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

- Higher education: 71%
- Hospital: 71%
- K-12 School: 71%
- Retail, warehouse, lodging: 71%
- Private office: 68%
- Manufacturing: 65%
- Public building: 65%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 32%
- Multifamily residential: 32%
- Water/Sewer: 26%
- Highway: 23%
- Other transportation (e.g. transit, airport): 23%
- Power: 23%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 90%
- Project managers/supervisors: 87%
- Safety personnel: 71%
- Laborers: 65%
- Tax/accounting/finance personnel: 61%
- Superintendent: 58%
- Carpenters: 48%
- IT personnel: 45%
- Business development/sales personnel: 42%
- Quality control personnel: 42%
- Engineers: 39%
- HR/training personnel: 39%
- Equipment operators-cranes, heavy equipment: 35%
- Truck drivers: 35%
- BIM personnel: 32%
- Cement masons: 29%
- Regional/divisional managers: 26%
- Concrete workers: 26%
- Pipefitters/welders: 19%
- Installers-drywall: 16%
- Iron workers: 16%
- Mechanics: 16%
- Plumbers: 16%
- Traffic control personnel: 16%
- Electricians: 10%
- Millwrights: 10%
- Bricklayers: 6%
- Installers-sheet metal: 6%
- Painters: 6%
- Pipelayers: 6%
- Installers-other: 3%
- Roofers: 3%
- Linemen: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
- Yes, for replacement only
- No
- Don't know

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 45%
- We are having a hard time filling some salaried field positions: 26%
- We are having a hard time filling some hourly office positions: 16%
- We are having a hard time filling some hourly craft positions: 48%
- We are having no trouble filling any positions: 19%
- We do not have any openings to fill: 19%
- Don't know: 3%

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

- Project managers/supervisors: 48%
- Estimating personnel: 39%
  - No trouble filling: 15%

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

- Carpenters: 60%
- Laborers: 25%
  - No trouble filling: 15%
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: 42% Hourly craft, 42% Salaried
- It will become harder to hire: 23% Hourly craft, 13% Salaried
- It will continue to be easy to hire: 6% Hourly craft, 6% Salaried
- It will become easier to hire: 3% Hourly craft, 6% Salaried
- Don't know: 26% Hourly craft, 32% Salaried

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

- Poor: 13% Hourly craft, 13% Salaried
- Fair: 45% Hourly craft, 45% Salaried
- Good: 13% Hourly craft, 13% Salaried
- Excellent: 10% Hourly craft, 10% Salaried
- Don't know: 19% Hourly craft, 19% Salaried

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: 25% Hourly craft, 27% Salaried
- Yes, to other construction firms outside of our area: 4% Hourly craft, 10% Salaried
- Yes, to other industries in our area: 11% Hourly craft, 7% Salaried
- Yes, to other industries outside of our area: 4% Hourly craft, 3% Salaried
- No: 52% Hourly craft, 57% Salaried
- Don't know: 15% Hourly craft, 10% 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: 28% (Hourly), 35% (Salaried)
- Yes, our firm provided incentives/bonuses: 17% (Hourly), 26% (Salaried)
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 7% (Hourly), 16% (Salaried)
- No, but we are considering increases in pay and/or benefits in the near future: 10% (Hourly), 10% (Salaried)
- No, and we are not considering increases in pay and/or benefits: 23% (Hourly), 34% (Salaried)
- Don’t know: 7% (Hourly), 10% (Salaried)
- We do not employ or recruit: 3% (Hourly), 3% (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: 48% (Hourly), 42% (Salaried)
- Executive search firms: 42% (Hourly), 42% (Salaried)
- In-house training: 42% (Hourly), 42% (Salaried)
- Engage with career-building program (e.g. highschool, college, career & technical education): 39% (Hourly), 39% (Salaried)
- Overtime hours: 39% (Hourly), 39% (Salaried)
- Unions: 39% (Hourly), 39% (Salaried)
- Interns: 35% (Hourly), 35% (Salaried)
- Staffing firms and professional employer organizations (noncraft): 32% (Hourly), 32% (Salaried)
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 29% (Hourly), 29% (Salaried)
- Lean Construction: 26% (Hourly), 26% (Salaried)
- Labor suppliers (craft): 19% (Hourly), 19% (Salaried)
- Offsite prefabrication: 19% (Hourly), 19% (Salaried)
- Virtual construction methods (e.g. BIM): 10% (Hourly), 10% (Salaried)
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: 16%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- Increased number of workers compensation claims: 13%
- Decreased number of reportable injuries and illnesses: 3%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- Decreased number of workers compensation claims: 6%
- No change: 68%

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: 81%
- We primarily operate as a union contractor but not always: 10%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 3%
- We do not self-perform or directly hire craft personnel: 0%

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

- Yes: 58%
- No: 26%
- N/A: 16%

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

- 1,000 or more: 6%
- 500-999: 10%
- 250-499: 13%
- 50-249: 23%
- 1-49: 48%

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

- $10 million or less: 25%
- $10.1 million-$30 million: 13%
- $30.1 million-$50 million: 16%
- $50.1 million-$100 million: 13%
- $100.1 million-$500 million: 23%
- Over $500 million: 10%