- ❖ Why Screen?
- ❖ Screening Basics
- ❖ Continuous Screening
- ❖ Rescreening
- ❖ Legal/Regulatory Considerations
- ❖ Verifying Credentials

# Agenda





01

# WHY SCREEN?

## ❖ Hidden Costs

- Financial Costs
- Productivity Losses
- Cultural Impact
- Reputational Damage

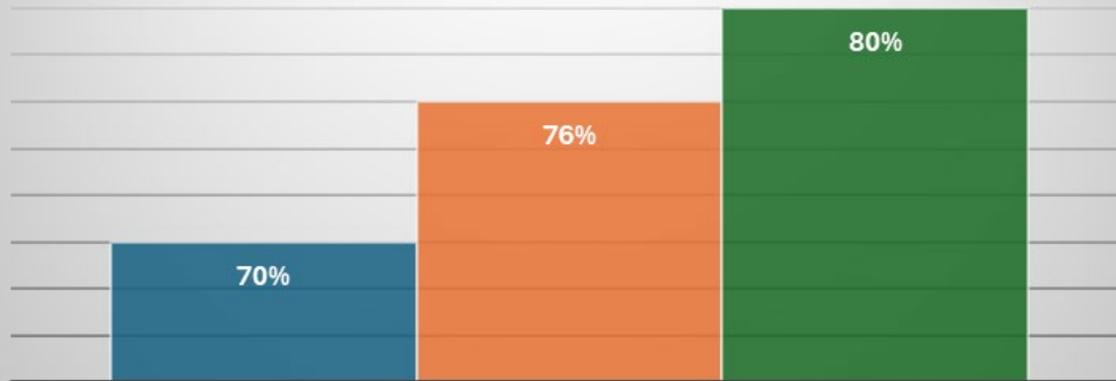


## ❖ Hiring Mistakes

- Rushed Hiring
- Ignoring Cultural Fit
- Weak Resume Screening
- Skipping Reference & Background Checks



