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

- Retail, warehouse, lodging: 50%
- Private office: 43%
- Public building: 43%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 39%
- Higher education: 39%
- Highway: 36%
- K-12 School: 32%
- Manufacturing: 29%
- Other transportation (e.g. transit, airport): 29%
- Multifamily residential: 21%
- Water/Sewer: 21%
- Hospital: 18%
- Power: 14%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 82%
- Project managers/supervisors: 82%
- Tax/accounting/finance personnel: 68%
- Safety personnel: 64%
- Laborers: 64%
- Business development/sales personnel: 57%
- HR/training personnel: 54%
- IT personnel: 54%
- Superintendent: 54%
- Quality control personnel: 50%
- Regional/divisional managers: 46%
- Carpenters: 43%
- Truck drivers: 39%
- Equipment operators-cranes, heavy...: 36%
- Engineers: 32%
- Mechanics: 32%
- Traffic control personnel: 32%
- Concrete workers: 29%
- BIM personnel: 21%
- Electricians: 21%
- Pipefitters/welders: 21%
- Pipelayers: 21%
- Installers-other: 11%
- Bricklayers: 4%
- Installers-sheet metal: 4%
- Iron workers: 4%
- Millwrights: 4%
- Painters: 4%
- Plumbers: 4%
- Cement masons: 0%
- Installers-drywall: 0%
- Linemen: 0%
- Roofers: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion (80%)
- Yes, for replacement only (36%)
- No (12%)
- Don't know (4%)

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions (32%)
- We are having a hard time filling some salaried field positions (68%)
- We are having a hard time filling some hourly office positions (14%)
- We are having a hard time filling some hourly craft positions (61%)
- We are having no trouble filling any positions (11%)
- We do not have any openings to fill (4%)
- Don't know (0%)

5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:

- Project managers/supervisors (70%)
- Engineers (56%)
- Estimating personnel (48%)
- Quality control personnel (36%)
- Safety personnel (33%)
- Business development/sales personnel (31%)
- No trouble filling (12%)
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

![Bar chart showing the percentage of firms having trouble filling various position types.]

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

![Bar chart showing the percentage of firms expecting changes in the availability of hourly craft or salaried personnel.]

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

![Bar chart showing the percentage of firms rating the adequacy of the local pipeline for supplying well-trained craft personnel.]
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: 46% Hourly craft, 41% Salaried
- Yes, to other construction firms outside of our area: 7% Hourly craft, 22% Salaried
- Yes, to other industries in our area: 14% Hourly craft, 15% Salaried
- Yes, to other industries outside of our area: 4% Hourly craft, 7% Salaried
- No: 36% Hourly craft, 44% Salaried
- Don't know: 4% Hourly craft, 11% 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: 71% Hourly craft, 61% Salaried
- Yes, our firm provided incentives/bonuses: 29% Hourly craft, 29% Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 1% Hourly craft, 25% Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 4% Hourly craft, 4% Salaried
- No, and we are not considering increases in pay and/or benefits: 7% Hourly craft, 11% Salaried
- Don't know: 4% Hourly craft, 7% Salaried
- We do not employ or recruit: 0% Hourly craft, 0% 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)?

- Subcontractors: 71%
- Overtime hours: 64%
- Engage with career-building program (e.g. highschool, college, career & technical education): 54%
- In-house training: 54%
- Executive search firms: 46%
- Interns: 43%
- Labor suppliers (craft): 39%
- Lean Construction: 21%
- Staffing firms and professional employer organizations (noncraft): 21%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 18%
- Offsite prefabrication: 14%
- Virtual construction methods (e.g. BIM): 7%
- Unions: 4%

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: 18%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 21%
- Increased number of workers compensation claims: 19%
- No change: 61%
- Decreased number of reportable injuries and illnesses: 11%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 7%
- Decreased number of workers compensation claims: 7%
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: 0%
- We primarily operate as a union contractor but not always: 7%
- We primarily operate as an open-shop contractor but not always: 14%
- We always operate as an open-shop contractor: 68%
- We do not self-perform or directly hire craft personnel: 11%

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

- Yes: 61%
- No: 18%
- N/A: 14%

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

- 1-49: 29%
- 50-249: 29%
- 250-499: 11%
- 500-999: 11%
- 1,000 or more: 11%
- Over $500 million: 7%

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

- $10 million or less: 25%
- $10.1 million-$50 million: 14%
- $30.1 million-$50 million: 11%
- $50.1 million-$100 million: 11%
- $10.1 million-$30 million: 14%
- Over $500 million: 7%