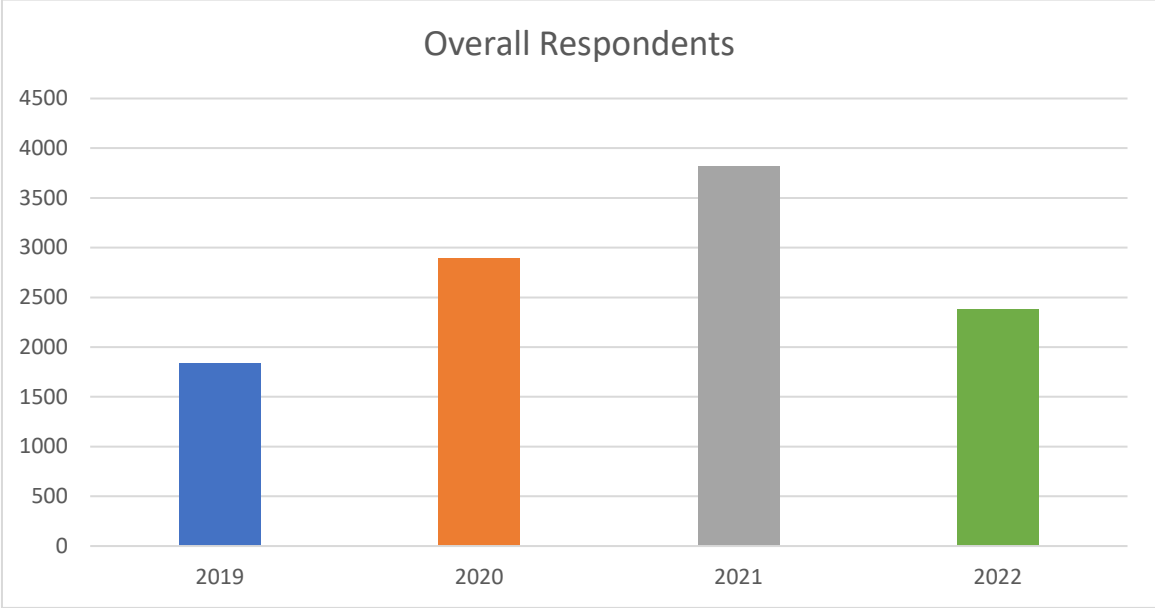
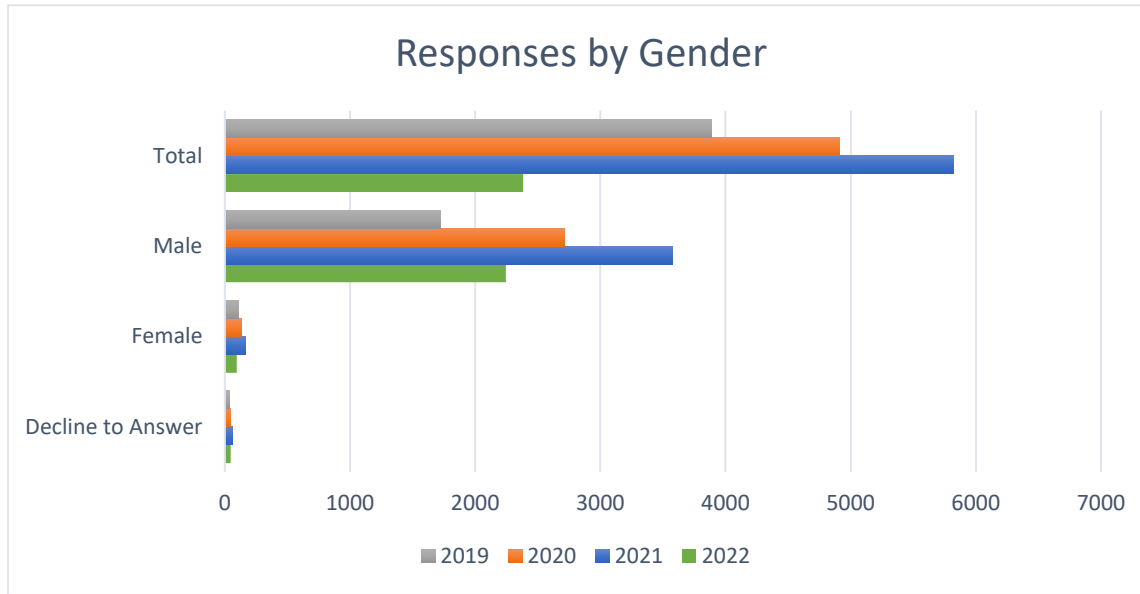


