CITY OF COVINGTON

April 2022

Historic Trades Labor Analysis

Baseline Data for Covington, Kentucky



Completed by PlaceEconomics for the City of Covington Historic Preservation Office

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Executive Summary

Virtually every finding of this report supports the establishment of the Covington Academy of Heritage Trades.

The City of Covington and its partners are creating the Covington Academy of Heritage Trades (CAHT), a preservation trades school that will energize the local economy and direct investment to older and historic properties. This report provides a baseline snapshot of current conditions in a defined Study Region that includes Kenton County, Boone County, and Campbell County in Kentucky, and the neighboring Hamilton County in Ohio. Using quantitative data, interviews with individuals knowledgeable about the historic trades, and data from an extensive national survey of both historic trades experts and historic preservation experts, this baseline will help track the impact of Covington's Academy of Heritage Trades over time as it develops and evolves.

This report includes an analysis of the national labor shortages in construction trades and historic trades, as well as the number of existing trades-related businesses, jobs, and pay ranges in Covington and the Study Region. It also provides a selection of case studies of training programs using workshop models and an overview of existing trades training programs in the Study Region. It provides an assessment of the impact of historic preservation-related projects in Covington, including building permit activity in historic districts and its subsequent job and labor income creation. Finally, this report shares testimonies expressing the importance and benefit of historic craft and trades training.

Historic preservation is economic development. Between 2013 and 2021, investments in Covington's local and National Register historic districts have generated real economic impacts:

$203m in total investment

94 direct jobs each year

$8.5m in labor income each year

ONE

2.2m

worker shortage in homebuilding activities nationally, representing **29% of the workforce**

Construction industry analysts estimate a **shortage of 2.2 million workers** over the next three years just in homebuilding activities. This figure doesn't include the workforce needed for commercial and industrial construction activities. 81% of construction firms report having trouble filling both salaried and hourly craft positions.

TWO

3x more

construction workers over the age of 55 in 2020 as in 1995

Nationally, the share of workers in construction trades that are over age 55 has nearly tripled, while the share of workers under age 34 has steadily decreased since 1995. This suggests that older **construction workers are aging out and not being replaced**, a persistent concern for older workers in the historic building trades.

THREE



In a national survey of preservation trades professionals, qualified experts overwhelmingly report a **shortage or a severe shortage of skilled trades workers** in every preservation-related trades field. The most serious shortages were in carpentry, woodworking, masonry, metalworking and glazing.

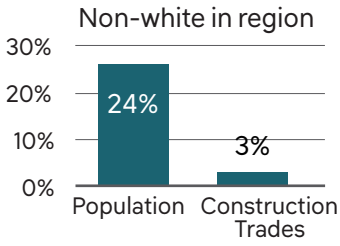
FOUR

9%

premium paid to trades workers with preservation expertise

On average, survey respondents identified a **9% premium** paid to trades workers with training, experience, or expertise in historic preservation compared to non-specialized construction trades.

FIVE



Non-white workers are underrepresented in the construction trades. Regionally, 24% of the population is non-white, but only 3% of workers in construction are non-white.

SIX



There are 1,708 construction trades related businesses in the region, with 222 of these businesses located in Covington. These businesses employ 16,633 workers in the region, including 509 workers in Covington.

SEVEN

13

restoration and preservation related businesses in the region

There are **13 restoration and preservation-related businesses in the region,** employing 160 workers. One of these businesses is located in Covington.

EIGHT

94

direct jobs a year from permit investment in historic districts

Permit activity in Covington's local and National Register historic districts alone has supported an average of **94 direct jobs a year** since 2013.

NINE

$8.5m

income paid to construction workers on preservation-related projects each year

Between 2013-2021, an average of more than **$8.5 million was paid to workers on projects in Covington's local and National Register historic districts** each year.

Introduction

This report is meant to serve as a baseline that illustrates the current need, while providing a benchmark against which to measure the impact of the Covington Academy of Heritage Trades over time.

In response to a growing demand for skilled labor jobs, the City of Covington is partnering with the Northern Kentucky Building Industry Association to start a Covington Academy of Heritage Trades.[1] In creating the Academy, the City of Covington hopes to address three needs at once: 1) promote the repair and maintenance of Covington's extensive stock of older and historic buildings; 2) reduce underemployment in Covington by creating quality jobs and growing a local workforce skilled in preservation trades, while making training opportunities available and accessible to people of color, women, veterans, and high school students; and 3) stimulate the local economy by boosting investment in historic properties, lowering labor-related rehabilitation costs, and supporting new or expanding rehabilitation-related businesses.

Covington is rich in historic character, admired for its near encyclopedic representation of architectural styles. Yet as in many cities, more of its older and historic buildings are in need of repair than there are local skilled craftspeople to do the work. Regionally, there is a lack of tradespeople who have the specialized skills needed to work on these buildings, and craft workers in the area often serve a large region due to high demand, with a long waiting list of customers. The Academy of Heritage Trades hopes to help meet that need by being the first historic-trades-specific training program in the region.

The Academy will be based out of the Enzweiler Building Institute in Erlanger, which houses one of the largest apprenticeship training programs in the country. Partnering with the Enzweiler Building Institute has several benefits. It has been in operation since 1967 and uses an apprentice-style format to develop skilled labor in trades like rough and finish carpentry, plumbing, masonry, electric, welding, and HVAC. The Academy of Heritage Trades will use a workshop-based model, offering night and weekend classes ranging from 2-5 days that can be taken as stand-alone classes or in conjunction with other programs at the Institute; though this model may adapt as the needs of students and employers change. The Academy's course offerings will cover skills specific to historic construction, like masonry and repointing, plaster work, and wood window repair. The Academy is anticipated to open in Summer of 2022.

1 Also referred to as "The Academy" throughout this report.



Preservation Masonry Workers

Photo Credit: PlaceEconomics

Labor Shortage in Construction Trades Nationally

The national labor shortage in the construction trades has been well documented.

A national labor-market report by the Home Builder Institute (HBI) published in the fall of 2021 claims that a lack of skilled construction labor is "a key limiting factor" to expanding home construction, finding that 2.2 million new workers will be needed over the next three years to meet demand.[2] The reason that HBI predicts this shortage relates to both supply and demand: they forecast an increase in home construction to reduce the existing housing deficit, meaning there is higher demand for construction workers, but the number of workers that are retiring or leaving the sector permanently has also risen. The shortage is even more dire for craft positions--according to the 2020 Construction Outlook Survey by the Associated General Contractors of America (AGC), 81% of construction firms report having trouble filling both salaried and hourly craft positions.[3]

Many construction jobs and trades are projected to grow over the next ten years, but that growth is unlikely to meet overall demand. The table below shows data from the Bureau of Labor Statistics illustrating the projected employment change for select construction trades over the next decade.[4] At 5.5% growth, the Bureau of Labor Statistics predicts an increase of only around 290,000 for construction trades workers by 2030--a far cry from the 2.2 million needed.

2 HBI Fall Construction Labor Market Report https://hbi.org/wp-content/uploads/HBI_Fall_Construction_Labor_Market_Report.pdf

3 2020 Construction Outlook Survey Results https://www.agc.org/sites/default/files/Files/Communications/2020_Outlook_Survey_National.pdf

4 Occupational Projects and Worker Characteristics. Table 1.7 Occupational projections, 2020-30, and worker characteristics, 2020 (numbers in thousands) https://www.bls.gov/emp/tables/occupational-projections-and-characteristics.htm

2020 National Employment Outlook Data

	Employment, 2020 (numbers in thousands)	Employment, 2030 (numbers in thousands)	Percent employment change, 2020-30	Occupational openings, 2020-30 annual average (numbers in thousands)[5]	Median annual wage, 2020	Typical education needed for entry	Typical on-the-job training needed to attain competency in the occupation
Construction trades workers	5,364.5	5,658.5	5.5%	558.1	$47,480	—	—
Construction laborers	1,285.2	1,388.3	8.0%	140.1	$37,890	No formal educational credential	Short-term on-the-job training
Helpers, construction trades	229.1	235.0	2.6%	27.7	$34,000	—	—
Select Trades							
Brickmasons, blockmasons, and stonemasons	83.5	79.6	-4.6%	7.2	$53,090	—	—
Plasterers and stucco masons	26.1	27.8	6.8%	2.4	$47,020	No formal educational credential	Long-term on-the-job training
Carpenters	942.9	963.0	2.1%	89.3	$49,520	High school diploma or equivalent	Apprenticeship
Roofers	153.7	160.8	4.6%	15.6	$43,580	No formal educational credential	Moderate-term on-the-job training
Plumbers, pipefitters, and steamfitters	469.9	493.2	5.0%	51.0	$56,330	High school diploma or equivalent	Apprenticeship
Electricians	729.6	795.7	9.1%	84.7	$56.900	High school diploma or equivalent	Apprenticeship

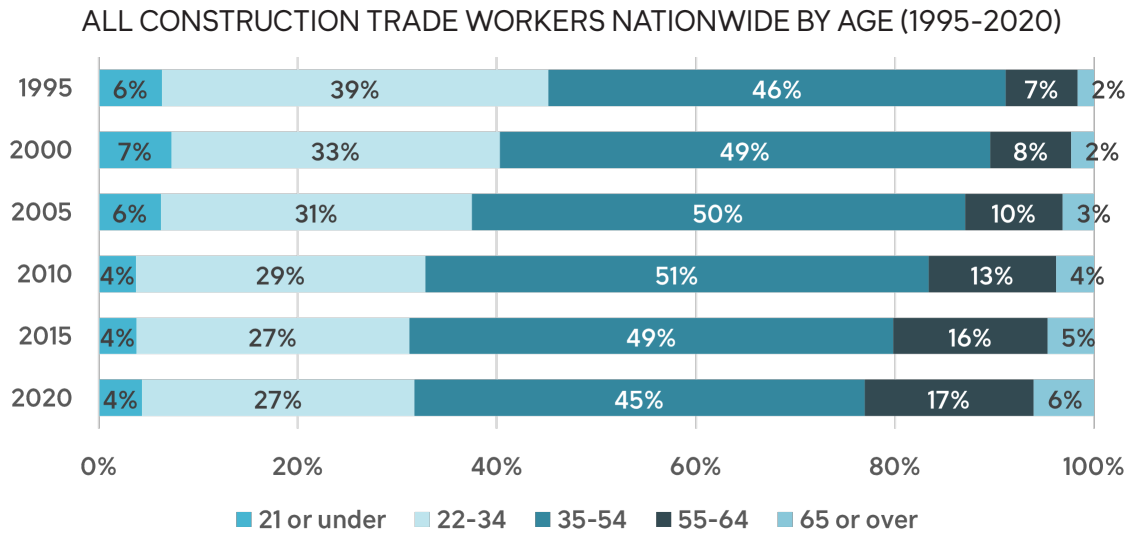
5 Occupational openings are the projected number of openings (positions) for workers entering the occupation. The openings are defined as the sum of net occupational employment change and occupational separations. https://www.bls.gov/emp/documentation/definitions.htm#:~:text=Occupational%20openings%20are%20the%20projected,employment%20change%20and%20occupational%20separations.

Photo Credit: PlaceEconomics



Age of Construction Trade Workers

According to the US Census Quarterly Workforce Indicators, the percentage of Construction Trades Workers aged 34 and younger has steadily declined since 1995, supporting the concern that older construction workers are aging out and simply aren't being replaced at an adequate rate. This is one of the most persistent concerns for older workers in the historic building trades. Conversely, the percentage of workers over the age of 65 has tripled between 1995 and 2020.

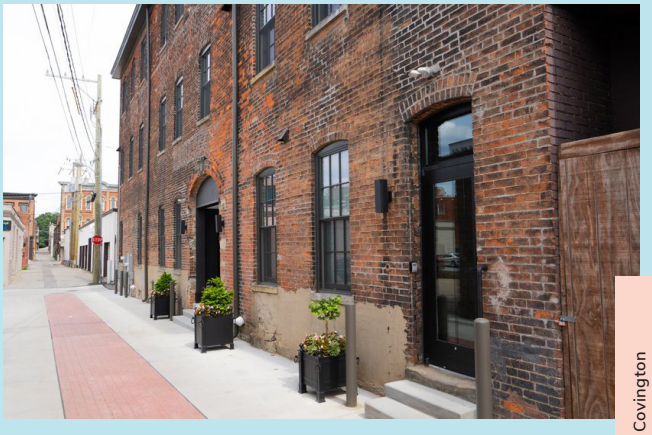


Local Need and Enthusiasm for Historic Trades Training Changing

An interview with Collin Boucher, Manning Contracting

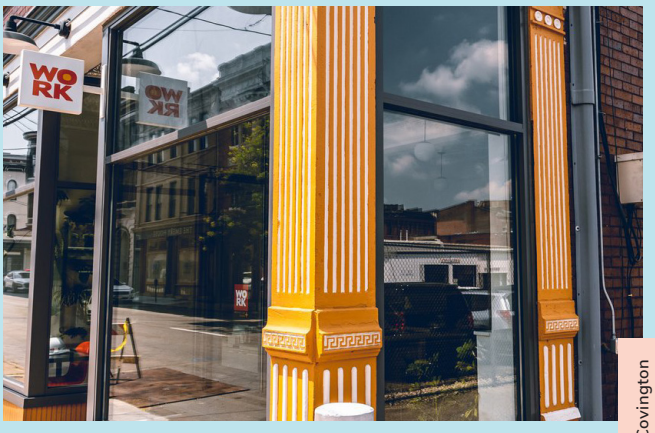
Covington's Academy of Heritage Trades has been met with a lot of excitement and enthusiasm by potential collaborators and participants, in no small part because people hope that it will help address the shortage of skilled labor locally. "We're completely rallying behind the Academy of Heritage Trades," says Collin Boucher who does a lot of recruiting and hiring for Manning Contracting, a larger firm that works in the Covington and Cincinnati area. With multiple projects in both cities–many of them adaptive reuse and preservation work–the 27-person firm is always looking for skilled labor to add to the team. "In general there's a lack of labor—specifically in construction—from carpenters all the way to project executives and superintendents," Boucher says. Part of the issue, he thinks, is that construction is now competing with a wide range of industries, including technology, retail, and manufacturing. During the time he's been at Manning, Boucher says that there are times when schedules have been delayed and drawn out because of a lack of labor. Those shortages aren't solely relegated to the historic trades, he says, but it's certainly one of the areas where the shortage is felt.

What excites Boucher and his colleagues at Manning about the Academy of Heritage Trades is that it will introduce younger people to preservation work and the tangible impact and satisfaction it can bring. "When you walk away from a job site and you're like 'Holy Moly–we built that,'" he explains, "that [feeling] is why a lot of people in this industry stick with it." Manning Contracting hopes to assist with the Academy by helping teach, using it as a training opportunity to strengthen their team members' skill sets, and using it as an avenue to train and source new employees. Boucher stresses that at Manning they specifically look for folks who show enthusiasm for the work and are eager to gain new skills. That is part of what makes collaborating with the Academy of Heritage Trades so promising, he says–it gives them access to students who are excited to learn about preservation and historic trades.



Pickle Factory, Covington





WorK Architecture + Design, Covington



Photo Credit: Manning Contracting

Labor Shortage in Historic Trades

"According to a 2019 survey by the Associated General Contractors of America, 80 percent of construction firms reported having difficulty in filling craft positions that represent the bulk of the construction workforce. Similarly, a survey by the National Association of Home Builders found 82 percent of respondents expected labor shortages to be their top issue in 2019. This lack of skilled workers is further magnified for the specialized traditional trades often needed for historic preservation projects."

– Advisory Council on Historic Preservation Policy Statement on Promotion and Value of Traditional Trades Training, Adopted October 19, 2020

Concern over the growing shortage of workers skilled in historic trades has been brewing in the United States since the late 1960s, when the Committee on Professional and Public Education for Historic Preservation and Restoration of the National Trust for Historic Preservation commissioned the Whitehill Report, which sought to assess the adequacy of existing skilled craft and trades training to meet the need for preservation.[6] Decades later, a thorough understanding of the extent of the issue remains elusive, but the overriding sense that there is a serious need for training persists. Results from a 2019 National Trust for Historic Preservation survey of more than 1,000 preservation professionals highlighted the lack of preservation trades workers as a key barrier to local revitalization efforts, particularly in communities that are most in need of new investment and higher-paying jobs. [7]

However, quantitative data to confirm this perception is lacking. This is in part due to the limitations of existing data sources. For example, the US Census Bureau Construction Spending data does not distinguish between new construction and rehabilitation and the Bureau of Labor Statistics does not track a heritage subset within construction trades employment data. In part to respond to the lack of heritage-specific data, PlaceEconomics was commissioned by The Campaign for Historic Trades to conduct a Historic Trades Labor Analysis. As part of that report, a national survey of professionals involved in and adjacent to historic building trades was conducted.

Between January 12 and February 1, 2022, a national survey of nearly 800 professionals with a range of expertise in the historic traces was conducted.[8] Based on their role in the field, respondents were divided into "Trades Experts" and "Preservation Experts." Trades Experts were those who identified their profession as any of the following: Trades Worker/Craftsperson/Artisan; Real Estate Developer; General Contractor; Subcontractor. "Preservation Experts" included all other identified occupations including Architect; Landscape Architect/Other Design Professional; Engineer; Real Estate Professional; Design Review/Regulator; Materials Supplier; Architectural Historian; Historic Preservation Advocate; Conservator; Planner; Advocate by not employed in the field; Preservation Consultant; Historic Site Manager; Other.

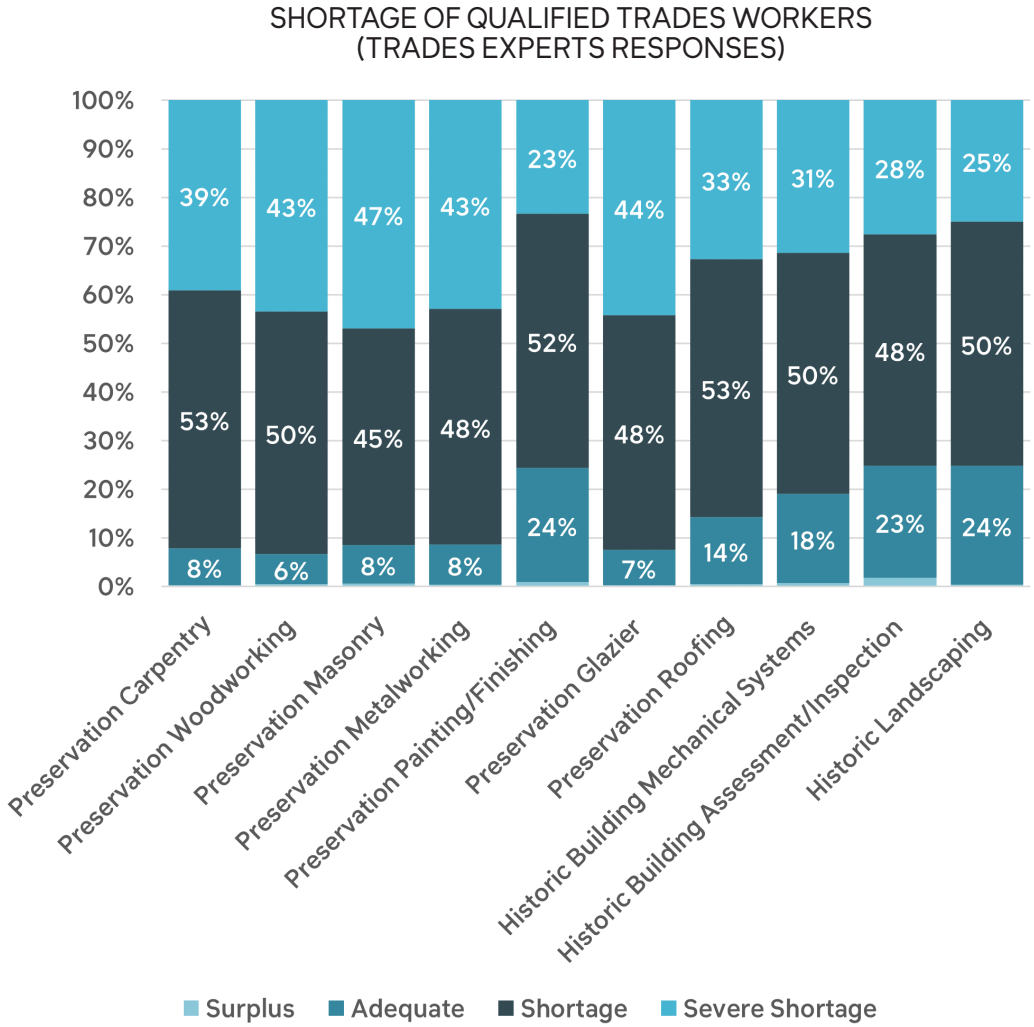
6 The Whitehill Report on Professional and Public Education for Historic Preservation , http://ptn.org/whitehill-report

7 "Issue Brief: Preservation Trades and Workforce Development" Preservation Priorities Task Force. https://static1.squarespace.com/static/60748c08c5e3c41f47c49cbd/t/61434d798b9fef46f0842bcf/1631800699717/PPT-F+Preservation+Trades+Issue+Brief.pdf

8 For details on the survey methodology and distribution, see Appendix 2.

Shortage of Qualified Trades Workers

An overwhelming majority of Trades Experts who participated in the survey say there is "a shortage" or "a severe shortage" of skilled trades workers in every preservation-related trades field; in all ten trades listed, more than three-quarters of survey respondents said there was a shortage. The most serious shortages were in carpentry, woodworking, masonry, metalworking and glazing.



