# Data Investigations

December 2023

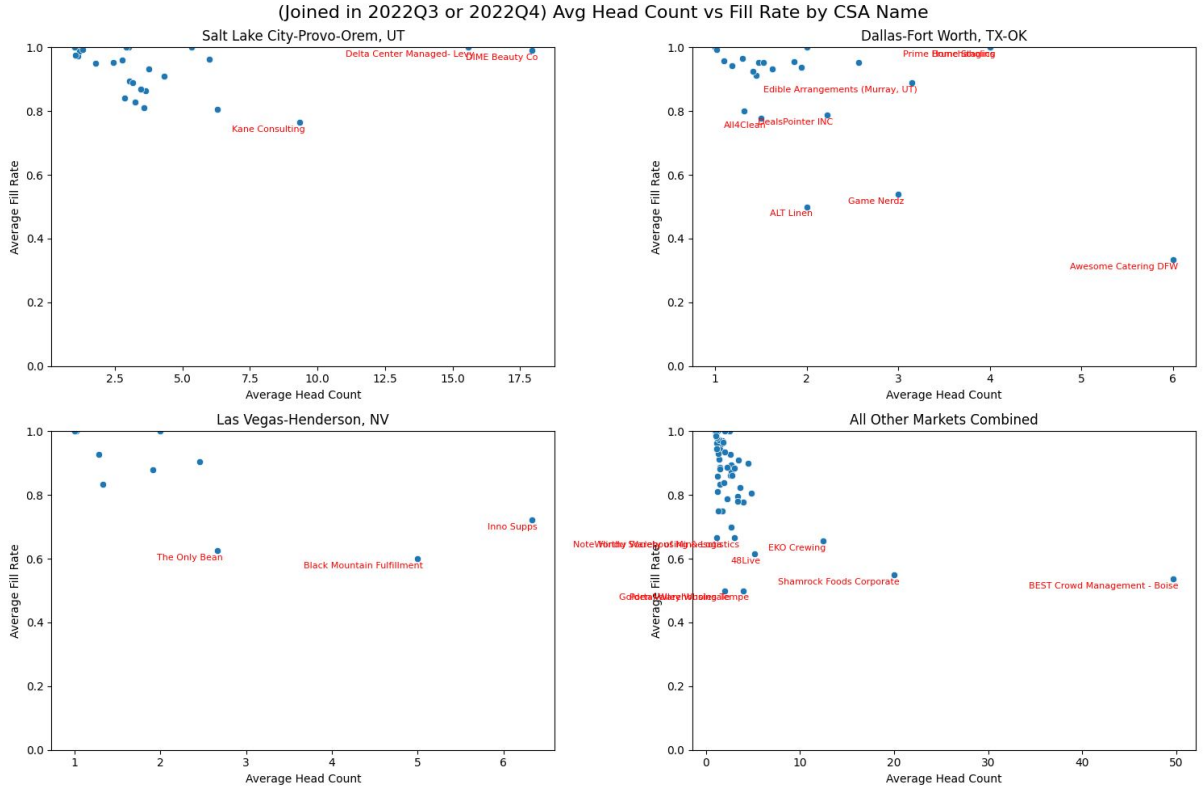
# Average Headcount

# vs. Fill Rate | 2022Q3/Q4

Average headcount vs fill rate for companies that joined in Q3* or Q4* of 2022 divided by market. Outliers** labeled.

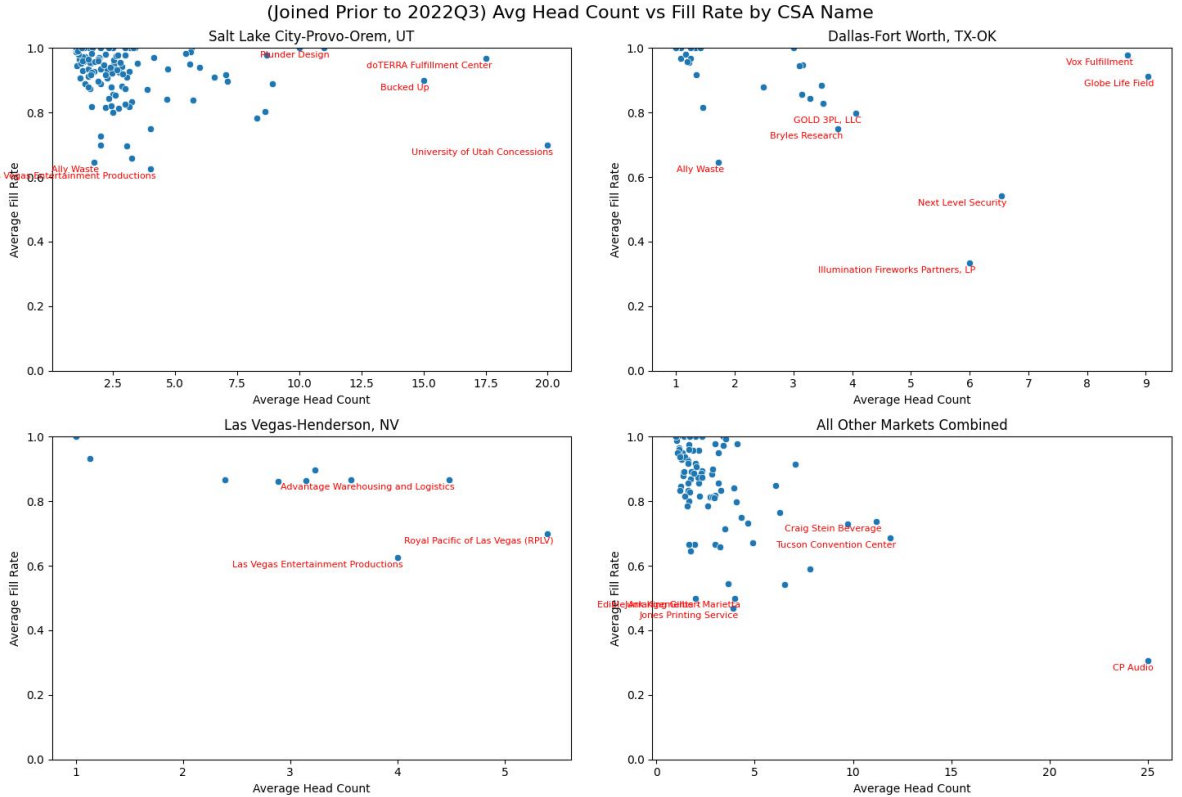
*We are looking at companies that joined in Q3/Q4 of 2022 compared to previous to Q3 of 2022 because we want to separate old and new companies and therefore chose 2022 Q3 as a relatively arbitrary cutoff.

**I am not using a statistical definition of outlier in this sense, just labeling the points that are far enough away from other points to be labeled with minimal crossover.



