EMPLOYMENT SCREENING FOR THE CONSTRUCTION INDUSTRY

Employment Screening for the Construction Industry

The construction industry is under constant demand to fill positions quickly and at the same time, deal with high turnover. Performing background checks for employees is especially crucial to reduce turnover by hiring the right employee in the first place. A reliable screening program can decrease the risk of hiring an unreliable employee, reduce turnover, and help to maintain a safe workplace. By supplementing OSHA standards with FCRA compliant background check procedures, your company can increase performance, safety record and productivity.

Recommended Services:

- Social Security Trace
- Criminal Records Search
- Sex Offender Search
- Drug Testing
- DOT Employment Verification* (If the candidate will be operating heavy machinery)

Crimcheck Understands the Challenges that Face the Construction Industry

Safety

Studies show that over 50 percent of on-the-job accidents are related to drug abuse (National Council on Compensation Insurance). Drug testing and a safe workplace program are shown to increase safety, improve attendance and minimize incidents of accidents.

Site Security

Expensive Equipment, personal property and proprietary information are all valuable assets at a job site or manufacturing facility. Find out if your applicant has a recent history of theft convictions before you place them on a job site or in a position with access to valuable assets.

Regulatory and Government Requirements

Let Crimcheck help you to comply with regulatory requirements set forth by the Occupations Safety and Health Administration (OSHA) and the National Institute for Occupations Safety and Health (NIOSH).

Contractors

Fatal work injuries involving contractors accounted for 12 percent of all fatal work injuries in 2011. Screening and background checks for your contractors are essential. Crimcheck offers applicant pay and applicant link; this service is an innovative way for you to screen applicants, leaving the data entry up to them. It is designed to make the application process quicker and more cost effective by integrating familiar HR procedures with our internet technology.

Applicant Link and Applicant Pay

Here's how it works:

You enter your applicant's name, e-mail address and requested services. An email is sent to the applicant who then follows the secure link to an on line employment

application. The applicant enters all their data and signs an electronic (E-Signature) form. The background check report is sent to you within 48 hours. The ***Applicant Pay*** process is identical, except the applicant is sent a link that allows them to order and pay for their background check report with results sent directly to you.

- Virtually no data entry
- Track the entire process online
- Allows candidate to place own order and even self-pay
- Quick turnaround - 48-72 hours for most reports
- Uses E-Signature technology

Drug Testing

Drug use in the Construction industry is dangerous and puts all workers at risk. Unfortunately, the recent National Survey on Drug Use and Health shows that the Construction industry has the highest drug use.

Drug Abuse By Industry - Construction		
Position	**Current Illicit Drug Use (%)**	**Current Heavy Alcohol Use (%)**
Construction Laborers	5.6	2.7
Construction Supervisors	8.9	12
Other Construction Workers	6.7	7.3
Source: US Department of Labor		

Substance abuse is a factor in 35 percent of workplace injuries and fatalities, 35 percent of all absences, 38 percent to 50 percent of all workers' compensation claims and 40 percent of thefts, according to the US Department of Labor.

Construction industry workers are in danger of risk from workplace accidents and the industry is in need of quality screening procedures so that only the most qualified workers are hired. After background checks have been performed to screen reliable hires, random drug and alcohol testing on-site is an excellent strategy to use in keeping work-sites safe. Post accident testing and reasonable suspicion testing is a convenient way to test these workers anywhere, at any time. It does not matter what part of the county your company or job site is located, Crimcheck has access to labs throughout the U.S.

Construction's "Fatal Four"

Out of 4,188 worker fatalities in private industry in calendar year 2011, 738 or 17.6% were in construction. The leading causes of worker deaths on construction sites were falls, followed by electrocution, struck by object, and caught-in/between. These "Fatal Four" were responsible for nearly three out of five (56%) construction worker deaths in 2011, BLS reports. Eliminating the Fatal Four would save 419 workers' lives in America every year. *From the Bureau of Labor Statistics

- Falls - 259 out of 738 total deaths in construction in CY 2011 (35%)
- Electrocutions - 69%
- Struck by Object - 73 (10%)
- Caught-in/between - 18 (2%)

Top 10 most frequently cited OSHA standards violated in Fiscal Year 2012

The following were the top 10 most frequently cited standards by Federal OSHA in fiscal year 2012 (October 1, 2011 through September 30, 2012):

1. Fall protection, construction
2. Hazard communication standard, general industry
3. Scaffolding, general requirements, construction
4. Respiratory protection, general industry
5. Control of hazardous energy (lockout/tagout), general industry
6. Powered industrial trucks, general industry
7. Electrical, wiring methods, components and equipment, general industry
8. Ladders, construction
9. Machines, general requirements, general industry
10. Electrical systems design, general requirements, general industry