

# Understanding and Advancing the Preservation Trades

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## **Appendix Section A:**

### **Interview Questions (Tradesperson Focus)**

*(Note: These interviews were intended to be semi-structured; questions served as a starting point, but conversations varied.)*

#### **Personal background:**

1. To start off, please state your name, place of residency, and profession.
2. How long have you worked in this field, or in the preservation trades more broadly?
3. Why did you decide to get involved in the preservation trades?
4. Tell us about your own trades training. Was your education formal, informal, or both? What aspects were most or least beneficial to you?
5. Did you encounter any challenges or barriers in getting started on this career path, or in advancing your career at any stage? If so, please tell us about these challenges.
6. Do you have personal experience with instructing trades, mentoring/apprenticing newer professionals, or contributing in some way to skill development programs or initiatives? If so, please describe your engagement.

#### **Career path options and recruitment:**

7. Let's focus for a moment on young people specifically – high school or college age. Why do you think more young people *aren't* considering careers in the preservation trades?
8. Now let's consider "second career" professionals, or other older individuals making the switch to preservation trades. Have you known many people who fit this description? What do you think drew them to this line of work?
9. What do you think might be the main "missing links" in getting more people interested in careers in preservation trades?
10. What recruitment, education, networking, or other opportunities do you feel are needed to get more people working in the preservation trades and ensure their continued success in these lines of work?
11. How do you think state preservation nonprofits may be able to help facilitate these goals?
12. What are the top 3 reasons why you would encourage a young person to start a career in preservation trades?
13. What are the top 3 "words of warning" you might give a young person who is interested in a career in preservation trades?

#### **Training and mentoring:**

14. What do you think it takes to be successful and satisfied long-term in the preservation trades?
15. Have you personally ever mentored or trained someone in the preservation trades? If so, how was this experience for you?
  - a. Did you feel prepared to take on this role, or would additional knowledge or resources have been helpful to you? Please explain.

16. Are there any specific vocational programs, organizations or persons who you feel have modeled best practices for recruiting or training people who are just starting off in the preservation trades? What aspects of their approaches do you think have been advantageous?

***Open discussion:***

17. Since you volunteered to participate in these interviews having some idea of the topics and focus, were there certain key points you hoped to communicate, or issues you wished to address (if any)?
18. Is there anything else you'd like to discuss today?

## Appendix Section B:

### Focus Group Questions (Workforce Development and Education Focus)

*(Note: The focus groups were intended to be semi-structured; questions served as a starting point but discussions varied.)*

Introductory clarification of terms: “Preservation trades” can include a wide variety of trades people who specialize on older buildings – for example, carpenters, masons, window glazers, and energy efficiency or HVAC, just to name a few possibilities. When we say “older” or “historic” buildings, this can mean any building that is more than 50 years old. It could be a notable building or something more “every day.”

1. First, please introduce yourself by providing your name, your current city and state of residence, your organization, affiliation or business, and a brief description of your engagement with workforce development, trades training, or other topics related to this research.
2. What trends have you observed in recent years pertaining to students’ or early professionals’ career interests, motivations, or ambitions?
3. What strategies have you seen or heard of that seem the most successful for workforce development or for encouraging young people to consider certain career paths? This doesn’t have to be specific to the trades or preservation trades.
4. What do you think are the main factors preventing young people from pursuing careers in the trades (not specific to preservation)?
5. Are there any additional roadblocks that you think may be more specific to the preservation trades? These might be internal (personal) factors or external factors.
6. What do you think are the key selling points of starting a career in the preservation trades, focusing on fixing, preserving, and maintaining older buildings? Even if you are not very familiar with preservation specifically, please tell us what comes to mind for you.
7. What do you think might be some strategies for getting more students, early-career professionals, or “second career” professionals interested in working in preservation trades or specializing in historic buildings?
8. How do you think trades training programs might be improved to reach more people or offer a more valuable experience?
9. Do you have any ideas for encouraging a more diverse preservation trades workforce? This could mean race or ethnicity, gender, or other demographic or background characteristics.
10. That’s the end of our questions. Is there anything else any of you would like to add?

## Appendix Section C:

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**Q1. Please describe your role with preservation trades: (select all that apply)**

<b>Role or Profession</b>	<b>%</b>	<b>Count</b>
Historic property owner or manager	40%	106
Tradesperson (current, retired, or apprentice/in training)	32%	85
Preservation professional (nonprofit staff, consultant, etc.)	29%	77
Preservation volunteer/advocate (e.g., for preservation nonprofit, town historic committee, etc.)	27%	71
Builder/general contractor/restoration professional (not specific to one preservation trade)	27%	70
Other: (please describe)	13%	33
Architectural historian	11%	28
Trades instructor/educator	10%	27
Historical society/museum staff	10%	26
Government employee (federal, state, county, or local)	7%	19
Architect	7%	18
Real estate professional (broker, agent, developer)	5%	13
Economic/workforce development nonprofit staff	2%	5
<i>Total count</i>		578

**Tradespeople only:**

**Q1b. Please select the option that best describes your employment.**

<b>Position</b>	<b>%</b>	<b>Count</b>
Current business owner	54%	62
Current employee	18%	21
Independent contractor	17%	19
Retired	4%	5
Student/Apprentice/In training	4%	5
Between employment or looking for work	0.00%	0

Other	3%	3
<i>Total</i>	<i>100%</i>	<i>115</i>

**Q2. Please describe your trade(s): (select all that apply)**

<b>Trade</b>	<b>%</b>	<b>Count</b>
Architectural Design and Planning	14%	14
Carpentry	54%	53
Deconstruction	21%	21
Decorative Finishes	25%	25
Electrical	6%	6
Energy and Efficiency	13%	13
Engineering	3%	3
Flooring	15%	15
General Contractor	23%	23
HVAC	2%	2
Insulation	13%	13
Ironwork	5%	5
Interior Design	13%	13
Landscaping	5%	5
Lighting Design	2%	2
Masonry	24%	24
Materials Conservation	20%	20
Painting	22%	22
Project Management	28%	28
Plastering	16%	16
Plumbing	2%	2



Specialty Trades and Crafts (Stained Glass, Textiles, Stone Carving, etc.)	18%	18
Roofing	18%	18
Windows/Glazing	40%	40
Other: (please specify)	16%	16
Architectural Design and Planning	14%	14
<i>Total</i>		417

**“Other” profession responses, from those who also entered “yes” to working in the trades and/or building, construction, or restoration:**

- *Draft animals/farming*
- *Apoxsee and Terrazzo finishes*
- *Kitchen design and building*
- *Preservation Trades program planner*
- *Mapping*
- *Gilding*
- *Archaeologist*
- *Window and door restoration and preservation.*
- *Professor*
- *education director*

**Q2b. Specialties listed by those who entered “yes” to working in the trades and/or building, construction, or restoration (optional):**

- *Steeplejacking*
- *Historic Timber Frame Preservation Specialist*
- *Window restoration and weatherization*
- *Historical window restoration*
- *Historic wood/steel window restoration*
- *Cabinetry maker*
- *Carpentry, Masonry, Lime washes*
- *Residential double-hung windows before 1940*
- *Development professional*
- *Ground Penetrating Radar*
- *Metal forger*
- *Period woodworking/millwork*

- *Restoration and preservation of timber frames, especially trusses (bridges and churches) and steeples. We use traditional skills when and wherever applicable, such as hewing, pitsawing, and scribing.*
- *dry stone masonry construction*
- *Window & Door Restoration*
- *Timber framing*
- *Historic Restoration*
- *building assessments*

**Q3. How long have you worked in the preservation trades?**

<b>Years</b>	<b>%</b>	<b>Count</b>
Less than 5	15%	19
5-10	11%	14
11-20	25%	31
21-30	19%	24
31-40	21%	26
41-50	5%	7
51 or more	4%	5
<i>Total</i>	<i>100%</i>	<i>126</i>

**Q4. What factors initially encouraged you to pursue work in preservation trades or work on historic buildings? (select all that apply)**

<b>Factors for pursuing this work</b>	<b>%</b>	<b>Count</b>
Personal appreciation for historic buildings and desire to play a role in preservation	83%	101
Challenging and engaging nature of work	63%	77
Hands-on artistry of the work	51%	62
Variety of work and work sites	42%	51
Demand/Number of older buildings in need of restoration or repair	41%	50
Ability to secure a reliable income	24%	29

Family influences (e.g., family trade or business)	16%	20
Recommendation or job offer from another tradesperson/contractor	11%	13
Not sure – I just sort of “fell into” this line of work	3%	4
N/A – most of my work is not (intentionally) on historic buildings	3%	4
Availability of training programs	2%	3
Other (please explain)	7%	8
<i>Total</i>		422

**“Other” responses:**

- *maintain value of investment properties*
- *Not necessarily the general availability of programs, but specifically the Preservation Carpentry program at North Bennet Street School, which was recommended to me by a friend.*
- *Desire to find a place for our historic fabric to stay relevant in the 21st century*
- *Trained as a historian*
- *Negative experiences with several preservation contractors was one of the reasons I started my contracting business. A theme we have observed is temperamental, rigid, highly critical of others’ skillset and customer questions, secretive and uninformed of state and local codes.*
- *Learned how to do metal interlocking weatherstrip, which also became window and door restoration.*

**Q5. Is your company/business dedicated specifically to historic properties and/or preservation?**

<b>Response</b>	<b>%</b>	<b>Count</b>
Yes	44%	50
No	22%	25
Partially	34%	39
<i>Total</i>	<i>100%</i>	<i>114</i>

**Q6a. How many people currently work for your company or employer, including yourself?**

<b>Answer</b>	<b>%</b>	<b>Count</b>
1 (I am the sole employee/ independent contractor)	35%	39
2-5	34%	37

6-10	8%	9
11-20	15%	16
More than 20	8%	9
<i>Total</i>	<i>100%</i>	<i>110</i>

**Q6b. Please choose the answer that best describes your company's or employer's current staffing.**

<b>Staffing Status</b>	<b>%</b>	<b>Count</b>
We have immediate staffing needs and are actively hiring	25%	27
We are adequately staffed but are still accepting applications	18%	19
We are not currently hiring or accepting applications	48%	51
Other (please describe)	9%	9
<i>Total</i>	<i>100%</i>	<i>106</i>

**“Other” responses:**

- Prevailing wage
- I will remain a sole proprietor
- Adequately staffed but needing subcontractors with old house experience
- Use occasional subs for extra help
- Previously worked for a company doing primarily historic restoration, but now retired
- I have a few peers who I hire as sub-contractors as needed
- Amenable to taking on an apprentice but not actively looking.
- In the process of retiring

**Q7. How do you (or your company/employer) typically find new employees? (select all that apply)**

<b>Strategies for finding employees</b>	<b>%</b>	<b>Count</b>
Personal referrals/Word of mouth	73%	68
Interested candidates usually come to me/us	43%	40
General job websites and online job boards (e.g., Indeed, Craigslist, LinkedIn)	25%	23
Direct recruitment from schools or training programs	17%	16

Newspaper classifieds or other local publications	6%	6
Trade-specific websites, publications, or forums - please specify:	5%	5
Other - please specify:	18%	17
<i>Total</i>		175

**Specific trade-specific websites, publications, or forums mentioned:**

- *PreserveNet, PreservationDirectory, etc.*
- *State employment portal*
- *Union Hall*

**“Other” responses:**

- *Our own website and social media accounts.*
- *Our own website and social medias*
- *I've only hired folks informally for a couple hours here or there, rarely.*
- *Facebook*
- *I'm actively looking*
- *Instagram has been very fruitful.*
- *I don't offer long-term employment, but I do hire on for jobs as needed. Typically, I seek out appropriately qualified personnel for these situations.*
- *Teaching skills to others in studio classes*
- *I am part of a long-term network*

**Q8. If a client were to contact you today regarding a multi-day project, how far out would you likely have to schedule this project? (i.e., what is your current backlog?)**

<b>Project Backlog</b>	<b>%</b>	<b>Count</b>
Less than 1 month	3%	3
Between 1 to 3 months	21%	21
More than 3 months but less than 1 year	42%	41
Between 1 and 2 years	30%	29
More than 2 years	4%	4
<i>Total</i>	<i>100%</i>	<i>98</i>

**Q9. What type of training is required to reach basic proficiency in your trade? (select all that apply)**

<b>Type of Training</b>	<b>%</b>	<b>Count</b>
On the job (OTJ)	85%	78
Apprenticeship	52%	48
Academic, vocational or trade school	42%	39
Other - please describe	8%	7
<i>Total</i>		172

**“Other” responses:**

- *Most people I’ve worked with in my trade specifically have attended a vocational/trade school, but I don’t think it’s required if one has a desire to learn.*
- *Post-secondary education*
- *Modern apprentice programs are outdated, particularly in carpentry. Too few tradeswomen and tradesmen are truly skilled at mentorship. I personally left a carpentry apprenticeship due to inadequate mentorship, rejection of technology to improve communication and efficiency, hazing and high-rate of intoxication of co-workers from alcohol and drugs.*
- *Dry Stone Walling Association Certification, Level 2 Waller*
- *Self education and willingness to learn*
- *Adult continuing education*
- *Some combination of all of the above combined with trade specific workshops*

**Q10. Is licensure required for your trade?**

<b>Answer</b>	<b>%</b>	<b>Count</b>
Yes	7%	6
No	85%	78
Not required, but recommended	8%	7
<i>Total</i>	<i>100%</i>	<i>91</i>

**Q11. If current training programs exist for your trade, what is the typical duration of training?**

<b>Duration</b>	<b>%</b>	<b>Count</b>
Less than 6 months	27%	18
6 months to 1 year	12%	8
1 to 5 years	53%	35
More than 5 years	8%	5
<i>Total</i>	<i>100%</i>	<i>66</i>

**Q12. How long was your training prior to entering the profession?**

<b>Duration</b>	<b>%</b>	<b>Count</b>
Less than 6 months	26%	22
6 months to 1 year	9%	8
1 to 5 years	41%	35
More than 5 years	24%	20
<i>Total</i>	<i>100%</i>	<i>85</i>

**Q13. How important was informal mentoring to your professional development? ("informal mentoring" defined as professional guidance and knowledge-sharing not considered part of the formal training program(s))**

<b>Level of Importance</b>	<b>%</b>	<b>Count</b>
Very important: I've learned so much and/or relied upon others who work in the field	77%	89
Somewhat important: others have provided some valuable guidance, but it was infrequent and/or not essential	15%	17
Not very important: I have not used or needed much informal mentoring in my career	3%	4
Other/not applicable - (Optional) Please explain:	5%	6
<i>Total</i>	<i>100%</i>	<i>116</i>

**“Other” responses:**

- OtJT
- *It would be CRUCIAL but honestly I did not have access to a mentor*
- *Taught myself*
- *I do not engage as a tradesperson. I direct the organization. Informal mentoring is considered very important by people seeking to develop as dry stone walling professionals.*
- *47 years ago there was no one who knew what they were doing.*
- *I run the office for my employer so in-depth knowledge is not essential to my position.*

**Q14. To your knowledge, what specific training programs are available to people in your region for your trade?**

- "None" = 7 responses
- "Don't know," "none that I know of" or similar = 3 responses
- "On the job only" or similar = 2 responses
- *Union Apprenticeship is the primary route. For a more focused materials conservation approach, there are graduate programs.*
- *Workshops/on job training*
- *Preservation Carpentry at the North Bennet Street School; Apprenticeship programs at Sanborn Mills; short classes at the Heartwood School of Timber Framing*
- *I teach window preservation training sessions in my own shop and onsite for institutions, contractors and building owners.*
- *Only independently hosted workshops directed at homeowners.*
- *There's various trade schools and also state training programs in Rhode Island. Also training programs through non-profits in Rhode Island*
- *Union training in Queens, Columbia University MS Historic Preservation, RESTORE Training Program, APT gives training courses each year*
- *Belmont College Building Preservation and Restoration Program for hands-on training and education in the traditional building trades. Michigan Historic Preservation Network Hands-On Workshops. Preservation trades taught at Randolph School for high school students in Detroit, MI.*
- *North Bennet Street School's Preservation Carpentry program is the most specific I know of. I know of a few other programs (Yestermorrow in VT and the Shelter Institute in ME) that have timber framing classes along with others geared towards carpentry/new construction/sustainable building.*
- *North Bennet Street School preservation carpentry*
- *North Bennet Street School, The Heartwood School, Yestermorrow*
- *occasional preservation trades training program*
- *Some private programs, such as North Bennet Street School (\$\$\$\$) and John Leeke's workshops in Maine. There is an excellent level of community and sharing of knowledge in this trade, so it is relatively easy to bring someone on board and work out opportunities for them to gain knowledge with/through others as well. Also, Preservation Trades Network events when in the area, as well as Window Preservation Alliance events.*



- *2-5 days workshops*
- *Many building science trainings, wood working schools, trade schools, and building always offers the ground up approach of learning through apprenticeship or starting as a laborer.*
- *Technical schools, on the job experience*
- *Willowbank School of Restoration Arts*
- *There's a class offered intermittently by a coalition of organizations in my area. I was in the first cohort and as an education professional and a participant, I saw significant need for improvement in how/what is taught in the class if people are going to come away with what they need to get started in the field.*
- *Maybe preservation trades classes at a nearby community college. There were a few years ago, before Covid. I'm not sure if they have picked up again.*
- *My union offers classes to anyone who is willing to take them.*
- *North Bennett street school. Southern Maine CC*
- *Sanborn Mills Farm Museum, North Bennett Street school,*
- *Several woodworking degree programs*
- *College, focus on humanities and technical*
- *Classes are available. It may or may not be considered training. Hand work requires much effort in developing muscle memory and the insight to the varied methods available to solve technical problems. Experience is the best teacher.*
- *There are preservation programs at local colleges and some timber frame repair training in New England (Heartwood & Yestermorrow)*
- *None, except possibly High school carpentry vocational training, but not in historic restoration.*
- *In my region, I appear to be the only studio offering intensive leaded window workshops and one of the few to offer basic copper foil workshops. People have traveled from NYC and been out of state to learn stained glass from me.*
- *None (limited workshops through NEB)*
- *North Bennet Street School, Boston*
- *Trade and manufacturer training is available*
- *Introduction programs*
- *Academy only*
- *We have many training programs in my area, Union programs and non Union. Apprentice programs*
- *NBSS*
- *2-year academic degree program or union apprenticeship with only brief coursework in preservation.*
- *Preservation carpentry program at NBSS and classes at Heartwood (the timber framers guild school)*
- *N. Bennet St. school, No I'm taking every opportunity*
- *The Stone Trust with sites in Vermont and New Hampshire, as well as in regions not pertinent to this questionnaire.*
- *I do not know of any other than internships with contractors or large museums.*
- *Combined community college/local historic foundation sponsored training*

- *Historic property restoration and landlord- none Historic property restoration- North Bennett Street School, NH Preservation Alliance, John Leeke- Historic HomeWorks, Portland Me.*
- *SMTC*
- *The Stone Trust (thestonetrust.org), of which I am one of the founders and for which I currently serve as an instructor and programme developer, provides training in dry stone walling through a series of short courses. Development of skills is gained OTJ and through mentoring. The Stone Trust offers the opportunity to acquire certification through the Dry Stone Walling Association of Great Britain (I am one of the assessors for that programme). My other masonry skills were acquired OTJ; there is formal training in preservation masonry available but most of it isn't local to the NE US. Most people who are interested in learning about preservation masonry seek out OTJ opportunities and mentoring; a number participate in formal training programmes such as UVM's Masters in HP.*
- *VT Technical College*
- *None for a traditional hotmixed mortar. I plan to hold my own workshops next year.*
- *Very limited*
- *Seems to be limited to unions*
- *YouthBuild, JobCorp, VT Tech, Preservation Education Institute*
- *Preservation Education Institute/Historic Windsor, Inc.*
- *The North Bennett Street School and the Heartwood School through the Timber Framers Guild. The Preservation Institute in Windsor, VT. Yestermorrow.*
- *Hudson valley community college, Bennett street, Heartwood*
- *Other than a handful of high school and community college carpentry programs there is not much training available in our area in preservation carpentry. Our company offers a 4 year apprenticeship in partnership with the Maine Dept. of Labor and the community college system.*
- *HistoriCorps, maybe North Bennet Street School*
- *I've taught a preservation carpentry course at KVCC. We hire people from the Carpenter's Boat Shop in New Harbor & North Bennett Street School*
- *Savannah Technical College (Georgia)*
- *Timber framers guild does preservation timber framing course but I don't know of any specific historical preservation carpentry courses in ME*

**Q15. Have any barriers prevented you from participating in additional training, or made participation difficult? (Examples: class schedule didn't work for me, program was too far away, cost was too expensive)**

- *"No" = 16 responses*
- *I didn't know union apprenticeship was an option and went the graduate school route, but if I had known I could work on historic buildings by joining the union, I would have likely done so.*
- *Self taught and working for others*
- *Class schedule didn't work for me, cost was too expensive, stipend was too low*
- *No need for additional classes.*
- *Money, scheduling with work, travel costs*

- *Don't know of any but also haven't looked. I feel like I've gotten good on the on-the-job training since completing my education, and work keeps me busy.*
- *Haven't sought any out yet. Work schedule and cost could be a factor*
- *Additional classes are too expensive*
- *Trade organization has great programs but usually held in hard to get places*
- *I've not seen any training offered that was relevant to my work.*
- *In my early years, I would say the issue was not much was being offered in NH.*
- *Break-even delay. infrastructure costs*
- *Yes, yes, & yes. It's hard to escape from work for long term commitments*
- *Program availability, skilled instructors*
- *Money and time are barriers. I know there are undergraduate and masters programs in colleges that are way beyond my means. I would love to have full-on mentorship with someone who has their own glass studio for decades. I also very, very much want to learn traditional grisaille painting on glass but it is nearly impossible to find training within the United States.*
- *NBSS is too far away, expensive, too long and do not teach the business side of carpentry and preservation carpentry. Too few accredited courses in-person or online for preservation work.*
- *Class schedule. Trade shows in Florida and other states that make the trip undesirable*
- *I was using the trades as a means to pay for my education. I hoped to get a "better" job once I had my degree. Upon graduating and getting a professional job I realized that it was not the right fit for me. I spent many years trying to get out of the trades and later discovered that it was the best fit for me all along.*
- *It didn't prevent me from participating, but my commute to school was 2 hours/day and I invested \$20k in my education, not including specialty courses and workshops domestically and abroad.*
- *I take my continuing education seriously and strive to learn and attend projects/learning opportunities every year. I don't have the time to take long classes, and unfortunately the two programs I mentioned above would be mostly things I know or could teach.*
- *No I'm taking every opportunity I found*
- *Barriers for people wanting to access Stone Trust training include all mentioned in the above examples.*
- *Any training classes I have found are at least 300 miles away*
- *Typically the professional preservation organizations have events in places that are challenging to travel to (ex. a rural location in Virginia, a site in Kentucky, and similar)*
- *NBSS- cost and too far away. They don't have any short courses.*
- *Expense and distance are definitely factors in deciding not to get further training.*
- *Distance and expense*
- *Current work demands are high*
- *We are non-union and need to be a union member to participate*
- *Cost*
- *Cost and distance*
- *Having to travel to take classes and workshops is the biggest barrier*
- *No relevant classes*
- *The local union will not allow training unless they do it. And they do windows.*

- *I usually know much more than the people teaching the course, so it is a waste of my time & money. A pay for my employees to attend such training sessions.*
- *Too expensive and too far away*

**Q16. Which educational/training opportunities have been most valuable to you?**

- *Any on-site training has been the most valuable.*
- *Working with people of similar interests*
- *On-site training, short courses held at various institutions across New England*
- *Hands-on workshops presented by Portland Landmarks in the 1980s & 90s. The Building Restoration & Preservation Conferences presented in Boston in the 1990s. More recently the bi-annual preservation conferences put on in New Hampshire and Maine.*
- *On the job training, paid training, hands on trainings*
- *Union training in Queens, Columbia University MS Historic Preservation, RESTORE Training Program, APT gives training courses each year*
- *Belmont College Building Preservation and Restoration Program for hands-on training and education in the traditional building trades.*
- *North Bennet Street School.*
- *North Bennet street school*
- *North Bennet Street School*
- *Sharing knowledge and teaching and learning others in the field.*
- *I am mostly self taught in a time before the internet...lots of research and reading and connecting with others in the trades*
- *Historic literature.*
- *On the job*
- *Two year certificate program at the North Bennet Street School*
- *Hands on, school and general experience*
- *All - one never learns less*
- *My initial introduction to the field, through a couple hours workshop, and my mentorship when I began working in the field, which were both from the same people, a local historic architecture enthusiast duo.*
- *I got a master of science from UMass in Historic Preservation. It was an amazing program.*
- *My historic preservation course really put the puzzle pieces together for my current job.*
- *OTJ*
- *Woodworking apprenticeship, Graduate program in Project management*
- *4 years of school and on the job experience*
- *Hands-on with old-timers*
- *Established Old Timers have given me the best and hardest lessons. They were free and heartfelt.*
- *The Timber Framers Guild, TTRAG, TF engineering council*
- *partnering with other contractors on a job*
- *Network among tradesmen. Old House and Barn expo. Multi discipline job sites*

- *I learned basic, basic training at a Historic Preservation and Restoration program in Astoria, Oregon. I then worked at a stained glass studio in Brooklyn for about 6 months but wasn't even allowed to cut glass (which I was actually hired for), only frame the lead and solder the windows. I would have loved an actual mentorship but the people I worked for were not forthcoming or collaborative and I ended up learning as I went with my own business.*
- *Training in layout via technical college (HVAC program)*
- *Volunteering with Habitat for Humanity, volunteering or working with preservation professionals, attending or participating in accredited classes for remodeling and building science*
- *Product specific training*
- *Preservation conferences , and the daily act of doing. The practice of problem solving*
- *National Preservation Institute most recently and Society of American Archaeologists online seminars*
- *SVA program in the YC public school system*
- *I now have 10 years teaching the historic building trades. Every day I taught I learned something new.*
- *My 2-year degree program and specialty preservation product trainings in PA.*
- *Guild projects and international projects with different groups have been my most valued learning opportunities. love all is the camaraderie of fellow craftspeople who are willing to share their knowledge.*
- *Trade conferences*
- *Hands on*
- *Mentoring and experience.*
- *I do most of my research/training online today but made calls to other professionals in my early years.*
- *Many*
- *John Leeke window restoration, HeatingHelp.com (Steam and hydronic heat), RRP training, OTJ, Books, Preservation Alliance Home and Barn Show, High School shop classes*
- *Night trade school*
- *OTJ training/mentoring and short training courses*
- *None, not available*
- *Books, videos.*
- *Training from friends over seas in England.*
- *hands-on work on historic buildings*
- *Engineering degree from MIT*
- *on the job*
- *UVM HP program. Students work for me and learn “on the job”*
- *a variety: hands-on, on-site, online, in-person. All have value.*
- *Preservation institute, Guild workshops, Bennett street in that order. but always on the job training.*
- *Overseas work*
- *Workshops and classes through the timber framers guild, Heartwood school and the Maine Indoor Air Quality Council.*

- *Meeting with fellow restoration professionals*
- *3 day and 1 week workshops.*
- *On the job training.*
- *None have been valuable for a very long time. I have almost no one to talk to.*
- *On-site internships*
- *Fox maple timber framing school*

**Q17. Did you (or do you) feel satisfied with your trades training, overall? Why or why not?**

- *“Yes” responses (without elaboration) = 7*
- *I worked for various carpenters over the years and picked up much on my own*
- *I am satisfied overall with my training but recognize that in my own specific circumstances, more training or experience is often required by every job I take*
- *Yes, my trades training began with my father when I was ten, and developed with two years of high school arts and four years of art school at the university. Since then my training has been largely self-directed, taking workshops and short-term training as needed for my skill and knowledge development. This has been a very satisfying approach.*
- *Yes. The trade is something you need to learn by working in it, any paid professional training is a waste of time and money.*
- *Yes. I felt very supported and encouraged to pursue the trades. I felt like there was a place for me.*
- *No. I went the college route and learned my trades knowledge on the job after. I don't understand why the two paths need to be so separate.*
- *Can always learn more, not enough training for mid-career professionals*
- *Yes. Having been in the preservation field for nearly eighteen years now, I would love to go back through and take a couple of the courses I was unable to take back when I was in school. My trades training is more valuable than my graduate degree.*
- *Sort of. The program introduced me to many different aspects of the preservation trades, but having only two instructors I think hobbled its effectiveness for me - I often felt behind and that I had to seek answers from others (teachers from other programs, classmates, YouTube, etc.) and wish that we had had an opportunity to work with a greater variety of experts. That said, though, the program is really unique, fills a gap in preservation training, and has opened many doors for me.*
- *Yes, I felt it was a great overview and introduction to many aspects of preservation carpentry and set me up for confidence to continue my education in the field.*
- *Yes, but I wish it had been longer and more comprehensive*
- *generally okay; it is sporadic and limited*
- *Nothing formal*
- *Yes, but I never stop learning and teaching.*
- *workshops I attended basically reenforced my knowledge base*
- *I love the trade I am in, however what I have learned can only come through experience which cannot be taught.*