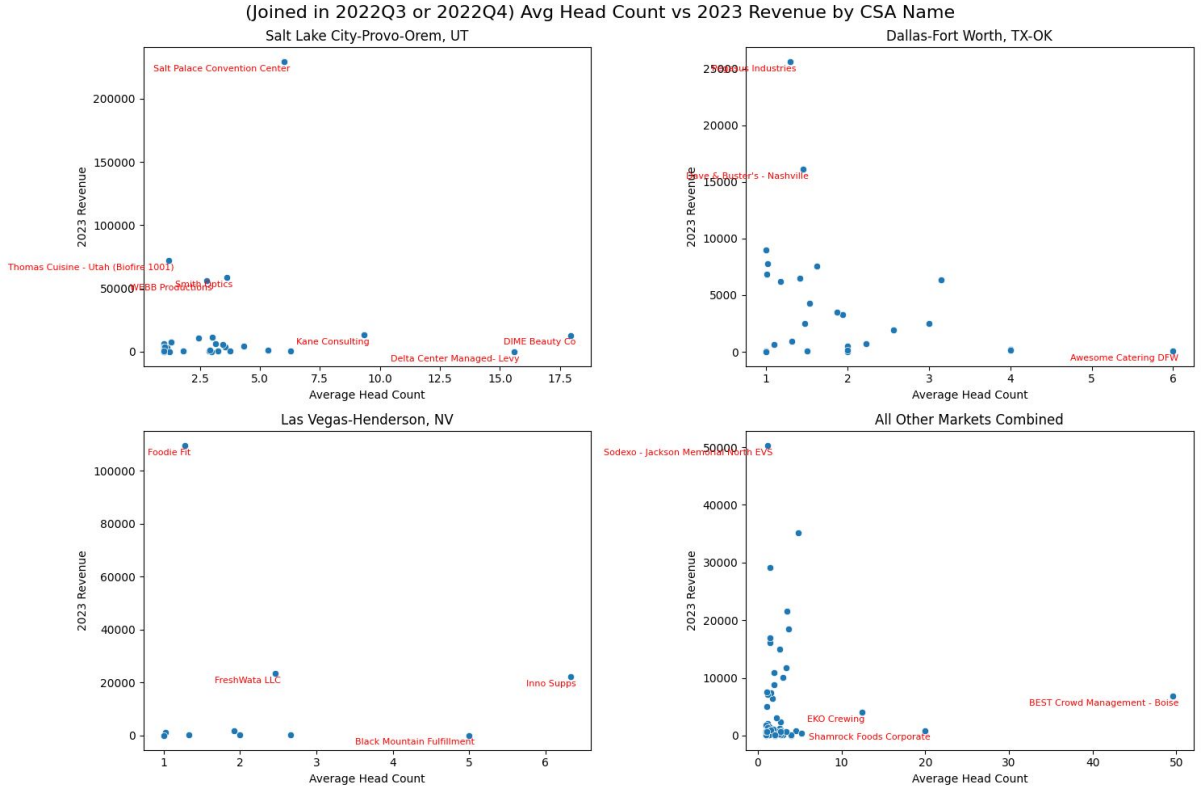
# vs. Fill Rate | <2022Q3

Average headcount vs fill rate for companies that joined earlier than Q3 of 2022 divided by market. Outliers labeled.



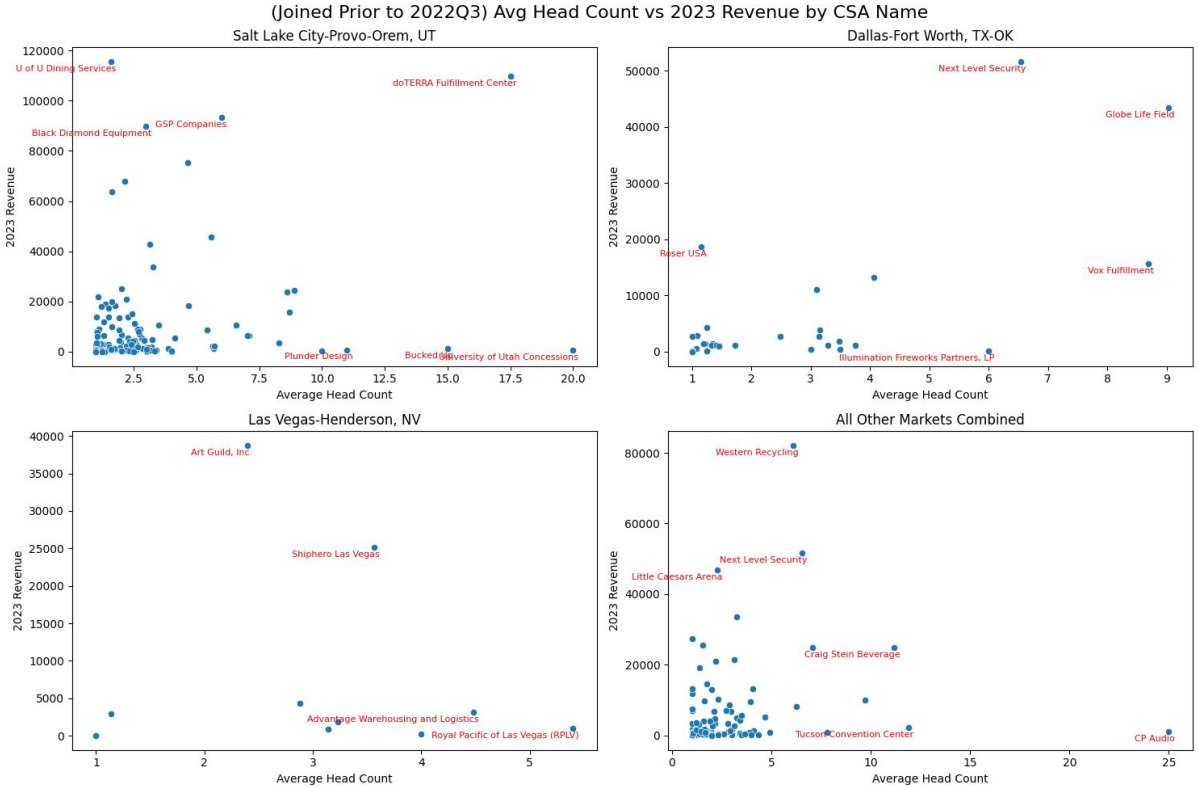
# vs. Revenue | 2022Q3/Q4

Average headcount vs total net commissionable revenue in 2023 for companies that joined in Q3 or Q4 of 2022 divided by market. Outliers labeled.



# vs. Revenue | <2022Q3

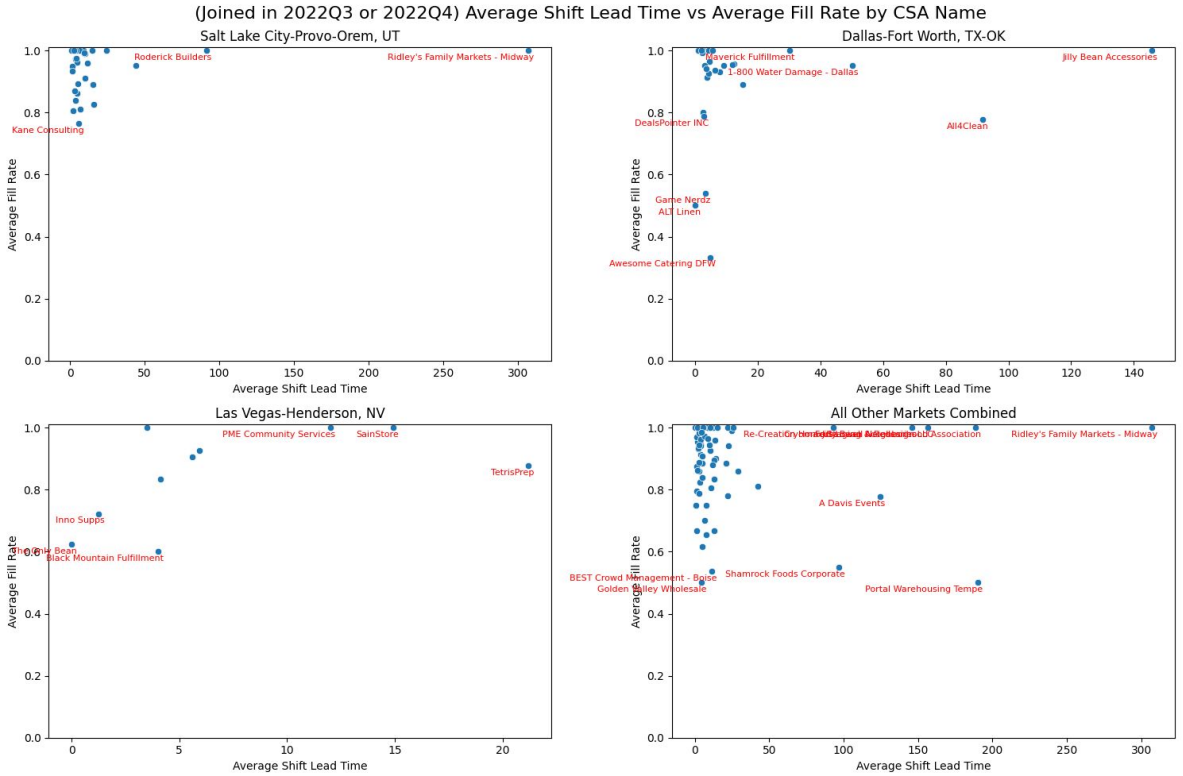
Average headcount vs total net commissionable revenue in 2023 for companies that joined earlier than Q3 of 2022 divided by market. Outliers labeled.



# Average Shift Lead Time (days)

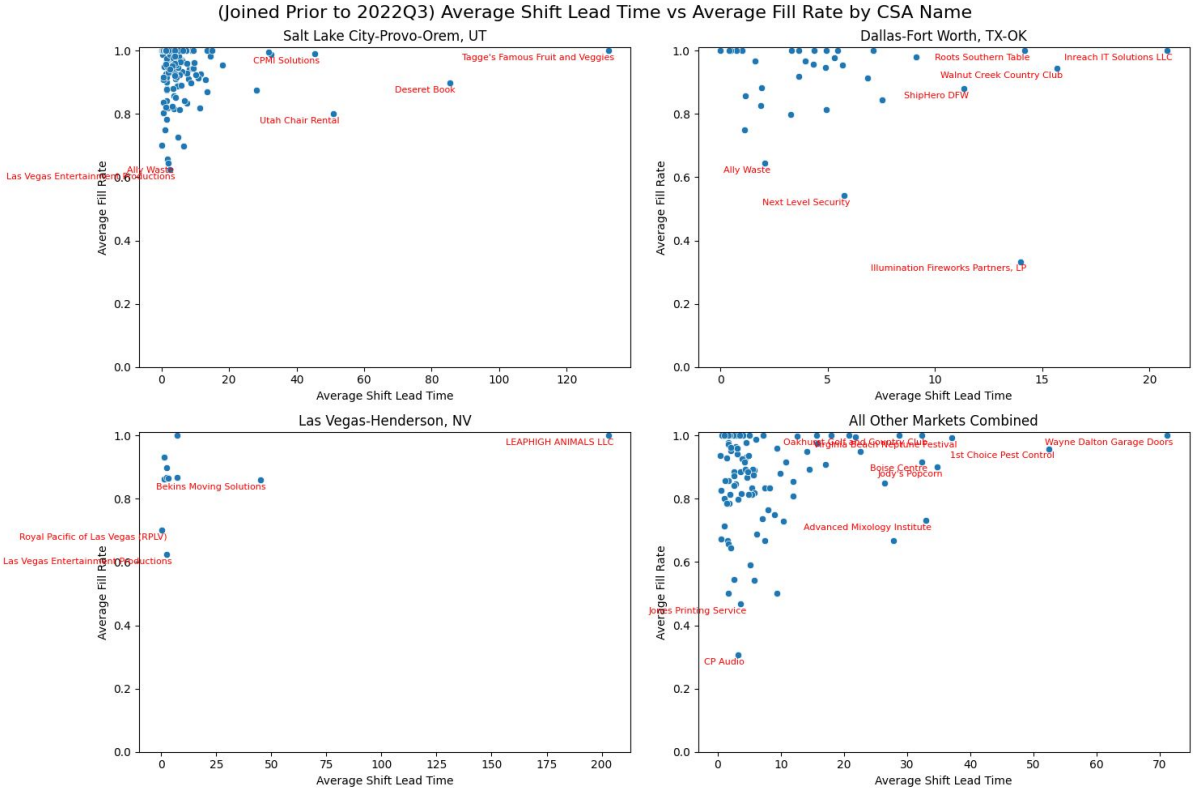
# vs. Fill Rate | 2022Q3/Q4

Average shift lead time vs fill rate for companies that joined in Q3 or Q4 of 2022 divided by market. Outliers labeled.



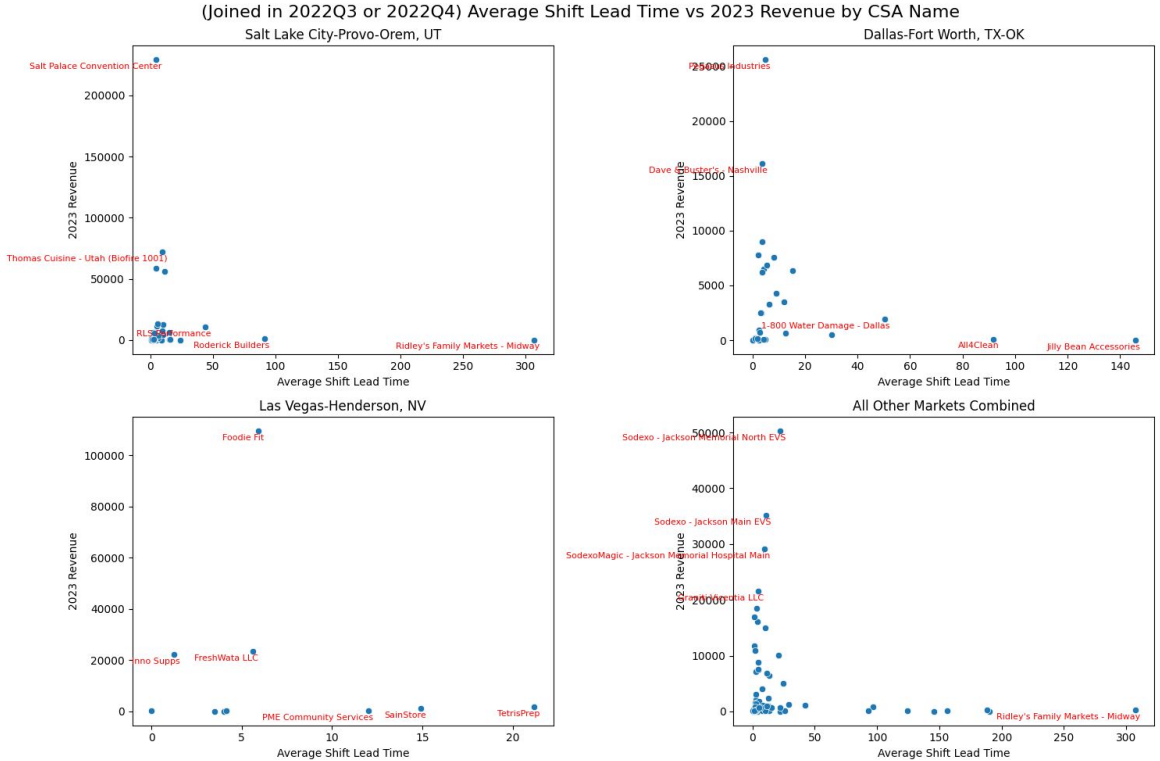
# vs. Fill Rate | <2022Q3

Average shift lead time vs fill rate for companies that joined earlier than Q3 of 2022 divided by market. Outliers labeled.



