

**Summary of Drake Webinar - Online Client Survey Results**

**July 2005 Survey: Reference and Background Checking**

<b>Questions</b>						
1. How many employees (Perm. or Flex) are there in your organization?	0-10	11-50	101-500	501-1000	1000+	
<b>% of Respondents</b>	43%	35%	16%	4%	2%	
2. Does your organization conduct pre-employment checking?	Yes	No	Do not Know			
<b>% of Respondents</b>	74%	22%	4%			
3. If yes, what type of pre-employment checking does your organization conduct? Check all that apply.	Criminal	Credit	Education	Professional	Medical Screening	Psych
<b>% of Respondents</b>	27%	10%	26%	23%	6%	7%
4. For what types of positions within your organization do you conduct pre-employment checking? Check all that apply.	Permanent	Contingency	None of the Above			
<b>% of Respondents</b>	57%	31%	12%			
5. Who in your organization conducts Pre-employment checking for Permanent positions? Check all that apply.	HR Department	Hiring Manager	External Outsourcer	Security Group	Procurement/ Vendor	
<b>% of Respondents</b>	37%	34%	20%	4%	5%	

6. Who in your organization conducts Pre-employment checking for Contingency positions? Check all that apply.	HR Department	Hiring Manager	External Outsourcer	Security Group	Procurement/ Vendor	
<b>% of Respondents</b>	27%	42%	21%	4%	6%	
7. Are you confident that all steps required to conduct a Pre-employment check in your organization are being done properly?	Yes	No	Do not Know			
<b>% of Respondents</b>	44%	43%	13%			
8. How long does it take your organization to complete an effective Pre-employment check?	Under 2 hours	Half Day	Full Day	Greater than a day	Do not Know	
<b>% of Respondents</b>	38%	11%	6%	23%	23%	
9. Do you have a clear understanding of the costs associated with performing each Pre-employment check?	Yes	No	Do not Know			
<b>% of Respondents</b>	53%	40%	7%			
10. Are you fully aware of the legal implications involved with properly carrying out Pre-employment Checking?	Yes	No	Do not Know			
<b>% of Respondents</b>	33%	55%	13%			

<p>11. How important do you think conducting Pre-employment Checking is for your organization?</p>	<p>Not important</p>	<p>Somewhat important</p>	<p>Very important</p>			
<p><b>% of Respondents</b></p>	<p>2%</p>	<p>18%</p>	<p>80%</p>			
<p>12. Would you be interested in learning more about how an effective reference and background checking process can help your organization?</p>	<p>Yes</p>	<p>No</p>				
<p><b>% of Respondents</b></p>	<p>80%</p>	<p>20%</p>				

## **July 2005: Reference and Background Checking**

### **Online Client Survey Highlights**

Of the respondents who completed the online survey:

- 1. 57% stated that they conducted Pre-employment Checks on Permanent positions.**
- 2. 28% stated that it took a full-day or more to conduct Pre-employment Checks.**
- 3. On average 27% stated that they conducted both Educational and Criminal checks.**
- 4. 20% stated that Pre-employment Checks were somewhat important.**
- 5. 67% stated that they were not fully aware of the legal implications involved with properly conducting Pre-employment Checks.**
- 6. 20% stated that they outsourced their Pre-employment Checks.**
- 7. 48% stated that they do not have a clear understanding of the costs associated with performing each Pre-employment Check.**
- 8. 80% stated that they would like to learn more about how effective Pre-employment Checks can improve their hiring process**