

2016 Workforce Survey Results

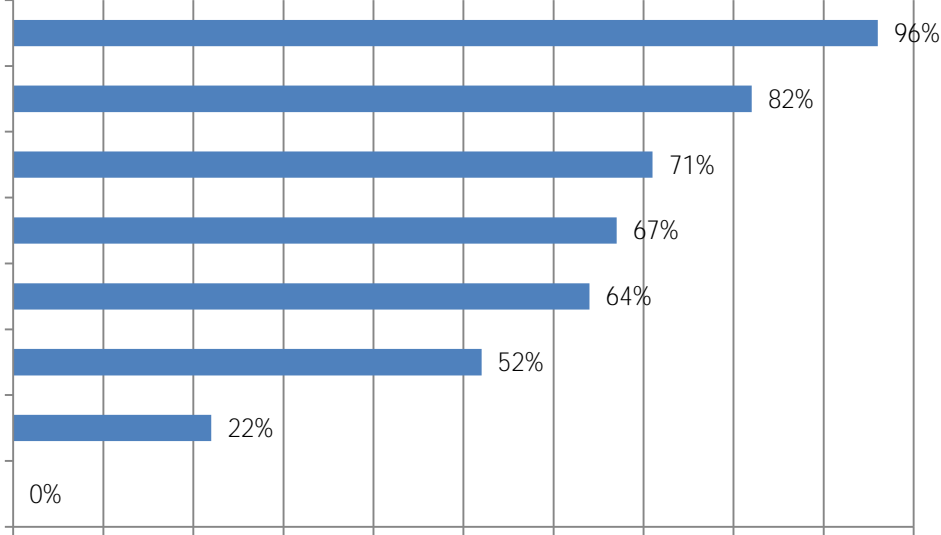
Iowa Results

1. Please indicate which

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

4.

6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:



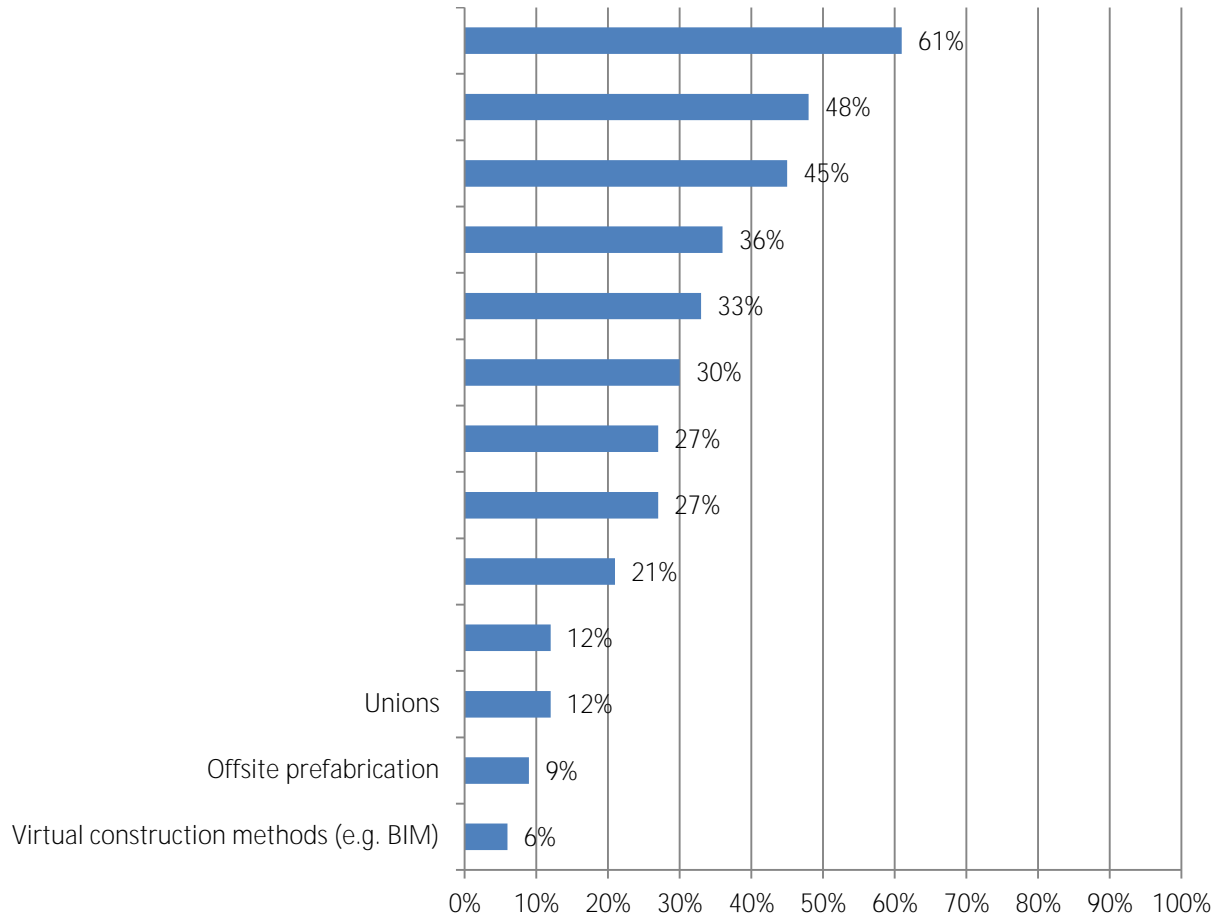
7. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

10. Has your firm increased pay and/or benefits for (mark all that apply) 36.84 124.59 7(m) 36.84 124.58 549.1 323.93 reW* 11.04 11

11. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?



12. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?

13. When you self-