- *Yes. It changed my philosophy regarding built history and traditional techniques*
- *To the degree that historic trades /restoration training is available it is not well advertised, or affordable. I worked in marine, residential and commercial construction for almost 50 years in New England and am aware of a couple of wooden boat programs in Maine and the Preservation Carpentry program of North Bennet St. School, but other than that only workshops. North Bennet isn't affordable for most people and just attending workshops at museums and small schools like Heartwood, Wooden Boat School, etc. don't provide consistency.*
- *Best educational program of all my educational experiences. Partly due to the teachers, environment and diversity of the curriculum.*
- *Yes, well rounded and varied.*
- *I made my training and my training made me.*
- *No. It was insufficient in many ways.*
- *Yes. I was also mentored by several really patient, passionate, knowledgeable craftsmen who really helped me find my way.*
- *Absolutely, there is so much to learn about each individual part of my trade that there has been ample opportunity to learn.*
- *Yes, I tried to create my own apprenticeship and journey. However it should be easier.*
- *I feel blessed with the opportunities that I was given, but I had to seek them out.*
- *I wish I had worked for experienced tradespeople longer than I did*
- *Yes. I'm self trained. Not the easiest method but proved I have what it takes. Perseverance.*
- *Yes. I have worked under the guidance of several legends in the field. I got lucky.*
- *Never was really trained just learned and grew on the job*
- *Yes, on the job training*
- *Ad hoc at best, highly dependent on individual motivation*
- *No. As I said, not enough access to resources, there are mostly only retiring studios who do not have the patience or need to train others, and of course I can't afford to apprentice for free at this point in my life. The benefit of all of this has been the demand for MY classes that I teach, because it is hard for others to find a way to learn stained glass (or gold leaf).*
- *Yes, but lack of other contractors causes us to be overloaded at times*
- *Mixed feelings. Training opportunities are scarce, usually disorganized, lack peers trained in teaching/mentorship skills, drug/alcohol issues*
- *No. It has no true model for preservation. The coating industry in the US does not cater to or target preservation as an option*
- *Absolutely*
- *It would be helpful if schools like UNH offered classes to professionals online - non degree classes*
- *Very Satisfied*
- *I would be twice as knowledgeable had I spent more time paying attention when I was working in the field. When I was younger and in the trades, it was easy to coast. Add to that the fact that I was just doing it pay for college. Unfortunately, it wasn't until later in my career that I embraced it as a profession. Though I have learned a lot since, I still lament the lost opportunities.*
- *I do. I wish so could extend short-term training opportunities to masons in my area though. There are not enough of us working in this field and much of my work is repair of masonry only recently damaged by inappropriate repairs made by other contractors.*

- *I do, but it's been due to a very large and focused amount of self directed learning on my part, and much less due to any particular programs.*
- *Yes but I would like more*
- *Yes, my clients consider me to be a master painter yet there are no formally recognized programs in my trade in my country with that designation as an end point.*
- *Even in my 34th year, I'm still learning new ways to preserve old buildings correctly.*
- *Generally - much is gained by hands-on work, either in the training or on actual work experiences. Classroom training provides just a basic foundation, and doesn't encompass the skills and knowledge needed for on-site work.*
- *Overall in the US- Technical Training is non-existent. Thus the lack of available tradespeople, thus the reason I learned to do it ALL myself. Bought a house, stumbled into repair and then historic restoration, rented it out, bought another (1850's), Only responsible way to do repairs required restoration, and did it over and over. (4 houses, plus many customers) This helps preserve the town, home architecture and history for those in the future, like those did the best they could in the past. (We are the "dead men who knew how to fix things and preserve and restore old stuff" of the future) WE need to pass on our knowledge!*
- *Ok, but updating be helpful*
- *Given that I have developed the skills that I have over a long period of time, I am fairly satisfied with the way things have worked out for me personally. If I were looking to become a preservation mason today, I don't know that I would be satisfied with the opportunities for training that are available in the NE US. For a long time now I have been thinking that what is needed for the trades in general is a government-subsidized apprenticeship system (similar to the one that operates in Germany and other European countries) which would take some of the cost burden for training off employers.*
- *No. So much was self taught, and approaching each project using my own library of materials and personal contacts when necessary.*
- *Yes, multi generational family networking cooperation provided a high level of education*
- *I made it work*
- *Yes but there always will be more to learn. Plastering, parenting, in situ moulding etc. The very precise detailed crafts need to be brought back.*
- *Unsure*
- *Self taught but always seeking more information*
- *yes, Classroom settings, I do not believe, will give you the required time necessary to become proficient at a skilled trade*
- *Mine is fine. "Hard Knocks" and on the job. But most people don't have that opportunity and the field suffers because of it.*
- *I was 90% self taught*
- *No. The training is inadequate because it does not involve formalized on the job training. Internships are essential for this trade to continue. Apprenticeships that formalize training with accountability is non-existent.*
- *Mine was fine, but I wrote my PhD on how to improve training*
- *We have been able to piece together the training we need, but it would be better if we could have more of it concentrated together in one place closer to us in the northeast*



- *Yes, the best training is humble observation*
- *OJT worked.*
- *I mostly learned on the job so this is difficult to answer. When I attended training for other trades, it was excellent.*
- *I am satisfied*
- *I do now, after 47 years of self training.*
- *Recognizing that training is on-going while working in the field, I would say yes, I am satisfied with my trades training. However, I will note that the individual plays a vital role in his/her training.*
- *There's no specific trainings needed to be hired by a historical preservation contractor but it helps to have carpentry experience and understanding in historical building styles and methods. I would have moved to find a program to take but none teach on the job and pay a living wage. OTJ training is best*
- *None available outside of academic setting.*

**Q18. Do you believe that new workers are entering the trades with adequate training and preparation? Why or why not?**

- "Yes" responses (without elaboration) = 3
- "No" responses (without elaboration) = 5
- "Unsure" or "don't know" responses = 14
- *Never have been. The young work for a few months and think they can do it on their own. Ha.*
- *We have a shortage of all building trades with historic preservation skills being perhaps in the shortest supply*
- *No idea, but think older experienced tradesmen/women could help.*
- *I don't think that most carpenters know much about historic restoration.*
- *Yes if they work for contractors that do that type of work*
- *No, because the compatibility of elements of construction such as mortar are dissimilar, lumber is standardized differently, bricks are different density and composed differently. Some forms of insulation seems incompatible.*
- *I have no idea what training is currently being done now if any*
- *I think on the job training is often either inadequate or set up against working with historic properties*
- *No I do not think new workers are entering the field of historic preservation with adequate training. There is a general lack of understanding of historic timber framing skills I.E hewing techniques, regional joinery techniques, scribe rule VS square-rule, pairing of inappropriate materials with historic fabrics.*
- *In general, I do not believe that the new workers entering into the trades are receiving the necessary training or support that they need to succeed. However, in general I do not think that new workers see preservation as a career path that is sustainable.*
- *No, based on comments from seasoned preservation contractors. New hires have minimal construction skills, mostly learned from new construction work.*

- *Unknown. There seem to be fewer truly experienced and expert preservation tradespeople and many of the existing expert tradespeople are aging out without apprentices or successors.*
- *There are not enough skilled and knowledgeable workers entering. This is largely because there is not enough support from the society as a whole and more specifically from the building maintenance and rehabilitation industry. This is an industry of corporate manufacturing and marketing products and their **\*\*installation\*\***. In contrast, the preservation trades are based on the **\*\*creation\*\*** of building components and systems from basic materials. The corporate interests do everything they can to eliminate the act of creation at the building. The society and the building industry are simply not willing to pay what it takes to educate, train and support the creative preservation trades with the substantial wages needed to support the tradespeoples' lives, families and education.*
- *There is a lack of new workers in the trades in midcoast Maine. Those we do join the trades are often unprepared or do not last long. The stigma of trades in high schools has substantially weakened the trades base, often sending many to expensive colleges where they are unsuccessful. The industry is also so overworked that many who do/would join the trades find easier and/or more enjoyable work elsewhere.*
- *I do. The problem is that there is not enough of them. I don't want to make standards of training and preparation too rigorous if we're already struggling to attract people into the trades - especially people of color.*
- *There appears to be a shortage of new workers entering trades.*
- *Clearly not enough, given how hard it is to find anyone knowledgeable*
- *The issue is not training, it is simply the number of people entering the trades. College based preservation programs are expensive and the student doesn't come out learning to work efficiently or to pick up the specific systems of a given shop. Basically, a student from a preservation program enters the workforce with student debt but earning the same wage as someone off the street, it's hard for them to find housing and they are demoralized to find the money they spent doesn't equate to a higher starting pay, only years of experience gets that. Formal education in the trades is a false economy, based off of a disposable labor system that values a degree more than the skills and experience of the employee.*
- *No; in limited interactions with crews on site the mason executing the highly skilled repairs is older and I have never seen anyone younger than 60 implementing them.*
- *For the most part, but I feel there is a disconnect between trades training and preservation education in higher education institutions. There needs to be more overlap between the two. The language that is taught in both is very different.*
- *No. We need eel craftspeople to train new workers in old methods.*
- *No. There is limited access to training/apprenticeship in preservation minded methods in rural regions.*
- *Depends, there might be opportunities to learn but little time.*
- *No. Employers are so desperate to hire people in the building trades that they will take any live body and try to train them on the job, which is not terribly effective.*
- *Not sure. perhaps better than 20 years ago. could still use improvement*
- *No - my husband is a general contractor and routinely complains that it is impossible to find trained/qualified workers*

- *I'm uncertain. I feel if you enter with an appreciation of the field and a desire to learn you will be successful.*
- *No, training isn't available.*
- *No. Many people entering the trades have most of the know how they need to do the actual work, but are unprepared to manage their own business. There is a shortage of craftsman who are able to take on new trades people to teach them how to run the business side of things or provide that place for them to learn and grow. The unions could possibly provide some of this, however, in our region of NY there is a disconnect between preservation trades and the unions.*
- *No, General lack of trade development across all disciplines.*
- *Some yes, some no. Overall, we need many more opportunities for training and appreciation of historic properties.*
- *No- seems lie apprenticeships are not supported and difficult to provide adequate pay for interested individuals*
- *The only new folks I've worked with have had the same training as me!*
- *As a property manager of 11 Historic House museums the firms that respond to solicitations have generally performed some work on a historic property and have been trained in vocational schools for modern structures.*
- *No, they are not usually faced with "real world" projects coming out of schools/training programs. Problem solving when opening up rotten sills, and dealing with the cascading issues associated with rot repair is never the same and can only be learned over time.*
- *The good ones are.*
- *Definitely not. Most who are entering construction trades come in completely unskilled/ cold*
- *No. Traditional trades have largely been abandoned in the educational system. Interested individuals are few and far between. The discipline to work with hand tools and understand the properties of materials and architecture almost has to be taught from scratch.*
- *No. There is limited training opportunities in the State*
- *For repair and restoration projects on my home the last 3 years I have only worked with experienced tradespeople. Window Woman of New England did have some new workers who were in training, and the training they were receiving seemed very good to me. They did quality work on my windows. All other work including chimney repair, siding repair, house rewiring, HVAC install, plaster (wall and ceiling) repair was performed by older skilled professionals.*
- *Yes, but all positions require experience to become proficient*
- *I do not. There are many people entering the trades out of self interest that lack the experience, and have not worked next to a professional for at least a couple years. Many people entering the trades lack experience.*
- *My experience tells me that there is insufficient training time for new comers and employees...i am seeing quantity over quality in a number of window restoration businesses.*
- *No. There are not enough individuals in the painting trade who understand why houses or structures were treated with traditional materials- i.e., linseed oil paint, linseed oil putty and pine tar. In my line of work, I employ traditional materials because today's modern materials cannot not be used to properly treat historic structures.*
- *Not enough workers currently to meet demand.*

- *No. We simply do not value or have enough trade programs and apprenticeships to deepen the training from basic to adequate to professional.*
- *No. Very few people are entering trades intentionally, mostly just casually ending up in a job with no real commitment to the field.*
- *Only here and there. New workers usually bring with them an urgency to earn a living. Also, there's nothing like experiences to make a trades person really good!*
- *No. Small scale professionals cannot afford to pay a trainee while he/ she learns enough to be valuable.*
- *It depends on the trade and the level of difficulty. This would be more important to a builder than an electrician or a plumber. A perfect example would be replacing or repairing historic windows in commercial or residential historic buildings. Often, the cost of vinyl replacement windows wins out over more expensive wood clad windows or repairing the existing windows. Usually, the replacement will be one over, regardless of the muntins in the historic windows. There is a gap in building owner knowledge about repairing windows, too. Building owners are more concerned with energy issues and fuel savings and focus on windows instead of the building envelope as a whole. This is where a well educated tradesperson could work wonders. Weather-stripping, window repair, and added insulation would be more energy efficient than just replacing old windows. Building owners acting as builders to their own historic properties are rarely trained and necessity and cost usually win over any type of preservation attempts.*
- *No. While high school and two-year college training programs are a great start, and I don't believe everybody should be forced to attend a four-year college, there is just so much to learn that such short programs are not adequate, especially for gaining the skills and knowledge of how to run a business in this field.*
- *No. Quick online search, because my retired status may have my knowledge out of date, shows not many current programs available among first few pages on google.*
- *No, Trade education is solely based on new construction.*
- *Yes, but not as many as there should be*
- *They may enter undertrained but they learn or leave.*
- *No. we can find few job applicants with basic skills - not even problem solving skills.*
- *I don't know the state of the trades broadly, only my experience as a tradesperson and employer. I would rather hire people who I can train to my specifications.*
- *North Bennett Street school is definitely helping!*
- *No. I feel like the lack of time for certain things, life obligations, not having the right knowledge going into it.*
- *No, there are far fewer people getting trained then jobs available*
- *No, to much classroom learning and not enough field experience*
- *No. More training opportunities should be available and subsidized.*
- *No, they generally have unrealistic expectations*
- *No. No shop classes in school*
- *Not much experience with employees*
- *No. Very few young people seem to be interested in construction.*

- *I think there is a lot of learning on the job that is beneficial. I hear that typically graduates of well-regarded programs like North Bennet Street School need more preparation before they can take on projects.*
- *No. High schools don't appear to train people to understand the nature of historic buildings and how they work. Construction education that does exist, especially at the high school level, typically focuses on new construction. Apprenticeships take time and the existing craftspeople are too busy to mentor new people adequately or at all.*
- *From my prospective running an old house and barn program for a statewide non-profit preservation organization, I see new workers entering the trades, but at limited numbers and with limited skill. Seems an increase in hands-on training and apprenticeship programs would help address this issue.*
- *We do not easily find trades people who are knowledgeable regarding historical building (houses) or rock wall maintenance.*
- *No. It seems that most new professionals have been trained in modern materials and techniques rather than traditional materials and techniques.*
- *No. Absence of meaningful educational opportunities in public schools and the decline of unions.*
- *Some of the expertise needed are dying arts*
- *Yes, but they're few and far between.*
- *I've seen some that had or were receiving excellent training and some who were not, possibly due to inexperience on the business owner's part.*
- *No, emphasis is on new construction, not traditional methods of joinery, masonry, etc.*
- *Don't really know. Certainly a lack of highly experienced as the elders retire/die.*
- *My husband and I own a brick house in Vermont (in the Upper Valley) that is 203 years old. We have tried to find people who have specialized in old house maintenance and we can't find them. In addition, most people we talk to aren't enthusiastic about working on a brick house.*
- *Not really. Apprentice opportunities are very important and hard to find.*
- *Trades licensing seems to be stringent for plumbers, electricians and septic professionals. It's the construction, masonry etc. that seems to have unqualified workers.*
- *Rarely. Trades have been looked down upon as everyone is told they MUST go to Harvard and study social sciences.*
- *I do not the skilled craftsmen I know of or have spoken to are all older*
- *Not usually at time of entry. Students are insufficiently encouraged to consider building trades. The more frequent route is to receive an education in a field without prospects for employment, and then discover trades work as a backstop. (Says I with my music degree)*
- *Where I live there are no training programs and I don't believe that there is much expertise in preservation for younger people to learn from.*
- *No, cost.*
- *No. The only new person I've met stated there were not enough training opportunities*
- *Not all. Not enough formal training opportunities. Few apprenticeships.*
- *Nope. There are few comprehensive programs and lots of "experts" offering poor guidance.*
- *No. Purely a matter of time. I can take a new worker several years to learn the trade. There are no schools available to teach preservation level trades.*

- *I do not believe that the trades teach restoration or preservation but try to make a number of solutions quick and easy fixes*
- *No, little or no specific training in historic restoration.*
- *Preservation trades are niche and expensive, seems like most today are going to “modern” trades*
- *I have had trouble with trades people for the last forty years that understand and respect antique homes*
- *This particular trade, I do not know. I think only privileged younger people who can do it as a hobby (and really cause a conflict with their pricing compared to a professional) or were able to go to complete undergraduate or graduate programs dedicated to art trades like stained glass.*
- *No - metalworking is diverse, what applies to one project may not apply to others, and there are times to "be a purist" and times to do whatever is needed to stabilize and preserve what exists. Knowing things like that is key.*
- *Not even close. No awareness in P-12 system.*
- *No, not generally. Often training is an "on the job" occurrence.*
- *Yes if they have an apprentice program that focuses on repair/restoration or take upgrade training for historic preservation. Large majority do not do this.*
- *The learning style and work ethic is different, so I believe the real issue is embracing these differences and meeting them halfway. This is not a new concept in evaluating new workers entering any profession. If there is "blame," it should be directed towards us (GCs, working professionals, etc.)*
- *No. There remains an enormous gap in skilled tradespeople to undertake work on historic buildings. From my position at the NYSHPO, we hear from property owners looking to use historic credit programming, as well as through funded property owners looking to get through the process of consultation with state and federal preservation laws.*
- *Not in a position to know*
- *I do not. It feel like, to me, the days of your day or grandfather teaching stuff to you are gone. Kids are buried in their phones and not learning skills.*
- *No. Manufacturers are focusing on selling products. They don't appear interested in how their products are used*
- *No. Those entering the trades are coming with very little base knowledge and everything needs to be trained.*
- *There are opportunities within and without NH that are accessible. That said there is not a focus traditional or preservation skills except through internships, workshops and so forth.*
- *No, because standards of thought and skill have declined overall. also, not sure how many finding sources exist for the work itself.*
- *most carpenters and trades people are only trained in simplistic commercial installations.*
- *No, many call themselves skilled carpenters but they are really rough carpenters*
- *No they all want to be chief*
- *No, generally speaking most new workers have very little or no training*
- *I don't see it, but i do encourage it*
- *They have good fieldwork skills but lack writing skills.*

- *I do not believe that they are, either as tradespeople or as architects. Relative to the trades, I don't believe that high schools encourage people to go into the trades and for those that do, preservation seems to be a very small percentage. Architectural schools do not have adequate focus on the rehabilitation of our existing building stock, creating new structures is still viewed as the more creative endeavor.*
- *Often impatient to earn & go out on own. Apprenticeship would benefit the next generation of tradespeople. Long time trades recognize older mechanicals and value analog, for instance, systems; helps to understand the progression to modern methods and respect the benefits of original work (as well as the pitfalls)*
- *Not enough young people. Not enough training.*
- *Much more could be done to provide new trades workers with suitable education and training.*
- *I find that new workers trained in historic trades are usually adequately prepared. The biggest obstacles are access to training and getting new people interested.*
- *Not for preservation, and very few people are entering brick and stone masonry at all, so I struggle to find workers with any knowledge of even basic masonry skills (no history mixing mortar and no trowel skills).*
- *That's hard to say. A huge amount of learning can be done on the job, as long as companies are willing to take the time and risk. Trades education is a great thing on the whole, though and I'm all for more of it.*
- *There are some entering with "enough" skillsets to start, but especially within preservation there is a different set of skills needed to continue*
- *Contractors in general do not have traditional preservation trades training, and for those seeking to hire contractors finding "preservation friendly" ones seems few and far between.*
- *Architects are not specifically trained in preservation unless they take coursework specifically for this subject as an elective.*
- *Not at all*
- *Not typically particularly in some trades such as machinists*
- *No. I don't see people going in to my line of work*
- *No, most dry stone contractors enter without adequate training and preparation. Only two organizations in the US offer training, the Stone Trust and the Dry Stone Conservancy. Most contractors come to training having worked in the trade with no formal instruction. They are aware that they do not know what they need to know.*
- *No. More training is needed*
- *No. Very little training opportunities available in a conservative approach based on the conservation of existing building fabric. Repair rather than replace.*
- *I do not believe they are entering the trades with adequate training, particularly as it pertains to the historic trades. This conclusion is less based on experience and more based on the knowledge that in Maine training focused on traditional trades is nearly non-existent in apprentice programs or trades/technical schools.*
- *I believe that new workers should receive vocational training in secondary school to prepare them for a career in the trades. For instance, secondary education in this country is advocating later start times for adolescent students. This is not helpful when preparing workers for a life in the trades. Just one example of the difference between vocational training and college prep.*

- *No. The opportunity for training is not readily available. The contemporary workforce may not be interested in the slow learning curve and the physicality of the work. It is not known to be a highly compensated field for those climbing the ladder.*
- *Fewer and fewer people are entering any trades let alone with adequate training.*
- *No, I do not. Everyone we have hired is in their 50s or older and it worries us as new owners of a historic home. We feel like we have to rush projects to get them done while these people are still working. They often work alone, rather than with others. I've noticed they might work with a brother or father and that seems to be one of the only ways they consider the profession.*
- *Yes, The Stone Trust training centers prepares people*
- *Not in my area. When hiring, I often have to unteach workers regarding their carpentry skills and teach them preservation skills.*
- *Not in historic preservation*
- *No, in our case, roofers don't know how to repair slate.*
- *No....need more hands on experience*
- *No. I rarely see young people working in the skilled historic work that we seek out. Masonry especially.*
- *I believe that more training is needed, particularly into the materials and approaches that are needed when working with historic buildings, and particularly when it comes to lower tech, ecological approaches. We have a lot of new farmers and homesteads who DIY, we also have a lot of people moving from cities into rural areas trying to fix up houses and the workforce in our area is unable to keep up with the demand.*
- *No. I do not believe there are enough training opportunities.*
- *No they are not. Too often, bidding is accepted from contactors not skilled in historic preservation. Too many laborers have not been trained in the field - trade unions do not place importance on this.*
- *This is not black and white, but my answer leans toward "no"*
- *It does not appear that new workers are entering the field.*
- *I think it varies. Like with many professions, I think that current workforce shortages are necessitating that managers are less selective in hiring or in determining when workers are ready to go out on their own. Even if workers have been well-trained, they may lack the years of experience to know how to identify or address certain issues.*
- *Varies...there are some good ones coming along, also a lot of really unqualified contractors posing as qualified to do preservation work*
- *Not really. The standards for preservation are higher and not supported by experience I. Regular construction*
- *No. There is not enough preservation old house restoration training anywhere in New England, except NBSS.*
- *Yes, through preservation programs and trades programs but I don't believe enough care is put into the hiring process.*
- *Yes, mostly as there are many programs for the younger people to learn. Unfortunately there are also a lot of people who are Hacks at it and chance their way into a job.*
- *Yes, we don't expect them to know anything. We just want them to be teachable and have a desire to learn.*



- *No, public schools seem to have lost interest in offering trade education*
- *Some, but not enough to fully support the need for skilled people. The trades have fallen off the radar for high school aged students compared to college track courses of study. Compensation, except for successful business owners, is one factor.*
- *In my judgement, there are many people currently working in the building trades who lack adequate knowledge and skill. There is state-level certification and licensing for electricians and plumbers; I am of the opinion that the same should be done for carpentry and masonry.*
- *No, there is no generally accessible literature in the US about traditional methods of construction; therefore no knowledge/ skillset*
- *No, there are not trade schools for my discipline. Ad hoc classes are held in sporadic studios or night classes in communities. Not much attention is given in HS or vocational school that I am aware of. Maybe in specific art schools....*
- *No. Most likely because there is a lack of training to secure employment*
- *I guess so, if they've made the effort to seek out that training*
- *I believe that no one has enough training and training is needed on an ongoing basis. My contractor friends train new people all the time, as I help other newer engineers.*
- *No. There is no training for plasterers around here. It takes a long time to learn, and not everyone has the knack. I am so busy with jobs that I haven't been able to dedicate time to finding and training apprentices. My wife has suggested I take on students for a cost to pass on the trade, but I am too busy to even research how to do that.*
- *No, but that is almost never true.*
- *We have a severe shortage of trades people for preservation projects.*
- *It depends from where they are coming. From the trade schools, yes, they are adequately trained. Outside of that, they are not adequately prepared. Most have not been equipped with basic training in tools or power equipment. They just haven't had the exposure.*
- *No and possibly never will unless we get more educators out there teaching these trades with traditional material. They come into the workforce unknowledgeable, untrainable and quite frankly ignorant to these skills and techniques due to 50 years of being taught modern materials. There is always a roadblock.*
- *No. Most new workers learn on the job, from experienced workers, who may not know how to teach necessary skills.*
- *No. Trade schools are not teaching students to work with historic buildings for the most part, so they are clueless about traditional materials and methods*
- *No, there is almost no training except for plumbers and electricians*
- *Unsure. depends on what kind of training you are talking about. I don't know if existing contractors have experience with preservation trades, nor am I aware of any preservation trades programs*
- *No, but the primary problem seems to be a lack of people in general*
- *probably inadequate training.. Economics is one issue but another is passion for the work*
- *Depends on the graduate program Architectural Historians attended. Most I know and myself include, had little to no education about Section 106 compliance, which for better or for worse is how many earn a living.*

- *I find a shortage of workers with knowledge of the trades needed for historic preservation. When I ask around there is often no one to be found.*
- *No. Not enough trainers.*
- *Far too few tradespeople understand historic buildings and materials*
- *There are some, but the supply seems to be dwindling*
- *Depends...those who come from a specialized trades school, like North Bennet Street School, and who apprentice for an adequate time with a master tradesperson come well prepared.*
- *In a rural area we are just lucky to have anyone interested in learning.*
- *No. Classroom settings can teach how, and maybe why but does not give the physical skills needed to perform the work*
- *NO not enough students staying in the trades from HS*
- *No. No support or adequate training.*
- *No, they are not. Liability insurance requirements prevent many self-employed carpenters from hiring HS students. Hiring anyone who doesn't have experience is too expensive and too cumbersome.*
- *No, not enough opportunity for apprenticeship nor enough interest in the traditional trades.*
- *During the time I have owned my 250 year old house, I have hired different professionals who seemingly had the skills to do the work that was needed. I always expressed the importance of keeping the integrity of the house intact. However, it has been difficult to find qualified carpenters who are knowledgeable in early American building practices and who will strive to use materials in keeping with the period. Some of the people who have worked on my house are now retiring.*
- *No, not enough affordable training resources for young people and not enough encouragement to enter trades as a career.*
- *They may be adequately trained for new construction, but not necessarily for work on older/historic buildings.*
- *Problem is not the preparation; problem is that the opportunity is so little understood or promoted*
- *Yes and no. You can enter the field with basic training, but working in historic preservation takes time and experience with a variety of buildings and conditions.*
- *It depends on how they enter. My experience with NBSS students was very good; they were 80% of the way there...*
- *It is really difficult to say from my perspective, as I see so few new people entering the trades: most of the trades people I speak with are having extreme trouble in recruiting new workers, whether they're adequately trained or not.*
- *Some are; some aren't. There doesn't seem to be any consistency.*
- *People get what they put in. There was never going to be a ton of people going into preservation. Those who do are exceptional people. Self motivation, interest and intelligence are the key to success.*
- *In some respects, depending on their training*
- *No, because of lack of availability locally and not knowing where to look for it further away*
- *No, adequate training is not available in our State*
- *There is very little institutional training options available, so probably not*

