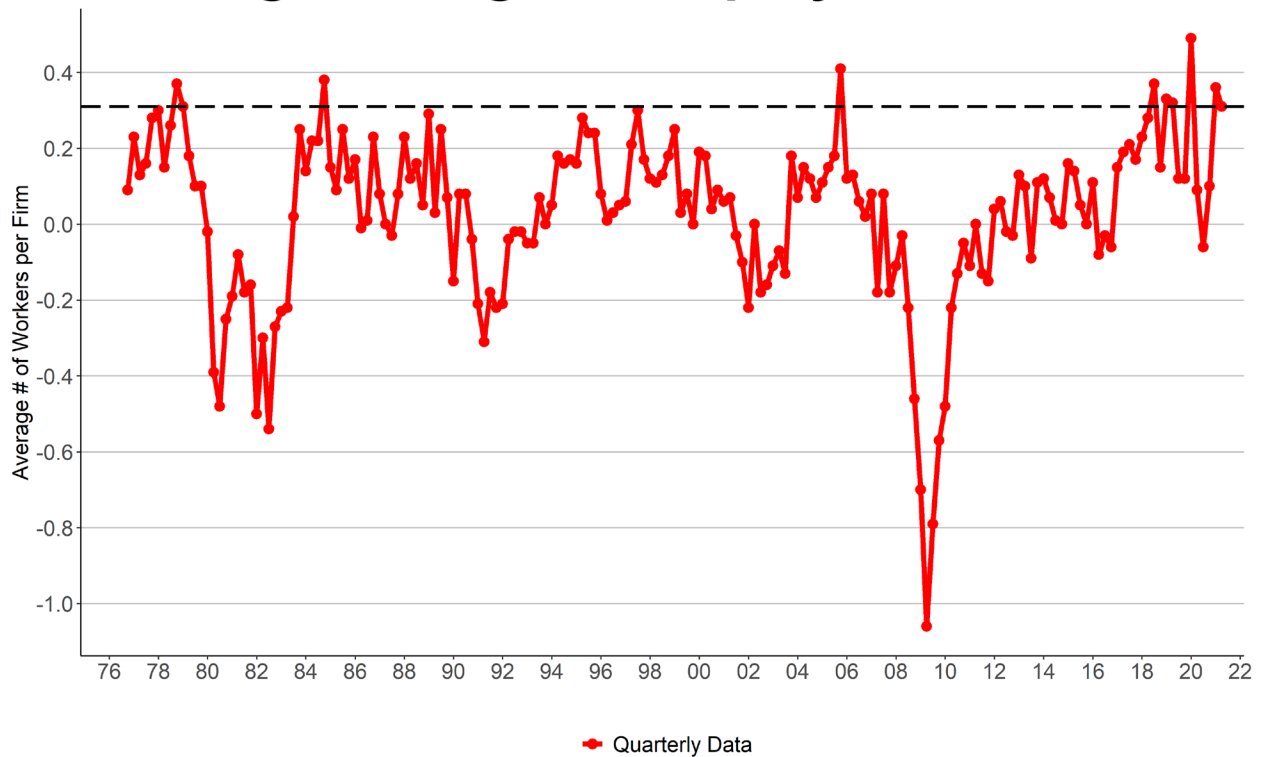


# Small Business Job Openings Continue at a Record High Level in April

Based on 1516 respondents to the April survey of a random sample of NFIB's member firms, surveyed through 4/30/2021)  
EMBARGO 1 PM THURSDAY

Strong job growth continued for small businesses in April. Firms increased employment by 0.31 workers per firm on average over the past few months. Owners are competing with large firms, supplemental unemployment benefits, childcare and in-person school restrictions, and the virus.

