

atc hireEZ

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

$$\frac{\text{DIRECT + INDIRECT COSTS}}{\text{TOTAL COMPENSATION HIRED}}$$



EXAMPLE (Mining Company)

BUSINESS DRIVER



TACTICS

Ensure workers we employ have a low predisposition to take risk

Ensure candidates have an understanding of the safety standards

ENABLERS

Undertake safety psychometric assessment

Create personas of the most desirable talent

Provide company safety policy video before interview

Targeted safety behavioral questions

Source candidates from nominated safety oriented organisations

METRICS

% of candidates who undertake test

% of candidates in talent pool from sites with safety training

95% of candidates meet the persona

100% of candidates view video

Candidates score 80% on questions

% of people from key organisations in talent pool

■ Lead metric ■ Lag metric

**ATC
20
23**

**Aligned Strategies.
Empowered People.
Impactful Outcomes.**

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22 & 23 November | Luna Park, Sydney

With thanks to

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