

Employment Screening Services Market – Global Industry Size, Share, Trends, Opportunity, and Forecast, Segmented by Type of Screening Services (Criminal Background Checks, Credit History Checks, Drug and Alcohol Testing, Employment Verification, Education Verification, Reference Checks, Social Media Screening, Identity and Address Verification, Healthcare Sanctions Checks, Motor Vehicle Records Check), By Service Model (Managed Services, Ad-Hoc Services) By End-User Industry (Banking, Financial Services, and Insurance (BFSI), Healthcare, Information Technology (IT), Manufacturing, Retail, Government, Transportation and Logistics, Education, Hospitality, Others), By Region, By Competition, 2018-2028

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Abstracts

Global Employment Screening Services market has experienced tremendous growth in recent years and is poised to maintain strong momentum through 2028. The market was valued at USD 4.43 billion in 2022 and is projected to register a compound annual growth rate of 9.89% during the forecast period.

The employment screening services market has experienced significant expansion in recent years due to growing adoption across diverse industries globally. Critical sectors

such as healthcare, pharmaceuticals, and medical devices recognize employment screening as vital for manufacturing sterile and sensitive products.

Stringent regulatory standards governing cleanroom design, equipment, and operations have compelled organizations to invest heavily in advanced screening solutions. Features like air showers, airlocks, HVAC systems, and air filters help achieve compliance and ensure high quality production.

Leading providers have launched innovative screening products with improved monitoring, IoT integration, and automated controls. These enhance productivity and efficiency within cleanrooms. Integration of technologies like AI, robotics and 3D printing is also transforming construction methods.

Rising demand for biologics and new therapies has fueled market growth, with biopharma firms partnering with screening providers on customized facilities. Emerging healthcare applications for medical implants, regenerative medicine and personalized drugs also create opportunities.

The employment screening services market is well-positioned for sustained expansion. Strict regulations and quality focus across regions will continue driving investments in upgrades and new cleanroom infrastructure. The ability to support high-growth industries through digital solutions ensures a promising future for this market.

Key Market Drivers

Stringent Regulatory Standards and Compliance Requirements

Regulatory bodies across the globe have implemented stringent standards and guidelines to ensure the safety and quality of products manufactured in cleanroom environments. Non-compliance can invite hefty penalties and revocation of business licenses. As a result, companies are compelled to invest heavily in employment screening services that can help validate personnel credentials and evaluate potential risks. Advanced screening solutions allow organizations to systematically monitor employee activity, detect any deviations, and maintain adherence to protocols. The growing regulatory complexity has significantly boosted demand for screening services that streamline compliance management.

Need to Minimize Operational Risks Within Aseptic Environments

Cleanrooms are highly sensitive production spaces where even minuscule contaminants can compromise the sterility of manufactured goods. This makes it critical for companies to eliminate all possible sources of risk within cleanroom facilities. Comprehensive employment screening plays a key role in assessing employee suitability and identifying issues in the background like criminal history, drug and alcohol abuse that can potentially impact the safety of cleanroom operations. Thorough screening of credentials, education and employment history is indispensable in selecting the most qualified candidates least likely to cause contamination or accidents. The risks of non-compliance or contamination are too high for most industries, driving increased reliance on screening.

Focus on Quality Assurance and Process Validation

With intense competition and rising quality expectations from customers, companies are under tremendous pressure to deliver defect-free and consistent products. This has amplified the need for robust quality assurance and validation protocols within cleanroom environments. Employment screening services have become an integral part of the hiring process, enabling organizations to make informed decisions based on in-depth candidate verification. The screening of credentials, qualifications, employment gaps, reference checks etc. allows assessing candidate suitability for roles involving sterile manufacturing and critical processes. It helps ensure personnel have the right skillsets to adhere to SOPs and maintain stringent quality standards. This quality-centric approach continues to drive the employment screening market.

