

Membership Recruitment Report

AIESEC in Turkey - Refers to Spring 2017 Recruitment

Member Recruitment



What can you find here?

Information about:

Attraction Phase

Talent Plan Realisation

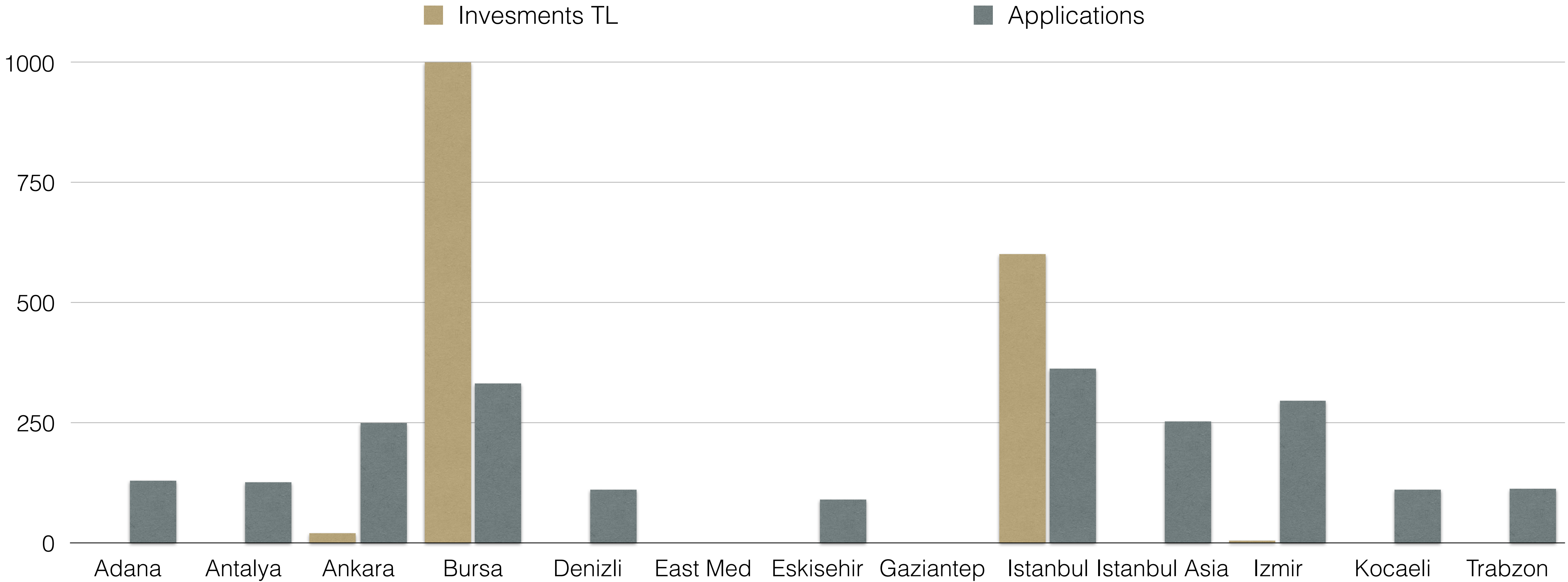
Talent Allocation

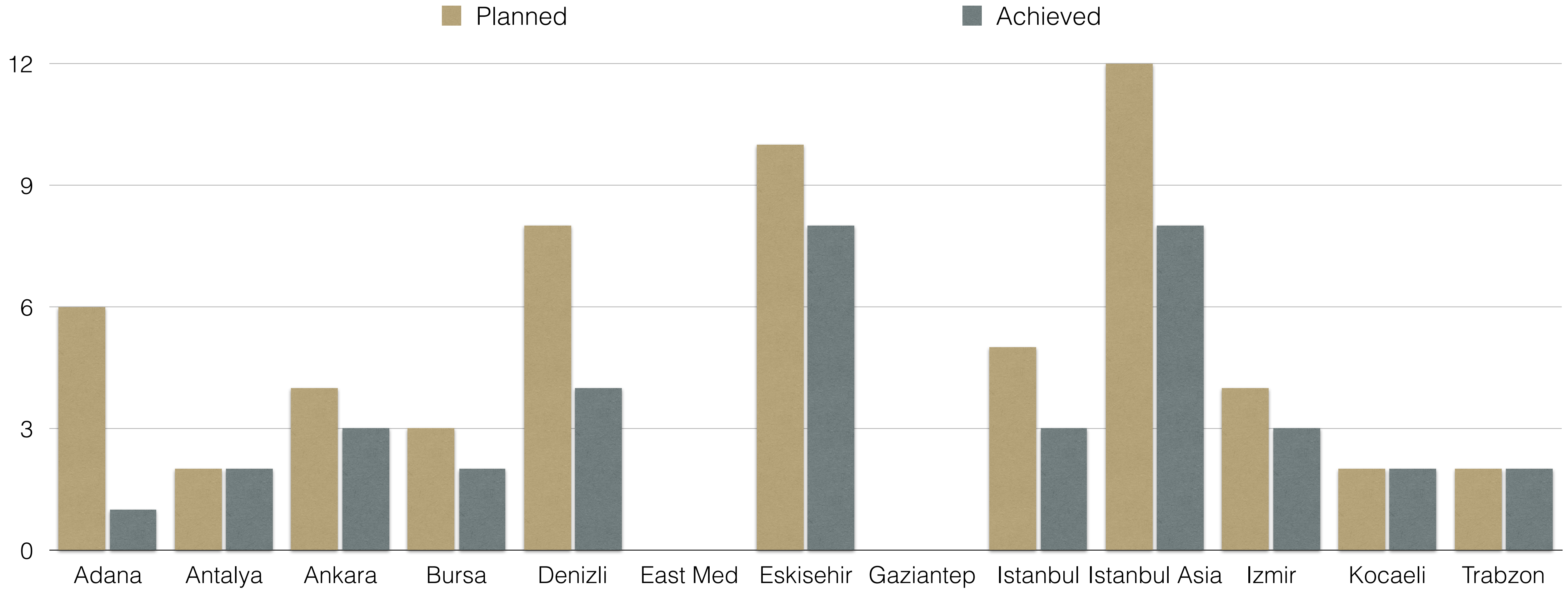
Conversion Rates

