

## 14C.116F19 AHR Efficiency Measure: Days to Hire

### Description

The average number of calendar days it takes to hire employees (excluding ATCS) will be reduced to 80-days by September 30, 2014

Special Designations: Corporate Priorities

### Commentary (September 2014)

4QFY14 reports will be available in October 2014. In previous years, 4th Quarter is usually lower due to year end hiring with LOBs need to fill position before fiscal year end. However, 4QFY14 is at risk as 3Q reported the average at 90 days with LOB overages in Vacancy Close at 12 days vs. 10 days, Selection at 34 days vs. 21 days and employee Entrance on Duty at 16 days vs. 14 days.

### Commentary (August 2014)

The average number of calendar days to hire in 3QFY14 is 90 days for all competitive announcements excluding the mission critical positions. In previous years, 4th Quarter is usually lower due to year end hiring. However, FY14 The risk is not meeting the required DOT/OPM end-of-year 80-day hiring expectation. LOB overages still impacting days to fill are Vacancy Close at 12 days vs. 10 days, Selection at 34 days vs. 21 days and employee Entrance on Duty was 16 days vs. 14 days. 4QFY14 reports will be available in October 2014.

### Status Table (Qualitative Metric)

Period	Actual
12/2013	Green
01/2014	Green
02/2014	Green
03/2014	Green
04/2014	Yellow
05/2014	Yellow
06/2014	Yellow
07/2014	Yellow
08/2014	Yellow
09/2014	Green

✓ Indicates that the item is complete.