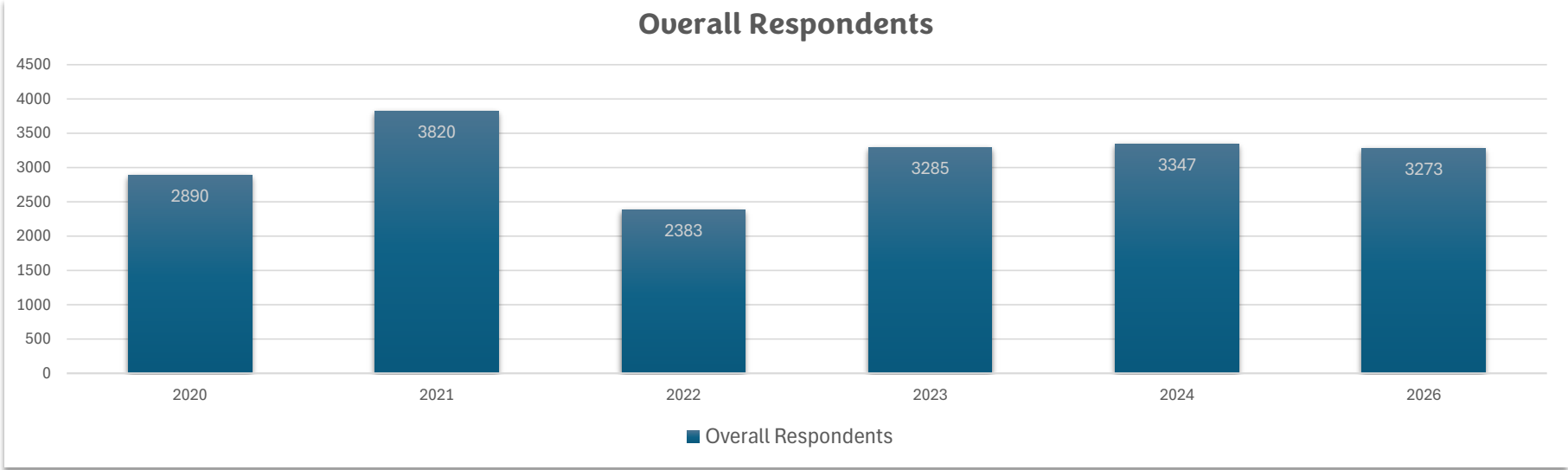
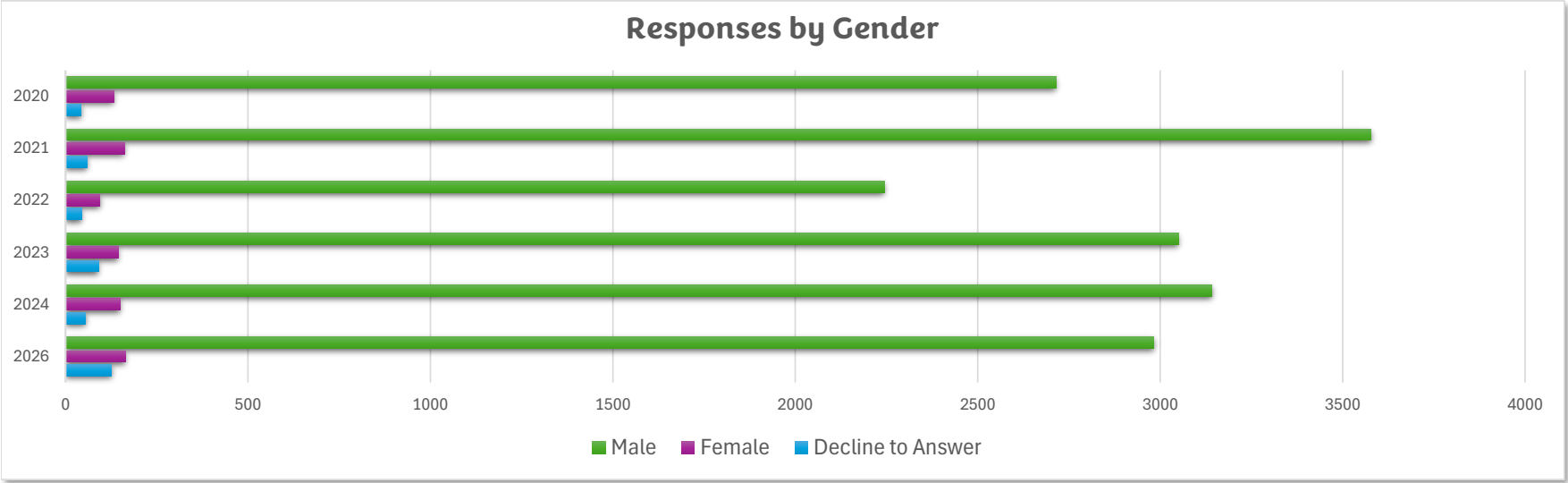


