



STRATEGIC RECRUITING

Measuring Your Recruiting Results Matter

Here are 3 steps on how to get started:

#1. Identify 3 Measurable Metrics

We recommend starting out with 3 meaningful metrics.

TIP: If you do not know what would be “meaningful”, ask your executives, hiring managers, and team.

Here are some commonly used meaningful metrics:

- Time to Submit
- Time to Fill
- Time to Hire
- Hiring Manager Response Time
- Source of Hire
- Source of Applicants
- Qualified Applicants Per Opening
- First Year Attrition
- Quality of Hire
- Cost per Hire
- Offer Acceptance Rate

#2. Leverage Your ATS to Capture & Extract the Data

Your ATS (Applicant Tracking System) is your friend, and more than likely is already capturing the data you need. ATS typically have pre-built reports that are often unused.

To get the most out of your ATS system, call your account representative to request a reoccurring monthly meeting. They should be excited to do this with you! Set the intention of each meeting with something you are interested in learning about - how other users are utilizing the system, receive ongoing training, running reports, and identify opportunities to enhance how you are using the system. If you feel as though you are not getting the help you need, I strongly recommend considering a new provider.



If you do not have an ATS system, it is time to get one! There are over 200 different kinds of Applicant Tracking Systems on the market. Don't have the budget for an ATS? There are free ones, in fact R2R currently utilizes a free ATS.

Do systems overwhelm you? There are times when we must extract data that exists outside of an ATS or requires data from multiple systems. In this case, focus on exporting the data into Excel. Now what? Not good with Excel? Lean on your colleagues! Go visit your Finance or IT teams and ask who the Excel guru is. I am confident there is someone within your organization who can help you set up formulas and sort the data within a matter of minutes.

3. Create & Leverage a Recruiting Dashboard

This step is where you take the data you have collected and create a meaningful dashboard.

If you need to create a dashboard and have the budget to invest in technology there are several business intelligence dashboard software providers like Tableau, Smartsheet, Lever Analytics & more - <https://www.scoro.com/blog/best-kpi-dashboard-software-tools-reviewed/>

The most cost-effective tool to get started is Excel where you can utilize graphics, charts, and images.

Spruce it up with these tips:

- Simple fonts
- Use colors and create meaning behind the colors
- Ensure the dashboard is mobile friendly

Example:



Figure 3: A generic recruitment dashboard | Image source: Indzara

Testimonial from Our Client:

“Our hiring process was extremely time consuming before engaging with R2R Strategic Recruiting. They have been instrumental in selecting and implementing our first Applicant Tracking System (ATS) while defining best practices, compliance requirements and training our managers.

We couldn't be more pleased with their work and support. They really care about our success and our company” – Jon, HR Manager

We hope that these tips give you the push you needed to start building an effective dashboard. Still feel like you need more information? Schedule a complimentary discovery session [Here](#)

ABOUT US
R2R Strategic Recruiting elevates and improves hiring results through strategy, tools, tailored systems and proven processes that **work**.
We partner with growing businesses to improve recruiting efforts by providing world-class talent acquisition and recruiting consultation.

Raine Lunke, PHR, SHRM-CP | raine@R2Rrecruiting.com | 425.443.8901
Richeal Royal, Recruiting Strategist | royal@R2Rrecruiting.com | 360.442.1883