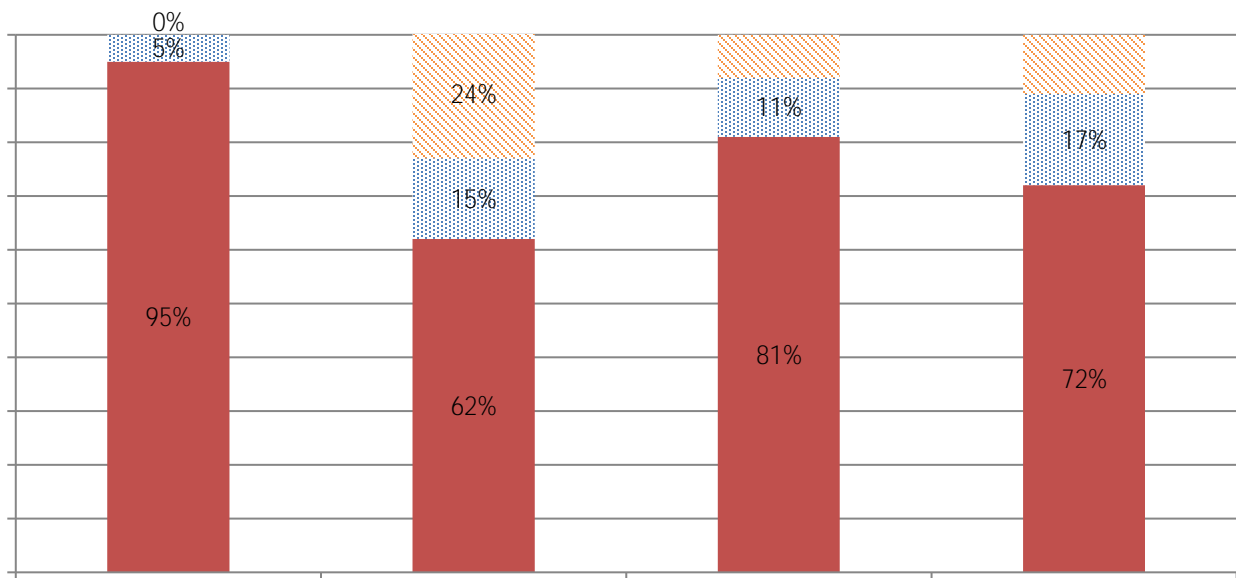


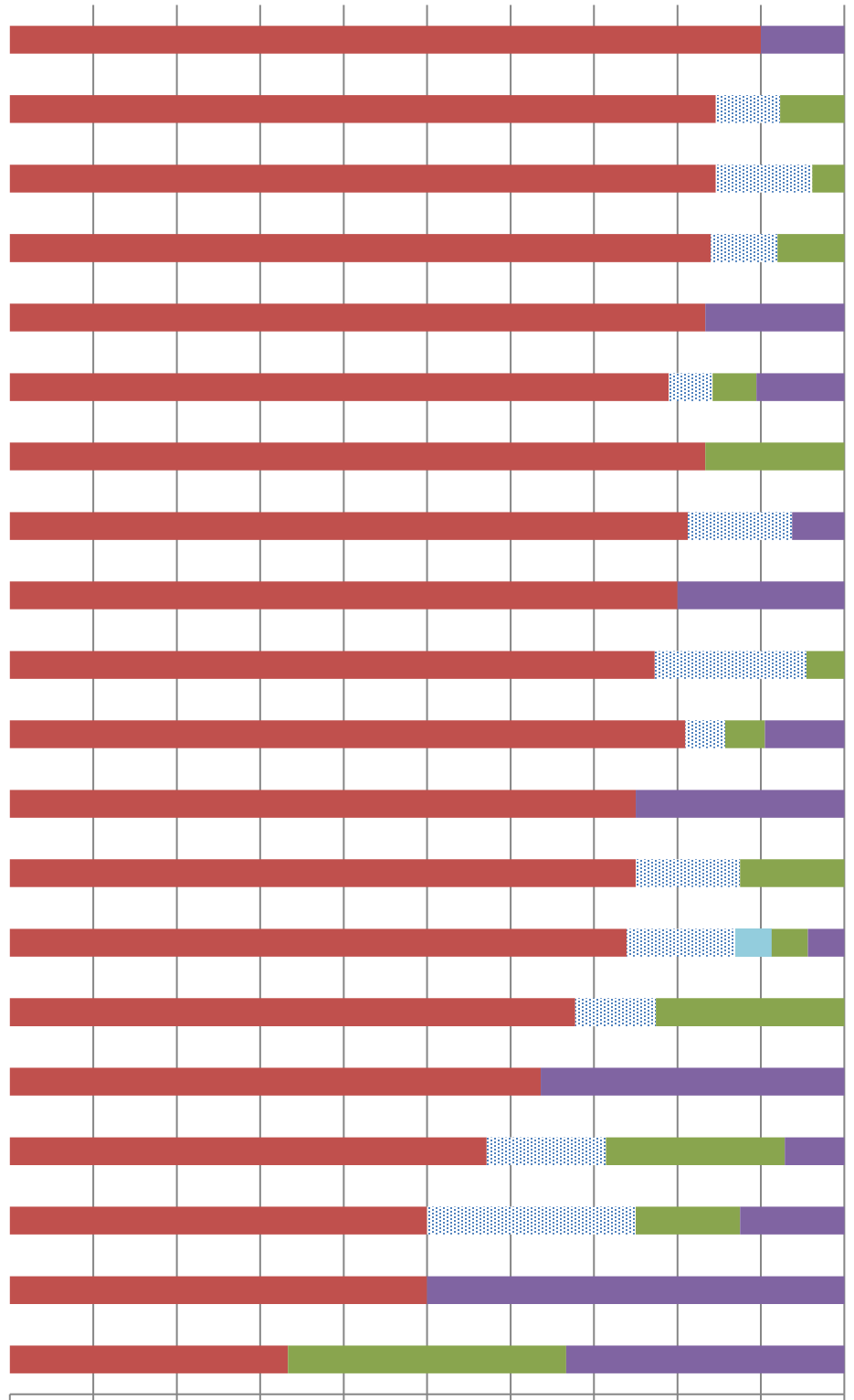
2019 Workforce Survey Results Arizona Results

