



The Maryland Department of Human Services Hiring Dashboard was developed to provide an accessible view of the department's hiring activity for direct service and supervisor positions. It was built in Google's Looker Studio so that it can be integrated with the Department's existing dashboards. The dashboard integrates application and hiring data into a single interactive reporting environment. It was designed to improve visibility into the hiring process. This supports workforce planning by making recruitment data easier for leaders, program managers, and human resources staff to use.

## What the Dashboard Does

The dashboard presents key indicators that are part of the recruitment pipeline. Key indicators include: application volume, hiring outcomes, selection ratios, and hiring timelines. Interactive visualizations allow users to examine trends in applications and hires over time. Users can also compare hiring patterns across job classifications, and assess variation in hiring efficiency across positions. A detailed breakdown by job title helps identify where recruitment demand is highest and where hiring processes may be slower or more selective.

The dashboard also provides insight into the applicant pool. Visualizations summarize applicant demographics, gender distribution, and the geographic origin of applicants. Data allow the department to better understand who is applying for positions and how recruitment efforts reach potential candidates. The dashboard also summarizes application dispositions. This helps users track how candidates move through the hiring process and where attrition occurs.

### The goals are to improve:



**Transparency** and allows stakeholders to monitor hiring activity more consistently across the department



**Data-informed decision-making** by helping users identify recruitment bottlenecks, evaluate hiring efficiency, and track trends in applicant pools over time

# Why This Matters for Leaders

1

Integrating recruitment data into a centralized and automated reporting tool can substantially reduce time spent on manual analysis.

2

Presenting hiring metrics through interactive dashboards allows technical and non-technical stakeholders to explore workforce trends and identify operational challenges.

3

Incorporating information about applicant characteristics and application outcomes can help agencies better understand recruitment reach and where candidates exit the hiring pipeline

Together, these elements demonstrate how analytics tools can be used to strengthen recruitment monitoring, support strategic workforce planning, and improve transparency in public-sector hiring processes.

## Dashboard Samples

