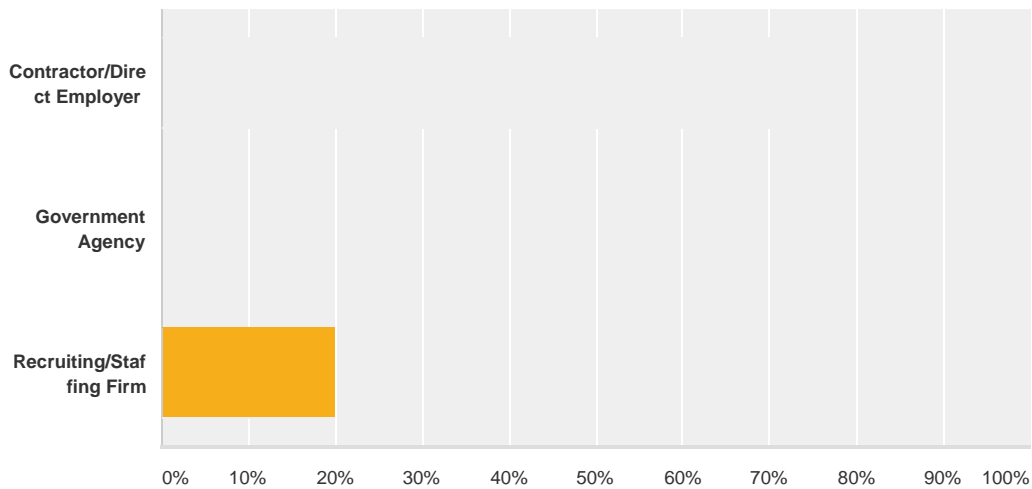


Q1 What type of organization do you work for?

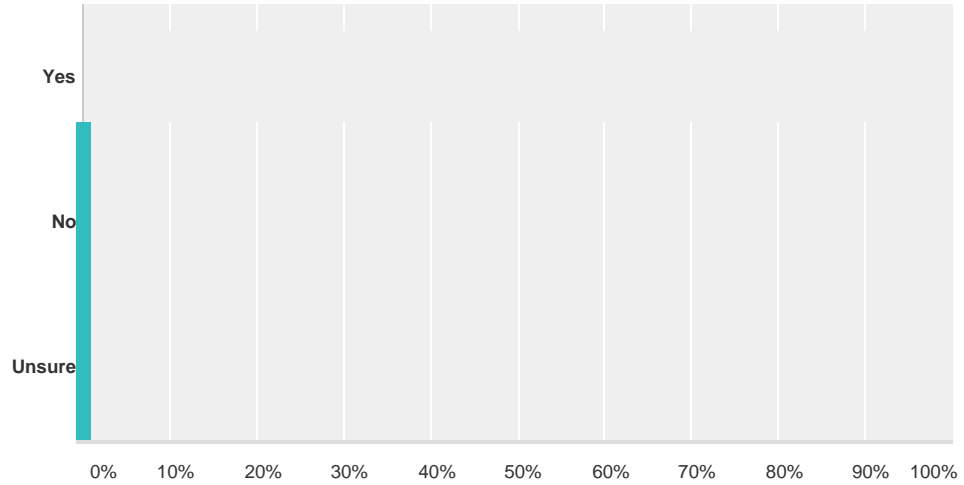
Answered: 152 Skipped: 0



Answer Choices	Responses
Contractor/Direct Employer	76.32% 116
Government Agency	3.29% 5
Recruiting/Staffing Firm	20.39% 31
Total	152

Q2 In 2016, have you recruited for positions which require a security clearance?

