



# 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  
**71%** not seasonal/temporary

**56%** were full-time positions  
**44%** part-time

Of those **without** current job openings:

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



## Job openings in the last 6 months

Businesses with **20-249 employees**

Businesses with **1-9 employees**

**82%**

**43%**

## FEWER QUALIFIED WORKERS

When filling the open position, small business owners found:



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

The most important reason applicants were considered not qualified was:

