**Metrics can be included in the Recruitment Dashboard:**

1. Hired Positions
   * Number of applications hired during the date range. Applications with HIRED status and Hire date during the date range.
2. Hiring Cost
   * Sum of costs of applications received with Hire date during the date range
3. Cost per Hire
   * Average cost of hiring a candidate for a job. [Hiring cost / Hired Positions]
4. Avg Days to Fill
   * Average number of days between Job Posted and Employee Join Date (+1) for applications with Hire date during the date range
5. Avg Days to Hire
   * Average number of days between Application date and Candidate Hire date (+1) for applications with Hire date during the date range
6. Percent of All Hires
   * % of Hires coming from a selected application source out of all Hired applications regardless of source. [Number of Hired Positions with selected application source / All Hired Positions]
7. Avg Days taken for each stage
   * Number of days taken from one stage of recruitment to next. 1 day is added only for the first stage (application)
8. Avg Days Hire to Join
   * Average number of days taken from HIRE DATE to JOIN DATE for hired applications during date range
9. Applications
   * Number of applications received during the date range. Application Received date is the Stage 1 (of Recruitment) Date.
10. Offer %
    * % of Applications reaching Offer Stage (or Hire Stage) out of all Applications Received. Offer Stage is the penultimate stage. Application received date during the date range selected.
11. Offer Acceptance %
    * % of Applications hired out of all applications reaching offer stage. Application received date during the date range selected.
12. Conversion %
    * % of Applications received that got Hired. [Number of Applications Hired/ Number of Applications Received]
13. Applications reaching a stage
    * Count of Applications reaching a specific recruitment Stage.
14. Open Jobs
    * Number of jobs currently in open status.
15. Avg Days in Market
    * Average Number of days in market for all jobs with status OPEN.
16. Pending Applications
    * Number of Applications which have not been decided on yet. Applications with blank Application status, received for jobs with OPEN status.
17. Applications per Open Position
    * Average Number of Applications pending per Open Job. [Pending Applications / Open Jobs]
18. # of Recruitment Stages
    * Number of Stages in Recruitment or Hiring process
19. Applications Hired
    * Number of Applications which were received during the date range and got HIRED at any point of time
20. Offers given
    * Number of applications received during the date range selected and reaching Offer Stage.