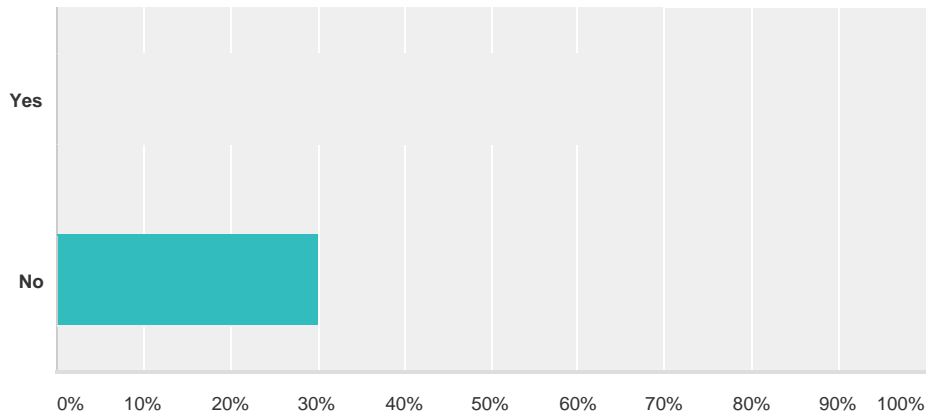
Answered: 152 Skipped: 0



Answer Choices	Responses
Yes	98.03% 149
No	1.97% 3
Unsure	0.00% 0
Total	152

Q3 The government has recently reported a substantial increase in the wait times to obtain a security clearance. Has the increase in processing times changed your recruiting practices related to positions that require security clearance?

Answered: 152 Skipped: 0



Answer Choices	Responses
Yes	69.08% 105
No	30.92% 47
Total	152

Q4 If yes, how?

Select responses:

We are only looking at candidates with active clearances typically, IE we aren't looking to sponsor.

We only deal with candidates that already have an active clearance

Only recruiting candidates with active clearances vs. eligible for clearance

If someone is in their PR or has an interim clearance, I cannot proceed with them for my active, immediate openings

There are fewer individuals eligible for employments so we have had to increase salaries and referral fees.

We no longer (in a lot of cases, but not all) are able to pursue candidates without an active clearance.

We are moving to hiring only individuals who have an active clearance. Those who have had theirs turned off don't get considered- even if they are within their reinvestigation window...

We are only able to hire candidates with an active clearance and in some cases, clearances not older than 5 years. We can no longer afford to go through the process of clearing candidates

I have had to increase my lead time in recruiting for potential vacancies. We are usually only given two weeks' notice to find a fill. When I "hire" someone I can't bring them on until they are cleared so my fill takes a long time which affects our bottom line.

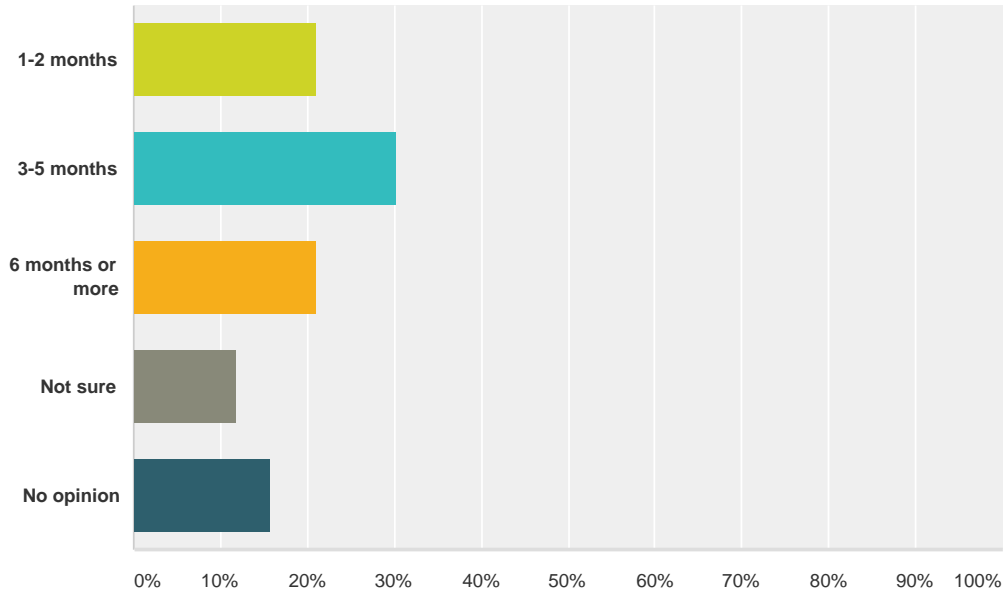
If the position requires a TS, there isn't time to find candidates that need an upgrade, so they MUST have the TS to be considered.

