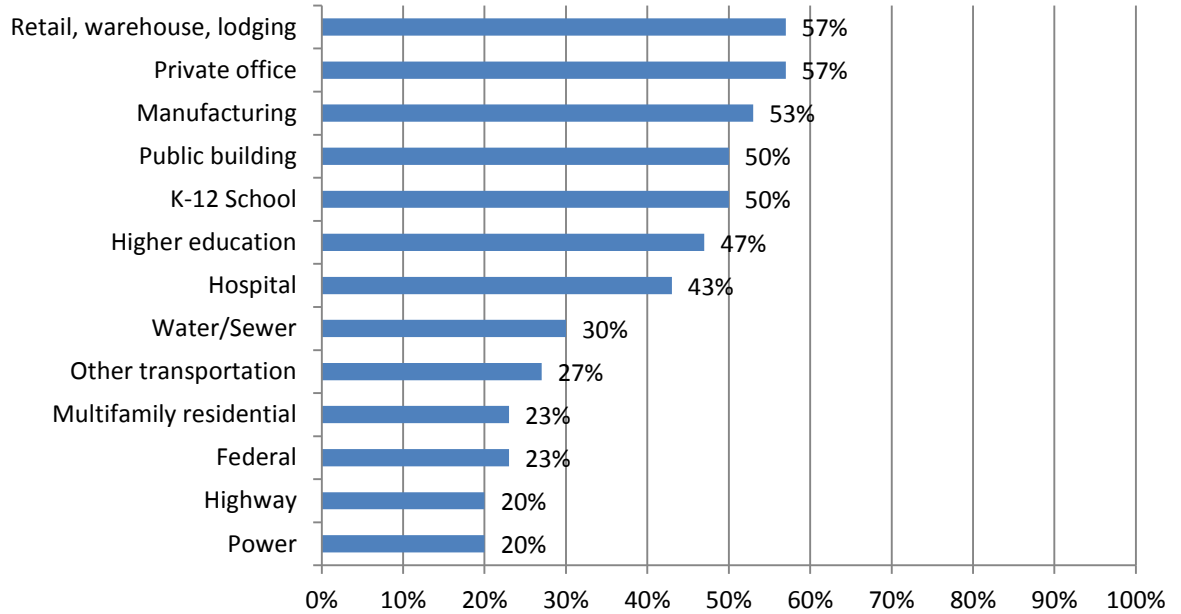




## 2015 Workforce Survey Results Tennessee Results

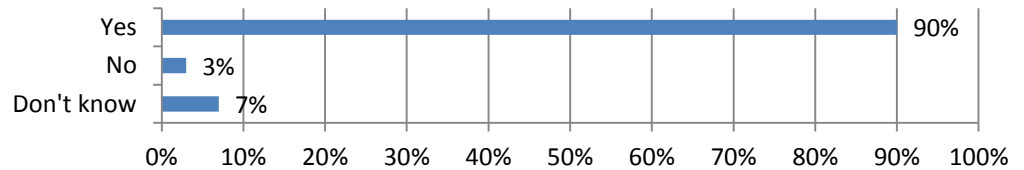
*There were a total of 30 responses; not all respondents answered every question.*

