

Q1 Please indicate which of the following types of construction projects your firm performs (mark all that apply):

Answered: 40 Skipped: 0

Answer Choices	Responses	
Federal (e.g. VA, GSA, USACE, NAVFAC)	28%	11
Higher education	38%	15
Highway	57%	23
Hospital	43%	17
K-12 School	40%	16
Manufacturing	40%	16
Multifamily residential	48%	19
Other transportation (e.g. transit, airport)	38%	15
Power	30%	12
Private office	48%	19
Public building	55%	22
Retail, warehouse, lodging	50%	20
Water/sewer	43%	17
Other (please specify)	10%	4
Total Respondents: 40		

Q2 What types of employees does your firm employ (mark all that apply)?

Answered: 40 Skipped: 0

Answer Choices	Responses	
BIM personnel	23%	9
Business development/sales personnel	50%	20
Engineers	53%	21
Estimating personnel	83%	33
HR/training personnel	60%	24
IT personnel	48%	19
Project managers/supervisors	93%	37
Quality control personnel	38%	15
Safety personnel	78%	31
Tax/accounting/finance personnel	63%	25
Bricklayers	8%	3
Carpenters	40%	16
Cement masons	23%	9
Concrete workers	33%	13

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Truck drivers	50%	20
Electricians	13%	5
Equipment operators (including cranes, heavy equipment, other)	53%	21
Installers-drywall	10%	4
Installers-other	3%	1
Iron workers	10%	4
Laborers	63%	25
Mechanics	50%	20
Millwrights	10%	4
Painters	5%	2
Pipefitters/Welders	10%	4
Pipelayers	13%	5
Plumbers	8%	3
Roofers	0%	0
Sheet metal workers	5%	2
Superintendent	53%	21
Traffic control personnel	20%	8
Other (please specify)	8%	3
Total Respondents: 40		

Q3 In the next 12 months, do you expect your firm will hire additional or replacement:

Answered: 40 Skipped: 0

	Yes, for expansion	Yes, for replacement only	No	Don't know	Total
Salaried field personnel	37% 14	42% 16	21% 8	0% 0	38
Salaried office personnel	36% 14	33% 13	23% 9	8% 3	39
Hourly craft personnel	62% 24	28% 11	3% 1	8% 3	39
Hourly office personnel	32% 12	32% 12	18% 7	18% 7	38

Q4 How would you describe your current recruitment situation (mark all that apply)?

Answered: 40 Skipped: 0

Answer Choices	Responses
We are having a hard time filling some salaried office positions	43% 17
We are having a hard time filling some salaried field positions	33% 13
We are having a hard time filling some hourly office positions	18% 7

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We are having a hard time filling some hourly craft positions	78%	31
We are having no trouble filling any positions	10%	4
We do not have any openings to fill	3%	1
Don't know	3%	1
Total Respondents: 40		

Q5 If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling (mark all that apply):

Answered: 34 Skipped: 6

Answer Choices	Responses	
BIM personnel	6%	2
Business development/sales personnel	9%	3
Engineers	26%	9
Estimating personnel	35%	12
HR/training personnel	0%	0
IT staff	6%	2
Project managers/supervisors	50%	17
Quality control personnel	6%	2
Safety personnel	6%	2
Tax/accounting/finance personnel	0%	0
No trouble filling	32%	11
Other (please specify)	3%	1
Total Respondents: 34		

Q6 If you are having trouble filling craft positions, please indicate the position types you are having trouble filling (mark all that apply):

Answered: 34 Skipped: 6

Answer Choices	Responses	
Bricklayers	6%	2
Carpenters	29%	10
Cement masons	15%	5
Concrete workers	18%	6
Truck drivers	24%	8
Electricians	12%	4
Equipment operators-cranes, heavy equipment	35%	12
Installers-drywall	6%	2
Installers-sheet metal	3%	1

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Installers-other	0%	0
Iron workers	3%	1
Laborers	32%	11
Mechanics	21%	7
Millwrights	3%	1
Painters	3%	1
Pipefitters/Welders	6%	2
Pipelayers	15%	5
Plumbers	3%	1
Roofers	0%	0
Superintendent	26%	9
Traffic control personnel	3%	1
No trouble filling	0%	0
Other (please specify)	9%	3
Total Respondents: 34		

Q7 Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

Answered: 40 Skipped: 0

	It will continue to be easy to hire	It will become easier to hire	No change	It will become harder to hire	It will continue to be hard to hire	Don't know	Total
Salaried	0% 0	0% 0	32% 12	26% 10	32% 12	11% 4	38
Hourly craft	0% 0	3% 1	18% 7	24% 9	53% 20	3% 1	38

Q8 How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

Answered: 40 Skipped: 0

	Poor	Fair	Good	Excellent	Don't know	Total	Weighted Average
(no label)	35% 14	45% 18	10% 4	3% 1	8% 3	40	2.02

Q9 How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

Answered: 40 Skipped: 0

	Poor	Fair	Good	Excellent	Don't know	Total	Weighted Average
Well trained/skilled	40% 16	45% 18	10% 4	0% 0	5% 2	40	1.85
Able to pass drug tests	15% 6	43% 17	28% 11	5% 2	10% 4	40	2.52
Able to pass background checks	5% 2	43% 17	30% 12	5% 2	18% 7	40	2.88

Q10 Which, if any, of these categories of workers does your firm

make special efforts to recruit and/or retain? (mark all that apply)

