Craft Labor Panel

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Spending Forecast

Annualized U.S. Industrial CAPEX & MRO

Major Industries Driving U.S. Labor Demand and the Planned Spending for 2024.

- LNG - $20B
- Semiconductor - $20.4B
- Automotive/EV Battery - $33.6B
- Data Center - $19B
Top Line US labor demand by Region and Craft in Man Hours

<table>
<thead>
<tr>
<th>Craft</th>
<th>Demand in Man Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrician</td>
<td>422,060,637</td>
</tr>
<tr>
<td>Plumber/Pipefitter</td>
<td>289,671,619</td>
</tr>
<tr>
<td>Welder</td>
<td>175,927,694</td>
</tr>
<tr>
<td>Operator</td>
<td>122,353,494</td>
</tr>
<tr>
<td>Ironworker</td>
<td>118,804,581</td>
</tr>
<tr>
<td>Millwright</td>
<td>116,696,595</td>
</tr>
<tr>
<td>Instrumentation Tech</td>
<td>98,801,193</td>
</tr>
<tr>
<td>Carpenter</td>
<td>92,634,385</td>
</tr>
<tr>
<td>Scaffold Builder</td>
<td>87,409,736</td>
</tr>
<tr>
<td>Boilermaker</td>
<td>84,464,083</td>
</tr>
<tr>
<td>Insulator</td>
<td>51,035,804</td>
</tr>
<tr>
<td>Painter</td>
<td>38,365,485</td>
</tr>
</tbody>
</table>

Demand by Region

- **High Demand (273,763,681):** Texas, California, New York
- **Moderate Demand (125,570,563):** Arizona, Nevada, Illinois
- **Low Demand (55,737,518):** Washington, North Carolina, Ohio
- **Very Low Demand (24,942,001):** Alabama, New Mexico, Maine

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## 2023 US Demand and Surplus/Deficit by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Demand/Industrial Sector</th>
<th>Surplus/Deficit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rocky Mountains</td>
<td>-24,810</td>
<td>52,421</td>
</tr>
<tr>
<td>Southeast</td>
<td>-16,151</td>
<td>65,005</td>
</tr>
<tr>
<td>Great Lakes</td>
<td>-19,910</td>
<td>83,615</td>
</tr>
<tr>
<td>Southwest</td>
<td>-48,518</td>
<td>130,774</td>
</tr>
</tbody>
</table>

## 2023 US Demand and Surplus/Deficit by Craft

<table>
<thead>
<tr>
<th>Craft</th>
<th>Demand/Industrial Sector</th>
<th>Surplus/Deficit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Millwright</td>
<td>-16,924</td>
<td>33,406</td>
</tr>
<tr>
<td>Welder</td>
<td>-16,137</td>
<td>48,444</td>
</tr>
<tr>
<td>Pipefitter</td>
<td>-23,399</td>
<td>80,253</td>
</tr>
<tr>
<td>Electrician</td>
<td>-50,033</td>
<td>120,223</td>
</tr>
</tbody>
</table>
US Labor Demand and Surplus/Deficit by Region and Craft

MILLWRIGHTS
WELDERS
PIPE FITTERS
ELECTRICIANS
Engage and Connect with The Skilled Workforce

Better than a job board, more than a recruiter, a community-built network.

Brent Flavin
Co-Founder
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kylejhand 2w
I know plenty of guys, trapped at a desk, who would love to get into the trades. But they have families and it feels like the cost to take the leap is unattainable. Fixing the leap would create an opportunity to find new guys who are responsible and ready to learn.

Reply  Hide
1,200,000

Census Bureau Job to Job Flow Data
< or equal to 24 y/o  
64% Construction Turnover Rate

25-34 y/o  
30% Construction Turnover Rate

ADP Workforce Vitality Index
BoomNation, not just a platform; a blue collar movement powered by technology.
BoomNation, not just a platform; a blue collar movement powered by technology.
Helping workers work safer and better.
Educating the next generation of health and safety professionals.

Martha Parker
Ergonomist & Managing Director
marthaparker@tamu.edu
400,000 OPEN TRADE JOBS
Retaining Workers
Create a Positive and Inclusive Work Environment
What does this choice say about your **Culture** and how you value workers?
FANSVILLE
Balance vs Continuum
Retaining Workers
Safety and Well-being
Up for debate…

Should college athletes be paid?
You make the call!
Questions and Answers