Reporting

Instantly access the insights you need to monitor and improve your hiring process.

Access to data means more insights

Reports identify the performance of your hiring process and any opportunities for improvement.

We're excited to walk you through our favorite reports in Talent Hub and provide some tips for how to leverage them alongside your recruiting strategy.

1 **Summary Report**

Increase your team's efficiency using information on your current hiring process.

2 **Pipeline Report**

Know exactly how your individual Projects and talent Pipelines are performing.

3 **Source Report**

See where top talent is coming from and adjust your hiring strategies to avoid underperforming sources.

4 **Best Practices**

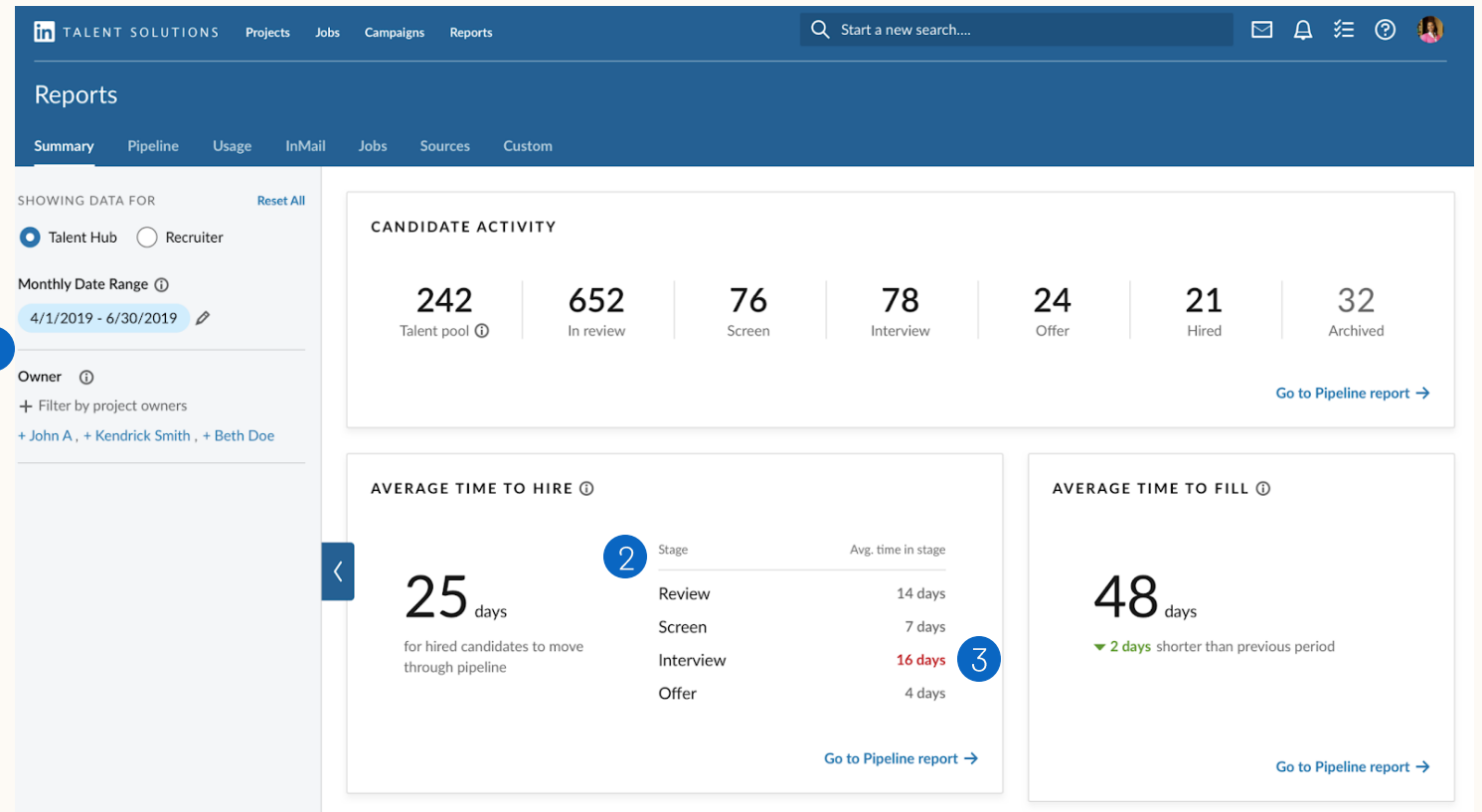Understand how you can use Talent Hub to produce the most insightful & actionable reports.