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

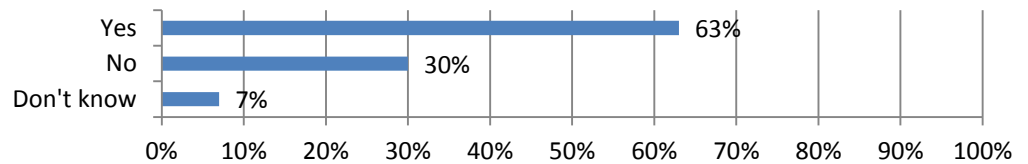


### 2. In the next 12 months, do you expect your firm will hire additional or replacement:

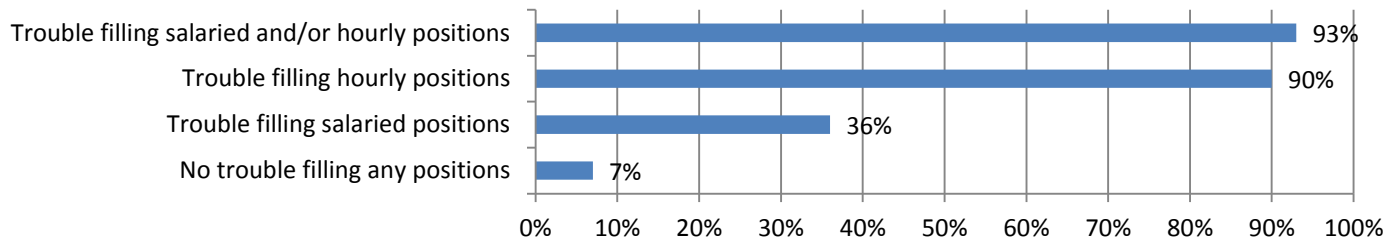
#### Craft workers, also known as hourly craft professionals



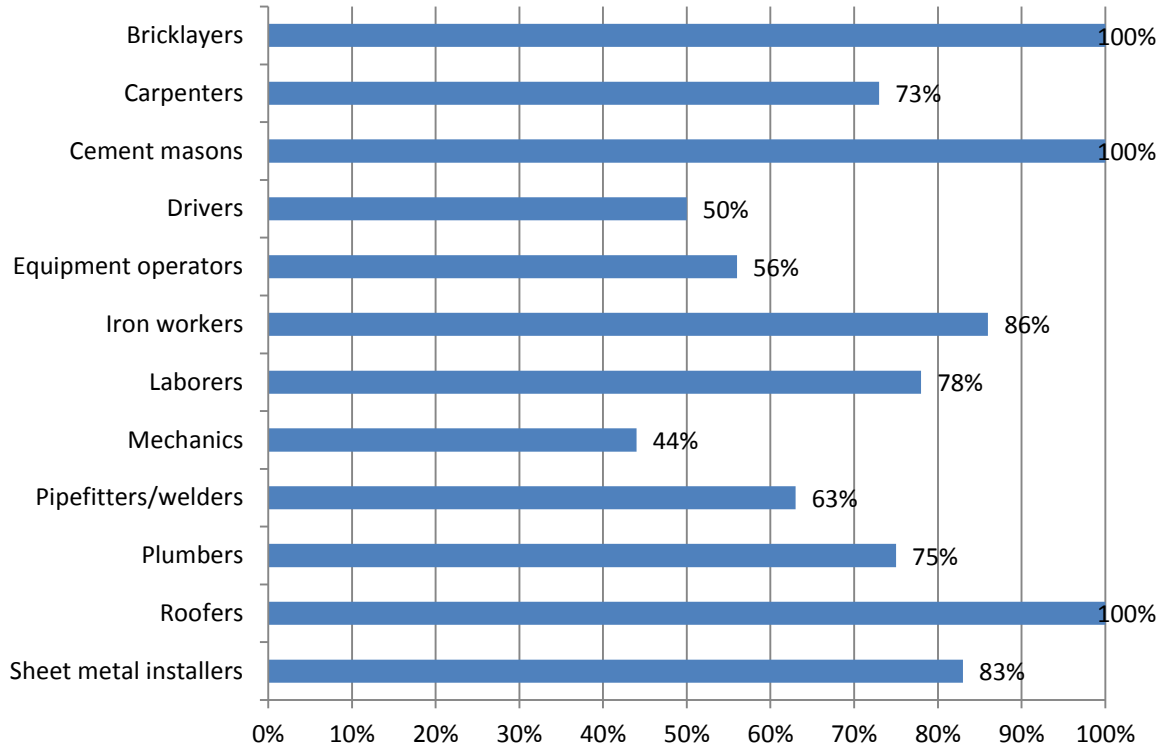
#### Professionals, also known as salaried professionals



