

Background Screening Solutions for Construction

The construction industry across the Asia Pacific region is multifaceted, spanning many sectors including residential, commercial, industrial, institutional and infrastructure. Altogether, it's predicted to hit a more than 10 percent compound annual growth rate, reaching USD 3126.7 billion by 2024.¹

While background checks aren't usually associated with hiring in this industry, this needs to change. Workers at every level, from architects and engineers to project managers, equipment operators and labourers, have critical roles to play in the construction process. Unqualified or inept workers, and those with criminal tendencies, can cause ripple effects that threaten worksite safety, project profitability and more.

Why screen? It reduces risk now, and later.

Think about it. Construction workers have direct access to expensive tools, equipment and machinery. If a worker has a history of criminal history of theft, do you really want that worker on your job site?

Likewise, if workers lack the experience or training to operate heavy equipment and machinery, or they're working while under the influence of drugs or alcohol, it can put everyone on the job site in danger.

Background checks can help protect against these situations by helping construction businesses:

- Identify prior criminal history, including theft, bribery, drug use or violence against others.
- Ensure skilled workers have the right training and qualifications.
- Easily test for substance abuse issues.
- Validate education, employment experience and professional licensure.
- Mitigate the potential for fraud and corruption.

Criminal Bribery in the Construction Industry

SINGAPORE—“A resident technical officer accepted more than \$5,000 in bribes in return for showing leniency over the inspections of the Customs Operations Command Complex (COCC) construction site.”

The man was jailed for 18 weeks and fined \$7,000.

A background check can potentially reveal this offence to help construction businesses avoid hiring this individual in the future.

- Source: [The Straits Times](#)
6 October 2020

Who should be screened? Everybody.

Nearly every worker in the construction industry can impact a project's safety and profitability. Knowing this, all employees should be screened with a risk-appropriate background check that's based on the level of access they have to the job site, equipment and sensitive information. This includes:

- Construction company board members , C-level executives
- All professional employees including architects, engineers, designers, etc.
- Skilled workers including electricians, plumbers, etc.
- Unskilled workers such as labourers
- Accounting, administrative and clerical positions
- Information technology (IT) professionals
- Security personnel



Bribery is a concern at every level of the construction industry.
















It can affect pre-project due diligence and funding, building and construction processes, and final project review and approval. Any shortcuts achieved through bribery can threaten the long-term safety and stability of a structure or project, putting the public at risk of serious harm.

15%

According to the Organisation of Economic Cooperation and Development (OECD), 15% of international bribery cases occurred in the construction sector.²

Background Check Best Practise Insights

To help construction organisations wanting to start a background checking programme or update an existing programme, below is a list of best practise observations based on the searches that are most commonly ordered by our customers within the construction industry.

	Basic	Standard	Advanced
	This might include unskilled workers such as labourers, administrative/clerical workers and security workers.	This might include skilled workers (electricians, plumbers, etc.), accounting and IT workers.	This might include executive-level positions and professionals (architects, engineers, etc.).
 Identity Verification	✓	✓	✓
 Criminal Check*	✓	✓	✓
 Employment & Education Verification	✓	✓	✓
 Global Expanded Sanctions	✓	✓	✓
 Right to Work Check	✓	✓	✓
 Drug and Alcohol Check	✓	✓	✓
 Civil Litigation Check		✓	✓
 Bankruptcy Check		✓	✓
 Professional Qualification/Licencing		✓	✓
 Reference Checks		✓	✓
 Global Reputational Media Search		✓	✓
 Social Media Search		✓	✓
 Credit Check			✓
 Directorship Verification			✓
 CV Comparison			✓

*Such as police checks, when available and permissible.

1 [Asia Pacific Building Construction Industry Report 2020: Value and Volume, Market Segments, Opportunities in Top 100 Cities, and Risk Assessment - COVID-19 Update Q2 2020 - ResearchAndMarkets.com \(apnews.com\)](https://www.researchandmarkets.com/apnews.com)

2 <https://oecdonthellevel.com/2021/05/20/monitoring-infrastructure-corruption-in-the-asia-pacific-region/>

We can help. For more information, contact First Advantage today: