



Talent Acquisition and Credentialing: *Is a New Era on the Horizon?*

ASHHRA Executive Summit

September 2024



About us



Eric Ly

*CEO and Co-founder,
KarmaCheck*

- Most well-known as a co-founder of LinkedIn.
- Career has been dedicated to helping remove the barriers that prevent employees from working in their ideal roles.
- Founded KarmaCheck in 2019 to reimagine screenings and credentialing.



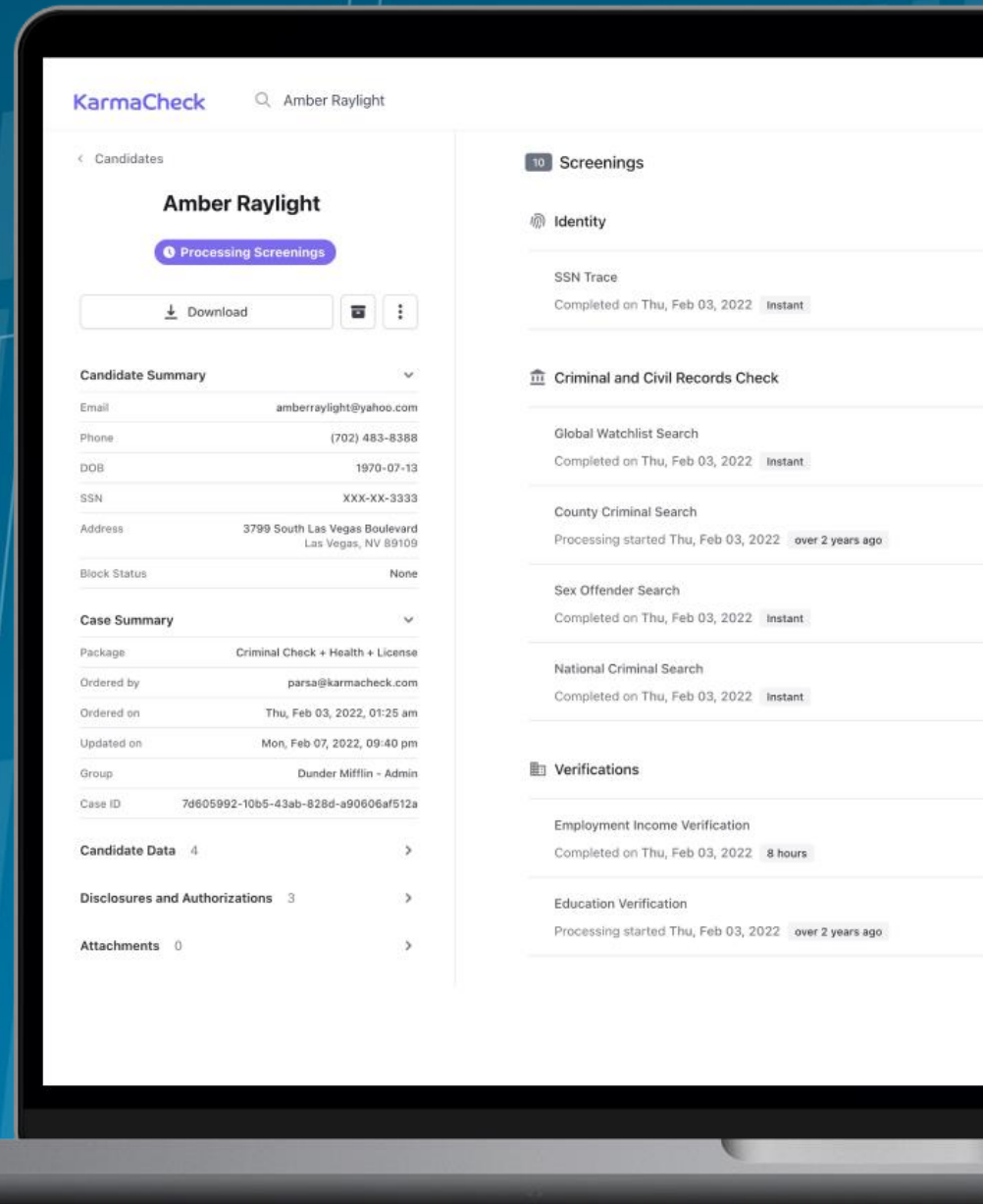
Erin McCarthy

*Sr. Product Manager,
KarmaCheck*

- 7+ years in Healthcare Staffing Product Development.
- Inpatient Clinician and Administrator with expertise in Patient Safety and Regulatory Compliance.
- Partnered with Medical and Nursing Boards to develop compliance solutions for diversion and discipline programs.