The graph above shows the perceived shortage of skilled historic trades workers from the perspective of trades experts working in the field across the United States. Many in the Covington area expressed similar concerns, sharing a strong perceived need for more skilled labor. While these testimonials do confirm support for the Academy of Heritage Trades and suggest it could have a meaningful regional impact, they don't sufficiently quantify the need.



Photo Credit: PlaceEconomics

Baseline Snapshot of Current Conditions

This report is meant to serve as a baseline that illustrates the current need, while providing a benchmark against which to measure the impact of the Covington Academy of Heritage Trades over time.

An important part of growing the Academy and for supporting the development of similar programs elsewhere is collecting the relevant data to demonstrate impact. In addition to there being little quantitative data demonstrating the need for more skilled workers in historic building trades, there is virtually no existing quantitative data on the impact of historic trades training programs. This report will provide a baseline from which to measure the impact of Covington's Academy of Heritage Trades, providing metrics across which to track change. Capturing this data will be invaluable in measuring and demonstrating impact. The following analysis looks not just at the City of Covington, but at the surrounding region, which covers parts of Kentucky and Ohio.

"Cincinnati, Covington, and the region have an incredibly dense and rich historic architectural fabric with one of the most intact collections of Italianate brick buildings in the country. As an area with multiple historic river cities that all have local historic districts, the need for contractors that understand and have knowledge of historic buildings, historic materials, and how to work with them is incredibly important. Year after year it is getting harder to find tradespeople and craftspeople that have the training and skills to work on our historic buildings. Creating a program that will provide training in the traditional trades and crafts is immensely important to helping to maintain the integrity of our historic districts as well as providing the supply of workers needed to support our dense historic fabric."

– Beth Johnson, AICP, Urban Conservator, City of Cincinnati City Planning and Engagement Department

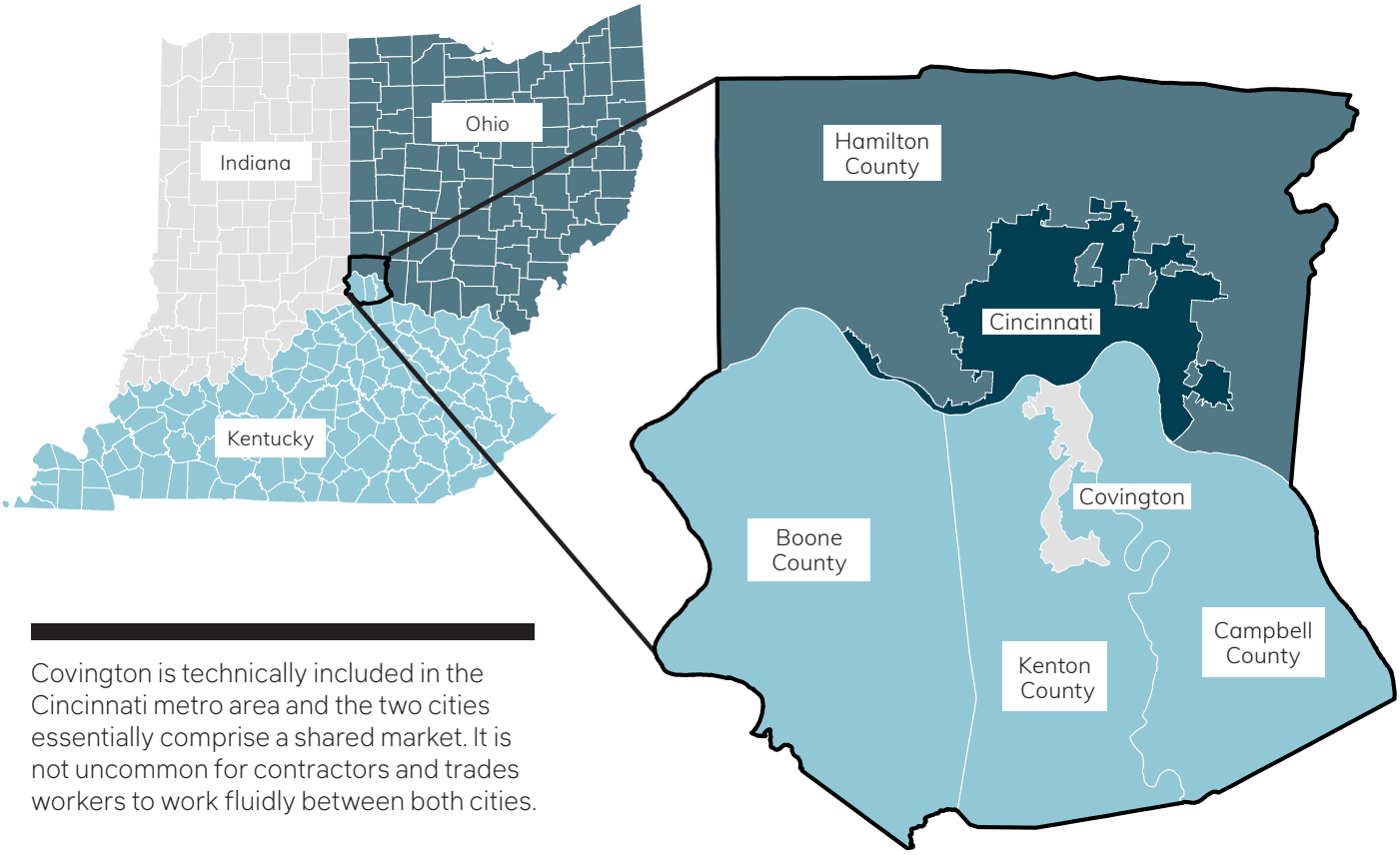


Covington

Photo Credit: City of Covington

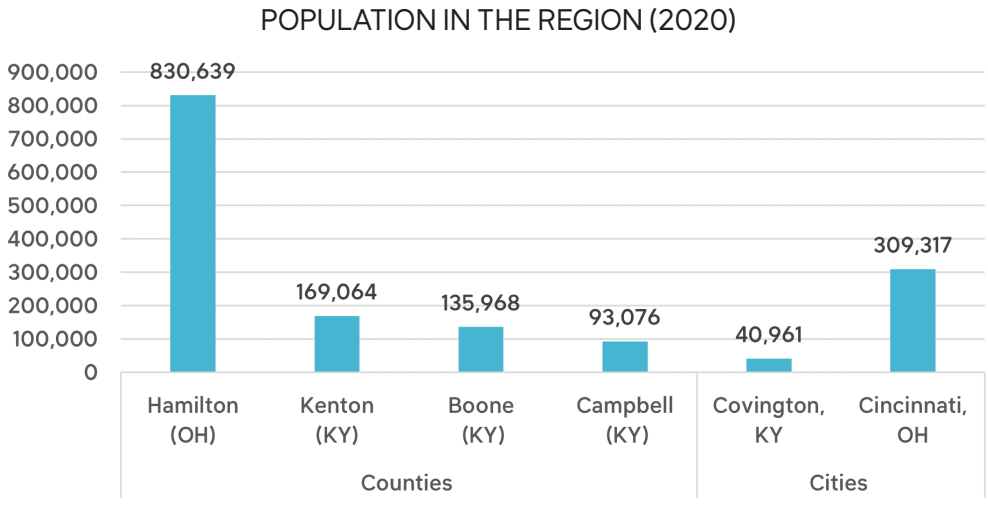
Map of Region

The Study Region is defined as Kenton County, Boone County, and Campbell County in Kentucky, and the neighboring Hamilton County in Ohio, located just across the Ohio River. Interviews with practicing trades workers revealed that many small trades-related businesses service this general region, and that professionals with specialized skills frequently travel as far as the tri-state area for projects. This reality reveals that there is both a limited workforce that possesses these specialized skills, leading specialized trades workers to service large areas, and that there is significant demand for workers possessing those skills.



Covington is technically included in the Cincinnati metro area and the two cities essentially comprise a shared market. It is not uncommon for contractors and trades workers to work fluidly between both cities.

According to 2020 Census data, Hamilton County, which is home to Cincinnati, has more than twice the population of the other 3 counties combined.



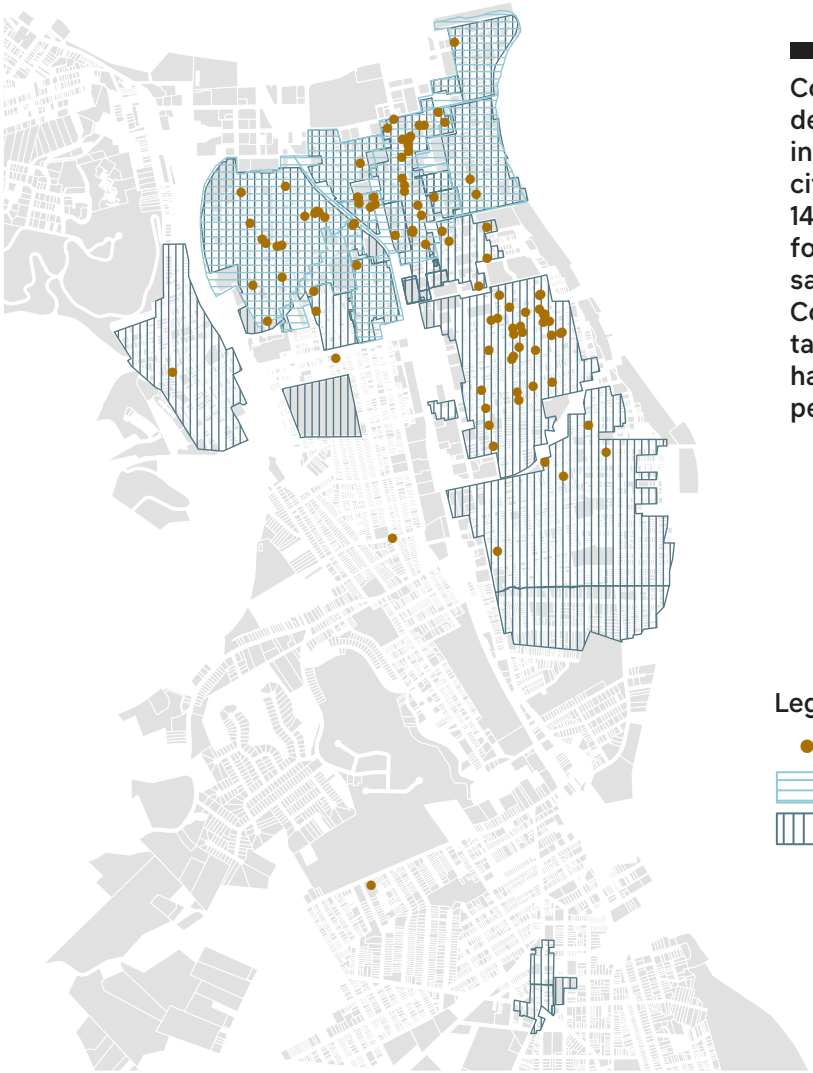
The Need for Historic Trades Training in Covington

The intensity of Historic Tax Credit and building permit investment in Covington's older and historic buildings suggests that demand for historic trades workers is strong.

Covington is a city rich in historic character, admired for its near encyclopedic representation of architectural styles. Of the city's 14,000 housing units, 70% are 50 years or older, and nearly half were built prior to 1940.[9] Only 11% of parcels or 3% of the land area in Covington are located within local historic districts that are subject to certain design and construction regulations.

A common metric of historic rehabilitation activity—and therefore the need for workers with historic trades expertise—is the number of historic tax credit projects. Since 2002, there have been 98 projects that have utilized the Federal Historic Tax Credit (HTC) in Covington. These projects have generated $99,642,406 in investment in Covington's historic buildings, but they have largely occurred within Covington's historic districts.

Federal Historic Tax Credit Projects in Covington (2002-2021)



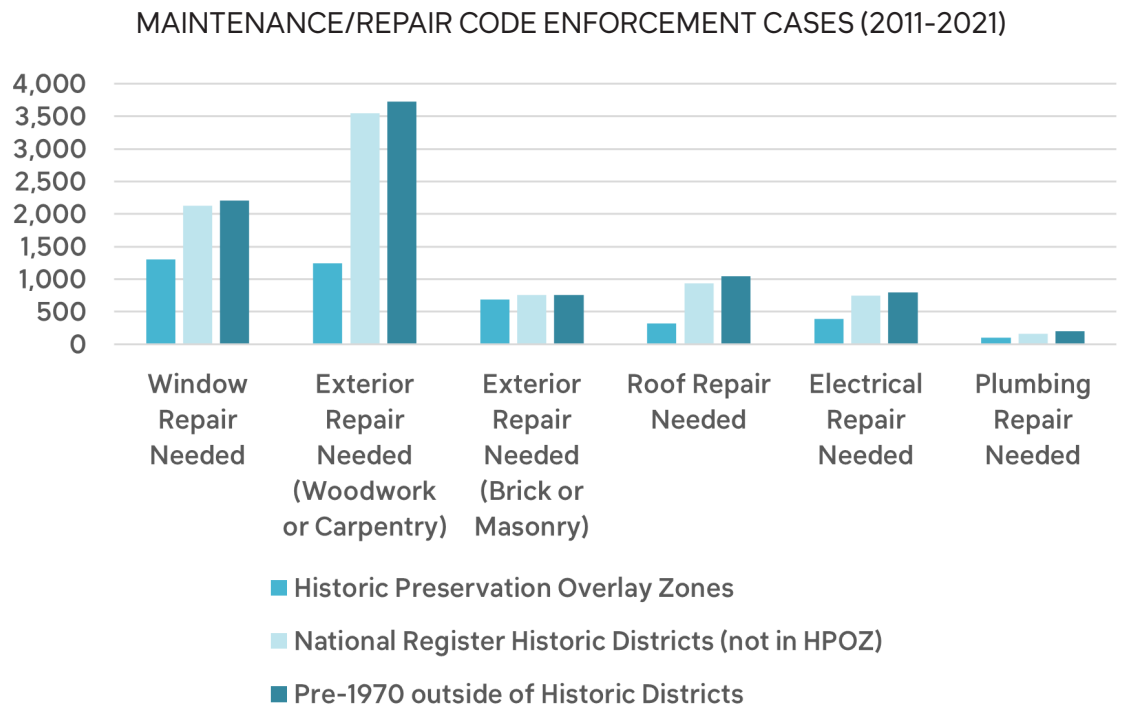
Covington punches above its weight in density of tax credit activity. To put this into perspective, Louisville, Kentucky—a city of over 600,000 people—has seen 140 Federal Historic Tax Credit projects for $412 million in investment over the same time period. For every resident of Covington, the city has seen $2,457 in tax credit investment, whereas Louisville has seen $667 in tax credit investment per resident.

9 These figures were calculated using 2019 ACS data for "Year Structure Built," which were then apportioned to the city of Covington.

Code Enforcement Cases

However, outside of historic tax projects or historic districts, there are a considerable number of resources that may require historic trades work. Many of the older homes outside of Covington's historic districts are in need of some level of repair. One proxy measure for the amount of work needed is the number of code violations. Over the last 10 years, Covington has seen over 33,000 code violation cases that require building repair or maintenance. Sixty-four percent were on properties in local Historic Preservation Overlay Zones, National Register Historic Districts, and properties built before 1970.[10] The graph below details the number of code violations between 2011 and 2021 that would likely have required a trades worker with expertise in heritage buildings. Just the code enforcement cases in the graph below represent an average of over 2,000 minor repair projects a year.[11] These numbers suggest there is demand for construction trades-related labor, and increasing the supply of workers capable of performing repair and maintenance work to historic homes would address the need while helping keep costs down.

Just the code enforcement cases in local historic districts, National Register historic districts, and buildings built before 1970 represent around 2,000 minor repair projects a year.



10 This number was calculated using parcel-level construction year data joined to parcel level code violation data. However, a significant number of parcels did not have the construction year information. Of the 14,000 parcels in Covington with a built structure, 4,927 have no year built information. This only accounts for properties that had building age information.

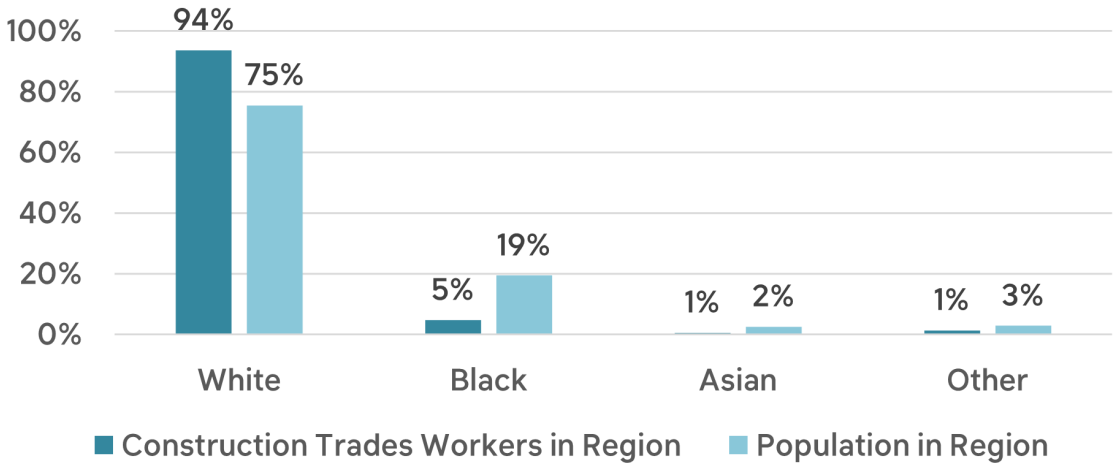
11 For this analysis, only code violations that were indicative of overall building condition were considered. The following violation types were combined to form the categories in the corresponding graph: "Window Repair Needed"=Boarded Windows, Windows Cracked, Windows Not Weather Tight, Window Hardware Deficient. "Exterior Repair (Woodwork or Carpentry)"= Siding/Trim/Soffit Deficient, Porch Deficient, Balcony Deficient. "Exterior Repair (Brick or Masonry)"= Brick and Mortar Deficient, Chimney Deficient. "Electrical Repair"=Electrical/Mechanical Deficient. "Roof Repair"=Roof Deficient. "Plumbing Repair"=Plumbing Sanitation Deficient

Demographics in Construction Trades

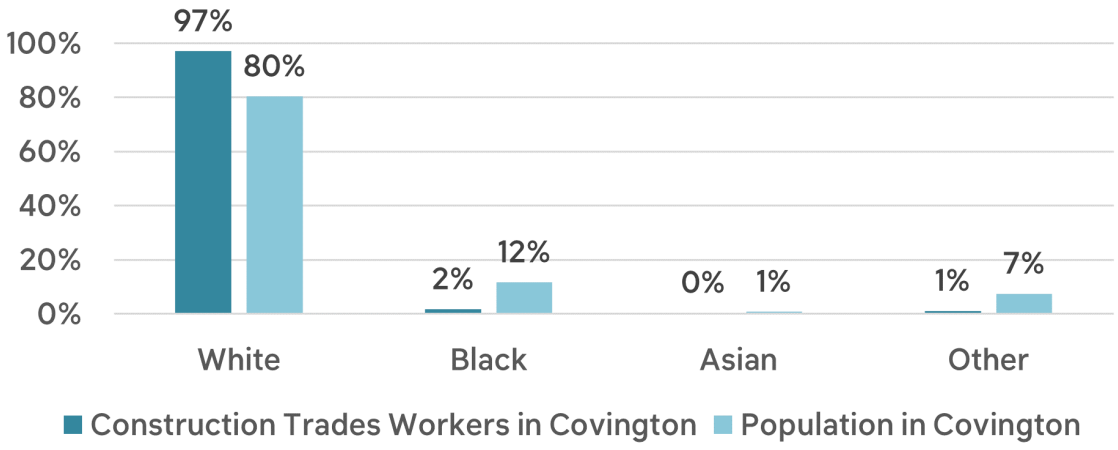
Non-white workers are underrepresented in the construction trades nationally and in the region.

