

Forecast For the Future

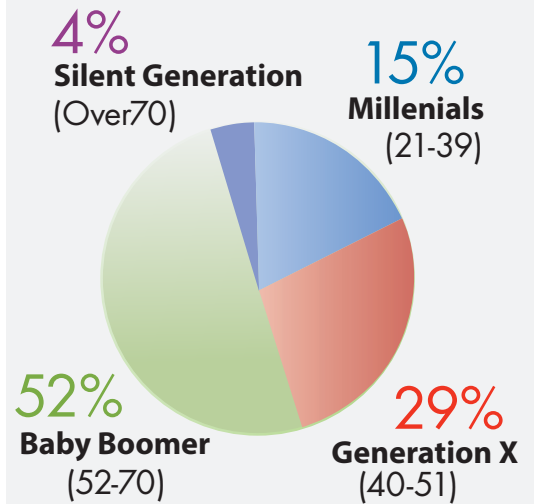
Members show optimism for projects, hiring and training

In January, IRWA conducted a member survey to gauge the anticipated level of projects, hiring and training for 2017. And members are showing optimism for what's ahead. In fact, 50 percent expect to see more projects, and 21 percent are planning to use more service providers. In education and training, 68 percent have solidified their plans, and 53 percent have obtained funding. Among those, a third need training for new hires, while another third require training for specific projects. Nearly 60 percent plan to take courses to complete their certification requirements. And perhaps the best news is that more than 25 percent are planning to hire additional staff.

59%

Members who plan to take courses this year as part of their certification requirements.

GENERATIONAL CATEGORIES



HIRING

43 %



No Plans for Hiring

26 %



More Hiring Planned

21 %



Depends on Projects

4%



May Face Layoffs

TRAINING

53 %



Have plans and funding

15 %



Have plans, awaiting funding

12 %



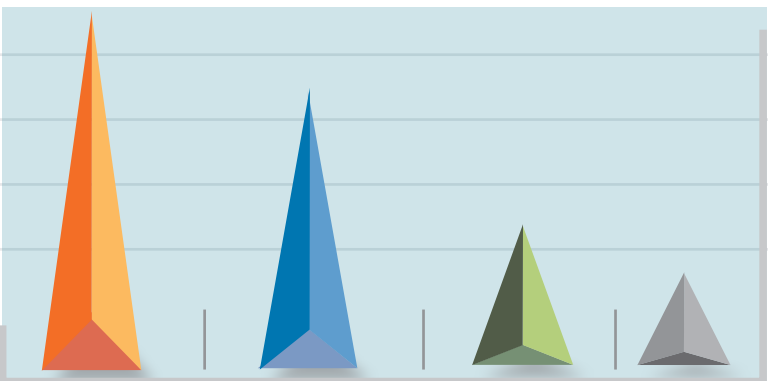
No plans and no funding

17 %



Not sure yet

NUMBER OF PROJECTS PROJECTED



More projects

50%

About the same

31%

Not sure

11%

Fewer projects

9%