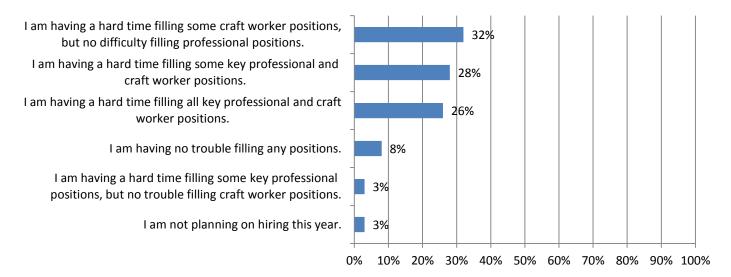
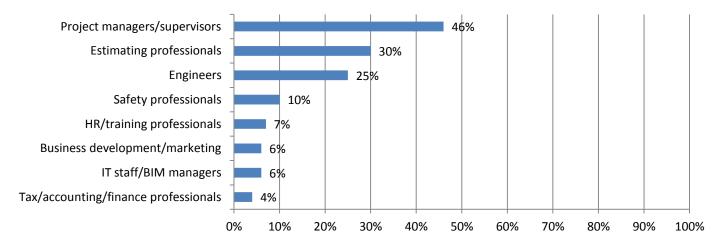


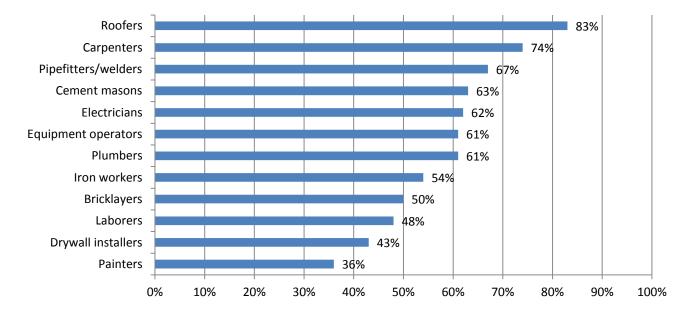
3. How would you describe your current workforce challenges?



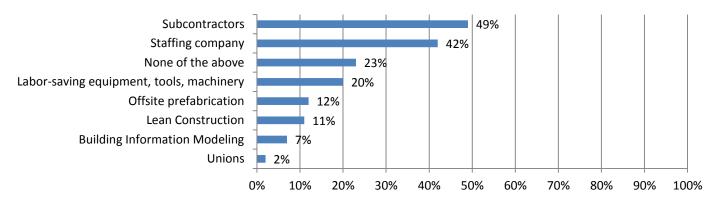
4. If you hire, and are having trouble filling key professional positions, please indicate the position types you are having trouble filling (mark all that apply):



5. If you hire, and are having trouble filling key craft worker positions, please indicate the position types you are having trouble filling (mark all that apply):



6. Have you increased your use of the following during the past year because of difficulty in filling positions (mark all that apply)?



7. Do you expect any changes in the availability of construction professionals over the coming 12 months?

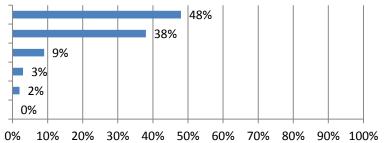


8. Do you expect any changes in the availability of skilled craft workers over the coming 12 months?

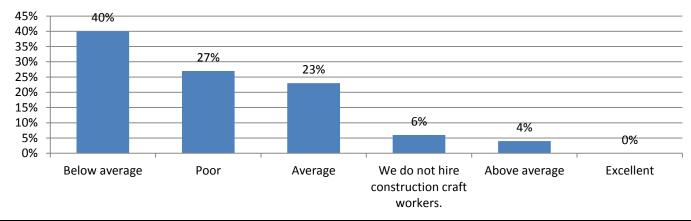
It will continue to be hard to find and hire craft workers. It will become harder to find and hire craft workers. Don't know