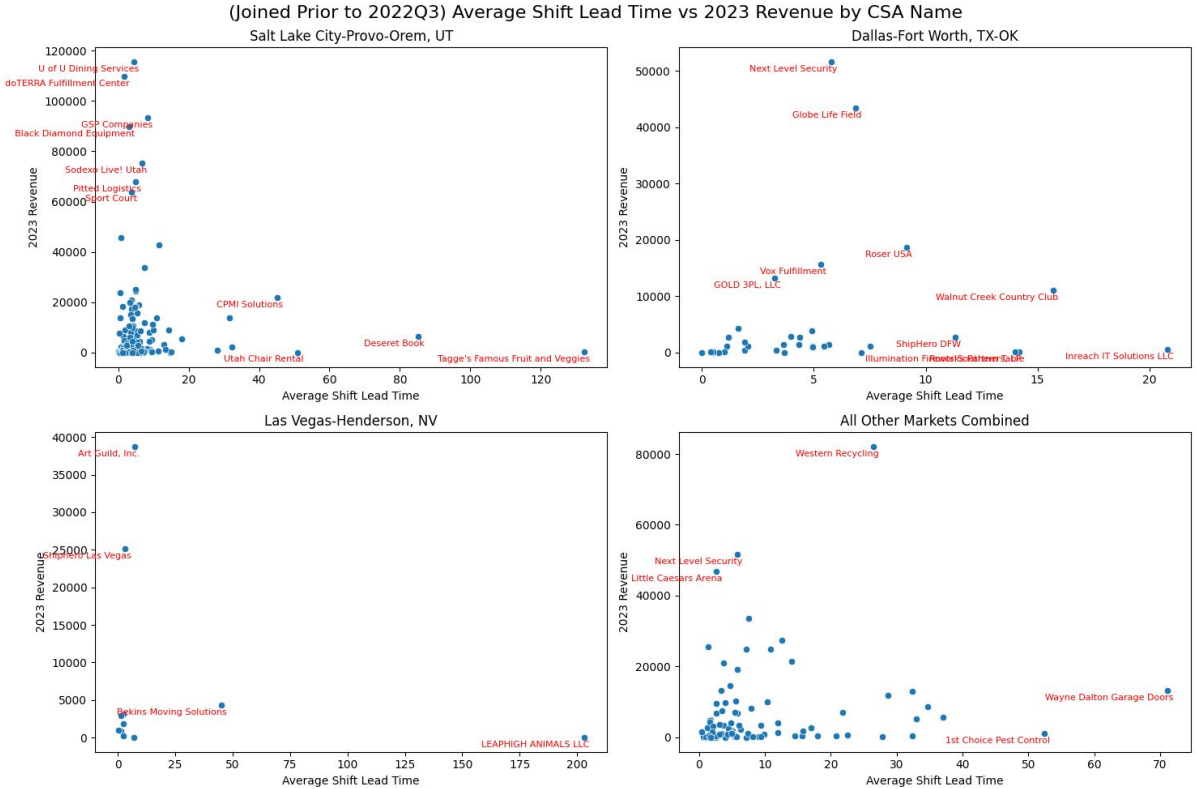
# vs. Revenue | 2022Q3/Q4

Average shift lead time vs total net commissionable revenue in 2023 for companies that joined in Q3 or Q4 of 2022 divided by market. Outliers labeled.



# vs. Revenue | <2022Q3

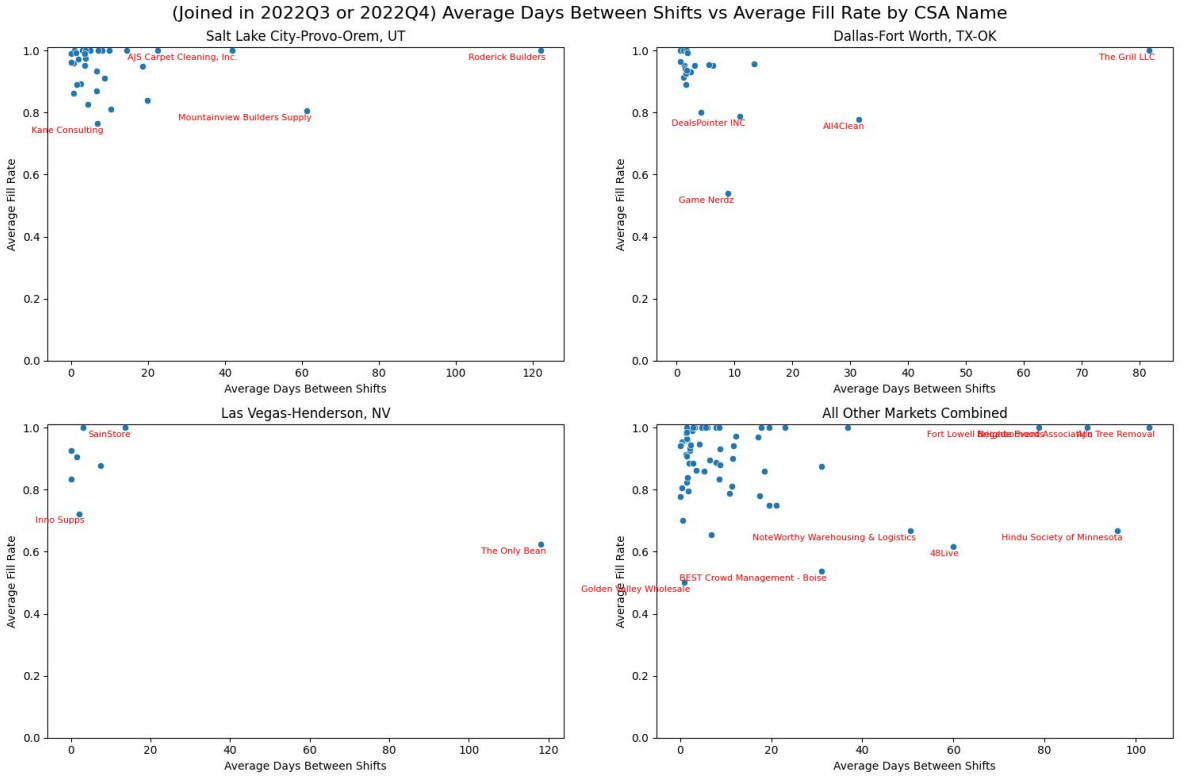
Average shift lead time vs total net commissionable revenue in 2023 for companies that joined earlier than Q3 of 2022 divided by market. Outliers labeled.