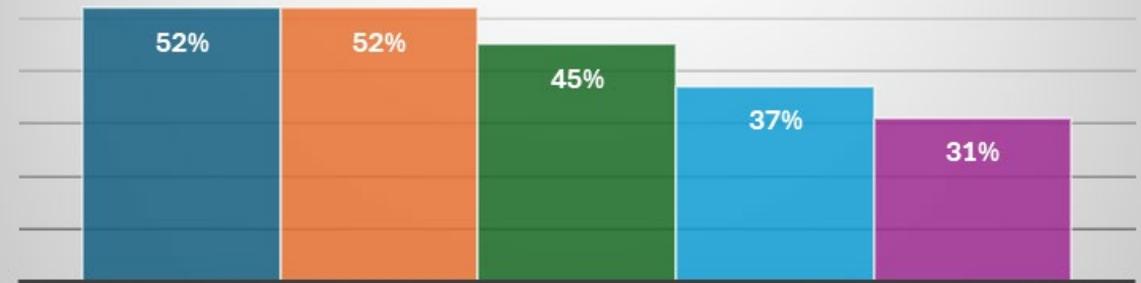
### Rates of Untruths



RATES OF UNTRUTHS

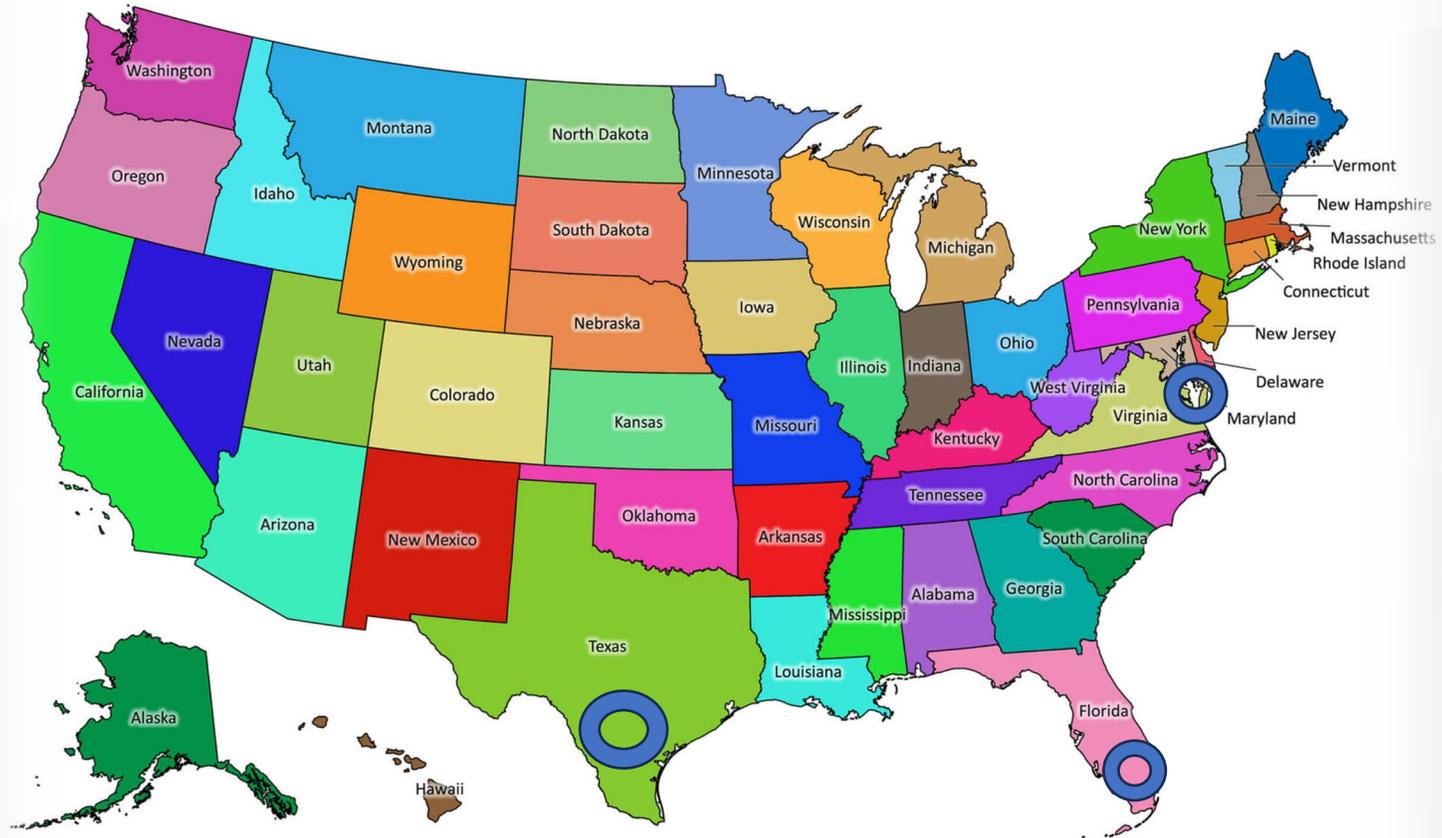
■ Lied on Resumes   ■ Lied on Cover Letter   ■ Lied During Interview

