



Consulting and Training | Reach New Heights

Course Name

Data-Driven Recruitment Reporting and Insights

Sector Name

HR Strategy and Training

Document Type

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Data-Driven Recruitment Reporting and Insights

Course Introduction

This training program is designed to help HR and talent acquisition professionals move beyond intuition and adopt a data-centric approach.

Participants will learn to collect, analyze, and report on recruitment metrics to improve hiring performance, forecast trends, and align talent strategies with business goals.

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Data-Driven Recruitment Reporting and Insights

Target Audience

- ✓ Talent Acquisition Managers and Specialists
- ✓ HR Analysts and Reporting Professionals
- ✓ HR Business Partners
- ✓ Recruitment Operations and Employer Branding Leads
- ✓ Workforce Planning and Strategy Professionals
- ✓ Professionals seeking to upskill in HR analytics and data visualization

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Data-Driven Recruitment Reporting and Insights

Learning Objectives

- ✓ Understand the principles of data-driven recruitment and its strategic importance.
- ✓ Identify key metrics and KPIs to track recruitment effectiveness.
- ✓ Learn how to build dashboards and reporting frameworks.
- ✓ Use data to evaluate sourcing channels, cost per hire, time to fill, and quality of hire.
- ✓ Apply analytics to improve diversity, candidate experience, and recruiter efficiency.
- ✓ Translate raw recruitment data into actionable business insights.
- ✓ Ensure ethical and compliant use of recruitment data.

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Course Outline

✓ Day 01

Introduction to Data-Driven Recruitment

- ✓ The shift from intuition to insight in modern recruiting
- ✓ Benefits of data-driven hiring decisions
- ✓ Overview of data types in recruitment
- ✓ Role of data in candidate sourcing, selection, and experience
- ✓ Understanding the recruitment funnel from a metrics perspective
- ✓ Tools and systems used in recruitment analytics
- ✓ Aligning recruitment reporting with organizational goals

Core Recruitment Metrics and KPIs

- ✓ Time to fill and time to hire: definitions and benchmarks
- ✓ Cost per hire and its influencing factors
- ✓ Source of hire effectiveness: tracking and comparing channels
- ✓ Quality of hire: pre- and post-hire measures
- ✓ Offer acceptance rate and candidate drop-off
- ✓ Diversity hiring metrics
- ✓ Building a recruitment KPI scorecard

Data Collection and Cleaning Techniques

- ✓ Data sources: ATS, career portals, social media, assessments
- ✓ Best practices in data collection and integrity
- ✓ Avoiding duplication, bias, and missing data
- ✓ Structuring data fields in ATS systems
- ✓ GDPR and data privacy considerations in recruitment
- ✓ Data normalization and consistency
- ✓ Common mistakes in recruitment data handling

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Course Outline

✓ Day 02

Reporting Frameworks and Dashboards

- ✓ Recruitment reporting hierarchies: operational vs strategic
- ✓ Static reports vs dynamic dashboards
- ✓ Recruitment reporting cadence: daily, weekly, monthly
- ✓ Tools for dashboard creation: Power BI, Tableau, Google Data Studio
- ✓ Designing stakeholder-focused dashboards
- ✓ Visualizing recruitment KPIs for decision-makers
- ✓ Communicating insights through storytelling

Analyzing Sourcing Channel Effectiveness

- ✓ Identifying and tagging sourcing channels correctly
- ✓ UTM tracking and source attribution in recruitment
- ✓ ROI analysis for paid vs organic channels
- ✓ Cost-per-source analysis: job boards, referrals, social media
- ✓ Conversion rates across sourcing channels
- ✓ Predictive insights on source performance
- ✓ Optimizing budget allocation using sourcing data

Time, Cost, and Efficiency Analytics

- ✓ Mapping recruitment workflows and time bottlenecks
- ✓ Measuring recruiter productivity and workload
- ✓ Analyzing requisition aging and pipeline velocity
- ✓ Cost breakdown: advertising, screening, tools, admin
- ✓ Reducing delays in decision-making using data
- ✓ Time-to-productivity vs time-to-hire
- ✓ Enhancing efficiency using automation and AI

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Course Outline

✓ Day 03

Candidate Experience and Funnel Analytics

- ✓ Defining candidate experience KPIs
- ✓ Application abandonment rate and funnel leaks
- ✓ Engagement tracking through recruitment CRM
- ✓ Candidate Net Promoter Score (cNPS)
- ✓ Email open/click rates and event attendance analytics
- ✓ Impact of experience on employer brand
- ✓ Using feedback loops to improve journey touchpoints

Quality of Hire and Post-Hire Metrics

- ✓ Linking pre-hire metrics with post-hire outcomes
- ✓ Retention and performance tracking by source
- ✓ Hiring manager satisfaction and feedback analytics
- ✓ Onboarding survey data and early attrition
- ✓ Predicting success using candidate data
- ✓ Building a feedback model for continuous improvement
- ✓ Integrating performance management data into hiring insights
- ✓ Exploring Advanced Recruitment Analytics and Forecasting
- ✓ Trend analysis and historical benchmarking
- ✓ Using machine learning in resume screening and sourcing

- ✓ Bias detection in AI recruiting tools
- ✓ Forecasting hiring needs using internal and external data

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Oct. 26, 2026	Oct. 28, 2026	3 days	1550.00 \$	Virtual , Online
Feb. 1, 2027	Feb. 3, 2027	3 days	4950.00 \$	USA , Los Angeles
April 26, 2027	April 28, 2027	3 days	3250.00 \$	UAE , Dubai
July 19, 2027	July 21, 2027	3 days	3250.00 \$	UAE , Abu Dhabi

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