

# Excel: Calculate Years of Service from Hire Date

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You can use one of the following formulas to calculate years of service from a hire date in Excel:

**Formula 1: Calculate Years of Service in Years and Months (e.g. 14 years, 2 months)**

**=DATEDIF(B2,C2,"y") & " years , "& DATEDIF(B2,C2,"ym") & " months"**

**Formula 2: Calculate Years of Service in Years as Decimal (e.g. 14.16944 years)**

**=YEARFRAC(B2, C2)**

**Formula 3: Calculate Years of Service in Years as Whole Number (e.g. 14 years)**

**=INT(YEARFRAC(B2, C2))**

Each formula assume that the start date is in cell **B2** and the end date is in cell **C2**.

The following examples show how to use each formula in practice with the following dataset in Excel:

|    | A               | B                | C               | D | E |
|----|-----------------|------------------|-----------------|---|---|
| 1  | <b>Employee</b> | <b>Hire Date</b> | <b>End Date</b> |   |   |
| 2  | Andy            | 1/14/2005        | 3/15/2019       |   |   |
| 3  | Ben             | 6/24/2008        | 5/16/2012       |   |   |
| 4  | Charles         | 12/21/2008       | 4/2/2018        |   |   |
| 5  | Derrick         | 5/5/2014         | 8/5/2016        |   |   |
| 6  | Eddy            | 5/4/2015         | 9/15/2020       |   |   |
| 7  | Frank           | 7/17/2019        | 9/12/2020       |   |   |
| 8  | George          | 7/29/2020        | 3/15/2022       |   |   |
| 9  | Henry           | 4/4/2022         | 5/9/2022        |   |   |
| 10 |                 |                  |                 |   |   |
| 11 |                 |                  |                 |   |   |
| 12 |                 |                  |                 |   |   |
| 13 |                 |                  |                 |   |   |
| 14 |                 |                  |                 |   |   |

## Example 1: Calculate Years of Service in Years and Months

We can type the following formula into cell **D2** to calculate the years of service for the first employee in terms of years and months:

**=DATEDIF(B2,C2,"y") & " years , "& DATEDIF(B2,C2,"ym") & " months"**

We can then drag and fill this formula down to each remaining cell in column D to calculate the years of service for each employee:

|    |          |            |           |                     |           |                                                                    |   |   |
|----|----------|------------|-----------|---------------------|-----------|--------------------------------------------------------------------|---|---|
| D2 | ⌵        | :          | ✕         | ✓                   | <i>fx</i> | =DATEDIF(B2,C2,"y") & " years , "& DATEDIF(B2,C2,"ym") & " months" |   |   |
|    | A        | B          | C         | D                   | E         | F                                                                  | G | H |
| 1  | Employee | Hire Date  | End Date  | Years of Service    |           |                                                                    |   |   |
| 2  | Andy     | 1/14/2005  | 3/15/2019 | 14 years , 2 months |           |                                                                    |   |   |
| 3  | Ben      | 6/24/2008  | 5/16/2012 | 3 years , 10 months |           |                                                                    |   |   |
| 4  | Charles  | 12/21/2008 | 4/2/2018  | 9 years , 3 months  |           |                                                                    |   |   |
| 5  | Derrick  | 5/5/2014   | 8/5/2016  | 2 years , 3 months  |           |                                                                    |   |   |
| 6  | Eddy     | 5/4/2015   | 9/15/2020 | 5 years , 4 months  |           |                                                                    |   |   |
| 7  | Frank    | 7/17/2019  | 9/12/2020 | 1 years , 1 months  |           |                                                                    |   |   |
| 8  | George   | 7/29/2020  | 3/15/2022 | 1 years , 7 months  |           |                                                                    |   |   |
| 9  | Henry    | 4/4/2022   | 5/9/2022  | 0 years , 1 months  |           |                                                                    |   |   |
| 10 |          |            |           |                     |           |                                                                    |   |   |
| 11 |          |            |           |                     |           |                                                                    |   |   |
| 12 |          |            |           |                     |           |                                                                    |   |   |
| 13 |          |            |           |                     |           |                                                                    |   |   |
| 14 |          |            |           |                     |           |                                                                    |   |   |
| 15 |          |            |           |                     |           |                                                                    |   |   |

The values in column D display the years of service for each employee in terms of years and months.