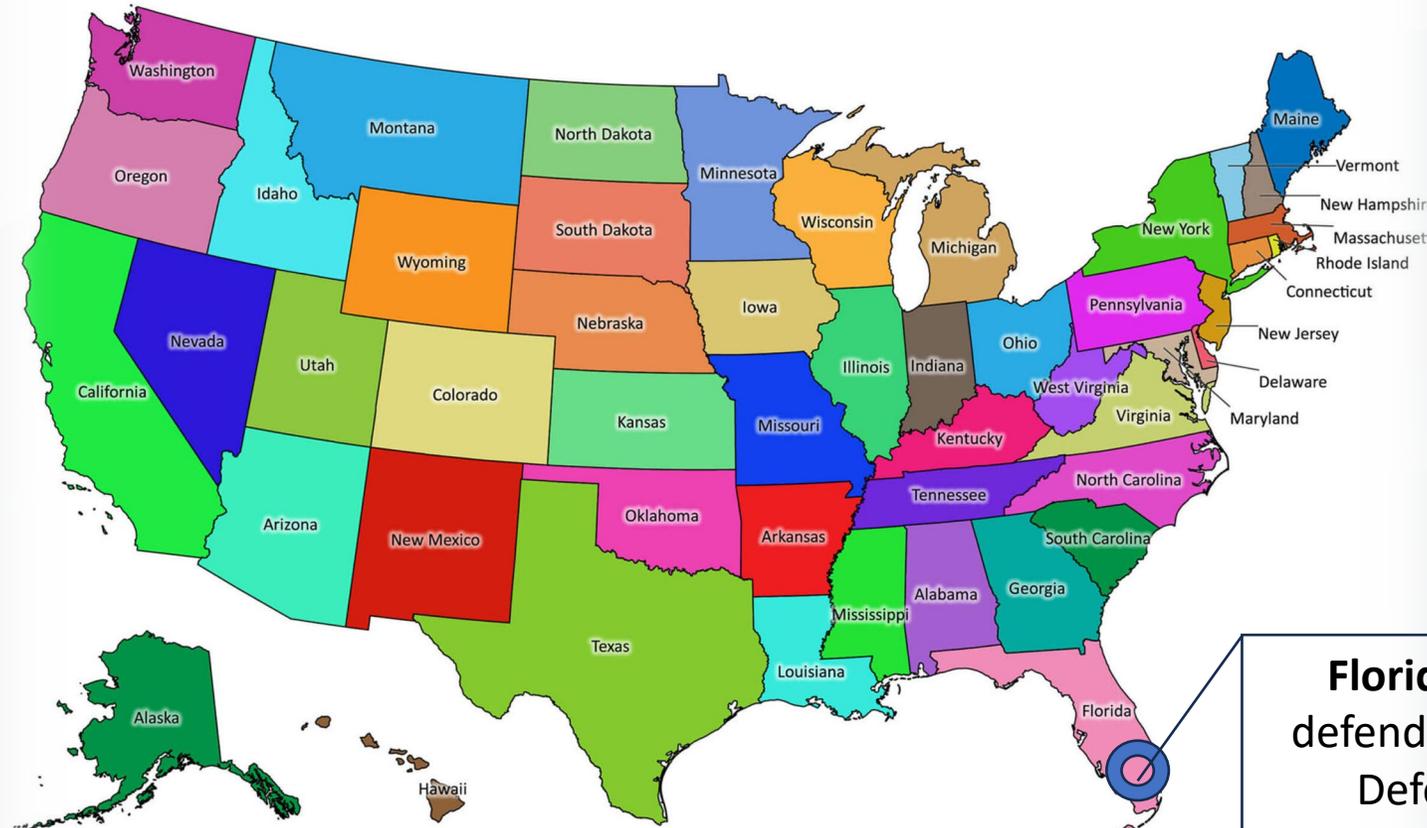
### Top Untruths

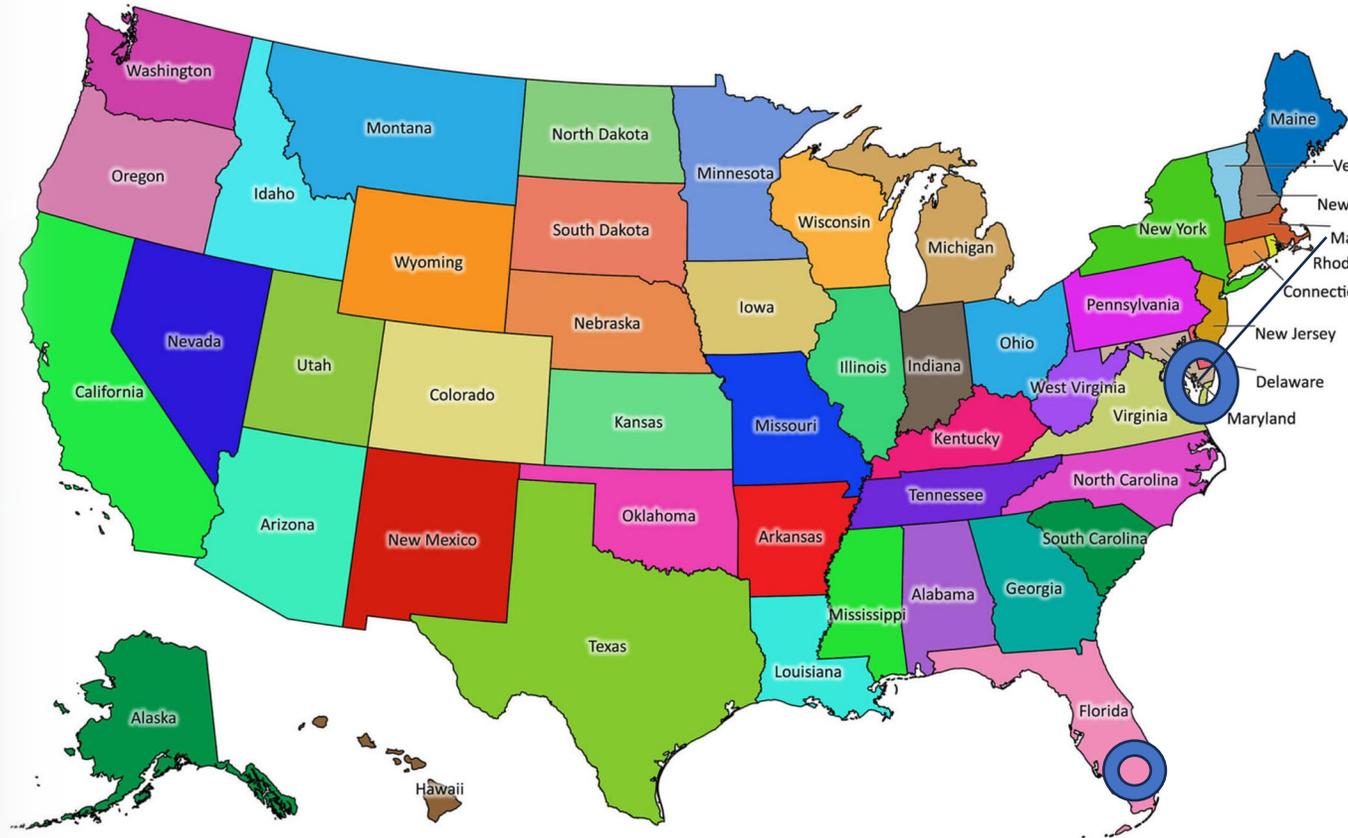


TOP UNTRUTHS

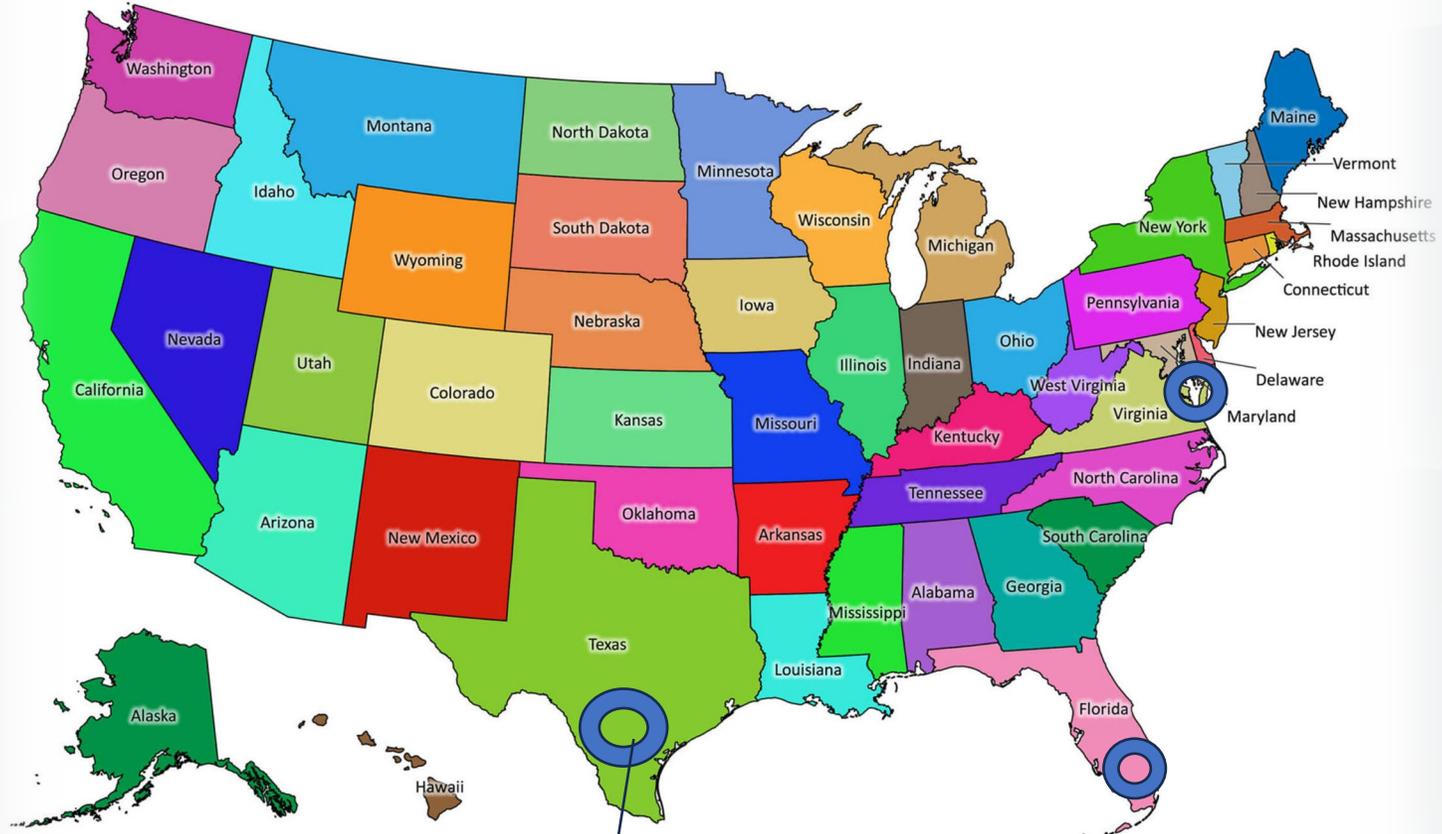
■ Job Responsibilities   ■ Job Title  
■ Number of People Managed   ■ Length of Employment  
■ Name of Company







