



SHRM[®]

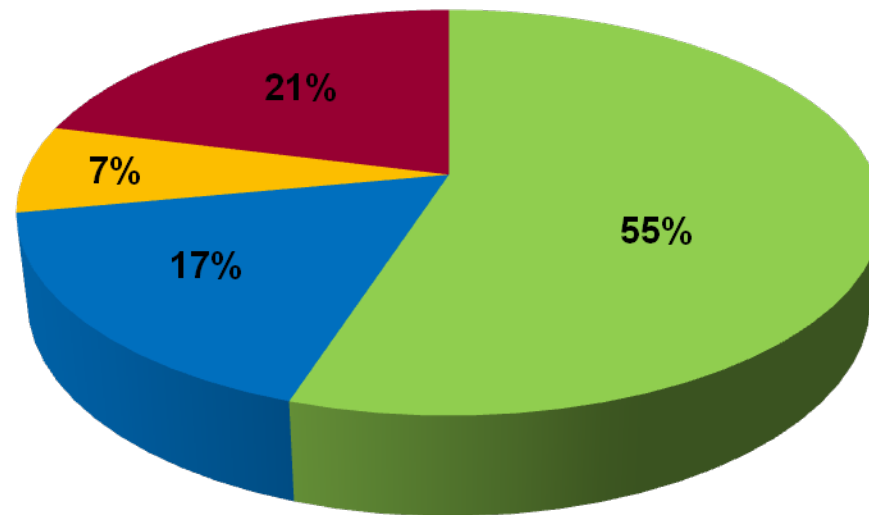
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Background Checking: Drug Testing

January 22, 2010