# Recruiting Survey Results 2019-2022

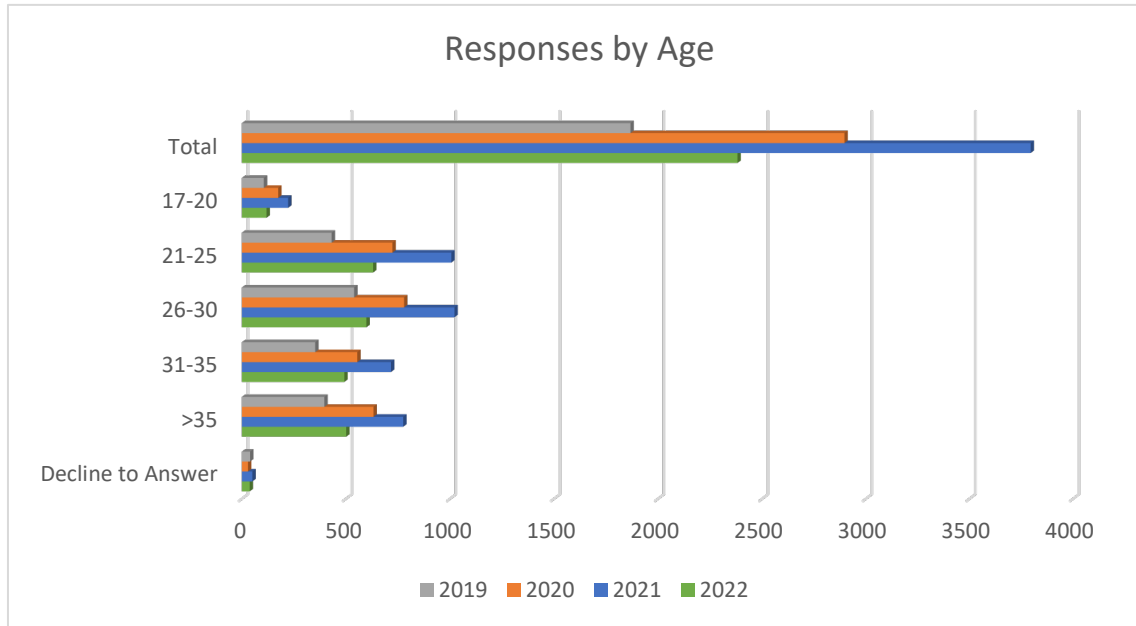


	Overall Respondents	
<b>2019</b>	1837	
<b>2020</b>	2890	
<b>2021</b>	3820	
<b>2022</b>	2383	



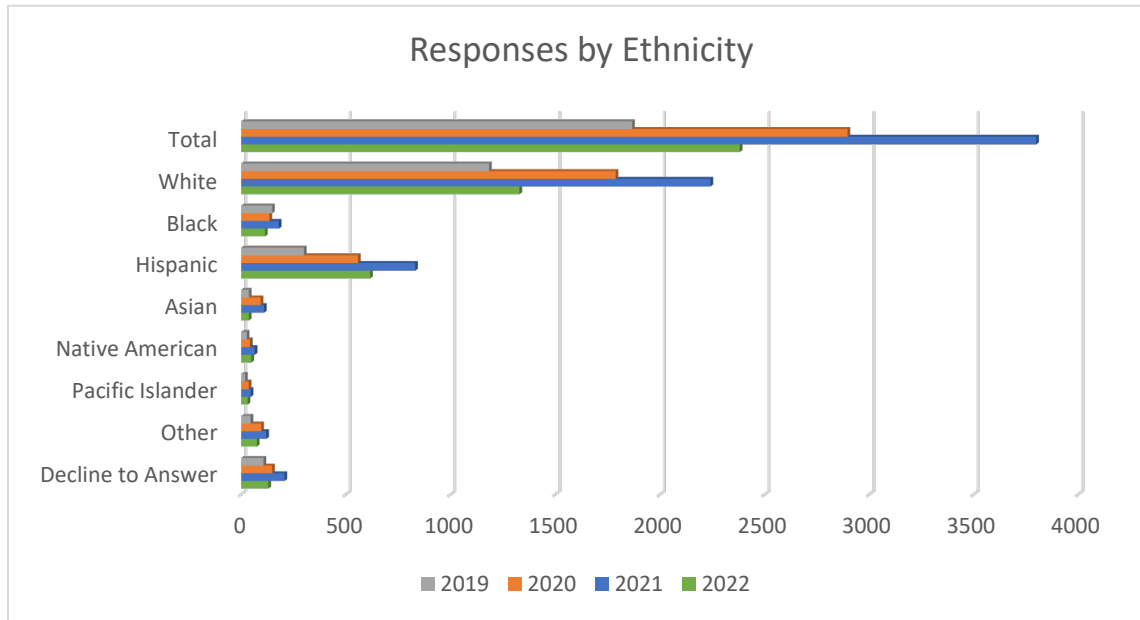
### Responses by Gender

	Decline to Answer	Female	Male	Total
<b>2022</b>	45	94	2244	2383
<b>2021</b>	60	161	3578	5820
<b>2020</b>	43	132	2715	4910
<b>2019</b>	37	105	1725	3886