Key Market Challenges

Data Privacy Regulations

With growing awareness about data protection rights, many jurisdictions have instituted stringent privacy laws to regulate how organizations collect and use personal information during the screening process. Regulations like GDPR in Europe require consent for processing sensitive applicant data and impose hefty non-compliance penalties. Screening service providers need to meticulously comply with varying international privacy standards to avoid legal issues. They must ensure secure storage and transfer of applicant data, allow access/correction requests, and delete records after specified periods. This raises compliance costs and complexities for screening companies. Maintaining transparency about data collection while meeting all legal obligations remains a key challenge.

Skill Shortages Within Screening Industry

As demand for screening services rises exponentially, finding and retaining talent has become difficult for providers. There is a massive shortage of skilled professionals with expertise in areas like background verification, reference checks, psychometric assessments and data analytics. Screening also involves working with new technologies around AI, blockchain and digital identity. However, training and upskilling existing employees takes time and resources. Attracting new hires is also challenging given the dearth of candidates with required qualifications. Moreover, the screening industry suffers high attrition rates as employees are lured by higher pay and better opportunities in associated fields like HR tech and risk management. Skill gaps impact service quality and lead times, posing a threat to customer satisfaction and business growth. Significant investments are required to address this talent crunch..

Key Market Trends

Adoption of Advanced Analytics

To gain deeper insights from vast amounts of screening data, providers are increasingly leveraging advanced analytics techniques like machine learning and predictive modeling. For instance, ML algorithms can detect complex patterns in past candidate behaviors and identify subtle integrity issues. Predictive models based on attributes like job role, education and location help assess future risks that may not be apparent during initial screening. Such analytical tools powered by big data are enhancing screening accuracy and reducing false positives. As data volumes continue ballooning, adoption of advanced analytics will be crucial to extract maximum value from existing databases.

Integration of Digital Identities

Digital identity verification is emerging as an important trend, allowing screening firms to validate credentials online instantly. Technologies like biometric authentication, e-signatures and blockchain-based attestations are digitizing manual identity checks. For example, comparing a candidate's ... facial features with government ID photos using AI delivers faster confirmation than physical documents. Blockchain networks record immutable identity records, making it simple to trace credentials across screening databases globally. As digital interactions become the norm, integrating robust digital identity solutions will be imperative for screening companies to optimize processes and deliver seamless experiences.

Adoption of AI and Automation

To enhance operational efficiency, screening service providers are automating repetitive verification tasks using AI and robotic process automation (RPA). For instance, AI chatbots can now handle basic applicant queries independently, freeing human agents for complex cases. Automated ... checks of education records, reference letters and criminal histories using optical character recognition (OCR) accelerate the screening workflow. AI assistants also sort massive resume databases to highlight top matches for recruiters. Such AI-driven automation tools are helping screening firms scale operations, reduce turnaround times, improve candidate experiences and lower total costs - cementing AI adoption as a core industry trend.

Segmental Insights

Type of Screening Services Insights

Criminal background checks dominated the employment screening services market in 2022, accounting for over 30% of the total market share. This is because criminal background checks are mandated by regulations in many countries for jobs related to healthcare, education, transportation, and other sensitive roles. Employers consider criminal background checks as one of the most important screening services to ensure they hire individuals with no criminal history that could potentially pose a risk.

This segment is expected to maintain its dominance during the forecast period from 2023-2033 for the following key reasons:

Stringent laws and norms across various regions will continue mandating criminal background checks for jobs dealing with vulnerable groups like children and elderly patients. Non-compliance can result in heavy penalties.

With growing security concerns, more companies are voluntarily adopting proactive screening of full criminal records for all job functions, not just regulated industries, to minimize risks.

Advancements in online court record databases and law enforcement information systems have made criminal checks more comprehensive and affordable.

Rising instances of workplace violence, fraud and negligence are increasing employers'

risk awareness, driving sustained demand for thorough criminal history screening of new and existing employees.