It means that we can no longer hire people needing an interim clearance which means we cannot provide the number of employees our government customers need. If we could have filled the positions prior with only those with clearances we would have but the demand for high level technology, SME is so high and the pool is so small we have to recruit candidates who do not have clearances. Now every contractor is at war stealing each others employees and this is also going to negatively impact our government customer. We need someone to stop the insanity and staff back up so that we can push candidates through to keep the government running!!

Answered: 100 Skipped: 52

Q5 If yes, how much have wait times increased from your perspective?

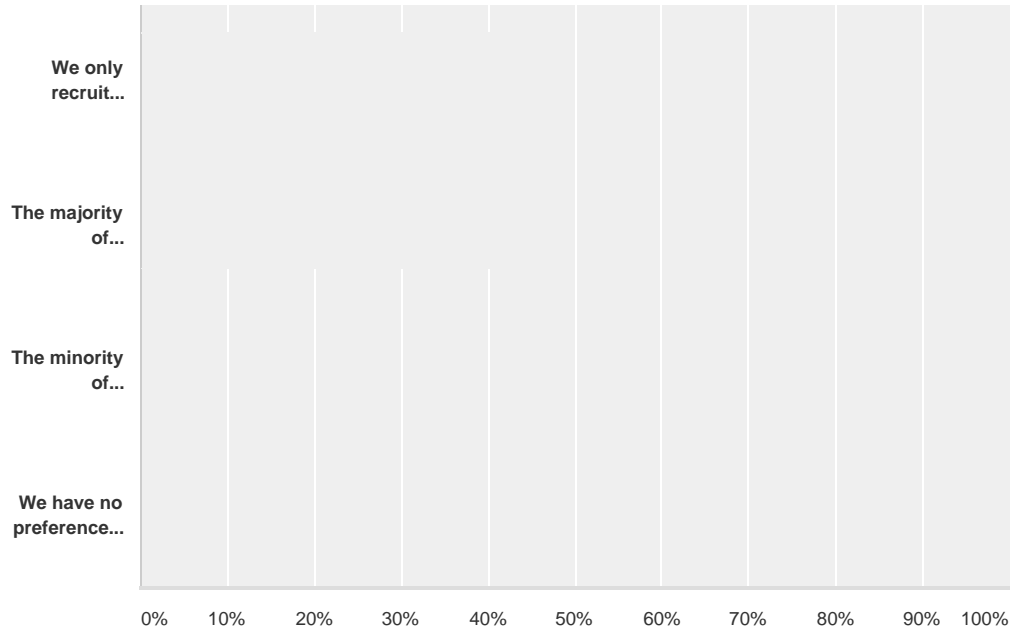
Answered: 152 Skipped: 0



Answer Choices	Responses	Count
1-2 months	21.05%	32
3-5 months	30.26%	46
6 months or more	21.05%	32
Not sure	11.84%	18
No opinion	15.79%	24
Total		152

Q6 Which answer most accurately describes your current recruiting practices related to positions requiring clearance?