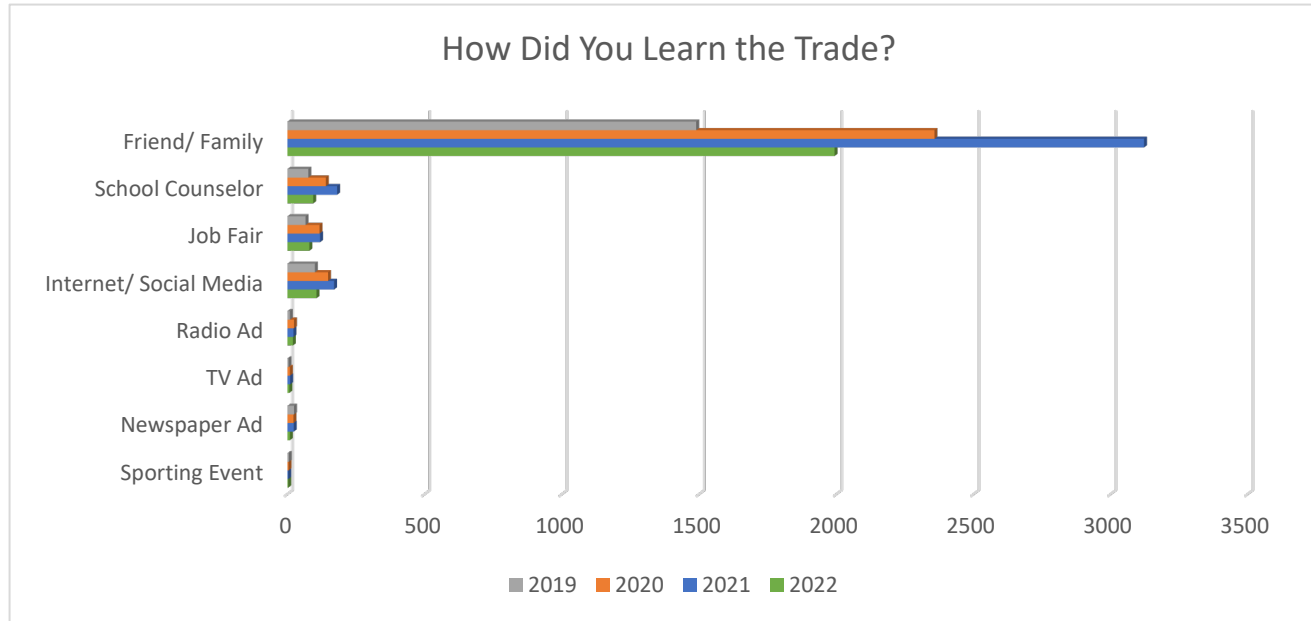
### Responses by Age

	Decline to Answer	>35	31-35	26-30	21-25	17-20	Total
<b>2022</b>	38	502	493	599	631	119	2382
<b>2021</b>	51	776	717	1022	1007	223	3796
<b>2020</b>	30	633	555	780	724	175	2897
<b>2019</b>	40	397	353	540	432	106	1868



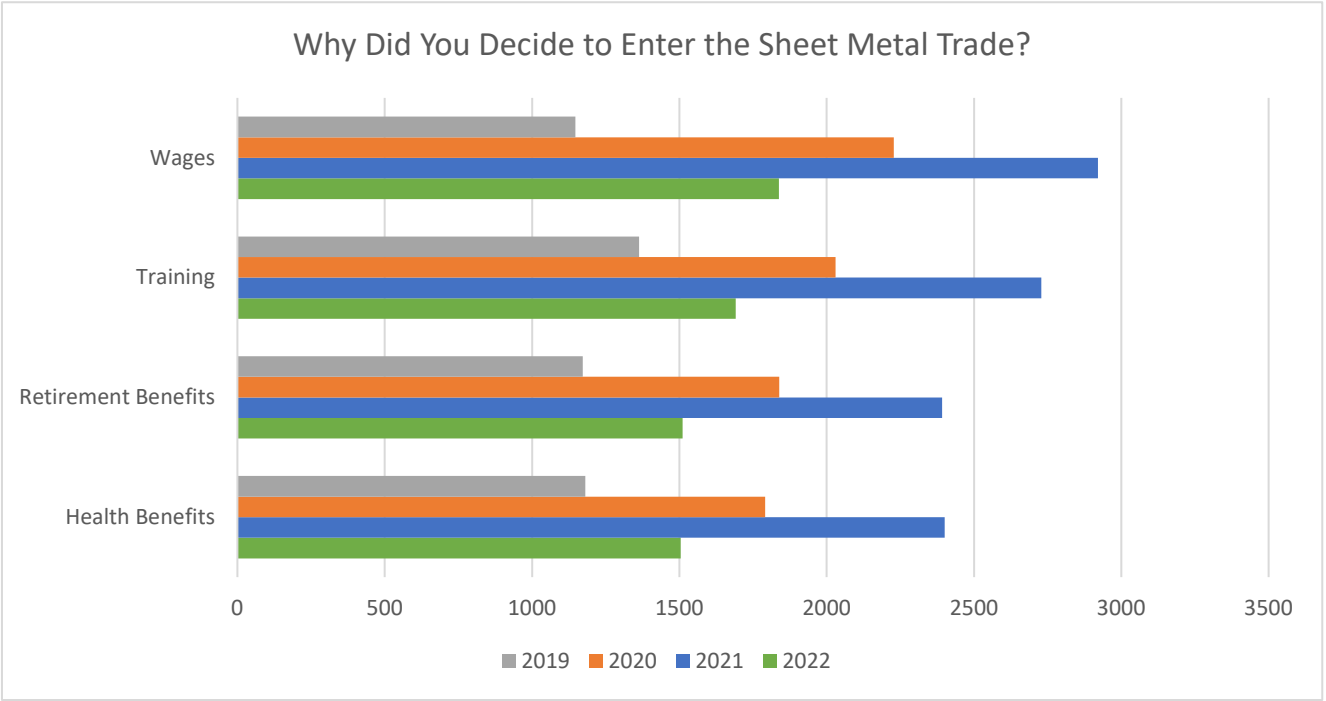
**Responses by Ethnicity**

	Decline to Answer	Other	Pacific Islander	Native American	Asian	Hispanic	Black	White	Total
<b>2022</b>	130	75	31	49	37	616	114	1329	2381
<b>2021</b>	207	120	46	65	109	831	180	2241	3799
<b>2020</b>	148	96	36	42	93	558	135	1788	2896
<b>2019</b>	107	45	19	27	37	300	148	1184	1867



