

Overview of 2022 Recruiting Survey Results

Overall Respondents

2383 or approximately 16% percent of apprentices responded to the survey.

- 2,244 or 94.1 percent of respondents were male.
- 94 or 3.9 percent of respondents were female.
- 45 or 1.8 percent declined to answer.

Responses by Gender

1 st Year Apprentices	523 Male	26 Female	6 Declined to Answer
2 nd Year Apprentices	443 Male	14 Female	6 Declined to Answer
3 rd Year Apprentices	559 Male	25 Female	16 Declined to Answer
Last Year Apprentices	719 Male	29 Female	17 Declined to Answer
Totals	2244	94	45

Responses by Age

	17-20	21-25	26-30	31-35	>35	Decline to Answer	Total
1 st Year Apprentices	89	152	131	101	74	7	23.27%
2 nd Year Apprentices	20	162	99	91	87	4	19.42%
3 rd Year Apprentices	10	158	163	121	139	12	25.30%
Last Year Apprentices	0	159	206	180	202	16	32.01%
Totals	119	631	599	493	502	39	2,383
Percentage	4.9%	26.8%	25.1%	20.6%	21.0%	1.6%	100%

Responses by Ethnicity

	European/ White	Black	Hispanic	Asian	Native American	Pacific Islander	Other	Declined to Answer	Total
1 st Year Apprentices	338	37	125	8	7	2	11	28	23.33%
2 nd Year Apprentices	241	20	141	5	10	9	14	21	19.34%
3 rd Year Apprentices	341	25	150	8	15	8	25	30	25.26%
Last Year Apprentices	409	32	200	16	17	12	25	53	32.07%
Totals	1329	114	616	37	49	31	75	132	2383
Percentage	55.8%	4.7%	25.8%	1.6%	2.1%	1.3%	3.1%	5.6%	100%

What region of the country do you attend Apprenticeship at currently?

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Total
1 st Year Apprentices	65	43	72	96	51	17	209	23.20%
2 nd Year Apprentices	46	27	46	74	65	6	200	19.47%
3 rd Year Apprentices	46	35	65	93	80	11	272	25.26%
Last Year Apprentices	64	36	45	112	72	17	418	32.06%
Totals	221	141	228	375	268	51	1099	2,383
Percentage	9.3%	5.9%	9.6%	15.7%	11.2%	2.2%	46.1%	100.0%

Region 1 - NY, NJ, CT, NY, DE, MA, NH, VT, ME, New Brunswick (Canada)

Region 2 - VA, TN, NC, SC, GA, AL, MS, LA, FL

Region 3 - KY, WV, PA, OH, IN

Region 4 - WI, MI, IL, Manitoba (Canada)

Region 5 - CO, NE, KS, MO, AR, TX, NM, OK

Region 6 - IA, MN, SD, ND, MT, WY, ID, Alberta (Canada), Saskatchewan (Canada)

Region 7 - AZ, AK, British Columbia (Canada), HI, WA, OR, CA, NV, UT

How did you hear of the Sheet Metal Trade?

	Friend or Family	School Guidance Counselor	Job Fair	Website/ Internet	Radio Ad	T.V. Ad	Magazine/ Newspaper Ad	Sports Event	Total
1 st Year Apprentices	471	21	10	32	4	1	0	0	23.31%
2 nd Year Apprentices	392	22	14	19	3	1	4	2	19.77%
3 rd Year Apprentices	474	27	31	31	6	3	3	1	24.91%
Last Year Apprentices	656	24	25	24	7	2	2	0	32.00%
Totals	1,993	94	80	106	20	7	9	3	2,312
Percentage	86.2%	4.0%	3.4%	4.5%	0.8%	0.3%	0.4%	0.1%	100%

Why did you decide to enter the Sheet Metal Trade?

	Health Benefits	Retirement	Skilled Craft Training	Wages
1 st Year Apprentices	344	354	418	402
2 nd Year Apprentices	297	291	320	352
3 rd Year Apprentices	390	391	430	474
Last Year Apprentices	474	475	523	610
Totals	1,505	1,511	1,691	1,838
Percentage	65.8%	66.1%	74.0%	80.4%

(2,284 responses)

How can we improve on trade awareness?

	Websites	Recruiting Materials	Social Media	Media Advertisements	Print Advertisements	School Guidance Counselor
1 st Year Apprentices	186	217	382	232	75	278
2 nd Year Apprentices	172	181	299	190	80	251
3 rd Year Apprentices	227	258	446	298	122	362
Last Year Apprentices	280	283	512	322	136	421
Totals	865	939	1659	1042	413	1312
Percentage	37.3%	40.5%	71.6%	44.9%	17.8%	56.6%

(2,317 responses)

How/where could we advertise to recruit applicants your age with similar interests?