- *Yes. This is not rocket science, if you let your eyes and common sense guide you restoration is fairly intuitive*
- *No. Any training is very narrow and can't cover the variety of situations found while working. What is needed is more the attitude of figuring out what is the best thing to do for that building and that time. Training gives one only a blunt tool, which is not useful in preserving a building.*
- *NO, An apprenticeship should or OTJT should be a minimum of 3 years; 5 is better.*
- *I do not know have not been in the business for a while.*
- *No, a lot of them do not know the old techniques and skills.*
- *No. Not only do they lack exposure to preservation basics on all levels (theory, practice, hands-on experience) on a range of materials (stone, metals, masonry, glass, etc) they are purposefully kept ignorant of their rights as workers including safe workplaces, and transparent employer practices, and excluded from opportunities due to the classist nature of the emphasis on academic credentials over hand-skills and abilities.*
- *We'd rather hire committed, smart safe people and train them ourselves - so we don't have to break bad habits*
- *No. It has become increasingly difficult to find competently trained workers in the preservation trades willing to work in our area of eastern Maine.*
- *I feel that new workers are entering with the basic skills needed and that those skills are expanded upon through hands on, real life, on the job work.*
- *Most people who have not studied history and or worked in old buildings. So without programs to teach people it's difficult to get your foot in the door and be confident it's possibly to find these jobs without training.*
- *No. One the job training is most valuable and no program exists to support this.*

**Q19. Are there any training or educational opportunities that you believe are needed or would be beneficial?**

- *“Yes” responses (without elaboration) = 4*
- *“Not sure,” “I don’t know” or similar responses = 6*
- *Formal exposure to period architecture.*
- *I am not certain if the shortages are due to lack of educational facilities, apprentice programs or the workers interested in the trades*
- *I’m not sure what’s out there for educational opportunities but I do know there is a great need for more people to be working in the trades*
- *Restoration education*
- *In building trades program at secondary schools should offer introduction to the differences so that the trades persons can chose the way to do no harm and least amount of change.*
- *I think there is an unawareness of products or processes outside of what is sold at Lowes/Home Depot which drives repairs inconsistent with historic buildings. Ex many say, 'plaster cannot be repaired'*

- *I think robust training in the historic trades should be required for work in historic preservation. This may entail period or regionally specific techniques and tools, in order to maintain the historic built environment and the regional uniqueness throughout New England*
- *Yes, the training provided by the Bricklayers and Allied Craftworkers Union via the International Masonry Institute and International Masonry Training and Education Foundation is beneficial as it relates to the masonry trades.*
- *Yes. Wherever construction trade skills are taught (Questar/BOCES, community colleges, unions, etc.), I would like to see parallel skills taught for preservation. For example: how to install a new window & flash it properly AND how to repair & weatherize a historic wood window. How to install sheetrock, tape, and skim coat AND how to patch sheetrock into plaster or repair plaster.*
- *Community colleges could fill a gap with specific training opportunities in preservation trades such as masonry, carpentry, window repair etc. In addition it could be helpful to have training initiatives in how to implement sustainable practices and energy efficiency specific to historic buildings and construction types. Also how to integrate modern plumbing, heating and cooling, and electrical systems so that historic fabric is retained.*
- *Yes, programs are needed to support the older more experienced workers who are retiring out of the trades, training them to be trainers and and paying them as educators and trainers.*
- *There seem to be training opportunities around. It is a lack of capable and determined people to pursue those opportunities and work.*
- *More support for training aimed at people of color is essential!*
- *No idea how to attract new workers or what educational opportunities that would be of interest.*
- *Vocational training programs have a place but they have to be low or no cost and start earlier but I don't think they will even start to solve the labor shortage without other social programs in place. Here is what I think in regards to education, the best thing we can do is dismantle and redesign the higher education system so people are not bogged down with student loans for life. Some other things we need to do: Start trade and vocational programs in high-school and actively encourage all kids (not just the dumb ones) to look at them instead of college. Don't rate high schools based on college acceptance rates. Change the way our media portrays the trades. Learn as a culture to value labor and the people who do it. Learn as a culture to value quality over disposability Look hard at what we criminalize. Build workforce housing that doesnt profit off the working class. Build childcare facilities that profit off working families. Provide universal healthcare. Encourage and support worker-coops and worker rights. These are some of the answers to the labor shortage in the trades, not education and training, those are the answers that line the pockets of a middleman. These hard social problems will also help women and POC enter the trades in a fulfilling way, even if a vocational program attracts people they will still have a hard time building a decent life without these problems being addressed.*
- *The apprenticeship program at IMI for restoration masonry should be required.*
- *There needs to be more crossover between architects, trades, and desk preservationists. Preservation is a multi-disciplinary field. The issues we see in this field comes from this disciplines not working together and speaking the same language.*
- *Plasterers, wood window repairers, wood storm/screen builders, soft lime mortar specialists.*
- *Preservation minded home repair methods, timber framing, national standards*
- *Yes, at the high school level.*

- *Yes: training tradespeople.*
- *Masons should get better or more specific training in historic masonry - stone and brick, patching, carving/dutchmen stone repair, cleaning etc.*
- *Our digital world has made the option of having a trade career less attractive. The skills tradespeople have are tangible, vital and transportable. Perhaps public schools could not only sponsor trade education through programs like BOCES in NYS, but share the benefits and career opportunities they provide. Advocates should meet with students and share the benefits of working in the trades.*
- *Yes, every tradesperson would benefit from a business course a fundamentals of construction management/estimating/scheduling/cost class.*
- *More practical training with regard to financing on all levels - for programming, for organizations, for building & rehab projects - would be incredibly beneficial.*
- *Apprenticeships with working trades professionals*
- *Yes, any training is valued*
- *How to run the business side of a contracting company. The biggest area of need is practice. There are classes to teach people a specific skill, however, they do not and cannot in actuality provide the on the job training needed for success.*
- *A program to encourage training in secondary schools and community colleges. If working on old houses becomes the ethic rather than demolishing them, and there are trades people available with the knowledge to do the job, things could be very different.*
- *Schools at secondary level develop and support apprenticeship opportunities*
- *I think any expansion of preservation instruction would be beneficial. I don't know of programs that address specific aspects of preservations (windows, timber frame repair, etc.). More introductory programs, perhaps similar to NBSS but not as in depth or expensive, could go a long way towards encouraging younger folks to pursue preservation trades.*
- *North Bennet Street education is very beneficial*
- *In vocational school not just a "class" on Historic preservation theory but adding the having pride in ones work and not treating it as a job.*
- *more training in all preservation trades, particularly masons and painters who know materials history*
- *Companies willing to give on hand training and will prove good education*
- *Absolutely. As an employer, OTJ training of basics is quite challenging*
- *Apprenticeship programs, a loaded issue with DOL certification, would be appropriate with a needs study for the subject geographic areas. Natalie Henshaw and the Campaign for Historic Trades (working in conjunction with the Park Service Historic Preservation Training Center) group is working on a possible apprenticeship program for window restoration, The Timber Framers Guild has also developed an apprenticeship program and are developing a center in Walpole, NH. There continues to be an ongoing need for workshop and programs to expose people to the trades and the benefits of the traditional trades (we are all booked up many month/years out!).*
- *Sanborn Mills has training for some skillbuilding, however, it is geared to hobby rather than building tradespeople. There may be opportunity to enhance their current education model if they are open to it.*

- *Training newcomers to repair and restoration projects, or even offering courses to existing contractors may help. I interviewed all contractors before asking for estimates for the work. There are many that are comfortable with new construction, but I was even told by some they would not bid on project because it was "too much" to work on an old house.*
- *Yes, especially in northern and downeast Maine*
- *I think an apprenticeship program for carpenters would be great, and give people interested in the trade to work next to a master carpenter and learn from them in a hands on way that you can't get from a classroom.*
- *I'd like to have my workers be able to attend a 40 hours training class but am unaware of any that exist in my area...*
- *Yes. Getting the people in the preservation field to unlearn the errant truths that they have been taught about using modern acrylic paints on historic buildings and structures that were traditionally treated with linseed oil.*
- *More general awareness of the trades as a profession and more commitment to pushing the trades equally with tech jobs, etc.*
- *Would love to see more specialized programs like the North Bennett Street School in historic preservation carpentry and finish carpentry.*
- *Yes, way too much emphasis in our society on overpriced college which leads to a lifetime of student debt. Professors and academics are way overpaid, causing the debt. We need more emphasis on trades education.*
- *Paid internships, residencies, etc. which include experienced mentoring.*
- *Apprenticeships, perhaps subsidized.*
- *Having definite guidelines for historic structures in the zoning by-laws in towns and cities would help immensely.*
- *Once students have gained basic exposure and training in preservation philosophy, an overview of the field (so they can gain an understanding of where they fit in or would like to focus), and shop and field training, there should be a post-graduation system of apprenticeship so they can put what they have learned into practice while at the same time recognize that they will not be pulling their weight in a company right away. I've seen that one big obstacle to bringing trade school grads into the working world is their attitude toward compensation and taking on basic tasks, when too often they are actually a financial liability to their employer for a while until they get good enough to "earn their keep."*
- *Each state could provide a training and certification program through its state college system and offer joint accreditation with other nearby states to broaden available resources.*
- *Yes, more trade / craft education focused institutions.*
- *Encouraging younger generations that the trades / design fields are rewarding and important.*
- *Yes, ones that train the hands and the mind are the most beneficial. Tradeswork as a way of life is more beneficial to an artisan and a project than trades as a trade alone because the thinking and doing are more holistic and integrated.*
- *Yes! At a very basic level understanding shop safety, material types, and basic tools (sweep the floor by the lathe is not enough directions). Workplace skills like timeliness, effective interpersonal communication.*

- *I'd like to see a hands-on training program in the historic trades that is paid learning/apprenticeship, without getting into all the formalities that sometimes come with that. I've heard of folks who have put together things like this, occasionally. I may try to build a program like that in my area, some day.*
- *I think that context is very important. The handskills are important, but I think that knowledge of the historic tools, and the social history surrounding periods of architecture is equally important. Also more preservation theory. The "why" is really vital.*
- *More the better*
- *I believe they should be at the junior high school level wood working classes or traditional skills*
- *Maybe a pre-apprentice course. Like a run down of what to expect instead of just being thrown in?*
- *One needs to be created*
- *Mentorships or apprenticeships with master craftsmen would be wonderful through schools or other avenues, to keep the flow of workers moving in a positive direction*
- *Yes, a trade school in New Hampshire with course work that specifically deals with historic restoration*
- *Internships, paid. Strengthen local trade schools and "shop" classes and connect them to local preservation projects.*
- *Hands on problem solving, critical thinking and assessment*
- *Sure more stuff at high school level*
- *General PR focusing on the personal and professional rewards of a career in construction and preservation.*
- *Removing barriers to support more apprenticeships seems like it would be helpful. Look at the window repair guild members for ideas too,*
- *There are some select programs that could be used as examples.*
- *I think opportunities to introduce high school students to the trades and fieldtrips to job sites would spark interest. Love the Canaan, VT preservation program! Would be great to use that as a model in other school districts. Also would be beneficial to have similar programs for skilled trades workers to transition into preservation work.*
- *foundation design and care, historical building methods and maintenance, windows, fireplaces, flooring, landscaping and rock wall design and building/repair*
- *Exposure in school, starting at elementary level*
- *Training in the positive qualities of traditional buildings would be helpful. To develop a respect and not have people assume that old means flawed.*
- *Not specifically, but feel that there should be more opportunities and/or to better publicize what is available currently*
- *Bring back training opportunities in public schools and apprenticeship opportunities in unions.*
- *Hazardous materials mitigation*
- *No idea. Get out and do it. Attempting to make the road to proficiency available to all is not a solution. My opinion is hose of us who work in this field must accept we provide work most people do not need and few people want. It's humbling.*

- *Perhaps a paid summer cohort program that allows young people to get their feet wet or a mid-career program that allows carpenters or others in various professions to shift/narrow their focus.*
- *The more the better. Courses in which techniques are beneficial to older structures and which do more harm than good.*
- *Exterior and interior masonry using lime mortars (chimneys and fireplaces) vs. portland cement; constructing wooden gutters, including hidden gutters; reproducing architectural features such as columns, corner boards and pilasters.*
- *Education in trades, whether historic preservation or contemporary tradesmen is sorely lacking in this country - too much emphasis on liberal arts education, which does get one any where.*
- *There should be a formal certification system so that a person in the trades (or wants to be in the trades) can make it clear what they know about repairing old buildings. The tech colleges should offer a one or two year program. I have heard nightmares about workers removing too much of the brick in a house where the brick is weight holding, and the house is seriously damaged. I would like to see a certification that clearly states what the person has been trained to do.*
- *On the job training with someone who knows what they are doing and has the time to share hands on knowledge and experience is essential. Anyone can say they are an experienced tradesman and not be one.*
- *Union workers have more training than the general workers.*
- *Carpentry, paint making and application, metal forging*
- *More vocational programs that train students to work on older structures like old barns*
- *I believe using active preservation projects to engage the interests of young people, students, and people between careers is the best way to plant the seed of being drawn to a trade. Having open work days, short mentorships, and the like can provide the exposure that sparks recognition of natural aptitudes and affinities for certain work.*
- *Yes, incorporate into existing tech program at the high- school level. Offer more workshops or a certificate program for existing professionals in the field.*
- *Carpentry, plumbing & general restoration.*
- *Hands on paid internships*
- *Apprenticeship training programs like the TF Guild has offered in the past are a good way to go. The American College of the Building Arts and the North Bennet Street School have the right idea.*
- *Yes. Apprenticeships similar to union apprentice programs. Problem is that then instructors will be in short or no supply.*
- *It would be good too coordinate with high school vocational programs*
- *Plumbing and wiring an old home without tearing the home apart would be beneficial...Also learning how to replace a roof and insulate properly*
- *I think understanding historic building methods and materials would be useful for anyone working on preserving or upgrading historic properties*
- *Yes, training for carpenters in historic restoration. The younger generation does not seem as interested in this as a generation ago.*
- *I've seen Sanborn Mills offer classes for Agro-tourism...where is the trades equivalent?*



- *Greater understanding of 18th and 19th century architecture.*
- *I am always looking for proper (and affordable, but that's secondary) training of grisaille on glass but it is generally only taught in Europe. I would love to have someone older in the field I could call up and answer any questions that come up with different jobs I have, but instead I either get side tips from just asking another glass studio or figure it out as I go.*
- *Most of this is OTJ learning but requires an exceptional student with excellent mechanical ability and an active mind.*
- *Pretty much everywhere. See DOL study here:  
<https://dol.ny.gov/system/files/documents/2022/06/2022-business-workforce-survey-results-6.9.22.pdf>*
- *Yes! I have been trying for years to coordinate with the TFG to do a "guild community project" on the structural restoration of a historic property. In this case, my local project - the New Durham 1772 Meetinghouse. Facebook @NewDurhamMeetinghouse*
- *Yes, the Bricklayers and Allied Craftworkers (BAC) has training centers nation-wide (over 60 location) and provide training for restoration masonry, tile, terrazzo, plaster. They teach apprentices the basics and best practices. Several of these locations also provide an upgrade Historic Masonry Preservation Certificate for a higher level of historic preservation experience, which can be required by the project team for a project.*
- *If funding can be secured, universities could be tremendous in creating/sponsoring training/apprenticeships to complement traditional academic programs to the student body. This would lend more credibility to parents, students and donors as a viable career.*
- *I believe there should be stronger opportunities with unions in offering expanded training. There additionally needs to be growth within workforce development institutes*
- *I know there are some trade school programs, and I know one of their very successful graduates.*
- *Teach traditional methods that are proven to work and apply modern science and techniques that can enhance or work in concert with proven methods*
- *Basic courses in carpentry and design are always needed and there are rarely never enough when needed.*
- *It would be beneficial to include skills that support expertise in adaptive reuse and the intersection of demographic forecasted change in population/land use. EG, how do you physically transform an "old" building into appropriate unit size for housing or harden it for energy efficiency and so forth. (This needs to be coupled with land use strategies that focus on saved green space and density balance.)*
- *Just to let craftpeople know that opportunities exist in which to specialize. But this is not a field I know specifically about.*
- *Classic carpentry, iron work, post and beam construction, window making,*
- *We need a skilled carpentry program that is NOT associated with a union*
- *Yes, shop class for young adults*
- *Creating clear expectations and skills to be developed for people entering the field. Having opportunities for workshops and apprenticeships to better develop skills. And marketing campaigns to encourage people interested in becoming a true craftsman.*
- *Yes, for states it the desire and passion to want to learn more*

- *"Shop class" in the early years of high school would expose many more young people to working with their hands and to see the potential in becoming a tradesperson and earning a good living. These programs could then be dovetailed into programs within the community colleges that engage various union apprenticeship programs.*
- *See answer to previous question.*
- *Timber framing restoration.*
- *Education at the high school level should offer opportunities for learning preservation trades. For too long the trades education focus has been on new construction.*
- *I remember my first shop class was in 7th grade. We did wood working and metal casting that year. I attribute my patent to that class and the skills I was introduced to. Students need to be introduced to the trades in middle school and it should be a mandatory. Everyone gains from understanding how materials are manipulated to make things.*
- *I think the key areas for improvement in historic trades are (1) educating existing tradespeople about historic techniques they are likely unfamiliar with (e.g. lime mortar) and (2) introducing children (potential tradespeople) to historic trades and why they're still valuable skills.*
- *I'd love to see a preservation trades program in operation in or near upstate NY, with active recruitment of existing contractors, home/property owners, architects and others. We need broader knowledge of appropriate repairs for historic structures to prevent irreversible damage caused by unknowledgeable workers.*
- *The ability for more trades focused learning in high schools would be excellent. Also more trade schools or broader trades education in general. I say what we need is a compulsory year of service to be done after graduating high school, modeled after the CCC. Kids would have to go to a different part of the country to do their service, and this would hugely boost the populates ability to appreciate other cultures.*
- *I believe trades education specific to preservation tasks should work in tandem with traditional technical colleges to beef up the knowledge base.*
- *Perhaps some preservation short courses (certificate programs?) for trades people led by veteran preservation carpenters, masons, painters, etc. would be great. Something that would incentivize contractors and trades people to think preservation first.*
- *It would be helpful to require architects to take a preservation course.*
- *Sure, window and door restoration, as a trade.*
- *Mentored hands-on training with master craftspeople is crucial for passing on the knowledge learned and gained from generation to generation. It seems like the best way to expand this training is to build on existing trades school programs by adding preservation trades as additional course offerings. That would ideally also give a wider range of students access to at least some preservation skills even if they do not choose to focus in that area.*
- *I believe it's more of an issue with youth not taking advantage or interested in the trades.*
- *We believe that our Curriculum in Dry Stone offers a means of preserving the art and craft of dry stone walling as a trade. We work to disseminate information about our training and to demonstrate its impact in terms of historic preservation, ecological resilience, and livelihood creation. We also work to make the training accessible in terms of geography and cost.*
- *Training in the use of traditional building lime mortars, plaster, and lime wash. Preservation carpentry skills that are based in a repair, rather than replace, and fit new to old, philosophy.*

- *Programs based in existing trades/technical schools that focus on traditional trades would be an effective way of capturing younger people entering the field, while re-training or specialized programs could connect experienced trades people with specialized preservation trades companies.*
- *See above....vocational training.*
- *Early access to these jobs and more awareness of career opportunities (besides This Old House on PBS).*
- *Apprenticeship programs need more public relations at both the high school and college levels.*
- *I recently learned about the Hudson Valley Community College courses that are held about plaster repair and window restoration - wonderful! I also saw that the Graves Mansion in upstate NY hosted a famed plaster worker and held a 2-day workshop for only \$150. We were out of town, but that would've been a wonderful way for anyone - or even us as homeowners - to get a taste for the trade. I feel like a lot of young people don't even know these trades exist. My husband grew up in an impoverished, rural area in NY. He said that people there think old houses are horrible and they are the people that comment on TikTok saying "why are you refinishing those wood floors? Too poor to buy laminate?" Because in those communities, old houses are falling apart and not nice to live in. It's really people who grow up in or around old houses that are being restored that can appreciate that kind of thing - and often, people who grow up in a restored house and might be more affluent will likely not pursue a trade as a career. I'm making a lot of assumptions here, but I think it's relevant context. The very people who might consider a trade might not have exposure to these types of trades. I like the Graves Mansion example because it demonstrates how valuable it is by hosting it in a historic home.*
- *Yes! We need funds for a educational video*
- *It would be nice to see someone differentiating between renovation, restoration and preservation.*
- *Yes, youth internships to learn with historical artisans such as timber framers*
- *investors in historic properties*
- *Apprenticeships with tradespeople organized and easy to find and access.*
- *Paid apprenticeships.*
- *Absolutely, if there were professional development programs that could allow for young people to be supported in living rurally and helping to restore small towns and historic houses this would be a crucial ingredient in the re= vitalization of rural areas especially. A kind of CCC or Americorps framework which addresses placement, training, insurance, stipend... would go a long way!*
- *Yes! A dedicated preservation trades program would be great.*
- *More contractors need to be open to the presence of students-in-training onsite --- this applies to federal, state and local govt entities who own many historic sites as well. Trade unions should be more directly involved in training for and promoting historic preservation building trades.*
- *Educational opportunities for masonry, plaster, post and beam, historic window fabrication/repair, slate roof repair, plumbing, electrical, structural repair, moisture/mold remediation and drainage solutions all come to mind.*
- *There seems to be a public misconception about homes that are on the national historic register. Many potential buyers have expressed a belief that the designation means they couldn't*

*renovate a house to their taste. It's my understanding that some buildings may have restrictions but that the designation itself does not restrict the property. A public awareness campaign about this might help the salability and preservation. Most buyers do wish to retain the historic quality but fear unknown limitations*

- *Mentoring (both formal and informal) and project shadowing at different stages of one's career. There's a lot professionals learn from one another if they're open to more teamwork and collaboration.*
- *License contractors; require training and certification; we need more apprenticeship opportunities*
- *Yes, particularly painting, wood restoration techniques, plaster, use of epoxies, masonry*
- *More short classes in the varied different components of building restoration, around New England and in schools for students. ALL the aspects of restoring single family and multi-family housing, and the environmental and embedded energy aspects of old buildings. More Public Service Announcements on all reasons of preserving all architecture and buildings for now and the future. Look at Europe and 200 year old houses being "NEW". USA needs to get there too. Reduce teardowns, Reuse current buildings, Renew "old world" ways of restoration.*
- *More opportunities for people above high school age looking to get into preservation work*
- *Mike Rowe is always promoting craft jobs. To my knowledge there are no programs devoted to restoration of Antique Properties.*
- *OSHA safety training and public speaking/communications.*
- *Middle and high schools, 2&4 year Colleges/Universities*
- *Some high schools have integrated technical programs that offer introductory course opportunities. In Maine, the former community college system has morphed into a more higher-education/college institution, with less focus on classic trades training. With the decline of unions, their classic apprenticeship training programs have dried up. Individual companies probably need to fill in this gap; provide actual mentor led training to new hires with measurable results.*
- *Government-subsidized apprenticeships combined with a block-release (brief intensives) and/or day-release (one or two days/week over a period of time) approach to vocational training would go a long way towards improving the quality and availability of training.*
- *Yes, but really a 'Preservation for Dummies' would be the most useful- things like "dont use mortar harder than the bricks" kind of thing that would guide tradespeople.*
- *Yes, plumbers, electrician, roofers, builders, woodworkers*
- *Night and weekend, or online at your own pace would be most helpful*
- *There are a lot of weekend workshops that I see advertised. It seems harder to find true, in depth tradecraft courses.*
- *Renovation of historic properties needs to include carbon footprint questions and the physics of water intrusion.*
- *Apprenticeships*
- *Yes! A preservation trades school focused on woodworking, masonry, slate and copper would be very beneficial.*

- *Soft skills are definitely needed to be taught. Since a career path is unknown, it would make sense to be taught at the high school level, before they graduate to the real world. Technical schools are a great opportunity for students looking to enter any trade.*
- *Yes. Traditional hotmixed and earth mortars which have been and are still used all over the world.*
- *Vocational training at the community college level.*
- *Specific programs for working with historic buildings, materials, and methods.*
- *Masonry, stone-setting, tiling, paint restoration, plastering*
- *I think it would be great to work with existing post secondary institutions who specialize in building trades to have a specific focus on historic preservation. This could include timber framing, masonry, window restoration, integrating energy efficiency as well as fine carpentry*
- *Yes, I believe a technical school masonry program is needed in our area*
- *Many, metal work, masonry, restoration carpentry,*
- *Yes - we need regional trainings on Section 106. I would like SHPOs to be more involved in the process and education some on it.*
- *Finding workers for historic preservation trades suffers from the long-term U.S. prejudice against people who work with their hands. In some other cultures skilled workers are respected and paid accordingly, but not here!*
- *University and community college should teach hand tools and preservation skills (carpentry, masonry, thatching, etc.)*
- *Training opportunities are few and far between. Almost nothing in my corner of the world.*
- *Yes. We should be reaching the high school level with opportunities to learn about preservation trades.*
- *Yes! But there should be a level of accreditation at specialized trades with historic properties/materials.*
- *Anything to introduce younger people to the field would be good. Work with high schools?*
- *possibly, but would need to coincide with field work as well*
- *More HS technical schools*
- *Vermont "Tzar" of not for profits and training programs to coalesce needs. This would benefit both constituents.*
- *Vermont needs trade schools in all the trades, on the model of the Vermont Conservation Corps. Some high schools have carpentry vocational training, but none of it is focused on historic preservation. A big part of Vermont's brand is its historic buildings; they need a new generation that knows how to preserve them.*
- *Traditional trades taught alongside other skills like electrical, plumbing, etc.*
- *As stated above, how to make repairs using the same or similar building materials that will blend in with the existing structure; Where to source materials; When to remove/replace something with something new vs. repairing the original work; Knowledge of 18th & 19th Century building practices; Timber Framing; Plastering techniques; Window replace that does not alter the profile of the house;*
- *More encouragement to enter trades in general with specializations in historic building & construction methods & materials.*

- *Teaching why and how older/historic buildings differ from new construction and need to be approached with a different mindset and skillset.*
- *More training in preservation trades and incentives to work in that field. More internships with preservation trade professionals.*
- *Yes, support for existing programs such as Historic Windsor's Preservation Education Institute and Kennebec Valley Community College's Sustainable Construction program- both of which I am associated with.*
- *We live in a culture that has limited understanding of building conservation. To a large extent I believe promoting a public awareness of conservation is crucial. I don't know how to do that nor whether the skilled workers or aware clients come first. Its a niche market, in my opinion.*
- *Yes, apprenticeships*
- *I think historic museums and/or preservation institutions should have an ongoing guild/apprentice program taught by their master restoration carpenters and/or offer classes to the public.*
- *Intense workshops at Heartwood school that require lots of study outside of class at a reasonable price. The preservation institute was the only place that did this affordably for young carpenters. This model is ideal but needs follow up and financial support from contractors to work.*
- *Additional programs like ACBA*
- *Having some sort of preservation trades school located in the northeast that was specifically oriented to people working in the trades would be helpful*
- *Industry recognized certification training programs, such as NCCER, need to be offered at times and on a schedule that works for working people*
- *More focus on the including apprenticeship options in the trade would be beneficial*
- *Business skills for trades people.*
- *OJT*
- *Window restoration; historic masonry including plaster, stucco, and repointing; old-house carpentry; stained and leaded glass; quality roofing skills; decorative painting; house foundation stabilization and moving; metal window restoration, etc. etc.*
- *Vocational school followed by on the job training from experienced masons.*
- *Yes, training opportunities are needed. Perhaps short courses so it does not take them away from their work too long.*
- *More practical education and hand-skills training is needed all around. Widening our programs to include architectural metals, decorative paints and finishes. There are too many masonry and rough carpentry programs and too little jobs for people going into the field.*
- *My generation needs to pass on our skills.*
- *Training opportunities for a range of preservation trades are needed to overcome the lack of competently trained workers in the preservation trades willing to work in our area of eastern Maine.*
- *More of them.*
- *I think new workers should be encouraged to sign up for seminars and workshops that expand upon the basics.*
- *Maine state apprentice program revamped. It's basically non existent*

**Q20. Please respond to the following statements regarding the role of training programs in recruiting more people to pursue preservation trades careers.**

Statement	Agree	Count	Disagree	Count	Unsure	Count	Total
Training programs commonly play an active role in recruitment and workforce development.	53%	126	15%	35	32%	76	237
Training programs usually only reach people who are already interested in the trades.	63%	150	12%	29	25%	59	238
Training programs could play a greater role in recruitment and workforce development.	88%	209	2%	4	10%	24	237

