

# Background Screening Solutions for the Technology Industry

Today's growing global technology industry is hurtling towards \$5.3 trillion, with the APAC region on track to represent \$675 billion of that market.<sup>1,2</sup> Industry employment is also on the fast track, with Forbes listing Information Technology as a "Top 5 Growing Career Field," second only to healthcare.<sup>3</sup> Yet, there's mounting concern about a shortage of skilled tech workers in the APAC region, with one report forecasting a deficit of 47 million tech employees in coming years.<sup>4</sup>

This means every hire counts. Employment background screening helps businesses intelligently expand their pool of eligible candidates so they can more quickly recognise, compete for and hire the top technology talent.

## Hire smarter with background checks.

When making large investments in equipment or software, most businesses extensively research their options. The same principle should also apply to hiring decisions, since a company's technology workforce is often its most necessary and strategic investment.

Using background checks, employers can easily research job candidates so they can strategically focus their hiring dollars on the most qualified talent to advance their business. In many ways, background checks support smarter hiring decisions and a more productive, innovative workplace by helping technology employers:

- Identify candidates with right skill level, training and experience
- Ensure candidates have the required education and certification(s)
- Hire and retain "good fit" employees who are less likely to leave
- Increase hiring ROI by reducing turnover rates
- Protect against internal fraud and risk by revealing prior criminal history, workplace infractions
- Promote a high-integrity business powered by well-vetted employees

*"83% of senior executives are concerned about necessary skills levels in their organisation. In fact, despite being home to a large base of technology talent, skill shortages are seen as more significant barriers to successful experience delivery in APAC than they are to any other region in this study."*

—Source: [Adobe.com](https://www.adobe.com)



## Who should be screened? Everybody.

To succeed in today's ultra-competitive technology industry, businesses need high-performing employees at all levels of the company. That means, all employees should be screened, including:

- Executives, management team
- Skilled technology employees including engineers, data scientists, developers, programmers, etc.
- Administrative professionals including auditors, controllers, credit managers, accountants etc.
- Operational and manufacturing staff
- Customer-facing positions including sales and customer support

## Best practise insights for better background checks.

To help IT and technology organisations start a background checking programme or update an existing programme, below is a list of best practise observations based on the searches that are commonly ordered by our customers within this industry.

	Basic	Standard	Premium
	A good baseline screen for ALL candidates.	A more in-depth screen that provides a better understanding of a candidate's specific qualifications and professional background	Appropriate for management, executives and board members who are the "face" of the business or whose actions can impact the trajectory of the business
 Identity Verification	✓	✓	✓
 Criminal Check*	✓	✓	✓
 Employment & Education Verification	✓	✓	✓
 Right to Work Check	✓	✓	✓
 Civil Litigation Check		✓	✓
 Credit Check		✓	✓
 Global Expanded Sanctions		✓	✓
 Bankruptcy Check		✓	✓
 Professional Qualification/Licencing		✓	✓
 Reference Checks		✓	✓
 Global Reputational Media/Adverse Media Search		✓	✓
 Directorship Verification			✓
 Social Media Search			✓
 CV Comparison			✓

\*Such as police checks, when available and permissible.

1 [IT Industry Outlook 2022 \(comptia.org\)](#)

2 [Asia Pacific tech market to grow by 6.2 percent to US\\$675 billion in 2022 - Cloud - Data Centres - Hardware - Software - iTnews Asia](#)

3 [2022's top 5 most in-demand tech jobs in Asia Pacific | 2022 Technology Trends | FDM Group | UK](#)

4 [Massive shortage of tech talent looms as Asia takes to digitalisation | The Straits Times](#)

We can help. For more information, contact First Advantage today: