



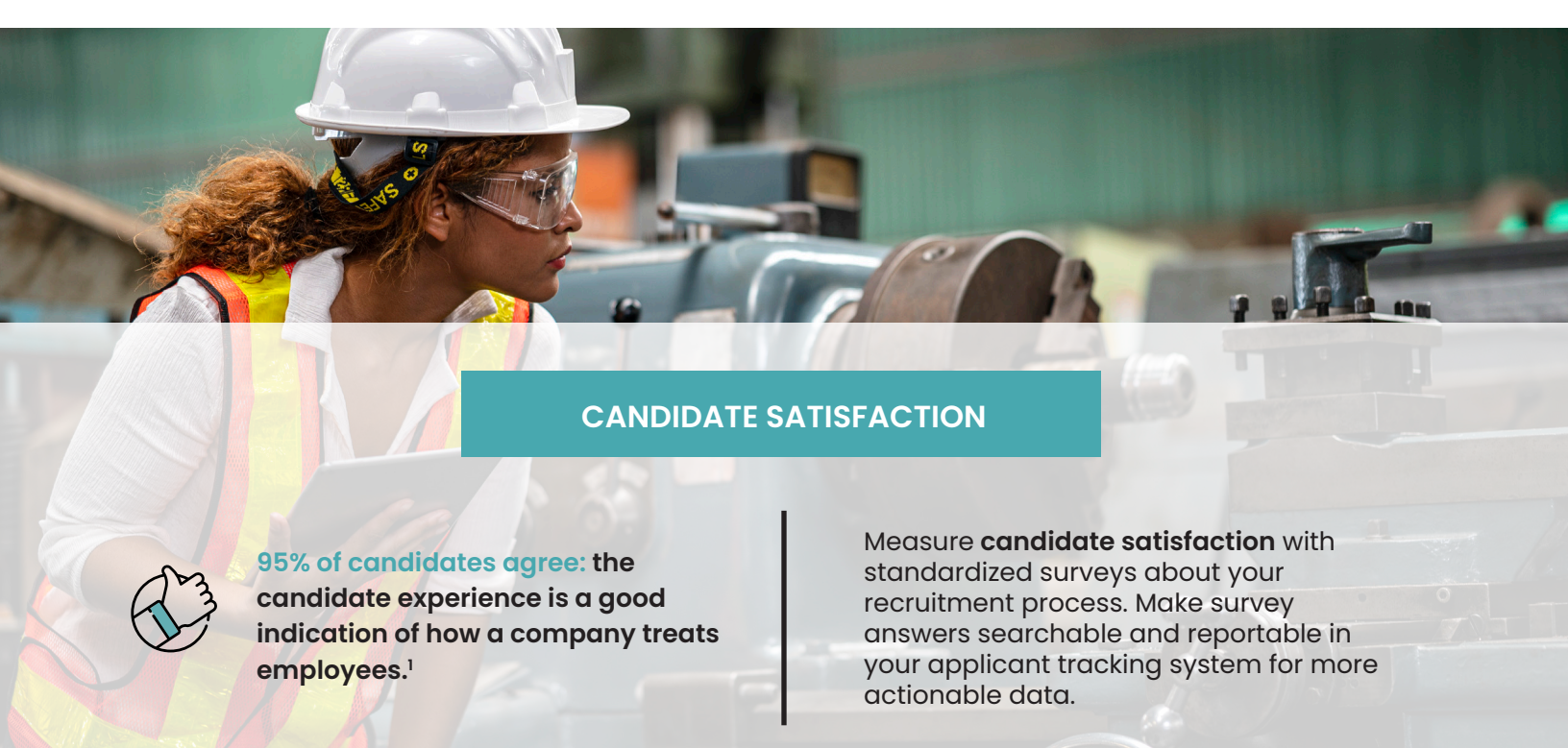
# From Time-to-Fill to Quality of Hire

## TOP RECRUITING KPIS FOR MANUFACTURING

Quickly filling manufacturing jobs with qualified candidates is difficult enough

Add in generational workforce turnover and the need for fresh skills, and the job gets that much harder.