**Q21. We would like to know more about your perceptions of the available workforce across different preservation trade specializations in your region (service area). For each trade, please respond to the following statements based on what you have observed or believe to be accurate in your region.**

**Please use the following guidelines when answering:**

- **Moderate shortage: limited number of professionals, companies are short-staffed, or project backlogs are typically several months to one year**
- **Severe shortage: none available or backlogs of more than one year**

Trade	No shortage	Count	Moderate shortage	Count	Severe shortage	Count	Unsure	Count	Total
Architectural Design and Planning	34%	79	34%	80	10%	23	22%	50	232
Carpentry	2%	5	41%	95	50%	117	7%	16	233
Deconstruction	10%	23	31%	72	15%	35	44%	102	232
Decorative Finishes	3%	6	25%	58	44%	101	28%	66	231
Electrical	13%	29	50%	114	19%	45	18%	42	230
Energy and Efficiency	15%	35	46%	106	14%	31	25%	57	229

Engineering	22%	51	34%	78	9%	21	35%	80	230
Flooring	13%	30	37%	85	11%	26	39%	88	229
General Contractor	14%	32	48%	109	24%	55	14%	33	229
HVAC	14%	32	42%	93	14%	32	30%	68	225
Insulation	15%	35	33%	76	11%	24	41%	93	228
Ironwork	3%	6	26%	58	37%	84	34%	76	224
Interior Design	32%	73	23%	52	5%	12	40%	92	229
Landscaping	32%	73	31%	70	9%	21	28%	63	227
Lighting Design	18%	42	20%	45	9%	20	53%	122	229
Masonry	3%	8	32%	74	55%	125	10%	22	229
Materials Conservation	5%	11	16%	37	46%	103	33%	75	226
Painting	13%	30	51%	117	18%	42	18%	40	229
Project Management	17%	40	33%	75	14%	32	36%	83	230
Plastering	2%	4	19%	44	59%	136	20%	45	229
Plumbing	11%	24	37%	85	31%	71	21%	49	229
Roofing	15%	35	42%	96	23%	54	20%	45	230
Windows	5%	11	35%	81	41%	95	19%	43	230

**Q22. Would you recommend the following preservation trades career paths to a young person?**

(For report, explore responses to see why people said no)

Trade	Yes	Count	No	Count	Unsure	Count	Total
Architectural Design and Planning	79%	179	9%	21	12%	27	227
Carpentry	95%	218	1%	3	4%	10	231
Deconstruction	47%	104	18%	41	35%	78	223



Decorative Finishes	73%	162	8%	18	19%	43	223
Electrical	88%	198	4%	8	8%	19	225
Energy and Efficiency	87%	197	5%	10	8%	19	226
Engineering	86%	192	5%	12	9%	21	225
Flooring	60%	131	13%	29	27%	59	219
General Contractor	77%	173	7%	16	16%	36	225
HVAC	81%	179	6%	13	13%	29	221
Insulation	65%	143	13%	29	22%	48	220
Ironwork	82%	183	4%	9	14%	31	223
Interior Design	59%	133	18%	40	23%	51	224
Landscaping	73%	163	11%	24	16%	36	223
Lighting Design	62%	138	13%	29	25%	55	222
Masonry	95%	213	2%	4	3%	6	223
Materials Conservation	83%	186	4%	9	13%	29	224
Painting	76%	171	11%	24	13%	29	224
Project Management	79%	175	8%	18	13%	30	223
Plastering	87%	194	3%	6	10%	23	223
Plumbing	86%	191	5%	11	9%	19	221
Roofing	71%	157	14%	30	15%	34	221
Windows	86%	192	3%	6	11%	26	224
Other (such as specialty trades), please specify:	57%	25	4%	2	39%	17	44

**Q22b. Follow-up (optional): Please explain why or why you would not recommend certain trades to a young person seeking a career (specify which trades).**

- *Understanding period architecture is fascinating, and surprisingly can lead to Creativity. That would be in fashioning ways to properly preserve, and restore what's left of a structure, or possibly recreate what has been Lost.*
- *we need people to do everything*
- *Generally I would recommend preservation trades due to the potential for higher compensation for high quality work that can also be applied to new construction. Not sure about areas like deconstruction where people may not be adequately compensated for the work required.*
- *I have no personal insight*
- *I would not recommend architecture or engineering to young people because those fields are incredibly toxic schooling and work environments, especially to young women.*
- *It's important to preserve our built history, using original materials and skills. Adding "new materials" to an old building takes its historic voice away.*
- *Environmental health*
- *We are in desperate need of skilled craftspeople who will take pride in their work and who will be anxious to enjoy doing good work.*
- *I am unsure if the pressing need for deconstruction, there are too many project managers and I don't know the market for decorative finishes.*
- *I would not put down any trades, but do tend to focus on areas of need where craftspeople can be their own boss, demand a decent wage for their unique skill set.*
- *need all disciplines*
- *income potential, artistic expression, opportunity*
- *I honestly don't have any reason not to recommend any of these trades. I don't have experience with all of them, but I've known folks who have been in most, and I know that demand is high in most. I know from first-hand experience that electricians and plumbers in particular are desperate to recruit young people, and they can expect a long, decent, and interesting career if they stick with it. Might be a little more hesitant with, say, flooring - could be tough on the back after many years! But hey, a skilled trade is a skilled trade, and demand remains high. Added timber framing because I've just seen so many people fall in love with it.*
- *I think young people should be more exposed to the option of following a trades career path*
- *It would be narrowing their abilities to the main trades&lt; MEP&gt; need to be guided by the architect and Project Manager on how to surgically install their equipment in collaboration with the code officials which need involvement and educated from the beginning due to historical work often is outside the strict letter of the code.*
- *General carpentry is beneficial in so many ways. Building your own home, maintaining a home that you have purchased is a skill that will always be needed. Learning the essentials of timber framing also opens your ability to begin crafting your own furniture, as the mortise & tenon joint can be the basis for either.*
- *The demand for skilled traditional trades has been consistent if not growing for the past decade. Unlike general construction, there has been no downturn in the market if you are doing good work.*

- My "unsures" are because I have no direct experience in these categories, except Project Management where I am unsure if this is suitable for a young person with little to no experience. My "noes" are because in my case I have not used workers in these areas that are specifically trained in restoration - all repair work and work has been satisfactory. The exception is General Contracting where again, I don't think a young person with little to no experience in this role should be recommended (my opinion). My "yeses" are not because these are common trades but because knowledge, training and experience are required in these trades in order to provide and perform quality work in old houses that are being restored or repaired. Renovation is a whole other aspect. To restore and repair old houses requires working with the house. That's not necessarily a requirement for renovation. (my opinion)
- Job/work availability. Some jobs are difficult and hard on the body and/or include exposure to toxic materials. A recommendation would often depend on the character of the person and their interests.
- People who contact me looking for work have a interest but no knowledge of window preservation...it's a huge investment to train someone even if they have the commitment to be a long term employee...
- As our housing stock becomes older, we need young people to get involved as the older professionals begin to retire, I am afraid the knowledge to help maintain and preserve historic buildings and structures will be forgotten. The dearth of eligible and properly trained tradesmen will have a deep and profound impact as to whether our communities can grow and remain vibrant.
- All that I marked 'yes' are ones that are essential and in high demand, depending on the regions. "unsure" I either see as noncritical (inter. design), or ones that somewhat low barriers of entry.
- Because there is plenty of work for young people who want to do something tangible, and interest in historic preservation could lead to a lucrative specialty.
- It is difficult to make a living in the architectural design field, which is why I would encourage a person interested in historic preservation to pursue the field in engineering or as a builder or project manager. I believe plumbers should be versed in historic preservations for how to handle clay pipes or to tell if cast iron is compromised. I would not think electricians or HVAC contractors need this training except to remind CONSTANTLY not to cut out or through any carrying members!
- As an architect, I can tell you that this field is way too crowded, and there is a lot of confusion among both students and practicing professionals as to just what historic preservation IS. Though fun to participate as an architect, as a career path it is fraught with uncertainty in terms of job security and advancement.
- Preservation trades are not generally better compensated than comparable conventional trades and have fewer opportunities for placement. Preservation offers emotional satisfaction for those who are passionate about history and often a welcoming environment for those temperamentally inclined toward meticulous work.
- These are important trades that need positions. They are dying trades so someone getting into them now can create a thriving business.
- Historic preservation relies on people who know how things were originally constructed so they can be repaired. Repair is not a generally valued skill. so, when you say "windows" I want

*someone to repair an 1860 window or make a new one to look like existing, not install a replacement window. Selling preservation as "environmental conservation and repair/maintenance" rather than "gentrification" i think is key to this sector's future.*

- *Some things I recommend because I believe there's a market and they're reasonably doable activities. Painting I don't recommend because I know most outfits that employ painters put a lot more emphasis on speed than on quality, and that's not rewarding.*
- *I think that working in the specialty preservation trades is wicked interesting, fun, and rewarding.*
- *Masonry is unforgiving and under appreciated*
- *Any job other that needs a degree (other than an engineer) is not what is needed. Hands on people that are willing to roll up their sleeves is what is needed. Some trades are more rewarding (and or higher paying) and I would tell a young person to stick with those.*
- *There is plenty of work out there for good trades people with the current shortage of qualified tradesmen.*
- *Pay to health risks, ability to manage work load*
- *some of the trades mentioned are performed by people that handle multiple skill sets ie carpenters do roofing*
- *Any field that can become a career working with historic buildings is needed, and if someone is interested I'd recommend they explore all their options.*
- *I would encourage any of these trades (except possibly deconstruction) if the young person is interested. Seems a dedicated young person could excel at any of these trades, make a good living and have a fulfilling career.*
- *Opportunity for well paying, satisfying and useful work that is somewhat recession-proof.*
- *encouragement of the youth is an insurance policy to keep old structures alive*
- *The physicality is demanding in the trades.*
- *There is a shortage of Real Estate Appraisers who might specialize in antique structures. The shortage is due to over-regulation of the lender-appraiser connection.*
- *Only hesitation comes from the reality that many skilled trades are self-employed routes. When times are good, pay is good. When the economy is poor, work is tougher. With housing prices so expensive, student loan debt, and other economic realities, it can be a gamble to join the trades.*
- *HVAC, energy, etc. signify renovation to me, not preservation.*
- *In some cases, the competition with contemporary tradesmen would be too much of a challenge*
- *I think the people in the trade should be unionized. This will standardize the cost of their work and it would help the people get to know who else is working on their specialization and they can help each other.*
- *Not everyone wants to go to an academic college and the trades have great opportunities and good salaries if sufficiently trained.*
- *All trades are in demand since before covid. Now with the public wanting more privacy within the home, trades have only increased in demand.*
- *unsure of interest for young people on how to even connect with some disciplines*
- *There are certain fields that I believe are best staffed (at least in our region) by individuals having gained experience in one (or many) specialty areas. This can be a later in life transition away from more physical work. In other words, I would not recommend a 'career' as a project*

*manager-I would recommend working in a field that gives a great deal of exposure to various projects and collaborative environments. We don't need 25 year old project managers who have never worked on poorly run jobs. We need people who have gleaned information from all trades through interaction and mentoring, who then become involved in project management. I feel similarly about most 'design' focused positions-they should be an outgrowth of experience with vernacular methods and materials.*

- *A home is one of the largest investment on makes in their lifetime. I think all trades people must be trained in their crafts & carry certificates too.*
- *Most of the trades can be used on non historic projects*
- *Good pay and can't outsource these jobs.*
- *Since I have not been able to find decent paint for the last number of years, I would think a painting contractor would not get a lot of satisfaction over time regarding durability and maintenance of a completed job. Interior design is so subjective and transitory, I don't think it provides the sense of accomplishment that other trades do. I also think it is a source of great frustration to the designers to try and accommodate clients that are capricious, and in the market that hires them, pretty flaky*
- *I would recommend all the building trades.*
- *Certain trades are in such high demand here with gentrifiers coming in and building new homes or gutting old home and there is very, very limited access to middle class people who need moderate work done on their homes.*
- *It's all geographically specific. They may need to move if they want to work in that specific field. But the work is out there.*
- *Yes to all those in hands on trades. Assuming those who go into architecture, engineering, etc. would go to a university of sorts and work with those in the trades.*
- *With the gap in the market, there is certainty for a productive career. I believe strongly that each of these disciplines require an emphasis in soft skill, such as business management; finance, marketing, regulatory compliance, etc.*
- *All trades have career paths and pay well and will only get better as the average age of tradespeople increases.*
- *I tried to pick trades that work in both preservation and other contexts. The opportunity to be "the" specialist in an area may be limited by the market and thus creating preservation sensitive and skilled practitioners who can function in NHs traditional built landscape and the new build world make it an opportunity that may offer more than just a "living wage."*
- *N/A*
- *Some jobs require a lot of physical work, low skill and therefore do not pay well as a career.*
- *Restoration carpentry can be more than a job, it's a livelihood. I believe we all really want to contribute. Preservation needs to take new avenues, different approaches to be appealing.*
- *I think all of these trades are critical and a young person can make a living at them. Sometimes, this may require the person to travel substantially however. So understanding that while an electrician or HVAC technician can find local employment in most places, a decorative painter will probably be required to travel to remote project sites.*
- *Houses/buildings are always going to need work, repair, renovation. Architects annoy me and seem mostly about ego. Engineers and carpenters, builders understand what actually works.*

- *There are plenty of people with degrees. There will always be people who want to work inside or at a desk. We need more people in the trades. We need people to swing hammers and feel proud of the fact that they are hammer swingers.*
- *I think there will always be a need for these trades. Furthermore, part of educating property owners and about the importance of utilizing preservation trades is having people available to do the work. Many rural areas in the U.S. lack tradespeople trained in historic techniques, so even people who want to utilize them have trouble finding someone to do the work.*
- *Trades work is challenging, satisfying and lucrative.*
- *There has to be some melding of available positions with leaders willing to take on a person wanting to learn with potential job growth and ability for work to be a career and not just a job*
- *Some trades don't pay a livable wage and/or are dangerous*
- *I would recommend any of the hands-on trades to a young person. Some of the trades - GC, PM etc. are better for people who have had actual hands-on work experience.*
- *I would recommend a trade that connects a young person to work of recognized social value and community connection, which comes with appropriate funding, sound management, positive messaging. I would not recommend a trade that requires hard physical labor accompanied by poor training, poor remuneration, and little social prestige.*
- *Traditional building trades (such as carpentry, masonry, plastering, painting) involve architectural history, traditional and contemporary means and materials, many other elements that provide interesting and rewarding work. Mechanical work, while it can have a significant impact on a building, seems likely less engaging.*
- *In my work it is clear there is a demand for these types of general and specialized trades in historic preservation, that would result in an individual earning a livable wage while contributing to projects that impact communities (rewarding).*
- *My preferences lean to what I am involved in. Also my 24 year old son's interests, he has worked for me full time for six years and his interests tend to mirror mine, preservation work is more fun for him than the mundane general construction. It is somehow more rewarding working on old buildings up close and personal.*
- *Each trade has importance and each tradesman with training is an area suited to them could provide career fulfillment. Mentorship would be important.*
- *All of the trades listed, I would recommend, because there aren't enough professionals out there! We live in Saratoga Springs, NY which is known for its immense amount of historic homes and it's near the state capital of Albany, NY. Yet, these facts do not mean we have many skilled craftspeople. Every single person has been male (no females). And very few actually specialize or have a reputation in historic preservation.*
- *Right now, I am the only preservation contractor in the upper third of Maine. We are in desperate need of others who are able, willing and qualified to take on this role when I retire. In order to meet the preservation needs in my area, I have had to learn about all of the specialties in your list above. I'm booked solid for almost 2 years and am still getting calls to do more work.*
- *An open book seems like lots of opportunities...*
- *Any trade is a great option for anyone!!! always a demand*

- *I think that all of these will be (and are) in high demand, depending of course on the location of the person. In towns with a focus on historic preservation and an abundance of old houses that people want to keep up, these will always be in demand.*
- *Certain trades are already full/ conventionally organized*
- *I would recommend any trade to a young person because there is an endless supply of work.*
- *All of the above are necessary trades and need more workers.*
- *High demand for electricians, plumbers and builders in southern Vermont (at the moment). Also high demand for roofers, masons and structural repair specialists*
- *Recommending a trade to a young person requires a belief that they will be able to make a living at this job and enjoy the lifestyle. Programs which compensate older tradespeople to offer internships or training programs would help both the new and experienced*
- *I think there is good money to be made in plumbing, electrical, and other common in-demand trades work. If you don't mind working occasional weekends and having to respond to late-night emergencies, there can be a good amount of schedule flexibility and autonomy in these career paths. The work can be challenging in an interesting way.*
- *Would recommend ONLY if career path started with real training*
- *Would recommend any listed above as "YES, recommended", for the variety of work, long term outlook for work, good income, creative work*
- *I believe trades are one of the most undervalued career paths in America and more young people need to look at them as a viable career path in place of a four-year liberal arts degree*
- *Roofing: dangerous working conditions, weather-dependent. Plastering and Ironwork; while needed, no real future developments or demand, limited to preservation activities. Insulation: will be a growth industry, but the actual work is miserable no matter what materials are involved.*
- *I would recommend any of these trades as areas worthy of consideration. Ultimately the decision must be that of the individual and the reason why they might choose a particular area in which to specialize may not have anything to do with the reasons why I might make a recommendation! That said, it is clear that certain trades offer better pay and conditions; the market tends to dictate this to some extent but there is also a strong cultural influence (both at societal level and within each trade). I would like to see better pay and conditions for tradespeople in general; some of the trades are very hard physically yet they are often poorly remunerated.*
- *Working with one's hands is rewarding and highly skilled workers in restoration and preservation are few and hard to find*
- *Demand and job security and wages*
- *These jobs aren't being sent offshore and are interesting. The work is also gratifying. See the Timber Guild (and the TFEC). All the contractors are hiring.*
- *Certain trades are not in high demand*
- *Any modern trades I don't recommend unless specified for safety hazards such as electrical and or plumbing but even those trades have very careless people whom do not care about the preservation aspect of the home. Carpenters don't even know how to make a tenon anymore and masons don't know what lime mortar is. If they do they don't care to use it.. There is an issue.*
- *Ability to grow skills and advance themselves personally.*

- *They all need young people coming in and they all offer good career options for those who are interested in them.*
- *Masons to be the most in need and the least trained and the least available*
- *I don't know what options exist for training in any of these fields. And I don't know of any existing people that are offering apprenticeships.*
- *Interior design is not an absolute like heating or plumbing.*
- *Career counseling, like education, is all about "fit," it isn't abstract. You need to get to know the person and their broader lifestyle choices. Some so-called professions are just cons (e.g., the new window/energy efficiency rip-off), while others, like doing real historic window repair, are part of larger skill sets. Yes/no answers are rarely appropriate when careers and training are involved.*
- *I think all the trades offer good opportunities for a career. In an area like mine a skilled tradesperson can switch between historic preservation work and newer construction as the jobs are available.*
- *I chose more specialized trades that I thought would be a long-term benefit to the young person and our state's needs.*
- *We could use anyone and everyone. Once someone gets into the preservation/restoration field he or she may find a different area of interest than they started with.*
- *Need hands on careers*
- *All the preservation trades offer the opportunity for growth and professional development. Personal fulfillment and absence of pride.*
- *All the careers listed offer the potential for a lifetime of employment, good work, and fulfilling relationships with clients.*
- *The trades that I indicated I was unsure about encouraging someone to pursue, are trades that I don't have enough information about or experience with*
- *In all of the trades picked as "yes" above, in general there is a need for more people in those careers and specialization in historic methods & materials would add to more excitement to enter those career paths.*
- *If someone has the aptitude and eye hand/coordination for construction and preservation trades, I believe she/he would make a good living and have fulfilling and meaningful work.*
- *Some I don't know about, and it's fairly easy, within my experience, to find craftspeople. There are very few people who understand lime plaster, tons of electricians....*
- *It's an uneven and often difficult profession because the nature of the work. I recommend any trade that requires a state license because the economic benefits are much better. I also believe anyone who wants to be a consultant/administrator or architectural historian needs to cross over from academia and pick up tools for hands-on experience. A combo of education and hands-on training is ideal.*
- *Electrical, HVAC and interior design, lighting design are not facing shortages. Project managers are best when they are brought up through the trades. Pay is low for insulation. Work is spotty for materials conservation and some colleges continue to produce more graduates every year which cannot find employment.*
- *Pretty much all of the trades can be a great career path to the interested young person*



- *I would recommend the trades to a young person because it gives pride in seeing projects being developed, created and (re)constructed and those projects will continue to be there for a long time*
- *We have too many architects and interior decorators who have no respect or understanding of historical architecture.*
- *Arch and design - low initial pay and chances you will never leave your cubicle Painting - hot, thankless, dangerous work*
- *I would recommend because there are shortages in all of the trades.*
- *Lack of jobs or industry support of women, nonbinary, and trans people.*
- *Some trades are more physically demanding so I would not recommend*

**Q23. In your position, are you commonly asked for referrals to (other) preservation trades professionals?**

<b>Response</b>	<b>%</b>	<b>Count</b>
Yes	72%	171
No	28%	65
<i>Total</i>	<i>100%</i>	<i>236</i>

**Q24. What trades or types of specialists are you most often asked about for referrals? (ex.: windows, masonry)**

<b>Types of referrals (tallied from open-ended answers)</b>	<b>Count</b>
Masonry	101
Brick masonry (additional mentions)	2
Window installation/repair	67
Carpentry	59
Plastering	32
Painting	27
Electrical	18
Roofing	17
Slate roofing (additional mentions)	8

General contracting	14
Timber framing	10
Interior finishes/decorative finishes	9
Engineering	9
Architect	7
Historic building restoration	6
Foundation drainage/repair	5
Structural rehabilitation	5
Barn restoration	5
HVAC	4
Stained glass	4
Door repair	3
Flooring	3
General interior work	3
Iron/cast iron work	4
Landscaping/gardening	3
SOI/Secretary of the Interior standards	2
Architectural salvage	2
Excavation	2
Gutters	2
Millwork	2
Stonework	2
Cabinetmaking	2
Stonework/dry stone masonry	2
Antique dealer	1
Architectural metals	1

CAD	1
Chimneys	1
Conditions assessment for historic buildings	1
Copper craftsman	1
Deck repairs	1
Decorative painting	1
Energy audits	1
Fencing	1
Fire suppression	1
General exterior work	1
Glass work	1
Kitchen and bath	1
Lawyers/legal	1
Lead, arsenic, air quality, health issues	1
Metalwork	1
Moving companies	1
Railings	1
Rot repair	1
Siding	1
Stone foundations	1
Tax credit consultation	1
Wood stove repair	1

**Additional Comments:**

- *It varies.*
- *Otsego county has no skilled masons who are available and will show up to an estimate.*
- *I largely do all phases of work myself when possible, so am often only referring people to licensed trades.*

- *Everything having to do with repairing and restoring an old house. Our house has needed everything, so I've dealt with a wide range of specialists...windows, carpenters, painters, flooring, roofers, electricians*
- *It depends.*
- *We have an Instagram account for our old house with 12,000 followers. We were asked about our masons, our wood stove restoration, and general contractors. We have personally asked other local old house accounts for plaster professionals and historic flooring professionals.*
- *I am constantly approached asking for skilled tradespeople*
- *Referral requests are across the board. Every request is different. I am often asked to do architectural forensics for homeowners who want to verify another tradesman's report of work needing to be done and/or what parts of their building are original/historic.*

**Q24b. Are you able to confidently recommend other professionals in your area when asked for referrals? If not, why is this? (ex.: there is a lack of electricians in my area with preservation knowledge; it is unlikely that they will be able to take on new clients this year)**

- "Yes" responses (without elaboration) = 18
- "No" responses (without elaboration) = 2
- *Are you able to confidently recommend other professionals in your area when asked for referrals? If not, why is this? (ex.: there is a lack of electricians in my area with preservation knowledge; it is unlikely that they will be able to take on new clients this year)*
- *lack of licensed plumbers in our city. Lack of Masons - backlogs of years.*
- *Often no, as their prices are out of the budget, they are booked out too far in advance, or do not have the qualifications in preservation work*
- *Yes, we have professionals to recommend, but they are often booking out 6 mos to a year.*
- *Main issue is that the best known experienced professionals are unavailable and there is not a deep enough bench to pick up new work. Hard to know if a mason for example who is given to me as an referral will bring the level of expertise needed to the job.*
- *Not within my area, no. There is a lack of preservation professionals in midcoast Maine and everyone who is any good is booked 1-2+ years due to the onslaught of work since COVID and the lack of workers.*
- *Yes I can, as we work closely with certain contractors.*
- *No; a dearth of masons.*
- *There is a severe labor shortage in my region. I am unable to link people to these services because of this.*
- *Yes but they are busy.*
- *Sometimes but not often*
- *No because there are few that qualify and they are booked for ages.*
- *Yes because we have a small circle of preservation professionals and tradespeople that we support and recommend to one another*
- *Yes, but they are so far booked out at this point that a person being referred may have to wait 2-3 years for a project to start*

- *I have a short list of professionals in most fields that I can confidently recommend, but too often the majority of them are able to take on new clients.*
- *yes. I lean on the Preservation Alliance for referrals and their directory.*
- *The good professionals are in short supply. Availability is an issue*
- *I know the subcontractors (plumbers, electricians, painters, timber framers, HVAC, etc) that we hire at my non-profit and would recommend them to anyone who asked, but from what they've said it seems like they're usually pretty booked. I only know of one person who specializes in windows (and don't know him well), so I don't have many recommendations about that, despite being asked about it probably more frequently than any other trade.*
- *I don't know many other professionals in my area*
- *I generally use firms aligned with preservation organizations or have received awards from preservation organizations and ask preservation architects.*
- *I send them to our local preservation foundation*
- *Not really, everyone I know is very backlogged*
- *I only recommend folks I have direct experience working with of have seen there work is of sufficient quality.*
- *No. as a trained preservationist, there is a lack of building professionals with preservation knowledge. all architects and contractors seem to think they are the best, minimal understanding of preservation concepts. NJ based*
- *Usually I have to recommend people from the Portland and southern Maine area due to a shortage of qualified preservation professionals in other parts of the state.*
- *I always have a few people I would recommend, but there schedule is usually as busy as mine. So there is Definitely a shortage of actual master carpenters/craftsman*
- *window people are booked out 6 months or more AND there are few whose standards are sufficient for referral in my opinion...*
- *Some are booked out when beyond the year, covid turbelence has kept folks overwhelmed and reactive, supply chain makes quick turn around jobs nearly impossible*
- *My home is on an island. There are a very few qualified (that is, genuinely capable) professionals there. Instead, everyone does some electrical, plumbing, carpentry, but everyone has an opinion. Obtaining expertise is difficult, even impossible.*
- *I often recommend the same people, who then become overwhelmed, overcommitted, and unresponsive.*
- *Not at this particular time unless the client is able to wait.*
- *There are very competent window restoration craftspeople but they are not in my city or nearby. Some even come from out of state. I'm grateful that they will do this, but it certainly drives up the cost and affects the schedule.*
- *Yes, but the number of trades people I'll recommend is very small based on quality of work, price and work ethic.*
- *Usually but not a huge pool to present.*
- *The number and level of quality of people who can save and rehab historic buildings and their features well do not match the quantity and quality of needy projects.*
- *Sometimes. Often I refer a caller to another tradesperson, even if that isn't their specialty to see if they know anyone. We do historic window restoration and fabrication, so most often need*

*masons for brick and stone openings. if someone needs a roofer, I have two or three go to people who are out of the area but I know are good. If the job is too small, I rely on them to send the person looking for a roofer to the business with the right scale for the job.*