Drug Testing

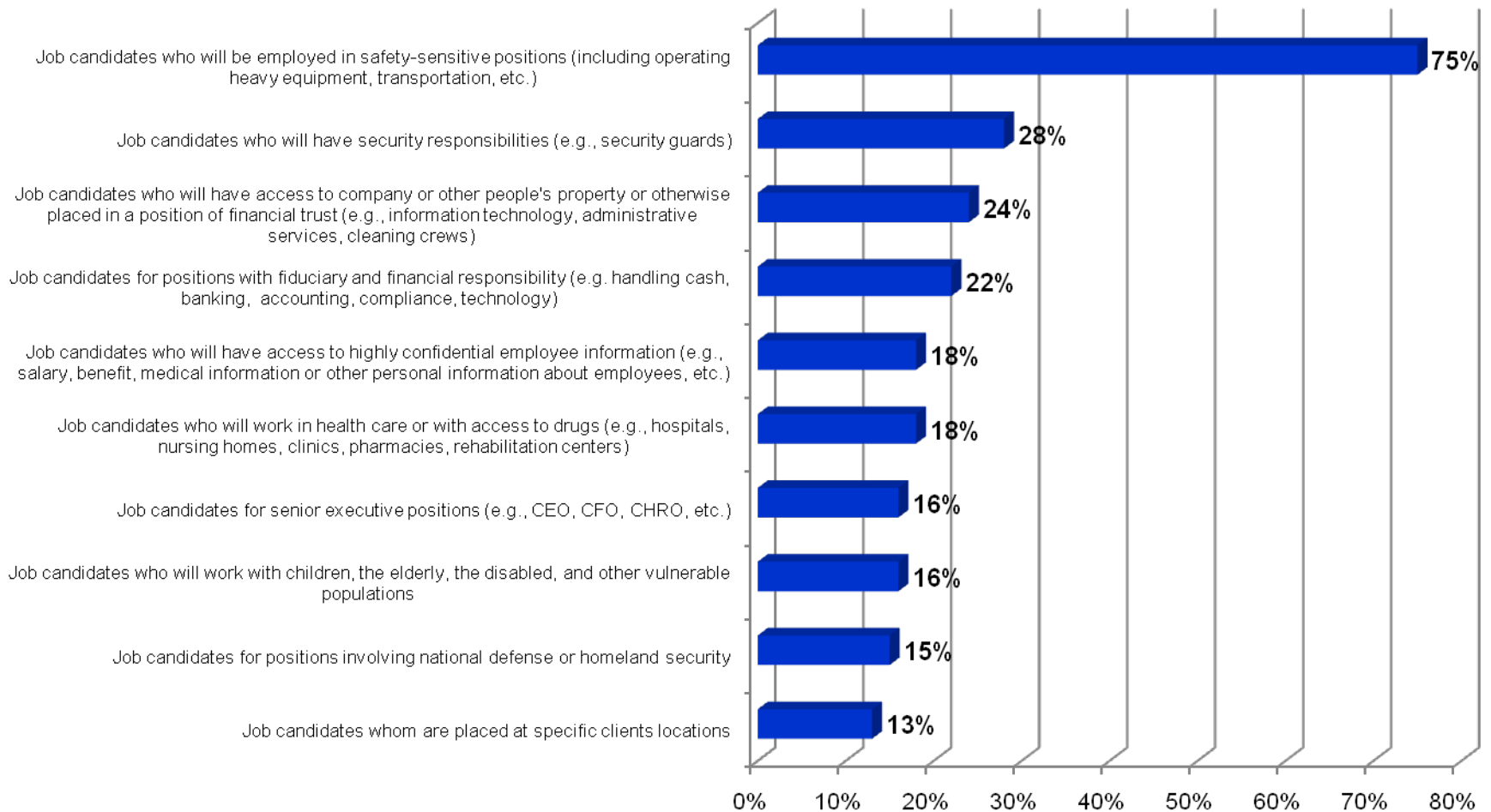
Does your organization conduct **pre-employment drug testing** for any job candidates?



