

# Background Screening Solutions for Transportation

All forms of transport via land, air and sea are included in the Asia Pacific transportation industry, including roadways, railways, airlines and shipping. Market projections put this robust industry's compound annual growth rate at 5 percent from 2016 through 2025, with tens of billions of dollars being invested in the expansion of railway systems such as Japan's \$19 billion Chuo Shinkansen Maglev Rail Line, as well as other railways, roadways throughout the broader region.<sup>1,2</sup>

Considering this massive investment and the critical role the transportation industry plays in public safety, logistics and the fulfilment of today's increasingly volatile supply chain, it's in the best interest of transportation employers to fully vet their employees.

## Why screen? It reduces risk.

From drivers, railway operators and pilots to the mechanics who service transportation vehicles and the engineers who design the transport systems, employers need to know if their employees are fit and qualified to safely perform their job. Would you hire a bus driver with a history of driving offences or who failed a pre-hire drug test? Likewise, would you want an unqualified civil engineer with falsified credentials associated with your business?

Background checks can help employers within the transportation industry protect the integrity of their business, while promoting the highest standards of safety for their customers and the general public. Pre-hire background screening can employers:

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

## Who should be screened? Everybody.

Employees within the transportation industry frequently engage with the public, and are often entrusted with public safety, whether they are designing a subway system, driving the subway train or cleaning the subway station. This "top-down" concept applies at transportation businesses everywhere. Knowing this, employees at every level of the business should be screened, including:

- Public and private company board members , C-level executives, etc.
- All professional employees including civil engineers, software and technology experts, etc.
- Skilled workers including pilots, drivers, railway engineers, mechanics, etc.
- Unskilled workers such as janitors, ticket agents, etc.
- Accounting, administrative and clerical positions.
- Information technology (IT) professionals.
- Security personnel.

### Hong Kong Bus Accident Injures up to 20 Children

















*"HONG KONG - Twenty-five people were injured when a school bus went out of control and veered into a cycling track in the Sha Tin district of the New Territories on Friday, local media reported... The bus driver has been arrested on suspicion of dangerous driving, according to the report."*

A background check can potentially reveal these types of offences to help transportation employers avoid hiring individuals who might put their business, their customers or the public at increased risk.

-Source: China Daily  
4 June 202

## Background Check Best Practise Insights

To help transportation 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 transportation industry.

	Basic	Standard	Advanced
	This might include unskilled workers such as janitors, ticket agents, administrative/clerical workers and security workers.	This might include some skilled workers such as drivers, accounting and IT workers	This might include executive-level positions and professionals such as pilots and engineers
 Identity Verification	✓	✓	✓
 Criminal Check*	✓	✓	✓
 Employment & Education Verification	✓	✓	✓
 Global Expanded Sanctions	✓	✓	✓
 Right to Work Check	✓	✓	✓
 Drug and Alcohol Testing	✓	✓	✓
 Sex Offender Search	✓	✓	✓
 Civil Litigation Check		✓	✓
 Bankruptcy Check		✓	✓
 Professional Qualification/Licencing		✓	✓
 Reference Checks		✓	✓
 Global Reputational Media Search		✓	✓
 Social Media Search		✓	✓
 Directorship Verification			✓
 Credit Check			✓
 CV Comparison			✓

\*Such as police checks, when available and permissible.

1 <https://www.euromonitor.com/transportation-in-asia-pacific/report>

2 <https://www.researchandmarkets.com/reports/4747851/asia-pacific-construction-industry-databook>

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