

Summary of Drake Webinar - Online Client Survey Results

May 2005 Survey: Centralizing Contingent Staffing Management

Questions						
1. How many employees are in your organization?	0-10	11-50	51-100	101-500	500 – 1000	1000+
% of Respondents	12%	20%	16%	36%	8%	8%
2. What percentage of your employees are full-time vs. contingent labour (i.e. consultants, contractors, part-time or flexible staff)?	Don't Know	1%	6-15%	16-25%	Over 25%	
% of Respondents	4%	16%	12%	16%	52%	
3. Who is responsible for purchasing and approval of contingent labour for your company?	CEO	Purchasing	Human Resources	Management	Administration	Other
% of Respondents	20%	4%	32%	24%	8%	12%
4. Is this person aware of your organizational spend on labour services?	Yes	No				
% of Respondents	76%	24%				
5. What is your organization's annual spend on contingent labour?	Don't Know	\$0	\$1-\$5,000	\$5,001 - \$50,000	\$50,000 - \$150,000	Over \$1 mil.
% of Respondents	32%	4%	4%	28%	12%	20%
6. How accurate do you think your organization's knowledge of organizational spend on contingent labour services is?	Don't Know	100% accurate	75-99% accurate	50-75% accurate	Under 50% accurate	
% of Respondents	20%	32%	16%	16%	16%	
7. What is the maximum headcount of contingent labour your organization employs each year?	0	1-5	6-20	21-50	50-100	Over 250
% of Respondents	8%	20%	16%	4%	36%	16%

8. Does the hiring of your flexible staff follow the same hiring process as your permanent staff?	Yes – Same	Yes – but its easier to hire flexible staff	No			
% of Respondents	24%	28%	48%			
9. When hiring flexible staff, do you need budget approval?	Yes	No				
% of Respondents	56%	44%				
10. Do you have a contract in place for a National Supplier?	Yes	No				
% of Respondents	12%	88%				
11. If you have a National Supplier, how many suppliers do they represent on your behalf?	1	We do not have a National supplier contract in place				
% of Respondents	12%	88%				
12. If you have a National Supplier, do you have a strategy in place that enforces compliance of that contract?	Yes	No	We do not have a National Supplier in place			
% of Respondents	8%	16%	76%			
13. When selecting your flexible staffing provider, do you primarily select your supplier based on.	Price	Quality of Service	Quality of Personnel – consid. Price	Your relationship with the supplier	Other	
% of Respondents	8%	24%	40%	8%	20%	
14. Does your organization use an Enterprise Resource Purchasing (ERP) system?	Yes	No				
% of Respondents	12%	88%				

15. Does your organization suspect overpaying through poor supplier management and/or supply chain management?	Yes	No				
% of Respondents	32%	68%				
16. How many full-time internal recruiters do you have within your organization?	None	1-2	3-5	6-10	10+	
% of Respondents	64%	20%	4%	8%	4%	
17. If you could learn more about a solution that will effectively centralize your hiring processes, reduce your administrative overhead and improve your bottom line, would you welcome a call from a Drake Business Development Manager?	Yes	No				
% of Respondents	40%	60%				

Online Client Survey Highlights

May 2005: Centralizing Contingent Staffing Management

Of the respondents who completed the online survey:

- 1. 24% stated that the individuals within their organization responsible for purchasing and approval of contingent labour was either the HR or the Line Manager**
- 2. 28% stated that their organization's annual spend on contingent labour was between \$5,000 - \$50,000**
- 3. 40% stated that when selecting their flexible staffing provider, they primarily select their supplier based on quality of personnel – considering price**
- 4. 48% stated that they do not require budget approval for hiring flexible staff**
- 5. 76% stated that they do not have a contract in place for a National Supplier**
- 6. 76% do not use an Enterprise Resource Purchasing (ERP) system**