



Occupational Licensing & Credential Verification In Screening

The verification of a person's occupational license or credentials plays an important role in pre-employment screening as well as many other types of investigations. A valid license is a company's guarantee that the person currently employed or to be hired for a position is adequately qualified, trained, and certified. According to Wikipedia, the definition of an occupational license is:

Occupational licensing, also called licensure, is a form of government regulation requiring a license to pursue a particular profession or vocation for compensation. It is related to occupational closure.

Nearly 1 in 4 U.S. jobs require some type of professional license. That's roughly one-quarter of jobs. Of course, this statistic varies depending on the state. The requirement to obtain and hold an occupational license for certain jobs has grown exponentially over the last 50+ years creating a verification need for many more job types.

The top job fields that require licensure are medical, construction, and driving. But what jobs fields actually hold the majority of licenses?

Here are the top five:

1. Healthcare Practitioners and Technical
2. Legal
3. Education, Training, and Library
4. Professional and related occupations
5. Healthcare Support

A typical license verification includes the licensee's name, if the license is active, whether they are in good standing, and the issue/expiration dates. You may also learn if the licensee has a sanction, disbarment, or restriction. That's information you will not know just by looking at a physical copy of the license. Do not trust a license in hand, all must be verified for authenticity and status.

The licensure and enforcement of regulated occupations and professions is often a matter of public record. Verification should be done directly through the licensing board. Verification could be a strenuous process, especially if you are needing to verify with multiple accrediting agencies. Many background screening firms offer verification as a part of their service. Depending on your needs, utilizing a vendor may or may not be the right choice for you. Because the majority are public record, you can usually verify a license yourself.

The most direct and accurate source for verification is through the licensing agency itself. **Some level of online searching exists for names and even enforcement actions on over 5,500 occupations or businesses. Approximately 55% of the boards provide a free name search.**

BRB has a resource that makes it easy for anyone to verify a license. Our database of occupational licensing boards lists over 8,800 individual job titles or businesses that are administered for licensing, registration, or certification. Other details included are department address, direct phone lines for license status to complaints, violations, or disciplinary actions, and a link to their website. If there is an online site offering a search feature, it is provided. To learn more about this resource visit <https://brbpublications.com/products/public-record-research-system>.

Regardless of how the verification is conducted, it is certainly necessary.