Increase your hiring efficiency

In order to improve your hiring process, you must first gauge how efficient it is. With the summary report, you can quickly check your team's activity and identify gaps.

There are two metrics that track efficiency:

1. **Average time to hire:** A candidate experience metric that tracks how long candidates are in the hiring process for

2. **Average time to fill:** The time it takes from a project opening to a candidate moving into the hiring stage

This report is updated monthly.

in Talent Hub

TALENT SOLUTIONS   Projects   Jobs   Campaigns   Reports   Start a new search....

Reports

Summary   Pipeline   Usage   InMail   Jobs   Sources   Custom

SHOWING DATA FOR   Reset All

◉ Talent Hub   ○ Recruiter

Monthly Date Range ⓘ

4/1/2019 - 6/30/2019   ✎

Owner ⓘ

+ Filter by project owners

+ John A , + Kendrick Smith , + Beth Doe

CANDIDATE ACTIVITY

242	652	76	78	24	21	32
Talent pool ⓘ	In review	Screen	Interview	Offer	Hired	Archived

Go to Pipeline report →

AVERAGE TIME TO HIRE ⓘ

25 days
for hired candidates to move through pipeline

Stage	Avg. time in stage
Review	14 days
Screen	7 days
Interview	16 days
Offer	4 days

Go to Pipeline report →

AVERAGE TIME TO FILL ⓘ

48 days

▼ 2 days shorter than previous period

Go to Pipeline report →

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1. Get granular

See how the entire team or specific members are performing with the project owner and date range filters.

2. Spot bottlenecks

Identify stages in your hiring process that can be improved with the average time to hire report.

3. Connect the dots

Track your team's progress over time by viewing any changes to time to fill or time to hire in red.

Keep up with the competition

Know exactly how your recruiting team is ranking in the market.

There are two metrics that track your marketplace activity:

1. Hiring trends: The top five companies that you're attracting talent from

2. Departure trends: The top five companies that you're losing talent to

Set benchmarks for your team using these trends.

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HIRING TRENDS ⓘ

These are the top 5 companies you have gained talent from:

Company	# of professionals
Flexis Management Consulting	4 ⌃
Amala Jain · 1st Human Resources Director at Flexis	
Matthias Kloet · 1st Sales Rep at Flexis	
Estela Araujo · 1st IT Project Manager at Flexis	
Zuberi Idowu · 1st Human Resources Specialist at Flexis	
Freshing Consumer Goods	4 ⌄
Mintome Healthcare	4 ⌄
Runity Retail	3 ⌄
Telendo Accounting	3 ⌄

DEPARTURE TRENDS ⓘ

These are the top 5 companies you have lost talent to:

Company	# of professionals
Oustia Mechanical or Industrial Engineering	7 ⌄
Antelith Maritime	5 ⌄
Golden Phase Healthcare	4 ⌄
Venophase Management Consulting	3 ⌄
Telendo Accounting	3 ⌄

Double-click on your results

Gain a deeper understanding of how your individual Projects and talent Pipelines are performing.

Improve your hiring process with these four reports:

1. **Hiring pipeline:** Identify stages where candidates tend to remain or progress

2. **Average time to hire:** Know which stages candidates are spending the most time in

3. **Average time to fill:** View how long it takes to move candidates into the hired stage for each Project

4. **Average candidates in stage per 1 hire:** Track how many candidates you need at each stage of your pipeline to hire one candidate for a specific project

This report is updated daily.