KarmaCheck Screening and Credentialing Platform



Healthcare / Candidate Centric

Designed with healthcare in mind, KarmaCheck makes the background check process easy and quick through a mobile-first experience.



Built for Speed

Our technology maximizes the use of mobile, automation, AI, and data to deliver background checks at record speed.



One Stop Shop

Run Occupational Health Screenings (OHS), Identity Verification (IDV), Motor Vehicle Record (MVR), licenses, and more – all in one place.



People Behind the Product

Our expert team provides high-quality, responsive support to you and your candidates.



Agenda

- Discussion: *Challenges and Frustrations related to Talent Acquisition*
- Our Vision of the future: *The KarmaCheck Wallet*
- Thoughts and Feedback



Talent Acquisition, Background Checks, and Credentialing:

What are your pain points?



The concerns we hear most often...

Cost

Poor candidate experience

Lack of responsiveness

Compliance issues

Speed

Antiquated technology
(no ATS/HRIS integrations)





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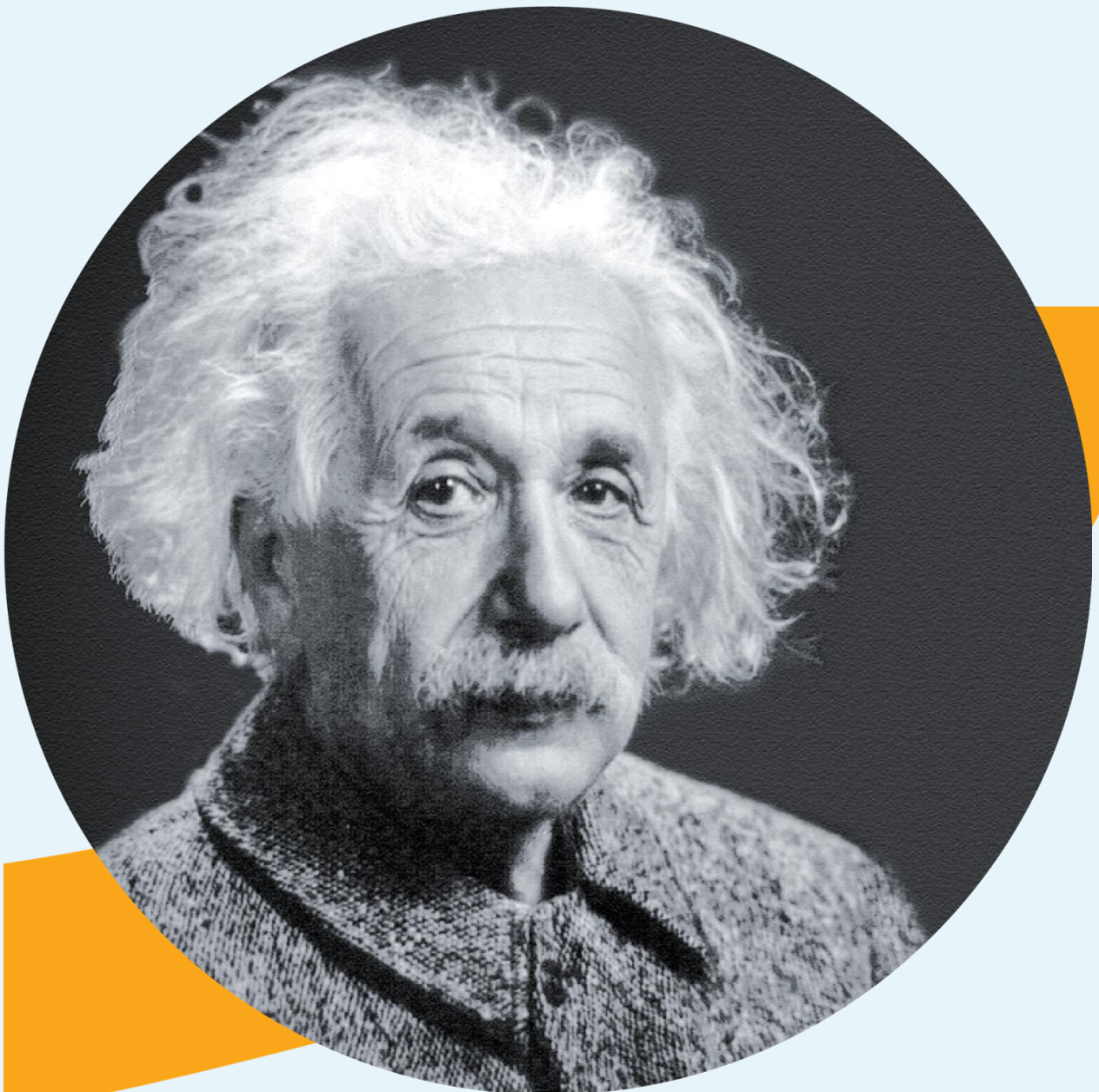
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Our vision:

*Remove the inefficiencies from
background checks and credentialing.*



Insanity:

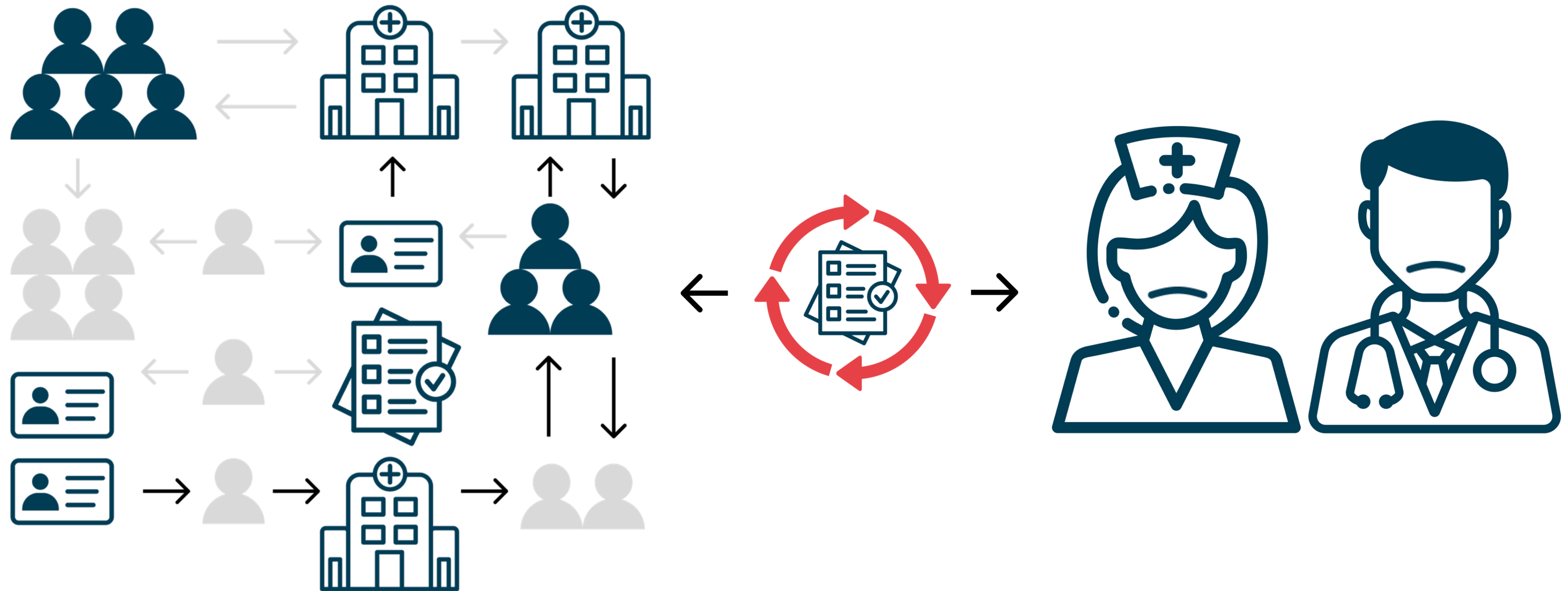
“Doing the same thing over and over again and expecting different results.”