An analysis of US Census Local Employment Dynamics Workforce Indicators demonstrates that the demographics of the Study Region are not reflected in the construction trades.[12] In both the region and in Covington, construction trades workers are overwhelmingly white, with 94% of workers in the region and 97% of workers in Covington identifying as white.

DEMOGRAPHICS OF CONSTRUCTION TRADES IN REGION VS OVERALL POPULATION IN REGION (2020)

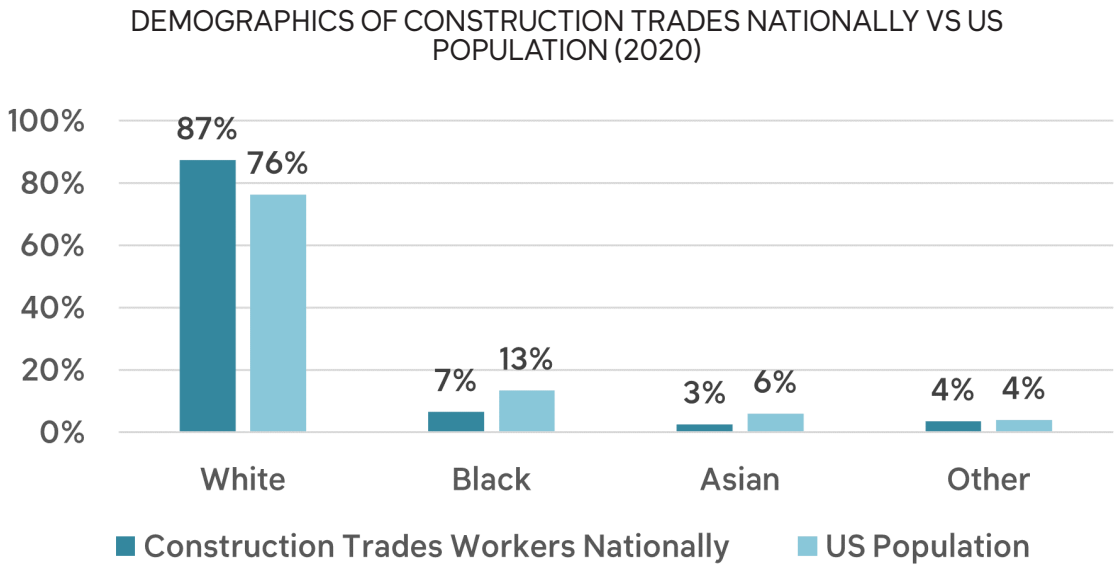


DEMOGRAPHICS OF CONSTRUCTION TRADES IN COVINGTON VS OVERALL POPULATION IN COVINGTON (2020)

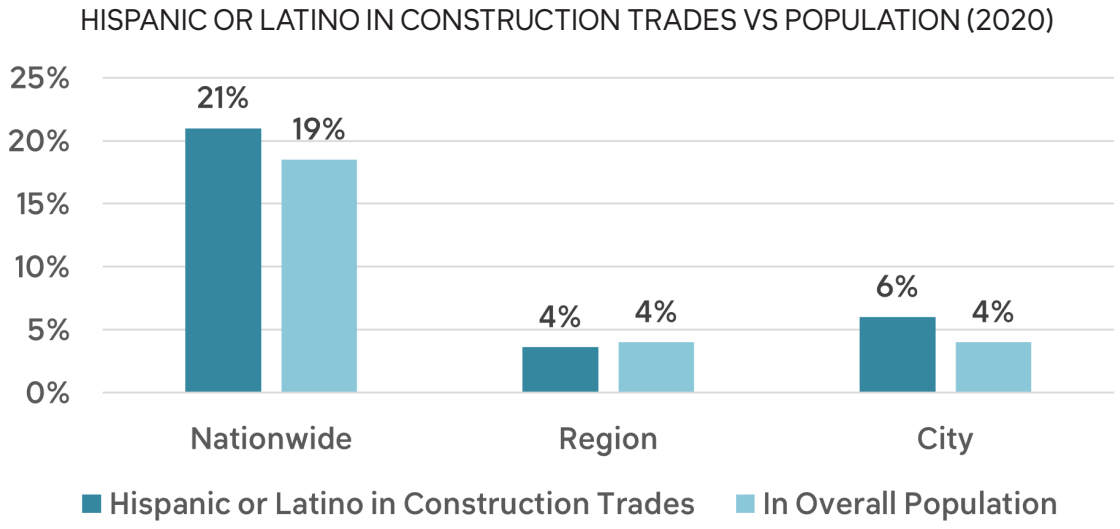


12 LED Extraction Tool, Quarterly Workforce Indicators (QWI) and US Census QuickFacts. This analysis looked at the demographics of workers in related construction industries, as defined by NAICS codes 2361 Residential Building Construction, 2362 Nonresidential Building Construction, 2381 Foundation, Structure, and Building Exterior Contractors, 2382 Building Equipment Contractors, 2383 Building Finishing Contractors, 2389 Other Specialty Trade Contractors.

These regional and city-wide trends are not necessarily an anomaly. Nationwide, non-white workers are underrepresented in the construction trades.



Hispanic and Latino workers make up 21% of all construction workers nationwide. At the regional and city level, the share of Hispanic or Latino workers in the construction trades is comparable to the share of Hispanic individuals in the general population.



Building Trade Wages

There is a premium paid to construction trades workers that have experience in heritage trades.

A national survey of historic trades experts provided data on the ranges of pay rates for specialized trades, including any premium paid to workers with historic preservation experience, and other information. Trade wages in Covington are already higher than the national estimated average. In each of the ten trades, experts identified a premium in the wages of workers with expertise in historic trades averaging 9% more per hour. See Appendix 1 for more detailed information on each of these trades.

	Covington Total Wage Rate (typical hourly pay)	Typical hourly base pay of for journey level historic preservation trades worker (national average)	Typical hourly starting base pay for trainee/ apprentice historic preservation trades worker (national average)	Premium paid for training/ experience/ expertise in historic preservation compared to new construction (national average)
Carpenter	$36.94	$34.66	$20.47	9.5% Premium
Woodworker	No data	$36.46	$20.63	9.9% Premium
Mason	$39.42 (Bricklayers & Stone Masons) $39.57 (Plasterers)	$36.75	$21.04	9.5% Premium
Metalworker	$50.08	$38.43	$38.43	9.7% Premium
Painter/ Finisher	$33.50	$31.23	$19.86	8.6% Premium
Glazier	$42.70	$32.39	$19.74	8.8% Premium
Roofer	$32.83	$34.85	$21.52	8.8% Premium
Plumber/ Electrician/Other Mechanical	$45.25 (Electrician); $50.63 (Plumber)	$40.23	$23.85	7.8% Premium
Building Assessment/ Inspection	No Data	$40.99	$23.85	8.0% Premium
Landscaper	No Data	$31.46	$20.21	6.5% Premium

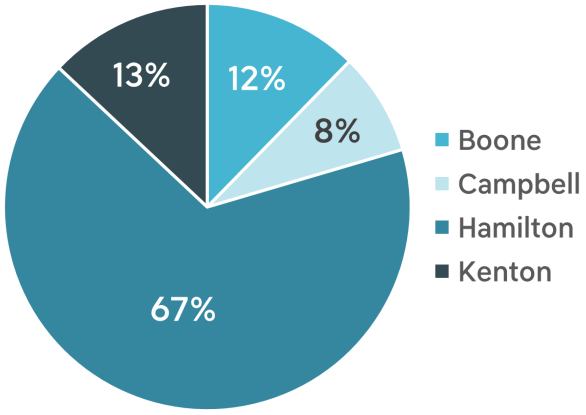
Construction Trades-Related Businesses

An analysis of the construction trades related businesses in Covington and the region.

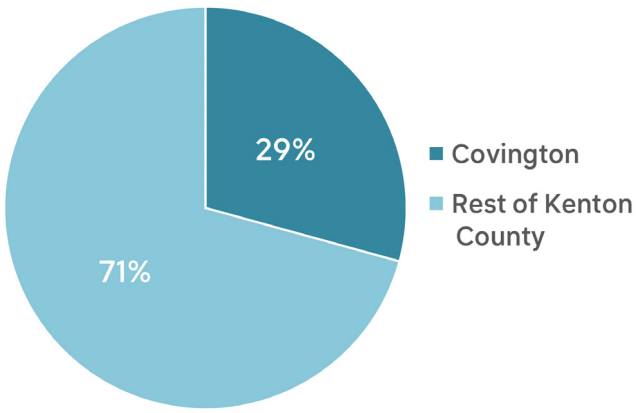
Location of Businesses

Overall, 4% of the Study Region's 1,708 construction trades-related businesses are located in Covington. Similarly, 29% of Kenton County's construction trades-related businesses are located in Covington.[13]

SHARE OF TRADES BUSINESSES IN STUDY REGION

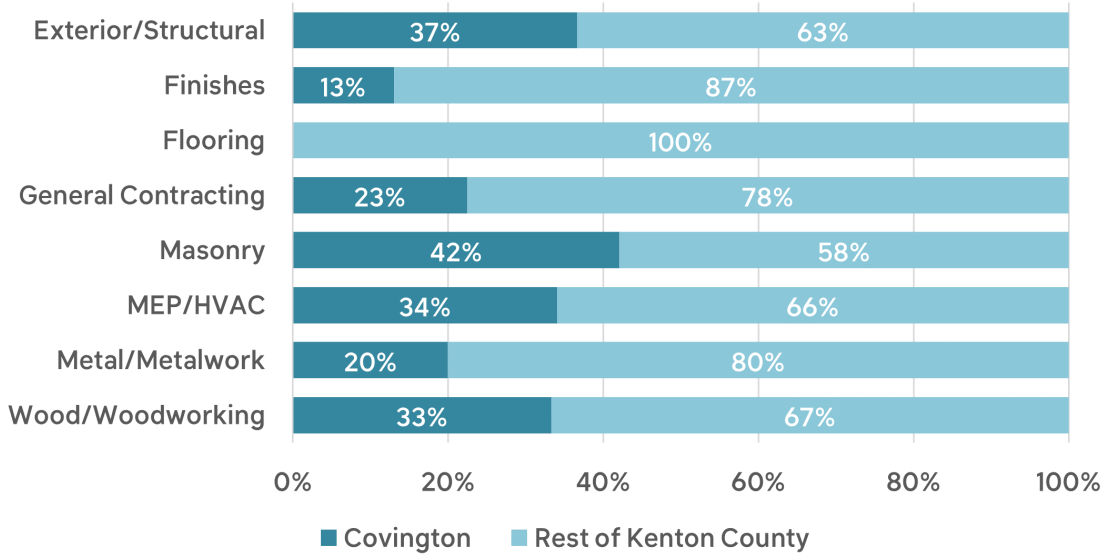


SHARE OF KENTON COUNTY'S TRADES BUSINESSES IN COVINGTON



Most of the construction trades industry categories are well represented in Covington. For instance, 42% of Kenton County's masonry contractor businesses, 37% of exterior and structural contractors, and 34% of MEP/HVAC businesses are located in Covington.

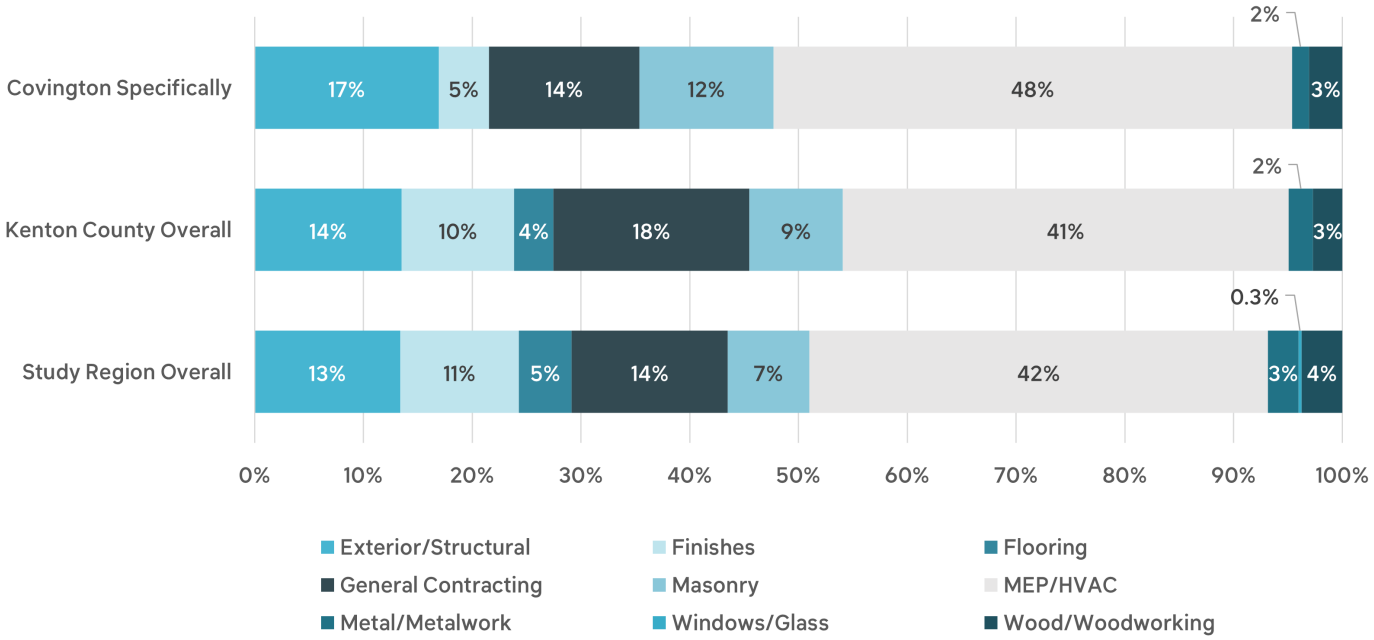
SHARE OF BUSINESSES BY CATEGORY IN COVINGTON



13 See Appendix 3 for a full breakdown of SIC Codes included in this business analysis and how they were filtered into broad industry categories.

Covington has a slightly higher share of businesses that specialize in Exterior/Structural work, Masonry, and MEP/HVAC than Kenton County or the Study Region overall, but generally the distribution of businesses by category is similar in Covington and the Study Region overall.[14]

SHARE OF BUSINESSES BY CATEGORY IN COVINGTON COMPARED TO REGION



Construction Trades-Related Businesses

	Covington	Study Region Overall
Exterior/Structural	11	229
Finishes	3	186
Flooring	0	83
General Contracting	9	245
Masonry	8	128
MEP/HVAC	31	720
Metal/Metalwork	1	48
Windows/Glass	0	5
Wood/ Woodworking	2	64
Total	65	1,708

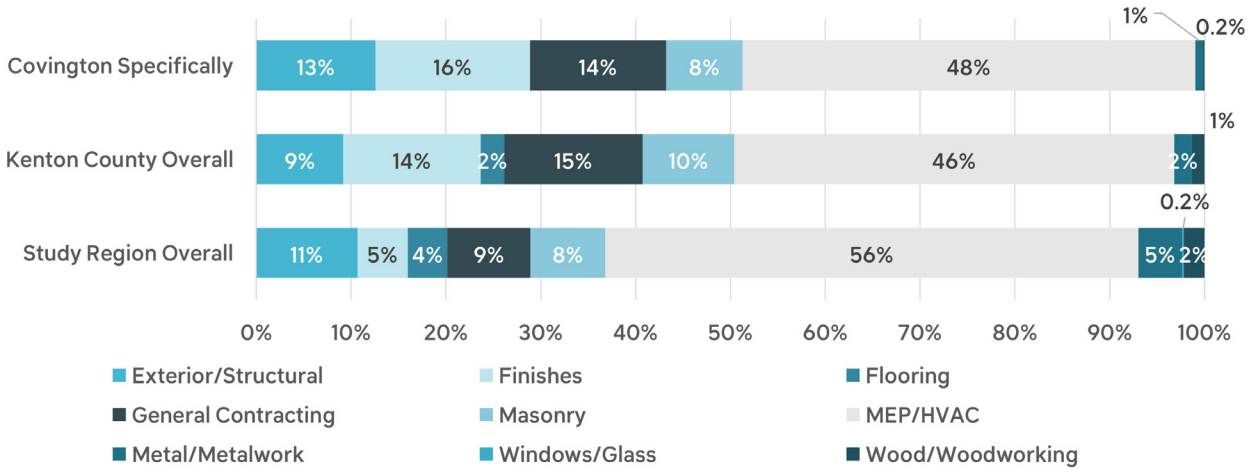
14 MEP = Mechanical, Electrical, Plumbing; HVAC = Heating, Ventilating, Air Conditioning

Employment at Construction Trades-Related Businesses

Of the over 16,630 employees at construction trades-related businesses in the Study Region, 3% work for businesses located in Covington. Thirty-five percent of all employees at trades-related businesses in Kenton County are located in Covington.

Out of the 509 employees at construction trades-related businesses in Covington, 16% are employed at finishes-related businesses as opposed to just 14% in Kenton County and 5% in the study region overall.

SHARE OF EMPLOYEES BY CATEGORY IN COVINGTON COMPARED TO REGION



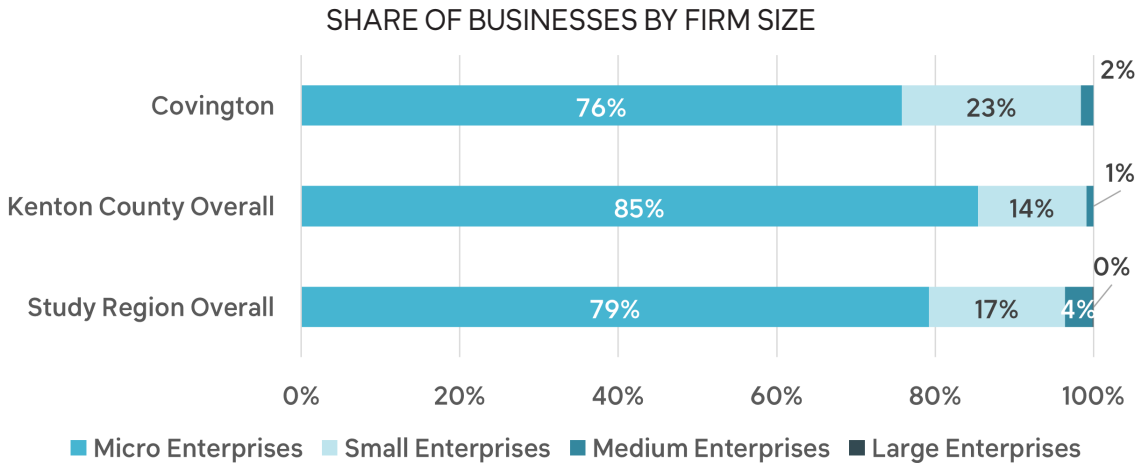
Employees at Construction Trades-Related Businesses

	Covington	Study Region Overall
Exterior/Structural	64	1,777
Finishes	83	882
Flooring	0	692
General Contracting	73	1,460
Masonry	41	1,370
MEP/HVAC	243	9,356
Metal/Metalwork	4	766
Windows/Glass	0	31
Wood/ Woodworking	1	362
Total	509	16,633

By a raw number comparison, MEP/HVAC, Finishes, and General contracting businesses employ the most people in the construction trades field in Covington.