Induction Phase - General and Functional



Attraction







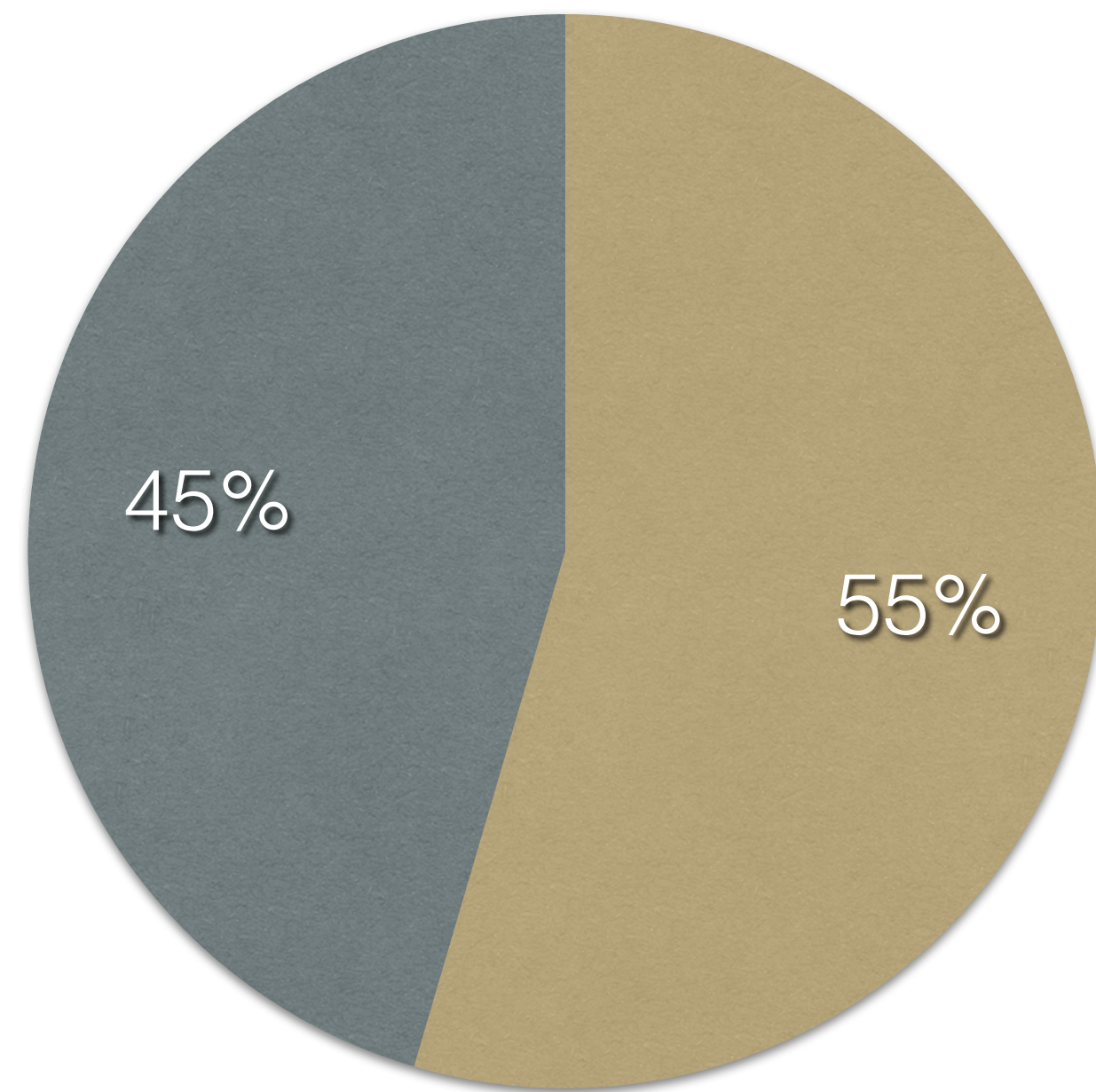
	Plan	Achieved
Adana	6	1
Ankara	4	3
Antalya	2	2
Bursa	3	2
Denizli	8	4
East Med	0	0
Eskisehir	10	8
Gaziantep	0	0
Istanbul	5	3
Istanbul Asia	12	8
Izmir	4	3
Kocaeli	2	2
Trabzon	2	2
Turkey	58	38





