

## WHAT IS THE PRIMARY REASON THAT OPEN JOBS ARE NOT FILLED?

	Q1	Q2
Lack of Available Applicants	34%	36%
Lack of Expertise	27%	25%
Lack of Hard Skills	22%	20%
Lack of Soft Skills	13%	13%
Not Enough Pay Offered	11%	11%
Other (Please Specify)	9%	9%
Client Location	5%	5%
Unwilling to Work Part-Time or Temporary Roles	4%	7%
Undesirable (Business) Image or Reputation	2%	1%

SOURCE: Express Employment Professionals Hiring Trends Survey of 373 businesses  
Third Quarter 2015

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