FILLING THE ROLE

More job openings and fewer qualified workers has created a mismatch for small business hiring.

### More Job Openings

1/4 of small business owners that NFIB surveyed had a job opening to fill.

- **63%** had 1 open position
- **18%** 2 open
- **8%** 3 open
- **10%** 4+ open

45% took 2 weeks or less to fill
- 20% between 2 to 4 weeks
- **12%** between 1 to 3 months
- **10%** over 3 months

26% were seasonal/temporary positions
- 56% were full-time positions
- **44%** part-time positions

71% not seasonal/temporary positions

Of those without current job openings:

- 29% had an opening within the last year
- **48%** had an opening in the last 6 months

Businesses with 20-249 employees: 82%
- Businesses with 1-9 employees: 43%

82% 29% 48%

When filling the open position, small business owners found:

- **48%** new qualified applicants
- 11% no qualified
- 18% some qualified
- **9%** lots of qualified

The most important reason applicants were considered not qualified was:

- **34%** lack of experience
- 18% lack of job-specific/occupational skills
- 11% scheduling/availability conflicts
- **8%** poor attitude/appearance
- 6% poor job/work history
- **3%** lack of social/people skills
- 2% lack of basic English/communications/math skills
- **2%** legal issues

### Fewer Qualified Workers

More job openings and fewer qualified workers has created a mismatch for small business hiring.