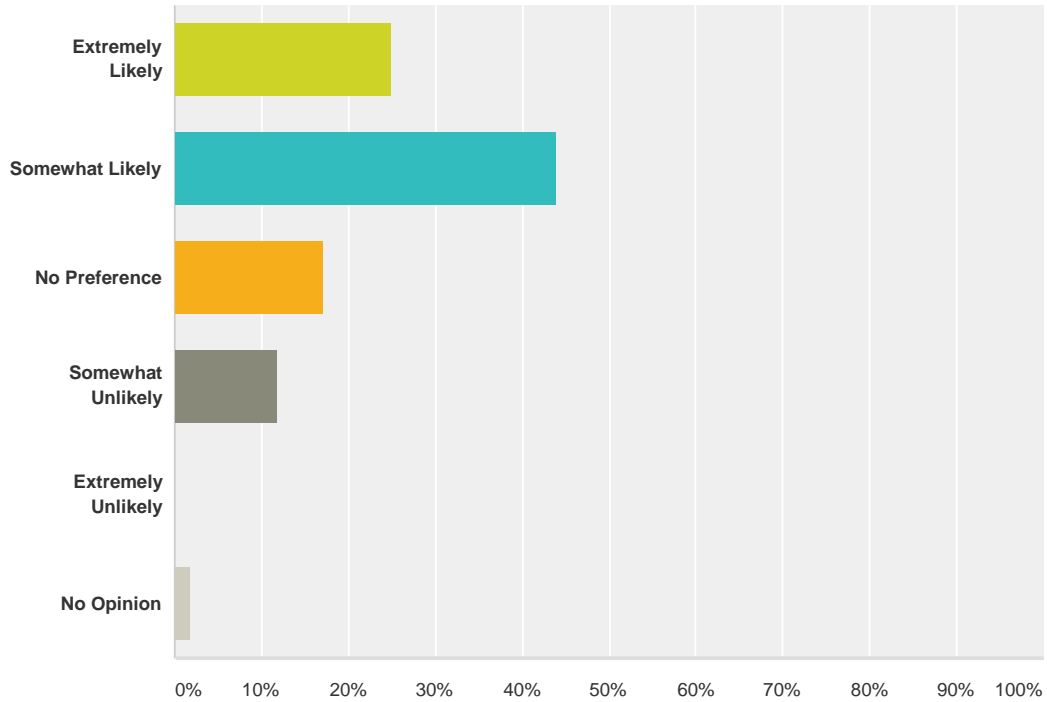
Answered: 152 Skipped: 0



Answer Choices	Responses	
We only recruit individuals with current, active security clearance.	41.45%	63
The majority of professionals we recruit have current, active federal clearance.	44.08%	67
The minority of professionals we recruit have current, active federal clearance.	7.24%	11
We have no preference related to security clearance in our recruitment.	7.24%	11
Total		152

Q7 How likely are you to hire someone who has changed jobs within the past 12 months?

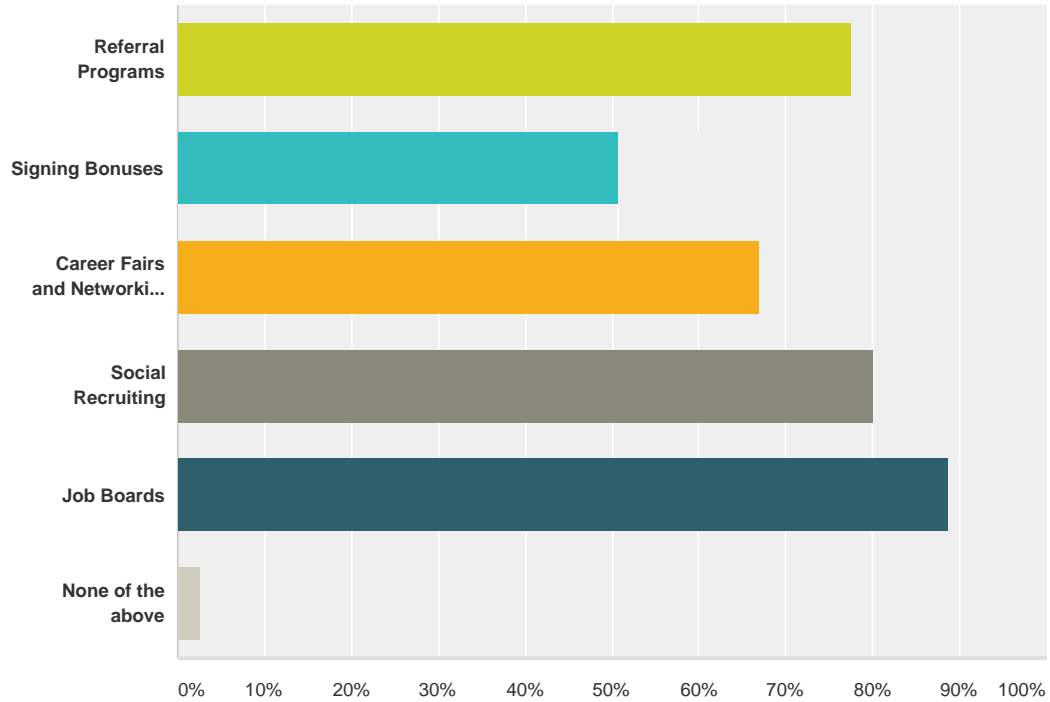
Answered: 152 Skipped: 0



Answer Choices	Responses
Extremely Likely	25.00% 38
Somewhat Likely	44.08% 67
No Preference	17.11% 26
Somewhat Unlikely	11.84% 18
Extremely Unlikely	0.00% 0
No Opinion	1.97% 3
Total	152

Q8 Have you used any of the following hiring incentives/strategies in the past 6 months? (Select all that apply).

