U.S. Labor Shortage: EB3.Work Explains Why Qualified Workers Remain Hard to Find

New NFIB data show 82% of small businesses hiring in August found few or no qualified applicants, highlighting the need for long-term workforce planning.



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NY, UNITED STATES, September 14, 2026 /EINPresswire.com/ -- EB3.Work, a New York-based employer recruitment and immigration support platform serving businesses across the United States, has published new guidance analyzing why employers continue to struggle to find qualified workers. The analysis reviews August 2026 small-business hiring data and July 2026 federal job-opening figures, then outlines workforce planning options for companies facing persistent vacancies, turnover and staffing constraints.

The guidance is intended for business owners, franchise operators, human resources leaders, operations managers and staffing companies in industries that depend on entry-level and operational employees.

> Our country needs an immigration system that is lawful, orderly and responsive to real workforce demands.”
>
> *John E. Dorer, CEO of EB3.Work.*

The full analysis is available at: https://employer.eb3.work/why-is-it-so-hard-to-find-good-employees/

2026 Hiring Data Shows a Continuing Qualified-Applicant Gap

The National Federation of Independent Business reported that 56% of small business owners hired or tried to hire in August 2026. Among those employers, 82% reported finding few or no qualified applicants for the positions they were trying to fill.

NFIB also found that 35% of small business owners had job openings they could not fill, 11 percentage points above the historical average. Labor quality was identified as the single most important business problem by 23% of respondents, compared with 16% each for taxes and inflation.

The U.S. Bureau of Labor Statistics reported 7.3 million job openings in July 2026, representing a national job openings rate of 4.4%. Its industry data included 580,000 openings in manufacturing, 326,000 in construction and 673,000 in accommodation and food services. Openings in durable goods manufacturing increased by 76,000 during the month.

The figures measure different parts of the labor market, but together they show the distinction between the total number of people available for work and the availability of applicants who meet an employer's requirements in a particular location.

Why Persistent Vacancies Matter to Employers

Repeatedly unfilled positions can leave existing employees covering additional shifts, delay production or projects, reduce operating capacity and increase recurring recruitment, onboarding and training costs.

The hiring challenge does not have a single cause. Location, compensation, scheduling, experience, job requirements, training and retention can all affect whether available workers match open positions.

For employers, the first question is whether an opening reflects a temporary recruiting problem or a recurring workforce shortage that requires a multi-year plan.

EB3.Work's guidance emphasizes that international recruitment should be evaluated as one component of a broader workforce strategy, not as a replacement for domestic hiring or a solution for immediate vacancies.

Workforce Strategies Employers Can Evaluate

Employers can begin by reviewing recruitment channels, job requirements, compensation, scheduling, training and retention. Partnerships with trade schools, community organizations and apprenticeship programs may expand the domestic candidate pipeline.

Businesses can also examine which positions remain consistently difficult to fill after repeated recruiting efforts. Separating short-term vacancies from recurring needs helps employers

determine where additional sourcing and long-term planning may be appropriate.

When permanent, full-time positions remain unfilled after sustained local recruitment, eligible employers may evaluate employment-based immigration pathways as an additional future source of workers.

Where EB-3 Visa Sponsorship Fits

The EB-3 visa program allows eligible U.S. employers to sponsor foreign nationals for permanent, full-time positions, subject to federal eligibility requirements and immigrant visa availability.

For most EB-3 positions, an employer must first complete the Department of Labor's PERM labor certification process. This generally includes obtaining a prevailing wage determination and conducting required recruitment to determine whether able, willing, qualified and available U.S. workers can fill the offered position. The employer may then file Form I-140 with U.S. Citizenship and Immigration Services after an approved labor certification.

EB-3 sponsorship does not guarantee approval, bypass domestic recruitment requirements or provide workers immediately. The process generally takes years, making it a long-term planning option rather than an answer to an urgent or seasonal vacancy.

EB3.Work supports employers in manufacturing and assembly, restaurants and quick-service restaurants, construction, commercial cleaning and janitorial services, warehousing, trucking and industrial staffing. The platform provides employer resources and process guidance for businesses evaluating EB-3 sponsorship as part of their future workforce plans.

Questions U.S. Employers Ask About EB-3

Can EB-3 fill an immediate job opening?
No. EB-3 is a long-term employment-based immigration pathway for permanent positions. Employers should continue their current recruiting and staffing efforts while planning for future needs.

Does EB-3 replace the recruitment of U.S. workers?
No. The PERM labor certification process includes required recruitment to test the U.S. labor market. An employer cannot use the process to avoid considering qualified U.S. workers.

Which employers may consider EB-3 sponsorship?
U.S. employers with permanent, full-time positions that remain difficult to fill may evaluate the

program. Eligibility depends on the employer, offered position, recruitment results and applicable federal requirements.

Employer Resources and Official Data

Employers can read the complete workforce analysis and access informational tools for employer eligibility, prevailing wages and workforce costs at:
https://employer.eb3.work/

NFIB August 2026 employment report:
https://www.nfib.com/news/press-release/nfib-jobs-report-main-street-employment-softens-in-august

BLS Job Openings and Labor Turnover Survey for July 2026:
https://www.bls.gov/news.release/jolts.htm

About EB3.Work

EB3.Work helps U.S. employers that are unable to fill all of their entry-level job openings with U.S. workers evaluate international recruitment through the EB-3 employment-based green card process. The New York-based platform provides employer resources, educational information and process guidance for employers and applicants across the United States.

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