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HIRING PIPELINE ⓘ

Filter by: **Moved into stage** ▼ ⓘ   View by: **Number of candidates** ▼

In Review
45 moved into Saved
30 moved into Contacted
25 moved into Responded

Screen
23 moved into Recruiter screen
20 moved into Hiring manager screen

Interview
15 moved into General interview
12 moved into Team interview
10 moved into Leadership interview

Offer
9 moved into Offer extended
8 moved into Offer accepted

Hire
5 moved into Hired

Hiring manager screen
Moved into Hiring manager screen   20
Conversion rate   95%
Avg time in stage   4 days

Assess your workflow

Resolve any blockers in your current hiring workflow by viewing how candidates are moving through the recruitment funnel with the hiring pipeline report.

Adjust your strategy

Imagine you saw a 1% conversion rate from the "In Review" stage to the "Screen" stage. This would surface the need for higher quality candidates in your pipeline.

Source Report

Optimize for quantity & quality

A primary benefit of Talent Hub is the ability to measure and reduce the time and costs associated with hiring. In order to do this, you need to know where 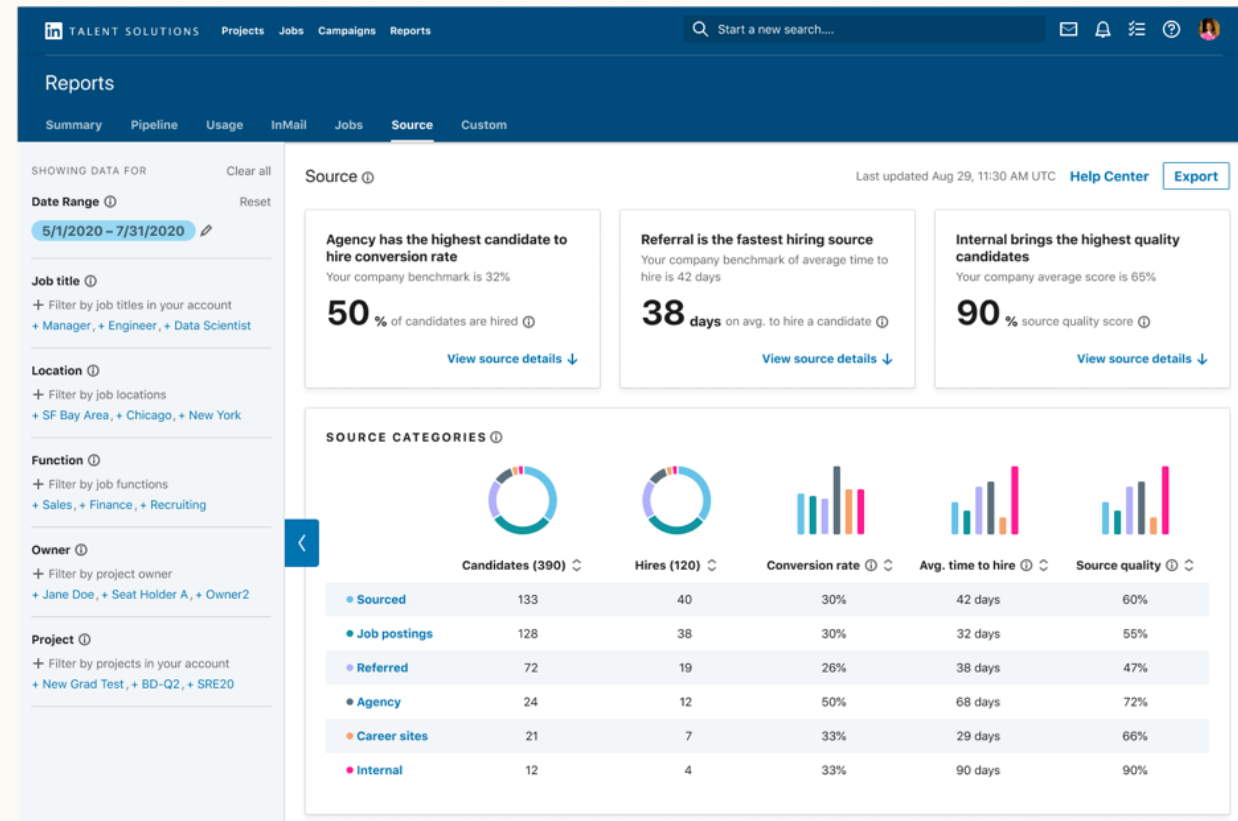your hires are coming from and how those different sources perform in terms of the quality and quantity of candidates they deliver.