- Albert Einstein



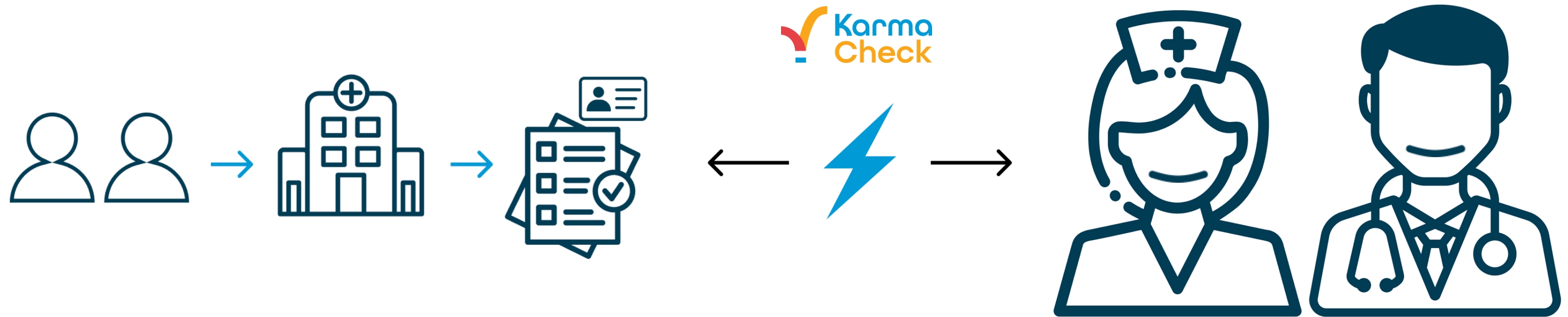
Credentialing and background checks today

Current Touchpoints = Delayed Placements, Higher Costs, More Stress





Credentialing and background checks, simplified





Screening data expires at different times

Sample expiration timelines for Health Systems:

Immediate

Criminal Court Screenings
Sex Offender Registry
National Criminal Database
Credit Reports
Social Media Reports

30 days

Global Watchlist
Motor Vehicle Record (MVR)
Sanction Checks (OIG, SAM)*

1 year

Tuberculosis:
- *Quantiferon, T-Spot, TB Skin, X-ray*
Flu Vaccine
Drug Screenings**
Physicals
Mask Fit Tests Per Type
Vision Tests
Skills Checklist
Competency Exams
HIPAA & OSHA Testing

No Expiration

Employment Verification
Education Verification
Identity Verification (IDV)
Immunizations: Hepatitis B, MMR, Varicella
Clear Criminal Screenings
- *County, state, federal courts older than 2 years*

