



CREDENTIALCHECK[®]

EXAMINER

Applicant Screening & Risk Management Solutions

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Welcome

Welcome to the February 2009 issue of the Credential Check Examiner! Please feel free to offer your feedback. We appreciate hearing from our subscribers.

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Lawmakers Asked To Require Checks On Health Aides

A legislative proposal that would require background checks on Connecticut home health care workers is being applauded by people who say they have been victims of greedy aides. The idea, backed by several Connecticut lawmakers and Attorney General Richard Blumenthal, would require home health agencies to conduct criminal background reviews on all aides they employ and assign to clients' homes. It also would prohibit agencies from hiring anyone convicted of a felony within the past 10 years. The Connecticut Association for Home Care Inc. has said 90 to 95 percent of licensed agencies already do criminal background checks. "Home health and homemaker aides are entrusted with profound responsibilities and should be held to powerful standards," Blumenthal said. "A criminal background check for home health aides is not only reasonable, but common sense." The proposal would cover any licensed home health care agencies, homemaker companion service agencies and homemaker-home health aide agencies. It awaits hearings in legislative committees.

Source: The Hartford Courant

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Safety And Security Issues That Land On Your Desk – What To Do?

Continual weakness in the national economy is causing companies to rapidly shrink the number of employees on staff. Work assignments are being prioritized, often daily, and stacked on survivors' desks. This situation has been a way of life for Michigan-based companies for a number of years. Many have long since passed the point of simply prioritizing, and are now moving towards eliminating critical tasks which will have a negative effect on the bottom line of their business.

On March 24, 2009, HRAGD is presenting a workshop, "**Safety and Security Issues that Land on Your Desk – What to Do?**" providing easy-to-apply information to prepare HR practitioners to develop a proactive or re-active response, when addressing various security issues. Together, participants will work through actual scenarios (provided one week prior to the workshop presenter, no company names required), utilizing information presented at the workshop.

Completing this workshop will arm the participant with cost-effective, practical action plans to mitigate potential risks as a result of a security or safety event.

This workshop has been approved for 3 general HRCI credits.

Date: March 24, 2009

Location: Henry Ford Health Systems, One Ford Place, Detroit, MI 48124

Parking and entrance is in on 3rd Street (3rd St. one way heading South.

Parking is on the right, three blocks South of West Grand Blvd.)

Agenda: 7:30 – 8:00 am Registration, Networking and Breakfast Buffet
8:00 – 11:00 am Workshop



Cost: \$35 member; \$50 non-member

Four (4) or more from one company can attend at the member price.

Pre-registration/pre-payment are required at www.hragd.org; cost at the door is an additional \$10.

For questions, please call (248) 478-6498.

A frequent result of these corporate contractions is asking a smaller and already overworked HR Department to take ownership of tasks that somehow are never claimed by another department. Security issues are becoming one of the more consistent ones. Now more than ever, safety and security situations are increasing right here in the Greater Detroit Area. Recent situations are provided below. Do you know what you would do if these situations landed on your desk?

DOWNIZING RISKS

A large, international company scheduled a lay-off of 65 employees in one day. Meetings were held to plan the logistics of this downsizing, schedules were massaged, an outsource firm was hired, plans were checked and re-checked. At one of the last meetings prior to the date, a brief discussion was held regarding the safety and security of: (1) the company's executives, (2) employees still in the building, (3) facility, (4) IT information, (5) other company property and (6) the HR representatives directly involved with the event. None of the meeting attendees had the experience or knowledge to provide the framework to ensure any disturbances or threats created as a result the layoffs would be managed. What steps would you take to provide reasonable security measures?

TRAVEL RISKS

A global company manufacturing in Mexico is aware that kidnapping of Americans has been increasing over the last several months. Their employees have been asking "What security protocols have been established for their protection?" Questions are being funneled to the HR department. What would you do?

THREAT RISKS

The senior management team of a Michigan company received threatening letters at their offices and homes. With no security manager on staff and after the local police department took a report and asked to be advised if "anything" happens, the HR manager decided to seek the assistance of an outside security practitioner. Where would you start? What skill sets do you feel are needed and who would be responsible for creating an investigative action plan?

Economic conditions in the State of Michigan have made these business scenarios an HR professional's worst nightmare. Expecting HR trained practitioners to provide sound direction and advice to handle such situations and events that have the potential for devastating results is unreasonable, yet common practice. Unfortunately, poor decision making, improper reaction or lack of risk identification can result in dire consequences, often manifested through litigation and negative publicity.

Speaker

Daniel J. DiBardino is a Partner with RECON Management Group with over 30 years of corporate and private practice perspective in corporate security and loss prevention. RECON Management Group is a security consulting firm delivering global security solutions through three practice groups: (1) security consulting, (2) investigative services and (3) protective services. DiBardino currently serves as a Board Member of Crime Stoppers of Michigan, a Member of the Michigan Council of Private Investigators and a Member of ASIS International. He has authored numerous articles on business security subjects and received a Bachelor of Science in Criminal Justice at Northeastern University, Boston, MA.