1. In the next 12 months, do you expect your firm will hire additional or replacement:

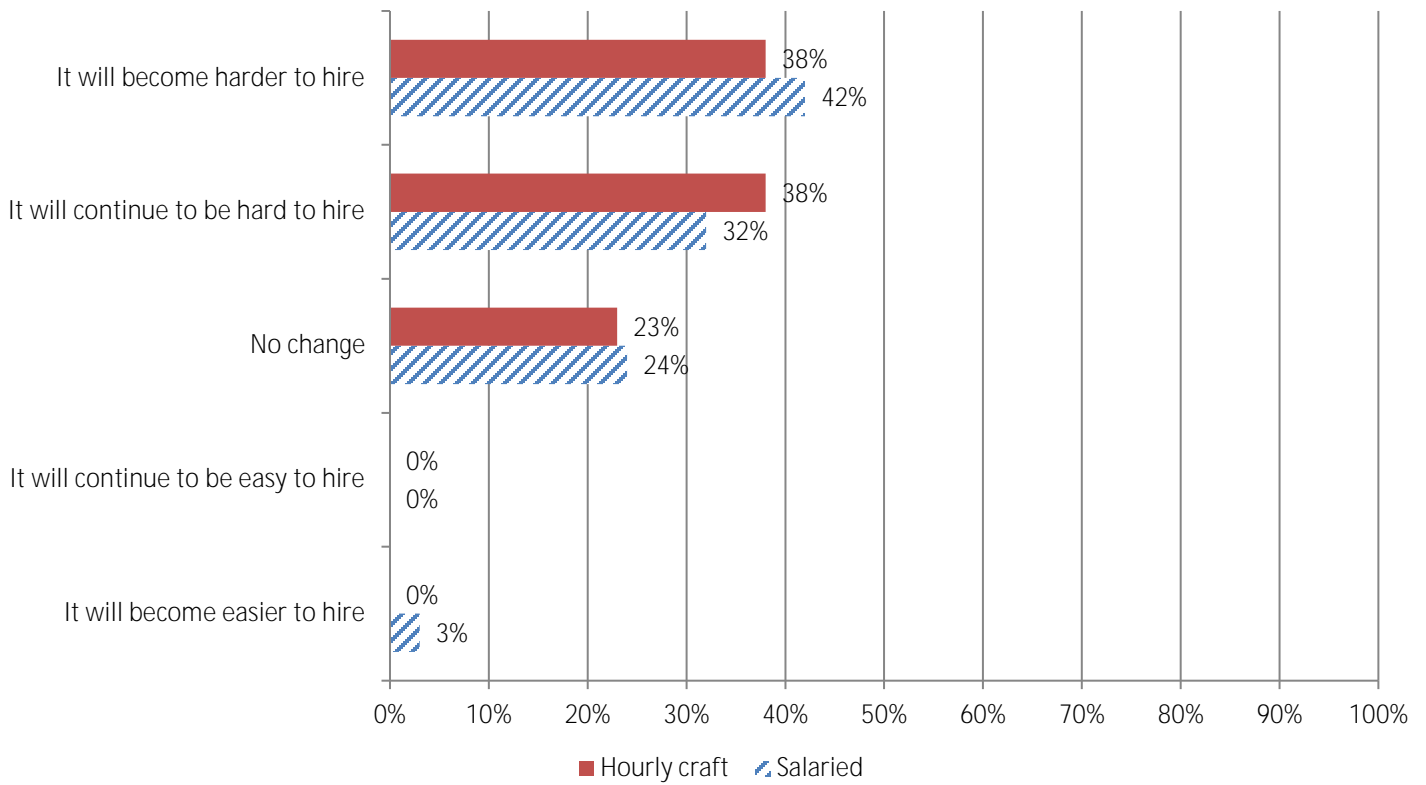


2. How would you describe your