# Average Days Between Shifts

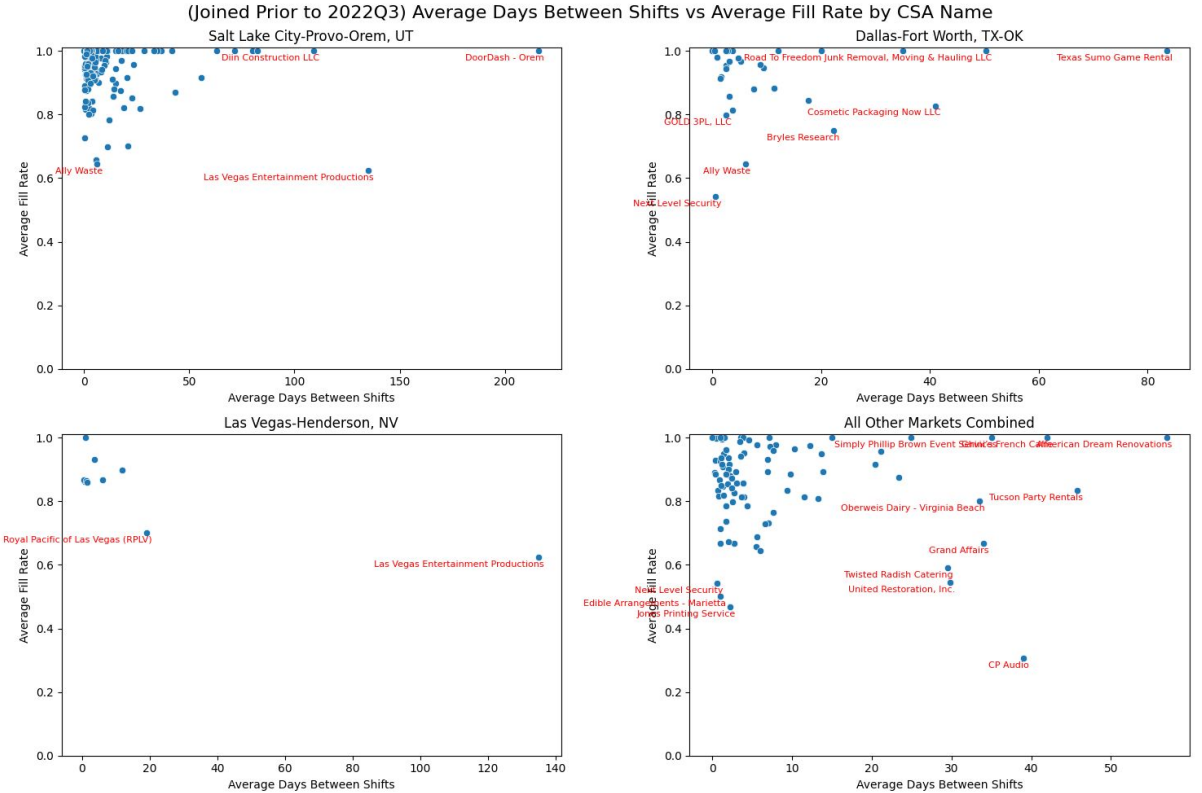
# vs. Fill Rate | 2022Q3/Q4

Average days between shifts vs fill rate for companies that joined in Q3 or Q4 of 2022 divided by market. Outliers labeled.



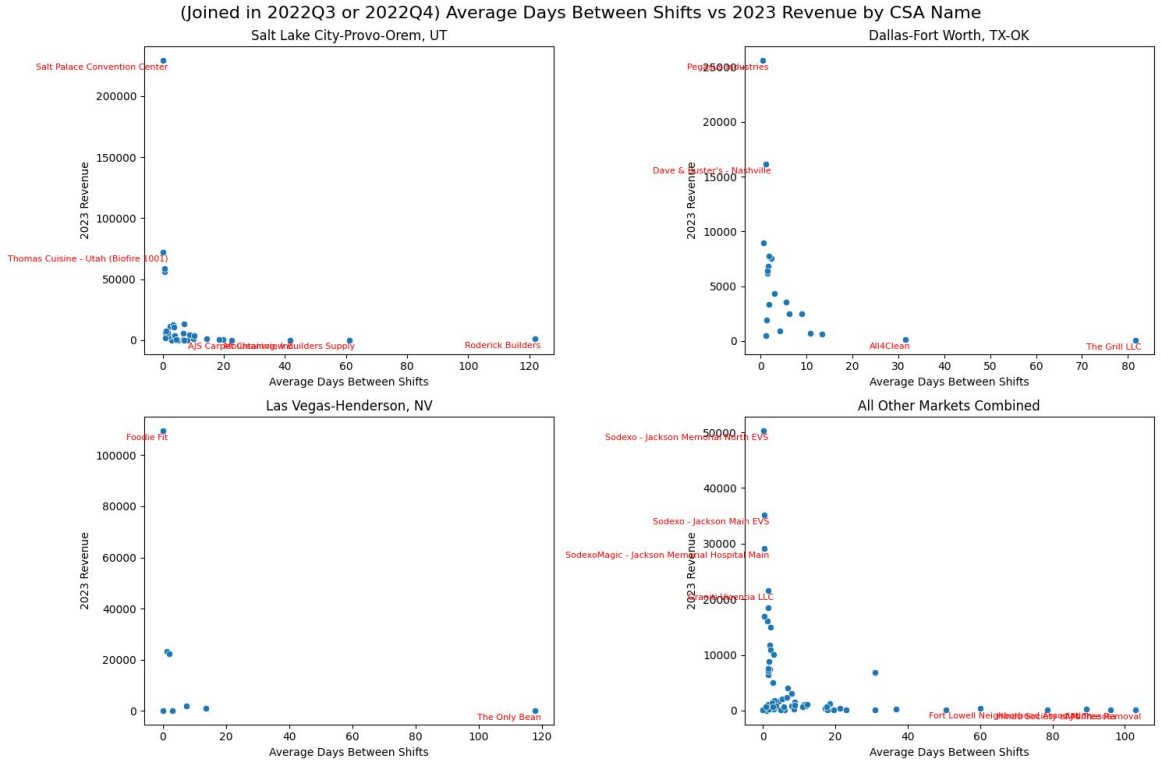
# vs. Fill Rate | <2022Q3

Average days between shifts vs fill rate for companies that joined earlier than Q3 of 2022 divided by market. Outliers labeled.



