

Suggested Metrics for the Talent Management System

Suggested Metric	Description	Purpose
Turnover of Employees in Mission-Critical Occupations	Percent of turnover	To track turnover of Federal employees in mission-critical occupations by reason for leaving
Turnover of Employees in Mission-Critical Occupations during Probationary Period	Percent of turnover among those serving in their probationary period	To determine how many new Federal employees in mission-critical occupations leave Federal service during their probationary period of employment and to determine whether their exit was voluntary or involuntary
Time To Hire	Average time from date vacancy closes to date offer is extended (expressed in working days)	To determine the efficiency of a critical phase of the Federal hiring process
Management Satisfaction with the Hiring Process	Management responses to items from Annual Employee Survey	To determine if hiring managers believe the recruitment and selection process achieves recruitment and retention goals
Applicant Satisfaction with the Hiring Process	A questionnaire published on OPM's USAJobs Web site	To determine if applicants have a favorable impression of the recruitment and selection process