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Time-to-Hire Benchmarking Report



Table of Contents

Introduction 3

Key Takeaways 4

Time-to-Hire Overview 5

Time-to-Hire Impact on Hiring Rates 6

- Interview Formats 6
- Resume Requirements 8
- Applicant Messaging 10
- Manual Touchpoints 11
- Data Collection Questionnaires 12
- Background Checks 13

Deep Dive: Fast vs. Slow Hiring Worflows 13

- Fast Workflows 13
- Slow Workflows 15

FAQs for Faster Application Quality 16

Conclusion 17

About Fountain 18

Introduction

Time-to-hire is a key human resources metric that reflects the health of organizational hiring practices. Overall time-to-hire, usually expressed in days, is calculated as the period between the time a job applicant submits an application to the moment their application is approved.

Studies have shown that making an offer within 7 days yields 80% more hires overall, and that faster offers are more likely to be accepted. For office-based roles, the Society for Human Resource Management (SHRM) reported the average time-to-hire as 42 days, but this is not a viable benchmark for frontline roles like fast food workers and warehouse associates. For hourly roles like these, employers typically hire multiple individuals for the same role, sometimes in multiple locations.

National reports show a continued need for frontline workers. A reduced population of workers seeking frontline jobs makes time-to-hire the most important metric for employers to assess in 2024. However, a compounding issue is the lack of frontline data from which to draw insights and predictions.

Employers are often in the dark when it comes to their hiring metrics. If they have access to data to calculate an average or median time-to-hire across all hired applicants during a period of time, limited external data obscures the understanding of whether the employer is truly competitive and how they might improve. Additionally, employers often struggle to understand individual components of their hiring workflow within an applicant tracking system (ATS).

In this benchmarking report, we sampled time-to-hire data from thousands of job openings between January and October 2023. Openings were grouped according to overall speed:

- **Group 1: 0–6 Days**
- **Group 2: 7–13 Days**
- **Group 3: 14–20 Days**
- **Group 4: Over 21 Days**