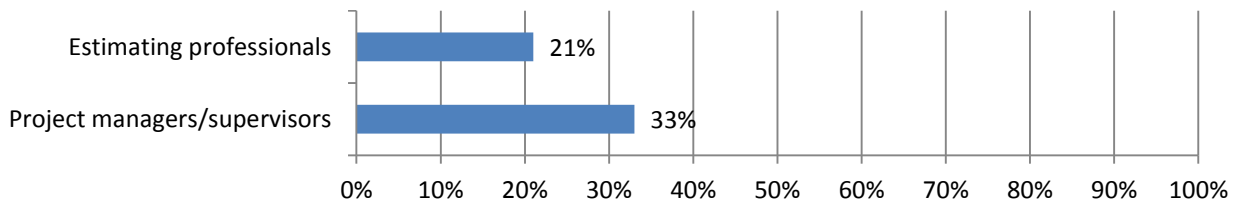
### 3. How would you describe your firm's current workforce challenges?



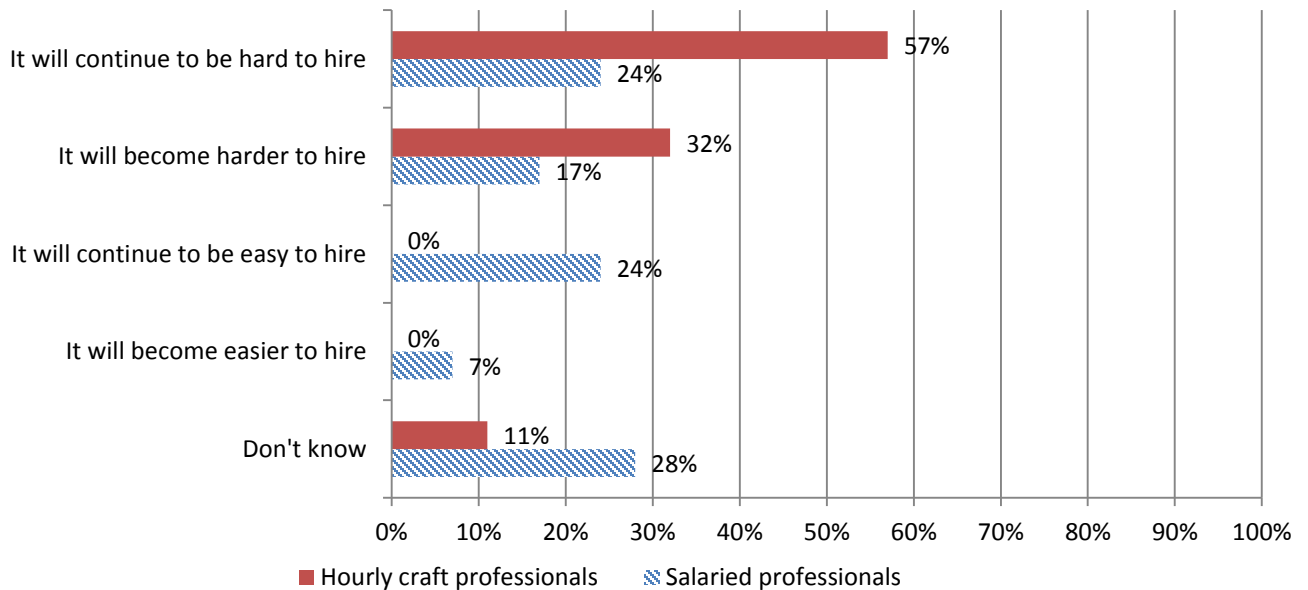
**4. If your firm is having trouble filling key hourly craft professional positions, please indicate the position types you are having trouble filling (responses shown for craft professionals currently employed by 3 or more respondents):**