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Lawrence Technological University's Recovery Initiative

"Tonight you are going to feel like a rock star," Lawrence Technological University's Dean of Students Kevin Finn told approximately 150 employers representing over 50 companies in attendance at an employment networking event held at Lawrence Tech on Thursday, January 22nd. Created as a part of the recovery@ltu.edu initiative, Lawrence Tech wanted to reach out to our Michigan professionals to let them know that opportunities do exist and provide a venue to have meaningful conversations with employers who are hiring. Based upon pre-registration and publicity by major radio and television stations, it looked like this event could attract a large crowd and, true to expectations, it was well attended by individuals from a wide range of professions. Participating employers commented on the caliber of talent and experience present and the professional nature of their interactions throughout the evening. Information about sought after skills and opportunities with their related industries was exchanged with job seekers. While they created connections with relevant employers and developed potential networks for follow up, many also gained insight into job search strategies they could use to pursue opportunities in related industries.

A buzz permeated the air all night as employers and job seekers exchanged information. For employers, it was a great venue to meet with experienced professionals. For professionals, many of whom are experiencing their first brush with job eliminations, it provided much needed hope that opportunities do exist. It may just mean looking in a few different markets for their future.

Lawrence Technological University will continue to offer ongoing receptions throughout the remainder of 2009. We appreciate the commitment of companies moving forward with their hiring initiatives. For more specific information on the Recovery at LTU resources, you may visit <http://ltu.edu/recovery>. If you would like to have the opportunity to participate in these upcoming events, contact us directly at: recovery@ltu.edu. We welcome you to join us as we do our part to keep Michigan working.

Please keep us in mind as well if you are interested in hiring recent or prospective graduates of LTU or

intern/co-op students. We always welcome the opportunity to talk about our current students. Please contact me at (248) 204-3143 or you can email me directly at: mpierce@ltu.edu.

Peg Pierce
Director of the Office of Career Services
Lawrence Technological University
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Strengthen Your Business by Developing Your Employees

A solid employee-development program can mean the difference between a successful company and one that struggles. Indeed, your company's chances for growth are closely aligned with its commitment toward fostering employee development. More and more workers are looking for employers who can help them increase their knowledge and skills. Here are a few ideas to foster learning and improvement in the workplace:

Implement a mentoring program. Pairing newer, less experienced employees with more experienced employees is a great way for people to learn from one another. Mentors can serve as a sounding board for younger employees, and can provide job coaching, advice on career development, and introductions to other professionals in the industry.

Launch employee-training programs. Investing in your employees' continuing education demonstrates that the company values its people and wants them to grow.

Reimburse tuition costs. Helping employees finance their education is a tangible way to demonstrate a company's commitment to fostering a workforce full of skilled and talented people.

Hire and promote from within. Employees appreciate job security, but in order to grow professionally, people want and need new responsibilities. Giving your employees opportunities to grow within the company lets them know that you value their past contributions and have faith in their abilities to take on greater challenges.

Reward star performers. Don't make the mistake of neglecting employees who do great work and don't need much managing. Some managers make the mistake of believing that star performers don't need occasional pats on the back, but disregarding their hard work can be demoralizing. Call them out for their efforts or else they may come to think no one notices, and their performance may suffer as a result.

Foster creative learning processes. Often, employees want to make suggestions about the way things are done but don't have a way to voice their ideas. Develop a method that makes it easier for staffers to share their creative ideas or suggestions with top management.

Source: All Business

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Restructure Employee Perks Rather Than Eliminate Them

Even in lean times it is important for companies to offer employees benefits and perks that go beyond standard benefits. "Awards and incentives is not all about the money and I think that employees understand these are challenging times," said Ashley Tappan, who works for the global consulting firm Insigniam Performance and is the president of the Philadelphia chapter of the Society of Human Resource Management, a national association of human resources professionals. "I think they are grateful for their employment." To trim career training and development costs, one executive eliminated travel to conferences and bought directors memberships to a local business association instead, giving them access to all of their programs at a much lower cost, Tappan said. Workplace flexibility, allowing employees to work hours outside of the traditional 9 to 5 and sabbaticals and leave are also being offered by firms, said Steve Gross, global leader of the rewards strategy consulting practice of Mercer Human Resource Consulting in Philadelphia." Some organizations provide sabbaticals to their employees to do public service jobs. Employers can also help their work force build skills through many cost-effective means, such as free seminars and Web-based seminars, which don't require travel or a hotel stay, and allowing employees opportunities to serve on committees, task forces in or outside of the firm, Gross said.

Source: Philadelphia Business Journal

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Thank you! We'll see you next month!

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