

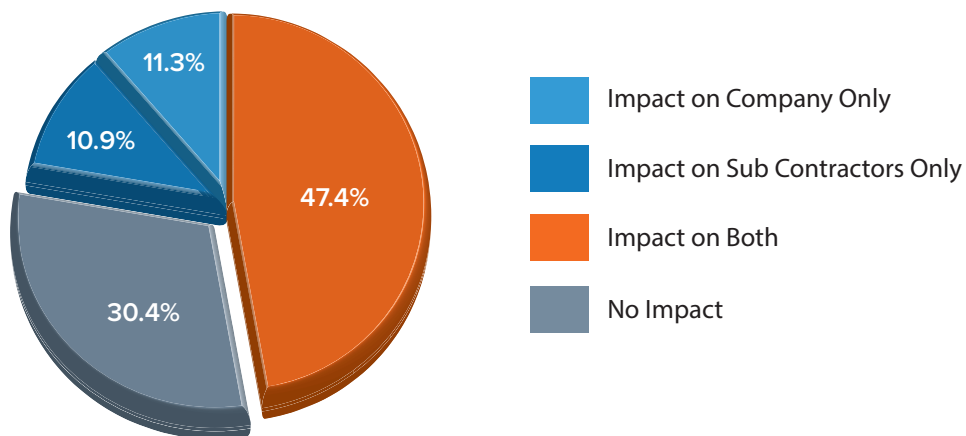


# Workforce Development Study Results

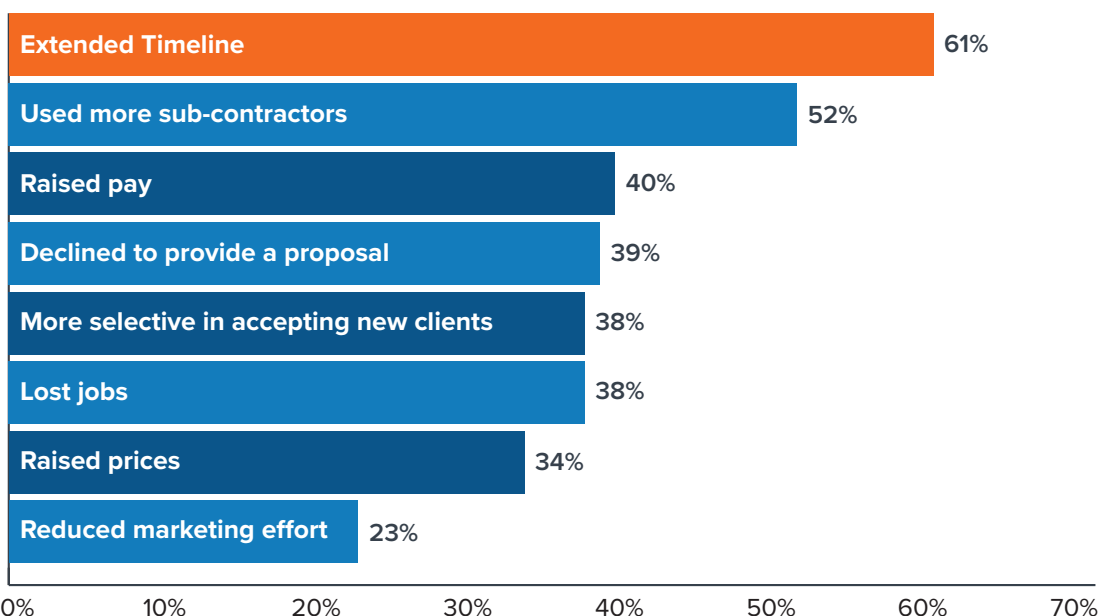
Lack of skilled labor is negatively impacting business.



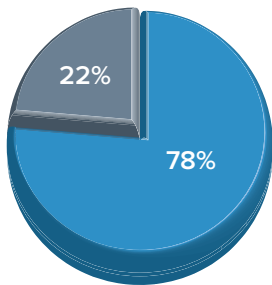
Labor shortages impacted 70% of NARI members in 2016.



Among those impacted by the problem, 96% took some action to deal with labor shortages they experienced.



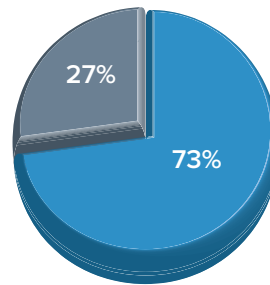
The bulk of NARI members are growing and need to hire skilled labor to support their business plans.



Do you forecast increased sales in 2017?

Yes

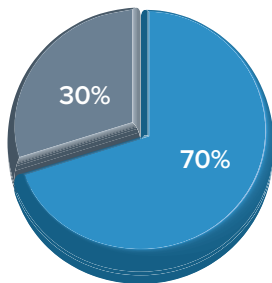
No



Do you want to add employees in 2017?

Yes

No



Did you have negative impacts from labor shortages in 2016?

Yes

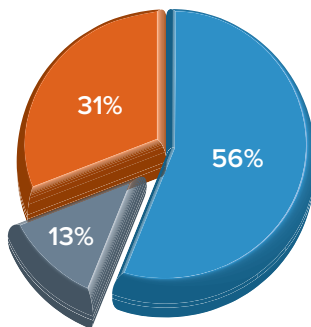
No

Even with the seasonal timing of this study,

**52%**

are currently trying to hire for skilled positions.

### Hiring skilled employees is not easy.



Are you confident you can fill your open positions?

- Low or very low confidence
- Moderate confidence
- High or very high confidence

Two of the top three barriers to growth are related to workforce development.

1	Lack of young people willing to learn the trade
2	Too much low competition undercutting prices
3	Poor availability of qualified employees

### Members recognize the need for young talent in the industry.



Members see important steps in a broader offering of trade/vocational training (particularly in high schools) and more emphasis on young adults going on a path to learn a trade vs. attending college.

NARI Members will be asking for your support and cosponsorship as workforce development bills are introduced in the 115th Congress.