**Maryland – 54 Nurses**  
Linked to fraudulent  
credentials



**Texas – 6 Nurses Practiced Using Stolen Names and Credentials**



02

# SCREENING BASICS

## Disclosure

- ❖ Reason for Screening
- ❖ “Consists Solely of the Disclosure”
- ❖ Brevity is Key





## Authorization

- ❖ Receiving Permission to Screen
- ❖ Can be Evergreen



## Adverse Action

- ❖ Inform of Preliminary Decision
- ❖ Wait Time
- ❖ Individualized Assessment
- ❖ Final Decision





03

# FOOD FOR THOUGHT

- ❖ Data Minimization
- ❖ Ban the Box/Fair Chance
- ❖ Criminals – Protected Class
- ❖ Privacy Laws
- ❖ Data Protection
- ❖ Expungements
- ❖ Judicial Anonymity
- ❖ Removal of Identifiers





04

# RESCREENING

## Limitations of Only Conducting Initial Hire Screening

- ❖ People Change
- ❖ Compliance Evolves
- ❖ Risk Increases Over Time





- ❖ Point-in-Time Post-Hire
- ❖ Snapshot of Activities
- ❖ Meet Regulatory Requirements
- ❖ Meet Accreditation Requirements
- ❖ Employee Safety
- ❖ Fill in Screening Gaps



- ❖ Timing
- ❖ Role Requirements
- ❖ Role Change
- ❖ Risk Tolerance
- ❖ Leverage Data You Have



05

# CONTINUOUS MONITORING



- ❖ Automatically Updates Background Check Profile
- ❖ Alerts When There is a New Record or Change in Record
- ❖ Active Management Tool
- ❖ Monitors in Real Time

- ❖ Have a Clear Policy
- ❖ Get Employee Consent
- ❖ Use a Reputable Provider
- ❖ Monitor & Respond
- ❖ Communicate with Employees





**WHY IT MATTERS?**

- ❖ Reduces the Risk of Incidents
- ❖ Strengthens Compliance
- ❖ Enhances Workplace Safety
- ❖ Support Hiring Decisions
- ❖ Employee Retention



06

# WHO ARE YOU?



Alter Appearance

Professional  
Headshots

Generate Fake Resumes



Fake Social Media  
Profiles



Alter Appearance

Professional  
Headshots

Generate Fake Resumes

Fake Social Media  
Profiles



## Tips to Combat a Fake Person

- ❖ Closer examination of online profile
- ❖ In-person interview
- ❖ Ask hometown questions
- ❖ Look for technical issues
- ❖ Ask for Movement

