





From Time-to-Fill to Quality of Hire:

TOP RECRUITING KPIs

Quickly filling jobs with qualified candidates is difficult enough amid low unemployment rates and a talent shortage.

Add in a hundred different recruitment metrics to track, and the job seems downright impossible.

Don't drive yourself crazy tracking each recruitment metric under the sun. Instead, follow these KPIs to fill more jobs, faster:

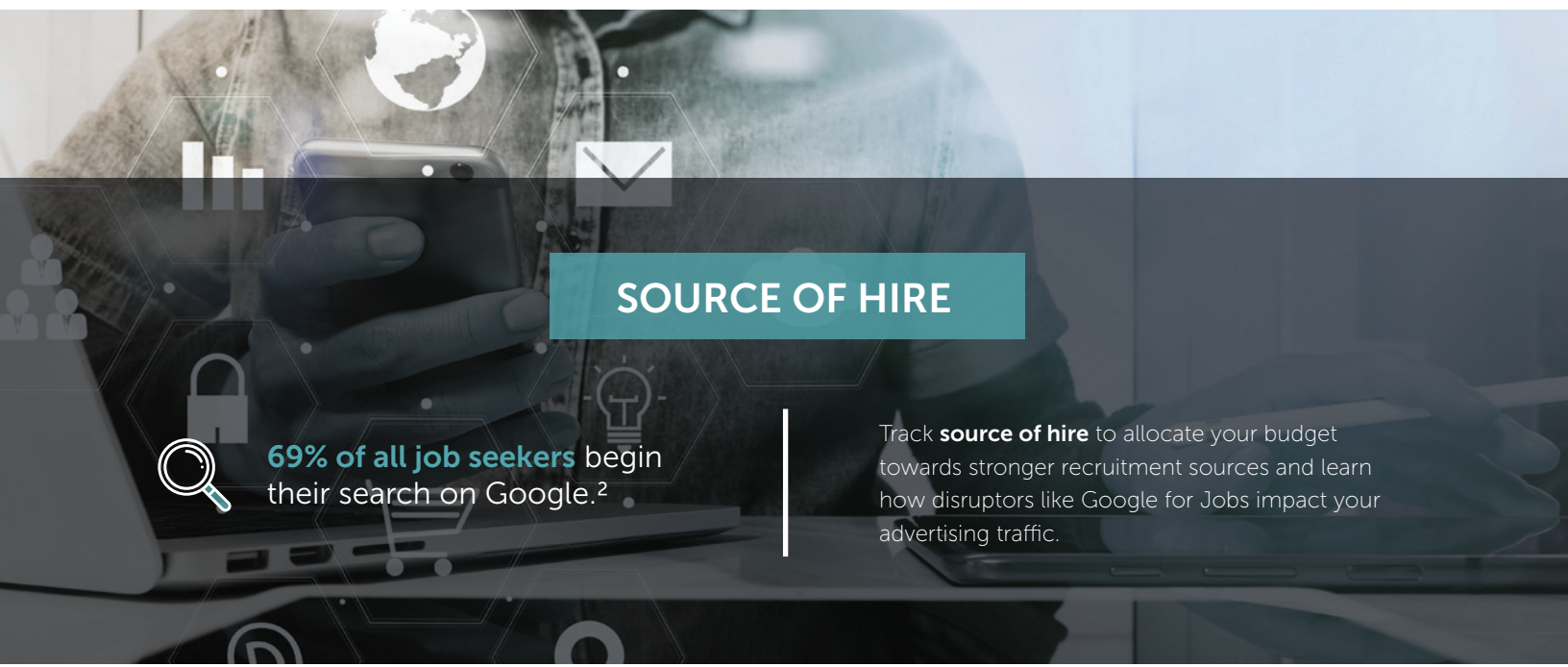


CANDIDATE SATISFACTION




95% of candidates agree: the candidate experience is a good indication of how a company treats employees.¹

Measure **candidate satisfaction** with standardized surveys about your recruitment process. Make survey answers searchable and reportable in your applicant tracking system for more actionable data.



SOURCE OF HIRE



69% of all job seekers begin their search on Google.²

Track **source of hire** to allocate your budget towards stronger recruitment sources and learn how disruptors like Google for Jobs impact your advertising traffic.



TIME-TO-HIRE




62% of HR leaders rate an improved time-to-hire as the top measurement of success.³

See how long the recruitment process takes with the **time-to-hire** KPI and provide leadership a view of overall recruitment performance.




TIME-TO-FILL



The average vacancy in the **US is 36 days.**⁴

Identify and resolve **time-to-fill** slowdowns to save your organization a significant amount of money – and, in the process, turn the HR department into a value generator.