That's where the Talent Hub Source Report comes in – enabling you to make smart business decisions and increase investments in the most effective sources.

This report is updated daily.

in Talent Hub

| | TALENT SOLUTIONS | Projects | Jobs | Campaigns | Reports |

Reports

Summary | Pipeline | Usage | InMail | Jobs | Source | Custom

SHOWING DATA FOR — Clear all

Date Range ⓘ — Reset
5/1/2020 – 7/31/2020

Job title ⓘ
+ Filter by job titles in your account
+ Manager, + Engineer, + Data Scientist

Location ⓘ
+ Filter by job locations
+ SF Bay Area, + Chicago, + New York

Function ⓘ
+ Filter by job functions
+ Sales, + Finance, + Recruiting

Owner ⓘ
+ Filter by project owner
+ Jane Doe, + Seat Holder A, + Owner2

Project ⓘ
+ Filter by projects in your account
+ New Grad Test, + BD-Q2, + SRE20

Source ⓘ — Last updated Aug 29, 11:30 AM UTC — Help Center — Export

Agency has the highest candidate to hire conversion rate
Your company benchmark is 32%
50 % of candidates are hired ⓘ
View source details ↓

Referral is the fastest hiring source
Your company benchmark of average time to hire is 42 days
38 days on avg. to hire a candidate ⓘ
View source details ↓

Internal brings the highest quality candidates
Your company average score is 65%
90 % source quality score ⓘ
View source details ↓

SOURCE CATEGORIES ⓘ

	Candidates (390)	Hires (120)	Conversion rate	Avg. time to hire	Source quality
Sourced	133	40	30%	42 days	60%
Job postings	128	38	30%	32 days	55%
Referred	72	19	26%	38 days	47%
Agency	24	12	50%	68 days	72%
Career sites	21	7	33%	29 days	66%
Internal	12	4	33%	90 days	90%

Identify top sources

Pinpoint sources which deliver the highest quality candidates with the fastest time to hire.

Test new strategies

Create your own source with a unique link and experiment with non-traditional sources to see how they perform

Maximize RoI

Re-allocate spend for any sources not delivering top talent to your most effective and strategic avenues.

Data hygiene = better reporting

With proper Project & Pipeline usage in Talent Hub, you can proactively identify trends for all stages in your hiring process. This enables you to provide leadership with actionable and insightful reporting on your team's hiring efficiency in a moment's notice.

Every move matters

Average time to hire & fill reports are directly influenced by your Pipeline activity and can help you visualize opportunities to improve the candidate experience & optimize recruiting efforts in stages where you may be struggling.

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Keep 1:1 ratio of Projects to hires

