

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.