Recruiting Survey Results 2020-2026



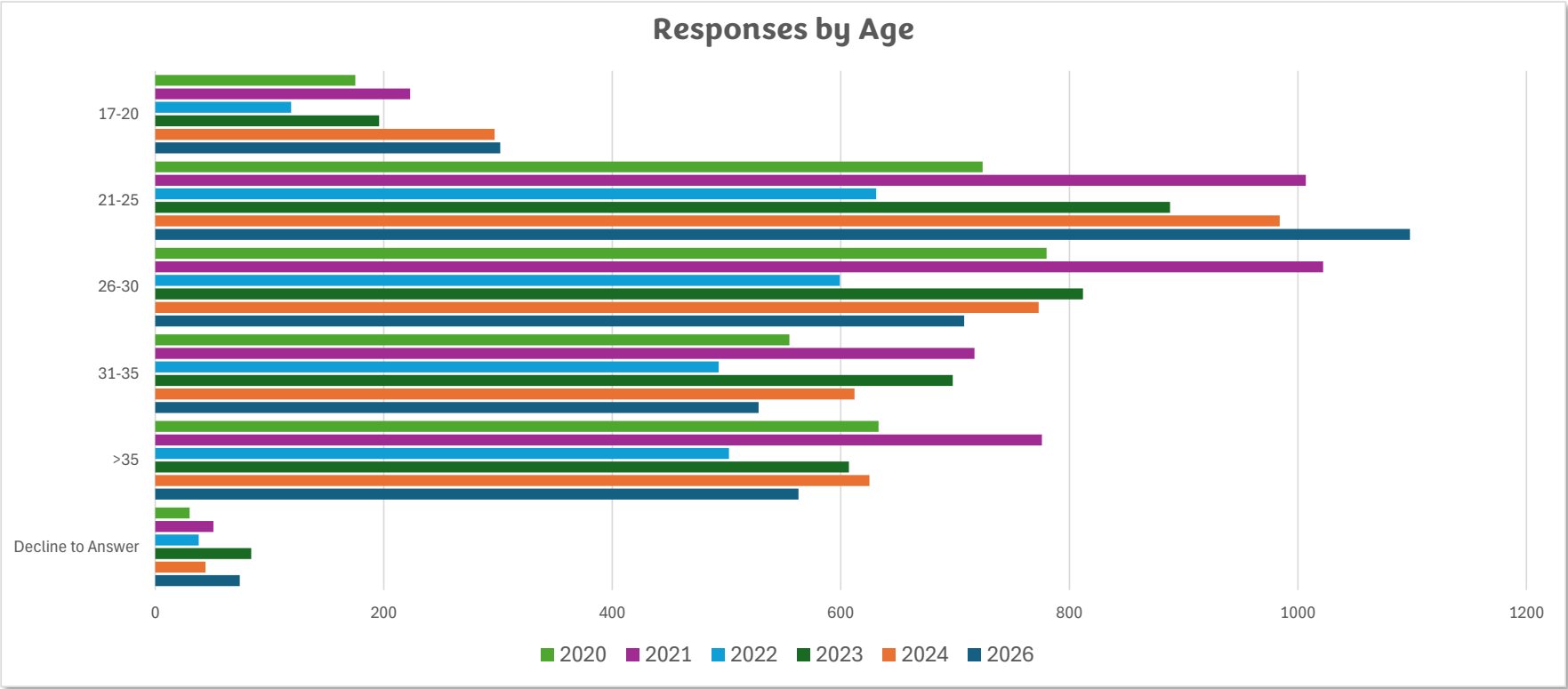
Overall Respondents	
2020	2890
2021	3820
2022	2383
2023	3285
2024	3347
2026	3273

Total Apprentices in 2026	
1st Year	791
2nd Year	806
3rd Year	804
Last Year	872
Blank Year	24



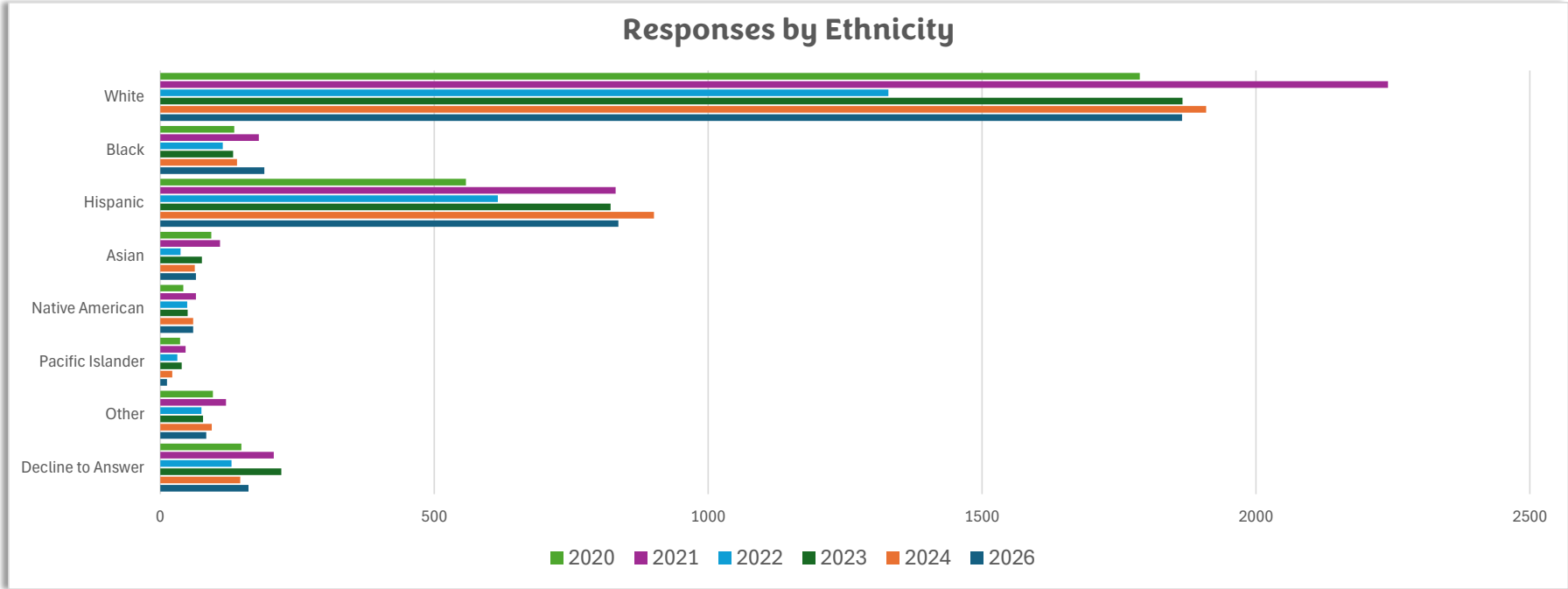
Responses by Gender

	Decline to Answer	Female	Male	Total
2026	126	164	2983	3273
2024	55	150	3142	3347
2023	90	144	3051	3285
2022	45	94	2244	2383
2021	60	161	3578	3799
2020	43	132	2715	2890