## Average Change in Employment Per Firm



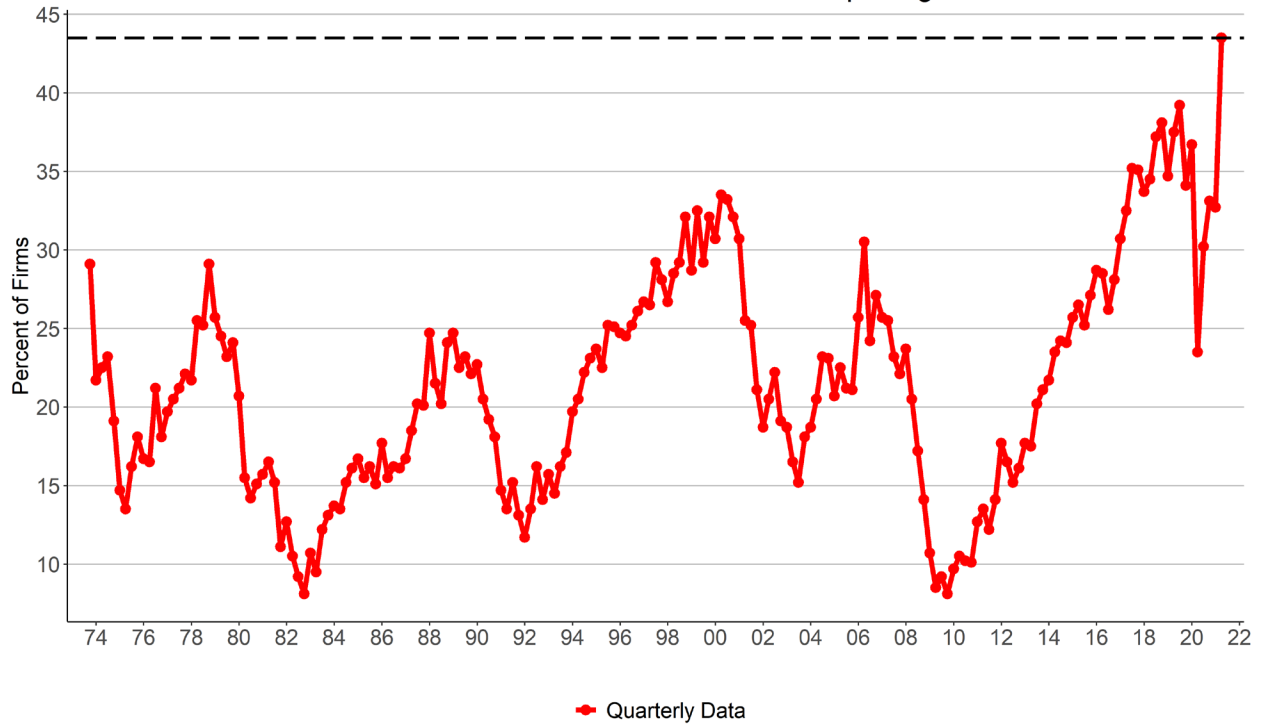
Forty-four percent (seasonally adjusted) of all owners reported job openings they could not fill in the current period, up 2 points from March. Unfilled job openings continue to mount as April is the third consecutive month setting a record high reading of unfilled job openings. April's reading is 22 points higher than the 48-year historical average of 22 percent.

Thirty-seven percent have openings for skilled workers (up 3 points) and 20 percent have openings for unskilled labor (up 1 point). Fifty-four percent of the job openings in

construction are for skilled workers, up 4 points. Fifty-eight percent of construction firms reported few or no qualified applicants (up 3 points).