- The most common responses were:
- Social Media- Facebook, Instagram, Snapchat, YouTube, Reddit, etc.
- Radio Ads – Pandora, Spotify, etc.
- Television Ads – Streaming Services
- High Schools and community colleges
- Sporting Events
- Career Fairs
- Gyms, Bars

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
1 st Year Apprentices	171	88	326	158	182	21
2 nd Year Apprentices	118	88	283	120	148	165
3 rd Year Apprentices	146	123	366	200	196	246
Last Year Apprentices	216	150	438	218	237	290
Totals	651	449	1413	696	763	722
Percentage	27.8%	19.1%	60.3%	29.7%	32.6%	30.8%

(2,340 responses)

What would have improved your training experience?

	Faster	More technology	More one on one training	More on the job training	Nothing
1 st Year Apprentices	92	128	228	202	136
2 nd Year Apprentices	80	130	200	170	90
3 rd Year Apprentices	102	206	289	231	87
Last Year Apprentices	137	263	311	275	108
Totals	411	727	1028	878	421
Percentage	18.1%	32.1%	45.4%	38.8%	18.6%

(2,260 responses)

What attracted you to the Sheet Metal Trade?

	Health Benefits	Retirement	Skilled craft training	Wages	Family	Friend	School Counselor
1 st Year Apprentices	366	379	406	432	201	153	11
2 nd Year Apprentices	310	302	303	372	149	120	16
3 rd Year Apprentices	411	414	393	492	184	127	18
Last Year Apprentices	491	502	493	610	242	188	24
Totals	1578	1597	1595	1906	776	588	69
Percentage	67.1%	67.9%	67.8%	81.1%	33.0%	25.0%	2.9%

(2,350 responses)

Would you recommend a sheet metal apprenticeship to a friend?

	Yes	No	If no, why?	Personal reasons	Work not steady	Lack of mentors	Work environment
1 st Year Apprentices	521	25		10	26	23	17
2 nd Year Apprentices	417	33		14	34	19	17
3 rd Year Apprentices	539	49		8	38	29	32
Last Year Apprentices	625	57		13	45	39	35
Total	2102	164		45	143	110	101
Percentage	88.8%	6.9%		1.9%	6.0%	4.6%	4.2%

(2,367 Responses)

Would you recommend the Sheet Metal Trade to others?

	Yes	No
1 st Year Apprentices	528	29
2 nd Year Apprentices	433	34
3 rd Year Apprentices	562	47
Last Year Apprentices	712	51
Total	2235	161
Percentage	93.9%	6.1%

(2,378 Responses)

What makes it a challenge to be an apprentice in this industry?

	Work environment	Physical requirements	Lack of mentors	Work hours	Lack of childcare	Job perception in community	Discrimination	Language
1 st Year Apprentices	115	132	108	122	55	54	22	29
2 nd Year Apprentices	121	105	111	88	67	53	27	22
3 rd Year Apprentices	140	156	167	113	100	71	37	24
Last Year Apprentices	184	199	223	126	144	100	60	33
Total	560	592	609	449	366	278	146	108
Percentage	27.8%	29.4%	30.2%	22.3%	18.2%	13.8%	7.3%	5.3%

(2,012 Responses)

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
1 st Year Apprentices	481	457	323	117	304	165	351	214	226
2 nd Year Apprentices	391	391	257	81	237	129	254	155	184
3 rd Year Apprentices	523	503	335	88	304	185	319	216	232
Last Year Apprentices	659	634	395	115	399	211	403	260	295
Total	2054	1985	1310	401	1244	690	1327	845	937
Percentage	87.0%	84.1%	55.5%	16.9%	52.7%	29.2%	56.2%	35.8%	39.7%

(2,359 Responses)

Would you recommend the Sheet Metal Trade to females?

	Yes	No
1 st Year Apprentices	460	91
2 nd Year Apprentices	367	95
3 rd Year Apprentices	496	104
Last Year Apprentices	592	165
Total	1915	455
Percentage	80.8%	19.2%

(2,370 Responses)

Would you recommend the Sheet Metal Trade to minorities?

	Yes	No
1 st Year Apprentices	520	30
2 nd Year Apprentices	432	30
3 rd Year Apprentices	560	40
Last Year Apprentices	705	54
Total	2217	154
Percentage	93.5%	6.5%

(2,371 Responses)