Firm Size

Four percent (4%) of the Study Region and 28% of Kenton County's Micro and Small Enterprises (1-9 employees and 10-49 employees, respectively) are located in Covington. Overall, just over 98% of the construction trades-related businesses in Covington have fewer than 50 employees. In particular, Covington has a larger share of Small Enterprises (23%) than Kenton County (14%) or the Study Region overall (17%).



FIRM SIZE OF CONSTRUCTION TRADES-RELATED BUSINESSES

	Covington[15]	Study Region Overall
Microenterprises	47	1,348
Small Enterprise	14	291
Medium Enterprise	1	60
Large Enterprise	0	2
TOTAL	62	1,701

15 Note that not all businesses provided an answer for this question, hence why the total number of businesses in Covington shows 62 and not 65.

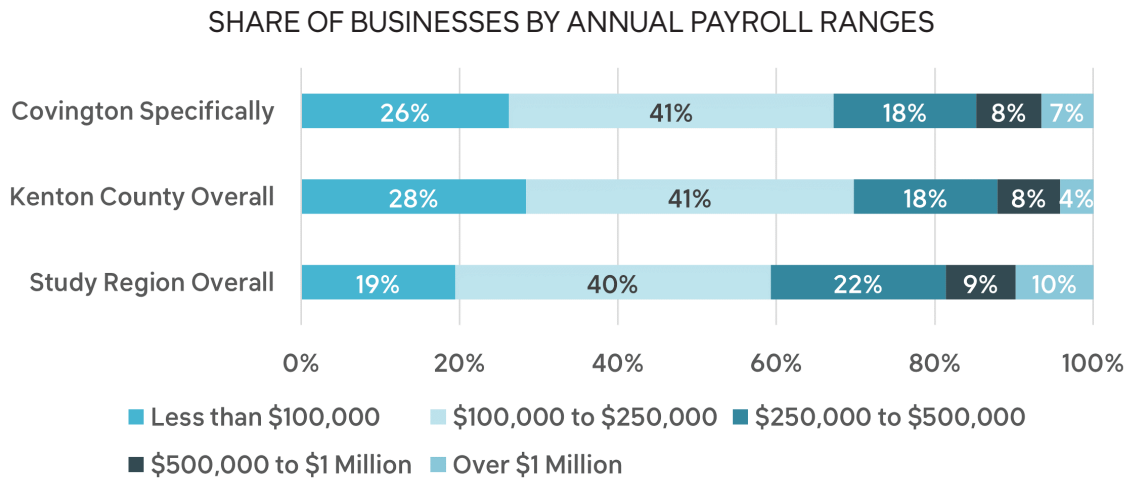
Photo Credit: City of Covington



Rehabilitation of the historic YMCA in Downtown Covington

Annual Payroll Range at Construction Trades-Related Businesses

Of the nine construction trades-related businesses in Kenton County that have annual payroll over $1 Million, 44% are located in Covington. Nearly 70% of all the construction trades-related businesses in Covington have annual payroll expenditures that are less than $250,000.



COVINGTON – PAYROLL RANGES AT CONSTRUCTION TRADES-RELATED

COVINGTON	Less than $100,000	$100,000 to $250,000	$250,000 to $500,000	$500,000 to $1 Million	Over $1 Million	TOTAL
Exterior/ Structural	3	5	3	0	0	11
Finishes	0	0	1	1	1	3
Flooring	0	0	0	0	0	0
General Contracting	3	2	2	1	1	9
Masonry	1	5	2	0	0	8
MEP/HVAC	8	12	3	3	2	28
Metal/ Metalwork	0	1	0	0	0	1
Windows/Glass	0	0	0	0	0	0
Wood/ Woodworking	1	0	0	0	0	1
TOTAL	16	25	11	5	4	61

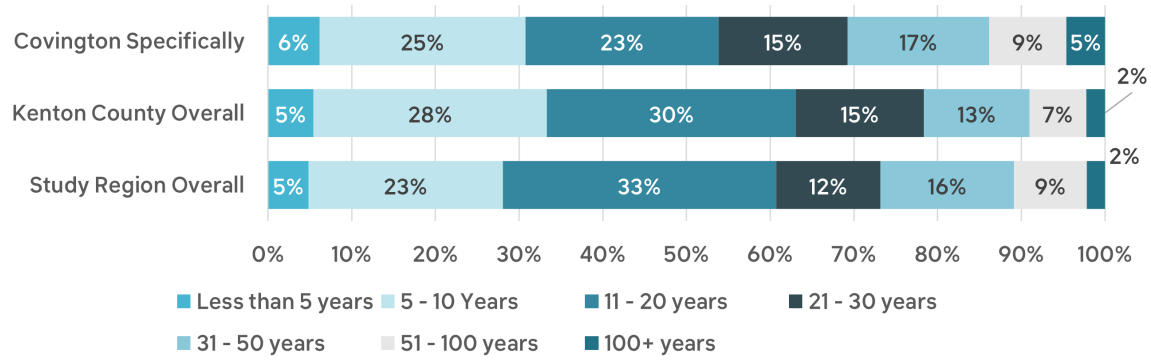
STUDY REGION OVERALL – PAYROLL RANGES AT CONSTRUCTION TRADES-RELATED BUSINESSES

STUDY REGION	Less than $100,000	$100,000 to $250,000	$250,000 to $500,000	$500,000 to $1 Million	Over $1 Million	TOTAL
Exterior/ Structural	62	111	21	17	10	221
Finishes	49	95	23	10	8	185
Flooring	28	31	10	5	5	79
General Contracting	55	90	61	24	9	239
Masonry	17	59	29	12	11	128
MEP/HVAC	74	255	198	68	112	707
Metal/ Metalwork	3	8	20	10	6	47
Windows/Glass	1		4	0	0	5
Wood/ Woodworking	36	17	4	1	3	61
TOTAL	325	666	370	147	164	1672

Age of Construction Trades-Related Businesses

Of the five construction trades-related businesses in Kenton County that are more than 100 years old, 60% are located in Covington. Fourteen percent of Covington's construction trades-related businesses are over 50 years old, compared to 9% in Kenton County overall, and 11% in the Study Region overall.

SHARE OF BUSINESSES BY YEARS IN BUSINESS



AGE OF CONSTRUCTION TRADES-RELATED BUSINESSES

	Covington	Study Region Overall
Less than 5 years	4	83
5 – 10 years	16	396
11 – 20 years	15	558
21 – 30 years	10	213
31 – 50 years	11	272
51 – 100 years	6	149
Over 100 years	3	37
TOTAL	65	1708

Photo Credit: City of Covington



411 W 6th St, Covington

Regional Restoration and Preservation-Related Businesses and Employment

Within the Study Region, there are 13 businesses that fall into the SIC category of "Building Restoration and Preservation."

Business[16]	City	Number of Employees	Payroll Range
Business 1	Cincinnati	13	$500,000 to $1 Million
Business 2	Cincinnati	3	$100,000 to $250,000
Business 3	Cincinnati	13	$500,000 to $1 Million
Business 4	Cincinnati	12	$500,000 to $1 Million
Business 5	Cincinnati	4	$250,000 to $500,000
Business 6	Cincinnati	20	$1 to $2.5 Million
Business 7	Cincinnati	20	$1 to $2.5 Million
Business 8	Cincinnati	13	$500,000 to $1 Million
Business 9	Cleves	14	$500,000 to $1 Million
Business 10	Cold Spring	15	$500,000 to $1 Million
Business 11	Covington	25	$1 to $2.5 Million
Business 12	Florence	4	$100,000 to $250,000
Business 13	Southgate	4	$100,000 to $250,000

16 The names of each of these businesses is available but are not included here for reasons of confidentiality.

Preservation Trades Training as a Means of Community Revitalization

An interview with Kevin Krulewich, Real Estate Alternative

For the past 3 years, Kevin Krulewich has been working in Covington rehabilitating historic homes to provide affordable housing for homeless veterans. Krulewich is the owner and managing director of Real Estate Alternative, LLC. The company does a mix of both market rate and affordable housing projects and they recently closed on a vacant commercial building on Madison Street which they plan to rehabilitate into a commercial kitchen to support the community. Krulewich has had a long career in community revitalization and is no stranger to preservation; in addition to his 35 years of experience as tax credit developer, he also served on the Board of the National Trust. Krulewich sees the trades training program in Covington as both an opportunity to expand jobs for low income residents and to teach preservation trades skills, which are at risk of becoming a "lost art," he said. "We really need the next generation, whether it's wood floor repair, window repair, plaster work, or any of the preservation trades."

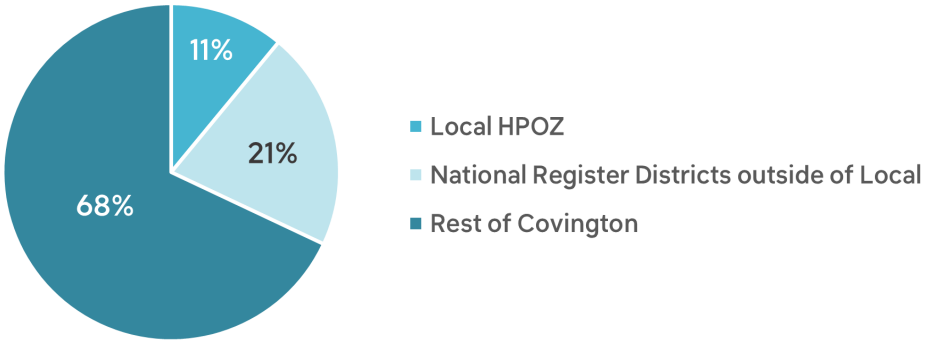
Krulewich hopes Real Estate Alternative's projects can provide opportunities for apprenticeships in the future. "You really can't learn this stuff in the classroom, you have to put your hands on the tools and do the work," he said, "either in a controlled environment or on a job site." The potential to use the program to have a real-world impact in Covington is real, he believes, particularly when it comes to rehabilitating existing buildings into affordable housing, adding that he believes there's a huge opportunity to strengthen a partnership with the Veterans Administration. "There could be an excellent mix of housing stock redeveloped through this program."

Impact of Construction in Covington's Historic Districts

Permit activity in Covington's historic districts alone have supported an average of 94 direct jobs a year since 2013. This is a useful metric to project the need for skilled heritage trades workers or trades workers that can work in historic buildings in Covington.

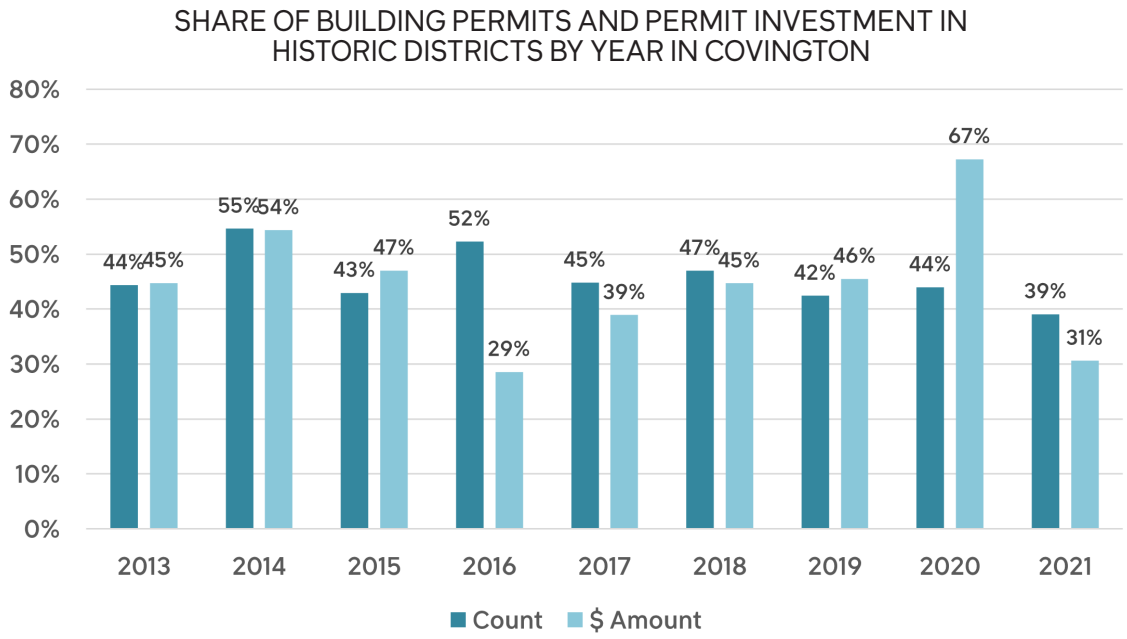
Parcels in Historic Districts

Thirty-two percent (32%) of all parcels in Covington are in Local Register or National Register historic districts.

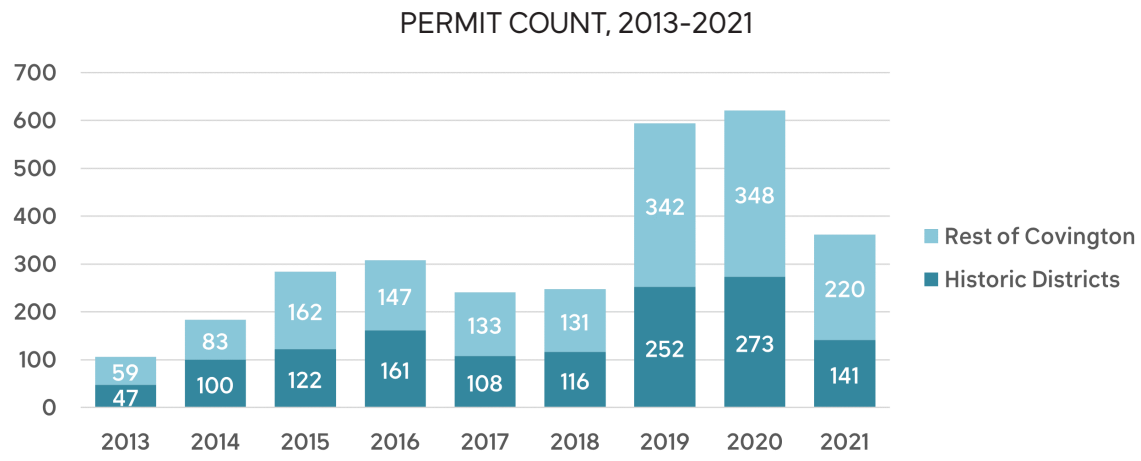


Building Permit Activity

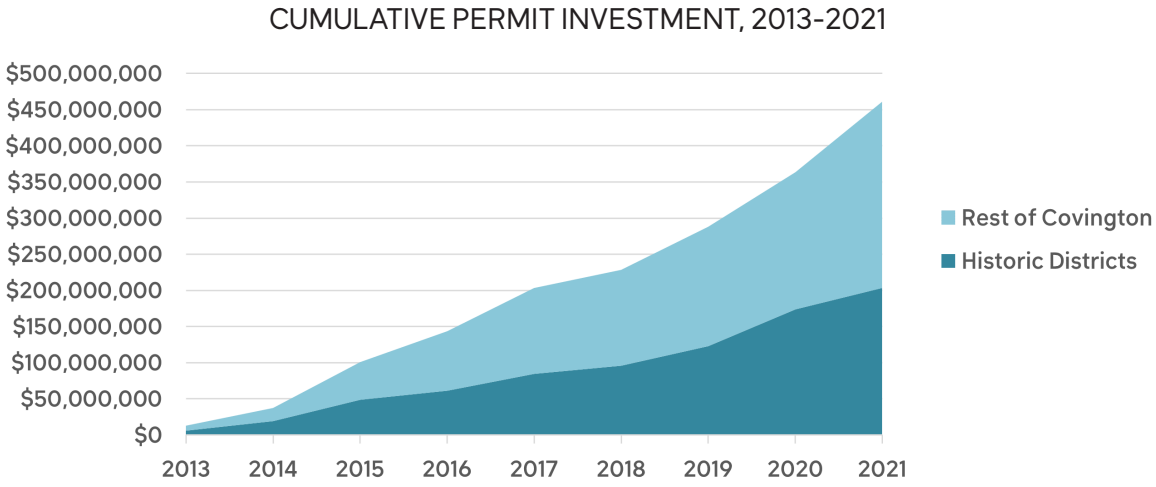
But, between 2013 and 2021, 45% of building permits and 44% of building permit investment has happened in Covington historic districts, including local districts and National Register districts that are not included within local districts.



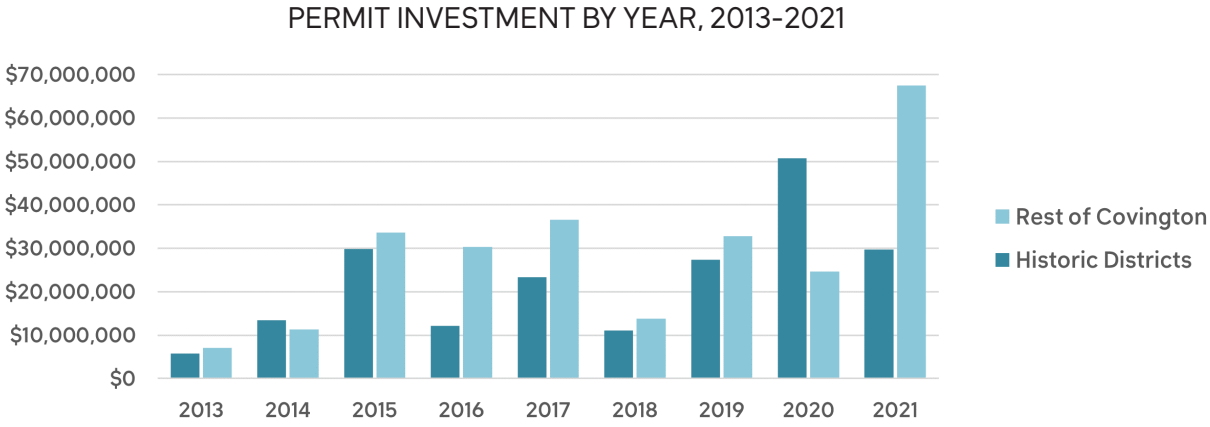
Since 2013, there have been 1,320 permits in Covington's historic districts.



In that same time frame, more than $203 million of the $461 million investment reflected in building permits was invested in historic districts.[17]



During the pandemic, historic districts did not suffer a great downturn in investment. In 2020, historic districts captured most of the city's building permit investment. In 2021, investment in historic districts returned to an average level.

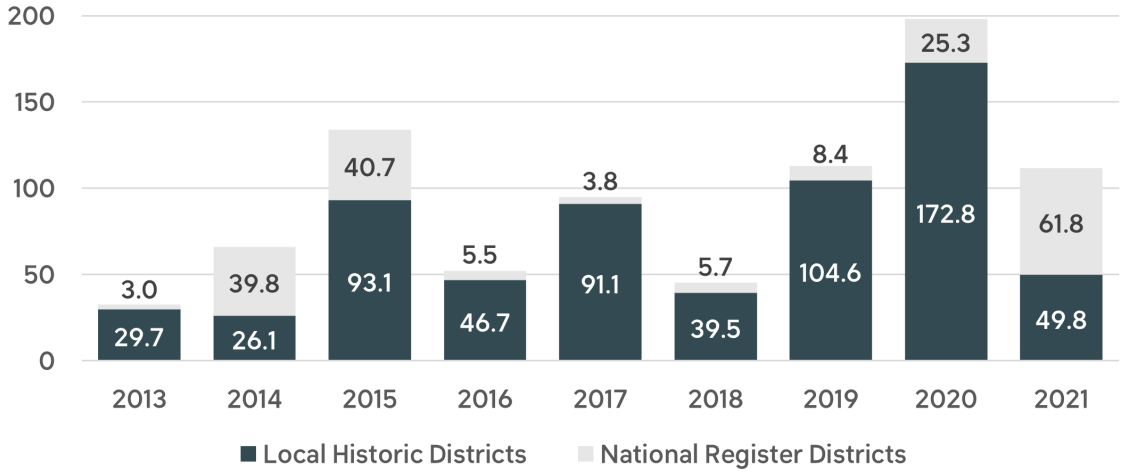


17 This cumulative graph represents money invested in buildings over time, cumulatively each year. The 2013 figure is not $0.