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

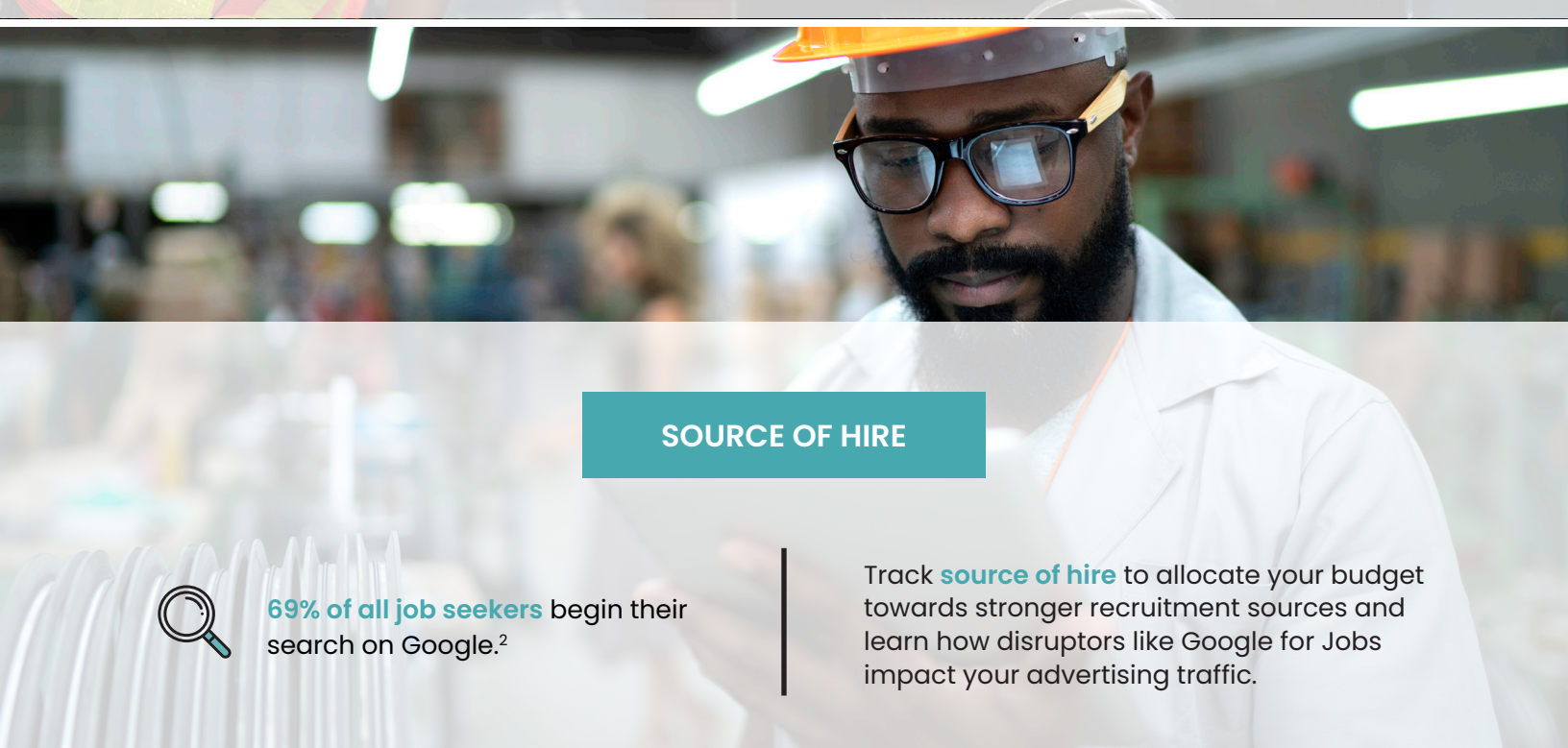


### CANDIDATE SATISFACTION



**95% of candidates agree: the candidate experience is a good indication of how a company treats employees.<sup>1</sup>**

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.

