# Talent Acquisition Performance Insights Report

## Introduction

This report provides an analysis of our talent acquisition performance, focusing on the average time-to-fill for open positions in Q3 2025. As an HR Generalist at Lee's Market, it is essential to understand the factors influencing our hiring process and identify areas for improvement. This report aims to provide actionable insights to optimize our recruitment strategies and ensure a steady supply of top talent.

## Hiring Trends in Q2 2025

Lee's Market has seen a steady increase in job applications from candidates with diverse backgrounds and skill sets. In Q2 2025, we received 500 new applications, a 12% increase from the previous quarter. Our hiring managers have been working diligently to review and shortlist candidates for our open positions. The quality of applications has been impressive, with many candidates showcasing exceptional experience and qualifications.

## FTEs and Seasonal Variations

As a result of our successful store expansion strategy, we have seen a significant increase in full-time equivalent (FTE) positions across our operations. In particular, our logistics and distribution team has seen a 15% growth in FTEs over the past year. This has allowed us to improve our inventory management and reduce stockouts by 8%.

## Recruitment Advertising Effectiveness

Our recent recruitment advertising campaigns have seen a 25% increase in engagement and a 10% increase in conversions compared to our previous campaigns. This success is attributed to our new ad targeting strategy, which focuses on specific job roles and candidate demographics. We are considering expanding our ad budget to further increase our recruitment reach.

## Talent Acquisition Metrics Analysis

Our talent acquisition metrics analysis has shown that our interview-to-offer ratio has improved by 5% over the past quarter. This is a result of our new interview process, which includes a skills assessment and a cultural fit evaluation. We are continuing to monitor and refine our hiring process to ensure the best possible fit for our team and company culture.

## Conclusion

The average time-to-fill for open positions in Q3 2025 is a critical metric for our talent acquisition team. This report highlights key trends, challenges, and opportunities for improvement. To optimize our recruitment strategies, we recommend adjusting our advertising budget and streamlining our hiring process. Further analysis of our talent acquisition metrics will be essential to ensure we meet our business objectives.