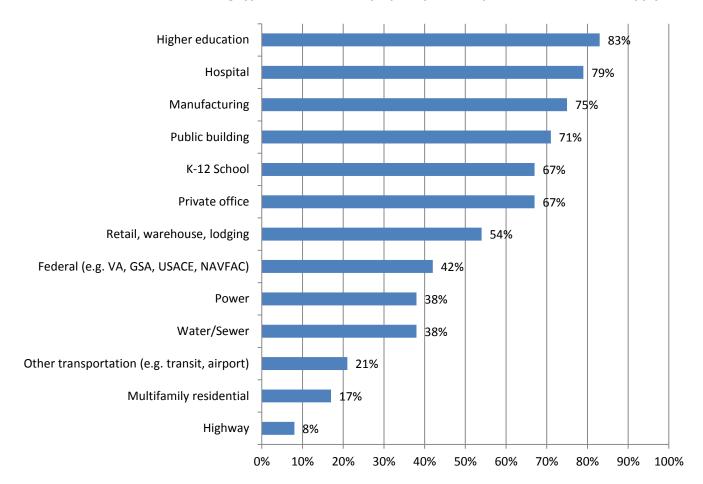
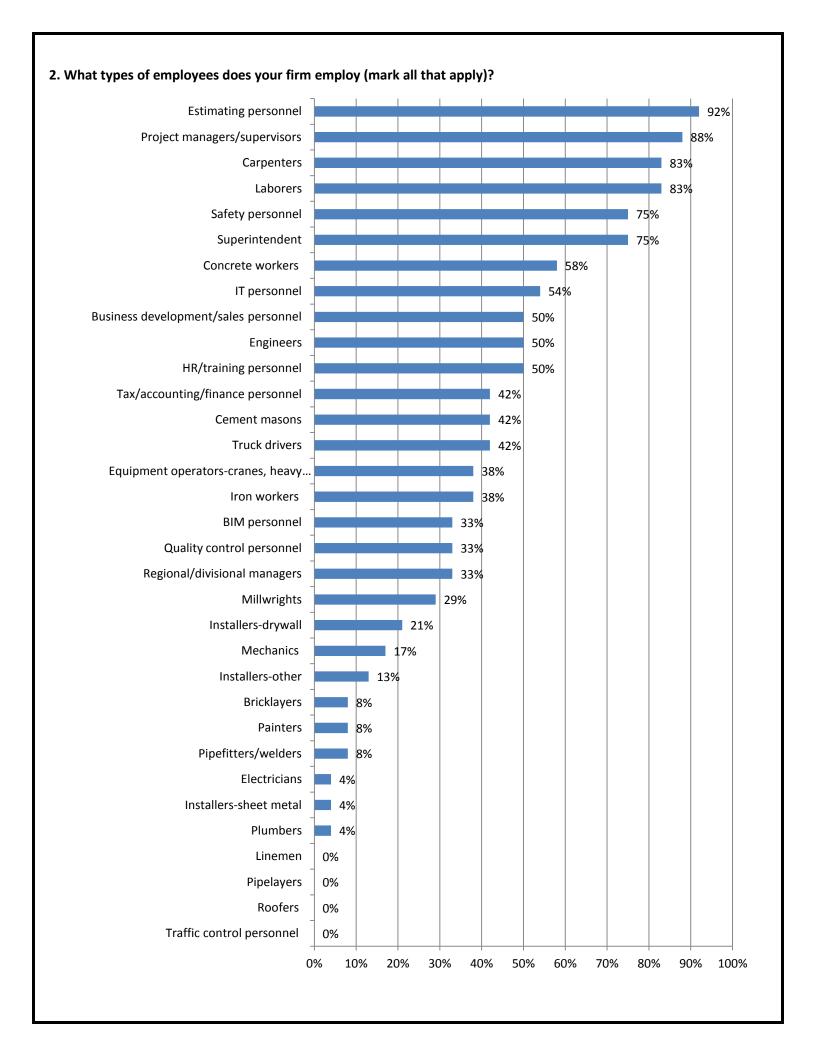


2016 Workforce Survey Results

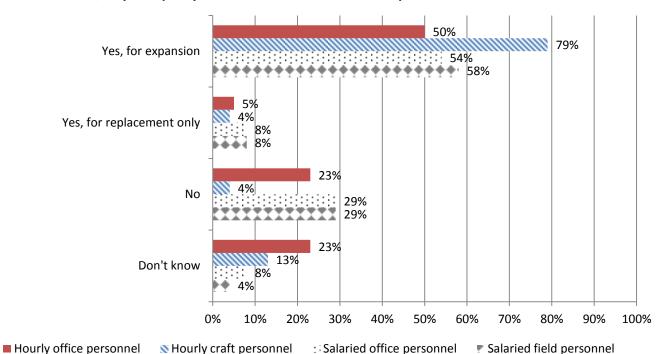
Michigan Results

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

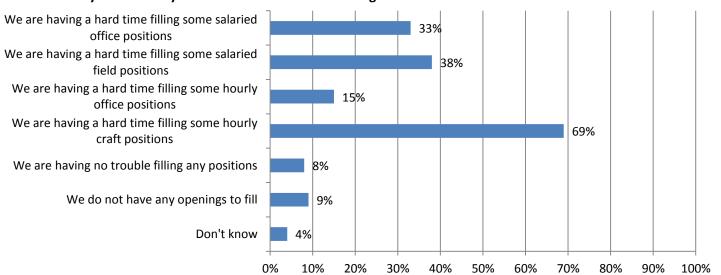




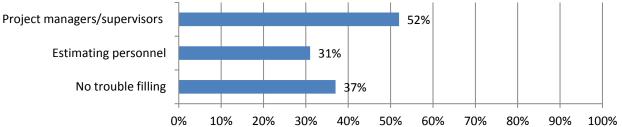
3. In the next 12 months, do you expect your firm will hire additional or replacement:



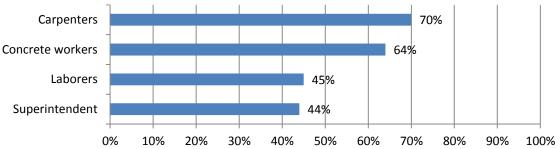
4. How would you describe your current recruitment challenges?