Job Creation and Labor Income from Historic Preservation

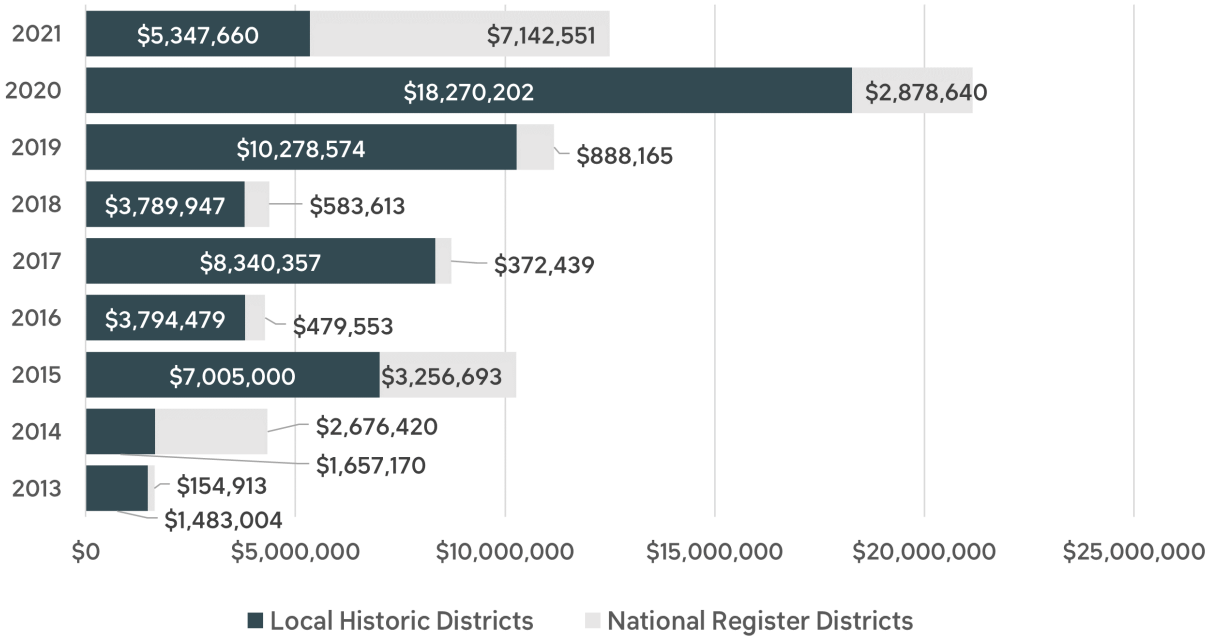
This investment in historic districts generates jobs.[18] Between 2013 and 2021, an average of nearly 100 (94.1) direct jobs were created each year through investment in historic district buildings.

DIRECT JOBS CREATED FROM CONSTRUCTION ACTIVITY IN HISTORIC DISTRICTS



Those jobs generate paychecks for workers. Between 2013 and 2021, an average of more than $8.5 Million ($8,711,042) was paid to workers on those historic preservation projects each year. Most of those earnings are subsequently spent locally.

LABOR INCOME FROM DIRECT JOBS - CONSTRUCTION ACTIVITY IN HISTORIC DISTRICTS



18 There have been 98 Federal Historic Tax Credit projects in Covington since 2002. However, the overwhelming majority of these projects were completed within historic districts. Therefore, this analysis relies on permit investment, which will capture the majority of this tax credit activity, as well as other building investment or regular maintenance in historic buildings.



Preservation Masonry Workers

Photo Credit: PlaceEconomics

Overview of Existing Trades-Related Programs in Northern Kentucky

While there are not currently any training programs in northern Kentucky that specifically focus on historic building trades, there are a number of programs that offer vocational training at the high school and post-high school levels that might take advantage of such a program to supplement existing curricula. The most prominent programs serving the northern Kentucky area are described on the next page:

The Building Industry Association of Northern Kentucky

The Building Industry Association of Northern KY's Apprentice and Workforce Development Training Program's mission is "to educate those who wish to excel in the skilled trades related to the Residential and Commercial Construction Industry through rigorous academic and real world experiential opportunities; providing the construction industry in Central Kentucky with the most highly trained and highly skilled workforce possible." The programs range from 1-2 years and are offered as night classes so that students may work during the day. Programs offered include HVAC, plumbing, and electrical.

Enzweiler Building Institute

In operation since 1967, the Enzweiler Building Institute uses an apprentice-style format to develop skilled labor in trades like rough and finish carpentry, plumbing, masonry, electric, and welding for high school students and adults. Enzweiler does not currently teach restoration-specific trades, and when the Heritage Trades Academy is implemented (anticipated for late 2022), it will be the only training center in the region to offer heritage-trades-specific courses and certification.

Campbell County Area Technology Center

The Campbell County Area Technology Center is housed on the campus of Campbell County High School and offers programs in Carpentry, Electrical Technology, Masonry, and Welding. They offer key services to both high school students and employers. For high school students, they offer technical education programs for secondary students, hands-on training in program areas, and student placement assistance, as well as cooperative education, clinicals, internship and practicum experiences. For employers, they offer customized training programs to train new workers or re-train experienced workers for specific, industry-requested jobs, identification of training needs for companies and effective ways to meet those needs, and flexible curriculum design and training arrangements.

Boone County Area Technology Center

The Boone County Area Technology Center is housed at Conner High School in Hebron, Kentucky and offers a number of non-building related vocational programs in addition to Electrical Technology, Metal Fabrication, and Welding Technology. The Electrical Technology Program focuses on preparing students for entry-level employment in the Residential, Commercial or Industrial Electrical Fields and offers students a head-start when entering into post-secondary Electrical Technology Programs or Electrical Apprenticeship Programs. The Metal Fabrication Program teaches students to create three-dimensional objects from flat sheets of metal, read trade specific blueprints, and operate the trade machinery and hand tools.

Grant County High School

Grant County High School in Dry Ridge, Kentucky has a Career and Technology Center and offers Pre-Engineering, Electronic Technology, and Welding Technology.

Butler Tech

The Butler County Area Technology Center offers training programs for adults and high school students in Construction, Welding Technology, and Landscape Design and Construction.

Gateway Community and Technical College

Gateway Community and Technical College offers programs in Air Conditioning Technology, Electrical Technology, Plumbing Technology, and Welding Technology.

Great Oaks Career Campuses

The Great Oaks Foundation is based in Ohio and has a mission to "expand access to quality career-technical programs and services for youth and adults and to enhance community awareness." They offer full-time programs in Construction Technologies, Electro-Mechanical Maintenance Technology, HVAC, and Welding. While only open to Ohio residents, they still support people entering the Covington-Cincinnati marketplace.

Living Trades Academy, San Antonio

A successful, city-run program

The Living Heritage Trades Academy is a program developed by San Antonio's Office of Historic Preservation to provide training of traditional crafts and skills through apprenticeships, hands-on training, and class instruction. The program specifically focuses on skills related to pre-1960 traditional building construction methods and materials. The Office of Historic Preservation has hosted programs for homeowners, contractors, college students and realtors since 2009, and has recently expanded by adding youth workforce development programs in 2021. The program seeks to cultivate skilled workers to help meet shortages as long-time trades workers phase out and retire, in addition to increasing the number of women involved in the building trades, and helping to minimize environmental harm by promoting preservation and adaptive reuse. Students can earn certificates in a wide range of tracts, including woodworking, carpentry, windows, masonry, timber framing, architectural stone, blacksmithing, plaster, and even deconstruction and building material reuse.





San Antonio Living Heritage Trades Academy

Photo Credit: San Antonio Office of Historic Preservation

Training Program Formats

Based on a National Review of Programs

Workshop-based: Workshop-based training models involve interactive training where typically a smaller group of people receives a combination of instruction and hands-on practice of a skill. Workshop-based programs may range from 1 day to 1 or 2 weeks.

Short term or certificate programs: Short term or certificate-based training programs typically involve a series of classes over an extended period of time, combining classroom instruction and hands-on work. They may last anywhere from 4 weeks to 2 years.

Vocational programs: vocational training refers to instructional programs that focus on the skills required for a particular job or trade. They may be offered at the high-school or post-secondary level.
Technology Centers: Tech centers are typically high school-level programs in Kentucky and are a parallel set of institutions to traditional high schools. Students must apply to get accepted and then enter a 2 year commitment. Instruction is profession-specific and many regional tech centers offer programs for skills within the building industry such as welding, masonry, and carpentry (see Overview of Existing Trades-Related Programs in Northern Kentucky for descriptions of key regional tech centers).

Union Training Model: Trade unions offer closed training, certification, and continuing education programs to members in specialized construction-related skills, such as the historic masonry preservation offered by the International Masonry Institute. Training costs are covered by workers' union dues, making the model particularly sustainable and accessible to union workers but these programs are often not available to the general public.







Photo Credit: City of Covington

Impact of Historic Trades Experience and Training

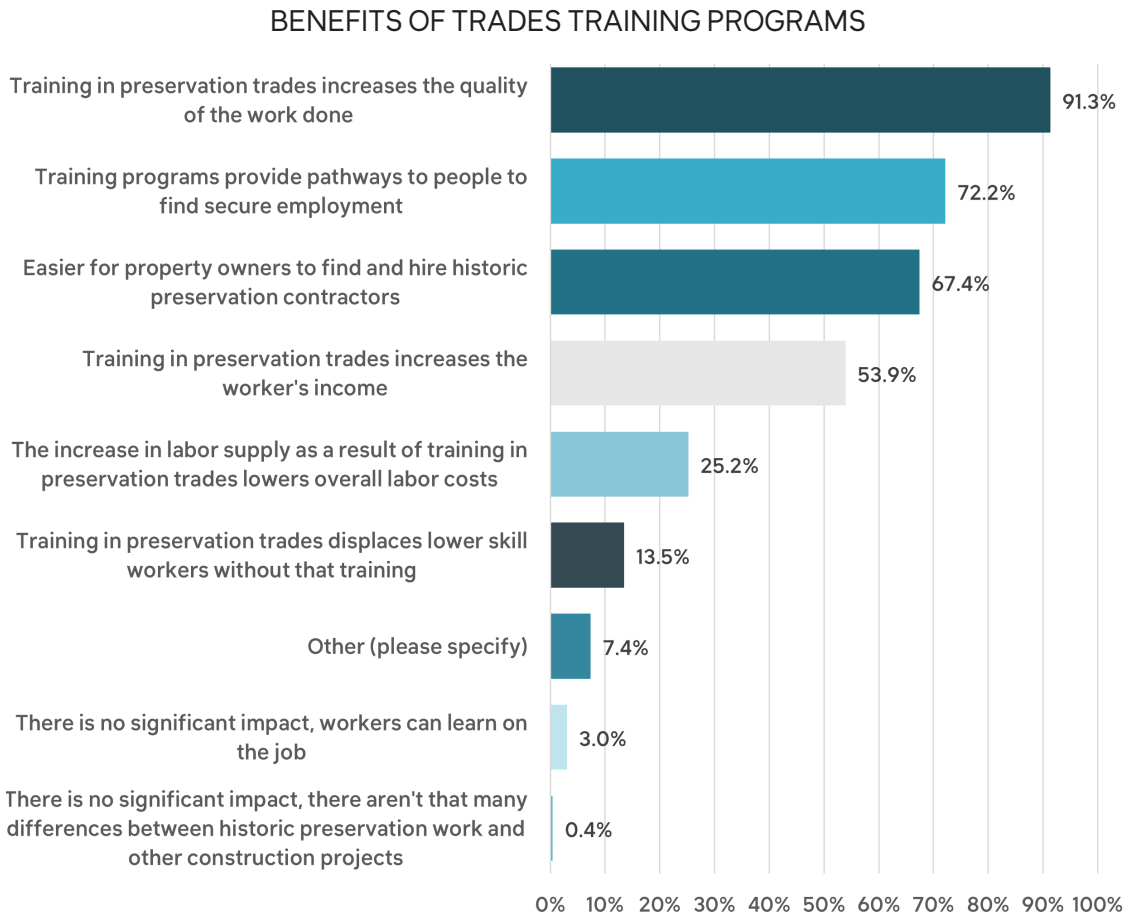
In addition to improving access to quality jobs and quality work, developing a deeper understanding of historic building crafts, construction methods, and technologies can add valuable skills and insights to workers' repertoires. One of the key aims of Covington's Academy of Heritage Trades , like other regional training programs, is to raise awareness about and support preservation and restoration. Vicki Berling, Director of Professional Development for the Enzweiler Building Institute, sees an opportunity for companies to send their existing employees to get specialized skills in a setting that would help anchor those skills within a larger philosophical framework of preservation, which many construction workers may not have ever been exposed to.

Photo Credit: City of Covington



Preservation Trades Workers in Covington

The national survey asked historic trades experts, "What are the benefits, if any, of having preservation trades training programs" The top three responses reflected the benefits in three different areas – historic preservation "quality of the work"; workers "pathway to secure employment"; and property owners "easier to find contractors". Respondents were able to check as many or as few options as they found applicable. Of the 2,000 respondents who are qualified trades professionals, here are their responses:



Some of the voluntary additional comments are also significant:

"Training programs help ensure that people working on historic properties are qualified and understand traditional building methods to properly repair historic buildings."

"Increased job satisfaction for workers doing meaningful, high-quality work."

"Preservation training re-wires your brain. The cumulative effect of working on preservation projects is seeing the world and its resources differently, respectfully."

"Having training in preservation trades gives an ethical background and results in better quality work."

"Preservation standards can be maintained in historic districts. We are currently seeing preservation boards forced to approve inappropriate work due to shortage of people who can do preservation work (eg window repair)"

"Encourage worker's morale and sense of pride in their work"

"My observations are based on hearing from people who work in State and County Parks. Lack of qualified workers creates huge problems. Repairs are delayed, meaning they become more expensive over time."

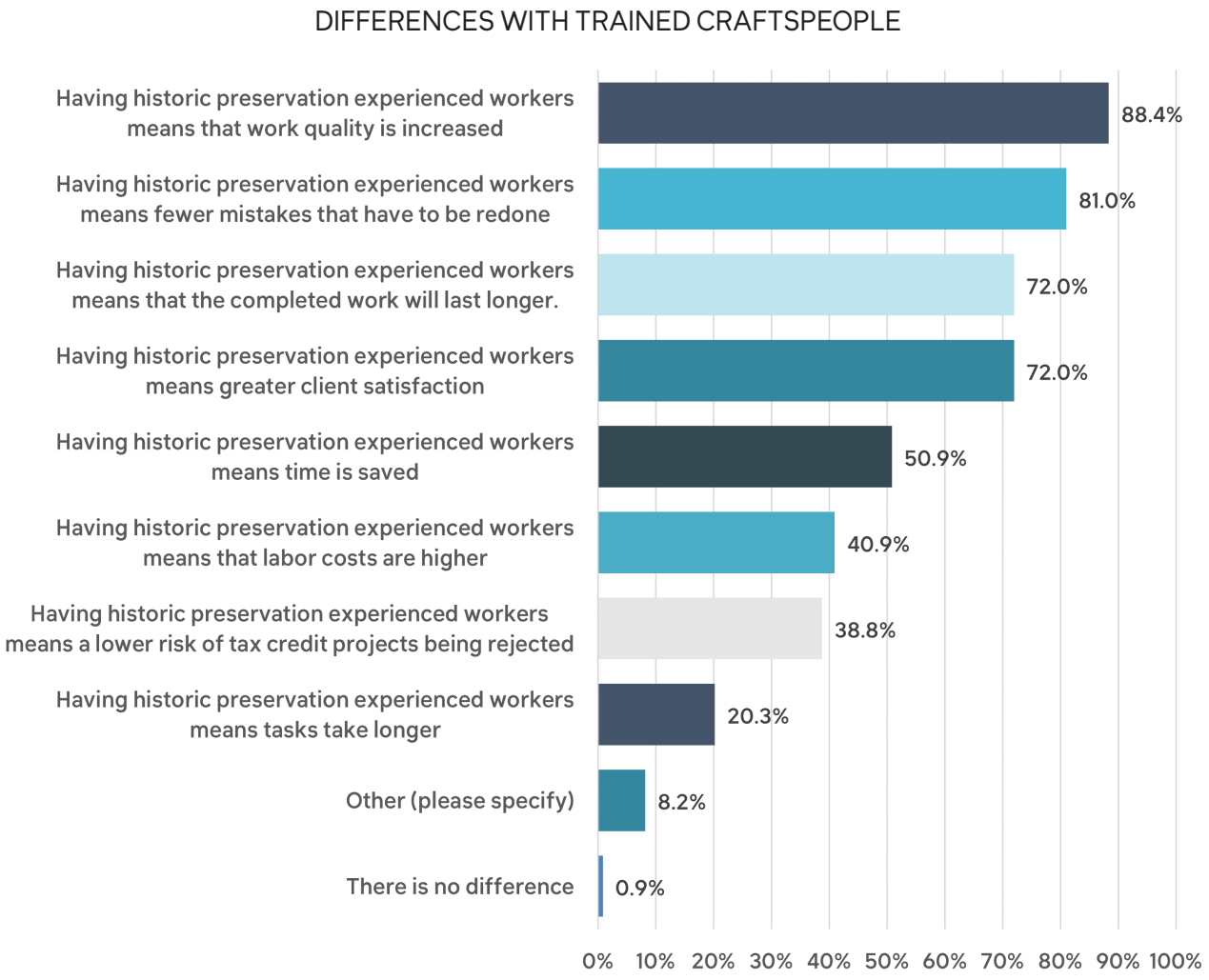
"Increase awareness of preservation in general."

"Introduces younger laborers into the preservation trade with proper training from the start."

"More trained preservation workers means more buildings get saved, which has significant positive economic and environmental impacts"

"Improves the skill level of existing tradespeople (specialization, etc.) making them more desirable to potential employers"

The survey also asked these experts, "Based on your knowledge and experience, what differences do trained historic trades craftspeople bring to a historic preservation project compared to non-historic trades contractors." More than half of the respondents said the work quality is increased, fewer mistakes have to be corrected, the work will last longer, clients are more satisfied, and time is saved.



Case Studies

Successful programs around the country

Belvedere School for Hands-On Preservation, Hannibal, MO

After years of traveling the country and teaching preservation trades training workshops, Bob Yapp settled down in Hannibal, Missouri and founded the Belvedere School for Hands-On Preservation in 2008. Yapp runs the school out of the Alfred Lamb Mansion, a grand 1859 Italianate mansion that was badly in need of restoration. Yapp sought to offer short-term, 2 to 8 day workshops, reasoning that this would be the best format to attract students. The workshop-based approach has proven to be wildly successful. Yapp says he typically has waiting lists for all of his workshops and "serial students" who come back time and time again. His workshops have attracted participants from all over the country, and are particularly popular with Millennials, homeowners, and women. With the mansion now more or less fully restored, his workshops have branched out into the neighborhood, where students help restore historic homes throughout the Central Park National Historic District.