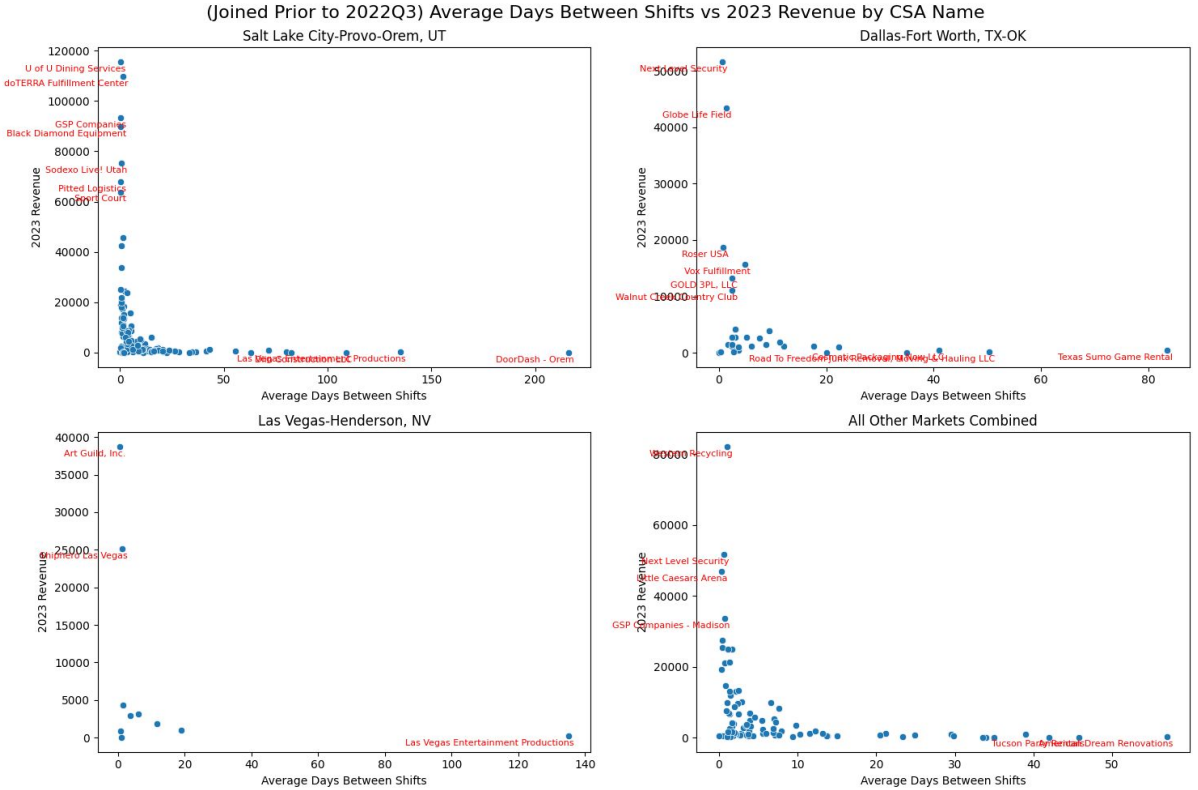
# vs. Revenue | 2022Q3/Q4

Average days between shifts vs total net commissionable revenue in 2023 for companies that joined in Q3 or Q4 of 2022 divided by market. Outliers labeled.



# vs. Revenue | <2022Q3

Average days between shifts vs total net commissionable revenue in 2023 for companies that joined earlier than Q3 of 2022 divided by market. Outliers labeled.

