HR TECH Outlook

LaborChex

TOP
PRE EMPLOYMENT SCREENING
CONSULTING/SERVICES COMPANIES - 2020

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The annual listing of 10 companies that are at the forefront of providing pre-employment screening consulting services and impacting businesses

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LaborChex
All-in-One Platform for Automated Background Screening and Drug Testing

LaborChex Inc. has been on the leading edge of the employment screening industry for more than 30 years. Based out of Brandon, Mississippi, LaborChex caters to organizations from almost every industry—including transportation, healthcare, manufacturing, and municipalities—across the U.S. By combining personalized customer service and the highest levels of technological sophistication, the company helps its clients meet their employment background screening and drug testing needs quickly and accurately, at an affordable price.

In recent years, employment background screening and drug testing have gone from being expensive and time-consuming to automated, technology-driven task through which employers can achieve fast, accurate, and inexpensive results.

To that end, HR departments across the U.S. are automating their entire recruitment lifecycle by integrating background screening and drug testing services with applicant tracking systems (ATS), resulting in reduced workload and faster time-to-hire. The automation also helps in greatly reducing manual errors and improving accuracy. LaborChex has risen above and beyond HR expectations, with hundreds of satisfied clients from across the country and thousands of their employees screened.

LaborChex: Combining Efficiency and Compliance

LaborChex's state-of-the-art software helps automate or augment their clients screening process from order entry all the way to results delivery and billing. Clients can log into their server, place orders, and retrieve results every hour of the day and every day of the year. The advanced software includes configurability which is useful for almost any industry. With renewed processes enabled by LaborChex, hiring managers get complete control to predefine ordering packages for the industry segments they serve by assigning screening packages based on the unique needs of the clients.

Subsequently, LaborChex uses these packages to guide its clients to carry out component selection and searches in a diligent manner. Through automation and integration, the company can provide real-time updates that allow hiring managers to view results from each individual search as they are completed.

LaborChex's screening software also ensures FCRA compliance by requiring order requesters to provide FCRA purpose and confirm that the employer has obtained candidate authorization. It also allows employers to print copies of reports with the FCRA rights attached and customizable adverse and pre-adverse action letters.

"For a fraction of in-house IT cost, our clients achieve a dynamic employment screening platform that is always up to date, secure, and infinitely scalable", affirms Ricky Rayborn, President of LaborChex.

Putting the Applicant in Charge

Applicants begin the screening process by clicking on a link shared by LaborChex via text or email. They can attach relevant documents using their camera phones and agree to the background check with an electronic wet signature. Thereafter, the applicant can log in to check the status of the screen and provide any additional information or documentation needed.

LaborChex's clients and their applicants can also schedule drug screening through applicant portal, saving managers' time as the system itself reaches out to vendors on the applicant's behalf.

Ricky Rayborn

Social Distancing and Screening

LaborChex has been successful in meeting not just the regular hiring requirements but also the unique demands of today. Since the pandemic has compelled the hiring mechanism to move to online, many interviews and interactions are being handled from remote locations.

In a bid to reduce the negative impact of the pandemic, LaborChex has adapted to this change by utilizing its state-of-the-art screening software significantly despite the hiring team and the potential candidates not being in a brick and mortar setup.

LaborChex's advanced applicant portal allows individuals to complete background checks on their computers or mobile devices, thereby streamlining the entire screening process.

Hi-Tech Compliance Solution with Unwavering Southern Hospitality

LaborChex's leadership and staff are renowned for their warm customer service, technological knowledge and efficiency as well as being labor compliance savvy. Born and raised in Mississippi, this combination of human excellence and cutting technology makes LaborChex one of the top online screening companies in the U.S.