

HRTECH Outlook

ISSN 2644-2477

HRTECHOUTLOOK.COM

PRE EMPLOYMENT SCREENING

EDITION



RECOGNIZED BY
HR TECH OUTLOOK



HRTECH TOP 10 EMERGING
Outlook PRE EMPLOYMENT
SCREENING
SERVICES PROVIDERS - 2023

I N T E G R A S

Redefining Pre-Employment Screening with Technology and People

Employers are placing greater emphasis on pre-employment onboarding processes to make accurate and informed hiring decisions. By assessing prospective applicants, organizations can proactively identify issues and improve the chances of making the right hires. The significance of effective and quick pre-employment screening is more pronounced as hiring gains momentum following the pandemic.

However, limited resources and time constraints often impede the screening process. Evolving federal and state laws further aggravate the issue, increasing the administrative burden and employee onboarding time.

Integras Intelligence provides timely and relevant information to clients and prospective employees throughout the screening process, which mitigates hiring risks while streamlining the applicant experience. To consistently deliver outstanding results, the company leverages a powerful blend of cutting-edge technology, skilled human analysts, and seasoned investigators.

“We focus on providing accurate, up-to-date, quality information to clients with quick turnaround times in a cost-effective manner,” says Forhad Razzaque, president of Integras Intelligence. “Delivering it using a combination of technology and people is one of our biggest differentiators.”

The company ensures compliance by presenting data that aligns with the Fair Credit Reporting Act (FCRA) and other federal and state laws, validating the accuracy of the information and safeguarding clients from potential risks. It also empowers them to stay abreast of the latest screening laws in the legal landscape.

A prime example is New York City’s Fair Chance Act amendments, which require clients to undergo a two-stage background check. The process begins with evaluating non-criminal information before extending a conditional offer, followed by a separate criminal record check. This additional step can prolong the time required for screening completion.

Integras educates clients on the impact that such changes have on the overall pre-employment screening process. Regular updates through newsletters and social media posts, in addition to ongoing communication, enable client organizations to adjust their background screening strategies as needed.


On the other side of the spectrum, Integras prioritizes a seamless experience for applicants. The team streamlines the onboarding of candidates, which plays a key role in attracting top talent in today’s competitive landscape.

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“We serve as the client’s representative when interacting with candidates,” says Razzaque. “Our clients value the fact that we treat their candidates professionally and with respect while responding to their needs.”

To maximize the value of its solutions, the Integras team conducts thorough assessments of specific client requirements and concerns and puts together a package based on this understanding. This tailored approach has proven highly beneficial, particularly for clients who encountered challenges in evaluating the parameters of background checks. The process of conducting a simple background check for criminal history can vary across multiple levels, including federal, state, or local, as each tier may hold distinct information. A federal criminal check, for instance, might not include data from other levels. By educating clients about these intricacies, Integras equips them to make well-informed hiring decisions.

Continued success is attributed to making every client matter. A dedicated support team streamlines the onboarding process by offering comprehensive tutorials on platform usage, order placement, and report retrieval and review. The team ensures each client receives personalized attention, whether they want to conduct a few background checks or thousands.

By continuously developing cost-effective solutions, Integras Intelligence aspires to elevate industry standards and become the go-to partner for all pre-employment screening services. 

INTEGRAS



The annual listing of 10 Emerging companies that are at the forefront of providing Pre Employment Screening services and impacting businesses