Responses by Age

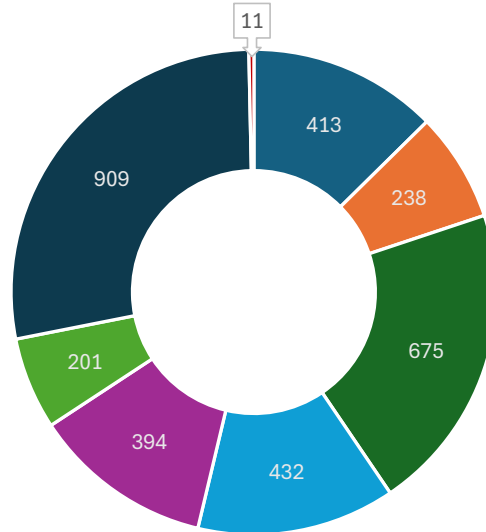
	Decline to Answer	>35	31-35	26-30	21-25	17-20	Total
2026	74	563	528	708	1098	302	3273
2024	44	625	612	773	984	297	3335
2023	84	607	698	812	888	196	3285
2022	38	502	493	599	631	119	2382
2021	51	776	717	1022	1007	223	3796
2020	30	633	555	780	724	175	2897



Responses by Ethnicity

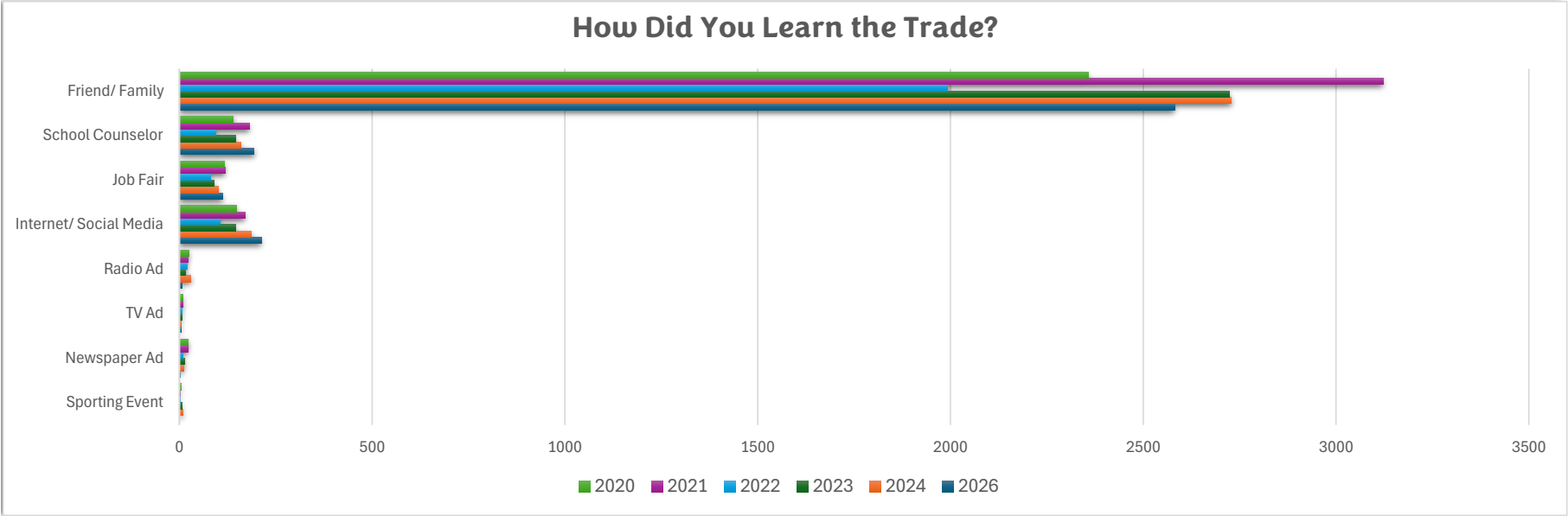
	Decline to Answer	Other	Pacific Islander	Native American	Asian	Hispanic	Black	White	Total
2026	161	84	12	60	65	836	190	1865	3273
2024	146	94	22	60	63	901	140	1909	3335
2023	221	78	39	50	76	822	133	1866	3285
2022	130	75	31	49	37	616	114	1329	2381
2021	207	120	46	65	109	831	180	2241	3799
2020	148	96	36	42	93	558	135	1788	2896

Apprentice's Region of the Country



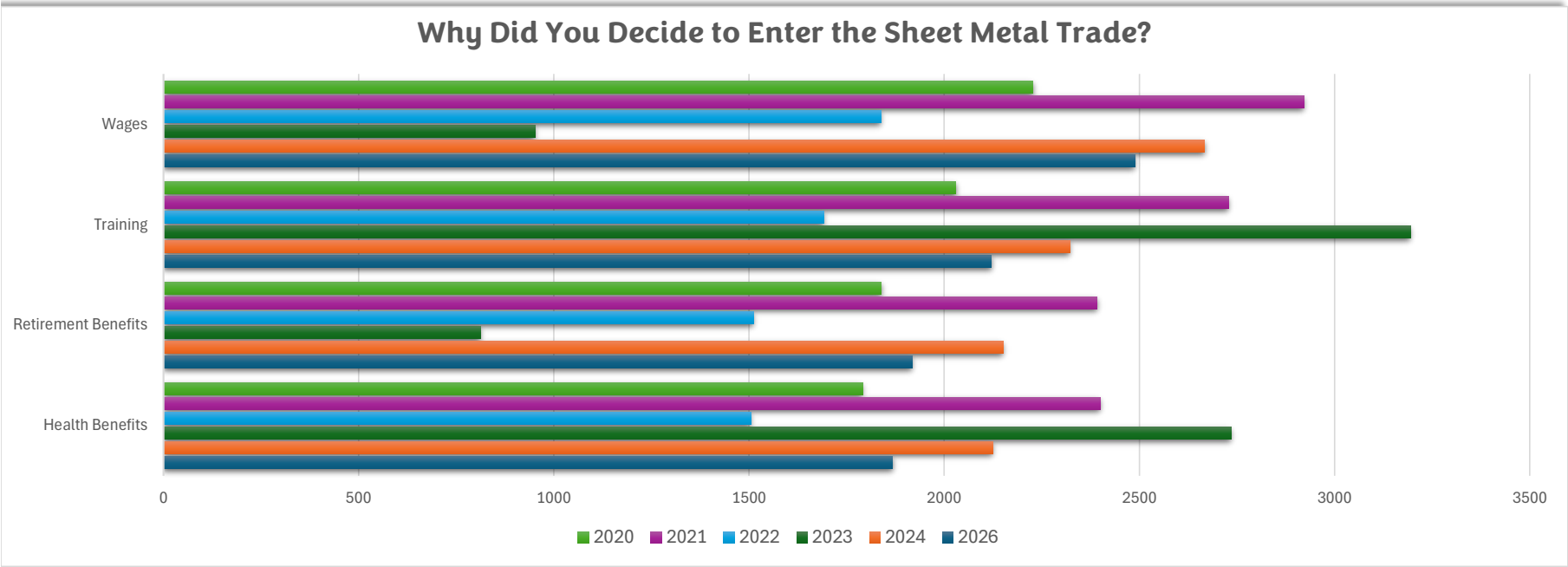
Region of the Country

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	No Response
2026	413	238	675	432	394	201	909	11



