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

- Federal (e.g. VA, GSA, USACE, NAVFAC) - 53%
- Water/Sewer - 43%
- Other transportation (e.g. transit, airport) - 41%
- Higher education - 40%
- Public building - 40%
- Private office - 36%
- Highway - 35%
- Hospital - 33%
- K-12 School - 30%
- Multifamily residential - 27%
- Retail, warehouse, lodging - 27%
- Power - 24%
- Manufacturing - 18%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 81%
- Estimating personnel: 76%
- Laborers: 73%
- Safety personnel: 66%
- Carpenters: 59%
- Superintendent: 59%
- Tax/accounting/finance personnel: 51%
- HR/training personnel: 49%
- Equipment operators-cranes, heavy...: 47%
- Engineers: 45%
- IT personnel: 42%
- Quality control personnel: 42%
- Truck drivers: 41%
- Concrete workers: 38%
- Business development/sales personnel: 36%
- Regional/divisional managers: 36%
- Cement masons: 34%
- Mechanics: 30%
- Traffic control personnel: 30%
- Pipelayers: 29%
- Electricians: 26%
- BIM personnel: 22%
- Pipefitters/welders: 19%
- Iron workers: 11%
- Installers-other: 10%
- Plumbers: 10%
- Painters: 9%
- Installers-drywall: 8%
- Millwrights: 7%
- Bricklayers: 3%
- Installers-sheet metal: 2%
- Linemen: 2%
- Roofers: 2%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 73%
- Yes, for replacement only: 55%
- No: 22%
- Don't know: 11%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 38%
- We are having a hard time filling some salaried field positions: 38%
- We are having a hard time filling some hourly office positions: 23%
- We are having a hard time filling some hourly craft positions: 64%
- We are having no trouble filling any positions: 8%
- We do not have any openings to fill: 13%
- Don't know: 3%
5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:

- Engineers: 37%
- Estimating personnel: 47%
- Project managers/supervisors: 58%
- Quality control personnel: 26%
- Regional/divisional manager: 18%
- Safety personnel: 13%
- No trouble filling: 21%

6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Electricians: 50%
- Pipelayers: 50%
- Carpenters: 46%
- Superintendent: 46%
- Pipefitters/welders: 41%
- Equipment operators-cranes, heavy equipment: 35%
- Laborers: 30%
- Concrete workers: 26%
- Cement masons: 16%
- Truck drivers: 14%
- No trouble filling: 11%

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

- It will continue to be hard to hire: Hourly 40%, Salaried 49%
- It will become harder to hire: Hourly 20%, Salaried 22%
- It will continue to be easy to hire: Hourly 6%, Salaried 5%
- It will become easier to hire: Hourly 4%, Salaried 6%
- Don't know: Hourly 21%, Salaried 28%
8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

- Poor: 25%
- Fair: 49%
- Good: 11%
- Excellent: 1%
- Don't know: 13%

9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

- Yes, to other construction firms in our area: 38% (Hourly craft), 26% (Salaried)
- Yes, to other construction firms outside of our area: 12% (Hourly craft), 10% (Salaried)
- Yes, to other industries in our area: 13% (Hourly craft), 8% (Salaried)
- Yes, to other industries outside of our area: 5% (Hourly craft), 2% (Salaried)
- No: 44% (Hourly craft), 33% (Salaried)
- Don't know: 17% (Hourly craft), 13% (Salaried)

10. 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)?

- Yes, our firm increased base pay rates: 37% (Hourly craft), 27% (Salaried)
- Yes, our firm provided incentives/bonuses: 25% (Hourly craft), 11% (Salaried)
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 26% (Hourly craft), 21% (Salaried)
- No, but we are considering increases in pay and/or benefits in the near future: 17% (Hourly craft), 17% (Salaried)
- No, and we are not considering increases in pay and/or benefits: 20% (Hourly craft), 10% (Salaried)
- Don't know: 10% (Hourly craft), 13% (Salaried)
- We do not employ or recruit: 7% (Hourly craft), 5% (Salaried)
11. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?

- In-house training: 52%
- Overtime hours: 43%
- Subcontractors: 43%
- Interns: 36%
- Unions: 34%
- Engage with career-building program (e.g. highschool, college, career & technical education): 31%
- Executive search firms: 30%
- Staffing firms and professional employer organizations (noncraft): 27%
- Labor-saving equipment, tools, machinery (e.g. drones, robots, GPS or laser-guided machinery): 16%
- Offsite prefabrication: 16%
- Labor suppliers (craft): 14%
- Lean Construction: 12%
- Virtual construction methods (e.g. BIM): 9%

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

- Increased number of reportable injuries and illnesses: 13%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 8%
- Increased number of workers compensation claims: 8%
- No change: 75%
- Decreased number of reportable injuries and illnesses: 7%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- Decreased number of workers compensation claims: 4%
13. When you self-perform construction work, do you operate as a union contractor or an open shop?

- We always operate as a union contractor: 37%
- We primarily operate as a union contractor but not always: 14%
- We primarily operate as an open-shop contractor but not always: 14%
- We always operate as an open-shop contractor: 29%
- We do not self-perform or directly hire craft personnel: 5%

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

- Yes: 56%
- No: 23%
- N/A: 18%

15. How many total employees does your firm employ at all of its locations?

- 1-49: 41%
- 50-249: 24%
- 250-499: 21%
- 500-999: 11%
- 1,000 or more: 3%

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

- $10 million or less: 34%
- $10.1 million-$30 million: 15%
- $30.1 million-$50 million: 8%
- $50.1 million-$100 million: 8%
- $50.1 million-$100 million: 8%
- $100.1 million-$500 million: 16%
- Over $500 million: 19%