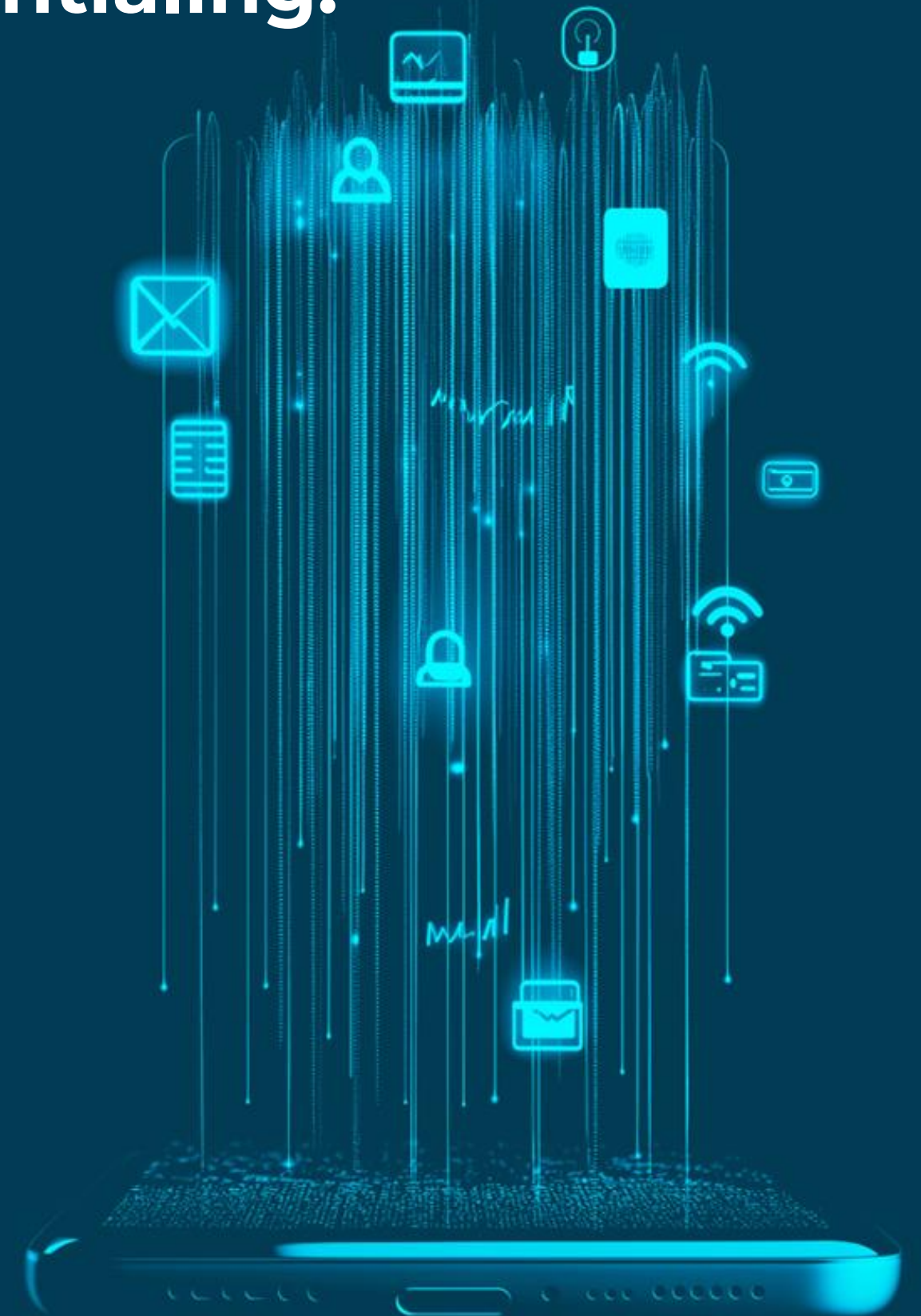
*Typically required monthly or quarterly.

** Typically required 30 days before the start date or annually.



The Future of Background Checks & Credentialing: *The KarmaCheck Wallet*

- **Instantly verify permanent data**
such as employment, education, and immunization history.
- **Decide which screenings to run**
with full insight into previous checks and verifications.
- **Let us track credential renewals**
and remind candidates of upcoming expirations.





Each Health System would benefit individually

but...

a *consortium* could dramatically reduce the time and costs spent on background checks and credentialing across the healthcare industry.





Thoughts and Feedback



Join the KarmaCheck Wallet “*Disruptor*” program

No added work for your team, no changes to your workflow



Improved credentialing timeframe: Decrease turnaround times by an estimated 3 - 4 days.



Screenings savings: Reduced costs will continually decrease as Wallet usage grows.



Better candidate experience: Help candidates start faster and enjoy a smoother onboarding process.



Your voice shapes the future: Join our Consortium (limited availability) to co-design KarmaCheck Wallet enhancements.



Questions to consider...

What are these inefficiencies costing your clinical team?

Is it time to finally upgrade background checks and credentialing?

THANK YOU
