**Benchmarks for ATS-enabled reporting in Recruiter**

Applicant Tracking System (ATS) enabled reporting combines Recruiter System Connect (RSC) data with your ATS data and provides the ability to compare performance by sources.

Industry benchmarks are integrated into the ATS-enabled Funnel report and the ATS-enabled Source report. These benchmarks can help you to set hiring goals and understand where you are performing well and where you can improve. In the Source report, you can filter by company size or industry, or you can filter by both benchmarks at the same time.

Generate the ATS-enabled Hiring Funnel report to capture the impact of LinkedIn hiring products along the entire candidate journey from awareness to hire.

Generate the ATS-enabled Source report to understand the quality and quantity of candidates and hires by source to see the effectiveness of your hiring strategy.

Industry benchmarks in ATS-enabled Funnel and Source reports

Industry benchmarks are given only for conversion rates. The industry benchmarks include data that is synced between LinkedIn Recruiter and your ATS. For the industry benchmarks reporting to show all data, the application, candidate identity, and job data must be synced.

If the data isn’t complete in the ATS, it won't be complete within the report. Based on the data quality within the ATS, the report might not show complete data. Also, the data can look different in the report due to LinkedIn funnel stage standardizations.

Industry benchmarks are collected in three different time frames and are calculated as a percentage for your performance versus other companies in your sector.

* Past 6 months
* Past 1 year
* Past 2 years

The start of the date range determines the time frame. For example, if a start date of 2 months back falls within the "past 6 months" time frame, the industry benchmark will be the same if the start date is 4 months ago because it’s still within the “past 6 months” time frame.

ATS-enabled Funnel report

The Funnel report shows how people move through your recruiting pipeline - from being aware of your company to getting hired - allowing you to understand and optimize recruiting. The report displays two charts: the **Hiring funnel** chart, which shows how people move through your hiring funnel, and the **Metric trend** chart, which can help determine how actions and investments impacted candidate volumes over time.

#### Industry benchmarks in the Funnel report

Industry benchmarks only support the filters listed in the table below; other filters will be ignored:

|  |  |
| --- | --- |
| **Accepted filters** | **Ignored filters** |
| one benchmark industry   one benchmark industry + a single **Geo Country**  one benchmark industry + a single **Function**  one benchmark industry + a single **Seniority**  one benchmark industry + a single **Geo Region** (in addition to **Geo Country**)  one benchmark industry + several **Functions** (in the group-by module)  one benchmark industry + several **Seniority** levels (in the group-by module) | one benchmark industry + a single **Function** + a single **Seniority** |

#### Run the Funnel report

To run the Funnel report, review and revise your filters on the left side of the page. When you change the global filters, the report will update accordingly. For example, selecting **Function** and **Seniority** narrows down performance within these candidate pools.

When you run your report, keep the following in mind:

* You can change the **Hiring funnel** chart and **Metric trend** chart view to see different data. To do this, next to **View by:**, select **Number of candidates** or **Conversion rate** from the dropdown to change the view of the chart.
  + The **Number of candidates** view shows how many candidates passed through each stage of the hiring funnel.
  + The **Conversion rate** view shows the performance throughout the stages in the candidate journey and compares to industry benchmarks.
* The default industry benchmark selector is the same industry categorization as listed on your company's LinkedIn Career Page. It displays the industry benchmark selector for your company's industry sector. You can select a different industry using the **Compare to industry:** dropdown menu at the top of the report.
* Industry benchmarks are given only for conversion rates and are visible in the **Conversion rate** view.
  + In the **Hiring funnel** chart, the bar indicates your company’s rate. Hover over the purple dot on any bar to see the industry benchmark for that metric.
  + Industry benchmarks in the **Metric trend** chart ignores all **Function**, **Seniority**, and **Location** filters.
  + When your trend is above the industry trend, that shows your conversion rate is higher compared to the industry trend.
  + When your trend is below the industry trend, that shows your conversion rate is lower compared to the industry trend.

ATS-enabled Source report

The ATS-enabled Source report leverages LinkedIn standardization and the LinkedIn touch attribution to improve data quality.

#### Benchmarks in the Source report

Benchmarks only support the filters listed in the table below. You can layer the company size, industry, and the filters listed in the "Accepted filters" table below; other filters will be ignored.

|  |  |
| --- | --- |
| **Accepted filters** | **Ignored filters** |
| one industry + one company size benchmark  one industry + one company size benchmark + a single **Geo Country**  one industry + one company size benchmark + a single **Function**  one industry + one company size benchmark + a single **Seniority** | one industry benchmark + two **Functions**. **Note:** This will be treated as one industry benchmark  one industry benchmark + a single **Function** + a single **Seniority**. **Note:** This will be treated as one industry benchmark |

#### Run the Source report

To run the Source report, review and revise your filters on the left side of the page. When you change the global filters, the report will update accordingly. For example, selecting **Function** and **Seniority** narrows down performance within these candidate pools.

When you run your report, keep the following in mind:

* The insights cards show an overview of your sources and their performance. Hover over the  **tooltip** icon on an insights card to see what filters your industry benchmark is calculated on.
* The **Source Categories** section shows where your candidates are coming from. You can click on any source category to drill down into the individual sources. Hover over the source category chart above **Conversion rate**, **Avg. time to hire**, or **Source quality** to see the industry benchmark.
* The **Source Details** section provides more information on the sources under each source category.
* The **Source Trends** section allows you to select a source metric and understand how that metric performs over time.