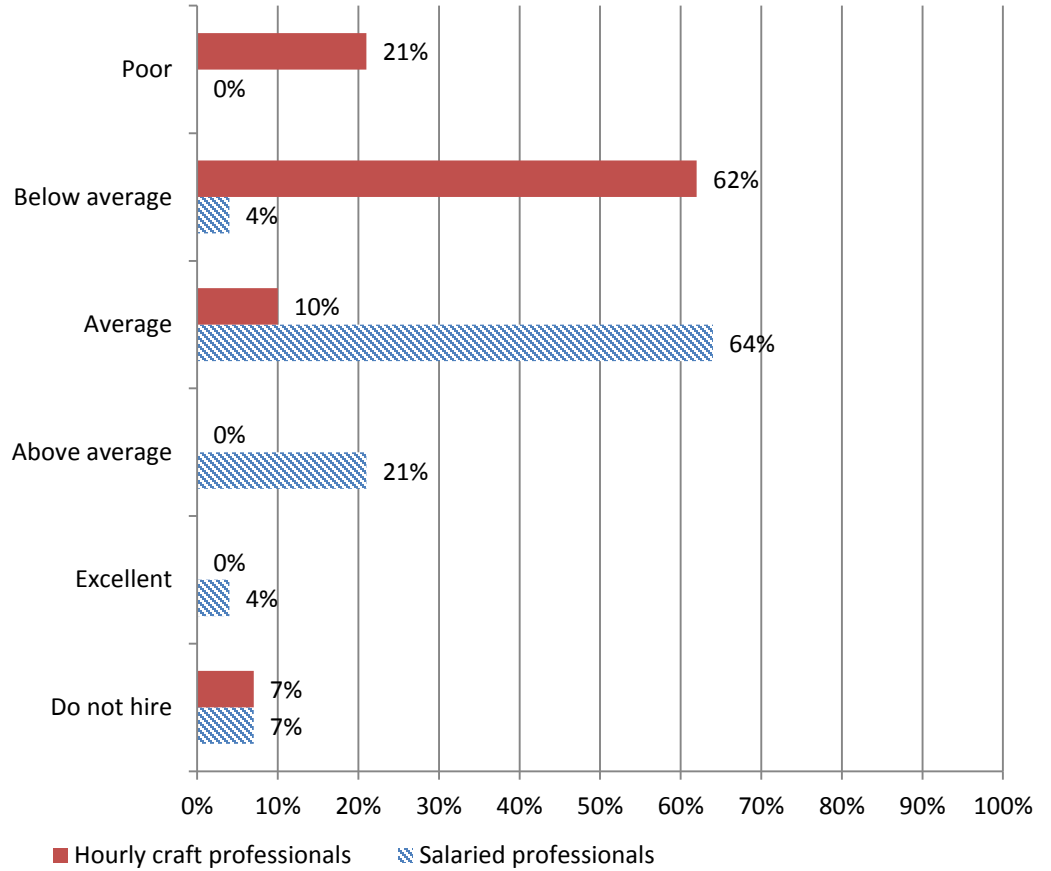
**5. If your firm is having trouble filling key salaried professional positions, please indicate the position types you are having trouble filling (responses shown for salaried professionals currently employed by 3 or more respondents):**