- *Some. I know a few good people but they also have pretty narrow specialties and long wait lists. I know one big contracting firm that's trustworthy and often has openings, but they're pretty expensive.*
- *Lack of knowing people in my area*
- *A severe lack of electricians with preservation knowledge*
- *I have a smaller and smaller pool of qualified people to recommend; many are retiring without someone coming up behind them to learn the skills*
- *I am able to recommend specialists, but they are busy and may not be available.*
- *I am not fully acquainted the whole range of preservation professionals in my area, but can often make a referral to someone else who might be.*
- *Generally in most trade categories*
- *usually, if have worked multiple jobs or know through reputable contact*
- *mostly*
- *Yes- can recommend with the qualification that work is plentiful and backlogs are full.*
- *yes, in carpentry, window repair, general construction*
- *We cannot make recommendations. We refer people to the NHPA directory.*
- *I am often not able to offer contractor names because of lack of trades persons in the area, or knowing that the few I am familiar with are booking 1-2 years in advance. This is definitely more of an issues in the northern part of NH and in rural areas, but many trades are in short supply even in the larger towns and cities in the southern part of the state.*
- *Not really. Mostly because those with the knowledge and willingness to do preservation work are "trying to retire" or have a big backlog and can't get to projects in a timely manner.*
- *Yes, from experience working with them*
- *Yes, but I know they're all very busy and can be selective with their work.*
- *I do recommend people for windows, slate roofing, and carpenters but they are very busy. Harder to recommend painters and masons because I'm not sure of their preservation expertise.*
- *There are definitely few if any masons in my area with preservation knowledge. In general there are few preservation professionals at all, and the one I trust is sooo busy.*
- *Scarcity and too often the distance between job site and the location of the tradesman is too great to make it workable. This is probably the largest problem.*
- *Yes and No. Have had some bad experiences with poor contractors selling themselves for things they could not do. Other contractors have been wonderful. Most professional preservations are scheduling 2 years out and will only take on big projects. Window restorers may be good but are super expensive. Some bog guys have big egos and want to make all the decisions instead of listening to what you want to have done. Lots of electricians, HVAC people but many are not good. Lots of turn over at some companies so the contractor you hired at one company shows up to do the work with the next contractor you hired.*
- *Yes I'm able to recommend, although new customers may go on a waiting list.*
- *Sometimes I can, but the good ones are booked a year in advance*

- *NO. It is becoming increasingly difficult to confidently recommend professionals, mostly due to lack of supply. I find that tradespeople can actually be less interested in being a 'house' professional for contractors, and more geared to picking and choosing jobs from the 'retail' client. There is less obligation, more ability to select from among ample jobs as suits schedule, etc.*
- *Yes; I first asked trusted neighbors their opinions. Once I met a great trades man ... I bounced opinions for future hires off them.*
- *Yes. Have been able to locate some wonderful tradespeople.*
- *There are so few*
- *No. Few have any freeboard to take on new work.*
- *I can recommend people, but they are all pretty booked. I've had really good luck with electricians, plumber, carpenters, painters, insulation, masons. They are having a hard time now due to materials shortages.*
- *Work backlog*
- *There is no one I'm comfortable recommending for most ironwork (particularly restoration/preservation)*
- *Yes, because I am involved with teaching the International Masonry Institute (IMI) Historic Masonry Preservation Certificate program and other upgrade training programs such as terra cotta, Guastavino vault, stone, historic lime mortars, etc. and know who to recommend.*
- *Yes, can recommend an electrician, a carpenter and pest management contractor who specializes in preservation. No to HVAC and plumbers*
- *As a government employee, I am prevented from making referrals, but always recommend contacting local NFPs*
- *I have recommendations in every trade, but their availability is lacking in my area. Very few tradespeople have immediate availability or can even take on a project in 3 months.*
- *Yes I can recommend referrals, but I may not know their backlog.*
- *Lack of barn preservationists*
- *Not usually, we end up doing much of our own work.*
- *As a general contractor and preservationist. I encourage and guide sub contractors to sensitivities of restoration projects*
- *Sometimes, but there are not enough to go around and we often ask the same contractors to bid on projects constantly.*
- *Lack*
- *No. There aren't enough to recommend. The ones I know of are all booked,*
- *I pass these requests along to my colleague who recommends the professionals, so I'm aware of the demand but not who the local preservation professionals are. I do know we sometimes recommend people who aren't quite local but are willing to travel.*
- *I don't know of any other masons in my area who take residential/smaller historic site work and are knowledgeable about caring for older brick and stone.*
- *I can recommend a few people, but the tradespeople in our area are incredibly busy and have tremendous wait times. There are not enough vetted people to take on new jobs are refer.*
- *Yes, but I also know that there is often a backlog*
- *Not always; there are lots of builders but not many are worth much*

- *Yes, the Stone Trust maintains a professional membership of Dry Stone Walling Association Level 2 Waller Certified professionals. We refer projects to them. Timing, however, may be an issue; as with other contractors, dry stone wallers are fully booked at present.*
- *Very little interest in preservation in my area.*
- *My service area is statewide, so I am confident that I can provide the contact information for a professional within the state, but I am not confident that they are willing to travel to a project site and/or if their project back log would allow them to start work within the year. There are also a number of specific trades where there are only 1-2 professionals who can provide trusted results.*
- *No because of the shortage of tradespeople and material.*
- *We are able to recommend a mason, but sometimes his waiting time is 1 year. We are able to recommend a roofer who specializes in slate that we love. We have had absolutely horrible experience with HVAC. No plumber has called us back for months - It seems plumbers are especially hard to come by. We know of historic painters that we liked interacting with. We know of a historic flooring guy but we did not like his assumptions about how our house was (we disagree), but he seems to be the only local option that can do historic floors. The painting company that supposedly does plaster work and came recommended never gave us an estimate. We would be willing to get people to travel here from other parts of the northeast if they're great and good at historic preservation work.*
- *No, none to recommend*
- *No, shortage of everyone*
- *Some...but most of the good ones I trusted have retired.*
- *Not really, it is difficult to find skilled people that aren't booked solid or extremely high cost.*
- *Only occasionally*
- *It depends on geography. There is a dearth of qualified professionals in the far reaches of our state. In more populated areas, the folks we recommend have extremely long wait lists.*
- *No. Number of qualified contractors is limited. Also not confident the contractor will have the capacity to respond in a timely manner.*
- *Yes, and best when the company or agent has a list with many choices and contacts so that there is no expectation of liability for the performance of the recommended pro, As a Realtor, my recommendations are uncompensated. Specialty trades do well to promote themselves to real estate professionals and explain their offerings. Being available to offer estimates is helpful for buyers considering renovation projects. Banks and lenders are also a piece of the finance puzzle and some have programs for historic preservation. Nurturing these relationships is important for those selling historic homes*
- *Some trades (carpentry; windows; etc.) = confident. Too many unqualified contractors claiming HP knowledge/experience that just isn't there. I recommend against as often as for certain contractors.*
- *I recommend them, but yes, the ones that work well on old houses are MONTHS out, if they even have the time to return calls. I usually have to call back for a month to maybe get a response, then 2-3 months out- even before the pandemic work surge.*
- *Yes, I have come to know professionals through my years as a project manager before working in preservation*



- *Few*
- *Masons are aging out, the last trade training program shut down a few years ago. Deconstruction doesn't exist except for a couple carpentry and excavation contractors who are willing to carefully dismantle structures; most just want to bulldoze and toss everything into a dumpster.*
- *Yes, generally*
- *Sometimes. Most often they are too busy to take on new work or don't call back potential clients. When that's the case I'm hesitant to refer them again. I hear that complaint from some of my clients that companies that they're interested in working with do not get back to them or can't get to their projects for close to a year. And often the cost of projects these days have skyrocketed and the budgets have ballooned to a point where projects are now put on hold. Staffing always an issue.*
- *Definite not enough masons, I always encourage fixing wooden windows rather than replacements, carpenters I know*
- *As an engineer, I can't provide recommendations or referrals, but I can provide a list of contractors performing a type of work in a general location.*
- *Everyone is too busy and people are retiring*
- *Severe lack of preservation trades workers in central Maine*
- *Not without having the customer be out on a waiting list.*
- *I work in all of Maine and some areas are well covered and others not at all well covered.*
- *There is a lack of masons, I can only recommend one and he is usually too busy.*
- *we have a handful of people that we work with, however they are in their 70s or are completely booked solid.*
- *Lack of qualified contractors, long backlog times*
- *No, our area lacks for good professionals and lacks for customers who really understand historic preservation and the value of good professionals (maybe there's a connection there?!).*
- *There are very few reliable professionals in New Hampshire to do preservation jobs right.*
- *We have a distinct lack of qualified hands-on professionals to deal with preservation projects*
- *--I only refer those whom I know would be excellent choices.*
- *At this point in my career, almost everyone I knew has retired or died.*
- *I have only a few tradesmen I would recommend, most are masons or carpenters*
- *lack of all of the above*
- *I am due to my extensive network. Yet the need for more people is greater than ever.*
- *No; Lack of professionals in the region*
- *Not many that advertise any specialization in historic preservation, and those that do are few and far between or too far away.*
- *I can usually recommend 2-3 people, but their availability is limited.*
- *availability.*
- *I only can refer in a few areas and have to warn that there is a shortage*
- *Most of the time, but the waiting list is really two plus years for most highly skilled individuals.*
- *Rarely. There is a limited knowledge among the trades with building conservation. Generally I need to collaborate with them*

- *I am very confident with the timber framers/window repair specialists I recommend, but realize that they're all booked solid. Engineers are much more difficult, as I don't know that many in my area with strong preservation knowledge. I'm also having more difficulty in finding preservation-friendly painters: we have tons of painters in my area, but most think that power-washing is the key to prep and just aren't educated in preservation.  
Yes, but they are usually very busy*
- *There are few professionals I can recommend, as they are not properly trained or have historic preservation experience. Many today do not follow the Secretary of the Interior's Guidelines for Preservation. If I find a seasoned professional for one of my projects and observe their work and work habits, I do recommend them.*
- *Not really as most of my go to recommendations are over booked and or are close to retirement and are selective about work they take on now.*
- *Only have one of each that I can recommend. I tell people to wait for them*
- *Yes. My network is national and will travel for work*
- *there are not a lot of roofers to choose from when it comes to historic roofing materials*
- *There are too few people who will tackle doors. Not many carpenters can adequately address rot issues.*
- *I can recommend but it's unlikely they can get to the work in a timely manner.*
- *Sometimes I can but not always because sometimes I don't know who to recommend.*
- *I have referrals, but they are too busy to do the work.*
- *Nope, there are few who do this well and their project schedules fill up quickly or other professionals will tell them its best to replace historic fabric like windows because its "cost effective" when the data doesn't support it.*
- *We are a general contractor with 15 employees who only works on pre 1850 structures (mostly houses & some barns). No one else operates on the scale we do. We have our subcontractor needs addressed, but there's not much else out there.*
- *No. Lack of competent preservation carpenters, masons, roofers and painters.*
- *Yes. However, the folks that make the requests do not have a realistic idea of appropriate compensation*

**Q25. Please rate your level of agreement with the following statements.**

<b>Preservation statement</b>	<b>1 (strongly disagree)</b>	<b>2 (disagree)</b>	<b>3 (neither agree nor disagree)</b>	<b>4 (agree)</b>	<b>5 (strongly agree)</b>	<b>Mean</b>	<b>Total responses</b>
I believe that historic home and property owners understand the importance of preservation trade specialists.	7%	27%	15%	45%	6%	3.15	218
I believe that more home and property owners are becoming interested in historic preservation.	7%	11%	23%	48%	11%	3.47	206
I believe that demand for the preservation trades is growing.	4%	5%	16%	40%	35%	3.96	206

**Q26. Please rate your level of agreement with the following statements.**

<b>Career Statement</b>	<b>1 (strongly disagree)</b>	<b>2 (disagree)</b>	<b>3 (neither agree nor disagree)</b>	<b>4 (agree)</b>	<b>5 (strongly agree)</b>	<b>Mean</b>	<b>Total responses</b>
I believe that preservation trades can provide an interesting, fulfilling, and profitable career path.	2%	1%	2%	23%	72%	4.64	218
Young people lack knowledge about career possibilities in preservation trades.	2%	2%	3%	29%	64%	4.50	211

Young people are often discouraged from exploring careers in trades (not limited to preservation)	1%	6%	7%	28%	58%	4.35	207
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**Q26b. For tradespeople only (choose your level of agreement with the following statement):**

Career Statement	1 (strongly disagree)	2 (disagree)	3 (neither agree nor disagree)	4 (agree)	5 (strongly agree)	Mean	Total responses
I am satisfied with my chosen career.	2%	0%	2%	15%	81%	4.75	65

**Q26c. (Optional) Please explain or elaborate upon your answers from this section.**

- *High schools have removed shop classes from the general curriculum, thereby preventing many students from discovering their skill set there or their love of the craft or the trade. Only students who are not academically promising are steered toward the trades. Along with the trades should be some basic training on how to run your own business.*
- *My sense is that in general many students who could make a contribution in preservation trades are discouraged from entering the field. They tend to discover it on their own.*
- *I always tell people, this is the best thing I can be doing that pays well enough to survive. Would I rather be fixing antique canoes and building flyrods...yes but it doesn't pay. This career gives me fulfilling work that allows me the freedom and flexibility to do the things I love on the side.*
- *The trades, I believe, are interesting and fulfilling but I don't think they are profitable which is a big deterrent.*
- *I didn't realize the trades and preservation was an option until after I had obtained a bachelors in an unrelated field. I was not encouraged to go into the trades at all. It should be more encouraged.*
- *As a society we do not advocate or praise the quality of work in these fields as admirable career paths.*
- *I myself was deterred from pursuing a trades career because the work would be "too hard" and it was "man's work". Women in particular may benefit from feeling confident that they have the skills to also be a trades professional*
- *Seems that the trades are not encouraged*
- *I don't interact with many young people, but I was young not terribly long ago. I was never discouraged from exploring careers in the trades, but I was certainly never actively encouraged to do so during my schooling (I'm also a woman who went to a girls' middle/high school and a*

*liberal arts college). That said, my parents did encourage me because they knew it could be a stable and interesting career. As for my level of satisfaction, that's probably more a factor of my indecisive and ruminating personality than my current work.*

- *Preservation is often dirty work. My come up-ins was in slate roofing. High schools need to have successful preservationists show slides of projects that they have done and how interesting and challenging, rewarding they can be. Also the benefits of working outside, moving your body not being sedentary behind a desk. .An appreciation for the decorative arts. Mike Rowe has proved many skilled professionals in the trades earn great wages to raise a family.*
- *Growing up in a wealthy area around Boston, I had no idea that trades were an option, and everyone certainly looks down upon trade schools and anyone not going to a 4 year liberal arts school. I lucked in to finding NBSS and having parents who did not force me to go to a 4 year college*
- *I re-entered the trades (I'm a carpenter) at 38 years old after 10 years in law/policy/politics. It's been great, highly recommended for others especially younger people*
- *I studied history as an undergraduate at a major university. It wasn't until 5 years after graduation that I realized I could work in the field of Historic preservation. Most undergraduate schools do not include historic preservation as a potential career path for current students studying history or related fields. This should be addressed*
- *I think trades are undervalued across the board due to a lack of awareness by the general public of how important, diverse and complex they are.*
- *I hope you receive enough responses to get a clear sense of how important proper training is for those of us in the business....*
- *Too much emphasis on overpriced college degrees. Preservation trades are needed and can pay decently, without incurring debt, but don't get emphasis or respect.*
- *Trades can offer unending growth. They can offer considerable financial reward. And pride and sense of worthwhileness and community appreciation.*
- *Most capable kids are convinced that college will be the best option for them. Other paths need to be publicized and encouraged, such as trade school, apprenticeships, and on the job learning.*
- *I do not think it is possible to be profitable with a career in only the preservation trades. You need to be able to work in a variety of environments. I do think you could make a living focusing solely on brownfield sites, but that is not what you have asked.*
- *I think trades are making a comeback which is great. I know lots of young people who are welders, mechanics, carpenters. I don't know that preservation has benefited the same as other trades from this slight resurgence.*
- *I'm still figuring out how to set myself up to get the best out of my time/work, both for efficiency and enjoyment (which are linked!).*
- *New historic home owners seem to be cognizant of the value of preserving the integrity of their property.*
- *I feel that kids are taught to go to college to make more money! Restoration is hard work and most parents don't want to see there children working hard!*
- *I love working with my hands. I love that my craft is something no one can ever take from me. I love that I get to be outside everyday and help create/restore/preserve our old buildings. I get to*

*make sure that the masons who set these stones before me will have them standing for years to come.*

- *I have the best job IG: @hoaglandrestoration*
- *Public discourse concerning post-secondary career planning tends to focus on college.*
- *Options for trades training aren't emphasized in high school*
- *I believe increased exposure to the preservation trades and its benefits of a fulfilling lifestyle would be a great help in increasing the numbers of young people entering the field.*
- *Not too sure what the youth of today are thinking about preservation.*
- *I'm a romantic. My trade choice has been a great adventure. The difficult part is finding a worthwhile partner who believes in your choice. I did.*
- *Young people are unaware of the opportunities in preservation.*
- *We've made college the only option for "smart" kids. High schools that send fewer kids to college are ranked lower in many circles.*
- *There is an emphasis on new construction vs. preservation.*
- *most young people are unaware of the preservation trades in general*
- *Yesterday, I heard a person mention "we lost an old in town to neglect". The comment sounded like a personal loss. Shame to hear but touching to those who heard the comment. It came from a 30's something male.*
- *Love the job hate the paperwork*
- *It is important to have a passion for one's career to be any good at it. Understanding the value of what one does is also really important. I think trades are not as highly valued as they should be.*
- *There is lack of concern of preserving the past in America.*
- *I would strongly agree with the final question of satisfaction with my chosen career, however the main issue for many of these questions issue being able to find and access the right demographic of people who understand and do not argue with the price point of what real, hands-on trades work costs. Price point has been a major issue and I am always struggling to be able to do my job within the realm of high cost of materials, not to mention inflation, and the labor time it takes that most people do not understand.*
- *We don't promote trades in a positive way to young people, especially to women and persons of color. And we don't make it easy for women and POC once they choose to go into trades, therefor ruining their chances of staying. We really should be doing better!*
- *Significantly more time spend chasing down materials and frequently finding larger contractors hoarding standard size fasteners, nails, etc.*
- *This really depends on the local market and experiences of the people that influence young people*
- *OK. We have had a culturally encouraged bias about the "trades" whether traditional, preservation or main stream. In all cases, whether automotive, plumbing or preservation, we need champions, mentors, educators and experiential opportunities.....starting at middle school!!!!*
- *There is so much push for kids to go to college. The influencers do not appreciate that young people can have a rewarding career/ownership without incurring debt!*
- *They don't know what work is yet*
- *Certainly there is a greater need to promote and embrace preservation.*

- *Despite the work of several organizations (mikeroweWorks for example), I think generally these types of organizations are preaching to the choir. The idea of spreading the trades means one needs to reach the people who believe college is the only path to making a living for a family.*
- *From an early age, most American children are directed in school and through cultural messaging to a very narrow spectrum of livelihood fields. They also go to schools focused on the college pathway, which limits opportunities for examining other modalities of learning and other societal needs and employment niches. Knowing that you could pursue a preservation trade could only come about serendipitously. Even then you might wonder if you could actually make a living at it.*
- *College is the most frequently suggested path, but I think this is changing.*
- *My husband is from Germany where people either pursue a professional job or often become certified as a master of a trade. People can make a good living there as a tradesperson and have a valuable skill. In America, we do not give these certifications as much, they're not as visible, they're not taken as seriously, and sometimes it's way too easy to get them (though I suppose that could be because we so desperately need more tradespeople).*
- *I love what I do. (And people give me money for it!) Every new project I take on tells me the stories of where it has been in history. I can't imagine doing anything else. It is immensely satisfying to help bring a historic building off of the endangered list so that many more generations can enjoy it.*
- *Public high schools do a poor job of allowing college track students the opportunity to explore technical education. The division/barrier between academics and technical education needs to be changed.*
- *Millennials were broadly fed the message that if you were smart and driven, you would go to a four-year college and pursue a career stemming from your major. Many of us are now realizing that our builder and tradespeople friends make double our own salaries. But even if more people start to see trades as being respected, viable career paths, they may not know about the special considerations of historic buildings.*
- *If they're not aware at least generally of career opportunities, they're probably not cut out for this field.*
- *There needs to be more Public Service Announcements and advertising in all media on the rewarding work and available work in specializing in old house restoration in New England, as well as educating home owners in the VALUE of old homes and preserving them- NOT gutting them and throwing out all the embedded energy and old growth wood and irreplaceable details.*
- *In America, there is a certain opinion about "blue collar" work that it is less desirable or you will find less success but I find that most trade professionals often make more money and those in unions have better benefits than those of us in typical 9-5 office jobs.*
- *About 30 years ago public education began to discontinue trade/industrial arts education, thinking all students were going to sit at a computer terminal. Now we have unskilled persons charging unsuspecting people 85/hr.*
- *I believe in what I do and the time it takes to get the work done right. It's also important to educate my clients in the proper method to achieve the results they want as opposed to a quick sloppy method at a cheap price. When the latter is requested I'm not the studio to do the work.*

- *Traditional materials, skills and techniques are proven to last longer than the modern material of today's society.*
- *Again, I have no idea what currently exists in terms of preservation trades programs. I think in general, people are discouraged from trades careers and that more emphasis is put on white collar jobs*
- *To repeat what I already wrote in response to a previous screen, the U.S. has a long-term (many generations) prejudice against hands-on occupations.*
- *The entire construction field and other manual labor type jobs are not cool any more*
- *Saint Francis of Assisi supposedly said, "He who works with his hands is a laborer. He who works with his hands and his head is an artisan. He who works with his hands, his head, and his heart is an artist."*
- *More young people are interested in computer sciences than trades. For some reason they think the pay is better*
- *The trades (physical work) are more looked down upon by people than they used to be. People want to go to college and sit at a desk. It's unfortunate for many reasons, not least because self-employment in the trades offers more autonomy than is found in most jobs.*
- *My experience with people who own old houses is that they have little to no knowledge or interest in researching their house's history. They immediately start replacing the "old" stuff with things that compromise the integrity of the house. I've also experienced people who run their houses into the ground because they don't have the money or knowledge to maintain the house. It takes a lot of research to find someone who has the knowledge and skill to work on an old house. If and when you find someone, it is very expensive to hire them. If there were more carpenters out there who possessed the knowledge and took an interest in helping people preserve their old houses, maybe it would not be considered a "niche" part of the profession. More competition=lower fees?*
- *Way too much emphasis is put on a college education right out of high school, now and in the past. I feel that most people just out of high school do not have a real idea as to what they really would like to pursue as a career. More options should be given to all, with more apprenticeships to allow more opportunities to see what is available for career path's. College courses or education can be obtained anytime in life once a person has a better sense of what they'd like to do for a vocation. They would be more committed at that point and would spend their money on education more wisely and economically.*
- *I don't think most middle school and high school guidance departments would think of specialty trades- I believe they think in terms of carpenters, electricians and plumbers*
- *Historic Preservation is not for everyone, but it is a great way to challenge both body and mind and make a decent living. It is way more interesting than computers or baseball as a career option.*
- *I have been a carpenter for 42 years. I have done everything from production framing to structural steel. I started out working on old homes in our area and 25 years ago decided to make that the focus of my business. It has been a good career and a decent living for me and my family. I am challenged every day and continue to learn new/discover new things. Lately, I have been concentrating on passing on my skills.*



- *I think that preservation trades is subset or specialized skill within the trades. To be profitable, a person might do both new and preservation jobs. Knowing the preservation trades will also influence how the trade person channels his/her knowledge of the building trades*
- *It is quite possible to make a good living in the trades.*
- *Young people see a lot of new construction but do not realize the demand for preservation.*
- *Many of our employees have college degrees including at the master's level. Often we are someone's second career choice after they have in the workforce in another occupation.*
- *Careers in trades carry less prestige than many other fields.*
- *Building homes for people is the most rewarding job I can imagine. Creating space for life is unmatched*

**Q27. What do you think are the primary advantages or benefits of having a career in preservation trades?**

- *Respecting history*
- *The inventory of historic buildings is such that it seems there is a demand that is not shrinking for the skills needed to address the needs. The skills needed to address in an historic building can be put to use in new construction as well.*
- *Good jobs that are needed not only in preservation but in all trades.*
- *The jobs are interesting and fulfilling, there is a niche many people can find even under the blanket term of historic preservation, there is an active and engaging community ready to help one another at a moment's notice.*
- *Working with your hands, opportunities for either self-employment or joining an established contractor, satisfaction in keeping historic buildings and materials in use, ability to market yourself as an expert in the field*
- *Pride in work, good compensation, plenty of work where there are many historic buildings as there are in New England.*
- *Stable and reliable workflow. Better clients and coworkers than mainstream trade industry offers. Opportunity to specialize.*
- *Opportunity of performing work that will last beyond your own life*
- *I always tell people, this is the best thing I can be doing that pays well enough to survive. Would I rather be fixing antique canoes and building flyrods...yes but it doesn't pay. This career gives me fulfilling work that allows me the freedom and flexibility to do the things I love on the side. I also get to see a lot of awesome buildings, meet a lot of awesome people, and help grow & maintain a sense of place in the communities I work in.*
- *Fulfillment*
- *The work is very interesting and satisfying. Ability to work on your own home. Contributing to a more environmentally friendly future.*
- *A sense of importance for preserving our built environment and a sense of pride in an important skill.*
- *Interesting, fulfilling work*

- *Skilled expertise, specialized, can command better rates and be held in high regard akin to a college professor*
- *Satisfaction of seeing the improvements your work has made*
- *Pride in the work one can take; expertise is hard to find and therefore it is easier to become a star in one's field; working with one's hands is a rewarding experience.*
- *Longevity*
- *Can relocate, transferable skill set, good supply of work*
- *The opportunity to use your skills to work on unique projects - saving our built environment -*
- *There is always an old building that needs a second chance at life. This is where the preservation trades are in demand.*
- *Valuable, transferable skills which are evergreen*
- *Meaningful and fulfilling work*
- *Variety of work*
- *Being able to work with your hands, not on a computer to actually make something. There is a high level of satisfaction in being able to physically see what you have done that day and how much the client enjoys your work. Variety in your job. Even for a window restorer, each job has its own set of challenge and work environment that keeps things interesting. A skilled craftsman can demand a much higher wage as someone with a unique skill set can do things that a standard, non preservation trained contractor often cannot. Creativity. Preservation trades involve a level of artistry, creativity, and problem solving to repair something historic without damaging it further. Being your own boss or working with a small crew of dedicated people. Most people who work in preservation trades love what they do and work in small groups. There is far less micromanaging than one would have at a large non preservation directed shop or especially at an office job.*
- *Work you can be proud of and sleep well for having done it right. and it's interesting.*
- *potential to assist retention and preservation of nations residential and commercial property preservation and reuse*
- *I've never met anyone in the preservation trades in need of work - they always seem to have a backlog. I enjoy the flexibility of being able to work for a non-profit, a government agency, or a private company (I've worked for all three). The work is satisfying and can sometimes involve puzzling out mysteries or creatively solving problems, but can at other times be methodical and meditative. I find building and working with my hands very satisfying, and I like making broken things usable again.*
- *Variety of work. Lots of old buildings*
- *Advantage your generally fixing and working on really cool structures in really cool locations. You can take pride in a job well done for a purpose not just another widget.*
- *Fulfilling work with mental interest and a strong purpose, often times working with cleaner materials and less power tools*
- *The ability to work on many different projects basically anywhere in the world.*
- *Money job security*
- *Job security... demand for our skills far outweighs supply. Work with your hands and quickly see tangible results. Interesting work, often very mentally engaging (oftentimes like solving a puzzle). Discovery... like an archeologist... I've found some really cool stuff in walls no one has*

*seen in over 100 years. Velvet-lined smoking pipe cases, 150 year old tools, documents like grocery receipt books, and even the original 1871 building plans from the architect to the builder (handwritten, obviously).*

- *Sense of satisfaction, of tangible results. Preserving knowledge and handing it down to the next generation while including newer techniques and materials as appropriate.*
- *Currently limited amount of folks doing it so one can be in high demand*
- *Increases the scope of business - contractors capable of working on new and old construction have a larger pool of opportunity. Specialization has it's advantages You don't see too many older homes torn down. While there are many renovations done, I think there are enough restorations and repairs to keep skilled tradespeople gainfully employed.*
- *Skills apply to jobs outside of the preservation world. Trade workers are always in demand, computer-based jobs aren't.*
- *Satisfying work that contributes to society in a number of ways that are not publicized enough. Can be lucrative and there is a lot of work available for qualified individuals.*
- *Hard work, and being able to take pride in your work while preserving our historic buildings and also the craftsmanship that was used on these buildings.*
- *personally satisfying, meeting people who consider themselves temporary stewards of their homes, makes for interesting conversation, not contributing to the landfill, driving a van with my name on it!*
- *I get to meet new people and it allows me the opportunity to educate them on the importance of painting from a preservation perspective.*
- *Creative and face paced environment. Highly rewarding production models and constantly changing jobs which use a lot of problem solving*
- *It certainly isn't boring, never the same day at work, learn lots of new stories, preserve the stories for the future, opportunity for problem solving, team work, it is a practice of an art in community*
- *Don't need overpriced college degree, no student debt.*
- *Adv: challenges for intelligence, and ambition. Rewards with tangible results, good reputation, sense of value thru accomplishment, finances. They are in demand. disadv: If one is not ambitious, they can be unchallenging. Starting pay can be low, incentives & future opps. unclear or unknown. Mentoring is usually not available. Trade orgs. (a little like unions) are often unhelpful.*
- *Always being the most interesting person at a party, and more often than not having interesting work to do, and to talk about.*
- *One of the primary advantages to a career in preservation is that you are preserving a slice of history which goes beyond the historic building. It is a reminder of the story of the town or city and what was happening at that time. It helps to tell people not just how it was made, but why it was needed. It's satisfying when you design or work on an addition to a historic structure and it becomes part of that building's and that town's story.*
- *If you really love historic fabric, there is no better way to get your hands on it than by working directly with it. Architects, designers, planners, administration people, educators, and marketing folks all are removed from such direct contact in a meaningful way (that is, more than just superficially), and that's a shame. All of the above would benefit from going through at least six months of trades training before they go back to their lovely offices. Working construction*