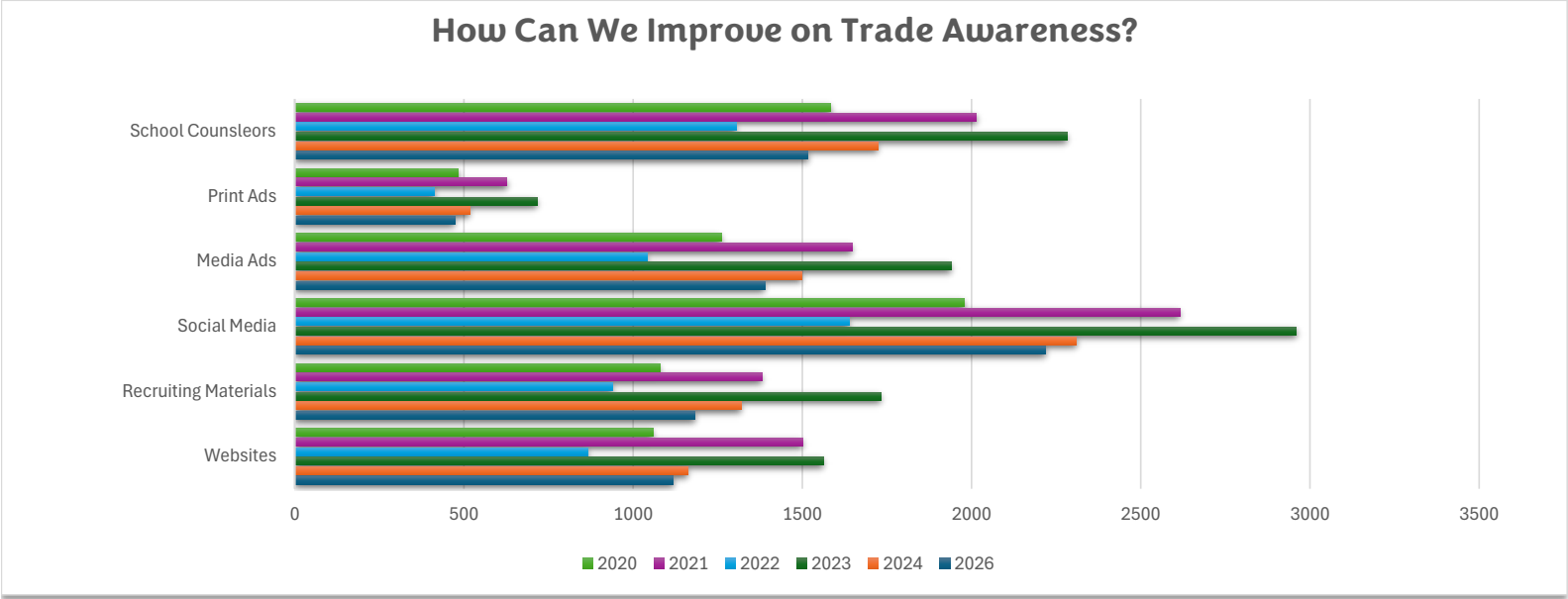
How Did You Learn the Trade?

	Sporting Event	Newspaper Ad	TV Ad	Radio Ad	Internet/ Social Media	Job Fair	School Counselor	Friend/ Family
2026	1	2	4	6	213	113	194	2581
2024	9	11	4	30	186	101	159	2729
2023	7	13	7	15	145	89	145	2723
2022	3	9	7	20	106	80	94	1993
2021	3	23	10	22	170	119	181	3122
2020	4	22	9	24	148	117	140	2357



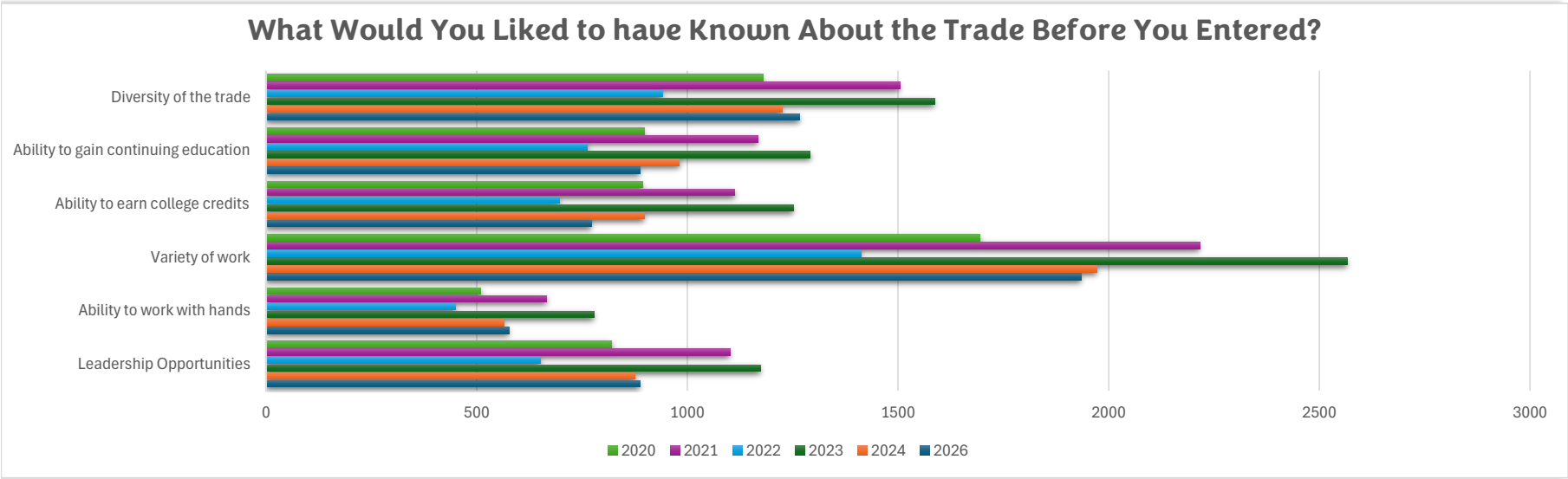
Why Did You Decide to Enter the Sheet Metal Trade?