How did you integrate the previous EPs into AIESEC membership?

- Invitation, no selection process
- Reintegration Seminar + Interview



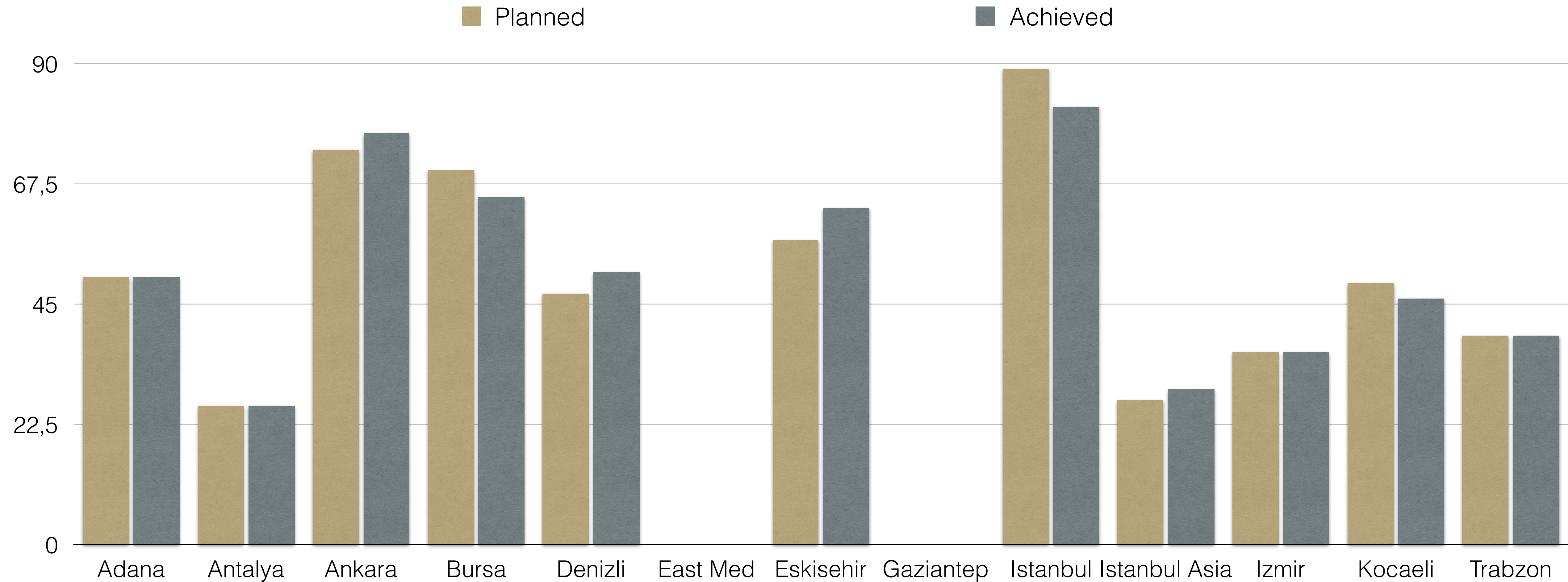
***Adana, Trabzon, Istanbul Asia, Bursa,
Denizli, Eskisehir***



Istanbul, Antalya, Kocaeli, Izmir, Ankara



Talent Plan



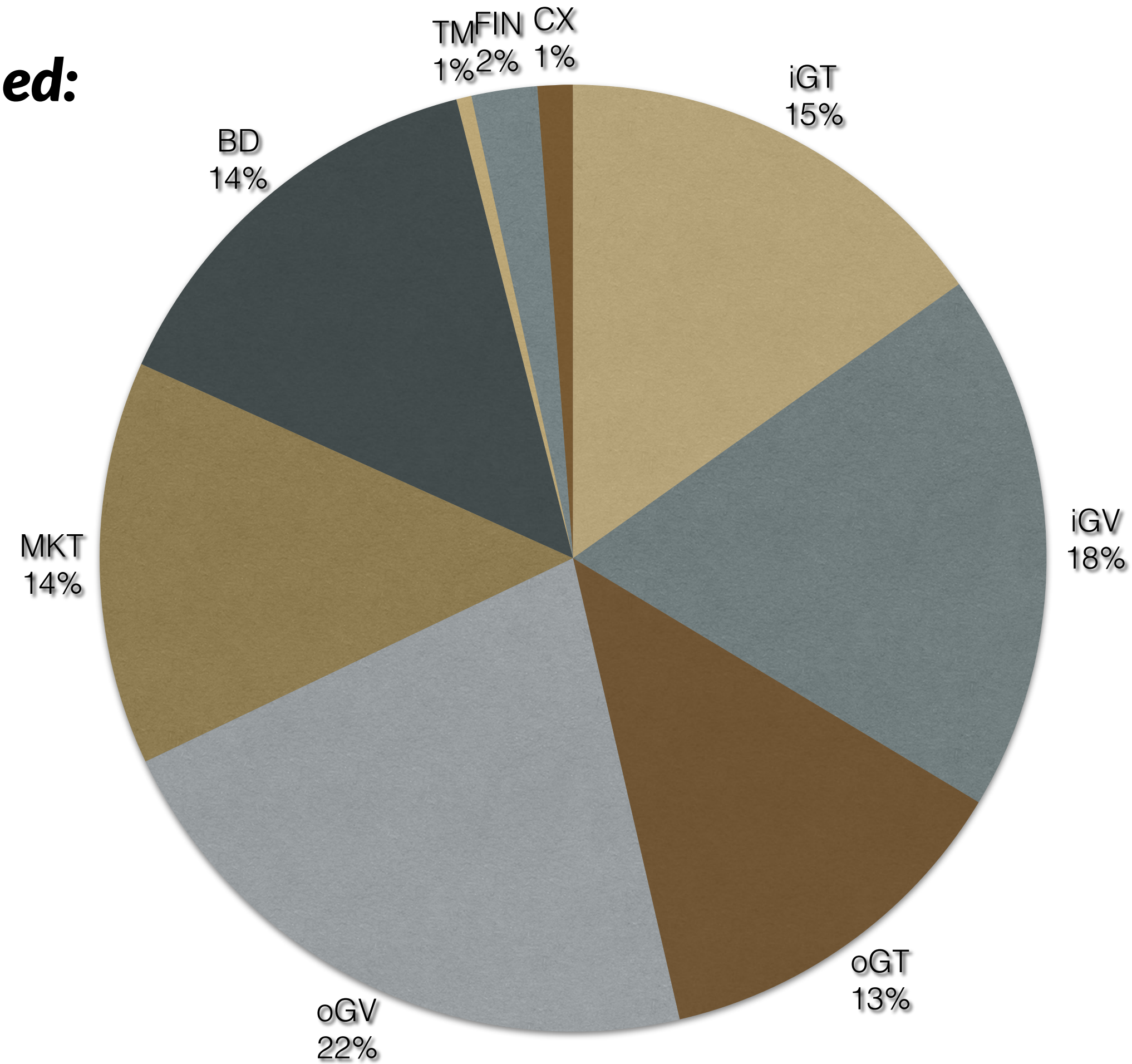
Talent Plan

	Plan	Achieved	Plan/Achieved
Adana	50	50	100%
Ankara	74	77	104%
Antalya	26	26	100%
Bursa	70	65	92%
Denizli	47	51	108%
East Med	0	0	-
Eskisehir	57	63	110%
Gaziantep	0	0	-
Istanbul	89	82	92%
Istanbul Asia	27	29	107%
Izmir	36	36	100%
Kocaeli	49	46	93%
Trabzon	39	39	100%
Turkey	564	564	100%

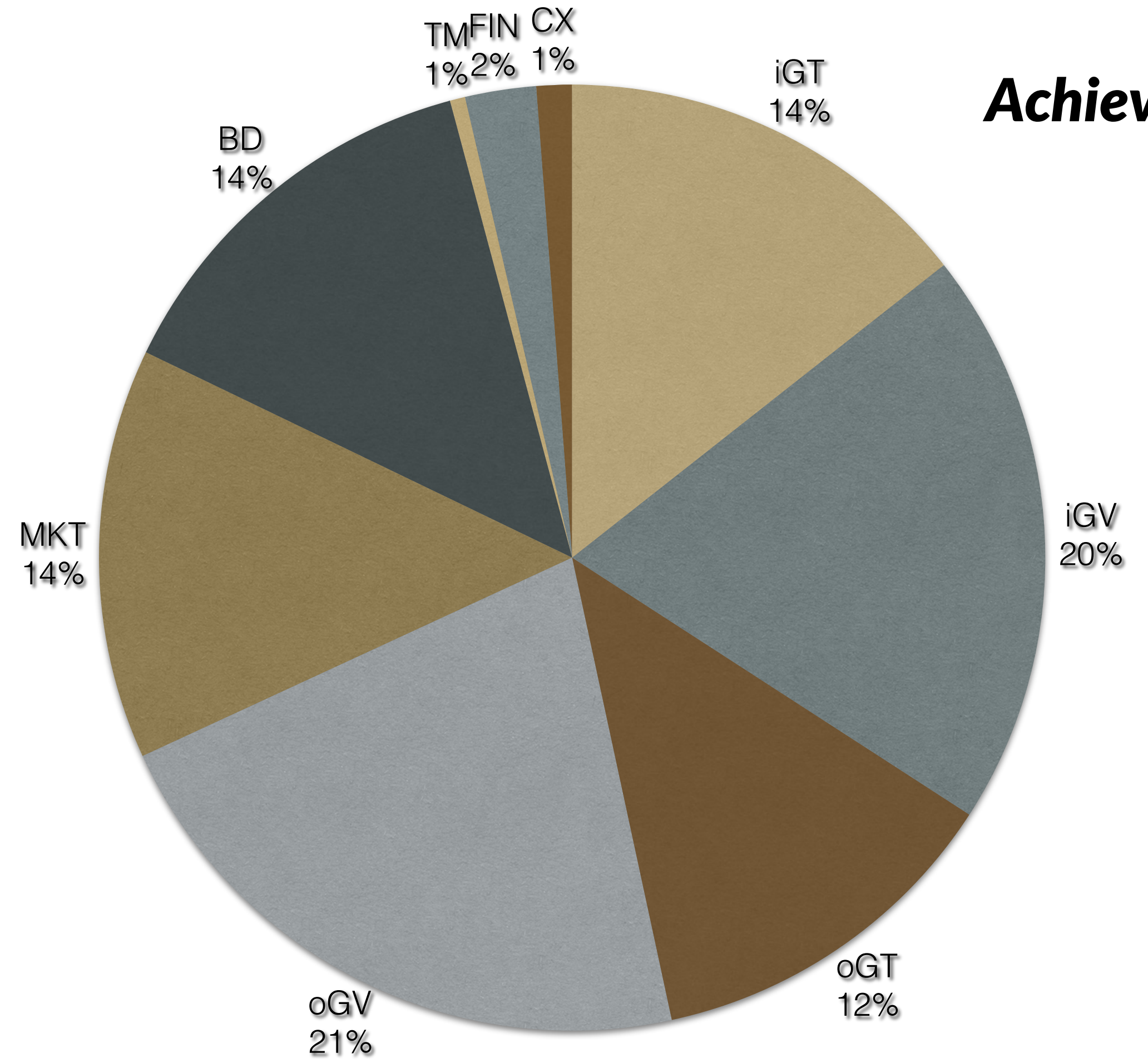


Talent Allocation

Planned:



Achieved:



Talent Allocation

	<i>Plan</i>	<i>Achieved</i>	<i>Plan/Achieved</i>
iGT	88	83	94%
iGV	107	114	106%
oGT	74	72	97%
oGV	125	124	99%
MKT	80	81	101%
BD	83	79	95%
TM	3	3	100%
FIN	13	14	101%
CX	573	570	99%



Induction

	General Induction	Functional Induction
Adana	5th March	4 days
Ankara	5th March	7 days
Antalya	25th February	7 days
Bursa	17th March	3 days
Denizli	20th February	5 days
East Med	-	0
Eskisehir	February	5 days
Gaziantep	-	-
Istanbul	-	5 days
Istanbul Asia	25th March	7 days
Izmir	19th February	14 days
Kocaeli	26th March	days
Trabzon	5th March	5 days



Conversion Rates

	Applications	Interviews	Recruited	Inducted
Adana	130	85	50	50
Ankara	250	191	77	75
Antalya	127	56	26	26
Bursa	331	120	65	50
Denizli	101	50	51	30
East Med	0	0	-	-
Eskisehir	90	80	63	63
Gaziantep	0	0	-	-
Istanbul	363	165	82	80
Istanbul Asia	253	116	29	27
Izmir	295	111	36	31
Kocaeli	110	90	46	46
Trabzon	113	123	39	39
Turkey	2163	1107	564	517



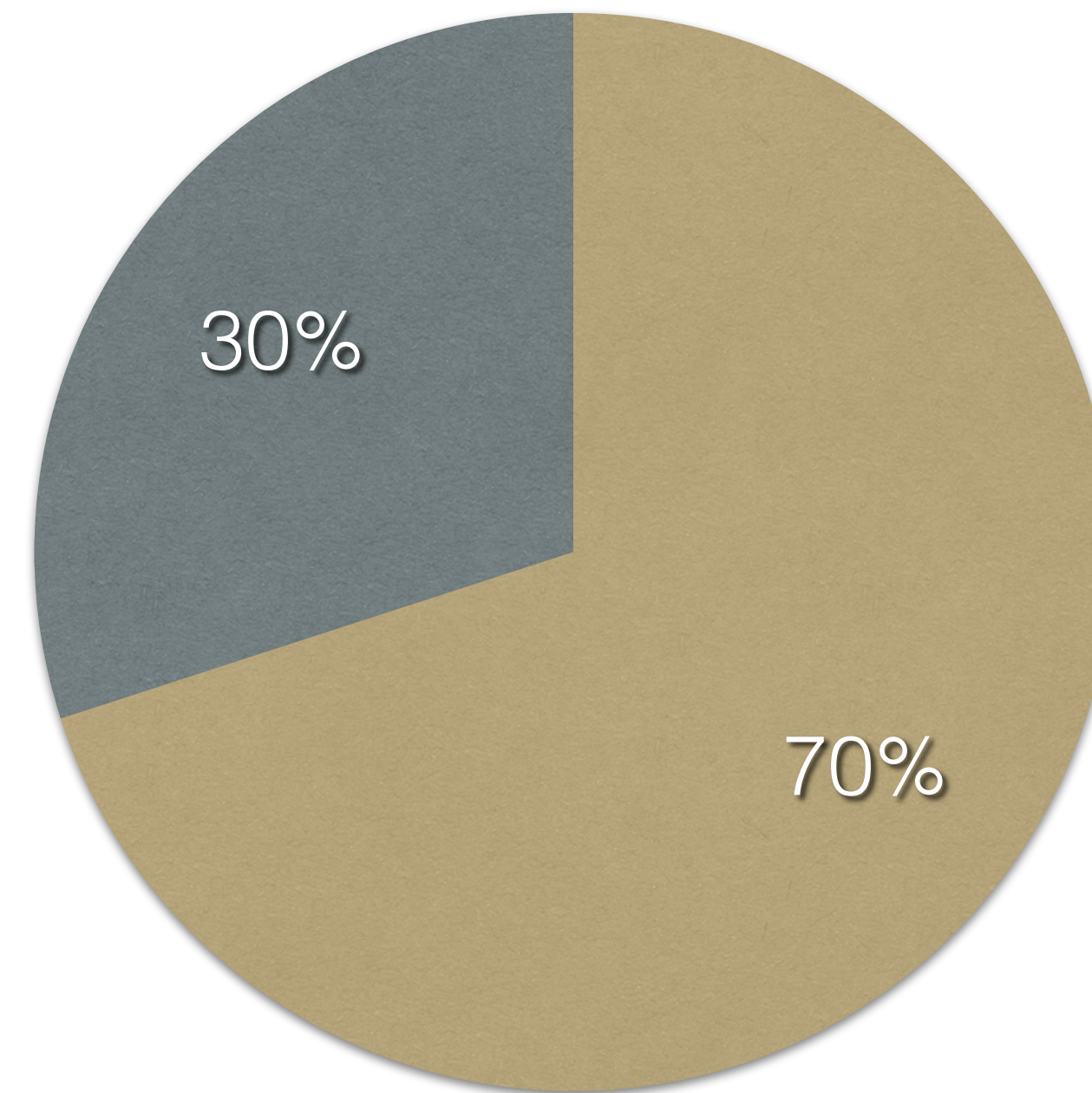
Planned Retention Rate

	RR in Q2 - Planned
Adana	40%
Ankara	90%
Antalya	40%
Bursa	60%
Denizli	70%
East Med	-
Eskisehir	80%
Gaziantep	-
Istanbul	60%
Istanbul Asia	60%
Izmir	70%
Kocaeli	70%
Trabzon	80%



