

The FIRM Analytics powered by Brightfield



The FIRM, in partnership with Brightfield Strategies, are delighted to jointly offer free talent acquisition benchmarking data as part of our premium membership. The data is delivered through Talent Data Exchange (TDX), a leading workforce analytics platform.

Better decision making with Talent Data Exchange (TDX)

TDX is an independently-curated secure repository of actual transactional talent acquisition data from Fortune 2000 type companies that allows you to view highly informative benchmarks that will support and enable better programme decision making.

TDX Metrics

There are a range of key metrics that are available in TDX, giving you the ability to benchmark these metrics:

Time to Accept	Time from Requisition Approval to Offer Acceptance
Recruiting vs. Business	The proportion of time in the recruiting lifecycle that sits with each party
First Year Quality	A combined metric of submission ratios and retention of hires
Offer Acceptance	The ratio of offers accepted to offers submitted
Submittals to Hires	The ratio of candidates submitted to workers hired
Submittal Acceptance	The ratio of candidates submitted to candidates accepted
Reqs per Recruiter	The median number of open requisitions per recruiter
Hires per Recruiter	The median number of hires per recruiter
Source of Hire	The breakdown of what channels hired candidates were sourced by

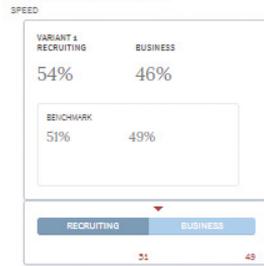
There are three important principles that underpin the data collected from TDX members;

- **Security** – Brightfield apply the highest standards of security to all data. The infrastructure has been audited by many organisations, including those with the very highest information security standards, such as banks and defence organisations
- **Anonymity** – No personal identifiable information is captured in the platform. Member company names are not captured in the platform. All metrics are based upon aggregated data from multiple organisations and no one company's data can be viewed by any user
- **Integrity** – Data is refreshed on a monthly basis and undergoes extensive quality checks to ensure that no poor quality data can undermine the quality of the metrics provided

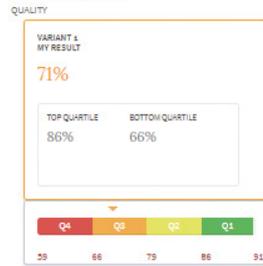
TIME TO ACCEPT



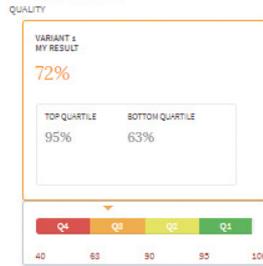
RECRUITING VS. BUSINESS



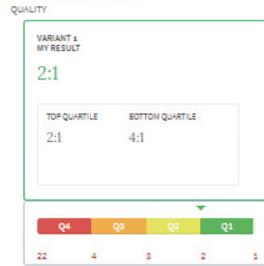
FIRST YEAR QUALITY



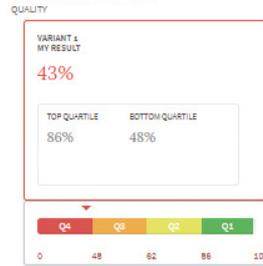
OFFER ACCEPTANCE



SUBMITTALS TO HIRES



SUBMITTAL ACCEPTANCE



REQ'S PER RECRUITER



HIRES PER RECRUITER



SOURCE OF HIRE



FILTER

Variant 1 | Variant 2 | Compare

Variant 1

Benchmark Member

Member: Saratoga

Benchmark Against: All

Effective Date: Last Year

Country: United States

Industry: All

Job Class: All

Job Title: All

Job Type: Standard Role

Requisition Type: Open FTE Demand

Candidate Type: All

Business Days Calendar Days

[MORE FILTERS](#)

[UPDATE](#) [Save](#) [Reset](#)

SAVED VARIANT PROFILES

Benefits

The TDX tool will allow you to track and monitor your TA activity to aid:

- **Quality** – use the visibility of programme performance to deliver quality hires across your business
- **Efficiency** – understand areas of good performance vs. areas of concern, helping you to pinpoint and action efficiencies
- **Cost** – effective cost control requires visibility of KPIs both to ensure it's set at the right level and how it's performing
- **Risk** – visibility of programme performance and being able to gauge how that performance compares in the market enables you to mitigate risk

How to get TDX

Access to The FIRM Analytics and TDX is free for all premium members of The FIRM, meaning for your annual £199 membership fee, you can have this tool at your fingertips.

The team at Brightfield will help you set up the system and embed your data in a few simple steps.

To find out more, contact info@thefirm-network.com

If you're currently not a premium member of The FIRM, you can register now at www.thefirm-network.com or by emailing info@thefirm-network.com