*provides a solid basis for understanding how things were built, how they get damaged or deteriorated, and how to address those flaws in effective, sensitive ways.*

- *Having a wide verity of work that is not formulaic in nature. Always having the opportunity to continue ones education. Having the opportunity to work with creative people. Having the opportunity to get out of the work what you put in to it.*
- *Fulfillment / pride / helping the built environment*
- *One can make a good living and a visible impact for the better.*
- *There's never ending work. It is slightly more intimate, less commercial and less corporate. Nice people mostly. Great if you like to solve problems because every job is somewhat unique unlike new construction.*
- *It's so individual. What draws me personally to it is the opportunity to work with my hands, to see the concrete results of my work, to contribute to the beauty of the built environment of my home/city/region. And the comraderie with other historic tradespeople.*
- *It's never dull.*
- *Interesting and meaningful work thar will last.*
- *It's a mailable skill*
- *Purpose*
- *Preservation trades will always be in demand*
- *Sustainability of structures and of work, challenges to live a 21st century life comfortably in an earlier home- creating that balance is a great puzzle to help someone solve*
- *Craftsmanship, pride in the work, working with your hands*
- *Not all are called to desk jobs. Not all students are college bound. Many people derive satisfaction from doing tangible work.*
- *Personal satisfaction. Work that engages the mind and is varied and challenging.*
- *Being a part of preserving our historic landscape*
- *Satisfying work that varies, problem solving interesting*
- *Able to make a good living and perpetuate and dying art form*
- *Job satisfaction, good income*
- *It's good to have an alternative to the traditional college path that still makes a good wage. It's also good to have a career that focuses on care, craftsmanship, quality materials, etc.*
- *Hard work but very rewarding career, can make a good living if dedicated, sense of pride in completed projects*
- *Personal satisfaction, positive and tangible results of creative abilities, preserve the beauty/history, etc. of the location, good income financially*
- *Helping support what makes NH a special place to live and visit.*
- *Job security. There is a tremendous amount of old building stock in need of work. And that is only going to increase with time.*
- *Currently there is a need for it so they wouldn't lack for opportunities. Also, it tends to be a career of passion where people get into it because they like what they do*
- *Independence, a sense of accomplishment, ability to work with your hands as well as your mind, ability to earn a reasonable income.*
- *Being a part of something greater, Creating something that lasts for generations*
- *Self reliance.*

- *Adequate income*
- *Exciting and varied projects, client understanding of exceptional output/product, contribution to saving landmark buildings.*
- *The work is interesting. It appeals to people who like to work with their hands and also their hearts and minds.*
- *There are few with experience in the marketplace.*
- *Exciting exposure to incredible buildings and people, and consistent challenges.*
- *You get to work with your hands and solve problems.*
- *Great opportunities to learn/apprentice/train and then to start your own company. Salaries are getting to be very good.*
- *There may not be enough full time work in just preservation. Remodeling and new construction may have to be fill in work*
- *Learning a skill, not sitting at a computer all day, low barrier to entry for starting your own business when skilled.*
- *become a specialist in demand and share knowledge with others*
- *Variety of work; encountering the craft of other tradespeople (from the past) which constantly informs ones own work. Ability to (when established) work for the house, and not only for its current owner.*
- *Work with your hands, honoring traditional methods and materials, earn a good living, work with examples of better craftsmanship than new buildings.*
- *Quality work.*
- *History lost can't be replaced.*
- *Learning opportunities, contributions to sustainability, solid career low pay*
- *Not working in a cubicle*
- *Good pay. Never out of work.*
- *Always a new challenge*
- *Appreciation of quality, history, acknowledging the abilities and accomplishments of earlier tradespeople and understanding the importance of what can be learned from the past*
- *Satisfaction of restoring historic properties.*
- *Guaranteed work*
- *Not many competitors would translate to less competition and more income*
- *benefit to society in addition to a specialty in a fascinating area*
- *Every day is different and it is a huge relief from boring desk jobs. I get to be creative in not only design but problem solving. I love working by and for myself. It's nice to be the "expert" on something most people don't understand, so they can't argue with me and I don't have to fight as much for myself and my work. People who DO agree to work with me and pay my estimates are often quite appreciative. It feels like a validating, rewarding job compared to most.*
- *Never the same two days in a row, lots of problem-solving, working collaboratively with Historic Preservation orgs*
- *Highly rewarding, HIGH demand*
- *Enjoying the work, having a deep sense of accomplishment and earning a good living.*
- *Community of sisterhood/brotherhood, jobs can offer health care, pensions, and pride in ones work.*

- *Money; and typically more money if they are entrepreneurial.*
- *A fulfilling occupation which contributes to appreciation of historic buildings*
- *To be able to preserve historical buildings and see how the builders put them together. I feel it extremely rewarding to keep alive the history of our part of the country.*
- *Gain skills that will always be applicable or transferable to other construction. There are high paying and technical jobs available.*
- *It's an intersection of critical hands on skills, math/science, cultural anthro and I could go on.....(the question is....Oh! I see the next question...)*
- *Job security, great wages, opportunity for ownership.*
- *Home every night...and keeps old on table*
- *The advantage is that it's a specialized skill that not everyone has the knowledge or skill to do and therefore it's in demand.*
- *I could list numerous reasons. Ultimately it fills my soul*
- *Because of the relative scarcity of such tradespeople they are in high demand. There is an extreme sense of pride that can come from restoring a 200 year old building.*
- *Satisfying and \$ rewarding*
- *The potential for sustainable employment that serves local communities.*
- *They are very lucrative. There is ample room to grow and evolve. The projects are very interesting.*
- *It is healthier for your body, it provides immediate mental feedback (you can see progress), you are serving the community*
- *Independence - can be your own boss, satisfaction*
- *While it's specialized work, it doesn't preclude one from working on non-preservation projects or new construction if one finds that "preservation work" is not available.*
- *Interesting buildings to work on, lots of problem solving, endless opportunities for lifelong learning, opportunities for artistic expression and creation*
- *Working with your hands and mind is very fulfilling*
- *There's no shortage of work*
- *Enjoyment! Working with others who share your interests, who bring expertise to a collaborative project, learning about history and culture with every project, accomplishing a mission--preserving heritage.*
- *Interesting and meaningful work.*
- *There is enough demand and a strong enough presence of historic preservation in Maine that would guarantee work that pays a livable wage. Preservation presents the opportunity to contribute to something larger than oneself, often a building that is important at the community/state level or a house that will live on for years to come. There is a greater level of detail and craft to products that go beyond making a quick dollar.*
- *Interesting and challenging work that is in demand, hence never a shortage of clients and work.*
- *Benefits include diversity of buildings, locations, history, exposure to art and beauty.*
- *Working with persons who value history and the preservation of a specific tradecraft which is, in itself, considered a form of art.*
- *You have a clear audience and can become well known and respected for your skill sets. I would guess that historic home owners would be way more appreciative of your valuable skills than the*

*average home owner who needs general work done. You can also charge more for your services since they take immense skill and are rare.*

- *Tons of work opportunities*
- *I am always busy.*
- *There is demand; independence or semi independence; portability; pride in preservation.*
- *Lots of opportunity, need for skills and lack of training*
- *Job security, word satisfaction*
- *Your work is always in demand. At the end of a project you have saved a beautiful (hopefully) historic piece of history that would otherwise be replaced with something new and bland.*
- *Self determination, meaningful and beautiful life*
- *Specialization in a particular craft can be rewarding, in many cases these folks are artists who can express themselves creatively.*
- *As time passes, something we unfortunately can not slow down, more historic sites need work. The demand for these careers can only grow.*
- *Potential for better pay. Preserving history is personally rewarding and enriches our culture.*
- *It is possible to have a hands on job that is contributing to preserving and valuing the past. Our historic buildings are living museums whether private homes or museums*
- *Working on interesting projects and playing a key part in preserving unique places. Meeting and working with other specialists who care about history and heritage.*
- *Deep customer demand; satisfaction of saving original architecture and construction; saving people from poor alternative decisions for upgrades*
- *Worthwhile work; generally better class of workers; more interesting work*
- *Interesting work*
- *Varied work, satisfaction of a job well done, seeing results at the end of the day. Seeing the work you did years ago, still standing. leaving a legacy. Good pay, working indoors and outdoors. Being the specialist/go-to person for answers and results. Making your own hours. Flexibility in work.*
- *It's both a dependable career and an interesting one as every project is different*
- *You have to have the passion & understanding how people centuries ago designed and built property. The time, thought and energy that went into the build.*
- *Variety in work and good pay*
- *Learning history through research, creative work, challenging. It is worth doing correctly. Craftsmanship. I do millwork, Carpentry, plastering, wallpaper, windows, refinishing.*
- *The opportunity to mix history with a hands-on career. The challenge of adapting modern materials and technologies with traditional methods to the benefit of both with the goal to preserve skills and knowledge in danger of disappearing.*
- *The opportunity to apply knowledge and skills to challenging situations; the opportunity to learn more; job satisfaction.*
- *Satisfaction from accomplishing something important is one benefit; specialization means more money and that is probably the primary benefit.*
- *Personal satisfaction. Peer recognition. In the final achievement. Client appreciation and of course future referrals*
- *Creative lucrative*

- *Job satisfaction,*
- *Particularly if you are good at a skill that's in high demand, you'll always have work*
- *Construction is a great life, with challenging new ideas every project.*
- *The joy of saving old Jewels of buildings, the satisfaction of beautiful work, very good money once you know what you're doing.*
- *Higher pay and rewards to preserve historic structures*
- *It can be a rewarding career to master a craft that preserves history.*
- *Most of the time its using a carbon neutral material such as lime mortar*
- *Pride of Preservation. Tangible accomplishment.*
- *Interesting and fulfilling work.*
- *It can be creatively and financially fulfilling*
- *Given how few people I know in the field, a person pursuing this path would have a whole lot of work.*
- *Necessary repair & restoration work may continue when new construction slows down in a poor economy*
- *respect for the past is a path forward*
- *Little to no education debt. High depend = employability.*
- *You earn a living, you make a difference, if it's done right you're in a "green" industry which helps preserve and conserve, you help people understand and appreciate the history of the culture.*
- *Satisfaction from sustainable work well done.*
- *Preservation offers the chance to work at the highest level of the trade while also contributing to the care and retention of a piece of our shared history*
- *You get to work with your hands and do something good for the world-- the most sustainable building is the one that is already there.*
- *Control over own time, being own boss, choosing which project is worth spending energy on*
- *Fulfillment of working with architectural art.*
- *Interesting work.*
- *High pay, job satisfaction, be your own boss*
- *Satisfying work and good wages*
- *Aside from money is the reward of the value of work. There is dignity in building that which will endure and appeal to subsequent generations.*
- *I need more room. Sense of accomplishment, satisfaction inn work well done, continuing a legacy and tradition of our built environment...*
- *See above. Autonomy. Close relations with clients.*
- *Demonstrated need and career opportunity*
- *Preserving the cultural and historical architectural landscape of a town/city/state; Preserving and passing down the knowledge of traditional building practices;*
- *Learning hands on skills (which most people in general lack) and allow a flexible career to move to other specialties as the needs arise.*
- *It demands more critical thinking and problem solving on the part of the contractor, which makes it more challenging, interesting, and engaging.*
- *Skill mastery; some control of hours, jobs, etc. Good income.*



- *Satisfaction of doing something worthwhile. Ability to charge more than regular trades. Always new things to learn. Status of being a specialist. Plenty of demand for services.*
- *Meaningful work and a good income.*
- *It can be intellectually stimulating, lucrative work. Often the clients are intriguing but challenging to work with*
- *Working in preservation, especially in preservation trades, allows you to leave a positive mark in the world: you are keeping a tradition alive by working with your hands to create something visible at the end of the day (something that is very satisfying), you are being a good steward to the planet by reusing existing materials/infrastructure/etc. and using (for the most part) more natural materials than are found in new construction, and are playing small role in the continued use of some amazing buildings and structures along the way.*
- *Variety of interesting jobs, work satisfaction*
- *One benefit is that it's a niche business and there's not a lot of competition. Once you're established people seek your services and knowledge. It's not a monotonous work experience, every house and project is different.*
- *I get to do work I find fulfillment in and that is continually challenging and educational.*
- *A balance of mind and body, outdoors vs indoors and a respect for the planet, one's community, one's home and oneself.*
- *Interesting work. Ability to travel*
- *For me it is the everyday opportunity to learn new skills and techniques and having to problem solve on the fly daily.*
- *Very interesting work with many opportunities in certain areas of New England region*
- *Being able to be creative and being a problem solver*
- *Pride of workmanship, curiosity and exposure to generations of work, get to see inside some great old buildings*
- *Satisfaction in your work.*
- *Maintaining historic building stock, never ending work, strong pay.*
- *Taking pride in your work; making good money with the right outfit*
- *Conserving materials and energy, personal satisfaction in work completed, work at their own pace, and meet nice people.*
- *Job stability*
- *Live in good places. Do good things. Build community.*
- *Opportunity for well paying and well respected trade while preserving a region's historic built environment and cultural legacy.*
- *It's awesome.*
- *It is a niche market with not a lot of competition. We live in an area with many historic and antique properties so there is no shortage of projects.*
- *You have a clear view into what worked in the past and what didn't. Using information from the past makes decision making now more calculated*
- *No shortage of work! Ability to take on projects that interest me.*

**Q28 - What do you think are the primary disadvantages or challenges of having a career in preservation trades?**

- *Is there a market for it?*
- *The community in which one works may not be preservation friendly which means the available of projects will not be as great.*
- *There is not a good distribution of tradespeople across New England, historic preservation resources are onerous for the homeowner to pursue and apply for, training opportunities for preservationists are limited and often held in remote areas of New England*
- *Physical work, marketing yourself to keep your income level stable*
- *Takes mentorship and practice to acquire the needed skills. While there are general best practices to apply, almost every project is different and calls upon creativity and experience to find solutions, such as how to add wiring, plumbing, or additional structure to an existing building.*
- *Too difficult to actually earn a living, support a family, and support the field of preservation.*
- *May need to travel further for relevant projects due to specialization. Less breadth could cause more hardship in an economic downturn, although I think most preservation professionals can go mainstream if needed and usually be better than most mainstream competitors so I don't see this as too problematic.*
- *Requires years of work to acquire skills and experience*
- *The labor shortage takes away some of that flexibility and forces me to "bring my work home" mentally more than I would like. As our business shifts into a worker-cooperative I hope that will be alleviate somewhat.*
- *Grueling work - and climate change is making it worse with heat and rain - low monetary compensation especially considering what the trades provide to our culture, society, heritage.*
- *As a woman in the field, it can be very difficult in some areas that are male dominated. It also doesn't pay very well.*
- *The lack of funds available for preserving our historic properties.*
- *Health issues - cancer from long term exposure to chemicals; repetitive use injuries; no alternative career once injured; dependence on pain medication to continue work after injury*
- *Health and safety, lack of benefits including pension. Most work is hard on the body.*
- *Limited opportunities that offer benefits, hazardous materials, challenges of self employment and small biz ownership*
- *None that I know of*
- *Hard physically, low wages at times*
- *The perception that if you are in the trades, especially those jobs that don't require that you sit at a desk all day, your career has lower value. Blue collar versus white collar.*
- *Hands-on work can be hard on your body in the long run, but fulfilling to your soul as you go through your career/journey in life.*
- *Limited marketplace,*
- *Perception of "blue collar" work and/or pay grades*
- *New opportunities are limited*

- *It is hard work that can be physically demanding on your body. Despite being able to make your own schedule that does mean some nights and weekends to get big or demanding jobs done. Does not have the standard pay check security that an office job has. Does not come automatically with healthcare benefits or a pension.*
- *It's hard work that not all people understand or appreciate.*
- *Permitting and cost of updating historic buildings due to environmental and hazardous issues*
- *Lack of training on how to responsibly, preserve, and restore old buildings. Exposure to dangerous /toxic materials and improper remediation*
- *It is dirty work, its physical work you have to generally learn things by reading drilling and doing and or researching items because many of the things you are working on are not taught in school with changes in materials or building technologies of historic vs. modern. (contemporary)*
- *Working with lead, cleaning old insulation and asbestos products*
- *The biggest challenge to any trade related career is getting paid when the work is complete.*
- *Can be physically challenging - ladders, heavy material, safety from tools and unstable materials. Challenging to cultivate a reliable focus on precision handwork.*
- *It takes focus and discipline, and a bit of hard work.*
- *Staffing a preservation trade business*
- *It's much harder work than new construction. not knowing what will be encountered behind the wall or under the floor or in the attic or cellar can derail a contractor not skilled in preservation - they don't have an idea of what may be there. Also, not having a career or experience in preservation trades limits the solutions a tradesperson can provide - if they don't know how to work with an old house the only solutions they can provide are for new construction which could be disastrous for both old house and homeowner.*
- *Lack of appreciation or understanding of the work. Low pay. Low incentives to get involved*
- *Work is often physically demanding in all climates, may involve exposure to toxic materials and dangerous conditions (heights, electrical dangers, operation of power saws, sharp tools, etc.), often need to meet tight deadlines and/or work within tight budgets.*
- *Competition with deep pocketed non truth tellers*
- *It is a lot of hard work, and my particular trade is affected by the weather.*
- *Physicality, can be dirty, burn out mentally*
- *Lack of support, cost, lack of flexibility in education programs, sadly, still not an easy place to be If you are a Person of Color or deemed "other"*
- *Can require physical labor, so may be more difficult as someone ages. Most employers are small employers, so no career path.*
- *Disadv: If one is not ambitious, they can be unchallenging. Starting pay can be low, incentives & future opps. unclear or unknown. Mentoring is usually not available. Trade orgs. (a little like unions) are often unhelpful. Career and financial management courses and advisors don't exist.*
- *Low pay, at least at the beginning, and frustration with figuring out how to make it pay, which has nothing to do with the work and which is a wholly different skill.*
- *Budgets, costs, no requirements to preserve the structures*
- *Making a living in the preservation trades is the biggest challenge, I would say. Getting enough of the work you would like to do and finding and keeping the employees who will help you do that work are the fundamental problems. There is one other thing that is different from when I*

*entered this field 50 years ago: As the focus of preservation shifts more toward 20th century structures, there is less need for stone masons, finish carpenters and wood window restorers, and more need for steel workers and glass contractors (the materials of skyscrapers and other "modern" buildings). What is our definition of a preservation trade today?*

- *I don't see any disadvantages. There are challenges with any vocation and those challenges should be seen as opportunities.*
- *Not easy to maintain solid stream of business in some cases. Older buildings are more often demolished than saved.*
- *Under appreciation, under compensation and too much competition with lesser quality workers.*
- *IT IS SO WHITE IN HERE. Sorry. This is a white field. While we're building a pipeline of preservation tradespeople, can we please diversify it a little bit? This is going to be key to helping the clients/property owners also becoming more diverse.*
- *Personally, the time management is my daily struggle. I wish I could work for someone else and still get to do this variety of work and get paid well, and not have to manage the projects and my schedule. I like project management, but doing it all isn't the best for me.*
- *For me it's fighting the replacement window gorillas.*
- *Hard work, long hours, under appreciated.*
- *Physically demanding*
- *Money, filth*
- *No disadvantages*
- *I have not found one yet!*
- *Fragmented industry of small contractors. Sometimes difficult to advance, and the market controls what you get paid.*
- *Not all are called to running their own businesses -- bidding for work, handling clients, etc.*
- *I Preservation work may involve some travel to the rewarding jobs. I think success depends on strong motivation and determination.*
- *It's hard and sometimes dirty work.*
- *Mainly demand is in metro areas*
- *None*
- *Real or perceived challenges with insurance issues, start-up costs, personnel issues, physical nature of work if health/age issues*
- *Someone who is good as a craftsperson may not be as skilled as a business-person, and there aren't as many opportunities to join a larger business as a craftsperson only.*
- *Can be long hard days, lack of trades network in area, frustration of finding good workers to join your team*
- *Could be physically challenging, weather dictated worktimes, economic conditions of the society*
- *The need for patience, attention span, attention to detail. These are not characteristics that we are developing in young people these days.*
- *Lack of opportunities to hone a specific skill set.*
- *Lack of training opportunities.*
- *Cash flow, managing the bookings, billings and bugging the client to pay*
- *You provide services few need and few want.*
- *Regulation of the trades*

- *Labor intensive, pay can be tied to grants, can take a long time to develop skills, fewer ways to enter the trade and work with an expert.*
- *It can be hard work and may not come with employee benefits. Work can be cyclical.*
- *Our culture wants new vs. preservation...*
- *Being able to be adequately reimbursed for skill set*
- *Hard hands on work. Takes a special personality to work in all kinds of weather and get dirty a lot. Too much pressure for kids to get white collar positions.*
- *Same answer*
- *None*
- *Lack of mentors to get started, lack of interest in this area due to lack of knowledge of preservation trades*
- *It is a certain gamble to work with clients whose ability to understand and appreciate the historic and cultural value of their property can vary widely. Many historic properties are white elephants, and thus can attract owners who might themselves make good circus acts. Setting expectations and being able to monitor the stability of the client's commitment to the goals are important skills, and sometimes a challenge.*
- *Seems obscure to many people. Maybe not enough work for specialists, easier to become a generalist. Maybe more travel is involved in being a specialist. Maybe clients don't want to pay for a specialist or have perception that it's more costly.*
- *Marketing the skill set.*
- *Time required to satisfy clients.*
- *When there is limited money to spend there are limited jobs*
- *Low pay in some areas*
- *Few want to pay for good work*
- *Learning the rules and techniques associated with preservation work and the properties being worked on (easements, etc.)*
- *Can be expensive for owners*
- *Probably a lower pay scale. I don't know what the demand is for people in these trades in any places besides those with historic homes and buildings that are deemed important by their respective communities. There is not the veneration for the past in most of the US that exists in Europe and other places with longer histories.*
- *Financial reward*
- *Young man's game*
- *The lack of people who care*
- *Uneven demand for such services, especially as people moving in to New England from other areas of the country without such a long and rich history do not appreciate our surviving stock of historic resources and are likely to make deleterious choices in managing properties they may buy.*
- *As I mentioned in the previous section, the price points and high cost of materials and labor time, and most people not understanding or appreciating that.*
- *Lack of understanding of the trade (ie: ironwork is often an afterthought in a large project), and undervaluing of restoration costs*
- *Lack of infrastructure, soft skills training, business/entrepreneurship development.*

- *Travel for jobs, and in any construction trade - the difficulty of finding and retaining good crew*
- *especially with exterior seasonal work, such as masonry, work is not year round due to weather.*
- *This is hard work and there are many young people who do not want to expend this kind of physical energy/ labor to earn a living.*
- *Not in a position to know*
- *The travel and hard work that is required to do these trades are not for everyone.*
- *Trades are dirty, physical, and require hard work and a good work ethic.*
- *Can just regular folk make a living doing this? The median household income in NH suggests that business development, tradesperson directories and other supports need to be in place so folks can do better than the living wage!*
- *Educational opportunities specific to preservation trades.*
- *Your body challenges you after a certain age...*
- *Finding people who don't want to turn their old house into a new house by replacing hood old materials for cheap new ones believing new materials are better. For example, gutting plaster walls to install drywall, removing original windows and putting in replacements. There is a perception that new is better.*
- *Haven't found that out as of yet, and don't wish to*
- *Having to travel long distances to projects, not having a steady paycheck or pension, childcare difficulties, some of the work can be physically hard or even dangerous*
- *Health risks and fluctuations in work income due to economic variables*
- *The lack of training opportunities for advancing one's skills.*
- *It is hard work, a certain type of person needs to enjoy the physical toll on your body. As a female who tried to become a carpenter, there is still a stigma of what a person in the trades looks like*
- *Wages are low and it can be dangerous*
- *There is a perception that preservation work is more costly, so I know that contractors sometimes have a hard sell for the cost of the quality work they produce*
- *The general public does not appreciate the difference between craft / hand work and quality materials and architectural detailing vs Home Depot materials, off the shelf replacement elements and non-quality materials - so work tends to be limited to higher income locations - which is not where all the good building stock is.*
- *Getting started and finding a job that will support a person - which is a problem of many occupations right now*
- *No shortage of work and you get to work with living history*
- *Entering the trades--finding a way to, a way in, accessing training, getting paid for the work you do in the early stages.*
- *Lack of training opportunities and apprenticeships, time required to master a trade.*
- *There is a lack of training opportunities or chances to learn specialized trades from specialists/experts. Often times the work may require travel or nontraditional work hours. It is also challenging for younger trades people to understand and operate the small business side of work if self-employed.*
- *Preservation work is limited in volume and also geographically and demographically affected, e.g. rich people in New England.*
- *Lack of money to restore to the desired degree, regulations, lack of product, opposing ideas.*

- *Not having general contractors who understand the importance of the preservation trade so home owners have a single point of contact to call upon when working on a historic structure.*
- *Depending on the area you live, you might not have many people willing or able to pay for your services.*
- *Education*
- *I am always busy.*
- *Unknown career paths and financial rewards*
- *Connections*
- *Injury related loss of work*
- *It is hard work. And some people may not recognize the importance of what you do.*
- *Need to be well organized*
- *Many do this work because of a passion for the craft, not to run a business.*
- *Too many people still do not see the value in saving or maintaining historic sites - still too much neglect and demolition happening or the threat of both, especially in the Hudson Valley.*
- *The work is difficult, challenging from a safety standpoint and physically demanding (hard on a body)*
- *Increasing regulation requiring high fees for training and taxes, cost of equipment and supplies limits the actual jobs available (even though the tradespeople are dwindling and hard to find). Often those hiring do not respect their value and think the per hour charges are too high and also do not want to wait for the work to be done. It is an unhealthy cycle*
- *Frustrations of dealing with people who don't understand why historic buildings need extra attention and may be more costly to work on. I might also be worried about the impacts of a recession upon the number of projects that come my way.*
- *Lack of home/building owner understanding of historic preservation, especially in the ability to restore effectively that provides energy efficiency and weatherization.*
- *Overcoming misconceptions; often competing with unqualified contractors; requires more thought, and community spirit (willingness to work beyond just wage-earning)*
- *Here in Maine, job sites are stretched out. So in the upper half of the state it's harder to be specialized*
- *Up and down work availability at times, no consistent paycheck, doing the office work/quotes, bookkeeping and government requirements yourself, NO SET work plan, vs a "boss" telling you what to do and setting the goals. (Good and bad at times- in both types of jobs). possibly having to work outside in miserable conditions. (and sometimes Inside in miserable conditions - attic/basement)*
- *The work is more specialized, so it limits the amount of jobs you can have, but if you're in an area with plenty of historic fabric, old buildings always need repairs.*
- *More specialized, possibly perceived as more costly.*
- *May have to travel. If you like consistency you won't get it.*
- *Hard on the body, by practicing multiple disciplines greatly extends one's career*
- *The need to sell and market; explaining why your skill set is worth paying for.*
- *In my judgement, there is currently not enough funding for preservation in general, with the result that many preservation specialists may not be able to rely on preservation work as their main source of income.*