National Alignment

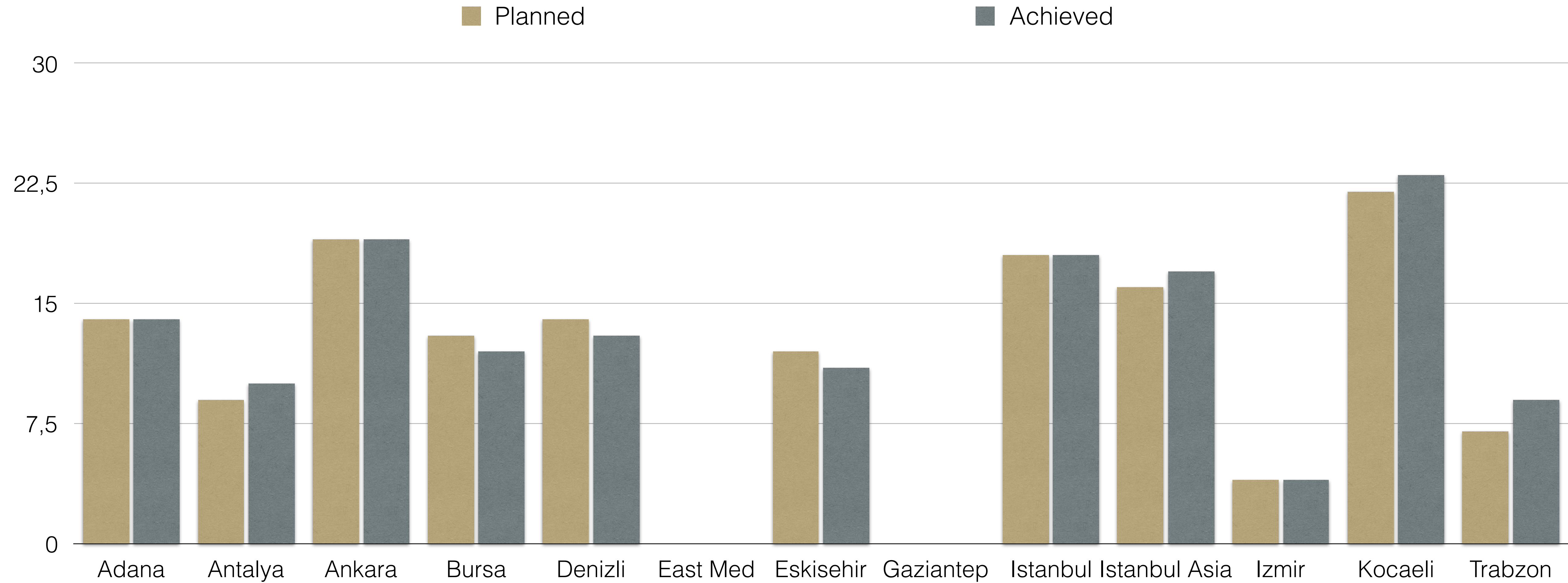
- Used National Recruitment Strategy
- Didn't use



