**Recruiter Pipeline Report – Terms and Definitions**

The LinkedIn Recruiter Pipeline Report includes metrics to help you identify trends in your hiring process.

All reports are in Universal Coordinated Time (UTC +0). Any activity can take up to 48 hours to appear in your reports.

Pipeline Report stages for candidates will only appear if **Automated Pipeline Stage** is or was previously enabled on your contract. The Pipeline Report will only show candidates in the **Uncontacted** (in-review), **Contacted**, and **Replied** stages who have been moved manually or by Automated Pipeline Stages.

Here’s a list of commonly used terms for the Pipeline Report and their definitions.

Sourcing Pipeline metrics

The following metrics are included in the **Sourcing Pipeline** module:

* **Candidate Activity**: The number of candidates in a given stage during the selected date range.
  + **Calculation**: Number of candidates already in stage before the start date + number of candidates who **Moved into stage** during the selected date range.
  + Note: Number of candidates already in the stage before the start date = Number of candidates who moved into the stage before the start date - the number of candidates who moved out of the stage before the start date.
* **Moved into stage**: Number of candidates who moved into a new pipeline stage from any previous stage during the selected date range based on selected filters.
* **Remained in stage**: Number of candidates who didn't move to a new pipeline stage during the selected date range regardless of the move in date based on selected filters.
  + **Calculation**: **Candidate Activity** - number of candidates who moved out of stage during the date range regardless of the moved in date
* **Archived**: The number of candidates who were archived from a given stage in the pipeline during the selected date range based on selected filters.

The following conversion rate metrics are included in the **Sourcing** **Pipeline** module:

* **Moved into stage conversion rate**: The percentage of candidates who were moved into a stage from the previous stage during the selected date range out of the total candidate activity in the stage.
  + **Calculation**: Moved to next stage / Candidate Activity
* **Remained in stage conversion rate**: The percentage of candidates who remained in a stage during the selected date range out of the total candidate activity in the stage.
  + **Calculation**: Stayed in Stage / Candidate Activity
* **Archived conversion rate**: The percentage of candidates archived out of stage during the selected date range out of the total candidate activity in the stage.
  + **Calculation**: Archived / Candidate Activity

Average Time to Source metrics

The **Average Time to Source** module shows the average time from when a Recruiter-sourced candidate enters the pipeline to when the candidate conveys interest (or disinterest) in the opportunity.

* **Calculation**: **Average time to source** = Average for all candidates that moved into the replied stage during the selected date range (Date candidate is moved to Replied stage – date the candidate was added to the pipeline)

The **Time Spent in Stages** shows the average number of days all candidates hired during a selected time period spent in a given stage.