

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

to fill their positions when approximately 7.5 million¹ Americans are unemployed, and millions more are working part-time because they can't find full-time positions or ...

May. 01, 2017



It's one of today's most vexing economic puzzles: Why can't employers find workers to fill their positions when approximately 7.5 million Americans are unemployed, and millions more are working part-time because they can't find full-time positions or have given up looking for work altogether? According to a new CareerBuilder survey, nearly 60 percent of U.S. employers have job openings that stay vacant for 12

weeks or longer. The average cost HR managers say they incur for having extended

Hello. It looks like you’re using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

number of full-time, permanent employees in the first quarter (Jan.1-March 31, 2017) currently have open positions for which they cannot find qualified candidates. This is consistent across company sizes with larger companies – which tend to have more job openings in general:

- 1-50 employees: 49 percent
- 51-250 employees: 74 percent
- 251-500 employees: 72 percent
- 501+ employees: 71 percent

“The gap between the number of jobs posted each month and the number of people hired is growing larger as employers struggle to find candidates to fill positions at all levels within their organizations,” said Matt Ferguson, CEO of CareerBuilder and co-author of *The Talent Equation*. “There’s a significant supply and demand imbalance in the marketplace, and it’s becoming nearly a million-dollar problem for companies.”

The skills gap exists across industries

The supply/demand issue isn’t unique to one industry or certain occupational categories. The analysis below compares the number of job listings for positions to the number of hires using CareerBuilder and Emsi’s extensive labor market database, which pulls from a variety of national and state employment resources as well as online job postings.

Occupation	2016 Average Monthly Hires	Avg. Unique Job Postings (Jan 2016 – Dec 2016)
Internists, General	1,588	49,466

Heavy and Tractor-Trailer Truck		
---------------------------------	--	--

Hello. It looks like you’re using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

Industrial Engineers	8,188	18,719
Demonstrators and Product Promoters	6,375	31,221
Sales Managers	17,745	65,161
Human Resources Managers	6,183	22,040
Financial Managers	23,180	53,775

Employers acknowledge there’s a problem to fix

Two in 3 employers (67 percent) from the CareerBuilder survey say they are concerned about the growing skills gap, and with good reason. More than half (55 percent) say they have seen a negative impact on their business due to extended job vacancies with a sizable proportion of these employers pointing to productivity issues, an increase in voluntary turnover and revenue loss:

- Productivity loss: 45 percent
- Higher employee turnover: 40 percent
- Lower morale: 39 percent
- Lower quality work: 37 percent
- Inability to grow business: 29 percent
- Revenue loss: 26 percent

Workers say they are lagging behind

Those doing the hiring are not the only ones noticing the issue. 1 in 5 workers (20 percent) say their professional skills are not up to date. Fifty-seven percent of workers reported that they want to learn a new skillset to land a better-paying, more fulfilling job, but half of them said they can’t afford to do so.

To help with this, last year Capella Learning Solutions and CareerBuilder launched

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

hiring and human resource managers and 3,215 workers who are employed full-time, not self-employed, and non-government). Percentages for some questions are based on a subset, based on their responses to certain questions. With pure probability samples of 2,391, 3,411, 2,380, and 3,215, one could say with a 95 percent probability that the overall results have sampling errors of +/- 2.00, +/-1.68, +/-2.01, and +/-1.73 percentage points, respectively. Sampling error for data from sub-samples is higher and varies.

Small Business

CPA Practice Advisor is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors.

© 2024 Firmworks, LLC. All rights reserved