## ❖ IDENTITY VERIFICATION

- I-9/E-Verify
- CBSV
- MFA
- Biometric



## ❖ DOCUMENT VERIFICATION

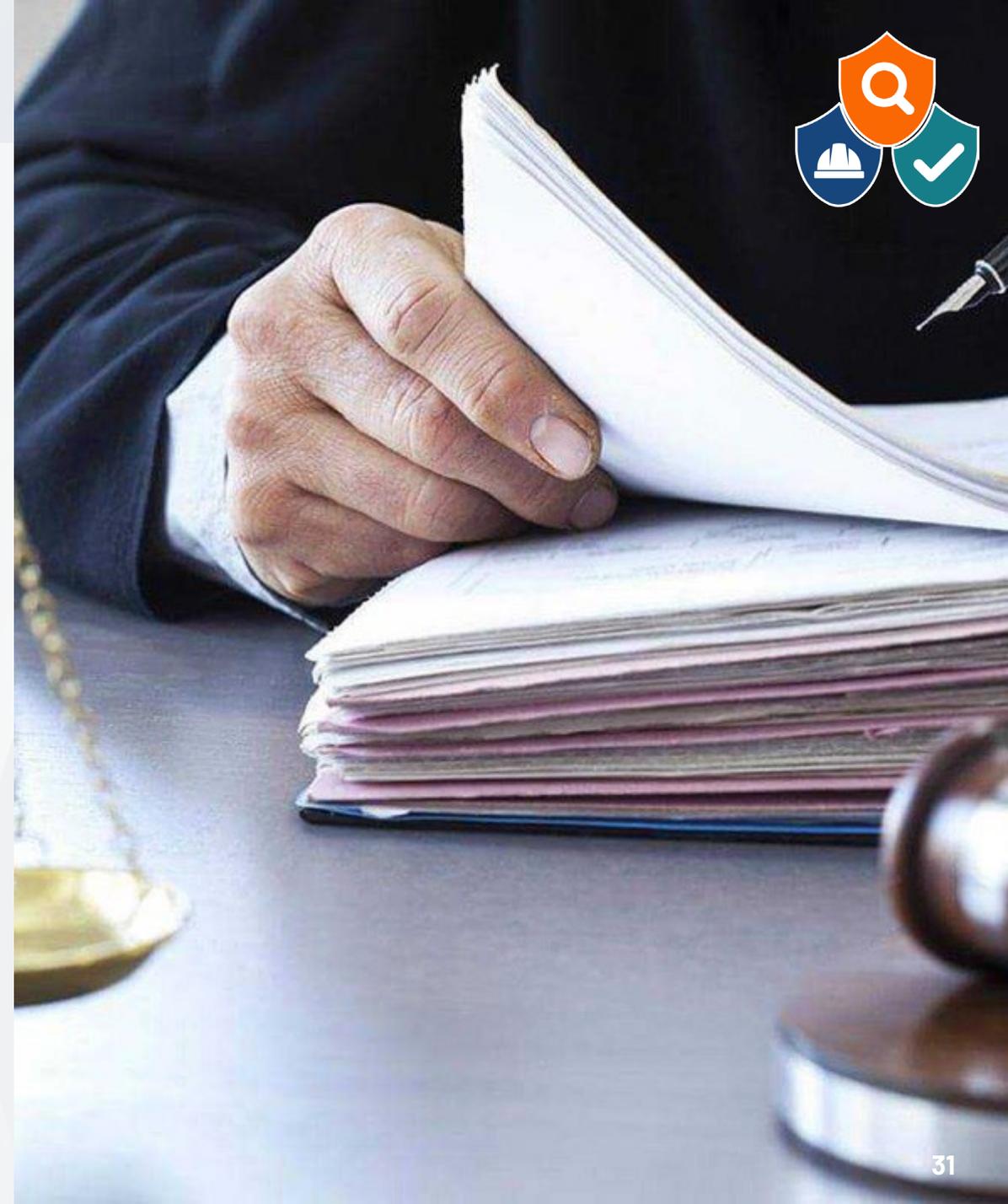
- Provide a list of approved documents
- Utilize a third-party verification vendor
- Check to see if document fields have been tampered
- In-person review of documents



**07**

# WRAP UP

- ❖ **Why Screen?**
- ❖ **ABCs of Screening**
- ❖ **Rescreening**
- ❖ **Continuous Monitoring**





**THANKS!**

Any questions?

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