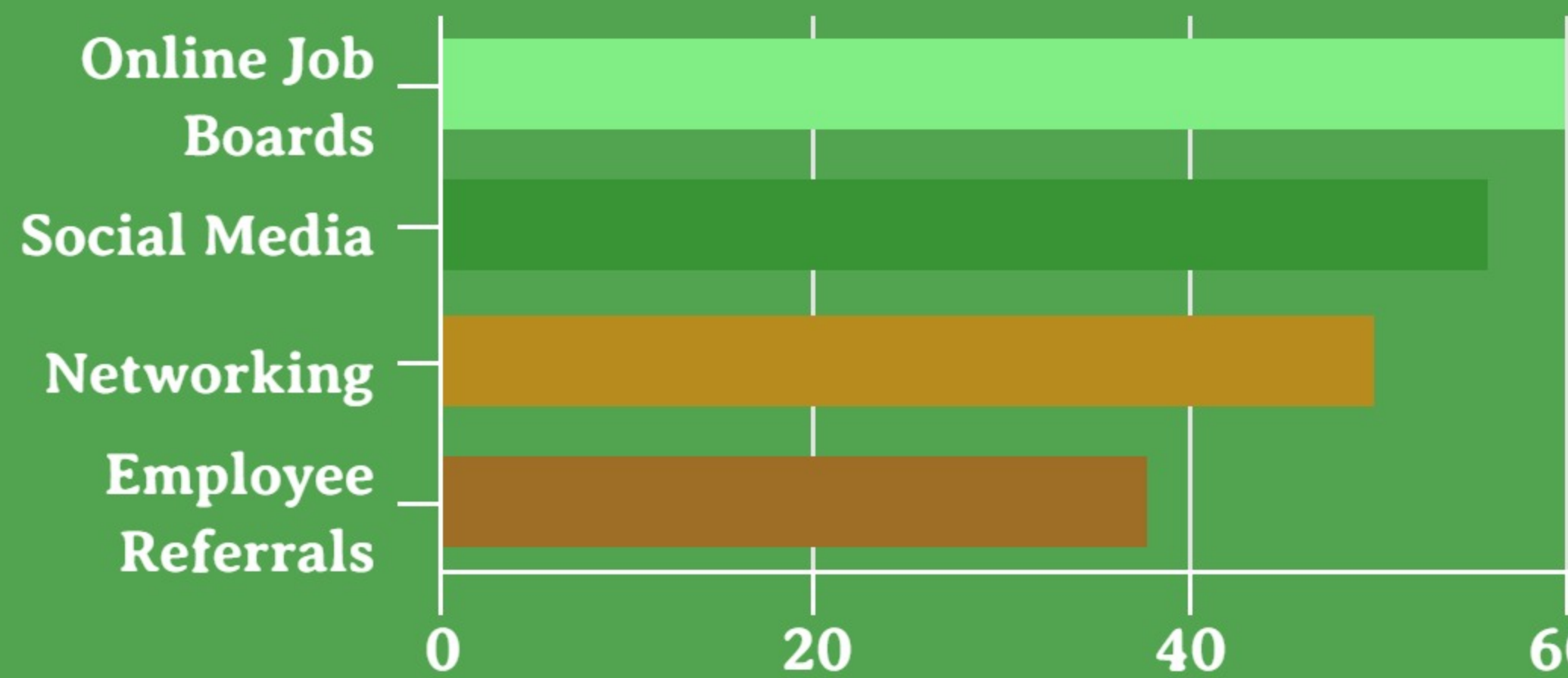# Top Talent Acquisition Metrics

Source-of-Hire

Tracking the source of your hires and ROI of each source can help you manage your recruiting budget as well as help the team focus its efforts on the sources with the highest returns.

Online Job Boards
Social Media
Networking
Employee Referrals

(bar chart axis: 0, 20, 40, 60)

42 days
on average to fill an open position

Time-to-Fill

Represents the total number of days between a job being posted and the job closing. This measures efficiency, effectiveness as well as team performance.