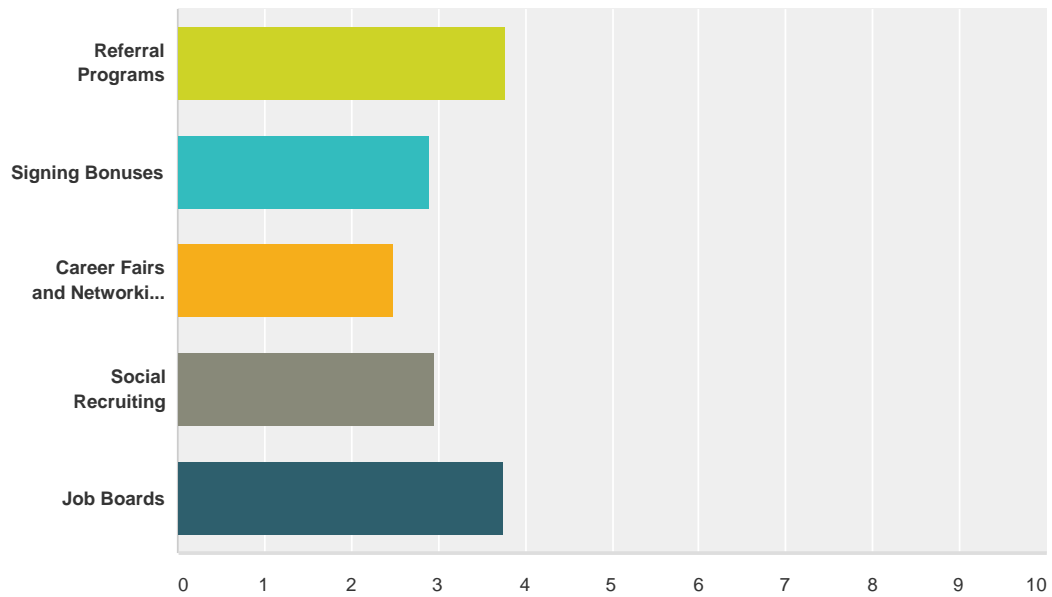
Answered: 152 Skipped: 0



Answer Choices	Responses
Referral Programs	77.63% 118
Signing Bonuses	51.32% 78
Career Fairs and Networking Events	67.11% 102
Social Recruiting	80.26% 122
Job Boards	88.82% 135
None of the above	2.63% 4
Total Respondents: 152	

Q9 Rank, in order of effectiveness, the following hiring incentives/strategies, '1' being most effective and '5' being least effective:

