



HR Resources | Best Practices Series

BACKGROUND CHECKS IN THE OIL AND GAS INDUSTRY



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Background Checks in the Oil and Gas Industry

The Oil and Gas Industry and providers that support this industry are facing global challenges in hiring and retention. Entry level positions are often difficult to fill and higher education programs that specialize in industry education graduating enough talent to fill the demand. Finding, managing and retaining talent is becoming increasingly difficult. The number of individuals employed in the Oil and Gas industry is expected to increase 13% over the next five years in the US and Canada alone. Additionally, by 2020, one industry expert expects the Oil/Gas Industries to have created 1.3 million new positions.

In order to facilitate the quick onboarding of potential new hires, companies will have to be prepared with a streamlined, efficient hiring process. Competition for talent has never been greater. There is a need to screen employees with an accurate product, but also quickly and efficiently.

Recommended Testing Protocols

Positive drug tests for amphetamines and oxycodone are on the rise for workers who are federally mandated to be tested for drugs. Quest Diagnostics, which conducts such tests, found oxycodone in 3.1 percent of positive tests in 2011, up from 2.7 in 2009. Workers are more likely to abuse drugs if they suffer injuries on the job and have received prescription pain relievers.

- Social Security Trace
- Criminal Records Search
- Sex Offender Search
- Drug Testing
- Driving Records

- DOT Compliant Employment Check - *if applicable*
- Professional License Verification
- Education and Employment Verification

Background Screening is recommended to mitigate risk in many sectors, including:

- Drilling
- Extraction
- Manufacture of Oil/Gas related equipment and suppliers
- Exploration
- Engineering Operations
- OEMs/equipment suppliers
- Drilling contractors
- Downstream processing
- Research

Job Positions where background screening is recommended:

- Field and Rig Workforce
- Management Roles
- Accounting & Finance
- Human Resources
- Engineering / Exploration

- Technical & Trades
- Materials Management
- Heavy Equipment

Crimcheck Understands the Challenges that Face the Construction Industry

There is a Need for Quick Turn-Around Times

Our average turn-around time is 2 1/2 business days, and in many instances much lower depending on the service you're ordering.

There are Specialized Needs When Screening Contractors

Our Applicant Link and Applicant Pay systems allow you to send a link to contractors that require screening, allowing them to order, or order and pay for their own background checks, with the results sent directly to you. This is great for contractors or organization that would prefer to have their applicants pay for their own screening. Many of our clients who utilize this service have saved tens of thousands of dollars a year.

There is a Need for Customized Services and Packages

With over 100 screening services offered, the screening packages available at Crimcheck are endless. Whether you need a single criminal check and SSN, a complex due diligence check and everything in between we can create custom packages specific to your needs, whether you need to use it only once, or if you need thousands of checks per month. Crimcheck can also provide a customized ordering portal for one location or unlimited sub-locations.

Background Check Reports Must Be Accurate and Easy to Understand

Our reports are reviewed and researched on average by 3 separate investigators. We manually contact each court at the city and county level based upon the subject's residential history. We then organize our findings into an easy to read, accurate report.