	Health Benefits	Retirement Benefits	Training	Wages
2026	1868	1918	2121	2489
2024	2125	2151	2322	2667
2023	2735	813	3195	952
2022	1505	1511	1691	1838
2021	2400	2392	2729	2921
2020	1791	1839	2030	2228



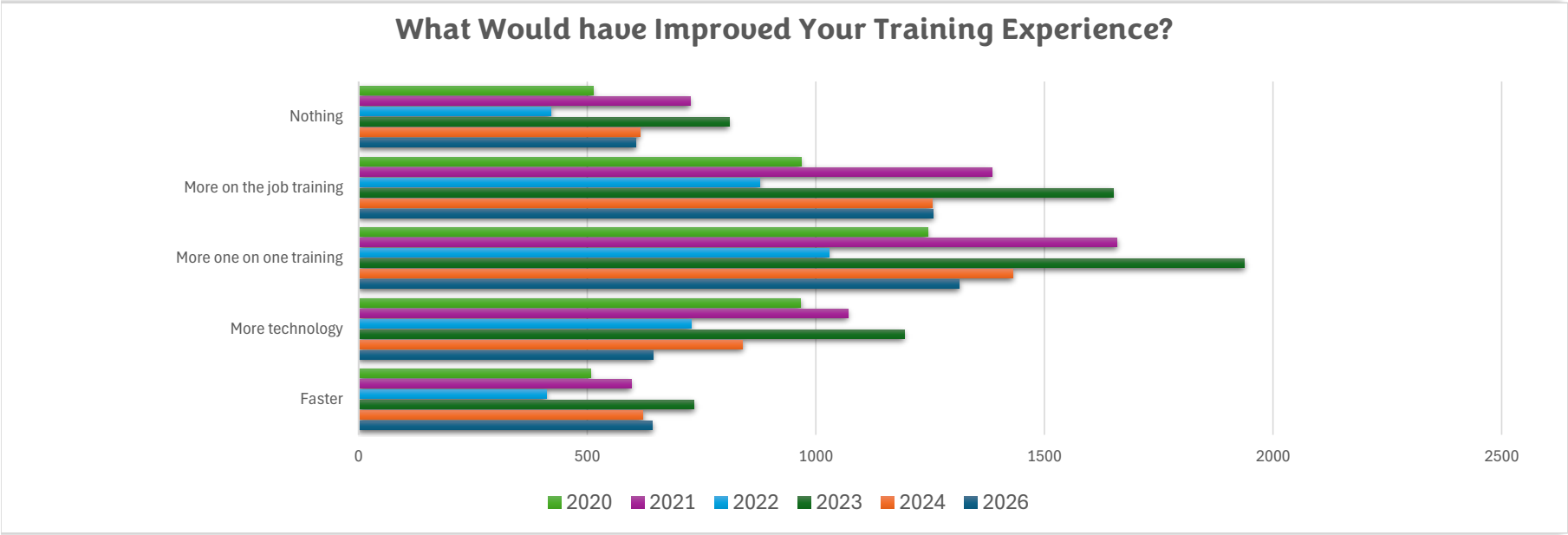
How Can We Improve on Trade Awareness?

	Websites	Recruiting Materials	Social Media	Media Ads	Print Ads	School Counseleors
2026	1119	1183	2219	1390	473	1517
2024	1161	1320	2310	1499	518	1723
2023	1563	1733	2960	1940	716	2283
2022	865	939	1639	1042	413	1304
2021	1501	1382	2616	1648	627	2015
2020	1058	1079	1980	1261	484	1584



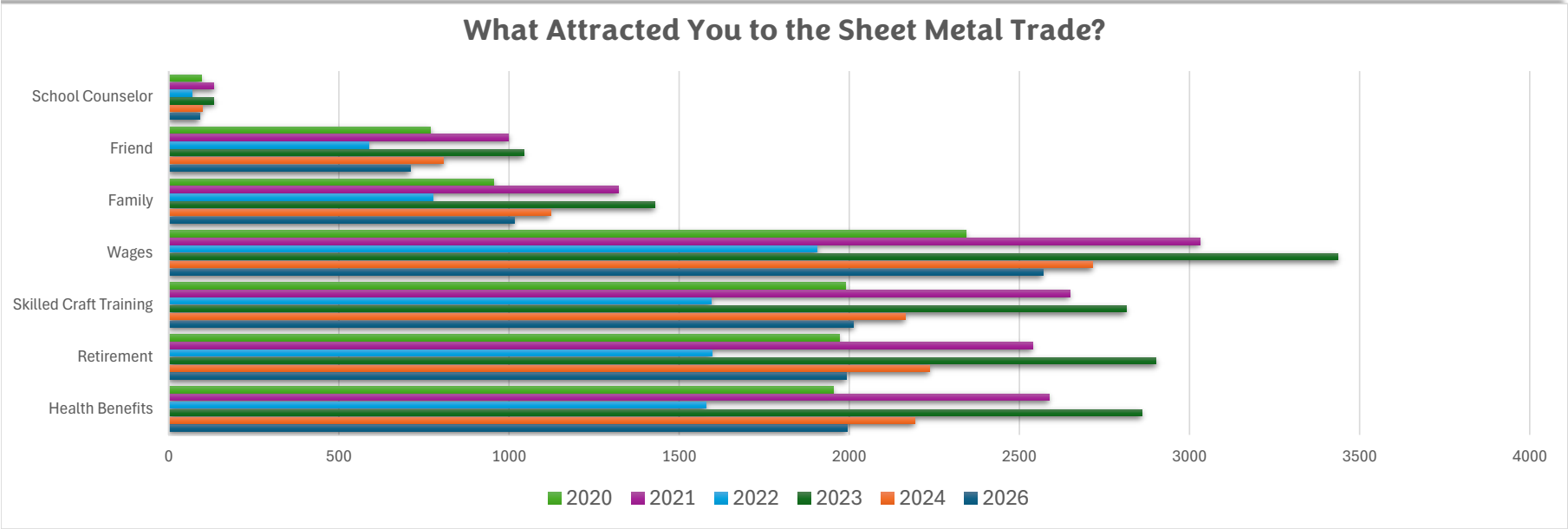
What Would You Liked to have Known About the Trade Before You Entered?

