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.

Extended Timeline
- 61%

Used more sub-contractors
- 52%

Raised pay
- 40%

Declined to provide a proposal
- 39%

More selective in accepting new clients
- 38%

Lost jobs
- 38%

Raised prices
- 34%

Reduced marketing effort
- 23%

Data from 2017 NARI Member Profile Study
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: 78%
  - No: 22%

- **Do you want to add employees in 2017?**
  - Yes: 73%
  - No: 27%

- **Did you have negative impacts from labor shortages in 2016?**
  - Yes: 70%
  - No: 30%

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: 13%
  - Moderate confidence: 56%
  - High or very high confidence: 31%

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.