2016 Workforce Survey Results

Northeast Results

There were a total of 101 responses; not all respondents answered every question.

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

- Private office: 61%
- Higher education: 53%
- Hospital: 50%
- Retail, warehouse, lodging: 50%
- Public building: 42%
- K-12 School: 41%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 40%
- Highway: 34%
- Multifamily residential: 34%
- Manufacturing: 33%
- Power: 29%
- Water/Sewer: 29%
- Other transportation (e.g. transit, airport): 26%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 85%
- Estimating personnel: 82%
- Laborers: 77%
- Carpenters: 69%
- Superintendent: 68%
- Safety personnel: 63%
- Tax/accounting/finance personnel: 62%
- Business development/sales personnel: 50%
- HR/training personnel: 48%
- Truck drivers: 48%
- Engineers: 47%
- IT personnel: 45%
- Equipment operators-cranes, heavy: 42%
- Concrete workers: 35%
- Quality control personnel: 32%
- Mechanics: 32%
- Regional/divisional managers: 29%
- BIM personnel: 27%
- Cement masons: 24%
- Installers-drywall: 18%
- Iron workers: 17%
- Bricklayers: 15%
- Electricians: 12%
- Traffic control personnel: 12%
- Pipefitters/welders: 11%
- Pipelayers: 9%
- Millwrights: 6%
- Installers-other: 4%
- Linemen: 4%
- Painters: 4%
- Installers-sheet metal: 3%
- Plumbers: 3%
- Roofers: 2%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

![Chart showing the expected hiring in the next 12 months.]

4. How would you describe your current recruitment challenges?

![Chart showing the current recruitment challenges.]

- We are having a hard time filling some salaried office positions: 47%
- We are having a hard time filling some salaried field positions: 46%
- We are having a hard time filling some hourly office positions: 15%
- We are having a hard time filling some hourly craft positions: 57%
- We are having no trouble filling any positions: 6%
- We do not have any openings to fill: 10%
- Don't know: 6%
5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:

- Project managers/supervisors: 70%
- Estimating personnel: 36%
- Engineers: 30%
- BIM personnel: 15%
- Quality control personnel: 13%
- Safety personnel: 13%
- Regional/divisional manager: 7%
- Tax/accounting/finance personnel: 6%
- Business development/sales personnel: 6%
- HR/training personnel: 4%
- IT personnel: 0%
- No trouble filling: 14%

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

- Plumbers: 67%
- Linemen: 50%
- Superintendent: 49%
- Equipment operators-cranes, heavy...: 43%
- Electricians: 42%
- Carpenters: 41%
- Mechanics: 38%
- Installers-other: 33%
- Truck drivers: 29%
- Laborers: 28%
- Pipefitters/welders: 27%
- Bricklayers: 27%
- Cement masons: 25%
- Concrete workers: 23%
- Pipelayers: 22%
- Millwrights: 17%
- Installers-drywall: 11%
- Traffic control personnel: 8%
- Iron workers: 6%
- Installers-sheet metal: 0%
- Painters: 0%
- Roofers: 0%
- 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: 41% Hourly craft, 46% Salaried
- It will become harder to hire: 24% Hourly craft, 36% Salaried
- It will continue to be easy to hire: 4% Hourly craft, 3% Salaried
- It will become easier to hire: 2% Hourly craft, 5% Salaried
- Don't know: 16% Hourly craft, 22% Salaried

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

- Poor: 23% Hourly craft, 44% Salaried
- Fair: 22% Hourly craft, 22% Salaried
- Good: 0% Hourly craft, 0% Salaried
- Excellent: 12% Hourly craft, 12% Salaried
- Don't know: 12% Hourly craft, 12% Salaried

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: 23% Hourly craft, 28% Salaried
- Yes, to other construction firms outside of our area: 9% Hourly craft, 9% Salaried
- Yes, to other industries in our area: 13% Hourly craft, 13% Salaried
- Yes, to other industries outside of our area: 3% Hourly craft, 4% Salaried
- No: 46% Hourly craft, 51% Salaried
- Don't know: 16% Hourly craft, 10% 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: 28% Hourly, 35% Salaried
- Yes, our firm provided incentives/bonuses: 18% Hourly, 25% Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 17% Hourly, 21% Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 13% Hourly, 14% Salaried
- No, and we are not considering increases in pay and/or benefits: 16% Hourly, 23% Salaried
- Don’t know: 11% Hourly, 20% Salaried
- We do not employ or recruit: 5% Hourly, 1% 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): 40% Hourly, 40% Salaried
- Executive search firms: 39% Hourly, 39% Salaried
- In-house training: 39% Hourly, 39% Salaried
- Interns: 50% Hourly, 50% Salaried
- Labor suppliers (craft): 17% Hourly, 17% Salaried
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 13% Hourly, 13% Salaried
- Lean Construction: 24% Hourly, 24% Salaried
- Offsite prefabrication: 15% Hourly, 15% Salaried
- Overtime hours: 36% Hourly, 36% Salaried
- Staffing firms and professional employer organizations (noncraft): 27% Hourly, 27% Salaried
- Subcontractors: 31% Hourly, 31% Salaried
- Unions: 34% Hourly, 34% Salaried
- Virtual construction methods (e.g. BIM): 12% Hourly, 12% Salaried
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: 10%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- Increased number of workers compensation claims: 4%
- Decreased number of reportable injuries and illnesses: 8%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- Decreased number of workers compensation claims: 5%
- No change: 80%

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: 46%
- We primarily operate as a union contractor but not always: 13%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 26%
- We do not self-perform or directly hire craft personnel: 10%

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

- Yes: 54%
- No: 29%
- N/A: 15%
15. How many total employees does your firm employ at all of its locations?

- 250-499: 8%
- 500-999: 10%
- 1,000 or more: 10%
- 1-49: 26%
- 50-249: 47%

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

- $10.1 million - $30 million: 23%
- Over $50 million: 11%
- $30.1 million - $50 million: 11%
- $10 million or less: 21%
- $50.1 million - $100 million: 20%
- $100.1 million - $500 million: 15%