

Key Findings



Small businesses are optimistic about hiring in the short and long-term, with 42% planning to hire at least three people over the next three months and 77% planning to hire at least one person over the next 12 months



The majority of small businesses use online job sites to post jobs, though writing an accurate but appealing job description is the top concern

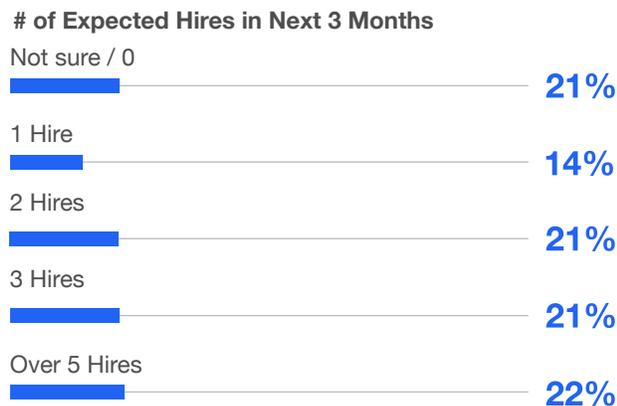


Turnover is a common reason for hiring, underscoring the challenge small business has with finding the right fit

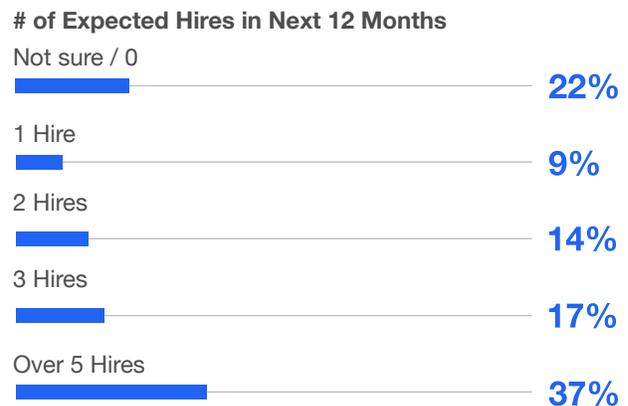


Majority of small businesses hire part-time workers, mostly to handle busy/seasonal periods

Over 40% of small businesses expect to hire at least 3 people in the short term



More than a third of small businesses are looking to hire over 5 in the next 12 months



Robust business growth is the main reason for hiring expectations, but replacing existing staff is a growing concern—particularly in the short-term.

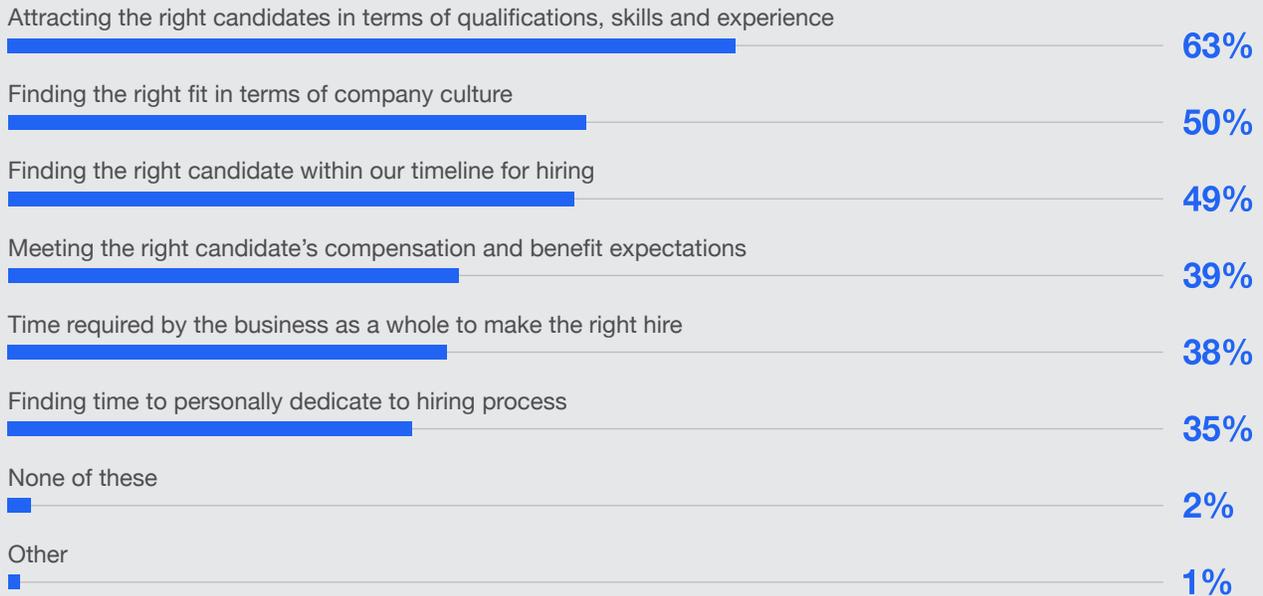
Short-Term Hiring (1-3 Months)

Sudden business growth requiring new skills: 53%
Sudden business growth requiring new people: 68%
To replace exiting staff: 50%
Other: 1%

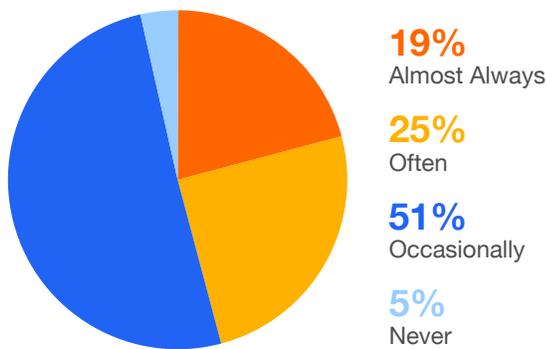
Longer-term Hiring (6-12 Months)

