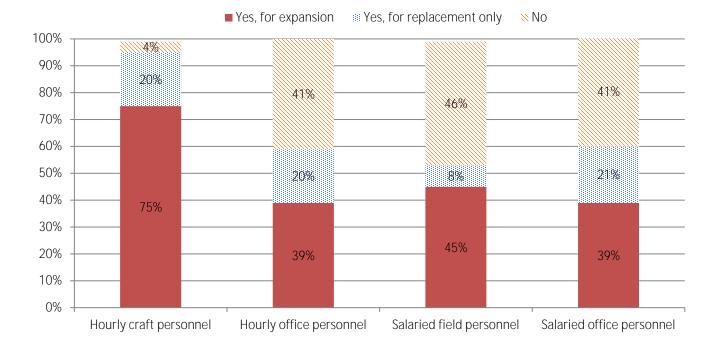


2019 Workforce Survey Results

Total responses: 116aPaaDfor each question.

1. In the next 12 months, do you expect your firm will hire additional or replacement:

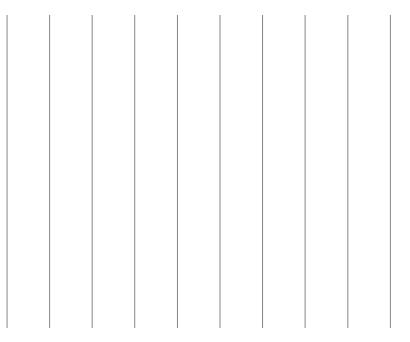


2. How would you describe your current situation in filling salaried and hourly craft positions?

4. What has been your firm's experience this year in filling the following types of hourly craft positions?

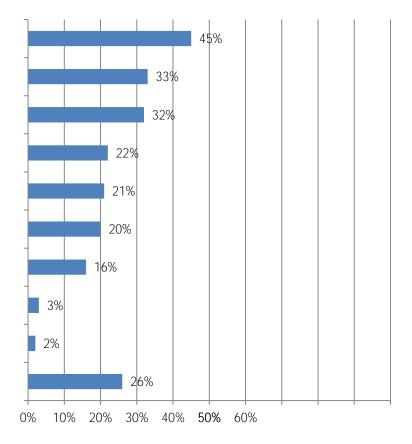
			88%				<mark>0</mark> %	
		79	%				2%	
		75%					3%	
		72%				12%	0	
		67%				22%	2	13 47
	6	2%				21%	<mark>2%</mark> 99	%
	62	2%			15	%	35%%	
	62	2%				25%	0%89	6%
	58%	6			16%	0 <mark>% 11</mark> 9	%	
	58%	/			8% 3%%			
	57%)			13%	4% 1:	3%	
	56%				17%	<mark>0</mark> % 11%		
	55%			99	6 5%	14%		
	55%				16%	<mark>2%</mark> 7%		
	52%				5% 29	<u> </u>		
	51%				31%		9%	
	50%				27%	59	<mark>%</mark>	
	50%				25%	%		
			0121010					
	46%			2	9%	1	1%	
4()%		2(%	10%		30%	

7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)



8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)

9. Has your firm added or increased use of the following to provide workers in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)



10. Has your firm made changes in hiring, training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)

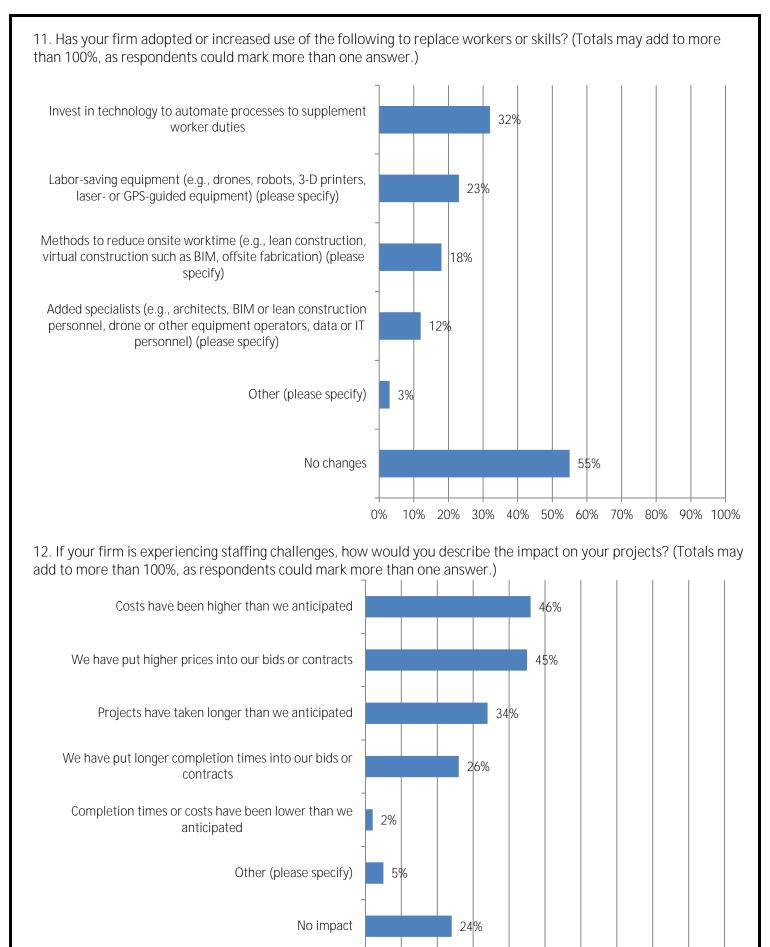


Image: Image:

13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Total15.68 or ol de, loir?ld ymm on pere