

No Hassel Employment Verifications

Confirming a potential employee's work history is a crucial part of the screening process. Not only does it give insight into the accuracy of the applicant's resume, it also confirms that he/she is qualified to fill your open position successfully. If your company doesn't currently conduct employment verifications, this is a service you should strongly consider. It can lessen employee turnover and reduce liability. Every new hire is a risk. Wouldn't it be nice to know as much as possible about how dependable and truthful a person is before he/she is on your payroll? MBI offers two levels of employment verifications. Our basic verification confirms employment dates, title and rehire status (when available). Need a more in-depth solution? Upon request, we can attempt to confirm/obtain salary information, reason for termination and even ask for a professional reference. For those of you who do conduct employment verifications, you are already aware of how beneficial this service is. However, if you process these internally, you are also aware of the complications that come along with completing them. It can be time consuming, and in many cases, no easy task! MBI would like to share some insight regarding verification basics. Below you will find a link to an NAPBS handbook, which outlines expectations and proper procedures for completing successful employment verifications. We'd like to see every employer taking this much needed, extra step to protect your workplace and make every new hire worthwhile!

Learn More: http://www.napbs.com/files/public/User%20Education/Verification_Brochure_Final.pdf

Until next month take care!

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Quote of the Month

"High achievement always takes place in the framework of high expectation."

Charles Kettering

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HUMAN RESOURCE ARTICLES OF INTEREST

How Strategic Are You? An 8-Question Test

HR Needs To Up Skills On 'Futuring' and The Role Of Middle Manager



"If HR stays on the transaction side, we'll be out of business in 10 years," said Conrad Venter, global head of HR at

Deutsche Bank. "Business leaders will say... 'Where's the value?'" and choose to outsource those transactional duties."

Instead, the most valuable HR professionals in coming years will be those who have an understanding of the business strategy and can contribute to it. "If you work in business, you have to be a businessperson first with a specialty in HR," said Venter. "You need to speak the lingo of your business."

CEOs want their HR leaders to break outside the operational box and become more strategic players.

Remember: Administrative skills are easy to outsource. But — strategic talent is not.

However, many HR professionals are so bogged down in their daily processes that they have trouble lifting their heads out of the weeds. And they're so busy managing the careers of employees that they lack the time to methodically assess their own job performances.

Advice: Regularly ask yourself: What value am I adding to the organization? Constant self-evaluation and improvement are necessary to earn promotions and gain credibility with management.

To read the full article go to: <http://www.businessmanagementdaily.com/articles/25169/1/How-strategic-are-you-And-8-question-test/Page1.html>



Is Dead

Speaking at the recent the HR Directors Business Summit Lynda Gratton, professor of management

practice at London Business School said HR needs an answer when the chief executive asks them about the future. "The most important thing you can do right now is to have skills in 'futuring'," she said. "Sooner or later the CEO will ask about the future and you will need to put together an answer at short notice." She suggested three things that would need to be addressed in a blueprint for 2015: how the context of the world is changing, understanding all the points of leverage that will help prepare for the future and making sure the company is capable of adapting to innovative practice. She added that HR still concentrates too much on what isn't important.

In addition, she believes that middle management is dead because technology can play the role of manager, monitoring performance, providing instant feedback and creating reports. This is because the technology revolution has brought about dramatic improvement in what we know about customers and how we interact with them, markedly better information to make decisions, the ability to work through virtual teams scattered around the globe. But its unseen legacy might be something much more fundamental: It has changed the very nature of how people work.

Skilled teams are increasingly self-managed while Gen Y sees no value in reporting to someone who simply keeps track of what they do. Here are the four reasons why she thinks the disappearance of middle management is on the cards:

To read the full article [Click Here](#)

BACKGROUND SCREENING NEWS



Pima County, Ariz., Considers Widening Background Check Authority

In an effort to protect children and threats to critical infrastructure, the Pima County, Ariz.,

Board of Supervisors approved preliminary language, Jan. 4, which would allow county agencies to fingerprint employees without getting



USCIS Revises the M-274 Handbook for Employers on Completing the Form I-9

Employment is often the magnet that attracts individuals to reside in the United States illegally The purpose of the

employer sanctions law is to remove this magnet by requiring employers to hire only individuals who may legally work here: U S citizens, noncitizen nationals,

special permission from the board. If passed, the proposed ordinance would grant department heads the authority to require employees to get fingerprinted and undergo a background check. The language would apply to current and perspective employees, contractors and volunteers who interact with minors and vulnerable adults; or have access to critical infrastructure; sensitive information; locations and equipment; or money.

"The documented increased threats to critical infrastructure, as well as increasing awareness of the risks associated with the county's fiduciary and operational responsibilities results in the need to perform more in-depth background checks for those individuals performing specific jobs that involve access to certain vulnerable individuals, restricted information or critical locations," Pima County administrator C. H. Huckelberry wrote in a memo recommending the language in the draft ordinance.

To read the full article go to:

<http://www.emergencymgmt.com/safety/Pima-County-Arizona-Background-Check.html>

lawful permanent residents, and aliens authorized to work
To comply with the law, employers must verify the identity and employment authorization of each person they hire, complete and retain a Form I-9, Employment Eligibility Verification, for each employee, and refrain from discriminating against individuals on the basis of national origin or citizenship. Form I-9 helps employers to verify individuals who are authorized to work in the United States Employere must complete a Form I-9 for every new employee hired after November 6, 1986.

The United States Citizenship and Immigration Services (USCIS)has posted a newly revised version of the M-274 Handbook for Employers, Instructions for Completing Form I-9, on their public web site. The I-9 handbook (often referred to as simply the "M-274") provides guidance on how to properly verify employment authorization of new employees and complete the I-9 form.

To access the full hand book go to:

<http://www.uscis.gov/files/form/m-274.pdf>

MBI Featured Offerings

Sign Up for Employment Verification Services –Get 10% Off

All clients who sign up for employment verification services by March 18th will receive a 10% discount. Contact MBI today for more information on this service and savings!

*This must be a new service added to your account.

*The discount will be applied to employment verifications ordered after March 1st.



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