

# Talent Acquisition Performance And Strategic Insights

- Our Campus Recruitment Drives have consistently achieved the highest offer acceptance rate at 90.91%, while applications from Agencies drive superior overall funnel conversion.
- Optimal offer acceptance is achieved with a 30-60 day process duration, suggesting this timeframe balances thoroughness with candidate engagement.

Application Year

2020

2023



Department And Position

All

Candidate Type

All

4959

Candidates

124

Offers

96

Offers Accepted

## Standard Deviation Of Days For Each Recruitment Stage

8.63

New Application To Phone Screen

8.42

Phone Screen to In-House

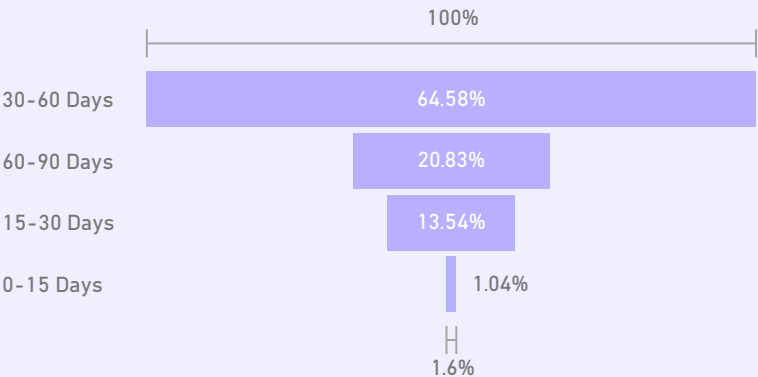
9.06

In-House to Offer Sent

Avg. Days To Offer

47.06

## Offer Acceptance Trend By Process Duration



## Furthest Stage Reached By Candidates By Source

Application Source	New Application	Phone Screen	In-House Interview	Offer Accepted
Advertisement	72.55%	14.43%	11.82%	1.20%
Agency	58.75%	19.84%	18.68%	2.72%
Campus Event	53.71%	19.03%	22.26%	5.00%
Campus Job Board	73.58%	13.72%	11.61%	1.09%
Career Fair	71.85%	15.37%	10.95%	1.83%
Internal Referral	40.91%	29.55%	29.55%	
Outsourced	73.21%	10.71%	14.29%	1.79%
Website	62.89%	18.72%	16.42%	1.97%
All Sources	68.22%	15.82%	14.01%	1.95%

## Top 3 Positions With Highest Average Days To Offer

Financial Analyst

59.50

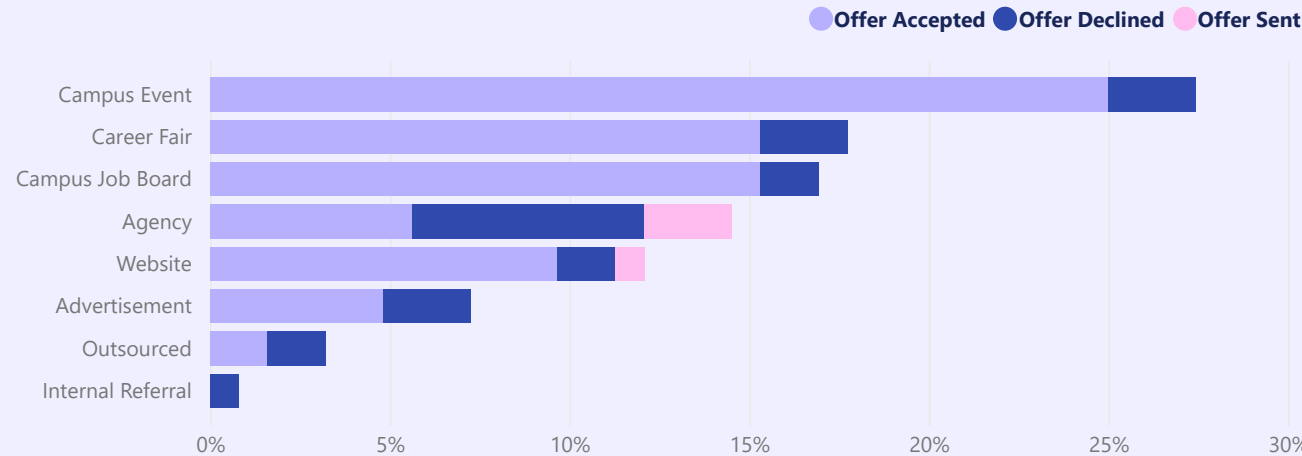
IT Analyst

55.33

UX Designer

54.00

## Percentage Of Offers By Source of Application



## Offer Acceptance By Highest Degree