This will keep reporting accurate so that you can easily spot trends & report on the metrics that matter. If you'd like to track metrics by headcount, make sure to create 1 Project per each headcount.
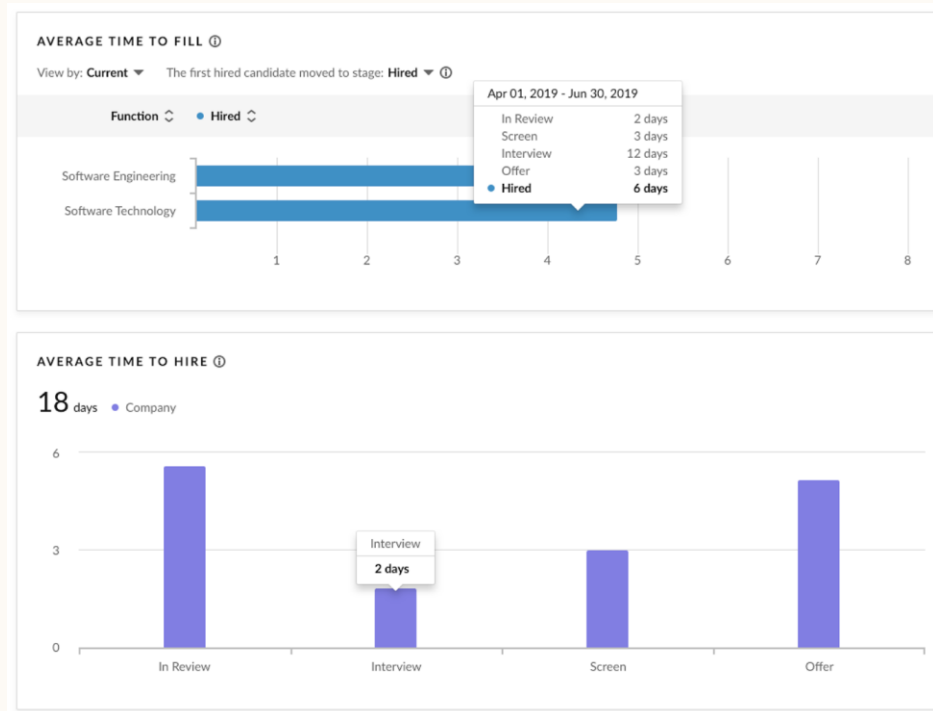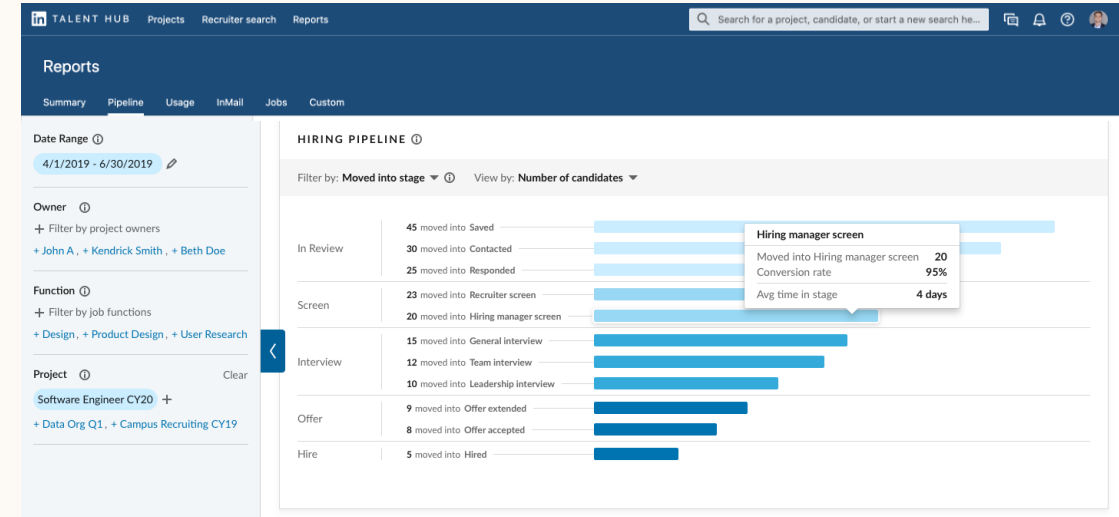
Move candidates in real time

Transfer candidates between stages in the Pipeline to match their status in the hiring process. Always be sure to immediately archive candidates when they are no longer in consideration for the role.