- All job candidates
- Selected job candidates (e.g., for safety-sensitive positions)
- When required by law (e.g., DOT)
- No, my organization does not conduct drug testing for any of its job candidates

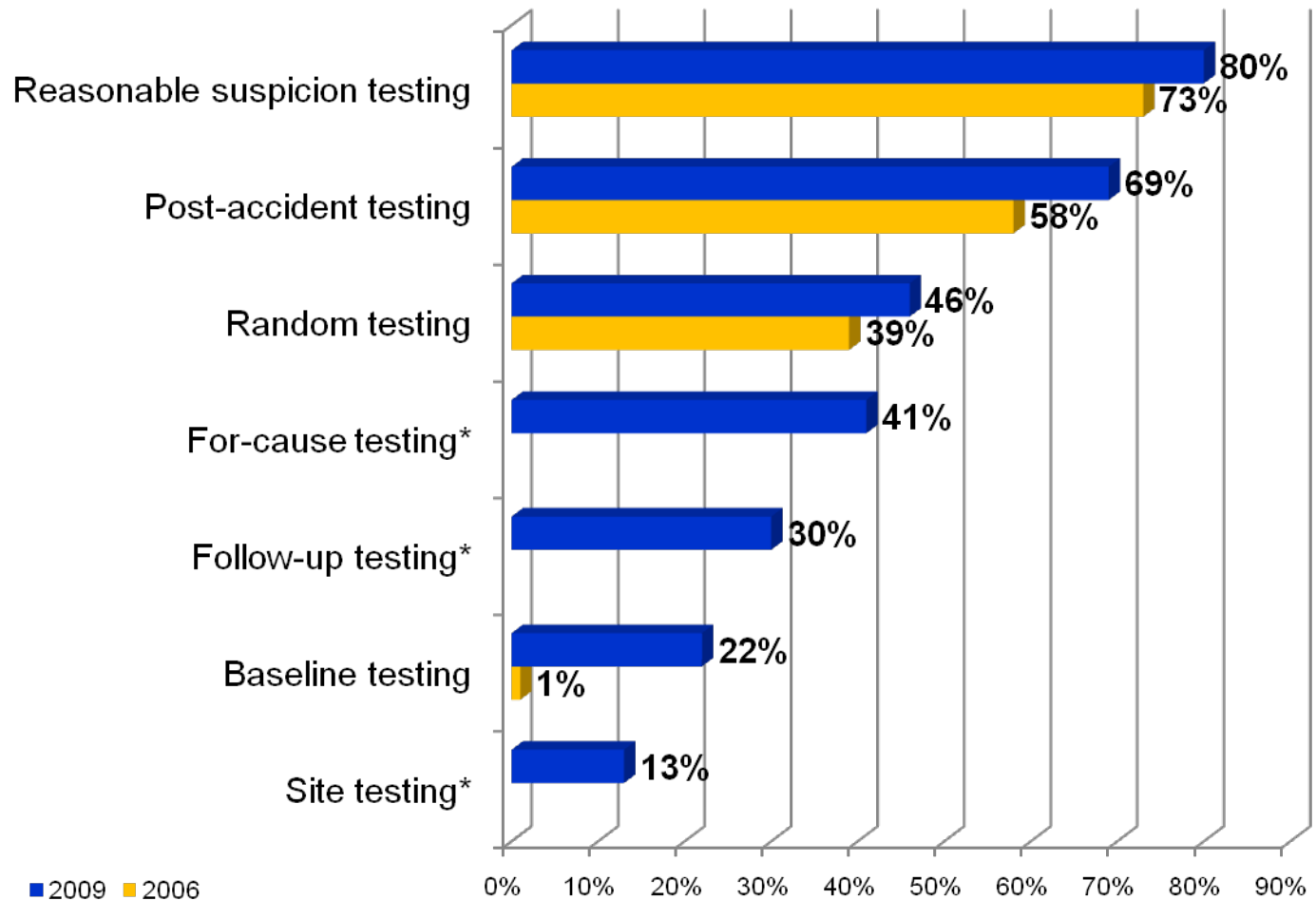
Note: n = 320. "Not sure" responses were excluded from this analysis.

Which category of job candidates do you conduct pre-employment drug testing on?



Note: (n = 68). The data in this figure represent organizations that conduct pre-employment drug testing on **select job candidates** or when required by law. Percentages do not total to 100% as respondents were allowed multiple choices.

Which of the following **post-employment drug tests** does your organization conduct?



Note: (n = 222). The data in this figure represent organizations that conduct drug testing. Percentages do not total to 100% as respondents were allowed multiple choices. "*" indicates option was not available in 2006.

Which of the following **post-employment drug tests** does your organization conduct?



Comparison by Organization's Sector

- **Post-accident testing:** Privately owned for-profit organization (79%) and Publicly owned for-profit organization (72%) > Nonprofit organization (45%)

Note: Comparison by organizations' sector represent those who conduct post-hire drug test.

Demographics: Organization Industry

Industry	
Health care, social assistance (e.g., nursing homes, EAP providers)	18%
Services—professional, scientific, technical, legal, engineering	12%
Manufacturing—other	11%
Educational services/education	8%
Government/public administration—federal, state/local, tribal	5%
Financial services (e.g., banking)	5%
Transportation, warehousing (e.g., distribution)	5%
Insurance	5%
Retail/wholesale trade	4%
Construction, mining, oil and gas	3%
Other services (e.g., nonprofit, church/religious organizations)	3%
High-tech	3%