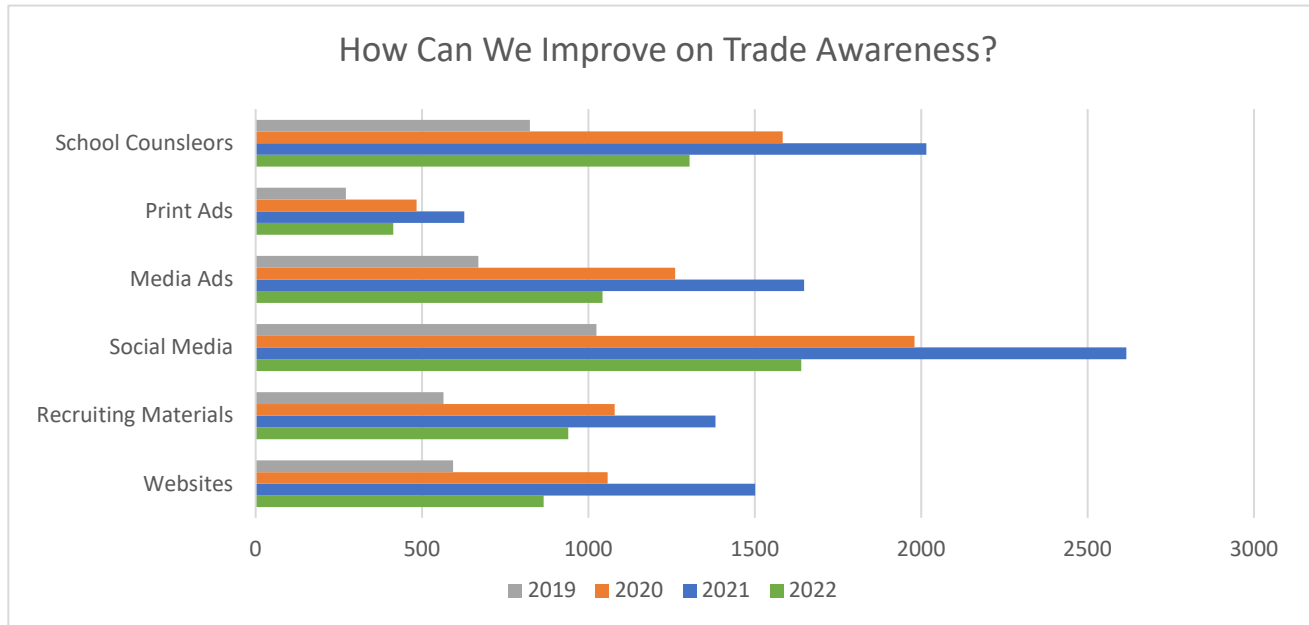
### How Did You Learn the Trade?

	Sporting Event	Newspaper Ad	TV Ad	Radio Ad	Internet/ Social Media	Job Fair	School Counselor	Friend/ Family
<b>2022</b>	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
2019	5	24	4	9	100	66	76	1489



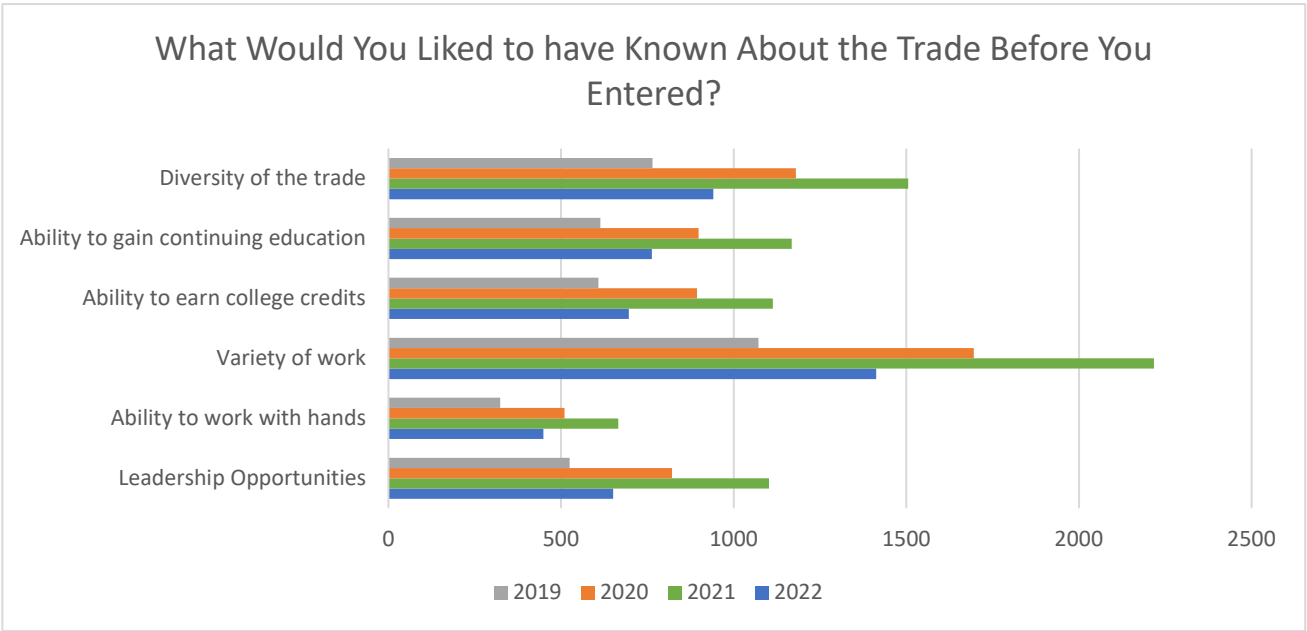
**Why Did You Decide to Enter the Sheet Metal Trade?**

	Health Benefits	Retirement Benefits	Training	Wages
<b>2022</b>	1505	1511	1691	1838
<b>2021</b>	2400	2392	2729	2921
<b>2020</b>	1791	1839	2030	2228
<b>2019</b>	1181	1172	1363	1147



