



Select

Simplify candidate selection, reduce screening costs

High quality background checks are essential, but solutions that actually help you reduce expenses, comply with regulations and select the right candidates are ADP's specialty. We go beyond quality background checks with our smart ordering and smart hiring technologies.

Smart Ordering Technology

We understand you look to your screening provider to deliver the best value for the best price. ADP reduces your screening costs with our state-of-the-art technology that enables you to cancel background checks you won't need.

Cascade Ordering

ADP's Cascade Ordering is a new service that allows you to run low cost, instant screens first then pauses the rest of your order. Based on these initial results, you can determine if you should proceed with additional screens.

Smart Hiring Technology

ADP's Smart Hiring Technology enables you to evaluate applicants consistently and objectively, receive intuitive background screening results, expedite your entire hiring process and hire the best candidates. ADP's Policy Manager, Decision Matrix* and Results Scoring work together to make background screening results "speak" to you, telling you how an applicant's background specifically relates to your organization.

Hiring Policy

Policies form the foundation for fair and compliant hiring practices. To help get your background screening program off to the right start, you can choose ADP's best-practice default hiring policy or, for an additional fee, you can have ADP configure our *Select* 3.0 ordering system with your organization's hiring policies.

Decision Matrix*

Next, based on the hiring policy you selected, ADP's Decision Matrix* rates each individual background screening report behind-the-scenes. Within an order each report is rated as 1) Meets Policy, 2) Indeterminate or 3) Does Not Meet Policy.

Results Scoring

In the final stage of ADP's Smart Hiring Technology, each candidate is given one overall rating: "Meets Policy," "Indeterminate" or "Does Not Meet Policy." This rating factors in the hiring policy you selected as well as the Decision Matrix* results. The end result of this industry-leading rating system is people selection made easy.



*patent pending