

Enhanced Employment Screening Creates a Better Candidate Experience

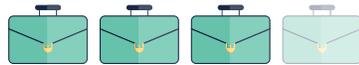
More than ever, job seekers and employers recognize the importance of a compelling end-to-end candidate experience. While that's the first step toward addressing pain points and closing gaps, it doesn't quell all the frustrations candidates have throughout the hiring process and beyond. Before you can decide how to solve the problem, you need to know why there's a problem in the first place.

Exclusive research and insights from **CareerBuilder's 2017 Candidate Experience Study** will help you understand the complex perceptions, attitudes and behaviors of both candidates and hiring managers — and how you can use technology to improve your overall candidate experience.



The Stakes Are High For Employers

75%
of employers



are hiring for positions where they require a candidate to pass a background check



66%
of candidates

have completed a background check as a part of a recent hiring process

As a candidate moves into the finalization stage of the hiring process, they expect a smooth and seamless process — yet some are still reporting that they've had a bad experience.

Only 59 percent of candidates rate their last employment screening experience as "easy," so employers should seize this opportunity for improvement.

Average time for employment screening

65% of employers and candidates say it takes 2-7 days on average

Some say it takes longer than a week

10% of employers : **20%** of candidates

Who thinks it takes too long?

20% of employers : **31%** of candidates

These gaps can lead to frustrations and an overall negative candidate experience. In fact, 71 percent of candidates say they aren't worried about the outcome but do get frustrated because they don't know why it takes so long.



Don't Lose Out on Top Talent

If you think candidates are sitting around waiting for employment screening results to come back, think again.

65% of candidates continue communicating and interviewing with other companies as they wait on results

It's in your best interest to put a timely and seamless process in place.

After all:

48 percent of candidates say the employment screening experience has an impact on how favorably they view a potential employer ★★★★★

63 percent of millennials say the employment screening experience has an impact on how favorably they view a potential employer ★★★★★



See how CareerBuilder's employment screening solution — ranked on HRO Today Baker's Dozen Customer Satisfaction list of top screening providers — offers reliable background checks and pre-employment screening within a configurable web-based portal.



Technology Can Help

Knowing as much as possible about your potential hires is crucial. But it's also critical to offer them a positive candidate experience — even during the employment screening stage.