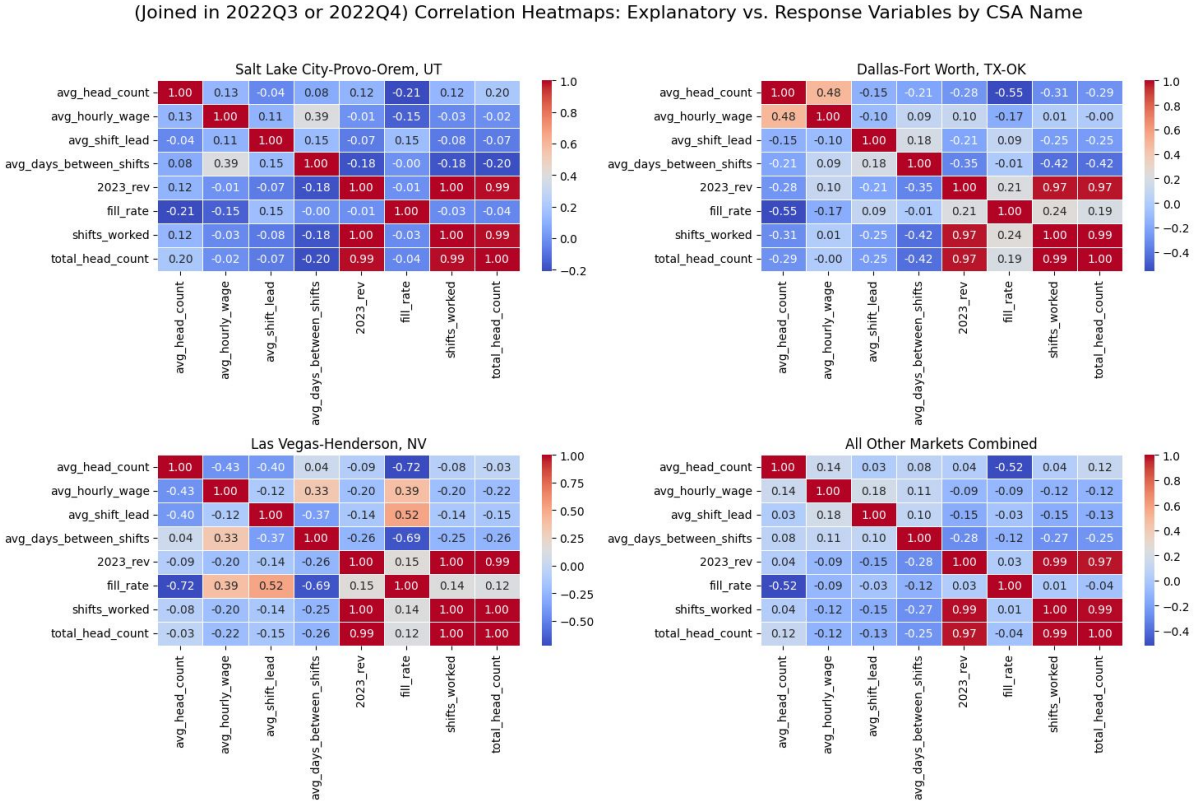


# Correlation Mapping

# Correlation 2022Q3/Q4

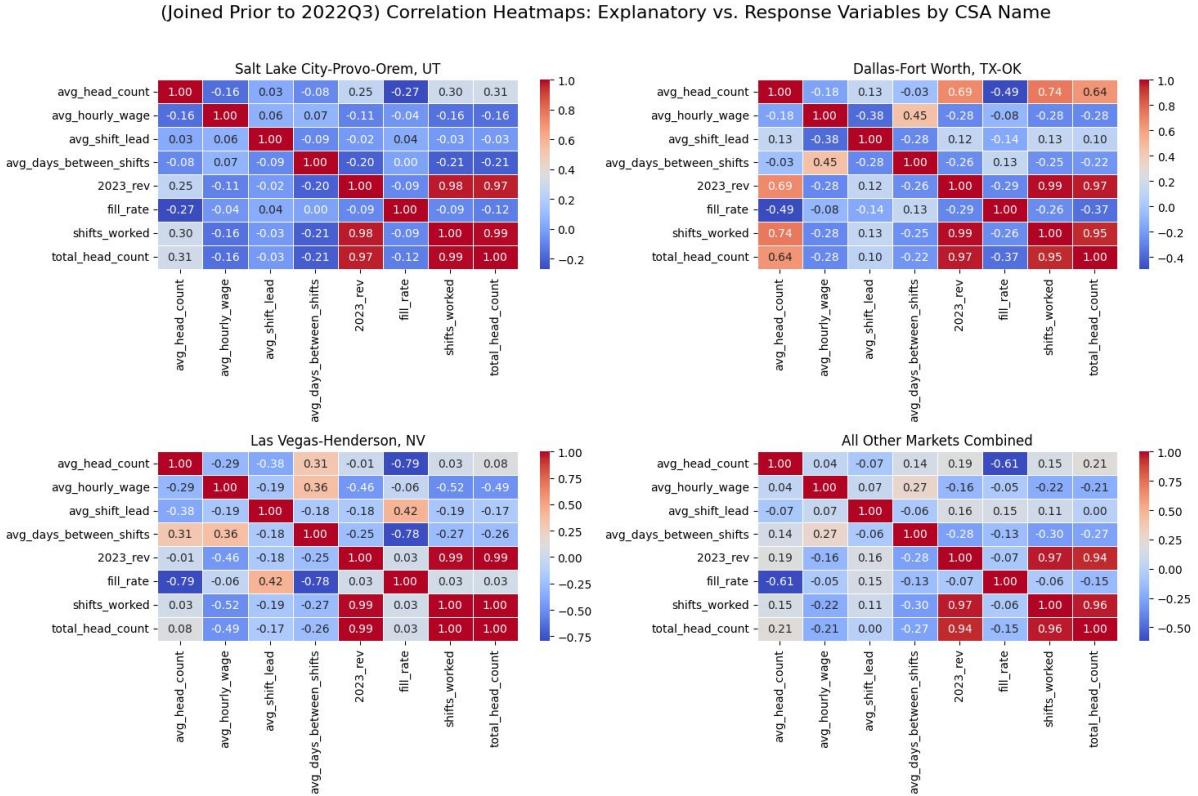
Looking for correlation between Average Headcount, Average Hourly Wage, Average Shift-Post Lead Time, Average Days Between Shifts, 2023 Revenue, Fill Rate, Shifts Worked, Total Headcount Requested for companies that joined in Q3 or Q4 of 2022.

Correlation Coefficient:
Indicates the strength and direction of the linear relationship between two variables, ranging from -1 (perfect negative correlation) to 1 (perfect positive correlation), with 0 indicating no correlation.



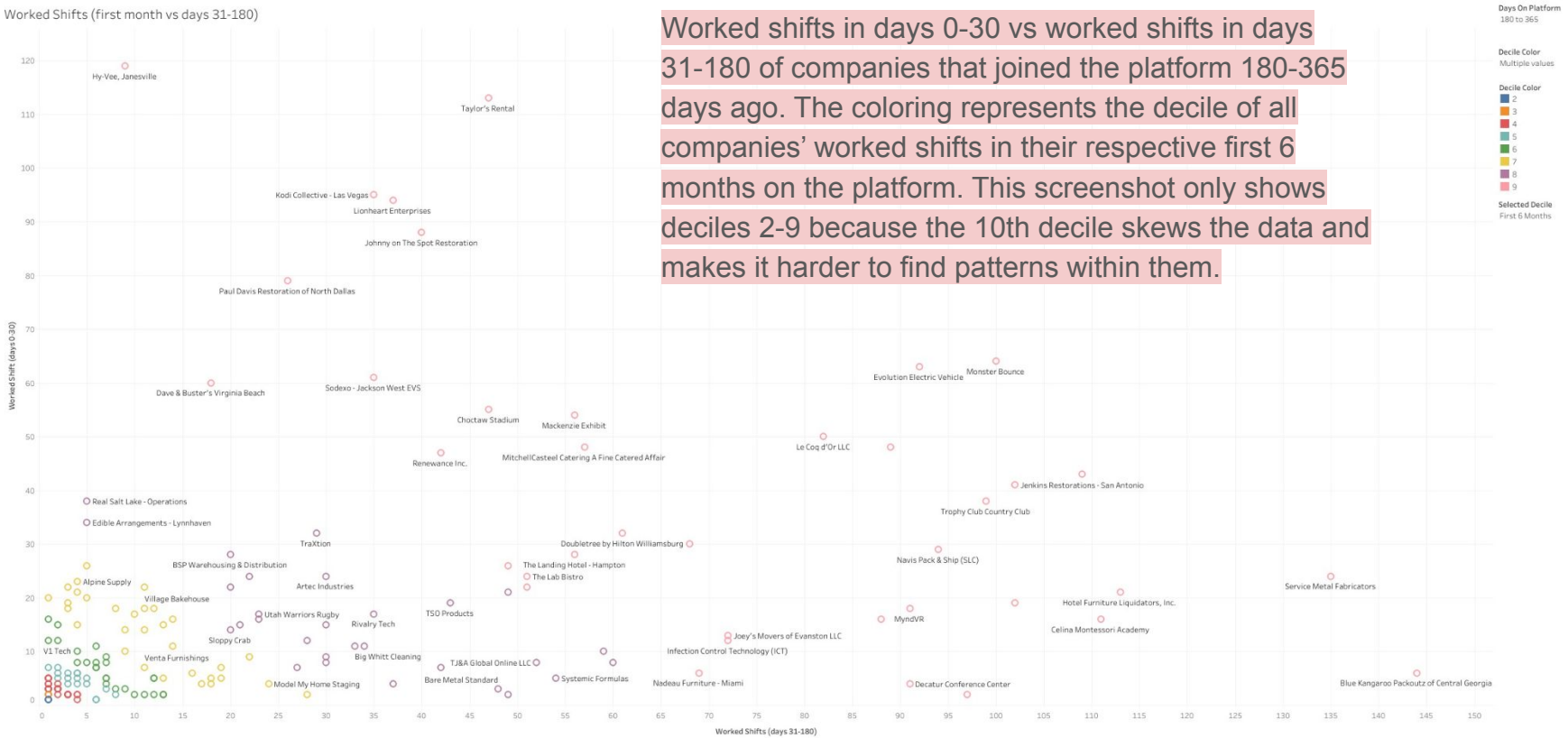
# Correlation <2022Q3

Looking for correlation between Average Headcount, Average Hourly Wage, Average Shift-Post Lead Time, Average Days Between Shifts, 2023 Net Commissionable Revenue, Fill Rate, Shifts Worked, Total Headcount Requested for companies that joined before Q3 of 2022.



# First 30 Day Effect on Worked Shifts

# Worked Shifts (days 0-30 vs 31-180)




Worked shifts in days 0-30 vs worked shifts in days 31-180 of companies that joined the platform 180-365 days ago. The coloring represents the decile of all companies' worked shifts in their respective first 6 months on the platform. This screenshot only shows deciles 2-9 because the 10th decile skews the data and makes it harder to find patterns within them.