Craftwork Training Center, Bucks County, PA

The Craftwork Training Center offers regular workshops on historic building skills including sash window repair, plaster repair, masonry repair and application of lime mortars and stuccos. The training center is housed on the spacious and historic Millhafen Farm in Bucks County, Pennsylvania. Courses are taught by "mentors," artisans with deep experience in the field. The Center is affiliated with deGruchy's LimeWorks, the leading manufacturer of historic masonry mortars, plasters, stuccos, and paints. Committed to promoting building arts and trades as a viable path to quality, well-paying work, the Center works to pair artisans with contractors and project managers looking for skilled work. One way that they do this is by hosting the online network, Craftworker.net "a tool to help find a local artisan/company for all crafts and vocational trade services."

Photo Credit: Belvedere School





Belvedere School for Hands-On Preservation,





Craftwork Training Center

Photo Credit: Craftwork Training Center

Eastern State Penitentiary Masonry Institute, Philadelphia, PA

Eastern State Penitentiary (ESP) is a massive historic prison complex that sits right in the middle of the city's Fairmount neighborhood. Established in 1829, Eastern State was the world's first "penitentiary" and transformed prison design across the globe. Today, it's a thriving historic site that offers a tangible and impactful way to turn a critical lens on the United States' approach to imprisonment and policing. It may seem like an unlikely location to serve as a historic building trades training site, but the massive stone walls of the penitentiary actually offer the perfect place to learn and practice historic masonry restoration. The nonprofit that runs ESP today launched their Preservation Trades Center in 2021, an initiative that merges the building's preservation needs with its purpose-driven mission by connecting aspiring tradespeople with paid on-the-job training. The organization works with local partners, including PowerCorpsPHL, a youth-oriented AmeriCorps workforce development program, and local masonry contractor Pullman. The Trades Center's aim is to engage a broader coalition of Philadelphians in the building trades, particularly women and women of color, and create opportunities for sustainable, well-paid employment via union jobs. Successful graduates of the multi-week program are given the opportunity to continue training via paid fellowship positions with Pullman. Of the previous cohort, three of the nine students progressed to fellowships and ultimately jobs with Pullman, including Tynerra Brown, a mother of four who hopes to one day start her own business training people to work in the trades as a way to diversify the field and make quality jobs more accessible.

International Masonry Institute Training and Partnerships

The International Masonry Institute (IMI) along with their sister organization the International Masonry Training and Education Foundation (IMTEF) develop and oversee the apprenticeship and journey-level curriculum for the International Union of Bricklayers and Allied Craftworkers through 60 training centers across the country. In addition to advancing specialized preservation masonry and related training throughout the union, IMI has partnered to develop collaborative training opportunities with organizations like the National Park Service and World Monuments Fund. In 2015, IMI worked with the World Monuments Fund on the Bridge To Crafts Careers Program at Woodlawn Cemetery in the Bronx, New York, where they trained 12 paid interns from New York City high schools in masonry cleaning, conservation, and maintenance over the course of 10 weeks. At the end of the summer, three of the students stayed on to work as apprentices for Woodlawn and others sought work opportunities at other New York-based masonry contractors and conservation firms. Since that initial pilot year, the program has expanded to Green-Wood Cemetery in Brooklyn and in 2022, IMI will begin working with Cave Hill Cemetery, in Louisville, KY.

Photo Credit: Eastern State Penitentiary





Eastern State Penitentiary Masonry Academy





Bridge to Crafts Career Program

Photo Credit: World Monuments Fund

Conclusions

The research for this study included assembly of quantitative data, interviews with individuals knowledgeable about the historic trades, and an extensive national survey of both historic trades experts and historic preservation experts. The key conclusions are these:

- There is a national shortage of construction workers in general of more than 2 million workers.
- This shortage is particularly pronounced for trained workers in the historic preservation trades.
- There is a pressing need for training of workers in the historic trades in Covington, where permit activity in local and National Register districts alone support around 100 jobs a year.
- This training has measurable positive impacts on the workers themselves, the preservation projects, and the clients for whom the work is completed.
- There is an average 9% financial premium paid for workers with training and experience in historic trades.
- In Covington alone historic preservation is big business both in terms of jobs, labor income, and investment.
- The construction labor market is fluid, with training of workers in Covington having a positive impact on the entire region.
- Covington and the region have many historic trades-focused businesses whose workforces are overstretched. The Covington Academy of Heritage Trades could serve as a talent pipeline for these companies that are starving for qualified employees, and could help establish many new small businesses in heritage trades.

Virtually every finding of this report supports the establishment of the Covington Academy of Heritage Trades.



Photo Credit: City of Covington

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Photo Credit: City of Covington

Appendix 1: Status of Historic Trades

On the following pages are data relating to ten historic trades, some of which may be the focus of the proposed Covington Academy of Heritage Trades. This data gives a sense both of the need for each of the trades but also ranges of pay rates, any premium paid to workers with historic preservation experience, and other information.

Because some of this data may be used as the baseline in the future for measuring success of the Academy of Heritage Trades, an explanation of what the category of data is and its source is as follows:

Covington Total Wage Rates: This is the Covington-specific wage rate including base pay and fringe benefits. In every case the rate is for the trade in general, not specifically a worker with experience or expertise in historic preservation. Data source: digital edition of RS Means Labor Rates for the Construction Industry, 48th Annual Edition. In some instances the data was not available

Covington Base Wage Rate plus Fringe Benefit Package: This measure disaggregates the Total Wage Rate into Base Rate and Fringe Benefits. When this level of data for any particular trade was not available an estimate was made of the component parts. Data source: digital edition of RS Means Labor Rates for the Construction Industry, 48th Annual Edition.

30 City Average including Fringe: RS Means annually publishes this number by construction trade. This is based on union wages averaged for 30 major US cities and includes the wage rate plus employer-paid fringe benefits such as vacation pay, employer-paid health and welfare costs, and pension costs, plus appropriate training and industry advancement funds costs. Data source: RS Means Commercial Renovation Costs, 42nd Annual Edition.

Residential Repair/Remodeling Wage Rates. These numbers are based on an average of residential wage rates in seven US regions and include both base rates plus employer-provided fringe benefits. Data source: RS Means Contractor's Pricing Guide: Residential Repair and Remodeling Costs, 2022.

Cincinnati Wage Rates: The same as #1 and #2 above, but for Cincinnati. Data source: digital edition of RS Means Labor Rates for the Construction Industry, 48th Annual Edition.

Covington as % of Cincinnati: The Total Wage Rate for the trade for Covington divided by the Total Wage Rate for Cincinnati. Data source: calculations by PlaceEconomics based on numbers from digital edition of RS Means Labor Rates for the Construction Industry, 48th Annual Edition.

Jobs and Job Growth in Kentucky: These are estimates of the current number of jobs (as of base year 2018) in each of the trades, the projected number of jobs in the projection year (2028) and the average number of annual job openings in the trade. Note that this is for the State of Kentucky, and the trades are not specifically historic preservation-trained workers. For some trades the data was not available.

Wages for Historic Preservation trades. These numbers come from a national survey of individuals involved in historic preservation. The complete survey can be found in Appendix 2. The responses for wages in the historic preservation trades come from those categorized as "Trades Experts". This group included only those who identified their profession as: trades worker/artisan/craftsperson; real estate developer; general contractor or subcontractor. The tables for both journey level workers and apprentice/trainee workers show the share of survey respondents who identified a wage rate within the bracket ranges provided. Also included is a weighted average wage rate for each trade. The wording of the questions was: "Based on your knowledge and experience, what are the typical hourly base pay rates for a qualified (i.e. journey-level) professional" and "Based on your knowledge and experience, what are the typical hourly base pay starting rates for the following trades for an apprentice or trainee

Premium paid. These numbers also come from the responses of Trades Experts in the national survey described above and reflect any premium that a historic preservation-experienced trades worker would receive. The wording of the question was, " Based on your knowledge and experience, as compared to new construction, what premium, if any, is paid to workers in the following fields who have training/experience/expertise specifically in historic preservation"

Skills shortage: The survey asked respondents about the availability of labor in ten trades categories. For this question, the answers are provided for both the Trades Experts and the "Preservation Experts" which included those whose occupation was in preservation but less direction involved in issues of trades's wages, etc, and included architectural historians, preservation consultants, architects, planners and others. The wording of the question was, " Based on your knowledge and experience, what is the current status of workers in the following fields". The alternative answer choices were: surplus, adequate, shortage, severe shortage.



Historic Preservation Carpenter

82.2%
Covington Wage Rate as % of Cincinnati

$36.94

Covington Total Wage Rate*

RS Means, not specifically Historic Preservation Carpenter

Covington Base Wage Rate (est) $23.27 + Fringe Benefit Package $13.67

$44.93

Cincinnati Total Wage Rate*

RS Means, not specifically Historic Preservation Carpenter

Cincinnati Base Wage Rate $27.78 + Fringe Benefit Package $17.15

As compared to national and regional averages:

$54.70: Thirty City Average including Fringe (Union Rates)

$37.15: Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe

Jobs and Job Growth Kentucky

Carpenters, not specifically Historic Preservation Carpenter

Base year (2018) jobs: 10,180

Projected year (2028) jobs: 10,740

Average annual openings: 1,140

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation carpenter

Under $15	0.5%
$15-$19	4.1%
$20-$24	16.1%
$25-$29	20.2%
$30-$39	26.9%
$40-$49	11.9%
$50+	20.2%
Weighted Average	$34.88

Typical hourly base pay for trainee/ apprentice historic preservation carpenter

Under $15	7.5%
$15-$19	55.4%
$20-$24	23.1%
$25-$29	6.5%
$30-$39	3.2%
$40-$49	2.2%
$50+	2.2%
Weighted Average	$20.47

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	23.4%
1%- 3%	4.2%
4% - 6%	5.7%
7% to 9%	23.4%
10% - 14%	15.6%
15% - 19%	10.9%
20% +	16.7%
Weighted Average	9.5% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.0%	0.2%
Adequate	5.3%	8.8%
Shortage	45.1%	55.1%
Severe Shortage	49.6%	35.9%

*(RS Means, not specifically Historic Preservation Carpenter



Historic Preservation Woodworker

No separate wage rate or job growth data for "Woodworker".

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation woodworker

Under $15	0.5%
$15-$19	3.7%
$20-$24	13.3%
$25-$29	17.6%
$30-$39	22.3%
$40-$49	20.2%
$50+	22.3%
Weighted Average	$36.46

Typical hourly base pay for trainee/apprentice historic preservation woodworker

Under $15	9.3%
$15-$19	51.1%
$20-$24	24.2%
$25-$29	7.7%
$30-$39	3.3%
$40-$49	2.2%
$50+	2.2%
Weighted Average	$20.63

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	23.0%
1%- 3%	3.7%
4% - 6%	5.9%
7% to 9%	23.0%
10% - 14%	13.4%
15% - 19%	10.7%
20% +	20.3%
Weighted Average	9.9% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.4%	0.4%
Adequate	8.1%	5.2%
Shortage	43.0%	51.3%
Severe Shortage	48.4%	43.1%



Historic Preservation Mason (Bricklayers & Stone Masons)

87.3%
Covington Wage Rate as % of Cincinnati

$39.42
Covington Total Wage Rate*

Covington Base Wage Rate $27.01 + Fringe Benefit Package $12.41

$45.14
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $29.77 + Fringe Benefit Package $15.37

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates): $53.70 (Bricklayers); $53.85 (Stone Masons)

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $36.45 (Bricklayers) : $36.70 (Stone Masons);

Jobs and Job Growth Kentucky

Base year (2018) jobs: 1,270

Projected year (2028) jobs: 1,250

Average annual openings: 130

Survey of Trades Experts — Wages (All Masonry)

Typical hourly base pay for journey-level historic preservation mason

Under $15	0.0%
$15-$19	2.4%
$20-$24	10.6%
$25-$29	18.8%
$30-$39	28.2%
$40-$49	18.8%
$50+	21.2%
Weighted Average	$36.75

Typical hourly base pay for trainee/ apprentice historic preservation mason

Under $15	9.4%
$15-$19	48.4%
$20-$24	25.8%
$25-$29	6.3%
$30-$39	5.0%
$40-$49	3.1%
$50+	1.9%
Weighted Average	$21.04

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	25.3%
1%- 3%	3.9%
4% - 6%	5.1%
7% to 9%	25.3%
10% - 14%	11.2%
15% - 19%	10.7%
20% +	18.5%
Weighted Average	9.5% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.5%	0.6%
Adequate	6.8%	6.8%
Shortage	38.0%	47.3%
Severe Shortage	54.8%	45.4%

*(RS Means, not specifically Historic Preservation Mason



Historic Preservation Mason (Plasterers)

90.1%
Covington Wage Rate as % of Cincinnati

$39.57
Covington Total Wage Rate

Covington Base Wage Rate $24.58 + Fringe Benefit Package $14.99

$40.68
Cincinnati Total Wage Rate

Cincinnati Base Wage Rate $28.44 + Fringe Benefit Package $12.44

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates): $49.85

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe: $36.00

Jobs and Job Growth Kentucky

No Kentucky level data on Plasterers

Survey of Trades Experts — Wages (All Masonry)

Typical hourly base pay for journey-level historic preservation mason

Under $15	0.0%
$15-$19	2.4%
$20-$24	10.6%
$25-$29	18.8%
$30-$39	28.2%
$40-$49	18.8%
$50+	21.2%
Weighted Average	$36.75

Typical hourly base pay for trainee/ apprentice historic preservation mason

Under $15	9.4%
$15-$19	48.4%
$20-$24	25.8%
$25-$29	6.3%
$30-$39	5.0%
$40-$49	3.1%
$50+	1.9%
Weighted Average	$21.04

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	25.3%
1%- 3%	3.9%
4% - 6%	5.1%
7% to 9%	25.3%
10% - 14%	11.2%
15% - 19%	10.7%
20% +	18.5%
Weighted Average	9.5% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.5%	0.6%
Adequate	6.8%	6.8%
Shortage	38.0%	47.3%
Severe Shortage	54.8%	45.4%

*(RS Means, not specifically Historic Preservation Mason



Historic Preservation Metalworker

90.1%
Covington Wage Rate as % of Cincinnati

$50.08
Covington Total Wage Rate*

Covington Base Wage Rate (est) $31.55 + Fringe Benefit Package $18.53

$55.04
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $28.06 + Fringe Benefit Package $26.98

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates) $65.45

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $40.50

Jobs and Job Growth Kentucky

Base year (2018) jobs: 1,070

Projected year (2028) jobs: 1,120

Average annual openings: 120

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation metal worker

Under $15	0.0%
$15-$19	3.4%
$20-$24	9.7%
$25-$29	15.2%
$30-$39	22.1%
$40-$49	18.6%
$50+	31.0%
Weighted Average	$38.43

Typical hourly base pay for trainee/apprentice historic preservation metal worker

Under $15	7.9%
$15-$19	50.4%
$20-$24	23.7%
$25-$29	7.2%
$30-$39	5.8%
$40-$49	2.2%
$50+	2.9%
Weighted Average	$21.26

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	23.3%
1%- 3%	4.1%
4% - 6%	8.9%
7% to 9%	23.3%
10% - 14%	8.2%
15% - 19%	11.6%
20% +	20.5%
Weighted Average	9.7% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.5%	0.4%
Adequate	8.6%	7.5%
Shortage	39.7%	51.6%
Severe Shortage	51.2%	40.6%

*(RS Means, not specifically Historic Preservation Metal Worker



Historic Preservation Painter/Finisher

91.3%
Covington Wage Rate as % of Cincinnati

$33.50
Covington Total Wage Rate*

Covington Base Wage Rate $23.99 + Fringe Benefit Package $9.51

$36.70
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $25.30 + Fringe Benefit Package $11.40

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates) $46.45

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $31.10

Jobs and Job Growth Kentucky

Base year (2018) jobs: 3,270

Projected year (2028) jobs: 3,310

Average annual openings: 340

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation painter/finisher

Under $15	1.2%
$15-$19	10.2%
$20-$24	19.8%
$25-$29	24.6%
$30-$39	21.6%
$40-$49	11.4%
$50+	11.4%
Weighted Average	$31.23

Typical hourly base pay for trainee/apprentice historic preservation painter/finisher

Under $15	15.5%
$15-$19	54.8%
$20-$24	16.1%
$25-$29	7.1%
$30-$39	1.3%
$40-$49	2.6%
$50+	2.6%
Weighted Average	$19.86

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	26.1%
1%- 3%	5.6%
4% - 6%	5.6%
7% to 9%	26.1%
10% - 14%	16.1%
15% - 19%	7.5%
20% +	13.0%
Weighted Average	8.6% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	1.4%	0.8%
Adequate	22.4%	24.7%
Shortage	46.6%	54.1%
Severe Shortage	29.7%	20.5%

*(RS Means, not specifically Historic Preservation Painter



Historic Preservation Glazier

97.2%
Covington Wage Rate as % of Cincinnati

$42.70
Covington Total Wage Rate*

Covington Base Wage Rate (est) $26.90 + Fringe Benefit Package $15.80

$43.95
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $27.93 + Fringe Benefit Package $16.02

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates) $52.65

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $36.15

Jobs and Job Growth Kentucky

Base year (2018) jobs: 620

Projected year (2028) jobs: 640

Average annual openings: 70

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation glazier

Under $15	0.0%
$15-$19	12.9%
$20-$24	15.8%
$25-$29	23.4%
$30-$39	19.3%
$40-$49	13.5%
$50+	15.2%
Weighted Average	$32.39

Typical hourly base pay for trainee/apprentice historic preservation glazier

Under $15	13.6%
$15-$19	55.6%
$20-$24	17.3%
$25-$29	7.4%
$30-$39	2.5%
$40-$49	2.5%
$50+	1.2%
Weighted Average	$19.74

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	25.1%
1%- 3%	4.2%
4% - 6%	9.6%
7% to 9%	25.1%
10% - 14%	11.4%
15% - 19%	10.2%
20% +	14.4%
Weighted Average	8.8% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.5%	0.2%
Adequate	7.3%	7.6%
Shortage	47.5%	47.3%
Severe Shortage	44.7%	45.0%

*(RS Means, not specifically Historic Preservation Glazier



Historic Preservation Roofer

72.2%
Covington Wage Rate as % of Cincinnati

$32.83
Covington Total Wage Rate*

Covington Base Wage Rate $23.03 + Fringe Benefit Package $9.80

$45.50
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $28.45 + Fringe Benefit Package $17.05

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates) $48.20

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $32.25

Jobs and Job Growth Kentucky

Base year (2018) jobs: 1,390

Projected year (2028) jobs: 1,400

Average annual openings: 150

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation roofer

Under $15	0.0%
$15-$19	3.4%
$20-$24	16.8%
$25-$29	22.8%
$30-$39	22.8%
$40-$49	13.4%
$50+	20.8%
Weighted Average	$34.85

Typical hourly base pay for trainee/ apprentice historic preservation roofer

Under $15	7.0%
$15-$19	50.7%
$20-$24	21.1%
$25-$29	11.3%
$30-$39	3.5%
$40-$49	3.5%
$50+	2.8%
Weighted Average	$21.52

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	24.5%
1%- 3%	6.6%
4% - 6%	7.3%
7% to 9%	24.5%
10% - 14%	12.6%
15% - 19%	10.6%
20% +	13.9%
Weighted Average	8.8% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.5%	0.6%
Adequate	13.1%	13.4%
Shortage	44.9%	56.6%
Severe Shortage	41.6%	29.5%

*(RS Means, not specifically Historic Preservation Roofer



Historic Preservation Plumber

90.1%
Covington Wage Rate as % of Cincinnati

$50.63
Covington Total Wage Rate*

Covington Base Wage Rate (est) $31.11 + Fringe Benefit Package $19.52

$56.20
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $33.91 + Fringe Benefit Package $22.29

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates) $67.70

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $41.90

Jobs and Job Growth Kentucky

Base year (2018) jobs: 7,630

Projected year (2028) jobs: 8,020

Average annual openings: 910

Survey of Trades Experts — Wages (Plumber/Electrician)

Typical hourly base pay for journey-level historic preservation plumber

Under $15	0.0%
$15-$19	1.4%
$20-$24	4.3%
$25-$29	13.0%
$30-$39	26.1%
$40-$49	23.2%
$50+	31.9%
Weighted Average	$40.23

Typical hourly base pay for trainee/apprentice historic preservation plumber

Under $15	4.5%
$15-$19	40.6%
$20-$24	27.1%
$25-$29	10.5%
$30-$39	9.0%
$40-$49	3.8%
$50+	4.5%
Weighted Average	$23.85

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	30.7%
1%- 3%	3.1%
4% - 6%	8.0%
7% to 9%	30.7%
10% - 14%	8.0%
15% - 19%	9.8%
20% +	9.8%
Weighted Average	7.8% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	1.0%	0.6%
Adequate	21.3%	16.3%
Shortage	48.5%	49.4%
Severe Shortage	29.2%	33.7%

*(RS Means, not specifically Historic Preservation Plumber



Historic Preservation Electrician/Other Mechanical

88.7%
Covington Wage Rate as % of Cincinnati

$45.25
Covington Total Wage Rate*

Covington Base Wage Rate $27.47 + Fringe Benefit Package $17.78

$51.02
Cincinnati Total Wage Rate*

Cincinnati Base Wage Rate $31.30 + Fringe Benefit Package $19.72

As compared to national and regional averages:

Thirty City Average including Fringe (Union Rates) $67.30

Residential Repair/Remodeling (Average of 7 US Regions) Average including Fringe $43.70

Jobs and Job Growth Kentucky

Base year (2018) jobs: 10,120

Projected year (2028) jobs: 10,280

Average annual openings: 1,200

Survey of Trades Experts — Wages (Plumber/Electrician)

Typical hourly base pay for journey-level historic preservation electrician/other

Under $15	0.0%
$15-$19	1.4%
$20-$24	4.3%
$25-$29	13.0%
$30-$39	26.1%
$40-$49	23.2%
$50+	31.9%
Weighted Average	$40.23

Typical hourly base pay for trainee/apprentice historic preservation electrician/other

Under $15	4.5%
$15-$19	40.6%
$20-$24	27.1%
$25-$29	10.5%
$30-$39	9.0%
$40-$49	3.8%
$50+	4.5%
Weighted Average	$23.85

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	30.7%
1%- 3%	3.1%
4% - 6%	8.0%
7% to 9%	30.7%
10% - 14%	8.0%
15% - 19%	9.8%
20% +	9.8%
Weighted Average	7.8% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	1.0%	0.6%
Adequate	21.3%	16.3%
Shortage	48.5%	49.4%
Severe Shortage	29.2%	33.7%

*(RS Means, not specifically Historic Preservation Electrician



Historic Preservation Building Assessment/ Inspection

No separate wage rate or job growth data for "Building Assessment/Inspection".

