2015 Workforce Survey Results
North Carolina Results

There were a total of 36 responses; not all respondents answered every question.

1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)?

- Public building: 56%
- Hospital: 50%
- Retail, warehouse, lodging: 47%
- Manufacturing: 42%
- Higher education: 42%
- K-12 School: 39%
- Private office: 39%
- Water/Sewer: 36%
- Highway: 33%
- Federal: 28%
- Multifamily residential: 22%
- Other transportation: 17%
- Power: 17%

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

Craft workers, also known as hourly craft professionals
- Yes: 94%
- No: 6%
- Don't know: 0%

Professionals, also known as salaried professionals
- Yes: 89%
- No: 11%
- Don't know: 0%

3. How would you describe your firm’s current workforce challenges?

- Trouble filling salaried and/or hourly positions: 86%
- Trouble filling hourly positions: 86%
- Trouble filling salaried positions: 39%
- No trouble filling any positions: 14%
4. If your firm is having trouble filling key hourly craft professional positions, please indicate the position types you are having trouble filling (responses shown for craft professionals currently employed by 3 or more respondents):

- Carpenters: 73% (75%)
- Concrete workers: 75% (50%)
- Drivers: 50% (50%)
- Electricians: 50% (50%)
- Equipment operators: 54% (45%)
- Laborers: 50% (50%)
- Mechanics: 50% (50%)
- Painters: 75% (50%)
- Traffic control personnel: 50% (50%)

5. If your firm is having trouble filling key salaried professional positions, please indicate the position types you are having trouble filling (responses shown for salaried professionals currently employed by 3 or more respondents):

- Engineers: 40% (44%)
- Estimating professionals: 44% (36%)
- Project managers/supervisors: 36% (36%)

6. Do you expect any changes in the availability of construction hourly craft/salaried professionals over the coming 12 months?

- It will continue to be hard to hire: 42% (66%)
- It will become harder to hire: 17% (22%)
- It will continue to be easy to hire: 3% (6%)
- It will become easier to hire: 6% (14%)
- Don’t know: 9% (17%)

Legend: Red = Hourly craft professionals, Blue = Salaried professionals
7. How would you rate the overall quality of the local pipeline for training new construction hourly craft/salaried professionals?

![Bar chart showing the distribution of ratings for hourly craft professionals and salaried professionals.]

8. Is your firm losing construction hourly craft/salaried professionals to other employers (mark all that apply)?

- Yes, to other construction firms in our area: 36% (hourly craft), 19% (salaried)
- Yes, to other construction firms outside of our area: 11% (hourly craft), 8% (salaried)
- Yes, to other industries in our area: 14% (hourly craft), 17% (salaried)
- Yes, to other industries outside of our area: 6% (hourly craft), 0% (salaried)
- No: 33% (hourly craft), 58% (salaried)
- Don’t know: 6% (hourly craft), 14% (salaried)
- We do not hire: 0% (hourly craft), 0% (salaried)
9. Has your firm increased pay and/or benefits for construction hourly craft/salaried professionals (mark all that apply)?

- Yes, by increasing base pay rates: 71% (Hourly), 63% (Salaried)
- Yes, by paying more overtime: 17% (Hourly), 3% (Salaried)
- Yes, by providing incentives/bonuses: 26% (Hourly), 26% (Salaried)
- Yes, by increasing our contributions and/or improving employee benefits: 31% (Hourly), 26% (Salaried)
- No, but we are considering increases in pay and/or benefits in the near future: 9% (Hourly), 6% (Salaried)
- No, and we are not considering increases in pay and/or benefits: 14% (Hourly), 11% (Salaried)
- Unsure: 3% (Hourly), 3% (Salaried)
- We do not employ or recruit: 3% (Hourly)

10. Have you increased your use of the following during the past year because of difficulty in filling positions (mark all that apply)?

- Subcontractors: 58% (Hourly), 3% (Salaried)
- Unions: 3% (Hourly), 8% (Salaried)
- Offsite prefabrication: 39% (Hourly), 14% (Salaried)
- Staffing company: 14% (Hourly), 11% (Salaried)
- Labor-saving equipment, tools, machinery: 17% (Hourly), 14% (Salaried)
- Building Information Modeling: 17% (Hourly), 14% (Salaried)
- Lean Construction: None of the above: 14% (Hourly), 14% (Salaried)
11. If your firm is experiencing workforce challenges, how would you describe its impact on your safety and health program or performance?

- We have experienced an increase in the number of reportable injuries and illnesses: 17%
- We have experienced an increase in the number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- We have experienced an increase in the number of workers compensation claims: 14%
- We have experienced NO change: 75%
- We have experienced a decline in the number of reportable injuries and illnesses: 8%
- We have experienced a decline in the number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- We have experienced a decline in the number of workers compensation claims: 8%

12. Do you employ union workers, or is your firm primarily open shop?

- We employ union workers for all of our projects: 0%
- We employ union workers for most of our projects: 0%
- We are primarily an open shop contractor, but occasionally employ union workers: 11%
- We are exclusively open shop: 89%

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

- $10 million or less: 39%
- $10.1 million-$30 million: 19%
- $30.1 million-$50 million: 8%
- $50.1 million-$100 million: 22%
- $100.1 million-$500 million: 11%
- Over $500 million: 0%