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# METRICS THAT MATTER

THE REALITY BEHIND RECRUITING PERFORMANCE

We'll be starting the webinar shortly.
In the meantime, share with us where you're dialling in from in the chat box.



#### COMMON RECRUITING METRICS

**Applicants Per Opening** 

**Application Completion Rate** 

**Application Drop-off Ratio** 

**Attrition Rate** 

Candidate Experience

Candidate Job Satisfaction

Candidate Net Promoter Score

Cost Of Optimum Productivity Level

**Cost Per Hire** 

First-year Attrition Rate

Hiring Manager Satisfaction Rating

Internal-to-External Fill Rate

**Interview To Hire Ratio** 

Offer Acceptance Rate

Offer To Hire Ratio

Percentage Of Open Positions

Sourced/Applicants/Candidates/Hires by Diversity Target

**Quality of Hire** 

**Recruiting Efficiency Ratio** 

**Recruiting Funnel Conversion Rate** 

Recruitment Funnel Effectiveness

**Referral Rate** 

**Selection Ratio** 

Source Of Hire

Sourced/Applicants/Candidates/Hires by Diversity Target

**Sourcing Channel Cost** 

**Sourcing Channel Effectiveness** 

Talent Gap Percentage

**Talent Market Density** 

Time For Recruiting Process Step

Time To Fill

Time To Hire

**Time To Optimum Productivity** 

**Turnover Rate** 

### Recruiting Efficiency Ratio

DIRECT + INDIRECT COSTS
TOTAL COMPENSATION HIRED









**IMPROVEMENT&** INNOVATION













**SCALABLE** WORKFORCE



**REDUCE COSTS** 

Business **Drivers** 



**AGILITY & FLEXIBILITY** 





**PRODUCTIVITY** 



**SAFETY RISKS** 

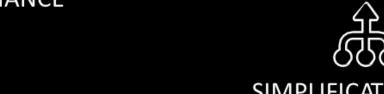


COMPLIANCE









## EXAMPLE (Mining Company)

**BUSINESS DRIVER TACTICS ENABLERS METRICS** % of candidates who undertaketest **Undertake safety** psychometric • % of candidates intalent pool Ensure workers we assessment from sites with safety training employ have a low predisposition to take risk Create personas of the 95% of candidates most desirable talent . . > meet the persona **MINIMISE SAFETY &** Provide company 100% of candidates **RISK** safety policy video . . > view video before interview Ensure candidates have Targeted safety Candidates score an understanding of the . . behavioral questions 80% on questions safetystandards Source candidates from % of people from key nominated safety oriented organisations in talent . . organisations pool

Lead metric

Lag metric

#### ATC 20 23

Aligned Strategies.

Empowered People.

Impactful Outcomes.

#### With thanks to



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