

Successful onboarding in a competitive landscape

HR Onboarding Trends Report 2019

The best employee checks aren't about ticking boxes. They're about understanding people. Making sure you hire the right person first time is essential for building the best workforce for your business.

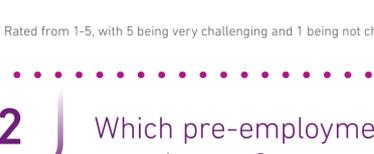
Based on our 2019 HR Onboarding Trends Report, where we surveyed more than 400 HR professionals, this infographic provides valuable insight into industry perspectives on recruitment and the onboarding of new employees.



1 What are the biggest challenges when recruiting new employees?

Finding the best candidate as quickly as possible is a key aim

The biggest challenges



Outsourcing pre-employment screening can save you valuable time and help in finding the right person for the role

Rated from 1-5, with 5 being very challenging and 1 being not challenging at all.

2 Which pre-employment checks are businesses carrying out?

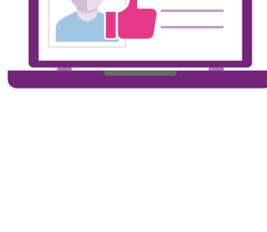
Over 7% of businesses carry out no pre-employment screening



Employment screening is not only important for all new candidates, but for existing employees too on an annual basis. For some roles or industries they may even be a legal requirement.

3 What are the most important elements of the onboarding process?

Selecting candidates with relevant experience is at the top of the list for hiring managers



Rated from 1-5, with 5 being very important and 1 being not important at all.

4 Which onboarding checks are carried out in-house before you onboard a new employee?

The majority of onboarding checks are conducted in-house, with 19.8% saying they outsource some checks



Why are pre-employment checks so important?
Right to work checks are a legal requirement and help reduce the risk of costly bad hires



5 How much of the onboarding process is currently automated?

39% of businesses don't automate their onboarding process, while just 2% are automating most of it



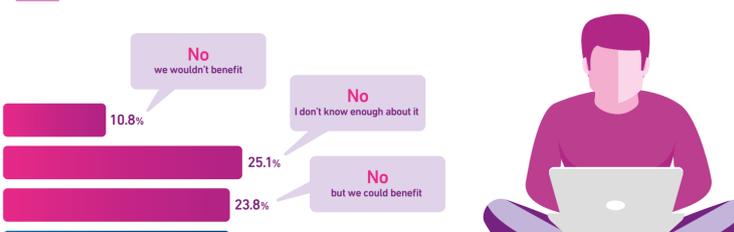
Automation can help speed up processes and provide candidates with an excellent first impression of your company

6 When a digital provider isn't used, how long do right to work checks take?

38% said their checks were completed within a day, but 5% said it could take more than a month

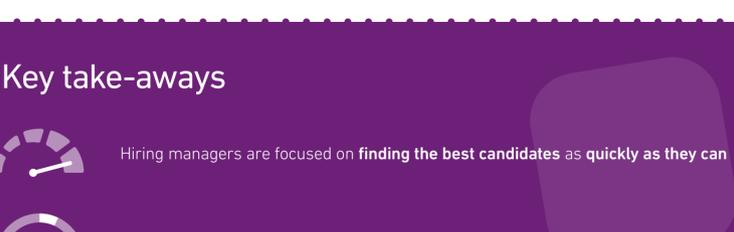


Right to work checks are vital, but that doesn't mean they need to take a long time



7 Are people analytics a high priority for businesses and could it be used to deliver revenue generating results?

40.3% said they did see people analytics as a high priority



Key take-aways

- Hiring managers are focused on **finding the best candidates** as quickly as they can
- 7.3%** of businesses carry out **no pre-employment screening**, and only **84.6%** carry out **right to work** checks
- 39%** of businesses **don't automate** their **onboarding process** and just **2.1%** **automate** most of it
- 5%** of businesses take **more than a month** to conduct **pre-employment checks**
- 59.7%** of businesses said they **didn't prioritise people analytics** either because they didn't know enough about it, they thought they could benefit but hadn't investigated it, or because they didn't think they could benefit

Conclusion

- Pre-employment screening is key to protecting your business from bad hires.
- Our report shows that even though a small percentage of companies are still not carrying out any form of pre-employment checks (despite a legal requirement to do so), for most, pre-screening is an integral part of the onboarding process.
- Creating an onboarding process that is fast, efficient and positive will help to make your business stand out from the pack and this can easily be achieved through the use of automation.

Recruit with confidence

Pre-Employment Background Checks provide a detailed history of a potential hire's background, to help you review for any inconsistent or adverse information you should be aware of before employment.

Understand your employees

Experian Workforce Analytics for Retention enables organisations to truly understand their employee population. Allowing the right HR strategy to be implemented to retain and develop a happy and motivated workforce to grow your business.

Protect your workplace

Regular re-screening of your workforce is an important practice to protect your workplace, your customers and manage any changes in circumstances. Re-screening employees could be done annually, periodically, at the point of promotion or following a merger or acquisition.