	Leadership Opportunities	Ability to work with hands	Variety of work	Ability to earn college credits	Ability to gain continuing education	Diversity of the trade
2026	887	577	1935	773	887	1267
2024	875	564	1972	898	981	1225
2023	1174	779	2567	1251	1292	1587
2022	651	449	1413	696	763	941
2021	1102	666	2217	1113	1168	1505
2020	821	510	1695	894	898	1180



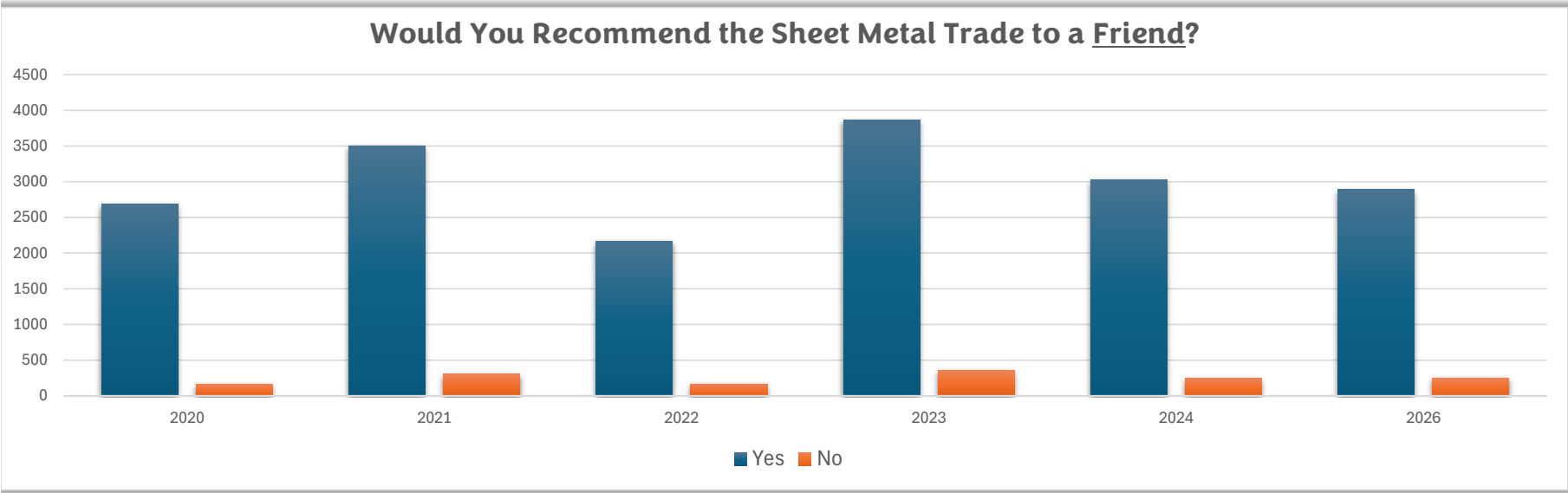
What Would have Improved Your Training Experience?

	Faster	More technology	More one on one training	More on the job training	Nothing
2026	643	644	1314	1257	607
2024	622	840	1431	1255	615
2023	734	1193	1938	1651	811
2022	411	727	1028	878	421
2021	596	1071	1659	1385	725
2020	507	967	1245	968	513



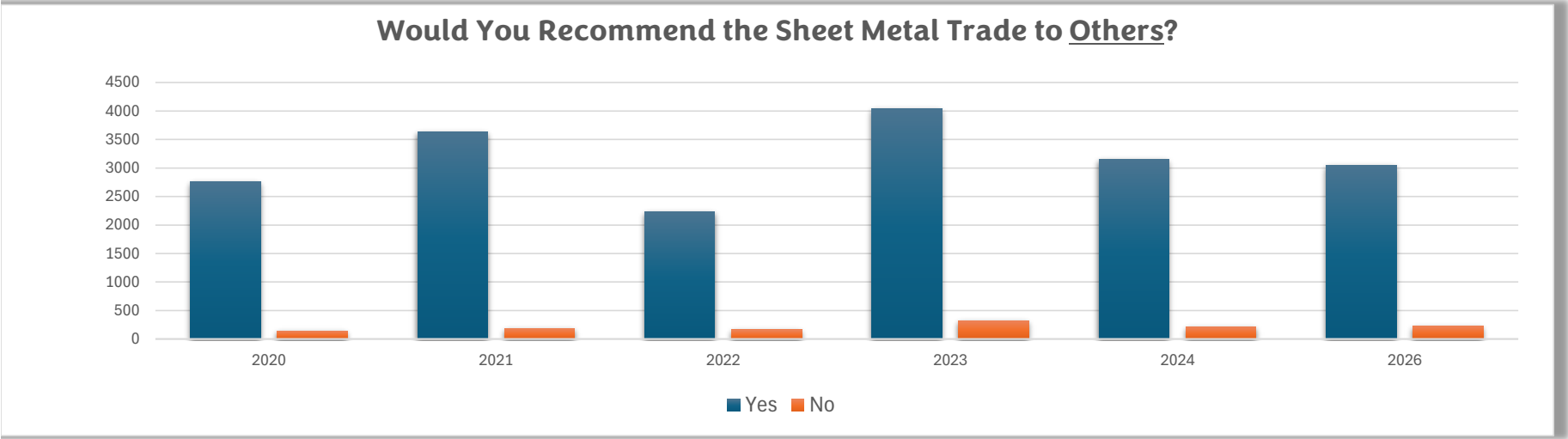
What Attracted You to the Sheet Metal Trade?