Business growth requiring new skills: 54%
Business growth requiring new people: 71%
To replace exiting staff: 42%
Other: 0%

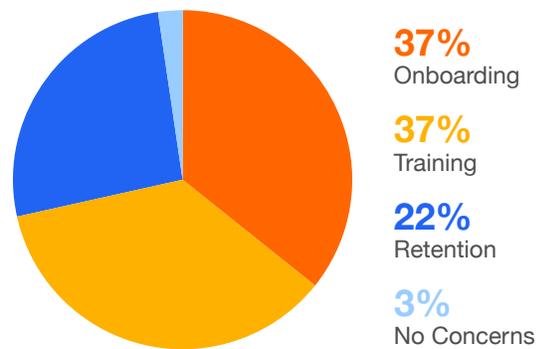
What Holds Small Business Hiring Back?



Finding the Right Person for the Job: A Struggle



Biggest Concerns After Hiring



83% Use Online Job Sites for Hiring

Top Challenges with Online Job Posts

- 58% Writing an accurate by appealing job description
- 52% Finding time to review large volume of applications
- 43% Cost of listing/advertising on a job site
- 39% Getting an undersupply of qualified candidates
- 3% Don't have any concerns
- 2% Other

82% of Small Businesses Making Part-time Hires

Top Reasons for Part-Time Hiring

- 45% Help managing busy/seasonal periods
- 20% Scalability for growth
- 13% The right person wants to work part time
- 9% Part-time workers is most cost-efficient for our business
- 8% Part-time staff represents less risk to our business
- 3% Part-time roles allow us to attract the best talent
- 1% Other

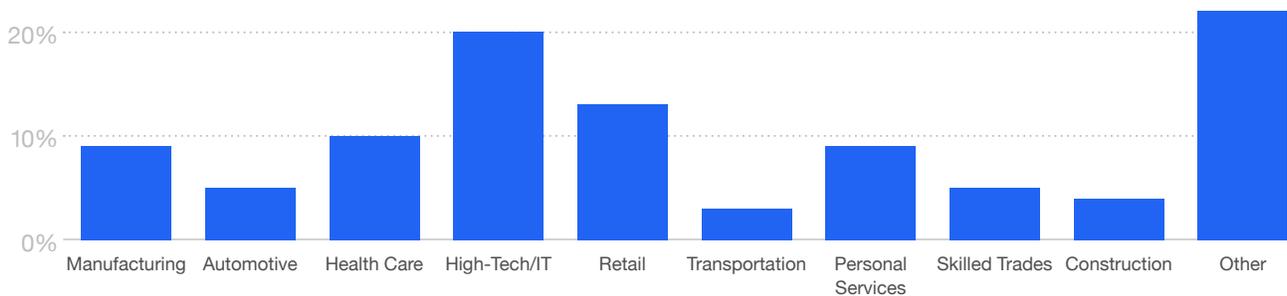
About the Survey

Indeed surveyed 350 small business owners and employees who are actively involved in hiring.

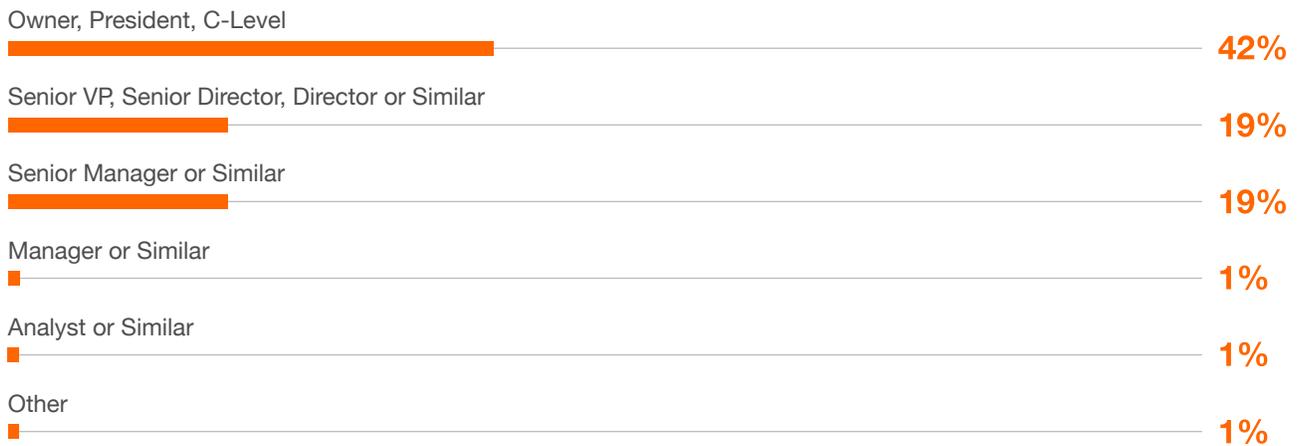
Company Size



Industries



Titles of Survey Respondents



About Indeed:

More people find jobs on Indeed than anywhere else. Indeed is the #1 job site in the world and allows job seekers to search millions of jobs on the web or mobile in over 60 countries and 29 languages. More than 180 million people each month search for jobs, post resumes, and research companies on Indeed, and Indeed is the #1 source of external hires for thousands of companies (sources: SilkRoad & iCIMS). For more information, visit [indeed.com](https://www.indeed.com).