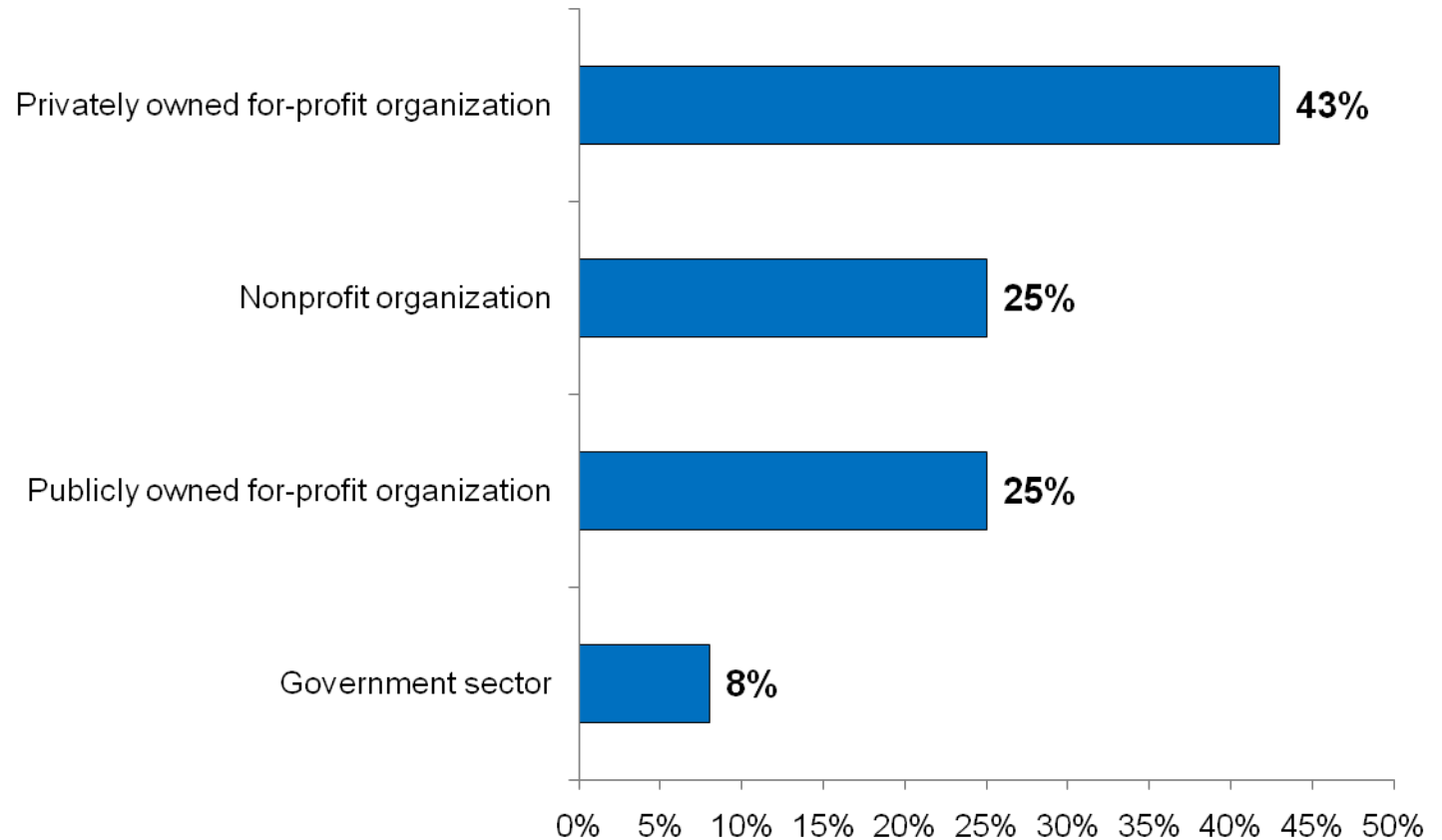
Note: n=312. Percentages may not total 100% due to rounding.