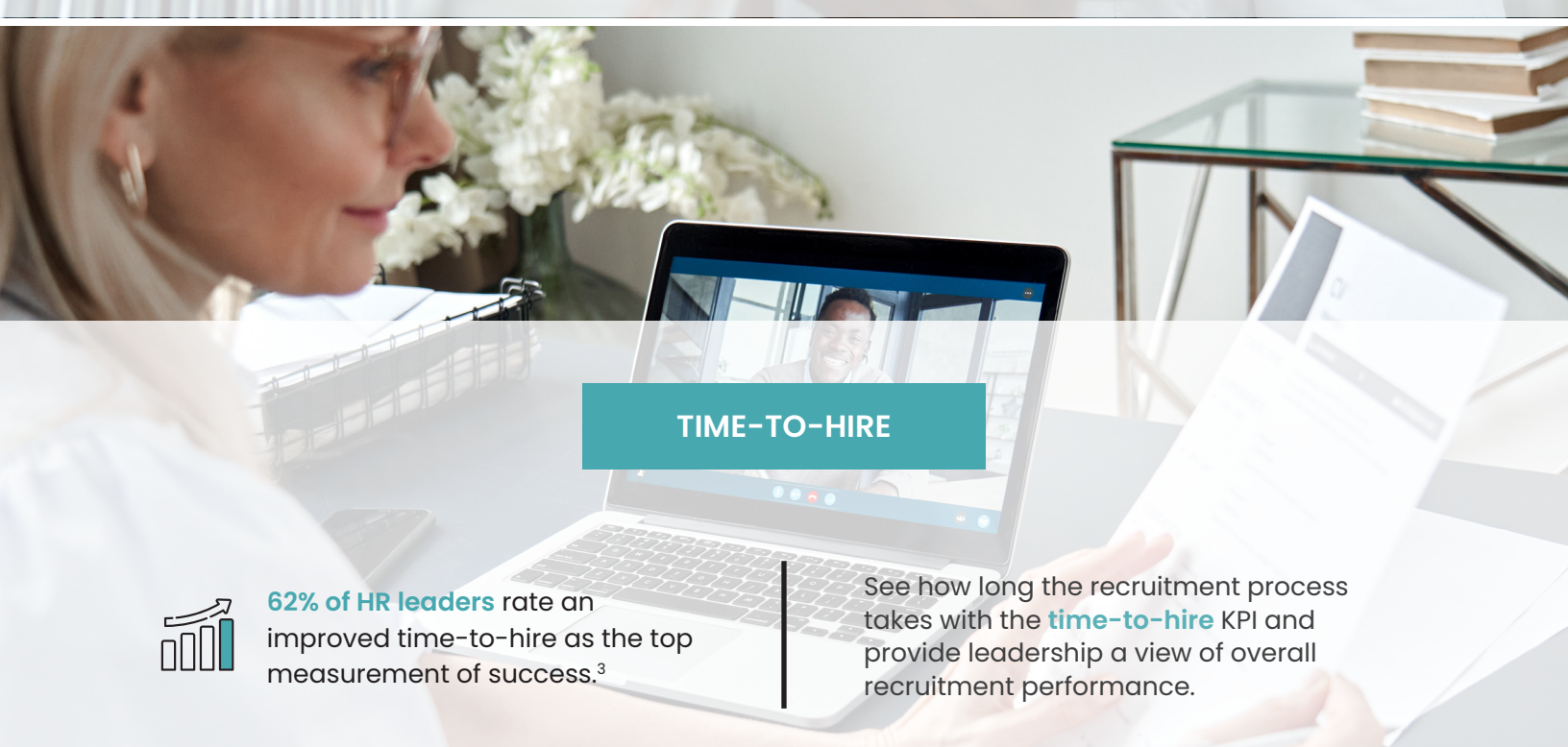


### SOURCE OF HIRE



**69% of all job seekers** begin their search on Google.<sup>2</sup>

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

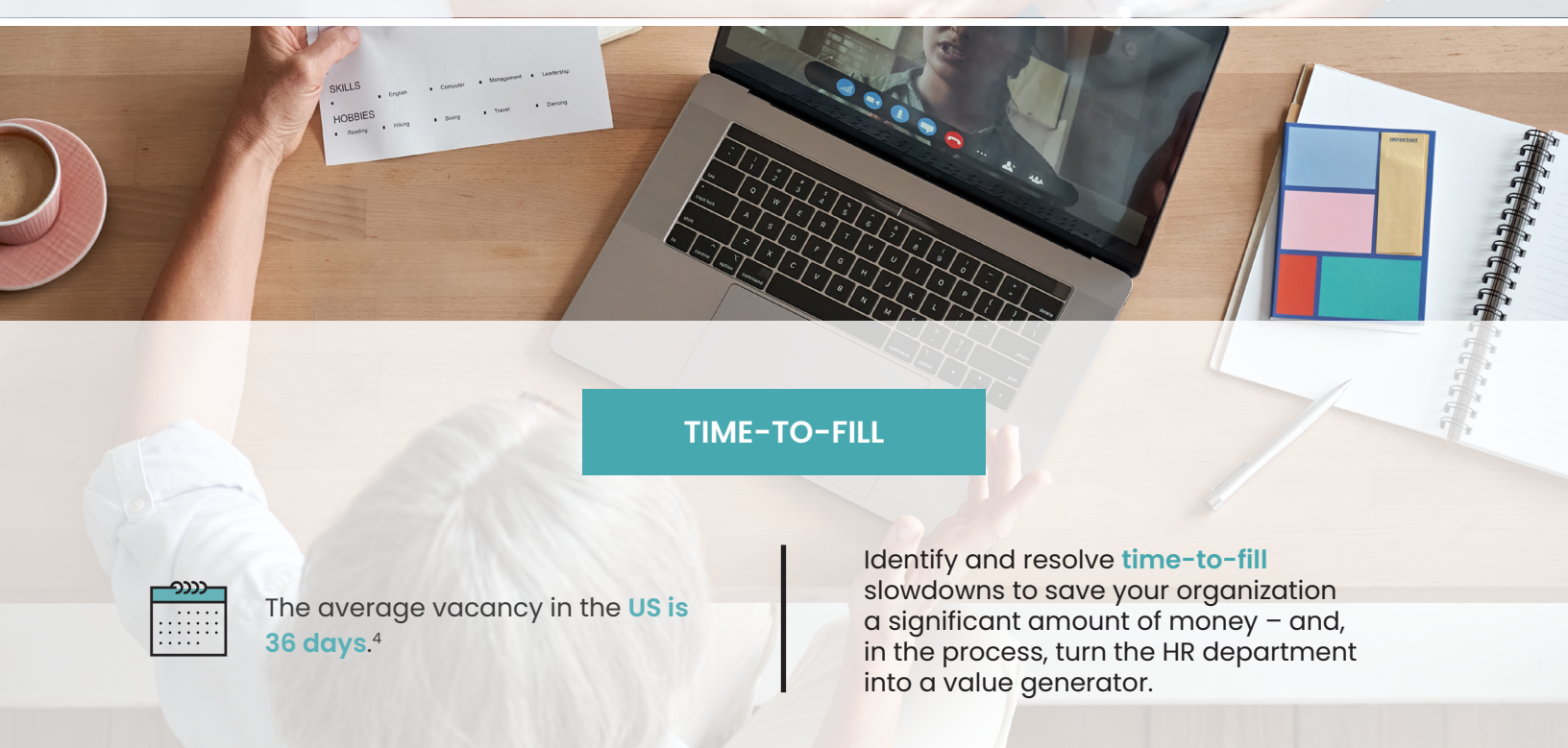


### TIME-TO-HIRE



**62% of HR leaders** rate an improved time-to-hire as the top measurement of success.<sup>3</sup>

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.**<sup>4</sup>

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.

