### Indicator Information for Results Framework

<table>
<thead>
<tr>
<th>Indicator name</th>
<th>Average length of time for beneficiary firms to fill a vacancy, by type of position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit of measure</td>
<td>Days</td>
</tr>
<tr>
<td>Baseline</td>
<td>Non-zero</td>
</tr>
</tbody>
</table>

### Guidance

**For which types of projects?**

- By female-owned firm

**Options for disaggregation**

**Relevant Jobs outcomes**

- Job access: Working of Labor Market

**Project examples**

**Questions for Data Collection**

<table>
<thead>
<tr>
<th>(3.14)</th>
<th>Over the past year, how many days has it taken on average to fill a position for managers and other skilled employees from the time the position becomes open or is created?</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>(3.16)</td>
<td>Over the past year, how many days has it taken on average to fill a position for lower skilled employees [FOR MANUFACTURING INSERT: such as service employees, sales employees, support employees, etc.] from the time the position becomes open or is created?</td>
<td>Days</td>
</tr>
</tbody>
</table>

### Data Processing and Aggregation

<table>
<thead>
<tr>
<th>Numerator</th>
<th>( = \sum {\text{VAL Q3.14} + \text{VAL Q3.16}} )</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denominator</td>
<td>( = (2 \times \sum \text{Project beneficiaries}) )</td>
</tr>
</tbody>
</table>