

Small Business Jobs Report

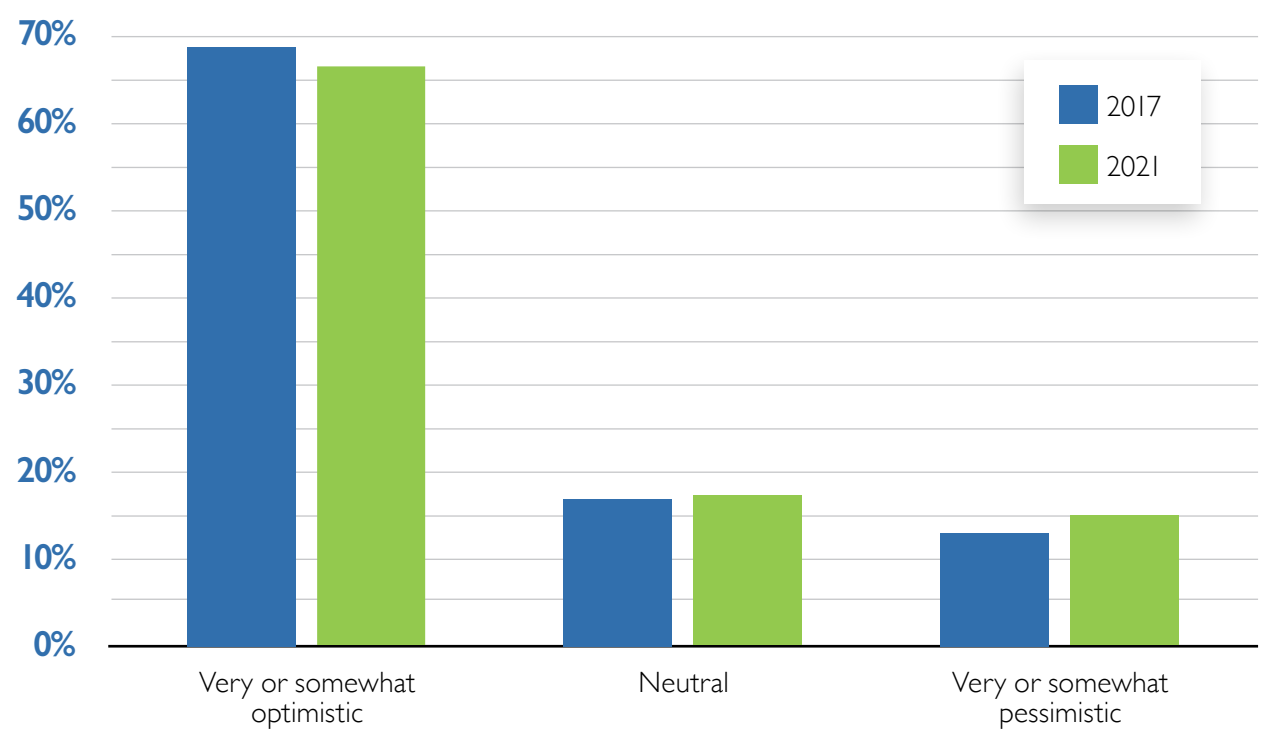
PART 2: Help Needed for Recovery

FALL 2021



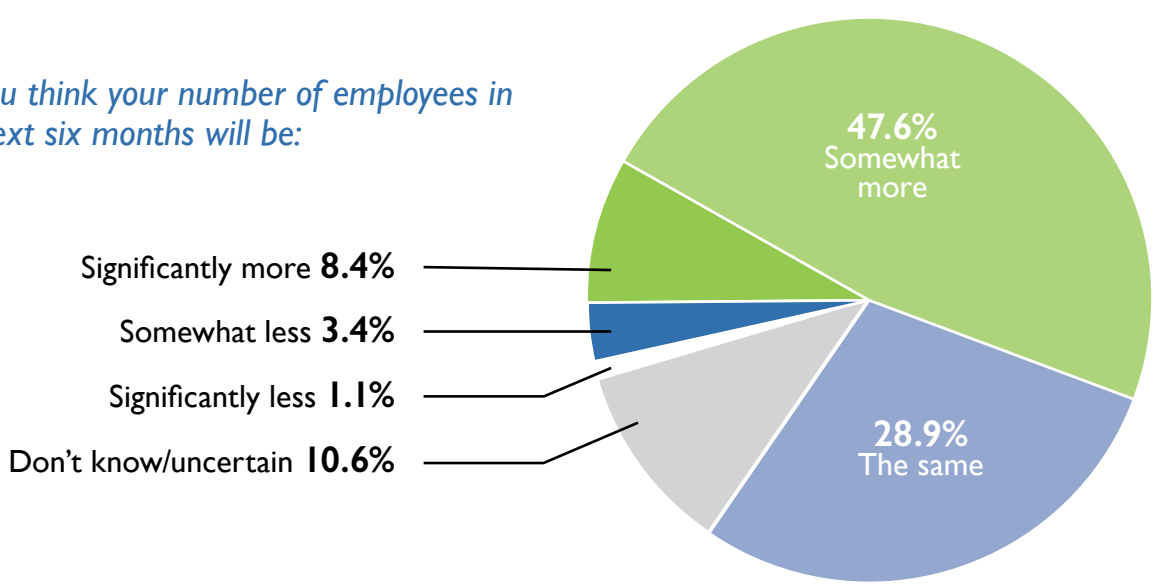
There's optimism despite COVID-19 challenges.

Overall, how optimistic are you regarding the future growth of your business in the next six months?



Most businesses plan to hire in 2021.

Do you think your number of employees in the next six months will be:



Attracting applicants is a struggle.

What have you changed to attract / retain employees in the past few months?

