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

- Private office: 64%
- Public building: 64%
- Manufacturing: 58%
- Retail, warehouse, lodging: 58%
- Hospital: 56%
- K-12 School: 56%
- Higher education: 53%
- Multifamily residential: 28%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 11%
- Other transportation (e.g. transit, airport): 8%
- Power: 6%
- Water/Sewer: 6%
- Highway: 3%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 94%
- Estimating personnel: 89%
- Laborers: 86%
- Safety personnel: 64%
- Superintendent: 61%
- HR/training personnel: 56%
- Tax/accounting/finance personnel: 53%
- Carpenters: 47%
- Business development/sales personnel: 44%
- Quality control personnel: 36%
- Regional/divisional managers: 36%
- Engineers: 28%
- IT personnel: 28%
- BIM personnel: 25%
- Equipment operators-crane, heavy: 25%
- Concrete workers: 22%
- Installers-other: 17%
- Pipefitters/welders: 17%
- Truck drivers: 17%
- Electricians: 14%
- Installers-sheet metal: 11%
- Iron workers: 11%
- Mechanics: 11%
- Plumbers: 11%
- Installers-drywall: 8%
- Millwrights: 8%
- Pipelayers: 8%
- Painters: 6%
- Bricklayers: 3%
- Cement masons: 3%
- Roofers: 1%
- Linemen: 0%
- Traffic control personnel: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
  - Hourly office personnel: 59%
  - Hourly craft personnel: 61%
  - Salaried office personnel: 78%
  - Salaried field personnel: 61%

- Yes, for replacement only
  - Hourly office personnel: 19%
  - Hourly craft personnel: 19%
  - Salaried office personnel: 44%
  - Salaried field personnel: 59%

- No
  - Hourly office personnel: 17%
  - Hourly craft personnel: 19%
  - Salaried office personnel: 12%
  - Salaried field personnel: 11%

- Don’t know
  - Hourly office personnel: 6%
  - Hourly craft personnel: 12%
  - Salaried office personnel: 11%
  - Salaried field personnel: 16%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 28%
- We are having a hard time filling some salaried field positions: 33%
- We are having a hard time filling some hourly office positions: 11%
- We are having a hard time filling some hourly craft positions: 72%
- We are having no trouble filling any positions: 3%
- We do not have any openings to fill: 6%
- Don't know: 6%

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

- Project managers/supervisors: 50%
- Estimating personnel: 31%
- No trouble filling: 32%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Carpenters: 57%
- Laborers: 52%
- Superintendent: 41%
- No trouble filling: 10%

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: 53%
- It will become harder to hire: 19%
- It will continue to be easy to hire: 0%
- It will become easier to hire: 3%
- Don't know: 3%

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

- Poor: 36%
- Fair: 40%
- Good: 6%
- Excellent: 3%
- Don't know: 3%

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: 45%
- Yes, to other construction firms outside of our area: 17%
- Yes, to other industries in our area: 15%
- Yes, to other industries outside of our area: 0%
- No: 36%
- Don't know: 9%
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
- 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

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)?

- Overtime hours
- Labor suppliers (craft)
- Staffing firms and professional employer organizations (noncraft)
- Engage with career-building program (e.g. highschool, college, career & technical education)
- In-house training
- Executive search firms
- Interns
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery
- Lean Construction
- Subcontractors
- Offsite prefabrication
- Virtual construction methods (e.g. BIM)
- Unions
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: 14%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 14%
- Increased number of workers compensation claims: 6%
- Decreased number of reportable injuries and illnesses: 0%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- Decreased number of workers compensation claims: 0%
- No change: 78%

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: 3%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 86%
- We do not self-perform or directly hire craft personnel: 6%

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

- Yes: 58%
- No: 25%
- N/A: 17%

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

- 1,000 or more: 3%
- 500-999: 6%
- 250-499: 17%
- 50-249: 36%
- 1-49: 39%

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

- $10.1 million-$30 million: 22%
- $100.1 million-$500 million: 6%
- $30.1 million-$50 million: 8%
- $50.1 million-$100 million: 17%
- Over $500 million: 17%
- $10.1 million-$30 million: 31%