## Example 2: Calculate Years of Service in Years as Decimal

**=YEARFRAC(B2, C2)**

We can then drag and fill this formula down to each remaining cell in column D to calculate the years of service for each employee:

| D2    ✕    ✓    fx    =YEARFRAC(B2, C2) |                 |                  |                 |                         |   |   |
|-----------------------------------------|-----------------|------------------|-----------------|-------------------------|---|---|
|                                         | A               | B                | C               | D                       | E | F |
| 1                                       | <b>Employee</b> | <b>Hire Date</b> | <b>End Date</b> | <b>Years of Service</b> |   |   |
| 2                                       | Andy            | 1/14/2005        | 3/15/2019       | 14.16944444             |   |   |
| 3                                       | Ben             | 6/24/2008        | 5/16/2012       | 3.89444444              |   |   |
| 4                                       | Charles         | 12/21/2008       | 4/2/2018        | 9.28055556              |   |   |
| 5                                       | Derrick         | 5/5/2014         | 8/5/2016        | 2.25                    |   |   |
| 6                                       | Eddy            | 5/4/2015         | 9/15/2020       | 5.36388889              |   |   |
| 7                                       | Frank           | 7/17/2019        | 9/12/2020       | 1.15277778              |   |   |
| 8                                       | George          | 7/29/2020        | 3/15/2022       | 1.62777778              |   |   |
| 9                                       | Henry           | 4/4/2022         | 5/9/2022        | 0.09722222              |   |   |
| 10                                      |                 |                  |                 |                         |   |   |
| 11                                      |                 |                  |                 |                         |   |   |
| 12                                      |                 |                  |                 |                         |   |   |
| 13                                      |                 |                  |                 |                         |   |   |
| 14                                      |                 |                  |                 |                         |   |   |
| 15                                      |                 |                  |                 |                         |   |   |
| 16                                      |                 |                  |                 |                         |   |   |

The values in column D display the years of service for each employee in terms of years as a decimal.

For example:

Andy was with the company for **14.169 years**.

Ben was with the company for **3.894 years**.

Charles was with the company for **9.281 years**.

And so on.

**Note:** You can find the complete documentation for the Excel **YEARFRAC** function .

### Example 3: Calculate Years of Service in Years as Whole Number

We can type the following formula into cell **D2** to calculate the years of service for the first employee in terms of whole years:

**=INT(YEARFRAC(B2, C2))**

We can then drag and fill this formula down to each remaining cell in column D to calculate the

years of service for each employee:

| D2    ✕    ✓    fx    =INT(YEARFRAC(B2, C2)) |          |            |           |                  |   |   |
|----------------------------------------------|----------|------------|-----------|------------------|---|---|
|                                              | A        | B          | C         | D                | E | F |
| 1                                            | Employee | Hire Date  | End Date  | Years of Service |   |   |
| 2                                            | Andy     | 1/14/2005  | 3/15/2019 | 14               |   |   |
| 3                                            | Ben      | 6/24/2008  | 5/16/2012 | 3                |   |   |
| 4                                            | Charles  | 12/21/2008 | 4/2/2018  | 9                |   |   |
| 5                                            | Derrick  | 5/5/2014   | 8/5/2016  | 2                |   |   |
| 6                                            | Eddy     | 5/4/2015   | 9/15/2020 | 5                |   |   |
| 7                                            | Frank    | 7/17/2019  | 9/12/2020 | 1                |   |   |
| 8                                            | George   | 7/29/2020  | 3/15/2022 | 1                |   |   |
| 9                                            | Henry    | 4/4/2022   | 5/9/2022  | 0                |   |   |
| 10                                           |          |            |           |                  |   |   |
| 11                                           |          |            |           |                  |   |   |
| 12                                           |          |            |           |                  |   |   |
| 13                                           |          |            |           |                  |   |   |
| 14                                           |          |            |           |                  |   |   |
| 15                                           |          |            |           |                  |   |   |
| 16                                           |          |            |           |                  |   |   |

The values in column D display the years of service for each employee in terms of whole years.

**Note:** The last employee shows **0** years of service because he did not belong to the company for at least one whole year.