Answered: 33 Skipped: 7

Answer Choices	Responses	
African Americans	82%	27
Asians	61%	20
Formerly incarcerated individuals	24%	8
Native Americans/Indigenous Groups	67%	22
People with Disabilities	33%	11
Veterans	88%	29
Women	97%	32
Total Respondents: 33		

Q11 What methods does your firm use to recruit these categories of workers? (mark all that apply)

Answered: 36 Skipped: 4

Answer Choices	Responses	
Internships	33%	12
Outreach to community/industry groups	86%	31
Outreach to local colleges/universities/vocational schools	69%	25
Outreach to local high schools	47%	17
Targeted Job Fairs	69%	25
Other (please specify)	11%	4
Total Respondents: 36		

Q12 What methods does your firm use to retain these categories of workers? (mark all that apply)

Answered: 30 Skipped: 10

Answer Choices	Responses	
Customized learning & development programs	47%	14
Defined Career Progression	43%	13
Diversity & inclusion training	33%	10
Equity and diversity policy	43%	13
Flexible work practices	30%	9
Formal initiatives/Employee resource groups	13%	4
Mentorship or sponsorship programs	47%	14
Other (please specify)	7%	2
Total Respondents: 30		

Q13 Is your firm losing hourly craft or salaried personnel to other

employers (mark all that apply)?

Answered: 40 Skipped: 0

	Yes, to other construction firms in our area	Yes, to other construction firms outside of our area	Yes, to other industries in our area	Yes, to other industries outside of our area	No	Don't know	Total Respondents
Salaried	35% 13	8% 3	19% 7	3% 1	38% 14	8% 3	37
Hourly craft	41% 16	15% 6	23% 9	8% 3	33% 13	8% 3	39

Q14 Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?

Answered: 40 Skipped: 0

	Yes, our firm increased base pay rates	Yes, our firm provided incentives/bonuses	Yes, our firm increased our portion of benefit contributions and/or improved employee benefits	No, but we are considering increases in pay and/or benefits in the near future	No, and we are not considering increases in pay and/or benefits	Don't know	We do not employ or recruit	Total Respondents
Salaried	47% 18	39% 15	32% 12	8% 3	13% 5	5% 2	3% 1	38
Hourly craft	40% 16	35% 14	18% 7	10% 4	28% 11	10% 4	0% 0	40

Q15 Have you increased your use of any of the following during the past year because of difficulty in filling positions? (Mark all that apply)

Answered: 40 Skipped: 0

Answer Choices	Responses
Employee-based (non-immigrant) visas	3% 1
Engage with career-building program (e.g., high school, college, career & technical education)	38% 15
Executive search firms	38% 15
In-house training	55% 22
Interns	43% 17
Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS- or laser-guided machinery)	43% 17
Labor suppliers (craft)	25% 10
Lean Construction	23% 9
Offsite prefabrication	10% 4
Overtime hours	35% 14
Shift work	15% 6
Staffing firms and professional employer organizations (noncraft)	25% 10
Subcontractors	35% 14

Unions	38%	15
Virtual Construction methods (e.g., Building Information Modeling)	5%	2
Other (please specify)	8%	3
Total Respondents: 40		

Q16 If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?

Answered: 40 Skipped: 0

Answer Choices	Responses	
Increased number of reportable injuries and illnesses	18%	7
Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports	18%	7
Increased number of workers compensation claims	5%	2
No change	70%	28
Decreased number of reportable injuries and illnesses	3%	1
Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports	3%	1
Decreased number of workers compensation claims	3%	1
Total Respondents: 40		

Q17 When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Answered: 40 Skipped: 0

Answer Choices	Responses	
We always operate as a union contractor	63%	25
We primarily operate as a union contractor, but not always	10%	4
We primarily operate as an open-shop contractor, but not always	0%	0
We always operate as an open-shop contractor	20%	8
We do not self-perform or directly hire craft personnel	8%	3
TOTAL		40

Q18 Would/do you encourage your children to pursue careers in construction?

Answered: 40 Skipped: 0

Answer Choices	Responses	
Yes	65%	26
No	23%	9
N/A	5%	2
Other (please specify)	8%	3
TOTAL		40

Q19 How many total employees does your firm employ at all of its

locations?

Answered: 40 Skipped: 0

Answer Choices	Responses	
1-49	15%	6
50-249	45%	18
250-499	18%	7
500-999	15%	6
1,000 or more	8%	3
TOTAL		40

Q20 Estimate the total dollar amount of work your firm performed during the past 12 months.

Answered: 40 Skipped: 0

Answer Choices	Responses	
Over \$500 million	5%	2
\$100.1 million-\$500 million	28%	11
\$50.1 million-\$100 million	23%	9
\$30.1 million-\$50 million	18%	7
\$10.1 million-\$30 million	18%	7
\$10 million or less	10%	4
TOTAL		40

Q21 In what state does your firm perform the largest amount of its work?

Answered: 40 Skipped: 0

Answer Choices	Responses	
Name:	0%	0
Company:	0%	0
Address:	0%	0
Address 2:	0%	0
City/Town:	0%	0
State:	100%	40
ZIP:	0%	0
Country:	0%	0
Email Address:	0%	0
Phone Number:	0%	0

Q22 Can we contact you? If yes, please provide your contact info below:

Answered: 22 Skipped: 18

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Answer Choices	Responses	
Name:	95%	21
Company:	82%	18
Address:	82%	18
Address 2:	14%	3
City/Town:	82%	18
State:	91%	20
ZIP:	82%	18
Country:	73%	16
Email Address:	91%	20
Phone Number:	82%	18