	Health Benefits	Retirement	Skilled Craft Training	Wages	Family	Friend	School Counselor
2026	1993	1992	2013	2569	1015	711	90
2024	2192	2235	2164	2714	1122	808	98
2023	2860	2902	2815	3436	1429	1044	133
2022	1578	1597	1595	1906	776	588	69
2021	2588	2539	2649	3030	1322	999	133
2020	1954	1972	1988	2342	956	769	95



Would You Recommend the Sheet Metal Trade to a Friend?

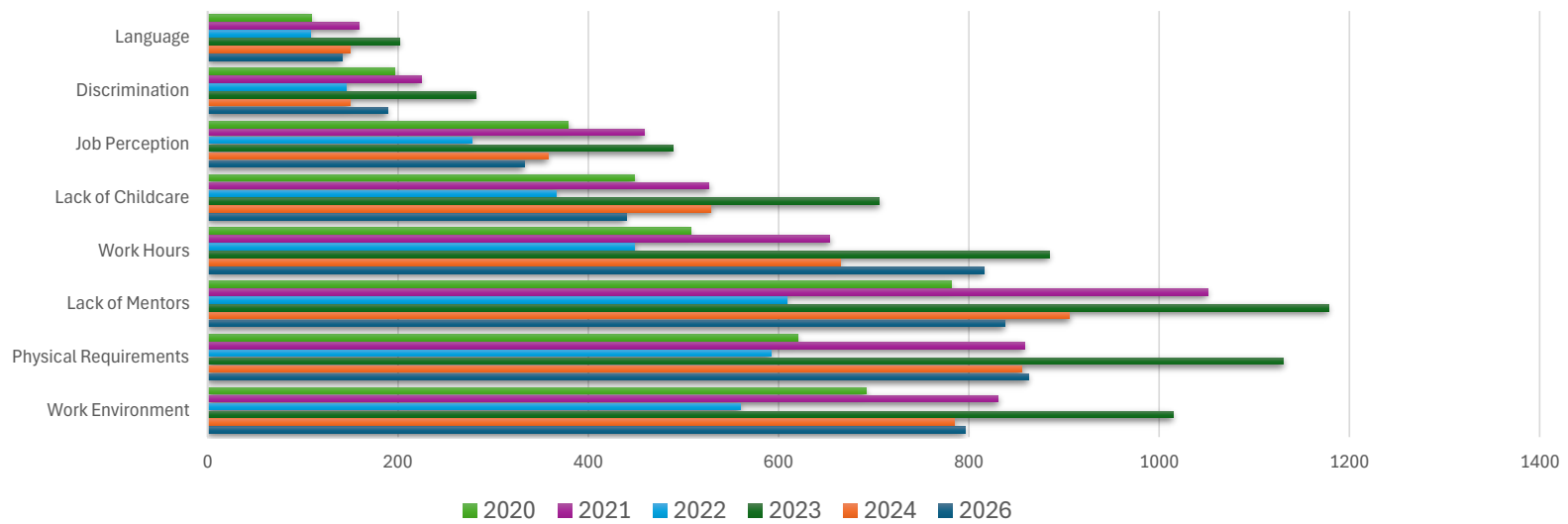
	Yes	No
2020	2686	167
2021	3502	303
2022	2162	164
2023	3870	353
2024	3026	246
2026	2889	247



Would You Recommend the Sheet Metal Trade to Others?

	Yes	No
2020	2767	144
2021	3630	186
2022	2235	161
2023	4042	322
2024	3150	210
2026	3051	228

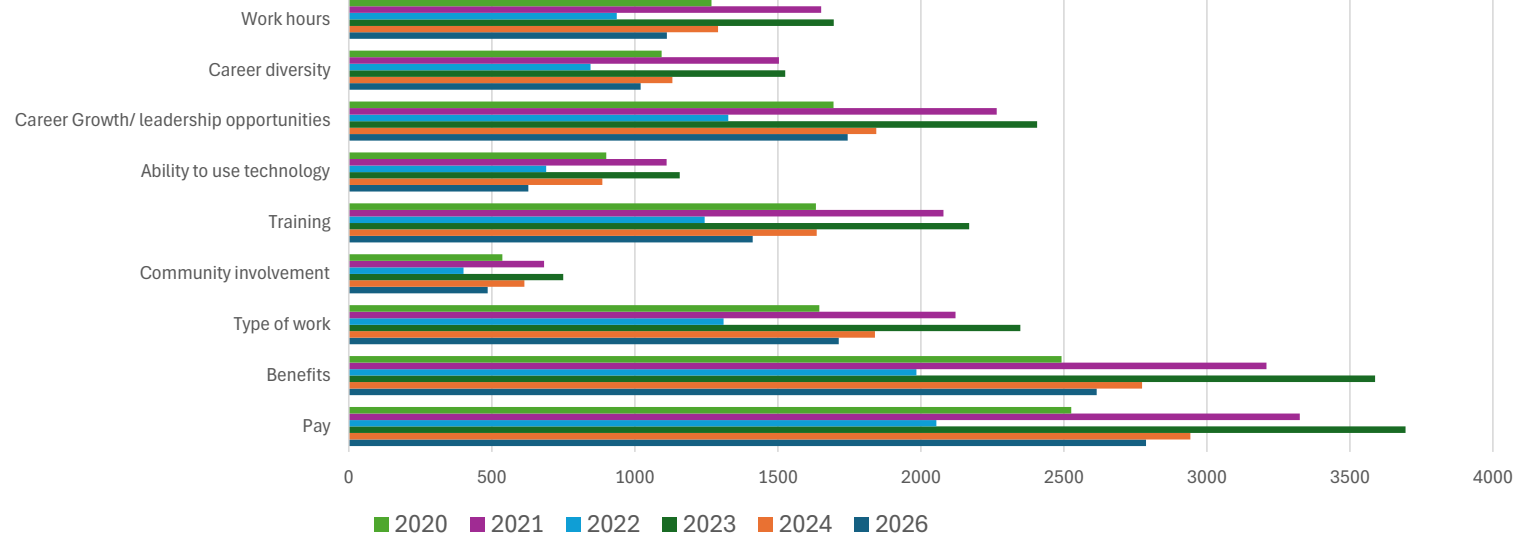
What Makes it a Challenge to be an Apprentice in the Industry?