### How Can We Improve on Trade Awareness?

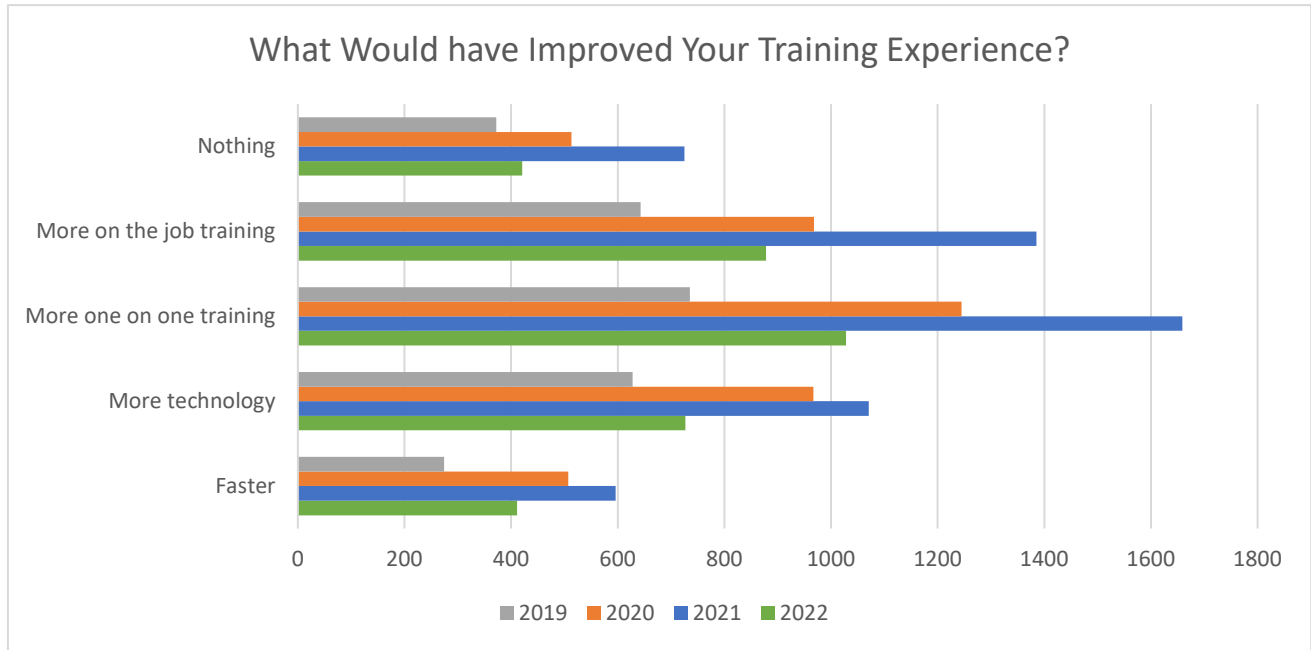
	Websites	Recruiting Materials	Social Media	Media Ads	Print Ads	School Counsleors
<b>2022</b>	865	939	1639	1042	413	1304
<b>2021</b>	1501	1382	2616	1648	627	2015
<b>2020</b>	1058	1079	1980	1261	484	1584
<b>2019</b>	593	564	1024	669	271	824



**What Would You Liked to have Known About theTtrade Before You Entered?**

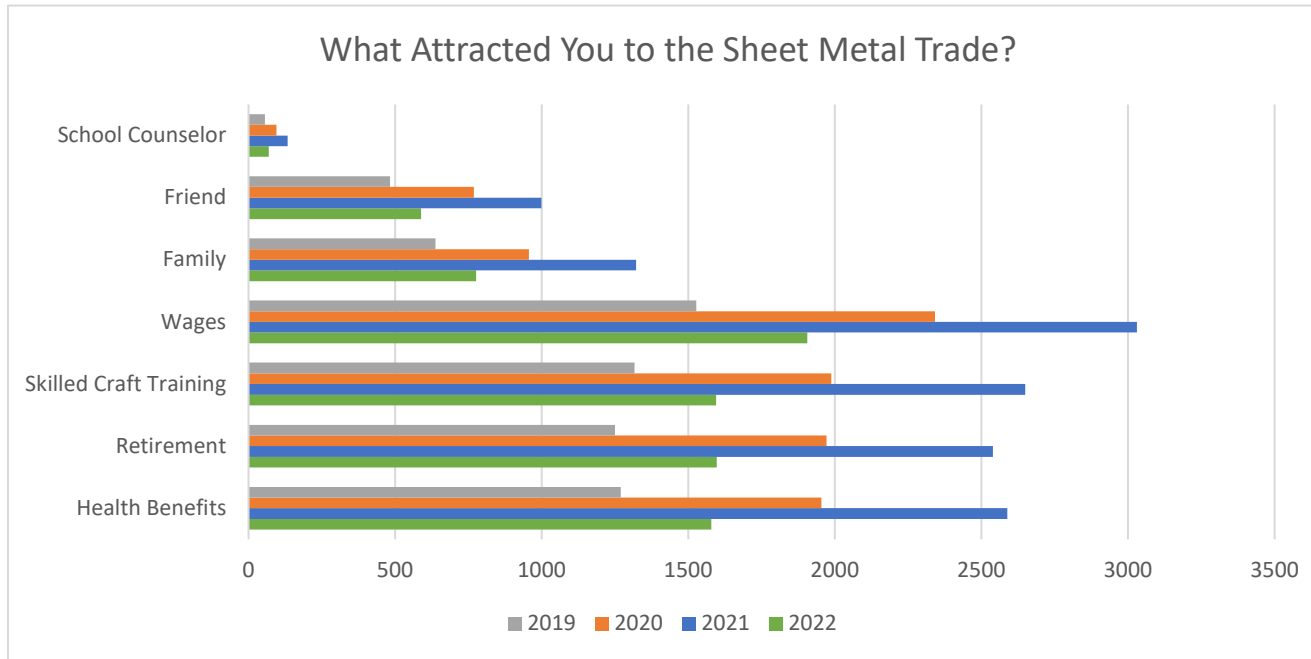
	Leadership Opportunities	Ability to work with hands	Variety of work	Ability to earn college credits	Ability to gain continuing education	Diversity of the trade
<b>2022</b>	651	449	1413	696	763	941
<b>2021</b>	1102	666	2217	1113	1168	1505
<b>2020</b>	821	510	1695	894	898	1180
<b>2019</b>	525	324	1072	608	614	765