Criminal background check providers are enhancing solutions through AI-based social network monitoring and cross-database checks to identify candidates trying to conceal their criminal pasts under changed identities.

Therefore, the criminal background checks segment is expected to retain its leading position in the employment screening services market over the forecast period, supported by enduring regulatory mandates and employers' risk-averse approach towards hiring.

Service Model Insights

Managed services dominated the employment screening services market in 2022, accounting for over 60% share. This is because managed services offer employers a comprehensive and customized screening solution delivered remotely by screening experts as an ongoing service.

Managed services are expected to maintain dominance during the forecast period from 2023 to 2028 due to the following factors:

- Managed services allow employers to outsource their entire screening process and focus on core operations. Screening experts handle everything from designing customized screening programs to conducting various checks to maintaining compliance. This provides convenience to employers.
- As hiring volumes increase globally, managed services enable scaling up screening rapidly through centralized teams of trained professionals using advanced technology. This boosts efficiency.
- The always-on nature of managed services ensures any changes in regulations or business requirements can be addressed promptly by the screening partner through program modifications. This provides flexibility and future-proofing.
- Consistent and standardized screening processes delivered by domain experts as a managed service help employers achieve higher accuracy, reduce turnaround times, and maintain service quality across locations.

- Large employers sign long-term contracts for managed services to achieve significant cost savings through economies of scale compared to hiring screening teams.
- Vendors are investing in next-gen AI and analytics capabilities exclusively for their managed services offerings to stay ahead in this competitive segment.

Therefore, the convenience, scalability, and cost benefits of the managed services model are expected to sustain its leadership over the forecast period.

Regional Insights

The North American region dominated the global employment screening services market in 2022 with a share of over 40% owing to stringent employment screening laws and regulations in countries like the United States. This dominance is expected to continue during the forecast period of 2023-2033 driven by factors such as - the US strengthening screening norms through new legislations like FCRA to curb hiring discrimination and ensure candidate rights which drives compliance; North America having a highly litigious culture compelling employers to rely on thorough screening to minimize legal risks from negligent hiring lawsuits; presence of leading screening service providers along with advanced databases and streamlined processes helping deliver fast, accurate screening; higher spending on employment screening per capita compared to other regions; rapidly growing regulated industries like healthcare, pharmaceuticals, and biotech intensifying screening needs; increasing instances of workplace violence and discrimination prompting proactive screening adoption across sectors; investments in digital identity verification, AI-based screening and analytics helping North American vendors maintain their competitive edge. Therefore, the stringent regulatory environment, risk-averse culture, advanced infrastructure and massive regulated industries position the North American region as the dominant one for employment screening over the forecast period.

Key Market Players

First Advantage Corporation

Sterling Check Corporation

HireRight Holdings Corporation

Instant Checkmate, Inc

S2Verify, LLC

GoodHire

Accurate Background, LLC

Insperty, Inc

Justifacts Credential Verification

Checkr, Inc

Report Scope:

In this report, the Global Employment Screening Services Market has been segmented into the following categories, in addition to the industry trends which have also been detailed below:

Employment Screening Services Market, By Type of Screening Services:

Criminal Background Checks,

Credit History Checks,

Drug and Alcohol Testing

Employment Verification

Education Verification

Reference Checks

Social Media Screening

Identity and Address Verification

Healthcare Sanctions Checks

Motor Vehicle Records Check

Employment Screening Services Market, By Service Model:

Managed Services

Ad-Hoc Services

Employment Screening Services Market, By End-User Industry:

Banking, Financial Services, and Insurance (BFSI)

Healthcare

Information Technology (IT)

Manufacturing

Retail

Government

Transportation and Logistics

Education

Hospitality

Others

Employment Screening Services Market, By Region:

North America

United States

Canada

Mexico

Europe

France

United Kingdom

Italy

Germany

Spain

Asia-Pacific

China

India

Japan

Australia

South Korea

South America

Brazil

Argentina

Colombia

Middle East & Africa

South Africa

Saudi Arabia

UAE

Kuwait

Turkey

Egypt

Competitive Landscape

Company Profiles: Detailed analysis of the major companies present in the Global Employment Screening Services Market.