current situation in filling salaried and hourly craft positions?

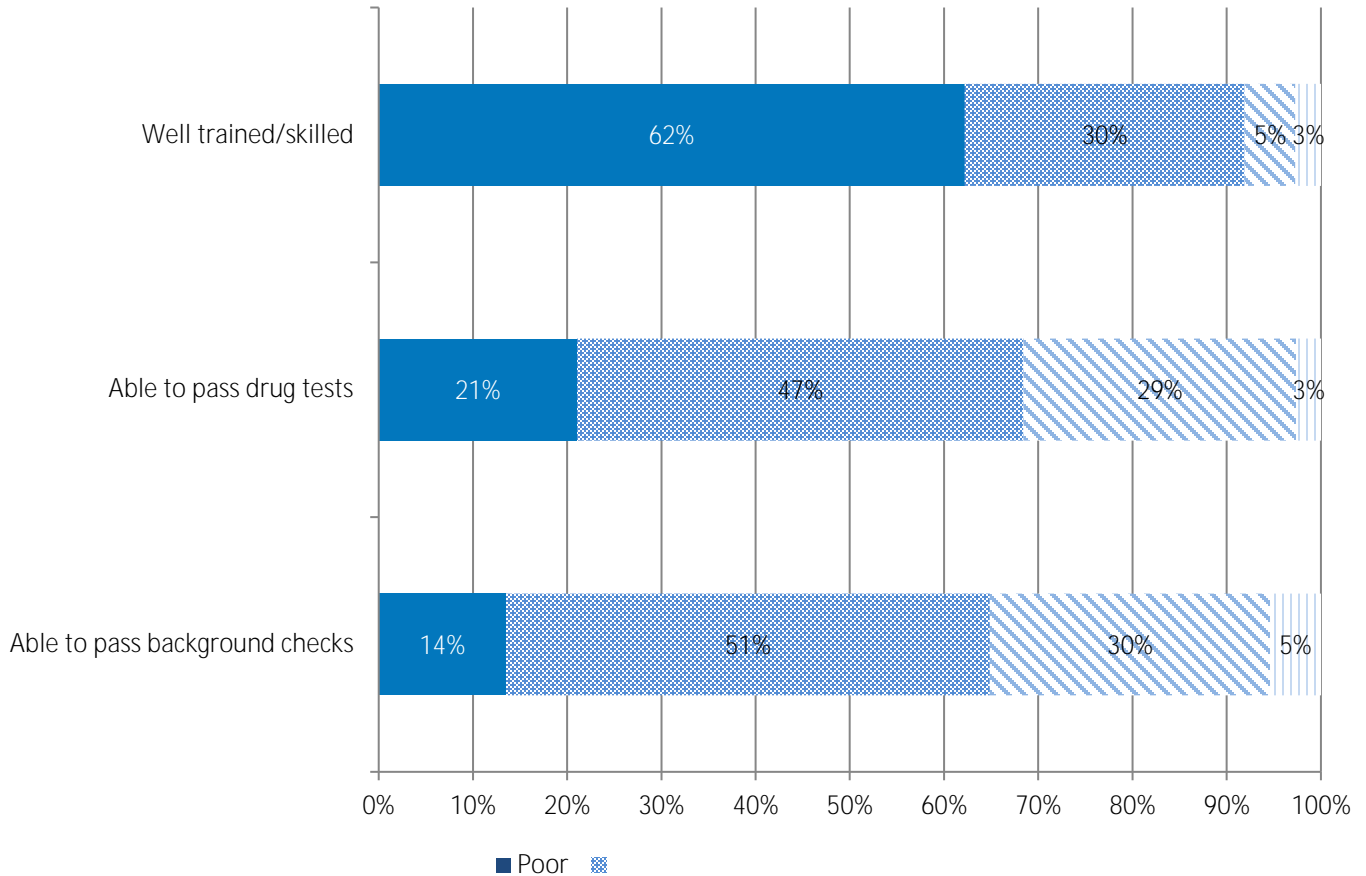
4. What has been your firm's experience this year