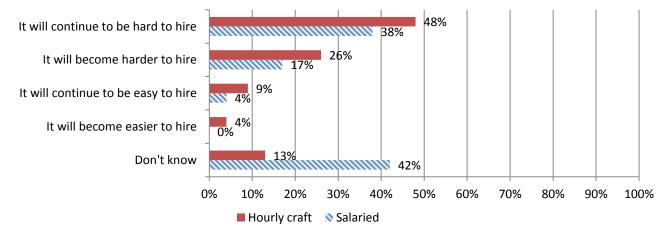
5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:



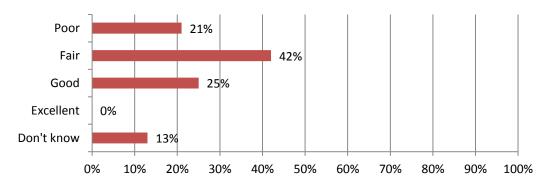
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:



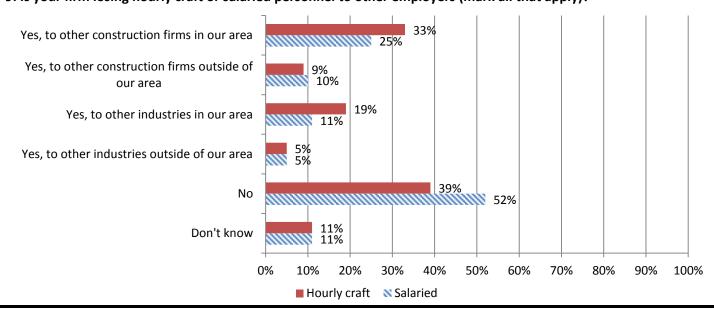
7. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

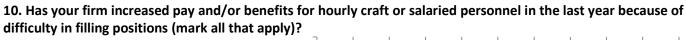


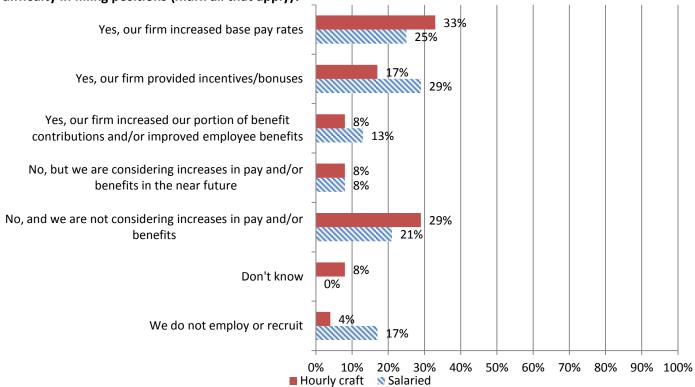
8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?



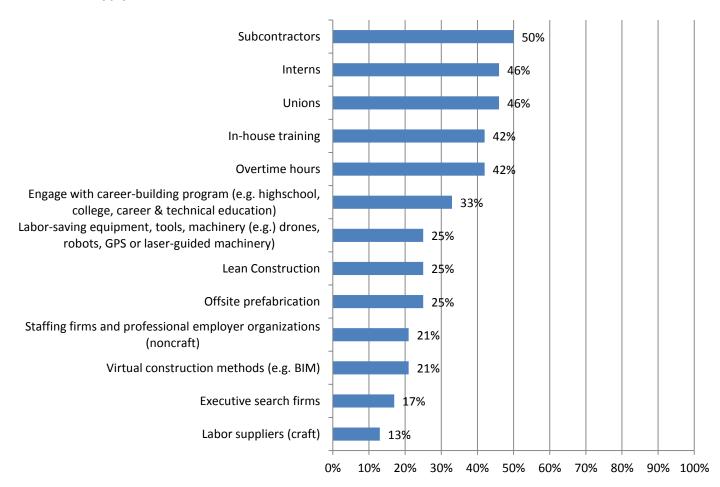
9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?







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)?



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 0% Increased number of jobsite hazrds (physical and/or 13% behavioral) identified in inspection reports 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 4% behavioral) identified in inspection reports Decreased number of workers compensation claims 4% 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100% 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 21% always We primarily operate as an open-shop contractor but 0% not always We always operate as an open-shop contractor 4% We do not self-perform or directly hire craft 4% personnel 0% 10% 20% 30% 50% 60% 70% 80% 90% 100% 14. Would/ do you encourage your children to pursue careers in construction? Yes 58% No 25% N/A 13% 0% 10% 20% 30% 40% 50% 60% 70% 90% 80% 100% 15. How many total employees does your firm employ at all of its locations? 1,000 or more 250-499 13% 500-999 17% 50-249 29% 1-49 38% 40% 100% 0% 10% 50% 60% 70% 20% 30% 80% 90% 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%

30%

40%

50%

60%

70%

80%

0%

10%

20%

100%

90%