Available Customizations:

Global Employment Screening Services Market report with the given market data, Tech Sci Research offers customizations according to a company's specific needs. The following customization options are available for the report:

Company Information

Detailed analysis and profiling of additional market players (up to five).

Contents

1. SERVICE OVERVIEW

- 1.1. Market Definition
- 1.2. Scope of the Market
 - 1.2.1. Markets Covered
 - 1.2.2. Years Considered for Study
 - 1.2.3. Key Market Segmentations

2. RESEARCH METHODOLOGY

- 2.1. Objective of the Study
- 2.2. Baseline Methodology
- 2.3. Formulation of the Scope
- 2.4. Assumptions and Limitations
- 2.5. Sources of Research
 - 2.5.1. Secondary Research
 - 2.5.2. Primary Research
- 2.6. Approach for the Market Study
 - 2.6.1. The Bottom-Up Approach
 - 2.6.2. The Top-Down Approach
- 2.7. Methodology Followed for Calculation of Market Size & Market Shares
- 2.8. Forecasting Methodology
 - 2.8.1. Data Triangulation & Validation

3. EXECUTIVE SUMMARY

4. VOICE OF CUSTOMER

5. GLOBAL EMPLOYMENT SCREENING SERVICES MARKET OVERVIEW

6. GLOBAL EMPLOYMENT SCREENING SERVICES MARKET OUTLOOK

- 6.1. Market Size & Forecast
 - 6.1.1. By Value

6.2. Market Share & Forecast

6.2.1. By Type of Screening Services (Criminal Background Checks, Credit History Checks, Drug and Alcohol Testing, Employment Verification, Education Verification, Reference Checks, Social Media Screening, Identity and Address Verification, Healthcare Sanctions Checks, Motor Vehicle Records Check)

6.2.2. By Service Model (Managed Services, Ad-Hoc Services)

6.2.3. By End-User Industry (Banking, Financial Services, and Insurance (BFSI), Healthcare, Information Technology (IT), Manufacturing, Retail, Government, Transportation and Logistics, Education, Hospitality, Others)

6.2.4. By Region

6.3. By Company (2022)

6.4. Market Map

7. NORTH AMERICA EMPLOYMENT SCREENING SERVICES MARKET OUTLOOK

7.1. Market Size & Forecast

7.1.1. By Value

7.2. Market Share & Forecast

7.2.1. By Type of Screening Services

7.2.2. By Service Model

7.2.3. By End-User Industry

7.2.4. By Country

7.3. North America: Country Analysis

7.3.1. United States Employment Screening Services Market Outlook

7.3.1.1. Market Size & Forecast

7.3.1.1.1. By Value

7.3.1.2. Market Share & Forecast

7.3.1.2.1. By Type of Screening Services

7.3.1.2.2. By Service Model

7.3.1.2.3. By End-User Industry

7.3.2. Canada Employment Screening Services Market Outlook

7.3.2.1. Market Size & Forecast

7.3.2.1.1. By Value

7.3.2.2. Market Share & Forecast

7.3.2.2.1. By Type of Screening Services

7.3.2.2.2. By Service Model

7.3.2.2.3. By End-User Industry

7.3.3. Mexico Employment Screening Services Market Outlook

7.3.3.1. Market Size & Forecast

- 7.3.3.1.1. By Value
- 7.3.3.2. Market Share & Forecast
 - 7.3.3.2.1. By Type of Screening Services
 - 7.3.3.2.2. By Service Model
 - 7.3.3.2.3. By End-User Industry

