

MANUFACTURING

Background screening solutions for the manufacturing sector in Mexico

Manufacturing in Mexico can have unique advantages, including lower labor costs, close proximity to North American markets, free trade agreements with over 50 countries¹, a vast workforce, and production quality commensurate with U.S. and international standards.

Principal manufacturing industries include aerospace, automotive, auto parts, electronics, and medical devices. Some focus on contract manufacturing operations, while others opt for lower-cost assembly, and exporting finished products, aligning with the rest of their supply chain.

For global manufacturing companies, Mexico can be an ideal location when looking for cost reductions in transportation, logistics, and time-in-transit expenses to get products to market.

The country has access to the United States and Canada by land and sea, with cargo ships, NAFTA corridors, and highways that connect ground transportation.

Manufacturing challenges in Mexico

The manufacturing sector faces significant challenges in Mexico, primarily high staff turnover and a shortage of skilled applicants. Positions that need to be filled are becoming progressively more technical and demanding, while individuals who apply often lack the necessary education and training.



The manufacturing sector represents:

~20%
of GDP²

80%+
of exports³

\$40B+
annual investment driven
by nearshoring⁴

Companies are careful to create safe environments for their workers, with the objective of avoiding work-related accidents. These are the consequences of the dangerous conditions under which people work. Increasingly technical tools and equipment require safe, knowledgeable operation.

Without a strong focus on safety, especially in manufacturing, some companies may be unable to help protect the health and well-being of employees who may not be fit to carry out their functions correctly.

Tailor-made solutions

The Mexican economy was recently boosted by the arrival of Asian, European, and American companies constructing plants in the country and creating new job opportunities for local talent pools. In order to attract and onboard top talent, it is crucial for employers to regularly update their qualification requirements and background screening protocols. This proactive measure ensures that organizations have the opportunity to hire and integrate candidates quickly and with confidence.

Besides the immediate advantage of filling vacant positions with capable workers, background screening provides other long-term benefits for businesses, including helping to:

- Mitigate workplace risks
- Verify prior work experience and skills
- Mitigating turnover of unqualified candidates
- Help promote the leadership of the sector, demonstrating workforce due diligence.

¹<https://www.gob.mx/se/acciones-y-programas/comercio-exterior-paises-contratados-y-acuerdos-firmados-con-mexico>

²<https://www.trade.gov/country-commercial-guides/mexico-advanced-manufacturing>

³<https://www.bbvaresearch.com/en/publicaciones/mexico-mexicos-trade-is-more-concentrated-towards-the-united-states/>

⁴<https://www.riotimesonline.com/mexico-economy-2026-outlook>

To help mitigate possible risks, companies should conduct rigorous background screening processes before hiring.

At First Advantage, we have robust knowledge of local compliance requirements and offer background screening solutions to help companies build trust in a changing world™. We verify applicants' education and employment histories, check criminal records, coordinate drug screening, and more, depending on a business' unique needs.

Solutions can be adjusted to suit specific needs and precise budgets, independently of the size of the company, the level of technology, and the operational field.

In every case, we will help design a program of best practices that helps not only to identify qualified talent but also helps mitigate the risks that may occur with workers.

Takeaways

The companies are careful to create safe environments for their workers, with the objective of avoiding work-related accidents.

To help mitigate possible risks, companies should conduct rigorous processes before hiring the ideal applicant.



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