

# Data Driven Recruitment

Driving recruitment performance measurement; supply & demand advisory and internal attrition risk monitoring.

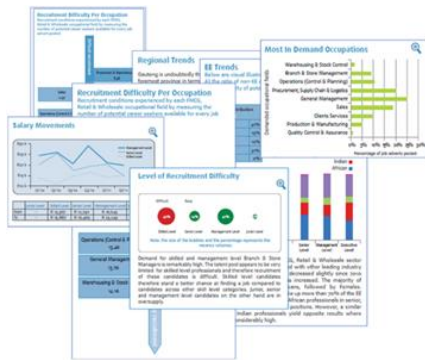
To be competitive you have to understand whom you are competing against and how you measure up to that performance.

Speak to us about what our data insights can tell you about your recruitment performance, the supply and demand of talent in South Africa and the possible internal attrition risks we foresee in your organisation.

Use our data to set and measure your recruitment objectives, be even more proactive in your recruitment and to constructively guide and advise your hiring and executive management 'people' expectations.

## 1. Supply & Demand Analysis

Providing supply and demand data for customers for them to guide and advise their own hiring managers on the availability of talent (based on location, age, gender, qualification, years of work experience and Black Economic Empowerment (BEE) demographics).



## 2. Role Insights

This analysis uses our collective CV data to surface job title specific information on the availability of talent, at which companies they are working, whom else is hiring the same talent, common job titles, skills, salary offerings, spread of BEE and even the spread of time job seekers stay in this role.



Use this data to enhance your talent targeting or to guide the use of our systems by searching or advertising more common job titles, ranges of common skills and even specific employers of this talent. Set alerts to be notified when new talent with these skills or job titles register or update their CVs on our database.

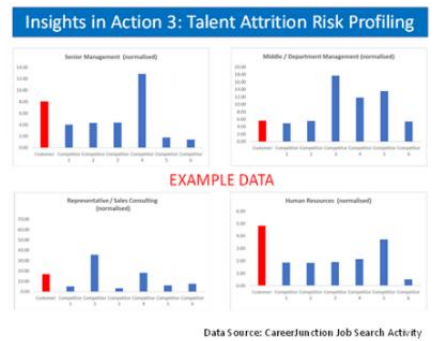
Plan your talent retention or future skills mapping using our career pathing and tenure data that shows what jobs talent has moved from in their careers to get into the future roles and what skills we can see are common amongst those movers.

## 3. Talent Flight Risk

Advising our customers on their Talent Flight Risk based on anonymous employee search activity on our sites.

COIN	Total applications by Customer's current staff base & insights	NS	Applications during the last 6 months	Job Category	Job Sub-category	Applications during the last 6 months	Job Category	Applications during the last 6 months	Total Customer's applicants (last 6 months)	100
Recruitment Agency	26	Other	175	13%	Information Technology	179	14%	Information Technology	179	14%
Recruitment Agency	26	Information Technology	284	14%	Other	175	14%	Other	175	14%
Recruitment Agency	23	Business & Management	83	9%	Business & Management	169	13%	Business & Management	169	13%
Recruitment Agency	23	Finance	47	5%	Finance	169	13%	Finance	169	13%
Recruitment Agency	21	Sales	46	3%	Administrative / Sales Consulting	46	3%	Sales	46	3%
Recruitment Agency	21	Information Technology	21	2%	Administrative / Office & Support	61	6%	Administrative / Office & Support	61	6%
Recruitment Agency	21	Administrative / Office & Support	20	2%	Administrative / Office & Support	20	2%	Administrative / Office & Support	20	2%
Recruitment Agency	20	Business & Management	20	2%	Human Resources / Director	14	1%	Manufacturing & Assembly	25	2%
Recruitment Agency	20	Business & Management	20	2%	IT Project Development / Management	14	1%	Architecture & Engineering	22	2%
Recruitment Agency	18	Business & Management	18	1%	Construction / Building & Construction	17	1%	Manufacturing & Assembly	17	1%
Recruitment Agency	18	Information Technology	14	1%	Manufacturing & Assembly	14	1%	Manufacturing & Assembly	14	1%
Recruitment Agency	18	Finance	14	1%	Design, Media & Arts	10	1%	Design, Media & Arts	10	1%
Recruitment Agency	14	Finance	14	1%	Legal	9	1%	Legal	9	1%
Recruitment Agency	14	Information Technology	14	1%	Cleaning, Maintenance & Repair	6	1%	Cleaning, Maintenance & Repair	6	1%
Recruitment Agency	14	Business & Management	14	1%	Medical & Health	6	1%	Medical & Health	6	1%
Recruitment Agency	13	Administrative / Office & Support	13	1%	Education, Training & Library	5	1%	Education, Training & Library	5	1%
Recruitment Agency	13	Finance	13	1%	Security & Emergency Services	5	1%	Security & Emergency Services	5	1%
Recruitment Agency	9	Information Technology	12	1%	Accounting	12	1%	Accounting	12	1%
Recruitment Agency	9	Sales	12	1%	Business & Management	12	1%	Business & Management	12	1%
Recruitment Agency	9	Business & Management	10	1%	Administrative / Operations Consulting	10	1%	Administrative / Operations Consulting	10	1%
Recruitment Agency	9	Human Resources	9	1%	Human Resources	9	1%	Human Resources	9	1%
Recruitment Agency	9	Business & Management	9	1%	Business Development	9	1%	Business Development	9	1%
Recruitment Agency	9	Finance	9	1%	Financial Analysis	9	1%	Financial Analysis	9	1%
Recruitment Agency	9	Manufacturing & Assembly	9	1%	Quality Control	9	1%	Quality Control	9	1%
Recruitment Agency	9	Finance	9	1%	Payroll & Wages	9	1%	Payroll & Wages	9	1%
Recruitment Agency	9	Business & Management	8	1%	Self-Recruitment / Selection	8	1%	Self-Recruitment / Selection	8	1%

Comparison - Increased Job Search Activity for specific roles



Another view of this attrition risk data looks at which companies and for what categories of jobs your employees are currently applying. This data surfaces the names of companies and the volumes of applications made to these organisations. Data considers total applications made and unique applications (and is split to show what volume of these applications are from BEE staff).

Again no personally identifiable information is shared.

## 4. Our Competitive Recruitment Analysis

Producing competitive recruitment insights for our customers to show how their ability to attract talent compares to that of other companies that are advertising for the same roles.

