



NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

OCTOBER 2023
NACEWEB.ORG



2023 RECRUITING BENCHMARKS REPORT EXECUTIVE SUMMARY

SELECTED HIGHLIGHTS

- Following the pandemic, college recruiting has primarily shifted back to campus. More than 91% of respondents cited direct on-campus recruiting as a channel they used to recruit Class of 2022 entry-level talent.
- Budgets didn't change much over the last year for more than 80% of respondents, but there are fewer recruiters to handle the work: Respondents said they have 7.2 recruiters; that's down from 9.0 reported in the 2022 survey.
- Most respondents said they were not using automated video interview (AVI), AI-assisted AVI, or AI-led AVI to interview candidates.
- The average number of days between the candidate's first interview and getting a job offer (or being notified they were not being considered) was 25.1, down from 25.6 in last year's survey, but up from an average of 23.5 days cited in the 2019 survey.
- Employers extended offers to about 45% of their candidates and students accepted 69% of the offers. On average, students took about 11 days to accept an offer, down from 14 prior to the pandemic.
- Employers reported that students reneged on 8% of accepted job offers, down from 8.7% last year.
- More than four out of five respondents said their organization has formal diversity recruiting efforts.
- New survey questions this year on the value of higher education found that despite the national conversation questioning the value of higher education, responding organizations were firm in their belief in the college degree and the value of higher education institutions. In fact, three quarters of responding employers view college/university-based certificates as high quality.

ABOUT THE SURVEY

The *2023 Recruiting Benchmarks Report* is an analysis of the data acquired through the 2023 NACE Recruiting Benchmarks Survey. This year's survey was conducted from April 12 through May 19, 2023, and distributed to 889 organizations holding NACE membership; 269 NACE member organizations participated for a 30% response rate. In addition, 65 nonmember organizations responded to the survey. A list of participating organizations appears in the Appendix.

GET DETAILED DATA WITH THE INTERACTIVE DASHBOARD

Get key benchmarks for college recruiting operations—including department structure, operating budget, offer and acceptance rates, retention and renege rates, recruiting methods and channels, diversity hiring, and more. The report is paired with an interactive dashboard to pinpoint benchmarks by region, size of company, industry, and more.



APPENDIX

RESPONDING ORGANIZATIONS

Of the 334 organizations that participated in the 2023 NACE Recruiting Benchmarks Survey, 204 agreed to be listed.

Abbott	BlueCross BlueShield of TN
AbbVie	BNSF Railway
Accra	BOK Financial
ACS	Broad Institute of MIT & Harvard
AECOM	Burns & McDonnell
Airbus	Capital Metropolitan Transportation Authority
Alter Domus	Cardinal Health
Amica Mutual Insurance Company	CareFirst BlueCross BlueShield
Amkor Technology	Casey's
Arctic Wolf	CBIZ
Armstrong World Industries	Cemex
Arup	Chevron
Ascend Performance Materials	Church & Dwight, Co., Inc.
Associated Bank	ClarkDietrich
Associated Wholesale Grocers	CNO Financial Group
Astronautics Corporation of America	Cohen & Company
ATA Engineering	Company Name
Atkins - Member of the SNC Lavalin Group	ConocoPhillips
Avery Dennison	Corewell Health
AVEVA	Cox Engineering
Ayres Associates	CRB
Badger Meter	Crown Cork and Seal
Baker Newman Noyes	CRST The Transportation Solution, Inc.
Ball Aerospace	Cummins
Barry Wehmiller Design Group	CVS Health
BASF Services Americas	Dairy Farmers of America
Basin Electric Power Cooperative	Datadog
Bayer	Dell Technologies
Beazley	DICK'S Sporting Goods
Belden	DISH Network
Bendix CVS	Dot Foods
Berkadia	DuPont
Bluebeam, Inc.	

APPENDIX

E. & J. Gallo Winery
Eagle Materials, Inc.
Edward Jones
Edwards Lifesciences
EFCU Financial
ERM
Experian
Farmers Insurance
Ferguson
Fifth Third Bank
First Solar Inc.
FM Global
Formlabs
FORVIS
Franklin International
Freeport-McMoRan
Freese and Nichols
GE Aerospace
General Dynamics Information Technology
General Dynamics-Electric Boat
Greystar Real Estate Partners
GROWMARK
Hajoca
Henderson Engineers
Hexaware
HNI Corporation
HNTB
Holder Construction
Hollister Inc
Hormel Foods Corporation
Howmet Aerospace, Inc.
Hughes Network Systems
Huhtamaki
INEOS Olefins & Polymers USA
Infoverity
Ingevity
Ingredion Incorporated
Innophos
Institute for Defense Analyses (IDA)
ITC Holdings Corp.
ITW
Jackson National Life
JE Dunn
Johnson Lambert LLP
Kellogg Company
Keurig Dr Pepper
Keysight Technologies
Kiewit
Koch
Kohl's
KPMG, LLP
Kroll LLC
Lakeside Chautauqua
Land O'Lakes
Liberty Mutual Insurance
LPL Financial
Lumentum Inc
Markforged
Mars, Inc.
Menasha Corporation
Metropolitan Transit Authority of Harris County, Tx
MicroVention, Inc.
Milwaukee Tool
MiTek USA, Inc.
MKS Instruments
Morningstar, Inc.
NAN YA PLASTICS CORPORATION, AMERICA
National Futures Association
NFI Industries
NiSource
Nokia

APPENDIX

NorthStar Medical Radioisotopes
Novelis
NTT DATA
NW Natural
O-I Glass, Inc.
Olin Corporation
Olympus Corporation of the Americas
Oshkosh Corporation
Pacific Life
Parsons Corporation
Paylocity
PepsiCo
Perficient
Personnel Board of Jefferson County
Phillips 66
Phillips Edison & Co.
Phillips Medisize, a Molex company
Principal
Raymond James Financial
Regeneron
Renesas Electronics America (REA)
Schwan's Company
Securian Financial
Selden Fox, Ltd.
Shaw Industries
Shermco Industries
Shockwave Medical
Smith+Nephew
Sound Transit
Southern Company Services
Southwest Airlines
Spectrum
SRI International
SS&C Technologies
Stanley Black & Decker, Inc (New Britain, CT)
Starbucks
Steelcase
Stephano Slack LLC
STMicroelectronics, Inc.
Synovus Financial
TEKsystems
Tennessee Valley Authority
Terracon
Textron
The Aerospace Corp
The Bozzuto Group
The Church of Jesus Christ of Latter-day Saints
The Cigna Group
The Hershey Company
Thermo Fisher Scientific
T-Mobile
TTI, Inc.
Turner Construction
Uber
UKG
Uline
UnitedHealth Group
US Transportation Command
UScellular
Ventech Solutions
Veolia Water Technologies and Solutions
Verisk
Vistra Corp
WestRock
Williams
Wipfli LLP
Woodward
Worley
WTW