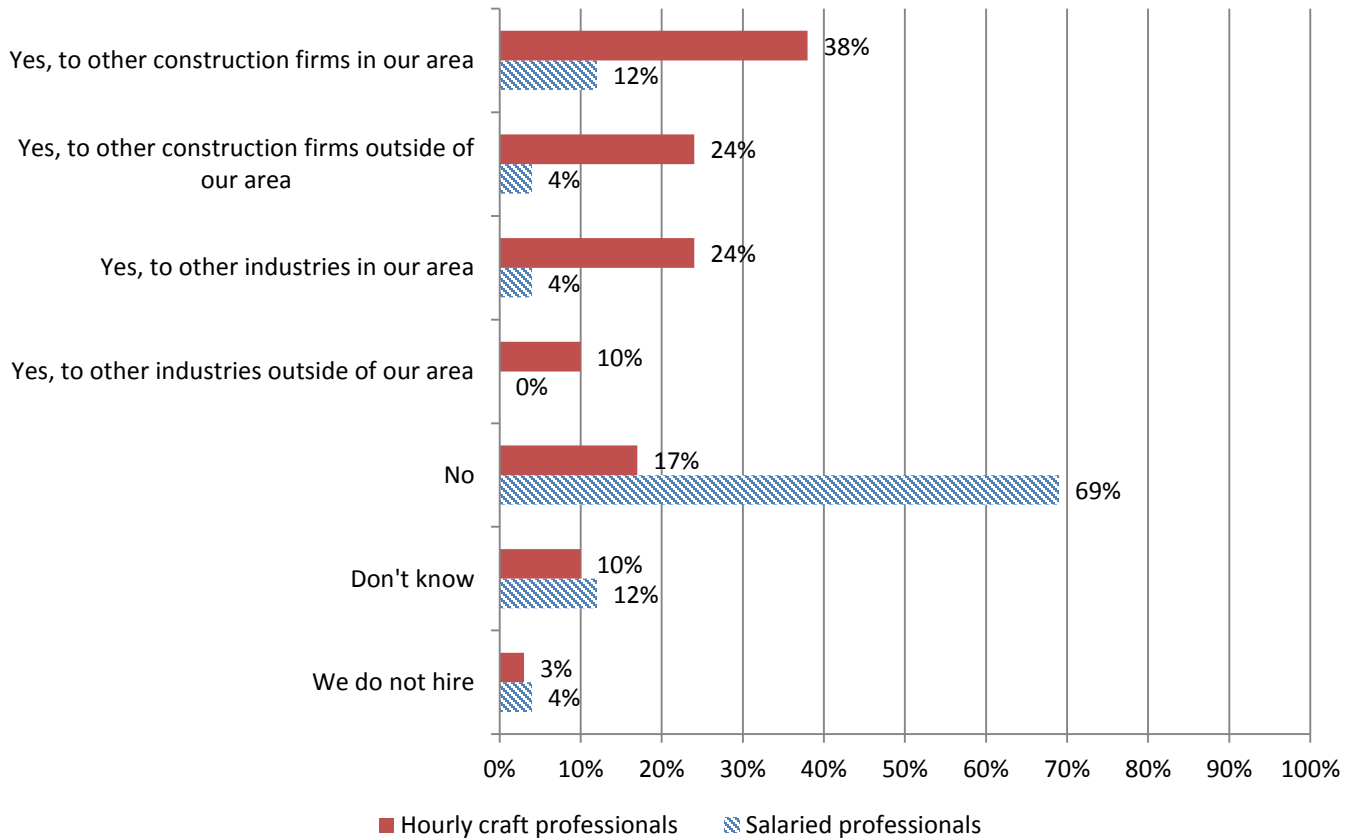
**6. Do you expect any changes in the availability of construction hourly craft/salaried professionals over the coming 12 months?**



