



# Can You Afford Not to Use an External Recruiter?

Industry	Mean Vacancy Duration in working days (average time to hire)
Construction	12.7
Resources	17.9
Leisure and Hospitality	20.7
Wholesale and Retail	24.6
Warehouse, Transport and Utilities	24.9
Professional and Business Services	25.2
Non-Farm	28.3
Education	29.3
Manufacturing	30.7
Other Services	31.2
Information	33
Government	40.9
Financial Services	44.7
Health Services	49

The average time to hire in 2017 was 29 days and 62 days for engineering. The average time to hire had risen to 44 days in 2023, and engineering would be ~ 90 days, based on the same calculations.

If you have an employee handling \$500k in revenue/cost savings/production, then you are losing \$10k every week the job sits unfilled.

We have been handed assignments that have been open for over 6 months and have been able to provide vetted candidates within 10 days who have been interviewed and hired.

How much is it worth to your company to have the position filled in 4 to 6 weeks, not 12 to 15?

What happens when that person is responsible for more than \$500k?

HR will pat themselves on the back and believe they have saved salary, but you will be the person who has to live without the help.

**Forbes**  
**AMERICA'S BEST EXECUTIVE RECRUITING FIRMS**  
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 2017-2023

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<https://resources.workable.com/stories-and-insights/time-to-hire-industry>

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