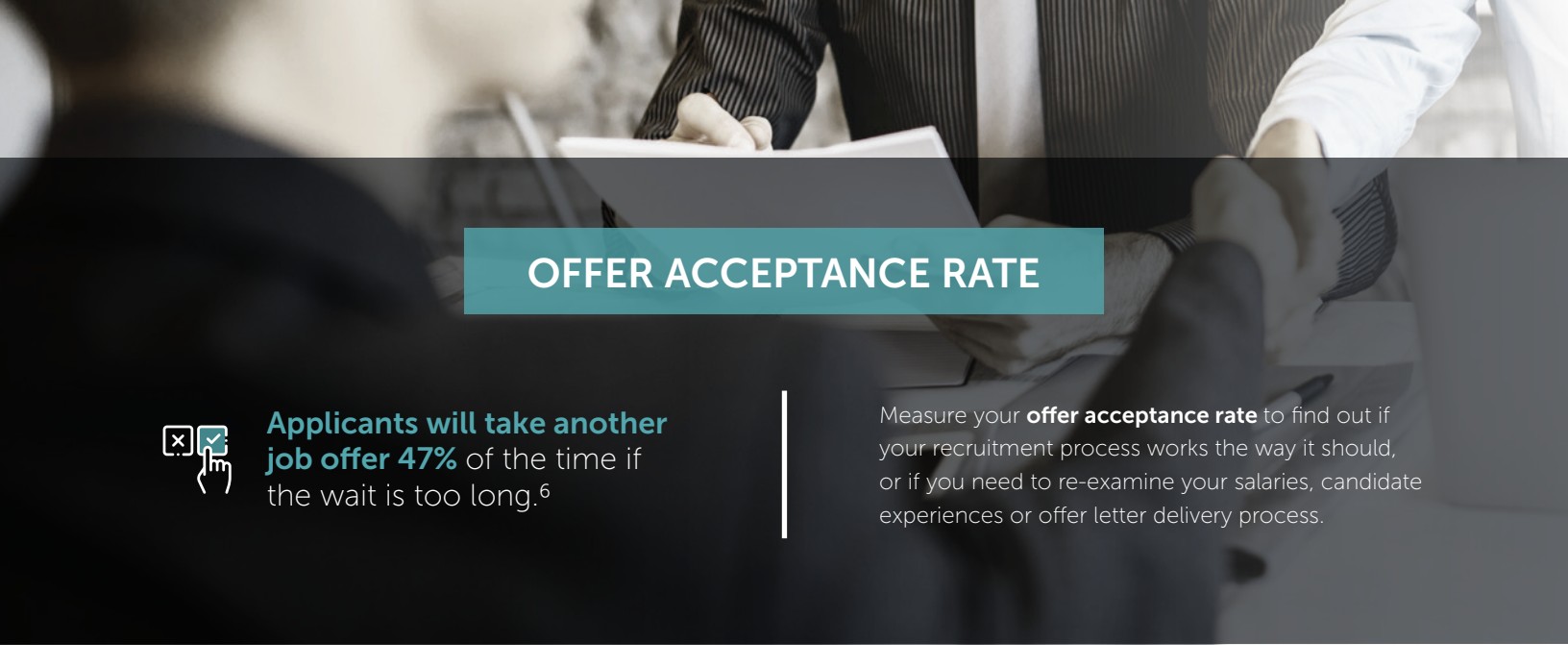


QUALITY OF HIRE

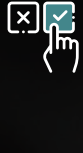


48% of companies report employee referral programs as the best source of quality hires.⁵

Gauge **quality of hire** through hiring manager surveys, then fine tune recruiting and screening processes to meet their needs.



OFFER ACCEPTANCE RATE



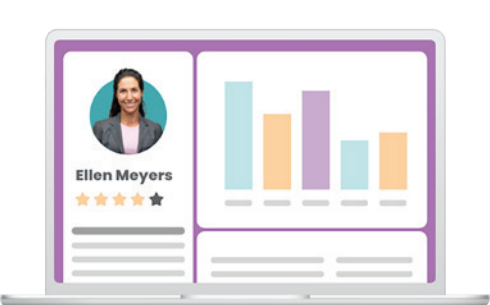
Applicants will take another job offer 47% of the time if the wait is too long.⁶

Measure your **offer acceptance rate** to find out if your recruitment to re-examine your salaries, candidate experiences or offer letter delivery process.





The Talent Cloud



Talent Powers Transformation

icims is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. icims accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide.

See it in action www.icims.com/see-it-in-action

¹ Talent Board, North American Candidate Experience Report, 2017 ² icims, The Candidate Experience Report, 2018
³ Talent Tech Labs, 2017 State of Talent Acquisition Technology, 2017 ⁴ SHRM, Talent Acquisition Benchmark Report, 2017
⁵ LinkedIn, Global Recruiting Trends 2017, 2017 ⁶ MRI Network, 2017