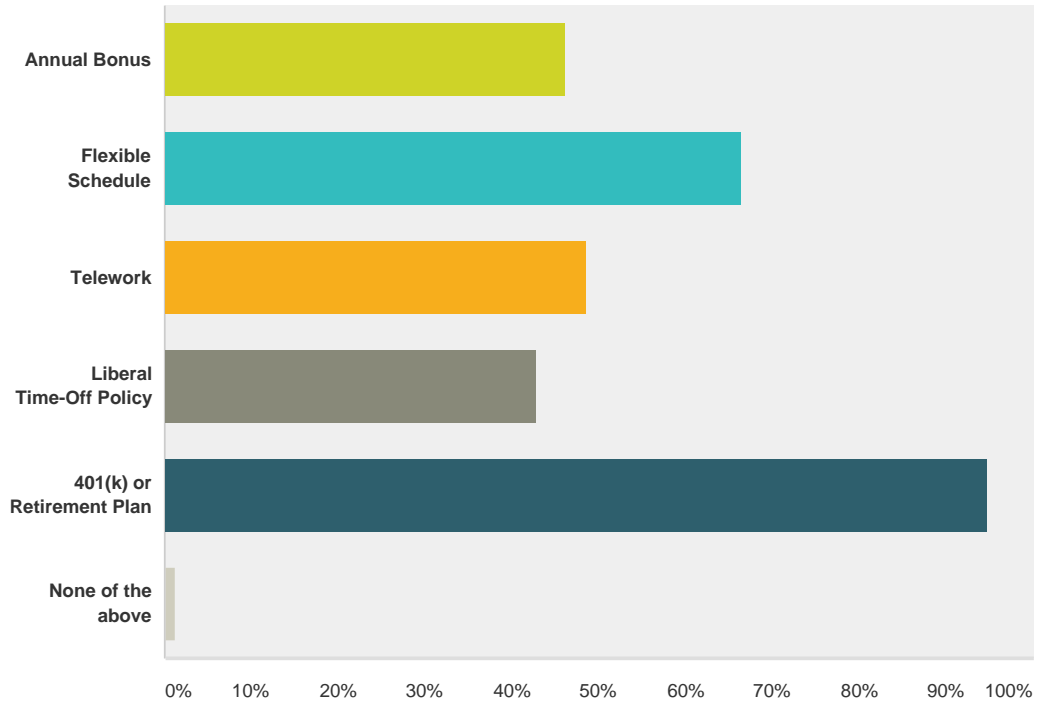
Answered: 152 Skipped: 0



	1	2	3	4	5	N/A	Total	Score
Referral Programs	34.87% 53	21.71% 33	13.16% 20	13.16% 20	5.26% 8	11.84% 18	152	3.77
Signing Bonuses	9.21% 14	19.08% 29	11.84% 18	13.16% 20	15.13% 23	31.58% 48	152	2.91
Career Fairs and Networking Events	4.61% 7	12.50% 19	22.37% 34	25.00% 38	19.74% 30	15.79% 24	152	2.49
Social Recruiting	13.82% 21	15.79% 24	27.63% 42	21.05% 32	12.50% 19	9.21% 14	152	2.97
Job Boards	34.21% 52	25.00% 38	15.79% 24	10.53% 16	6.58% 10	7.89% 12	152	3.76

Q10 Which of the following benefits does your company offer? (Select all that apply).

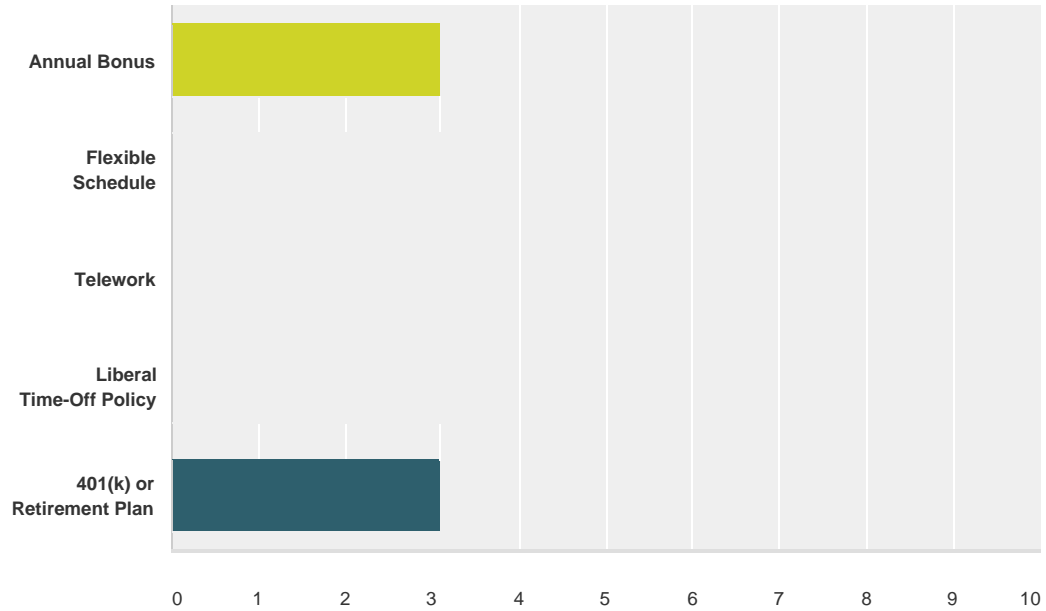
Answered: 152 Skipped: 0



Answer Choices	Responses
Annual Bonus	46.05% 70
Flexible Schedule	66.45% 101
Telework	48.68% 74
Liberal Time-Off Policy	42.76% 65
401(k) or Retirement Plan	94.74% 144
None of the above	1.32% 2
Total Respondents: 152	