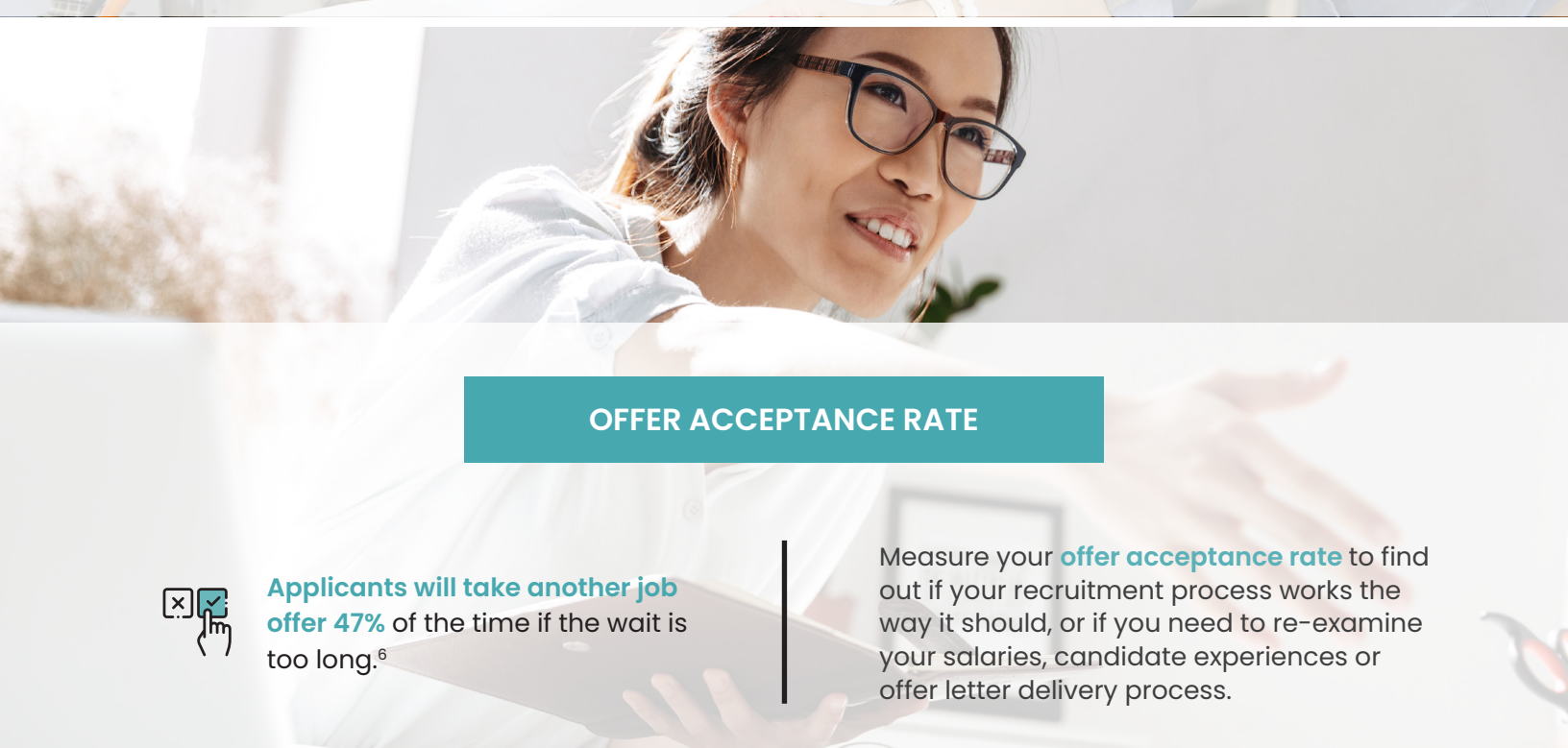


### QUALITY OF HIRE



**48% of companies** report employee referral programs as the best source of quality hires.<sup>5</sup>

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.<sup>6</sup>

Measure your **offer acceptance rate** to find out if your recruitment process works the way it should, or if you need to re-examine your salaries, candidate experiences or offer letter delivery process.

Trusted by top-ranked manufacturers, the iCIMS Talent Cloud ensures your HR teams can efficiently and competitively fill applicant pipelines, hire for tomorrow's requirements, and redefine new opportunities for existing workers.



### 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 40 percent of the Fortune 100.

For more information, visit [www.iCIMS.com](http://www.iCIMS.com).

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