We are limiting companies to those that joined 180-365 days ago because the data we are analyzing is about their first 180 days, and we also want to keep a focus on more recent companies, hence why we're capping days on platform to under 365

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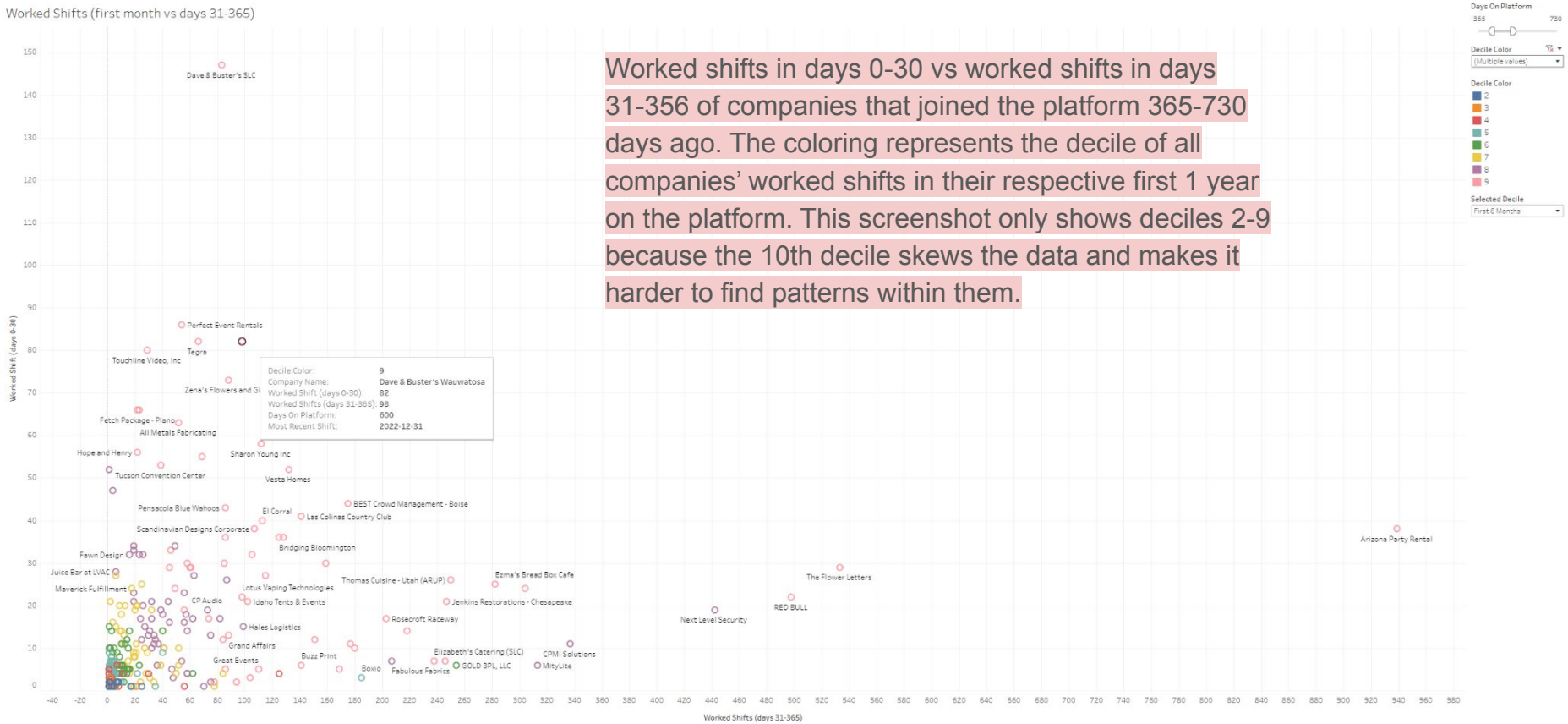
# Worked Shifts (days 0-30 vs 31-365)

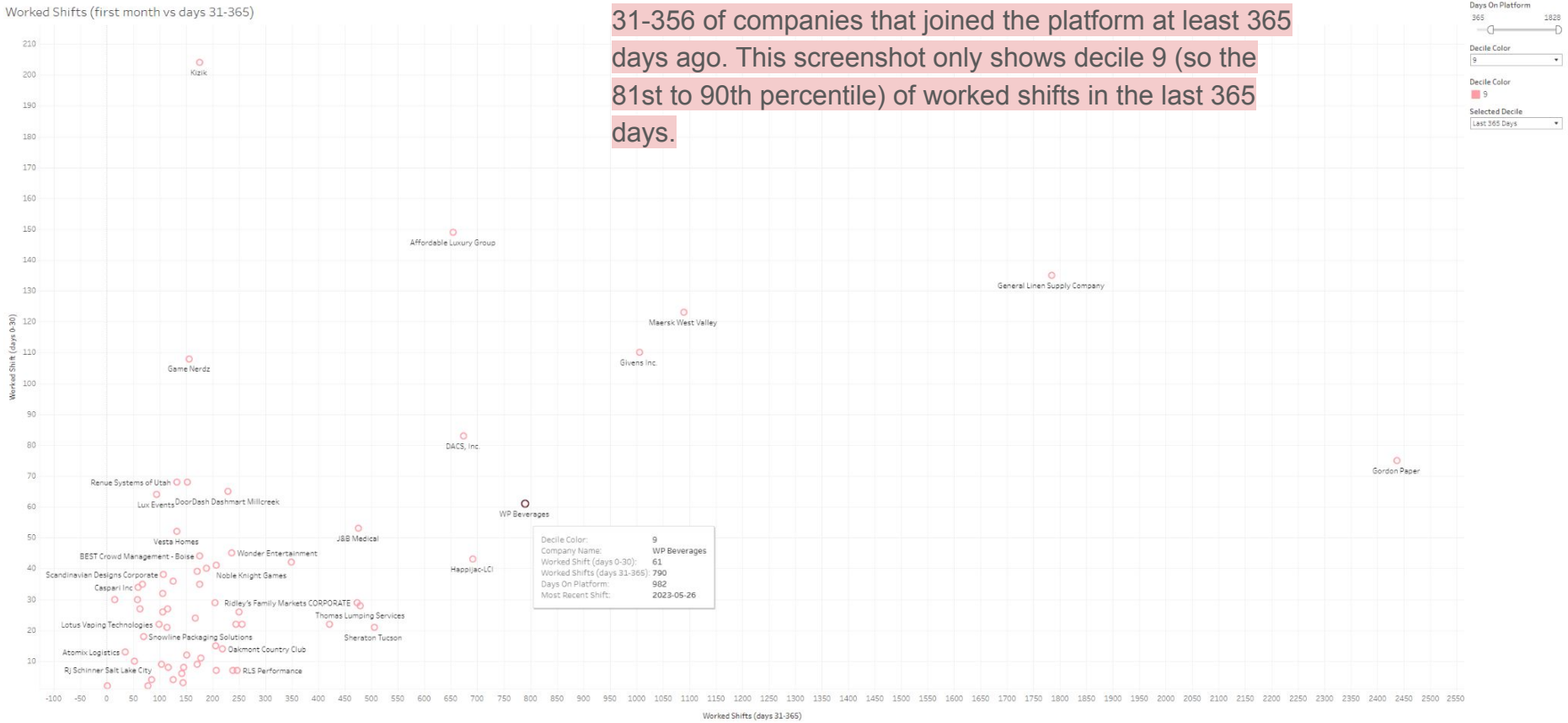



Worked shifts in days 0-30 vs worked shifts in days 31-356 of companies that joined the platform 365-730 days ago. The coloring represents the decile of all companies' worked shifts in their respective first 1 year on the platform. This screenshot only shows deciles 2-9 because the 10th decile skews the data and makes it harder to find patterns within them.

We are limiting companies to those that joined 365-730 days ago because the data we are analyzing is about their first 365 days, and we also want to keep a focus on more recent companies, hence why we're capping days on platform to under 730.

# Worked Shifts (days 0-30 vs 31-365)

Worked shifts in days 0-30 vs worked shifts in days 31-356 of companies that joined the platform at least 365 days ago. This screenshot only shows decile 9 (so the 81st to 90th percentile) of worked shifts in the last 365 days.




[Link to Interactive Tableau Report]