Demographics: Organization Industry (continued)

Industry	
Telecommunications	3%
Utilities	3%
Services—accommodation, food and drinking places	2%
Publishing, broadcasting, other media	2%
Arts, entertainment, recreation	2%
Consulting	1%
Manufacturing—auto/auto-related	1%
Real estate, rental, leasing	1%
Association—professional/trade	1%
Pharmaceutical	1%
Other	1%

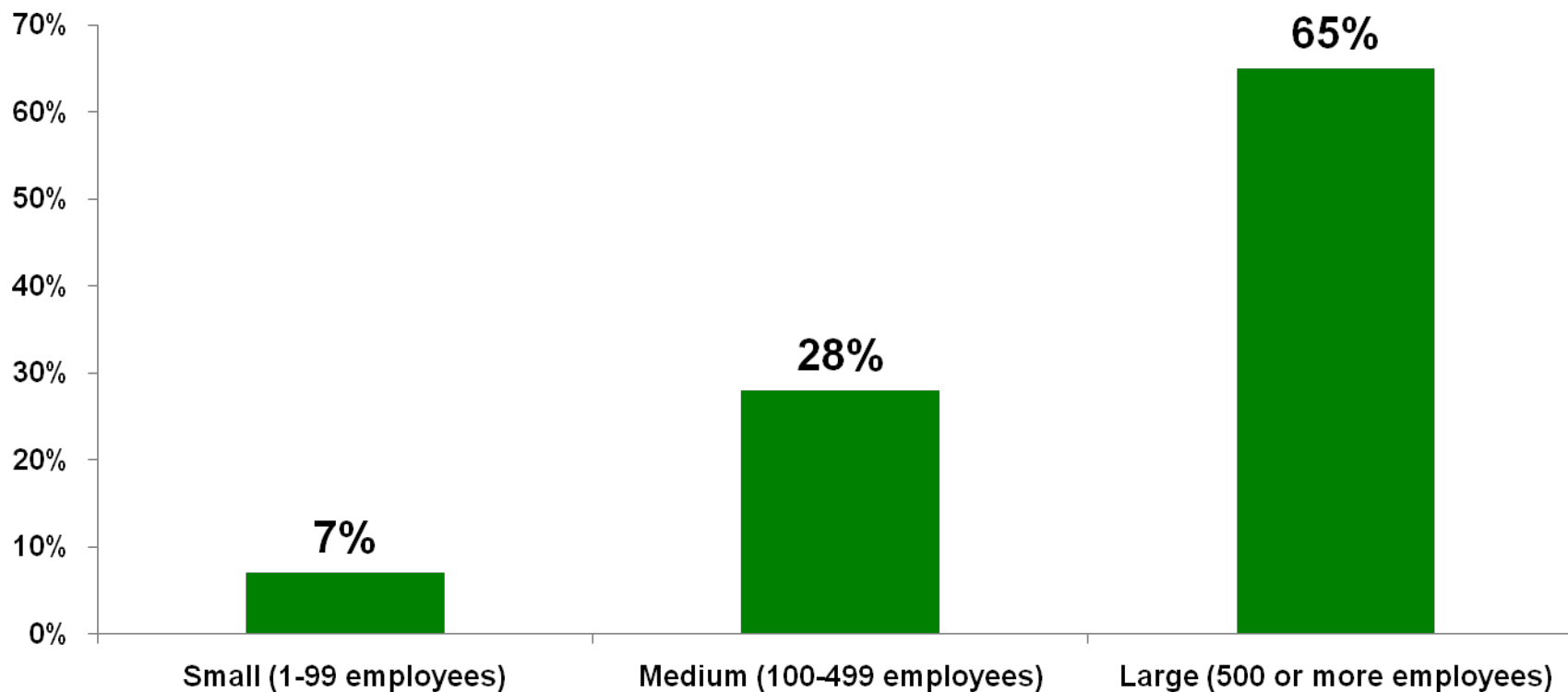
Note: n=312. Percentages may not total 100% due to rounding.

