

7 HIRING METRICS THAT ACTUALLY MATTER

A Scorecard for Smarter Supply Chain Recruiting Decisions

Too many hiring teams track what's easy to measure instead of what drives results. This scorecard highlights the seven most impactful metrics we recommend for logistics, transportation, and supply chain teams to improve hiring outcomes and build stronger teams.

The Scorecard Table

Metric	Why It Matters	How to Measure It
Quality of Hire	Connects hiring to performance and long-term value	Track manager satisfaction, performance ratings, engagement surveys
First-Year Retention	Highlights role fit and onboarding success	% of hires still with the company after 12 months
Offer Acceptance Rate	Measures how competitive your offer and candidate experience are	$\text{Offers accepted} \div \text{total offers made}$
Candidate Experience	Reflects employer brand and process effectiveness	Post-interview surveys (Net Promoter Score or simple 1-10 scale)
Time-to-Productivity	Tracks onboarding effectiveness, not just time-to-fill	Days until new hire reaches baseline output or KPIs
Source of Hire	Identifies most effective recruiting channels	Track hire origin: referral, recruiter, job board, LinkedIn, etc.

Need help turning these metrics into action?

We work with logistics and supply chain companies across North America to build hiring strategies that last.