Candidate sources

Ensure each candidate is aligned to one of the 6 pre-determined categories or create custom "Source Names" within these 6 static categories to mirror your hiring processes.
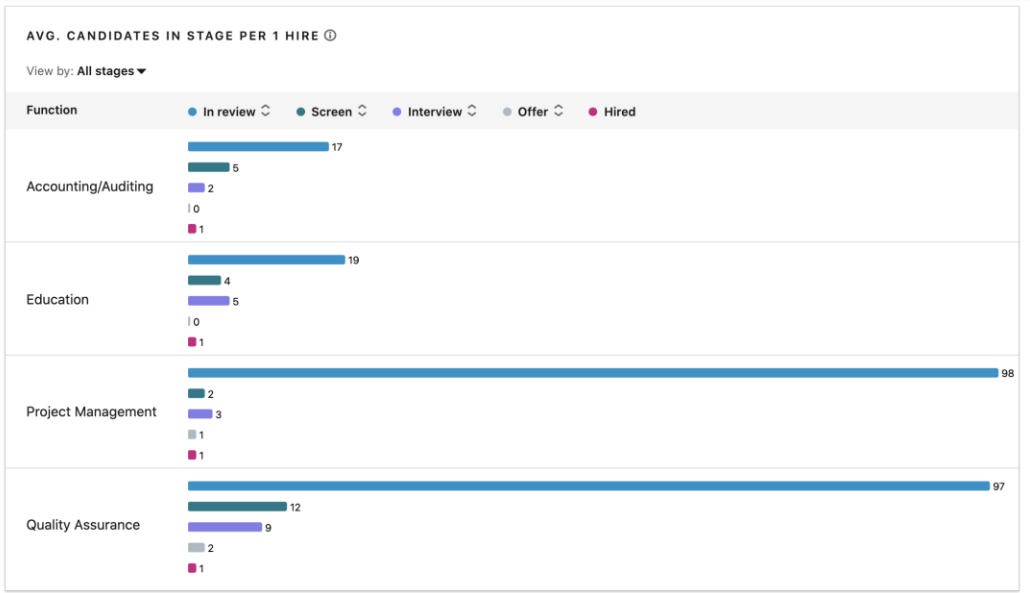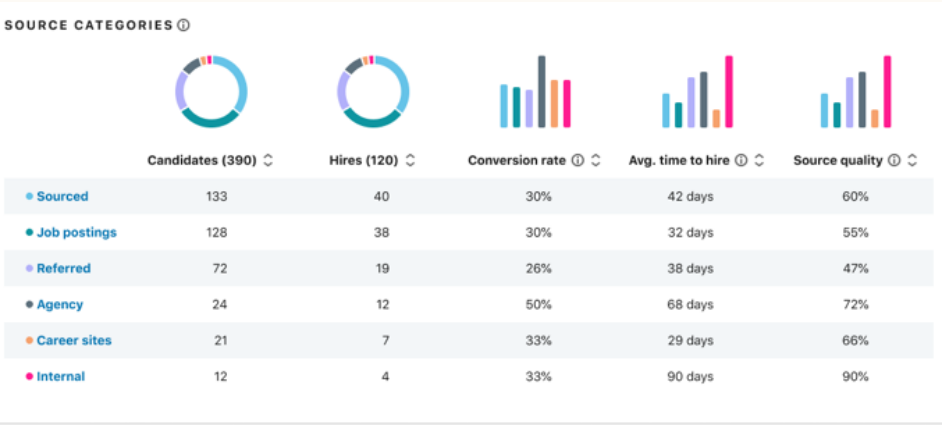
Pipeline effectiveness

Be selective & intentional with each Pipeline & Source you create. Focus on 'positive' Pipeline stages as well for accurate & actionable reporting – ensuring candidates are always "archived" instead of bucketing into a "rejected" stage, for example.

Use decision-based Sources

Leverage the pre-determined categories or create your own to track Sources. It is more efficient to only create new sources for what you will base a decision on i.e. "employee referral" instead of "employee referral Beth".

SOURCE CATEGORIES ⓘ

	Candidates (390) ⇕	Hires (120) ⇕	Conversion rate ⓘ ⇕	Avg. time to hire ⓘ ⇕	Source quality ⓘ ⇕
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AVG. CANDIDATES IN STAGE PER 1 HIRE ⓘ

View by: **All stages** ▾

Function	● In review ⇕	● Screen ⇕	● Interview ⇕	● Offer ⇕	● Hired
Accounting/Auditing	17	5	2	0	1
Education	19	4	5	0	1
Project Management	98	2	3	1	1
Quality Assurance	97	12	9	2	1

Create clean stages for Pipelines

Only create Pipelines for the parts of the hiring process that matter most to your team to drive meaningful reporting.

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Questions?

Visit the [Help Center](#) or [Talent Hub 101](#) — and your LinkedIn Support team is always available for additional support.

Thank you.

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