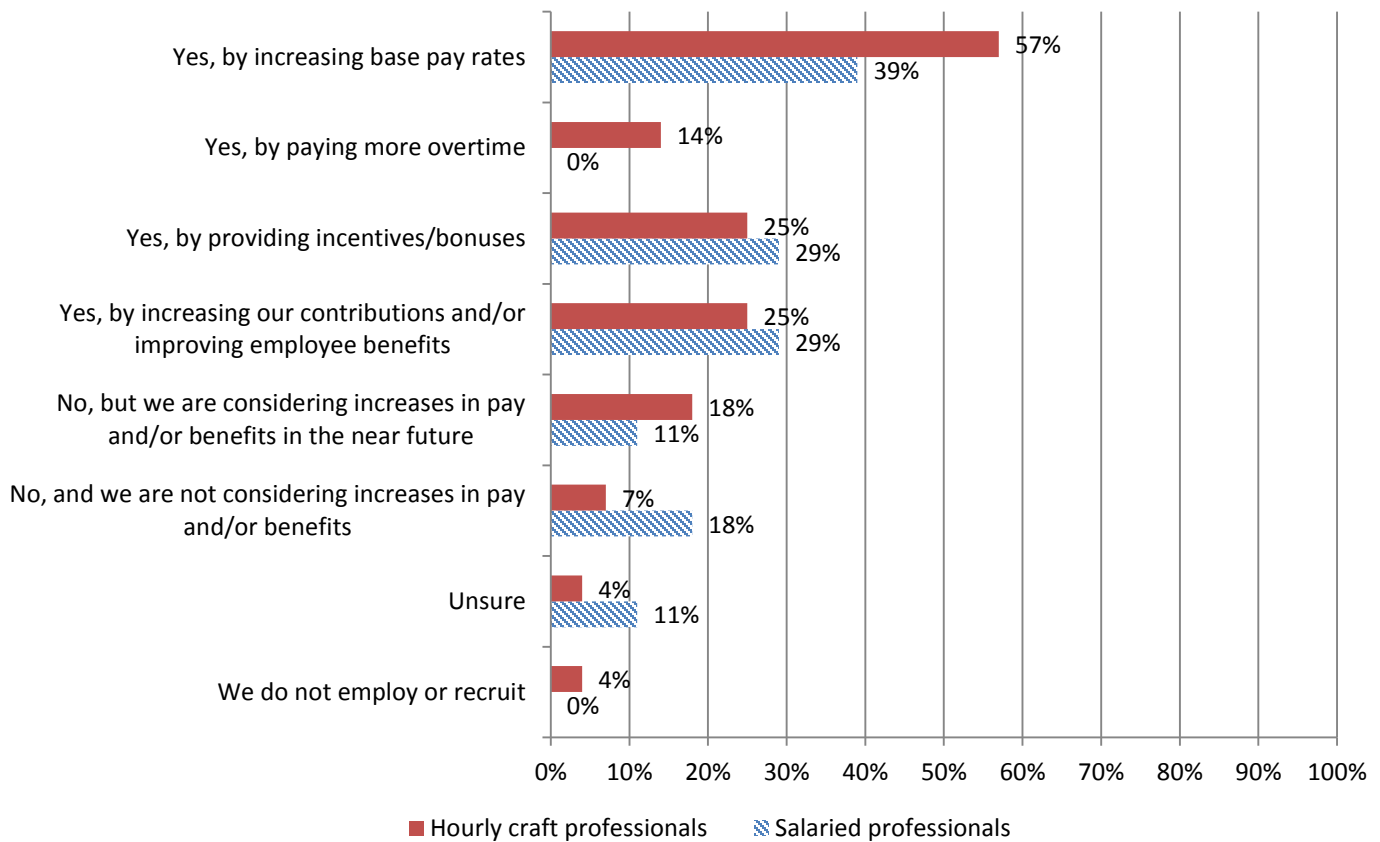
**7. How would you rate the overall quality of the local pipeline for training new construction hourly craft/salaried professionals?**