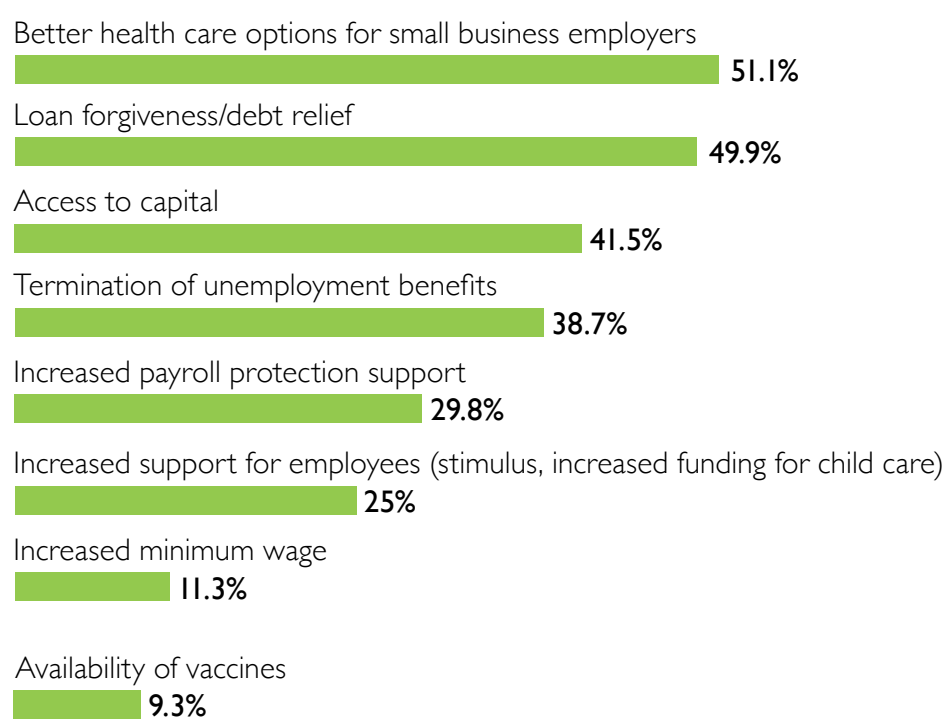
Increased wages	60.5%	Profit sharing	17.1%
Professional training and skill development	36.6%	Referral bonuses	13.6%
Work from home / remote work options	34.6%	Hiring bonuses	11.3%
Career path/progression	24.5%	Health and wellness programs	10%
Employee recognition programs	21.4%	Tuition reimbursement	5%
Additional paid time off / holidays	20.2%	Child care/child-friendly workplaces	5%

Where did you look for workers? Where were you successful in finding them?

	2021		2017	
	Have Used	Has Been Successful	Have Used (employers only)	Has Been Successful
Recommendations from other workers	48.5%	56%	42.1%	53%
Job posting sites (Examples: Indeed, Ladders, etc.)	43.6%	46.6%	34.5%	43%
Recommendations from other business owners	35.5%	34.9%	29.9%	41%
Networking groups	28%	30.3%	21%	35%
Online platforms (Examples: Freelancer, TopTal, Upwork)	33%	40.9%	24.9%	34%
Intermediaries (such as temp agencies)	13.8%	23.2%	N/A	N/A
Outside HR service or consultant	10.2%	26%	N/A	N/A
Military	5.8%	26.2%	N/A	N/A
Trade schools	14.1%	24.8%	N/A	N/A

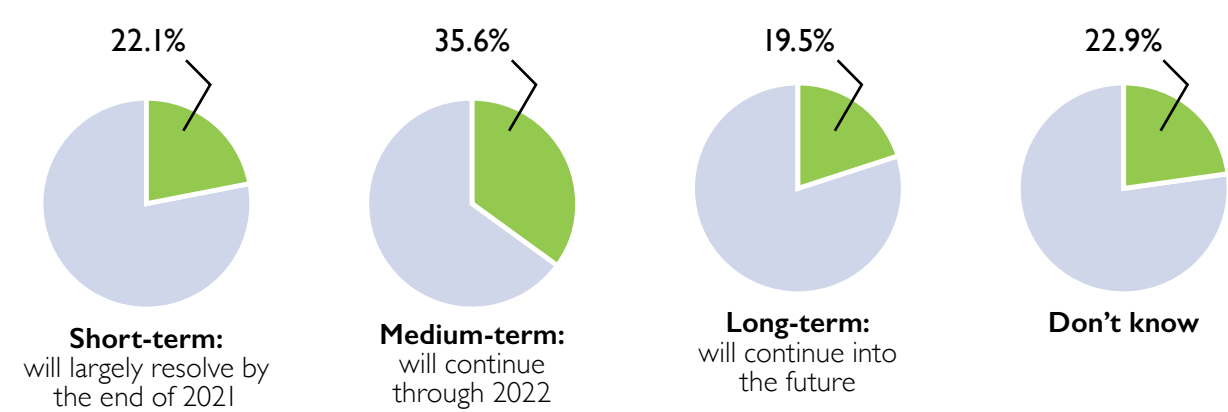
Outside/government help would be welcomed.

What additional resources would help you/your business to succeed in the next year?



Small businesses expect the challenges to continue through 2022.

Do you think the current difficulties in hiring are:



Click below to see the full **Megaphone of Main Street: Small Business Jobs Report** including **Part 1: The Struggle to Hire**.

CLICK HERE TO LEARN MORE MEGAPHONE OF MAIN STREET

- Contact media@score.org with questions.
- Follow @SCOREmentors on [Facebook](#), [Twitter](#), [Instagram](#) and [LinkedIn](#) for news and updates on the American small business landscape.