



# 10%

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SEE WHAT ELSE ADP's **BACKGROUND CHECKS REVEALED**



**Know the whole story behind every candidate.**



### **About the Screening Index**

ADP's Screening Index is your premier source for relevant, up-to-date background screening statistics. It gives you an accurate portrayal of the hiring risks present in today's workplace. Since 1997, employers, like you, have consulted the Screening Index to stay informed about important industry trends and assess the value of their background screening programs. Information presented in the Screening Index is based on computerized calculations of background checks completed by ADP in the 2007 calendar year.

### **About ADP Screening and Selection Services**

Screen. Select. Comply. For more than 20 years, ADP has helped employers solve the hiring puzzle. Our extensive background screens, including Criminal Court Records, Driving Records and Reference Verifications, help you learn the whole story behind your candidates.

What's more, ADP's state-of-the-art selection technology helps you make rapid background screening decisions based on standard compliance best practices or hiring policies you define. Your candidates are rated as "Meets Policy," "Indeterminate," or "Does Not Meet Policy," making the decision of who to hire an easy one.

In addition, throughout your entire hiring process, ADP helps your company stay compliant with on-demand HR assistance when you need it the most. Discover people selection made easier with ADP's Screening and Selection Services.



## Screening and Selection Services

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# 2008 Background Screening Statistics

Total completed background checks performed by ADP Screening and Selection Services in the 2007 calendar year: **5,757,648**

**10%** of the total completed background checks contained a record

## Criminal Records

Total Completed: 1,777,076

**6%** had a criminal record in the last seven years

## Credit Records

Total Completed: 243,063

**44%** had credit records showing a judgment, lien or bankruptcy, or had been reported to a collection agency

## Workers' Compensation Claims Records

Total Completed: 58,712

**8%** had a previous workers' compensation claim

## Driving Records

Total Completed: 498,167

- 36%** had one or more violations or convictions on their driving record
- 5%** had four or more violations or convictions on their driving record
- 2%** had one or more drug or alcohol violations on their driving record in the last seven years
- 1%** had one or more "at fault" accidents on their driving record in the past three years
- 10%** had one or more suspension, revocation or withdrawal of their driver's license within the last seven years
- 4%** had a driver's license that was currently invalid, suspended, revoked or expired

## Reference Verifications

Total Completed: 453,320

- 45%** of employment, education and/or credential reference checks revealed a difference of information between what the applicant provided and the source reported
- 5%** of the information differences were received with negative information from the source in regard to the applicant

## Background Screening Statistics by Industry

What are the hiring risks associated with specific industries? View the chart below to find out.

TYPE OF CHECK	INDUSTRY							
	Manufacturing	Healthcare	Hospitality	Construction	Retail	Auto Dealer	Business Services	Transportation
<b>Criminal</b>	7%	3%	6%	9%	8%	7%	5%	4%
<b>Credit</b>	42%	48%	58%	54%	55%	56%	40%	40%
<b>Workers' Compensation</b>	9%	6%	9%	8%	8%	8%	4%	6%
<b>Driving (one + violations)</b>	35%	29%	39%	40%	43%	42%	36%	34%
<b>Driving (four + violations)</b>	5%	4%	6%	7%	8%	9%	5%	4%
<b>Reference (info difference)</b>	57%	54%	57%	49%	53%	56%	54%	41%
<b>Reference (negative info)</b>	7%	4%	14%	5%	9%	10%	3%	5%

## Background Screening Statistics by Employer Size

Listed below are background screening results for three common size ranges.

TYPE OF CHECK	NUMBER OF EMPLOYEES		
	1-49 Employees	50-999 Employees	1000+ Employees
<b>Criminal</b>	4%	7%	5%
<b>Credit</b>	41%	48%	44%
<b>Workers' Compensation</b>	11%	8%	6%
<b>Driving (one + violations)</b>	40%	37%	34%
<b>Driving (four + violations)</b>	7%	6%	5%
<b>Reference (info difference)</b>	37%	41%	43%
<b>Reference (negative info)</b>	4%	6%	5%

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# SCREENING INDEX

# 2008