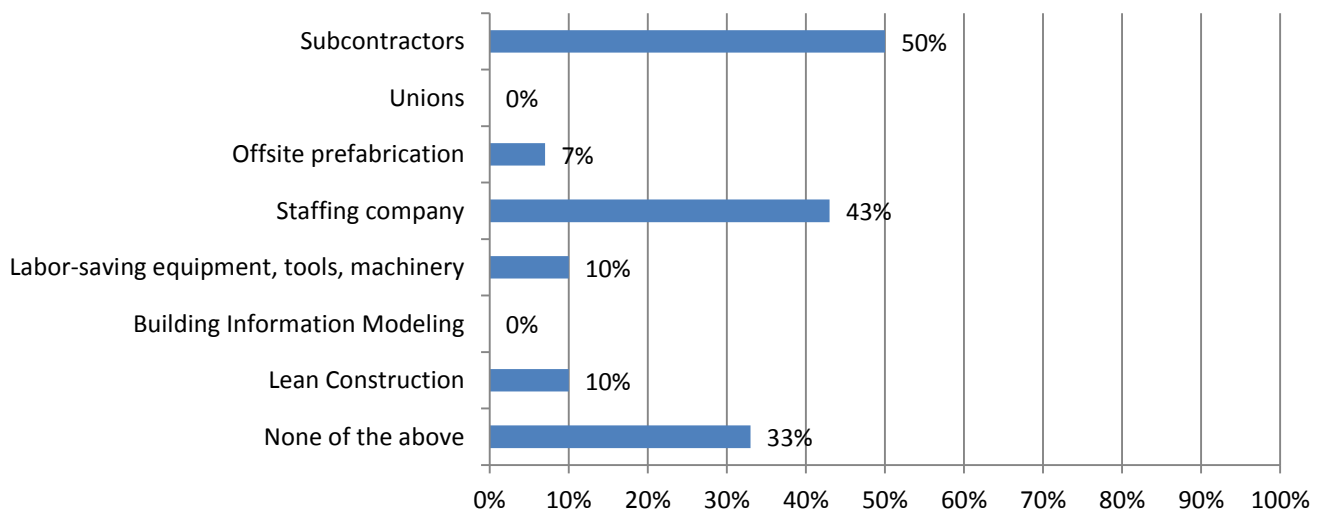
**8. Is your firm losing construction hourly craft/salaried professionals to other employers (mark all that apply)?**