Demographics: Organization Sector



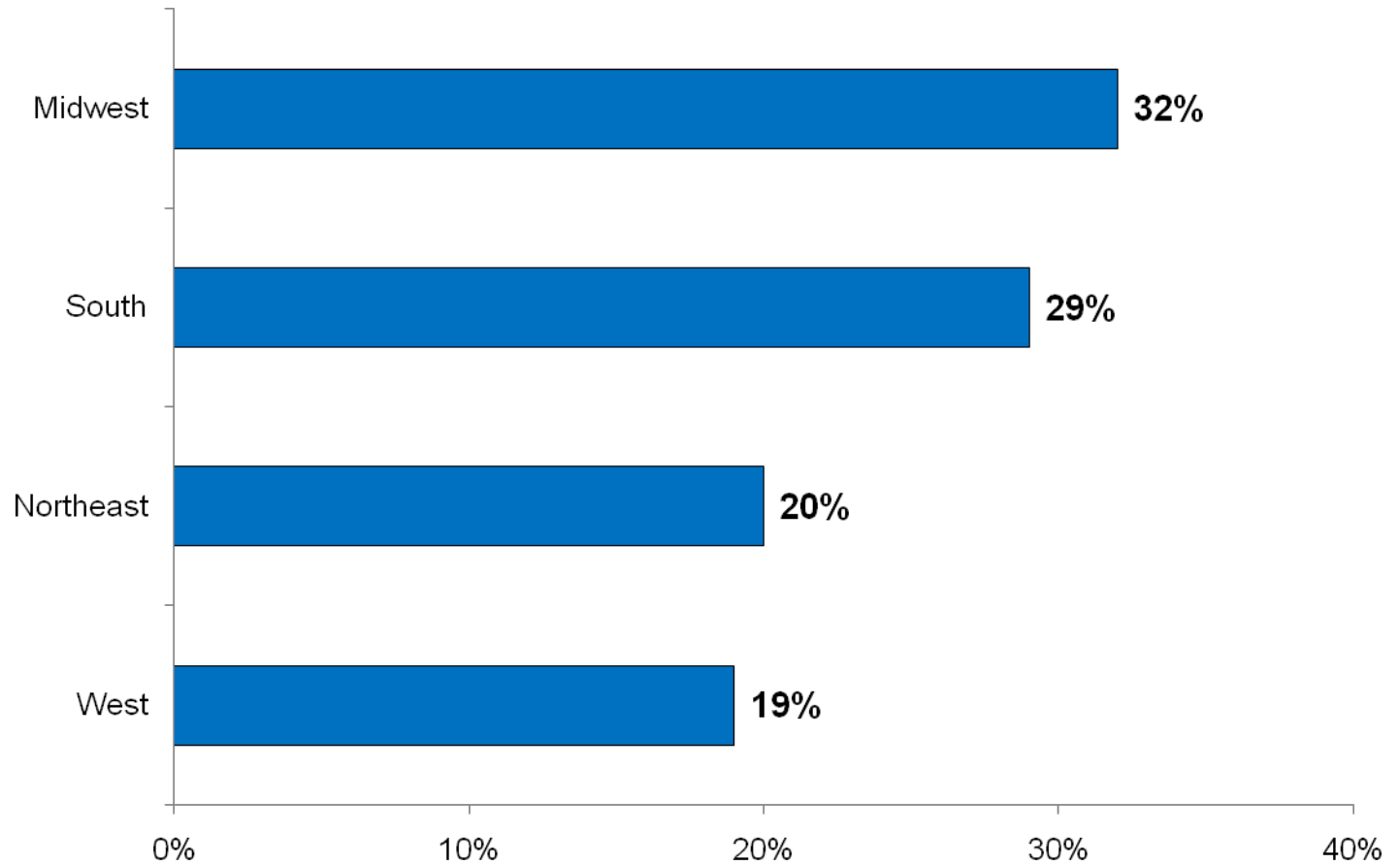
Note: n = 319. Percentages may not total 100% due to rounding