Q11 Rank, in order of effectiveness, the following benefits, '1' being most effective and '5' being least effective:

Answered: 152 Skipped: 0



	1	2	3	4	5	N/A	Total	Score
Annual Bonus	19.08% 29	9.21% 14	15.79% 24	16.45% 25	11.18% 17	28.29% 43	152	3.12
Flexible Schedule	26.32% 40	25.66% 39	19.08% 29	8.55% 13	3.29% 5	17.11% 26	152	3.76
Telework	17.76% 27	20.39% 31	13.16% 20	11.18% 17	7.89% 12	29.61% 45	152	3.41
Liberal Time-Off Policy	12.50% 19	18.42% 28	16.45% 25	17.11% 26	7.89% 12	27.63% 42	152	3.15
401(k) or Retirement Plan	20.39% 31	17.11% 26	20.39% 31	17.76% 27	16.45% 25	7.89% 12	152	3.08

Q12 Do you have anything to add about how security clearance processing times are affecting recruitment and hiring?

[select responses]

it provides a disadvantage to small companies while the larger companies are able to grow clearances

It has cost my company a lot of lost revenue in positions being open a long time.

It has changed the way I recruit. I no longer even look for applicants who do not have a current clearance.

It makes it difficult to keep the candidates interested in the position when the processing for security clearance is slow.

Qualified candidates are missing out on opportunities because many companies will not even consider them without a clearance.

They are 100% eliminating candidates that do not have a clearance or have a problem in JPAS with their clearance. The fact we cannot get estimated times for an interim clearance to be approved or issues to be resolved causes us to move on to other candidates.

In our world, we don't have time to wait for a clearance to be escalated to TS/SCI. If they don't already possess the correct clearance, we can't hire them.

It is hard to say times have increased by a certain amount. Every candidate is different and it can be delayed by 1-2 months, but we have had a handful of candidates that had to wait 1 year or more to sort out their clearance before they could switch jobs.

It is affecting award of contracts (as clients are waiting for them to be reactivated), increasing the risk on small businesses (as we don't have a bench to satisfy requirements like big businesses do), and increasing costs to government as we have a smaller supply of available staff (who know that and demand a higher salary).

It's certainly a morale suck. We have several employees sitting in a bullpen waiting for clearances. They are isolated from the rest of our staff inside the SCIF. Extra attention and engagement efforts should be used with these employees. We are very honest with uncleared folks, and those with unfoavroable crossover situations that the timeline is indefinite at this point. We have one employee who's been waiting for a year and a half.

We have candidates that started a TS clearance investigation in Fall/Winter 2015, and still are waiting to get the clearance. We've seen people wait 6-12 months for the TS.

The lack of accountability regarding the governments process has created uncertainty across the industry. Uncertainty equals risk and risk means increased costs across the board.

Its painfully slow and very inefficient. We cannot plan around people's clearances or PR's, they could take 6 months, they could take 18 months. Makes it very hard to plan accordingly.

This is a nightmare and will bring the government to it's knees. We cannot hire enough technical candidates with prior clearances, we MUST have the ability to go outside the clearance world. We always recruit from the military 1st but there aren't enough people exiting and we try to hire from clearancejobs.com as much as possible but there aren't enough candidates for all the positions we have and therefore we are forced to go to other sources to recruit which means we are hiring non-cleared individuals and the processing time has moved from two weeks to two months and we are told will go up to six months. This means we cannot hire these candidates as they will not wait two months or six months, we cannot meet the government's needs now and that will ultimately impact the security of the nation. This is the by far the most ridiculous act ever committed. And if the reasons are more than the fact that DSS furloughed a large number of employees there should be an investigation. There is something very wrong about this situation. It is costing the government because the contractors who fill 85% of the positions can't hire people who need to obtain an interim and it is costing the contractors the ability to operate because we cannot fulfill our commitment to hire the number of employees we have been charged to hire. Something has to be changed in order to prevent an enormous train wreck within the government.