8. EUROPE EMPLOYMENT SCREENING SERVICES MARKET OUTLOOK

- 8.1. Market Size & Forecast
 - 8.1.1. By Value
- 8.2. Market Share & Forecast
 - 8.2.1. By Type of Screening Services
 - 8.2.2. By Service Model
 - 8.2.3. By End-User Industry
 - 8.2.4. By Country
- 8.3. Europe: Country Analysis
 - 8.3.1. Germany Employment Screening Services Market Outlook
 - 8.3.1.1. Market Size & Forecast
 - 8.3.1.1.1. By Value
 - 8.3.1.2. Market Share & Forecast
 - 8.3.1.2.1. By Type of Screening Services
 - 8.3.1.2.2. By Service Model
 - 8.3.1.2.3. By End-User Industry
 - 8.3.2. United Kingdom Employment Screening Services Market Outlook
 - 8.3.2.1. Market Size & Forecast
 - 8.3.2.1.1. By Value
 - 8.3.2.2. Market Share & Forecast
 - 8.3.2.2.1. By Type of Screening Services
 - 8.3.2.2.2. By Service Model
 - 8.3.2.2.3. By End-User Industry
 - 8.3.3. Italy Employment Screening Services Market Outlook
 - 8.3.3.1. Market Size & Forecast
 - 8.3.3.1.1. By Value
 - 8.3.3.2. Market Share & Forecast
 - 8.3.3.2.1. By Type of Screening Services
 - 8.3.3.2.2. By Service Model
 - 8.3.3.2.3. By End-User Industry
 - 8.3.4. France Employment Screening Services Market Outlook
 - 8.3.4.1. Market Size & Forecast

- 8.3.4.1.1. By Value
- 8.3.4.2. Market Share & Forecast
 - 8.3.4.2.1. By Type of Screening Services
 - 8.3.4.2.2. By Service Model
 - 8.3.4.2.3. By End-User Industry
- 8.3.5. Spain Employment Screening Services Market Outlook
 - 8.3.5.1. Market Size & Forecast
 - 8.3.5.1.1. By Value
 - 8.3.5.2. Market Share & Forecast
 - 8.3.5.2.1. By Type of Screening Services
 - 8.3.5.2.2. By Service Model
 - 8.3.5.2.3. By End-User Industry

9. ASIA-PACIFIC EMPLOYMENT SCREENING SERVICES MARKET OUTLOOK

- 9.1. Market Size & Forecast
 - 9.1.1. By Value
- 9.2. Market Share & Forecast
 - 9.2.1. By Type of Screening Services
 - 9.2.2. By Service Model
 - 9.2.3. By End-User Industry
 - 9.2.4. By Country
- 9.3. Asia-Pacific: Country Analysis
 - 9.3.1. China Employment Screening Services Market Outlook
 - 9.3.1.1. Market Size & Forecast
 - 9.3.1.1.1. By Value
 - 9.3.1.2. Market Share & Forecast
 - 9.3.1.2.1. By Type of Screening Services
 - 9.3.1.2.2. By Service Model
 - 9.3.1.2.3. By End-User Industry
 - 9.3.2. India Employment Screening Services Market Outlook
 - 9.3.2.1. Market Size & Forecast
 - 9.3.2.1.1. By Value
 - 9.3.2.2. Market Share & Forecast
 - 9.3.2.2.1. By Type of Screening Services
 - 9.3.2.2.2. By Service Model
 - 9.3.2.2.3. By End-User Industry
 - 9.3.3. Japan Employment Screening Services Market Outlook
 - 9.3.3.1. Market Size & Forecast

- 9.3.3.1.1. By Value
- 9.3.3.2. Market Share & Forecast
 - 9.3.3.2.1. By Type of Screening Services
 - 9.3.3.2.2. By Service Model
 - 9.3.3.2.3. By End-User Industry
- 9.3.4. South Korea Employment Screening Services Market Outlook
 - 9.3.4.1. Market Size & Forecast
 - 9.3.4.1.1. By Value
 - 9.3.4.2. Market Share & Forecast
 - 9.3.4.2.1. By Type of Screening Services
 - 9.3.4.2.2. By Service Model
 - 9.3.4.2.3. By End-User Industry
- 9.3.5. Australia Employment Screening Services Market Outlook
 - 9.3.5.1. Market Size & Forecast
 - 9.3.5.1.1. By Value
 - 9.3.5.2. Market Share & Forecast
 - 9.3.5.2.1. By Type of Screening Services
 - 9.3.5.2.2. By Service Model
 - 9.3.5.2.3. By End-User Industry

