



National Forum for Background Checks

AHFSA Annual Conference
Background Screening Interest Track
September 23-26, 2018

Emerging Issues and Innovations: A Roundtable Discussion on
Meeting the Needs for Applicants, Multiple Provider Types,
and Disciplines

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Emerging Issues and Innovations: A Roundtable Discussion



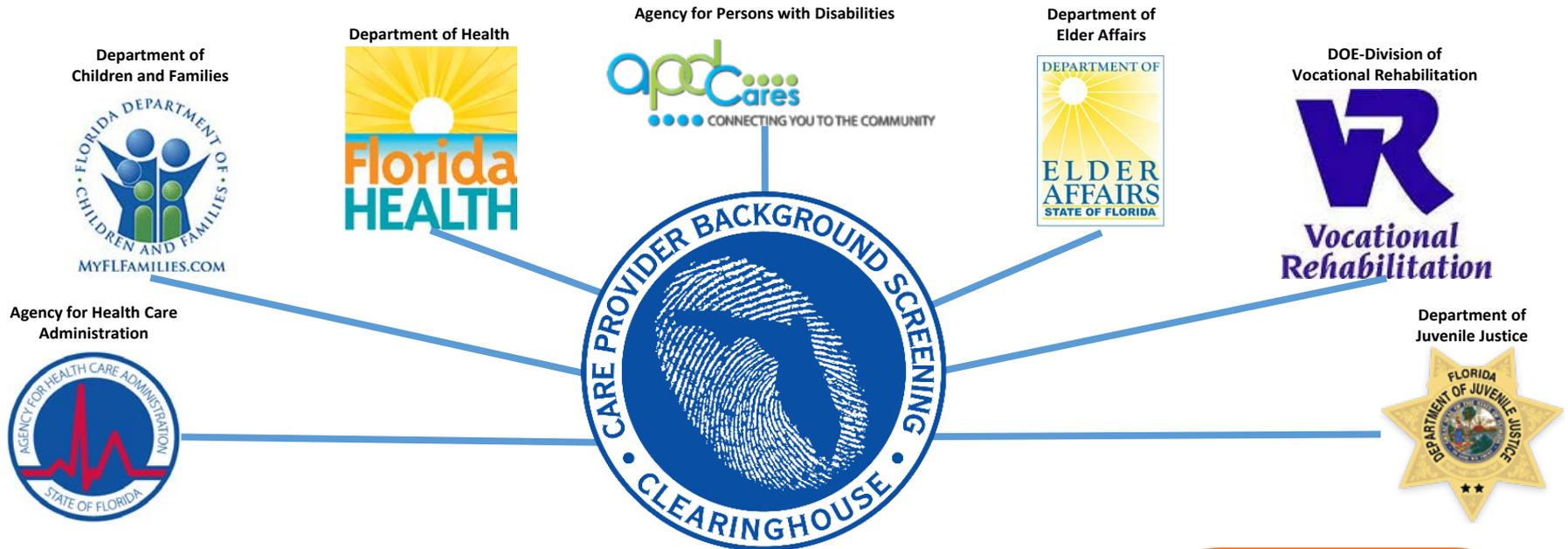
- ▶ Objective: This roundtable discussion will focus on issues, successes and innovative ways NBCP States have found in aiding applicants and incorporating multiple provider types into a background screening program.
- ▶ Questions from interested States: Our conference goal is dialog. In this session, representatives from interested States are encouraged to ask questions; describe their challenges of effectiveness, efficiency and equity; and exchange information.



Florida's Clearinghouse Story

- ▶ Creation of the Clearinghouse
 - ▶ Media expose
 - ▶ Clearinghouse mandated by Governor's Office in 2012
 - ▶ Interagency work group formed and made recommendations.
 - ▶ Goal is to consolidate seven State agencies to reduce duplicative screenings
- ▶ Challenges and issues
 - ▶ Differing business processes
 - ▶ No common list of disqualifying offenses
 - ▶ Needed a broad legal authorization for FBI and State fingerprints
 - ▶ Needed substantial screening system enhancements.
- ▶ Solution:
 - ▶ Grantee agency manages clearinghouse and automated system
 - ▶ All screenings maintained in one system
 - ▶ Processing and viewing of screenings determined by agency interest.

