Employers Quicker to Extend Offers to Interviewees

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Employers responding to NACE’s 2011 *Recruiting Benchmarks Survey* report that they extended offers to Class of 2011 job candidates an average of 22.5 days after their interviews. (See Figure 1.)

That's down from an average of 23.5 days reported in the 2010 survey and 25 days in 2009, suggesting that increased competition for candidates fueled the drop.

However, a regional breakdown of the data show that the level of competition—and thus the need to move more quickly—varied: Organizations in the Southeast (29.8 days), Great Lakes (25 days), and Far West (24.1 days) regions took longer than average to provide an offer, while respondents in the Mid-Atlantic region (19.6 days) and Plains states (19.3 days) beat the average.

The 2011 *Recruiting Benchmarks Survey* was conducted from June 20, 2011, to August 20, 2011; 268 NACE-member organizations, or 31 percent, took part. A full report based on the survey results and the survey’s executive summary are available.