Why does it take so long for an employer to hire someone?

You spot a job opening and it's perfect for you. You apply for the job. Then, you wait for a phone call. Then, you wait to get an appointment for a job interview. Then, you wait for them to make a decision. What's with all the waiting?

Truth is, employers need good people and they'd like to hire you quickly.

However, hiring people is expensive and it's tricky. On average, it costs employers about $4,129 to hire each new person.[1] And—42 percent of those new employees will quit their jobs within six months of being hired.[2]

To help find people with the right fit, who won't quit, employers might use several screening methods.

Here are the most commonly reported screening methods used by employers: One-on-one interviews, group interviews, telephone interviews, background checks, drug tests, personality tests, skills tests, candidate presentations, and intelligence tests. The more screens an employer uses, the longer it will take to make a decision.

In a study of over 300,000 job interviews, the human resource firm, Glassdoor reports that the average time needed to evaluate a job candidate is 22.9 days.[3]

But, those 22.9 days can fluctuate by industry, employer size, and occupation. Here are seven industries and the typical days needed to screen a job applicant:

INDUSTRY	DAYS TO HIRE
Government	60
College/university	30
Hospital	32
Nonprofit	28
Public corporation	23
Private corporation	19
Franchise	11

Small employers do respond faster than large employers.

Small employers respond in about 15 days. Medium-size employers average about 20 days. Large employers can average 26 days.

Plus, the complexity of the job can also affect hiring times.

Police officers, for example, have the longest hiring time at 127.6. Server-bartenders have one of the shortest hiring times at 5.7 days.

1 https://www.shrm.org/about-shrm/press-room/press-releases/Pages/Human-Capital-Benchmarking-Report.aspx

2 http://www.equifax.com/business/workforce-insights

3 https://www.glassdoor.com/research/studies/time-to-hire-study/