in filling the following types of hourly craft positions?



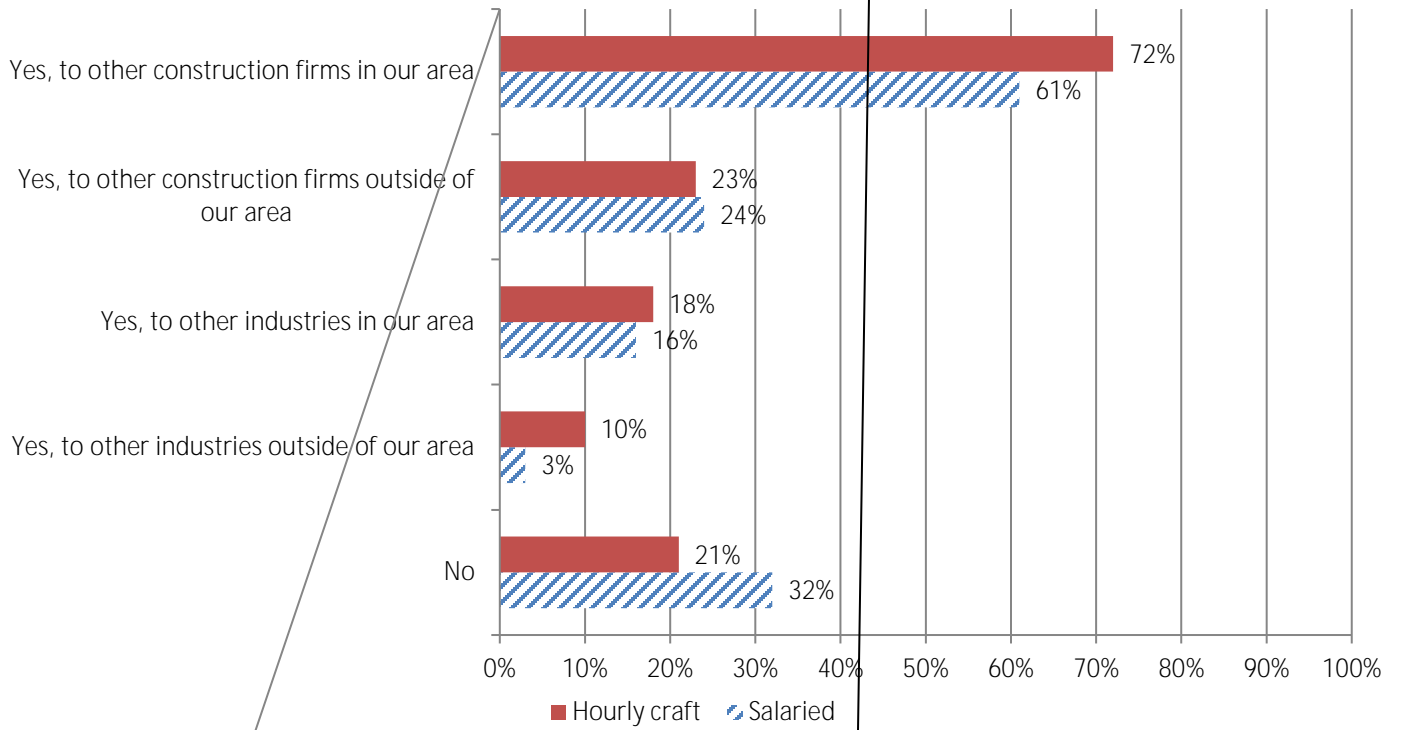
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