Demographics: Organization Staff Size



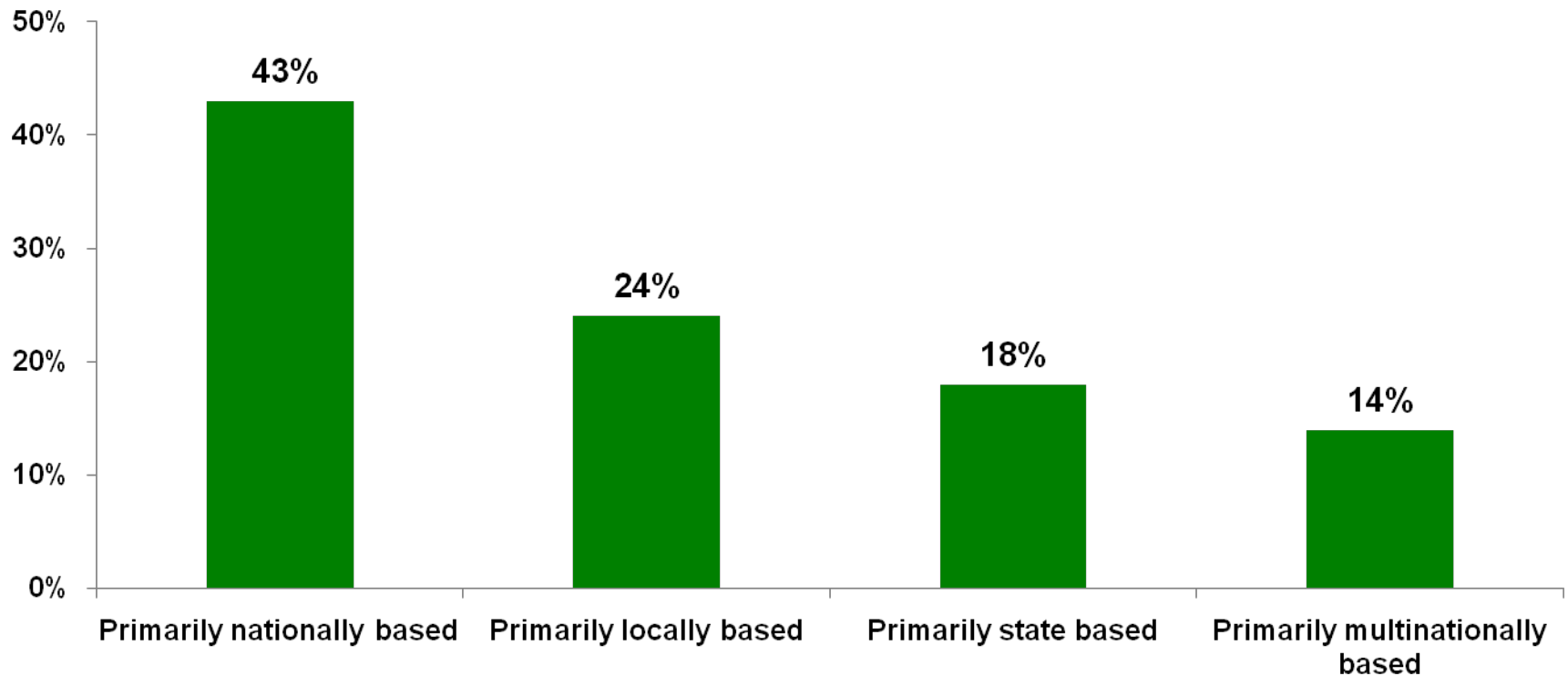
Note: n = 312. Percentages may not total 100% due to rounding

Demographics: Organization Region



Note: n = 312. Percentages may not total 100% due to rounding

Demographics: Organization Operations Location



Note: n = 315. Percentages may not total 100% due to rounding

Background Checking

Methodology

- **Response rate = 19%**
- **Sample comprised of 433 randomly selected HR professionals from SHRM's membership**
- **Margin of error is +/- 5**
- **Survey fielded November 18 – December 4, 2009**