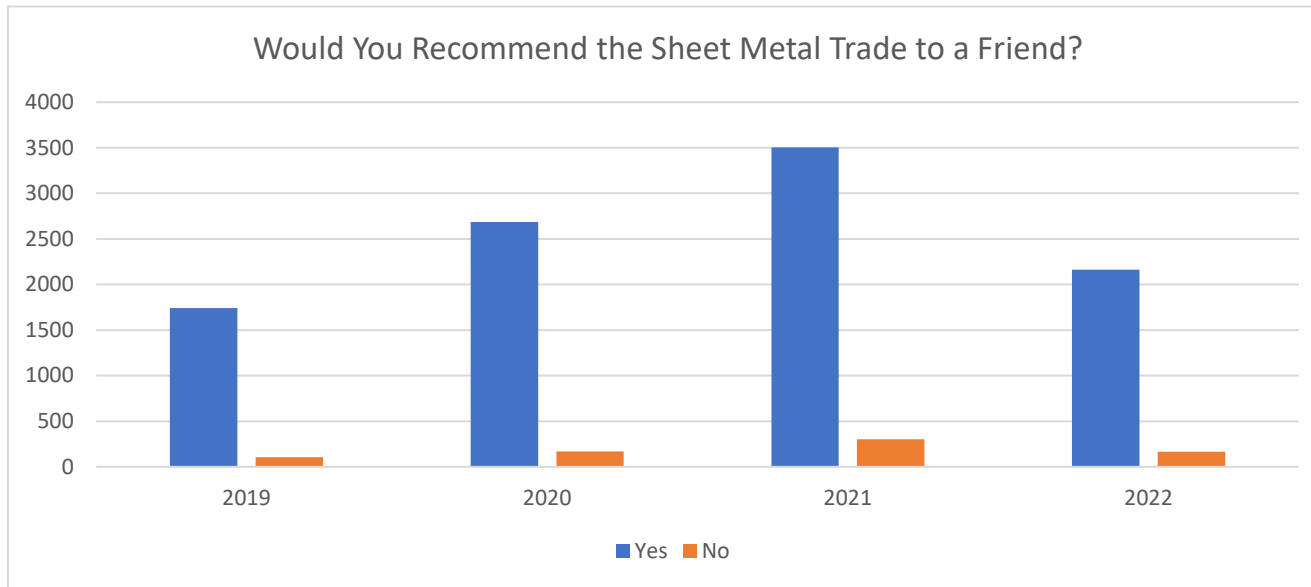
**What Would have Improved Your Training Experience?**

	Faster	More technology	More one on one training	More on the job training	Nothing
<b>2022</b>	411	727	1028	878	421
<b>2021</b>	596	1071	1659	1385	725
<b>2020</b>	507	967	1245	968	513
<b>2019</b>	274	628	735	643	372



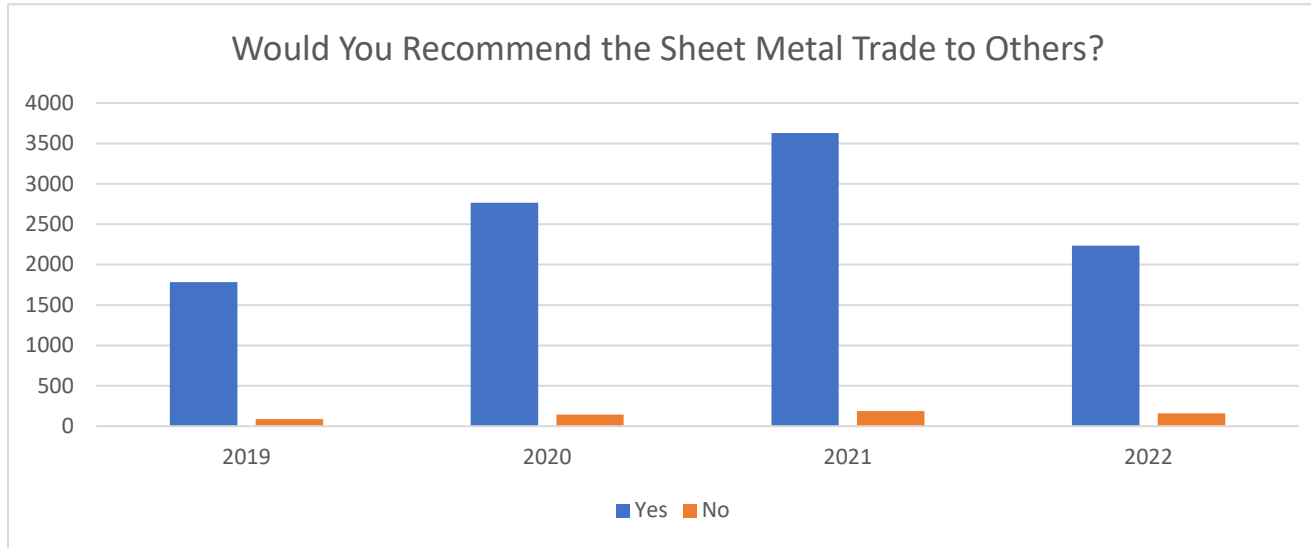
### What Attracted You to the Sheet Metal Trade?