Jobs and Job Growth Kentucky

Base year (2018) jobs: 1,040 (Construction and Building Inspectors)

Projected year (2028) jobs: 1,110

Average annual openings: 140

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation inspector

Under $15	0.0%
$15-$19	3.4%
$20-$24	6.9%
$25-$29	11.7%
$30-$39	14.5%
$40-$49	21.4%
$50+	42.1%
Weighted Average	$40.99

Typical hourly base pay for trainee/ apprentice historic preservation inspector

Under $15	9.2%
$15-$19	32.3%
$20-$24	25.4%
$25-$29	16.2%
$30-$39	7.7%
$40-$49	3.8%
$50+	5.4%
Weighted Average	$23.85

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	28.9%
1%- 3%	8.2%
4% - 6%	4.4%
7% to 9%	28.9%
10% - 14%	7.5%
15% - 19%	8.8%
20% +	13.2%
Weighted Average	8.0% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	1.4%	2.1%
Adequate	20.0%	24.3%
Shortage	48.1%	47.4%
Severe Shortage	30.5%	26.2%

*(RS Means, not specifically Historic Preservation Inspector



Historic Preservation Landscaper

No separate wage rate or job growth data for "Landscaper.

Jobs and Job Growth Kentucky

Base year (2018) jobs: 10,300

Projected year (2028) jobs: 11,390

Average annual openings: 1,510

Survey of Trades Experts — Wages

Typical hourly base pay for journey-level historic preservation landscaper

Under $15	1.6%
$15-$19	8.0%
$20-$24	18.4%
$25-$29	31.2%
$30-$39	16.0%
$40-$49	12.0%
$50+	12.8%
Weighted Average	$31.46

Typical hourly base pay for trainee/ apprentice historic preservation landscaper

Under $15	17.4%
$15-$19	50.4%
$20-$24	14.9%
$25-$29	9.9%
$30-$39	1.7%
$40-$49	4.1%
$50+	1.7%
Weighted Average	$20.21

Premium paid compared to new construction for training/experience/ expertise in historic preservation

No premium paid	34.8%
1%- 3%	7.0%
4% - 6%	5.1%
7% to 9%	34.8%
10% - 14%	6.3%
15% - 19%	6.3%
20% +	5.7%
Weighted Average	6.5% Premium

Survey of Trades Experts and Preservation Experts – Labor Availability

	Historic Trades Experts	Preservation Experts
Surplus	0.5%	0.4%
Adequate	30.6%	22.2%
Shortage	48.7%	50.2%
Severe Shortage	20.2%	27.2%

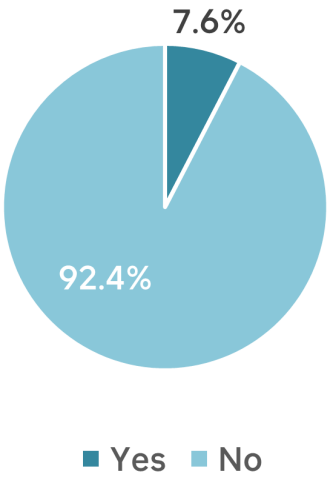
*(RS Means, not specifically Historic Preservation Landscaper

Appendix 2: Survey of National Preservation Trades Professionals

Between January 12 and February 1, 2022, a survey[19] of those who were thought to have some expertise in the historic trades was conducted. A total of 857 responses were received, 791 of which were from people residing in the United States. The results shown below are from US Respondents only.

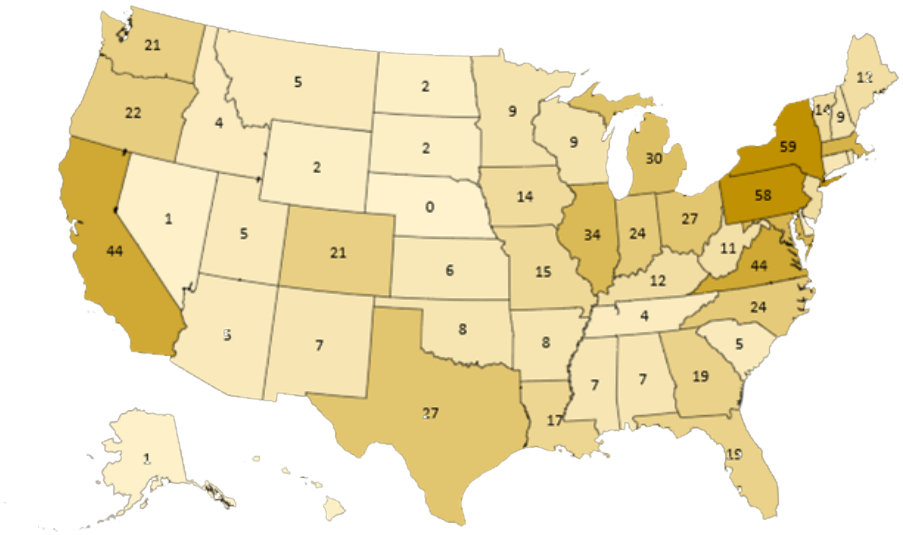
Respondents were also divided into "Trades Experts" and "Preservation Experts" and many of the responses to questions are divided into those two groups. "Trades Experts" were those who identified their profession as any of the following: Trades Worker/Craftsperson/Artisan; Real Estate Developer; General Contractor; Subcontractor. "Preservation Experts" included all other identified occupations including: Architect; Landscape Architect/Other Design Professional; Engineer; Real Estate Professional; Design Review/Regulator; Materials Supplier; Architectural Historian; Historic Preservation Advocate; Conservator; Planner; Advocate by not employed in the field; Preservation Consultant; Historic Site Manager; Other.

Question 1 – Do you currently reside in the United States?



19 Surveys were conducted online using Survey Monkey. Responses were solicited through four channels: 1) Facebook links on pages of Historic Preservation Professionals, PlaceEconomics, and Donovan Rypkema; 2) emails from contact lists of PlaceEconomics; 3) emails to trades professionals included on list maintained by State Historic Preservation Offices or statewide preservation organizations; 4) links provided to associations/organizations whose members have expertise in historic trades. These included the Association for Preservation Technology,

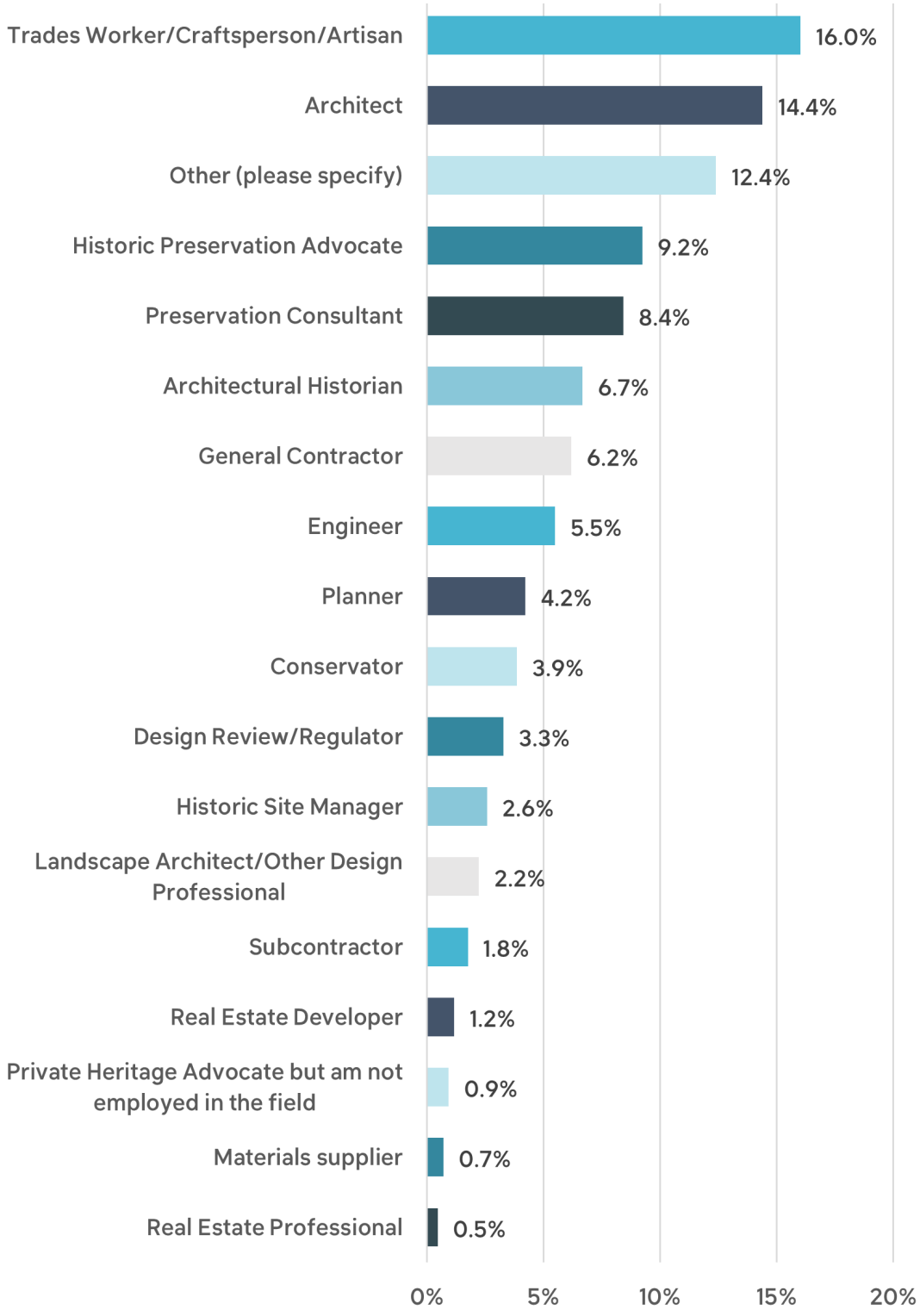
Question 2 – If you currently live in the US, in which state do you live?



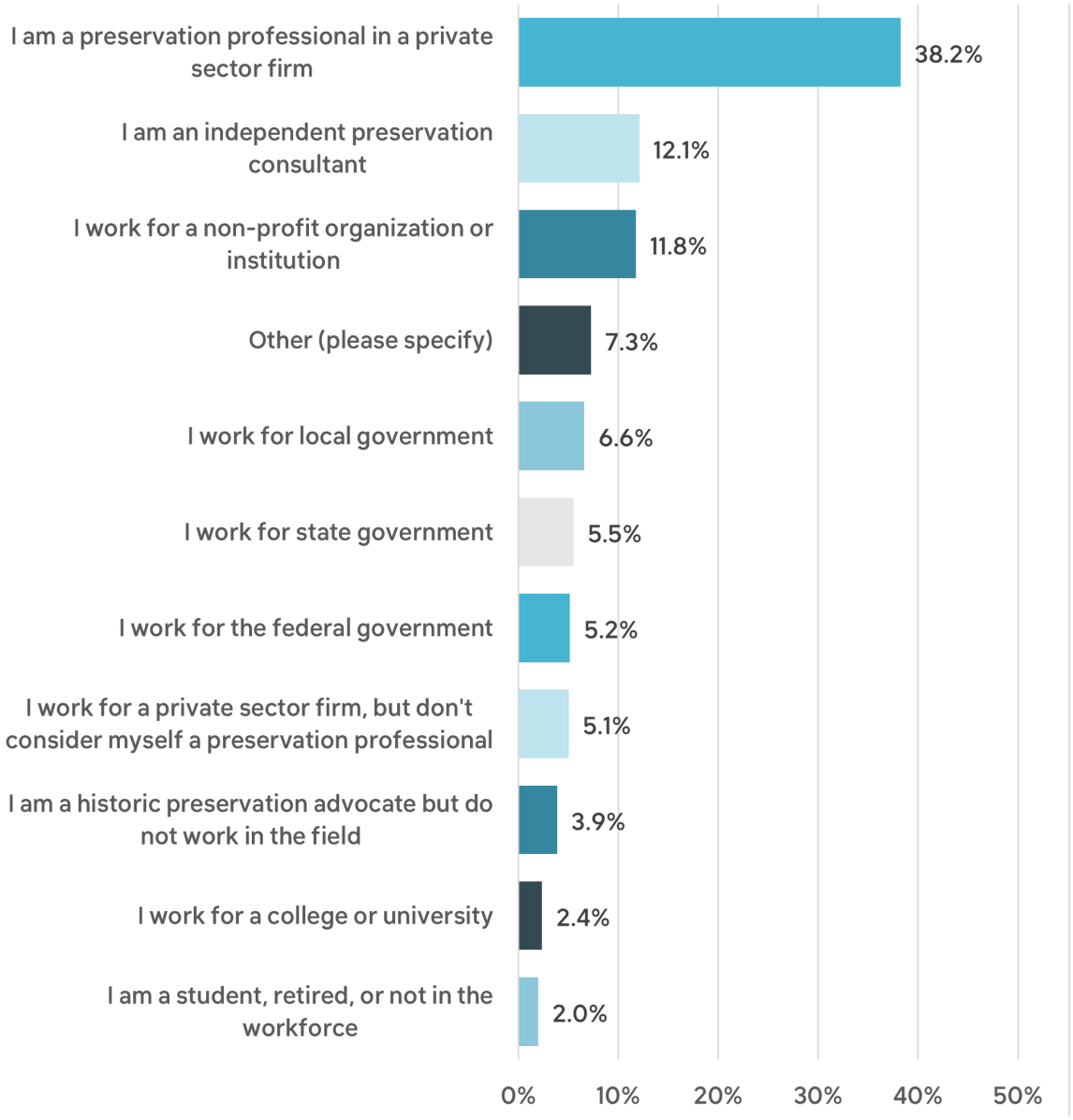
Question 3 – If you do not currently live in the United States, in what country do you live?

- Brazil
- Canada
- France
- Germany
- Italy
- Norway
- Spain
- UK
- West Bank, Palestine

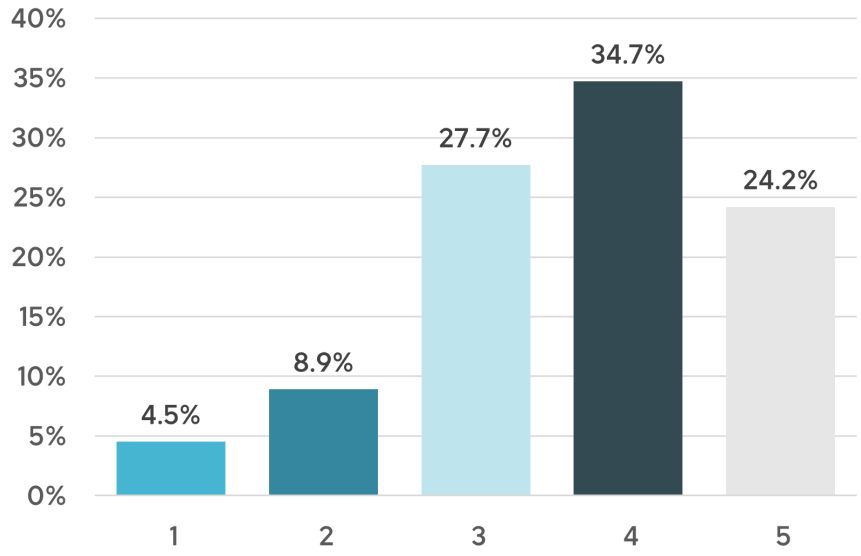
Question 4 – Which of the following best describes your work in historic preservation?



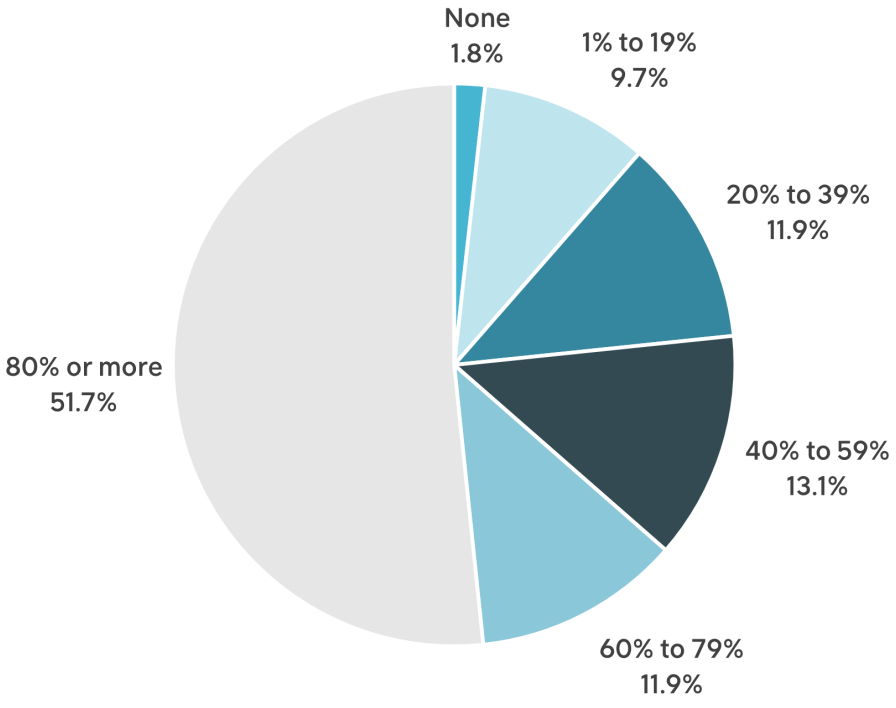
Question 5 – In which sector do you work?



