



% of offers accepted by first choice applicant

	Okanagan			Vancouver			UBC		
	2010	2011	2012	2010	2011	2012	2010	2011	2012
Staff	99%	99%	99%	99%	99%	99%	99%	99%	99%
Faculty	NA	NA	NA	NA	NA	NA	NA	NA	NA

Description

The metric is a proxy for understanding how often we are unable to finalize an offer with our preferred candidate. Understanding what job families (staff) we have difficulty recruiting for will assist us in adjusting our recruiting tactics.

- % offers accepted by first choice applicant is collected through e-recruit (HRMS), the online recruiting software
- Faculty information will be reported when faculty e-recruit is rolled out (2013) and one year has passed
- The quality of this metric is impacted by the department recruiter answering the question correctly.

Calculation:

Total number of recruited candidates identified as first choice in a calendar year in e-recruit X 100
 Divided by
 Total number of positions posted in e-recruit in a calendar year

Person with lead responsibility for this metric: Director, HR Integrated Strategies

Data collection will be from: HRMS

Date: Calendar Year

Explanation of Results

This metric captures the percentage of offers accepted by first choice applicant. This information is collected through e-recruit (HRMS), the online recruiting software, and is reported by hiring departments. You will note that the percentage reported is exceptionally high for staff. Should there be a decline in the percentage of first choice applicants declining the offer of employment, then a review would be conducted to determine what element of the offer was impacting the hiring process.

Recommended Action

- With the roll out of faculty online recruiting, begin to report faculty data in 2013/2014.