	Health Benefits	Retirement	Skilled Craft Training	Wages	Family	Friend	School Counselor
<b>2022</b>	1578	1597	1595	1906	776	588	69
<b>2021</b>	2588	2539	2649	3030	1322	999	133
<b>2020</b>	1954	1972	1988	2342	956	769	95
<b>2019</b>	1270	1250	1317	1527	638	483	56



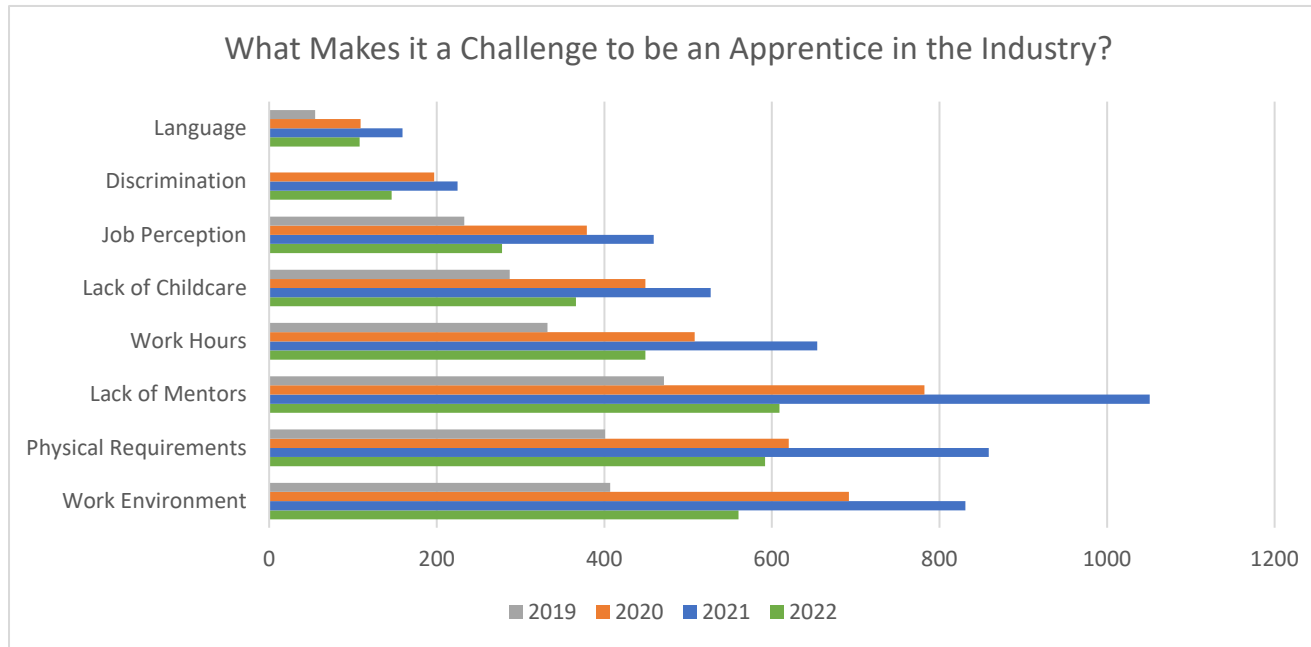
**Would You Recommend the Sheet Metal Trade to a Friend?**

	Yes	No
<b>2019</b>	1740	107
<b>2020</b>	2686	167
<b>2021</b>	3502	303
<b>2022</b>	2162	164



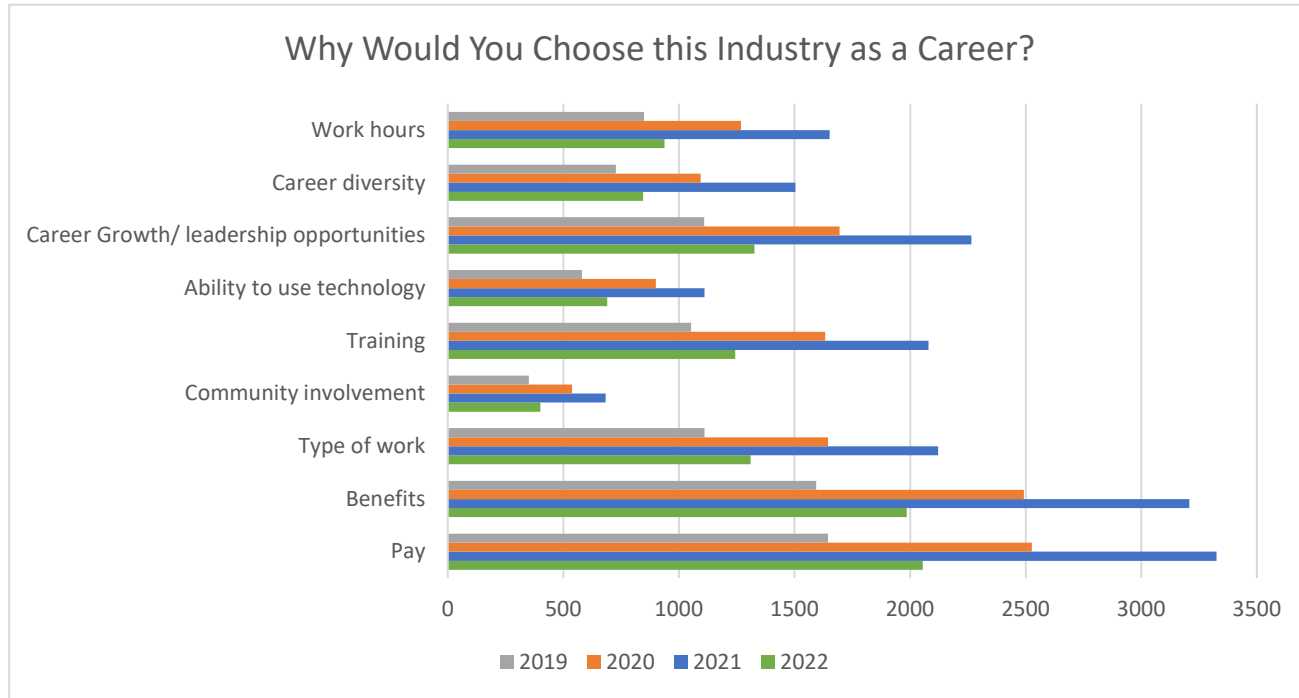
**Would You Recommend the Sheet Metal Trade to Others?**