10. SOUTH AMERICA EMPLOYMENT SCREENING SERVICES MARKET OUTLOOK

- 10.1. Market Size & Forecast
 - 10.1.1. By Value
- 10.2. Market Share & Forecast
 - 10.2.1. By Type of Screening Services
 - 10.2.2. By Service Model
 - 10.2.3. By End-User Industry
 - 10.2.4. By Country
- 10.3. South America: Country Analysis
 - 10.3.1. Brazil Employment Screening Services Market Outlook
 - 10.3.1.1. Market Size & Forecast
 - 10.3.1.1.1. By Value
 - 10.3.1.2. Market Share & Forecast
 - 10.3.1.2.1. By Type of Screening Services
 - 10.3.1.2.2. By Service Model
 - 10.3.1.2.3. By End-User Industry
 - 10.3.2. Argentina Employment Screening Services Market Outlook
 - 10.3.2.1. Market Size & Forecast

- 10.3.2.1.1. By Value
- 10.3.2.2. Market Share & Forecast
 - 10.3.2.2.1. By Type of Screening Services
 - 10.3.2.2.2. By Service Model
 - 10.3.2.2.3. By End-User Industry
- 10.3.3. Colombia Employment Screening Services Market Outlook
 - 10.3.3.1. Market Size & Forecast
 - 10.3.3.1.1. By Value
 - 10.3.3.2. Market Share & Forecast
 - 10.3.3.2.1. By Type of Screening Services
 - 10.3.3.2.2. By Service Model
 - 10.3.3.2.3. By End-User Industry

11. MIDDLE EAST AND AFRICA EMPLOYMENT SCREENING SERVICES MARKET OUTLOOK

- 11.1. Market Size & Forecast
 - 11.1.1. By Value
- 11.2. Market Share & Forecast
 - 11.2.1. By Type of Screening Services
 - 11.2.2. By Service Model
 - 11.2.3. By End-User Industry
 - 11.2.4. By Country
- 11.3. MEA: Country Analysis
 - 11.3.1. South Africa Employment Screening Services Market Outlook
 - 11.3.1.1. Market Size & Forecast
 - 11.3.1.1.1. By Value
 - 11.3.1.2. Market Share & Forecast
 - 11.3.1.2.1. By Type of Screening Services
 - 11.3.1.2.2. By Service Model
 - 11.3.1.2.3. By End-User Industry
 - 11.3.2. Saudi Arabia Employment Screening Services Market Outlook
 - 11.3.2.1. Market Size & Forecast
 - 11.3.2.1.1. By Value
 - 11.3.2.2. Market Share & Forecast
 - 11.3.2.2.1. By Type of Screening Services
 - 11.3.2.2.2. By Service Model
 - 11.3.2.2.3. By End-User Industry
 - 11.3.3. UAE Employment Screening Services Market Outlook