What Makes it a Challenge to be an Apprentice in the Industry?

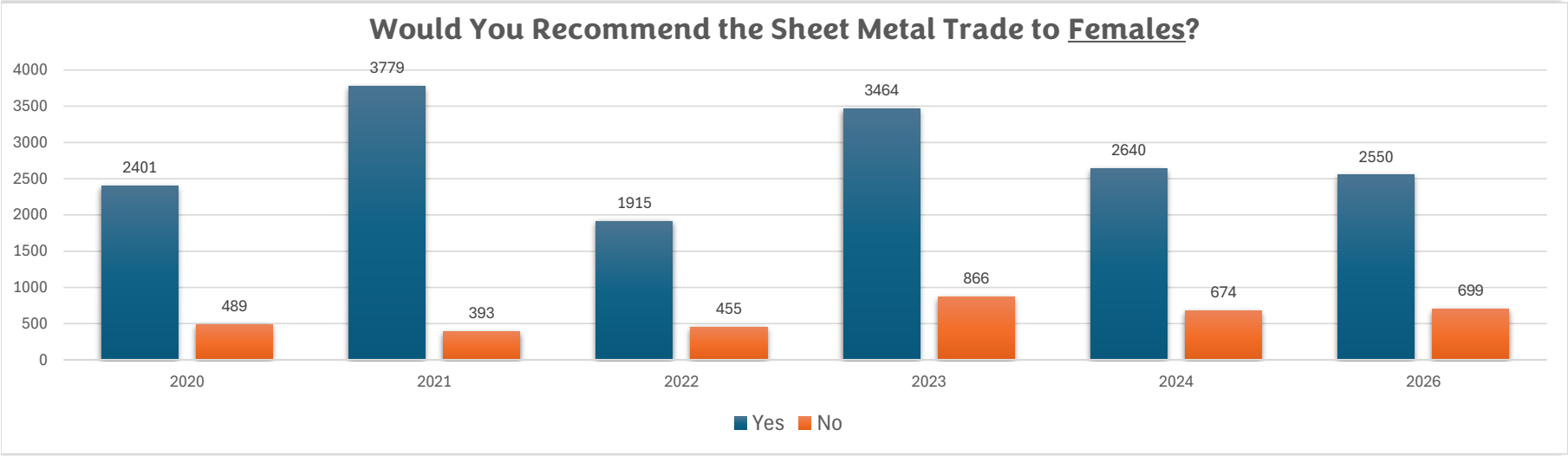
	Work Environment	Physical Requirements	Lack of Mentors	Work Hours	Lack of Childcare	Job Perception	Discrimination	Language
2026	796	863	838	816	440	333	189	141
2024	785	856	906	665	529	358	150	150
2023	1015	1131	1178	885	706	489	282	202
2022	560	592	609	449	366	278	146	108
2021	831	859	1051	654	527	459	225	159
2020	692	620	782	508	449	379	197	109

Why Would You Choose this Industry as a Career?



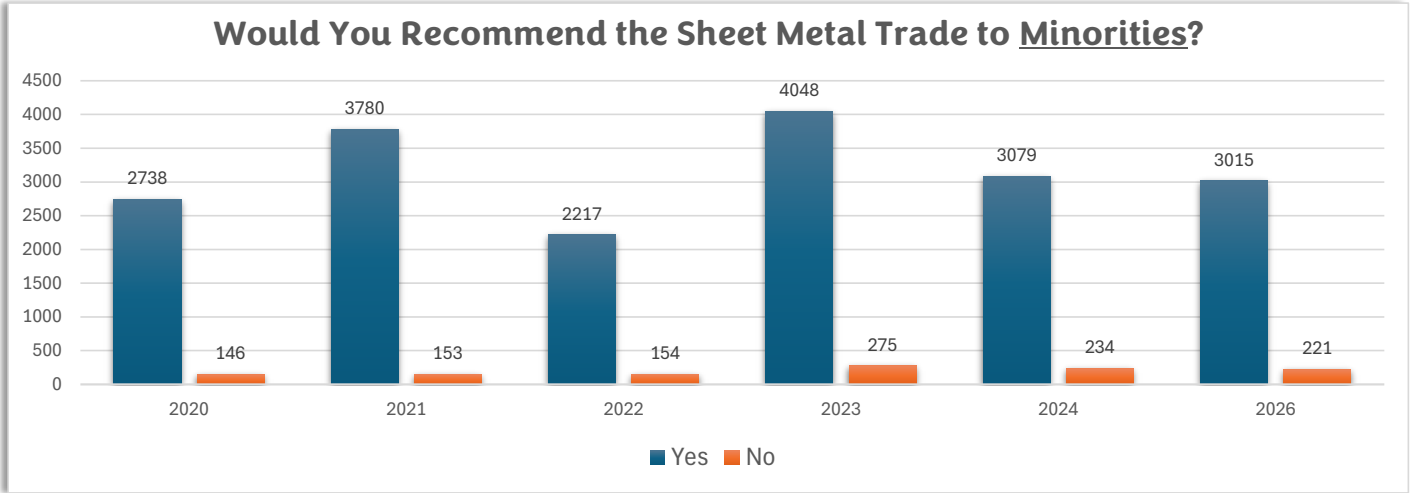
Why Would You Choose this Industry as a Career?

	Pay	Benefits	Type of work	Community involvement	Training	Ability to use technology	Career Growth/ leadership opportunities	Career diversity	Work hours
2026	2787	2615	1713	486	1412	628	1744	1020	1112
2024	2942	2774	1840	614	1636	886	1844	1131	1291
2023	3695	3588	2348	750	2169	1157	2407	1526	1696
2022	2054	1985	1310	401	1244	690	1327	845	937
2021	3325	3208	2121	683	2079	1111	2265	1504	1652
2020	2526	2492	1645	537	1633	900	1695	1094	1268



Would You Recommend the Sheet Metal Trade to Females?

	Yes	No
2020	2401	489
2021	3779	393
2022	1915	455
2023	3464	866
2024	2640	674
2026	2550	699



Would You Recommend the Sheet Metal Trade to Minorities?

	Yes	No
2020	2738	146
2021	3780	153
2022	2217	154
2023	4048	275
2024	3079	234
2026	3015	221