- *Preservation is expensive; especially using "traditional" construction methods. Convincing our throw-away culture that this expense is "worth it" is the primary challenge IMO.*
- *Sometimes it's the cost of the project. But skilled craftsmanship and talent is just as important and should be compensated. A well trained and knowledgeable crafts or tradesperson is entitled to a fair wage*
- *High skill level needed*
- *Traveling, specificity. Possible lack of consistency*
- *Preservation advocacy is always difficult, as well as convincing people to potentially spend more to do the job correctly*
- *People are discouraged from hand-work - and they have to put their phones down.*
- *Plastering is hard physical work. Materials can be hard to find, and certain materials get too old to use after 9 months. A full crew is needed for large projects because plaster starts setting at a certain point after application and you can't stop mid ceiling.*
- *Worker safety can be challenging. No disadvantages.*
- *Convincing everyone it last longer than modern Portland and doesn't hurt the existing fabric.*
- *Limited ability to advance career beyond preservation.*
- *The work tends to be undervalued in many areas, particularly where preservation is not a strongly held community value.*
- *It starts with hard work and learning - you cannot just jump into it*
- *Where does one get training? is preservation valued? benefits? hard on the body....*
- *Economics*
- *In economic down turns highly specialized people may be hard pressed to find preservation work.*
- *Society's ignorance. Some historic preservation work is more seasonal (weather dependent). There isn't a network of support from colleagues in most areas. Consumers don't understand the added value of historic preservation and market forces like big-box-stores sell products that are at best cheap and at work highly destructive, undermining those who are trying to do better.*
- *People aren't willing to pay for careful and consequently slow work.*
- *Too few employers, especially in rural areas, offer opportunities for employment in preservation related areas.*
- *\$\$ or perception that you cannot make enough money*
- *Uneven income stream.*
- *Making a living.*
- *Having to educate clients.*
- *Long learning curve, requires more time planning projects*
- *Physically demanding*
- *Lack of general public support.*
- *None*
- *Economic cycles.*
- *One must be entrepreneurial and self-motivated*
- *It requires training; Startup costs such as the purchase of equipment, tools, etc may be unaffordable. People thinking of entering the trades have to be made aware of this particular area of need (preservation) and why it's important to learn about.*



- *Right now, the stigma that still exists of a vocational vs professional career.*
- *Possibly harder to predict how long a job will take or what it will cost, depending on the conditions that are discovered once the job starts.*
- *Managing the business aspect; building reputation, work is not always steady,*
- *Public doesn't understand the need for it and why it has to cost more.*
- *Limited audience of informed old house owners. Pending energy codes will present significant challenges for the reuse of historic buildings without causing damage to structural members over time.*
- *Lack of general public and client appreciation for the skills and time necessary. Often a challenge is explaining what you are offering.*
- *There is little personal fame or glory in preservation and it is not always the most economically viable of career choices: you have to go into preservation because you love it and care about it, not because you'll end up rich.*
- *Trying to find qualified help when necessary*
- *It's often dirty, nasty work! It's physical. You need to be healthy and constantly vigilant about safety: dangerous building materials etc.*
- *It can be frustrating working for clients who understand the cost of everything and the value of nothing.*
- *We live in America. The preservation trades are obscure and unknown by most. Development pressure and our culture does not value preservation still.*
- *Sometimes low pay, often low perception in society*
- *It is a very physical job and that takes its toll after 40 years. Also the perception from the general public that what we do doesn't have value. We also are constantly coming up against suppliers and other building professionals who don't believe that traditional materials and building techniques have any place in today's market. These are usually the folks making recommendations to potential clients.*
- *Would likely have to supplement income with non-preservation work unless located in a wealthier area with a strong desire for preservation.*
- *Probably might be difficult to have a steady stream of work. There should be a better networking between the preservation trades professional so it would be easier to team up for larger jobs, easier to create teams of professionals with complimentary skills*
- *Disrespect from architects, interior designers and preservation professionals*
- *Running your own business and making enough money.*
- *Lack of respect.*
- *Winter work dying out over the years; masonry a dying trade*
- *Getting the initial respect to be recognized as a trades person, big learning curve, and the lack of mentors.*
- *The deference to the opinion that you need a master degree or better to do historic preservation*
- *Staying in business. I'm 75. My 15 employees have 148 years of combined experience, yet no one wants to run the place, take my job.*
- *Developing a large enough and reliable enough market for these preservation trades.*
- *Specializations may require travel in order to reach projects.*

- *It is difficult and demanding work and clients are at times not able to proceed with necessary work due to finances. Preservation of historic properties can be expensive*
- *Pay not linked to inflation*
- *Tedious, largely misunderstood work. Workforce development ignores preservation trades.*

**Q29 - Do you have specific ideas or strategies for encouraging and enabling more people to work in preservation trades?**

- *“Yes” responses (without elaboration) = 2*
- *“No” responses without elaboration = 7*
- *Just in land management*
- *More promotion of the opportunities for interesting, well-compensated work. Apprenticeship programs affiliated with community colleges or other educational and nonprofits with professional educators and expert tradespeople who can be mentors. Apply skills to real projects.*
- *Make sure they have enough opportunities for training and work, and that they get paid enough.*
- *Quality apprenticeships where they learn from experienced tradespeople - and get paid a reasonable wage.*
- *Not at this time*
- *See my previous short answer on the social issues being the root of this labor shortage.*
- *Not specific, but I believe trade schools which seem to have disappeared could be an option*
- *We need more education and outreach to younger children in grade and high schools. We need to encourage homeowners to actively care about preservation of their homes.*
- *Yes. Connect local govt, schools, community colleges and business to create preservation programs, using local homes/buildings as the labs. That way, home owners can have repairs made for less \$\$, while improving a local's beauty and keeping properties from being lost and/or removal from tax rolls.*
- *High school trades workshops/ career fairs in rural areas*
- *Offer programs in existing educational institutions especially high schools, community colleges and four year colleges. It's an art as much as a trade.*
- *Yes*
- *Advocacy for this work at the high school level.*
- *No - maybe more apprenticeships, internship programs*
- *Raising public awareness, union organization*
- *Not at the moment*
- *Offering basic business classes on how to run the financial side of a business and financial planning for how to set up your own retirement fund, how to get health care, etc. Perhaps even a company that craftspeople can pay into to do book keeping, scheduling, billing (a BIG one) or which ever of those is needed. Could pensions and health care be run out of this parent company so that each craftsman is not paying higher premiums to do it themselves? The biggest hurdle is overcoming the stigma of "trades." In the US, we have fostered this idea that you have to go to college (multiple degrees) and have a desk job to be successful. This is just not true, nor is it*

satisfying to most. People who are "smart" are told that they would be a waste if they went into the trades. There is also the misrepresentation that trades people make less money. (All preservation tradespeople I know make WAY more than I do at my desk job in preservation.) The big question is how to change this stigma and the misinformation. How do we get kids onto job sites and working with their hands at a younger age? Insurance, lead, and safety issues make it challenging to get kids out of the classroom. I do wonder if preservation trades could be worked into extracurriculars for kids even at the middle school level. Instead of just building Habitat Houses and houses in third world countries, could there be programs helping kids learn to work with their hands on houses in their communities, help those in need in their own communities. Local preservation not-for-profits are already strapped to find funding and therefore also have staffing capacity issues to take on projects like this onto of everything else they do. Perhaps community benefit agreements with developers, IDA's and new development could help fund additional staff or an educator for the school district to take some of this on?

- Exposure to knowledge and support of historical significance
- Just talking about it! Perhaps having more of a presence in counseling offices, at college/career fairs, etc. I also definitely think that offering a much more basic, introductory, and cheaper course than something like NBSS would be helpful. Maybe some sort of a program and/or grant to encourage preservation professionals/companies to take on interns where possible.
- Get students interested during high school, apprenticeships. Grants that help tradespeople hire and train young people
- I am working with a SHPO office and we are planning training seminars using traditional paints and introducing this to trade schools and professionals.
- better connecting schools and tradesmen looking for employees and subs, and advertising preservation trades in high schools as a fulfilling alternative
- Have not thought yet
- Yes! We have to make it cool for the youngest generation / market it correctly for the target audience. "Content is king" ... #1 videos of young people already in the trades showing off their successes. #2 videos showing actual pay and benefits. #3 videos showing the realities of supply and demand and how preservation trades means job security #4 videos that highlight how beautiful and interesting historic properties are... focusing on the discovery that today's tradespeople make of historic things. #5 all videos linked to easy followup (IG/ social, phone number and email address with easy and quick followup contact from job training professionals reaching out to potential trainees). The design and production of all videos must include significant participation from (if not direction by) current tradespeople AND also from young people... include the target audience(s) from the first conversation of the videos all the through the final production and marketing campaign. Not getting that right is the easiest and quickest way to waste the opportunity. Don't rely on anything less than direct, personal and significant inclusion of the target audience.
- See previous answers
- More promotion about the craftsmanship of historic buildings.
- Sorry, no. Four craftsmen have brought in young folks as apprentices on different projects. One put his foot through a ceiling from the attic. Another only came once because he didn't like

*spiderwebs. In two cases I was the young foils listening, learning, doing and developing. It seems hit or miss depending on the young persons interest and trainers ability.*

- *Networking with colleges and universities that offer history programs*
- *More education on the variety of what preservation trades involve, including the types of buildings, their histories and craftsmanship. More education on the importance of preservation to society in general (history, conservation of open space, importance of material re-use to fight global warming, etc.). Young people looking to make a difference in society need to know they can make a difference through the trades and tradespeople already working should be encouraged to understand the importance and contributions of their work.*
- *Showing them the artistic side of it*
- *It's a decent, honest and rewarding way to make a living*
- *Deepening high school mentorship (particularly within diverse communities), summer camps with the trades as a center, access to internships earlier, a preservation trade corps like City Year focused on real practice on real projects...especially those funded by community preservation act money*
- *Reach out to high school students or community college students. Demonstrate and publicize good role models. Manageable reimb. 2. trade mentoring. 3. market/advertise. 4. a citizen-led effort for all the above. 5. grant for ombudsman or paid intern to develop the above ideas.*
- *Subsidized apprenticeships in specific fields, where professionals can't afford to pay a trainee a living wage until he's capable of earning it.*
- *Perhaps. Maybe if more towns and cities had historic preservation requirements in their zoning bylaws, there would be more of a demand for the preservation trades. Create the demand.*
- *Hands on workshops of short duration, open to anybody from youngsters old enough to safely handle tools to older hobbyists, are a great way to pique someone's interest and give them a bit of exposure. These must offer active participation, not just passive viewing of some expert practicing his/her craft. My favorite is Eastfield Village in East Nassau, NY. For information on this place, see "<https://www.historiceastfield.org/workshops>" and click on the Schedule link.*
- *Preservation or building conservation needs to be imbedded in public school trades education.*
- *Not that I can think of*
- *Especially with young people, link heritage trades with environmental concerns. Historic preservation/heritage conservation - keeping existing buildings out of the landfill - are being overshadowed by technology in saving the planet.*
- *We need some high school outreach - especially kids who are interested in history but are not great at school. We have plenty of after-school work or Saturday morning shop assistant work for these kids while they're learning. Help us access funding for training. As a VERY SMALL business it is tough to source and then do the admin for any kind of job training program that might exist. something simple would help - even something that paid wages and workers comp for 2-10 weeks of training would be excellent. But it has to be simple so that it is worth the time. Training a new person is a huge investment of resources and we need help with that. Getting some SUNY and/or BOCES organized weeks where pres trades people can come in and recruit, talk to faculty, etc. would be super - could be at their locations, or even a regional open house for teachers/faculty/students to come check out shops, understand businesses.*

- *Perceptions of who does this work are influenced by perceptions of who does contracting work in general - male, white, working class, burly, uninterested in academics, the whole stereotype. Those who don't fit that image often don't see themselves as potentially doing this kind of work. Publicity that highlights the diversity of historic tradespeople might be beneficial (mind you, the racial diversity needs improving, but there are for example a decent number of women and a general atmosphere of LGBTQ friendliness).*
- *More attention being brought to the inherent sustainability of preservation vs new construction would be a good way to attract interest from young people.*
- *Help people understand the meaningfulness of architectural history.*
- *Targeting the art crowds*
- *I try to do my thing on social. I did find one employee that way. I think social media has a big role in the future. Also an apprenticeship program is the real dream.*
- *I like the mentoring process but feel it should also be paired with business support not all exceptional craftsmen are good business people and having some sort of structure to support the business piece whilst giving a master the opportunity to teach/train/mentor someone is a win win*
- *Demonstrate the ideals of craftsmanship. Experience pride in your work.*
- *Introduce specialized preservation trades to students of construction at vo-tech high schools*
- *I firmly believe that there should be paid internships. Also there should be incentives for preservation professionals taking on interns/students.*
- *Take away the stigma of working with your hands*
- *Bring back hands on skill learning in school- all ages*
- *Beyond promoting the trades, not really*
- *Has the construction industry more generally had any success with marketing campaigns? relationships with feeder trades programs? Seems very personal -- a favorite teacher influencing a high schools student, a neighbor hiring a known hard worker from another field/industry, an engaging boss attracting second career people with financial flexibility*
- *Get these types of careers included in career training, programs, and career days.*
- *Develop trades networks, expose young people to the trades during high school for credit and field trips, summer internships, vocational school programs in HP*
- *Offer summer/year round workshops for children-adults to experience hands-on skills promote "shop skills" in public schools for Jr-Senior High schoolers*
- *Education in schools and presence at appropriate community-events with opportunity to do hands on.*
- *It would help if we could shift the notion that "workers" or people who provide services to others are "less than" the clients. They have skills and talents that should be recognized and valued. If they felt they'd be respected and valued, not treated like "the help," I think more young people (and young people's parents) would feel about getting into the building/preservation trades.*
- *Find ways to advertise existing opportunities*
- *Expand opportunities in public schools and the trade unions.*
- *Hands-on seminars, try it you may like it or you will learn what you hate*
- *Every intelligent person is not academically inclined. Rather than assuming teens expect to earn a degree, schools could provide a path toward trades.*

- *Paid internships or training, working with votech programs to introduce our more niche fields.*
- *Get out in front of young people and demonstrate in tangible ways what it's all about, from the why to the how. Bring them to historical sites for hands on experiences.*
- *Show them the difference between a structure that has stood the test of time for over 100 years vs. a new, featureless, built-in obsolescence, cookie-cutter box.*
- *Get the information and exposure to the young people in high school. Residencies or internships - funded by governemntal grants - educational grants or otherwise.*
- *They should get in a union or some kind of workers club.*
- *High school programs and job experience for credit to graduate could help.*
- *Vocational high school programs, college level offerings, encouragement*
- *Again begin in the technical high schools and community and technical colleges- offer courses - exploratory for an intro class to get students to see the possible fields*
- *I believe the preservation trades speak well for themselves to advertise their value. The key is exposing people to opportunities to watch and experience the unique approach preservation entails compared to general construction. The example of 'This Old House' in its heyday is useful. People were interested to watch a process of exploration, restoration, and reuse of old buildings and sought to find their own projects. I believe that preservationists must have general outreach strategies. Builders and carpenters are not all going to be exclusively involved in preservation work. But all tradespeople will encounter some part of it in their careers. An inclusive stance (such as that of NHPA) allows people to grow more interested in this type of work, without needing to fully commit to pristine standards on every project. The appreciation that is developed is then amplified in the tradesperson's work with customers. After all, every project needs a client, and the client is 'always right'. It is a careful but vital part of preservation work to shepherd the client towards sound principles.*
- *Promote good craftspeople. Offer paid internships.*
- *Good wages & benefits via the associated skill sets.*
- *Encouragement given to 1 of our sons.*
- *Workshops to inform participants and build networks for new information and new opportunities*
- *I sit on 7 non-profit boards focused on educating people about historic trades and preservation*
- *Start in high school. There used to be shop classes in my day. Don't know if they still exist.*
- *Not particularly. I would encourage learning institutions to expose historic buildings and site to their students via field trips and museum visits. As a docent in an art museum concentrating on material of the 18th and 19th centuries, I found that the 4th graders we worked with could become quite engaged with the decorative arts, painting, sculpture, furniture, architecture etc.*
- *Teaching more local history and appreciation of historic structures in schools.*
- *Economic downturn, trades still have work*
- *Carry stories of their successes in local media, historical society/library newsletters, etc.*
- *Maybe just more local community and state colleges offering not only trades training for the community but more advertising and marketing so more people know about it.*
- *Awareness. HUGE need for experiential awareness in middle school.*
- *As mentioned above - more restoration Timber Framers Guild projects would help.*
- *Bring attention as a positive option to young people. Create an equal and equitable environment for women and POC... fire those that behave in a sexist, racist, or anti gay with one strike you are*

*out. Clean up the industry at the entry level all the way to the very top. It is really ridiculous what is out there.*

- *Offering hard data on wages*
- *Encourage granting agencies, both public and private, to fund preservation projects*
- *Try to get the younger generation to be excited about history and maintaining it. Get them to look at an old building or church and want to keep it look great and know a little of the history if the building.*
- *Young individuals, parents, guidance counselors and teachers are key to encouraging trades and any specialty in preservation.*
- *What about the Career and Tech Ed networks in the state? They won't create a program unless it can lead to a viable career but why not pursue that - they have access to 100s of high school students. Create follow on degree or certificate programs at the community colleges aligned with their existing trade programs. And, one has to market this in a meaningful way to engage both young people and the folks who support them!*
- *Exposure in grade schools rather than high school.*
- *Prove they can make an income*
- *Marketing campaign to battle the “new is better than old” mentality and also highlighting the benefits of a career in a skilled trade, training programs for young people, apprenticeships, networking opportunities, etc...*
- *Expose children to the trades as early as possible*
- *Apprenticeship /school program for timber frame restoration*
- *Train the trainers! More should be done to help educate high school and tech school teachers about historic preservation!*
- *Start exposing people to the process of creation at a younger age.*
- *Change the mindset from inside the field to accept all people willing to work. Devote time to developing good work/life balance, not just bodies who can swing hammers, start apprenticeships again.*
- *Earn while you learn models*
- *As I noted before - integrating preservation trades into established tech school and community college programs would take advantage of existing infrastructure and administration.*
- *We offer an Entry-Level Professional Waller Scholarship. We try to connect people joining the walling community to professional wallers. We produce and disseminate literature virtually and through hardcopy publications to tell stories of wallers and walling.*
- *Introduction to architecture in secondary school, establishment of programs in community colleges.*
- *Aside from established trades programs, I think there are two audiences to target to encourage and enable more people to work in preservation trades. We need to better introduce the career opportunity in high schools and provide chances to shadow/intern with trades professionals. We also need to identify and support/subsidize the lateral movement of trades professionals to preservation-specific trades or projects by connecting them with existing preservation experts/companies/tradespeople.*
- *No time for that, I do publicize my work on social media, may encourage some interest although no young people are knocking on my door.*

- Offer hands on training programs on site, with mentors.
- Provide understanding of the trades contribution to history/legacy of a building. Better apprenticeship opportunities as well as knowledge that this opportunity exists for potential craftspeople.
- Love the idea of hosting more affordable (or free introductory) courses at historic mansions that are open to the public. Our local preservation foundation in Saratoga Springs, NY does a historic homes tour every year where you get to see inside restored homes, including a “work-in-progress” renovation. I think the latter is a great opportunity to show more about the trades, have the tradespeople there, etc. It makes it more “real.”
- Yes, We built a school. [www.thestonetrust.org](http://www.thestonetrust.org)
- Getting the word out through advertising on social media platforms could help encourage more people to take up the trades.
- Our organization has started an Investing in Youth Initiative to provide internships, scholarships, learning labs and other opportunities to try out the trades and work with skilled trades people.
- Work with high school trade programs
- Specialized programs focusing only on historic preservation. Highlight the impressive work being done by current workers, illustrate the monetary benefits, highlight the creative thinking and artistic work behind a lot of the grunt work. This isn't always obvious.
- Rural training programs that are hosted by nice institutions/ farms that also help young people move into those areas, as a good 'lily pad'
- We hope to broaden the offerings of our summer fellow program.
- Yes - involves getting the word out, public relations and training --- then executing - I'm always willing to talk about it
- Reach out to as many young people as possible. Get kids on construction sites to see the work. Internships. Make the case that there is a good alternative to years of crippling college debt.
- Encourage legacies- tell the stories of career specialty tradespeople and discourage “plummer bummer” type stereotypes. Have schools recruit the best and brightest to the trades programs (that hands on learning at a young age is life changing even especially student goes on to become an academic
- I think appreciation for historic buildings and interest in these careers can start young. Kids often take field trips to historic buildings. Instead of closing off tours in areas where there is work in progress, take kids to see the projects that are happening and have them talk to the people who are working there. Even better yet, incorporate a hands-on activity that has to do with the building's upkeep.
- Establish training, licensing and certification More federal and state funding Better publicity
- Make a job board or better a Facebook group for it
- Advertising campaign, Tradespeople ambassadors go to schools.
- Educate more high schoolers about this field before they enter college and reach out to more colleges
- Need to have a special designation to show a consumer that the person understands the construction of homes etc.
- Need to get in front of the tech centers in high school and in front of students in technical colleges



- *Bring back industrial arts in the public schools. I have middle aged customers who can't hang a pitcher frame on the wall*
- *Tie history courses in schools to traditional 'shop' classes. Partner with community groups involved with historic properties for summer work programs. Get involved with town governments to develop preservation ordinances and groups that work in communities so young people experience the benefits of having historic buildings and gardens as part of their environment.*
- *Publications are the best route, including e-zines and blogs that offer Preservation Hacks- people need to get into the mindset of an 18th Century builder to understand how simple 18th Century construction techniques were compared to "modern construction".*
- *No, the interest and appreciation has to be there. It's not just a job.*
- *Focus on the skilled craftsman aspect of preservation, rather than encouraging young people to get college degrees just because "that's what you do"*
- *Exposure in Vocational schools*
- *If somebody would pay me to teach the historic plaster trade so I can semi retire my aching body, I would do it.*
- *Create a school in Maine or northern NE devoted to teaching preservation trades.*
- *Educating high school students by exposing them to businesses that work in preservation trades. This can be accomplished through intern programs, but these are usually geared for students already interested. If a student doesn't know about preservation trades, how can they pursue that interest? A preservation trade show for high school students may be helpful in piquing that interest.*
- *Workshops. (Some free for others whom can't afford).*
- *Show them before and after photos of a structure that has been preserved. Ask them -- if they were a part of the preservation team -- what part of the project would they like to have been responsible for completing.*
- *Involve the community colleges in specific programs for historic trades, possibly tied with an academic degree program in history for those who want a "higher" degree with hands-on training for the trades.*
- *Not really*
- *I think that in order to offer training in this area, it has to be paid. And, contractors need workers now. Perhaps there is a trades program that pairs professionals with paid apprenticeships?*
- *Seminars, short duration training, mentoring*
- *Start a program with local/region tech centers associated with high schools. partner with a program like the prince's trust for funding.*
- *State Boards of Education, curriculum planners, career counseling programs, school counseling programs, etc. (Yes, I used to be a school and career counselor and a state and national leader in that profession.)*
- *I hire summer interns from the North Bennett Street School*
- *Young people need exposure to preservation just like we promote college or the military as a career path.*
- *Team up with North Bennet Street School and local mentors to create local opportunity. PSA's.*
- *Exposure*

- *Advertise in HS*
- *Vermont Tzar of preservation*
- *Send charismatic tradespeople (male and females) into high schools to talk about their work and why they love it.*
- *More integration with other trades.*
- *Offer associate degrees at reputable colleges/universities - particularly land grant colleges; Bring speakers into high schools and connect American history coursework to the importance of the preservation trades*
- *More emphasis on history and why things were done the way they were done "way back when". When that is put together with an interest in a trade, it becomes more exciting.*
- *Case studies and testimonials from those working in the preservation trades are very compelling.*
- *wish I did. Publicizing good income potential more widely would help. Publicize incomes of plumber as compared to elementary school teacher!*
- *Apprenticeships? Create afterschool workshops where students can do work and get paid.*
- *Yes, but that is a longer discussion than the survey can afford.*
- *The world have become much more based on internet- for want of a good term- knowledge. Opportunities for potential tradesfolk to see and engage in practitioners online. There's nothing that compares, in my opinion, to mentorship; its actually- through apprenticeships- how the trades were traditionally learned. Some of this might initially occur online, that is exposure to various trades. Perhaps some brief visits with a variety of craftspeople with a presentation of their unique qualities and possible next steps. Most "preservationists" operate within circles/ affinity groups so that might be difficult. Lime plastering, for instance.*
- *Offer more programs, training, hands-on internships and continuing education.*
- *Exposure to the work is key.*
- *Paid internships with each and every preservation contractor Thoughtful curriculums via existing programs to encourage preservation training on the job*
- *Targeted marketing campaigns for both young people and their parents to encourage them to look into the trades*
- *A regional preservation trades school combined with some sort of out reach to high schools and community colleges*
- *Need to provide basic trades education in High School training programs and then post-secondary certifications. Need more registered apprenticeship programs*
- *Apprenticeships - created through a third party facilitator that would do the outreach and take on the administrative burden of translation work-based learning to skills and certification achievements gained*
- *Give people jobs! Anyone can be trained to do this work*
- *By demonstrating there is a right way, a wrong way, and an easy way to do things and that we strive to do things the right way when working on older homes. Pay will rise quickly for a hard worker and willing learner. And a job well done in preservation is extremely gratifying.*
- *Show people the possibility of a good career. Show something other than a college degree.*
- *Introduce preservation into high school vocational programs, encourage trades people to hire interns, get materials to guidance counselors, and hire Mike Rowe of Dirty Jobs as a PR person.*
- *Outreach and education is key.*

- *The people we need find us. We have a high profile in our area.*
- *Develop more preservation trades training programs within state supported vocational trade training schools/programs (high school and college level)*
- *Get out there and talk to high school students. Get them involved in preservation-related activities and job shadowing.*
- *Build apprenticeship program. Work with Technical Career Centers to building training programs.*

**Q30 - Are there any challenges or opportunities in preservation trades workforce development that you believe are unique or more relevant to the Northeast Region?**

- “Yes” responses (without elaboration) = 1
- “No” responses (without elaboration) = 6
- “Unsure” or similar responses = 8
- *Historic buildings and homes.*
- *Challenge is that many historic structures need work. Perception by some that old buildings must be gutted or replaced to be usable for modern life. Or that you can just apply modern material and methods and they will work the same for old buildings. Many contractors and architects are not familiar with historic buildings and steer owners away from preservation. Opportunities: develop centers where trades can be learned - partner with trades guilds like timber framers and window restorers. Build awareness of the any opportunities out there and kinds of skills needed to succeed.*
- *We have a significant stock of older building that need work.*
- *Many of the best trade people have so much work that they have little time to train others.*
- *Many historic structures*
- *I think the aging population is both an opportunity and a challenge. An opportunity in that we can change our buisness structures to move past the mistakes boomers made. A challenge in that young preservationists need to learn essentially lost skills fast and well, and still get enough work done to buy their bread (I mean avacado toast).*
- *There often is little to no work in the winter - this may change with a warming environment, but can be difficult in relation to income.*
- *We need to be reaching out specifically to homeowners in the more rural areas of northern Maine, New Hampshire, and Vermont. There is a wealth of historic buildings in those areas that are not being preserved and home owners that are resilient and able to preserve them if they had the right training and education.*
- *Certainly, our harsh weather creates issues with roofs, heating, sidewalk repairs.*
- *It’s expensive. Most need a spouse/partner that provides regular pay and benefits.*
- *More historic buildings to preserve*
- *The northeast has more historic housing stock than other portions of the country*
- *Such a full stock of historic buildings makes for endless work!*

- *I think many challenges are pretty standard across the country. We do have more opportunities. There is a very high demand given the average age of the building stock in Northeast. Because of this as well, there is a higher level of appreciation for people with preservation trades skills and understanding that they are paid more for their skills.*
- *Energy*
- *Lack of a regional community (outside of the network I know of through NBSS, but that's pretty scattered)!*
- *The pay level for the work compared to the pay level at comparable work in new construction which is some what cleaner and more often level, plumb and square compared to an old building.*
- *Obviously we have the most old buildings of anywhere in america, and I think a lot of tradesmen don't realize that you don't just have to live in Boston to work on historic buildings, they're all over new england*
- *Yes generally in the sense that our housing stock is older than averages across the country and our climate - very cold winters, humid summers, high precipitation - is more challenging for old buildings.*
- *Issues are not unique to the northeast, they are nation-wide. We are blessed with an abundance of subject properties, so more work.*
- *Opportunity: The northeast has a lot of older buildings/homes making this region highly desirable for preservation trades*
- *Opportunities - lots of old houses not being torn down. Challenge - convincing the homeowner restoration will satisfy their goals better than renovation (gutting the house)*
- *Yes! There are very few qualified preservation companies in rural parts of the northeast and it can be difficult to get qualified tradespeople to those parts of the states. There needs to be an evaluation of work opportunities in those parts of the states. Where there are opportunities, they need to be publicized and there needs to be preservation training programs for new and existing workers.*
- *EPA lead regulations--over the top and expensive to follow...*
- *There are more historic buildings here, so more need for trades, but cost of living is high, so harder for tradespeople to live here.*
- *High cost of living, to begin with. But.. this means that much work is affordable by a decent level of socio-economic businesses and households. Encourage the public to participate in supporting the advancement of trades opps.*
- *The supply of work, and interest in preservation is huge in a historic part of the country. It's also an expensive place to live, especially for a poorly paid young tradesperson who wants to be a professional.*
- *Now that mid-century modern is considered historic, I do not think that historic preservation is more unique or relevant to the Northeast. Savannah, Georgia; Charlotte, North Carolina; Charlestown, South Carolina; all have interesting historic preservation guidelines. According to Google, Washington, DC has the most historic buildings and apparently, St. Augustine, Florida and New Orleans, Louisiana have the most historic homes.*
- *Please see my comments in my rant below. Thanks.*