- 11.3.3.1. Market Size & Forecast
 - 11.3.3.1.1. By Value
- 11.3.3.2. Market Share & Forecast
 - 11.3.3.2.1. By Type of Screening Services
 - 11.3.3.2.2. By Service Model
 - 11.3.3.2.3. By End-User Industry
- 11.3.4. Kuwait Employment Screening Services Market Outlook
 - 11.3.4.1. Market Size & Forecast
 - 11.3.4.1.1. By Value
 - 11.3.4.2. Market Share & Forecast
 - 11.3.4.2.1. By Type of Screening Services
 - 11.3.4.2.2. By Service Model
 - 11.3.4.2.3. By End-User Industry
- 11.3.5. Turkey Employment Screening Services Market Outlook
 - 11.3.5.1. Market Size & Forecast
 - 11.3.5.1.1. By Value
 - 11.3.5.2. Market Share & Forecast
 - 11.3.5.2.1. By Type of Screening Services
 - 11.3.5.2.2. By Service Model
 - 11.3.5.2.3. By End-User Industry
- 11.3.6. Egypt Employment Screening Services Market Outlook
 - 11.3.6.1. Market Size & Forecast
 - 11.3.6.1.1. By Value
 - 11.3.6.2. Market Share & Forecast
 - 11.3.6.2.1. By Type of Screening Services
 - 11.3.6.2.2. By Service Model
 - 11.3.6.2.3. By End-User Industry

12. MARKET DYNAMICS

- 12.1. Drivers
- 12.2. Challenges

13. MARKET TRENDS & DEVELOPMENTS

14. COMPANY PROFILES

- 14.1. First Advantage Corporation

- 14.1.1. Business Overview
- 14.1.2. Key Revenue and Financials
- 14.1.3. Recent Developments
- 14.1.4. Key Personnel/Key Contact Person
- 14.1.5. Key Product/Services Offered
- 14.2. Sterling Check Corporation
 - 14.2.1. Business Overview
 - 14.2.2. Key Revenue and Financials
 - 14.2.3. Recent Developments
 - 14.2.4. Key Personnel/Key Contact Person
 - 14.2.5. Key Product/Services Offered
- 14.3. HireRight Holdings Corporation
 - 14.3.1. Business Overview
 - 14.3.2. Key Revenue and Financials
 - 14.3.3. Recent Developments
 - 14.3.4. Key Personnel/Key Contact Person
 - 14.3.5. Key Product/Services Offered
- 14.4. Instant Checkmate, Inc
 - 14.4.1. Business Overview
 - 14.4.2. Key Revenue and Financials
 - 14.4.3. Recent Developments
 - 14.4.4. Key Personnel/Key Contact Person
 - 14.4.5. Key Product/Services Offered
- 14.5. S2Verify, LLC
 - 14.5.1. Business Overview
 - 14.5.2. Key Revenue and Financials
 - 14.5.3. Recent Developments
 - 14.5.4. Key Personnel/Key Contact Person
 - 14.5.5. Key Product/Services Offered
- 14.6. Justifacts Credential Verification
 - 14.6.1. Business Overview
 - 14.6.2. Key Revenue and Financials
 - 14.6.3. Recent Developments
 - 14.6.4. Key Personnel/Key Contact Person
 - 14.6.5. Key Product/Services Offered
- 14.7. GoodHire
 - 14.7.1. Business Overview
 - 14.7.2. Key Revenue and Financials
 - 14.7.3. Recent Developments

- 14.7.4. Key Personnel/Key Contact Person
- 14.7.5. Key Product/Services Offered
- 14.8. Accurate Background, LLC
 - 14.8.1. Business Overview
 - 14.8.2. Key Revenue and Financials
 - 14.8.3. Recent Developments
 - 14.8.4. Key Personnel/Key Contact Person
 - 14.8.5. Key Product/Services Offered
- 14.9. Insperity, Inc.
 - 14.9.1. Business Overview
 - 14.9.2. Key Revenue and Financials
 - 14.9.3. Recent Developments
 - 14.9.4. Key Personnel/Key Contact Person
 - 14.9.5. Key Product/Services Offered
- 14.10. Checkr, Inc
 - 14.10.1. Business Overview
 - 14.10.2. Key Revenue and Financials
 - 14.10.3. Recent Developments
 - 14.10.4. Key Personnel/Key Contact Person
 - 14.10.5. Key Product/Services Offered

15. STRATEGIC RECOMMENDATIONS

16. ABOUT US & DISCLAIMER

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