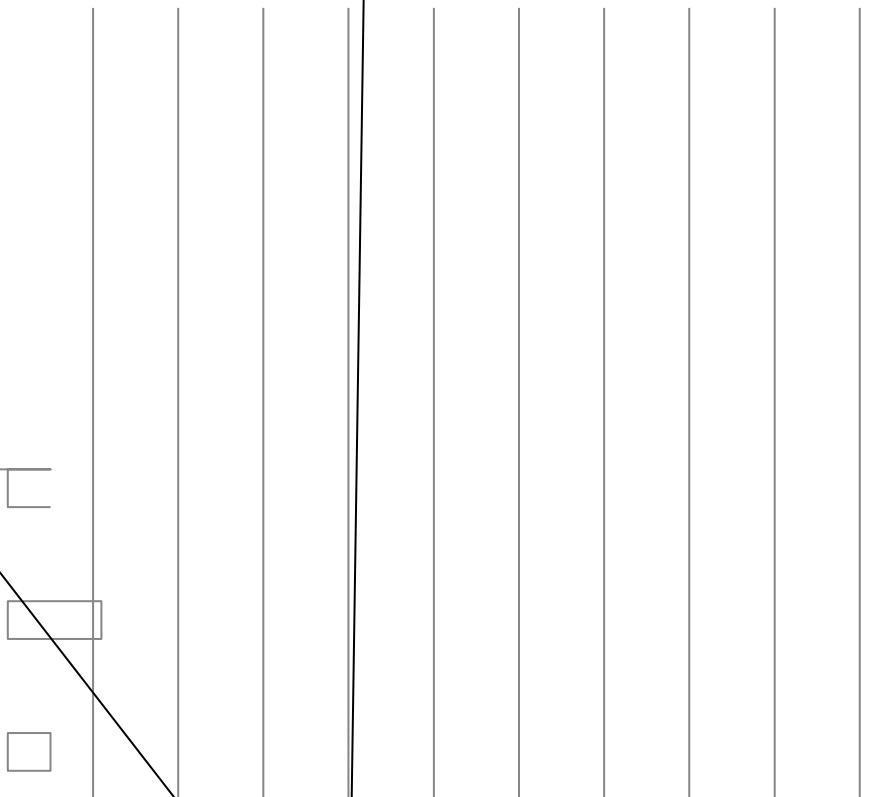
6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:



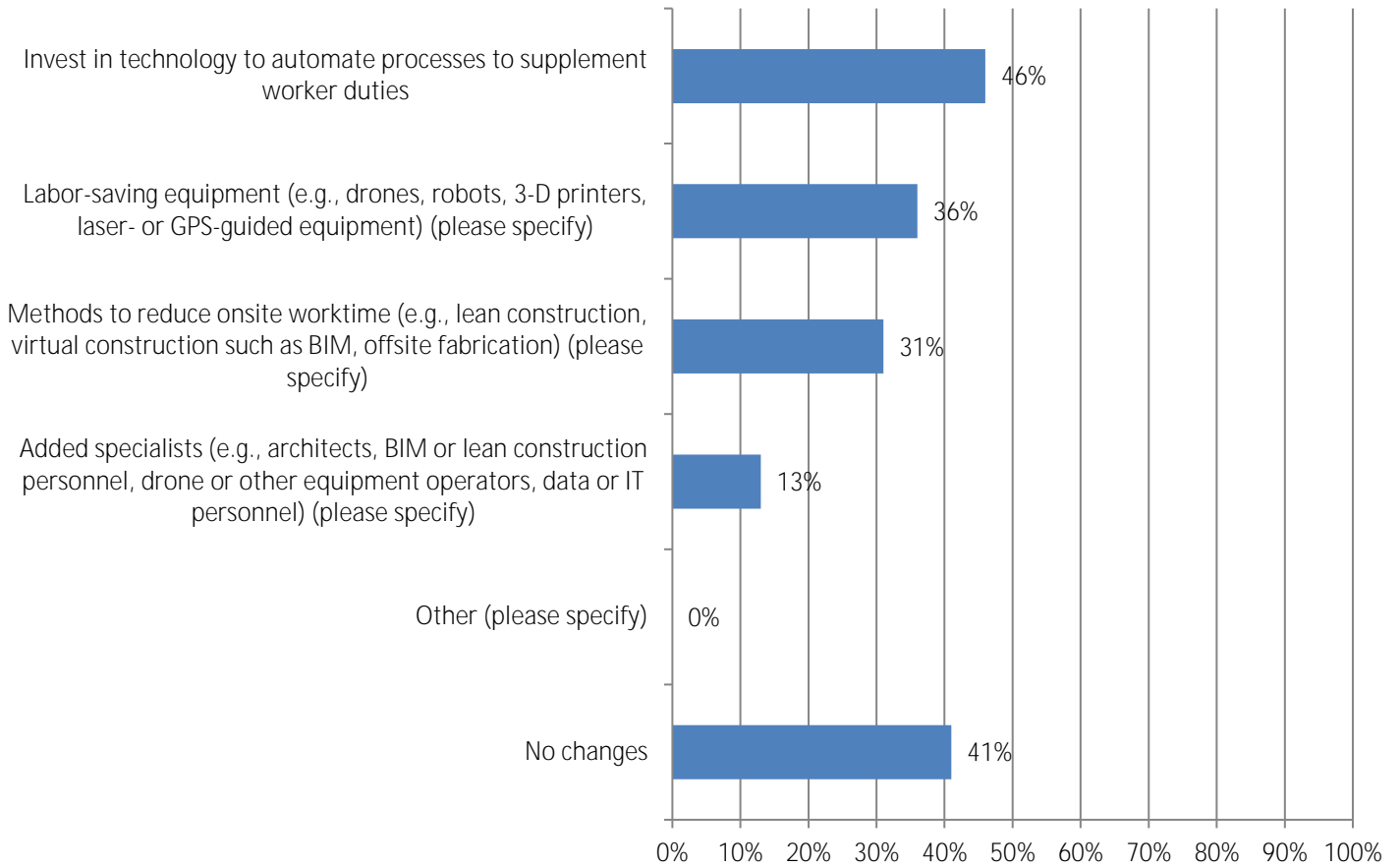
7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)



8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)



11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100%, as respondents could mark more than one answer.)



12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100%, as respondents could mark more than one answer.)