- *We're lucky to have so many folks working in the trades in New England, but that's not to say we have enough.*
- *Limited work force in these trades. Challenge This is also an opportunity for interested people to make a good living.*
- *Limited population and economic growth and sprawl are big limiters for attracting investment into rehab and rehab trade opportunities.*
- *We work in a very rural area. Reliable transportation is a problem for employees and potential employees. We've talked to lots of potential great folks who are entry level, have a great work ethic, and are trainable, but don't have a car and we're not anywhere near a bus route - then they can't get to job sites either - even if we were.*
- *Learning how climate change will likely effect our region would be beneficial. One of the pluses of historic building techniques is that they're adapted to the environment and stand the test of time. If our environment is changing, we should be looking at how our techniques and materials might need to be adjusted.*
- *The opportunity is that there are loads of historic buildings in this region. The challenge is that most people under 40 don't have the attention span for the detailed (and often tedious) work of hands on preservation.*
- *People who underbid jobs and cut corners with historic buildings fighting for living wages and property training*
- *I think northern new england still has lots of unspoiled buildings and regions and are fit for a revival*
- *The opportunities are much better in the Northeast where our history goes back so much further, and there are so many more buildings than say the southwest.*
- *Challenge: high cost of housing. Opportunity: lots of historic buildings that would benefit from preservation trades*
- *The seasonal nature of some of the trades likely present a challenge.*
- *Opportunities are related to the wealth of historic buildings*
- *population loss*
- *We have unlimited historic resources (buildings and places)*
- *Great building stock/market and growing customer base as preservation movement grows (constituent numbers and awareness, grant funds, etc) Expensive housing/living prices*
- *Nothing different*
- *I think this is a nationwide problem, but because the northeast has the greatest number of historic buildings of any region, we see this a a bigger problem.*
- *Weather conditions/vacationers looking for things to experience/large retirement communities (utilize existing skills and teach new ones)*
- *Our short construction season must present challenges. Maybe helping to provide workshop space for professionals to work off side indoors to extend their productive season?*
- *Lots of old homes. (older than other parts of the country). Ex. you probably won't find a 1790's house in AZ.*
- *The northeast has more historic properties.*
- *Distance between jobs, you don't get paid to get to the site. weather*

- *Regulations: It requires less hours to earn a commercial pilot's license than a real estate appraiser certification.*
- *Aging workforce, older buildings, and expensive cost of living are challenges; public support and landmark buildings are opportunities.*
- *The Northeast is known around the country as being steeped in history and rich in historical resources. We could do a better job at promoting those assets as some other historical communities do, and highlight the preservation trades at the same time.*
- *No, the NE region has a wealth of historic cultural treasures.*
- *the weather*
- *The Northeast Region is full of old houses, and barns that are unfortunately falling in but could be fixed up.*
- *Weather for 5-6 months of the year can be tough. Freezing outside in the winter and can be staggeringly hot in the summer. Many historic buildings to work on, however.*
- *The Northeast is the oldest colonies*
- *It gets cold and dark so field work as a component needs to be planned well in advance*
- *The Northeast has a large inventory of old homes and barns but we are also losing our old barns and homes and many owners of older homes may not have the resources to fix up their house or barn proper, so resources and programs similar to Habitat for Humanity specializing in old home restorations but done with preservation in mind*
- *I find that the geographic disparities in the northeast are profound, but interesting. There are solid traditions of single trade craftsmen around some historic urban centers. In these places, a project often includes calling on many more specialized trades to provide services in the skill area. In rural settings (as was probably the case when some buildings were built) it is far less practical to 'import' specialists from far-flung cities. This leads to more autodidacts and Renaissance skillsets. The ability to access useful information to work in these areas becomes key to helping clients of average means achieve restoration goals.*
- *We have lots of older homes that could benefit from more qualified tradespeople. Property owners need to be aware of the benefits of preservation.*
- *Styles & techniques. Older homes are frequently made from timber ... this is not true across the nation.*
- *Keeping ahead of tear-down situations, where historical properties are replaced by cookie cutter developments.*
- *Some things cannot be done in the cold weather*
- *Zoning regs can be difficult to deal with for historic properties. Insurance companies hate old buildings.*
- *Weather, weather, weather.*
- *Weatherization and fluctuation in temperature and its impact*
- *The Northeast has more historic structures than other parts of the country.*
- *Lots of old houses/barns!*
- *See earlier answer. We have people moving to our small NH town from elsewhere who are tearing down stable and beautiful early houses to put up something different - because they don't understand or appreciate their historic value.*
- *The weather?*

- *Major work needed. If you're good, you'll never be without work.*
- *The International Masonry Institute (IMI) is headquartered in Bowie, MD (near DC) and there are large training centers specifically in NY (NYC and upper NY), Boston, Philadelphia to list a few where training for masonry already exists.*
- *Increased masonry needs. Growing interest in legacy communities and buildings. Sadly, NYS Hudson River Valley markets post-COVID/ NYC flight*
- *Not aware of any*
- *The building science is different in the northeast due to climate challenges in the winter.*
- *I think opportunity. Our built environment combined with a foundational interest in and respect for our shared history is a door that is only ajar at this point.....*
- *There are very few educational opportunities or lack of knowledge or availability. Usually on the job training.*
- *All our barns are disappearing*
- *There are a lot of old houses that people buy, gut, and turn into modern looking houses.*
- *Many more historic buildings than someone working in the sunbelt*
- *The high proportion of older building stock in the region provides both challenges and opportunities, especially as deferred maintenance backlogs increase.*
- *The climate will always work against certain facets of preservation. People want to be warm when it is cold and cold when it is warm. That is not how old houses work. This will always be a battle. With that said, some of the most significant changes to house relate to energy efficiency. Historic preservation is not a top priority within this industry so it will always be hard to get people to keep original windows and doors.*
- *People need to earn money year round, some fields do need to work in conditions that many people would not enjoy.*
- *Housing and transportation*
- *The high cost of living is a challenge to young people the northeast has a tremendous volume of preservation needs combined with high average income*
- *Extensive number of historic properties and neighborhoods that would benefit from an understanding of the buildings and patterns of development that exist.*
- *The biggest challenge is the rural, dispersed population of the region that makes it hard to concentrate trades programs and build momentum. This also makes it difficult to find enough work in a concentrated area, thus requiring travel. The biggest opportunity is the long-standing existence of trades and traditional craft in the northeast.*
- *I actually think that the Northeast Region is a strong market for preservation although the upper income children are all steered to college with a very few exceptions.*
- *The number of historic homes that are being renovated with no regard to preservation is greater than other parts of the country. Our severe weather also results in more structures requiring repair. And finally, the lack of home owners' understanding of what is considered preservation as well as historically correct to keep the structures standing is a challenge too.*
- *Could be that the winter months make it difficult for some trades.*
- *Yes, the high school level of education at the career centers should be supported*
- *We have a short work season for exterior projects, especially up in northern Maine.*
- *Cost of living, livable wage*

- *If projects can be attached to retrofit/ insulation goals, then there could be matching funds for that kind of work, as a kind of ' bread and butter' to a startup business.*
- *Our rural communities are very far from educational hubs.*
- *For the Hudson Valley Region, the area I'm most familiar with, it would take a much longer response to do that questions justice. I will say that there is a special history in this area and there are varied challenges and opportunities throughout. There is certainly a consistent demand for historic preservation building trades.*
- *Cold weather is a challenge. The opioid epidemic is a challenge. Vermont has many run down historic buildings in need of updating and remodeling. These buildings have potential. This is an opportunity. Revival of old village centers = historic preservation opportunity.*
- *Travel distances, Winter challenges for outdoor work, the age of the buildings and foundations challenged with recent flooding and the location of buildings near streams and rivers*
- *We have a lot of buildings that are old and maybe not spectacular seeming, but still part of the character of our communities. A lot of everyday people with low to medium income live in older homes with considerable upkeep needs. Our climate and our number of pests can be rough on wood in particular. Many of us have rivers or ponds our basements. It's a lot for owners to manage financially and timewise. So, there's a need for more workers to tackle these things, but also a need for work to be done at affordable rates, which does not always make it a compelling career path.*
- *Yes - a primary customer interest in weatherization and energy efficiency. Combining practices that raise a building's integrity while preserving it's architectural design is a critical future effort.*
- *Need to understand winter weather impacts on historic structures*
- *Distances*
- *We have all the old houses, come on and come to work preserving what makes New England the Best place in USA!*
- *The weather, our freeze thaw cycle is more challenging than a steady climate like the west coast. But this makes more work available here.*
- *Lead paint removal and cost*
- *Oldest region full of old well built buildings with rich history of owners, movers ,shakers*
- *The marketplace for contractors is very scattered in the rural northeast. Unions are rare, as are trade groups, thus networking and cooperation between people and companies require effort and perseverance. On the other hand, being the area of the country with the deepest history of European settlement, there is natural respect for historical and traditional environments, buildings, and skills. These things need nurturing and maintaining nonetheless.*
- *Freeze Thaw Cycles! They present endless challenges to any construction that either projects or recedes from the plane of water-proofing.*
- *Not aware of any*
- *Weather limitations*
- *The housing stock in New England (and the mid Atlantic) is older than in many other parts of the country - there are a lot of crumbling old houses that need love*
- *We have the most old buildings, we have a cold and wet environment.*
- *Getting materials sometimes, getting employees, lack of understanding from customers sometimes about why Plastering is do much more costly than drywall.*



- *NE region is packed with important historic structures*
- *Everything is more challenging in the northeast.*
- *It is cold in winter. Northeast is an economically declining area. In fact, the attitude of many residents is practically anti-growth. These things negatively impact the willingness of a young person to want to live in the Northeast.*
- *The greatest challenge may be the economic conditions in much of rural New England. The greatest opportunity is the large stock of historic buildings in need of rehabilitation.*
- *yes, I think areas with immigrants (not New England) bring some of the basic skills and desire to learn - we have to start from scratch*
- *We have a very short building season. I think it would be important to partner with community colleges, high schools or youth build programs to offer paid opportunities.*
- *The northeast region has an abundance of historic structures, many are in need of restoration*
- *We're running out of young people.*
- *We have a great stock of historic homes and non-residential buildings worth saving in the northeast. We also have a network of historical societies with volunteers waiting to be activated!*
- *There is not enough work to make a competitive market for tradespeople and the region is primarily rural which means "home rule" which can be very parochial. The NH Preservation Alliance works to provide advice to all NH communities.*
- *Climate limits exterior work.*
- *We have a larger inventory of old buildings than other parts of the country.*
- *opportunities are endless in the Northeast, because we have older buildings here than other areas of the country.*
- *Cold weather work*
- *Building codes that lack flexibility to achieve historic outcomes and burdensome insurance demands that discourage historic outcomes.*
- *Lack of overall coordination and communication. No central dumping ground, meeting house, gathering place for needs and trainees to connect.*
- *We have many more historic buildings per capita than most parts of the country.*
- *Not really*
- *Challenge -Costs for education are too high for many to afford Opportunity - a vast inventory of old buildings that need work!*
- *Available lower cost training and continuing education for new recruits to the trades and for people already in the trades.*
- *We have A LOT of older/historic buildings that need work! Job security is not a problem!*
- *Too many craftspeople are about to retire. Opportunity is huge*
- *Don't know. Perhaps we have greater awareness of historic resources?*
- *Opportunities: abundance of historic buildings in Northern New England; presence of the organization I direct: Preservation Education Institute/Historic Windsor. Working with mid-century houses will offer challenges because many materials are not longer made-so creative trade-based solutions will be needed. The challenge of balancing owners perception of what old and new building materials offer is a basic challenge everywhere.*

- *Apparently there is a unique value and interest in craftsmanship in New England. More handmade products are sold here than elsewhere. So, there's a tendency towards appreciation. The challenge is conveying the products- in my case thoughtful, knowledgeable conservation.*
- *The biggest challenge has a considerable amount of historic sites and historic buildings, so good understanding of architectural history is imperative. You're more than just a tradesman/craftsman, you need to know the history too.*
- *An in-depth understanding of our climate zone and building science is incredibly helpful.*
- *Access and cost. Carpenters need to make a living while they learn. This is the primary hurdle.*
- *Challenge-pay scales Opportunity-large percentage of historic buildings*
- *Lot's of very old buildings (for the U.S.) in the Northeast Region, which provides expanded opportunities for doing the work.*
- *In general, the Northeast Region is very old with fewer younger persons to recruit, especially in rural areas. Engage young people from the larger cities.*
- *Housing availability. We could attract a whole lot of people who love historic properties to this region but there is no way for them to live here affordably*
- *We have a great supply of old building stock both in mature preservation districts and in neighborhoods ready to be improved.*
- *The Northeast has some good craftsmen and a lot of historic buildings. It also has somewhat of a culture for appreciating old things and history.*
- *None of the groups talk to each other and there's too much mindset that we are each others' competition. We are all working toward the same goal and need to do a better job of communicating together to promote the importance of preservation trades. This means more day-to-day discussions, outreach, and panels to reach a new type of preservationist. This also means making trades training accessible to all.*
- *I don't know other areas well enough to make a valid comparison*
- *There is a lack of preservation trades training programs in the Northeast Region.*
- *It's mostly white straight men. I don't know of any programs that give financial aid or scholarships for preservative students*
- *Cold climates mean an emphasis on weatherization which can go up against preservation.*

**Q31 - Please share any other thoughts or comments that you believe would be useful or relevant to this research.**

- *The practicalities of how to manage and market a preservation trade business are often limiting for tradespeople. Not sure how to best address this but some type of small business management training could be helpful, understanding how to farm out certain business support work (bookkeeping, promotion), regular placement of interns through a third party (to big in new people), succession planning. This could perhaps be part of a trading program for the trades through a community college. A certificate program and CEU's?*
- *I think certificates for preservation training could be nice features to make available. I know that as a structural engineer, I received no formal training on historic preservation so I have had to learn on the job. If there were a good certificate program for engineers that could augment my*

*knowledge - and credentials - for preservation work, I would probably pursue it. Ideally those would be regionally based so that what was taught was relevant to the area professionals work in.*

- *How to differentiate preservation trades from general construction?*
- *I network of young preservationists would be helpful, something to help build community among us and allow us to discuss and problem-solve together. Some kind of health insurance sharing program for preservationists to assist in providing it to employees/shopmates, as a place holder while we sharpen our pitchforks anyway.*
- *I think racism may play a role in the lack of interest or pursuit of the trades; I see many immigrants working on crews but know of no examples where they are guided, taught, promoted, etc. I see almost no Black people on crews (I can only speak for masonry). I do think Woodlawn and Green-Wood Cemeteries with help from the World Monuments Fund is doing great work to this end. Also NY SHPO started a great workforce development program. However, the latter seemed more to attract professionals wanting to add to their skills and not youth who could learn about the industry and how to pursue training and jobs in it.*
- *I've been telling folks, for years, that we need to create new training, and jobs, in preservation. I've always owned older homes and can't even find a real carpenter!*
- *Appealing to teenagers early is an important facet to this effort.*
- *Good luck!*
- *Form a committee that's majority tradespeople, includes young (under 40yo) tradespeople specifically, and targets an audience that's 15-30yo.*
- *Bringing forging preservation trade back*
- *Thanks for letting me participate - hope this is helpful.*
- *Opportunities for preservation trades in more rural and remote parts of the northeast need to be better understood and that information needs to be provided widely to encourage new or existing companies to fill any gaps that may exist. Where the economy may not support expansion, greater preservation training opportunities for existing contractors may help improve the quality of preservation work being done in those areas. It's also important for the general public and for people in the trades to recognize the importance and significance of their work. An attitude shift in how the preservation trades are perceived may be one of the most important components of attracting young people to this work.*
- *Perhaps a level II study as to specific ideas, connections, contributors to advancement efforts. Grants?*
- *I believe that publicizing efforts of organizations, and the projects they are involved with, including introducing the people who are making a living doing good and interesting work, might get more young people interested in trying the same. A newspaper photo of a steeplejack painting a church belfry convinced me to investigate preservation work when I was a college kid.*
- *There needs to be requirements to maintain and preserve historic buildings on a local level. Maybe an RLF for repairing historic structures and more robust incentives to increase energy efficiency in a way that preserves the contributing elements to a historic structure instead of tossing them. That would make a career in the preservation trades in more demand.*
- *I like the fact that you are including New York, my home state, in the Northeast Region, but after living in NH for seven years, I see that there are some significant differences between NY and New*

England. I love New England for its large collection of 17th, 18th and early 19th century structures and for the respect and care its residents [mostly] give these gifts from the past. The same is not true for much of NY, partly because it was settled so much later than New England, and partly because the driving force in NY has always been financial success. Anything that stood in the way of progress (read: making money) was discarded and replaced with something newer and thus more financially rewarding. This is not always a bad thing, of course, but it does make saving the oldest buildings a challenge for preservationists because there is often no community support for saving them. NY also has very large cities and sprawling suburbs whose development patterns caused the obliteration of thousands of historic structures, and have left us with lots of 20th century landmarks which require tradespeople with different skills from those needed for "handmade" buildings.

- We need to partner with purveyors of old buildings / houses and get their buy in for valuing historic resources appropriately in our communities. Currently, realtors are partnered with contractors and design professionals that only value "new" and not what is intrinsic value of historic resources. This has been the biggest change since the 1970's.
- Thank goodness it is happening!
- Is there a component of this survey for 18-20 year olds who might be in a BOCES or SUNY trades program to find out from the other end of the problem what they're hearing or not hearing about preservation trades? Technical assistance from an NPO for completing existing workforce development grants would be excellent.
- There needs to be a coordinated apprenticeship program. Kids need time at work.
- Keep in mind trades can be applied to both preservation and conventional construction and home reno. a young person can learn basic carpentry and apply that to preservation. in my small town most contractors do some preservation work and lots of regular contemporary work
- It would be interesting to see if there is also a link between the trades issue and the current shortage of building materials and their ever increasing costs.
- Surveys may not be as effective as interviews
- Follow your heart. Accept the pain.
- See above
- This is a great project and a thought provoking survey.
- Old houses are living creatures that deserve respect and stewardship.
- Great idea to explore this. It's a systemic problem that has much to do with our inadequate educational system, both public and private. Needs major intervention.
- Don't tailor your "sell" to create elite preservation professionals. The few who exist today are too busy, too hard to hire, and can be picky when choosing their next projects. Some of my best contractors have not been on preservation contractor lists but have been wonderful with years of first hand experience.
- See above comments
- I appreciate this effort and am glad to be asked for input. I would note the aphorism that all woodworkers/carpenters revert to traditional tools and methods over time. As life progresses the craft becomes more appealing than the gadget and we learn how to seek the essence of our milieu. I think that general pull towards mastery of handwork, and the ability to assess and be guided by the record that each building or project presents is universally available to people who

*encounter this work. I would always want to make sure that there is a train in every station, ready to welcome people aboard, and be less concerned with career path entry into preservation work as the main vehicle to recruit practitioners.*

- *Consider adding a class on town/village management. Rolling in topics on zoning, town planning, infrastructure, conservation & utilities (traditional & broadband).*
- *STEM is great but it directs young people toward engineering and computer science and not necessarily trades.*
- *Have events accessible to high Schools*
- *Good luck*
- *40-50 years ago there seemed to be much more interest in restoring historic homes than there is today. The younger generation does not want the work of maintaining historic structures. Also, they don't like living with the design of older houses.*
- *NYS Department of Labor does a lot of work in the skills world. I bet they'd love to partner.*
- *Again, because it is so critical. Along with training there has to be a clean up on the sexist, racist, and anti gay behaviors that are all too common throughout the trades. Clean this up and you open doors for a ton of other humans to be welcomed into any of the trades.*
- *I cannot emphasize enough the need to hard data to share with young people*
- *Publicize successful preservation projects*
- *Just that this is something I have been thinking about - as a community development person interested in adaptive reuse (making the past not only relevant but useful in what we call modern life) and as chair of the Community College System board. So glad to see you are looking at this and please let those you surveyed know what you found out.*
- *Yes*
- *There needs to be a serious PR campaign to make people aware of the importance of the trades and historic preservation in general. This needs to be led by the National Trust and the many statewide preservation agencies while partnering with the various trade unions and guilds*
- *Contact the Preservation Institute for the Building Crafts at Historic Windsor Vermont! They have been national leaders in this for many decades.*
- *Find a method of connecting to trades people that doesn't require sitting at a computer.*
- *Thanks for the opportunity to share my thoughts. I have nothing further to add.*
- *It's encouraging to see that there is an interest in promoting the building trades.*
- *Thank you for your efforts*
- *For anyone who is truly interested in the history of old buildings, it could be beneficial to find a way to describe the satisfaction found in reading the stories the old buildings have to tell through the preservation process.*
- *There are challenges to funding internships that include workman's comp and other legalities.*
- *Interesting study*
- *The capacity of young people to 'run their own business' is something to address, as is access to capital for tools, trucks, insurance etc. Helping to share some of these back office costs for new professionals is a structural idea that I've heard voiced a few times.*
- *We have established the first and still only Historic Preservation Certificate Program at a community college in New York State and the response has been tremendous. We will be graduating our 3rd cohort class in the Fall, about 20 students so far in the Westchester*

*Community College Workforce Development Program - always happy to talk about it - Alan Strauber 845 266 0261*

- *Convincing people that working with their hands and making things is rewarding comes to mind. The opportunity to avoid \$100,000 to \$200,000 in college tuition debt also seems like another great reason to consider the construction trades*
- *Stop listing contractors in Preservation Organization resource guides who are not qualified.*
- *Ask people to opt in to a database for professionals and tradesmen*
- *On line access to all state, town documents and historical societies*
- *As mentioned earlier, government-subsidized training & apprenticeship programmes and certification/licensing requirements could go a long way to improving quality and levels of remuneration in certain trades.*
- *There are many reprints of traditional manuals available but they are scattered and not available online as a general resource for the tradespeople that you are concerned with. Getting an online resource on brick, slate, timber, etc. etc. with simple text and diagrams would be the most effective way to have the most impact for the least expense IMO.*
- *Get more input from small specialty Studios and artisans who really do drive this effort.*
- *[Https://www.etsy.com/shop/PrettyGoodHouseBook](https://www.etsy.com/shop/PrettyGoodHouseBook) - I wrote this book.*
- *I truly wish someone would come up with a training/ apprenticeship program that reimburses craftsmen who teach. We are losing these arts. When I retire in the next year, my crew of two will disband because neither of them have my level of skill. A first rate Mason business that I work with is also disbanding the crew when the owner retires this year. I believe that I am the only real plasterer left in the state of Vermont.*
- *We need to return to a time when skilled workers were respected and not everyone was being prepared for college.*
- *I believe we need a school that teaches these needed trades. I believe the success of a program will bring more attention and more students to a program*
- *Learn from history. Learn not just from historic preservation textbooks (spare us!), but from the history of education and training in the U.S. and elsewhere. The U.S. doesn't have a long history compared to other cultures, but we seem to forget it faster than a lot of other places. Call me, we can talk!*
- *Anything possible in an urban area is harder in a rural area, so specialization may be harder and the geographic area for work may be larger.*
- *Mindsets need to be changed, for decades, we have heard "go to college and get a degree" earn a good living with higher pay. I promise you, that's not the case*
- *What about offering homeowners some training? How to do simple maintenance projects; What's important to know when purchasing an old house, etc.*
- *More opportunities for young (and not so young) people to gain a meaningful career in something they really enjoy. Start off their career life in actually trying several things to make an informed decision as is possible as they move forward. I think this would help in keeping the cost of education contained somewhat, vs society's pressure of everyone needing to go to college after high school (and getting into crushing debt in a lot of cases). We've lost our balance as a society.*
- *Nothing I can think of right now.*

- *I appreciate this project. I think conveying the skills necessary and importance of the "Preservation Trades"- whatever that means- is challenging. There's a public awareness component as well as having the skilled craftspeople to meet the need. The industry is based on competition rather than collaboration- in my opinion.*
- *Curriculum development by trained educators need to be infused with preservation trades programs. Education institutions need to understand how trades people learn by doing. It is not an inferior way to learn, in fact it is superior.*
- *Contact me for additional comments*
- *Not sure how applicable this is to young/new to the trades people. Seems like individuals going into preservation work would need to have full grasp of basic trades before diving deeper into preservation work.*
- *Workshop space is nearly impossible to find so people who own houses with garages are more able to do this work. Fear about lead paint is a huge burden and it would be great to have some updated research on the affects of lead exposure to adults.*
- *It takes money to set up good training: the buildings and tools and insurance and teachers. Skilled people working in the trades cannot be expected to give their time away free and must be paid a fee that will encourage to join us.*
- *There are some undiscovered craftsmen who need to be found and publicized; internships need to be promoted; some nonprofits should contribute toward programs to promote the trades as well as doing preservation.*
- *Make sure all jobs actually spend at least 2/3rds of their funding on actual work.*
- *Look to other regions of the United States, Canada and Europe (and perhaps elsewhere in the world) to learn of other existing successful preservation trades training schools/programs. For instance, the Province of Nova Scotia in Canada has preservation training programs within the provincial community college system.*

**Q32 - In which state(s) do you primarily work or engage in preservation? (If your primary role in preservation is as a property owner, please specify your primary property location)**

<b>Answer</b>	<b>%</b>	<b>Count</b>
New York	26%	57
Vermont	15%	34
New Hampshire	43%	96
Maine	25%	55
Other (please specify)	13%	29
<i>Total</i>		221

**Q33 - In which types of regions do you primarily work? (select all that apply)**

<b>Geographic area</b>	<b>%</b>	<b>Count</b>
Urban	46%	1100
Suburban	48%	105
Rural	73%	158
<i>Total</i>		363

**Q35 - Do you identify as: (Check one)**

<b>Gender</b>	<b>%</b>	<b>Count</b>
Male	55%	119
Female	43%	93
Non-binary/other	0%	0
Prefer not to say	2%	5
<i>Total</i>	<i>100%</i>	<i>217</i>

**Q36 - What is your age?**

<b>Age</b>	<b>%</b>	<b>Count</b>
18-25	1%	2
26-35	6%	13
36-45	16%	35
46-55	17%	37
56-65	28%	62
66-75	26%	56
76 or older	4%	8
Prefer not to say	2%	5
<i>Total</i>	<i>100%</i>	<i>218</i>



**Q37 - Please describe your race: (Check the box that that best describes how you identify)**

<b>Race</b>	<b>%</b>	<b>Count</b>
Hispanic/Latinx	1%	2
Black or African American	0%	0
White	93%	201
American Indian or Alaska Native, Non-Hispanic	0%	0
Asian	0%	0
Native Hawaiian or other Pacific Islander, Non-Hispanic	0%	0
Two or more races	1%	2
Race and/or Ethnicity Unknown	1%	1
Prefer not to answer	4%	11
<i>Total</i>	<i>100%</i>	<i>217</i>

**Q37b - For Hispanic/Latinx origin, please choose from the following list:**

<b>Ethnicity</b>	<b>%</b>	<b>Count</b>
Cuban	0%	0
Puerto Rican	0%	0
Mexican, Mexican American, or Chicano/a	0%	0
Other Hispanic or Latino/a/x	100%	2
Prefer not to answer	0%	0
<i>Total</i>	<i>100%</i>	<i>2</i>

**Q38 - If you work in the preservation trades, please indicate your approximate personal gross annual income (pre-tax, in U.S. dollars):**

<b>Annual Income</b>	<b>%</b>	<b>Count</b>
Less than \$50,000	22%	14
\$50,000 - 74,999	33%	21

\$75,000 - 99,999	21%	13
\$100,000 - 149,999	8%	5
\$150,000 - 199,999	0%	0
More than \$200,000	5%	3
Prefer not to answer	11%	7
<i>Total</i>	<i>100%</i>	<i>63</i>