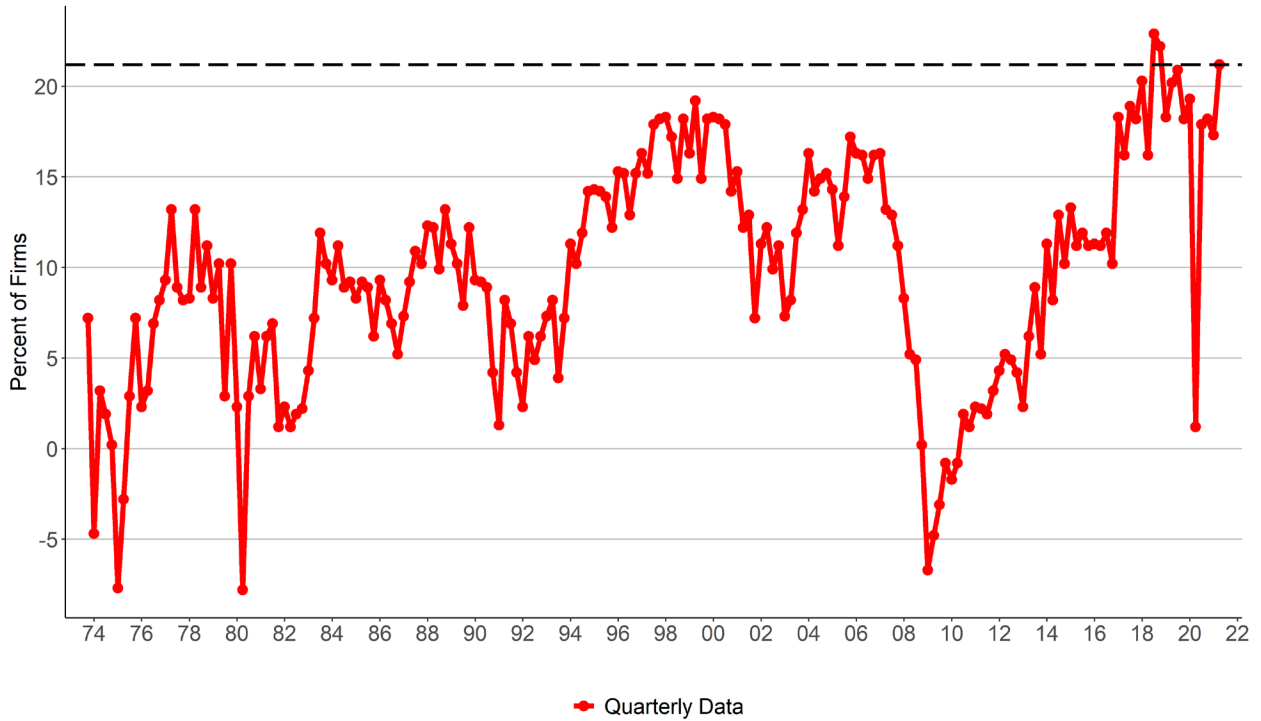
# Unfilled Job Openings

Percent with at Least One Unfilled Opening



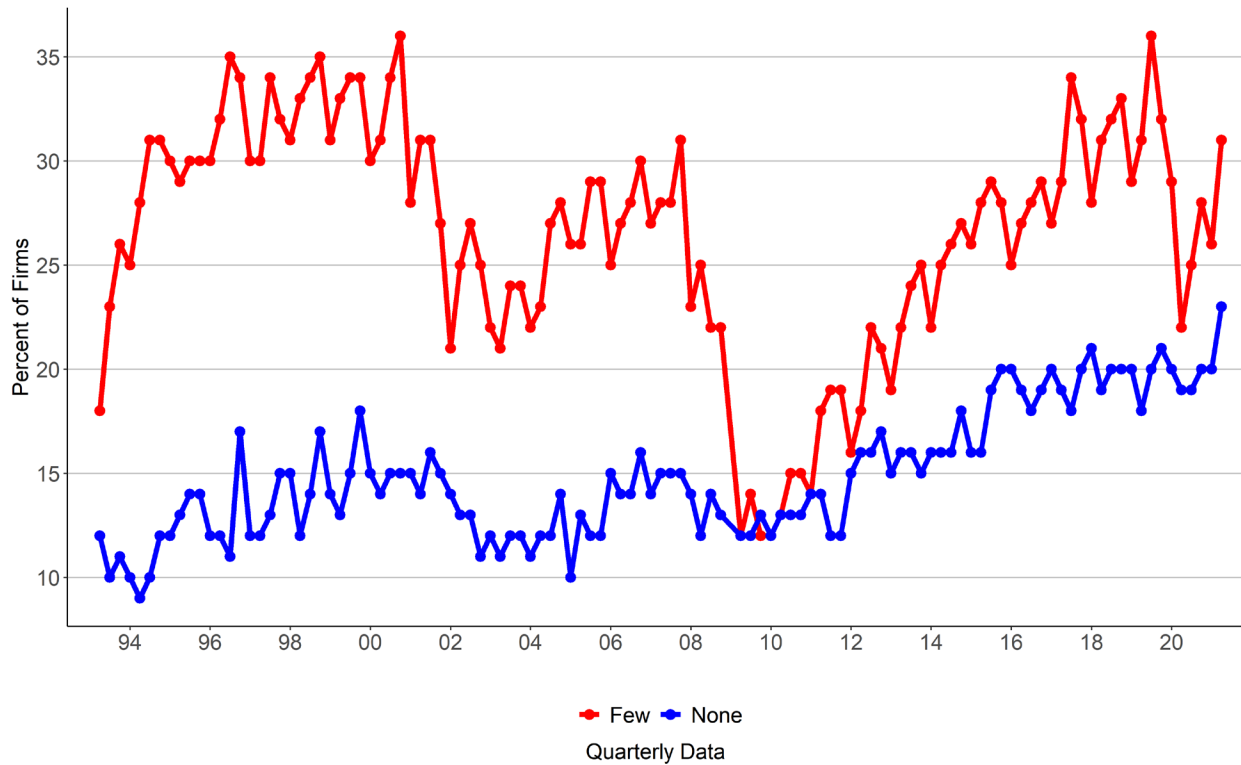
# Job Creation Plans

Net Percent ("Increase" minus "Decrease") in Next Three Months



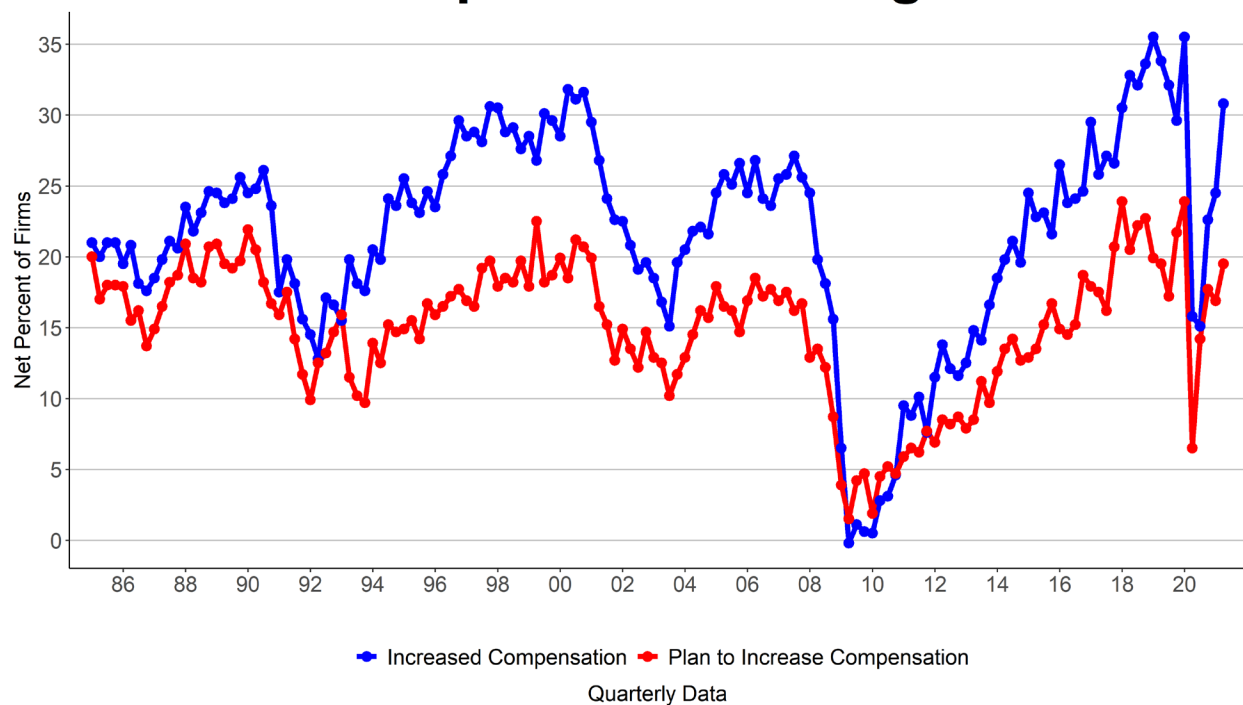
Overall, 59 percent reported hiring or trying to hire in April, up 3 points from March. Owners have plans to fill open positions, with a seasonally adjusted net 21 percent planning to create new jobs in the next three months, down 1 point from March. Many will be unsuccessful in this tight labor market, having to delay hiring or raising wage offers.

# Qualified Job Applicants



Finding qualified employees remains a problem. Fifty-four percent (92 percent of those hiring or trying to hire) of owners reported few or no “qualified” applicants for the positions they were trying to fill in April (up 3 points). Where there are open positions, labor quality remains a significant problem. Thirty-one percent of owners reported few qualified applicants for their open positions (up 3 points) and 23 percent reported none (unchanged).

# Planned and Actual Labor Compensation Changes



Seasonally adjusted, a net 31 percent reported raising compensation (up 3 points), the highest level in the past 12 months. A net 20 percent plan to raise compensation in the next three months, up 3 points. More will be compelled by market forces to raise compensation, to keep current workers and to hopefully attract additional workers needed. For some, this includes paying “show up” bonuses for workers who agree to take a job and actually show up for work.

Eight percent cited labor costs as their top business problem (up 1 point) and 24 percent said that labor quality was their top business problem, unchanged from March and the top overall concern.

# Single Most Important Problem

