DRIVE HIGH-QUALITY HIRES WITH TALENT ACQUISITION ANALYTICS

Across the areas of attracting, sourcing, and progressing candidates through a positive experience there are many moving parts. It can be a challenge to understand quickly and clearly, what's working and what's not, and where to invest attention and budget. And while there is a ton of data available this isn't always at the right level to inform decisions. A deeper look at your recruitment, channel and candidate/employee data can deliver visibility into the effectiveness of your efforts and tell you where focus is needed.

Candidate Pipeline

Candidate Pipeline Analytics provide visibility into what's working and not working across each stage of your hiring process so you know where you need to focus. This drives targeted improvements in finding, qualifying and converting quality candidates into high-performing and loyal employees.

Channel Effectiveness

You invest heavily in different sourcing channels but it can be a challenge to understand which sources are driving the best return. Channel Effectiveness Analytics provide this necessary layer of insight –enabling powerful segmentation of channel data to ensure the hiring objective stays at the core of decisions and actions.

Automated Surveys

Event-driven and automated surveys deliver ongoing insight into talent acquisition activities. When employees hit specific milestones this triggers a survey. You can gather ongoing feedback on recruitment, the candidate experience, onboarding and about the employee experience at 3, 6 and 9 months, without even lifting a finger. You can take this even further and reach hiring managers with an automated Quality of Hire survey, sent at the 90 day mark of a new hire's employment. These survey results provide the context needed to take targeted action in improving recruitment and hiring, and showcase your employer brand to continually attract the highest quality candidates.

> "With PeopleInsight analytics and our Talent Acquisition dashboards, my team is able to easily look for gaps, successes and pain points in our process that could be improved."
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> **– Erin Dunstan, Director HR, Sysmex**

Talent Acquisition Analytics provide the insight required to drive focus. Candidate Pipeline and Channel Effectiveness Analytics provide the right level of detail, segmented across important characteristics like role and geography to understand clearly the optimal volume and conversion rates to meet specific hiring objectives. Event-driven and Automated Surveys provide the next layer of insight – unearthing the context behind your pipeline numbers and connecting your actions to quality of hire.

With heightened visibility, you can see what's working, what's not, and where you're stuck. From this vantage point, knowing where to focus attention and investment is clear.

WITH TALENT ACQUISITION ANALYTICS YOU CAN:

✓ **Engage in targeted conversations with stakeholders, speak a common language**

✓ **Build predictability into attracting, sourcing and progressing candidates**

✓ **Act with confidence**

✓ **Know exactly where you need to focus**

✓ **Gain credibility across the business**

✓ **Make evidence-based, data-driven decisions**

Ready to get started? We're here to help.

PeopleInsight provides **out-of-the-box analytics**, powerful segmentation capability, and effective visualizations to equip Talent Acquisition with the insight and focus needed to drive improvement. With **connections across sources** and **expertise in Talent Acquisition**, PeopleInsight supports your delivery of timely, predictable high-quality candidates to the business.