2016 Workforce Survey Results
Idaho Results

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

- Public building: 60%
- Retail, warehouse, lodging: 60%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 55%
- K-12 School: 55%
- Private office: 50%
- Higher education: 45%
- Hospital: 40%
- Manufacturing: 35%
- Water/Sewer: 30%
- Multifamily residential: 25%
- Highway: 20%
- Other transportation (e.g. transit, airport): 20%
- Power: 20%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 60%
- Estimating personnel: 55%
- HR/training personnel: 55%
- Laborers: 55%
- Truck drivers: 35%
- Safety personnel: 30%
- Equipment operators-cranes, heavy...: 30%
- Mechanics: 30%
- Superintendent: 30%
- Quality control personnel: 25%
- Tax/accounting/finance personnel: 25%
- IT personnel: 20%
- Electricians: 20%
- Business development/sales personnel: 15%
- Installers-other: 15%
- Pipefitters/welders: 15%
- Engineers: 10%
- Regional/divisional managers: 10%
- Carpenters: 10%
- Concrete workers: 10%
- Installers-sheet metal: 10%
- Pipelayers: 10%
- Cement masons: 5%
- Iron workers: 5%
- Painters: 5%
- Plumbers: 5%
- Roofers: 5%
- BIM personnel: 0%
- Bricklayers: 0%
- Installers-drywall: 0%
- Linemen: 0%
- Millwrights: 0%
- Traffic control personnel: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 75%
- Yes, for replacement only: 50%
- No: 25%
- Don't know: 5%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 20%
- We are having a hard time filling some salaried field positions: 15%
- We are having a hard time filling some hourly office positions: 30%
- We are having a hard time filling some hourly craft positions: 70%
- We are having no trouble filling any positions: 15%
- We do not have any openings to fill: 10%
- Don't know: 5%

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: 45%
- No trouble filling: 40%
6. 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: 39% (Hourly craft), 58% (Salaried)
- It will become harder to hire: 21% (Hourly craft), 17% (Salaried)
- It will continue to be easy to hire: 0% (Hourly craft), 11% (Salaried)
- It will become easier to hire: 0% (Hourly craft), 16% (Salaried)
- Don't know: 5% (Hourly craft), 33% (Salaried)

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

- Poor: 55% (Hourly craft)
- Fair: 30% (Hourly craft)
- Good: 15% (Hourly craft)
- Excellent: 0% (Hourly craft)
- Don't know: 0% (Hourly craft)

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

- Yes, to other construction firms in our area: 26% (Hourly craft), 17% (Salaried)
- Yes, to other construction firms outside of our area: 21% (Hourly craft), 6% (Salaried)
- Yes, to other industries in our area: 26% (Hourly craft), 17% (Salaried)
- Yes, to other industries outside of our area: 5% (Hourly craft), 6% (Salaried)
- No: 42% (Hourly craft), 61% (Salaried)
- Don't know: 11% (Hourly craft)
9. 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
  - Hourly craft: 55%
  - Salaried: 32%
- Yes, our firm provided incentives/bonuses
  - Hourly craft: 10%
  - Salaried: 11%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits
  - Hourly craft: 25%
  - Salaried: 21%
- No, but we are considering increases in pay and/or benefits in the near future
  - Hourly craft: 15%
  - Salaried: 16%
- No, and we are not considering increases in pay and/or benefits
  - Hourly craft: 5%
  - Salaried: 15%
- Don't know
  - Hourly craft: 0%
  - Salaried: 21%
- We do not employ or recruit
  - Hourly craft: 0%
  - Salaried: 0%

10. 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: 55%
- Staffing firms and professional employer organizations (noncraft): 35%
- Subcontractors: 35%
- In-house training: 25%
- Interns: 25%
- Engage with career-building program (e.g. highschool, college, career & technical education): 20%
- Labor suppliers (craft): 20%
- Executive search firms: 10%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 10%
- Lean Construction: 10%
- Offsite prefabrication: 0%
- Unions: 0%
- Virtual construction methods (e.g. BIM): 0%
11. 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: 25%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 10%
- Increased number of workers compensation claims: 15%
- No change: 70%
- Decreased number of reportable injuries and illnesses: 5%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Decreased number of workers compensation claims: 5%

12. When you self-perform construction work, do you operate as a union contractor or an open shop?

- We always operate as a union contractor: 5%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 10%
- We always operate as an open-shop contractor: 75%
- We do not self-perform or directly hire craft personnel: 10%

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

- Yes: 45%
- No: 35%
- N/A: 20%

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

- 1-49: 55%
- 50-249: 40%
- 500-999: 0%
- 1,000 or more: 5%

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

- $10 million or less: 65%
- $10.1 million - $30 million: 20%
- $30.1 million - $50 million: 10%
- $50.1 million - $100 million: 5%
- $100.1 million - $500 million: 0%
- Over $500 million: 0%