Florida Care Provider Background Screening Clearinghouse



Total savings of over **\$40 million** to health and human services providers

Rapback notifications received on **116,743** individuals screened in the system. **31%** were then determined Not Eligible for employment based on the arrest.

Over **3 million** screenings have been processed through the Clearinghouse since **January 1, 2013**

SEVEN AGENCIES-ONE SYSTEM



Florida's Clearinghouse Story

- ▶ **Benefits:**
 - ▶ **Agency review of individuals previously screened by another agency:**
 - ▶ No-cost request saves time and money for the individual and provider
 - ▶ Eliminates cost and time of duplicate screening for individuals screened for multiple purposes.
 - ▶ **Retention of fingerprints and rap back notifications**
 - ▶ All current employers in any agency notified within minutes
 - ▶ Retention of fingerprints at State minimizes cost, even with 90-day lapse
 - ▶ Only required to pay for a new Federal check (currently \$12.00)
 - ▶ Ability to renew without having to be re-fingerprinted
 - ▶ **Includes a photo of applicant at time of screening**
 - ▶ **Employer can verify identity of applicant matches person fingerprinted**
 - ▶ **Provides a copy of Florida public rap sheet and arrest notification.**
- ▶ **Lessons Learned:**
 - ▶ **Establish a process for system enhancements/updates**
 - ▶ Prioritization agreeance amongst agencies
 - ▶ **Long-term plan for sustainability**
 - ▶ Recommended to not build on current system
 - ▶ Subscription cost to use system?
 - ▶ **Create one centralized system**
 - ▶ Eligibilities fed to other agencies' licensure databases
 - ▶ Same information given to all providers
 - ▶ Flexibility in system



Roundtable Discussion

- ▶ Other States' solutions
 - ▶ Create one centralized system?
 - ▶ Eligibilities fed to other agencies' licensure databases
 - ▶ Same information given to all providers
 - ▶ Flexibility in system
 - ▶ Subscription cost to use system?
 - ▶ Other options?



Applicant Initiated Process in Alaska

- ▶ Alaska:
 - ▶ Applicant requests background check independently of provider, pays and gets fingerprinted.
 - ▶ Fitness decision is made and applicant is notified
 - ▶ Interested Providers can enter a connecting application at no charge and then immediately hire the applicant
 - ▶ If no Provider has connected within 100 days, the applicant initiated application is closed



Alaska - Results

- ▶ Notable Results in Alaska:
 - ▶ 9,564 applicant initiated applications have been submitted in just under 4 years
 - ▶ Only .47% of Applicant Initiated applications were determined to be Not Eligible, compared to 5.4 percent of the general population
 - ▶ 94.3% of applicants with Eligible determinations were hired by a provider within the 100 day window
 - ▶ A significantly higher percentage of applicants dropped out before completing the process – by not submitting the application, not paying, or not being fingerprinted.



Applicant Initiated Process in Minnesota

- ▶ Minnesota:
 - ▶ Provider provides instructions to applicant on how to initiate an application. Instructions includes a code that indicates whether the applicant will pay or the provider will pay.
 - ▶ Applicant starts application, then provider reviews the application, checks registries, and submits.
 - ▶ Fitness determination is made and both the provider and applicant are notified.



Enhancements planned for BCS

- ▶ Additional customizable self-disclosure pages
- ▶ Ability to use self-disclosure function even if provider started the application
- ▶ Possible use of electronic signature for privacy and consent forms

Roundtable Discussion



- ▶ Would an applicant initiated process work in your State?
 - ▶ Benefits?
 - ▶ Concerns?

- ▶ Other ideas?



Questions?

