2016 Workforce Survey Results

Kansas Results

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

- Private office: 78%
- Retail, warehouse, lodging: 57%
- Hospital: 52%
- Public building: 52%
- Higher education: 48%
- K-12 School: 43%
- Manufacturing: 39%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 25%
- Multifamily residential: 22%
- Power: 22%
- Other transportation (e.g. transit, airport): 17%
- Highway: 13%
- Water/Sewer: 9%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 83%
- Project managers/supervisors: 78%
- Laborers: 74%
- Superintendent: 74%
- HR/training personnel: 65%
- Tax/accounting/finance personnel: 65%
- Carpenters: 65%
- Safety personnel: 57%
- Business development/sales personnel: 52%
- IT personnel: 52%
- Concrete workers: 39%
- Equipment operators-cranes, heavy...: 39%
- Quality control personnel: 35%
- Truck drivers: 35%
- Engineers: 30%
- Cement masons: 30%
- Regional/divisional managers: 26%
- Installers-drywall: 26%
- Iron workers: 26%
- Mechanics: 26%
- Millwrights: 26%
- Bricklayers: 22%
- Installers-other: 22%
- Pipefitters/welders: 22%
- BIM personnel: 17%
- Painters: 17%
- Electricians: 13%
- Installers-sheet metal: 9%
- Pipelayers: 9%
- Plumbers: 9%
- Linemen: 0%
- Roofers: 0%
- Traffic control personnel: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 78%
- Yes, for replacement only: 68%
- No: 25%
- Don’t know: 9%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 39%
- We are having a hard time filling some salaried field positions: 43%
- We are having a hard time filling some hourly office positions: 4%
- We are having a hard time filling some hourly craft positions: 83%
- We are having no trouble filling any positions: 4%
- We do not have any openings to fill: 13%
- 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: 83%
- Estimating personnel: 37%
- No trouble filling: 16%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

<table>
<thead>
<tr>
<th>Position</th>
<th>Hourly</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenters</td>
<td>67%</td>
<td>0%</td>
</tr>
<tr>
<td>Superintendent</td>
<td>59%</td>
<td>0%</td>
</tr>
<tr>
<td>Laborers</td>
<td>47%</td>
<td>0%</td>
</tr>
<tr>
<td>No trouble filling</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Availability</th>
<th>Hourly</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>It will continue to be hard to hire</td>
<td>57%</td>
<td>30%</td>
</tr>
<tr>
<td>It will become harder to hire</td>
<td>43%</td>
<td>30%</td>
</tr>
<tr>
<td>It will continue to be easy to hire</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>It will become easier to hire</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Don't know</td>
<td>17%</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Adequacy</th>
<th>Hourly</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>35%</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>61%</td>
<td>0%</td>
</tr>
<tr>
<td>Good</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Excellent</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Don't know</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Loss Type</th>
<th>Hourly</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, to other construction firms in our area</td>
<td>9%</td>
<td>14%</td>
</tr>
<tr>
<td>Yes, to other construction firms outside of our area</td>
<td>17%</td>
<td>26%</td>
</tr>
<tr>
<td>Yes, to other industries in our area</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Yes, to other industries outside of our area</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>No</td>
<td>35%</td>
<td>73%</td>
</tr>
<tr>
<td>Don't know</td>
<td>9%</td>
<td>9%</td>
</tr>
</tbody>
</table>
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
  - Hourly craft: 70%
  - Salaried: 73%
- Yes, our firm provided incentives/bonuses
  - Hourly craft: 43%
  - Salaried: 50%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits
  - Hourly craft: 22%
  - Salaried: 23%
- No, but we are considering increases in pay and/or benefits in the near future
  - Hourly craft: 4%
  - Salaried: 5%
- No, and we are not considering increases in pay and/or benefits
  - Hourly craft: 17%
  - Salaried: 23%
- Don’t know
  - Hourly craft: 4%
  - Salaried: 0%
- We do not employ or recruit
  - Hourly craft: 4%
  - Salaried: 0%

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: 70%
- Engage with career-building program (e.g. highschool, college, career & technical education): 61%
- In-house training: 61%
- Staffing firms and professional employer organizations (noncraft): 48%
- Labor suppliers (craft): 43%
- Subcontractors: 43%
- Interns: 39%
- Lean Construction: 22%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 17%
- Executive search firms: 13%
- Offsite prefabrication: 9%
- Unions: 4%
- Virtual construction methods (e.g. BIM): 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: 22%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 9%
- Increased number of workers compensation claims: 13%
- No change: 57%
- Decreased number of reportable injuries and illnesses: 13%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- 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: 9%
- We primarily operate as a union contractor but not always: 9%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 78%
- We do not self-perform or directly hire craft personnel: 4%

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

- Yes: 70%
- No: 17%
- N/A: 13%

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

- 1,000 or more: 0%
- 500-999: 0%
- 250-499: 0%
- 1-49: 26%
- 50-249: 74%

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

- $10 million or less: 17%
- $10.1 million-$30 million: 39%
- $30.1 million-$50 million: 17%
- $50.1 million-$100 million: 17%
- $100.1 million-$500 million: 9%
- Over $500 million: 0%