2016 Workforce Survey Results
Missouri Results

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

- Retail, warehouse, lodging: 89%
- Private office: 81%
- Hospital: 76%
- Higher education: 73%
- K-12 School: 68%
- Public building: 68%
- Manufacturing: 62%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 54%
- Multifamily residential: 51%
- Other transportation (e.g. transit, airport): 32%
- Power: 32%
- Water/Sewer: 27%
- Highway: 16%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 95%
- Estimating personnel: 89%
- Safety personnel: 76%
- Superintendent: 73%
- Laborers: 68%
- Carpenters: 65%
- Millwrights: 62%
- Installers: 59%
- Electricians: 54%
- Traffic control personnel: 51%
- Quality control personnel: 46%
- Truck drivers: 46%
- BIM personnel: 43%
- IT personnel: 43%
- Equipment operators-crane, heavy: 35%
- Concrete workers: 32%
- Cement masons: 27%
- Mechanics: 27%
- Regional/divisional managers: 24%
- Installers-drywall: 24%
- Iron workers: 19%
- Bricklayers: 16%
- Painters: 16%
- Plumbers: 16%
- Pipefitters/welders: 14%
- Roofers: 14%
- Traffic control personnel: 14%
- Electricians: 11%
- Installers-sheet metal: 11%
- Millwrights: 11%
- Installers-other: 8%
- Pipelayers: 8%
- Linemen: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
  - Hourly office personnel
  - Hourly craft personnel
  - Salaried office personnel
  - Salaried field personnel

- Yes, for replacement only
  - Hourly office personnel
  - Hourly craft personnel
  - Salaried office personnel
  - Salaried field personnel

- No
  - Hourly office personnel
  - Hourly craft personnel
  - Salaried office personnel
  - Salaried field personnel

- Don’t know
  - Hourly office personnel
  - Hourly craft personnel
  - Salaried office personnel
  - Salaried field personnel

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions
- We are having a hard time filling some salaried field positions
- We are having a hard time filling some hourly office positions
- We are having a hard time filling some hourly craft positions
- We are having no trouble filling any positions
- We do not have any openings to fill
- Don’t know

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

- Project managers/supervisors
- Engineers
- Estimating personnel
- No trouble filling
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Carpenters: 63%
- Cement Masons: 70%
- Concrete Workers: 67%
- Equipment Operators-crane, heavy equipment: 46%
- Installers-sheets metal: 100%
- Iron Workers: 71%
- Laborers: 40%
- Superintendent: 44%
- Truck Drivers: 29%
- No trouble filling: 9%

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: 59%
- It will become harder to hire: 28%
- It will continue to be easy to hire: 3%
- It will become easier to hire: 9%
- Don't know: 12%

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

- Poor: 30%
- Fair: 30%
- Good: 27%
- Excellent: 3%
- Don't know: 11%
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: 29% Hourly craft, 32% Salaried
- Yes, to other construction firms outside of our area: 9% Hourly craft, 6% Salaried
- Yes, to other industries in our area: 21% Hourly craft, 21% Salaried
- Yes, to other industries outside of our area: 12% Hourly craft, 6% Salaried
- No: 41% Hourly craft, 47% Salaried
- Don't know: 6% Hourly craft, 12% 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: 27% Hourly craft, 37% Salaried
- Yes, our firm provided incentives/bonuses: 18% Hourly craft, 20% Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 18% Hourly craft, 17% Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 12% Hourly craft, 11% Salaried
- No, and we are not considering increases in pay and/or benefits: 27% Hourly craft, 23% Salaried
- Don't know: 12% Hourly craft, 9% Salaried
- We do not employ or recruit: 0% Hourly craft, 0% 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: 46%
- In-house training: 35%
- Overtime hours: 35%
- Interns: 32%
- Unions: 32%
- Engage with career-building program (e.g. highschool, college, career & technical education): 30%
- Executive search firms: 30%
- Labor suppliers (craft): 24%
- Offsite prefabrication: 24%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 22%
- Lean Construction: 16%
- Staffing firms and professional employer organizations (noncraft): 8%
- Virtual construction methods (e.g. BIM): 8%

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: 5%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 8%
- Increased number of workers compensation claims: 11%
- No change: 81%
- 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: 3%
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: 73%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 5%
- We do not self-perform or directly hire craft personnel: 22%

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

- Yes: 68%
- No: 24%
- N/A: 5%

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

- 1,000 or more: 3%
- 500-999: 8%
- 250-499: 14%
- 1-49: 22%
- 50-249: 54%

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

- Over $500 million: 3%
- $30.1 million-$50 million: 5%
- $10 million or less: 16%
- $10.1 million-$30 million: 24%
- $100.1 million-$500 million: 24%
- $50.1 million-$100 million: 27%