Process Funnel

Keeping track of the number of candidates at each stage of the process as well as the conversion rates can provide insight on whether bottlenecks amy exist in the process.
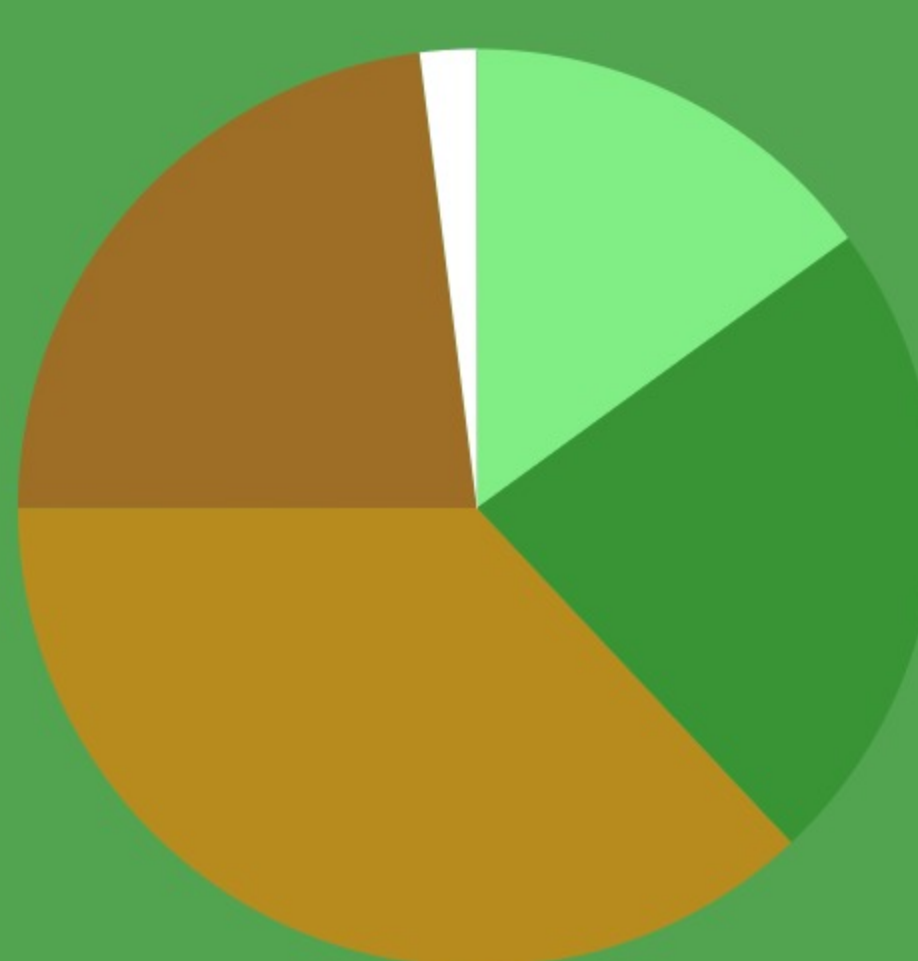
Amount of time a Resume spends in the Hiring Process

- Applied: 15%
- HR Screening: 23%
- Hiring Manager Review: 37%
- Interviewing: 23%
- Hired: 2%

75%
of companies do not use methods to evaluate candidate satisfaction effectively

Candidate Satisfaction

Surveying candidates and new hires can help you determine the strengths and weaknesses of the process and whether the team is engaging candidates.

Cost-per-Hire

Expect this metric to vary by industry and position. Don't overlook the importance of this metric, it's important for keeping costs in check and can help you measure your process against industry averages.

$4,129 Average CPH for companies

How to Calculate:
Cost-per-Hire= (Total External Costs) + (Total Internal Costs)/ Total # of Hires

Surveys are the most efficient way to measure satisfaction

Hiring Manager Satisfaction

Hiring managers are in a position to see problems in the hiring process. Constant feedback allows you to see what is working and what is not and how to improve it for the next time.

Quality-of-Hire

While often difficult to calculate, this measures the value new hires bring to your company. This is best calculated by proxy with metrics like new hire performance, new hire attrition, new hire engagement, or hiring manager satisfaction.

Average percentage of candidates given to the hiring managers selected for an interview

1/3
of new hires quit within the first 6 months

New Hire Attrition

The early stages of employment are important. Measuring this metric and conducting exit interviews helps you know how to keep new employees challenged and engaged.

Interviews-per-Hire

The number of interviews that are conducted by the hiring team with candidates before a hire is made helps you understand how effective the sourcing and screening process is.

14 Average number of interviews per hire in the U.S.

How to Measure:
Offer Acceptance Rate (%)= (# of Acceptances / Number of Offers) x 100

Offer Acceptance Rate

Offers accepted provides insight on the success of the company's talent acquisition strategies by measuring over time.