

What you Should Know About Address Verification and Background Checks for Employees

Meta Description

Verifying the details of new and existing employees is useful to maintain the image of your company, and improve customer relationships and service quality. Here are some things you need to know about address verification and background checks for your employees.

Background Checks

Address verification and background checks for employees have been helpful for years. It helps to eliminate the possibility of employees tarnishing the company's reputation and image.

Since its introduction in the control of gun sales and possession in the 1990s, background checks have become useful for employers.

What is Background Check?

As the name implies, a background check or background verification is to compare or validate a person's claims. It is an unbiased sweep of the childhood, psychological, criminal, social, and at times, ancestral history of an individual.

Individuals or companies performing a background check usually take a holistic approach but they focus on aspects relating to the job description or specification.

In recent years, documentation has become crucial. Social media platforms such as Facebook, Twitter, Instagram and LinkedIn store massive amounts of data about their users.

Facebook, for example, is like a history hub for its users. Pictures and activities dating years can be easily pulled from a user's profile/wall. This can be done without formal consent.

Background checks for employment, however, are usually done with the individual's consent. For various firms, it is a necessary step in a recruitment exercise and it varies from one firm to another.

With background checks or history searches, a company can make the best choice of employee recruitment with company goals in mind.

When can you do Background Checks?

Thorough background checks are not available anywhere, anytime. Individual consent or government approval is needed, especially if it relates to the criminal or financial history of an individual or a firm.

When an individual submits an application for a job offer or when a company or firm submits a proposal for an appointment or collaboration, their backgrounds are checked.

Checks can also be done in cases of certain regulated purchases. For example, a pharmacist does a background check for a patient who presents a prescription for a government-regulated drug OR a gun shop attendant, for a person or group of persons looking to make bulk or a single purchase of automatic or semi-automatics rifles and grenades.

In the above examples, a holistic background check is done. This includes childhood, psychosocial, criminal, and health history

Who Can Perform Background Checks?

Any company or individual can perform background checks such as;

- social security number checks
- Residential address
- Residential address history
- Physical address
- social media history or activities
- daily activities and routines
- financial records
- criminal records
- Criminal history
- Court records
- Public records
- drug test history, etc.

Manufacturing industries need proper background checks to rule out medical conditions or risk factors that can expose their employees to occupational hazards.

Construction companies need background checks to assess an employee's history of phobias or allergies amongst other things.

Security agencies need background verification to know their employee's criminal history or court history. They utilize criminal searches more than any other company.

Before a politician is allowed to participate in elections or voted for, his constituents or political part perform background checks for sanity, rationality and leadership qualities.

Educational institutions run a background check on intending or existing lecturers to be sure they can handle a group of young people and impart knowledge.

How is Background Check done?

First of all, there is a need to get consent from the individual. A consent form is prepared with precise information on the areas of the person's life that you want to check. The form can be an e-form, as long as the individual can sign or consent to the check.

Then, the search itself. You can make use of online or offline, paid or free background checks or verification services and software. Some of the popular background check services include;

- [Inkit](#)
- [PeekYou](#)
- [US National Sex Offenders Database](#)
- [Instant Checkmate](#)
- [US online social security number verification platform](#)
- [US criminal State Records](#) etc.

You can also perform a background check on multiple applicants via the company application website. All you need to do is explore keyword search principles. Read up on how to perform fantastic keyword searches [here](#)

Employee Address Verification

What is Employee Address Verification?

This is the process of validating employee address details by running them through an address directory for the individual's neighbourhood.

Employee address confirmation is especially helpful in cases of change of address of employees. Unlike running a general background check, this type of verification is specific to the address and can tell an employee's current or recent home address.

Difference Between Background Checks and Address Verification.

As defined above, these two processes involve an attempt to validate or cross-check the genuineness of the information provided or the individual providing it.

The major difference between background checks and address verification is in the specificity of the information gathered.

For example, when you run a background check, you are looking at a large pile of information about an individual. It is non-specific and will pull volumes of data. Background checks will provide address history.

Address verification, however, is specific to address. It will not only collect data on the address history of the person but also verify the current and most recent address.

Why is Address Verification Software Necessary?

Imagine there was an emergency and you had to reach one of your employees. You pick his/her physical address details on the company log and zoom in to the location.

To your greatest surprise, the neighbours informed you that he/they moved to another location a few weeks ago. And they do not have the correct details of the new address.

With an address verification software, you can confirm addresses given, correct addresses if written wrongly or generate the complete and proper addresses.

The software is useful to gather concise details on a particular address, including the following;

- Postal code
- Zip Code
- Street number
- House number
- Roads
- Popular restaurants, clubs or opera etc.

Another important reason verification software is necessary is that it provides updated employee address details.

How Inkit Verify Can Help.

Inkit is a great address verification online software that helps to verify the addresses of employees. It is exceptionally useful.

As one of its multiple functions, Inkit offers verification services for physical address checks or residential address checks.

It requires registration and has a free trial option.

Text-teaser

How much do you know about your company secretary? Why does she always go east after work hours, when her address says west on the company database? Why does your procurement officer spend extra on-site? Knowledge is power! SHAZAM!!!

[Click here to know!](#)

List of Keywords Used

- address verification (11 times)
- verifying the details, (2 times)
- Background checks (19 times)
- public records, (2 times)
- address history, (4 times)
- criminal records, (2 times)
- background checks for employment, (2 times)
- social security number, (3 times)
- physical address, (4 times)
- criminal history, (3 times)
- verification services, (3 times)
- address details, (4 times)
- court records, (2 times)
- background verification, (3 times)
- residential address, (4 times)
- verify the addresses, (2 times)
- history searches, (2 times)
- background check services, (2 times)
- run a background check, (3 times)
- address check, (3 times)
- criminal searches (2 times)