

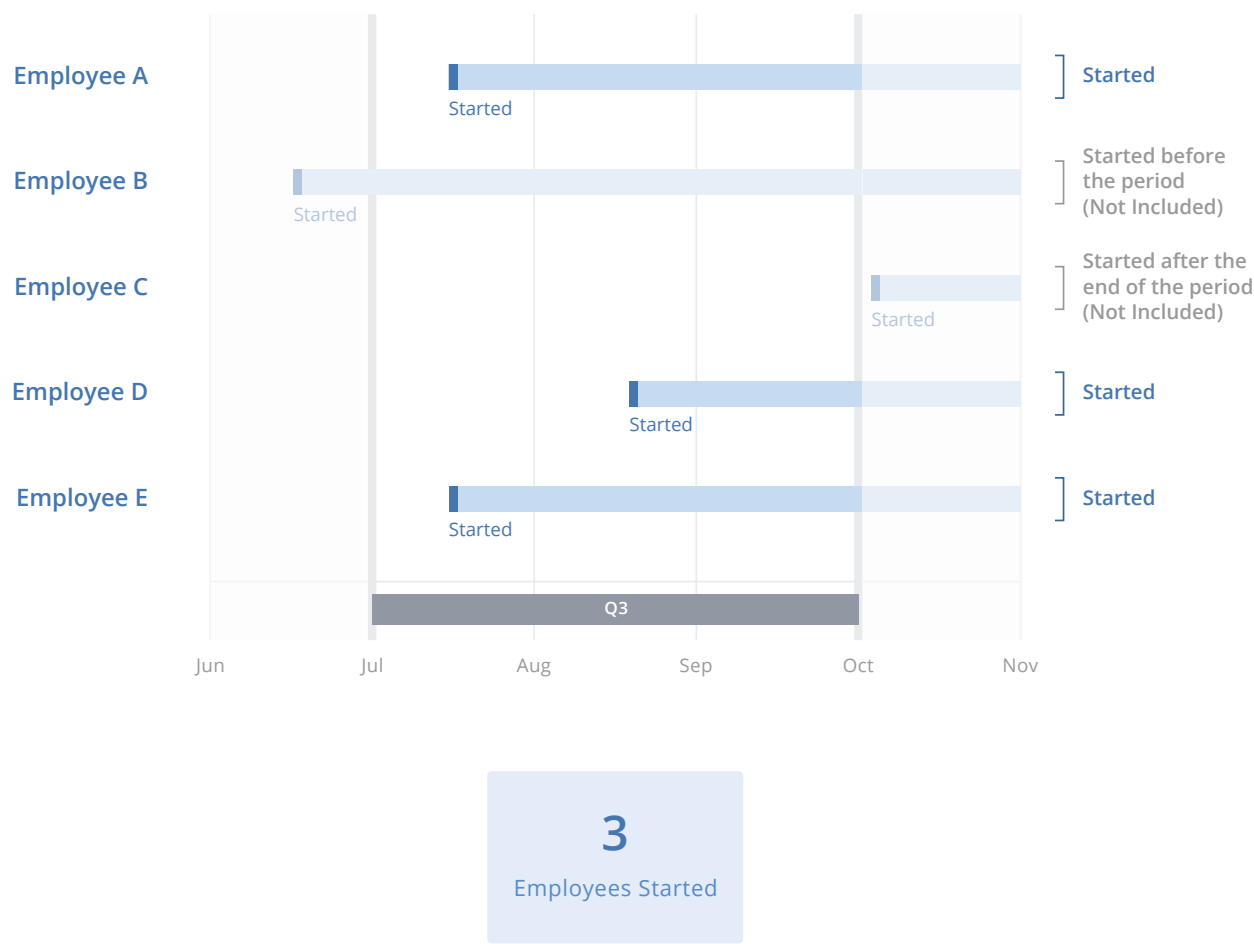
Actual External Starts Rate

This metric captures new employees that are starting with the organization as a result of recruitment activities, during the period.

Calculation details

This metric calculates the rate at which employee start working for the organization as a percentage of average headcount, during the period.

For example, in the diagram below, the analysis period is Q3 and the number of employee starts is calculated as follows:



The employee starts rate would then be calculated as a percentage of average headcount overall, during the period.



NOTE: To provide a true representation of the activity that occurs during a period, some metrics are calculated as normalized rates. As a result, you may see rates that are greater than 100 percent.

Guidance

External starts let you monitor renewal of your workforce, to see the rate and volume at which new employees are starting with the organization as a result of recruitment activities.

Why look at External Starts?

The number of external starts can be compared to the number of hire events, external candidates, internal starts, etc. for analysis on the proportions of external hires in the company, to see if talent is being sourced internally or externally.

As well, the number of external starts can be analyzed by gender, minority, or PWD ratios to ensure the company is on track to meeting diversity goals.

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