2016 Workforce Survey Results

Nebraska Results

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

- Private office: 59%
- Public building: 55%
- Retail, warehouse, lodging: 55%
- K-12 School: 50%
- Manufacturing: 50%
- Hospital: 45%
- Higher education: 41%
- Highway: 41%
- Multifamily residential: 27%
- Other transportation (e.g. transit, airport): 18%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 14%
- Water/Sewer: 14%
- Power: 9%
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>Laborers</td>
<td>95%</td>
</tr>
<tr>
<td>Project managers/supervisors</td>
<td>86%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>68%</td>
</tr>
<tr>
<td>Superintendent</td>
<td>68%</td>
</tr>
<tr>
<td>Estimating personnel</td>
<td>64%</td>
</tr>
<tr>
<td>Safety personnel</td>
<td>64%</td>
</tr>
<tr>
<td>Equipment operators-cranes, heavy...</td>
<td>64%</td>
</tr>
<tr>
<td>Truck drivers</td>
<td>59%</td>
</tr>
<tr>
<td>Tax/accounting/finance personnel</td>
<td>50%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>50%</td>
</tr>
<tr>
<td>HR/training personnel</td>
<td>41%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>41%</td>
</tr>
<tr>
<td>Business development/sales personnel</td>
<td>27%</td>
</tr>
<tr>
<td>Quality control personnel</td>
<td>27%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>23%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>23%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>23%</td>
</tr>
<tr>
<td>Engineers</td>
<td>18%</td>
</tr>
<tr>
<td>Regional/divisional managers</td>
<td>18%</td>
</tr>
<tr>
<td>Electricians</td>
<td>18%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>14%</td>
</tr>
<tr>
<td>Painters</td>
<td>14%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>14%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>14%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>14%</td>
</tr>
<tr>
<td>BIM personnel</td>
<td>9%</td>
</tr>
<tr>
<td>IT personnel</td>
<td>9%</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>9%</td>
</tr>
<tr>
<td>Installers-sheet metal</td>
<td>9%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>5%</td>
</tr>
<tr>
<td>Linemen</td>
<td>5%</td>
</tr>
<tr>
<td>Roofers</td>
<td>5%</td>
</tr>
<tr>
<td>Millwrights</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: 6%
  - Hourly craft personnel: 21%
  - Salaried office personnel: 37%
  - Salaried field personnel: 59%
- Yes, for replacement only
  - Hourly office personnel: 22%
  - Hourly craft personnel: 16%
  - Salaried office personnel: 27%
- No
  - Hourly office personnel: 5%
  - Hourly craft personnel: 16%
  - Salaried office personnel: 32%
- Don’t know
  - Hourly office personnel: 22%
  - Hourly craft personnel: 16%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 14%
- We are having a hard time filling some salaried field positions: 36%
- We are having a hard time filling some hourly office positions: 5%
- We are having a hard time filling some hourly craft positions: 91%
- We are having no trouble filling any positions: 9%
- We do not have any openings to fill: 0%
- Don’t know: 5%

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

- Project managers/supervisors: 42%
- No trouble filling: 35%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Concrete workers: 87%
- Carpenters: 67%
- Truck drivers: 54%
- Laborers: 52%
- Equipment operators-cranes, heavy equipment: 50%
- Mechanics: 45%

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: 73%
- It will become harder to hire: 18%
- It will continue to be easy to hire: 0%
- It will become easier to hire: 0%
- Don't know: 9%

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

- Poor: 45%
- Fair: 36%
- Good: 9%
- Excellent: 5%
- Don't know: 5%
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: 30% Hourly craft, 5% Salaried
- Yes, to other construction firms outside of our area: 15% Hourly craft, 10% Salaried
- Yes, to other industries in our area: 40% Hourly craft, 5% Salaried
- Yes, to other industries outside of our area: 0% Hourly craft, 10% Salaried
- No: 25% Hourly craft, 24% Salaried
- Don't know: 20% Hourly craft, 24% 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: 71% Hourly craft, 55% Salaried
- Yes, our firm provided incentives/bonuses: 19% Hourly craft, 20% Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 24% Hourly craft, 25% Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 5% Hourly craft, 5% Salaried
- No, and we are not considering increases in pay and/or benefits: 10% Hourly craft, 5% Salaried
- Don't know: 5% Hourly craft, 20% Salaried
- We do not employ or recruit: 10% Hourly craft, 5% 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)?

- Engage with career-building program (e.g. highschool, college, career & technical education) - 50%
- In-house training - 41%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery - 36%
- Overtime hours - 36%
- Subcontractors - 32%
- Interns - 27%
- Labor suppliers (craft) - 23%
- Staffing firms and professional employer organizations (noncraft) - 14%
- Virtual construction methods (e.g. BIM) - 9%
- Executive search firms - 5%
- Offsite prefabrication - 5%
- Lean Construction - 0%
- Unions - 0%

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 - 0%
- Increased number of workers compensation claims - 5%
- No change - 86%
- Decreased number of reportable injuries and illnesses - 9%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports - 0%
- Decreased number of workers compensation claims - 5%
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: 86%
- We primarily operate as a union contractor but not always: 9%
- We primarily operate as an open-shop contractor but not always: 5%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 0%

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

- Yes: 86%
- No: 5%
- N/A: 9%

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

- 500-999: 0%
- 1,000 or more: 5%
- 250-499: 14%
- 1-49: 36%
- 50-249: 45%

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

- $10.1 million-$30 million: 32%
- $10 million or less: 27%
- $30.1 million-$50 million: 14%
- $50.1 million-$100 million: 18%
- Over $500 million: 5%
- $100.1 million-$500 million: 5%
- $50.1 million-$100 million: 18%
- $10 million or less: 27%
- $10.1 million-$30 million: 32%