2016 Workforce Survey Results
Michigan Results

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

- Higher education: 83%
- Hospital: 79%
- Manufacturing: 75%
- Public building: 71%
- K-12 School: 67%
- Private office: 67%
- Retail, warehouse, lodging: 54%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 42%
- Power: 38%
- Water/Sewer: 38%
- Other transportation (e.g. transit, airport): 21%
- Multifamily residential: 17%
- Highway: 8%
2. What types of employees does your firm employ (mark all that apply)?

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Estimating personnel</td>
<td>92%</td>
</tr>
<tr>
<td>Project managers/supervisors</td>
<td>88%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>83%</td>
</tr>
<tr>
<td>Laborers</td>
<td>83%</td>
</tr>
<tr>
<td>Safety personnel</td>
<td>75%</td>
</tr>
<tr>
<td>Superintendent</td>
<td>75%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>58%</td>
</tr>
<tr>
<td>IT personnel</td>
<td>54%</td>
</tr>
<tr>
<td>Business development/sales personnel</td>
<td>50%</td>
</tr>
<tr>
<td>Engineers</td>
<td>50%</td>
</tr>
<tr>
<td>HR/training personnel</td>
<td>50%</td>
</tr>
<tr>
<td>Tax/accounting/finance personnel</td>
<td>42%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>42%</td>
</tr>
<tr>
<td>Truck drivers</td>
<td>42%</td>
</tr>
<tr>
<td>Equipment operators-cranes, heavy</td>
<td>38%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>38%</td>
</tr>
<tr>
<td>BIM personnel</td>
<td>33%</td>
</tr>
<tr>
<td>Quality control personnel</td>
<td>33%</td>
</tr>
<tr>
<td>Regional/divisional managers</td>
<td>33%</td>
</tr>
<tr>
<td>Millwrights</td>
<td>29%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>21%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>17%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>13%</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>8%</td>
</tr>
<tr>
<td>Painters</td>
<td>8%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>8%</td>
</tr>
<tr>
<td>Electricians</td>
<td>4%</td>
</tr>
<tr>
<td>Installers-sheet metal</td>
<td>4%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>4%</td>
</tr>
<tr>
<td>Linemen</td>
<td>0%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>0%</td>
</tr>
<tr>
<td>Roofers</td>
<td>0%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>0%</td>
</tr>
</tbody>
</table>
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
  - Hourly office personnel: 79%
  - Hourly craft personnel: 4%
  - Salaried office personnel: 5%
  - Salaried field personnel: 8%

- Yes, for replacement only
  - Hourly office personnel: 29%
  - Hourly craft personnel: 8%
  - Salaried office personnel: 4%
  - Salaried field personnel: 8%

- No
  - Hourly office personnel: 23%
  - Hourly craft personnel: 23%
  - Salaried office personnel: 4%
  - Salaried field personnel: 4%

- Don’t know
  - Hourly office personnel: 23%
  - Hourly craft personnel: 13%
  - Salaried office personnel: 8%
  - Salaried field personnel: 4%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 33%
- We are having a hard time filling some salaried field positions: 38%
- We are having a hard time filling some hourly office positions: 15%
- We are having a hard time filling some hourly craft positions: 69%
- We are having no trouble filling any positions: 8%
- We do not have any openings to fill: 9%
- Don’t know: 4%

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

- Project managers/supervisors: 52%
- Estimating personnel: 31%
- No trouble filling: 37%
- Don’t know: 8%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Carpenters: 70%
- Concrete workers: 64%
- Laborers: 45%
- Superintendent: 44%

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: 48%
- It will become harder to hire: 38%
- It will continue to be easy to hire: 9%
- It will become easier to hire: 4%
- Don't know: 13%

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

- Poor: 21%
- Fair: 42%
- Good: 25%
- Excellent: 0%
- Don't know: 13%

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: 33%
- Yes, to other construction firms outside of our area: 9%
- Yes, to other industries in our area: 19%
- Yes, to other industries outside of our area: 5%
- No: 39%
- Don't know: 11%
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)?

- Subcontractors
- Interns
- Unions
- In-house training
- Overtime hours
- Engage with career-building program (e.g. highschool, college, career & technical education)
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery
- Lean Construction
- Offsite prefabrication
- Staffing firms and professional employer organizations (noncraft)
- Virtual construction methods (e.g. BIM)
- Executive search firms
- Labor suppliers (craft)
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: 13%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- Increased number of workers compensation claims: 4%
- No change: 79%
- Decreased number of reportable injuries and illnesses: 4%
- 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: 71%
- We primarily operate as a union contractor but not always: 21%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 4%
- We do not self-perform or directly hire craft personnel: 4%

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

- Yes: 58%
- No: 25%
- N/A: 13%

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

- 1,000 or more: 4%
- 250-499: 13%
- 500-999: 17%
- 50-249: 29%
- 1-49: 38%

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

- $30.1 million-$50 million: 0%
- $50.1 million-$100 million: 4%
- $100.1 million-$500 million: 21%
- $10 million or less: 25%
- $10.1 million-$30 million: 25%
- Over $500 million: 25%