How to Use the Recruitment Dashboard

This is a guide to navigate the different features of the Recruitment Dashboard in the South Bend Police Department's Transparency Hub. The Recruitment Dashboard contains summarized information on attrition, hiring stages, and candidate demographic statistics.

Anatomy of the Dashboard

This is an overview of each visualization and its function on the dashboard.

Hiring Stage Overview Funnel

The overview of hiring stages allows you to see all the hiring stages that must be completed to be hired as a South Bend Police officer.

Hovering over each stage will show how many candidates, of those that applied, were in that hiring stage.

Clicking a hiring stage will filter the rest of the dashboard.

Select a hiring stage to show the demographic breakdowns of each stage

Overview by Hiring Stage

Submitted Application

Took Physical Test

Passed Physical Test

Completed Written Test

Passed Written Test

Completed Personal

Passed Personal

Completed Interview

Passed Interview

Passed Background

Passed Polygraph, Medical, Psych, and Hired

Last Hiring Stage All   **Submitted Application 886**

Candidate Count Boxes

When a hiring stage is not selected, the cumulative total count of candidates that submitted an application shows here.

When a hiring stage is selected, the count will change to the cumulative total count of candidates that remained in the selected hiring stage.

This box is a stagnant count that only updates when data from a new hiring cycle has been loaded.

For more information, go to https://southbendin.gov/2019/08/01/police-recruiting-data/

Remaining Candidates by Stage

3129

● Female
● Male
● Prefer not to answer
● Left Blank

Disqualified/
Withdrew/
Incomplete

1249

When a hiring stage is not selected, these charts show the demographic breakdown of the cumulative total of candidates that submitted an application.

When a hiring stage is selected, these charts show the demographic breakdown of the cumulative total of candidates remaining in the selected hiring stage.

Remaining Candidates by Ethnicity

507
7
423
278
2
106
1743

- Left Blank
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Isla...
- Prefer not to answer
- Two or More Races
- Unknown
- White

Remaining
didates by Stage

3129

Remaining Candidates by Gender

362
507
6
2254

- Female
- Male
- Prefer not to answer
- Left Blank

This data is sourced from the Open Data portal from our SBPD Recruiting tables.

Please note this data only reflects applications received on or after April 12, 2017, when the City of South Bend moved to a digital application process through MyStaffingPro.