

# Recruiting Benchmarks: Cycle Time

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How long is the overall hiring cycle? The average interval from the time an employer posts a job listing to the time the employer's job offer to a candidate expires is 74.9 days, according to results of NACE's *2014 Recruiting Benchmarks Survey*.

Within the overall hiring process, there are three cycle times that measure how long it takes for an employer to bring a new graduate into the organization: the posting-to-interview cycle, the interview-to-offer cycle, and the offer-to-acceptance cycle. (See Figure 1.)

This year marks the first time NACE looked at the posting-to-interview cycle, the average of which was 38.7 days.

The mean interview-to-offer cycle—how long it takes an employer to make an offer to a candidate from the date of his or her interview—was 22.9 days, which is more than a day less than the averages from 2012 and 2013.

The offer-to-acceptance cycle—how long a candidate has to accept an offer before it expires—steadily decreased from 14.1 days in 2012 to 13.3 days in 2014.

The *2014 Recruiting Benchmarks Survey* was conducted from May 19, 2014, to August 1, 2014, among NACE employer members. A total of 274 NACE employer members participated in the survey. The *2014 Recruiting Benchmarks Survey* report will be released late this fall.

Figure 1: The Hiring Process—Average Cycle Times in Days From 2012-14

	2014	2013	2012
Posting-to-Interview	38.7	NA	NA
Interview-to-Offer	22.9	24.7	24.2
Offer-to-Acceptance	13.3	13.5	14.1

Source: *2014 Recruiting Benchmarks Survey*, National Association of Colleges and Employers