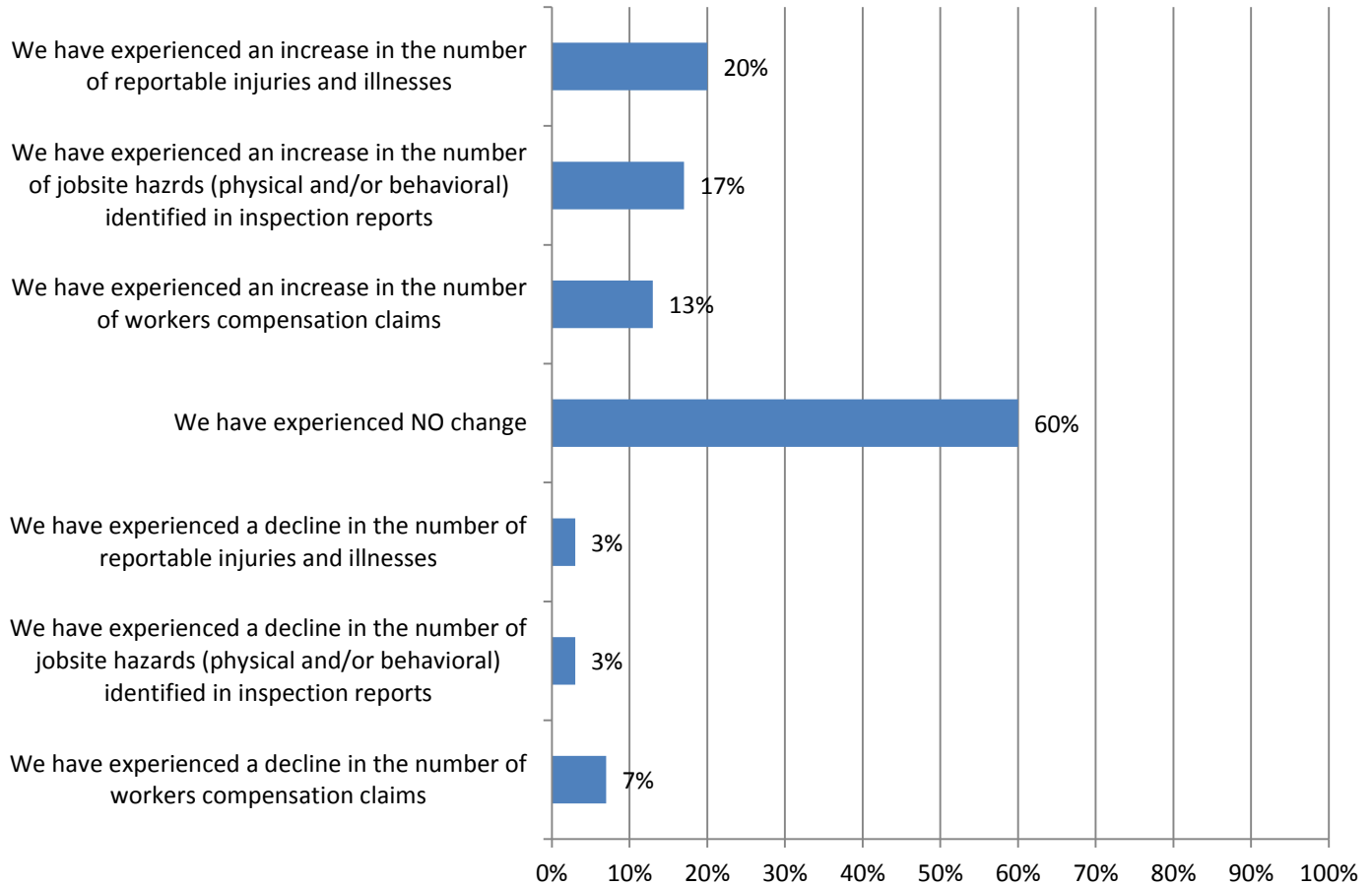
**9. Has your firm increased pay and/or benefits for construction hourly craft/salaried professionals (mark all that apply)?**



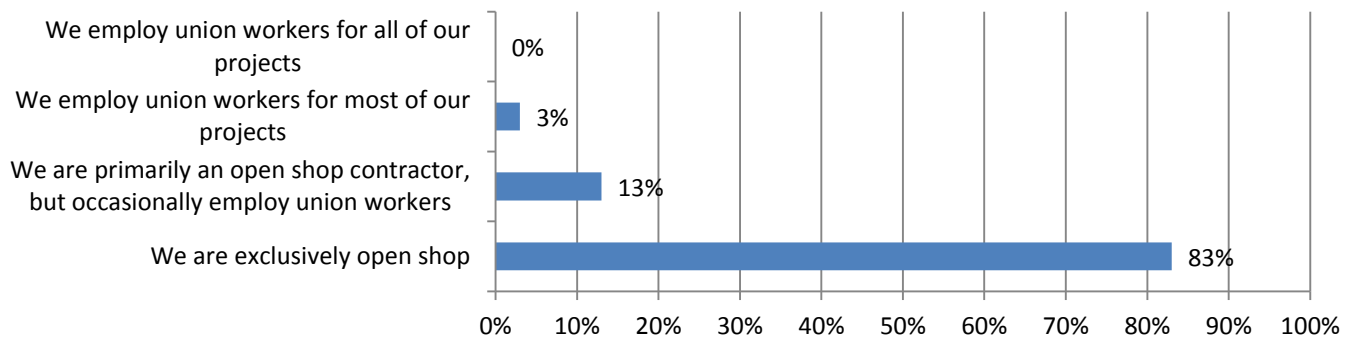
**10. Have you increased your use of the following during the past year because of difficulty in filling positions (mark all that apply)?**



**11. If your firm is experiencing workforce challenges, how would you describe its impact on your safety and health program or performance?**



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



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