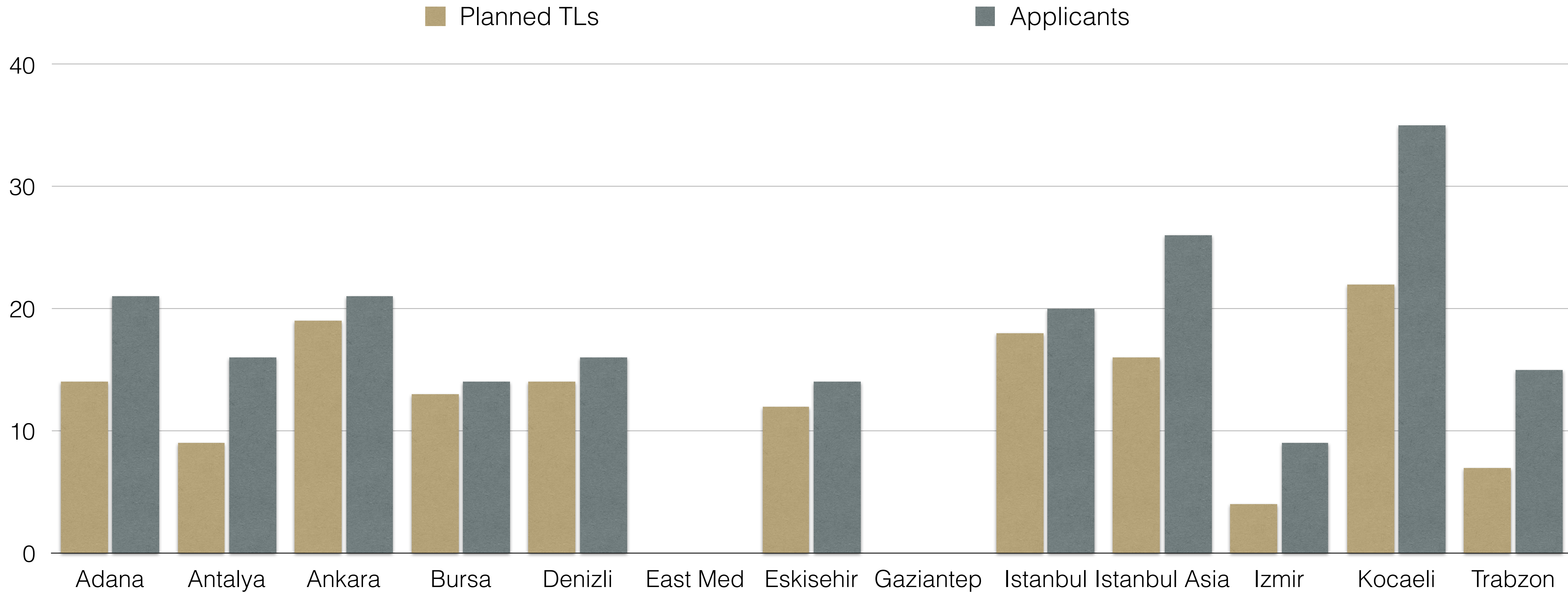


Team Leader Recruitment

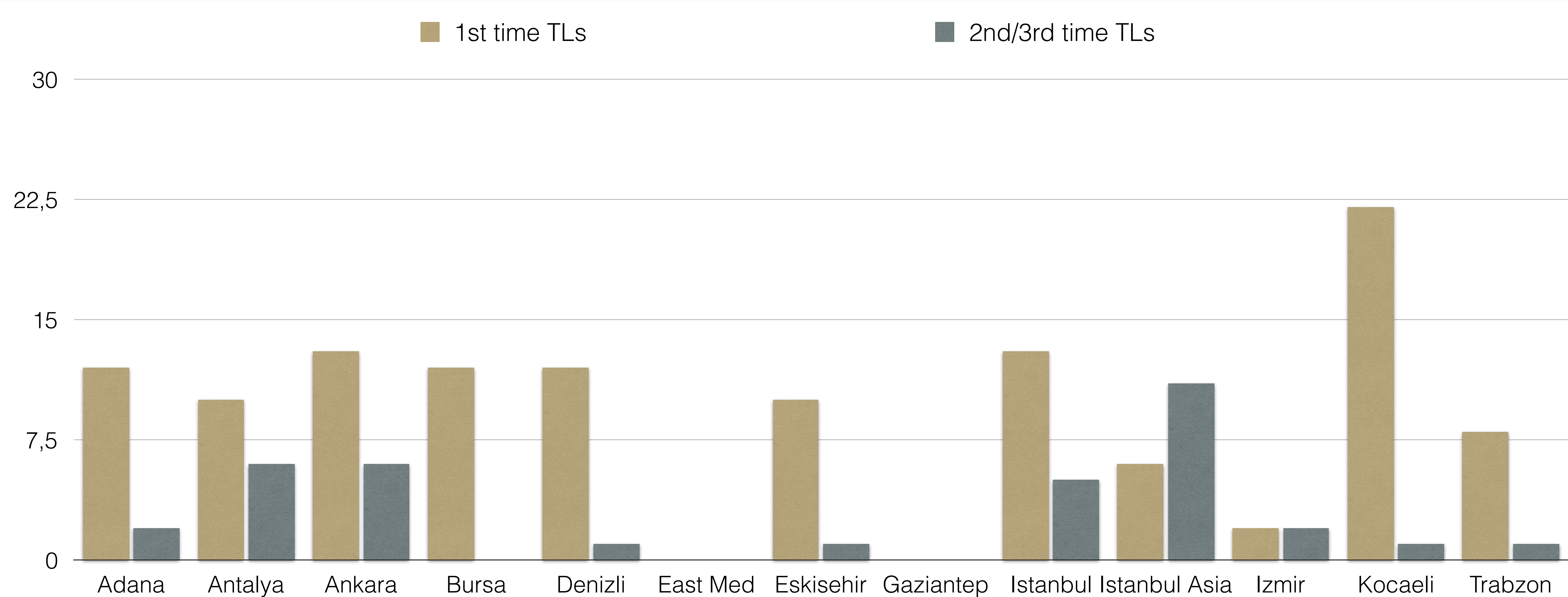
Talent Plan



Leadership Applicants



Maturity of Leadership Body



Overall Comments



Main Successes

Talent Selection

Agile Recruitment Duration

Quality of Induction



Main Learnings

National Guidelines need to be adapted by local realities

When you have a clear strategy, it's easy to control the whole process

Interview Methods



Congratulations for a
successful recruitment