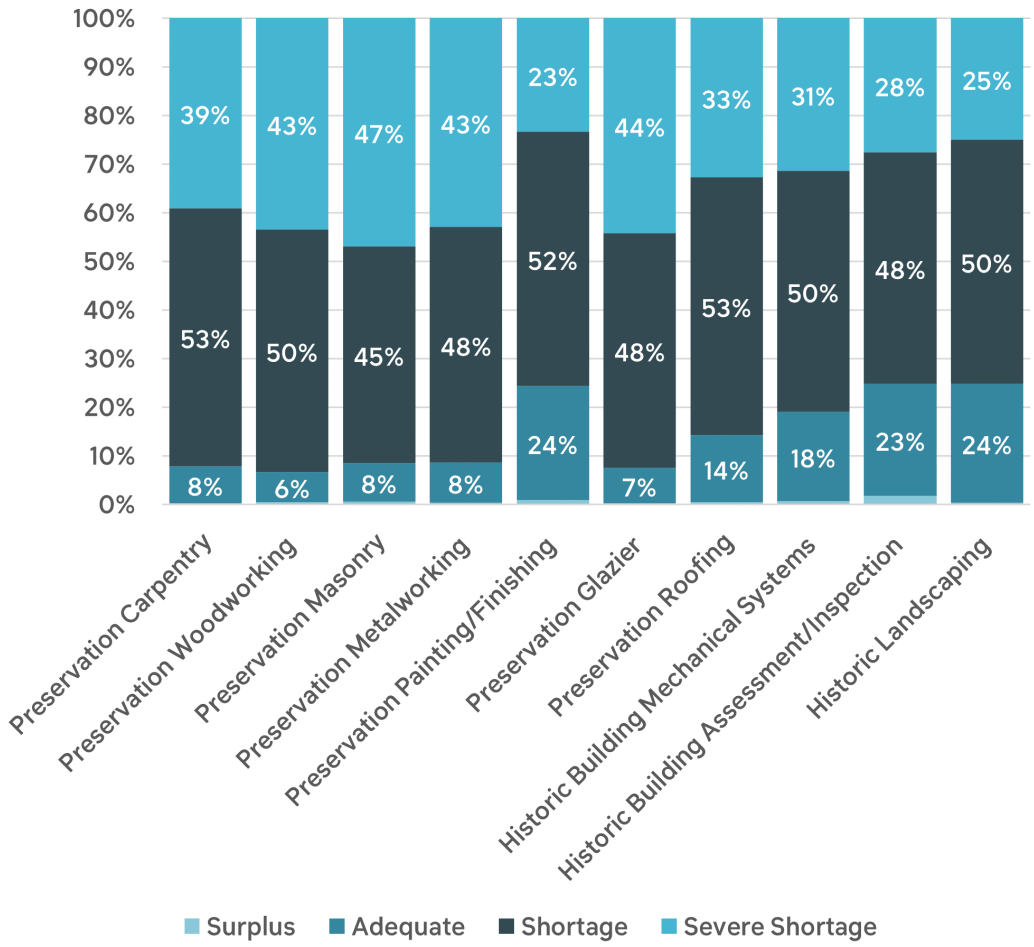
Question 6 – How would you rate your own experience/expertise in the area of Historic Trades? (5 - highest experience/expertise)



Question 7 – In your work, what share of your time is devoted specifically to historic preservation activities?



Question 8 – Based on your knowledge and experience, what is the current status of workers in the following fields?



Question 9 – Is there a category of historic preservation trades that is not included in the list above but should have been? If so, what is it and how would you rate the availability of qualified

Two hundred + responses in several areas. Multiple responses of: Decorative Finishes, Plasterers, Stone Carvers; Monument/Cemetery/Gravestone; Log and Timber; Terra Cota, Textiles, Wallpaper

Also responses for professions not usually included in "Trades" such as architects, engineers, appraisers, general contractors.

Question 10 – Based on your knowledge and experience, what are the typical hourly base pay rates for the following trades for a qualified (i.e. journey-level) professional?

See Appendix 1, "Status of 10 Historic Trades"

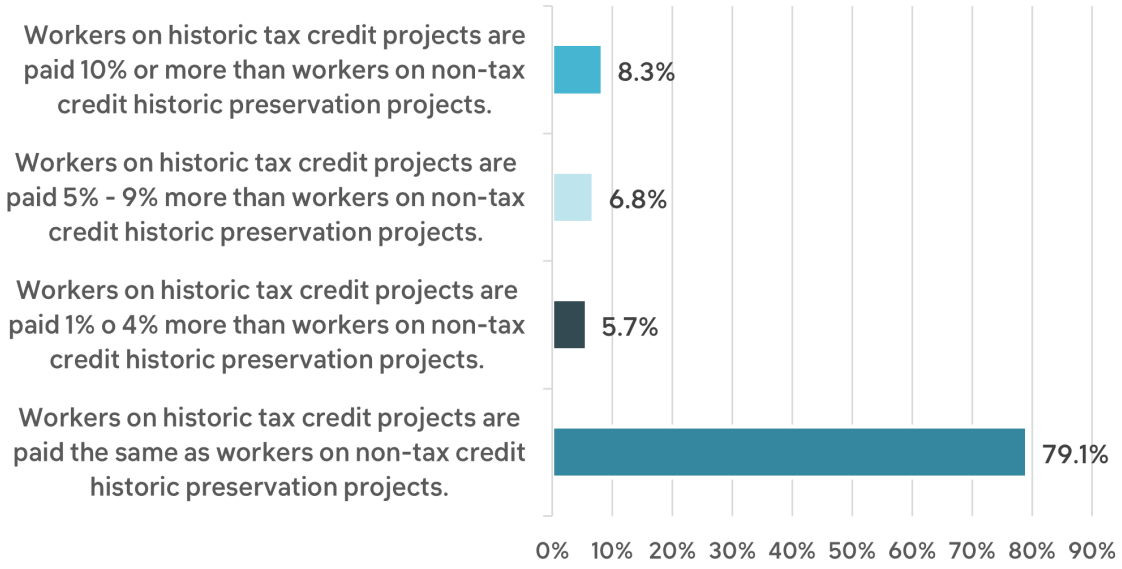
Question 11 – Based on your knowledge and experience, what are the typical hourly base pay starting rates for the following trades for an apprentice or trainee?

See Appendix 1, "Status of 10 Historic Trades"

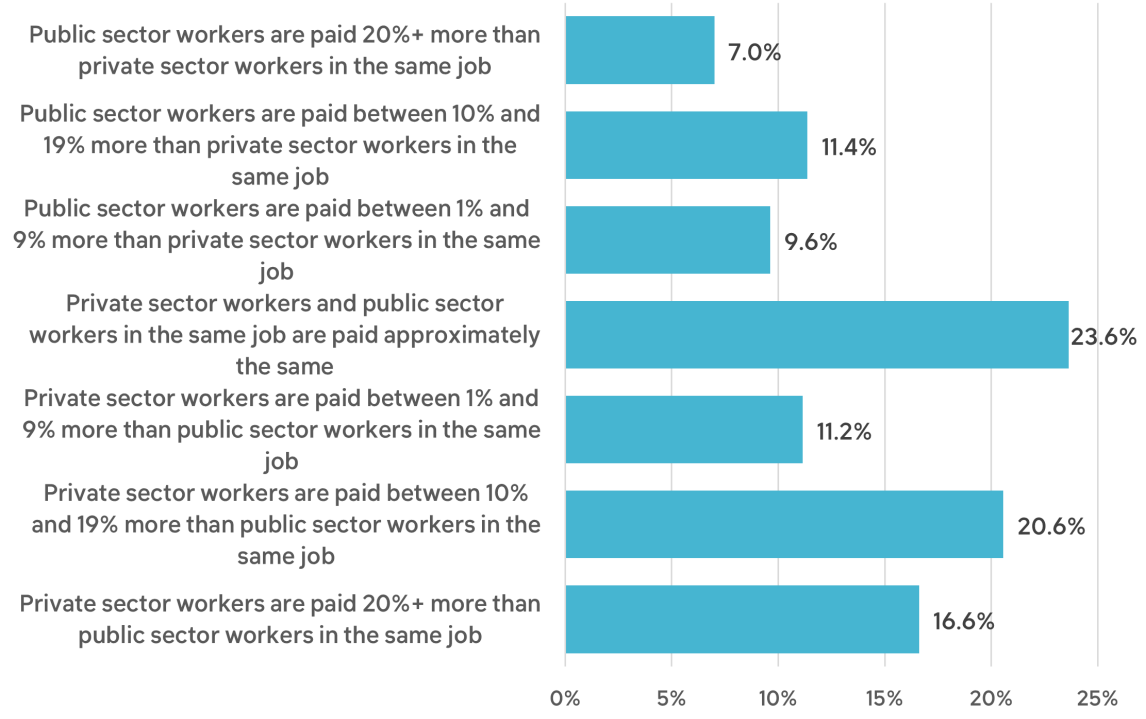
Question 12 – Based on your knowledge and experience, as compared to new construction, what premium, if any, is paid to workers in the following fields who have training/experience/expertise specifically in historic preservation?

See Appendix 1, "Status of 10 Historic Trades"

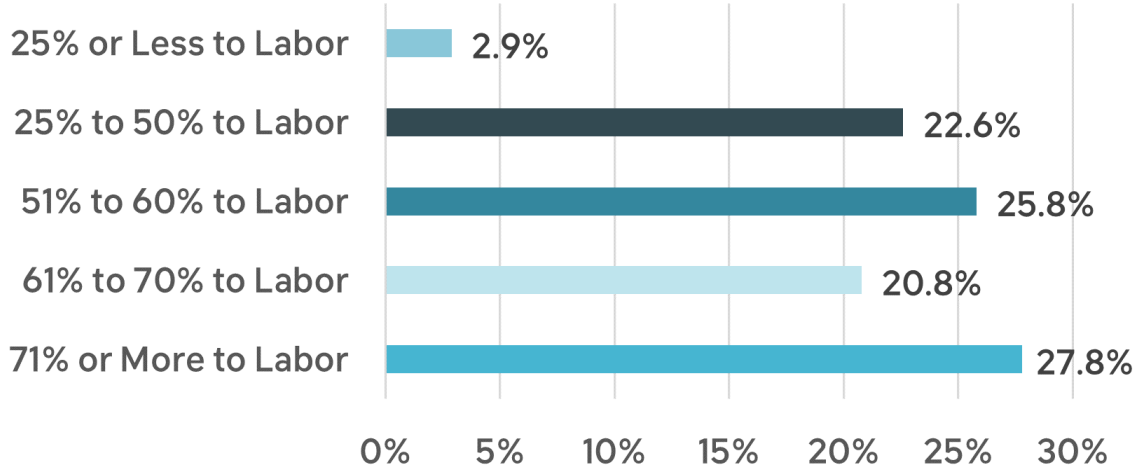
Question 13 – Based on your knowledge and experience, is there any additional pay for trades people working on historic tax credit projects?



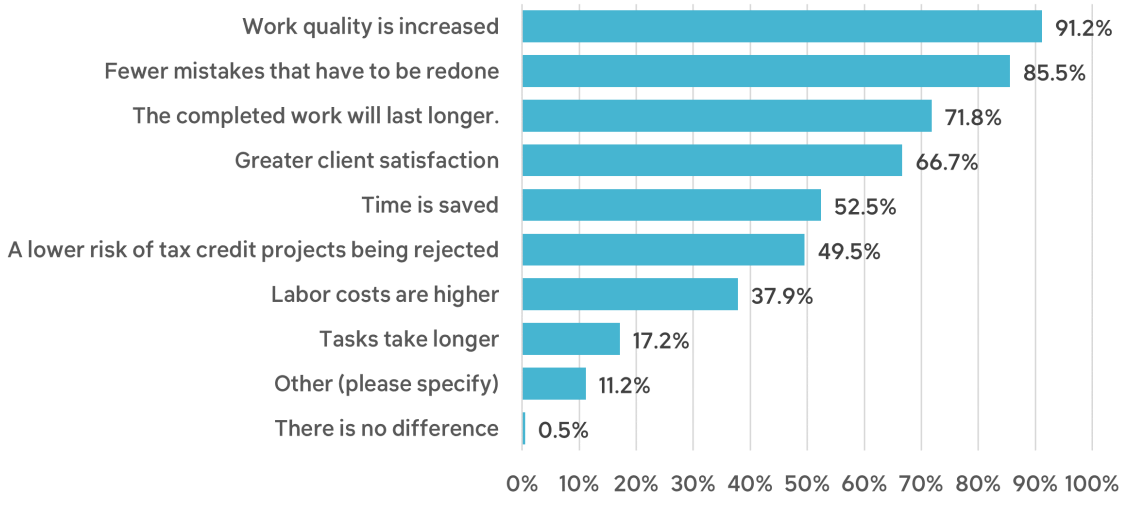
Question 14 –Based on your knowledge and experience, what is the difference in compensation, if any, for historic preservation tradespeople in the private sector versus the public sector?



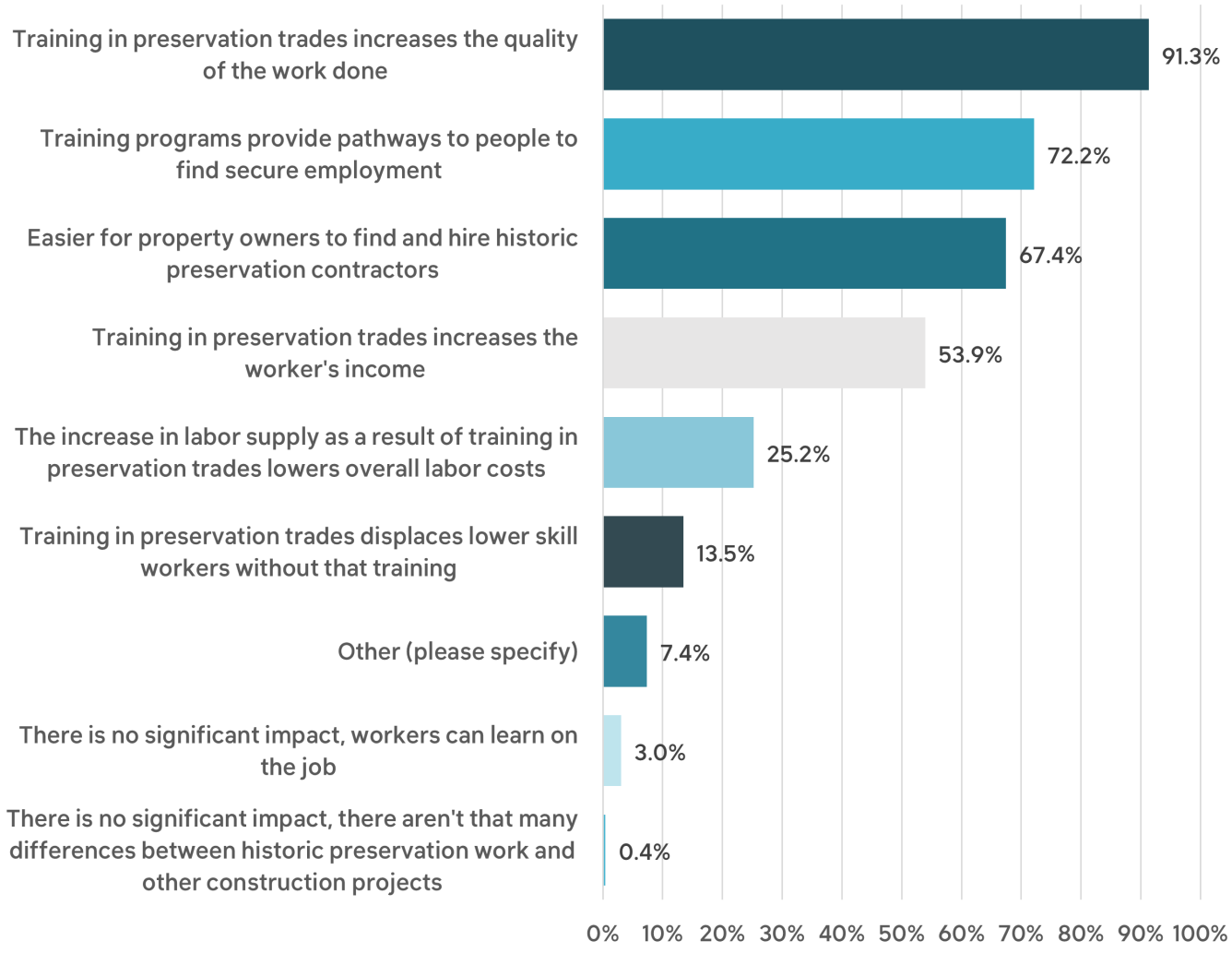
Question 15 – Based on your knowledge and experience in historic preservation projects, what share of the Hard Cost Construction Budget goes to labor and what share to materials? (do not include other costs such as acquisition, architectural/engineering fees, other soft costs, development fee, interest, permits, etc.)



Question 16 – Based on your knowledge and experience, what differences do trained historic trades craftspeople bring to a historic preservation project compared to non-historic trades contractors? (Check all that apply)



Question 17 – What are the benefits, if any, of having preservation trades training programs? (Check all that apply)



Question 18 – Finally, please rate the significance of a shortage of qualified historic preservation trades workers, if any.

For the final question respondents were asked to rate any shortages of preservation trades workers on a sliding scale ranging from 1 to 100. **The weighted average score was 83.4, indicating a severe adverse impact on historic preservation.**



There is no shortage of competent, trained preservation trades workers, therefore no problem

Historic Preservation activity migh be enhanced with more trained preservation trades people, but currently the problem is not all that serious.

The shortage of competent, trained preservation trades workers is having a significant adverse impact on historic preservation overall.

Appendix 3: SIC Codes and Industry Categories

Exterior/Structural
- Chimney Builders & Repairers
- Foundation Repair
- Gutters & Downspouts
- Siding Contractors
- Roofing Consultants
- Roofing Contractors

Finishes
- Caulking Contractors
- Lead Removal & Abatement
- Painters
- Painting Contractors-Commercial & Ind
- Plastering Contractors
- Wall Coatings-Contractors
- Wallpapers & Wallcoverings-Installation

Flooring
- Floor Coatings-Concrete
- Floor Laying & Floor Work NEC
- Floor Laying Refinishing & Resurfacing
- Floor Refinishing & Resurfacing
- Floors-Contractors & Builders
- Tile-Ceramic-Contractors & Dealers

General Contracting
- Bathroom Remodeling
- Buildings-Metal
- Building Restoration & Preservation
- General Contractors-Residential Bldgs
- Home Improvements
- Kitchen Remodeling & Planning Svc
- Maintenance Contractors
- Remodeling & Repairing Bldg Contractors
- Water Damage Restoration-Residential
- Contractors-Tile

Masonry
- Concrete Consultants
- Concrete Contractors
- Concrete Grinding & Finishing
- Concrete Restoration Repair & Cleaning
- Concrete-Sealing & Waterproofing
- Marble & Terrazzo-Cleaning & Service
- Marble Contractors
- Masonry Contractors
- Pointing-Brick/Stone & Etc
- Stone Contractors
- Stone Instltn Svc-Natural Granite/Marble

MEP
- Air Conditioning Contractors & Systems
- Boilers-Repairing & Cleaning
- Electric Contractors
- Electric Contractors-Coml & Industrial
- Furnaces-Repairing & Cleaning
- Heating Contractors
- Heating Specialties
- Leak Detecting Service
- Mechanical Contractors
- Septic Tanks
- Septic Tanks/Systems-Cleaning/Repairing
- Pipe Thawing
- Plumbing Contractors
- Plumbing Heating & Air Conditioning
- Insulation Contractors-Cold & Heat

Metal/Metalworking
- Metal Fabricators
- Metal Roofing Contractors
- Steel Erectors
- Welding & Steel Fabrication
- Sheet Metal Work Contractors

Windows
- Glass-Repairing
- Glaziers
- Windows-Repairing

Wood/Woodworking
- Carpenters
- Cabinet Makers
- Woodworkers

Historic Trades Labor Analysis

Baseline Data for Covington, Kentucky

PlaceEconomics

CITY OF COVINGTON