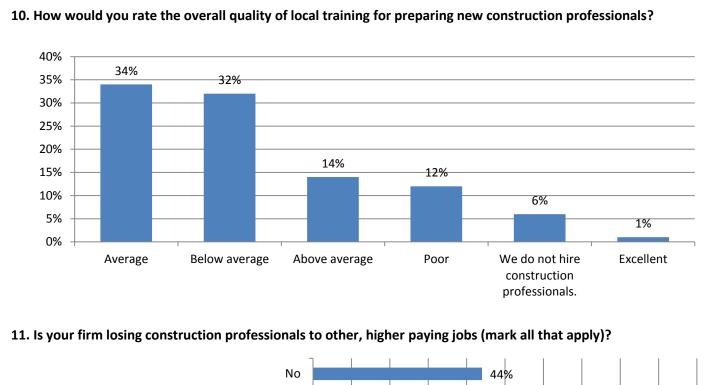
We do not hire craft workers.

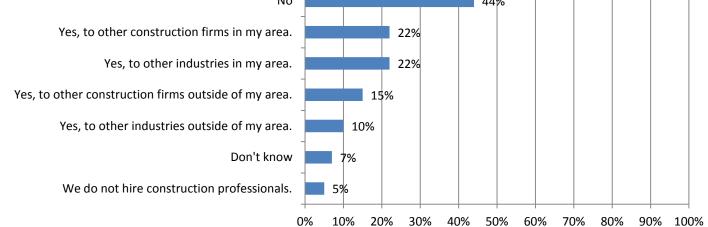
It will continue to be easy to find and hire craft workers. It will become easier to find and hire craft workers.



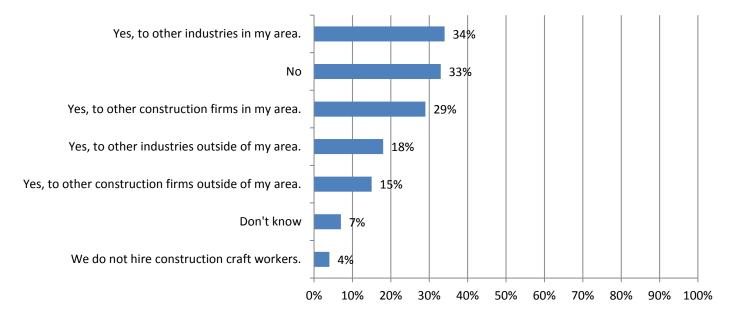
9. How would you rate the overall quality of the local pipeline for training new construction craft workers?

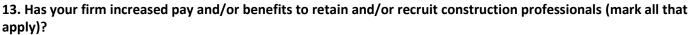


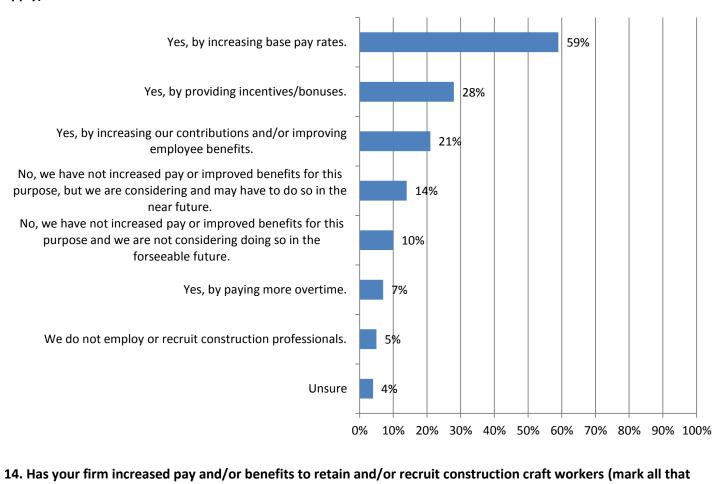




12. Is your firm losing construction craft workers to other, higher paying jobs (mark all that apply)?







apply)?