	<b>Yes</b>	<b>No</b>
<b>2019</b>	1782	90
<b>2020</b>	2767	144
<b>2021</b>	3630	186
<b>2022</b>	2235	161



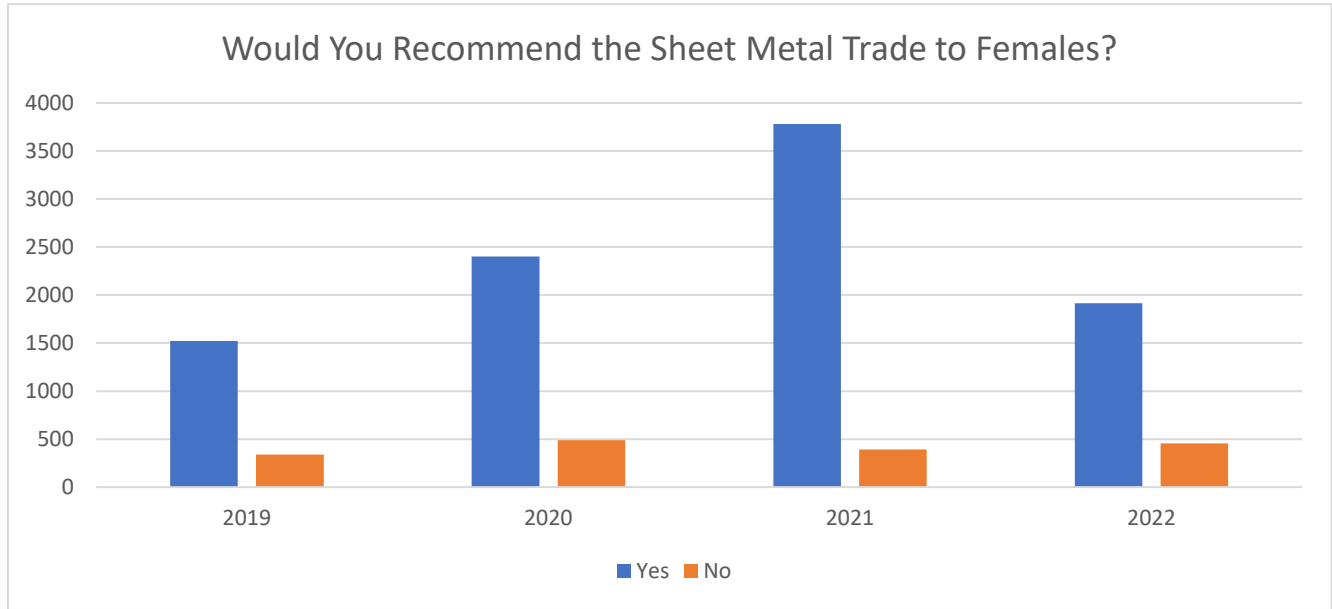
### What Makes it a Challenge to be an Apprentice in the Industry?

	Work Environment	Physical Requirements	Lack of Mentors	Work Hours	Lack of Childcare	Job Perception	Discrimination	Language
<b>2022</b>	560	592	609	449	366	278	146	108
<b>2021</b>	831	859	1051	654	527	459	225	159
<b>2020</b>	692	620	782	508	449	379	197	109
<b>2019</b>	407	401	471	332	287	233	0	55



### 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
<b>2022</b>	2054	1985	1310	401	1244	690	1327	845	937
<b>2021</b>	3325	3208	2121	683	2079	1111	2265	1504	1652
<b>2020</b>	2526	2492	1645	537	1633	900	1695	1094	1268
<b>2019</b>	1645	1594	1111	350	1053	580	1109	727	849



**Would You Recommend the Sheet Metal Trade to Females?**

	Yes	No
<b>2019</b>	1521	339
<b>2020</b>	2401	489
<b>2021</b>	3779	393
<b>2022</b>	1915	455



**Would You Recommend the Sheet Metal Trade to Minorities?**

	<b>Yes</b>	<b>No</b>
<b>2019</b>	1766	93
<b>2020</b>	2738	146
<b>2021</b>	3780	153
<b>2022</b>	2217	154