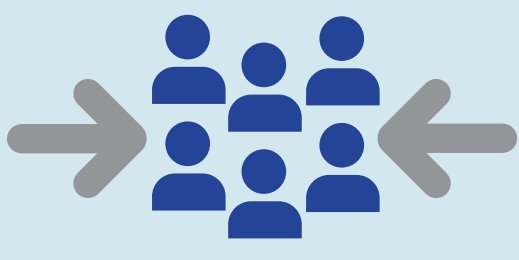


LABOR SHORTAGE IN THE CONSTRUCTION INDUSTRY



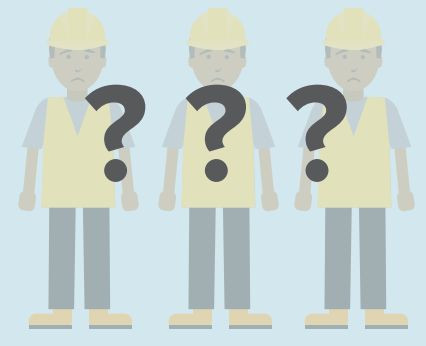
The construction workforce shrank by **2.3 MILLION** during the recession



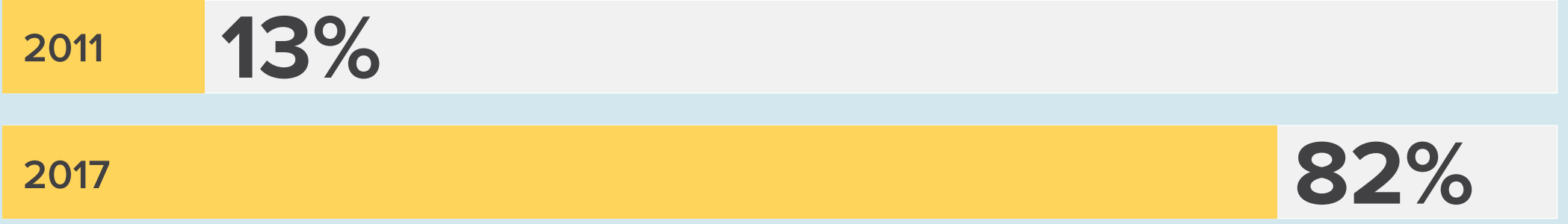
The industry will need **1.5 MILLION** more craft professionals by 2019



Builders say the labor shortage is one of their **#1 PROBLEMS**



Percentage of builders who struggle to find workers:



JOB DISSATISFACTION IS GROWING

81% of construction pros would consider leaving their current job

54% are unhappy with their current position



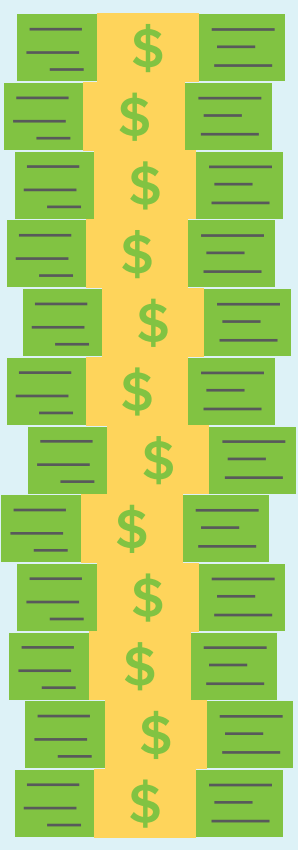
Employees stay at their jobs for an average of

4.4 years

The youngest employees only stay half that long



IT'S NOT JUST ABOUT MONEY



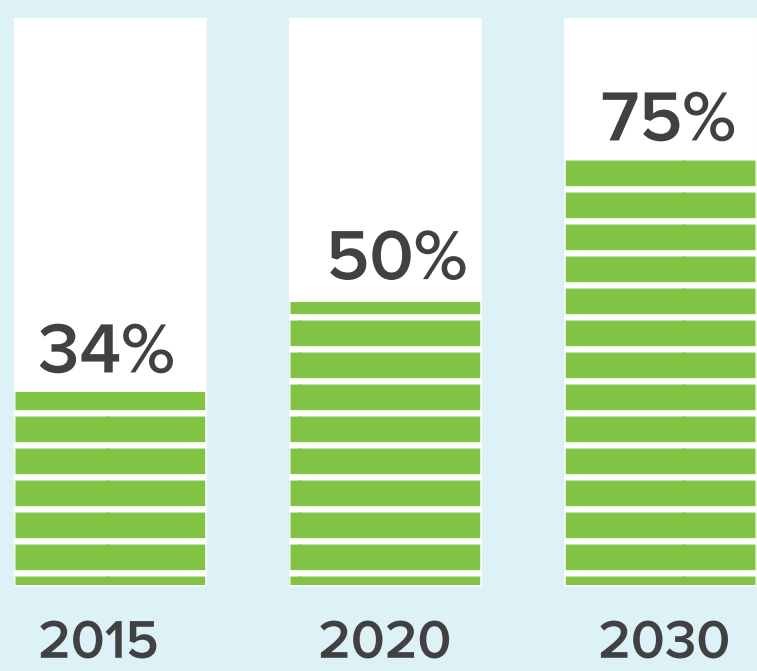
65% of employees would take a pay cut or demotion for their ideal job

50% highly value workplace culture and engagement

25% of younger employees are more likely to stay with a company when given a clear vision or direction

MILLENNIALS—A GROWING FORCE

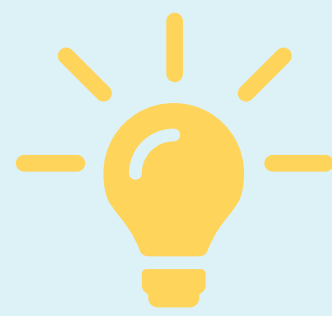
Percentage of workforce composed of millennials



70% are willing to go above and beyond to help the business succeed

are willing to go above and beyond to help the business succeed

More than 50% want challenging work assignments



EMPLOYEE RETENTION STRATEGIES FOR BUILDERS



87% of organizations cite culture and engagement as a top challenge



59% of contractors have increased base pay rates to retain employees



24% offer incentives or bonuses



23% have expanded benefits

