2016 Workforce Survey Results
North Carolina Results

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

- Higher education: 44%
- Private office: 41%
- Public building: 41%
- Highway: 38%
- Hospital: 34%
- Retail, warehouse, lodging: 34%
- Water/Sewer: 34%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 31%
- Manufacturing: 31%
- K-12 School: 28%
- Multifamily residential: 28%
- Power: 13%
- Other transportation (e.g. transit, airport): 6%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 88%
- Estimating personnel: 84%
- Laborers: 72%
- Superintendent: 66%
- Safety personnel: 63%
- HR/training personnel: 56%
- Mechanics: 47%
- Truck drivers: 47%
- Business development/sales personnel: 44%
- Tax/accounting/finance personnel: 44%
- Carpenters: 41%
- Equipment operators-cranes, heavy...: 41%
- Pipelayers: 38%
- Quality control personnel: 34%
- Concrete workers: 34%
- Installers-other: 34%
- Traffic control personnel: 34%
- IT personnel: 28%
- Engineers: 25%
- Pipefitters/welders: 25%
- Regional/divisional managers: 19%
- BIM personnel: 16%
- Installers-sheet metal: 16%
- Cement masons: 13%
- Electricians: 13%
- Installers-drywall: 13%
- Plumbers: 13%
- Millwrights: 9%
- Bricklayers: 6%
- Painters: 6%
- Roofers: 6%
- Iron workers: 3%
- Linemen: 3%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 33% (Hourly office personnel), 47% (Hourly craft personnel), 58% (Salaried office personnel), 79% (Salaried field personnel)
- Yes, for replacement only: 27% (Hourly office personnel), 17% (Hourly craft personnel), 23% (Salaried office personnel), 19% (Salaried field personnel)
- No: 0% (Hourly office personnel), 19% (Hourly craft personnel), 23% (Salaried office personnel), 19% (Salaried field personnel)
- Don’t know: 3% (Hourly office personnel), 7% (Hourly craft personnel), 3% (Salaried office personnel), 3% (Salaried field personnel)

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 34%
- We are having a hard time filling some salaried field positions: 47%
- We are having a hard time filling some hourly office positions: 9%
- We are having a hard time filling some hourly craft positions: 84%
- We are having no trouble filling any positions: 3%
- We do not have any openings to fill: 6%
- Don’t know: 3%

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

- Project managers/supervisors: 61%
- Estimating personnel: 30%
- No trouble filling: 25%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Pipefitters/welders: 100%
- Carpenters: 85%
- Concrete workers: 82%
- Truck drivers: 80%
- Laborers: 70%
- Pipayers: 67%
- Traffic control personnel: 45%
- Superintendent: 43%
- Equipment operators-cranes, heavy equipment: 36%
- Installers-other: 31%

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: 78%
- It will become harder to hire: 56%
- It will continue to be easy to hire: 6%
- It will become easier to hire: 3%
- Don’t know: 22%

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

- Poor: 53%
- Fair: 41%
- Good: 3%
- Excellent: 0%
- Don’t know: 3%
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
  - Hourly craft: 29%
  - Salaried: 42%
- Yes, to other construction firms outside of our area
  - Hourly craft: 11%
  - Salaried: 19%
- Yes, to other industries in our area
  - Hourly craft: 14%
  - Salaried: 32%
- Yes, to other industries outside of our area
  - Hourly craft: 11%
  - Salaried: 16%
- No
  - Hourly craft: 39%
  - Salaried: 61%
- Don't know
  - Hourly craft: 7%
  - Salaried: 0%

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: 31%
  - Salaried: 48%
- Yes, our firm provided incentives/bonuses
  - Hourly craft: 24%
  - Salaried: 31%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits
  - Hourly craft: 21%
  - Salaried: 21%
- No, but we are considering increases in pay and/or benefits in the near future
  - Hourly craft: 21%
  - Salaried: 21%
- No, and we are not considering increases in pay and/or benefits
  - Hourly craft: 14%
  - Salaried: 17%
- Don't know
  - Hourly craft: 7%
  - Salaried: 0%
- We do not employ or recruit
  - Hourly craft: 0%
  - 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)?

- In-house training: 53%
- Subcontractors: 50%
- Labor suppliers (craft): 44%
- Overtime hours: 41%
- Engage with career-building program (e.g. high school, college, career & technical education): 38%
- Interns: 34%
- Labor-saving equipment, tools, machinery (e.g. drones, robots, GPS or laser-guided machinery): 25%
- Staffing firms and professional employer organizations (noncraft): 22%
- Executive search firms: 13%
- Offsite prefabrication: 9%
- Virtual construction methods (e.g. BIM): 6%
- Lean Construction: 3%
- 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: 3%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- Increased number of workers compensation claims: 6%
- No change: 78%
- Decreased number of reportable injuries and illnesses: 9%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- Decreased number of workers compensation claims: 9%
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: 97%
- We primarily operate as a union contractor but not always: 3%
- We primarily operate as an open-shop contractor but not always: 0%
- 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: 66%
- No: 22%
- N/A: 9%

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

- 1,000 or more: 0%
- 500-999: 9%
- 250-499: 13%
- 1-49: 34%
- 50-249: 44%

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

- Over $500 million: 7%
- $30.1 million-$50 million: 11%
- $50.1 million-$100 million: 12%
- $100.1 million-$500 million: 17%
- $10.1 million-$30 million: 23%
- $10 million or less: 31%